

Daigas Group Medium-Term Management Plan 2026

— Connecting Ambitious Dreams -

March 7, 2024

Osaka Gas Co., Ltd.

Securities code

9532

Foundation of business activities (corporate motto)

Service First

We are committed to serving customers and society wholeheartedly, which is our group-wide business practice pursued since the company's inception.

What we aim to be

A corporate group that powers continuous advancement in customers' lives and businesses.

We aim to be a corporate group that enhances the quality of life and business for customers by leveraging its global business capabilities developed continuously through challenges in energy and related fields.

Three guiding principles



Customer-oriented approach

Have a deep understanding of customers and actively listen to their needs

Wholeheartedness and a sense of mission

Aim for shared goals, united by a bond of trust and a sense of commitment

Enterprising spirit

Pursue new things with creativity and ingenuity without being constrained by existing frameworks

The information presented in this material



- The Daigas Group's aspiration for 2030 and beyond.
- The Group's new Medium-Term Management Plan for the three-year period from 2024 to 2026, including the Three Commitments we will pursue.

Fulfillment of the Corporate Principles and Charter of Business Conduct

Daigas Group's vision for the future beyond 2030

The Medium-Term Management Plan 2026

Connecting Ambitious Dreams
Key Strategy:
Three Commitments

Daigas Group's aspiration for the future

Secure peace of mind today, build sustainable lifestyles for tomorrow

Key strategy: Three Commitments

sustainable future

Co-create value for a

Support employees to shine in their roles

Evolve business foundation

Directionality and Priority Initiatives (ESG Materiality)

Resolving social issues with the two-pronged approach of pursuing CN* and providing natural gas

Providing carbon neutral energy

- * Carbon neutrality
- Enhancing the resilience of customers and society
- Co-creating advanced, diverse solutions that meet customer values

Building a corporate culture that encourages diverse talents to come together and work hard

 Creating an environment in which employees and corporate value mutually increase

Promoting the implementation of asset-light management

- Implementing ROIC-focused management
- Advancing business transformation through DX
- Enhancing the governance structure

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Review of Medium-Term Management Plan 2023



- Various initiatives have made steady progress based on our priority strategies of co-creating value for a sustainable future¹ and evolving our corporate group. 1 Value creation to resolve social issues, such as implementing low-carbon solutions, achieving decarbonization, meeting diversified needs, and enhancing the resilience of customers and society.
- In the coming years, our business activities will expand their scopes to respond to newly emerged changes, such as accelerating decarbonization and diversifying ways of work.



Co-create value for a sustainable **future**

Realization of a low-carbon/carbon neutral society

- 2.5 GW renewable energy development contribution target achieved (3 GW expected by the end of FY2024)
- Fuel conversion to natural gas for customers' large-scale facilities
- Progress in demonstration projects and technological development for practical application of e-methane (secured funding from the Green Innovation Fund and other sources of support)
- Expansion of Sabine Oil & Gas' shale gas production in the USA

Establishment of lifestyles and businesses adjusted to the new normal

- 10 million customer accounts reached
- · More than 1.8 million reached in the number of electricity customers
- Development of new solutions (D-Line up for industrial sector: Sumai-LINK, telecommunication, renovation for residential sector)
- Contribution to regional revitalization (e.g., new hometowntax collection system, property development)
- Expansion of LBS² business fields (logistics real estate and REIT. ERP3)

2 Life & Business Solutions 3 Enterprising Resource Planning

Enhancing the resilience of customers and society

- Stable energy supply and LNG procurement achieved by flexibly responding and collaborating despite the COVID-19 pandemic and soaring resource prices
- Establishment of Group-wide safety and disaster prevention systems based on pipeline business legal separation
- Comprehensive inspections and improvement of operation and maintenance



Evolve our corporate group

Advancement of the portfolio-focused business management

- Boosted profit contribution of the International Energy and LBS businesses
- Increased ROIC-focused business execution, such as capital-efficient asset replacement and investment
- Strengthened governance system (establishing a management advisory committee, increasing the ratio of outside directors, and reflecting ESG targets in performance-linked remuneration)

Business transformation through DX

- Strengthened organizational structure to promote DX (DX Strategy Dept.)
- Reform on the ways of work and how to execute work (launch of Daigas DX⁴) 4 Daigas transformation
- Establishment of a system to promote the integration of business and digital technology
- Digital talent training provided to employees

Maximization of value for each employee

- Promotion of flexible and diverse ways of work (remote work, etc.)
- Promotion of diversity and inclusion (increased diversity of the Board of Directors by electing female directors and through other measures)
- · Increased mid-career hires and diversified ways of new graduate recruitment to achieve business strategies

Response to social changes and business issues that have emerged since the announcement of the previous medium-term plan

Growing calls for resolving social issues

- Leadership in working towards carbon neutrality
- Continuation of a stable energy supply

Decline in labor force, accelerating diversification in ways of work

- Acquisition and development of human resources from a medium-to long-term perspective
- Promoting diversity, equity & inclusion

Increased uncertainty, necessity of continuous evolution

- Evolution and enhanced resilience of business portfolio
- Governance enhancement
 Promotion of DX

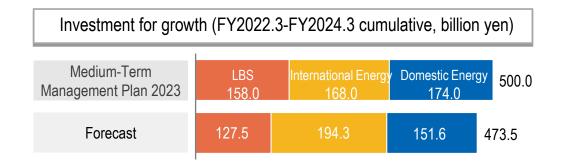
Review of Medium-Term Management Plan 2023

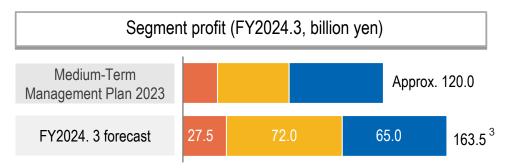


FY2024.3 profitability indicators are expected to reach the target level of the Medium-Term Management Plan 2023, mainly due to steady growth in the International Energy business and LBS business and the impact of increased profits from the time-lag effect in the Domestic Energy business.

		Medium-Term Management Plan 2023	FY2024. 3 forecast	Change
Profitability indicators	ROIC (Reference ROE)	approx. 5% (approx. 7.5%)	5.5% (8.0%)	+0.5% (+0.5%)
Shareholder returns	Dividend payout ratio	(excluding short-term profit fluctuation factors) 30% or more	25.6%	-
Financial soundness	D/E ratio ²	approx. 0.7	0.56	-0.14
Indicators	Shareholders' equity ratio ²	approx. 50%	52.1%	+2.1%

¹ More than 30% excluding short-term profit fluctuation factors 2 Calculated with 50% of issued hybrid bonds as equity







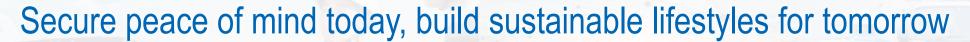
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1) Daigas Group's aspiration for the future





In 1897, around the middle of the Meiji era in Japan, Osaka Gas was established to promote the wide use of gas lamps, a safer and more economical alternative to oil lamps. Around those times, the safety of oil lamps was a significant concern as they often became a cause of fire in urban areas.

Since the inception of the company, we have never been in a position that guarantees the survival of our business.

Faced with the rapid change of the times and society, we have identified the path we should pursue through the engagement with customers and society. We also have taken on new challenges with an enterprising spirit.

Today, society has reached a crucial turning point.

Growing instability in the energy market and intensifying natural disasters are unsettling people's peace of mind and increasing the uncertainty of our future. Against this backdrop, there is a pressing need to develop sustainable lifestyles for tomorrow when decarbonization and digitalization are advanced.

Although the paths to fulfilling these goals may be diverse and uncertain, there is one thing we know for sure: We are the ones who will shape the future.

While creating a work environment that supports our members to shine in their roles, we will continue taking on new challenges with a sense of mission and pride to be a corporate group that stakeholders can strongly identify with.

Secure peace of mind today

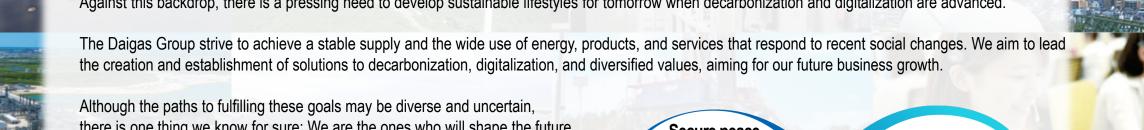
by achieving a stable supply, expanded use, and advanced utilization of the products and services that we currently provide.

Build sustainable lifestyles for tomorrow

by creating and implementing new innovative solutions that respond to changes in the social environment.







2) Our expected business environment and role in the 2040s

- People's values will be more diversified, the digital origin approach will be widely adopted, and there will be stronger calls to resolve social issues on a global scale.
- In order to realize a CN* society by 2050, it is essential to take initiatives from a super-long-term perspective. Particularly in the energy sector, there are many tasks that need to be completed as part of the CN process (from the present to the 2040s), such as the conversion of energy systems.
- The Daigas Group will powerfully lead in paving the way and establishing practical solutions for a CN society, navigating its way through highly uncertain situations.

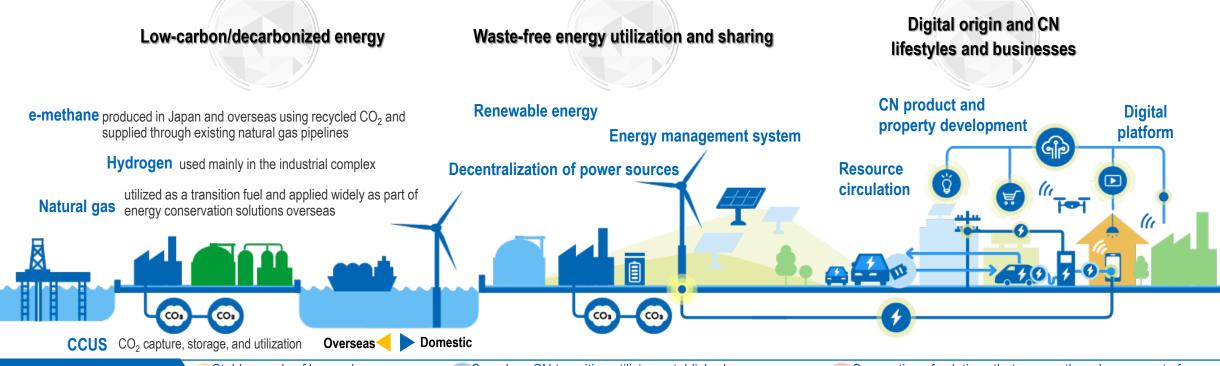


3) Sustainable lifestyles we envision for the 2040s



- CN lifestyles and businesses will be achieved through the highly efficient utilization of low-carbon/decarbonized energy and digital origin approach.
- Renewable energy and other new energy resources, such as hydrogen and e-methane, will be widely introduced to society. The mixed used of non-fossil-based energy and fossil-based energy will be optimized through energy management systems, including decentralized power sources.

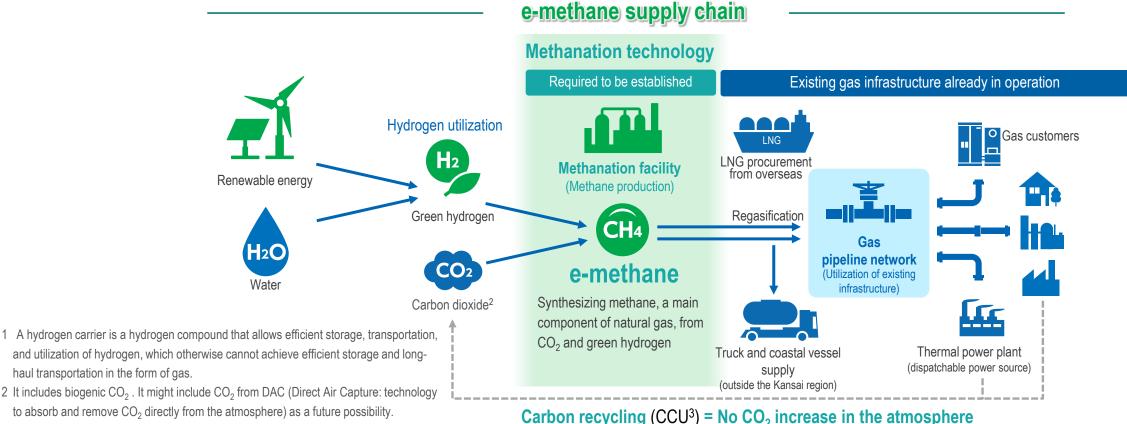
 Customers and society will enjoy an automatic transition to CN without significant burden or hassle through solutions provide by the Daigas Group.



[Reference] e-methane: a product of methanation technologies and key to a low-carbon/carbon neutral future



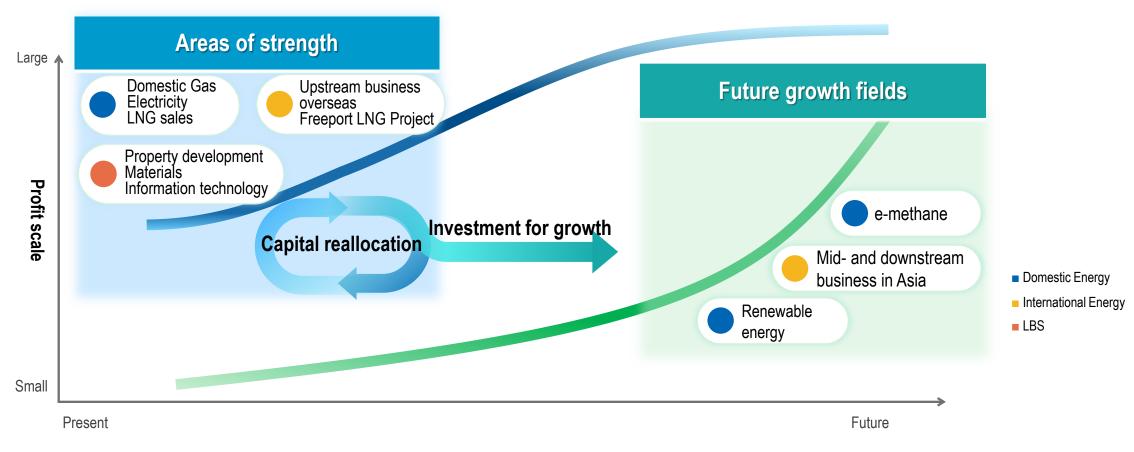
- The Daigas Group will contribute to realizing a CN society through our initiatives to provide CN gaseous energy and decarbonize our power sources.
- e-methane is a CN hydrogen carrier. It is produced by reusing CO₂ emitted into the atmosphere and synthesizing it with hydrogen.
- Consisting of essentially the same components as natural gas, e-methane can be supplied through the existing gas infrastructure, including customers' gas equipment.
- We aim to lead the development of methanation technologies to realize the practical application of e-methane by leveraging the Daigas Group's core technologies and collaborating with various partners.



Daigas

4) Daigas Group's direction for sustainable growth

- Leveraging the Daigas Group's strengths in its Domestic Energy, International Energy, and LBS* businesses to contribute to establishing a CN society and achieving a sustainable growth of the Group.
- Shifting our business focus to CN through our balanced approach of achieving successful investment in next-generation energy solutions, such as e-methane, and earnings growth during the transition period.



5) Daigas Group's targets for 2030



- We plan to invest a cumulative total of approx. 220 billion yen in CN projects during the FY2025.3-FY2031.3 period, aiming to achieve 1% e-methane in the gas grid, 10 million tons/year of society-wide avoided emissions, and 5 GW of renewable energy development contribution to realize a sustainable society.
- We aim at the ordinary profit of approx. 200 billion yen to achieve ROIC of 6% and ROE of 10% by the early 2030s.

Non-financial targets

- 1% e-methane in the gas grid
- 10 million tons/year of society-wide avoided emissions
- 5 million tons/year of CO₂ emissions reduction in the Daigas Group's domestic supply chain
- 5 GW of renewable energy development contribution
- Approx. 50% renewable energy in our power portfolio in Japan

Financial targets

- Ordinary profit: approx. 200 billion yen
- ROIC: approx. 6%
- ROE: approx. 10%

by the early 2030s

Investment in CN: approx. 220 billion yen *FY2025.3-FY2031.3 cumulative total

6) Significance of the Medium-Term Management Plan 2026



- The year 2030 will be a turning point for the Daigas Group to accelerate its initiatives to achieve CN by 2050.
- The 2024-2026 period will be focused on embodying our aspiration and building bridges to our future, which we refer to as "Connecting Ambitious Dreams," by building a foundation to accelerate our CN initiatives to meet our 2030 targets while contributing to the energy transition and fulfilling our responsibility of a stable energy supply.



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1) Key Strategy: Three Commitments



Since the announcement of the previous Medium-Term Management Plan, we have been facing new changes in the business environment. There has been a growing need to resolve social issues due to the global-scale acceleration of decarbonization and increased risks of energy security. At the same time, people's mindset on how they want to work have been diversified.

• In the current medium-term period, we will work on the **Three Commitments**. First is to **co-create value for a sustainable future*** that contributes to resolving social issues. Second is to **support employees to shine in their roles**. Third is to **evolve the business foundation**.

* Value creation to resolve social issues, such as implementing low-carbon solutions, achieving decarbonization, meeting diversified needs, and enhancing the resilience of customers and society, as aimed to achieve under the previous Medium-Term Management Plan.

To fulfill the Daigas Group's Corporate



Support employees to shine in their roles

Building a corporate culture that encourages diverse talents to collaborate

Creating an environment that enhances value for employees and the company

Principles and aspiration

Key Strategy: Three Commitments



Co-create value for a sustainable future

Resolving social issues with the two-pronged approach of pursuing CN and providing natural gas

- Provision of carbon neutral energy
- Enhancing the resilience of customers and society
- Co-creation of advanced and diverse solutions



Promoting the implementation of asset-light management

- Implementation of ROIC-focused management
- Business transformation through DX
- Enhancement of the governance system

Social changes and business issues that have emerged since the announcement of the previous Medium-Term Management Plan-

Decline in labor force, accelerating diversification in ways of work

Growing calls for resolving social issues

Increased uncertainty, necessity of continuous evolution

2) Co-creation with stakeholders

We are committed to co-creating value for a sustainable future that contributes to resolving social issues. We will share the fruits of the co-creation with stakeholders. We aim for the targets and goals shown below.



Commitment to each stakeholder

(All figures without notes are targets for FY2027.3.)

Customers

- Leadership in carbon neutral initiatives
- Stable energy supply
- Co-creation of optimal solutions to meet diverse needs
- Co-creation of a community
 based society

Local communities and society

- 1% e-methane in the gas grid (FY2031.3 target)
- Society-wide avoided emissions:7 million tons/year
- Zero serious accidents and supply disruptions caused by the Group companies
- Creation of new businesses and services

Shareholders and investors

- ROIC: approx. 5.0%
- ROE: approx. 8.0%
- Progressive dividend
- Dividend on equity: 3.0%
- Continuation of constructive dialogue
- Voluntary information disclosure

Employees

- Provision of support for diverse ways of work
- Implementation of talent management
- Work engagement deviation:*
 50 or more
- Development of DX core staff:
 300 people

Partners

- Establishment of trust with business partners
- Development of the entire value chain
- Renewable energy development contribution: 4 GW
- Respect for human rights throughout the value chain

3) Initiatives to achieve sustainable growth



 We aim for sustainable growth by investing in growth areas in the CN space, such as renewable energy, and building the future business foundation. In the meantime, we will pursue the development, power generation, and advanced utilization of natural gas, a crucial energy resource during the transition period, to continue increasing the Group's earnings.

Peace of mind today

Growth drivers during the transition period

- Advanced utilization of natural gas
 Identifying low-carbon needs and promoting the fuel conversion to natural gas and the introduction of CHP units in and outside the Kansai region
- Highly efficient natural gas power generation
 Expanding electricity marketing activities to utilize the newly built Himeji Natural Gas Power Plant (approx. 1.2 GW to be launched in 2026)
 Equivalent power source for domestic thermal power generation: 3.2 GW
 (1.6-fold increase)
 [FY2024.3 forecast: 2 GW)
- Sabine Oil & Gas shale gas development in USA
 Playing a central role in steadily expanding production of transition fuel
- LBS business
 Steadily increasing profits in the three core areas of property development, IT solutions, and materials solutions



Sustainable lifestyles for tomorrow

Next-generation businesses for a CN society

e-methane

Developing multiple projects in Japan and overseas to achieve practical application and 1% injection into the gas grid by FY2031.3

Renewable energy

Leading efforts to increase handling volume, aiming to achieve 5 GW development contribution in Japan and overseas by FY2031.3 Renewable energy development contribution: 4 GW (1.3-fold increase) (FY2024.3 forecast: 3 GW) [FY2027.3]

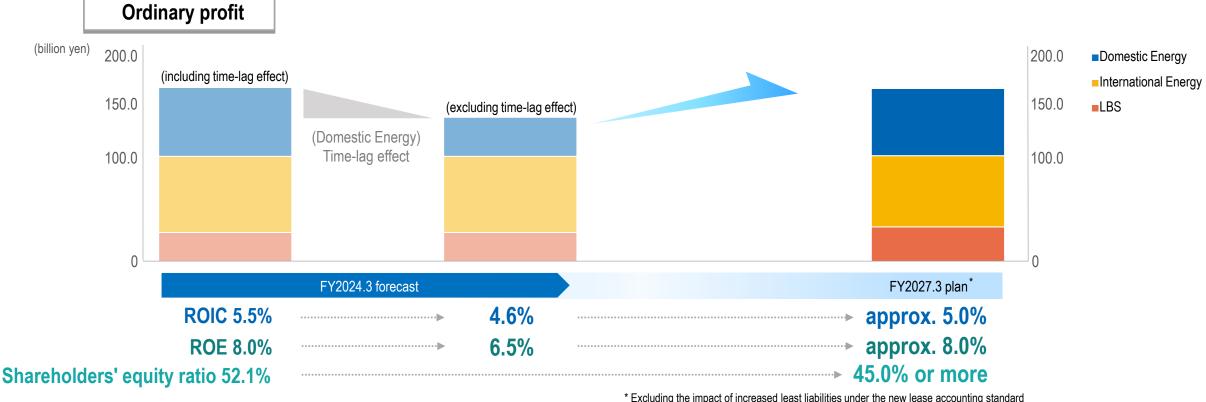




4) Ordinary profit, ROIC, and ROE targets



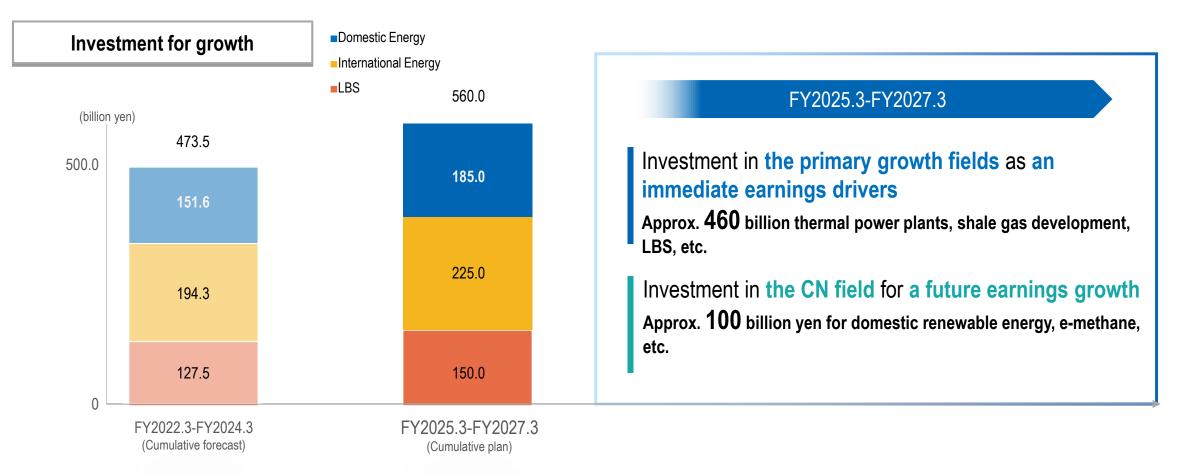
- Steady profit increase by expanding the Domestic Energy, International Energy, and LBS businesses.
- ROIC of approx. 5% through the improvement of capital efficiency by ensuring short-term profit growth, replacing assets in our portfolio, and revising our business portfolio.
- ROE of approx. 8% by expanding our financial leverage and closely monitoring our financial soundness (Shareholders' equity ratio of 45% or more), in light of our enhanced cash flow and more robust business portfolio than before.



Daigas

5) Investment for growth

To ensure profit increase during the transition period, we intend to continue investing in the existing assets, such as thermal power plants
and shale gas business. At the same time, we will expand investment in CN projects, including renewable energy and e-methane to shift the
focus of our business portfolio to assets for a CN future. Throughout our investment activities, we will take various measures to maximize capital
efficiency.



6) Shareholder return policy



- As our short-term profit fluctuation grows, we will introduce a progressive dividend policy, aiming to maintain or increase dividends, in principle, depending on the medium-term profit growth.
- We will change our shareholder return index from the dividend payout ratio of 30% to a dividend on equity (DOE*) of 3.0%, aiming to achieve a long-term stable dividend increase.
- We aim to improve capital-efficiency by examining the possibility of repurchasing own shares flexibly, etc.

Previous shareholder return policy (until FY2024.3)

- Continuation of stable dividends
- Dividend payout ratio of 30% or more, excluding short-term profit fluctuation factors
- Executing additional shareholder return policy flexibly

New shareholder return policy (effective FY2025.3)

- Introduction of progressive dividends

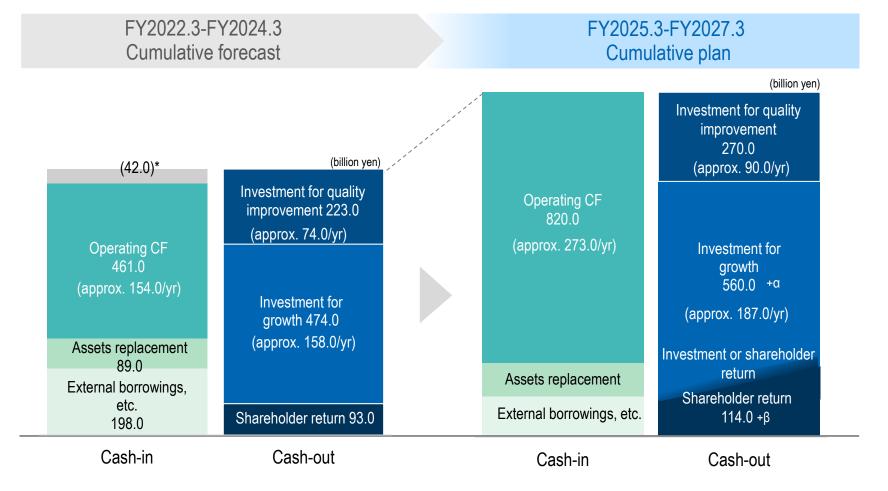
 (in principle, maintaining or increasing dividends)
- Dividend on equity (DOE): 3.0%
 (paying dividends based on shareholders' equity unconstrained by short-term earnings fluctuations)
- Executing additional shareholder return policy flexibly

^{*} In our DOE calculation, accumulated other comprehensive income is excluded from shareholders' equity as the denominator to eliminate the effect of growing exchange rate fluctuations.

7) Cash allocation



- Business growth to date have enhanced the company's ability to generate operating cash flow.
- We aim to improve our corporate value through shareholder returns and the aforementioned investment for growth while maintaining the financial soundness.



^{*} Impact of increased cash and deposits at the end of FY2021.3 due to profit increase and short selling in investing

8) Financial and non-financial targets



- We aim to become a corporate group with which stakeholders will continue to identify, by meeting the financial and non-financial targets shown below.
- The executive compensation will be linked to these key management indicators¹ to incentivize management to enhance the Group's business activities.

1 The items linked to executive compensation are ROE, EBITDA and non-financial targets listed below.



Financial targets (FY2027.3)

ROIC: approx. 5%

ROE: approx. 8%



2 Calculated with 50% of issued hybrid bonds as equity



Major non-financial targets (FY2027.3)

Provision of carbon neutral energy

- Avoided emissions: 7 million tons/year
- Renewable energy development contribution: 4 GW
- CO₂ reduction in the Group's offices and cars: 67%



Enhancement of the resilience of customers and society

 Zero serious accidents and supply disruptions caused by the Group companies

Co-creation of advanced, diverse solutions

Customer accounts: 10.9 million

Customer satisfaction rate: 90%



Creation of an environment that enhances value for employees and the company

Work engagement deviation:
 50 or more



Establishment of sound, flexible business foundation

- Percentage of female directors: 25%
- Zero serious violations of laws and regulations



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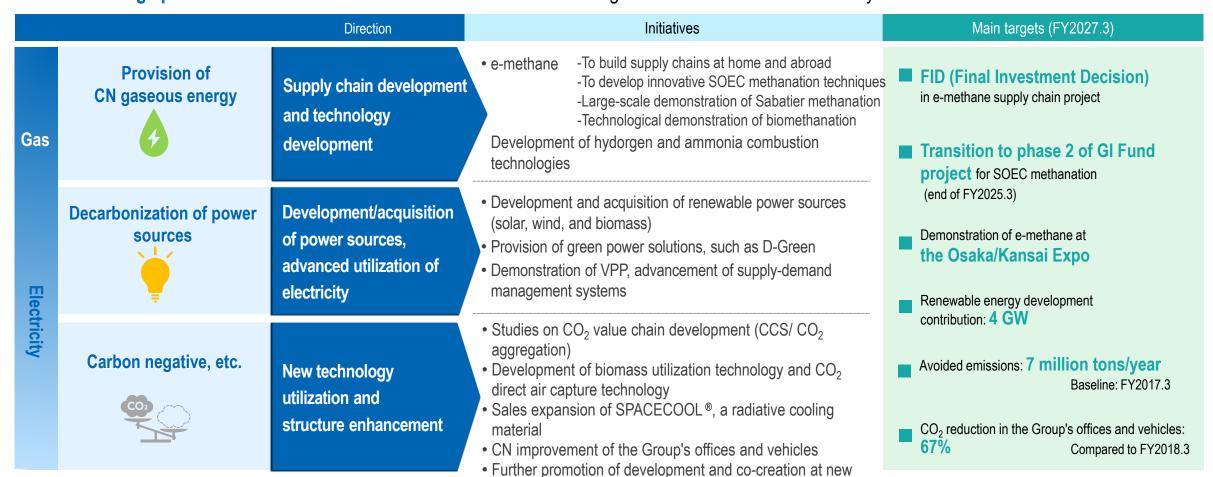
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1) Co-create value for a sustainable future i. Provide CN energy: Next-generation business development



- Accelerating the development of supply chains and advanced technologies for e-methane and other carbon neutral gaseous energy solutions.
- Expanding renewable energy sources and developing energy-saving and supply-demand management technologies to decarbonize power sources.
- Establishing specific milestones for the above activities and contributing to the realization of a CN society.



R&D facilities

1) Co-create value for a sustainable future i. Provide CN energy: Low-carbon solutions using natural gas, etc.



Contributing to CO₂ emissions reduction during the transition period by strengthening both gas and electricity initiatives, such as constructing highly efficient natural gas-fired power plants, in addition to wider usage and advanced utilization of natural gas, a low-carbon energy resource, on a global scale.

Domestic

Provision of optimal energy for CN Fuel conversion from oil/coal to natural gas at customer facilities and plants



Launch of LNG bunkering business Ship-to-ship bunkering scheduled to be in operation in FY2027.3 in the Osaka Bay and Seto Inland Sea









Expansion of Sabine Oil & Gas shale gas production in North America

> Production volume (million ton/year LNG equivalent)

2.2 2020

2022











 Development of infrastructure and deployment of business know-how in Asia

Continuation of Gorgon and Ichthys, upstream

Liquefaction Project in North American

Promotion of city gas business in India

businesses in Australia

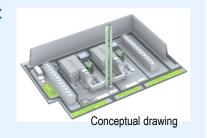


Gas

 Construction and operation commencement of highly-efficient Himeji Natural Gas Power **Plant**

A power plant that contributes to highly efficient energy use and stable energy supply Construction in steady progress towards operation

commencement of Units 1 & 2 in 2026



Evolution of energy business models in North **America**

Further evolution of business models to shift from an asset ownership model, aiming to contribute to CO₂ emissions reduction



1) Co-create value for a sustainable future ii. Enhance energy resilience for customers and society



- Strengthening the safety and stability of the energy supply chain and continue to fulfill our mission of a stable energy supply.
- Contributing to enhancing the resilience of customers and society by promoting disaster-resistant equipment and energy systems.
- Enhancing technological, operational and maintenance capabilities in new business domains to achieve a stable energy supply with safety as the top priority.

Targets to realize a safe and stable supply chain

► Zero supply disruption caused by the Group companies ► No serious accidents ► Resilient facility development





Procurement — Trading



Regasification Power generation



Gas distribution Power transmission



Development and sales **Development and sales**

Main Initiatives

- Diversification of LNG sources mainly with long-term contracts and diversification of contract terms and conditions, including destination freedom
- Supply-demand balance adjustment and LNG cost reduction by leveraging LNG trading know-how
- Development of a highly reliable LNG fleet portfolio and establishment of stable LNG transportation

- **Operational and maintenance** advancement utilizing robots, AI, and remote controlling technologies.
- Safety enhancement against large-scale earthquakes, anti-earthquake measures that allow the continuation of energy supply
- Building a power portfolio centered on renewable energy as a distributed power source and safe and stable operation of power generation facilities
- Construction work completion and operation commencement of high-efficiency Himeji **Natural Gas Power Plant**

- Disaster response capability enhancement by increasing earthquake-proof gas infrastructure and anti-earthquake measure blocks (740 blocks expected for 2030)
- Facility strengrthening by constructing the Amagasaki-Kumiyama Line and implementing aged-pipeline measures.
- Advancement of safety and energy supply utilizing AI and other DX measures
- Steady disaster prevention measure implementation, such as disaster response drills

- Promotion of gas CHP units and other disaster-resilient equipment as well as IoT gas alarms equipped with emergency warning function
- Contribution to power grid stabilization through development of energy management technology using distributed power sources, such as fuel cells, storage batteries, and solar power generation
- Resilience enhancement for product supply chains through the diversification of materials suppliers

1) Co-create value for a sustainable future iii. Co-creation of advanced, diverse solutions



- Creating advanced, diverse options for customers' comfortable lifestyles and enhanced corporate value in a world where CN and digitalization are advanced.
- Continuously evolving as a reliable marketer for customers and society through co-creation with stakeholders by leveraging the strengths we have cultivated.

Early achievement of 10.9 million customers accounts

Accumulated customer feedback and data

Wide and deep connections with customers



Long-accumulated expertise and know-how

Residential segment

Providing optimal services to optimal timing for customers as a partner in creating comfortable living spaces and lifestyles

options for people's lives and businesses Engagement with custo

Commercial and industrial segment

Continuously contributing to the development of business and society Co-creating total solutions that go beyond the boundary of energy field

Expanding value proposition for comforable living spaces

Enhancing communications with customers

Supplying energy to achieve CN

Expanding services to enhance customers' corporate value

Low-carbon/decarbonized housing, smart housing

- ENE-FARM
 - Solar power generation
- Storage battery
- Services for EV
- loT equipment
- Energy Management

Expansion of product lineups offered in living spaces

- Telecommunication
 Renovation
 Sumai-LINK
 FitDish

Utilization of data to achieve optimization for customers

- Combination of digital and physical contact points to provide proposals and responses tailored to each customer
- Improvement of UX (user experience) through the evolution and connection of various digital services and channels, such as My Osaka Gas

Low-carbon/decarbonized energy supply

- Nationwide fuel conversion from oil and coal to natural gas
- Provision of renewable electricity (D-Green)

CN activities through co-creation with society

Participation in the Challenge Carbon Neutral Consortium as a decarbonation support partner

Customers business support

- Expansion of D-Lineup to add solar power generation, water treatment, air conditioning, and other non-conventional energy-related services
- Contribution to enhancing customers' corporate value while creating an environment where customers can focus on their core business

Digitalization

- Support for DX activities
- · Efficient management of customers' business through support for introducing **ERP** package

Environmental solutions

- SPACECOOL®, a radiative cooling material
- · High-value-added activated carbon
- Control and utilization of second-life **batteries**

Property development

- Sustainable property development in cooperation with local communities
- Integration of real estate and services
- Regional development through digital ticketing

Creation of innovations

- Collaboration with WiL from Silicon Valley, promotion of open innovation
- Commercialization of supplement feedstock (OKETOA®)

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2) Support employees to shine in their roles i. Creation of an environment that enhances value for employees and the company



- Expanding recruitment and providing a workplace that supports employees to achieve their full potential through collaboration with diverse talent to maximize the Daigas Group's output against the backdrop of shrinking labor market and divercifying ways of work.
- Fostering mutual-growth relationships between employees and the company by boosting business activities through two-way communications
 between them.

Talent acquisition and development to achieve the Group's management strategy

- Acquisition of diverse and highly specialized talent (increase in the number of new graduate interns and mid-career hires)
- Establishment of systems and mechanisms to provide opportunities to specialists in various fields, including executives, to demonstrate their capabilities
- Expansion of recruitment channels (alumni network, recruitment of recent graduates)
- Enhancement of talent development programs (increase in training hours and reskilling contents)

Group-wide promotion of health management



Strategic deployment of talent to align with job requirements

- Talent management to achieve strategic deployment of talent to align with job requirements
- Visualization of succession status and development of successors

Group-wide communications through Daigas X²

Unique ESG initiatives in LBS business

Revitalization of individuals

- Support for career development of all generations (career portal development and operation)
- Deployment of diverse talent through DE&I¹ promotion
 - (promotion of women's careers, promotion of men's childcare leave, support for employees with disabilities, etc.)

 1 Diversity, equity and inclusion
- Provision of growth opportunities, promotion of quick learning from challenges in performing duties

2) Support employees to shine in their roles ii. Initiatives and targets



Advancing newly introduced HR initiatives to meet the new KPI targets

...ESG indicators

Strat	tegy to enhance employee	success in their roles	Specific initiatives and KPI	Current status ¹	FY2027.3 target
	Talent ▲ acquisition and	Expansion of recruitment	Total number of new graduates and mid-career recruitments (career-track hires)	Previous medium-term plan: 266 people	New medium-term plan: 330 people (approx. 1.25 fold increase)
			Mid-career hire ratio	22.4%	approx. 30%
			Recruitment of recent graduates	-	In practice
			Ratio of female career-track employees	32.8%	30% or more
*			Development of an alumni network	-	More than 50 people
	development	Enhancement of talent development	Development of DX core staff	180 employees	300 employees
u.o.	истопоринона		Common training hours to strengthen the management foundation (/person)	-	15 hours
			Management training participation rate	36%	100%
			Extension of retirement age	Age 60	Phased extension planned to start in the current mid-term period
.	Strategic deployment of	Talent management	Expanded to all employees	In testing in limited fields	Applied to all employees
AC A	talent to align with job requirements	Succession plan	Reserve ratio of next-generation management personnel	-	250% or more
		Autonomous career	Information disclosure and exchange at career portal (number of registered employees)	150 employees	More than 300 people
		development	Assignment of employees in light of their preferences	In practice	Continued implementation
	Davidali-adian of	Provision of support for diverse ways of work	Female directors	20.0%	25% or more
	Revitalization of		Percentage of female employees promoted to managerial positions	15.9%	20% or more
	individuals		rPercentage of male employees who have taken childcare leave	87.8%	90% or more
			Group company programs applied to LGBT partners	-	Put into practice
			Employment of people with disabilities and continuous support	In practice	Continued implementation
			Work engagement score ²	-	50 or more

^{1 &}quot;Number of employees registered at Career Portal" as of October 2023 /"Percentage of male employees who have taken childcare leave" FY2023.3 Results /Other Figures not specifically stated are FY2024.3 forecasts

2 Deviation in work engagement results for companies using the Advantage Toughness Survey.

3) Evolve the business foundation i. ROIC-focused management



- ROIC-focused management that started in FY2022.3 resulting in improved earning power of each business and robust business portfolio development.
- Developing our CN invesments to enhance our corporate value without reducing capital efficiency.
- Improving capital efficiency in each field by pursuing asset-light management that identifies value sources and maximizes the value of owned assets.

	Main initiatives	FY2027.3 Plan
Domestic Energy business	 Expansion of service areas, improvement of asset efficiency in the marketer business Gas business development outside the Kansai region and improvement of productivity Feedstock cost reduction and LNG sales profit increase through the optimization of LNG trading Electricity value chain enhancement and expansion Investment efficiency improvement for renewable energy business (e.g., moving assets off-balance sheet, evolving finance schemes) Appropriate sale of investment securities by re-examining the significance of each stock holding 	4.0%
International Energy business	 Production expansion of shale gas as a key transition fuel Promote replacement of assets (e.g., electricity business in North America) 	7.0%
LBS business	 Growth in property development, IT, and materials by leveraging our strengths in each field Asset efficiency enhancement initiatives, such as private REIT business 	5.5%

3) Evolve the business foundation ii. Business transformation through DX



Daigas X
Daigas Transformation

- Advancing the integration between businesses and digital platforms to conntinue creating attrative solutions for customers and society.
- Accelerating our internal activities, such as operational process reform, and external activities, such as new service development, by demonstrating the Group's comprehensive strengths and enhancing its human resouces and organizations.

Creation of new customer experience

 Provision of 1-to-1 communications and frictionless (i.e., seamless and effortless) user experiences by utilizing customer data





Operational process reform



Daigas X*

 Reform of ways of work and how to proceed with tasks, creation of a work environment that enhance value for employees and the company

 *Daigas transformation

Advanced Data Utilization

- Optimization of LNG supply chain for a stable energy supply
- IoT-based facility management

DX promotion structure enhancement

- Development of DX core staff (cumulative target for 2024-26: 300 people)
- Expansion of DX talent recruitment
- Establishment of a promotion system to integrate businesses and digital platforms
- Enhancement of IT governance control system
- Promotion of collaboration with OGIS-RI

System reform

- Incorporation of SaaS and generative Al into business operations
- Restructuring of business operation systems and IT infrastructure for new value creation

3) Evolve the business foundation iii. Governance system enhancement



- Establishing a new Risk Management Committee to comprehensively manage the risks of Daigas Group's expanding business domains
- Changing our organization to a company with an Audit and Supervisory Committee,* separating execution and supervision, and strengthening supervisory functions to improve the speed and soundness of management.

*It is assumed that this change will take place following the Ordinary General Meeting of Shareholders, which is scheduled to be held in June 2024.



- The Risk Management Committee was newly established to comprehensively manage the risks of Daigas Group's expanding business domains.
- Our aim is to achieve an efficient and effective risk management by selecting critical risks among all risks and taking priority countermeasures.
- The selection of critical risks and the activity plans/results are reported in a timely manner both inside and outside the company (to the Board of Directors, the Management Meeting, etc.), and disclosed in Securities Report, etc.



- As business environment changes grow, a management system that manages risks from diverse perspectives and quickly creates value is required.
- Our organization will change from a company with a board of auditors to a
 company with an audit and supervisory committee to enhance discussions on
 management policies and strategies by the Board of Directors and other bodies,
 further strengthen supervisory functions, and make flexible decisions.
- All decision-making for business execution is delegated to business execution divisions by the Board of Directors.

Daigas

Daigas Group's Organizational Structure (As of April 1, 2024)

Aiming to achieve growth in each business and enhance the governance by 1 transforming the electricity business into a business unit, 2 consolidating new business creation functions, and 3 establishing a Risk Management Committee.

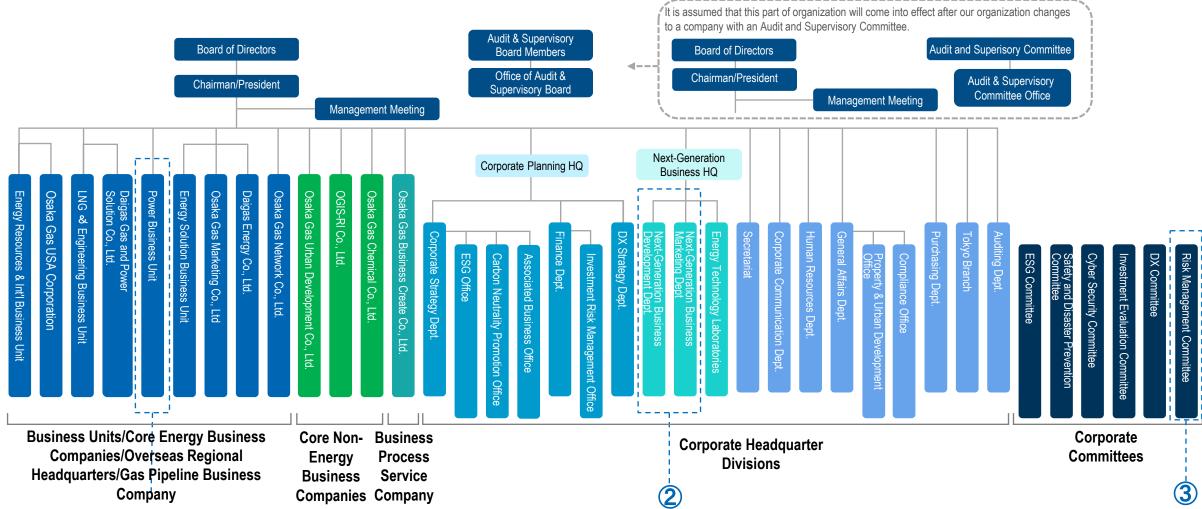


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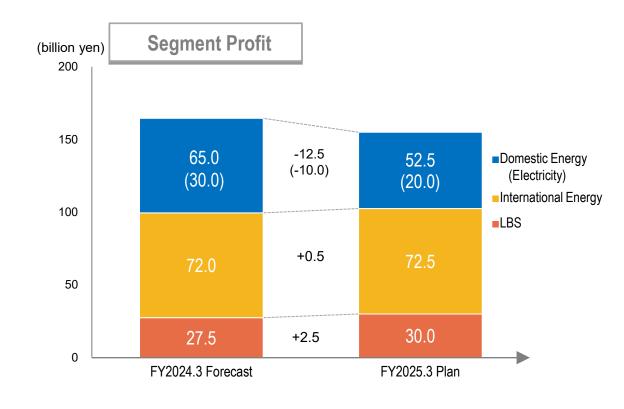
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FY2025.3 Business Plan (Management Indicators)



(billion yen)	FY2024.3 Forecast	FY2025.3 Plan	Rate of change
Net sales	2,121.0	1,986.0	-6.4%
Operating profit	139.5	123.5	-11.5%
Ordinary profit	170.0	153.0	-10.0%
Profit attributable to owners of parent	116.0	112.0	-3.4%
EBITDA	283.5	280.0	-1.2%
ROIC	5.5%	4.7%	-
ROE	8.0%	7.2%	-
Dividend Forecast	72.5 yen/share	95 yen/share	-
DOE	2.5%	3.1%	-
Time-lag effect (gas)	18.0	11.0	-
Time-lag effect (electricity)	11.0	1.0	-
Ordinary profit excluding time-lag effects	141.0	141.0	-



FY2025.3 assumptions

Note: Figures provided in parentheses represent the FY2024.3 forecasts.

Crude oil price (All-Japan CIF Prices)	75 USD/bbl (83.6 USD/bbl)	
Exchange rate	145 yen/USD (143.8 yen/USD)	

FY2025.3 Business Plan (Management Indicators)



	(billion yen)	FY2024.3 Forecast	FY2025.3 Plan
	stment for quality evement	90.0	94.0
Inves	stment for growth	160.0	206.0
	Domestic Energy	45.5	47.0
	International Energy	74.0	108.0
	LBS	40.5	51.0
Total investment amount		250.0	300.0
Capital expenditures (incl.)		214.0	248.0
Shar	reholders' equity ratio *	52.1%	53.1%
D/E ratio*		0.56	0.62

* Calculated	with	50%	of	issued	hybrid	bonds	as	equity	

(Millions of m3)	FY2024.3 Forecast	FY2025.3 Plan	Rate of change
Sales Volume nsolidated)	6,678	6,659	-0.3%
Residential	1,693	1,707	+0.8%
Non-residential	4,985	4,952	-0.6%
(GWh)			
tricity Sales ime(Consolidated)	15,620	15,964	+2.2%

Sensitivity of consolidated ordinary profit to changes in the crude oil price and the yen/USD exchange rate

+1 USD/bbl in crude oil price	-0.65 billion yen
+1 yen/USD (JPY depreciation)	+0.01 billion yen



Disclaimer

This document has been translated from the Japanese original for reference purpose only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Cautionary Statement with Respect to Forward-Looking Statements

These materials include forecasts, plans and strategies for future performance, which are based on the judgment of the Group based on information currently available.

Actual results could differ materially from these forward-looking statements due to a number of important factors.

Factors that could affect the Company's actual results include, but are not limited to, fluctuations in the Japanese economy, sudden changes in foreign exchange rates and Crude oil price, and changes in the weather.

Reference Materials

ESG Indicator targets for FY2027.3 and FY2031.3



 Enhancing the linkage between the ESG indicators and the management strategy to drive the co-creation of value for a sustainable future, strengthening of human capital, and evolution of management foundations.

Key issue (materiality)	ESG indicators	FY2027.3 targets	FY2031.3 targets		
	Avoided emissions (compared to FY2018.3)	7 million tons/year	10 million tons/year		
Provide carbon neutral	Renewable energy development contribution	4 GW	5 GW		
	Percentage of renewables in our power generation portfolio in Japan	approx. 30%	approx. 50%		
	CO ₂ emissions of Daigas group	-	-5 million tons/year in Japan (compared to FY2018.3)		
energy	CO ₂ emissions reduction in the Group company offices and vehicles	67%	100%		
	Promotion of e-methane practical application	Final investiment decisions in e-methane supply chain PJ	1% e-methane in gas grid		
	Promotion of methanation technology development	Transition to the second phase of SOEC GI funds business	Establishing a pilot-scale (400 Nm³/h class) SOEC technology		
Enhance the resilience of	Number of serious accidents and serious energy supply disruptions caused by the company	Zero	Zero		
customers and society	Establishment of resilient facilities	Implementation of measures for disaster prevention and aging pipes			
Co-create advanced,	Customers accounts	10.9 million accounts	11.5 million accounts		
diverse solutions that	Customer satisfaction rate	90%	-		
meet customer values	Creation of innovation	Creation of new business and services			
Create a work Percentage of women in members newly promoted to m management positions		20% or more	30% or more		
environment where	Percentage of women in new recruits for career-track positions	30% or more	30% or more		
employees and the	Work engagement score	50 or more	50 or more		
company resonate and	Total number of new graduates and mid-career hires	Cumulative total of 3 years: 330 people	-		
enhance each other	Reserve ratio of next-generation management personnel	250%	-		
	Percentage of female directors	25% or more	30% or more		
Maintain and improve the	Number of serious violations of laws and regulations	Zero	Zero		
soundness and flexibility	Recruitment of DX core staff	300 employees	-		
of management	Respect for human rights Implementation of human rights initiatives within the Daigas Gruop and throughou		Daigas Gruop and throughout the supply chain		
foundation	Contribution to local communities	Engagement with local communities			
	Sustainable growth of LBS business	Implementation of unique ESG initiatives in LBS business			

Creating new value through technology development



Leveraging the Group's technologies of gas synthesis, catalysts, combustion, and materials evaluation, to advance the development of technologies
 that will become low-carbon and decarbonization solutions

e-methane and hydrogen

Development of methanation technologies

Developing SOEC methanation, Sabatier methanation, and bio methanation through national projects, such as the Green Innovation Fund Project



NEDO Green Innovation Fund Program
"Development of innovative technology for synthetic methane regasification"



NEDO subsidy program
"Development CO₂ utilization technology for gaseous fuels"

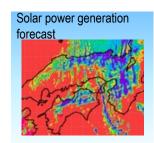
CN-related technologies for hydrogen, ammonia, etc.

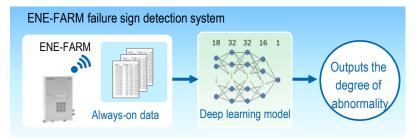
Developing technologies to produce hydrogen (chemical looping combusition,* etc.) and combust hydrogen, ammonia, etc.

Materials evaluation and simulation

Utilization of simulation, material evaluation, and AI technologies

Contributing to the advancement of existing businesses, such as the prediction of renewable power generation, the deterioration diagnosis and prediction for metallic materials and polymer materials, and the detection of failure signs in gas equipment, such as ENE-FARM





Storage battery-related technologies

Developing technologies that contributes to extending the life of storage batteries for a long-term utilization.

^{*} NEDO commissioned project "Development of CO2 separation-/recovery-type poly-generation system technology"

Creating new businesses



 Commercializing the Group's proprietary technologies and promoting open innovation that combines our strengths with other companies' technologies and services to contribute to resolving social issues.

Commercialization of Daigas Group's proprietary technologies



SPACE COOL

Radioactive cooling material, SPACECOOL®

- A material that reduced the temperature than the outside air using zero energy by insulating itself from heat and releasing heat by radiating it into space
- Selected for use at the Gas Pavilion in the World Expo. Overseas marketing are being planned.



Natural material-derived ketones, OKETOA®

Gaining visibility as a supplement feedstock and an energy source superior to sugar.

The world's first ketone mass production using natural materials.



Antimicrobial and antivirus agent, TioClean™

A coating agent that is highly antimicrobial, antivirus, transparent, and peel-resistant.

Promotion of open innovation

Development of new businesses with startups and other partners

- EV-related businesses, such as EV charging infrastructures, commercial EV leasing, and the utilization of second-life storage batteries used for vehicles.
- Circular economy-related businesses, including chemical recycling of PET bottles
- Collaboration with venture capital WiL from Silicon Valley

Foundation of new business creation

- Carbon Neutral Research Hub as our R&D center to promote research work and collaboration with partners.
- A new R&D center scheduled to open in 2025



Domestic Energy business (residential, commercial and industrial segments)



- Expanding solutions to enhance customers' corporate value through various measures, such as the integration of physical and digital solutions
- Co-creating sustainable, diverse solutions, as a comprehensive service provider that benefits customers and the community

Residential



Attractive rate plans for gas and electricity

Offering various options, including those combined with services provided by partner companies, to meet customers' diverse lifestyles and needs



Enhancement of communications with customers

Proposing optimal solutions for individual customers at optimal timing through Sumai-LINK, My Osaka Gas, and other digital services



Advancement of living space services

Providing one-stop solutions for a variety of options that advance the IoT and CN of gas systems (e.g., highly efficient gas appliances, power generation and storage units).

Expanding lifestyle-related services, such as telecommunications, renovation, and FitDish.

Commerical and industrial



Solutions that contribute to enhancing customers' corporate value

Expanding total solutions for energy-related products (e.g., gas, electricity, CHP units, solar power, DR*) and peripheral products (water treatment, air conditioning, biotechnology, etc.)

*Demand response



Optimal energy-related proposals for CN

Converting fuels from coal to natural gas for customers' plants and equipment. Enhancing CN gas proposals.



Expansion of renewable energies

Further expanding renewable power sources to provide renewable electricty, D-Green, for customers' CO₂ emissions reduction.

Domestic Energy business (LNG regasification and energy engineering)



- Ensuring a stable gas supply through advanced operations and maintenance as well as facility upgrade and disaster countermeasures.
- Focusing energy engineering activities on the CN related fields to make progress in the Group's domestic and overseas initiatives.

LNG regasification



Continuation of safe and stable gas supply

Strengthening control system security and measures against earthquakes and other natural disasters. Maintaining and improving the quality of operations and maintenance through digital technology utilization, work inspections, and training.



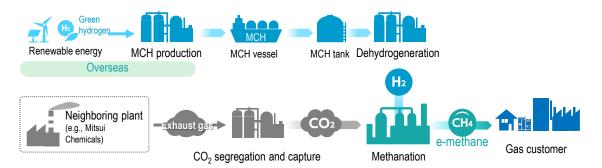
Shift to next-generation infrastructure platform

Building infrastructure for the Himeji Natural Gas Power Plant and bunkering business. Optimizing the utilization of existing assets

Energy engineering

Establishment of e-methane supply Infrastructure

Advancing technical studies in collaboration with ENEOS on large-scale e-methane production in the Osaka port area



Development and acquisition of CN-related technologies

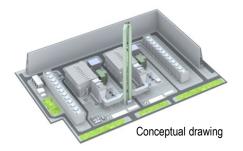
Pursuing multiple technological studies in collaboration with domestic and overseas players, considering overseas supply chain development as an effective option besides domestic.

Domestic Energy business (electricity)



- Effective April 1, 2024, the Group's electricity business will be transferred to a newly-established business unit to accelerate self-sustaining growth.
- Further strengthening the electricity value chain by starting operation of the Himeji Natural Gas Power Plant and expanding renewable energy.

Electricity



Operation commencement at Himeji Natural Gas Power Plant

Making steady progress in the plant construction to meet the schedule of commercial operation start in 2026, which is expected to strengthen Daigas Group's electricity value chain.

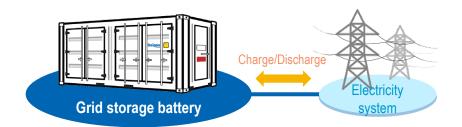


Development and procurement of renewable energy sources

Developing diverse schemes and active alliances to achieve a 4GW renewable energy development contribution by FY2026, including offshore and onshore wind, solar, and biomass power generation.

Promote next-generation business models

Examining business models that use storage batteries for grid storage batteries and EVs. Providing added value and building energy management system for EV-related businesses.





Advancement of power market transactions

Ensuring profit and optimization through flexible transactions based on our trading know-how in the diversifying electricity market.

Domestic Energy business (gas pipeline network)



- Ensuring a safe and stable gas supply through operation upgrade and reform from a medium-to long-term perspective
- Leveraging our long-accumulated expertise and know-how to develop new businesses

Osaka Gas Network



Remote OJT using real-time cameras

Enhancement of gas distribution security and stabilization

Passing on distribution security capabilities to younger generations, using digital technology, preventing human errors, and replacing manual work with digital tools, with the people-system-goods-focused approach to improve the level of safety.



Leakage inspection using an automotive detector

(Received Prime Minister's Award at the 7th Infrastructure Maintenance Awards)

Optimization of operations

Implementing operational reform by developing and utilizing technologies to build business systems and perform efficient excavation work, with the aim of establishing a business that can be managed even with low manpower over the medium to long term.

Development of new businesses by leveraging the Group's proprietary technologies

Leveraging our technologies, know-how, and assets in the gas pipeline business to develop new businesses. Enhancing business idea creation in collaboration with research institutions and partner companies.



Technology to automatically create pipe construction drawings using 3D photography

Left: Generated 3D model data (usable as construction drawings)
Right: Image of actually laid pipes (required information was captured when taking photos)

International Energy business (natural gas-related businesses)



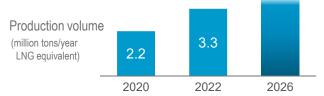
- Promoting the widespread and advanced utilization of natural gas as a key transition fuel
- Evolving our natural gas-related assets into a sustainable portfolio by replacing existing assets, such as gas-fired power plants in North America

Natural gas

Ensuring the stable procurement, development, and supply of LNG as a key transition fuel to contribute to low-carbon emissions and decarbonization



 Expanding Sabine Oil& Gas' shale gas production in the USA





Courtesy of Freeport LNG Development, L

Prioritizing a stable operation at the Freeport
 LNG plant in the USA



- Maintaining a stable LNG procurement and optimizing LNG procurement by leveraging our know-how on LNG trading and transportation and collaborating across the value chain
- Launching an LNG bunkering business in Osaka Bay and Seto Inland Sea
- Continuation of Gorgon and Ichthys upstream businesses in Australia
- Improving efficiency by replacing assets for North American gas-fired thermal power generation

International Energy business (new energy, renewable energy, growth markets, and advanced markets)



- Accelerating our activities in new energy domains, such as e-methane and hydrogen, and renewable energy domains to achieve CN
- Expanding our activities in growth markets, particularly in Asia, by leveraging strengths cultivated in areas such as infrastructure construction and energy-saving technologies

New energy and renewable energy

Developing e-methane supply chains and evolving business models to achieve CN and sustainable growth



EverFuel Ltd



Brighter Future Solar Power Generation

- Selection and investment decision of projects to produce e-methane overseas and import it to Japan
- [Europe] Development of the European green hydrogen business through investment by EverFuel (Hydrogen), etc.
- Evolution of the North American renewable energy business model

Activities in growth and advanced markets

Expanding our activities in growth market and advanced markets by leveraging stregths cultivated in areas, such as infrastructure constructiona nd energy saving technologies to contribute to the sustainability of society



 [Asia] Establishment and expansion of city gas business in India



Courtesy of Eastwood Forests, LLC

 Consideration of CCS and carbon credit businesses that contribute to CO₂ offsets for domestic and overseas businesses

Life & Business Solutions business



- Leveraging stregths in co-creation-based property development, high value added system, activated carbon, to contribute to society.
- Cultivating new business fields and further accelerating autonomous growth.

Property development

Evolution of real estate business

- Development of sustainable, high-quality housing and offices in reponse to social issues and customer needs
- Improvement of asset effeciency through asset sales, replacement, etc.

Expansion of business fields

- Acceleration of new businesses, such as logistics real estate and REIT
- Execution of the west gas building plan and participation in large-scale projects through collaboration with public organizations





Information technology

DX and Al utilization

- Provision of support for the DX of the Daigas Group and other companies, from IT strategy creation to execution
- Utilization of AI in business p@eratopms, such as new services creation

Expansion of ERP* businesses

*Abbreviation of Enterprising Resource Planning

Advancement and efficiency enhancement of customers' business operation management by providing high-value-added ERP through collaboration among OGIS-RI Group companies

Global expansion

Expanding businesses by acquiring IT talent and identifying new strategic partners, mainly in Asia





Chemical materials

Sales expansion in Japan and overseas

- Fine Materials: polyester resins for optical applications,
 BHB (ketone body)
- Preservative: wood protective coating, antibacterial and anti-virus agents
- Mizusawa Chemical: anti-blocking agent, adsorbent for oil and fat regeneration

Enhancement of production capacity and efficiency

- CF material: molded insulation material for semiconductors and heat treatment
- Activated carbon: rotary kiln introduced to production process in a Philippine manufacturing subsidiary.
- Jacobi: coconut shell activated carbon, ion-exchange resin







Initiatives related to the World Expo 2025 Osaka Kansai



Utilizing the Group's advanced technologies, such as methanation technology demonstration, to contribute to realizing the Expo's theme, "Designing Future Society for Our Lives."



Future society showcase project

 Producing e-methane from biogas from kitchen waste at the Expo site, carbon dioxide from the atmosphere, and green hydrogen that is generated using renewable energy* (plan)

*Commissioned by the Ministry of the Environment Hydrogen supply model-building demonstration project to reduce cost utilizing the existing infrastructure

 Utilizing e-methane in gas equipment, such as kitchen stoves in the guest hall and gas cogeneration units at the Expo site. (plan)



Courtesy of Japan Expo 2025

Gas pavilion

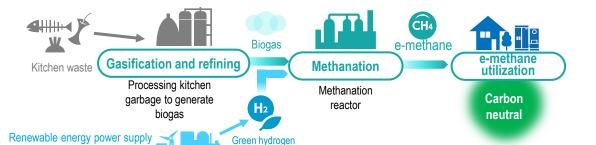
Utilizing SPACECOOL®, a radioactive cooling material developed by the Group, for the external membranes of the gas pavilion exhibited by the Japan Gas Association.



Courtesy of Japan Gas Association

Technical demonstration of Al weather forecasting

- Demonstrating Al-enabled weather forecasting for construction sites in cooperation with Obayashi Corporation to support safe and efficient construction work.
- Positive feedbacks on the accuracy of the weather forecasts already received from Okumura Corporation in the construction work of the gas pavilion.



Development of a multipurpose building on the west side of the Gas Building and renovation of the Gas Building



- Developing a multipurpose building at the Daigas Group-owned land on the west side of the Gas Building and renovating the Gas Building.
- The new building construction is scheduled to be completed around 2027, and the Gas Building renovation around 2031.

Integrated construction of new building and the Gas Building preservation

- Renovating the Gas Building, a landmark of Midosuji street, preserving most of the exterior and floors
- Developing a multipurpose building consisting of commercial and office spaces with a design inspired by the Gas Building, which will have an open Atrium connecting to the new building.



Conceptual drawing of the new building (right) with the Gas Building after renovation



Conceptual drawing of the Atrium Space

CN and resilience

- Achieving CN throughout the building by Introducing high-efficiency energy-saving facilities, utilizing renewable electricity and non-fossil certificates, etc.
- Installing highly earthquake-resistant medium-pressure pipes to achieve the disaster-proof supply of power and gas
- Establishing energy sharing system of heat during normal times and power during disasters for neighboring facilities

Development of innovation center

- Developing an innovation center that utilizes the Gas Building and the new west building in an integrated manner
- Promoting interactions among diverse talent to create innovation