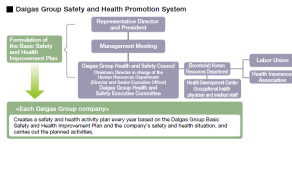
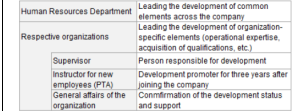
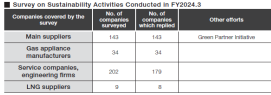


Management Approach and Performance of Materiality Items in FY2024.3

Materiality	Maintain and Expand Customer Base	Improvement of Customer Satisfaction and Quality of Services	Customer Health and Safety	Stable Supply of Services	Climate Change	Coexistence with Local Community
Management approach	The Daigas Group's business began more than a hundred years ago with gas lamps. Since then, the Group has continued to meet the various needs of its customers by developing uses for gas in cooking, water/space heating, power generation, and more. We also use our strong relationship with customers as a basis for expanding into new territories such as industrial gas, real estate, information communication, new materials, and home services. The Group considers its meaning for society to be in striving to improve the livelihoods and businesses of its numerous customers, based on its aim to become a corporate group that helps customers both on the livelihood and business fronts for their "further evolution".	We believe it is important to strive to improve our security and service quality as well as appropriately provide customers with information regarding the safety aspects of our products and services so that they can use them in a safer and more convenient manner.	The Daigas Group announced the Long-Term Management Vision 2030 in March 2017 and the Medium-Term Management Plan 2023 in March 2021. Ensuring the safety of city gas as well as gas and power generation facilities is of the utmost priority for the Group. To that end, we consider it important to work towards enhancing safety and improving preparedness for accidents and disasters.	For the Daigas Group, which aims to enhance the resilience of customers and society, we believe that it is important to systematically upgrade our processing facilities, maintain gas pipeline networks, and take disaster prevention measures in accordance with meticulously devised plans to ensure a stable city gas supply, thereby strengthening our ability to secure greater stability in the gas supply.	Tackling Climate Change is seen as one of the Sustainable Development Goals (SDGs) adopted by the United Nations. For the Daigas Group, Climate Change represents an important management challenge, and initiatives to reduce CO2 emissions are a crucial mission.	The Daigas Group operates a business that is rooted in and supported by local communities. We believe that our various contributions to local communities will lead to a virtuous cycle leading to the development of both the Group and society.
Boundary	Within and beyond the Group	Within and beyond the Group	Within the Group	Within the Group	Within and beyond the Group	Within and beyond the Group
Management systems and performance	<ul style="list-style-type: none"> Indicator Maintain and Expand Customer Base (Number of customer accounts) GRI Standards: Not applicable	Enhance customer relationship management (Customer satisfaction rate) GRI Standards: Not applicable (General disclosure item: 102-43)	Maintain safety and quality levels (Number of serious accidents) GRI Standards: 416-1	Strengthen resilience of energy supply (Build a resilient energy supply facilities) GRI Standards: Not applicable	<ul style="list-style-type: none"> Achieve carbon neutrality (CO₂ emissions of the Daigas Group) Provide clean energy and expand renewable energy value chain (Percentage of renewables in our power generation portfolio in Japan, contribution to developing renewable capacity on a global basis) Promote advanced utilization of natural gas and environmental products (Avoided emissions) GRI Standards: 302-1, 305-5	Promote communication with local communities (Number of our participation in local governments' activities [i.e. community development planning], number of joint efforts with local communities) GRI Standards: 413-1
Commitment	We are committed to achieving our vision by engaging in business activities in accordance with the Daigas Group Corporate Principles. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Civil Code Basic Act on Consumer Policies Act on the Protection of Personal Information <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Corporate Principles Security Operation Rules Customer Service Rules 	The Daigas Group is committed to improving the quality of security and service in each customer contact operation by adhering to our "Customer Security Operation Rules" and "Product Safety Voluntary Action Plan" in accordance with the Product Liability Act and the Gas Business Act. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Product Liability Act <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Security Operation Rules Customer Service Rules 	The Daigas Group is committed to ensuring the quality of city gas, our primary product, its stable supply, and the safety of our gas and power generation facilities all by adhering to our "Security Rules" in accordance with the Gas Business Act. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Electric Power Business Act <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Security Rules 	The Daigas Group is committed to ensuring the stable supply of city gas and the safety of its gas facilities by adhering to the Group's "Security Rules" in accordance with the Gas Business Act. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Basic Act on Disaster Management <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Security Rules Anti-Disaster Measures Plan 	The Daigas Group is committed to achieving a low-carbon/carbon-neutral society under the Daigas Group Carbon Neutral Vision, which was formulated and announced in January 2021 and expresses the Group's determination to take on the challenge of achieving carbon neutrality by 2050. <International and domestic standards> <ul style="list-style-type: none"> ISO 14001 GHG Protocol Act on the Rational Use of Energy Act on Promotion of Global Warming Countermeasures <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Environmental Policy Rules for Environment Management Systems 	Based on the "Daigas Group Code of Business Conduct" and the fact that as a member of society, we care about the issues faced by society, we strive to revitalize the community by contributing to urban/community development concepts as well as co-creating with stakeholders. <International and domestic standards> <ul style="list-style-type: none"> ISO 26000 <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct
Responsibilities	In addition to the organizations responsible for "Customer Health and Safety," and "Improving Customer Satisfaction and Service Quality," the organizations in charge of customers are responsible for implementing the initiatives.	In addition to the organization responsible for "Customer Health and Safety," the General Manager of the Energy Solution Business Unit plans the basic policy for customer satisfaction improvement activities in accordance with the "Customer Service Rules," and the head of each organization in charge of customers are responsible for implementing the initiatives.	We established the "Safety and Disaster Prevention Committee" as a company-wide committee to centrally manage and promote measures for events related to safety, disaster prevention, and gas supply stability, with the aim of building a system that exercises governance across the company during normal times.	We have the same security promotion system as that for "Customer Health and Safety."	The Daigas Group uses indicators and targets to help reduce GHG emissions and expand the use of renewable energy in each business domain. The performances as well as actions for such indicators and targets are supervised by the Environment Subcommittee, ESG Committee, and ESG Council (Management Meeting). The PDCA (plan-do-check-act) cycle is used to manage such actions.	The Daigas Group uses indicators and targets to help reduce GHG emissions and expand the use of renewable energy in each business domain. The performances as well as actions for such indicators and targets are supervised by the Environment Subcommittee, ESG Committee, and ESG Council (Management Meeting). The PDCA (plan-do-check-act) cycle is used to manage such actions.
Performance in FY2024.3	The number of customer accounts means the number of gas and electricity supply contracts, safety, warranty and other service contracts, etc. In FY2024.3, as a result of developing new services and taking other measures, the number of customer accounts reached 10.38 million. The target of 10 million accounts for 2030 set in the Long-Term Management Vision was reached in FY2023.3	Since FY1989.3, Osaka Gas has conducted Customer Satisfaction Survey to improve customer satisfaction. The survey covers five areas of operation that have direct interaction with customers (opening gas valves, appliance repairs, appliance sales [with installation], periodic safety inspections [gas facility surveys], and telephone support [customer center]). After each interaction, customers evaluate their levels of satisfaction in the survey, and the results are aggregated. Overall satisfaction represents the percentage of evaluations in the highest two ranks of a six-rank scale regarding customer satisfaction levels. We received 31,300 survey responses in FY2024.3, and the overall satisfaction level for the five areas of operation stood at 92%.	We achieved continued zero serious accidents for FY2024.3 by carrying out quality control of city gas in gas production facilities and safety inspection of gas pipelines and supply facilities in the gas supply business. The procedures were conducted based on guidelines in accordance with laws and regulations as well as in-house rules.	We are working to increase the percentage of earthquake-resistant pipes to the total, and to subdivide supply blocks to keep gas shut off due to emergency measures (to prevent secondary disasters) to the minimum extent possible. We believe that energy resilience can be improved by taking both measures: increasing earthquake resistance as a preventive measure against earthquakes and minimizing damage and achieving early restoration in the event of an earthquake. The percentage of earthquake-resistant pipes reached in FY2024.3 is approximately 89%, and the number of supply blocks increased to 727.	In Energy Transition 2030 released in March 2023, we declared CO ₂ emissions reduction targets for FY2031.3 for the Daigas Group. To achieve these targets, we will promote initiatives aimed at net zero emissions from fleets, etc. In FY2024.3, we promoted the more widespread use of renewable energy sources with various initiatives such as the joint development of solar power projects in Japan and overseas and the launch of commercial operation of new wind farms in Japan. The amount of renewable energy contribution reached 3.17 million kW, and we achieved our target of 2.5 million kW for FY2024.3. We have taken several initiatives, which included cryogenic power generation at our LNG terminals, the introduction of renewable energy sources in Japan and high-efficiency thermal power generation both in Japan and overseas, the introduction of fuel cells and gas-powered air conditioning and high-efficiency hot-water heaters at customer sites, and conversion to the use of natural gas as a fuel in Japan and overseas.	The Daigas Group operates a business that is rooted in and supported by local communities. We believe that our various contributions to local communities will create a virtuous cycle leading to the development of both the Group and society. In FY2024.3, we participated in local governments' activities for community development including proposals aimed at building resilient cities and creating attractive communities with added value, as well as measures against global warming. Joint efforts with local communities included joint activities that help solve social issues, tackle the declining birthrate and aging population, and revitalize local communities, as well as initiatives in collaboration with NPOs and community organizations. Major activities are shown in the table below.
Specific actions taken regarding materiality in FY2024.3	We have expanded our life service platform "Sumai LINK" services, and fixed-line communication service rate plan. Additionally, we have work to develop optimal service solutions for each customer, such as launching "FIDish", a refrigerate food delivery service. In the International Energy Business, we increased the number of new contracts through gas supply contracts, energy service contracts, and other initiatives.	To achieve higher service standards, we have created a shared manual for each area of operation. We also raise awareness through training for managers and employees in charge. We strive to improve the touch point operation based on customer opinions. We will make improvements to collect feedback from a wider range of customers and increase response rates. Based on customer feedback, we will continue to offer services from the customer's perspective.	To ensure that our customers can use gas with peace of mind, the Daigas Group strives to ensure the quality and stable supply of the city gas that it delivers and the safety of its production and supply facilities. Ensuring quality and safety of city gas At LNG terminals, the quality of city gas is checked on a daily basis to ensure that it meets the standards, etc. set by Osaka Gas in accordance with laws and regulations, and the amount of gas held in gas holders and the gas supply pressure are centrally controlled in real time. Inspection of gas pipes, etc. To ensure the safety of pipes, pressure regulators, and other supply facilities, we conduct inspections at the frequency and in accordance with the details specified in the "Security Rules." Drills for accident prevention and workplace safety We conduct various drills, safety activities, and education to improve disaster and accident response capabilities.	Osaka Gas Network Co., Ltd. is working to improve the earthquake resistance of gas facilities as a preventive measure (promotion of the spread of earthquake-resistant facilities), including the introduction of highly earthquake-resistant gas pipes. We are refurbishing aged gas pipes and introducing pipes with superior resistance to earthquakes and corrosion according to the plan. We are actively proposing the repair of old buried gas pipes at customers' sites that pose a risk of corrosion. We completed measures for cast iron pipes (pipes requiring measures) ahead of schedule from FY2021.3 to FY2021.6. We continue to implement measures for cast iron pipes (to be maintained and managed) and pipes for preventing corrosion and deterioration. As part of emergency measures to prevent secondary disasters, we have established a gas shutoff system to prevent secondary disasters caused by gas leakage in the event of an earthquake or other disaster.	In order to realize the Daigas Group Carbon Neutral Vision, we aim to become carbon neutral in our group business by 2050 through innovation for decarbonization technologies. We work on decarbonization technologies for gaseous energy, such as methanation. In addition, believing that it is important to ensure CO ₂ emissions reduction until the establishment of decarbonization technologies, we have set targets for 2030 as the milestones for renewables in our power portfolio, renewables development contribution, and CO ₂ emissions reduction contribution as our contribution to achieving a low carbon/carbon neutral society. With the recognition of the external environment as described above, we released Energy Transition 2030 in March 2023 that outlines the overall pictures of the Group's transition to low-carbon and carbon-neutral energy.	Participation in local governments' activities (i.e. community development planning) <ul style="list-style-type: none"> Support for SDGs promotion activities by local governments through proposals for community building Proposals for participation in councils, committees, etc. organized by various groups and local governments Co-creation with local communities <ul style="list-style-type: none"> Research activities with third parties to create attractive cities Support for activities by elderly people in collaboration with local governments, NPOs, etc. Collaborative activities with NPOs and social entrepreneurs Awareness raising of social issues through "My Pro Showcase Kansai" Support for NPOs through "My Osaka Gas Social Design" Holding "Furari Bazaar," etc. under the "Small Light Campaign" Activities to revitalize communities in collaboration with local governments and third parties (Talkin'About and Walkin'About activities)

Materiality	Supply Chain Management	Compliance	Employee Engagement	Development of Employee Skills	Diversity and Inclusion
Management approach	Our broad-based city gas value chain is built on the cooperation of various business partners. Fulfilling our social responsibility by working with our suppliers in the value chain builds relationships of trust with our stakeholders and furthers the development of the entire value chain.	The Daigas Group's view on compliance is that it entails sensible corporate activities based on sound ethics with a particular focus on observing laws and regulations. To maintain the trust of stakeholders, it is vital to ensure that our directors, officers, and employees uphold compliance.	In the Daigas Group Corporate Principles, the Group declares its aim to create "value for society," "value for shareholders," and "value for employees," as well as "value for customers," its top priority. We believe that developing human and intellectual capital is a source of value creation. Based on such belief, the Daigas Group considers it important to implement better measures to promote a workplace culture where employees can take on challenging work.	In the Daigas Group Corporate Principles, the Group declares its aim to create "value for society," "value for shareholders," and "value for employees," as well as "value for customers," its top priority. We believe that developing human and intellectual capital is a source of value creation. The Daigas Group's Long-Term Management Vision 2030 lists the promotion of work style reform and development of human resources as important goals to be attained by that year. We consider it vital to develop personnel who are capable of working actively in a rapidly changing business environment, and at that end we offer a range of training and educational programs aimed at developing individual capabilities.	In order to expand into new fields of business, it is vital to build a corporate infrastructure that promotes diversity and allows everyone to participate. The Daigas Group recognizes the need for the Group to foster a corporate culture that encourages the free expression of opinions and a transformation into a corporate entity that promotes diversity in its ranks and corporate structure in a way that encourages employees to maximize their potential, irrespective of gender, age, physical ability, or nationality. This intention is spelled out in the Daigas Group Diversity Promotion Policy.
Boundary	Within and beyond the Group	Within the Group	Within the Group	Within the Group	Within the Group
Management systems and performance	Indicator Build a responsible supply chain (Appropriate new supplier ratio) GRI Standards: 308-1, 414-1	Promote the Group's compliance (Number of serious violations of laws and regulations) GRI Standards: 307-1, 418-1, 419-1	Create a workplace where employees can feel a sense of fulfillment (Attitude survey) GRI Standards: Not applicable (General disclosure item: 102-43)	Create a workplace where employees can feel a sense of fulfillment (Annual average hours of training per employee) GRI Standards: 404-1	Promote diversity and inclusion (Ratio of female executives/Ratio of female directors/Promotion ratio of women in managerial positions/Ratio of female career-track positions) GRI Standards: 405-1
Commitment	The Daigas Group is committed to fulfilling its social responsibility in close cooperation with business partners in line with the Daigas Group Code of Business Conduct, revised in accordance with the United Nations Global Compact. The Daigas Group has formulated the Daigas Group Procurement Policy and has made it known to the Group's suppliers, together with the Daigas Group Procurement Policy for Suppliers. <ul style="list-style-type: none"> <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact U.N. Global Compact Universal Declaration of Human Rights Universal Declaration of Human Rights <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Procurement Policy Daigas Group Procurement Policy for Suppliers 	The Daigas Group is committed to fulfilling its social responsibility in line with the Daigas Group Code of Business Conduct, revised in accordance with the United Nations Global Compact. The Code forms the basis of the Group's other internal rules. The Group's directors, officers, and employees also comply with the laws and regulations related to each of their operations. <ul style="list-style-type: none"> <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Universal Declaration of Human Rights Universal Declaration of Human Rights Universal Declaration of Human Rights <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Board of Directors Rules Internal Audit Rules Rules for Personal Information Protection Privacy Policy (on the handling of information of customers and shareholders) 	The Daigas Group strives to become a company that promotes the growth of its employees through work by enhancing its personnel system to respect individuality and initiative and creating an environment in which the safety and physical/mental health of employees are ensured and diverse talent can play an active role. <ul style="list-style-type: none"> <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact U.N. Global Compact Labor Standards Act Act on Advancement of Measures to Support Raising Next-Generation Children Act on the Promotion of Women's Active Engagement in Professional Life <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Diversity Promotion Policy Daigas Group Human Rights Policy 	The Daigas Group Code of Business Conduct includes our intention to create a workplace where employees can work peacefully. The Group is committed to respecting the individuality of its employees and developing their careers and skills to enable diverse personnel to reach their full potential. <ul style="list-style-type: none"> <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact U.N. Global Compact U.N. Global Compact Act on Advancement of Measures to Support Raising Next-Generation Children Act on the Promotion of Women's Active Engagement in Professional Life <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Diversity Promotion Policy 	The Daigas Group has formulated the Daigas Group Diversity Promotion Policy with the aim of creating a strong organization that can create new value. The Policy guides us to be a corporate group that can accept diverse values by respecting and approving diverse human resources without discrimination. <ul style="list-style-type: none"> <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Act on Advancement of Measures to Support Raising Next-Generation Children Act on the Promotion of Women's Active Engagement in Professional Life <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Diversity Promotion Policy Daigas Group Human Rights Policy
Responsibilities	Each organization in charge of procuring particular materials is to fulfill its responsibility in accordance with above-mentioned policies and guidelines set by the Daigas Group.	The Daigas Group has established "Compliance/Risk Management Subcommittees" under the "ESG Committee," in order to consider cross-organizational measures and share information, etc. The Compliance Office in the General Affairs Department promotes compliance across the Daigas Group as a whole, and we have also selected "Heads of Compliance" at each Business Unit, Company, and Core Affiliate, as well as "Compliance coordinators" and "staff who serve as key personnel in the compliance efforts" at each organization of Osaka Gas and each affiliate, as part of efforts to enhance compliance across the Group as a whole.	In addition to the system for "Employee Capacity Development," the Daigas Group has established the Daigas Group Safety and Health Council to discuss measures for and share information about industrial accident prevention and health maintenance and enhancement.  <p>The diagram shows a hierarchy starting with the Representative Director and President, leading to the ESG Council (Management Meeting), Corporate committees (ESG Committee, Chairman: Head of ESG Promotion), Compliance/Risk Management Subcommittee, Compliance Office, General Affairs Dept., and various Business Units/Companies with their respective Heads of Compliance and staff.</p>	The personnel system of Osaka Gas helps all employees understand their roles and expectations through meetings with their managers, who serve as personal development advisors, and allows employees to choose their own development course to pursue. We offer a wide range of training programs for all positions and job descriptions, in addition to the training system for each development course. These include training programs by level (Junior/New, mid-level, managerial, etc., along with self-directed training. Overseas business training is also provided to develop personnel who can play an active role globally.  <p>The chart shows the Human Resources Department leading the development of common elements across the company, with Respective organizations leading organization-specific elements, Supervisors responsible for development, and an Instructor for new employees (PTA) for development promotion for three years after joining the company. General affairs of the organization confirm the development status and support.</p>	In the area of diversity and equal opportunity, we take action across the organization in line with the UN Global Compact, related laws, and the Daigas Group Diversity Promotion Policy to make improvements in recruitment, the development of human resources, and the workplace environment.
Performance in FY2024.3	In starting new business transactions, such as material purchases, we explain the Daigas Group Procurement Policy and the Daigas Group Procurement Policy for Suppliers to business partners and ask for their understanding. A total of 18 suppliers began new business transactions with us in FY2024.3. No business deals were barred from being started due to violations of standards set in the fields of environmental and social impacts, human rights and labor practices.	The Group's view on compliance is that it entails sensible corporate activities based on sound ethics with a particular focus on observing laws and regulations. To maintain the trust of stakeholders, it is essential that officers and employees put compliance into practice. Recognizing that every management and employee is the key to ensuring compliance, we are continually conducting training sessions and employee surveys to raise awareness. FY2024.3 saw no serious violations of laws and regulations.	In FY2022.3, we reviewed the content of the attitude survey, which was conventionally conducted at Osaka Gas, and designed and conducted the new Employee Attitude Survey as to grass Employee Engagement across the group. It was confirmed that the levels at Osaka Gas and its affiliated companies were higher than those in general. We analyze the results of the Employee Attitude Survey by age bracket, organization, etc., and implement measures to address identified issues.	Regarding employees' capacity development, a follow-up and an evaluation are conducted periodically through an interview with a supervisor, etc. based on management by objectives (MBO) to encourage and motivate each employee to achieve growth on a voluntary basis and formulate a development plan toward the future. The average hours of training per year per employee in FY2024.3 were as follows. <ul style="list-style-type: none"> Annual average hours of training per employee: 25.1 hours/person Participation in e-Learning program : 6.2 hours/person 	Osaka Gas promotes initiatives to empower female employees to achieve the targets for 2030. In FY2024.3, we strive to respect diverse careers and values and roll out measures attuned to individuals' situations. We made efforts in multiple areas to achieve our female advancement goals, including training appropriate to the timing of job responsibilities and life events, dissemination of the importance of individual-based management in training for managers, and promotion of male employees to take childcare leave. As of June 2024, the ratio of female directors was 26.7%.
Specific actions taken regarding materiality in FY2024.3	The Daigas Group conducted questionnaire surveys targeting major business partners and took other measures to fulfill social responsibility with our business partners and strive for mutual development across the value chain.  <p>The table shows survey results for Main suppliers (143), Gas appliance manufacturers (34), Service companies, engineering firms (202), and LNG suppliers (9). It tracks the number of companies that responded, the percentage of compliance items met, and other efforts like Green Partner Initiative.</p>	In FY 2024.3, approximately 90% of about 21,500 employees (including temporary and part-time workers) responded to the survey, confirming that they maintained a high level of understanding of the Daigas Group Code of Business Conduct. Other issues identified in the survey were incorporated into the organization's response measures, and other efforts were made to raise the awareness of Group employees.	In a survey conducted in FY2024.3, 5,763 employees at Osaka Gas responded, and the response rate was 92.4%. At affiliated companies, 7,372 employees responded, and the response rate was 87.7%. Four indicators were used as evaluation indicators: "overall satisfaction," which indicates the current level of satisfaction with the company, "loyalty," which indicates the level of dedication to the company, "intention to continue working," which indicates the intention to continue working for the company, and "recommendation intention," which indicates the degree to which employees recommend the company to their friends and acquaintances.	Osaka Gas attaches importance to the development of human resources who can play an active role in a rapidly changing business environment. We therefore offer diverse education programs for each employee's skills development. Specifically, a variety of training sessions take place according to positions and job categories, including various training programs by job level and extensive self-selection style training. We organized training sessions in a planned manner throughout FY2024.3.	Recruitment: Strengthen recruitment activities for female students -As a diversity seminar, introduce female employees' career paths and workplace environments where they are playing an active role; hold seminars for science-major female students -Website for recruitment: Post career examples of women as part of the information; introducing our diversity initiatives Development: To support female employees' career formation, offer continuous career education, including how they would balance work and childcare -Transfer and appointment: Transfer and appoint based on individual development plans suited to each employee -Career education: Offer the mentoring program; hold roundtable talks between female workers on careers -For supervisors: Diversity lectures in training for newly appointed and existing managers/supervisors; attendance of supervisors in various training programs for women Work environment: Create a work environment where life events do not disrupt career -Childcare (men are also eligible): Hold child-rearing luncheon meetings (job networking event); hold Childcare Worker + Supervisor Forums Offer intranet networking opportunities for workers on leave and returners; hold roundtable talks for people taking childcare leave; hold seminars on balancing work and childcare for men (Diversity West Japan Study Group) -Corporate culture: Hold a Diversity Promotion Forum (lecture by knowledgeable person and workshop); provide information through continued distribution of e-mail news and in-house web magazines; continue to implement measures to promote efficient working