

September 29, 2025

Tokyo Gas Group Releases First Human Rights Report

Tokyo Gas Co., Ltd.

Tokyo Gas Co., Ltd. (President and CEO: SASAYAMA Shinichi) today released *Tokyo Gas Group Human Rights Report 2025*^{*1}. This is the first report issued by the Tokyo Gas Group exclusively concerning initiatives for respecting human rights.

In its capacity as an energy company that supports social infrastructure, the Tokyo Gas Group positions respect for the human rights of all people involved in its business activities as a key management issue (materiality^{*2}), and is proceeding with concrete initiatives such as formulation of a human rights policy, implementation of human rights due diligence^{*3}, and establishment of grievance mechanisms^{*4}.

These initiatives have already been disclosed in our Integrated Report and on our website. However, in light of the growing expectations in recent years for companies to integrate respect for human rights into their business activities, we have issued this Report to deepen our stakeholders' understanding of our group's human rights initiatives and to continuously improve these initiatives through dialogue with our stakeholders.

This Report is based on the UN Guiding Principles Reporting Framework, which provides guidance for companies on reporting how they respect human rights. It gives a comprehensive overview of the Tokyo Gas Group's initiatives and covers such issues as integration of respect for human rights into corporate activities, identification and assessment of human rights risks, and operation of grievance mechanisms.

In particular, this Report specifies our initiatives for respecting human rights in the course of business activities, such as formulating and publishing the "Framework for Respecting Human Rights"^{*5} to enhance integrity of carbon credits, and strengthening governance of social and environmental risks in connection with new investments and financing.

Going forward, we will continue to uphold values of "Safety, Security, and reliability," which we have strived to build since our founding, and pursue ongoing transformation, with every member of the Tokyo Gas Group embodying our Group's Management Philosophy: "Standing by every person and dedicating ourselves to the society, we shall be the energy that weaves the future."

The Tokyo Gas Group marks the 140th anniversary of our founding this year. As a company that stays ahead of the times, looking beyond Tokyo and beyond gas, we will continue in the endeavor to take on new challenges moving into the future.

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■ Overview of the *Tokyo Gas Group Human Rights Report 2025*

Internal Structure		• Framework for promoting respect for human rights • Tokyo Gas Group Human Rights Policy
Identification and Assessment of Human Rights Risks		• Human rights risk map • Material human rights risks related to business activities
Prevention and Mitigation of Risks	Response to Customers	• Protection of personal information • Response to diversity (disabilities, multiple languages)
	Response to Group Employees	• Disclosure of policies on prevention of various types of harassment and response to customer harassment • DE&I (flexible and diverse work styles, promotion of women's advancement, promotion of diverse human resources)
	Response to Suppliers	• Requesting for cooperation from suppliers • Promotion of collaboration with foreign workers
	Response to Investment and Financing Partners	• Strengthening governance of social and environmental risks • Consideration of human rights violations in the creation and procurement of carbon credits^{*5}
Disclosure and Stakeholder Engagement		• Disclosure status of initiatives for respecting human rights • Results of dialogue with external experts
Grievance Mechanisms		• Establishment of systems for receiving grievances • Response to grievances received

*1 : For the *Tokyo Gas Group Human Rights Report 2025*, click [here](#)

*2 : For the Tokyo Gas Group's "Materiality," click [here](#)

*3 : A series of processes by which a company identifies human rights risks in its business activities and works to prevent and mitigate them

*4 : Mechanisms that enable individuals and groups to raise concerns, submit complaints, and seek remedies from the company

*5 : [Tokyo Gas and Tokio Marine Group Establish "Framework for Respecting Human Rights" to Enhance Integrity of Carbon Credits](#)
(announced on August 12, 2025).

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