



February 9, 2024

**First-time "Eruboshi" Certification (Two Stars) Acquired as an Excellent Company  
in Promoting Female Participation and Advancement in the Workplace**

Taiyo Nippon Sanso Corporation (President Kenji Nagata; hereinafter "TNSC"), a Japanese industrial gas business company in the Nippon Sanso Holdings Group, received a Two Star rating for the first time under the "Eruboshi" Certification system based on the Act on Promotion of Female Participation and Advancement in the Workplace.



"Eruboshi" Certification is granted by the Minister of Health, Labour and Welfare to companies that have formulated a general employer action plan based on the Act on the Promotion of Female Participation and Advancement in the Workplace and have satisfied certain requirements, including exhibiting outstanding progress in efforts to promote female participation and advancement. This time, we earned Two Stars, the second of the three levels of certification, in recognition of having satisfied the criteria in terms of the three items of "continual employment," "work styles including working hours," and "diverse career tracks."

We have implemented various initiatives so far to improve work practices and provide diverse career development opportunities. Specifically, they include the introduction of flextime and telework systems to support employees in childcare and nursing care, a special leave system for life planning such as fertilization treatment, a system that allows employees to take paid leave by the hour, a system to convert contract workers to permanent staff, and a system for change in the type of job for career building. We will continue to promote efforts to create an environment in which both male and female employees can work with vigor and enthusiasm and reach their full potential, thereby contributing to the development of all industries and the resolution of social issues.

**【Company Overview】**

Taiyo Nippon Sanso Corporation

Business description: Manufacture and sale of various industrial gases such as oxygen, nitrogen, argon, LP gas, gas for medical uses, and specialty gases, manufacture and sale of welding equipment and materials, gas-related devices, and, air separation equipment, assembly, processing, inspection of electrical components, and equipment maintenance

Established: October 30, 1910

Incorporated: February 4, 2020

Capital: 1.5 billion yen

Shareholder: Nippon Sanso Holdings Corporation (Investment ratio: 100%)

Revenue: 420.4 billion yen\*

\*Note: This figure shows the revenue of Japan for Nippon Sanso Holdings Corporation in FYE2023

Taiyo Nippon Sanso Corporation

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