



May 22, 2025

To: All Concerned Parties

Company name: Japan Airport Terminal Co., Ltd.
Representative: Kazuhito Tanaka, Representative Director and President
(Code: 9706, Prime Market, Tokyo Stock Exchange)
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Notice Concerning Executive Structure Following 81st Ordinary General Meeting of Shareholders

We hereby announce that the Board of Directors of Japan Airport Terminal Co., Ltd. (the “Company”) resolved at a meeting held today to revise the Company’s executive management structure—previously announced in the press release dated March 12, 2025, titled “Executive Management Structure from April 2025 Onward”—in response to the discovery of inappropriate actions, in violation of the Company’s Basic Compliance Guidelines, related to the supplier selection process at one of the Company’s subsidiaries, etc., and accordingly approved the new structure, as outlined in the attached document, including candidates for Directors (excluding those who are candidates for Audit & Supervisory Committee Members), candidates for Directors who are Audit & Supervisory Committee Members, Executive Officers, and Special Audit & Supervisory Officers.

The appointments of candidates for Directors (excluding those who are candidates for Audit & Supervisory Committee Members) and candidates for Directors who are Audit & Supervisory Committee Members are scheduled to be submitted for approval at the Ordinary General Meeting of Shareholders to be held on June 26, 2025. In addition, the appointments of the Representative Directors, Directors with Special Titles, and Special Audit & Supervisory Officers are expected to be formally decided at the Board of Directors meeting to be held following conclusion of the Ordinary General Meeting of Shareholders.

In addition to the information provided below, we will announce the specific details of the measures to prevent recurrence and the disciplinary actions for executives as soon as decisions are made.

[Basic Policy on Revision of Executive Structure]

(1) To strengthen governance and oversight of business execution by ensuring that a majority of the Board of Directors (including Directors who are Audit & Supervisory Committee Members) consists of Outside Directors.

(2) To enhance fairness, objectivity, and transparency in the evaluation and decision-making processes by appointing an Independent Outside Director as the chairperson of the voluntary Nomination and Compensation Advisory Committee.

(3) To build a continuous and effective oversight and audit system by newly appointing a full-time Audit & Supervisory Committee Member and reinforcing collaboration with the internal audit division.

(4) To enhance the effectiveness of the Company Group's internal control and audit functions by appointing an officer in charge of the internal audit division, which oversees the current Audit Office and Internal Control Office.

(5) To strengthen the internal whistleblowing system and ensure the psychological safety of officers and employees by establishing a Group-wide compliance division as an independent organization, appointing an officer in charge, and enhancing coordination with the Audit & Supervisory Committee.

End

[Annexes]

- Annex 1: List of Directors (As of conclusion of the Annual General Meeting of Shareholders scheduled for June 2025 (scheduled))
- Annex 2: List of Executive Officers (As of conclusion of the Annual General Meeting of Shareholders scheduled for June 2025)
- Annex 3: List of Special Audit & Supervisory Officers (As of conclusion of the Annual General Meeting of Shareholders scheduled for June 2025)
- Annex 4: Career Summaries of Three Newly Appointed Directors (Excluding Directors who are Audit & Supervisory Committee Members)
- Annex 5: Career Summary of One Newly Appointed Director (Director who is an Audit & Supervisory Committee Member)
- Annex 6: Career Summary of One Newly Appointed Executive Officer

List of Directors (As of conclusion of the Annual General Meeting of Shareholders scheduled for June 2025 (Scheduled))

Annex 1

1. Directors (Excluding Directors who are Audit & Supervisory Committee Members) (11 members)

| | Position | Name | Responsibility |
|--|--|-------------------|--|
| New appoint ment New appoint ment | 1 Representative Director and President | Kazuhito Tanaka | Chairman of the Board of Directors, Chairman of the Executive Committee, Chairman of the Business Management Committee, Chairman of the Group Executive Committee, Chairman of the Compliance Promotion Committee, Chairman of the Sustainability Committee, Chairman of the Risk Management Committee |
| | 2 Representative Director and Senior Managing Director | Yoko Koyama | Management of Planning & Administration Department Management of Corporate Planning Group Passenger Terminal Operation Management (in charge of Facility Management Group) |
| | 3 Senior Managing Director | Takeshi Fujino | Chairman of the JAT Group CS Promotion Committee Passenger Terminal Operation Management (in charge of Retail Sales Group) Deputy Senior Vice President, Business Development Department |
| | 4 Senior Managing Director | Shigeyuki Taguchi | In charge of Business Reform Office In charge of Digital Business Promotion Office |
| | 5 Senior Managing Director | Isamu Jinguji | Senior Vice President, Planning & Administration Department (in charge of Corporate Planning Group) Chief Financial Officer |
| | 6 Managing Director | Keishi Matsuda | Vice President, Business Development Department Deputy Senior Vice President, Planning & Administration Department (in charge of Corporate Planning Group) |
| New appoint ment | 7 Member of the Board of Directors [non-executive] | Keiji Kimura | |
| | 8 Member of the Board of Directors [non-executive] | Ichiro Fukuzawa | |
| | 9 Member of the Board of Directors [non-executive] | Yukihiro Kawamata | |
| | 10 Member of the Board of Directors [non-executive] | Yuji Saito | |
| | 11 Member of the Board of Directors [non-executive] | Osamu Sudoh | |

2. Directors who are Audit & Supervisory Committee Members (4 members)

| | Position | Name | Responsibility |
|------------------------|---|-----------------|----------------|
| New appoint ment | 1 Director (Audit & Supervisory Committee Member) | Kenta Nakajo | |
| | 2 Director (Audit & Supervisory Committee Member) [non-executive] | Tamaki Kakizaki | |
| | 3 Director (Audit & Supervisory Committee Member) [non-executive] | Ryoko Takeda | |
| | 4 Director (Audit & Supervisory Committee Member) [non-executive] | Kenji Iwasaki | |

3. Alternative Director who is Audit & Supervisory Committee Members (1 member)

| | Position | Name | Responsibility |
|---|---|-------------|----------------|
| 1 | Director (Audit & Supervisory Committee Member) [non-executive] | Yoko Sugita | |

4. Directors Scheduled to Step Down (2 Members)

| | Position | Name | Responsibility |
|---|--|-----------------|----------------|
| 1 | Representative Director and Executive Vice President | Hiroshi Onishi | |
| 2 | Member of the Board of Directors | Hisayasu Suzuki | |

(Reference) Hiroshi Onishi is scheduled to be reassigned as President and Representative Director & Executive Officer of Haneda Future Research Institute Co., Ltd.

List of Executive Officers (As of conclusion of the Annual General Meeting of Shareholders scheduled for June 2025))

Annex 2

New
appoint
ment

| Position | | Name | Responsibility |
|----------|---|-------------------|---|
| 1 | Chief Senior Managing Executive Officer | Morikazu Chiku | Senior Vice President, Passenger Terminal Operation Department (in charge of Facility Management Group and Facility Group Technology) |
| 2 | Senior Managing Executive Officer | Mitsunaga Ogawa | Senior Vice President, Passenger Terminal Operation Department (in charge of Retail Sales Group) |
| 3 | Senior Managing Executive Officer | Ichiro Takahashi | Deputy Senior Vice President, Business Development Department |
| 4 | Chief Managing Executive Officer | Satoru Sumimoto | Senior Vice President, Passenger Terminal Operation Department (in charge of Facility Management Group) |
| 5 | Chief Managing Executive Officer | Kazuyo Hachisuka | Deputy Senior Vice President, Business Development Department (In charge of Airport Development) |
| 6 | Chief Managing Executive Officer | Hidetsugu Ueda | In charge of Internal Audit Division In charge of Legal Affairs In charge of Sustainability Management Office |
| 7 | Chief Managing Executive Officer | Tatsuya Endo | Deputy Senior Vice President, Passenger Terminal Operation Department (In charge of Facilities Management and Facility Operations) |
| 8 | Chief Managing Executive Officer | Shigetoshi Hosoya | In charge of Executive & Secretarial Office Senior Vice President, Planning & Administration Department (in charge of General Affairs Group) |
| 9 | Managing Executive Officer | Ayumu Takahashi | In charge of Japan Airport Terminal Group Customer Satisfaction Promotion Office Vice President, Sustainability Management Office |
| 10 | Executive Officer | Akinori Nishida | Deputy Senior Vice President, Planning & Administration Department (in charge of General Affairs Group) |
| 11 | Executive Officer | Kenji Sato | In charge of Business Promotion Office Senior Vice President, Planning & Administration Department (in charge of Retail Sales and Food & Beverage) |

**List of Special Audit & Supervisory Officers (As of conclusion of the Annual General Meeting of
Shareholders scheduled for June 2025)**

Annex 3

| Position | | Name | Responsibility |
|----------|-------------------------------------|---------------|----------------|
| 1 | Special Audit & Supervisory Officer | Yasuko Morita | |
| 2 | Special Audit & Supervisory Officer | Yuhei Kusano | |

Career Summaries of Three Newly Appointed Directors (Excluding Directors who are Audit and Supervisory Committee Members)

| Name (Date of Birth) | Career summary |
|---|---|
| Shigeyuki Taguchi (February 4, 1956) | <p>April 1978 Joined Japan Airlines Co., Ltd.</p> <p>April 2008 Fukuoka Airport Branch Manager, Japan Airlines Co., Ltd., and Representative Director and President, JAL Sky Kyushu Co., Ltd.</p> <p>June 2010 Director, Tokyo International Air Terminal Corporation</p> <p>August 2010 Managing Director, Tokyo International Air Terminal Corporation</p> <p>June 2016 Managing Executive Officer, the Company</p> <p>June 2017 Senior Managing Executive Officer, the Company</p> <p>June 2018 Chief Senior Managing Executive Officer, the Company (current position)</p> |
| Isamu Jinguji (May 18, 1956) | <p>April 1979 Joined Japan Airlines Co., Ltd.</p> <p>February 2010 Paris Branch Manager, European Regional Manager's Office and Paris Sales Office Manager, Japan Airlines Co., Ltd.</p> <p>July 2016 Full-time Adviser, the Company</p> <p>June 2017 Managing Executive Officer, the Company</p> <p>June 2020 Chief Managing Executive Officer, the Company</p> <p>June 2023 Senior Managing Executive Officer (current position)</p> |
| Osamu Sudoh (January 24, 1952) | <p>April 1980 Registered as a lawyer</p> <p>April 1983 Partner, Tokyo Yaesu Law Offices</p> <p>April 1993 Founder and Partner, Asahi Law Offices</p> <p>June 1999 Founder and Partner, Sudoh-Takai Law Offices</p> <p>May 2016 Founder and Partner, SUDOH & PARTNERS (current position)</p> <p>June 2016 Audit & Supervisory Board Member, Pronexus Inc. (current position)</p> <p>June 2016 Outside Audit & Supervisory Board Member, Keikyu Corporation (current position)</p> |

Career summary of One Newly Appointed Director(Director who is an Audit & Supervisory Committee Member)

| Name (Date of Birth) | Career summary |
|--------------------------------------|--|
| Kenta Nakajo (September 24, 1971) | April 1994 Joined the Company |
| | July 2016 Vice President, Corporate Planning Division, Corporate Planning Department |
| | November 2016 Vice President, Business Development and Airline Sales, Business Development Department, and Vice President, Corporate Planning Division, Corporate Planning Department |
| | July 2017 Vice President, Airport Business, Business Development Department, Acting Manager, Domestic Airport Business Section, and Vice President, Business Development Department |
| | June 2020 Executive Officer, General Manager, Business Development Department, and General Manager, Passenger Terminal Operation Department and Retail Sales Group |
| | June 2022 Executive Officer and General Manager, Passenger Terminal Operation Department and Retail Sales Group |
| | June 2023 Managing Executive Officer General Manager, Passenger Terminal Operation Department and Retail Sales Group (current position) |

Career summary of One Newly Appointed Executive Officer

| Name (Date of Birth) | Career summary | |
|--|----------------|--|
| Shigetoshi Hosoya (August 27, 1963) | April 1986 | Joined the Company |
| | July 2015 | General Manager, Public Relations, Corporate Planning Department |
| | July 2017 | Head of Public Relations office |
| | June 2018 | Director and Executive Officer, Haneda Airport Enterprise Co., Ltd. |
| | June 2019 | Managing Director and Executive Officer, Haneda Airport Enterprise Co., Ltd. |
| | June 2023 | Senior Managing Director and Executive Officer, Haneda Airport Enterprise Co., Ltd. (current position) |