Updated on August 31, 2026

Categories	Materiality	Initiatives	Major KPIs (Key Performance Indicators)	Target year	FY2025 Results
E	Measures to combat climate change	Reduction of CO_2 emissions	Reduction by 46% from the FY2013 level (net zero by 2050)	2030/2050	-Increased by 9.0% from the FY2013 level (CO_2 emissions from the Group in the Haneda area[1])
			Receipt of ZEB Oriented certification for T1 satellite in the terminal expansion project	2025	-Obtained ZEB Oriented certification in April 2024
	Effective use of limited resources	Introduction of eco-friendly materials and merchandise	Offering of ethical products at all directly managed (JAT's select) stores *2	2025	-Offered at 33 of the 34 directly managed stores (JAT's select)
			Introduction of wooden structure/interior decoration to T1 satellite in the terminal expansion project	2025	-Progress of T1 north satellite facility construction work is at 98.9%; scheduled to start operation in 2026
		Waste reduction/resource recycling	Recycling rate for waste from the terminals: 70%	2030	-Recycling rate: 40.1%
			Recycling rate for food residue from the manufacturing of in-flight meals in the JAT Group's business: 95%	2025	-Haneda factory: 100%, Narita factory: 98%
S	Development of a safe, comfortable and advanced airport	Enhanced terminal functionality	Continuous receipt of "5 Star Airport" rating from SKYTRAX (terminal expansion, smoother passenger flows, enhanced signage, diverse commercial facilities, etc.) *3	Every straight year	-JAT received the "5 Star Airport" rating for the 12th straight year.
		Assurance of safety and security	Continuous receipt of the 1st rating from SKYTRAX in the "World's Cleanest Airport" category	Every straight year	-JAT ranked 1st in the "World's Cleanest Airport" category for the 11th straight year.
			Continuous implementation of disaster drills, etc. (150 times/year; 3,000 total participants/year)	Every straight year	-236 disaster drills participated in by approximately 4,100 people
		Promotion of universal design	Continuous receipt of the 1st rating from SKYTRAX in the "Best PRM & Accessible Facilities" category every straight year *4	Every straight year	-JAT ranked 1st in the "Best PRM & Accessible Facilities" category for the 8th straight year.
			Completion of the initiative to introduce mobile electric carts and self-driving wheelchairs to all terminals	2025	-Mobile electric carts for terminals were introduced at Terminal 2 and 3 *Terminal 1 is scheduled to be introduced in FY 2026. -"WHILL" self-driving wheelchairs were introduced at all terminals
		Use of digital technologies	A wider use of digital and robotic technologies in the five categories of (1) cleaning; (2) guidance/translation; (3) mobility support; (4) security; and (5) retailing and food service	2025	-Introduction to the five categories completed
	Contribution to local and regional communities	Creation of interaction with local communities	Utilizing the "location" of Haneda Airport, promotions for local and specialty products are held at permanent promotion stores and event spaces at least 24 times a year.	Every straight year	-In fiscal 2025, a total of 32 regional collaboration promotions (38,560 thousand yen in sales) held at a dedicated section.
			Provision of know-how acquired in the Haneda Airport and products (robots, etc.) installed therein to overseas airports and other facilities at the rate of 50 cases a year	2025	-Number of completed transactions in FY2025: 68 domestic, 4 overseas (for Radi-Cool, robots, consulting services, etc.)
		Benefit-sharing with local communities	Continued participation of at least 1,000 people, including local (Ota City) elementary and junior high school students, in the airport tours and work experience programs	Every straight year	-Some 224 events were held with a total of 10,859 participants in fiscal 2025.
			Holding of regional cooperation events in the "terminal.0 HANEDA" R&D project in three categories: (1) events for local communities, (2) participation of local companies, and (3) regional tours	Every straight year	-Held an event related to regional cooperation (This includes outreach programs in collaboration with elementary schools, airport tours, and historical exhibits at Haneda Airport.)

Categories	Materiality	Initiatives	Major KPIs (Key Performance Indicators)	Target year	FY2023 Results
S	Human resource development	Transformation of workforce into a group of real professionals	Active recruitment and development of human resources with diverse skills	Every straight year	-New graduates: 27, mid-career recruitment: 4
			Creation of innovative businesses and improvement of business operations through cross-industry/industry-academia collaboration and secondment of personnel to outside entities	Every straight year	-Industry-academia collaboration: total of 31 people -Number of employees on external assignment: 24, number of new assignee companies: 3 (3 people * included in the number of employees on external assignment)
		Improved employee engagement	Embedding of internal branding activities (Plus One Promotion) into the mindset of all JAT Group executives to promote the development of “human resources who can think and take on challenges on their own”	2025	-Employee Engagement Survey to be conducted in FY2025 (Employee engagement index: 77.0 *5)
	Promotion of DEI and respect for human rights	Promotion of DEI	Rate of childcare leave being taken by male workers: 100%; Rate of managerial posts being assumed by female personnel: 40%*Non-consolidated basis	2027	-Childcare leave acquisition rate among male employees: 100%, rate of female managers: 34.1%
			Employment rate of persons with disabilities: 6.6% *Non-consolidated basis	2025	-Employment rate of persons with disabilities: 3.9%
		Implementation of human rights due diligence	Implementation of measures to the issues identified in human rights risk surveys	2025	-As a countermeasure to the identified issues, we conducted interviews with delivery partner companies, cleaning and security companies' subcontractors, and companies handling cocoa, carried out human rights due diligence, and disclosed the details. *6
G	Promotion of fair business activities	Ensuring of thorough compliance	Zero incidents of inappropriate behavior (serious misconduct/violations) in corporate activities	Every straight year	-Number of incidents of inappropriate behavior (serious misconduct or violations) in corporate activities: 1*7
		Strengthening of sustainability governance	Continuous improvements both in the response rate for surveys on compliance with the Sustainable Procurement Guidelines and in the compliance rate	2030	-Compliance survey to be conducted in FY2025: (response rate was 51% and conformance rate was 69%)
			Dialogue with experts (twice a year)	Every straight year	-Number of sessions of dialogue with experts: 2
	Strengthening of risk management	Strengthening of risk management systems	Semiannual implementation of PDCA for priority risks	Every straight year	-The Risk Management Committee will be held and implemented the PDCA cycle every six months.
		Cybersecurity	Zero incidents that result from a lack of adequate cybersecurity measures and have a serious impact on the terminal building operations	Every straight year	-Number of incidents that resulted from a lack of adequate cybersecurity measures and had a serious impact on the terminal building operations: 0

*1 Excluding those from airport vehicles owned by the JAT Group

*2 Ethical products are defined as products that lead to less food loss, fair trade products, products that use recycled materials, products that bear a certification label or mark, products that take into consideration local production and consumption, organic products, alternative meat/milk products, etc

*3 SKYTRAX: A UK-based aviation services research company founded in 1989. It evaluates airports and airlines worldwide, covering a wide range of evaluation criteria. Haneda Airport has won various awards, including the “5 Star Airport” rating (for t 12 consecutive years since 2014) and the 1st rank in the “Best Airport Terminal Cleanliness” category (for 11 consecutive years from 2016) and the “Best PRM/Accessible Facilities” category (for 8 consecutive years from 2019).

*4 “PRM,” an abbreviation of “Persons with Reduced Mobility,” represents an evaluation category for facilities that consider the elderly, people with disabilities, and those who have been injured

*5 The calculation elements for the index have been changed to clarify the definition of employee engagement survey. For a detailed disclosure, see: https://www.tokyo-airport-bldg.co.jp/files/sustainability/human_capital_management_initiatives_en.pdf

*6 For a detailed disclosure, see: https://www.tokyo-airport-bldg.co.jp/files/en/sustainability/JapanAirportTerminalGroupHumanRightsInitiatives.pdf

*7 For a survey report, see: https://www.tokyo-airport-bldg.co.jp/files/en/ir/000016260.pdf (Survey results announced: May 9, 2025)