Categories	Meteriality	Initiatives	Major KPIs (Key Performance Indicators)	Target year	FY2023 Results
E	Measures to combat climate change *1)	Reduction of CO2 emissions	Reduction by 46% from the FY2013 level (net zero by 2050)	2030	·Increase by 5.0% from the FY2013 level (CO₂ emissions from the JAT Group in the premises of Haneda Airport*1)
			Receipt of ZEB Oriented certification for T1 satellite in the terminal expansion project	2025	·The construction company was decided. Work begins in May 2024(Scheduled to begin operation in 2026)
	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 12 of the 37 directly managed stores (editorial shops)
			Introduction of wooden structure/interior decoration to T1 satellite in the terminal expansion project	2025	·The construction company was decided. Work begins in May 2024(Scheduled to begin operation in 2026)
		Waste reduction/resource recycling	Closed-loop recycling of all PET bottles collected at terminals	2025	·A system was put in place where users put used bottles in dedicated collection boxes from which recyclers collect them.
			⇒ Recycling rate for waste from the terminals: 70%	2030	–
			Identification of issues for reducing food waste in the Group's restaurant business and set FY2025 targets	2023	·The targets are set.
			⇒ Recycling rate for food residue from the manufacturing of in-flight meals in the JAT Group's business: 95%	2025	–
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, the highest rank in the world, for the 10th 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 received the 1st rating in the "World's Cleanest Airport" category for the 8th straight year.
			Continuous implementation of disaster drills, etc. (150 times/year; 3,000 total participants/year)	Every straight year	·206 disaster drills participated by 3,662 people in FY2023
		Promotion of universal design	Continuous receipt of the 1st rating from SKYTRAX in the "Best PRM & Accessible Facilities" categoryEvery straight year	Every straight year	·JAT received the 1st rating in the "Best PRM & Accessible Facilities" category for the 5th straight year.
			Completion of the initiative to introduce mobile electric carts and self-driving wheelchairs to all terminals	2025	·6 "WHILL" self-driving wheelchairs were introduced at Terminal 3.
		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	·Category (2): Such technologies were installed in the T2i security area. ·Category (4): A proof of concept was conducted, with the introduction slated for the latter half of FY2024.
	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	·Haneda Sanchoku-kan opened in December 15, 2023. ·40 regional collaboration promotions held.
			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	·23 such contracts were signed (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	·195 such events were held, with the total participation of some 10,000 people in FY2023.
			Grand opening of the HICity (benefit sharing with local communities by providing medical services, creating vibrancy, offering a traffic hub, etc.)	2023	·HICity opened on November 16, 2023. ·terminal.0 HANEDA opened at the end of February 2024.
			⇒ 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	–

Categories	Meteriality	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	・Mid-career hires accounted for 16% of all hires. ・People trained in architecture and foreign languages accounted for 23% of all new graduates hires. ・Total training time was 10.8 hours per hire.
			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	・Cross-industry/industry-academia collaboration: 4 people(Total of 24 people) ・Number of employees seconded to other companies: 21 people
		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	・Corporate logos of 20 Group companies were renewed or unified. ・A new corporate logo "Brand book" and a special issue of company newsletter were distributed.
	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	・Rate of childcare leave being taken by male workers: 88.9%; Rate of managerial posts being assumed by female personnel: 38.8%
			Employment rate of persons with disabilities: 6.6% *Non-consolidated basis	2025	・Employment rate of persons with disabilities: 3.6%
		Implementation of human rights due diligence	Investigation of human rights risks and identification of issues and countermeasures	2023	・JAT conducted a human rights risk survey, which identified issues and measures to address them. ・JAT conducted a questionnaire survey on major business partners.
			⇒ Implementation of measures to the issues identified in human rights risk surveys	2025	—
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/violations) in corporate activities: 0
		Strengthening of sustainability governance	Formulation of sustainable procurement guidelines and dissemination thereof to business partners *4	2023	・JAT disseminated the guidelines to 570 business partners, who were identified as Tier 1 based on turnover and other criteria.
			⇒ Continuous improvements both in the response rate for surveys on compliance with the Sustainable Procurement Guidelines and in the compliance rate.	2030	—
			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	Establishment of the Risk Management Committee and a PDCA cycle for priority risks	2023	・JAT established the Risk Management Committee, which identified priority risks. ・The Risk Management Committee met twice to implement PDCA.
			⇒ Semiannual implementation of PDCA for priority risks	Every straight year	—
		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 result from a lack of adequate cybersecurity measures and have 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 ten consecutive years since 2014) and the 1st rank in the "Best Airport Terminal Cleanliness" category (for eight consecutive years from 2016) and the "Best PRM/Accessible Facilities" category (for five consecutive years from 2019). "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

*4 Major primary business partners who had transactions with the JAT Group in FY2022