



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)
Inquiries: Shigeyuki Taguchi, Senior Managing Executive Officer,
Senior Vice President, Planning & Administration Department
Tel: 03-5757-8000

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 appointment New appointment New appointment	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)
	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 appointment	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

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

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	
	April 1986	Joined the Company
Shigetoshi Hosoya (August 27, 1963)	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)