

Japan Airport Terminal Group ESG Data Book

Categories	Item	FY2021	FY2022	FY2023	FY2024	Unit	Subject	Remarks
E (Environment)	Greenhouse Gas Emissions(Scope1 and 2 total)	94,480	113,412	117,917	127,569	t-CO2	Consolidated	*Scope 2 is based on [Market-based].
	Scope1	13,673	17,472	22,534	18,125*	t-CO2	Consolidated	*This part of the 2024 emissions is subject to verification by LRQA as a third-party assurance.
	Scope2 [Location-based]	79,444	92,408	103,358	107,898*	t-CO2	Consolidated	
	Scope2 [Market-based]	80,807	95,940	95,383	109,444*	t-CO2	Consolidated	
	Haneda Area(Scope1 and 2 total)	88,420	104,851	110,758	118,190	t-CO2	Consolidated	
	Scope1	11,813	14,967	19,194	14,715	t-CO2	Consolidated	
	Scope2 [Market-based]	76,607	89,884	91,564	103,476	t-CO2	Consolidated	
	Outside Haneda Airport, Vehicles, etc. (Scope1 and 2 total)	6,060	8,561	7,159	9,379	t-CO2	Consolidated	
	Scope1	1,860	2,505	3,340	3,410	t-CO2	Consolidated	
	Scope2 [Market-based]	4,200	6,056	3,819	5,969	t-CO2	Consolidated	
	Scope3(Aggregate)	76,753	228,735	330,131	414,868	t-CO2	Consolidated	
	1. Products and services purchased	-	113,819	137,307	241,096	t-CO2	Consolidated	
	2. Capital goods	17,862	45,474	104,372	69,440	t-CO2	Consolidated	
	3. Fuel and energy related activities not included in scope1 and 2	24,688	28,268	31,576	33,792	t-CO2	Consolidated	
	4. Transportation and Delivery (upstream)	3,881	10,193	23,135	35,980	t-CO2	Consolidated	
	5. Waste from operations	832	1,478	2,223	2,177	t-CO2	Consolidated	
	6. Business trip	-	45	119	241	t-CO2	Consolidated	
	7. Commute	-	-	1,868	2,281	t-CO2	Consolidated	
	8. Leased assets (Upstream)	-	-	-	-	t-CO2	Consolidated	
	9. Transportation and Delivery (Downstream)	-	-	-	-	t-CO2	Consolidated	
	10. Processing of products sold	-	-	-	-	t-CO2	Consolidated	
	11. Use of products sold	-	-	-	-	t-CO2	Consolidated	
	12. Destruction of products sold	-	-	-	-	t-CO2	Consolidated	
	13. Leased assets (Downstream)	29,490	29,458	29,531	29,861	t-CO2	Consolidated	
	14. Franchise	-	-	-	-	t-CO2	Consolidated	
	15. Investment	-	-	-	-	t-CO2	Consolidated	
	Total energy calorific value	2,040,082	2,355,801	2,321,418	2,485,553	GJ	Consolidated	
	Electricity	1,301,649	1,535,525	1,468,074	1,593,458	GJ	Consolidated	
	Diesel oil	6,659	9,965	18,109	19,864	GJ	Consolidated	
	Gasoline	2,386	2,962	3,856	3,665	GJ	Consolidated	
	Heavy fuel oil A	59	181	447	165	GJ	Consolidated	
	Kerosene	1,028	1,321	1,575	1,393	GJ	Consolidated	
	LPG(Liquefied Petroleum Gas)	11,639	15,935	19,656	20,787	GJ	Consolidated	
	City gas	169,976	179,926	205,620	177,743	GJ	Consolidated	
	Steam and Cold water	546,686	609,986	604,081	668,476	GJ	Consolidated	
	Water usage	-	744,004	1,082,124	1,184,645	m ³	Consolidated	
	Drainage amount	-	741,110	1,001,040	1,103,900	m ³	Consolidated	
	Amount of waste generated (Total of T1~T3)	3,755	6,115	9,118	10,426	t	Consolidated	
	Terminal 1	1,863	2,574	2,866	3,013	t	Consolidated	
	Terminal 2	1,397	2,042	2,679	3,342	t	Consolidated	
	Terminal 3	495	1,499	3,573	4,072	t	Consolidated	
	Amount of waste reused (Total of T1~T3)	1,220	2,317	3,730	4,127	t	Consolidated	
	Terminal 1	517	779	891	887	t	Consolidated	
	Terminal 2	473	679	951	1,132	t	Consolidated	
	Terminal 3	230	859	1,888	2,108	t	Consolidated	
	Recycling rate (Total of T1 ~T3)	32.5	37.9	40.9	39.6	%	Consolidated	
	Amount of waste incinerated (Airport Clean Center)	7,832	13,420	19,293	20,270	t	Consolidated	* Including delivery from other companies
	Number of violations of environmental laws and regulations	0	0	0	0	Cases	Consolidated	

S (Social)	Number of consolidated employees	2,729	2,499	2,660	2,871	People	Consolidated	
	Men	1,355	1,322	1,411	1,471	People	Consolidated	
	Female	1,374	1,177	1,249	1,400	People	Consolidated	
	Number of non-consolidated employees	251	272	293	314	People	Non-consolidated	
	Men	144	154	164	172	People	Non-consolidated	
	Female	107	118	129	142	People	Non-consolidated	
	Number of employees (New graduate)	20	11	21	21	People	Non-consolidated	
	Men	9	5	12	12	People	Non-consolidated	
	Female	11	6	9	9	People	Non-consolidated	
	Number of employees (Mid-career)	6	12	6	9	People	Non-consolidated	
	Men	5	7	6	8	People	Non-consolidated	
	Female	1	5	0	1	People	Non-consolidated	
	Average annual salary	6,518	7,108	7,987	8,662	Thousands of yen	Non-consolidated	
	Gender wage gap (all employees)	-	80.8	84.7	83.0	%	Non-consolidated	
	Gender wage gap (full-time employees)	-	84.4	87.2	83.6	%	Non-consolidated	
	Gender wage gap (part-time employees)	-	51.1	48.2	70.7	%	Non-consolidated	* Vice President class non-regular employees, counselors, persons with disabilities, etc.
	Average age	41.0	39.2	37.8	40.7	Age	Non-consolidated	
	Men	42.3	42.1	41.1	43.1	Age	Non-consolidated	
	Female	39.4	35.5	32.3	37.6	Age	Non-consolidated	
	Average length of service	13.1	12.5	12.5	13.2	Years	Non-consolidated	
	Men	13.6	13.3	13.4	13.8	Years	Non-consolidated	
	Female	12.7	11.7	11.3	12.3	Years	Non-consolidated	
	Turnover rate	4.7	3.6	2.3	2.9	%	Non-consolidated	
	New graduate turnover rate after 3 years	13.0	12.5	11.5	7.5	%	Non-consolidated	
	Employment rate of people with disabilities	1.7	5.1	3.6	5.1	%	Non-consolidated	
	Rate of female managers	39.1	41.6	38.8	37.0	%	Non-consolidated	
	Rate of mid-career employees promoted to management roles	29.0	32.5	35.3	36.2	%	Non-consolidated	
	Rate of mid-career employees	23.7	29.0	25.3	23.2	%	Non-consolidated	
	Rate of foreign employees	4.0	2.7	2.4	2.2	%	Non-consolidated	
	Childcare leave acquisition rate	54.5	84.6	94.1	94.4	%	Non-consolidated	
	Rate of men taking childcare leave	16.6	71.4	88.9	88.9	%	Non-consolidated	
	Rate of female taking childcare leave	100	100	100	100	%	Non-consolidated	
	Total actual working hours per year	1,779	1,824	1,801	1,833	Hours	Non-consolidated	
	Paid leave acquisition rate	62.0	70.1	69.4	69.0	%	Non-consolidated	
	Engagement index	-	-	-	82.5	Scores	Non-consolidated	
	Perception regarding own growth	-	-	-	74.3	Scores	Non-consolidated	
	Perception of organizational productivity improvement	-	-	-	62.0	Scores	Non-consolidated	
	Index related to new challenges (Employees who would like to take on challenges)	-	-	-	74.1	Scores	Non-consolidated	
	Index related to new challenges (Employees who actually took on challenges)	-	-	-	56.0	Scores	Non-consolidated	
	Stress check implementation rate	98.1	98.2	97.0	99.3	%	Non-consolidated	
	Training hours per person	-	-	10.8	11.0	Hours	Non-consolidated	
	Training cost per person	-	-	53	57	Thousands of yen	Non-consolidated	
	Number of participants in industry-academia-industry collaborations and other projects	-	20	4	7	Total number of people	Non-consolidated	
	Number of employees on external assignment	18	18	21	24	People	Non-consolidated	
	Number of participants in the "Learning ROOM" in-house training academy	-	40	84	59	Total number of people	Non-consolidated	
	Number of participants in internal knowledge acquisition seminars	-	220	150	88	Total number of people	Non-consolidated	
	IT passport acquisition rate	-	9.6	31.0	33.9	%	Non-consolidated	
	SKYTRAX World's Best Airport	2	3	3	4	Rank	Haneda Airport	
	World's Cleanest Airport(Category evaluating airport cleanliness)	1	1	1	1	Rank	Haneda Airport	
	World's Best Domestic Airport(Category evaluating domestic airports overall)	1	1	1	1	Rank	Haneda Airport	
	World's Best PRM&Accessible Facilities(Category evaluating PRM responses)	1	1	1	1	Rank	Haneda Airport	* Persons with Reduced Mobility
	Number of passengers at Haneda Airport	2,970	5,987	8,094	8,791	Ten thousand people	Haneda Airport	
	Domestic flights	2,887	5,306	6,184	6,499	Ten thousand people	Haneda Airport	
	International flights	83	680	1,909	2,292	Ten thousand people	Haneda Airport	
	Management area Total Floor Space Owned by JAT Group	970,497	970,497	970,497	1,010,556	m ²	Consolidated	
	Management area Leasable area	332,653	332,856	332,792	334,673	m ²	Consolidated	
	Management area Total Leased Floor Space	324,069	323,718	324,519	328,148	m ²	Consolidated	
	Vacancy Rate	2.6	2.7	2.5	1.9	%	Consolidated	
	Number of disaster drills conducted	117	200	206	246	Times	Haneda Airport	
	Number of participants in disaster drills	1,793	3,187	3,662	3,728	Persons	Haneda Airport	
	Number of regional/community events held	-	37	40	34	Cases	Consolidated	
	Number of Haneda Tour Program conducted	-	-	195	203	Cases	Consolidated	* Cumulative total of approximately 10,000 participants
	Number of registered users of Haneda Airport SNS (Facebook)	-	-	95,000	95,002	Persons	Consolidated	
	Number of registered users of Haneda Airport SNS (Instagram)	-	-	191,800	210,467	Persons	Consolidated	
	Number of registered users of official Haneda Airport app	-	-	130,000	310,000	Persons	Consolidated	

G (Governance)	Awareness of the Sustainable Procurement Guidelines	-	-	100	-	%	Consolidated	* Tier1 570 companies covered
	The Sustainable Procurement Guidelines conformity survey response rate	-	-	38.8	-	%	Consolidated	
	The Sustainable Procurement Guidelines conformance rate	-	-	67.0	-	%	Consolidated	
	Number of dialogues with external experts	-	-	2	2	Times	Non-consolidated	
	Compliance check test (e-learning) participation rate	98.9	99.1	99.2	99.7	%	Consolidated	
	Compliance check test (e-learning) pass rate	98.8	98.9	99.1	99.7	%	Consolidated	
	Awareness of compliance information desk (reporting system)	91.8	93.1	86.7	84.2	%	Consolidated	
	Number of serious misconduct/violations	0	0	0	※	Cases	Consolidated	
	Cyber security test (e-learning) participation rate	96.8	94.6	95.3	92.3	%	Consolidated	
	Number of targeted e-mail drills conducted	-	-	1	2	Times	Consolidated	
	Number of participants in targeted email training	-	-	1,628	3,792	People	Consolidated	
	Number of serious cyber security incidents	1	0	0	0	Cases	Consolidated	
	Number of directors	15	15	15	15	People	Non-consolidated	
	Men	14	12	12	12	People	Non-consolidated	
	Female	1	3	3	3	People	Non-consolidated	
	Outside director	4	7	7	7	People	Non-consolidated	
	Outside director (Independent)	2	5	5	5	People	Non-consolidated	
	Outside auditors	3	-	-	-	People	Non-consolidated	* The Audit & Supervisory Committee was established effective June 24, 2022.
	The Audit & Supervisory Committee Member	-	3	3	3	People	Non-consolidated	
	Number of executive officer (Including internal directors)	23	22	22	21	People	Non-consolidated	
	Men	22	21	21	20	People	Non-consolidated	
	Female	1	1	1	1	People	Non-consolidated	
	Special audit & supervisory officer (In-house)	-	2	2	2	People	Non-consolidated	