

Environmental

Environmental Management

Environmental Basic Policy (Japanese Only)	Yes	Included in "The JR Kyushu Group's Efforts toward the Environment" https://www.jrkyushu.co.jp/company/esg/environment/
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Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of meetings of the Ecology Committee (including each sub-committee)*1	Kyushu Railway Company alone	Times	4	4	6
Number of ISO 14001 Certifications acquired	JR Kyushu Group	Sites	3	2	3

*1 The Ecology Committee is a body chaired by the president that deliberates and decides on necessary items, such as basic policies, with the aim of continuously promoting efforts toward environmental conservation.

Climate change

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3	
GHG emissions	Scope 1	Kyushu Railway Company alone*1	Thousand t-CO ₂	53	48	44
	Scope 2	Kyushu Railway Company alone*1	Thousand t-CO ₂	311	282	209
	Total	Kyushu Railway Company alone*1	Thousand t-CO ₂	364	331	253
Amount of electricity used	Railway division	Kyushu Railway Company alone*1	Thousand kWh	659,035	625,487	626,699
	Others	Kyushu Railway Company alone*1	Thousand kWh	18,005	18,892	19,323
	Total	Kyushu Railway Company alone*1	Thousand kWh	677,040	644,379	646,022
Amount of gas used	Kyushu Railway Company alone*1	Thousand m ³	489	469	434	
Amount of other fuel used	Kyushu Railway Company alone*1	Thousand kl	19	17	15	
Percentage of energy-conserving train cars*2	Kyushu Railway Company alone	%	77.0	78.5	79.2	

*1 Facilities that are legally required to be reported under the Law concerning the Rational Use of Energy (Energy Conservation Law)

*2 Numerical target established under the JR Kyushu Low-Carbon Society Action Plan for increasing the introduction of energy-saving train cars to 83%

Resources

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Amount of water resources used	JR Kyushu Group*1	Thousand m ³	-	-	2,455
Amount of OA paper used*2	Kyushu Railway Company alone	Thousand sheets	53,345	49,453	46,683

*1 Facilities that are legally required to be reported under the Law concerning the Rational Use of Energy (Energy Conservation Law)

*2 Converted to A4 size

Chemical substances

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3	
Amount of chemical emissions release and transfer*1	Asbestos	Kyushu Railway Company alone	kg	2,800.0	8,000.0	8,300.0
	Ethylbenzene		kg	2,200.0	1,900.0	1,500.0
	Xylene		kg	2,900.0	2,200.0	1,800.0
	Styrene		kg	4,700.0	4,300.0	4,700.0
	Toluene		kg	3,534.9	3,505.5	3,654.8
	Methylnaphthalene		kg	42.4	41.3	38.9

*1 Covers targeted substances from two offices for which the release and transfer amounts were reported to the government pursuant to the Law concerning Pollutant Release and Transfer Register

Social

Operating results of the railway business

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Railway line networks	Kyushu Railway Company alone	km	2,273	2,273	2,273
Kilometers traveled by passenger cars	Kyushu Railway Company alone	Thousand km	300,470	286,819	287,524
Number of passengers	Kyushu Railway Company alone	Thousand passengers	337,176	338,670	337,598
Passenger kilometers	Kyushu Railway Company alone	Thousand km	9,336,633	9,285,404	9,059,103
Boarding efficiency	Kyushu Railway Company alone	%	29.9	31.0	30.0
Number of stations	Kyushu Railway Company alone	Stations	567	568	568
Number of train cars	Kyushu Railway Company alone	Train cars	1,652	1,669	1,665
Electrification percentage	Kyushu Railway Company alone	%	59	59	59

Safety

Safety Policies (Japanese Only)	Yes	Included in the "Safety Report" https://www.irkyushu.co.jp/company/esg/safety/
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Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of meetings of the Safety Promotion Committee*1	Kyushu Railway Company alone	Times	12	12	12
Number of work-related accidents involving railway employees	JR Kyushu Group	Incidents	89	90	88
Number of employee views on safety*2	Kyushu Railway Company alone	Views	10,273	10,263	10,314
Amount of safety investment in the railway business	Kyushu Railway Company alone	Billion yen	17.8	24.7	22.7
Safety-related repair expenses in the railway business	Kyushu Railway Company alone	Billion yen	32.3	29.5	30.0
Number of railway accidents*3	Kyushu Railway Company alone	Incidents	35	25	26
Number of transport disorders*4	Kyushu Railway Company alone	Incidents	410	484	552

*1 The Safety Promotion Committee is a body that carries out deliberations on and promotes safety-related efforts and policies.

*2 Number of employee views on safety is the number of opinions and realizations of employees pertaining to safety as well as the number of "unsafe incident experiences."

*3 Total number of train collision accidents, train derailment accidents, train fire accidents, crossing accidents, railway accidents resulting in injury or death, and railway accidents causing damage.

*4 Number of incidents where, for causes other than railway accidents, train service was suspended, a passenger train was delayed for 30 minutes or more, or a train other than a passenger train was delayed for an hour or more.

Service

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of meetings of the Committee to Enhance Our Corporate Culture Founded on Service*1	Kyushu Railway Company alone	Times	12	11	11
Number of feedback messages and requests from customers	Kyushu Railway Company alone	Times	6,441	7,513	7,495
Number of times customers gave compliments and praise	Kyushu Railway Company alone	Times	1,931	1,163	1,675
Total number of thank you cards*2	Kyushu Railway Company alone	Cards	17,511	37,327	50,917
Service Round Table Discussion*3	Number of times held	Kyushu Railway Company alone	2	2	2
	Number of participants	Kyushu Railway Company alone	45	34	31

*1 The Committee to Enhance Our Corporate Culture Founded on Service is a body that deliberates on and promotes service-related efforts and improvements.

*2 Number of times employees exchanged cards expressing their gratitude for one another.

*3 The Committee to Enhance Our Corporate Culture Founded on Service is for exchanging opinions between the president and employees who offered excellent service.

Development of Human Resources Development and Value Creation

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of employees dispatched to external educational institutions* ¹	Kyushu Railway Company alone	Person	8	7	5
Number of improvement proposal awards (personal)* ²	Kyushu Railway Company alone	Awards	16	23	18
Number of registrations in the Improvement Idea Box (per employee)* ³	Kyushu Railway Company alone	Times	3.0	2.8	1.3
Number of Prize of Creativity awards received* ⁴	Kyushu Railway Company alone	Awards	1	1	1
Number of participants in the JR Kyushu English School* ⁵	Kyushu Railway Company alone	Person	175	180	148

*1 Number of employees dispatched to domestic or international business schools for the purposes of acquiring an MBA and the number of employees dispatched to Ritsumeikan Asia Pacific University and Business BreakThrough University (Number of employees newly dispatched in a given fiscal year)

*2 Internal award (award for outstanding work improvements by employees)

*3 System that allows employees to propose work improvements and other ideas

*4 External award (a Minister of Education, Culture, Sports, Science and Technology award given to either individuals or groups that have contributed to progress or improvement of science and technology at factories and other workplaces through excellent creative ideas)

*5 An English study session for employees

Employees

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of employees	Female	JR Kyushu Group	Person	-	-	8,789
	Male		Person	-	-	8,661
	Total		Person	17,297	17,765	17,450
Number of non-regular employees* ¹		JR Kyushu Group	Person	-	-	9,136
Number of employees* ²	Female	Kyushu Railway Company alone	Person	1,546	1,531	1,341
	Male		Person	7,313	7,115	6,831
	Total		Person	8,859	8,646	8,172
Number of new graduates hired* ^{2,3}	Female	Kyushu Railway Company alone	Person	45	67	50
	Male		Person	165	152	154
	Total		Person	210	219	204
Percentage of new graduates hired* ^{2,3}	Female	Kyushu Railway Company alone	%	21.4	30.6	24.5
	Male		%	78.6	69.4	75.5
Number of part-time employees* ²	Female	Kyushu Railway Company alone	Person	0	1	0
	Male		Person	1,068	1,167	1,230
	Total		Person	1,068	1,168	1,230
Percentage of part-time employees among all employees* ²		Kyushu Railway Company alone	%	12.1	13.5	15.1
Number of employees covered by collective bargaining agreements		Kyushu Railway Company alone	Person	7,980	7,780	7,523
Average years of service* ²	Female	Kyushu Railway Company alone	Years	7.9	8.5	8.9
	Male		Years	17.1	16.0	15.1
	Total		Years	15.5	14.7	14.1
Average age* ²	Female	Kyushu Railway Company alone	Age	31.1	31.9	31.6
	Male		Age	42.8	42.6	42.3
	Total		Age	40.8	40.7	40.6
Employees retention rate* ²	Female	Kyushu Railway Company alone	%	91.9	93.2	93.7
	Male		%	98.9	99.0	98.8
Average annual salary		Kyushu Railway Company alone	Yen	5,396,131	5,503,932	5,581,013
Average hours of overtime per month		Kyushu Railway Company alone	Hours	14.9	14.1	13.9
Number of days of annual paid leave taken		Kyushu Railway Company alone	Days	15.0	15.9	15.8
Percentage of accumulated paid leave used* ⁴		Kyushu Railway Company alone	%	75.0	79.5	78.9
Percentage of employees with disabilities* ⁵		Kyushu Railway Company alone	%	2.36	2.53	2.74
Number of employees in managerial positions* ²	Female	Kyushu Railway Company alone	Person	29	37	34
	Male		Person	523	520	519
	Total		Person	552	557	553
Percentage of employees in managerial positions* ²	Female	Kyushu Railway Company alone	%	5.3	6.6	6.2
	Male		%	94.7	93.4	93.8
Number of employees taking childcare leave	Female	Kyushu Railway Company alone	Person	196	225	224
	Male		Person	5	19	33
	Total		Person	201	244	257
Number of employees taking nursing care leave	Female	Kyushu Railway Company alone	Person	0	2	2
	Male		Person	6	1	5
	Total		Person	6	3	7
Percentage of specified health counseling implemented (every year between October of one year to September of the following year)* ⁶		Kyushu Railway Company alone	%	65.5	63.7	-
Percentage of complete medical check-ups received		Kyushu Railway Company alone	%	53.6	54.6	55.7
Percentage of stress checks taken		Kyushu Railway Company alone	%	99.9	99.9	99.9
Percentage of employees who smoke		Kyushu Railway Company alone	%	30.1	30.0	29.6

*¹ Excludes the number of temporary employees of Kyushu Railway Company due to the fact that the number of temporary employees is less than 10% the number of employees.

*² As of April 1 in the year following a given fiscal year (April 1, 2020 for the fiscal year ended March 31, 2020)

*³ Excludes regionally specified employees

*⁴ Calculated using 20 days as the number of annual paid leave days allotted

*⁵ As of June 1 in the year following a given fiscal year (June 1, 2020 for the fiscal year ended March 31, 2020). The Percentage of employees with disabilities for the fiscal year ended March 31, 2020 is calculated by summing up the employment rate of the special subsidiary.

*⁶ The figure of the fiscal year ended March 31, 2018 has been corrected.

Dialogue with Stakeholders

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Panel discussions with customers* ¹	Number of committee	Kyushu Railway Company alone	Person	56	57	49
	Number of times held		Times	26	26	20
Opinion exchange meetings between management and employees	Number of times held	Kyushu Railway Company alone	Times	24	25	24
	Number of participants		Person	391	382	418
Number of collective bargaining occurrences with labor unions		Kyushu Railway Company alone	Times	102	82	122
General Meeting of Shareholders* ²	Number of attending	Kyushu Railway Company alone	Person	513	480	136
	Percentage of voter rights		%	66.8	82.1	80.3
Dialogue between management and institutional investors	Financial results presentations	Kyushu Railway Company alone	Times	2	2	2
	Financial results teleconferences		Times	2	2	2
	Individual meetings		Times	39	41	104
Dialogue between management and individual investors	Number of times held	Kyushu Railway Company alone	Times	2	2	7
	Number of participants		Person	154	250	455

*¹ Three local panel discussions were held in eight regions. In addition, two central panel discussions were held. At these discussions, the Company received opinions from panel committee members (term of office: one year).

*² Targets the General Meeting of Shareholders for a given fiscal year (the General Meeting of Shareholders held on June 23, 2020, for the fiscal year ended March 31, 2020)

Involvement with local communities

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
JR Kyushu Walking event* ¹	Number of times held	Kyushu Railway Company alone	Times	187	162	155
	Number of participants		Person	140,139	128,299	128,633
Study tour of Shinkansen cars at General Rolling Stock Center	Number of times held	Kyushu Railway Company alone	Times	157	151	127
	Number of participants		Person	3,764	3,461	3,220
Number of local contribution award winners* ²		Kyushu Railway Company alone	Person	5	4	4
Number of external collaboration award winners* ³		Kyushu Railway Company alone	Person	9	5	5
			Organizations	15	12	8

*¹ Total between January and December

*² Internal award for employees who contributed to the local community through volunteer activities, youth support activities, clean-up activities, and other efforts

*³ Award for local community members and organizations that have collaborated with the Company

Information Security

Basic policy for protecting personal information (Japanese Only)

Yes

Basic policy for protecting personal information

<https://www.jrkyushu.co.jp/privacy/>

Governance

Corporate Ethics

Policy on corporate ethics	Yes	Included in "JR Kyushu Group Code of Ethics" https://www.jrkyushu.co.jp/company/ir_eng/esg/governance
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Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of meetings held by the JR Kyushu Group Corporate Ethics Committee	Kyushu Railway Company alone	Times	1	2	1

Corporate governance□

Index	Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Term of office for directors who are not also Audit and Supervisory Committee members* ¹	Kyushu Railway Company alone	Years	1	1	1
Term of office for directors who are also Audit and Supervisory Committee members* ¹	Kyushu Railway Company alone	Years	2	2	2

*1 As of June 30 of year after a given fiscal year (June 30, 2020, for the fiscal year ended March 31, 2020)

Information on Directors

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of directors* ¹ (including directors who are Audit and Supervisory Committee members)	Inside	Female	Person	1	0	0
		Male	Person	6	7	7
		Total	Person	7	7	7
	Independent outside	Female	Person	1	1	2
		Male	Person	5	7	6
		Total	Person	6	8	8
	Aggregate total		Person	13	15	15
Average age of directors* ¹		Kyushu Railway Company alone	Age	62.5	62.4	61.9
Percentage of independent outside directors* ¹		Kyushu Railway Company alone	%	46.2	53.3	53.3
Percentage of female directors* ¹		Kyushu Railway Company alone	%	15.4	6.7	13.3
Number of meetings held by the Board of Directors		Kyushu Railway Company alone	Times	12	12	12
Attendance rate at Board of Directors' meetings		Kyushu Railway Company alone	%	97.4	97.6	97.2
Attendance rate of independent directors		Kyushu Railway Company alone	%	91.7	93.9	96.7
Number of directors with an attendance rate of 75% or less at Board of Directors' meetings		Kyushu Railway Company alone	Person	1	0	0

*1 As of June 30 of year after a given fiscal year (June 30, 2020, for the fiscal year ended March 31, 2020)

Executive officers(excluding directors)

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of executive officers* ¹	Female	Kyushu Railway Company alone	Person	1	1	1
	Male		Person	13	16	17
	Total		Person	14	17	18
Percentage of female executive officers* ¹		Kyushu Railway Company alone	%	7.1	5.9	5.6

*1 As of June 30 of year after a given fiscal year (June 30, 2020, for the fiscal year ended March 31, 2020)

Information on Audit and Supervisory Committee members*1

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3	
Number of Audit and Supervisory Committee members*2	Inside	Female	Kyushu Railway Company alone	Person	1	0	0
		Male	Kyushu Railway Company alone	Person	0	1	1
		Total	Kyushu Railway Company alone	Person	1	1	1
	Independent outside	Female	Kyushu Railway Company alone	Person	0	0	0
		Male	Kyushu Railway Company alone	Person	3	3	3
		Total	Kyushu Railway Company alone	Person	3	3	3
	Aggregate total		Kyushu Railway Company alone	Person	4	4	4
Percentage of independent Audit and Supervisory Committee members		Kyushu Railway Company alone	%	75.0	75.0	75.0	
Percentage of female Audit and Supervisory Committee members		Kyushu Railway Company alone	%	25.0	0.0	0.0	
Number of meetings held by the Audit and Supervisory Committee		Kyushu Railway Company alone	Times	-	10	13	
Attendance rate at Audit and Supervisory Committee meetings		Kyushu Railway Company alone	%	-	97.5	98.1	
Attendance rate of independent Audit and Supervisory Committee members		Kyushu Railway Company alone	%	-	96.7	97.4	
Number of Audit and Supervisory Committee members with an attendance rate of 75% or less at Audit and Supervisory		Kyushu Railway Company alone	Person	-	0	0	

*1 In June 2018, Kyushu Railway Company transitioned to a company with an audit and supervisory committee.

*2 As of June 30 of year after a given fiscal year (June 30, 2020, for the fiscal year ended March 31, 2020)

Remuneration

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Directors remuneration (excluding Audit and Supervisory Committee members and outside directors)		Kyushu Railway Company alone	Million yen	447	328	310
Directors remuneration (Audit and Supervisory Committee members) (excluding outside directors)		Kyushu Railway Company alone	Million yen	-	28	37
Auditors remuneration (exclude outside auditors)		Kyushu Railway Company alone	Million yen	36	9	-
Outside directors remuneration		Kyushu Railway Company alone	Million yen	56	67	81
Total		Kyushu Railway Company alone	Million yen	540	433	429
Accounting auditor remuneration*1	Auditing expenses	Kyushu Railway Company alone	Million yen	123	142	122
	Non-auditing expenses	Kyushu Railway Company alone	Million yen	16	23	28

*1 Includes compensation of consolidated subsidiaries

Compliance

Index		Scope	Unit	FY2018/3	FY2019/3	FY2020/3
Number of fines and penalties for environment-related laws and regulations		JR Kyushu Group	Incidents	-	-	0
Total cost of fines and penalties for environment-related laws and regulations		JR Kyushu Group	Yen	-	-	0
Number of cases of violations of the Labor standards Act*1		JR Kyushu Group	Incidents	-	-	0
Number of fines and penalties for bribery and other corruption		JR Kyushu Group	Incidents	-	-	0
Total cost of fines and penalties for bribery and other corruption		JR Kyushu Group	Yen	-	-	0

*1 Number of cases of judicial punishment due to violations of the Labor Standards Act