

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	FY2019/3	FY2020/3	FY2021/3
Number of meetings of the Ecology Committee (including each sub-committee)* ¹	Kyushu Railway Company alone	Times	4	6	6
Number of ISO 14001 Certifications acquired* ²	JR Kyushu Group	Sites	2	3	3
Percentage of sites covered by ISO14001* ³	Kyushu Railway Company alone	%	10	10	10

*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.

*2 The Kokura Rolling Stock Center and three group companies obtained certification. (One of the group companies obtained it as an office related to the Kokura Rolling Stock Center)

*3 There are 10 sites that regularly inspect rolling stock, and we obtained certification in the Kokura General Rolling Stock Center. (Due to a change in the aggregation method, the figures have been corrected.)

Climate change

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3		
GHG emissions	Scope 1	CO ₂ emissions ^{※4}	JR Kyushu Group* ¹	Thousand t-CO ₂	-	60	49
		fluorocarbon emissions	JR Kyushu Group* ¹	Thousand t-CO ₂	-	1	1
		Total	JR Kyushu Group* ¹	Thousand t-CO ₂	-	61	50
	Scope 2	JR Kyushu Group* ¹	Thousand t-CO ₂	-	265	248	
	Total	JR Kyushu Group* ¹	Thousand t-CO ₂	-	327	299	
GHG emissions	Scope 1	CO ₂ emissions ^{※4}	Kyushu Railway Company alone* ^{1,2}	Thousand t-CO ₂	55	49	41
		fluorocarbon emissions	Kyushu Railway Company alone* ^{1,2}	Thousand t-CO ₂	1	1	1
		Total	Kyushu Railway Company alone* ^{1,2}	Thousand t-CO ₂	57	50	42
	Scope 2	Kyushu Railway Company alone* ^{1,2}	Thousand t-CO ₂	282	209	208	
	Total	Kyushu Railway Company alone* ^{1,2}	Thousand t-CO ₂	339	259	250	
GHG Emissions per Unit ^{※3,4}	Kyushu Railway Company alone	Thousand t-CO ₂ /Millions of yen	0.001527	0.001205	0.001727		
Percentage of energy-conserving train cars	Kyushu Railway Company alone	%	78.5	79.2	80.1		

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

*2 Non-consolidated figures are reiterated

*3 GHG Emissions per Unit = GHG emissions / operating revenue

*4 The figure of the fiscal year ended March 31, 2019 and the fiscal year ended March 31, 2020 has been corrected.

Energy Consumption

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3	
Amount of electricity used	JR Kyushu Group* ¹	Thousand kWh	-	771,881	700,852	
Amount of gas used	JR Kyushu Group* ¹	Thousand m ³	-	4,649	3,560	
Amount of Steam, hot water, and cold water used	JR Kyushu Group* ¹	GJ	-	104,244	67,225	
Amount of other fuel used* ^{3,4}	JR Kyushu Group* ¹	Thousand kl	-	18	15	
Amount of electricity used	Railway division	Kyushu Railway Company alone* ^{1,2}	Thousand kWh	625,487	626,699	580,318
	Others	Kyushu Railway Company alone* ^{1,2}	Thousand kWh	18,892	19,323	14,756
	Total	Kyushu Railway Company alone* ^{1,2}	Thousand kWh	644,379	646,022	595,074
Amount of gas used	Kyushu Railway Company alone* ^{1,2}	Thousand m ³	469	434	223	
Amount of other fuel used* ^{3,4}	Kyushu Railway Company alone* ^{1,2}	Thousand kl	21	18	15	

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

*2 Non-consolidated figures are reiterated

*3 Total amount of diesel, heavy oil A, coal, and kerosene used

*4 The figure of the fiscal year ended March 31, 2019 and the fiscal year ended March 31, 2020 has been corrected.

Resources

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Amount of water withdrawal	JR Kyushu Group* ¹	Thousand m ³	-	2,455	4,576
Amount of water withdrawal	Kyushu Railway Company alone ²	Thousand m ³	663	765	663
Business sites in areas of high water stress ^{*3}	JR Kyushu Group	Sites	0	0	0
Amount of OA paper used ^{*4}	Kyushu Railway Company alone	Thousand sheets ^{*5}	49,453	46,683	29,411

*1 Facilities that are legally required to be reported under the Law concerning the Rational Use of Energy (Energy Conservation Law)
From the fiscal year ending March 31, 2021, the scope of aggregation for group companies has been expanded.

*2 Non-consolidated figures are reiterated

*3 Conducted a water stress survey of the Group's business regions using the Aqueduct Water Risk Atlas (classified as "High Risk" or higher as areas of high water stress)

*4 Numerical target established for reducing OA paper consumption by 30% year on year in the fiscal year ended March 2021

*5 Converted to A4 size

Waste

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Amount of Hazardous Waste release and transfer	Asbestos	Kyushu Railway Company alone ^{*1}	8,000.0	8,300.0	8,300.0
	Ethylbenzene	Kyushu Railway Company alone ^{*1}	1,900.0	1,500.0	1,500.0
	Xylene	Kyushu Railway Company alone ^{*1}	2,200.0	1,800.0	1,800.0
	Styrene	Kyushu Railway Company alone ^{*1}	4,300.0	4,700.0	4,700.0
	Toluene	Kyushu Railway Company alone ^{*1}	3,505.5	3,654.8	3,236.9
	Methylnaphthalene	Kyushu Railway Company alone ^{*1}	41.3	38.9	37.9
Total Industrial Waste ^{*2}	JR Kyushu Group ^{*2}	t	-	1,883	66,303
Amount of uniforms recycled	Kyushu Railway Company alone	t	1	3	2

*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

*2 Facilities that are legally required to be reported under the Law concerning the Rational Use of Energy (Energy Conservation Law)
From the fiscal year ending March 31, 2021, the scope of aggregation for group companies has been expanded.

Social

Operating results of the railway business

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Railway line networks	Kyushu Railway Company alone	km	2,273	2,273	2,237
Kilometers traveled by passenger cars	Kyushu Railway Company alone	Thousand km	286,819	287,524	267,621
Number of passengers	Kyushu Railway Company alone	Thousand passengers	338,670	337,598	251,050
Passenger kilometers	Kyushu Railway Company alone	Thousand km	9,285,404	9,059,103	5,564,720
Boarding efficiency	Kyushu Railway Company alone	%	31.0	30.0	19.8
Number of stations	Kyushu Railway Company alone	Stations	568	568	568
Number of train cars	Kyushu Railway Company alone	Train cars	1,669	1,665	1,671
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	FY2019/3	FY2020/3	FY2021/3
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	90	88	80
Number of employee views on safety* ²	Kyushu Railway Company alone	Views	10,263	10,314	11,102
Amount of safety investment in the railway business	Kyushu Railway Company alone	Billion yen	24.7	22.7	159
Safety-related repair expenses in the railway business	Kyushu Railway Company alone	Billion yen	29.5	30.0	263
Number of railway accidents* ³	Kyushu Railway Company alone	Incidents	25	26	22
Number of transport disorders* ⁴	Kyushu Railway Company alone	Incidents	484	552	547

*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	FY2019/3	FY2020/3	FY2021/3
Number of meetings of the Committee to Enhance Our Corporate Culture Founded on Service* ¹	Kyushu Railway Company alone	Times	11	11	11
Number of feedback messages and requests from customers	Kyushu Railway Company alone	Times	7,513	7,495	6,656
Number of times customers gave compliments and praise	Kyushu Railway Company alone	Times	1,163	1,675	1,505
Total number of thank you cards* ²	Kyushu Railway Company alone	Cards	37,327	50,917	69,399
Service Round Table Discussion* ³	Number of times held	Kyushu Railway Company alone	2	2	1
	Number of participants	Kyushu Railway Company alone	34	31	12

*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	FY2019/3	FY2020/3	FY2021/3
Number of employees dispatched to external educational institutions* ¹	Kyushu Railway Company alone	Person	7	5	4
Number of improvement proposal awards (personal)* ²	Kyushu Railway Company alone	Awards	23	18	15
Number of registrations in the Improvement Idea Box (per employee)* ³	Kyushu Railway Company alone	Times	2.8	1.3	1.2
Number of Prize of Creativity awards received* ⁴	Kyushu Railway Company alone	Awards	1	1	0
Number of participants in the JR Kyushu English School* ⁵	Kyushu Railway Company alone	Person	180	148	152

*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	FY2019/3	FY2020/3	FY2021/3
Number of employees ^{*1}	Female	JR Kyushu Group	Person	-	4,062	3,244
	Male		Person	-	13,388	12,419
	Total		Person	17,765	17,450	15,663
Number of non-regular employees ^{*1}		JR Kyushu Group	Person	-	9,136	7,232
Number of employees ^{*2}	Female	Kyushu Railway Company alone	Person	1,531	1,341	1,316
	Male		Person	7,115	6,831	6,701
	Total		Person	8,646	8,172	8,017
Number of new graduate hires ^{*2,3}	Female	Kyushu Railway Company alone	Person	67	50	30
	Male		Person	152	154	104
	Total		Person	219	204	134
Percentage of new graduate hires ^{*2,3}	Female	Kyushu Railway Company alone	%	30.6	24.5	22.4
	Male		%	69.4	75.5	77.6
Number of part-time employees ^{*2}	Female	Kyushu Railway Company alone	Person	1	0	0
	Male		Person	1,167	1,230	1,364
	Total		Person	1,168	1,230	1,364
Percentage of part-time employees among all employees ^{*2}		Kyushu Railway Company alone	%	13.5	15.1	17.0
Number of employees covered by collective bargaining agreements		Kyushu Railway Company alone	Person	7,780	7,523	7,269
Average years of service ^{*2}	Female	Kyushu Railway Company alone	Years	8.5	8.9	9.7
	Male		Years	16.0	15.1	14.4
	Total		Years	14.7	14.1	13.6
Average age ^{*2}	Female	Kyushu Railway Company alone	Age	31.9	31.6	32.5
	Male		Age	42.6	42.3	42.7
	Total		Age	40.7	40.6	41.0
Employees retention rate ^{*2}	Female	Kyushu Railway Company alone	%	93.2	93.7	95.6
	Male		%	99.0	98.8	98.8
Average annual salary		Kyushu Railway Company alone	Yen	5,503,932	5,581,013	5,098,196
Average hours of overtime per month		Kyushu Railway Company alone	Hours	14.1	13.9	11.3
Number of days of annual paid leave taken		Kyushu Railway Company alone	Days	15.9	15.8	15.4
Percentage of accumulated paid leave used ^{*4}		Kyushu Railway Company alone	%	79.5	78.9	77.0
Percentage of employees with disabilities ^{*5}		Kyushu Railway Company alone	%	2.53	2.74	2.76
Number of employees in managerial positions ^{*2}	Female	Kyushu Railway Company alone	Person	37	34	35
	Male		Person	520	519	523
	Total		Person	557	553	558
Percentage of employees in managerial positions ^{*2}	Female	Kyushu Railway Company alone	%	6.6	6.2	6.3
	Male		%	93.4	93.8	93.7
Number of employees taking childcare leave	Female	Kyushu Railway Company alone	Person	225	224	223
	Male		Person	19	33	58
	Total		Person	244	257	281
Number of employees taking nursing care leave	Female	Kyushu Railway Company alone	Person	2	2	4
	Male		Person	1	5	8
	Total		Person	3	7	12
Percentage of specified health counseling implemented (every year between October of one year to September of the following year)		Kyushu Railway Company alone	%	63.7	68.9	-
Percentage of complete medical check-ups received		Kyushu Railway Company alone	%	54.6	55.7	50.7
Percentage of stress checks taken		Kyushu Railway Company alone	%	99.9	99.9	99.9
Percentage of employees who smoke		Kyushu Railway Company alone	%	30.0	29.6	28.6

*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, 2021 for the fiscal year ended March 31, 2021)

*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, 2021 for the fiscal year ended March 31, 2021). The Percentage of employees with disabilities for the fiscal year ended March 31, 2021 is calculated by summing up the employment rate of the special subsidiary.

Dialogue with Stakeholders

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Panel discussions with customers* ¹	Number of committee	Kyushu Railway Company alone	Person	57	49	47
	Number of times held		Times	26	20	9
Opinion exchange meetings between management and employees	Number of times held	Kyushu Railway Company alone	Times	25	24	25
	Number of participants		Person	382	418	380
Number of collective bargaining occurrences with labor unions		Kyushu Railway Company alone	Times	82	122	126
General Meeting of Shareholders* ²	Number of attending	Kyushu Railway Company alone	Person	480	136	115
	Percentage of voter rights* ³		%	82.1	80.6	81.8
Dialogue between management and institutional investors	Financial results presentations	Kyushu Railway Company alone	Times	2	2	4
	Financial results teleconferences		Times	2	2	1
	Individual meetings		Times	41	104	98
Dialogue between management and individual investors	Number of times held	Kyushu Railway Company alone	Times	2	7	2
	Number of participants		Person	250	455	2,760

*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, 2021, for the fiscal year ended March 31, 2021)

*3 The percentage of voter rights exercised for the fiscal year ending March 31, 2020 has been corrected

Involvement with local communities

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3
JR Kyushu Walking event* ¹	Number of times held	Kyushu Railway Company alone	Times	162	155	58
	Number of participants		Person	128,299	128,633	44,848
Study tour of Shinkansen cars at General Rolling Stock Center	Number of times held	Kyushu Railway Company alone	Times	151	127	0
	Number of participants		Person	3,461	3,220	0
Number of local contribution award winners* ²		Kyushu Railway Company alone	Person	4	4	3
Number of external collaboration award winners* ³	Kyushu Railway Company alone		Person	5	5	10
			Organizations	12	8	9

*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	FY2019/3	FY2020/3	FY2021/3
Number of meetings held by the JR Kyushu Group Corporate Ethics Committee	Kyushu Railway Company alone	Times	2	1	1

Corporate governance

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3
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, 2021, for the fiscal year ended March 31, 2021)

Information on Directors

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Number of directors*1 (including directors who are Audit and Supervisory Committee members)	Inside	Female	Person	0	0	0
		Male	Person	7	7	7
		Total	Person	7	7	7
	Independent outside	Female	Person	1	2	3
		Male	Person	7	6	5
		Total	Person	8	8	8
	Aggregate total		Person	15	15	15
Average age of directors*1		Kyushu Railway Company alone	Age	62.4	61.9	61.5
Percentage of independent outside directors*1		Kyushu Railway Company alone	%	53.3	53.3	53.3
Percentage of female directors*1		Kyushu Railway Company alone	%	6.7	13.3	20.0
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	%	97.6	97.2	98.9
Attendance rate of independent directors		Kyushu Railway Company alone	%	93.9	96.7	97.9
Number of directors with an attendance rate of 75% or less at Board of Directors' meetings		Kyushu Railway Company alone	Person	0	0	0

*1 As of June 30 of year after a given fiscal year (June 30, 2021, for the fiscal year ended March 31, 2021)

Executive officers(excluding directors)

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Number of executive officers*1	Female	Kyushu Railway Company alone	Person	1	1	2
	Male		Person	16	17	15
	Total		Person	17	18	17
Percentage of female executive officers*1		Kyushu Railway Company alone	%	5.9	5.6	11.8

*1 As of June 30 of year after a given fiscal year (June 30, 2021, for the fiscal year ended March 31, 2021)

Information on Audit and Supervisory Committee members*¹

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3	
Number of Audit and Supervisory Committee members* ²	Inside	Female	Kyushu Railway Company alone	Person	0	0	0
		Male	Kyushu Railway Company alone	Person	1	1	1
		Total	Kyushu Railway Company alone	Person	1	1	1
	Independent outside	Female	Kyushu Railway Company alone	Person	0	0	1
		Male	Kyushu Railway Company alone	Person	3	3	2
		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	%	0.0	0.0	25.0	
Number of meetings held by the Audit and Supervisory Committee		Kyushu Railway Company alone	Times	10	13	13	
Attendance rate at Audit and Supervisory Committee meetings		Kyushu Railway Company alone	%	97.5	98.1	100.0	
Attendance rate of independent Audit and Supervisory Committee members		Kyushu Railway Company alone	%	96.7	97.4	100.0	
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	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, 2021, for the fiscal year ended March 31, 2021)

Information on Nomination and Compensation Advisory Committee members*¹

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Number of members on the Nomination and Compensation Advisory Committee* ²	Inside	Kyushu Railway Company alone	Person	1	1	1
	Independent outside	Kyushu Railway Company alone	Person	8	5	5
	Total	Kyushu Railway Company alone	Person	9	6	6
Number of meetings held by the Nomination and Compensation Advisory Committee		Kyushu Railway Company alone	Times	1	5	5
Attendance rate at Nomination and Compensation Advisory Committee		Kyushu Railway Company alone	%	57.1	97.6	94.4

*1 The Nomination and Compensation Advisory Committee was established in March 2019 to take over the duties of the previous Compensation Advisory Committee, with the objective of planning the further enhancement of corporate governance, and improving the objectivity and transparency of procedures related to the nomination and compensation, etc. of directors

*2 As of June 30 of year after a given fiscal year (June 30, 2021, for the fiscal year ended March 31, 2021)

Remuneration

Index		Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Directors remuneration (excluding Audit and Supervisory Committee members and outside directors)		Kyushu Railway Company alone	Million yen	328	310	274
Directors remuneration (Audit and Supervisory Committee members) (excluding outside directors)		Kyushu Railway Company alone	Million yen	28	37	31
Auditors remuneration (exclude outside auditors)		Kyushu Railway Company alone	Million yen	9	-	-
Outside directors remuneration		Kyushu Railway Company alone	Million yen	67	81	81
Total		Kyushu Railway Company alone	Million yen	433	429	388
Accounting auditor remuneration* ¹	Auditing expenses	Kyushu Railway Company alone	Million yen	142	122	108
	Non-auditing expenses	Kyushu Railway Company alone	Million yen	23	28	20

*1 Includes compensation of consolidated subsidiaries

Compliance

Index	Scope	Unit	FY2019/3	FY2020/3	FY2021/3
Number of fines and penalties for environment-related laws and regulations	JR Kyushu Group	Incidents	-	0	0
Total cost of fines and penalties for environment-related laws and regulations	JR Kyushu Group	Yen	-	0	0
Number of cases of violations of the Labor standards Act*1	JR Kyushu Group	Incidents	-	0	0
Number of fines and penalties for bribery and other corruption	JR Kyushu Group	Incidents	-	0	0
Total cost of fines and penalties for bribery and other corruption	JR Kyushu Group	Yen	-	0	0

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