

## Environmental

## Environmental Management

Environmental Basic Policy

Yes

Included in "JR Kyushu Group Environmental Vision 2050"

[https://www.jrkyushu.co.jp/company/ir\\_eng/esg/pdf/Environmental\\_Vision\\_en.pdf](https://www.jrkyushu.co.jp/company/ir_eng/esg/pdf/Environmental_Vision_en.pdf)

Index	Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of meetings of the ESG Strategy Committee(including each sub-committee)	Kyushu Railway Company alone	Times	7	5	5
Number of ISO 14001 Certifications acquired <sup>*1</sup>	JR Kyushu Group	Sites	3	3	3
Percentage of sites covered by ISO14001 <sup>*2</sup>	Kyushu Railway Company alone	%	9	9	9

<sup>\*1</sup> The Kokura General Rolling Stock Center and three group companies obtained certification. (One of the group companies obtained it as an office related to the Kokura General Rolling Stock Center)

<sup>\*2</sup> There are 11 sites that regularly inspect rolling stock, and we obtained certification in the Kokura General Rolling Stock Center.

## Climate change

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
GHG emissions <sup>*1,2,3,4</sup>	Scope 1	JR Kyushu Group	Thousand t-CO <sub>2</sub>	74	91	80
	Scope 2		Thousand t-CO <sub>2</sub>	234	372	328
	Total		Thousand t-CO <sub>2</sub>	309	463	409
	Scope3		Thousand t-CO <sub>2</sub>	-	1,055	1,200
GHG emissions <sup>*4,5</sup>	Scope 1	Kyushu Railway Company alone	Thousand t-CO <sub>2</sub>	45	49	50
	Scope2		Thousand t-CO <sub>2</sub>	175	278	244
	Total		Thousand t-CO <sub>2</sub>	220	327	294
	Scope3		Thousand t-CO <sub>2</sub>	596	737	752
GHG Emissions per Unit <sup>*6</sup>		Kyushu Railway Company alone	Thousand t-CO <sub>2</sub> /Millions of yen	0.001039	0.001395	0.001220
Percentage of energy-conserving train cars		Kyushu Railway Company alone	%	85.0	85.1	85.1

<sup>\*1</sup> The scope of data was expanded to include the entire group (domestic) from the fiscal year ending March 31, 2023

<sup>\*2</sup> The scope of data was expanded to include the entire group from the fiscal year ending March 31, 2024.

<sup>\*3</sup> Independent third-party verified by SOCOTEC Certification Japan for the fiscal year ending March 31, 2025.

<sup>\*4</sup> The calculation method was changed to a GHG Protocol-based (market-based) approach, from the fiscal year ending March 31, 2024.

<sup>\*5</sup> Included in GHG emissions (JR Kyushu Group)

<sup>\*6</sup> GHG Emissions per Unit = GHG emissions (Scope1+2) / operating revenue

## Energy Consumption

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Amount of electricity used		JR Kyushu Group*1	MWh	752,370	773,280	804,876
Amount of gas used			Thousand m³	5,547	5,817	5,321
Amount of Steam, hot water, and cold water used			GJ	132,111	134,151	139,594
Amount of other fuel used*2			ML	22	27	24
Energy usage			crude oil equivalent ML	226	210	214
Amount of electricity used*3	Railway division	Kyushu Railway Company alone	MWh	567,807	568,438	571,968
	Others		MWh	16,563	17,286	17,350
	Total		MWh	584,370	585,725	589,318
Amount of gas used*4			Thousand m³	234	257	318
Amount of other fuel used*2,5			ML	16	17	18
Energy usage*6			crude oil equivalent ML	167	148	149

\*1 The scope of data was expanded to include the entire group (domestic) from the fiscal year ending March 31, 2023 (expanded to all Group companies from the fiscal year ending March 31, 2024)

\*2 Total amount of diesel, heavy oil A, coal, kerosene, and gasoline used  
(Gasoline to be included starting from the fiscal year ending March 31, 2025)

\*3 Included in Amount of electricity used (JR Kyushu Group)

\*4 Included in Amount of gas used (JR Kyushu Group)

\*5 Included in Amount of other fuel used (JR Kyushu Group)

\*6 Included in Energy usage (JR Kyushu Group)

## Resources

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Amount of water withdrawal		JR Kyushu Group	Thousand m <sup>3</sup>	3,108	3,389	3,012
Amount of water withdrawal <sup>*1</sup>		Kyushu Railway Company alone	Thousand m <sup>3</sup>	622	689	662
Business sites in areas of high water stress <sup>*2</sup>		JR Kyushu Group	Sites	0	0	0
Amount of OA paper used <sup>*3</sup>		Kyushu Railway Company alone	Thousand sheets <sup>*4</sup>	16,051	17,064	12,045

\*1 Included in Amount of water withdrawal (JR Kyushu Group)

\*2 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)

\*3 Numerical target established for reducing OA paper consumption by 10% year on year in the fiscal year ending March 31, 2025

\*4 Converted to A4 size

## Waste

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Amount of Hazardous Waste release and transfer	Asbestos	Kyushu Railway Company alone <sup>*1</sup>	kg	8,700.0	11,000.0	7,800.0
	Ethylbenzene		kg	1,600.0	1,200.0	916.4
	Xylene		kg	1,800.0	1,300.0	1,000.0
	Styrene		kg	4,900.0	2,200.0	1,500.0
	Toluene		kg	2,948.7	4,204.2	3,603.5
	Methylnaphthalene		kg	30.0	33.0	18.0
Total Industrial Waste		JR Kyushu Group	Thousand tons	86	80	93
Amount of uniforms recycled		Kyushu Railway Company alone	tons	3	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.

## Social

## Operating results of the railway business

Index	Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Railway line networks	Kyushu Railway Company alone	km	2,342	2,342	2,342
Kilometers traveled by passenger cars	Kyushu Railway Company alone	Thousand km	263,852	260,880	265,297
Number of passengers	Kyushu Railway Company alone	Thousand passengers	296,568	318,878	331,820
Passenger kilometers	Kyushu Railway Company alone	Thousand passengers km	7,423,873	8,354,461	8,595,325
Boarding efficiency	Kyushu Railway Company alone	%	27.0	30.7	30.9
Number of stations	Kyushu Railway Company alone	Stations	571	571	572
Number of train cars	Kyushu Railway Company alone	Train cars	1,663	1,626	1,598
Electrification percentage	Kyushu Railway Company alone	%	58	58	58

## Safety

Safety Policies  
(Japanese version Only)

Yes

Included in the "Safety Report"

<https://www.jrkyushu.co.jp/company/esg/safety/>

Index	Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of meetings of the Safety Promotion Committee* <sup>1</sup>	Kyushu Railway Company alone	Times	12	12	12
Number of work-related accidents involving railway employees	JR Kyushu Group	Incidents	93	98	102
Number of employee views on safety* <sup>2</sup>	Kyushu Railway Company alone	Views	10,580	12,835	16,616
Amount of safety investment in the railway business	Kyushu Railway Company alone	Billion yen	14.1	18.0	24.1
Safety-related repair expenses in the railway business	Kyushu Railway Company alone	Billion yen	25.7	32.0	29.4
Number of railway accidents* <sup>3</sup>	Kyushu Railway Company alone	Incidents	30	30	29
Number of transport disorders* <sup>4</sup>	Kyushu Railway Company alone	Incidents	422	434	504

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

\*2 The number of employee-submitted views sharing opinions and concerns about safety, unsafe incident experiences, and anticipated unsafe incidents.

\*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	FY2023/3	FY2024/3	FY2025/3
Number of meetings of the Committee to Enhance Our Corporate Culture Founded on Service* <sup>1</sup>		Kyushu Railway Company alone	Times	11	9	10
Number of feedback opinions and requests from customers		Kyushu Railway Company alone	Times	12,264	11,522	10,270
Number of times customers gave compliments and praise		Kyushu Railway Company alone	Times	1,526	967	895
Total number of thank you cards* <sup>2</sup>		Kyushu Railway Company alone	Cards	59,638	72,948	77,874
Service Round Table Discussion* <sup>3</sup>	Number of times held	Kyushu Railway Company alone	Times	2	2	1
	Number of participants	Kyushu Railway Company alone	Person	23	23	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. (Renamed to "Customer Satisfaction Improvement Committee" from FY2026/3)

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

\*3 Exchanging opinions between the president and employees who offered excellent service. (Renamed to "Customer Satisfaction Improvement Roundtable" from FY2026/3)

## "Development of Human Resources" "Value Creation"

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Hours of training per employee		Kyushu Railway Company alone	Hours	15.2	16.8	23.0
Number of employees dispatched to external educational institutions* <sup>1</sup>		Kyushu Railway Company alone	Person	8	8	12
Number of improvement proposal awards (personal)* <sup>2</sup>		Kyushu Railway Company alone	Awards	13	12	9
Number of registered operational improvement proposals (per employee)		Kyushu Railway Company alone	Times	0.9	0.3	0.2
Number of Prize of Creativity awards received* <sup>3</sup>		Kyushu Railway Company alone	Awards	1	1	1
Number of participants in the JR Kyushu English School* <sup>4</sup>		Kyushu Railway Company alone	Person	57	133	145

\*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 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)

\*4 An English study tool for employees

## Employees

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of employees* <sup>1</sup>	Female	JR Kyushu Group	Person	2,931	3,328	3,550
	Male		Person	11,338	11,349	11,652
	Total		Person	14,269	14,677	15,202
Number of non-regular employees* <sup>1</sup>		JR Kyushu Group	Person	7,343	7,977	7,907
Number of employees* <sup>2</sup>	Female	Kyushu Railway Company alone	Person	1,189	1,206	1,268
	Male		Person	6,122	6,370	6,346
	Total		Person	7,311	7,576	7,614
Number of new employees hires* <sup>2,3</sup>	Female	Kyushu Railway Company alone	Person	25	45	89
	Male		Person	96	246	179
	Total		Person	121	291	268
Percentage of new employees hires* <sup>2,3</sup>	Female	Kyushu Railway Company alone	%	20.7	15.5	33.2
	Male		%	79.3	84.5	66.8
Number of new graduate hires* <sup>2,3,9</sup>	Female	Kyushu Railway Company alone	Person	24	35	75
	Male		Person	69	151	144
	Total		Person	93	186	219
Percentage of new graduate hires* <sup>2,3,10</sup>	Female	Kyushu Railway Company alone	%	25.8	18.8	34.2
	Male		%	74.2	81.2	65.8
Number of experienced candidates among new hires* <sup>2,3,9</sup>	Female	Kyushu Railway Company alone	Person	1	10	14
	Male		Person	27	95	35
	Total		Person	28	105	49
Percentage of experienced candidates among new hires* <sup>2,3,10</sup>	Female	Kyushu Railway Company alone	%	3.6	9.5	28.6
	Male		%	96.4	90.5	71.4
Number of contract employees* <sup>2</sup>	Female	Kyushu Railway Company alone	Person	0	1	4
	Male		Person	1,409	1,407	1,307
	Total		Person	1,409	1,408	1,311
Percentage of contract re-employment employees among all employees* <sup>2</sup>		Kyushu Railway Company alone	%	19.3	18.6	17.2
Number of employees covered by collective bargaining agreements		Kyushu Railway Company alone	Person	6,562	6,277	6,577
Average years of service* <sup>2,8</sup>	Female	Kyushu Railway Company alone	Years	11.8	11.8	4.4
	Male		Years	14.4	13.5	14.1
	Total		Years	13.9	13.2	12.5
Average age* <sup>2</sup>	Female	Kyushu Railway Company alone	Age	34.6	35.2	35.3
	Male		Age	43.7	43.3	43.4
	Total		Age	42.2	42.0	42.1
Employees retention rate* <sup>2,4</sup>	Female	Kyushu Railway Company alone	%	92.7	93.0	97.1
	Male		%	97.0	98.1	98.5
Average annual salary		Kyushu Railway Company alone	Yen	4,817,444	5,165,775	5,867,441
Average hours of overtime per month		Kyushu Railway Company alone	Hours	12.7	12.1	10.9
Average number of days of annual paid leave taken		Kyushu Railway Company alone	Days	16.5	16.0	15.0
Percentage of annual paid leave used* <sup>5</sup>		Kyushu Railway Company alone	%	82.4	79.7	74.9
Percentage of employees with disabilities* <sup>6</sup>		Kyushu Railway Company alone	%	2.85	2.89	2.60

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of employees in managerial positions <sup>*2</sup>	Female	Kyushu Railway Company alone	Person	38	39	40
	Male		Person	558	571	594
	Total		Person	596	610	632
Percentage of employees in managerial positions <sup>*2</sup>	Female	Kyushu Railway Company alone	%	6.4	6.4	6.3
	Male		%	93.6	93.6	93.7
Number of employees who take childcare leave	Female	Kyushu Railway Company alone	Person	103	118	88
	Male		Person	219	249	259
	Total		Person	322	367	347
Percentage of employees who take childcare leave <sup>*7</sup>	Female	Kyushu Railway Company alone	%	100.0	161.6	122.2
	Male		%	96.5	132.4	113.1
Number of employees taking nursing care leave	Female	Kyushu Railway Company alone	Person	0	1	4
	Male		Person	6	5	5
	Total		Person	6	6	9
Percentage of specified health counseling implemented (every year between October of one year to September of the following year)		Kyushu Railway Company alone	%	75.2	89.7	—
Percentage of complete medical check-ups received		Kyushu Railway Company alone	%	54.9	56.5	53.1
Percentage of stress checks taken		Kyushu Railway Company alone	%	100.0	100.0	100.0
Percentage of employees who smoke		Kyushu Railway Company alone	%	26.9	27.5	26.6

\*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, 2025 for the fiscal year ended March 31, 2025)

\*3 Excludes regionally specified employees

\*4 Employees retention rate = 1 - (Employees turnover rate)

\*5 Calculated using 20 days as the number of annual paid leave days allotted

\*6 As of June 1 in the year following a given fiscal year (June 1, 2025 for the fiscal year ended March 31, 2025)

\*7 Calculation Method for Childcare Leave Utilization, etc.

From the Fiscal Year Ending March 2023 (Referencing Guidelines by the Ministry of Health, Labour and Welfare):

Childcare Leave Utilization Rate = Number of Employees Commencing Childcare Leave during the Respective Fiscal Year

/ Number of Employees who Gave Birth or whose Partners Gave Birth during the Respective Fiscal Year

(The maximum ratio of childcare leave taken is stated as 100% until the fiscal year ending March 31, 2023)

\*8 From 2024, regionally specified employees who wished to do so had their contracts changed to regular employee status.

Since over 90% of regionally specified employees were women, the average years of service for female employees decreased.

\*9 Included in Number of new employees hires (Kyushu Railway Company alone)

\*10 Included in Percentage of new employees hires (Kyushu Railway Company alone)

## Dialogue with Stakeholders

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Customer roundtable meetings* <sup>1</sup>	Number of committee members	Kyushu Railway Company alone	Person	46	46	46
	Number of times held		Times	17	17	17
Opinion exchange meetings between management and employees	Number of times held	Kyushu Railway Company alone	Times	57	82	128
	Number of participants		Person	1,031	1,923	1,200
Number of collective bargaining occurrences with labor unions		Kyushu Railway Company alone	Times	142	125	114
General Meeting of Shareholders* <sup>2</sup>	Number of attending shareholders	Kyushu Railway Company alone	Person	337	358	391
	Percentage of voter rights		%	78.0	73.3	79.2
Dialogue between management and institutional investors	Financial results presentations	Kyushu Railway Company alone	Times	3	4	6
	Financial results teleconferences		Times	2	2	0
	Individual meetings		Times	92	66	185
Dialogue between management and individual investors	Number of times held	Kyushu Railway Company alone	Times	4	5	3
	Number of participants		Person	944	3,110	3,000

\*1 At these discussions, the Company received opinions from Customer roundtable meeting 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 20, 2025, for the fiscal year ended March 31, 2025)

## Involvement with local communities

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
JR Kyushu Walking event* <sup>1</sup>	Number of times held	Kyushu Railway Company alone	Times	121	136	144
	Number of participants		Person	74,831	74,288	64,736
Number of study tour of Shinkansen at General Rolling Stock Center participants		Kyushu Railway Company alone	Times	1,699	3,130	1,204
Number of local contribution award winners* <sup>2</sup>		Kyushu Railway Company alone	Person	4	4	4
Number of external collaboration award winners		Kyushu Railway Company alone	Person	11	15	15
			Organizations	13	15	15

\*1 Total between January and December of each year

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

## Information Security

Basic policy for protecting personal information  
(Japanese version Only)

Yes

Basic policy for protecting personal information

<https://www.irkyushu.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](https://www.jrkyushu.co.jp/company/ir_eng/esg/governance)

Index	Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of meetings held by the JR Kyushu Group Human Rights and Corporate Ethics Committee*1	Kyushu Railway Company alone	Times	1	1	3

\*1 Held as the Corporate Ethics Committee until FY2023/3

## Corporate governance

Index	Scope	Unit	FY2023/3	FY2024/3	FY2025/3
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, 2025, for the fiscal year ended March 31, 2025)

## Information on Directors

Index			Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of directors* <sup>1</sup> (including directors who are Audit and Supervisory Committee members)	Inside	Female	Kyushu Railway Company alone	Person	1	1	1
		Male		Person	6	6	6
		Total		Person	7	7	7
	Outside	Female		Person	3	4	4
		Male		Person	5	4	4
		Total		Person	8	8	8
	Independent outside* <sup>2</sup>	Female		Person	3	4	4
		Male		Person	5	4	4
		Total		Person	8	8	8
	Aggregate total			Person	15	15	15
Average age of directors* <sup>1</sup>			Kyushu Railway Company alone	Age	61.0	61.8	62.4
Percentage of independent outside directors* <sup>1</sup>			Kyushu Railway Company alone	%	53.3	53.3	53.3
Percentage of female directors* <sup>1</sup>			Kyushu Railway Company alone	%	26.7	33.3	33.3
Number of meetings held by the Board of Directors			Kyushu Railway Company alone	Times	12	12	14
Attendance rate at Board of Directors' meetings			Kyushu Railway Company alone	%	98.9	98.9	99.5
Attendance rate of independent directors			Kyushu Railway Company alone	%	97.6	99.0	99.1
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, 2025, for the fiscal year ended March 31, 2025)

\*2 Included in Outside Directors

## Corporate officers(excluding directors)

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of corporate officers*1	Female	Kyushu Railway Company alone	Person	2	2	3
	Male		Person	14	14	13
	Total		Person	16	16	16
Percentage of female corporate officers*1		Kyushu Railway Company alone	%	12.5	12.5	18.8

\*1 As of June 30 of year after a given fiscal year (June 30, 2025, for the fiscal year ended March 31, 2025)



## Information on Audit and Supervisory Committee members

Index			Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of Audit and Supervisory Committee members* <sup>1</sup>	Inside	Female	Kyushu Railway Company alone	Person	0	0	0
		Male		Person	1	1	1
		Total		Person	1	1	1
	Independent outside	Female		Person	1	2	2
		Male		Person	2	1	1
		Total		Person	3	3	3
	Aggregate total			Person	4	4	4
	Percentage of independent Audit and Supervisory Committee members			Kyushu Railway Company alone	%	75.0	75.0
Percentage of female Audit and Supervisory Committee members		Kyushu Railway Company alone	%	25.0	50.0	50.0	
Number of meetings held by the Audit and Supervisory Committee		Kyushu Railway Company alone	Times	15	13	15	
Attendance rate at Audit and Supervisory Committee meetings		Kyushu Railway Company alone	%	100.0	100.0	98.3	
Attendance rate of independent Audit and Supervisory Committee members		Kyushu Railway Company alone	%	100.0	100.0	100.0	
Number of Audit and Supervisory Committee members with an attendance rate of 75% or less at Audit and Supervisory Committee meetings		Kyushu Railway Company alone	Person	0	0	0	

\*1 As of June 30 of year after a given fiscal year (June 30, 2025, for the fiscal year ended March 31, 2025)

## Information on Nomination and Compensation Advisory Committee members

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of members on the Nomination and Compensation Advisory Committee* <sup>1</sup>	Inside	Kyushu Railway Company alone	Person	1	1	1
	Independent outside		Person	5	5	5
	Total		Person	6	6	6
Number of meetings held by the Nomination and Compensation Advisory Committee		Kyushu Railway Company alone	Times	5	8	10
Attendance rate at Nomination and Compensation Advisory Committee		Kyushu Railway Company alone	%	89.3	100.0	98.3

\*1 As of June 30 of year after a given fiscal year (June 30, 2025, for the fiscal year ended March 31, 2025)

## Remuneration

Index		Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Directors remuneration (excluding Audit and Supervisory Committee members and outside directors)		Kyushu Railway Company alone	Million yen	275	324	340
Directors remuneration (Audit and Supervisory Committee members) (excluding outside directors)		Kyushu Railway Company alone	Million yen	33	32	34
Outside directors remuneration		Kyushu Railway Company alone	Million yen	83	82	101
Total		Kyushu Railway Company alone	Million yen	391	439	476
Accounting auditor remuneration* <sup>1</sup>	Auditing expenses	Kyushu Railway Company alone	Million yen	110	138	141
	Non-auditing expenses	Kyushu Railway Company alone	Million yen	17	18	2

\*1 Includes remuneration of consolidated subsidiaries

## Compliance

Index	Scope	Unit	FY2023/3	FY2024/3	FY2025/3
Number of fines and penalties for environment-related laws and regulations	JR Kyushu Group	Incidents	0	0	0
Total cost of fines and penalties for environment-related laws and regulations	JR Kyushu Group	Yen	0	0	0
Number of cases of violations of the Labor standards Act* <sup>1</sup>	JR Kyushu Group	Incidents	0	0	0
Number of fines and penalties for bribery and other corruption	JR Kyushu Group	Incidents	0	0	0
Total cost of fines and penalties for bribery and other corruption	JR Kyushu Group	Yen	0	0	0

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

**Mr. Yoji Furumiya**  
**Representative Director, President, Corporate Officer, and Chief Executive Officer**  
**Kyushu Railway Company**

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from Kyushu Railway Company (hereafter the "Company"), in order to provide an opinion as to whether the subject matter information ("FY2024 GHG Emissions Calculation Report" (period: 1 April 2024 to 31 March 2025)) of the Company meets the criteria in all material respects.

### 1 Subject Matter Information and Criteria

The subject matter information for our assurance is a "report on greenhouse gas emissions (Scope 1, Scope 2 (location-based and market-based)) and other indirect greenhouse gas emissions that occur in the Company's value chain (Scope 3 (Categories: 1, 2, 3, 5, 6, 7, 11, 12, 13))" covering the operations and activities at the Company in Japan (629 domestic sites) and its group companies, as described in the "FY2024 GHG Emissions Calculation Report" (period: 1 April 2024 to 31 March 2025).

The criteria for preparing subject matter information is the "GHG Emissions Calculation Rules (Ver1.0)".

Subject matter information period: 1 April 2024 to 31 March 2025			
GHG emissions (Unconsolidated)		Other indirect GHG emissions that occur in the Company's value chain (Unconsolidated)	
Scope 1:	50,243 t-CO <sub>2</sub> e	Scope 3: 752,563 t-CO <sub>2</sub> e	
Scope 2: location-based	249,282 t-CO <sub>2</sub> e	Breakdown (t-CO <sub>2</sub> e)	
market-based	244,450 t-CO <sub>2</sub> e	Category 1:	230,929
		Category 2:	366,781
		Category 3:	47,394
		Category 5:	1,427
		Category 6:	842
		Category 7:	319
		Category 11:	87,932
		Category 12:	7,082
		Category 13:	9,857
GHG emissions (Consolidated)		Other indirect GHG emissions that occur in the Company's value chain (Consolidated)	
Scope 1:	80,716 t-CO <sub>2</sub> e	Scope 3: 1,200,128 t-CO <sub>2</sub> e	
Scope 2: location-based	349,213 t-CO <sub>2</sub> e	Breakdown (t-CO <sub>2</sub> e)	
market-based	328,354 t-CO <sub>2</sub> e	Category 1:	375,277
		Category 2:	418,214
		Category 3:	72,123
		Category 5:	12,204
		Category 6:	1,982
		Category 7:	5,151
		Category 11:	230,354
		Category 12:	10,147
		Category 13:	74,677
		*The Scope 3 total is the aggregate result for each category, including decimals, and does not directly match the aggregate result that is rounded off for each category.	

### 2 Management Responsibility

The "FY2024 GHG Emissions Calculation Report" (period: 1 April 2024 to 31 March 2025) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.

The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that the "FY2024 GHG Emissions Calculation Report" (period: 1 April 2024 to 31 March 2025) is free from material misstatement whether intentional or negligent.

### 3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.

We have performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO 14064-3:2019) Specification with guidance for the verification and validation of greenhouse gas statements".

The procedures performed in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures performed in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.

Our procedures performed depend on the assurance professional practitioner's judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.

We believe that we have obtained the evidence to provide a basis for our limited assurance conclusions.





#### 4 Assurance Procedures

The procedures that SOCOTEC has performed are based on professional judgement and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Inquiries to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- Sites visited to confirm the calculation structure and procedures, data collection and implementation status of record control:

Head office / Kagoshima-Chuo Station / Kagoshima Rolling Stock Center / Head Office of JR Hakata City Co., Ltd. / Head Office of Caterpillar Kyushu Ltd.

#### 5 Statement of Our Independence, Quality Management and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO 17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO 14065:2020 General principles and requirements for bodies validating and verifying environmental information". These meet the requirements of International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality management system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in testing, inspection and certification operations, and provides management system certification and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge and experience in the relevant industry, as well as the competence requirements for this assurance engagement.

#### 6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the Company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

#### 7 Our Conclusion

On the basis of our procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

Seigo Futaba

Managing Director

15 August 2025