

ESG Highlight

Global Environment

Environmental Accounting (Fiscal Year Ended March 2018)

		(Billions of yen)						
Category		Cost of preventing pollution	Cost of preserving the global environment	Cost of resource recycling	Cost of management activities	Research and development costs	Cost of social activities	Cost of environmental protection measures
Environmental preservation costs	Investment amounts	0.18	25.48	0.13	0.00	0.00	0.00	0.00
	Expense amounts	0.47	0.30	5.18	0.10	1.15	0.01	0.21

Environmental Burden

INPUT		OUTPUT		
Electricity	Used to operate trains (electric), etc.	3.13 billion kWh [360 million kWh]	Volume of used materials generated (facility construction)	156,600 t
Diesel fuel	Use to operate trains (diesel railcars), etc.	26,780 kℓ [176 kℓ]	Recycling volume	150,900 t (96.4%)
Fuel oil	Used at boilers in maintenance centers, etc., and for heating offices	3,975 kℓ [133 kℓ]	Volume of used materials generated (railcars)	14,000 t
Type A heavy oil	Used in maintenance centers and other boilers	1,112 kℓ [1,301 kℓ]	Recycling volume	13,200 t (94.3%)
Gasoline	Used in commercial vehicles, etc.	1,101 tons [1,250 tons]	Total amount of station and train waste	13,400 t
Natural gas	Used to heat water at offices, etc.	2,310,000 m ³ [16,760,000 m ³]	Of which, recyclable waste	4,800 t
Propane gas	Used to heat water at offices, etc.	421 tons [18 tons]	Recycling of recyclable waste	4,700 t (98.6%)
Water	Waterworks	4,110,000 m ³ [4,110,000 m ³]	Carbon dioxide* ²	1,910,000 t-CO ₂
Water	Groundwater, industrial water, recycled water* ¹	1,370,000 m ³	Wastewater* ³	5,220,000 m ³
A4-sized copy paper	Used for copying, etc.	160 millions of sheets [200 millions of sheets]	Industrial waste* ⁴ <Reported to the authorities as industrial waste>	8,500 t [279,000 t]

Figures within [] indicate values for consolidated subsidiaries and other Group companies (noted elsewhere).

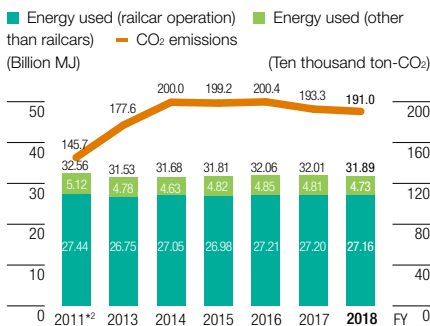
*1 Figures indicated for water <groundwater, industrial water, recycled water> indicate only those that can be technically measured, including at Osaka Station and maintenance centers.

*2 Carbon dioxide emissions are calculated according to methods stipulated in the Act on the Rational Use of Energy and the Act of Promotion of Global Warming Countermeasures.

*3 Figures indicated for wastewater include only those that can be technically measured, including water released into rivers and water released into sewerage.

*4 Group company emissions include those generated during subcontracted JR-related construction.

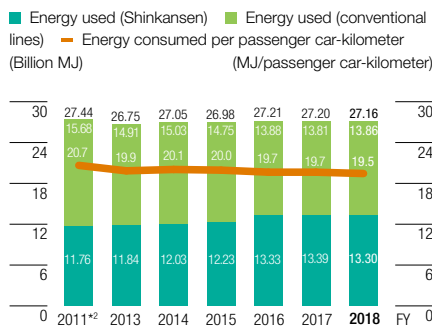
Energy Used and CO₂ Emitted*¹ in Business Operations



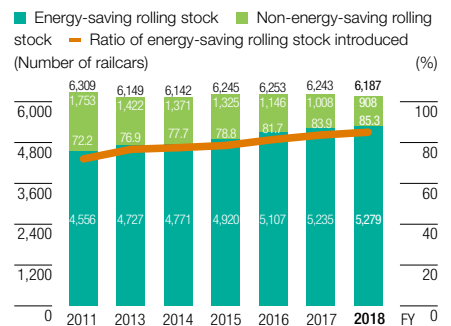
*1 CO₂ emissions (= GHG emissions): The CO₂ equivalent of greenhouse gas emissions (=GHG emissions)

*2 Base year targets in the JR-West Group Medium-Term Management Plan 2017

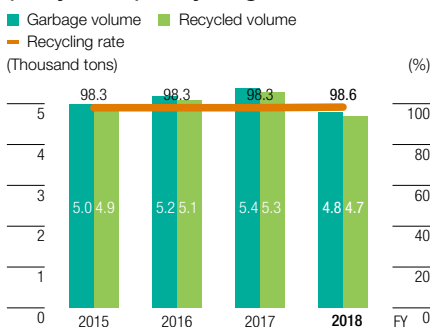
Railway Operation Energy and Energy Consumed per Passenger Car-Kilometer



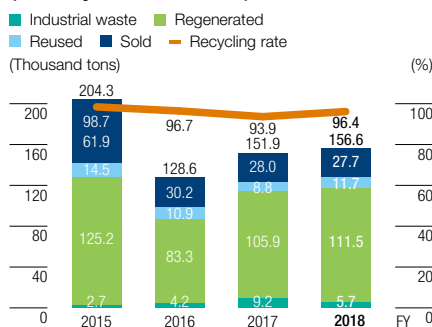
Adoption of Energy-Saving Rolling Stock (Commercial Vehicles)



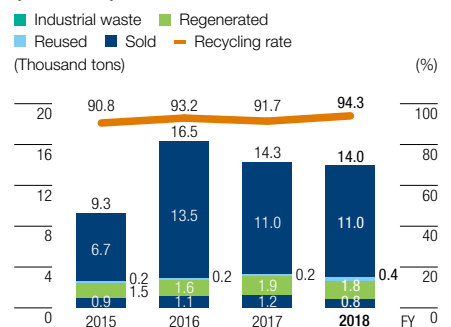
Station and Train Garbage (Recyclable) Recycling



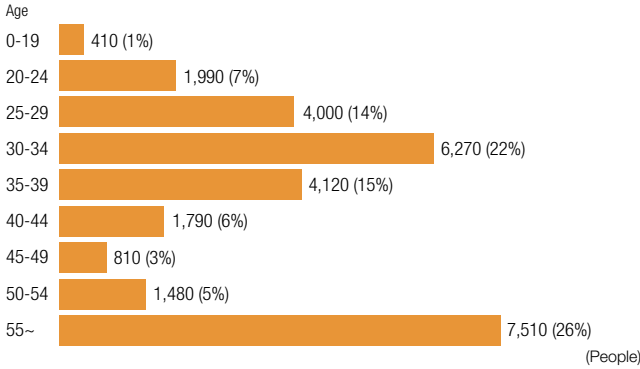
Status of 3Rs in Railway Materials (Facility Construction)



Status of 3Rs in Railway Materials (Railcars)



Employee Composition by Age, as of April 1, 2018



Percentage of Female Workers (Indicating Managers and Executives Separately)

Overall	Managers	Executives
12%	2%	2%

* Expect for an external director

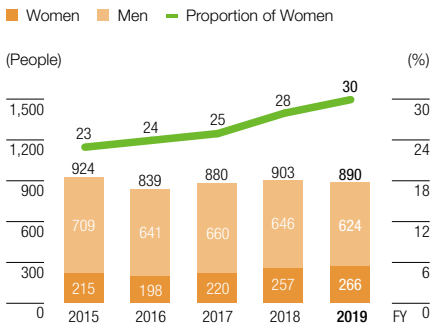
* As of April 1, 2018

Percentage of People Taking Paid Leave

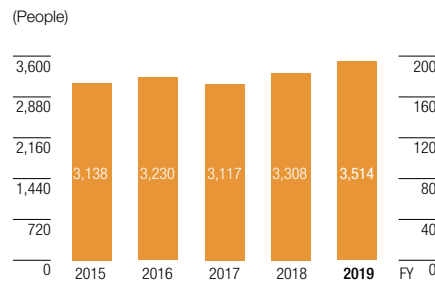
Overall
79%

* Average number of days used in fiscal 2018: 15.7 of 20 days

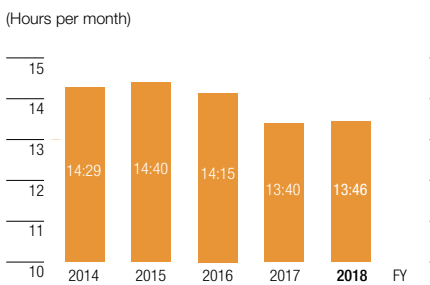
Number of Hires by Gender and Changes in Proportion of Women Hires



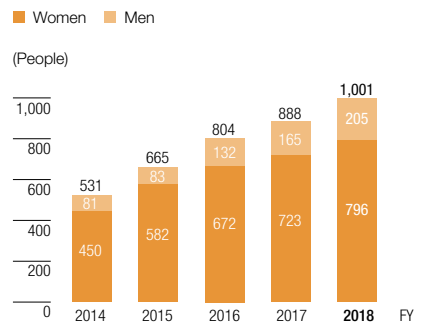
Female Employees



Average Overtime Hours

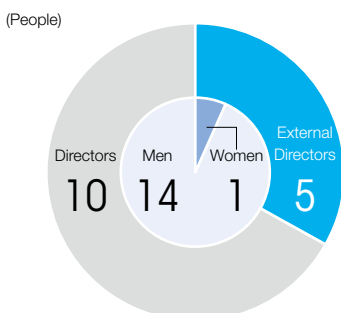


People Taking Childcare Leave

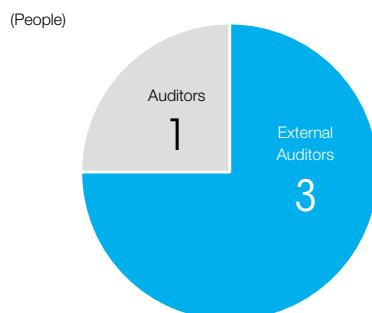


Corporate Governance

Board of Directors Composition



Audit & Supervisory Board Composition



Remuneration of Directors and Audit & Supervisory Board Members

Category	Remuneration Amount
Directors	¥447 million
Audit & Supervisory Board Members	¥ 77 million
Total	¥525 million