



Results of FY2017 KIX Employee Survey

Kansai Airports today announced the results of an employee survey at Kansai International Airport (KIX)*, which is carried out once every three years. See separate sheets for details.

- **Method**

A survey using a questionnaire form to obtain key data (e.g., number of employees working at KIX)

- **Respondents**

Organizations whose offices or outlets are located in KIX (as of January 1, 2018)

- **Objectives**

Use the data as references for emergency responses (e.g., earthquake, tsunami, outbreak of infectious diseases) and improvement of airport facilities

- **Last Survey**

November 2014 (conducted by NKIAC)

- **Results**

Number of organizations: 355 (+30, up 9.2% from last survey at 325)

Number of employees: 17,363 (+2,662, up 18.1% from last survey at 14,701)

- **Summary**

Both organizations and employees increased from the last survey mainly because:

1. Commercial space has increased as the duty-free area in Terminal 1 was expanded in March 2015 and Terminal 2 International opened in January 2017.
2. The number of passengers has grown due to an increase in demand for air travel, especially from inbound tourists from Asian countries.
(The total number of passengers grew from 20 million in calendar 2014 to almost 28 million in calendar 2017.)

The demand for passenger and cargo services has been steadily increasing at KIX, and this business growth is expected to continue.

Kansai Airports is committed to revitalizing the Kansai region and Japan by increasing air traffic demand and creating more job opportunities at the airport.

(*) Note: For ITAMI & KOBE, the survey will be conducted in FY2018.

Contact Information for Inquiries

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 **KANSAI AIRPORTS**



Kansai Airports was established by a consortium made up of VINCI Airports and ORIX Corporation as its core members. Kansai Airports took over the operations of Kansai International Airport (“KIX”) and Osaka International Airport (“ITAMI”) from New Kansai International Airport Company (“NKIAC”) and has been operating the two airports since April 1, 2016.

Kansai Airports Kobe, Kansai Airports’ wholly-owned subsidiary, took over the operations of Kobe Airport (“KOBE”) from Kobe City and started its business as an operating company on April 1, 2018.

Under the concept of “One Kansai Airports Group”, Kansai Airports group strives to continuously improve its services for all airport guests through appropriate investments and efficient operations, with safety and security being the top priority. Kansai Airports group aims to maximize the potential of the three airports, for the benefit of the communities they serve.

For more information, please visit : www.kansai-airports.co.jp/en/

Kansai Airports

Location	1-banchi, Senshu-kuko kita, Izumisano-shi, Osaka	Shareholders	ORIX 40%, VINCI Airports 40%, Other investors 20% ¹
Company Representatives	Representative Director and CEO: Yoshiyuki Yamaya Representative Director and Co-CEO: Emmanuel Menanteau		
Business Scope	Operation and management services, etc. of Kansai International Airport and Osaka International Airport		

Kansai Airports Kobe

Location	1-ban, Kobe-kuko, Chuo-ku, Kobe-shi, Hyogo	Shareholder	Kansai Airports 100%
Company Representatives	Representative Director and CEO: Yoshiyuki Yamaya Representative Director and Co-CEO: Emmanuel Menanteau		
Business Scope	Operation and management services, etc. of Kobe Airport		



ORIX Corporation (TSE: 8591; NYSE: IX) is an opportunistic, diversified, innovation-driven global powerhouse with a proven track record of profitability. Established in 1964, ORIX at present operates a diverse portfolio of businesses in the operations, financial services, and investment spaces. ORIX’s highly complementary business activities span industries including: energy, private equity, infrastructure, automotive, ship and aircraft, real estate and retail financial services. ORIX has also spread its business globally by establishing locations in a total of 40 countries and regions across the world. Through its business activities, ORIX has long been committed to corporate citizenship and environmental sustainability. For more details, please visit our website: <http://www.orix.co.jp/grp/en/>



VINCI Airports, a top 5 global player in the international airport sector, manages the development and operations of 36 airports located in France, Portugal (including the hub of Lisbon), Cambodia, Japan, Dominican Republic, Chile and Brazil. Served by more than 200 airlines, VINCI Airports’ network handled 156.6 million passengers in 2017.

Through its expertise as a comprehensive integrator and the professionalism of its 12,000 employees, VINCI Airports develops, finances, builds and operates airports, leveraging its investment capability, international network and know-how to optimize the management and performance of existing airport infrastructure, facility extensions and new construction. In 2017, its annual revenue for managed activities amounted to €3.2 bn, for a consolidated revenue of €1.4 bn.

More comprehensive information is available on www.vinci-airports.com

¹ ASICS Corporation; Iwatani Corporation; Osaka Gas Co., Ltd.; Obayashi Corporation; OMRON Corporation; The Kansai Electric Power Company, Incorporated; Kintetsu Group Holding Co., Ltd.; Keihan Holdings Co., Ltd.; Suntory Holdings Limited; JTB Corp.; Sekisui House, Ltd.; Daikin Industries, Ltd.; Daiwa House Industry Co., Ltd.; Takenaka Corporation; Nankai Electric Railway Co., Ltd.; NIPPON TELEGRAPH AND TELEPHONE WEST CORPORATION; Panasonic Corporation; Hankyu Hanshin Holdings, Inc.; Rengo Co., Ltd.; The Senshu Ikeda Bank, Ltd.; Kiyo Holdings, Inc.; The Bank of Kyoto, Ltd.; THE SHIGA BANK, LTD.; The Nanto Bank, Ltd.; Nippon Life Insurance Company; Mizuho Bank, Ltd.; Sumitomo Mitsui Trust Bank, Limited; MUFG Bank, Ltd.; Resona Bank, Limited; and the Private Finance Initiative Promotion Corporation of Japan.

Results of FY2017 KIX Employee Survey

1. Overview

(1) Respondents

Organizations whose offices or outlets are located in Kansai International Airport (KIX)
(as of January 1, 2018)

(2) Method

Kansai Airports sent a questionnaire to each organization and received their answers on the websites or via mail, fax, or other means.

(3) Description

A survey was conducted to obtain key data such as the total number of organizations whose offices or outlets are located in KIX and their employees working at KIX.

2. Results

<p>Number of organizations: 355 (+30, up 9.2% from the last survey*)</p> <p>Number of employees: 17,363 (+2,662, up 18.1% from the last survey*)</p>
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*The last survey was conducted on November 1, 2014

3. Summary

- Both the number of organizations and employees increased from the last survey conducted in November 2014, which created 20 percent more job opportunities at the airport.
- There are two main reasons contributing to these increases. Firstly, commercial space has increased as the duty-free area in Terminal 1 was expanded in March 2015 and Terminal 2 International opened in January 2017. Secondly, the number of passengers has grown due to an increase in demand for air travel especially from inbound tourists from Asian countries.
- The business growth at KIX is expected to continue along with the renovation of Terminal 1 and the increasing inbound travelers, especially from Asian countries. Correspondingly, the number of organizations and employees will continue to rise, and thus more job opportunities will be created at the airport.

4. Details of Survey Results

(1) Business Categories

Category			Number of Organizations			Number of Employees		
			FY2017	FY2014	change	FY2017	FY2014	change
1	Airport operating company, Government agencies etc.	National/local govt, airport operating companies, etc.	17	16	1	2,509	2,245	264
2	Air transportation	Airline	48	41	7	1,824	1,547	277
3	Aircraft service	Ground service, in-flight meal, fuel supply, etc.	23	20	3	4,613	3,488	1125
4	Passenger service	Travel agent, transportation, bank, railway, bus, etc.	48	44	4	1,629	1,087	542
5	Cargo service	Cargo agents (forwarder, customs broker, cargo handling)	68	71	▲ 3	1,722	1,993	▲ 271
6	Other service	Media, facility mgmt., hygienic environment, security, real estate leasing, etc.	61	46	15	2,332	2,186	146
7	Retail		43	38	5	1,284	946	338
8	F&B		38	38	0	1,343	1,116	227
9	Construction		9	11	▲ 2	107	93	14
			355	325	30	17,363	14,701	2,662
			vs FY2014		109%	vs FY2014		118%

- The number of employees increased in all categories except for “5. Cargo service”.
- A significant increase was seen in the “3. Aircraft service”, “4. Passenger service” and “7. Retail” categories (up over +25% from FY2014).
- The number of employees in “3. Aircraft service” grew by 32 percent due to higher work volume resulting from an increase in scheduled flights.
- The number of employees in “4. Passenger service” grew by 50 percent due to higher passenger volume resulting from an increase in scheduled flights.
- The number of employees in “7. Retail” grew by 36 percent due to an increase in passenger volume, which was led by the opening of Terminal 2 International, completion of the renovation works of Terminal 1 and increase in scheduled flights.
- The number of employees in “5. Cargo service” decreased by 14 percent, affected by a nationwide shortage of manpower in the cargo industry.

(2) Gender/Age Composition

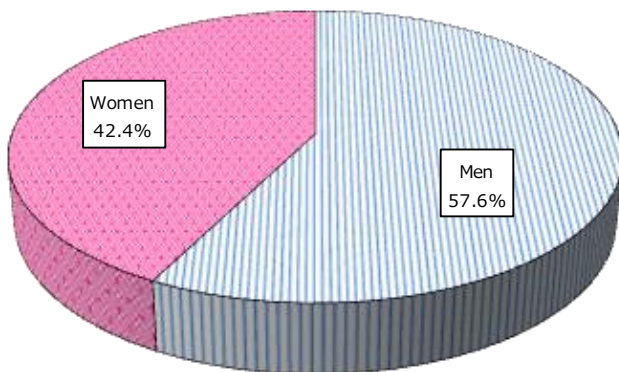
[Gender]

The proportion of men was 58 percent while women accounted for 42 percent.

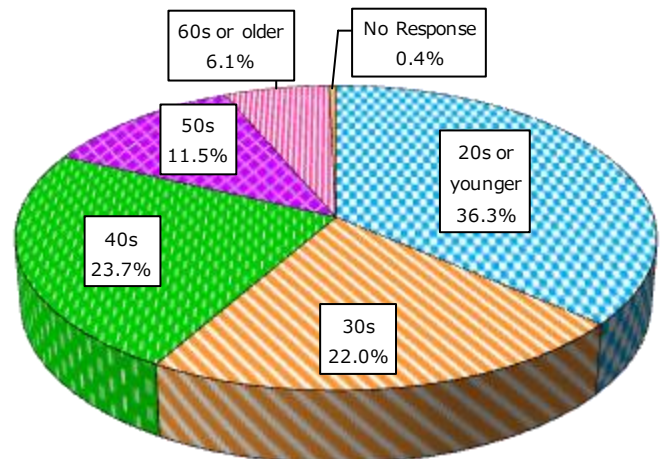
[Age]

Thirty-six percent of employees are in their 20s or younger while 22 percent are in their 30s, 24% in their 40s, 12% in their 50s and 6% in their 60s or older.

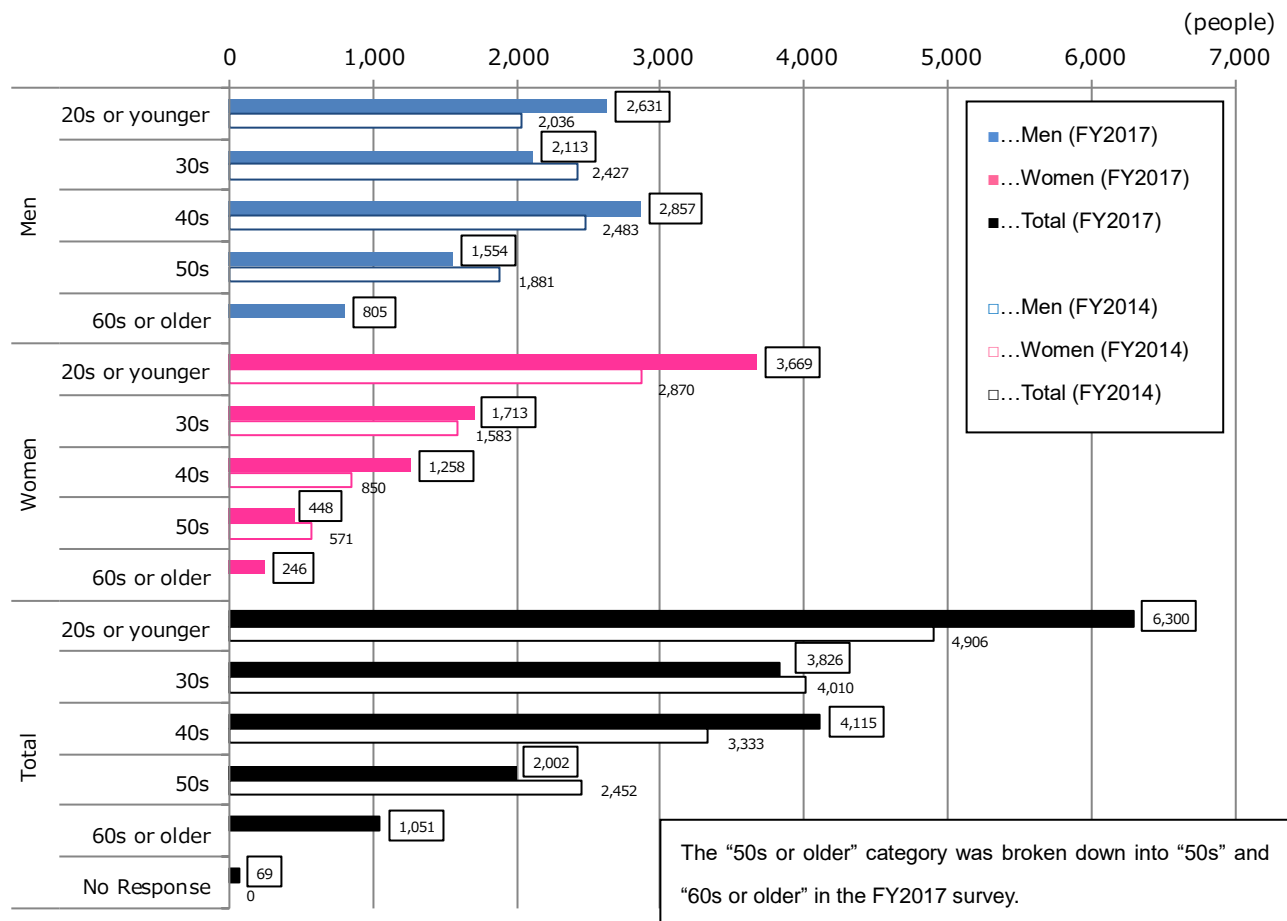
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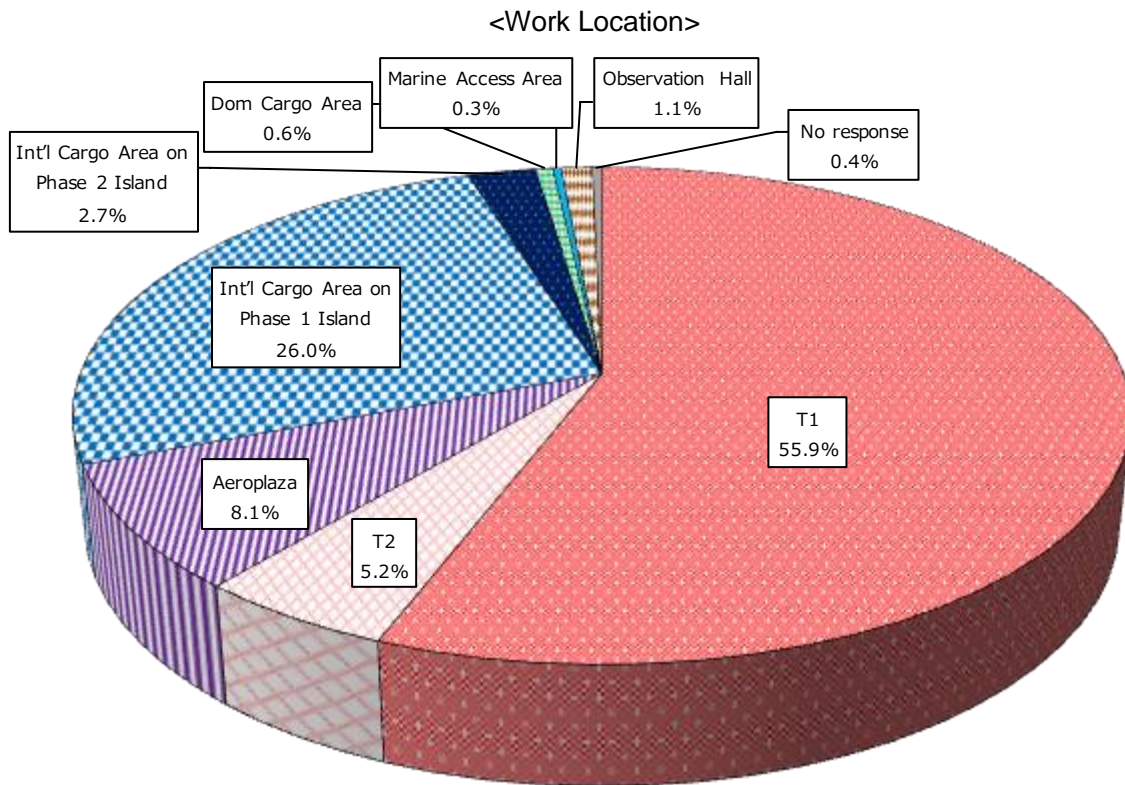


(3) Work Location

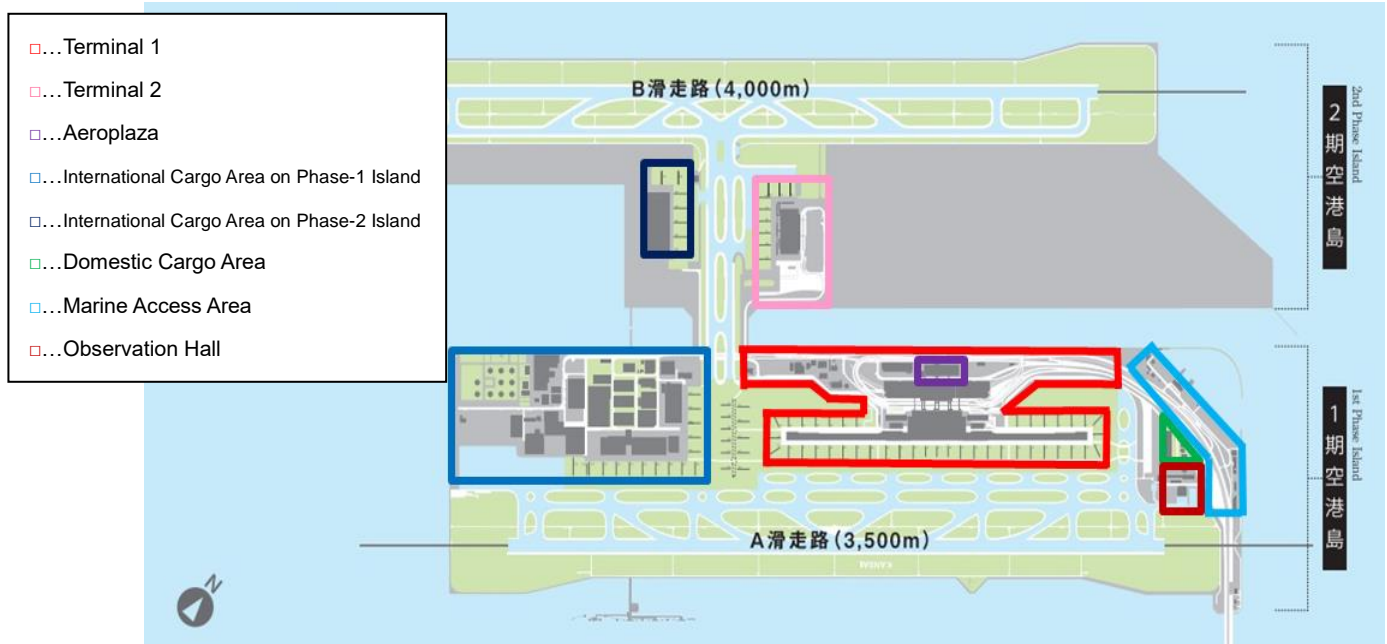
Fifty-six percent of employees work in Terminal 1 while 5 percent work in Terminal 2, 8 percent in Aeroplaza, 26 percent in International Cargo Area on Phase-1 Island, 3 percent in International Cargo Area on Phase-2 Island, 1 percent in Observation Hall and 1 percent in Domestic Cargo Area and Marine Access Area.

While 92 percent of employees work on Phase-1 Island, 8 percent work on Phase-2 Island.

The following pie chart shows the distribution by work location.



<Work Location Map>



(4) Residence of Employees

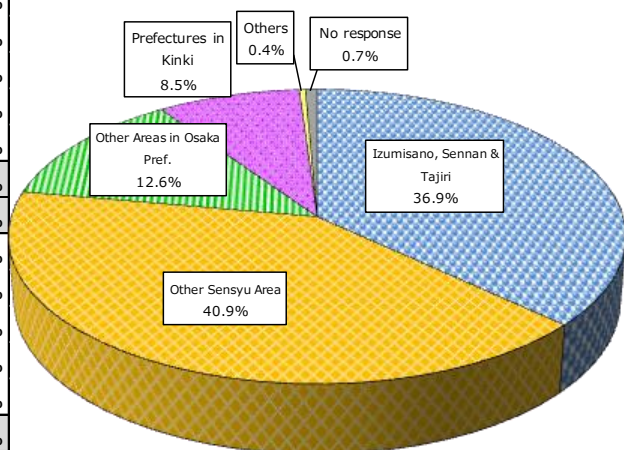
About 37 percent of employees live in Izumisano City, Sennan City and Tajiri Town, the neighboring areas of the Kansai International Airport. Almost 78 percent of employees live in Senshu Area, the southern part of Osaka Prefecture including Izumisano City, Sennan City and Tajiri Town. By prefecture, most employees (90 percent) live in Osaka Prefecture.

The number of airport employees who live in Izumisano City grew dramatically; it increased by 975, up 27 percent from FY2014. Relatively large increases were also seen in Osaka City (+286 employees, up 25 percent), Kumatori Town (+186 employees, up 36 percent) and Tajiri Town (+154 employees, up 24 percent).

<Place of Residence>

Place of Residence	Number of people	Percentage	Number of people	Percentage
	FY2017	FY2017	FY2014	FY2014
Izumisano	4,614	26.6%	3,639	24.8%
Sennan	1,008	5.8%	966	6.6%
Tajiri	785	4.5%	631	4.3%
Izumisano, Sennan & Tajiri Total	6,407	36.9%	5,236	35.6%
Sakai	1,510	8.7%	1,295	8.8%
Kishiwada	1,143	6.6%	1,061	7.2%
Kaizuka	1,127	6.5%	981	6.7%
Izumisano	789	4.5%	705	4.8%
Hannan	776	4.5%	666	4.5%
Kumatori	698	4.0%	512	3.5%
Izumi	583	3.4%	498	3.4%
Takaishi	217	1.2%	201	1.4%
Misaki	172	1.0%	169	1.1%
Tadaoka	88	0.5%	68	0.5%
Other Sensyu Area	7,103	40.9%	6,156	41.9%
Sensyu Area	13,510	77.8%	11,392	77.5%
Osaka city	1,415	8.1%	1,129	7.7%
Northern Osaka (ex.Toyonaka etc.)	273	1.6%	231	1.6%
North-Kawachi (ex.Hirakata etc.)	119	0.7%	113	0.8%
Central-Kawachi (ex. Higashiosaka etc.)	142	0.8%	136	0.9%
South-Kawachi (ex. Tondabayashi etc.)	238	1.4%	195	1.3%
Other areas in Osaka Pref.	2,187	12.6%	1,804	12.3%
Osaka Pref.	15,697	90.4%	13,196	89.8%
Wakayama Pref.	864	5.0%	833	5.7%
Hyogo Pref.	438	2.5%	404	2.7%
Nara Pref.	122	0.7%	116	0.8%
Kyoto Pref.	53	0.3%	53	0.4%
Shiga Pref.	3	0.0%	9	0.1%
Prefectures in Kinki	1,480	8.5%	1,415	9.6%
Others	64	0.4%	47	0.3%
No response	122	0.7%	43	0.3%
TOTAL	17,363	100.0%	14,701	100.0%

<Place of Residence>



(5) Transportation Means

Nankai Electric Railway is the most popular transportation mode for commuting to the airport, accounting for almost 44 percent, followed by West Japan Railway (JR-West) (31 percent), car (13 percent) and limousine/other buses (11 percent).

