



## Results of FY2018 Employee Survey at ITAMI and KOBE

Kansai Airports today announced the results of employee surveys taken at Osaka International Airport (ITAMI) and Kobe Airport (KOBE). The previous survey was taken in FY2014 at ITAMI whereas this was the first survey conducted at KOBE.

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

- **Method**

A survey questionnaire designed to obtain key data including the number of employees working at ITAMI and KOBE

- **Respondents**

On-airport operators whose offices or outlets are located at ITAMI or KOBE as of December 1, 2018.

- **Objective**

To use the data as reference for emergency response to a crisis such as a large-scale disaster or an epidemic as well as for the improvement of employee support

- **Results**

[ITAMI]

- Organizations: 112 (+26, up 30% from the previous survey)
- Employees: 5,980 (+1,070, up 22% from the previous survey)

[KOBE]

- Organizations: 34 (First survey with no past survey available to compare)
- Employees: 1,069 (First survey with no past survey available to compare)

- **Summary**

[ITAMI]

The number of both on-airport operators and employees at ITAMI increased from the previous survey taken in November 2014, mainly attributable to the terminal renovation and growing passenger numbers.

[KOBE]

This comprehensive employee survey was carried out at KOBE for the first time. The results of the survey indicated there were 34 on-airport operators and 1,069 employees working at KOBE.

\*Please see the attached documents for more details (ITAMI only).

---

### Contact Information

Corporate Communications  
Planning & Administration  
TEL: +81-72-455-2201

\*The team name changed on April 1, 2019



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 : <http://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% <sup>1</sup>
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 38 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, as the leading private airport operator in the world, manages the development and operation of 46 airports located in France, Portugal, the United Kingdom, Sweden, Serbia, Cambodia, Japan, the United States, Dominican Republic, Costa Rica, Chile and Brazil. Served by around 250 airlines, VINCI Airports' network handled 240 million passengers in 2018.

Through its expertise as a comprehensive integrator, 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-build construction projects. In 2018, its annual revenue for managed activities amounted to €3.6 billion, for consolidated revenue of €1.6 billion.

More comprehensive information is available on [www.vinci-airports.com](http://www.vinci-airports.com)

<sup>1</sup> 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.

# The FY2018 ITAMI employee survey

---

## 1. Survey outline

- 1) Respondents:** On-airport operators whose offices or outlets are located at ITAMI as of December 1, 2018
- 2) Method:** A questionnaire was distributed to and returned back by the on-airport operators via email, etc.
- 3) Target Information:** The number of on-airport operators and their employees at ITAMI

## 2. Results summary

On-airport operators:	<b>112</b> (+26, up 30% from the previous survey)
Employees:	<b>5,980</b> (+1,070, up 22% from the previous survey)

## 3. Summary

The number of both on-airport operators and employees at ITAMI increased from the previous survey taken in November 2014, mainly attributable to the terminal renovation and growing passenger numbers

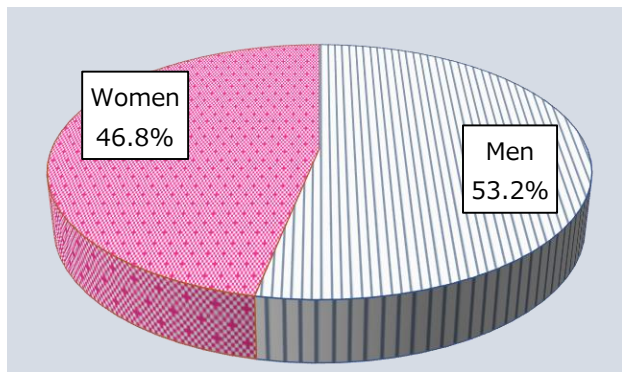
# On-airport operators business category

Category			No. of organizations			No. of employees		
			FY2018	FY2014 (Last survey)	+/-	FY2018	FY2014 (Last survey)	+/-
1	Airport operating company, government agencies, etc.	National/local governments, special corporation, etc.	8	7	1	318	299	19
2	Air transportation	Airline	5	5	0	1,528	1,353	175
3	Aircraft service	Ground service, in-flight meal, fuel supply, etc.	17	15	2	1,813	1,208	605
4	Passenger service	Travel agent, passenger pickup, bank, railway, bus, etc.	7	6	1	194	192	2
5	Cargo service	Cargo agent (forwarder, customs, cargo handling)	8	5	3	91	74	17
6	Other service	Media, facility management, hygienic environment, security, real estate leasing, etc.	25	21	4	832	832	0
7	Retail		17	19	▲ 2	425	711	▲ 286
8	F&B		18	6	12	604	207	397
9	Construction		7	2	5	175	34	141
			112	86	26	5,980	4,910	1,070
			vs FY2014		130%	vs FY2014		122%

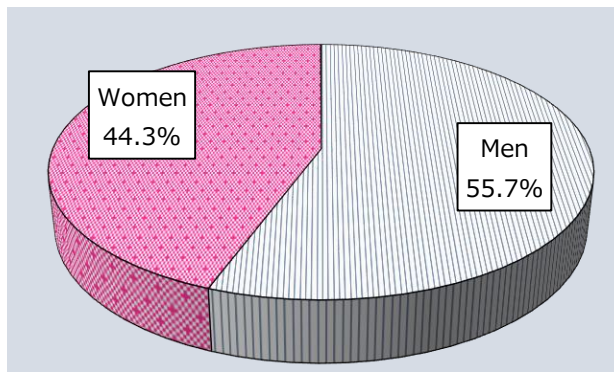
# Gender/Age composition

## [Gender]

**FY2018**

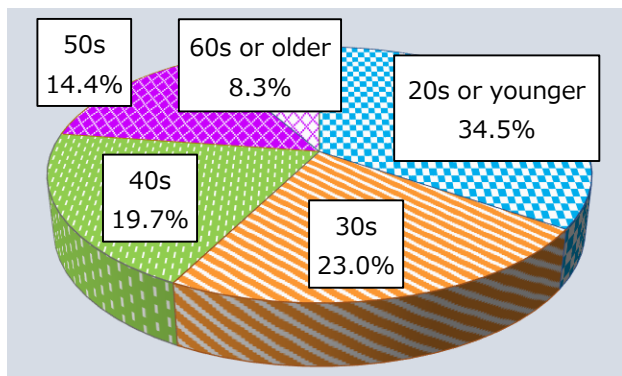


**(Reference) FY2014**

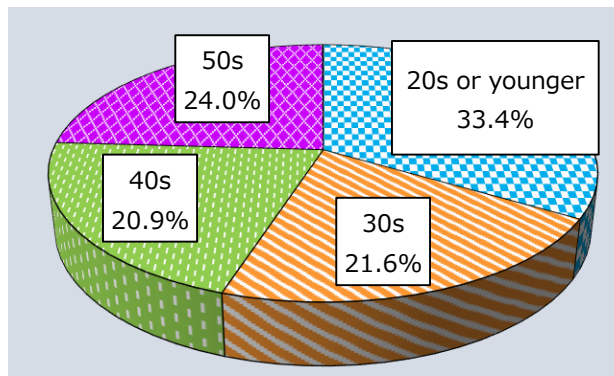


## [Age]

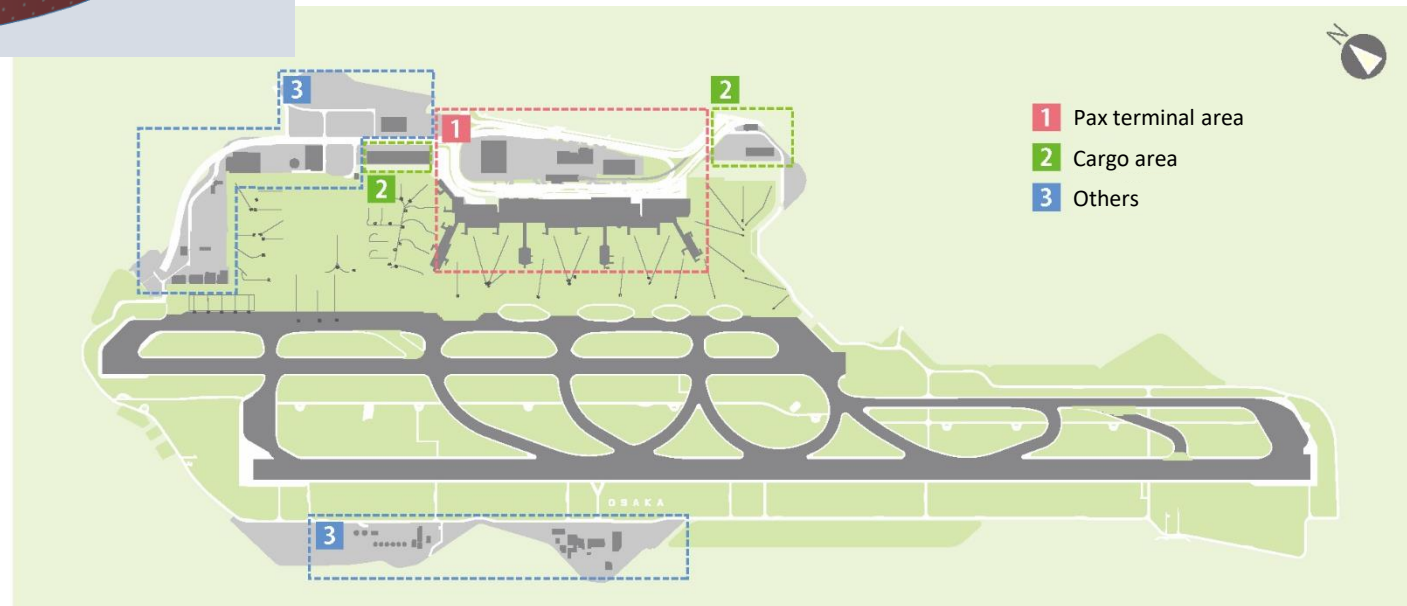
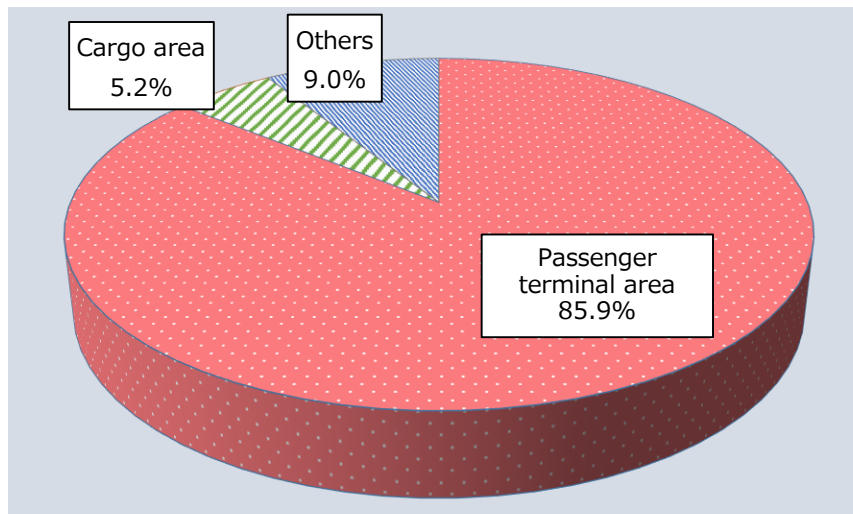
**FY2018**



**(Reference) FY2014**

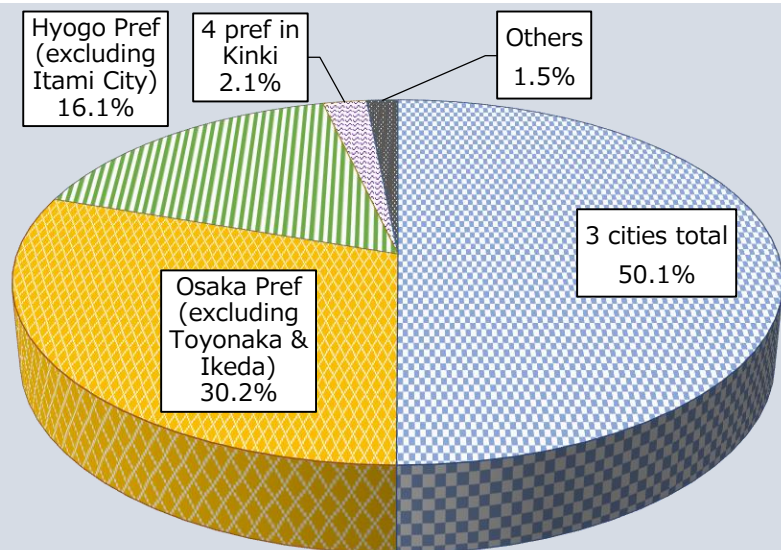


# Work locations at ITAMI



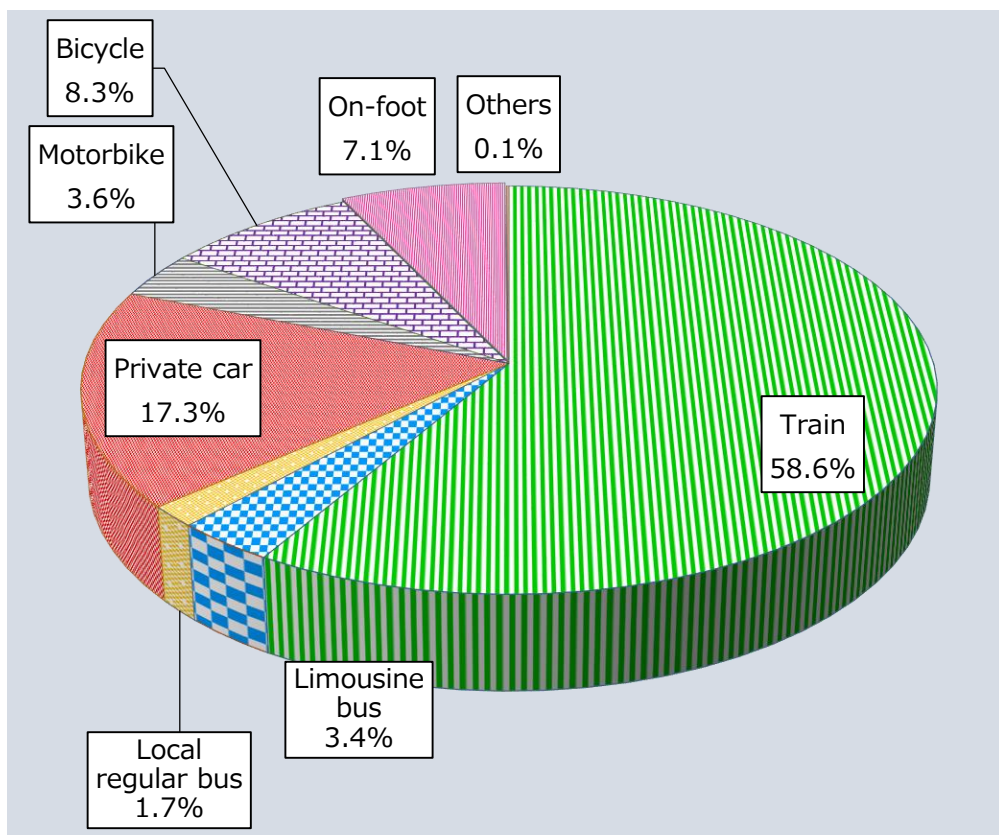


# Residence



Residence	No. of employees				%		
	FY2018	FY2014 (Last survey)	+/-	+/- (%)	FY2018	FY2014 (Last survey)	+/- (%)
Toyonaka	<b>1,946</b>	1,499	447	130%	<b>32.5%</b>	30.5%	2.0%
Ikeda	<b>763</b>	678	85	113%	<b>12.8%</b>	13.8%	-1.0%
Itami	<b>284</b>	204	80	139%	<b>4.7%</b>	4.2%	0.6%
Three city total	<b>2,993</b>	2,381	612	126%	<b>50.1%</b>	48.5%	1.6%
Osaka	<b>496</b>	392	104	127%	<b>8.3%</b>	8.0%	0.3%
Minoh	<b>367</b>	326	41	113%	<b>6.1%</b>	6.6%	-0.5%
Suita	<b>377</b>	262	115	144%	<b>6.3%</b>	5.3%	1.0%
Ibaraki	<b>101</b>	67	34	151%	<b>1.7%</b>	1.4%	0.3%
Takatsuki	<b>63</b>	41	22	154%	<b>1.1%</b>	0.8%	0.2%
Toyono	<b>30</b>	31	▲ 1	97%	<b>0.5%</b>	0.6%	-0.1%
Settsu	<b>26</b>	27	▲ 1	96%	<b>0.4%</b>	0.5%	-0.1%
Nose	<b>8</b>	14	▲ 6	57%	<b>0.1%</b>	0.3%	-0.2%
Shimamoto	<b>5</b>	5	0	100%	<b>0.1%</b>	0.1%	0.0%
Kitakawachi area	<b>108</b>	100	8	108%	<b>1.8%</b>	2.0%	-0.2%
Nakakawachi area	<b>59</b>	63	▲ 4	94%	<b>1.0%</b>	1.3%	-0.3%
Minamikawachi area	<b>27</b>	30	▲ 3	90%	<b>0.5%</b>	0.6%	-0.2%
Senboku area	<b>81</b>	68	13	119%	<b>1.4%</b>	1.4%	0.0%
Sennan aera	<b>56</b>	59	▲ 3	95%	<b>0.9%</b>	1.2%	-0.3%
Osaka pref (excl. Toyonaka & Ikeda)	<b>1,804</b>	1,485	319	121%	<b>30.2%</b>	30.2%	-0.1%
Osaka pref	<b>4,513</b>	3,662	851	123%	<b>75.5%</b>	74.6%	0.9%
Kawanishi	<b>231</b>	216	15	107%	<b>3.9%</b>	4.4%	-0.5%
Takarazuka	<b>231</b>	196	35	118%	<b>3.9%</b>	4.0%	-0.1%
Nishinomiya	<b>164</b>	122	42	134%	<b>2.7%</b>	2.5%	0.3%
Amagasaki	<b>116</b>	113	3	103%	<b>1.9%</b>	2.3%	-0.4%
Kobe	<b>132</b>	115	17	115%	<b>2.2%</b>	2.3%	-0.1%
Ashiya	<b>24</b>	24	0	100%	<b>0.4%</b>	0.5%	-0.1%
Others	<b>67</b>	54	13	124%	<b>1.1%</b>	1.1%	0.0%
Hyogo Pref (excl. Itami)	<b>965</b>	840	125	115%	<b>16.1%</b>	17.1%	-1.0%
Hyogo Pref	<b>1,249</b>	1,044	205	120%	<b>20.9%</b>	21.3%	-0.4%
Kyoto	<b>58</b>	58	0	100%	<b>1.0%</b>	1.2%	-0.2%
Nara	<b>55</b>	32	23	172%	<b>0.9%</b>	0.7%	0.3%
Wakayama	<b>8</b>	1	7	800%	<b>0.1%</b>	0.0%	0.1%
Shiga	<b>6</b>	1	5	600%	<b>0.1%</b>	0.0%	0.1%
Four pref in Kinki	<b>127</b>	92	35	138%	<b>2.1%</b>	1.9%	0.3%
Others	<b>91</b>	49	42	186%	<b>1.5%</b>	1.0%	0.5%
No responses		63	▲ 63	0%		1.3%	-1.3%
Total	<b>5,980</b>	4,910	1,070	122%	<b>100.0%</b>	100.0%	0.0%

# Means of commuting



	No of employees		%	
	FY2018	FY2014	FY2018	FY2014
Train	3,503	1,897	58.6%	38.6%
Limousine bus	203	238	3.4%	4.8%
Local regular bus	100	98	1.7%	2.0%
Private car	1,032	848	17.3%	17.3%
Motorbike	217	274	3.6%	5.6%
Bicycle	497	743	8.3%	15.1%
On-foot	422	322	7.1%	6.6%
Others	6	271	0.1%	5.5%
No responses		219	0.0%	4.5%
Total	5,980	4,910	100.0%	100.0%