

10-Year Data (Sustainability)

	Boundary	Unit	FY2014	FY2015		FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Society													
Number of employees	Consolidated	People	11,149	11,023		10,732	10,429	10,276	9,844	9,635	8,148	7,258	7,369
Regular employees	Consolidated	People	7,190	7,038		6,871	6,723	6,695	6,579	6,528	5,589	5,115	5,277
Dedicated employees	Consolidated	People	—	—		—	1,573	1,697	1,739	1,688	1,444	1,195	1,170
Fixed-term employees	Consolidated	People	3,959	3,985		3,861	2,133	1,884	1,526	1,419	1,115	948	922
Ratio of female employees	Consolidated	%	—	—		—	57.2	56.8	57.0	56.3	55.6	52.9	53.45
Ratio of women in management positions** ¹	Consolidated	%	—	10.4		12.2	14.3	14.7	16.6	19.9	21.3	22.2	22.5
Number of new graduate hires	Consolidated	People	—	69		58	79	94	76	94	68	107	92
Men	Consolidated	People	—	32		24	36	44	38	41	33	38	34
Women	Consolidated	People	—	37		34	43	50	38	53	35	69	58
Ratio of female new graduate hires	Consolidated	%	—	53.6		58.6	54.4	53.2	50.0	56.4	51.5	64.5	63.04
Employment rate of disabled people** ²	Consolidated	%	—	—		—	—	2.21	2.21	2.21	2.66	2.93	2.89
Number of foreign employees	Consolidated	People	—	—		—	—	15	14	40	42	50	50
Ratio of foreign employees	Consolidated	%	—	—		—	—	0.1	0.1	0.4	0.5	0.7	0.7
Employee turnover rate* ³	Consolidated	%	—	—		—	3.6	3.3	3.9	1.9	10.5	5.3	5.4
Involuntary turnover rate	Consolidated	%	—	0		0	0	0	0	0	0	0	0
Number of employees taking childcare leave*	Consolidated* ⁴	People	—	—		—	175	203	161	139	88	75	81
Female return rate after childcare leave*	Consolidated* ⁵	%	—	—		—	93.0	97.4	89.5	94.4	95.3	93.4	94
Ratio of male employees taking childcare leave*	Consolidated	%	—	—		—	—	—	—	18.8	43.6	68.0	87.5
Wage differences between men and women* ⁶ (all workers)	Consolidated	%	—	—		—	—	—	—	—	—	—	65.3
Regular workers* ⁷	Consolidated	%	—	—		—	—	—	—	—	—	—	74.4
Non-regular workers* ⁸	Consolidated	%	—	—		—	—	—	—	—	—	—	72.7
Number of employees working shorter hours for childcare	Daimaru Matsuzakaya Department Stores	People	—	148		135	137	166	157	209	304	298	276
Return rate after childcare leave	Daimaru Matsuzakaya Department Stores	%	—	90.6		89.3	93.0	97.4	89.5	94.4	93.0	93.0	95
Number of employees taking family care leave	Daimaru Matsuzakaya Department Stores	People	—	4		2	2	10	3	2	5	8	8
Number of employees taking family care time off	Daimaru Matsuzakaya Department Stores	People	—	16		20	31	42	30	30	4	40	52
Number of employees working shorter hours for family care	Daimaru Matsuzakaya Department Stores	People	—	0		1	0	1	0	0	1	4	18
Percentage of employees earning minimum wage by region* ⁹	Daimaru Matsuzakaya Department Stores	%	—	0		0	0	0	0	0	0	0	0
Health examination participation rate	Daimaru Matsuzakaya Department Stores	%	—	99.5		99.7	99.7	99.9	99.6	100.0	99.8	100.0	100
Stress check response rate	Daimaru Matsuzakaya Department Stores	%	—	85.3		94.0	95.9	96.4	96.5	97.4	97.1	96.3	97.2
Number of labor accidents (work accidents)	Consolidated* ¹⁰		—	36		31	40	38	68	81	51	40	50
Number of labor accidents (commutation accidents)	Consolidated* ¹⁰		—	16		25	26	17	23	38	31	31	30
Lost time injury frequency rate (employees)* ¹¹	Consolidated	%	—	—		—	—	—	—	—	1.85	0.88	0.79
Number of work-related fatalities (employees)*	Consolidated	People	—	—		—	—	—	—	—	0	0	0
Number of harassment consultations	Consolidated		—	14		16	14	22	50	40	37	47	41
Number of usages of JFR Group Compliance Hotline	Consolidated		—	24		22	28	24	36	24	46	49	61
Data security: number of data breaches* ¹²	Consolidated		—	0		0	0	0	0	0	0	1	0
Amount donated to communities	Consolidated	Millions of yen	—	—		—	—	—	—	—	75	87	35.93
Political contribution expenses	Consolidated	Millions of yen	—	—		—	2.2	0.2	0.3	0.07	0.04	0.17	0.17
Penalty for corruption	Consolidated	Millions of yen	—	—		—	0	0	0	0	0	0	0
Punishment/dismissal for anti-corruption violations	Consolidated	People	—	—		—	0	0	0	0	0	0	0
Environment													
Energy*	City gas	Usage	Consolidated	MWh	—	—	70,353	67,118	64,095	58,064	64,632	63,516	61,488
	A type heavy oil	Usage	Consolidated	MWh	—	—	70	70	70	65	49	65	52
	Gasoline	Usage	Consolidated	MWh	—	—	6,805	6,295	5,368	2,929	3,011	2,126	1,916
	Kerosene	Usage	Consolidated	MWh	—	—	—	—	—	—	—	—	0.1
	Natural gas	Usage	Consolidated	MWh	—	—	13	14	11	1	0	0	0
	Light oil	Usage	Consolidated	MWh	—	—	—	—	88	88	105	101	28
	Electricity	Usage	Consolidated	MWh	—	—	333,514	328,900	327,851	288,691	305,752	305,287	297,828
	Steam / cold water / hot water	Usage	Consolidated	MWh	—	—	64,758	65,969	68,730	54,133	54,500	59,344	60,848
	Total	Usage	Consolidated	MWh	—	—	475,513	468,366	466,214	403,973	428,049	430,439	422,160
	Renewable energy*	Usage	Consolidated	MWh	—	—	—	—	13,046	29,647	62,156	102,676	157,454
Scope 1 greenhouse gas (GHG)*	Renewable energy ratio to total electricity usage	%	Consolidated	%	—	—	—	—	4.0	10.3	20.3	33.6	52.9
	Carbon dioxide (CO ₂)	Emissions	Consolidated	t-CO ₂	—	—	14,548	13,824	13,074	11,170	12,368	11,958	11,459
	Hydrofluorocarbon (HFC)	Emissions	Consolidated	t-CO ₂	—	—	1,504	2,137	2,140	813	1,636	1,756	2,562
	Scope 1	Emissions	Consolidated	t-CO ₂	—	—	—	—	—	—	—	—	14,021
	Scope 2 GHG*	CO ₂	Consolidated	t-CO ₂	—	—	178,102	166,605	147,294	120,123	108,808	96,071	68,736
		Emissions (market base)	Consolidated	t-CO ₂	—	—	184,047	177,987	174,094	146,810	149,690	146,810	142,935
		Emissions (location base)	Consolidated	t-CO ₂	—	—	194,154	182,566	162,508	132,106	122,812	109,785	82,757
	Scope 1 and 2 GHG*		Consolidated	t-CO ₂	—	—	—	(6.0)	(16.3)	(32.0)	(36.7)	(43.5)	(57.4)
	Scope 3 GHG*	vs. SBT base year (FY2017)	Consolidated	%	—	—	—	—	—	—	—	—	—
		Emissions	Consolidated	t-CO ₂	—	—	2,927,320	3,123,238	3,782,555	2,470,411	2,420,492	2,761,669	2,898,436
Scope 1 and 2 GHG emissions intensity*	vs. SBT base year (FY2017)		Consolidated	%	—	—	—	—	—	—	(17.3)	(5.7)	(1.0)
	Per consolidated sales		Consolidated	t-CO ₂ /¥Million	—	—	0.17	0.16	0.14	0.17	0.14	0.11	0.07
	Water*	Usage	Consolidated* ¹⁴	m ³	—	—	—	1,317,230	1,260,594	1,407,531	1,719,788	1,796,295	1,880,316
	Tap water	Usage	Consolidated* ¹⁴	m ³	—	—	—	480,731	452,702	459,054	570,760	613,303	625,066
	Groundwater	Usage	Consolidated* ¹⁴	m ³	—	—	—	136,804	125,989	158,882	158,848	151,017	140,709
	Gray water	Usage	Consolidated* ¹⁴	m ³	—	—	—	1,934,765	1,839,285	2,065,467	2,449,396	2,560,615	2,646,091
	Total	Usage	Consolidated* ¹⁴	m ³	—	—	—	1,934,765	1,839,285	2,065,467	2,449,396	2,560,615	2,646,091
	Emissions* ¹³		Consolidated* ¹⁴	m ³	—	—	—	—	—	—	—	—	—
	Waste (including food waste)* ¹⁵	Emissions	Consolidated* ¹⁴	t	—	—	19,885	18,532	17,202	17,597	26,637	29,855	29,814
		Amount recycled	Consolidated* ¹⁴	t	—	—	11,644	10,863	9,938	10,453	12,845	15,421	16,176
Food waste*	Final disposal amount		Consolidated* ¹⁴	t	—	—	8,241	7,669	7,264	7,144	9,216	13,792	13,638
	Recycling ratio		Consolidated* ¹⁴	%	—	—	58.6	58.6	57.8	59.4	57.5	48.2	51.7
	Emissions		Consolidated* ¹⁵	t	—	—	4,540	4,497	4,312	4,379	2,886	4,394	4,943
	Amount recycled		Consolidated* ¹⁵	t	—	—	2,716	2,416	2,477	2,610	1,857	3,027	3,934
	Final disposal amount		Consolidated* ¹⁵	t	—	—	1,824	2,081	1,835	1,769	1,029	1,367	1,009
	Recycling ratio		Consolidated* ¹⁵	%	—	—	59.8	53.7	57.4	59.6	64.3	68.9	75.7
	Specified hazardous waste* ¹⁶	Emissions	Consolidated	t	—	—	—	—	—	—	6	0.2	0
	Packaging materials usage* ¹⁷	Usage	Daimaru Matsuzakaya Department Stores	t	—	—	2,409	2,370	2,236	2,030	1,075	1,129	1,221

*Have received third-party assurance from LRQA Limited. (Have received the same assurance for water and waste since FY2020 and for social data, energy, renewable energy, and food waste since FY2021.)

*¹ Manager level or above

*² Special scope of associates as of June each year

*³ Number of retired employees during the year / Number of employees at the beginning of the year
(The number of retired employees above excludes employees who retired because of retirement age, transfer, and becoming officers.)

*⁴ Boundaries for the years up to FY2020 are Daimaru Matsuzakaya Department Stores (the numbers of employees taking childcare leave continuously after the year of birth). Boundaries for FY2021 and beyond are consolidated (the numbers of employees who started childcare leave in the year of birth).

*⁵ Boundaries for the years up to FY2020 are Daimaru Matsuzakaya Department Stores.

*⁶ Wage differences between men and women = Average annual wage for women / Average annual wage for men × 100 % (excluding commuting allowance)

*⁷ Regular employees (including employees seconded outside the company)

*⁸ Dedicated employees, fixed-term employees, contract employees, retirees rehired on a contract basis

*⁹ Grade 1 and 2 dedicated employees of Daimaru Matsuzakaya Department Stores paid according to a wage table by region

*¹⁰ Boundaries for the years up to FY2018 are Daimaru Matsuzakaya Department Stores.

*¹¹ Lost time injury frequency rate: The frequency of lost time injuries occurring in a workplace per one million hours worked

*¹² Confidential information breaches and personal data breaches

*¹³ Water usage and emissions are the same volume.

*¹⁴ Boundaries for the years up to FY2019 are Daimaru Matsuzakaya Department Stores.

*¹⁵ Waste includes general waste, industrial waste, and food waste.

*¹⁶ (i) Waste PCB, etc.; (ii) PCB contaminated materials; (iii) PCB processed materials; (iv) waste mercury, etc.; (v) waste mercury and other processed materials; (vi) specified sewage sludge; (vii) waste asbestos; and (viii) burnt residue, sludge, slag, dust, waste acid, waste alkali, etc. exceeding the limits

*¹⁷ Weight of wrapping paper, shopping bags, paper bags, plastic bags for food products, etc.