

TOP MESSAGE

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MaterialitiesEnvironmental
InitiativesSocial
InitiativesInformation Disclosure in Line
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→ Environmental Data Social Data Corporate Governance Data

Environmental Data

| | | Boundary | Unit | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|---|---------------------------------------|-------------------|-----------------------------|-----------|-----------|-----------|-----------|-----------|
| Scope 1 greenhouse gas (GHG) ★ | CO ₂ emissions | Consolidated | t-CO ₂ | 14,548 | 13,824 | 13,074 | 11,170 | 12,368 | 11,958 |
| | HFC emission | Consolidated | t-CO ₂ | 1,504 | 2,137 | 2,140 | 813 | 1,636 | 1,756 |
| | Scope1 emissions | Consolidated | t-CO ₂ | 16,052 | 15,961 | 15,214 | 11,983 | 14,004 | 13,714 |
| Scope 2 greenhouse gas (GHG) ★ | CO ₂ emissions | Consolidated | t-CO ₂ | 178,102 | 166,605 | 147,294 | 120,123 | 108,808 | 96,071 |
| | Scope1 and 2 emissions | Consolidated | t-CO ₂ | 194,154 | 182,566 | 162,508 | 132,106 | 122,812 | 109,785 |
| Scope 1+2 greenhouse gas (GHG) ★ | vs. SBT base year FY2017 | Consolidated | % | - | -6.0 | -16.3 | -32.0 | -36.7 | -43.5 |
| | Scope3 emissions | Consolidated | t-CO ₂ | 2,927,320 | 3,123,238 | 3,782,555 | 2,470,411 | 2,420,492 | 2,761,669 |
| Scope 3 greenhouse gas (GHG) ★ | vs. SBT base year FY2017 | Consolidated | % | - | - | - | - | -17.3 | -5.7 |
| | Scope 1 and 2 greenhouse gas emissions intensity | Per consolidated sales | Consolidated | t-CO ₂ /¥Million | 0.17 | 0.16 | 0.14 | 0.17 | 0.14 |
| Energy | Electricity usage | Consolidated | MWh | 333,514 | 328,900 | 327,851 | 288,691 | 305,752 | 305,287 |
| | City gas usage | Consolidated | MWh | 70,353 | 67,118 | 64,095 | 58,064 | 64,632 | 63,516 |
| | Gasoline, light oil, heavy oil A, natural gas usage | Consolidated | MWh | 6,888 | 6,379 | 5,537 | 3,083 | 3,165 | 2,292 |
| | Steam, cold water, hot water usage | Consolidated | MWh | 64,758 | 65,969 | 68,730 | 54,133 | 54,500 | 59,344 |
| | Total energy usage | Consolidated | MWh | 475,513 | 468,366 | 466,214 | 403,973 | 428,049 | 430,439 |
| Renewable energy | Usage (purchased/generated) | Consolidated | MWh | 0 | 0 | 13,046 | 29,647 | 62,156 | 102,676 |
| | Ratio of renewable energy to electricity usage | Consolidated | % | 0.0 | 0.0 | 4.0 | 10.3 | 20.3 | 33.6 |
| | YoY change | Consolidated | % | - | - | 4.0 | 6.3 | 10.0 | 13.3 |
| Water | Tap water usage | Consolidated* ² | m ³ | - | 1,317,230 | 1,260,594 | 1,407,531 | 1,719,788 | 1,796,295 |
| | Groundwater usage | Consolidated* ² | m ³ | - | 480,731 | 452,702 | 459,054 | 570,760 | 613,303 |
| | Gray water usage | Consolidated* ² | m ³ | - | 136,804 | 125,989 | 198,882 | 158,848 | 151,017 |
| | Total usage | Consolidated* ² | m ³ | - | 1,934,765 | 1,839,285 | 2,065,467 | 2,449,396 | 2,560,615 |
| | Emissions* ¹ | Consolidated* ² | m ³ | - | 1,934,765 | 1,839,285 | 2,065,467 | 2,449,396 | 2,560,615 |
| Waste* ³ (including food waste) ★ | Amount generated | Consolidated* ² | t | 18,532 | 17,202 | 17,597 | 21,694 | 26,637 | 29,855 |
| | Amount recycled | Consolidated* ² | t | 10,863 | 9,938 | 10,453 | 12,479 | 12,845 | 15,421 |
| | Final disposal amount | Consolidated* ² | t | 7,669 | 7,264 | 7,144 | 9,216 | 13,792 | 14,434 |
| Food waste* ⁴ ★ | Amount generated | Consolidated* ⁵ | t | 4,497 | 4,312 | 4,379 | 2,886 | 4,394 | 4,753 |
| | Amount recycled | Consolidated* ⁵ | t | 2,416 | 2,477 | 2,610 | 1,857 | 3,027 | 3,598 |
| | Final disposal amount | Consolidated* ⁵ | t | 2,081 | 1,835 | 1,769 | 1,029 | 1,367 | 1,155 |
| Packaging material usage* ⁶ | Usage | Daimaru Matsuzakaya Department Stores | t | 2,370 | 2,236 | 2,030 | 1,075 | 1,129 | 1,200 |

★ Third-party assurance obtained: Third-party assurance obtained by LRQA Limited (water and waste from FY2020; energy, renewable energy, and food waste from FY2021)

*¹ Water emissions are equal to the amount of water used.

*² Daimaru Matsuzakaya Department Store until FY2019

*³ Waste: General waste, industrial waste, and food waste

*⁴ The calculation method for food waste was changed, and the data for FY2021 was revised.

*⁵ Daimaru Matsuzakaya Department Store until FY2020

*⁶ Weight of wrapping paper, shopping bags, paper bags, plastic food bags, etc.

Environmental Data → **Social Data** Corporate Governance Data

Social Data

| | Boundary | Unit | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|---------------------------------------|--------|--------|--------|-------|-------|-------|-------|
| Number of employees | Consolidated | People | 10,429 | 10,276 | 9,844 | 9,635 | 8,148 | 7,258 |
| Share of female employees | Consolidated | % | 57.2 | 56.8 | 57.0 | 56.3 | 55.6 | 52.9 |
| Share of women in management positions ^{*1} | ★ Consolidated | % | 14.3 | 14.7 | 16.6 | 19.9 | 21.3 | 22.2 |
| Number of new graduate hires | Consolidated | People | 79 | 94 | 76 | 94 | 68 | 107 |
| Men | Consolidated | People | 36 | 44 | 38 | 41 | 33 | 38 |
| Women | Consolidated | People | 43 | 50 | 38 | 53 | 35 | 69 |
| Share of female new graduate hires | Consolidated | % | 54.4 | 53.2 | 50.0 | 56.4 | 51.5 | 64.5 |
| Employment rate of people with a disability | ★ Consolidated ^{*2} | % | — | 2.21 | 2.21 | 2.21 | 2.66 | 2.93 |
| Number of foreign employees | Consolidated | People | — | 15 | 14 | 40 | 42 | 50 |
| Share of foreign employees | Consolidated | % | — | 0.1 | 0.1 | 0.4 | 0.5 | 0.7 |
| Employee turnover rate ^{*3} | Consolidated | % | 3.6 | 3.3 | 3.9 | 1.9 | 10.5 | 5.3 |
| Involuntary turnover rate | Consolidated | % | 0 | 0 | 0 | 0 | 0 | 0 |
| Number of employees taking childcare leave | ★ Consolidated ^{*4} | People | 175 | 203 | 161 | 139 | 88 | 75 |
| Return rate of women after childcare leave | ★ Consolidated ^{*5} | % | 93.0 | 97.4 | 89.5 | 94.4 | 95.3 | 93.4 |
| Paternity leave usage rate | ★ Consolidated | % | — | — | — | 18.8 | 43.6 | 68.0 |
| Number of employees working shorter hours for childcare | Daimaru Matsuzakaya Department Stores | People | 137 | 166 | 157 | 209 | 304 | 298 |
| Number of employees taking long-term caregiver leave | Daimaru Matsuzakaya Department Stores | People | 2 | 10 | 3 | 2 | 5 | 8 |
| Number of employees taking short-term caregiver leave | Daimaru Matsuzakaya Department Stores | People | 31 | 42 | 30 | 30 | 4 | 40 |
| Number of employees working shorter hours for caregiving | Daimaru Matsuzakaya Department Stores | People | 0 | 1 | 0 | 0 | 1 | 4 |
| Percentage of employees earning minimum wage by region ^{*6} | Daimaru Matsuzakaya Department Stores | % | 0 | 0 | 0 | 0 | 0 | 0 |
| Health examination participation rate | Daimaru Matsuzakaya Department Stores | % | 99.7 | 99.9 | 99.6 | 100 | 99.8 | 100 |
| Stress check response rate | Daimaru Matsuzakaya Department Stores | % | 95.9 | 96.4 | 96.5 | 97.4 | 97.1 | 96.3 |
| Number of labor accidents (work accidents) | Consolidated ^{*7} | Cases | 40 | 38 | 68 | 81 | 51 | 40 |
| Number of labor accidents (commutation accidents) | Consolidated ^{*7} | Cases | 26 | 17 | 23 | 38 | 31 | 31 |
| Number of fatalities at works | ★ Consolidated | People | — | 0 | 0 | 0 | 0 | 0 |
| Number of harassment cases | Consolidated | Cases | 14 | 22 | 50 | 40 | 37 | 47 |
| Number of usages of JFR Group Compliance Hotline | Consolidated | Cases | 28 | 24 | 36 | 24 | 46 | 49 |
| Data security: Number of data breaches ^{*8} | Consolidated | Cases | 0 | 0 | 0 | 0 | 0 | 1 |

★ Third-party assurance received from LRQA Limited. (Have received assurance for social data since 2021.)

*1 Manager level or above

*2 As of June each year, special exception scope for affiliates.

*3 Number of employees who retired during the fiscal year/Number of employees at the beginning of the fiscal year x 100%.
(The number of retired employees excludes those who retired due to mandatory retirement age, transfer, or appointment as an officer.)

*4 Daimaru Matsuzakaya Department Stores until FY2020. (Number of employees taking childcare leave continuously after the year of childbirth.)

*5 Daimaru Matsuzakaya Department Store until FY2020.

*6 Grade 1 and 2 dedicated employees paid according to a wage table by region.

*7 Daimaru Matsuzakaya Department Store until FY2018.

*8 Confidential information breaches and personal data breaches.

Environmental Data

Social Data

→ Corporate Governance Data

Corporate Governance Data

| | Unit | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|--------|------|------|------|------|------|------|------|
| Directors | People | 13 | 13 | 13 | 13 | 12 | 10 | 11 |
| Men | People | 12 | 11 | 11 | 12 | 9 | 7 | 8 |
| Women | People | 1 | 2 | 2 | 1 | 3 | 3 | 3 |
| Independent Outside Directors | People | 5 | 5 | 6 | 6 | 6 | 6 | 7 |
| Men | People | 4 | 3 | 4 | 5 | 4 | 4 | 5 |
| Women | People | 1 | 2 | 2 | 1 | 2 | 2 | 2 |
| Share of Independent Outside Directors | % | 38.5 | 38.5 | 46.2 | 46.2 | 50.0 | 60.0 | 63.6 |
| Combined Directors and Executive Officers | People | 5 | 5 | 4 | 4 | 4 | 2 | 2 |
| Share of combined Directors and Executive Officers | % | 38.5 | 38.5 | 30.8 | 30.8 | 33.3 | 20.0 | 18.2 |
| Share of female Directors | % | 7.7 | 15.4 | 15.4 | 7.7 | 25.0 | 30.0 | 27.3 |