

10-Year Data (Sustainability)

			Boundary	Unit	FY2015	FY2016		FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Society															
Number of employees			Consolidated	People	11,023	10,732		10,429	10,276	9,844	9,635	8,148	7,258	7,369	7,302
Regular employees			Consolidated	People	7,038	6,871		6,723	6,695	6,579	6,528	5,589	5,115	5,277	5,343
Dedicated employees			Consolidated	People	—	—		1,573	1,697	1,739	1,688	1,444	1,195	1,170	1,131
Fixed-term employees			Consolidated	People	3,985	3,861		2,133	1,884	1,526	1,419	1,115	948	922	828
Ratio of female employees			Consolidated	%	—	—		57.2	56.8	57.0	56.3	55.6	52.9	53.45	53.8
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	26.2
Number of new graduate hires			Consolidated	People	69	58		79	94	76	94	68	107	92	102
Men			Consolidated	People	32	24		36	44	38	41	33	38	34	39
Women			Consolidated	People	37	34		43	50	38	53	35	69	58	63
Ratio of female new graduate hires			Consolidated	%	53.6	58.6		54.4	53.2	50.0	56.4	51.5	64.5	63.0	61.8
Employment rate of disabled people**2			Consolidated	%	—	—		—	2.21	2.21	2.21	2.66	2.93	2.89	3.09
Number of foreign employees			Consolidated	People	—	—		—	15	14	40	42	50	50	27
Ratio of foreign employees			Consolidated	%	—	—		—	0.1	0.1	0.4	0.5	0.7	0.7	0.4
Employee turnover rate*3			Consolidated	%	—	—		3.6	3.3	3.9	1.9	10.5	5.3	5.4	4.6
Involuntary turnover rate			Consolidated	%	0	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	86
Female return rate after childcare leave*			Consolidated*5	%	—	—		93.0	97.4	89.5	94.4	95.3	93.4	94.0	92.5
Ratio of male employees taking childcare leave*			Consolidated	%	—	—		—	—	—	18.8	43.6	68.0	87.5	132.5
Wage differences between men and women*6 (all workers)			Consolidated	%	—	—		—	—	—	—	—	59.8	65.3	66.5
Regular workers*7			Consolidated	%	—	—		—	—	—	—	—	71.3	74.4	75.0
Non-regular workers*8			Consolidated	%	—	—		—	—	—	—	—	70.9	72.7	75.5
Employee engagement (employee satisfaction)			Consolidated	%	—	—		—	—	—	—	—	—	67.7	68.9
(work recommendation)			Consolidated	%	—	—		—	—	—	—	—	—	57.7	59.9
Number of employees taking family care leave			Daimaru Matsuzakaya Department Stores	People	4	2		2	10	3	2	5	8	8	12
Number of employees taking family care time off			Daimaru Matsuzakaya Department Stores	People	16	20		31	42	30	30	4	40	52	61
Number of employees working shorter hours for family care			Daimaru Matsuzakaya Department Stores	People	0	1		0	1	0	0	1	4	18	24
Percentage of employees earning minimum wage by region*9			Daimaru Matsuzakaya Department Stores	%	0	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	99.8	100	100	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	95.2
Number of labor accidents (work accidents)			Consolidated*10	—	36	31		40	38	68	81	51	40	50	8
Number of labor accidents (commutation accidents)			Consolidated*10	—	16	25		26	17	23	38	31	31	30	17
Lost time injury frequency rate (employees)*11			Consolidated	—	—	—		—	2.17	1.86	1.74	1.85	0.88	0.79	0.55
Number of work-related fatalities (employees)*			Consolidated	People	—	—		—	0	0	0	0	0	0	0
Number of harassment consultations			Consolidated	—	14	16		14	22	50	40	37	47	41	49
Number of usages of JFR Group Compliance Hotline			Consolidated	—	24	22		28	24	36	24	46	49	61	66
Data security: number of data breaches*12			Consolidated	—	0	0		0	0	0	0	0	1	0	0
Amount donated to communities			Consolidated	Millions of yen	—	—		43	71	67	62	75	87	36	57
Political contribution expenses			Consolidated	Millions of yen	—	—		2.2	0.2	0.3	0.07	0.04	0.17	0.17	0.06
Penalty for corruption			Consolidated	Millions of yen	—	—		0	0	0	0	0	0	0	0
Punishment/dismissal for anti-corruption violations			Consolidated	People	—	—		0	0	0	0	0	0	0	0
Environment															
Energy*	Electricity	Usage	Consolidated	MWh	—	—		333,514	328,900	327,851	288,691	305,752	305,287	297,828	294,269
	City gas	Usage	Consolidated	MWh	—	—		70,353	67,118	64,095	58,064	64,632	63,516	61,488	66,599
	Light oil	Usage	Consolidated	MWh	—	—		—	—	88	88	105	101	28	5
	A type heavy oil	Usage	Consolidated	MWh	—	—		70	70	70	65	49	65	52	64
	Kerosene	Usage	Consolidated	MWh	—	—		—	—	—	—	—	—	0.1	0.05
	Gasoline	Usage	Consolidated	MWh	—	—		6,805	6,295	5,368	2,929	3,011	2,126	1,916	1,793
	Natural gas	Usage	Consolidated	MWh	—	—		13	14	11	1	0	0	0	0
	Steam / cold water / hot water	Usage	Consolidated	MWh	—	—		64,758	65,969	68,730	54,133	54,500	59,344	60,848	63,785
	Total	Usage	Consolidated	MWh	—	—		475,513	468,366	466,214	403,973	428,049	430,439	422,160	426,515
Renewable energy*		Usage	Consolidated	MWh	—	—		—	—	13,046	29,647	62,156	102,676	157,454	197,746
Scope 1 greenhouse gas (GHG)*	Renewable energy ratio to total electricity usage		Consolidated	%	—	—		—	—	4.0	10.3	20.3	33.6	52.9	67.2
	Carbon dioxide (CO2)	Emissions	Consolidated	t-CO2	—	—		14,548	13,824	13,074	11,170	12,368	11,958	11,459	11,551
	Hydrofluorocarbon (HFC)	Emissions	Consolidated	t-CO2	—	—		1,504	2,137	2,140	813	1,636	1,756	2,562	2,879
Scope 2 GHG*	Scope 1	Emissions	Consolidated	t-CO2	—	—		—	—	—	—	—	—	14,021	14,430
	CO2	Emissions (market base)	Consolidated	t-CO2	—	—		178,102	166,605	147,294	120,123	108,808	96,071	68,736	52,695
		Emissions (location base)	Consolidated	t-CO2	—	—		184,047	177,987	174,094	147,820	146,810	142,935	136,692	136,692
Scope 1 and 2 GHG*		Emissions	Consolidated	t-CO2	—	—		194,154	182,566	162,508	132,106	122,812	109,785	82,757	67,125
	vs. SBT base year (FY2017)		Consolidated	%	—	—		—	(6.0)	(16.3)	(32.0)	(36.7)	(43.5)	(57.4)	(65.4)
Scope 3 GHG*		Emissions	Consolidated	t-CO2	—	—		2,927,320	3,123,238	3,782,555	2,470,411	2,420,492	2,761,669	2,898,436	2,247,051
	vs. SBT base year (FY2017)		Consolidated	%	—	—		—	—	—	—	(17.3)	(5.7)	(1.0)	(23.2)
Scope 1 and 2 GHG emissions intensity*	Per consolidated sales		Consolidated	t-CO2/¥Million	—	—		0.17	0.16	0.14	0.17	0.14	0.11	0.07	0.05
Water*	Tap water	Usage	Consolidated*14	m³	—	—		—	1,317,230	1,260,594	1,407,531	1,719,788	1,796,295	1,880,316	1,904,299
	Groundwater	Usage	Consolidated*14	m³	—	—		—	480,731	452,702	459,054	570,760	613,303	625,066	598,766
	Gray water	Usage	Consolidated*14	m³	—	—		—	136,804	125,989	198,882	158,848	151,017	140,709	153,350
	Total	Usage	Consolidated*14	m³	—	—		—	1,934,765	1,839,285	2,065,467	2,449,396	2,560,615	2,646,091	2,656,415
		Emissions*13	Consolidated*14	m³	—	—		—	1,934,765	1,839,285	2,065,467	2,449,396	2,560,615	2,646,091	2,656,415
Waste (including food waste)*15		Emissions	Consolidated*14	t	—	19,885		18,532	17,202	17,597	21,694	26,637	29,855	29,814	48,201
	Amount recycled		Consolidated*14	t	—	11,644		10,863	9,938	10,453	12,479	12,845	15,421	16,176	18,759
	Final disposal amount		Consolidated*14	t	—	8,241		7,669	7,264	7,144	9,216	13,792	14,434	13,638	29,443
	Recycling ratio		Consolidated*14	%	—	58.6		58.6	57.8	59.4	57.5	48.2	51.7	54.3	38.9
Food waste**16		Emissions	Consolidated*15	t	—	4,540		4,497	4,312	4,379	2,886	4,394	4,753	4,943	4,587
	Amount recycled		Consolidated*15	t	—	2,716		2,416	2,477	2,610	1,857	3,027	3,598	3,934	4,051
	Final disposal amount		Consolidated*15	t	—	1,824		2,081	1,835	1,769	1,029	1,367	1,155	1,009	536
	Recycling ratio		Consolidated*15	%	—	59.8		53.7	57.4	59.6	64.3	68.9	75.7	79.6	88.3
Specified hazardous waste*16		Emissions	Consolidated	t	—	—		—	—	—	—	6	0.2	0	0.01
Packaging materials usage*17		Usage	Daimaru Matsuzakaya Department Stores	t	—	2,409		2,370	2,236	2,030	1,075	1,129	1,200	1,221	1,139

*Have received third-party assurance from LROA Limited. (Have received the same assurance for water and waste since FY2020, for social data, energy, renewable energy, and food waste since FY2021, and for lost time injury frequency rate since FY2024.)

*1 Manager level or above

*2 Special scope of associates as of June each year

*3 Number of retired employees during the fiscal year / Number of employees at the beginning of the fiscal 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 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.