Data

Financial Information

10-Year Data (Sustainability)

Item	Boundary	Unit	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Society												
Number of employees	Consolidated	People	11,561	11,149	11,023	10,732	10,429	10,276	9,844	9,635	8,148	7,258
Regular employees	Consolidated	People	7,302	7,190	7,038	6,871	6,723	6,695	6,579	6,528	5,589	5,115
Dedicated employees	Consolidated	People	—	—	—	—	1,573	1,697	1,739	1,688	1,444	1,195
Fixed-term employees	Consolidated	People	4,259	3,959	3,985	3,861	2,133	1,884	1,526	1,419	1,115	948
Ratio of female employees	Consolidated	%	—	—	—	—	57.2	56.8	57.0	56.3	55.6	52.9
Ratio of women in management positions*1	Consolidated	%	—	—	10.4	12.2	14.3	14.7	16.6	19.9	21.3	22.2
Number of new graduate hires	Consolidated	People	—	—	69	58	79	94	76	94	68	107
Male	Consolidated	People	—	—	32	24	36	44	38	41	33	38
Female	Consolidated	People	—	—	37	34	43	50	38	53	35	69
Ratio of female new graduate hires*2	Consolidated	%	—	—	53.6	58.6	54.4	53.2	50.0	56.4	51.5	64.5
Employment rate of disabled people*2	Consolidated	%	—	—	—	—	—	2.21	2.21	2.21	2.66	2.93
Number of foreign employees	Consolidated	People	—	—	—	—	—	15	14	40	42	50
Ratio 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	0	0
Number of employees taking childcare leave*	Consolidated*4	People	—	—	—	—	175	203	161	139	88	75
Female return rate after childcare leave*	Consolidated*5	%	—	—	—	—	93.0	97.4	89.5	94.4	95.3	93.4
Ratio of male employees taking childcare leave*	Consolidated	%	—	—	—	—	—	—	—	18.8	43.6	68.0
Number of employees working shorter hours for childcare	Daimaru Matsuzakaya Department Stores	People	—	—	148	135	137	166	157	209	304	298
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
Number of employees taking family care leave	Daimaru Matsuzakaya Department Stores	People	—	—	4	2	2	10	3	2	5	8
Number of employees taking family care time off	Daimaru Matsuzakaya Department Stores	People	—	—	16	20	31	42	30	30	4	40
Number of employees working shorter hours for family care	Daimaru Matsuzakaya Department Stores	People	—	—	0	1	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	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
Stress check response rate	Daimaru Matsuzakaya Department Stores	%	—	—	85.3	94.0	95.9	96.4	96.5	97.4	97.1	96.3
Number of labor accidents (work accidents)	Consolidated*7		—	—	36	31	40	38	68	81	51	40
Number of labor accidents (commutation accidents)	Consolidated*7		—	—	16	25	26	17	23	38	31	31
Lost time injury frequency rate (employees)*8	Consolidated	%	—	—	—	—	—	—	—	—	1.85	0.88
Number of work-related fatalities (employees)*	Consolidated	People	—	—	—	—	—	—	—	—	0	0
Number of harassment consultations	Consolidated		—	—	14	16	14	22	50	40	37	47
Number of usages of JFR Group Compliance Hotline	Consolidated		—	—	24	22	28	24	36	24	46	49
Data security: number of data breaches*9	Consolidated		—	—	0	0	0	0	0	0	0	1
Amount donated to communities	Consolidated	Millions of yen	—	—	—	—	—	—	—	—	75	87
Political contribution expenses	Consolidated	Millions of yen	—	—	—	—	2.2	0.2	0.3	0.07	0.04	0.17
Penalty for corruption	Consolidated	Millions of yen	—	—	—	—	0	0	0	0	0	0
Punishment/dismissal for anti-corruption violations	Consolidated	People	—	—	—	—	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
Heavy oil (Usage)	Consolidated	MWh	—	—	—	—	70	70	70	65	49	65
Gasoline (Usage)	Consolidated	MWh	—	—	—	—	6,805	6,295	5,368	2,929	3,011	2,126
Natural gas (Usage)	Consolidated	MWh	—	—	—	—	13	14	11	1	0	0
Light oil (Usage)	Consolidated	MWh	—	—	—	—	—	—	88	88	105	101
Electricity (Usage)	Consolidated	MWh	—	—	—	—	333,514	328,900	327,851	288,691	305,752	305,287
Steam / cold water / hot water (Usage)	Consolidated	MWh	—	—	—	—	64,758	65,969	68,730	54,133	54,500	59,344
Total (Usage)	Consolidated	MWh	—	—	—	—	475,513	468,366	466,214	403,973	428,049	430,439
Renewable energy* (Usage)	Consolidated	MWh	—	—	—	—	—	—	13,046	29,647	62,156	102,676
Ratio of renewable energy to total electricity usage	Consolidated	%	—	—	—	—	—	—	4.0	10.3	20.3	33.6
Scope 1 greenhouse gas (GHG)* Carbon dioxide (CO₂) (Emissions)	Consolidated	t-CO₂	—	—	—	—	14,548	13,824	13,074	11,170	12,368	11,958
Hydrofluorocarbon (HFC) (Emissions)	Consolidated	t-CO₂	—	—	—	—	1,504	2,137	2,140	813	1,636	1,756
Scope 2 GHG* CO₂ (Emissions)	Consolidated	t-CO₂	—	—	—	—	178,102	166,605	147,294	120,123	108,808	96,071
Scope 1 and 2 GHG* (Emissions)	Consolidated	t-CO₂	—	—	—	—	194,154	182,566	162,508	132,106	122,812	109,785
vs. SBT base year (FY2017)	Consolidated	%	—	—	—	—	—	(6.0)	(16.3)	(32.0)	(36.7)	(43.5)
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
vs. SBT base year (FY2017)	Consolidated	%	—	—	—	—	—	—	—	—	(17.3)	(5.7)
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
Water* Tap water (Usage)	Consolidated*11	m³	—	—	—	—	—	1,317,230	1,260,594	1,407,531	1,719,788	1,796,295
Groundwater (Usage)	Consolidated*11	m³	—	—	—	—	—	480,731	452,702	459,054	570,760	613,303
Gray water (Usage)	Consolidated*11	m³	—	—	—	—	—	136,804	125,989	198,882	158,848	151,017
Total (Usage)	Consolidated*11	m³	—	—	—	—	—	1,934,765	1,839,285	2,065,467	2,449,396	2,560,615
Emissions*10	Consolidated*11	m³	—	—	—	—	—	1,934,765	1,839,285	2,065,467	2,449,396	2,560,615
Waste (including food waste)*12 (Emissions)	Consolidated*11	t	—	—	—	19,885	18,532	17,202	17,597	21,694	26,637	29,855
Amount recycled	Consolidated*11	t	—	—	—	11,644	10,863	9,938	10,453	12,479	12,845	15,421
Final disposal amount	Consolidated*11	t	—	—	—	8,241	7,669	7,264	7,144	9,216	13,792	14,434
Recycling ratio	Consolidated*11	%	—	—	—	58.6	58.6	57.8	59.4	57.5	48.2	51.7
Food waste*13 (Emissions)	Consolidated*5	t	—	—	—	4,540	4,497	4,312	4,379	2,886	4,394	4,753
Amount recycled	Consolidated*5	t	—	—	—	2,716	2,416	2,477	2,610	1,857	3,027	3,598
Final disposal amount	Consolidated*5	t	—	—	—	1,824	2,081	1,835	1,769	1,029	1,367	1,155
Recycling ratio	Consolidated*5	%	—	—	—	59.8	53.7	57.4	59.6	64.3	68.9	75.7
Specified hazardous waste*14 (Emissions)	Consolidated	t	—	—	—	—	—	—	—	—	6	0.2
Packaging materials usage*15	Daimaru Matsuzakaya Department Stores	t	—	—	—	2,409	2,370	2,236	2,030	1,075	1,129	1,200

*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 Grade 1 and 2 dedicated employees of Daimaru Matsuzakaya Department Stores paid according to a wage table by region
*7 Boundaries for the years up to FY2018 are Daimaru Matsuzakaya Department Stores.

*8 Lost time injury frequency rate: The frequency of lost time injuries occurring in a workplace per one million hours worked
*9 Confidential information breaches and personal data breaches
*10 Water usage and emissions are the same volume.
*11 Boundaries for the years up to FY2019 are Daimaru Matsuzakaya Department Stores.
*12 Waste includes general waste, industrial waste, and food waste.
*13 Reviewed the calculation method for food waste and revised the data for FY2021.
*14 (i) Waste PCB, etc.; (ii) PCB contaminated materials; (iii) PCB processed materials; (iv) waste mercury, etc.; (v) waste mercury, etc. processed materials; (vi) specified sewage sludge; (vii) waste asbestos; and (viii) burnt residue, sludge, slag, dust, waste acid, waste alkali, etc. exceeding the limits
*15 Weight of wrapping paper, shopping bags, paper bags, plastic bags for food products, etc.