

Top Commitment	Sustainability Promotion System	JFR Materiality Issues	Contribution to a Low-Carbon Society	Management of the Entire Supply Chain	Coexistence with Local Communities	Promotion of Diversity	Realization of Work-Life Balance	Operating Companies' ESG Initiatives	Outside Director's Message	Governance	Data
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→ [ESG Data](#) [GRI Standards Comparison Chart](#) [Company Data](#)

Environmental Data

		Scope	Unit	FY2014	FY2015	FY2016	FY2017	FY2018		
Scope 1 and 2 Greenhouse Gases (GHG) Emissions	CO ₂ emissions	Scope 1 results	Consolidated	t-CO ₂	-	-	-	14,548	13,823	
		Change relative to previous year	Consolidated	%	-	-	-	-	▲5.0	
	HFC emissions	Scope 2 results	Consolidated	t-CO ₂	-	-	-	178,102	166,606	
		Change relative to previous year	Consolidated	%	-	-	-	-	▲6.5	
	*Third-party guarantee	Total	Scope 1 results	Consolidated	t-CO ₂	-	-	-	1,504	2,137
			Change relative to previous year	Consolidated	%	-	-	-	-	42.1
Scope 3	Total	Scope 1 and 2 results	Consolidated	t-CO ₂	-	-	-	194,154	182,566	
		Change relative to previous year	Consolidated	%	-	-	-	-	▲6.0	
Scope 3	Total	Scope 3 results	Consolidated	t-CO ₂	-	-	-	3,074,960	3,123,238	
		Change relative to previous year	Consolidated	%	-	-	-	-	1.6	
Energy usages	*Third-party guarantee	Electricity usage	Consolidated	GJ	-	-	-	3,325,136	3,279,132	
		Change relative to previous year	Consolidated	%	-	-	-	-	▲1.4	
	Municipal gas usage	Consolidated	GJ	-	-	-	253,310	241,675		
		Change relative to previous year	Consolidated	%	-	-	-	-	▲4.6	
	Gasoline, light oil, fuel oil A usage	Consolidated	GJ	-	-	-	24,750	22,914		
		Change relative to previous year	Consolidated	%	-	-	-	-	▲6.7	
	Steam, hot water, cold water usage	Consolidated	GJ	-	-	-	317,057	322,984		
		Change relative to previous year	Consolidated	%	-	-	-	-	1.9	
Energy usage -- total	Consolidated	GJ	-	-	-	3,920,253	3,866,705			
	Change relative to previous year	Consolidated	%	-	-	-	-	▲1.4		
Wrapping material usage	Wrapping material usage	Daimaru Matsuzakaya Department Stores	t	2,682	2,553	2,409	2,370	2,236		
	Change relative to previous year	Daimaru Matsuzakaya Department Stores	%	-	▲4.8	▲5.6	▲1.6	▲5.7		
Waste food product disposal amount	Waste food product disposal amount	Daimaru Matsuzakaya Department Stores	t	1,718	1,527	1,824	2,081	1,867		
	Change relative to previous year	Daimaru Matsuzakaya Department Stores	%	-	▲11.1	19.4	14.1	▲10.3		
Food product recycling rate	Food product recycling rate	Daimaru Matsuzakaya Department Stores	%	61.3	65.5	59.8	53.7	56.8		
	Change relative to previous year	Daimaru Matsuzakaya Department Stores	%	-	4.2	▲5.7	▲6.1	3.1		
Water usage	Water usage	Daimaru Matsuzakaya Department Stores	1,000 m ²	2,131	2,083	1,986	1,969	1,931		
	Change relative to previous year	Daimaru Matsuzakaya Department Stores	%	-	▲2.3	▲4.7	▲0.9	▲1.9		

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Social Data

	Scope	Unit	FY2014	FY2015	FY2016	FY2017	FY2018
Number of employees	Consolidated	People	11,149	11,023	10,732	10,429	10,276
Proportion of female employees	Consolidated	%	-	-	-	57.2	56.8
Proportion of women in management positions ^{*1}	Consolidated	%	11.1	10.4	12.2	14.3	14.7
Proportion of female leaders ^{*2}	Consolidated	%	27.0	24.1	25.9	28.1	28.4
Number of new graduate hires	Consolidated	People	59	69	58	79	76
Male	Consolidated	People	21	32	24	36	38
Female	Consolidated	People	38	37	34	43	38
Proportion of female new graduate hires	Consolidated	%	64.4	53.6	58.6	54.4	50.0
Employee turnover rate ^{*3}	Consolidated	%	-	-	-	3.6	3.3
Post-retirement reemployment rate	Daimaru Matsuzakaya ^{*4}	%	78.0	88.5	95.6	85.0	87.5
Male	Daimaru Matsuzakaya	%	73.2	88.9	97.3	85.3	90.0
Female	Daimaru Matsuzakaya	%	100.0	85.7	87.5	83.3	83.3
Number of employees taking childcare leave	Daimaru Matsuzakaya	People	171	181	186	175	203
Number of employees working shorter hours for childcare	Daimaru Matsuzakaya	People	169	148	135	137	166
Return rate after childcare leave	Daimaru Matsuzakaya	%	89.7	90.6	89.3	93.0	97.4
Number of employees taking family care leave	Daimaru Matsuzakaya	People	2	4	2	2	10
Number of employees taking family care time off	Daimaru Matsuzakaya	People	5	16	20	31	42
Number of employees working shorter hours for family care	Daimaru Matsuzakaya	People	0	0	1	0	1
Health examination participation rate	Daimaru Matsuzakaya	%	99.9	99.5	99.7	99.7	99.9
Stress check response rate	Daimaru Matsuzakaya	%	86.9	85.3	94.0	95.9	96.4
Number of labor accidents (work accidents)	Daimaru Matsuzakaya	Case	34	36	31	40	38
Number of labor accidents (commutation accidents)	Daimaru Matsuzakaya	Case	16	16	25	26	17
Number of harassment cases	Consolidated	Case	10	14	16	14	22
Number of usage of JFR Group Compliance Hotline	Consolidated	Case	15	24	22	28	24

*1 Manager level or above

*2 Assistant manager level or above

*3 Number of retired employees during the year / Number of employees at the beginning of the year ×100 (%)
(The number of retired employees above excludes employees who retired because of retirement age, transfer and becoming officers.)

*4 Daimaru Matsuzakaya stands for Daimaru Matsuzakaya Department Stores.

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Corporate Governance Data

	Unit	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Directors	People	9	9	9	13	13	13
Male	People	8	8	8	12	11	11
Female	People	1	1	1	1	2	2
Independent Outside Directors	People	2	2	2	5	5	6
Male	People	1	1	1	4	3	4
Female	People	1	1	1	1	2	2
Ratio of independent Outside Directors	%	22.2	22.2	22.2	38.5	38.5	46.2
Directors and Executive Officers	People	7	7	7	5	5	4
Ratio of Directors and Executive Officers	%	77.8	77.8	77.8	38.5	38.5	30.8
Ratio of female Directors	%	11.1	11.1	11.1	7.7	15.4	15.4
Auditors	People	5	5	5	-	-	-
Male	People	5	5	5	-	-	-
Female	People	0	0	0	-	-	-
Independent Outside Audit & Supervisory Board Members	People	3	3	3	-	-	-
Male	People	3	3	3	-	-	-
Female	People	0	0	0	-	-	-
Ratio of independent Outside Audit & Supervisory Board Members	%	60.0	60.0	60.0	-	-	-
Ratio of female Audit & Supervisory Board Members	%	0	0	0	-	-	-

*The Company made the transition to a Company with Three Committees (Nomination, Audit and Remuneration Committees) at the Annual Shareholders Meeting held on May 25, 2017.