

Numerical Data

Environmental Aspects

(Period covered by each year: March of each year to February of the following year. Scope of coverage: Unless otherwise stated, FamilyMart Co., Ltd.)

Disclosures		Unit	FY2018	FY2019	FY2020	Notes
Environmental Aspects						
Environmental management / compliance	ISO 14001 certification acquisition ratio	%	100	100	100	
	Costs of environmental fines or penalties	yen	0	0	0	
	Violation of environmental regulations	cases	0	0	0	
Climate change	Total supply chain GHG (CO ₂) emissions	t-CO ₂	7,294,327	7,002,535	6,381,921	Calculated based on the <i>Basic Guidelines for Calculating Greenhouse Gas Emissions through the Supply Chain Ver.2.4</i> by the Ministry of Economy, Trade and Industry, Ministry of the Environment.
	Scope 1	t-CO ₂	46,756	44,646	50,603	
	Scope 2	t-CO ₂	1,255,969	1,139,491	1,078,013	Calculated based on market standards
	Scope 3 emissions, by category	t-CO ₂	5,991,602	5,818,398	5,253,305	Numbers indicate categories
	1 Purchased goods and services		5,491,686	5,313,457	4,787,506	
	2 Capital goods		192,176	88,269	87,811	
	3 Fuel and energy related activities not included in Scope 1 or 2		92,085	89,202	87,868	
	4 Transportation and delivery (upstream)		111,449	107,790	103,044	
	5 Waste generated in operations		58,524	210,304	180,307	
	6 Business Travel		2,088	2,312	961	
	7 Employee commuting		931	1,242	1,122	
	11 Use of sold products		451	414	393	
	12 End-of-life treatment of sold products		42,212	5,408	4,293	
	GHG (CO ₂) emission basic unit	tons/million yen	0.4367	0.3994	0.4083	CO ₂ emissions per net sales for scope 1 and 2 combined
	Scope 1 GHG breakdown	CO ₂	8,206	7,237	5,519	
CFCs		38,550	37,409	45,084		
Waste, recycling	Waste liquids leaked/discharged	t	0	0	0	
	Biomass plastic used (for ready-to-eat, etc.)	t	1,630	2,669	5,682	
	Ratio of biomass plastic used (for ready-to-eat, etc.)	%	7.6	12.2	28.6	
	Hazardous waste discharged	t	0	0	0	
	Waste discharged from stores routinely	t	342,500	312,604	279,083	Total waste (calculation method changed from FY2019)
	Non-recyclable waste generated	t	146,802	127,226	109,991	Combustible materials, etc. (calculation method changed from FY2019)
	Food waste generated	t	71,135	66,139	61,966	Food residue (calculation method changed from FY2019)
	Stores engaged in food recycling	stores	3,563	3,170	3,139	
	Food recycling participation	%	56.3	59.4	60.8	
	Ratio of declined plastic bags	%	28.9	30.0	62.3	

Disclosures		Unit	FY2018	FY2019	FY2020	Notes
Water	Groundwater collected	KL	83,392	77,147	74,729	Scope of work: Clear Water Tsunan Co., Ltd.
	Amount of collected water sold as drinking water	KL	23,651	27,480	20,349	
	Amount discharged to river	KL	59,741	49,666	54,380	
Supply chain	Number of SAQ respondents regarding CSR procurement	companies	—	—	34	CSR Procurement: Social responsibility regarding the environment, human rights, labor, anti-corruption, etc.
	Number of Supplier plants receiving audits	companies	—	—	4	Company being audited for CSR procurement

Social Aspects

Disclosures		Unit	FY2018	FY2019	FY2020	Notes
Social Aspects						
Employees ¹	Number of employees (non-consolidated)	people	6,045	6,266	5,255	The number of employees includes full-time employees, contract employees, associates, and guest employees from outside the company. Does not include guest employees from outside the company, temporary employees, seasonal workers, or part-time workers.
		Men	5,081	5,210	4,216	
		Women	964	1,056	1,039	
		Ratio of women	%	15.9	16.9	
	Number of employees (consolidated)	people	15,139	13,955	13,070	Average age includes full-time employees, contract employees, associates, and guest employees from outside the company.
		Average age	years old	40.4	40.7	
	Men	years old	41.1	41.4	40.3	Does not include guest employees outside the company, temporary employees, seasonal workers, or part-time workers.
		Women	years old	37.1	36.9	
	Length of service	Year	11.2	12.0	11.3	
		Men	Year	12.6	13.0	
	Women	Year	6.1	6.6	6.5	
		Temporary employees (non-consolidated)	people	2,429	1,588	
	Men	people	915	575	814	
		Women	people	1,514	1,013	
	Ratio of temporary employees	%	28.7	20.2	28.0	

*1 Employee data is calculated at the end of each fiscal year.

Disclosures		Unit	FY2018	FY2019	FY2020	Notes
	Foreign national employees	people	126	156	142	
	Men	people	55	67	61	
	Women	people	71	89	81	
	Employees hired after retirement (age 60 or older)	people	83	122	83	
	Ratio	%	1.4	1.9	1.6	
	New graduates hired	people	291	286	92	
	Men	people	189	182	50	
	Women	people	102	104	42	
	Ratio of women	%	35.1	36.4	45.7	
	Mid-career employees	people	37	21	19	
	Men	people	25	16	11	
	Women	people	12	5	8	
	Ratio of women	%	32.4	23.8	42.1	
	Resignees/retirees	people	267	234	179	Including temporary and associate employees
	Men	people	212	185	137	
	Women	people	55	49	42	
	Turnover rate	%	4.4	3.9	3.6	
	Managers	people	861	630	513	Includes full-time employees, contract employees, associates, and guest employees from outside the company; does not include guest employees from outside the company.
	Men	people	835	600	487	
	Women	people	26	30	26	
Ratio of women	%	3.0	4.8	5.1		
Diversity, work style reform	Employees with disabilities	people	137	146	124	
	Rate of employees with disabilities	%	2.66	2.68	2.62	
	Employees taking a leave of absence for childcare	people	81	89	101	
	Men	people	7	8	12	
	Women	people	74	81	89	
	Rate of returning to work after childcare leave	%	94.5	95.5	100	
	Men	%	100	87.5	100	
	Women	%	85.7	97.1	100	
	Employees taking paid childcare leave ^{*2}	people	179	517	964	
	Men	people	141	430	866	
	Women	people	38	87	98	
	Employees taking nursing care leave	people	5	8	6	
	Men	people	3	3	2	
	Women	people	2	5	4	
	Rate of taking paid leave	%	53.7	69.4	67.3	
Total hours worked per year	hours	2,041	1,969	1,951		
Average monthly overtime worked per person	hours	18.1	14.3	12.4		

*2 Childcare leave: The combined total of short-term childcare leave (male and female) and spousal maternity leave (male). The short-term childcare leave is a five-day paid childcare leave that can be taken every year until the child enters the first year of elementary school.

Disclosures		Unit	FY2018	FY2019	FY2020	Notes
Safety and hygiene	Occupational accident fatalities	people	0	0	0	
	Occupational accident mortality	%	0	0	0	
	Occupational accident severity rate	%	0.014	0.004	0.028	
	Occupational accidents	cases	10	3	11	
	Occupational accident frequency rate	%	0.68	0.43	0.7	
	Employees taking leave for mental health	people	73	83	79	
	Employees taking regular health exams	%	92.6	100	100	
	Smoking rate	%	33.0	34.3	30.8	
	Human resource development, compensation	Dementia Supporter training recipients	people	100	148	225
Average training per person		hours	17.8	8.7	8.3	
Average annual salary		yen	6,172,088	6,198,211	6,509,392	
Supply chain	Supplier plants receiving audits	companies	174	221	126	Total of factory audits and third-party audits by Japan Food Supply Co.,Ltd.
	Ready-to-eat product producers inspected	companies	92	88	88	
	Rate of ready-to-eat product producer inspections	%	100	100	100	
CSR activities	CSR expenditures	million yen	211	215	190	

Governance Aspects

Disclosures		Unit	FY2018	FY2019	FY2020	Notes
Governance Aspects						
Board of Directors	Number of times held	times	21	24	24	
	Directors ^{*3}	people	10	11	12	
	Female directors out of this total ^{*3}	people	0	2	2	
	Independent, outside directors out of this total ^{*3}	people	2	3	4	
	Average director attendance	%	98.1	98.9	99.6	Rounded to the first decimal place.
Board of Corporate Auditors	Number of times held	times	12	13	12	
	Corporate auditors ^{*3}	people	5	6	4	
	Female auditors out of this total ^{*3}	people	1	1	1	
	Independent, outside auditors out of this total ^{*3}	people	3	3	2	
	Average auditor attendance	%	98.5	98.7	100	Rounded to the first decimal place.
Executive compensation	Total compensation	million yen	328	244	288	
Executive Officer	Ratio of female executive officers	%	0	0	0	
Compliance	Whistleblowing/internal reporting	cases	55	61	44	
	Rate of compliance e-learning attendance	%	100	92.8	100	Rounded to the first decimal place. In FY2018, legal and information management training has been implemented.
	Rate of information security e-learning attendance	%	100	100	100	

*3 The number of directors and corporate auditors is based on the data available as of the end of each fiscal year.