



## MARUI GROUP's Four Core Themes for Inclusion

In November 2016, MARUI GROUP identified four core themes for inclusion to guide its efforts to help create a flourishing and inclusive society offering happiness to all. The concept of inclusion entails integrating and including individuals that had previously been excluded

### CORE THEME 1

#### Customer Diversity and Inclusion

We will seek to develop products, services, and stores that bring joy to all customers, regardless of their age, gender, or physical characteristics.

Inclusive Store Development .....	P36
Inclusive Product Development .....	
Financial Inclusion .....	P40



### CORE THEME 3

#### Ecological Inclusion

We will develop businesses with low environmental impact, and contribute to the realization of a low-carbon society and a circular economy, and propose ecologically sound lifestyles that are in harmony with nature and the environment.

Environmental Footprint Reduction .....	P49
Responsible Procurement .....	P83
Innovative Services for Reducing Environmental Impacts .....	



and is congruent with the principles embodied by the United Nations Sustainable Development Goals. In addition, MARUI GROUP's 2050 Vision, a long-term vision looking to 2050, was announced in 2019, marking a step forward in the Company's practice of full-fledged co-creation sustainability management. MARUI GROUP is proactively pursuing its targets with regard to these four core themes and this vision through co-creation with all stakeholders.

### CORE THEME 2

#### Workplace Inclusion

Based on MARUI GROUP's corporate philosophy of striving to "continue evolving to better aid our customers" and "equate the development of our people with the development of our company," we will provide all employees with venues through which they can excel.

Development of an Organization That Utilizes Diversity ...	P60
Wellness Management .....	P66
Human Resource Investments .....	P88



### CORE THEME 4

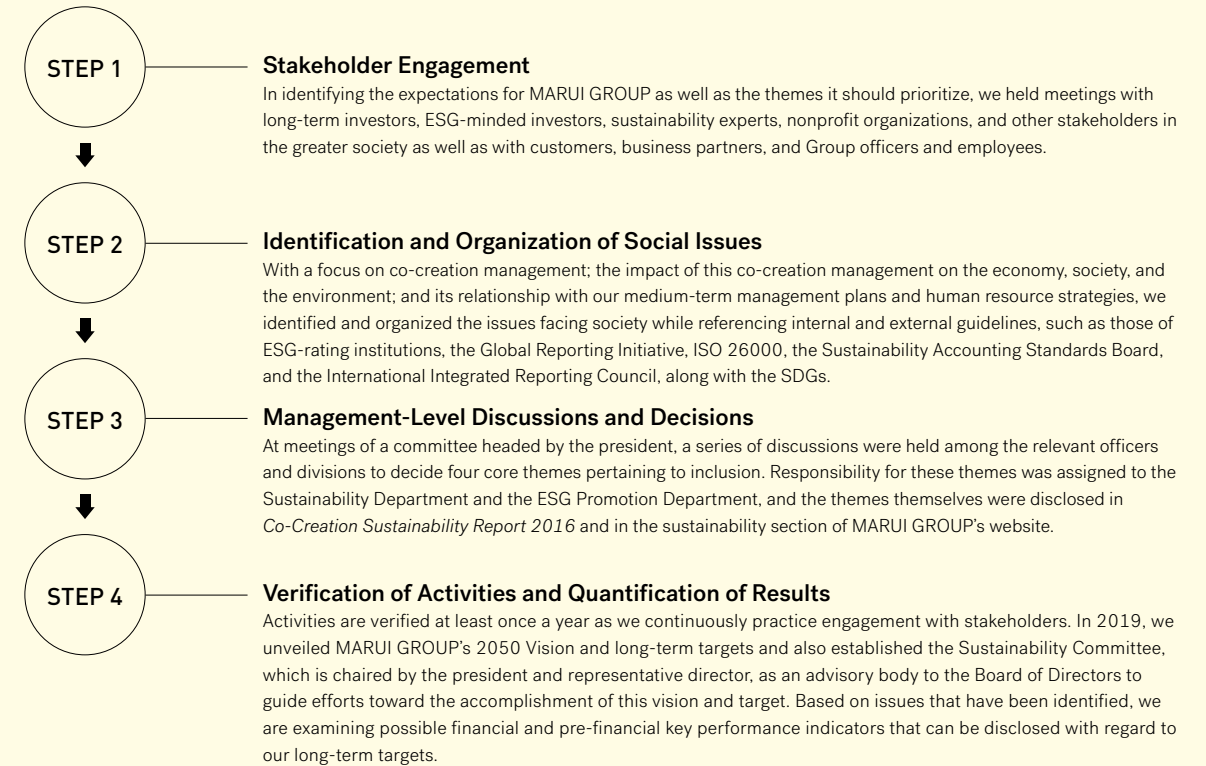
#### Co-Creation Corporate Governance

We will develop management frameworks that include stakeholders in order to achieve harmony between the interests and the happiness of all stakeholders.

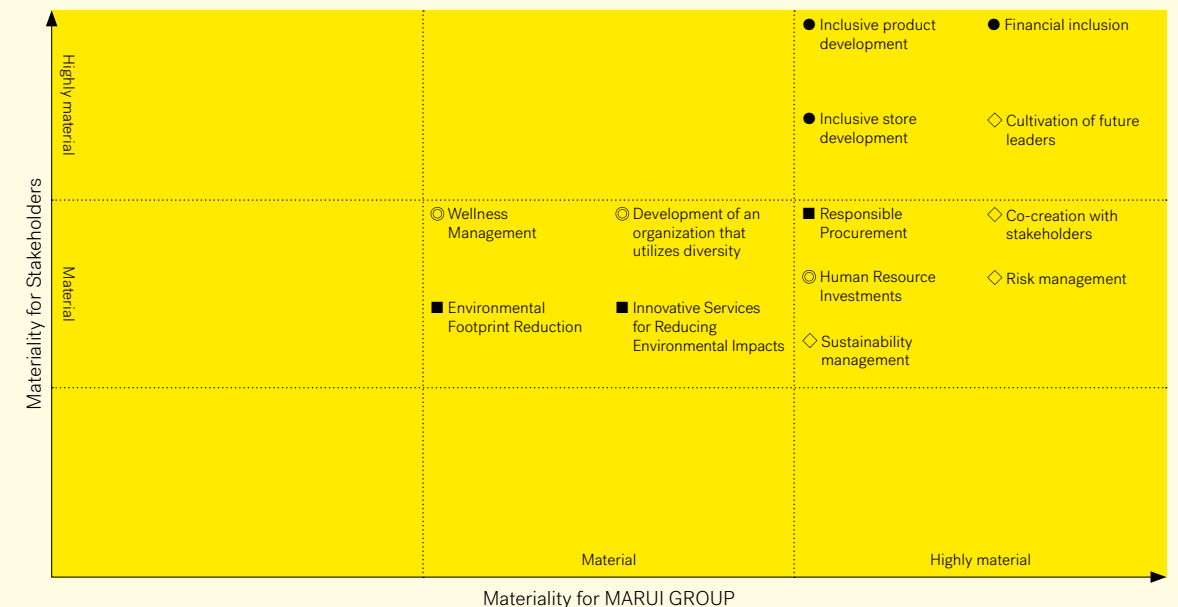
Co-Creation with Stakeholders .....	P24
Sustainability Management .....	P78
Cultivation of Future Leaders .....	P80
Risk Management .....	



## Process for Establishing Core Themes



## Major Initiative Matrix



● Customer Diversity and Inclusion ◎ Workplace Inclusion ■ Ecological Inclusion ◇ Co-Creation Corporate Governance