

Scope of data collection: MARUI GROUP CO., LTD., and its consolidated subsidiaries
(Boundary is defined when non-consolidated data is used.)

Review of Fiscal 2019

Environment

Climate Change

GHG Emissions

- Total greenhouse gas emissions amounted to 511,267 t-CO₂ in fiscal 2019, down 3% year on year, making for the fifth consecutive year of decreases.
- A reduction in Scope 3 emissions of 12,000 t-CO₂, or 3% year on year, was achieved in fiscal 2019, production fell in conjunction with MARUI GROUP's efforts to orient its business more toward experience provision and e-commerce.
- The combined total of Scope 1 and 2 emissions was down 1,763 t-CO₂, or 2% year on year, due to the use of electricity companies with low emission coefficients and the implementation of energy conservation measures.

Energy Consumption

- Store closures and energy conservation measures resulted in reductions in electricity use, which accounts for approximately 80% of all energy consumption, and consequently a 2% year-on-year decrease in overall energy consumption.
- MARUI GROUP began introducing renewable energy in September 2018, and 21,837 GJ worth of power generated from renewable sources was used in fiscal 2019 (1% of total electricity consumption). The Company aims to source 20% of its electricity from renewable power in fiscal 2020, 70% in fiscal 2026, and 100% in fiscal 2031.

Energy Costs

- Society is witnessing an overall increase in energy adjustment costs, driving up the per unit cost of standard electricity, which resulted in a ¥270 million year-on-year increase in total energy costs. Trial introduction of renewable energy only took place at one store over a period of six months, and as a result, the effect on total energy costs was almost non-existent.

Total Waste

- Total waste declined for the second consecutive year, to 14,419 tons, a decrease of 1% year on year. Waste recycled was up following measures to promote extensive sorting of garbage and to enhance waste-related rules, and the rate of all waste recycled was 59%, an increase of 2 percentage points year on year as a result.
- The total amount of food waste rose 14% year on year, to 2,550 tons, in conjunction with the increase in the amount of sales floor space represented by food vendors. Food waste accounted for 18% of all waste.
- Total plastic waste came to 1,427 tons. As a result of a 3-percentage point increase in the ratio of plastic waste recycled, making for a rate of 68%, the volume of plastic waste sent to landfills decreased 31 tons, to 475 tons.

Supply Chain (CSR Procurement)

Number of Audited Suppliers

- On-site audits were conducted at 12 suppliers in fiscal 2019, bringing the aggregate number of audited suppliers to 69. On-site audits of all private brand suppliers were thus completed.
- A total of 51 points of improvement guidance were provided to 11 suppliers, with principal topics of improvement guidance including fire extinguishing equipment and other labor environment aspects as well as product safety and security. No suppliers were requested to implement corrective measures regarding infringements of laws, human rights, or fair trade.

Green Bond Fund Allocation Report

Total Amount of Green Bond Funds Appropriated

- The amount of funds appropriated in fiscal 2019 from the green bonds issued in October 2018 was ¥350 million, which, combined with ¥980 million in refinancing, made for ¥8,600 million in funds outstanding.

Third-Party Verification

- MARUI GROUP receives third-party verification for 14 environment-related items, including greenhouse gas emissions, total waste, and total water used, from the Japan Quality Assurance Organization.

Review of Fiscal 2019

Society

Employees

Ratio of Females in Management Positions

- MARUI GROUP has established an action plan for empowering female employees based on the Act on Promotion of Women's Participation and Advancement in the Workplace, which was enacted in April 2016. The Company is working to raise the ratio of women in management positions to above 17% by fiscal 2021. The ratio in fiscal 2019 was 12%, up for the fourth consecutive year.

Human Resource Investments

- MARUI GROUP views human resource development as being of utmost importance to supporting future growth. In fiscal 2019, human resource investments increased ¥320 million year on year due to the advancement of a program for cultivating future leaders and new employees as well as the holding of training and meetings open to voluntary participation. An aggregate total of 4,743 employees, or roughly 80% of all employees, volunteered to take part in these opportunities.

Customer Satisfaction

- After the publication of co-creation sustainability reports, the ratio of customers responding to the question on the EPOS cardholder email survey about whether MARUI GROUP's vision resonates with them by selecting the "resonates a lot" or "resonates somewhat" options from among the total of five options rose to 84%, a year-on-year increase of 5 percentage points.

Employee Turnover Rate

- The employee turnover rate excluding retirees rose 0.2 percentage points, to 2.5%.
- Turnover rate of new graduate hires in the third year after their joining the Company was 69 in April 2019 compared to 78 in April 2016. Retention rate 88.4%.

Third-Party Verification

- MARUI GROUP receives third-party verification for 14 society-related items, including the employee turnover rate, the lost-time injury frequency rate (LTIFR), and the occupational illness frequency rate (OIFR), from the Japan Quality Assurance Organization.

Review of Fiscal 2019

Governance

Compliance

Officer compensation • Clawback provisions

- MARUI GROUP drafted a compensation plan that clarified the link between the Company's stock price and officer compensation. The plan entailed increasing the portion of total compensation represented by medium-to-long-term incentives and introducing indicators related to ESG factors to facilitate the improvement of medium-to-long-term corporate value.

If serious wrongdoing or violation of laws and regulations occurs by the eligible Directors, the Company shall establish a system to enable it to have said persons forfeit beneficiary rights for undelivered shares (malus) and demand the return of the amount equivalent to the delivered shares (clawback) .

Number of reports filed through whistle-blowing system: 44 (down from 65 in fiscal 2018)

- The MARUI GROUP Hot Line (whistle-blowing system) is maintained as a means for preventing the occurrence of legal violations or misconduct by organizations or individuals and for correcting any issues that may be discovered. This whistle-blowing system may be used by employees as well as by business partners. The MARUI GROUP Hot Line is operated in accordance with internal regulations and provides a venue for reporting to the Audit Department of MARUI GROUP CO., LTD., or to an outside lawyer. MARUI GROUP has regulations in place to prevent whistle-blowers from suffering any detrimental treatment as a result of filing reports. In fiscal 2019, a total of 44 reports were submitted through this whistle-blowing system. None of these reports pertained to legal violations or misconduct, and all reports were investigated while taking steps to protect the whistle-blower.

Number of fines and penalties for corruption: 0 (unchanged from fiscal 2018)

Number of incidents of non-compliance: 0 (unchanged from fiscal 2018)

Number of code of conduct or ethics breaches: 1 (0 in fiscal 2018)

Number of cases of customer privacy violations or complaints: 0 (unchanged from fiscal 2018)

環境 Environment

環境方針 Environmental Policy	有 Yes	「グループ環境方針」 http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1 MARUI GROUP Environmental Policy http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1
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気候変動 Climate Change

気候変動方針 Policy on Climate Change	有 Yes	「グループ環境方針」に含む http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1 Included in the MARUI GROUP Environmental Policy http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1
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		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
GHG排出量★ GHG Emissions★ <small>REVIEW</small>	GHG Scope 1	グループ Group	t-CO ₂	12,580	14,434	14,920	13,818	15,109
	GHG Scope 2			98,637	89,179	103,264	99,286	96,232
	GHG Scope 3			530,595	509,070	489,439	412,256	399,926
	計 Total			641,811	612,683	607,623	525,360	511,267
CO ₂ 排出量★ CO ₂ Emissions★	CO ₂ 直接排出量 Direct CO ₂ Emissions	グループ Group	t-CO ₂	12,580	12,382	12,418	12,445	12,123
	CO ₂ 間接排出量 Indirect CO ₂ Emissions			98,637	89,179	103,264	99,286	96,232
	計 Total			111,216	101,561	115,682	111,731	108,355
GHG排出量原単位 (連結営業利益当たり) GHG Emissions per Unit (Operating Income per Unit)	グループ Group	-	22.9	20.7	19.4	14.9	12.4	
HFC・HCFC排出量★ HFC and HCFC Emissions★	HFC直接排出量 Direct HFC Emissions	グループ Group	t-CO ₂	-	-	1,087	962	2,247
	HCFC直接排出量 Direct HCFC Emissions			-	-	1,415	411	739
	計 Total			-	-	2,502	1,373	2,986
製品カーボンフットプリント Product Carbon Footprint	グループ Group	型数 Items	1	1	9	29	81	
エネルギー使用量★ Energy Consumption★ <small>REVIEW</small>	電力使用量 Electricity Used	グループ Group	GJ	2,004,392	1,964,100	1,995,137	1,989,179	1,933,139
			(千kWh Thousands of kWh)	(201,042)	(197,001)	(200,114)	(199,521)	(193,896)
	再生可能エネルギー使用量 Renewable Energy Used		GJ	0	0	0	91	21,837
			(千kWh Thousands of kWh)	0	0	0	(9)	(2,190)
	ガス使用量 Natural Gas Used		GJ	235,538	232,092	234,880	228,687	221,441
	軽油・A重油・ガソリン使用量 Diesel, Heavy Oil A and Gasoline Usage			8,383	8,073	10,291	15,196	15,768
	温水・冷水使用量 Water Usage by Air-Conditioning Equipment			102,282	100,833	101,144	94,650	107,134
計 Total		2,350,595	2,305,099	2,341,454	2,327,713	2,277,481		
エネルギー原単位 (連結営業利益当たり) Energy Consumption per Unit (Operating Income per Unit)	グループ Group	-	83.8	77.8	74.9	66.0	55.3	

★ 2018年3月期から、外部の第三者である一般財団法人日本品質保証機構(JQA)さまより検証を受けています。

In fiscal 2018, MARUI GROUP began receiving third-party verification for these figures from the Japan Quality Assurance Organization.

ESGデータブック ESG DATA BOOK

環境 Environment

Last Updated: December 12, 2019

気候変動 Climate Change

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
購入、または生成した総再生可能エネルギー Total Amount of Renewable Energy Purchased or Generated	グループ Group	千kWh Thousands of kWh	78	387	395	386	2,574
エネルギーコスト REVIEW Energy Costs	グループ Group	百万円 Millions of Yen	-	-	3,685	3,844	4,112
CDP 気候変動スコア CDP Climate Change Score	グループ Group	-	-	-	A-	A-	A
ISO 14001 取得数 ISO 14001 Certified Sites	グループ Group	件 Sites	0	0	0	0	0

資源と廃棄物 Resources and Waste

原材料方針 Resource Use Policy	有 Yes	「マルイグループ調達方針」に含む（お取引先さま） http://www.0101maruigroup.co.jp/sustainability/theme03/valuechain.html#valuechain1_1 Included in the MARUI GROUP Procurement Policy (for Business Partners) http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html#valuechain1_1					
廃棄物方針 Waste Reduction Policy	有 Yes	「グループ環境方針」に含む http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1 Included in the MARUI GROUP Environmental Policy http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1					
化学物質方針 Chemical Phase-Out and Management Policy	有 Yes	同上	Same as Above				
生物多様性方針 Biodiversity Policy	有 Yes	同上	Same as Above				

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
原材料使用量（容器包装使用量）* 1 Raw Materials Used (Resources for Packaging)* ¹		単体：丸井 Non-consolidated : MARUI t	1,706	1,682	1,704	1,522	1,407
廃棄物排出量★ REVIEW Total Waste★	グループ* 2 Group* ²	t	13,390	12,900	15,039	14,527	14,419
廃棄物回収量★ Waste Recycled★	グループ* 2 Group* ²	t	7,840	7,700	8,839	8,351	8,524
リサイクル率★ % of Recycled Material★	グループ* 2 Group* ²	%	59	60	59	57	59
最終処分量★ Waste Sent to Landfills★	グループ* 2 Group* ²	t	5,550	5,200	6,200	6,175	5,895
有害廃棄物排出量 Hazardous Waste	グループ Group	t	0	0	0.02	0.01	0.21
NOx 排出量 NOx Emissions	グループ Group	t	7	7	10	9	12
SOx 排出量 SOx Emissions	グループ Group	t	0	0	0	0	0
VOC 排出量 VOC Emissions	グループ Group	t	0	0	0	0	0

* 1 容器包装は、再生可能な原料を使用しています。
Packaging is made from recyclable materials.

* 2 2017年3月期から集計範囲を拡大しています。（2016年3月期まで単体：丸井のデータ）
The scope of data collection was expanded in fiscal 2017 (April 1, 2016-March 31, 2017).
(Non-consolidated figures for MARUI CO., LTD., have been used for fiscal 2013 through fiscal 2016.)

★ 2018年3月期から、外部の第三者である一般財団法人日本品質保証機構(JQA)さまより検証を受けています。
In fiscal 2018, MARUI GROUP began receiving third-party verification for these figures from the Japan Quality Assurance Organization.

水 Water

水方針 Water Policy	有 Yes	「グループ環境方針」に含む http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1 Included in the MARUI GROUP Environmental Policy http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1						
		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
水資源使用量★1 Total Water Used★1		グループ Group	千m Thousands of m	1,460	1,460	1,455	1,443	1,463
排水量★1 Total Wastewater★1		グループ Group	千m Thousands of m	1,442	1,440	1,434	1,434	1,454

サプライチェーン（CSR調達） Supply Chain (CSR Procurement)

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
現地ミーティング実施済お取引先さま数（累計） Number of Audited Suppliers	REVIEW	グループ Group	社 Suppliers	0	0	20	57	69

コンプライアンス Compliance

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
環境違反罰金回数 Number of Environmental Fines and Penalties		グループ Group	回 Violations	0	0	0	0	0
環境違反罰金額 Total Cost of Environmental Fines and		グループ Group	円 Yen	0	0	0	0	0

グリーンボンド期中報告 Green Bond Fund Allocation Report

		単位 Unit	充当金額*1 Funds allocated*1	再充当額*2 Refinance amount*2	残高 Appropriations to Be Used
グリーンボンド 充当合計金額★2 Total amount of funds allocated★2	REVIEW	百万円 Millions of Yen	355	976	8,668
再生可能エネルギーから電力100%調達 Sourcing of 100% of electricity from renewable power sources		百万円 Millions of Yen	42	0	-
温室効果ガス排出量削減 Reduction of greenhouse emissions			312	975	-
再生可能エネルギー発電 Generation of renewable power			0.1	0.7	-

★1 2018年3月期から、外部の第三者である一般財団法人日本品質保証機構(JQA)さまより検証を受けています。

In fiscal 2018, MARUI GROUP began receiving third-party verification for these figures from the Japan Quality Assurance Organization.

★2 丸井グループ・グリーンボンドフレームワークとグリーンボンド原則 2018との適合性、及びその環境面での貢献について、独立したESGの調査・分析機関であるサステナリティクスより、セカンドパーティ・オピニオンを取得しております。また、グリーンボンドの発行後、同社からアニュアルレビューを取得し、グリーンボンドの調達資金の充当を受けたプロジェクトが丸井グループ・グリーンボンドフレームワークで定めた調達資金の使途のクライテリアやレポートングクライテリアとの適合性の評価を受けました。 ※サステナリティクスのアニュアルレビュー参照
MARUI GROUP has received a second-party opinion on its Green Bond Framework's environmental credentials and its alignment with the Green Bond Principles 2018 from Sustainalytics, an independent ESG research and analytics firm. After Green Bond issuance, MARUI GROUP has received an Annual Review from Sustainalytics, as an assessment on whether the projects funded through the green bond met the Use of Proceeds criteria and Reporting commitments outlined in the Marui Group Green Bond Framework.

※Please refer to Annual Review from Sustainalytics

* 1 2019年3月実績

March 2019 results

* 2 該当期間：2016年10月～2018年9月

Applicable period : October 2016 - September 2018

* 3 グリーンボンドの調達資金が丸井グループ・グリーンボンドフレームワークで定めた適格クライテリアを満たしたプロジェクトに充当されたことを

確認致しました。当社取締役 常務執行役員 CFO、IR部長兼財務・投資調査・サステナビリティ・ESG推進担当 加藤 浩嗣

Confirmed that the net proceeds were allocated to projects that meet the Eligibility Criteria outlined in the Marui Group Green Bond

Framework. Director, Managing Executive Officer, and CFO In charge of IR, Finance, Investment Research, Sustainability, and ESG Promotion

Hirotsugu Kato

社会 Society

方針 Policies

人権方針 Human Rights Policy	有 Yes	「グループ人権方針」 http://www.0101maruigroup.co.jp/sustainability/overview/index.html#overview2 MARUI GROUP Human Rights Policy http://www.0101maruigroup.co.jp/en/sustainability/overview/index.html#overview2
児童労働防止方針 Policy Against Child Labor	有 Yes	「グループ人権方針」に含む http://www.0101maruigroup.co.jp/sustainability/overview/index.html#overview2 Included in the MARUI GROUP Human Rights Policy http://www.0101maruigroup.co.jp/en/sustainability/overview/index.html#overview2
強制労働防止方針 Policy Against Forced Labor	有 Yes	同上 Same as Above
非差別方針 Equal Opportunity Policy	有 Yes	同上 Same as Above
結社の自由の方針 Policy Supporting the Right to Freedom of Association	有 Yes	同上 Same as Above
団体交渉権の方針 Policy Supporting the Right to Collective Bargaining	有 Yes	同上 Same as Above

お客さま Customers

お客さま方針 Customer Policy	有 Yes	「グループ行動規範」に含む http://www.0101maruigroup.co.jp/ci/action.html#action1 Included in the MARUI GROUP Code of Conduct http://www.0101maruigroup.co.jp/en/ci/action.html#action1
責任あるマーケティング方針 Policy to Market or Advertise Responsibly	有 Yes	同上 Same as Above

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
総店舗数 * 1 Total Number of Stores *1	グループ Group	店 Stores	27	28	31	26	25
総売場面積 Total Sales Floor Area	グループ Group	千㎡ Thousands of ㎡	444	442	452	440	426
自社E Cサイト訪問回数 * 1 Number of MARUI GROUP E-Commerce Site Visits *1	グループ Group	万回 Ten Thousands of Times	9,322	9,969	10,082	10,301	10,010
お客さま満足度（「共創サステナビリティレポート」への共感度） Customer Satisfaction (Commitment to the Ideals Advocated in Co- Creation Sustainability Reports) REVIEW	グループ Group	%	-	-	78	79	84
工ポスカード会員数 * 2 EPOS Cardholders *1	グループ Group	万人 Ten Thousands of Members	591	613	636	657	688
工ポスカード会員 年齢構成比 * 2 EPOS Cardholders by Age Group *2	グループ Group	20代以下 Age 29 and Below	28.5	27.2	25.9	25.1	24.6
		30代 Age 30-39	28.0	26.8	26.1	25.6	25.3
		40代 Age 40-49	18.5	19.0	19.4	19.4	19.2
		50代 Age 50-59	13.1	14.0	14.6	15.3	15.8
		60代以上 Age 60 and Above	12.0	13.1	13.9	14.6	15.1
工ポスカード稼働率 Ratio of Active EPOS Cardholders (for a year)	グループ Group	%	62.9	63.7	65.3	65.9	65.9
工ポスカード1枚当たり利益 * 3 Income per Card of EPOS Cards *3	グループ Group	円 Yen	5,400	5,900	6,500	7,000	7,700
貸倒比率 Ratio of Delinquent Debt	グループ Group	%	1.68	1.57	1.45	1.60	1.80

* 1 2018年3月期より基準を変更しています。/Standards were changed in fiscal 2018. * 2 「赤いカード」を含む/Includes Akai Card

* 3 フィンテック事業営業利益÷稼働客数/FinTech business operating income ÷ Active cardholders

ESGデータブック ESG DATA BOOK

社会 Society

社員 Employees

人材開発方針 Training Policy	有 Yes	「グループ行動規範」に含む http://www.0101maruigroup.co.jp/ci/action.html#action1 Included in the MARUI GROUP Code of Conduct http://www.0101maruigroup.co.jp/en/ci/action.html#action1
労働安全衛生方針 Health and Safety Policy	有 Yes	「グループ安全衛生方針」 http://www.0101maruigroup.co.jp/sustainability/theme02/health.html#health3_0 MARUI GROUP Occupational Health and Safety Policy http://www.0101maruigroup.co.jp/en/sustainability/theme02/health.html#health3_0

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
社員数*1 Number of Employees*1	女 Women	グループ Group	人 Persons	2,641	2,685	2,584	2,466	2,340
	男 Men			3,277	3,214	3,148	3,082	2,986
	計 Total			5,918	5,899	5,732	5,548	5,326
平均臨時雇用者数*1 (パートタイム雇用者数) Number of Temporary Employees*1 (Number of Part-Time Employees)	女 Women	グループ Group	人 Persons	1,596	1,585	1,422	1,325	1,207
	男 Men			457	362	333	317	313
	計 Total			2,053	1,947	1,755	1,642	1,520
請負業者数 Number of Contractors	女 Women	グループ Group	人 Persons	0	0	0	0	0
	男 Men			0	0	0	0	0
	計 Total			0	0	0	0	0
平均勤続年数*1 Average Number of Consecutive Years Served*1	女 Women	グループ Group	年 Years	13.4	13.9	14.8	16.0	16.9
	男 Men			21.3	21.8	22.4	23.0	23.5
	計 Total			17.8	18.2	19.0	19.8	20.6
平均年齢*1 Average Age of Employees*1	女 Women	グループ Group	歳 Age	36.0	36.4	37.4	38.5	39.6
	男 Men			44.8	45.3	45.8	46.4	46.9
	計 Total			40.9	41.2	42.0	42.9	43.7
社員離職率 Employee Turnover Rate <small>REVIEW</small>	自己都合★ Full-Time Staff Voluntary Turnover Rate*	グループ Group	%	1.8	1.4	2.0	2.2	2.0
	計★ Total★ (定年退職者除く) (Excluding Retirements)			3.0	2.7	3.6	3.5	4.5
				(2.0)	(1.6)	(2.6)	(2.3)	(2.5)

新卒入社者の定着状況*2 <small>REVIEW</small>	バウンダリ Boundary	単位 Unit	男女計 Total	男 men	女 Women
2016年4月新卒入社者 New graduate hires in April 2016	グループ Group	人 Persons	78	29	49
うち2019年4月在籍者 Of which, those remaining in April 2019			69	27	42

*1 各年3月31日現在

As of March 31 of each year

*2 大卒入社53人に対し、退職者4名、退職率7.5%

4 retired, 7.5% turnover rate for 53 new graduates.

★ 2018年3月期から、外部の第三者である一般財団法人日本品質保証機構(JQA)さまより
検証を受けています。In fiscal 2018, MARUI GROUP began receiving third-party verification for these figures
from the Japan Quality Assurance Organization.

ESGデータブック ESG DATA BOOK

社会 Society

社員 Employees

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
新規採用者数 Number of Newly Hired Employees	女 Women	グループ Group	人 Persons	-	-	-	31	38
	男 Men			-	-	-	20	27
	計 Total			-	-	-	51	65
新規採用者数に占める女性比率 % of Female Employees in New Hires		グループ Group	%	-	-	-	60.8	58.5
女性社員比率 * 1 ★ Female Share of Total Workforce *1★		グループ Group	%	45	46	45	44	44
女性管理職数 * 2 ★ Number of Females in Management Positions *2★		グループ Group	人 Persons	28	29	32	39	46
女性管理職比率 * 2 ★ % of Females in Management Positions *2★		グループ Group	%	8.5	8.9	10.0	10.9	12.0
REVIEW 管理部門を除く * 1 ★ % of Females in Management Positions in Revenue-Generating				-	-	-	10.4	10.5
女性リーダー数 * 2 Number of Females in Junior Management Positions *2		グループ Group	人 Persons	576	603	611	643	654
女性リーダー比率 * 2 % of Females in Junior Management Positions *2	グレード別 By Position Grade	グループ Group	%	-	-	-	26.7	27.4
	(役職別) ★ (By Position)★			-	-	-	27.2	28.5
育児休職取得者数 Paid Maternity Leave	女 * 3 Women *3	グループ Group	人 Persons	309	305	324	296	248
	男 * 4 Men *4			37	56	78	62	63
育児休職取得率 % Employees Taking Full Parental Leave	女 Women	グループ Group	%	100	100	100	100	100
	男 Men			54	66	94	*5 109	100
妊娠・育児のための 短時間勤務者数 * 4 Shortened Working Hours for Childbirth or Childcare Purposes *4	女 Women	グループ Group	人 Persons	343	415	473	484	496
	男 Men			2	1	0	0	2
	計 Total			345	416	473	484	498
育児フルタイム復帰率 Ratio of Employees Returning to Work Full Time after Taking Childcare Leave	女 Women	グループ Group	%	55	66	81	63	74
	男 Men			100	100	100	100	100
障がい者雇用率 * 6 ★ % of Disabled in Workforce *6★		グループ Group	%	2.12	2.08	2.16	2.50	2.54

* 1 各年3月31日現在
As of March 31 of each year

* 2 各年4月1日現在
As of April 1 of each year

* 3 各期の平均取得者数
Figures are the average number of employees for each fiscal year

* 4 各期中の取得者数
The total number of employees using this system in each fiscal year

* 5 配偶者の出産と育休の取得年度がずれる場合があるため、100%を超えています。
Ratio exceeds 100% due to delays in the timing of acquisition of leave for the purpose of childbirth by spouse or childcare.

* 6 各年6月1日現在
As of June 1 of each year

★ 2018年3月期から、外部の第三者である一般財団法人日本品質保証機構(JQA)さまより検証を受けています。
In fiscal 2018, MARUI GROUP began receiving third-party verification for these figures from the Japan Quality Assurance Organization.

ESGデータブック ESG DATA BOOK

社会 Society

社員 Employees

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
グループ会社間異動者数 * 1 Number of Intra-Group Profession Changes* ¹	グループ Group	人 Persons	383	552	404	431	343
グループ会社間異動者数累計 * 1 Aggregate Total Number of Intra-Group Profession Changes* ¹			670	1,222	1,626	2,057	2,400
グループ会社間異動率 * 1 Ratio of Employees Changing Positions between Group Companies* ¹		%	18	25	34	43	52
人材への投資額 REVIEW Human Resource Investments	グループ Group	百万円 Millions of Yen	-	-	474	725	1,046
社員の給与および手当の総額 Total Employee-Related Expenses (Salaries + Compensation)	グループ Group	百万円 Millions of Yen	33,165	32,770	32,023	31,537	30,869
社員の平均報酬 (中央値) Median Compensation of Employees	グループ Group	万円 Ten Thousands of Yen	-	-	491	449	472
サービス介助士資格取得者数 Number of Employees with Service Care-Fitter Qualifications	グループ Group	人 Persons	460	540	568	571	543
LGBT研修累計受講者数 Aggregate Number of Employees and Tenants That Have Undergone LGBT Manner	グループ Group	社員 Employees	-	75	500	1,767	3,674
		テナントさま Tenants	-	-	28	251	647
ユニバーサルマナー検定3級 累計受講者数 Number of Employees and Tenants That Have Taken the Rank 3 Universal Manner	グループ Group	社員 Employees	-	309	1,249	2,787	3,952
		テナントさま Tenants	-	-	4	131	168
組合加入社員比率 * 2★ % of Employees Unionized* ^{2★}	グループ Group	%	-	-	93	94	94
OHSAS 18001 認証取得数 OHSAS 18001 Certification Sites	グループ Group	件 Sites	0	0	0	0	0
労働災害による負傷者数 Injuries from Occupational Accidents	グループ Group	社員 Employees	87	100	76	61	78
		請負業者 Contractors	0	0	0	0	0
		計 Total	87	100	76	61	78
労働災害による死亡者数★ Number of Work-Related Fatalities★	グループ Group	社員 Employees	0	0	0	0	0
		請負業者 Contractors	0	0	0	0	0
		計 Total	0	0	0	0	0
休業災害発生率 (LTIFR) ★ Lost-Time Injury Frequency Rate (LTIFR) ★	グループ Group	社員 Employees	1.36	0.72	1.40	0.83	0.94
		請負業者 Contractors	0	0	0	0	0
職業性疾病発生率 (OIFR) ★ Occupational Illness Frequency Rate (OIFR) ★	グループ Group	社員 Employees	0	0	0	0	0
		請負業者 Contractors	0	0	0	0	0

*1 各年4月と10月の合計
Totals from April and October of each year

*2 各年3月31日現在
As of March 31 of each year

★ 2018年3月期から、外部の第三者である一般財団法人日本品質保証機構(JQA)さまより
検証を受けています。

In fiscal 2018, MARUI GROUP began receiving third-party verification for these figures from the Japan Quality Assurance Organization.

お取引先さま Business Partners

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
お取引先さま説明会開催回数 Number of Explanatory Forums for Business Partners	グループ Group	回 Times	-	1	2	2	1

地域・社会 Communities and Society

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
寄付金額（寄付金+賦課金） Total Amount of Corporate or Group Donations	グループ Group	百万円 Millions of Yen	-	-	141	135	187

情報セキュリティ Information Security

情報セキュリティ方針 Policy on Data Security Protection	有 Yes	「グループ情報セキュリティ方針」 http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html MARUI GROUP Information Security Policy http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html					
個人情報保護方針 Policy on Privacy Security Protection	有 Yes	「グループ プライバシーポリシー」 http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html MARUI GROUP Information Security Policy http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html					
ソーシャルメディア方針 Policy on Social Media Privacy Security Protection	有 Yes	「グループ ソーシャルメディアポリシー」 http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html MARUI GROUP Social Media Security Policy http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html					
	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
ISO 27001 取得数 ISO 27001 Certification Sites	グループ Group	件 Sites	1	1	1	1	1
ISO 20000 取得数 ISO 20000 Certification Sites	グループ Group	件 Sites	1	1	1	1	1
プライバシーマーク取得数 Number of PrivacyMark-Certified Group Companies	グループ Group	社 Companies	4	4	6	6	6
情報セキュリティ違反件数 Number of Data Security Violations	グループ Group	件 Violations	0	0	0	0	0
情報セキュリティ違反罰金額 Total Cost of Fines for Information Security Violations	グループ Group	円 Yen	0	0	0	0	0

コーポレートガバナンス Corporate Governance

			バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019	
取締役数 Number of Directors	社内 Number of Internal Directors	女 Women	単体： 丸井グループ Non-consolidated: MARUI GROUP	人 Members	0	0	0	0	0	
		男 Men			8	4	4	4	4	
		計 Total			8	4	4	4	4	
	独立社外 Number of Independent Directors	女 Women			1	1	1	1	1	
		男 Men			1	1	1	2	2	
		計 Total			2	2	2	3	3	
総計 Total		10	6	6	7	7				
取締役兼務執行役員数 Number of Corporate Executive Officers on the Board				人 Members	8	4	4	4	4	
取締役兼務執行役員比率 % of Corporate Executive Officers on the Board				%	80	67	67	57	57	
独立社外取締役比率 % of Independent Directors on the Board				%	20	33	33	43	43	
女性取締役比率 % of Women on the Board				%	10	17	17	14	14	
監査役数 Number of Audit & Supervisory Board Members	社内 Number of Internal Audit & Supervisory Board Members	女 Women	単体： 丸井グループ Non-consolidated: MARUI GROUP	人 Members	0	0	0	0	0	
		男 Men			2	2	2	2	2	
		計 Total			2	2	2	2	2	
	独立社外 Number of Independent Audit & Supervisory Board Members	女 Women			0	0	0	0	0	
		男 Men			2	2	2	2	2	
		計 Total			2	2	2	2	2	
総計 Total		4	4	4	4	4				
独立社外監査役比率 % of Independent Audit & Supervisory Board Members				%	50	50	50	50	50	
女性監査役比率 % of Female Audit & Supervisory Board Members				%	0	0	0	0	0	
役員平均年齢 Average Age of Board Members				単体： 丸井グループ Non-consolidated: MARUI GROUP 歳 Age	57	59	59	60	61	
取締役上限年齢 Age Limit for Board Members				グループ Group	なし None					
取締役任期 Term Limits for Board Members				グループ Group	年 Years	1	1	1	1	1
執行取締役任期 Term Limits for Executive Directors				グループ Group	年 Years	1	1	1	1	1

コーポレートガバナンス Corporate Governance

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019		
取締役会開催回数 Number of Board Meetings			回 Times	10	10	10	10	10		
取締役会出席率 Board Meeting Attendance		単体： 丸井グループ Non-consolidated: MARUI GROUP	%	100	100	100	100	99		
独立取締役出席率 Attendance of Independent Directors at Board Meetings			%	100	100	100	100	97		
取締役会出席率75%以下取締役数 Number of Directors Attending Less Than 75% of Board Meetings			人 Members	0	0	0	0	0		
監査役会開催回数 Number of Audit Committee Meetings			回 Times	15	16	16	16	17		
監査役会出席率 Audit Committee Meeting Attendance		単体： 丸井グループ Non-consolidated: MARUI GROUP	%	100	100	100	100	99		
独立監査役出席率 Attendance of Independent Auditors at Board Meetings			%	100	100	100	100	97		
監査役会出席率75%以下監査役数 Number of Auditors Attending Less Than 75% of Board Meetings			人 Members	0	0	0	0	0		
執行役員数 Number of Non-Executive Directors on the Board	女 Women 男 Men 計 Total		グループ Group	人 Members	1	2	3	3	3	
		12			14	13	14	13		
		13			16	16	17	16		
女性執行役員比率 Ratio of Female Executive Officers		%			7.7	12.5	18.8	17.6	18.8	
指名・報酬委員会委員数 Number of Nominating and Compensation Committee Members	社内 Number of Internal Nominating and Compensation Committee Members 独立社外 Number of Independent Nominating and Compensation Committee Members 総計 Total	単体： 丸井グループ Non-consolidated: MARUI GROUP	人 Members	女 Women	0	0	0	0	0	
	男 Men			3	3	1	1	1		
	計 Total			3	3	1	1	1		
	女 Women			-	1	1	1	1		
	男 Men			1	1	1	1	1		
	計 Total			1	2	2	2	2		
				4	5	3	3	3		
指名・報酬委員会開催回数 Number of Nominating and Compensation Committee Meetings				単体： 丸井グループ Non-consolidated: MARUI GROUP	回 Times	0	2	3	4	4
指名・報酬委員会出席率 Nominating and Compensation Committee Meeting Attendance					%	-	100	100	100	100

コーポレートガバナンス Corporate Governance

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
コンプライアンス推進会議委員数 Number of Compliance Promotion Board Members	グループ Group	人 Members	14	16	20	16	16
コンプライアンス推進会議開催回数 Number of Compliance Promotion Board Meetings		回 Times	2	2	2	2	2
広報IR委員会委員数 Number of Public Relations IR Committee Members	グループ Group	人 Members	9	9	9	10	10
広報IR委員会開催回数 Number of Public Relations IR Committee Meetings		回 Times	5	5	6	5	6
内部統制委員会委員数 Number of Internal Control Committee Members	グループ Group	人 Members	14	15	15	15	16
内部統制委員会開催回数 Number of Internal Control Committee Meetings		回 Times	2	2	2	2	2
環境・社会貢献推進委員会委員数 Number of Environment CSR Promotion Committee Members	グループ Group	人 Members	10	10	10	11	11
環境・社会貢献推進委員会開催回数 Number of Environment CSR Promotion Committee Meetings		回 Times	4	2	3	4	2
個人情報保護推進委員会委員数 Number of Personal Information Protection Promotion Committee Members	グループ Group	人 Members	10	9	9	10	10
個人情報保護推進委員会開催回数 Number of Personal Information Protection Promotion Committee Meetings		回 Times	2	2	2	3	1
情報セキュリティ委員会委員数 Number of Information Security Committee Members	グループ Group	人 Members	-	-	-	-	13
情報セキュリティ委員会開催回数 Number of Information Security Committee Meetings		回 Times	-	-	-	-	1
安全管理委員会委員数 Number of Safety Control Committee Members	グループ Group	人 Members	13	13	14	13	14
安全管理委員会開催回数 Number of Safety Control Committee Meetings		回 Times	2	2	3	2	2
インサイダー取引防止委員会委員数 Number of Insider Trading Prevention Committee Members	グループ Group	人 Members	5	5	6	7	7
インサイダー取引防止委員会開催回数 Number of Insider Trading Prevention Committee Meetings		回 Times	2	2	2	2	2

報酬 Compensation

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
CEO報酬 Compensation of Chief Executive Officer	基本報酬 Base Salary	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	0	0	84	84	84
	業績連動賞与 Bonuses			0	0	8	9	9
	業績連動型株式報酬 Other Compensation			0	0	9	9	9
	計 Total			0	0	102	102	102
取締役報酬 (社外取締役を除く) Compensation of Directors (Excluding External Directors)	基本報酬* Base Salary*	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	173	165	149	148	156
	ストックオプション Stock Options			27	22	0	0	0
	業績連動賞与 Bonuses			0	0	15	16	17
	業績連動型株式報酬 Other Compensation			0	0	16	16	17
	計 Total			200	187	182	181	191
監査役報酬 (社外監査役を除く) Compensation of Audit & Supervisory Board Members (Excluding External Audit & Supervisory Board Members)	基本報酬 Base Salary	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	34	35	34	34	35
	ストックオプション Stock Options			0	0	0	0	0
	業績連動賞与 Bonuses			0	0	0	0	0
	業績連動型株式報酬 Other Compensation			0	0	0	0	0
	計 Total			34	35	34	34	35
社外役員報酬 Compensation of External Directors and External Audit & Supervisory Board Members	基本報酬 Base Salary	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	33	37	44	54	49
	ストックオプション Stock Options			0	0	0	0	0
	業績連動賞与 Bonuses			0	0	0	0	0
	業績連動型株式報酬 Other Compensation			0	0	0	0	0
	計 Total			33	37	44	54	49

株主権 Shareholder Rights

買収防衛策 Anti-Takeover Measures	なし None
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会計監査 Accounting Audits

		バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
会計監査人への報酬 Compensation of Accounting Auditors	監査費 Audit Fees	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	100	93	96	95	98
	非監査費 Non-Audit Fees			1	1	1	1	1
	計 Total			101	94	97	97	100

* 子会社を除く
Excludes subsidiaries

コンプライアンス Compliance

クローバック方針 Clawback provision	有 Yes	丸井グループ コーポレートガバナンス報告書に含む http://www.0101maruigroup.co.jp/pdf/cqr.pdf Included in the MARUI GROUP Corporate Governance Report http://www.0101maruigroup.co.jp/pdf/cqr_en.pdf
倫理規範 Business Ethics Policy	有 Yes	「グループ行動規範」に含む http://www.0101maruigroup.co.jp/ci/action.html#action1 Included in the MARUI GROUP Code of Conduct http://www.0101maruigroup.co.jp/en/ci/action.html#action1
腐敗防止方針 Anti-Corruption Policy	有 Yes	同上 Same as Above
贈収賄方針 Anti-Bribery Policy	有 Yes	同上 Same as Above
税の透明性の方針 Policy on Tax Transparency	有 Yes	「グループ税務方針」 http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html MARUI GROUP Tax Policy http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html
ロビー活動と政府への献金の方針 Corporate Public Policy and Lobbying	有 Yes	「グループ行動規範」に含む http://www.0101maruigroup.co.jp/ci/action.html#action1 Included in the MARUI GROUP Code of Conduct http://www.0101maruigroup.co.jp/en/ci/action.html#action1
公益通報者保護方針 Employee Protection / Whistle-Blower Policy	有 Yes	「丸井グループ コーポレートガバナンス・ガイドライン」に含む http://www.0101maruigroup.co.jp/pdf/cgg_20190520.pdf Included in the MARUI GROUP Corporate Governance Guidelines http://www.0101maruigroup.co.jp/pdf/cgg_20190520_en.pdf
取締役の利益相反方針 Conflicts of Interest Policy	有 Yes	「丸井グループ コーポレートガバナンス・ガイドライン」に含む http://www.0101maruigroup.co.jp/pdf/cgg_20190520.pdf Included in the MARUI GROUP Corporate Governance Guidelines http://www.0101maruigroup.co.jp/pdf/cgg_20190520_en.pdf
取締役の関連当事者取引方針 Policy on Related Party Transactions	有 Yes	同上 Same as Above

	バウンダリ Boundary	単位 Unit	2015年3月期 Fiscal 2015	2016年3月期 Fiscal 2016	2017年3月期 Fiscal 2017	2018年3月期 Fiscal 2018	2019年3月期 Fiscal 2019
内部通報窓口への通報件数 Number of reports filed through whistle-blowing system	グループ Group	件 Violations	42	48	35	65	44
腐敗防止違反件数 Number of Fines and Penalties for Corruption	グループ Group	件 Violations	0	0	0	0	0
腐敗防止違反罰金額 Total Cost of Fines and Penalties for Corruption	グループ Group	円 Yen	0	0	0	0	0
法令違反件数 Number of Incidents of Non-Compliance	グループ Group	件 Incidents	0	0	0	0	0
法令違反罰金額 Total Cost of Incidents of Non-Compliance	グループ Group	円 Yen	0	0	0	0	0
行動規範・倫理基準に対する違反件数 Number of code of conduct or ethics breaches	グループ Group	件 Incidents	-	-	-	-	1
お客様のプライバシー侵害・苦情に対する違反件数 Number of cases of customer privacy violations or complaints	グループ Group	件 Incidents	-	-	-	-	0
政治献金額 Political Contributions	グループ Group	円 Yen	0	0	0	0	0

Independent Verification Report

To: Marui Group Co., Ltd.

1. Objective and Scope

Japan Quality Assurance Organization (hereafter “JQA”) was engaged by Marui Group Co., Ltd. (hereafter “the Company”) to provide an independent verification on “Marui Group’s FY2018 GHG emissions calculation report (Scope 1, 2 and 3)”, “Marui Group’s FY2018 water consumption calculation report”, “Marui Group’s FY2018 waste disposed calculation report”, “Marui Group’s FY2018 Fuels and HFCs Usage calculation report” and “Marui Group’s FY2018 Usage of electricity including renewable energy and the thermal usage calculation report” (hereafter “the Reports”). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information in the Reports was correctly measured and calculated, in accordance with the “GHG emissions calculation rule, ver.3”, the “Water consumption calculation rule, ver. 1” and the “Waste disposed calculation rule, ver. 1”(hereafter “the Rules”). The purpose of the verification is to evaluate the Reports objectively and to enhance the credibility of information regarding GHG emissions in the Reports.

*The FY (fiscal year) 2018 of the Company ended on March 31, 2019.

2. Procedures Performed

JQA conducted verification in accordance with “ISO 14064-3” for GHG emissions, Fuels and HFCs usage, and Usage of electricity including renewable energy and the thermal usage, as well as with ISAE3000 for the data of Water and Waste. The scope of this verification assignment includes Scope 1 (direct emissions of CO₂ derived from the usage of fuels and hydrofluorocarbons), Scope2 (indirect emissions derived from the usage of electricity including renewable energy and the thermal usage) and 15 categories of Scope 3, covering energy-derived CO₂ emissions and hydrofluorocarbons such as R22, R404A, R407C, R410A, R134a and R123 (hereafter “HFCs”). The data of Water and Waste covers Total water used, Total wastewater, Total municipal water supplies, Fresh surface water, Fresh ground water, Water returned to the source of extraction at similar or higher quality as raw water extracted and Total net fresh water consumption for the water consumption; and Total waste, Waste Recycled, % of Recycled materials, Waste sent to landfills for the waste disposed. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of the total emissions in the Reports. The organizational boundaries for Scope 1 and 2 included 66 domestic sites.

Our verification procedures included:

- Visiting the Company’s Head Office to perform validation to check the Rule prior to the Site Visit.
- Visiting three sampling sites for Scope 1 and 2; Head Office for Scope 3, which were selected by the Company.
- On-site assessment to check GHG source and Monitoring points for CO₂ emissions (Scope 1 and 2) and HFCs emissions (Scope 1); Monitoring points for water consumption and Waste sources for waste disposed; calculation scenario and allocation method for CO₂ emissions of Scope 3; Monitoring and Calculation system and its controls for overall.
- Vouching: Cross-checking the GHG emissions data against evidence for all sampling site.

3. Conclusion

Based on the procedures described above, nothing has come to our attention that caused us to believe that the statement of the information regarding the Company’s FY2018 GHG emissions, the data of Water and Waste, Fuels and HFCs usage, and Usage of electricity including renewable energy and the thermal usage in the Report as summarized in the table below, is not materially correct, or has not been prepared in accordance with the Rule.

*Please refer to the next page.

Table: Environmental data reported by Marui Group Co., Ltd for the FY2018

GHG emissions (t-CO2)	Scope1	Scope2	Scope3	Total			
	15,109	96,232	399,926	511,267			
Water(m3)	Total water used	Total wastewater	Total municipal water supplies	Fresh surface water	Fresh ground water	Water returned to the source of extraction at similar or higher quality as raw water extracted	Total net fresh water consumption for the water consumption
	1,463,370	1,454,489	1,459,392	0	3,978	0	1,463,370
Waste	Total waste (t)	Waste Recycled (t)	% of Recycled materials (%)	Waste sent to landfills for the waste disposed (t)			
	14,419	8,524	59	5,895			
Fuels and HFCs Usage	City Gas (m3)	Fuel oil A (kl)	Deasel oil (kl)	Gasoline (kl)	HFCs (t-CO2)		
	4,920,908	6	395	18	2,986		
Usage of electricity including renewable energy and the thermal usage	Electricity (kWh)	Hot water (GJ)	Cold water (GJ)	Steam (GJ)			
	193,895,552	40,265	38,509	0			

4. Consideration

The Company was responsible for preparing the Reports, and JQA’s responsibility was to conduct verification of GHG emissions and other environmental data in the Reports only. There is no conflict of interest between the Company and JQA.



Sumio Asada, Board Director
 For and on behalf of Japan Quality Assurance Organization
 1-25, Kandasudacho, Chiyoda-ku, Tokyo, Japan
 June 10, 2019

*Please refer to the previous page.

Information on a Social Dimension Verification Report

To: Marui Group Co., Ltd.

1. Objective and Scope

Japan Quality Assurance Organization (hereafter “JQA”) was engaged by Marui Group Co., Ltd. (hereafter “the Company”) to provide an independent verification on “Marui Group’s Fiscal Year ended March 31, 2019* indicators of a social dimension calculation report” (hereafter “the Report”). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information regarding the indicators of a social dimension in the Report, as shown in Table 1, was correctly calculated, in accordance with the “indicators of a social dimension calculation rule, ver.2” (hereafter “the Rule”). The purpose of the verification is to evaluate the Report objectively and to enhance the credibility of information regarding indicators of a social dimension in the Report.

Table 1. Indicators of a social dimension

1. Female share of total workforce	6. Employees Unionized	11. Lost-Time Injury Frequency Rate (LTIFR) - Employees
2. Females in management positions *1	7. Total employee turnover rate	12. Lost-Time Injury Frequency Rate (LTIFR) - Contractors
3. Females in junior management positions *1	8. Voluntary employee turnover rate	13. Occupational Illness Frequency Rate (OIFR) - Employees
4. Females in management positions in revenue-generating functions	9. The number of work-related fatalities - Employees	14. Occupational Illness Frequency Rate (OIFR) - Contractors
5. Disabled in Workforce *2	10. The number of work-related fatalities - Contractors	-

*1: As of April 1, 2019 *2: As of March 1, 2019

2. Procedures Performed

JQA conducted verification in accordance with “ISAE 3000”. The scope of this verification assignment includes indicators shown in Table 1. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of the each indicator in the Report. The organizational boundaries included 205 domestic sites.

Our verification procedures included:

- Visiting the Company’s Head Office to perform validation to check the Rule including the boundaries and the calculation formulas, and to perform verification to check the indicators in the Reports including Monitoring and Calculation system and its controls for overall.
- Vouching: Cross-checking the indicators against evidence.

3. Conclusion

Based on the procedures described above, nothing has come to our attention that caused us to believe that the statement of the information regarding the Company’s Fiscal Year ended March 31, 2019 indicators of a social dimension in the Report, is not materially correct, or has not been prepared in accordance with the Rule.

4. Consideration

The Company was responsible for preparing the Report, and JQA’s responsibility was to conduct verification of indicators of a social dimension in the Report only. There is no conflict of interest between the Company and JQA.



Sumio Asada, Board Director

For and on behalf of Japan Quality Assurance Organization

1-25, Kandasudacho, Chiyoda-ku, Tokyo, Japan

June 17, 2019

Marui Group Co., Ltd.

Type of Engagement: Annual Review

Date: 9 December 2019

Engagement Leaders:

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Introduction

In October 2018, Marui Group Co., Ltd. (Marui Group) issued a green bond aimed at financing and refinancing expenditures related to renewable energy, energy efficiency and renewable power generation (the “Green Bond”). In November 2019, Marui Group engaged Sustainalytics to review the projects funded through the Green Bond and provide an assessment as to whether the projects met the Use of Proceeds criteria and the Reporting commitments outlined in the Marui Group Green Bond Framework (the “Green Bond Framework”).¹

Evaluation Criteria

Sustainalytics evaluated the projects funded in 2018 and 2019 based on whether the projects:

1. Met the Use of Proceeds and Eligibility Criteria outlined in the Green Bond Framework; and
2. Reported on the Key Performance Indicators (KPIs) for each Use of Proceeds criteria outlined in the Green Bond Framework.

Table 1 lists the Use of Proceeds and Eligibility Criteria, while Table 2 list the associated the KPIs.

Table 1: Use of Proceeds and Eligibility Criteria

Marui Group has committed that the proceeds of the Green Bond will be allocated towards financing and refinancing projects that meet the following eligibility criteria, and that refinancing of projects will be limited to existing projects with a look-back period of 24 months prior to the date of issuance of the Green Bond.

Use of Proceeds	Eligibility Criteria
(A) Source 100% of electricity from renewable power sources	Costs related to MARUI GROUP’ efforts to achieve 100% renewable energy utilization, mainly via solar and wind power, consumed by its business segments
(B) Reduction of GHG emissions	Costs related to energy-saving efforts at stores and offices
(C) Renewable power generation	Costs related to implementation of renewable energy power generation projects

¹ Marui Group Green Bond Framework and Sustainalytics Second-Party Opinion: https://www.sustainalytics.com/wp-content/uploads/2018/09/Marui-Group-Green-Bond-Framework-Overview_SPO_Final.pdf

Table 2: Key Performance Indicators

Marui Group has committed to report on the following impact indicators on an annual basis throughout the term of the bond.

Key performance indicators	
(A) Source 100% of electricity from renewable power sources	Ratio of renewable power to the Group's total power consumption (%)
(B) Reduction of GHG emissions	Rate of reduction of the group wide total GHG emissions in comparison to the level in the fiscal year ending March 31, 2017 (%)
(C) Renewable power generation	Amount of renewable power generation (kWh)

Issuing Entity's Responsibility

Marui Group is responsible for providing accurate information and documentation relating to the details of the projects that have been funded, including description of projects, estimated and realized costs of projects, and project impact.

Independence and Quality Control

Sustainalytics, a leading provider of ESG and corporate governance research and ratings to investors, conducted the verification of Marui Group's Green Bond Use of Proceeds. The work undertaken as part of this engagement included collection of documentation from Marui Group employees and review of documentation to confirm the conformance with the Green Bond Framework.

Sustainalytics has relied on the information and the facts presented by Marui Group with respect to the Nominated Projects. Sustainalytics is not responsible nor shall it be held liable if any of the opinions, findings, or conclusions it has set forth herein are not correct due to incorrect or incomplete data provided by Marui Group.

Sustainalytics made all efforts to ensure the highest quality and rigor during its assessment process and enlisted its Sustainability Bonds Review Committee to provide oversight over the assessment of the review.

Conclusion

Based on the limited assurance procedures conducted,² nothing has come to Sustainalytics' attention that causes us to believe that, in all material respects, the reviewed bond projects, funded through proceeds of Marui Group's Green Bond, are not in conformance with the Use of Proceeds and Reporting Criteria outlined in the Green Bond Framework.

² Sustainalytics limited assurance process includes reviewing the documentation relating to the details of the projects that have been funded, including description of projects, estimated and realized costs of projects, and project impact, which were provided by the Issuer. The Issuer is responsible for providing accurate information. Sustainalytics has not conducted on-site visits to projects.

Detailed Findings

Table 3: Detailed Findings

Eligibility Criteria	Procedure Performed	Factual Findings	Error or Exceptions Identified
Use of Proceeds Criteria	Verification of the projects funded by the Green Bond in 2018 and 2019 to determine if projects aligned with the Use of Proceeds Criteria outlined in the Green Bond Framework and above in Table 1.	All projects reviewed complied with the Use of Proceeds criteria.	None
Reporting Criteria	Verification of the projects funded by the Green Bond in 2018 and 2019 to determine if impact of projects was reported in line with the KPIs outlined in the Green Bond Framework and above in Table 2. For a list of KPIs reported please refer to Appendix 2.	All projects reviewed reported on KPI per Use of Proceeds criteria.	None

Appendix 1: List of Project Categories Reviewed

Use of Proceeds Category	Description	Look-back period for refinanced projects	All projects in category meet Use of Proceeds Criteria
(A) Source 100% of electricity from renewable power sources	<ul style="list-style-type: none"> Costs related to purchase of power from renewable energy sources and transitioning to power from renewable energy sources (costs of switching power purchase agreements) 	None	Yes
(B) Reduction of GHG emissions	<ul style="list-style-type: none"> Costs related to LED lights (at least 40% of the reduction in power consumption) Costs related to air-conditioners (at least 30% reduction on power consumption) Costs related to hot and cold water dispensers and cooling water pumps (at least a 30% reduction on power consumption) Costs related to transformers (at least 50% of the reduction in power consumption) Costs related to escalators and elevators (at least 30% of the reduction in power consumption) 	Confirmed that the lookback period for all the refinanced projects are within 24 months prior to the issuance date of the Green Bond.	
(C) Renewable power generation	<ul style="list-style-type: none"> Costs of operating solar or wind power generation facilities 		

Appendix 2: Impact Reporting by Eligibility Criteria

Use of Proceeds Category	KPIs
(A) Source 100% of electricity from renewable power sources	Ratio of renewable power to the Group's total power consumption: 1.1%
(B) Reduction of GHG emissions	Rate of reduction of the group wide total GHG emissions in comparison to the level in the fiscal year ending March 31 2017: 5.8%
(C) Renewable power generation	Amount of renewable power generation: 383,614 kWh

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Sustainalytics

Sustainalytics is a leading independent ESG and corporate governance research, ratings and analytics firm that supports investors around the world with the development and implementation of responsible investment strategies. With 13 offices globally, the firm partners with institutional investors who integrate ESG information and assessments into their investment processes. Spanning 30 countries, the world's leading issuers, from multinational corporations to financial institutions to governments, turn to Sustainalytics for second-party opinions on green and sustainable bond frameworks. Sustainalytics has been certified by the Climate Bonds Standard Board as a verifier organization, and supports various stakeholders in the development and verification of their frameworks. In 2015, Global Capital awarded Sustainalytics "Best SRI or Green Bond Research or Ratings Firm" and in 2018 and 2019, named Sustainalytics the "Most Impressive Second Party Opinion Provider. The firm was recognized as the "Largest External Reviewer" by the Climate Bonds Initiative as well as Environmental Finance in 2018, and in 2019 was named the "Largest Approved Verifier for Certified Climate Bonds" by the Climate Bonds Initiative. In addition, Sustainalytics received a Special Mention Sustainable Finance Award in 2018 from The Research Institute for Environmental Finance Japan and the Minister of the Environment Award in the Japan Green Contributor category of the Japan Green Bond Awards in 2019.

For more information, visit www.sustainalytics.com

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