

**Review of Fiscal 2020****Environment****Climate Change**GHG Emissions

- Total greenhouse gas emissions amounted to 430,000 t-CO<sub>2</sub> in March 31, 2020, down a massive 15% year on year.
- Total Scope 2 emissions (emissions primarily from electricity consumption at Company stores and offices) decreased 28,000 t-CO<sub>2</sub> in March 31, 2020, down 29% year on year, following increased use of renewable energy.
- Total Scope 3 emissions (emissions from the manufacture, sale, and consumption of Company products and from across the value chain) decreased 48,000 t-CO<sub>2</sub> in March 31, 2020, down 12% year on year, due to the optimization of private brand product production levels.

Energy Consumption

- Electricity consumption, which accounts for approximately 80% of total energy consumption, was down 6% in March 31, 2020, as a result of energy conservation measures in Company stores and offices.
- The number of stores sourcing power from renewable energy increased from one store in March 31, 2019, to eight stores in March 31, 2020, and the amount of renewable energy sourced rose 19-fold from the previous fiscal year.
- The ratio of renewable energy to total electricity consumption came to 23% in March 31, 2020, 3 percentage points higher than the target. MARUI GROUP will target ratios of renewable energy of 70% in March 31, 2026, and 100% in March 31, 2031.  
(The Company joined the RE100 initiative in July 2018.)

Energy Costs

- Electricity costs were down ¥150 million, or 4%, year on year following a decrease in competitive bids and general energy use, despite the fact that renewable energy use increased.

**Resources and Waste**% of Recycled Material

- The rate of recycled material in March 31, 2020, was 63%, a year-on-year increase of 4 percentage points.  
In March 31, 2020, a massive overhaul was instituted to the waste treatment facilities at Marui Family Mizonokuchi that included changing layouts and introducing measurement equipment. In addition, garbage sorting support staff was positioned in these facilities and training sessions was held for the staff of tenants, which made the overall facility more conducive to garbage sorting, resulting in a large improvement in recycling rates.  
(rate of recycled material at Marui Family Mizonokuchi: 43% in March 31, 2019 → 79% in March 31, 2020)

Scope of data collection: MARUI GROUP CO., LTD., and its consolidated subsidiaries  
(Boundary is defined when non-consolidated data is used.)**Review of Fiscal 2020****Environment****Supply Chain (CSR Procurement)**Number of Audited Suppliers

- On-site meetings with new suppliers were held at a total of 11 factories in March 31, 2020, making for an aggregate total of 80 factories at which such meetings have been held.
- In March 31, 2020, there was a total of 44 cases of improvement advice being issued to 11 factories. This advice primarily pertained to workplace environment-related factors, such as regular health examination rates, and to the supply of safe and secure products.
- There were no instances of advice being provided regarding infringements of legal requirements, human rights, or fair transaction standards.

**Green Bond Fund Allocation Report**Total Amount of Green Bond Funds Appropriated

- The total amount of allocation of green bonds issued in October 2018 is 2.2 billion yen.
- In the current fiscal year, the appropriations to be used is 6.8 billion yen, appropriated for HVAC equipment upgrades and other projects.

**Third-Party Verification**

- MARUI GROUP receives third-party verification for 15 environment-related items, including greenhouse gas emissions, total waste, and total water used, from the Japan Quality Assurance Organization.

**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 females in management positions to above 17% by March 31, 2021. The ratio in March 31, 2020, was 13%, up for the fifth consecutive year.

% Employees Taking Full Parental Leave

- The ratio of applicable male employees taking full parental leave was 100% for the third consecutive year.

Human Resource Investments

- MARUI GROUP continues to ramp up investments in human resources as part of its strategies.
- In March 31, 2020, human resource investments increased ¥160 million year on year due to the advancement of a program for cultivating future leaders as well as the holding of training open to voluntary participation. As a result of these investments, operating income per employee, an indicator of profitability, continued to improve, coming to a level 1.6 times higher than in March 31, 2016.

Employee Turnover Rate

- The employee turnover rate excluding retirees rose 2.1 percentage points, to 5.7%.
- This temporary increase was a result of the partial revision of human resource systems.

**Third-Party Verification**

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

**Review of Fiscal 2020****Governance****Compliance**New Establishment of Sustainability Committee

- The Sustainability Committee, which is chaired by the president, was established in May 2019 as an advisory body to the Board of Directors designed to help guide MARUI GROUP toward its long-term vision for 2050. Under the Sustainability Committee, the Environment and CSR Committee was formed as an organization for managing relevant risks and carrying out the instructions of the Sustainability Committee. Both committees met twice in March 31, 2020.

Number of Female Directors

- Two new directors, one of whom is a woman, were appointed at the Ordinary General Meeting of Shareholders held in June 2019 to further strengthen the Company's management team.

Compensation for the President

- The compensation paid to the president in March 31, 2020, is not disclosed as the total amount of compensation was less than ¥100 million.

Number of Reports Filed Through Whistle-Blowing System: 47 (44 in fiscal 2019)

- Whistle-blowing systems allowing for direct reports to external lawyers were established, and it was confirmed that systems are being operated in an appropriate manner with the protection of whistle-blowers as the top priority.

Number of Fines and Penalties for Corruption: 0 (unchanged from fiscal 2019)Number of Incidents of Non-Compliance: 0 (unchanged from fiscal 2019)Number of Code of Conduct or Ethics Breaches: 0 (1 in fiscal 2019)Number of Cases of Customer Privacy Violations or Complaints: 0 (unchanged from fiscal 2019)

## 環境 Environment

環境方針	NEW	有	「丸井グループ環境方針」 <a href="http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1</a>
Environmental Policy		Yes	MARUI GROUP Environmental Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1</a>

## 気候変動 Climate Change

気候変動方針		有	「丸井グループ環境方針」に含む <a href="http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1</a>
Policy on Climate Change		Yes	Included in the MARUI GROUP Environmental Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1</a>

		バウンダリ Boundary	単位 Unit	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	2020年 3 月期 Fiscal 2020
GHG排出量★ GHG Emissions★ REVIEW	GHG Scope 1	グループ Group	t-CO <sub>2</sub>	14,434	14,920	13,818	15,109	13,799
	GHG Scope 2			89,179	103,264	99,286	96,232	67,916
	GHG Scope 3			509,070	489,439	412,256	399,926	351,962
	計 Total			612,683	607,623	525,360	511,267	433,677
CO <sub>2</sub> 排出量 CO <sub>2</sub> Emissions	CO <sub>2</sub> 直接排出量 Direct CO <sub>2</sub> Emissions	グループ Group	t-CO <sub>2</sub>	12,382	12,418	12,445	12,123	11,710
	CO <sub>2</sub> 間接排出量 Indirect CO <sub>2</sub> Emissions			89,179	103,264	99,286	96,232	67,916
	計 Total			101,561	115,682	111,731	108,355	79,626
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	-	20.7	19.4	14.9	12.4	10.3
H F C・H C F C排出量★ HFC and HCFC Emissions★	H F C直接排出量 Direct H F C Emissions	グループ Group	t-CO <sub>2</sub>	-	1,087	962	2,247	1,650
	H C F C直接排出量 Direct H C F C Emissions			-	1,415	411	739	439
	計 Total			-	2,502	1,373	2,986	2,089
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	9	29	81	61
エネルギー使用量★ Energy Consumption★ REVIEW	電力使用量 Electricity Used	グループ Group	G J	1,964,100	1,995,137	1,989,179	1,933,139	1,820,271
			(千kWh Thousands of kWh)	(197,001)	(200,114)	(199,521)	(193,896)	(182,575)
	再生可能エネルギー使用量 Renewable Energy Used		G J	0	0	91	21,837	418,042
			(千kWh Thousands of kWh)	0	0	(9)	(2,190)	(41,930)
	ガス使用量 Natural Gas Used		G J	232,092	234,880	228,687	221,441	215,152
	軽油・A重油・ガソリン使用量 Diesel, Heavy Oil A and Gasoline Usage			8,073	10,291	15,196	15,768	14,319
	温水・冷水使用量 Water Usage by Air-Conditioning Equipment			100,833	101,144	94,650	107,134	105,791
	計 Total			2,305,099	2,341,454	2,327,713	2,277,481	2,155,533
	エネルギー使用量原単位（連結営業利益当たり） Energy Consumption per Unit（Operating Income per Unit）		グループ Group	-	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)さまより該当年度について検証を受けています。  
MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since Fiscal Year Ended March 31, 2018.

気候変動 Climate Change

	バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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	387	395	386	2,574	42,289
エネルギーコスト <span>REVIEW</span> Energy Costs	グループ Group	百万円 Millions of Yen	-	3,685	3,844	4,112	3,967
CDP 気候変動スコア CDP Climate Change Score	グループ Group	-	-	A -	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） <a href="http://www.0101maruigroup.co.jp/sustainability/theme03/valuechain.html#valuechain1_1">http://www.0101maruigroup.co.jp/sustainability/theme03/valuechain.html#valuechain1_1</a> Included in the MARUI GROUP Procurement Policy (for Business Partners) <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html#valuechain1_1">http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html#valuechain1_1</a>					
廃棄物削減方針 Waste Reduction Policy	有 Yes	「丸井グループ環境方針」に含む <a href="http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1</a> Included in the MARUI GROUP Environmental Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1</a>					
化学物質廃止管理方針 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	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	2020年 3 月期 Fiscal 2020
原材料使用量（容器包装使用量） Raw Materials Used (Resources for Packaging)		単体：丸井 Non-consolidated : MARUI	t	1,682	1,704	1,522	1,407	1,116
廃棄物排出量★ Total Waste★		グループ＊ Group＊	t	12,900	15,039	14,527	14,419	13,588
廃棄物回収量★ Waste Recycled★		グループ＊ Group＊	t	7,700	8,839	8,351	8,524	8,508
リサイクル率★ % of Recycled Material★	REVIEW	グループ＊ Group＊	%	60	59	57	59	63
最終処分量★ Total Waste Disposed★	焼却処分 Incineration	グループ＊ Group＊	t	5,000	5,987	5,940	5,657	4,854
	埋め立て Landfill			200	213	235	238	226
	計 Total			5,200	6,200	6,175	5,895	5,080
有害廃棄物排出量 Hazardous Waste		グループ Group	t	0	0.02	0.01	0.21	0
NOx 排出量 NOx Emissions		グループ Group	t	7	10	9	12	10
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

＊ 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)さまより該当年度について検証を受けています。

MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since Fiscal Year Ended March 31, 2018

## 水 Water

水方針 Water Policy	有 Yes	「丸井グループ環境方針」に含む <a href="http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment1</a> Included in the MARUI GROUP Environmental Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1">http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment1</a>
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	バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
水資源使用量★ Total Water Used★	グループ Group	千㎡ Thousands of ㎡	1,460	1,455	1,443	1,463	1,490
排水量★ Total Wastewater★	グループ Group	千㎡ Thousands of ㎡	1,440	1,434	1,434	1,454	1,437

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

	バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
現地ミーティング実施工場数（累計） Number of Audited Suppliers	グループ Group	工場 Suppliers	0	20	57	69	80

## コンプライアンス Compliance

	バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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 Penalties	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（累計）★2 Total amount of funds allocated★2	百万円 Millions of Yen	2,222	976	6,800
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	852	0	-
温室効果ガス排出量削減 Reduction of greenhouse emissions		1,370	975	-
再生可能エネルギー発電 Generation of renewable power		0.5	0.7	-

★ 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)さまより該当年度について検証を受けています。  
MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since Fiscal Year Ended March 31, 2018

★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  
※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. Additionally, Sustainalytics confirmed that the projects funded through the green bond met the Use of Proceeds criteria outlined in the Marui Group Green Bond Framework. ※Please refer to Annual Review from Sustainalytics

＊1 2020年3月実績  
March 2020 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	「丸井グループ人権方針」 <a href="http://www.0101maruigroup.co.jp/sustainability/overview/index.html#overview2">http://www.0101maruigroup.co.jp/sustainability/overview/index.html#overview2</a> MARUI GROUP Human Rights Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/overview/index.html#overview2">http://www.0101maruigroup.co.jp/en/sustainability/overview/index.html#overview2</a>
児童労働防止方針 Policy Against Child Labor	有 Yes	「丸井グループ人権方針」に含む <a href="http://www.0101maruigroup.co.jp/sustainability/overview/index.html#overview2">http://www.0101maruigroup.co.jp/sustainability/overview/index.html#overview2</a> Included in the MARUI GROUP Human Rights Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/overview/index.html#overview2">http://www.0101maruigroup.co.jp/en/sustainability/overview/index.html#overview2</a>
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 <a href="http://www.0101maruigroup.co.jp/ci/action.html#action1">http://www.0101maruigroup.co.jp/ci/action.html#action1</a> Included in the MARUI GROUP Code of Conduct <a href="http://www.0101maruigroup.co.jp/en/ci/action.html#action1">http://www.0101maruigroup.co.jp/en/ci/action.html#action1</a>
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	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	2020年3月期 Fiscal 2020
総店舗数＊1 Total Number of Stores <sup>*1</sup>		グループ Group	店 Stores	28	31	26	25	24
総売場面積 Total Sales Floor Area		グループ Group	千㎡ Thousands of ㎡	442	452	440	426	418
自社E Cサイト訪問回数＊1 Number of MARUI GROUP E-Commerce Site Visits <sup>*1</sup>		グループ Group	万回 Ten Thousands of Times	9,969	10,082	10,301	10,010	9,435
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)		グループ Group	%	-	78	79	84	
エポスカード会員数＊2 EPOS Cardholders <sup>*1</sup>		グループ Group	万人 Ten Thousands of Members	613	636	657	688	720
エポスカード会員 年齢構成比＊2 EPOS Cardholders by Age Group <sup>*2</sup>	20代以下 Age 29 and Below	グループ Group	%	27.2	25.9	25.1	24.6	24.2
	30代 Age 30-39			26.8	26.1	25.6	25.3	25.1
	40代 Age 40-49			19.0	19.4	19.4	19.2	18.9
	50代 Age 50-59			14.0	14.6	15.3	15.8	16.1
	60代以上 Age 60 and Above			13.1	13.9	14.6	15.1	15.6
	エポスカード稼働率 Ratio of Active EPOS Cardholders (for a year)			グループ Group	%	63.7	65.3	65.9
エポスカード1枚当たり利益＊3 Income per Card of EPOS Cards <sup>*3</sup>		グループ Group	円 Yen	5,900	6,500	7,000	7,700	8,100
貸倒比率 Ratio of Delinquent Debt		グループ Group	%	1.57	1.45	1.60	1.80	1.90

\* 1 2018年3月期より基準を変更しています。/Standards were changed in Fiscal Year Ended March 31, 2018

\* 2 以前のカードを含む/Includes previous cards

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

## 社員 Employees

人材開発方針 Training Policy		有 Yes	「グループ行動規範」に含む <a href="http://www.0101maruigroup.co.jp/ci/action.html#action1">http://www.0101maruigroup.co.jp/ci/action.html#action1</a> Included in the MARUI GROUP Code of Conduct <a href="http://www.0101maruigroup.co.jp/en/ci/action.html#action1">http://www.0101maruigroup.co.jp/en/ci/action.html#action1</a>						
労働安全衛生方針 Occupational Health and Safety Policy		有 Yes	「グループ安全衛生方針」 <a href="http://www.0101maruigroup.co.jp/sustainability/theme02/health.html#health3_0">http://www.0101maruigroup.co.jp/sustainability/theme02/health.html#health3_0</a> MARUI GROUP Occupational Health and Safety Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme02/health.html#health3_0">http://www.0101maruigroup.co.jp/en/sustainability/theme02/health.html#health3_0</a>						
			バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
社員数＊1 Number of Employees <sup>*1</sup>	女 Women	グループ Group	人 Persons	2,685	2,584	2,466	2,340	2,297	
	男 Men			3,214	3,148	3,082	2,986	2,833	
	計 Total			5,899	5,732	5,548	5,326	5,130	
平均臨時雇用者数＊1 (パートタイム雇用者数) Number of Temporary Employees <sup>*1</sup> (Number of Part-Time Employees)	女 Women	グループ Group	人 Persons	1,585	1,422	1,325	1,207	1,095	
	男 Men			362	333	317	313	358	
	計 Total			1,947	1,755	1,642	1,520	1,453	
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＊3 Average Number of Consecutive Years Served <sup>*1</sup>	女 Women	グループ Group	年 Years	13.7	14.6	15.6	16.5	17.4	
	男 Men			22.2	22.7	23.3	23.7	24.0	
	計 Total			18.1	18.8	19.6	20.3	20.8	
平均年齢＊1＊4 Average Age of Employees <sup>*1</sup>	女 Women	グループ Group	歳 Age	38.7	39.3	40.4	41.3	41.9	
	男 Men			46.1	46.4	46.7	47.3	47.7	
	計 Total			41.7	42.3	43.0	43.9	44.4	
社員離職率＊5 Employee Turnover Rate	自己都合★＊6 Full-Time Staff Voluntary Turnover Rate <sup>*</sup>	グループ Group	％	2.0	2.7	2.9	3.0	2.6	
	計★ Total★ (定年退職者除く) (Excluding Retirements)			3.2	4.2	4.2	5.5	7.7	
				(2.1)	(3.2)	(3.1)	(3.6)	(5.7)	
新卒入社者の定着人数＊2 Number of new graduates hire retention <sup>*2</sup>			バウンダリ Boundary	バウンダリ Boundary	男女計 Total		男 men	女 Women	
2017年4月新卒入社者 New graduate hires in April 2017			グループ Group	人 persons	58		26	32	
うち2020年4月在籍者 Of which, those remaining in April 2020					51		25	26	

\* 1 各年3月31日現在 As of March 31 of each year \* 2 新卒入社者58人に対し、退職者7名、退職率12% 7 retired, 12% turnover rate for 58 new graduates.

\* 3 2020年公開分より社員の対象範囲を拡大（契約社員のうち、無期雇用契約への変更者を含む）。過年度分も修正しています。

The scope of employees has been expanded from fiscal 2020 release. (Including contract employees who have changed their employment contract to non-fixed-term contracts). Figures for previous years have also been revised.

\* 4 2020年公開分より社員の対象範囲を拡大（契約社員・時給労働者も含む）。過年度分も修正しています。

The scope of employees has been expanded from fiscal 2020 release. (Including contract employees and hourly workers). Figures for previous years have also been revised.

\* 5 2020年公開分より社員の対象範囲を拡大（休職者を含む）。過年度分も修正しています。

The scope of employees has been expanded from fiscal 2020 release. (Including employees on leave). Figures for previous years have also been revised.

\* 6 自己都合での離職とは、全離職者から定年退職者、死亡退職者、懲戒解雇者、諭旨解雇者、その他会社都合退職者以外の理由での離職者と定義する。

The full-time staff voluntary turnover rate is calculated using the total number of employees leaving their positions excluding those leaving due to mandatory retirement, those that passed away, those that were removed from positions for disciplinary reasons, those that resigned at the suggestion of the Company, and those that left for other reasons at the convenience of the Company.

★ 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)さまより該当年度について検証を受けています。

MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since Fiscal Year Ended March 31, 2018



## 社員 Employees

		バウンダリ Boundary	単位 Unit	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	2020年 3 月期 Fiscal 2020
新規採用者数 Number of Newly Hired Employees	女 Women	グループ Group	人 Persons	-	-	31	38	35
	男 Men			-	-	20	27	23
	計 Total			-	-	51	65	58
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	60.3
女性社員比率 * 1 ★ Female Share of Total Workforce *1★		グループ Group	%	46	45	44	44	45
女性管理職数 * 2 Number of Females in Management Positions *2★		グループ Group	人 Persons	30	33	40	47	49
女性管理職比率 * 2 ★ % of Females in Management Positions *2★		グループ Group	%	9.1	10.0	11.2	12.6	13.3
管理部門を除く * 1 ★ % of Females in Management Positions in Revenue-Generating Functions *1★				-	-	10.4	10.5	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	603	611	643	654	657
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	29.7
	(役職別) ★ (By Position) ★			-	-	27.2	28.5	31.0
育児休職取得者数 Number of Employees Taking Parental Leave	女 * 3 Women *3	グループ Group	人 Persons	305	324	296	248	263
	男 * 4 Men *4			56	78	62	63	54
育児休職取得率 % of Employees Taking Full Parental Leave	女 Women	グループ Group	%	100	100	100	100	100
	男 Men			66	94	*5 109	100	*5 126
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	415	473	484	496	481
	男 Men			1	0	0	2	3
	計 Total			416	473	484	498	484
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	%	66	81	63	74	64
	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	%	2.08	2.16	2.39	2.53	2.55

\* 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 当該年度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)さまより該当年度について検証を受けています。  
MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since Fiscal Year Ended March 31, 2018

## 社員 Employees

		バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
グループ会社間初異動者数 * 1 Number of First Intra-Group Profession Changes <sup>*1</sup>			人 Persons	440	482	514	460	352
グループ会社間異動者数累計 * 1 Aggregate Total Number of Intra-Group Profession Changes <sup>*1</sup>		グループ Group		1,418	1,833	2,210	2,541	2,626
グループ会社間異動率 * 1 Ratio of Intra-Group Profession Changes <sup>*1</sup>			%	25	34	43	52	61
人材への投資額 <span>REVIEW</span> Human Resource Investments		グループ Group	百万円 Millions of Yen	-	474	725	1,046	1,210
社員一人当たり営業利益 <span>NEW</span> Operating income per employee		グループ Group	万円 Ten Thousands of Yen	501	537	645	757	802
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	32,770	32,023	31,537	30,869	29,484
社員の平均報酬（中央値）*2 Median Compensation of Employees		グループ Group	万円 Ten Thousands of Yen	-	491	449	472	465
非管理職の平均給与*3 <span>NEW</span> (基本給のみ) Average salary of Non-management level (Base salary only)	女 Women	グループ Group	万円 Ten Thousands of Yen	-	-	-	-	352
	男 Men			-	-	-	-	444
管理職の平均給与*3 <span>NEW</span> (基本給のみ) Average salary of Management level (Base salary only)	女 Women	グループ Group	万円 Ten Thousands of Yen	-	-	-	-	757
	男 Men			-	-	-	-	790
組合加入社員比率 * 4★ % of Employees Unionized <sup>*4★</sup>		グループ Group	%	-	93	94	94	95
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	社員 Employees	グループ Group	人 Persons	100	76	61	78	72
	請負業者 Contractors			0	0	0	0	0
	計 Total			100	76	61	78	72
労働災害による死亡者数★ Number of Work-Related Fatalities★	社員 Employees	グループ Group	人 Persons	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）★	社員 Employees	グループ Group	-	0.72	1.40	0.83	0.94	0.91
	請負業者 Contractors			0	0	0	0	0
職業性疾病発生率（OIFR）★ Occupational Illness Frequency Rate（OIFR）★	社員 Employees	グループ Group	-	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 管理職を除く。月例賃金+賞与。

Excluding management level. Monthly wage + bonus

\* 3 月額の基本給×12か月分（賞与・手当等を除く）

Standard monthly wage × 12 months

(Excluding bonuses and allowances)

\* 4 各年3月1日現在 As of March 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)さまより該当年度について検証を受けています。

MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since Fiscal Year Ended March 31, 2018.

## 社員 Employees

		バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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	540	568	571	543	524
L G B T 研修累計受講者数 Aggregate Number of Employees and Tenants That Have Undergone LGBT Manner	社員 Employees テナントさま Tenants	グループ Group	人 Persons	75	500	1,767	3,674	4,442
				-	28	251	647	911
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	社員 Employees テナントさま Tenants	グループ Group	人 Persons	309	1,249	2,787	3,952	4,596
				-	4	131	299	489

## お取引先さま Business Partners

		バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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	1

## 地域・社会 Communities and Society

		バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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	194

## 情報セキュリティ Information Security

情報セキュリティ保護方針 Policy on Data Security Protection	有 Yes	「グループ情報セキュリティ方針」 <a href="http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html</a> MARUI GROUP Information Security Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html</a>						
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」 <a href="http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html</a> MARUI GROUP Privacy Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html</a>						
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」 <a href="http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html</a> MARUI GROUP Social Media Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html</a>						
		バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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社数 Number of PrivacyMark-Certified Group Companies		グループ Group	社 Companies	4	6	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

## ガバナンス Governance

## コーポレートガバナンス Corporate Governance

			バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
取締役数 Number of Directors <div>REVIEW</div>	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	1
		男 Men			4	4	4	4	4
		計 Total			4	4	4	4	5
	独立社外 Number of Independent Directors	女 Women			1	1	1	1	1
		男 Men			1	1	2	2	2
		計 Total			2	2	3	3	3
	総計 Total				6	6	7	7	8
取締役兼務執行役員数 Number of Corporate Executive Officers on the Board			単体： 丸井グループ Non-consolidated: MARUI GROUP	人 Members	4	4	4	4	4
取締役兼務執行役員比率 % of Corporate Executive Officers on the Board				%	67	67	57	57	50
独立社外取締役比率 % of Independent Directors on the Board					33	33	43	43	38
女性取締役比率 % of Women on the Board					17	17	14	14	13
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			単体： 丸井グループ Non-consolidated: MARUI GROUP	%	50	50	50	50	50
女性監査役比率 % of Female Audit & Supervisory Board Members					0	0	0	0	0
役員の平均年齢 Average Age of Board Members			単体： 丸井グループ Non-consolidated: MARUI GROUP	歳 Age	59	59	60	61	61
取締役上限年齢 Age Limit for Board Members			グループ Group	歳 Age	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	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	2020年3月期 Fiscal 2020
取締役会開催回数 Number of Board Meetings			単体： 丸井グループ Non-consolidated: MARUI GROUP	回 Times	10	10	10	10	9
取締役会出席率 Board Meeting Attendance				%	100	100	100	99	99
独立取締役出席率 Attendance of Independent Directors at Board Meetings				%	100	100	100	97	96
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			単体： 丸井グループ Non-consolidated: MARUI GROUP	回 Times	16	16	16	17	15
監査役会出席率 Audit Committee Meeting Attendance				%	100	100	100	99	100
独立監査役出席率 Attendance of Independent Auditors at Board Meetings				%	100	100	100	97	100
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 Executive Officers (Includes Corporate Executive Officers on the Board)	女 Women	グループ Group	人 Members	2	3	3	3	4	
	男 Men			14	13	14	13	14	
	計 Total			16	16	17	16	18	
	女性執行役員比率 Ratio of Female Executive Officers			%	12.5	18.8	17.6	18.8	22.2
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	女 Women	単体： 丸井グループ Non-consolidated: MARUI GROUP	人 Members	0	0	0	0	0
		男 Men			3	1	1	1	1
		計 Total			3	1	1	1	1
	独立社外 Number of Independent Nominating and Compensation Committee Members	女 Women			1	1	1	1	1
		男 Men			1	1	1	1	1
		計 Total			2	2	2	2	2
	総計 Total				5	3	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	2	3	4	5	4
指名・報酬委員会出席率 Nominating and Compensation Committee Meeting Attendance				%	100	100	100	100	100
サステナビリティ委員会委員数 <span>NEW</span> <span>REVIEW</span> Number of Sustainability Committee Members			グループ Group	人 Members					11
サステナビリティ委員会開催回数 <span>NEW</span> <span>REVIEW</span> Number of Sustainability Committee Meetings				回 Times					2

## コーポレートガバナンス Corporate Governance

	バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
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	16	20	16	16	18
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	10	10	12
広報IR委員会開催回数 Number of Public Relations IR Committee Meetings		回 Times	5	6	5	6	8
内部統制委員会委員数 Number of Internal Control Committee Members	グループ Group	人 Members	15	15	15	16	17
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・社会貢献推進分科会委員数 Number of Environment and CSR Committee Members	グループ Group	人 Members	10	10	11	11	11
環境・社会貢献推進分科会開催回数 Number of Environment and CSR Committee Meetings		回 Times	2	3	4	2	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	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	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	14
情報セキュリティ委員会開催回数 Number of Information Security Committee Meetings		回 Times				1	2
安全管理委員会委員数 Number of Safety Control Committee Members	グループ Group	人 Members	13	14	13	14	14
安全管理委員会開催回数 Number of Safety Control Committee Meetings		回 Times	2	3	2	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	6	7	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

\* 2018年度下半期より情報セキュリティ委員会に統合

Integrated into the Information Security Committee from October 2018.

## 報酬 Compensation

		バウンダリ Boundary	単位 Unit	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	2020年3月期 Fiscal 2020
CEO報酬 Compensation of Chief Executive Officer <small>REVIEW</small>	基本報酬 Basic Compensation	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	-	84	84	84	-
	業績連動賞与 Bonuses			-	8	9	9	-
	業績連動型株式報酬 Other Compensation			-	9	9	9	-
	計 Total			-	102	102	103	-
取締役報酬 (社外取締役を除く) Compensation of Directors (Excluding External Directors)	基本報酬＊ Basic Compensation＊	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	165	149	148	156	150
	ストックオプション Stock Options			22	0	0	0	0
	業績連動賞与 Bonuses			0	15	16	17	21
	業績連動型株式報酬 Other Compensation			0	16	16	17	0
	計 Total			187	182	181	191	171
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 Basic Compensation	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	35	34	34	35	34
	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			35	34	34	35	34
社外役員報酬 Compensation of External Directors and External Audit & Supervisory Board Members	基本報酬 Basic Compensation	単体： 丸井グループ Non-consolidated: MARUI GROUP	百万円 Millions of Yen	37	44	54	49	45
	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			37	44	54	49	45

## 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	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	2020年3月期 Fiscal 2020
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	93	96	95	98	74
	非監査費 Non-Audit Fees			1	1	1	1	2
	計 Total			94	97	97	100	76

\* 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 <a href="http://www.0101maruigroup.co.jp/pdf/cgr.pdf">http://www.0101maruigroup.co.jp/pdf/cgr.pdf</a> Included in the MARUI GROUP Corporate Governance Report <a href="http://www.0101maruigroup.co.jp/pdf/cgr_en.pdf">http://www.0101maruigroup.co.jp/pdf/cgr_en.pdf</a>
倫理規範 Business Ethics Policy	有 Yes	「グループ行動規範」に含む <a href="http://www.0101maruigroup.co.jp/ci/action.html#action1">http://www.0101maruigroup.co.jp/ci/action.html#action1</a> Included in the MARUI GROUP Code of Conduct <a href="http://www.0101maruigroup.co.jp/en/ci/action.html#action1">http://www.0101maruigroup.co.jp/en/ci/action.html#action1</a>
腐敗防止方針 Anti-Corruption Policy	有 Yes	同上 Same as Above
贈収賄防止方針 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」 <a href="http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/sustainability/theme04/risk.html</a> MARUI GROUP Tax Policy <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html">http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html</a>
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 <a href="http://www.0101maruigroup.co.jp/ci/action.html#action1">http://www.0101maruigroup.co.jp/ci/action.html#action1</a> Included in the MARUI GROUP Code of Conduct <a href="http://www.0101maruigroup.co.jp/en/ci/action.html#action1">http://www.0101maruigroup.co.jp/en/ci/action.html#action1</a>
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 <a href="https://www.0101maruigroup.co.jp/pdf/cgg_20200730.pdf">https://www.0101maruigroup.co.jp/pdf/cgg_20200730.pdf</a> Included in the MARUI GROUP Corporate Governance Guidelines <a href="https://www.0101maruigroup.co.jp/pdf/cgg_20200730_en.pdf">https://www.0101maruigroup.co.jp/pdf/cgg_20200730_en.pdf</a>
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 <a href="https://www.0101maruigroup.co.jp/pdf/cgg_20200730.pdf">https://www.0101maruigroup.co.jp/pdf/cgg_20200730.pdf</a> Included in the MARUI GROUP Corporate Governance Guidelines <a href="https://www.0101maruigroup.co.jp/pdf/cgg_20200730_en.pdf">https://www.0101maruigroup.co.jp/pdf/cgg_20200730_en.pdf</a>
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	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	2020年3月期 Fiscal 2020
内部通報窓口への通報件数 <span>REVIEW</span> Number of Reports Filed Through Whistle-Blowing System	グループ Group	件 reports	48	35	65	44	47
腐敗防止違反件数 <span>REVIEW</span> 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		円 Yen	0	0	0	0	0
法令違反件数 <span>REVIEW</span> 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		円 Yen	0	0	0	0	0
行動規範・倫理基準に対する違反件数 <span>REVIEW</span> Number of Code of Conduct or Ethics Breaches	グループ Group	件 Incidents	-	-	-	1	0
お客さまのプライバシー侵害・苦情に対する違反件数 <span>REVIEW</span> Number of Cases of Customer Privacy Violations or Complaints	グループ Group	件 Incidents	-	-	-	0	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 FY2019 GHG emissions calculation report (Scope 1, 2 and 3)”, “Marui Group’s FY2019 water consumption calculation report”, “Marui Group’s FY2019 waste disposed calculation report”, “Marui Group’s FY2019 Fuels and HFCs Usage calculation report” and “Marui Group’s FY2019 Usage of electricity 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.4”, the “Water consumption calculation rule, ver. 2” 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) 2019 of the Company ended on March 31, 2020.

## 2. Procedures Performed

JQA conducted verification in accordance with “ISO 14064-3” for GHG emissions, Fuels and HFCs usage, and Usage of electricity 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 CO<sub>2</sub> derived from the usage of fuels and hydrofluorocarbons), Scope2 (indirect emissions derived from the usage of electricity and the thermal usage) and 15 categories of Scope 3, covering energy-derived CO<sub>2</sub> emissions and hydrofluorocarbons such as R22, R404A, R407C, R410A, R-134a and R-123 (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 each of the total emissions and total amount of HFCs usage, and water consumption, and waste discharge in the Reports. The organizational boundaries for Scope 1 and 2 included 63 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 CO<sub>2</sub> emissions (Scope 1 and 2) and HFCs usage, (Scope 1); Monitoring points for water consumption and waste discharge; calculation scenario and allocation method for CO<sub>2</sub> 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 FY2019 GHG emissions, the data of Water and Waste, Fuels and HFCs usage, and Usage of electricity 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 FY2019

GHG emissions (t-CO <sub>2</sub> )	Scope1	Scope2	Scope3	Total			
	13,799	67,916	351,962	433,677			
Water(m <sup>3</sup> )	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
	1,489,582	1,437,261	1,480,994	0	8,588	0	1,489,582
Waste	Total waste (t)	Waste Recycled (t)	% of Recycled materials (%)	Waste sent to landfills for the waste disposed (t)			
	13,588	8,508	63	5,080			
Fuels and HFCs Usage	City Gas (m <sup>3</sup> )	Fuel oil A (kl)	Deasel oil (kl)	Gasoline (kl)	HFCs (t-CO <sub>2</sub> )		
	4,781,159	5	360	16	2,089		
Electricity and the thermal usage	Electricity (kWh)	% of Renewable energy in the electricity usage (%)	Hot water (GJ)	Cold water (GJ)	Steam (GJ)		
	182,574,775	23.0	40,941	36,847	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 19, 2020

\*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 indicators of a social dimension calculation report(Fiscal Year ended March 31, 2020\*)” (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.4” (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 (44.8%)	6. Employees Unionized *2 (95%)	11. Lost-Time Injury Frequency Rate (LTIFR) – Employees (0.91)
2. Females in management positions *1 (13.3%)	7. Total employee turnover rate (7.7%)	12. Lost-Time Injury Frequency Rate (LTIFR) – Contractors (0.00)
3. Females in junior management positions *1 (31.0%)	8. Voluntary employee turnover rate (2.6 %)	13. Occupational Illness Frequency Rate (OIFR) – Employees (0.00)
4. Females in management positions in revenue- generating functions (10.5%)	9. The number of work-related fatalities - Employees (0 person)	14. Occupational Illness Frequency Rate (OIFR) – Contractors (0.00)
5. Disabled in Workforce (2.55%)	10. The number of work-related fatalities - Contractors (0 person))	-

\*1: As of April 1, 2020    \*2: As of March 1, 2020

### 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 of indicator 1 in Table 1 included affiliate company’s 207 domestic sites, and others included 216 domestic sites.

Our verification procedures included:

- Performing validation of integrated functions 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, 2020 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

November 10, 2020

## Marui Group Co., Ltd.

**Type of Engagement:** Annual Review

**Date:** June 18, 2020

**Engagement Team:** Wakako Mizuta, wakako.mizuta@sustainalytics.com, (+81) 3 4571 2343  
Marie Toyama, marie.toyama@sustainalytics.com, (+81) 3 4571 2343

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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 Source 100% of electricity from renewable power sources, Reduction of GHG emissions and Renewable power generation (the "Green Bond"). In June 2020, 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").<sup>1</sup> This is Sustainalytics second annual review of Marui Group's Green Bond following the previous review in December 2019.

### Evaluation Criteria

Sustainalytics evaluated the projects funded in fiscal year 2019<sup>2</sup> 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 lists the associated KPIs.

#### Table 1: Use of Proceeds, 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
<b>(A) Source 100% of electricity from renewable power sources</b>	Costs related to MARUI GROUP' efforts to achieve 100% renewable energy utilization, mainly via solar and wind power, consumed by its business segments
<b>(B) Reduction of GHG emissions</b>	Costs related to energy-saving efforts at stores and offices
<b>(C) Renewable power generation</b>	Costs related to implementation of renewable energy power generation projects

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<sup>1</sup> Marui Group's Green Bond Framework overview available at: [https://www.sustainalytics.com/wp-content/uploads/2018/09/Marui-Group\\_Green-Bond-Framework-Overview\\_SPO\\_Final.pdf](https://www.sustainalytics.com/wp-content/uploads/2018/09/Marui-Group_Green-Bond-Framework-Overview_SPO_Final.pdf)

<sup>2</sup> The fiscal year 2019 begins on 1 April 2019 and end on 31 March 2020.

**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	
<b>(A) Source 100% of electricity from renewable power sources</b>	Ratio of renewable power to the Group's total power consumption (%)
<b>(B) Reduction of GHG emissions</b>	Rate of reduction of the group wide total GHG emissions in comparison to the level in the fiscal year ending March 31, 2017 (%)
<b>(C) Renewable power generation</b>	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 Marui Group 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,<sup>3</sup> 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.

<sup>3</sup> 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**

<b>Eligibility Criteria</b>	<b>Procedure Performed</b>	<b>Factual Findings</b>	<b>Error or Exceptions Identified</b>
<b>Use of Proceeds Criteria</b>	Verification of the projects funded by the Green Bond in fiscal year 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
<b>Reporting Criteria</b>	Verification of the projects funded by the Green Bond in fiscal year 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
<b>(A) Source 100% of electricity from renewable power sources</b>	<ul style="list-style-type: none"> <li>Costs related to purchase of power from renewable energy sources and transitioning to power from renewable energy sources (costs of switching power purchase agreements)</li> </ul>	None	Yes
<b>(B) Reduction of GHG emissions</b>	<ul style="list-style-type: none"> <li>Costs related to LED lights (at least 40% of the reduction in power consumption)</li> <li>Costs related to air-conditioners (at least 30% reduction on power consumption)</li> <li>Costs related to hot and cold water dispensers and cooling water pumps (at least a 30% reduction on power consumption)</li> <li>Costs related to transformers (at least 50% of the reduction in power consumption)</li> <li>Costs related to escalators and elevators (at least 30% of the reduction in power consumption)</li> </ul>		
<b>(C) Renewable power generation</b>	<ul style="list-style-type: none"> <li>Costs of operating solar power generation facilities</li> </ul>		

## Appendix 2: Impact Reporting by Eligibility Criteria

Use of Proceeds Category	KPIs
<b>(A) Source 100% of electricity from renewable power sources</b>	Ratio of renewable power to the Group's total power consumption: 23.0%
<b>(B) Reduction of GHG emissions</b>	Rate of reduction of the group wide total GHG emissions in comparison to the level in the fiscal year ending March 31 2017: 30.9%
<b>(C) Renewable power generation</b>	Amount of renewable power generation: 358,648 kWh

## Disclaimer

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## Sustainalytics

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