

Data scope: Consolidated

(Items for which the scope is "Non-consolidated" are indicated in "Scope.")

Review of the Fiscal Year Ended March 31, 2022**Environment****Climate Change**Greenhouse Gas Emissions

- Total greenhouse gas emissions amounted to 300,000 t-CO₂ in the fiscal year ended March 31, 2022, down 2%, or 7,000 t-CO₂, year on year.
- Scope 2 emissions decreased 8,000 t-CO₂ year on year following progress in the shift toward renewable energy, while Scope 3 emissions increased 2,000 t-CO₂ as the number of visitors to stores rose due in part to the rebound from prior declines that resulted from store closures conducted in response to the COVID-19 pandemic. Going forward, MARUI GROUP will continue to pursue reductions in CO₂ emissions by optimizing production of private brand products.
- MARUI GROUP seeks to achieve an 80% reduction in Scope 1 and Scope 2 emissions from the fiscal year ended March 31, 2017, by 2030. This target was certified by Science Based Targets in 2019, indicating that this target is effective for keeping global warming below 1.5°C above pre-industrial levels. In addition, a 100% reduction in Scope 1 and Scope 2 emissions will be pursued by switching to renewable energy and utilizing carbon offset schemes.

Renewable Energy and Energy Used

- Total energy used in the fiscal year ended March 31, 2022, was 1,860,000 GJ, an increase of 7,000 GJ from the previous fiscal year.
- Electricity used increased 13,000 GJ due to the rebound from prior store closures conducted in response to the COVID-19 pandemic.
- The ratio of renewable energy used increased 9 percentage points year on year, to 61%. This outcome was a result of the introduction of renewable energy at 17 stores and six other business sites.
- The Company joined the RE100 initiative in July 2018, announcing its goal of sourcing 70% of the electricity used in its business from renewable energy by the fiscal year ending March 31, 2026, and 100% by the fiscal year ending March 31, 2031.

Resources and WasteTotal Waste

- Total waste in the fiscal year ended March 31, 2022, amounted to 10,102 tons, an increase of 3%, or 310 tons, year on year. However, the ratio of recycled materials used rose 4 percentage points, to 70%, following equipment renovations and changes in operating practices at in-store waste processing facilities, which led to more effective waste sorting and decreases in overall waste at applicable stores. As a result, total waste disposed was down 333 tons, or 10%, to 3,021 tons.
- Based on the new law regarding the recycling of plastic waste resources promulgated in Japan in April 2022, MARUI GROUP is working together with business partners to curtail the use of one-time use plastic items.

Green Bond Fund Allocation ReportTotal Amount of Green Bond Funds Appropriated

- The amount of funds appropriated in the fiscal year ended March 31, 2022, from the green bonds issued in October 2018 was ¥8.6 billion. A total of ¥2.4 billion in appropriated funds was allocated to air-conditioning equipment upgrades, which resulted in ¥1.4 billion in funds outstanding.

Third-Party Verification

- MARUI GROUP receives third-party verification for 17 environment-related items, including greenhouse gas emissions, total waste, and total water used, from the Japan Quality Assurance Organization.

Data scope: Consolidated

(Items for which the scope is "Non-consolidated" are indicated in "Scope.")

Review of the Fiscal Year Ended March 31, 2022**Society****Employees**Women's Empowerment Indexes

- Since the fiscal year ended March 31, 2014, MARUI GROUP has been implementing initiatives to reform employee awareness and its corporate culture to accomplish the targets defined for its women's empowerment indexes, which gauge the outcomes of its efforts to empower female employees. In April 2021, these indexes were redefined and targets for the fiscal year ending March 31, 2026, were set to facilitate efforts to eliminate gender preconceptions.
- Only figures for the fiscal years ended March 31, 2021 and 2022, are provided for the new indexes for which disclosure was commenced in the fiscal year ended March 31, 2022. Figures for both years are provided for comparison purposes. These new indexes are ratio of women in executive officer positions, ratio of applicable male employees taking childcare leave within eight weeks of childbirth by partner, ratio of applicable male employees taking childcare leave for one month or more, rate of elimination of gender preconceptions (ratio of employees rejecting preconceptions about gender roles), and rate of household chore and child-rearing participation by male employees.

Empowerment of Female Employees	FY2022	FY2026
• Ratio of women in junior management positions	32% (Up 1 pp year on year)	40%
• Ratio of women in management positions	17% (Up 2 pp year on year)	20%
Employee Awareness and Corporate Culture Reforms	FY2022	FY2026
• Ratio of applicable male employees taking childcare leave within eight weeks of childbirth by partner	51% (Up 15 pp year on year)	80%
• Rate of elimination of gender preconceptions (ratio of employees rejecting preconceptions about gender roles)	48%	50%

Human Capital Management

- Employees taking part in voluntary participation initiatives 4,072 (Unchanged year on year) Ratio of employees taking part in voluntary participation initiatives 82% (Up 2 pp year on year)
- Employees undergoing intra-Group profession change (aggregate) 2,973 (Up 6% year on year) Ratio of employees undergoing intra-Group profession change (aggregate) 77% (Up 8 pp year on year)
- In the fiscal year ended March 31, 2022, single-year profit and loss items projected to contribute to medium- to long-term improvements in corporate value were reframed as "human capital investments." These human capital investments are the total of prior human resource investments; personnel expenses associated with new business development, which were previously considered R&D expenses; and the personnel expenses incurred during the first year after employees have undergone intra-Group profession changes. In the fiscal year ended March 31, 2022, human capital investments totaled ¥7.7 billion.

Supply Chain (CSR Procurement)

- Audited suppliers (aggregate) 80 (80 in the fiscal year ended March 31, 2021)
- On-site audits of suppliers could not be performed in the fiscal year ended March 31, 2022, in response to the COVID-19 pandemic.
No requests for corrective actions regarding infringements of laws, human rights, or fair trade standards were made based on surveys of and meetings with suppliers.

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.

Policy Revisions

- The MARUI GROUP Privacy Policy was revised. URL: <https://www.0101maruigroup.co.jp/en/privacy/index.html>

Review of the Fiscal Year Ended March 31, 2022

Governance

Compliance

Ratio of External Directors (Independent Directors) on the Board of Directors and

Ratio of Women on the Board of Directors

- Following a decrease in the number of internal directors by two, the total number of directors came to six, making for a ratio of external directors (independent directors) on the Board of Directors of 50% (up 12 percentage points year on year) and a ratio of women on the Board of Directors of 33% (up 8 percentage points year on year).

Reports Filed through Whistle-Blowing System 48 (31 in the fiscal year ended March 31, 2021)

- It was confirmed that the Company's whistle-blowing system, which allows for direct reports to external lawyers, is being operated in an appropriate manner with the protection of whistle-blowers as the top priority.

Code of Conduct and Ethics Breaches 2 (2 in the fiscal year ended March 31, 2021)

- Investigations of reports filed through the Company's whistle-blowing system or through management channels found two code of conduct and ethics breaches. Appropriate disciplinary measures were taken based on deliberations by Group disciplinary committees.
- No fines and/or penalties for corruption, non-compliance incidents, or customer privacy violations and complaints took place in the fiscal year ended March 31, 2022.
- From the fiscal year ended March 31, 2022, the Company will disclose information on numbers of recalls. These numbers will represent the number of publicly announced recalls instituted based on reports to the Compliance Promotion Board. The number of recalls in the fiscal year ended March 31, 2022, was zero.

環境 Environmental

REVIEW

データレビューあり Item subject to data review

NEW

新規開示項目 New item

環境方針

Has environmental policy

有

Yes

「丸井グループ環境方針」

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

気候変動 Climate Change

			範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022			
GHG排出量★ Greenhouse gas emissions ★	<div>REVIEW</div>	GHG Scope 1	グループ Consolidated	t-CO ₂	13,818	15,109	13,956	11,090	10,540			
		GHG Scope 2			99,286	96,232	67,916	37,858	29,983			
		□ケーション基準 ^{*1} Location-Based ^{*1}			106,122	100,343	73,096	39,272	32,083			
		GHG Scope 3			412,256	399,926	352,640	256,682	258,224			
		計 Total			525,360	511,266	434,512	305,630	298,747			
CO ₂ 排出量 CO ₂ emissions		CO ₂ 直接排出量 Direct CO ₂ emissions	グループ Consolidated	t-CO ₂	12,445	12,123	11,710	9,992	9,525			
		CO ₂ 間接排出量 Indirect CO ₂ emissions			99,286	96,232	67,916	37,858	29,983			
		計 Total			111,731	108,355	79,626	47,850	39,509			
GHG排出量原単位（連結営業利益当たり） Greenhouse gas per unit (per unit of operating income)			グループ Consolidated	-	14.9	12.4	10.4	20.1	8.1			
環境効率（連結営業利益/CO2排出量） Environment efficiency (Operating income/ CO2 emmisions)			グループ Consolidated	-	6.7	8.1	9.7	5.0	12.3			
H F C ・ H C F C 排出量★ Hydrofluorocarbon and hydrochlorofluorocarbon emissions★		H F C 直接排出量 Direct hydrofluorocarbon emissions	グループ Consolidated	t-CO ₂	962	2,247	607	910	956			
		H C F C 直接排出量 Direct hydrochlorofluorocarbon emissions			411	739	1,639	189	58			
		計 Total			1,373	2,986	2,246	1,098	1,014			
製品カーボンフットプリント Product carbon footprint			グループ Consolidated	型数 Items	29	81	61	59	59			
エネルギー使用量★ Energy consumption★	<div>REVIEW</div>	電力使用量 Electricity used	グループ Consolidated	G J	1,989,179	1,933,139	1,820,271	1,568,694	1,582,084			
				(千kWh Thousands of kWh)	(199,521)	(193,896)	(182,575)	(157,341)	(158,685)			
		再生可能エネルギー使用量 Renewable energy used		G J	91	21,837	418,042	817,688	963,333			
				(千kWh Thousands of kWh)	(9)	(2,190)	(41,930)	(82,013)	(96,623)			
		再生可能エネルギー比率 Ratio of renewable energy		%	(0.0)	(1.1)	(23.0)	(52.1)	(60.9)			
		ガス使用量 Natural gas used		G J	228,687	221,441	215,152	184,608	175,941			
		軽油・A重油・ガソリン使用量 Diesel, heavy oil A, and gasoline used			15,196	15,768	14,319	11,472	10,971			
		温水・冷水使用量 Water used by air-conditioning equipment			94,650	107,134	105,791	92,269	94,715			
		計 Total			2,327,713	2,277,481	2,155,533	1,857,043	1,863,711			
		エネルギー使用量原単位（連結営業利益当たり） Energy consumption per unit (per unit of operating income)			グループ Consolidated	-	66.0	55.3	51.4	122.0	50.7	

★ 第三者検証項目（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）
Item for which third-party verification has been received (MARUI GROUP has received third-party verification for figures of the given year from the Japan Quality Assurance Organization since the fiscal year ended March 31, 2018.)

* 1 環境省・経済産業省の公表する『電気事業者別排出係数』の「代替値」を用いて算出
Figures are calculated based on the alternative figure provided in the list of coefficients by electricity provider disclosed by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

気候変動 Climate Change

	範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
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 Consolidated	千kWh Thousands of kWh	386	2,574	42,289	82,367	96,992
エネルギーコスト Energy costs	グループ Consolidated	百万円 Millions of yen	3,844	4,112	4,005	3,533	3,576
CDP 気候変動スコア CDP climate change score	グループ Consolidated	-	A-	A	A	A	A-
ISO 14001 取得数 ISO 14001 certified sites	グループ Consolidated	件 Sites	0	0	0	0	0

資源と廃棄物 Resources and Waste

	範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
原材料使用量 (容器包装使用量) Raw materials used (Resources used for packaging)	紙 Paper NEW ダンボール Cardboard boxes NEW プラスチック容器 Plastic packaging NEW 不織布 Non-woven fabric NEW 計 Total	単体：丸井 Non-consolidated: MARUI CO., LTD. t 単体：丸井 Non-consolidated: MARUI CO., LTD. t 単体：丸井 Non-consolidated: MARUI CO., LTD. t 単体：丸井 Non-consolidated: MARUI CO., LTD. t 単体：丸井 Non-consolidated: MARUI CO., LTD. t	303 890 302 27 1,522	276 821 293 17 1,407	182 775 149 10 1,116	167 725 53 6 951	84 708 32 9 833
廃棄物排出量★ Total waste★	うち食品廃棄物 NEW Food waste	グループ Consolidated t	14,527 2,184	14,419 2,431	13,588 2,168	9,792 1,492	10,102 1,789
廃棄物回収量★ Waste recycled★	うち食品廃棄物 NEW Food waste	グループ Consolidated t	8,351 1,293	8,524 1,275	8,508 1,499	6,438 1,107	7,081 1,479
リサイクル率★ Ratio of recycled material used★		グループ Consolidated %	57.5	59.1	62.6	65.8	70.1
最終処分量★ Total waste disposed★	焼却処分 Incineration 埋め立て Landfill 計 Total うち食品廃棄物 NEW Food waste	グループ Consolidated t	5,940 235 6,175 891	5,657 238 5,895 1,156	4,854 226 5,080 669	3,254 100 3,354 385	3,013 7 3,021 310
有害廃棄物排出量 Hazardous waste		グループ Consolidated t	0.01	0.21	0	0	0
NOx 排出量 NOx emissions		グループ Consolidated t	9	12	6	5	5
SOx 排出量 SOx emissions		グループ Consolidated t	0	0	0	0	0
VOC 排出量 VOC emissions		グループ Consolidated t	0	0	0	0	0

★ 第三者検証項目 Item for which third-party verification has been received

環境 Environmental

水 Water

水方針 Has water policy	有 Yes	「丸井グループ環境方針」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						
	範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022	
水資源使用量★ Total water used★	グループ Consolidated	千㎡ Thousands of m ²	1,443	1,463	1,490	1,128	1,059	
排水量★ Total wastewater emitted★	グループ Consolidated	千㎡ Thousands of m ²	1,434	1,454	1,437	1,086	1,019	

コンプライアンス Compliance

	範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
環境違反罰金回数 Environmental fines and penalties	グループ Consolidated	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 Consolidated	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	6,974	1,605	1,421
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	3190	0	-
温室効果ガス排出量削減 Reduction of greenhouse emissions		3783	1604	-
再生可能エネルギー発電 Generation of renewable power		1	1	-

★ 第三者検証項目 Item for which third-party verification has been received

- ★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

Items for which MARUI GROUP has received a second-party opinion on its Green Bond Framework's environmental credentials and its alignment with Green Bond Principles 2018 from Sustainalytics, an independent ESG research and analytics firm (Sustainalytics has 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 2022年3月実績 Figures are for March 2022.

* 2 該当期間：2016年10月～2018年9月（2021年3月期に温室効果ガス排出量削減の再充当額を修正し、サステナリティクスの再評価を受けています）
Applicable period: October 2016–September 2018 (refinance amount of reduction of greenhouse gas emissions was revised and reevaluated by Sustainalytics in the fiscal year ended March 31, 2021.)

* 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・財務・サステナビリティ・ESG推進担当 加藤 浩嗣
Confirmation that the net proceeds were allocated to projects meeting the Eligibility Criteria outlined in the Marui Group Green Bond Framework was performed by Hirotsugu Kato (director, managing executive officer, and CFO, in charge of IR, Finance, Investment Research, Sustainability, and ESG Promotion).

社会 Social

REVIEW データレビューあり Item subject to data review NEW 新規開示項目 New item

方針 Policies

人権方針 Has human rights policy	有 Yes	「丸井グループ人権方針」 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 Has policy against child labor	有 Yes	「丸井グループ人権方針」を含む 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 Has policy against forced labor	有 Yes	同上 Same as above
非差別方針 Has equal opportunity policy	有 Yes	同上 Same as above
結社の自由の方針 Has policy supporting the right to freedom of association	有 Yes	同上 Same as above
団体交渉権の方針 Has 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 Has customer policy	有 Yes	「丸井グループお客さまエンゲージメント方針」 https://www.0101maruigroup.co.jp/pdf/policy/customer_eng.pdf MARUI GROUP Customer Engagement Policy https://www.0101maruigroup.co.jp/en/pdf/policy/customer_eng_en.pdf
責任あるマーケティング方針 Has responsible marketing and advertising policy	有 Yes	「お客さまエンゲージメント方針」を含む https://www.0101maruigroup.co.jp/pdf/policy/customer_eng.pdf Included in the MARUI GROUP Customer Engagement Policy https://www.0101maruigroup.co.jp/en/pdf/policy/customer_eng_en.pdf

			2018年3月期	2019年3月期	2020年3月期	2021年3月期	2022年3月期	
			Fiscal Year Ended	Fiscal Year Ended	Fiscal Year Ended	Fiscal Year Ended	Fiscal Year Ended	
			March 31, 2018	March 31, 2019	March 31, 2020	March 31, 2021	March 31, 2022	
範囲	単位							
Scope	Unit							
総店舗数 ^{*1}	グループ	店	26	25	24	23	22	
Total stores ^{*1}	Consolidated	Stores						
総売場面積	グループ	千㎡	440	426	418	401	388	
Total sales floor area	Consolidated	Thousands of ㎡						
自社 E C サイト訪問回数 ^{*2}	グループ	万回	-	-	9,207	9,598	9,589	
Visits to directly operated e-commerce site visits ^{*2}	Consolidated	Ten thousands of times						
エポスカード会員数 ^{*3}	グループ	万人	657	688	720	709	714	
EPOS cardholders ^{*3}	Consolidated	Ten thousands of people						
エポスカード会員 年齢構成比 ^{*3} EPOS cardholders by age group ^{*3}	20代以下 Age 29 and below	グループ Consolidated	%	25.1	24.6	24.2	23.5	22.8
	30代 Age 30-39			25.6	25.3	25.1	25.4	25.7
	40代 Age 40-49			19.4	19.2	18.9	18.8	18.7
	50代 Age 50-59			15.3	15.8	16.1	16.4	16.6
	60代以上 Age 60 and above			14.6	15.1	15.6	15.9	16.1
エポスカード稼働率	グループ	%	65.9	65.9	65.5	63.0	64.6	
Ratio of active EPOS cardholders	Consolidated							
エポスカード 1 枚当たり利益 ^{*4}	グループ	円	7,300	7,700	8,100	4,500	8,900	
Income per EPOS cards ^{*4}	Consolidated	Yen						
貸倒比率	グループ	%	1.60	1.80	1.88	2.09	1.81	
Ratio of bad debt write-offs	Consolidated							

* 1 2018年3月期より基準を変更しています Standards were changed in the fiscal year ended March 31, 2018.

* 2 2022年3月期より基準を変更しています。過年度分も修正しています。

Standards were changed in the fiscal year ended March 31, 2022. Figures from previous years have been restated to reflect this change.

* 3 以前のカードを含む Figures include previous cards.

* 4 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

		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
社員数 ^{*1} Employees ^{*1}	計 Total	グループ Consolidated	人 People	5,548	5,326	5,130	4,855	4,654
	女 Women			2,466	2,340	2,297	2,140	2,082
	男 Men			3,082	2,986	2,833	2,715	2,572
	20代以下 Age 29 and below			646	560	522	461	425
	30代 Age 30-39			1,311	1,183	1,097	938	834
	40代 Age 40-49			1,949	1,801	1,697	1,552	1,461
	50代 Age 50-59			1,598	1,710	1,754	1,830	1,880
	60代以上 Age 60 and above			44	72	60	74	54
	NEW							
平均臨時雇用者数 ^{*1} (パートタイム雇用者数) Temporary employees ^{*1} (Part-time employees)	女 Women	グループ Consolidated	人 People	1,325	1,207	1,095	1,088	1,091
	男 Men			317	313	358	399	439
	計 Total			1,642	1,520	1,453	1,487	1,530
請負業者数 Contractors	女 Women	グループ Consolidated	人 People	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,*2} Average number of consecutive years of service ^{*1,*2}	女 Women	グループ Consolidated	年 Years	15.6	16.5	17.4	18.4	19.2
	男 Men			23.3	23.7	24.0	24.4	25.0
	計 Total			19.6	20.3	20.8	21.6	22.3
平均年齢 ^{*1,*3} Average age of employees ^{*1,*3}	女 Women	グループ Consolidated	歳 Age	40.4	41.3	41.9	42.9	43.7
	男 Men			46.7	47.3	47.7	48.2	48.8
	計 Total			43.0	43.9	44.4	45.3	46.0

* 1 各年3月31日現在 Figures are as of March 31 of each year.

* 2 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 applicable employees was expanded in 2020 (includes contract employees who have changed their employment contracts to non-fixed-term contracts).

Figures from previous years have been restated to reflect this change.

* 3 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 applicable employees was expanded in 2020 (includes contract employees and hourly workers). Figures from previous years have been restated to reflect this change.

社員 Employees

		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
新卒採用者数 New graduate hires	女 Women	グループ Consolidated	人 People	31	38	35	35	37
	男 Men			20	27	23	18	12
	計 Total			51	65	58	53	49
新卒採用者数に占める女性比率 Ratio of women among new hires		グループ Consolidated	%	60.8	58.5	60.3	66.0	75.5
採用コスト NEW Recruitment cost		グループ Consolidated	百万円 Millions of yen	69	62	96	94	103
		範囲 Scope	単位 Unit	男女計 Total		男 Men	女 Women	
新卒入社者の定着人数 ^{*1} New graduate hire retention ^{*1}	2019年4月新卒入社者 New graduate hires in April 2019	グループ Consolidated	人 People	65		27	38	
	うち2022年4月在籍者 Of which, those remaining in April			58		21	37	
		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
IT資格所有STEM人材 ^{*2} NEW STEM field human resources with IT qualifications ^{*2}	女 Women	グループ Consolidated	人 People	58	87	114	131	143
	男 Men			183	235	272	283	289
	計 Total			241	322	386	414	432
障がい者雇用率 ^{*3} ★ Ratio of employees with disabilities ^{*3} ★		グループ Consolidated	%	2.39	2.53	2.55	2.63	2.87
社員離職率 ^{*4} Employee turnover rate ^{*4}	自己都合 ^{*5} ★ Full-time staff voluntary turnover rate ^{*5} ★	グループ Consolidated	% (定年退職者除く) (Excluding retirements)	2.9	3.0	2.6	2.3	2.8
	計★ Total★			4.2	5.5	7.7	4.9	4.8
				(3.1)	(3.6)	(5.7)	(2.6)	(2.9)

★ 第三者検証項目 Item for which third-party verification has been received

* 1 新卒入社者65人に対し、退職者7名、退職率11% Figures include 7 retired individuals, making for 11% turnover rate among 65 new graduates.

* 2 IT資格所有とはITパスポート・初級シスアド・基本情報技術者・応用情報技術者・システムアーキテクトのいずれかの資格を持つ人。

IT qualifications refer to national IT Passport certification and recognized introductory systems administration, basic information engineering, applied information engineering, and system architecture qualifications.

* 3 当該年度6月1日現在 Figures are as of June 1 of each year.

* 4 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 applicable employees was expanded in 2020 (includes employees on leave). Figures from previous years have been restated to reflect this change.

* 5 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、論旨解雇者、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.

社員 Employees

		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
女性社員比率 ^{*1} ★ Ratio of female employees ^{*1} ★		グループ Consolidated	%	44	44	45	44	45
女性リーダー数 ^{*2} Number of female leaders ^{*2}		グループ Consolidated	人 People	643	654	657	668	694
女性リーダー比率 ^{*2} ◆ Ratio of women in junior management positions ^{*2} ◆	グレード別 ^{*3} By Position Grade ^{*3}	グループ Consolidated	%	27	27	30	31	32
	(役職別) ^{*4} ★ (By Position) ^{*4} ★			27	29	31	32	33
意思決定層に占める女性の数 ^{*2} Women in management positions ^{*2}		グループ Consolidated	人 People	40	47	49	52	58
意思決定層に占める女性の割合 ^{*2, *5} ◆★ Ratio of women in management positions ^{*2, *5} ◆★		グループ Consolidated	%	11	13	13	15	17
	管理部門を除く Ratio of women in management positions in revenue-generating functions			10	12	11	12	14
執行役員に占める女性の割合◆ Ratio of women in executive officer positions ◆	女 Women	グループ Consolidated	%	-	-	-	22	24
女性の上位職志向 ^{*6} ◆ Ratio of female employees pursuing upper-level positions ^{*6} ◆		グループ Consolidated	%	67	69	67	70	64
育児休業取得者数 Employees taking parental leave	女 ^{*7} Women ^{*7}	グループ Consolidated	人 People	296	248	263	229	283
	男 Men			-	-	-	37	45
				62	63	54	45	43
育児休業取得率 Ratio of employees taking full parental leave	女 Women	グループ Consolidated	%	100	100	100	100	100
	男 Men			-	-	-	86	136
				84	100	100	100	100
男性の産休取得率（産後8週以内）◆ Ratio of applicable male employees taking childcare leave within eight weeks of childbirth by partner ◆		グループ Consolidated	%	-	-	-	36	51
男性の育児1か月以上取得率◆ Ratio of applicable male employees taking childcare leave for one month or more ◆		グループ Consolidated	%	-	-	-	9	2
育児休業復帰率 ^{*8} Ratio of employees returning to work after taking childcare leave ^{*8}	女 Women	グループ Consolidated	%	90	69	79	87	81
	男 Men			100	100	100	98	98
妊娠・育児のための 短時間勤務者数 ^{*9} Employees working shortened hours for childbirth or childcare purposes ^{*9}	女 Women	グループ Consolidated	人 People	484	496	481	483	419
	男 Men			-	2	3	5	2
	計 Total			484	498	484	488	421
「男性は仕事、女性は家事育児」という性別役割分担意識を 見直すことに、共感する人の割合 ^{*10} ◆ Rate of elimination of gender preconceptions (ratio of employees rejecting preconceptions about gender roles) ^{*10} ◆		グループ Consolidated	%	-	-	-	37	48
家庭における男性の家事・育児の分担割合 ^{*11} ◆ Rate of household chore and child-rearing participation by male employees ^{*11} ◆		グループ Consolidated	%	-	-	-	30	35

◆ 女性イキイキ指数 Women's empowerment index

★ 第三者検証項目 Item for which third-party verification has been received

- ① 改正育児・介護休業法における育児休業取得状況の公表基準。前年度パートナーが出産した男性社員に対し、前年度に育児休業等をした男性社員の数及び割合（育児目的休暇含む）
Figures are calculated based on the disclosure standards for childcare leave acquisition described in the revised Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members using the number and ratio of male employees whose partner gave birth in the previous fiscal year and who took childcare leave (including other leave taken for childcare purposes) in the previous fiscal year.
- ② 雇用均等基本調査算出基準。前々年度にパートナーが出産した男性社員に対し前々年度＋前年度（２年間）に育児休業等を取得した男性社員の数及び割合（育児目的休暇を含む）
Figures are calculated based on standards for basic employment equity surveys using the number and ratio of male employees whose partner gave birth two fiscal years ago and who took childcare leave (including other leave taken for childcare purposes) in the past two fiscal years.
- * 1 各年３月31日現在 Figures are as of March 31 of each year. * 2 各年４月１日現在 Figures are as of April 1 of each year.
- * 3 次期マネジメント層（G3＋G4）における女性の割合 Figures represent the ratio of female employees in pre-management positions (G3 and G4).
- * 4 次期マネジメント層（G3・G4）＋G5の「ショップ長」「代行1」「所長」における女性の割合
Figures represent the ratio of female employees in pre-management positions (G3 and G4) as well as in shop manager, level 1 proxy, and chief positions (G5).
- * 5 取締役・執行役員を含む管理職以上の女性の割合 Figures represent the ratio of female employees in director, executive officer, and other management positions.
- * 6 社内アンケートで「今のグレードよりも上のグレードを目指したい」と回答した割合
Figures represent the ratio of employees stating a desire to reach higher position grades in internal surveys.
- * 7 2020年3月期まで：月別の育児休業取得者数の平均値 2021年3月期から：期中の育児休業取得者数 にて算出しています。
Figures are calculated using the average number of employees taking childcare leave by month for fiscal years ended on or before March 31, 2020, and the number of employees taking childcare leave during the given fiscal year for fiscal years ended after April 1, 2020.
- * 8 2021年度中に子が3歳に達する育児休業者のうち復職した社員の割合
Figures represent the ratio of employees who have returned to work among employees on childcare leave whose children reached the age of three during the fiscal year ended March 31, 2022.
- * 9 各期中の取得者数 The total number of employees using this system in each fiscal year
- * 10 社内アンケートで「男性は仕事、女性は家事育児」という性別役割分担意識を見直すことに、「共感する」と回答した割合
Figures represent the ratio of employees rejecting preconceptions about gender roles in internal surveys.
- * 11 社内アンケートより算出：男性の家事・育児等の時間÷（男性の家事・育児等の時間＋女性の家事・育児等の時間）
Time spent by men on household chores and child-rearing ÷ (Time spent by men on household chores and child-rearing + Time spent by women on household chores and child-rearing) (based on internal survey results)

社会 Social

社員 Employees

			範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
グループ会社間初異動者数 ^{*1} Employees undergoing first intra-Group profession change ^{*1}			グループ Consolidated	人 People	514	460	352	287	268
グループ会社間異動者数累計 ^{*1} Employees undergoing intra-Group profession change (aggregate) ^{*1}					2,210	2,541	2,626	2,799	2,973
グループ会社間異動率 ^{*1} Ratio of employees undergoing intra-Group profession change ^{*1}				%	43	52	61	69	77
人的資本投資 Human capital investments			グループ Consolidated	百万円 Millions of yen	-	-	-	-	7,700
人材への投資額 Human resource investments			グループ Consolidated	百万円 Millions of yen	725	1,046	1,210	1,018	1,011
自ら手を挙げ参画する社員数 ^{*2} Employees taking part in voluntary participation initiatives ^{*2}			グループ Consolidated	人 People	2,978	3,573	3,814	4,058	4,072
自ら手を挙げ参画する社員率 ^{*2} Ratio of employees taking part in voluntary participation initiatives ^{*2}			グループ Consolidated	%	50	62	69	79	82
社員一人当たり営業利益 Operating income per employee			グループ Consolidated	万円 Ten thousands of yen	645	757	802	307	790
社員の給与および手当の総額 Total employee-related expenses (salaries + compensation)			グループ Consolidated	百万円 Millions of yen	31,537	30,869	29,484	26,497	27,568
社員の平均報酬（中央値） ^{*3} Median compensation of employees ^{*3}			グループ Consolidated	万円 Ten thousands of yen	449	472	465	484	483
非管理職の平均給与(基本給のみ) ^{*4}			グループ Consolidated	万円 Ten thousands of yen	-	-	352	359	352
Average salary of non-management level employees (base salary only) ^{*4}					-	-	444	443	438
管理職の平均給与(基本給のみ) ^{*4}			グループ Consolidated	万円 Ten thousands of yen	-	-	757	749	752
Average salary of management level employees (base salary only) ^{*4}					-	-	790	791	791
NEW 執行役員の平均報酬 Average compensation of executive officers	役付執行役員 Executive officers bearing special titles	女 Women	グループ Consolidated	百万円 Millions of yen	-	-	-	-	35
		男 Men			-	-	-	-	-
		女 Women			-	-	-	-	28
		男 Men			-	-	-	-	28
		組合加入社員比率 ^{*5} ★ Ratio of employees enrolled in labor unions ^{*5} ★			グループ Consolidated	%	94	94	95
L G B T Q+研修累計受講者数 Employees and tenants that have undergone LGBTQ+ sensitivity training	社員 Employees	グループ Consolidated	人 People	1,767	3,674	4,442	4,802	4,872	
	テナントさま Tenants			251	647	911	1,276	1,276	
ユニバーサルマナー検定3級 累計受講者数 Employees and tenants that have taken the Rank 3 Universal Manner Placement Examination	社員 Employees	グループ Consolidated	人 People	2,787	3,952	4,596	5,028	5,081	
	テナントさま Tenants			131	299	489	519	519	

★ 第三者検証項目 Item for which third-party verification has been received

*1 各年4月と10月の合計 Figures are totals for April and October of each year.

*2 自ら手を挙げ参画する社員とは、参加意思を持ち、自ら学びの場などの機会に応募・申請し参画した社員

Calculated using the number of employees who voluntarily applied to participate in learning programs and other opportunities

*3 管理職を除く。月例賃金+賞与。 Figures exclude management level employees and are the total for monthly wages and bonuses.

*4 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)

*5 各年3月1日現在 Figures are as of March 1 of each year.

社員 Employees

		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
労働災害による負傷者数 Injuries from occupational accidents	社員 Employees	グループ Consolidated	人 People	61	78	72	55	55
	請負業者 Contractors			0	0	0	0	0
	計 Total			61	78	72	55	55
労働災害による死亡者数★ Work-related fatalities★	社員 Employees	グループ Consolidated	人 People	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 Consolidated	-	0.83	0.94	0.91	0.55	0.64
	請負業者 Contractors			0	0	0	0	0
	計 Total			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 Consolidated	-	0	0	0	0	0
	請負業者 Contractors			0	0	0	0	0
	計 Total			0	0	0	0	0

お取引先さま Business Partners

		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
お取引先さま説明会開催回数 Explanatory forums for business partners	単体：丸井 Non-consolidated: MARUI CO., LTD.	回 Times		2	1	1	0	0
	現地ミーティング実施済工場数（累計） Audited suppliers (aggregate)	グループ Consolidated	工場 Suppliers	57	69	80	80	80

地域・社会 Communities and Society

		範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
寄付金額（寄付金＋賦課金） Total amount of corporate or Group donations	グループ Consolidated	百万円 Millions of yen		135	187	194	189	170

情報セキュリティ Information Security

情報セキュリティ保護方針 Has policy on data security protection	有 Yes	「丸井グループ情報セキュリティ方針」 https://www.0101maruigroup.co.jp/security/index.html MARUI GROUP Information Security Policy https://www.0101maruigroup.co.jp/en/security/index.html						
個人情報保護方針 Has policy on privacy security protection	有 Yes	「丸井グループ プライバシーポリシー」 https://www.0101maruigroup.co.jp/privacy/index.html MARUI GROUP Privacy Policy https://www.0101maruigroup.co.jp/en/privacy/index.html						
ソーシャルメディア方針 Has policy on social media privacy security protection	有 Yes	「丸井グループ ソーシャルメディアポリシー」 https://www.0101maruigroup.co.jp/social_media/ MARUI GROUP Social Media Policy https://www.0101maruigroup.co.jp/en/social_media/index.html						
ISO 27001 取得数 ISO 27001 certified sites	グループ Consolidated	件 Sites		1	1	1	1	1
ISO 20000 取得数 ISO 20000 certified sites	グループ Consolidated	件 Sites		1	1	1	1	1
プライバシーマーク取得社数 PrivacyMark-certified Group companies	グループ Consolidated	社 Companies		6	6	6	6	6
情報セキュリティ違反件数 Information security violations	グループ Consolidated	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 Consolidated	円 Yen		0	0	0	0	0

★ 第三者検証項目 Item for which third-party verification has been received

ガバナンス Governance

REVIEW データレビューあり Item subject to data review

NEW 新規開示項目 New item

コーポレートガバナンス Corporate Governance

			範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
取締役数 Directors	社内 Number of internal directors	女 Women	単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	人 People	0	0	1	1	1
		男 Men			4	4	4	4	2
		計 Total			4	4	5	5	3
	独立社外 Number of external directors (independent directors)	女 Women			1	1	1	1	1
		男 Men			2	2	2	2	2
		計 Total			3	3	3	3	3
	総計 Total				7	7	8	8	6
	取締役兼務執行役員数 Corporate executive officers on the Board of Directors				人 People	4	4	5	5
取締役兼務執行役員比率 Ratio of corporate executive officers on the Board of Directors				%	57	57	63	63	50
独立社外取締役比率 <small>REVIEW</small> Ratio of external directros (independent directors) on the Board of Directors					43	43	38	38	50
女性取締役比率 <small>REVIEW</small> Ratio of women on the Board of Directors					14	14	25	25	33
監査役数 Audit & Supervisory Board members	社内 Internal Audit & Supervisory Board members	女 Women	単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	人 People	0	0	0	0	0
		男 Men			2	2	2	2	2
		計 Total			2	2	2	2	2
	独立社外 External Audit & Supervisory Board members	女 Women			0	0	0	1	1
		男 Men			2	2	2	1	1
		計 Total			2	2	2	2	2
	総計 Total				4	4	4	4	4
	独立社外監査役比率 Ratio of external Audit & Supervisory Board members				%	50	50	50	50
女性監査役比率 Ratio of female Audit & Supervisory Board members			0	0		0	25	25	
取締役の平均年齢 Average age of directors			単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	歳 Age	56	57	61	58	55
取締役上限年齢 Age limit for directors			グループ Consolidated	歳 Age	なし None				
取締役任期 Term limits for directors			グループ Consolidated	年 Years	1	1	1	1	1
執行役員任期 Term limits for executive officers			グループ Consolidated	年 Years	1	1	1	1	1

コーポレートガバナンス Corporate Governance

			範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
取締役会開催回数 Board of Directors' meetings			単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	回 Meetings	10	10	9	9	10
取締役会出席率 Board of Directors' meeting attendance				%	100	99	99	99	99
独立取締役出席率 Attendance of external directors at Board of Directors' meetings				%	100	97	96	100	97
取締役会出席率75%以下取締役数 Directors attending less than 75% of Board of Directors' meetings				人 People	0	0	0	0	0
監査役会開催回数 Audit & Supervisory Board meetings			単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	回 Meetings	16	17	15	16	15
監査役会出席率 Audit & Supervisory Board meeting attendance				%	100	99	100	98	98
独立監査役出席率 Attendance of external Audit & Supervisory Board members at Audit & Supervisory Board meetings				%	100	97	100	97	97
監査役会出席率75%以下監査役数 Audit & Supervisory Board members attending less than 75% of Audit & Supervisory Board meetings				人 People	0	0	0	0	0
執行役員数 Executive officers	女 Women	グループ Consolidated	人 People	3	3	4	4	4	
	男 Men			14	13	14	15	13	
	計 Total			17	16	18	19	17	
女性執行役員比率 Ratio of female executive officers			%	18	19	22	21	24	
指名・報酬委員会委員数 Nominating and Compensation Committee members	社内 Internal Nominating and Compensation Committee members	女 Women	単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	人 People	0	0	0	0	0
		男 Men			1	1	1	1	1
		計 Total			1	1	1	1	1
	独立社外 External 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				3	3	3	3	3
	指名・報酬委員会開催回数 Nominating and Compensation Committee meetings				単体： 丸井グループ	回 Meetings	4	5	4
指名・報酬委員会出席率 Nominating and Compensation Committee meeting attendance			Non-consolidated: MARUI GROUP CO., LTD.	%	100	100	100	100	100
サステナビリティ委員会委員数 Sustainability Committee members			グループ Consolidated	人 People			11	11	6
サステナビリティ委員会開催回数 Sustainability Committee meetings				回 Meetings			2	2	2

コーポレートガバナンス Corporate Governance

	範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
環境・社会貢献推進分科会委員数 Environment and CSR Committee members	グループ Consolidated	人 People	11	11	11	11	
環境・社会貢献推進分科会開催回数 Environment and CSR Committee meetings		回 Meetings	4	2	2	2	
ESG・情報開示分科会委員数 ^{*1} NEW ESG and Disclosure Committee members ^{*1}	グループ Consolidated	人 People					11
ESG・情報開示分科会開催回数 ^{*1} NEW ESG and Disclosure Committee meetings ^{*1}		回 Meetings					1
ESG委員会委員数 ^{*2} NEW ESG Committee members ^{*2}	グループ Consolidated	人 People					11
ESG委員会開催回数 ^{*2} NEW ESG Committee meetings ^{*2}		回 Meetings					1
コンプライアンス推進会議委員数 Compliance Promotion Board members	グループ Consolidated	人 People	16	16	18	18	17
コンプライアンス推進会議開催回数 Compliance Promotion Board meetings		回 Meetings	2	2	2	2	2
広報IR委員会委員数 Public Relations IR Committee members	グループ Consolidated	人 People	10	10	12	13	12
広報IR委員会開催回数 Number of Public Relations IR Committee meetings		回 Meetings	5	6	8	8	7
内部統制委員会委員数 Number of Internal Control Committee members	グループ Consolidated	人 People	15	16	17	17	19
内部統制委員会開催回数 Internal Control Committee meetings		回 Meetings	2	2	2	2	2
個人情報保護推進委員会委員数 ^{*3} Personal Information Protection Promotion Committee members ^{*3}	グループ Consolidated	人 People	10	10			
個人情報保護推進委員会開催回数 ^{*3} Personal Information Protection Promotion Committee meetings ^{*3}		回 Meetings	3	1			
情報セキュリティ委員会委員数 Information Security Committee members	グループ Consolidated	人 People		13	14	14	15
情報セキュリティ委員会開催回数 Information Security Committee meetings		回 Meetings		1	2	2	3
安全管理委員会委員数 Safety Control Committee members	グループ Consolidated	人 People	13	14	14	14	14
安全管理委員会開催回数 Safety Control Committee meetings		回 Meetings	2	2	2	2	2
インサイダー取引防止委員会委員数 Insider Trading Prevention Committee members	グループ Consolidated	人 People	7	7	7	7	7
インサイダー取引防止委員会開催回数 Insider Trading Prevention Committee meetings		回 Meetings	2	2	2	2	2

*1 2021年3月、環境・社会貢献推進分科会から改称

The name of the Environment and CSR Committee was changed to the ESG and Disclosure Committee in March 2021.

*2 2021年11月、ESG・情報開示分科会から改称

The name of the ESG and Disclosure Committee was changed to the ESG Committee in November 2021.

*3 2019年3月期中に情報セキュリティ委員会に統合

The Personal Information Protection Promotion Committee was integrated into the Information Security Committee in October 2018.

報酬 Compensation

		範囲 Scope	単位 Unit	2018年3月期	2019年3月期	2020年3月期	2021年3月期	2022年3月期
				Fiscal Year Ended March 31, 2018	Fiscal Year Ended March 31, 2019	Fiscal Year Ended March 31, 2020	Fiscal Year Ended March 31, 2021	Fiscal Year Ended March 31, 2022
CEO報酬 Compensation of the CEO	基本報酬 Basic compensation	単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	百万円 Millions of yen	84	84	-	-	75
	ストックオプション Stock options			0	0	-	-	0
	業績連動賞与 Performance-linked bonuses			9	9	-	-	12
	業績連動型株式報酬 Performance-linked stock-based compensation			9	9	-	-	45
	計 Total			102	103	-	-	134
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 CO., LTD.	百万円 Millions of yen	148	156	150	141	110
	ストックオプション Stock options			0	0	0	0	0
	業績連動賞与 Performance-linked bonuses			16	17	21	0	18
	業績連動型株式報酬 Performance-linked stock-based compensation			16	17	0	7	66
	計 Total			181	191	171	149	195
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 CO., LTD.	百万円 Millions of yen	34	35	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 Performance-linked bonuses			0	0	0	0	0
	業績連動型株式報酬 Performance-linked stock-based compensation			0	0	0	0	0
	計 Total			34	35	34	35	34
社外取締役報酬 Compensation of external directors	基本報酬 Basic compensation	単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	百万円 Millions of yen	38	33	29	37	49
	ストックオプション Stock options			0	0	0	0	0
	業績連動賞与 Performance-linked bonuses			0	0	0	0	0
	業績連動型株式報酬 Performance-linked stock-based compensation			0	0	0	0	0
	計 Total			38	33	29	37	49
社外監査役報酬 Compensation of external Audit & Supervisory Board members	基本報酬 Basic compensation	単体： 丸井グループ Non-consolidated: MARUI GROUP CO., LTD.	百万円 Millions of yen	15	15	15	16	15
	ストックオプション Stock options			0	0	0	0	0
	業績連動賞与 Performance-linked bonuses			0	0	0	0	0
	業績連動型株式報酬 Performance-linked stock-based compensation			0	0	0	0	0
	計 Total			15	15	15	16	15

会計監査 Accounting Audits

		範囲 Scope	単位 Unit	2018年3月期	2019年3月期	2020年3月期	2021年3月期	2022年3月期
				Fiscal Year Ended March 31, 2018	Fiscal Year Ended March 31, 2019	Fiscal Year Ended March 31, 2020	Fiscal Year Ended March 31, 2021	Fiscal Year Ended March 31, 2022
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 CO., LTD.	百万円 Millions of yen	95	98	74	88	88
	非監査費 Non-audit fees			1	1	2	2	2
	計 Total			97	100	76	90	90

* 子会社を除く Figures exclude subsidiaries.

ガバナンス Governance

コンプライアンス Compliance

クローバック方針 Has clawback provision	有 Yes	「丸井グループ 取締役報酬決定方針」に含む https://www.0101maruigroup.co.jp/pdf/cgg_20220419.pdf Included in the MARUI GROUP Director Compensation Determination Policy https://www.0101maruigroup.co.jp/pdf/cgg_20210805_en.pdf
倫理規範 Has 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 Has anti-corruption policy	有 Yes	「丸井グループ腐敗行為防止方針」 https://www.0101maruigroup.co.jp/ci/governance/#anticorruption MARUI GROUP Anti-Corruption Policy https://www.0101maruigroup.co.jp/en/ci/governance/index.html#anticorruption 「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
贈収賄防止方針 Has anti-bribery policy	有 Yes	「丸井グループ腐敗行為防止方針」に含む https://www.0101maruigroup.co.jp/ci/governance/#anticorruption Included in MARUI GROUP Anti-Corruption Policy https://www.0101maruigroup.co.jp/en/ci/governance/index.html#anticorruption 「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
税の透明性の方針 Has policy on tax transparency	有 Yes	「グループ税務方針」 https://www.0101maruigroup.co.jp/pdf/policy/tax_210331.pdf MARUI GROUP Tax Policy https://www.0101maruigroup.co.jp/en/pdf/policy/tax_210331_en.pdf
ロビー活動と政府への献金の方針 Has corporate public policy and lobbying	有 Yes	「丸井グループ腐敗行為防止方針」に含む https://www.0101maruigroup.co.jp/ci/governance/#anticorruption Included in MARUI GROUP Anti-Corruption Policy https://www.0101maruigroup.co.jp/en/ci/governance/index.html#anticorruption 「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 Has 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 https://www.0101maruigroup.co.jp/pdf/cgg_20200730.pdf Included in the MARUI GROUP Corporate Governance Guidelines https://www.0101maruigroup.co.jp/pdf/cgg_20200730_en.pdf 「丸井グループ腐敗行為防止方針」に含む https://www.0101maruigroup.co.jp/ci/governance/#anticorruption Included in MARUI GROUP Anti-Corruption Policy https://www.0101maruigroup.co.jp/en/ci/governance/index.html#anticorruption
取締役の利益相反方針 Has conflicts of interest policy	有 Yes	同上 Same as above
取締役の関連当事者取引方針 Has policy on related party transactions	有 Yes	同上 Same as above
内部通報制度 Has whistle-blowing system	有 Yes	同上 Same as above

ガバナンス Governance

コンプライアンス Compliance

	範囲 Scope	単位 Unit	2018年3月期 Fiscal Year Ended March 31, 2018	2019年3月期 Fiscal Year Ended March 31, 2019	2020年3月期 Fiscal Year Ended March 31, 2020	2021年3月期 Fiscal Year Ended March 31, 2021	2022年3月期 Fiscal Year Ended March 31, 2022
内部通報窓口への通報件数 REVIEW Reports filed through whistle-blowing system	グループ Consolidated	件 Reports	65	44	47	31	48
腐敗防止違反件数 REVIEW Fines and penalties for corruption	グループ Consolidated	件 Incidents	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 REVIEW Non-compliance incidents	グループ Consolidated	件 Incidents	0	0	0	0	0
法令違反罰金額 Total cost of non-compliance incidents		円 Yen	0	0	0	0	0
行動規範・倫理基準に対する違反件数 ^{*1} REVIEW Code of conduct and ethics breaches ^{*1}	グループ Consolidated	件 Incidents	-	1	0	2	2
お客さまのプライバシー侵害・苦情に対する違反件数 REVIEW Customer privacy violations and complaints	グループ Consolidated	件 Incidents	-	0	0	0	0
政治献金額 Political contributions	グループ Consolidated	円 Yen	0	0	0	0	0
リコール件数 ^{*2} NEW REVIEW Recalls ^{*2}	グループ Consolidated	件 Incidents	0	0	0	0	0

*1 2022年開示より定義変更（賞罰委員会にて審議された案件数）。過年度も修正。
The definition was changed in 2022 to reflect the number of incidents brought before disciplinary committees.
Figures from previous years have been restated to reflect this change.

*2 丸井グループのリコール案件として、コンプライアンス推進会議に報告があり、情報公開された件数
The number of recalls represents incidents reported to the Compliance Promotion Board and then disclosed.

関連リンク Relevant Links

環境 Environment

SCOPE 3 算定結果詳細

https://www.0101maruigroup.co.jp/sustainability/theme03/environment_01.html#environment2

Detail of Scope 3 Emissions Data

https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html#environment2

社会 Social

女性の活躍推進

https://www.0101maruigroup.co.jp/sustainability/theme02/org_02.html#org2

Promotion of Women's Contribution

https://www.0101maruigroup.co.jp/en/sustainability/theme02/org_02.html#org2

自ら手を挙げる社員

https://www.0101maruigroup.co.jp/sustainability/theme02/development_01.html#development3

Employees Taking Part in Voluntary Participation Initiatives

https://www.0101maruigroup.co.jp/en/sustainability/theme02/development_01.html#development3

人権への取り組み

https://www.0101maruigroup.co.jp/sustainability/pdf/matl_issue/matl_issue_prq.pdf

Human Right's Initiatives

https://www.0101maruigroup.co.jp/en/sustainability/pdf/matl_issue/matl_issue_prq_en.pdf

ガバナンス Governance

マネジメント体制

<https://www.0101maruigroup.co.jp/ci/governance/>

Management System

<https://www.0101maruigroup.co.jp/en/ci/governance/>

各委員会メンバー

https://www.0101maruigroup.co.jp/pdf/committee_members.pdf

Committee Membership

https://www.0101maruigroup.co.jp/pdf/committee_members_en.pdf

丸井グループ方針一覧

<https://www.0101maruigroup.co.jp/ci/governance/>

MARUI GROUP Policies

<https://www.0101maruigroup.co.jp/en/ci/governance/>

丸井グループのビジョン MARUI GROUP VISION

ビジョン2050

<https://www.0101maruigroup.co.jp/sustainability/vision2050/>

VISION 2050

<https://www.0101maruigroup.co.jp/en/sustainability/vision2050/>

ビジョン2050の進捗

https://www.0101maruigroup.co.jp/sustainability/pdf/vision2050/progress_list.pdf

Progress toward VISION 2050

https://www.0101maruigroup.co.jp/en/sustainability/pdf/vision2050/progress_list_en.pdf

丸井グループのレポート MARUI GROUP Reports

共創経営レポート2021

https://www.0101maruigroup.co.jp/ir/pdf/i_report/2021/i_report2021_a3.pdf

Co-Creation Management Report 2021

https://www.0101maruigroup.co.jp/en/ir/pdf/i_report/2021/i_report2021_ena3.pdf

VISION BOOK 2050 (日本語)

https://www.0101maruigroup.co.jp/sustainability/pdf/s_report/2018/s_report2018_a3.pdf

VISION BOOK 2050 (English)

https://www.0101maruigroup.co.jp/en/sustainability/pdf/s_report/2018/s_report2018_a3.pdf

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 FY2021 GHG emissions calculation report (Scope 1, 2 and 3)”, “Marui Group’s FY2021 water consumption calculation report”, “Marui Group’s FY2021 waste disposed calculation report”, “Marui Group’s FY2021 Fuels and HFCs Usage calculation report” and “Marui Group’s FY2021 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.6”, the “Water consumption calculation rule, ver.3” and the “Waste disposed calculation rule, ver.2” (hereafter “the Rules”). The purpose of the verification is to evaluate the Reports objectively and to enhance the credibility of information regarding GHG emissions and other environmental data in the Reports.

*The FY (fiscal year) 2021 of the Company ended on March 31, 2022.

2. Procedures Performed

JQA conducted verification in accordance with “ISO 14064-3” for GHG emissions and usage of electricity, thermal, fuels and HFCs, as well as with ISAE3000 for the data of Water and Waste. The scope of this verification assignment includes Scope 1 (direct GHG emissions derived from the usage of fuels and hydrofluorocarbons), Scope 2 (indirect emissions derived from the usage of electricity and the thermal usage) and 15 categories of Scope 3. Scope 1 and 2 covered energy-derived CO₂ emissions and hydrofluorocarbons such as R-22, R-32, R-404A, R-407C, R-410A, 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 (including food waste), % of Recycled material, Total waste disposed (including food waste). Usage of electricity, thermal, fuels and HFCs covered same as Scope 1 and 2. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of each environmental total data in the Reports. The organizational boundaries for Scope 1 and 2 included 69 domestic sites, for Water included 43 domestic sites, and for Waste included 40 domestic sites.

Our verification procedures included:

- Performing validation to check the Rules prior to the Site Visit
- Visiting three sampling sites, which were selected by the Company, for Scope 1 & 2, Water and Waste
- Holding on-site assessment to check GHG source and monitoring points for CO₂ emissions (Scope 1 and 2) and HFCs usage (Scope 1); monitoring points for Water and Waste; calculation scenario and allocation method; monitoring and calculation system; and its controls for overall
- Vouching: Cross-checking the GHG emissions, Water and Waste data against evidence for all sampling sites
- For Scope 3, performing validation of integrated functions to check the Rules, and checking calculation scenario and allocation method; monitoring and calculation system; and emission data 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 FY2021 GHG emissions, Water data, Waste data and usage of electricity, thermal, fuels and HFCs in the Reports, summarized in the table below, is not materially correct, or has not been prepared in accordance with the Rules.

*Please refer to the next page.

Table: Environmental data reported by Marui Group Co., Ltd for the FY2021

GHG emissions (t-CO ₂)	Scope1	Scope2	Scope3	Total			
	10,540	29,983	258,224	298,747			
Water(m ³)	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
	1,059,036	1,018,869	1,050,448	0	8,588	0	1,059,036
Waste	Total waste (t)	Waste Recycled (t) including food waste (t)	Total waste disposed (t) including food waste (t)	% of Recycled materials (%)			
	10,102	7,081 1,479	3,021 310	70			
Fuels and HFCs Usage	City Gas (m ³)	Fuel oil A (kl)	Deasel oil (kl)	Gasoline (kl)	HFCs (t-CO ₂)		
	3,909,803	12	266	13	1,014		
Electricity and the thermal usage	Electricity (kWh)	% of Renewable energy in the electricity usage (%)	Hot water (GJ)	Cold water (GJ)	Steam (GJ)		
	158,684,502	60.9	39,448	30,195	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 16, 2022

*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, 2022)” (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 (Revised in May 2022)” (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 *1 (44.7%)	6. Employees Unionized *4 (93%)	11. Lost-Time Injury Frequency Rate (LTIFR) – Employees (0.64)
2. Females in management positions *2 (16.5%)	7. Total employee turnover rate (4.8%)	12. Lost-Time Injury Frequency Rate (LTIFR) – Contractors (0.00)
3. Females in junior management positions *2 (33.3%)	8. Voluntary employee turnover rate (2.8 %)	13. Occupational Illness Frequency Rate (OIFR) – Employees (0.00)
4. Females in management positions in revenue-generating functions *2 (14.4%)	9. The number of work-related fatalities - Employees (0 person)	14. Occupational Illness Frequency Rate (OIFR) – Contractors (0.00)
5. Disabled in Workforce *3 (2.87%)	10. The number of work-related fatalities - Contractors (0 person))	-

*1: As of March 31st, 2022

*2: As of April 1st, 2022

*3: As of June 1st, 2021

*4: As of March 1st, 2022

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 206 domestic sites, and others included 212 domestic sites.

Our verification procedures included:

- Performing validation to check the Rule including the boundaries and the calculation formulas, and performing 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, 2022 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 16, 2022

Marui Group Co., Ltd. (2018 Green Bond)

Type of Engagement: Annual Review

Date: June 23, 2022

Engagement Team:

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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 i) Source 100% of electricity from renewable power sources, ii) Reduction of GHG emissions and iii) Renewable power generation (JPY 10 bn 5-Year Green Bond, hereinafter the "2018 Green Bond"). As of March 31, 2022, the proceeds have been allocated to expenditures related to all three categories mentioned above. In June 2022, Marui Group engaged Sustainalytics to review the projects funded through the 2018 Green Bond and assess whether the projects met the Use of Proceeds criteria and the Reporting commitments outlined in the Marui Group Green Bond Framework (the "Framework"). This is Sustainalytics' fourth annual review of Marui Group's 2018 Green Bond following the previous review in June 2021.¹

Evaluation Criteria

Sustainalytics evaluated the projects funded in fiscal year 2021² based on whether the projects:

1. Met the Use of Proceeds and Eligibility Criteria outlined in the Framework; and
2. Reported on the impact indicators for each Use of Proceeds criteria outlined in the Framework.

Table 1 lists the Eligibility Criteria and associated impact indicators for the Use of Proceeds category to which the proceeds were allocated.

Table 1: Use of Proceeds, Eligibility Criteria, and associated impact indicators

Use of Proceeds	Eligibility Criteria	Impact indicators
i) 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	Ratio of renewable power to the Group's total power consumption (%)
ii) Reduction of GHG emissions	Costs related to energy-saving efforts at stores and offices	Rate of reduction of the group wide total GHG emissions in comparison to the level in the fiscal year ending March 31, 2017 (%)
iii) Renewable power generation	Costs related to implementation of renewable energy power generation projects	Amount of renewable power generation (kWh)

¹ Sustainalytics' previous annual reviews of the 2018 Green Bond is available at:

Annual Review (June 2021) https://mstar-sustops-cdn-mainwebsite-s3.s3.amazonaws.com/docs/default-source/spos/marui-group-green-bond-annual-review41b57cec-2a05-4a16-b91a-7ed7af3f12db.pdf?sfvrsn=13f7c084_1

Annual Review (June 2020) https://mstar-sustops-cdn-mainwebsite-s3.s3.amazonaws.com/docs/default-source/spos/marui-group-green-bond-annual-review.pdf?sfvrsn=4ce7e309_3

Annual Review (December 2019) https://mstar-sustops-cdn-mainwebsite-s3.s3.amazonaws.com/docs/default-source/spos/marui-group-green-bond-annual-review-english.pdf?sfvrsn=d66a4365_3

² The fiscal year 2021 begins on 1 April 2021 and end on 31 March 2022.

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, amounts allocated, 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 2018 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 Framework.

Sustainalytics has relied on the information and the facts presented by Marui Group with respect to the projects in the eligible categories. 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,³ 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 2018 Green Bond, are not in conformance with the Use of Proceeds and Reporting Criteria outlined in the Framework.

Detailed Findings

Table 2: Detailed Findings

Eligibility Criteria	Procedure Performed	Factual Findings	Error or Exceptions Identified
Use of Proceeds Criteria	Verification of the projects funded by the 2018 Green Bond in fiscal year 2021 to determine if projects aligned with the Use of Proceeds Criteria outlined in the 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 2018 Green Bond in fiscal year 2021 to determine if impact of projects were reported in line with the impact indicators outlined in the Framework and above in Table 1. For a list of KPIs reported please refer to Appendix 2.	All projects reviewed reported on impact indicators per Use of Proceeds criteria.	None

³ Sustainalytics limited assurance process includes reviewing the documentation relating to the details of the projects that have been funded, including description 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.

Appendices

Appendix 1: Allocation of Green Bond Proceeds

Use of Proceeds Category	Description	Net Bond Proceeds Allocation (million JPY) ⁴	
		Fiscal year 2021	Cumulative total ⁵
i) Source 100% of electricity from renewable power sources	<ul style="list-style-type: none"> Costs related to purchase of power from renewable energy sources 	1,203.4	3,189.7
ii) 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 efforts to achieve efficient operation of escalators and elevators Costs related to guidance lights (at least 40% of the reduction in power consumption) 	1,154.7	5,387.3
iii) Renewable power generation	<ul style="list-style-type: none"> Costs of operating solar power generation facilities 	0.4	2.0
Total Net Bond Proceeds Allocated:		2,358.5	8,579.0
Total Net Bond Proceeds Unallocated:			1,421.0
Total Net Bond Proceeds from Green Bond issuance:			10,000.0

Appendix 2: List of Project Impact

Use of Proceeds Category	Impact indicators ⁶
i) Source 100% of electricity from renewable power sources	Ratio of renewable power to the Group's total power consumption: 60.9 %
ii) 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: 65.5 %
iii) Renewable power generation	Amount of renewable power generation: 369,305 kWh

⁴ Figures are rounded to the nearest 100,000 JPY.

⁵ Total amount allocated from the Green Bond issuance (October 19, 2018) to March 31, 2022.

⁶ Impact Reporting by Marui Group is available at (Japanese only): <https://www.0101maruigroup.co.jp/sustainability/lib/databook.html>

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