

MARUI GROUP's vision is for a flourishing and inclusive society in which happiness is available to all.

MARUI GROUP has begun practicing forward-looking co-creation sustainability management together with all stakeholders to contribute to the realization of a flourishing and inclusive society in which happiness is available to all.



MARUI GROUP would like to thank all of its stakeholders for their ongoing support and understanding. We would also like to thank first-time readers of MARUI GROUP's co-creation sustainability reports for taking interest in the Company.

MARUI GROUP has been publishing Japanese-language CSR reports since 2008. We rebranded these reports in 2016 as co-creation sustainability reports. This represented our first step in practicing forward-looking sustainability management that merges our business, environmental, social issue response, and governance initiatives in an integrated manner.

In conjunction with this rebranding, we also redefined the focus of our business from serving all customers to promoting inclusion. This redefinition was accompanied by the establishment of four core themes related to inclusion that are also based on the United Nations Sustainable Development Goals.

-
- Core Theme 1: Customer Diversity and Inclusion
 - Core Theme 2: Workplace Inclusion
 - Core Theme 3: Ecological Inclusion
 - Core Theme 4: Co-Creation Corporate Governance
-

This report will focus largely on initiatives related to core themes 1 and 2.

With regard to core theme 1—customer diversity and inclusion—we will look at MARUI GROUP's efforts to develop products, services, and stores that can be enjoyed by all customers regardless of age, gender, or physical characteristics. At the same time, we will report on the progress of our financial inclusion initiatives, which seek to make the financial services that had previously been restricted to the wealthy available to youths and everyone else, and explain our future plans in this area.

In relation to core theme 2—workplace inclusion—this report discusses our quest to promote diversity in order to generate innovation for facilitating ongoing growth as well as our investments in human resources, the greatest driver behind the creation of corporate value.

This report will also touch on other subjects. In terms of environmental efforts, our focus will be reduction initiatives conducted during the course of our business. We will be building further on these initiatives in the future. However, we formulated an idea of how we will proceed, and we would like to look briefly at these initiatives.

On the governance front, we would like to introduce our revised MARUI GROUP Code of Conduct and the newly established MARUI GROUP Human Rights Policy and MARUI GROUP Occupational Health and Safety Policy.

In relation to overall themes, the topic of stakeholder engagement is a common thread running throughout the report. I would like to extend my thanks to everyone who contributed in this regard.

MARUI GROUP hopes to practice forward-looking co-creation sustainability management together with all of its stakeholders to contribute to the realization of a flourishing and inclusive society in which happiness is available to all. I would like to ask readers to feel free to offer any opinions or critiques regarding this report.

November 2017

Hiroshi Aoi

President and Representative Director
Representative Executive Officer

