

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

MARUI GROUP strives to meet international standards for reporting on the corporate responsibility of the organization.

MARUI GROUP has reported the information cited in this GRI content index for the period [April 2022~ March 2023] with reference to the GRI Standards.

\* 1 The Global Reporting Initiative (GRI) is an international organization that drafts and promotes international guidelines for sustainability reporting by enterprise.

**VISION BOOK 2050·Co-Creation Management Reports 2021·IMPACT BOOK 2023** : Please refer to page number indicated in the booklet  
**ESG DATABOOK 2023** : Please refer to page number indicated on the website (PDF)

GRI STANDARD		MARUI GROUP Corporate Website	ESG DATABOOK 2023	VISION BOOK 2050	Co-Creation Management Reports (Integrated Reports) 2021	IMPACT BOOK 2023
<b>GRI 2: General Disclosures 2021</b>						
<b>1. The organization and its reporting practices</b>						
2-1	Organizational details	Corporate Information/Company Overview <a href="https://www.0101maruigroup.co.jp/en/ci/outline.html">https://www.0101maruigroup.co.jp/en/ci/outline.html</a>	-	-	-	-
2-2	Entities included in the organization's sustainability reporting	Same as Above	-	-	-	-
2-3	Reporting period, frequency and contact point	Annual Contact Us <a href="https://www.0101maruigroup.co.jp/en/question.html">https://www.0101maruigroup.co.jp/en/question.html</a>	-	-	-	-
2-4	Restatements of information	-	-	-	-	-
2-5	External assurance	Sustainability/ESG DATA BOOKs <a href="https://www.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2023_en.pdf">https://www.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2023_en.pdf</a>	P28-37	-	-	-
<b>2. Activities and workers</b>						
2-6	Activities, value chain and other business relationships	Corporate Information/Company Overview <a href="https://www.0101maruigroup.co.jp/en/ci/outline.html">https://www.0101maruigroup.co.jp/en/ci/outline.html</a>	P7, P14	P17-20	-	P13-29
2-7	Employees	Corporate Information/Company Overview <a href="https://www.0101maruigroup.co.jp/en/ci/outline.html">https://www.0101maruigroup.co.jp/en/ci/outline.html</a> Sustainability/ESG DATA BOOKs <a href="https://www.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2023_en.pdf">https://www.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2023_en.pdf</a>	P8-10	P43	P114	-
2-8	Workers who are not employees	Sustainability/ESG DATA BOOKs <a href="https://www.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2023_en.pdf">https://www.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2023_en.pdf</a>	P8	-	-	-
<b>3. Governance</b>						
2-9	Governance structure and composition	Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a> Corporate Information/Corporate Governance/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	P15-17	-	P88-91	-
2-10	Nomination and selection of the highest governance body	Same as Above	-	P39, P44-45	Same as Above	-
2-11	Chair of the highest governance body	Corporate Information/Corporate Governance/Committee Members <a href="https://www.0101maruigroup.co.jp/pdf/committee_members_en.pdf">https://www.0101maruigroup.co.jp/pdf/committee_members_en.pdf</a> Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a> Corporate Information/Corporate Governance/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	-	-	P90	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a> Sustainability/Core Theme 4/Sustainability Management <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme04/governance.html">https://www.0101maruigroup.co.jp/en/sustainability/theme04/governance.html</a> Corporate Information/Corporate Governance/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	-	P44-45	P88-91, P106-111	-
2-13	Delegation of responsibility for managing impacts	-	-	-	-	-
2-14	Role of the highest governance body in sustainability	MARUI GROUP Corporate Governance Guidelines <a href="https://www.0101maruigroup.co.jp/pdf/cgg_20230509_en.pdf">https://www.0101maruigroup.co.jp/pdf/cgg_20230509_en.pdf</a> Sustainability/Core Theme 4/Sustainability Management <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme04/governance.html">https://www.0101maruigroup.co.jp/en/sustainability/theme04/governance.html</a>	-	P39	P88-91	-
2-15	Conflicts of interest	Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a> MARUI GROUP Anti-Corruption Policy <a href="https://www.0101maruigroup.co.jp/en/pdf/policy/anti_corruption_210331_en.pdf">https://www.0101maruigroup.co.jp/en/pdf/policy/anti_corruption_210331_en.pdf</a>	P19	-	-	-
2-16	Communication of critical concerns	Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a>	-	P39	P88-90	-
2-17	Collective knowledge of the highest governance body	Corporate Information/Corporate Governance/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	-	P38-41, P44-45	P88-91, P106-111	-
2-18	Evaluation of the performance of the highest governance body	Corporate Information/Corporate Governance/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a> Corporate Information/Corporate Governance/Officer Compensation <a href="https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html">https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html</a>	-	P38	P90-91	-
2-19	Remuneration policies	Corporate Information/Corporate Governance/Officer Compensation <a href="https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html">https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html</a> MARUI GROUP Corporate Governance Guidelines/Article 20 <a href="https://www.0101maruigroup.co.jp/pdf/cgg_20230509_en.pdf">https://www.0101maruigroup.co.jp/pdf/cgg_20230509_en.pdf</a>	-	Same as Above	-	-
2-20	Process to determine remuneration	Same as Above	P16	Same as Above	-	-
2-21	Annual total compensation ratio	-	-	-	-	-
<b>4. Strategy, policies and practices</b>						
2-22	Statement on sustainable development strategy	Sustainability/Greetings from the President <a href="https://www.0101maruigroup.co.jp/en/sustainability/message/">https://www.0101maruigroup.co.jp/en/sustainability/message/</a>	-	P2-17, P24-25, P28-29, P32-35	-	P2, P7-12
2-23	Policy commitments	Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a>	-	-	-	-
2-24	Embedding policy commitments	Same as Above	-	-	-	-
2-25	Processes to remediate negative impacts	Sustainability/Core Theme 4/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	-	-	-	-
2-26	Mechanisms for seeking advice and raising concerns	Same as Above	-	-	P88-91	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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2-27	Copliance with laws and regulations	Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a>	P20	-	-	-
2-28	Membership associations	Corporate Information/Company Overview <a href="http://www.0101maruigroup.co.jp/en/ci/outline.html">http://www.0101maruigroup.co.jp/en/ci/outline.html</a>	-	-	-	-
<b>5. Stakeholder engagement</b>						
2-29	Approach to stakeholder engagement	Corporate Information/MARUI GROUP's View on Corporate Value <a href="https://www.0101maruigroup.co.jp/en/ci/value.html">https://www.0101maruigroup.co.jp/en/ci/value.html</a> Sustainability/Core Theme 4/Co-Creation with Stakeholders <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme04/co-creation.html">https://www.0101maruigroup.co.jp/en/sustainability/theme04/co-creation.html</a>	-	P6-7, P36, P39	P8-11, P21, P23-25, P34-35, P48-49, P74-75, P88-89	P5-6
2-30	Collective bargaining agreements	-	-	-	-	-
<b>GRI 3: Material Topics</b>						
3-1	Process to determine material topics	Investor Relations/Management Policies/MARUI GROUP's View on Corporate Value <a href="https://www.0101maruigroup.co.jp/en/ir/management/value.html">https://www.0101maruigroup.co.jp/en/ir/management/value.html</a> Sustainability/Four Core Themes <a href="https://www.0101maruigroup.co.jp/sustainability/themes/">https://www.0101maruigroup.co.jp/sustainability/themes/</a>	-	P6-7, P14-17, P21 P24-25, P28-29, P36, P42	P9, P82, P88	P5-18
3-2	List of material topics	Same as Above	-	Same as Above	Same as Above	Same as Above
3-3	Management of material topics	Investor Relations/Management Policies/MARUI GROUP's View on Corporate Value <a href="https://www.0101maruigroup.co.jp/en/ir/management/value.html">https://www.0101maruigroup.co.jp/en/ir/management/value.html</a> Sustainability/Four Core Themes <a href="https://www.0101maruigroup.co.jp/en/sustainability/themes/">https://www.0101maruigroup.co.jp/en/sustainability/themes/</a> Corporate Information/Corporate Governance <a href="https://www.0101maruigroup.co.jp/en/ci/governance/">https://www.0101maruigroup.co.jp/en/ci/governance/</a>	P16-17	P2-7, P12-17, P21, P25, P29, P32-33, P36, P42	Same as Above	Same as Above
<b>GRI 201: Economic Performance 2016</b>						
201-1	Direct economic value generated and distributed	Investor Relations/Financial and Performance Information <a href="https://www.0101maruigroup.co.jp/en/ir/finance/">https://www.0101maruigroup.co.jp/en/ir/finance/</a> Investor Relations/Stock and Bond Information/Shareholder Return Policies <a href="https://www.0101maruigroup.co.jp/en/ir/stock/dividend.html">https://www.0101maruigroup.co.jp/en/ir/stock/dividend.html</a>	-	-	P82-85, P114, P120	-
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability/VISION 2050/Three Businesses <a href="https://www.0101maruigroup.co.jp/en/sustainability/vision2050/3business_02.html#3business1">https://www.0101maruigroup.co.jp/en/sustainability/vision2050/3business_02.html#3business1</a>	P4-6, P22-25	P16-20, P42-43	-	-
201-3	Defined benefit plan obligations and other retirement plans	-	-	-	-	-
201-4	Financial assistance received from government	-	-	-	-	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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<b>GRI 202: Market Presence 2016</b>						
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	-	-	-
202-2	Proportion of senior management hired from the local community	-	-	-	-	-
<b>GRI 203: Indirect Economic Impacts 2016</b>						
203-1	Infrastructure investments and services supported	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a>	-	P16-31	P34-39, P48-55, P74-85	P22-23
203-2	Significant indirect economic impacts	Same as Above	P5-6, P14	Same as Above	Same as Above	Same as Above
<b>GRI 204: Procurement Practices 2016</b>						
204-1	Proportion of spending on local suppliers	-	-	-	-	-
<b>GRI 205: Anti-corruption 2016</b>						
205-1	Operations assessed for risks related to corruption	Corporate Information/Corporate Governance <a href="http://www.0101maruigroup.co.jp/en/ci/governance.html">http://www.0101maruigroup.co.jp/en/ci/governance.html</a> Corporate Information/Corporate Governance/MARUI GROUP Anti-Corruption Policy <a href="https://www.0101maruigroup.co.jp/en/pdf/policy/anti_corruption_210331_en.pdf">https://www.0101maruigroup.co.jp/en/pdf/policy/anti_corruption_210331_en.pdf</a> Corporate Information/MARUI GROUP's Co-Creation Philosophy/MARUI GROUP Code of Conduct <a href="https://www.0101maruigroup.co.jp/en/ci/action.html">https://www.0101maruigroup.co.jp/en/ci/action.html</a>	-	-	P88-91	-
205-2	Communication and training about anti-corruption policies and procedures	Same as Above	P19	-	P88-92	-
205-3	Confirmed incidents of corruption and actions taken	-	P20	-	-	-
<b>GRI 206: Anti-competitive Behavior 2016</b>						
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	-	-	-	-	-
<b>GRI 207: Tax 2019</b>						
207-1	Approach to tax	Corporate Information/Corporate Governance/MARUI GROUP Tax Policy <a href="https://www.0101maruigroup.co.jp/en/pdf/policy/tax_210331_en.pdf">https://www.0101maruigroup.co.jp/en/pdf/policy/tax_210331_en.pdf</a>	P19	-	-	-
207-2	Tax governance, control and risk management	Same as Above	Same as Above	-	-	-
207-3	Stakeholder engagement and management of concerns	Same as Above	Same as Above	-	-	-
207-4	Country-by-country reporting	-	-	-	-	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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<b>GRI 301 : Materials 2016</b>						
301-1	Materials used by weight or volume	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html</a>	P5	-	-	-
301-2	Recycled input materials used	Same as Above	Same as Above	-	-	-
301-3	Reclaimed products and their packaging materials	Same as Above	Same as Above	-	-	-
<b>GRI 302: Energy 2016</b>						
302-1	Energy consumption within the organization	-	P4	P43	P114	-
302-2	Energy consumption outside of the organization	-	Same as Above	Same as Above	Same as Above	-
302-3	Energy intensity	-	Same as Above	-	-	-
302-4	Reduction of energy consumption	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a>	Same as Above	P19	P36, P114	-
302-5	Reductions in energy requirements of products and services	-	Same as Above	P42-43	-	-
<b>GRI 303: Water and Effluents 2018</b>						
303-1	Interactions with water as a shared resource	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a>	P6	-	-	-
303-2	Management of water discharge-related impacts	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a> <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html</a>	-	-	-	-
303-3	Water withdraw	-	-	-	-	-
303-4	Water discharge	-	P6	-	-	-
303-5	Water consumption	-	Same as Above	P43	-	-
<b>GRI 304: Biodiversity 2016</b>						
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high	SustainabilityCore Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_05.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_05.html</a>	-	-	-	-
304-2	Significant impacts of activities, products, and services on biodiversity	Same as Above	-	-	-	-
304-3	Habitats protected or restored	Same as Above	-	-	-	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	-	-	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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<b>GRI 305: Emissions 2016</b>						
305-1	Direct (Scope 1) GHG emissions	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a>	P4	P43	P114	-
305-2	Energy indirect (Scope 2) GHG emissions	Same as Above	Same as Above	Same as Above	Same as Above	-
305-3	Other indirect (Scope 3) GHG emissions	Same as Above	Same as Above	Same as Above	Same as Above	-
305-4	GHG emissions intensity	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html</a>	Same as Above	Same as Above	-	-
305-5	Reduction of GHG emissions	Same as Above	Same as Above	Same as Above	P36	-
305-6	Emissions of ozone-depleting substances (ODS)	-	-	-	-	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	P5	-	-	-
<b>GRI 306: Waste 2020</b>						
306-1	Waste generation and significant waste-related impacts	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a> <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html</a>	P1, P5	P17	-	P21
306-2	Management of significant waste related impacts	Same as Above	Same as Above	-	-	-
306-3	Waste generated	-	Same as Above	P43	-	-
306-4	Waste diverted from disposal	-	Same as Above	Same as Above	-	-
306-5	Waste directed to disposal	-	Same as Above	Same as Above	-	-
<b>GRI 307: Environmental Compliance 2016</b>						
307-1	Non-compliance with environmental laws and regulations	Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html">http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html</a>	P6	-	-	-
<b>GRI 308: Supplier Environmental Assessment 2016</b>						
308-1	New suppliers that were screened using environmental criteria	Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html">http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html</a>	P14	-	-	-
308-2	Negative environmental impacts in the supply chain and	Same as Above	P2	-	-	-
<b>GRI 401: Employment 2016</b>						
401-1	New employee hires and employee turnover	-	P9	P42-43	-	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	-	-	-
401-3	Parental leave	SustainabilityCore Theme 2/Development of an Organization that Utilizes Diversity <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme02/org_02.html">http://www.0101maruigroup.co.jp/en/sustainability/theme02/org_02.html</a>	P10	P42-43	P93, P114	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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<b>GRI 402: Labor/Management Relations 2016</b>						
402-1	Minimum notice periods regarding operational changes	-	-	-	-	-
<b>GRI 403: Occupational Health and Safety 2018</b>						
403-1	Occupational health and safety management system	Sustainability/Core Theme 2/Well-Being Management Co-Creating Happiness for People and Society <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_04.html#health1">https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_04.html#health1</a>	P14	-	P90	-
403-2	Hazard identification, risk assessment and incident	Sustainability/Core Theme 4/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	Same as Above	-	-	-
403-3	Occupational health services	-	Same as Above	-	-	-
403-4	Worker participation, consultation and communication occupational health and safety	Sustainability/Core Theme 2/Investments in Human Resources to Stimulate New Growth <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme02/development_01.html">http://www.0101maruigroup.co.jp/en/sustainability/theme02/development_01.html</a>	-	-	-	-
403-5	Worker training on occupational health and safety	Sustainability/Core Theme 2/Well-Being Management Co-Creating Happiness for People and Society <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_02.html</a> Sustainability/Core Theme 4/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a> Sustainability/Core Theme 1/Inclusive Store Development <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme01/store_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme01/store_02.html</a>	-	-	P93	-
403-6	Promotion of worker health	Sustainability/Core Theme 2/Well-Being Management Co-Creating Happiness for People and Society <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_02.html">https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_02.html</a>	-	-	Same as Above	-
403-7	Prevention and mitigation of occupational health and directly linked by business relationships	-	-	-	-	-
403-8	Workers covered by an occupational health and safety management system	Sustainability/Core Theme 2/Well-Being Management Co-Creating Happiness for People and Society <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_04.html#health1">https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_04.html#health1</a>	P8	-	-	-
403-9	Work-related injuries	-	P14	-	-	-
403-10	Work-related ill health	-	Same as Above	-	-	-
<b>GRI 404: Training and Education 2016</b>						
404-1	Average hours of training per year per employee	-	-	-	-	-
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability/Core Theme 2/Investments in Human Resources to Stimulate New Growth <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme02/development_01.html">http://www.0101maruigroup.co.jp/en/sustainability/theme02/development_01.html</a>	-	P22-23, P42, P46-53	P92-93	P18, P24
404-3	Percentage of employees receiving regular performance and career development reviews	-	-	-	-	-
<b>GRI 405: Diversity and Equal Opportunity 2016</b>						
405-1	Diversity of governance bodies and employees	Corporate Information/Corporate Governance <a href="http://www.0101maruigroup.co.jp/en/ci/governance.html">http://www.0101maruigroup.co.jp/en/ci/governance.html</a> Sustainability/Core Theme 2/Workplace Inclusion <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme02/">http://www.0101maruigroup.co.jp/en/sustainability/theme02/</a>	P8-13, P15-16	P42-43	P90, P114-115	-
405-2	Ratio of basic salary and remuneration of women to men	-	P12	-	-	-
<b>GRI 406: Non-discrimination 2016</b>						
406-1	Incidents of discrimination and corrective actions taken	Sustainability/Core Theme 4/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	P20	-	-	-

## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

GRI STANDARD		MARUI GROUP Corporate Website	ESG DATABOOK 2023	VISION BOOK 2050	Co-Creation Management Reports (Integrated Reports) 2021	IMPACT BOOK 2023
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>						
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Corporate Information/MARUI GROUP's Co-Creation Philosophy <a href="http://www.0101maruigroup.co.jp/en/ci/action.html">http://www.0101maruigroup.co.jp/en/ci/action.html</a> Sustainability/MARUI GROUP's Idea of Sustainability <a href="https://www.0101maruigroup.co.jp/en/sustainability/overview/">https://www.0101maruigroup.co.jp/en/sustainability/overview/</a>	-	-	-	-
<b>GRI 408: Child Labor 2016</b>						
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html">http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html</a>	P7	-	-	-
<b>GRI 409: Forced or Compulsory Labor 2016</b>						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Same as Above	Same as Above	-	-	-
<b>GRI 410: Security Practices 2016</b>						
410-1	Security personnel trained in human rights policies or procedures	-	-	-	-	-
<b>GRI 411: Rights of Indigenous Peoples 2016</b>						
411-1	Incidents of violations involving rights of indigenous peoples	-	-	-	-	-
<b>GRI 412: Human Rights Assessment 2016</b>						
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability/MARUI GROUP's Idea of Sustainability <a href="https://www.0101maruigroup.co.jp/en/sustainability/overview/">https://www.0101maruigroup.co.jp/en/sustainability/overview/</a>	P7	-	-	-
412-2	Employee training on human rights policies or procedures	Sustainability/Core Theme 1/Inclusive Store Development <a href="https://www.0101maruigroup.co.jp/en/sustainability/theme01/store_02.html#store1">https://www.0101maruigroup.co.jp/en/sustainability/theme01/store_02.html#store1</a>	P7, P12-13	-	-	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	-	-	-	-
<b>GRI 413: Local Communities 2016</b>						
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability/Social Contribution Activities <a href="https://www.0101maruigroup.co.jp/en/sustainability/social/">https://www.0101maruigroup.co.jp/en/sustainability/social/</a>	-	P24-27	P37, P116-119	P17, P22
413-2	Operations with significant actual and potential negative impacts on local communities	Same as Above	-	Same as Above	-	-
<b>GRI 414: Supplier Social Assessment 2016</b>						
414-1	New suppliers that were screened using social criteria	-	-	-	-	-
414-2	Negative social impacts in the supply chain and actions	Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners <a href="http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html">http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html</a>	-	-	-	-
<b>GRI 415: Public Policy 2016</b>						
415-1	Political contributions	-	P20	-	-	-
<b>GRI 416: Customer Health and Safety 2016</b>						
416-1	Assessment of the health and safety impacts of product and service categories	-	-	P20	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	P20	-	-	-



## GRI STANDARD Guidelines Comparison

Last Updated: November 2nd, 2023

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<b>GRI 417: Marketing and Labeling 2016</b>						
417-1	Requirements for product and service information and labeling	-	-	-	-	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	-	-	-
417-3	Incidents of non-compliance concerning marketing communications	Sustainability/Core Theme 4/Risk Management <a href="https://www.0101maruigroup.co.jp/en/ci/governance/risk.html">https://www.0101maruigroup.co.jp/en/ci/governance/risk.html</a>	-	-	-	-
<b>GRI 418: Customer Privacy 2016</b>						
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	P20	-	-	-
<b>GRI 419: Socioeconomic Compliance 2016</b>						
419-1	Non-compliance with laws and regulations in the social and economic area	-	Same as Above	-	-	-