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Core Theme

## Workplace Inclusion



### MARUI GROUP's Vision

Based on MARUI GROUP's corporate philosophy of striving to "continue evolving to better aid our customers" and "equate the development of our people with the development of our company," we will provide all employees with venues through which they can excel.

### Major Initiatives

Development of an organization that utilizes diversity	Each of MARUI GROUP's approximately 6,000 employees is different. We believe that innovation is assured when these employees are accepting of the differences in others and are able to unite with an eye toward social change and demand. We are therefore promoting diversity with regard to individual talents, gender, and age.
Healthcare management underpinning personal growth	MARUI GROUP focuses on preventive healthcare management aimed at avoiding illness and also proactive healthcare management for energizing and motivating employees. We thus encourage employees to change their attitudes and behaviors to further improve corporate value and contribute to society through higher productivity.
Investments in human resources to stimulate new growth	Recognizing that human resources devoted to aiding customers are the greatest driver behind the creation of corporate value, MARUI GROUP respects diverse employee values and is proactively conducting investments in the recruitment and development of human resources to cultivate an environment in which all employees can feel energized and continue growing.

Please refer to the sustainability section of MARUI GROUP's website for more information. [www.0101maruigroup.co.jp/en/sustainability/theme02/](http://www.0101maruigroup.co.jp/en/sustainability/theme02/)

### Principal Data

Fiscal year ended March 31 or as of March 31	2013	2014	2015	2016	2017
Total number of employees	6,101	5,966	5,918	5,899	5,732
Number of female employees	2,703	2,655	2,641	2,685	2,584
Number of male employees	3,398	3,311	3,277	3,214	3,148
Average age of employees	39.7	40.4	40.9	41.2	42.0
Average annual overtime hours per person	35	40	44	46	44
Ratio of employees changing positions between Group companies (%) <sup>*1</sup>	—	8	18	25	34
Employees working shortened hours for childbirth or childcare reasons (male and female)	266	312	345	416	473
Ratio of female employees returning to work full time after taking childcare leave (%)	45	36	55	66	81
Ratio of applicable male employees taking childcare leave (%)	0	14	54	66	94
Ratio of differently abled employees (%) <sup>*2</sup>	2.01	2.06	2.12	2.08	2.16
Employees injured by occupational accidents	117	74	87	100	76
Employee turnover rate (excluding mandatory retirement) (%)	2.8	2.3	2.0	1.6	2.6
Human resource investments (millions of yen) <sup>*3</sup>	—	—	—	—	474

Please refer to MARUI GROUP's ESG DATA BOOKs for more information. [www.0101maruigroup.co.jp/en/sustainability/lib/databook.html](http://www.0101maruigroup.co.jp/en/sustainability/lib/databook.html)

<sup>\*1</sup> Aggregate total of position changes in April and October of each year (only April for 2017), excluding officers and managers

<sup>\*2</sup> As of June 1 of each year

<sup>\*3</sup> Human resource investments of ¥670 million projected for the fiscal year ending March 31, 2018