

MARUI GROUP Artificial Intelligence Policy

MARUI GROUP strives to fulfill its mission of contributing to the creation of an inclusive society that offers happiness to all. In our quest to do so, we are developing our business with a focus on generating earnings while achieving our desired impact as we work toward the realization of MARUI GROUP's 2050 Vision. Artificial intelligence (AI) is an important tool for creating innovation and overcoming the dichotomy between resolving social issues and improving corporate value. Accordingly, MARUI GROUP intends to continue proactively utilizing AI technologies into the future. However, we recognize that the use of AI presents ethical and safety concerns needing consideration. Taking such concerns into consideration, we have formulated the MARUI GROUP Artificial Intelligence Policy to serve as our guideline for developing appropriate AI governance frameworks and for promoting the responsible use of AI.

1. Human-Centric Focus

MARUI GROUP views AI as a vital tool that helps augment the capabilities of people and which supports decision-making for fulfilling its mission and realizing its vision. Nonetheless, AI by its very nature has the potential to provide false or erroneous information. We therefore must remain cognizant of the risks of using AI and prepare the necessary countermeasures.

2. Safety

When using AI, provisions have to be put in place for giving consideration to people's safety and well-being as well as to assets. At the same time, accuracy, safety, and legal compliance must be guaranteed with regard to the data used to train AI. For these reasons, necessary upgrades to AI models will be performed while taking precautions within the scope that can be reasonably expected.

3. Fairness

In accordance with the MARUI GROUP Code of Conduct and the MARUI GROUP Human Rights Policy, we are committed to advancing our operations in a fair and impartial manner while fully respecting the human rights of all people. We will therefore look to uphold these principles by introducing human judgment into processes at the appropriate timings in order to guarantee that AI output is sufficiently impartial as we seek to use AI as well as address potential biases.

4. Privacy

MARUI GROUP will rigorously protect the privacy of individuals by utilizing data through frameworks developed with due consideration for the potential impacts on the rights and interests of individuals and organizations of the collection and utilization of data via AI technologies. Personal information will be appropriately managed and utilized in compliance with the MARUI GROUP Privacy Policy and with the relevant laws and regulations.

5. Security

MARUI GROUP will track the latest trends to take precautions within the scope that can be reasonably expected at any given time to ensure the confidentiality,

completeness, and availability of the AI systems and services it utilizes and provides. In addition, management systems developed in accordance with the MARUI GROUP Information Security Policy will be utilized to support the reliability and continuity of the Company's operations.

6. Transparency and Accountability

MARUI GROUP will practice earnest and genuine communication as it strives to provide the necessary information regarding its use of AI in order to be accountable toward stakeholders. Moreover, stakeholders will be swiftly notified in the event that the use of AI has resulted in a serious issue or human rights violation.

7. Education and Literacy

Training will be provided to all employees who may utilize AI technologies in their work so as to endow them with the necessary literacy pertaining to these technologies. The Company will also diligently supply the latest information on the ever-changing AI trends.

This policy will be revised as necessary based on future advances in AI technology or related social changes.

Established in August 2025
Hiroshi Aoi
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Representative Executive Officer, CEO
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