

GRI STANDARD Guidelines Comparison

Last Updated: August 28, 2026

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 2025~ March 2026] 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 Report2023**・**IMPACT BOOK 2026** : Please refer to page number indicated in the booklet.
ESG DATABOOK 2026 : Please refer to the page listed in the data book.

GRI STANDARD		MARUI GROUP Corporate Website	ESG DATABOOK 2026	VISION BOOK 2050	Co-Creation Management Report (Integrated Report) 2023	IMPACT BOOK 2026
GRI 2: General Disclosures 2021						
1. The organization and its reporting practices						
2-1	Organizational details	Home/Corporate Information/Company Overview https://www.0101maruigroup.co.jp/en/ci/outline.html	-	-	P98-100	-
2-2	Entities included in the organization's sustainability reporting	Same as Above	-	-	-	-
2-3	Reporting period, frequency and contact point	Home/Investor Relations/IR Library https://www.0101maruigroup.co.jp/en/ir/lib/	-	-	-	-
		Home/Contact Us https://www.0101maruigroup.co.jp/en/question.html	-	-	-	-
2-4	Restatements of information	-	-	-	-	-
2-5	External assurance	Home/Investor Relations/IR Library/ESG DATA BOOKs https://pdf.0101maruigroup.co.jp/en/sustainability/pdf/esg/esg2026_en.pdf	P26-29	-	-	-
2. Activities and workers						
2-6	Activities, vale chain and other business relationships	Home/Corporate Information/Company Overview https://www.0101maruigroup.co.jp/en/ci/outline.html	P11、P18	P17-20	-	P5-21 P41-45、 P47
2-7	Employees	Same as Above	P12	P43	P98	-
2-8	Workers who are not employees	-	Same as Above	-	-	-
3. Governance						
2-9	Governance structure and composition	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ Home/Sustainability/Results/ESG Data : Governance https://www.0101maruigroup.co.jp/en/sustainability/data/governance/	P20-22	-	P79-80	P55
2-10	Nomination and selection of the highest governance body	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/	-	P39	Same as Above	-
2-11	Chair of the highest governance body	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ Home/Corporate Information/Corporate Governance/Committee Membership https://www.0101maruigroup.co.jp/en/ci/officer/	-	-	P80	-
2-12	Role of the highest governance body in overseeing the management of impacts	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html Home/Sustainability/MARUI GROUP's Sustainability/Management System https://www.0101maruigroup.co.jp/en/sustainability/overview/management.html	-	-	P79-82、P92-97	P55-57

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2-13	Delegation of responsibility for managing impacts	-	-	-	-	Same as Above
2-14	Role of the highest governance body in sustainability	MARUI GROUP Corporate Governance Guidelines https://pdf.0101maruigroup.co.jp/pdf/cgg_20260401_en.pdf Home/Sustainability/MARUI GROUP's Sustainability/Management System https://www.0101maruigroup.co.jp/en/sustainability/overview/management.html	-	P39	P79-82	Same as Above
2-15	Conflicts of interest	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ MARUI GROUP Anti-Corruption Policy https://www.0101maruigroup.co.jp/en/pdf/policy/anti_corruption_210331_en.pdf	P24-25	-	-	-
2-16	Communication of critical concerns	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/	P25、P38	P39-41	P79-80	-
2-17	Collective knowledge of the highest governance body	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	-	P38-41	P79-82、P92-97	-
2-18	Evaluation of the performance of the highest	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html Home/Corporate Information/Corporate Governance/Officer Compensation https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html	-	P38	P80	-
2-19	Remuneration policies	Home/Corporate Information/Corporate Governance/Officer Compensation https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html MARUI GROUP Corporate Governance Guidelines/Article 20 (P11) ・ MARUI GROUP Director Compensation Determination Policy (P58-59) https://pdf.0101maruigroup.co.jp/pdf/cgg_20260401_en.pdf	-	Same as Above	-	-
2-20	Process to determine remuneration	Same as Above	P21	Same as Above	-	-
2-21	Annual total compensation ratio	-	-	-	-	-
4. Strategy, policies and practices						
2-22	Statement on sustainable development strategy	Home/Our Goal https://www.0101maruigroup.co.jp/en/about/	-	P2-17、P24-25、P28-29、 P32-35	P2-9	P5-12 P81-88
2-23	Policy commitments	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ Home/Sustainability/MARUI GROUP's Sustainability https://www.0101maruigroup.co.jp/en/sustainability/overview/management.html	P8、P11、P19、P24	-	-	-
				-	-	-
2-24	Embedding policy commitments	Same as Above	P11、P22、P25、P38	-	-	-
2-25	Processess to remediate negative impacts	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	P38	-	-	-
2-26	Mechanisms for seeking advice and raising concerns	Same as Above	Same as Above	-	P79-80	-
2-27	Copliance with laws and regulations	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/	P25	-	-	-
2-28	Membership associations	Home/Corporate Information/Company Overview http://www.0101maruigroup.co.jp/en/ci/outline.html	-	-	-	-

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5. Stakeholder engagement						
2-29	Approach to stakeholder enegagement	Home/Our Goal/Impact Targets https://www.0101maruigroup.co.jp/en/about/impact.html Home/Co-Creation https://www.0101maruigroup.co.jp/en/co-creation/	-	P6-7, P36, P39	P52-57、 79-82	P9、 P18-21 P47、 P56
2-30	Collective bargaining agreements	-	-	-	-	-
GRI 3: Material Topics						
3-1	Process to determine material topics	Home/Our Goal/Impact Targets https://www.0101maruigroup.co.jp/en/about/impact.html	P55-57	P6-7, P14-17, P21、 P24-25, P28-29、 P36, P42	P14-19、 P79	P42-43
3-2	List of material topics	Same as Above	P56	Same as Above	Same as Above	P48
3-3	Management of material topics	Home/Our Goal/Impact Targets https://www.0101maruigroup.co.jp/en/about/impact.html Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/	P57	P2-7, P12-17, P21、 P25, P29, P32-33、 P36, P42	Same as Above	P42-45 P50-56
GRI 101 : Biodiversity 2024						
101-1	Policies to halt and reverse biodiversity loss	Home/Sustainability/Environmental/Preservation of Biodiversity https://www.0101maruigroup.co.jp/en/sustainability/environment/biodiversity.html	-	-	-	-
101-2	Management of biodiversity impacts	Same as Above	-	-	-	-
101-3	Access and benefit-sharing	Same as Above	-	-	-	-
101-4	Identification of biodiversity impacts	-	-	-	-	-
101-5	Locations with biodiversity impacts	Home/Sustainability/Environmental/Preservation of Biodiversity https://www.0101maruigroup.co.jp/en/sustainability/environment/biodiversity.html	-	-	-	-
101-6	Direct drivers of biodiversity loss	Same as Above	-	-	-	-
101-7	Changes to the state of biodiversity	Same as Above	-	-	-	-
101-8	Ecosystem services	Same as Above	-	-	-	-

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GRI 201: Economic Performance 2016						
201-1	Direct economic value generated and distributed	Home/Investor Relations/Financial and Performance Information https://www.0101maruigroup.co.jp/en/ir/finance/ Home/Investor Relations/Stock and Bond Information/Shareholder Return Policies https://www.0101maruigroup.co.jp/en/ir/stock/dividend.html	-	-	P74-78、P98	-
201-2	Financial implications and other risks and opportunities due to climate change	Home/Sustainability/Environmental/Transition Plan for Climate Change https://www.0101maruigroup.co.jp/en/sustainability/environment/tcf.html	P8-10、P30-36	P16-20、P42-43	-	-
201-3	Defined benefit plan obligations and other retirement plans	Home/Corporate Information/Corporate Governance/Corporate Governance Report https://pdf.0101maruigroup.co.jp/pdf/cgr_en.pdf	-	-	-	-
201-4	Financial assistance received from government	Home/Investor Relations/Stock and Bond Information/Stock Information/Stock Information https://www.0101maruigroup.co.jp/en/sustainability/environment/tcf.html	-	-	-	-
GRI 202: Market Presence 2016						
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	-	-	-	-	-
GRI 203: Indirect Economic Impacts 2016						
203-1	Infrastructure investments and services supported	Home/Our Goal/Impact Targets https://www.0101maruigroup.co.jp/en/about/impact.html	-	P27	P14-19、P26-49	P13-33、P36
203-2	Significant indirect economic impacts	Home/Our Goal/Impact Targets https://www.0101maruigroup.co.jp/en/about/impact.html Home/Sustainability/Social/Financial Inclusion https://www.0101maruigroup.co.jp/en/sustainability/society/financial.html	P44-51	P28-31	Same as Above	Same as Above
GRI 204: Procurement Practices 2016						
204-1	Proportion of spending on local suppliers	-	-	-	-	-
GRI 205: Anti-corruption 2016						
205-1	Operations assessed for risks related to corruption	MARUI GROUP Anti-Corruption Policy https://www.0101maruigroup.co.jp/en/pdf/policy/anti_corruption_210331_en.pdf Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	-	-	P79-80	-
205-2	Communication and training about anti-corruption policies and procedures	Same as Above	P24	-	Same as Above	-
205-3	Confirmed incidents of corruption and actions taken	-	P25	-	-	-

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GRI 206: Anti-competitive Behavior 2016						
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-	-	-	-
GRI 207: Tax 2019						
207-1	Approach to tax	MARUI GROUP Tax Policy https://www.0101maruigroup.co.jp/en/pdf/policy/tax_210331_en.pdf	P24	-	-	-
207-2	Tax governance, control, and riskmanagement	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 301 : Materials 2016						
301-1	Materials used by weight or volume	Home/Sustainability/Environmental/Resource Conservation Initiatives https://www.0101maruigroup.co.jp/en/sustainability/environment/resource-saving.html	P10	-	-	-
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	-	-	-
GRI 302: Energy 2016						
302-1	Energy consumption within the organization	Home/Sustainability/Results/ESG Data:Environment https://www.0101maruigroup.co.jp/en/sustainability/data/environment/	P3、P9	P43	P98	-
302-2	Energy consumption outside of the organization	Same as Above	Same as Above	Same as Above	Same as Above	-
302-3	Energy intensity	-	p9	-	-	-
302-4	Reduction of energy consumption	Home/Sustainability/Environmental/Transition Plan for Climate Change https://www.0101maruigroup.co.jp/en/sustainability/environment/tcfদ.html Home/Sustainability/Environmental/Greenhouse Gas Emissions Reduction https://www.0101maruigroup.co.jp/en/sustainability/environment/ghg.html	Same as Above	P19	P31、P98	-
302-5	Reductions in energy requirements of products and services	Same as Above	Same as Above	P42-43	-	-

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GRI 303: Water and Effluents 2018						
303-1	Interactions with water as a shared resource	MARUI GROUP Environmental Policy https://www.0101maruigroup.co.jp/en/ci/governance/environment.html Home/Sustainability/Environmental/Resource Conservation Initiatives https://www.0101maruigroup.co.jp/en/sustainability/environment/resource-saving.html	P10	-	-	-
303-2	Management of water discharge-related impacts	Same as Above	-	-	-	-
303-3	Water withdraw	-	-	-	-	-
303-4	Water discharge	Home/Sustainability/Results/ESG Data:Environment https://www.0101maruigroup.co.jp/en/sustainability/data/environment/	P10	-	-	-
303-5	Water consumption	Same as Above	Same as Above	P43	-	-
GRI 305: Emissions 2016						
305-1	Direct (Scope 1) GHG emissions	Home/Sustainability/Environmental/Transition Plan for Climate Change https://www.0101maruigroup.co.jp/en/sustainability/environment/tcf.html Home/Sustainability/Results/ESG Data:Environment https://www.0101maruigroup.co.jp/en/sustainability/data/environment/	P3, P8	P43	P98	-
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	Home/Sustainability/Results/ESG Data:Environment https://www.0101maruigroup.co.jp/en/sustainability/data/environment/	Same as Above	Same as Above	-	-
305-5	Reduction of GHG emissions	Home/Sustainability/Environmental/Transition Plan for Climate Change https://www.0101maruigroup.co.jp/en/sustainability/environment/tcf.html Home/Sustainability/Environmental/Greenhouse Gas Emissions Reduction https://www.0101maruigroup.co.jp/en/sustainability/environment/ghg.html Home/Sustainability/Environmental/Carbon Footprints https://www.0101maruigroup.co.jp/en/sustainability/environment/carbon-footprint.html	Same as Above	Same as Above	P31、 P98	-
305-6	Emissions of ozone-depleting substances (ODS)	-	-	-	-	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	P10	-	-	-
GRI 306: Waste 2020						
306-1	Waste generation and significant waste-related impacts	Home/Sustainability/Environmental/Resource Conservation Initiatives https://www.0101maruigroup.co.jp/en/sustainability/environment/resource-saving.html	P3, P10	P17	-	-
306-2	Management of significant waste related impacts	Same as Above	Same as Above	-	-	-
306-3	Waste generated	Home/Sustainability/Results/ESG Data:Environment https://www.0101maruigroup.co.jp/en/sustainability/data/environment/	Same as Above	P43	-	-
306-4	Waste diverted from disposal	Same as Above	Same as Above	Same as Above	-	-
306-5	Waste directed to disposal	Same as Above	Same as Above	Same as Above	-	-

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GRI 308: Supplier Environmental Assessment 2016						
308-1	New suppliers that were screened using environmental criteria	Home/Sustainability/Environmental/Communication with Business Partners https://www.0101maruigroup.co.jp/en/sustainability/environment/communication.html MARUI GROUP Procurement Policy https://www.0101maruigroup.co.jp/en/ci/governance/procurement.html	P18	-	-	-
308-2	Negative environmental impacts in the supply chain and	Same as Above	P6、P25、P38	-	-	-
GRI 401: Employment 2016						
401-1	New employee hires and employee turnover	-	P13	P43	-	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	-	-	-
401-3	Parental leave	Home/Sustainability/Social/Work-Life Balance Systems https://www.0101maruigroup.co.jp/en/sustainability/society/balance.html	P14	P43	P98	-
GRI 402: Labor/Management Relations 2016						
402-1	Minimum notice periods regarding operational changes	-	-	-	-	-
GRI 403: Occupational Health and Safety 2018						
403-1	Occupational health and safety management system	MARUI GROUP Occupational Health and Safety Policy https://www.0101maruigroup.co.jp/en/ci/governance/health-safety.html	P18	-	P80	-
403-2	Hazard identification, risk assessment, and incident	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	Same as Above	-	-	-
403-3	Occupational health services	Home/Sustainability/Social/Healthcare Management https://www.0101maruigroup.co.jp/en/sustainability/society/well-being.html	Same as Above	-	-	-
403-4	Worker participation, consultation, and communication occupational health and safety	Home/Sustainability/Social/Healthcare Management https://www.0101maruigroup.co.jp/en/sustainability/society/well-being.html Home/Sustainability/Social/Groupwide Information Sharing https://www.0101maruigroup.co.jp/en/sustainability/society/group.html	-	-	-	-
403-5	Worker training on occupational health and safety	Home/Sustainability/Social/Healthcare Management https://www.0101maruigroup.co.jp/en/sustainability/society/well-being.html Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	-	-	P52-57	-
403-6	Promotion of worker health	Home/Sustainability/Social/Healthcare Management https://www.0101maruigroup.co.jp/en/sustainability/society/well-being.html	-	-	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	MARUI GROUP Occupational Health and Safety Policy https://www.0101maruigroup.co.jp/en/ci/governance/health-safety.html	P12	-	-	-
403-9	Work-related injuries	-	P18	-	-	-
403-10	Work-related ill health	-	Same as Above	-	-	-

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GRI 404: Training and Education 2016						
404-1	Average hours of training per year per employee	-	-	-	-	-
404-2	Programs for upgrading employee skills and transition assistance programs	MARUI GROUP Human Resource Development Policy https://www.0101maruigroup.co.jp/en/ci/governance/human-resource.html Home/Our Goal/Corporate Culture https://www.0101maruigroup.co.jp/en/about/culture.html Home/Sustainability/Governance/Corporate Culture of Encouraging Voluntary Participation https://www.0101maruigroup.co.jp/en/sustainability/governance/voluntary-participation.html Home/Sustainability/Social/Inclusive Store Development https://www.0101maruigroup.co.jp/en/sustainability/society/shop.html	P16-17	P22-23, P42, P46-53	P62-65	P30-32
404-3	Percentage of employees receiving regular performance and career development reviews	-	-	-	-	-
GRI 405: Diversity and Equal Opportunity 2016						
405-1	Diversity of governance bodies and employees	Home/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ Home/Sustainability/Social/Diversity Promotion Initiatives https://www.0101maruigroup.co.jp/en/sustainability/society/work-life-balance.html Home/Sustainability/Social/Promotion of Women's Contributions https://www.0101maruigroup.co.jp/en/sustainability/society/gender-diversity.html Home/Sustainability/Results/ESG Data:Society https://www.0101maruigroup.co.jp/en/sustainability/data/society/ Home/Sustainability/Results/ESG Data:Governance https://www.0101maruigroup.co.jp/en/sustainability/data/governance/	P12-15, P20-21	P42-43	P80, P98-99	-
405-2	Ratio of basic salary and remuneration of women to men	-	P16-17	-	-	-
GRI 406: Non-discrimination 2016						
406-1	Incidents of discrimination and corrective actions taken	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	P6, P25, P38	-	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016						
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Home/Our Goal/MARUI GROUP's Co-Creation Philosophy https://www.0101maruigroup.co.jp/en/about/philosophy.html Home/Sustainability/MARUI GROUP's Sustainability https://www.0101maruigroup.co.jp/en/sustainability/overview/	-	-	-	-
GRI 408: Child Labor 2016						
408-1	Operations and suppliers at significant risk for incidents of child labor	MARUI GROUP Procurement Policy https://www.0101maruigroup.co.jp/en/ci/governance/procurement.html	P11	-	-	-
GRI 409: Forced or Compulsory Labor 2016						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Same as Above	Same as Above	-	-	-
GRI 410: Security Practices 2016						
410-1	Security personnel trained in human rights policies or procedures	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	P37	-	-	-

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GRI 411: Rights of Indigenous Peoples 2016						
411-1	Incidents of violations involving rights of indigenous peoples	-	-	-	-	-
GRI 413: Local Communities 2016						
413-1	Operations with local community engagement, impact assessments, and development programs	Home/Sustainability/Social/Social Contribution Activities https://www.0101maruigroup.co.jp/en/sustainability/social/	-	P24-27	P32-33、P46-47、P101	-
413-2	Operations with significant actual and potential negative impacts on local communities	-	-	Same as Above	-	-
GRI 414: Supplier Social Assessment 2016						
414-1	New suppliers that were screened using social criteria	MARUI GROUP Procurement Policy https://www.0101maruigroup.co.jp/en/ci/governance/procurement.html	P18	-	-	-
414-2	Negative social impacts in the supply chain and actions	Same as Above	P6、P25、P38	-	-	-
GRI 415: Public Policy 2016						
415-1	Political contributions	-	P18	-	-	-
GRI 416: Customer Health and Safety 2016						
416-1	Assessment of the health and safety impacts of product and service categories	MARUI GROUP Customer Engagement Policy https://www.0101maruigroup.co.jp/en/pdf/policy/customer_eng_en.pdf	P11	P20	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	P25	-	-	-
GRI 417: Marketing and Labeling 2016						
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	Home/Corporate Information/Corporate Governance/Risk Management https://www.0101maruigroup.co.jp/en/ci/governance/risk.html	-	-	-	-
GRI 418: Customer Privacy 2016						
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	P25	-	-	-