May 14, 2024

Company Name: MARUI GROUP CO., LTD.
Representative Name: Hiroshi Aoi
President and Representative Director
(Securities Code: 8252, Tokyo Stock Exchange, Prime Market)
Inquiries: Atsushi Nagasao,
Executive Officer
General Manager, Corporate Planning Division
(TEL: 03-3384-0101)

Notice of Continuation of Incentive Plan for Group Executive Management Employees

We hereby announces that its Board of Directors, at a meeting held today, resolved to continue the incentive plan (hereinafter referred to as the "Plan"), ESOP Trust (hereinafter referred to as the "Trust") for the Company's group management executives, which has been in place since fiscal 2016.

1. Continuation of the System
   (1) The Company has decided to continue this program with the aim of further enhancing the awareness of the eligible senior management of the Company for their contribution to improving the Company's performance and increasing its corporate value over the medium to long term.
   (2) This is an incentive plan under which the Company's shares and cash equivalent to the cash proceeds from the conversion of the Company's shares (hereinafter referred to as the "Company's shares, etc.") are delivered and paid (hereinafter referred to as the "Delivery, etc.") to the executive management employees in proportion to their achievement of performance targets and other factors.
   (3) This program is expected to encourage executives to perform their duties with an awareness of the stock price and to motivate them to work harder, since they will receive economic benefits from an increase in the Company's stock price.
   (4) With continuation of the System, the amount of additional trust money to be paid

for the acquisition of the Company's shares, the timing and method of acquisition of the Company's shares are yet to be determined and will be announced after they are determined. The Company's shares and money remaining in the Trust at the time of the extension of the Trust will be succeeded to the Trust after the extension.

2. Extension of Trust Period

In continuing this plan, the trust period of the Trust will be extended and the current contents of this plan will be maintained.

(1) Covered Period and Trust Period

The Company introduced this plan for the three-year period from the fiscal year ended March 31, 2022 to the fiscal year ended March 31, 2024, using the Trust established by the Company's monetary contribution. By extending the Trust Period of Trust and by additionally entrusting the Trust, the Company will be able to continue this plan for the latter two fiscal years covered by the Medium-Term Management Plan (two fiscal years from the fiscal year ending March 31, 2025 to the fiscal year ending March 31, 2026; hereinafter the "Target Period"), and Delivery, etc., of Company's shares, etc., will be made in accordance with the position of the executive management staff and performance indicators such as the degree of achievement of Company's performance index.

At the expiration of the Trust Period after the extension of the Trust, the Trust may be continued by amending the trust agreement and conducting an additional trust.

(2) Method of calculating the number of shares of the Company's stock to be delivered to the executive management employees.

The number of shares of the Company's stock, etc. to be granted to eligible executive management employees is calculated by accumulating the points granted based on their position at a certain time each year and multiplying the accumulated number of points during the covered period by the performance-linked coefficient. The performance-linked coefficient ranges from 0 to 110%, depending on the degree of achievement of Eligible Companies' performance indicators for the final fiscal year of the covered period (for the period immediately following the continuation of the System, in addition to financial evaluation indicators such as ROE, EPS, and ROIC, we will have ESG evaluation indicators to promote the Company's co-creation sustainability management are used).

One point shall be one share of the Company's common stock, but in the event of a stock split, reverse stock split, or other event during the trust period for which it is deemed fair to adjust the number of points, the number of points shall be adjusted in

accordance with the split ratio, reverse stock split ratio, or other ratio.