July 25, 2025

Company Name:MARUI GROUP CO., LTD.
Representative Name:Hiroshi Aoi,
President and Representative Director
(Securities code: 8252, Tokyo Stock Exchange, Prime Market)
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Notice of Resolution on the Calculation Method of Performance-Linked Bonuses

We hereby inform you that at the Nomination and Compensation Committee and the Board of Directors held on June 25, 2025, we resolved the "Calculation Method of Performance-Linked Bonuses for the Fiscal Year Ending March 2026" for directors (excluding outside directors) elected at the shareholders' meeting held on the same day.

1. Calculation Method of Performance-Based Bonuses

   For the fiscal year ending March 2026, performance-based bonuses for Marui Group directors (excluding outside directors) will be as follows:

   □ Performance-based bonus calculation formula

   Performance-based bonus = Base amount by rank × Performance-based coefficient

   - Bonuses will be paid within the range of 0% to 200% of the base amount depending on the achievement level of EPS. If the achievement level is less than 50% or exceeds 150%, the Nomination and Compensation Committee will determine the payment rate. (resolved at the Board of Directors meetings on May 14, 2019, and December 14, 2021)
   - EPS target: 155.00 yen (resolved at the Board of Directors meeting on June 25, 2025)
   - Maximum amount: 100 million yen (resolved at the shareholders' meeting on June 29, 2016)

Furthermore, the outline of our executive compensation system is disclosed in the securities report and the corporate governance report.