

Section 3

Initiatives Targeting Sustainable Growth

Road Map for Sustainable Growth

The Don Quijote Group aspires to always be a retailer that is chosen by customers in every era. To accomplish this goal and achieve sustainable growth going forward, it will be crucial to boost the competitiveness of the Group while enhancing its intangible, non-financial assets. We are therefore committed to building strong relationships with customers, business partners (suppliers), employees, and all other stakeholders, while contributing to the resolution of environmental and social issues through our main business, the operation of general merchandise stores (GMSs). At the same time, the Company will take proactive steps to reinforce corporate governance in order to increase the efficiency and transparency of management.

Priority Themes for Achieving Sustainable Growth

Theme 1 Development of an Organization That Continuously Generates Innovation

We view all employees as vital resources—corporate assets—and therefore seek to draw out the individuality and potential of employees and foster comfortable workplace environments that empower and motivate them. Furthermore, we strive to ensure the satisfaction of all employees in their work to develop an organization that continuously generates innovation.

Theme 2 Social Contributions through Business

The Don Quijote Group enables all stores to operate from a unique perspective to create community-rooted stores and thereby help resolve the issues faced by their respective communities. We are also proactive in our efforts to reduce the environmental impact of our store operations.

Theme 3 Reinforcement of Corporate Governance to Increase Management Transparency

It is essential for us to create an atmosphere that ensures a high level of ethics and awareness among all directors and employees if we are to improve corporate value over the medium to long term. To this end, we have placed the reinforcement of corporate governance and compliance as top management priorities, and are targeting efficient and transparent management accordingly.

Competitive edge of the Don Quijote Group

Promote

Enhancement of intangible, non-financial assets

Sustainable growth

We believe that the act of advancing environmental, social, and governance (ESG) initiatives during the course of our business is an undertaking that coincides with the intent of the United Nations Sustainable Development Goals (SDGs).

The SDGs are a set of 17 goals and 169 targets established as an action plan for the benefit of people, the global environment, and a prosperous future following the adoption of *Transforming our world: the 2030 Agenda for Sustainable Development* at the UN General Assembly held in September 2015.

SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD

