

PPIH Signs the Women's Empowerment Principles (WEPs) **–Accelerating Diversity, Equity and Inclusion Initiatives**

Pan Pacific International Holdings Corporation (Headquarters: Tokyo, President and CEO: Hideki Moriya, hereinafter “the PPIH Group”) has signed the CEO Statement of Support for the Women's Empowerment Principles (WEPs), a set of principles established jointly by the United Nations Global Compact and UN Women, in June 2026. Through this commitment, PPIH reaffirms gender equality and women's empowerment as key management priorities and further advances its initiatives in line with global standards.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

The Women's Empowerment Principles (WEPs) provide a global framework consisting of seven principles that guide businesses in promoting gender equality and women's empowerment in the workplace, marketplace, and community. The framework encourages companies to take voluntary and proactive action toward creating a more inclusive and equitable society.

The Seven WEPs Principles

1. High-Level Corporate Leadership
2. Treat all Women and Men Fairly at Work without Discrimination
3. Employee Health, Well-Being and Safety
4. Education and training for career advancement
5. Enterprise development, supply chain and marketing practices
6. Community initiatives and advocacy
7. Measurement and Reporting

WEPs Website: <https://www.weps.org/>

PPIH WEPs Profile: <https://www.weps.org/company/pan-pacific-international-holdings-corporation-ppih>

PPIH permeates respect for diversity as a core element of its corporate philosophy. The PPIH Group is committed to creating a workplace where all employees, regardless of gender, nationality, age, or other attributes, can recognize and value diversity, feel a sense of security and fulfillment, and maximize their

potential.

Permeation of women's advancement is particularly important to PPIH, as women account for more than half of the customers visiting its stores. Incorporating women's perspectives into management and store operations is considered essential for enhancing customer satisfaction and strengthening competitiveness. Accordingly, the PPIH Group has identified "Accepting diversity and creating a rewarding workplace" as a material issue and has promoted various initiatives under the leadership of its Diversity Management Committee. These initiatives include:

1. The "RISE!100" leadership development program designed to foster future female store managers
2. Expanded career development support and professional training opportunities
3. Flexible work arrangements that enable employees to balance work and life events, including shortened working hours until a child graduate from elementary school and region-specific employment programs
4. Support for women's health and life planning, including financial assistance for low-dose oral contraceptives and egg-freezing expenses

Through these efforts, the PPIH Group has promoted the advancement of women into management positions, strengthened career development support, increased the number of female store managers, and contributed to improved employee retention.

In addition, under its long-term management plan, "Double Impact 2035," the PPIH Group's human capital strategy emphasizes a culture of voluntary challenge and initiative. By providing systems and opportunities that support employee growth, the PPIH Group aims to develop leaders capable of driving innovation and taking on new challenges, including women who will play key leadership roles in the future.

By signing the WEPs, the PPIH Group will further accelerate its efforts to promote women's empowerment and advance an organizational culture in which diverse talent can respect one another and fully realize their potential. Through these initiatives, the PPIH Group will continue working toward sustainable growth and the enhancement of long-term corporate value.

■ Related Information

For more information about the PPIH Group's sustainability initiatives, please visit:

<https://ppih.co.jp/en/sustainability/>