

Pan Pacific International Holdings Corporation  
February 1, 2023

## **PPIH Selected for 2023 Bloomberg Gender–Equality Index**

~Selected for the fifth consecutive year in recognition of its efforts and information disclosure to promote women’s participation and advancement and diversity~



Pan Pacific International Holdings Corporation (Head Office: Meguro-ku, Tokyo; President, Representative Director and CEO: Naoki Yoshida; hereafter “PPIH”) has been selected for inclusion in Bloomberg’s 2023 Gender–Equality Index, which recognizes outstanding companies that formulate and express policies to promote gender equality and improve transparency. This is the fifth consecutive year (since 2019) that PPIH has been selected, being one of the 484 global companies across 54 industries and 45 countries/regions selected this year.

### **The PPIH Group’s gender equality initiatives**

The Diversity Management Committee leads our efforts to promote diversity in a broad range of areas, with a focus on creating an environment where women can play an active role. We have announced our goals for the promotion of women’s participation and advancement on our sustainability website, and are implementing a variety of initiatives in order to achieve them.

- “RISE!100,” a training program aimed at producing 100 female store managers, offers a variety of seminars to help employees overcome their anxiety about the store manager position, build a network among employees, and create a career image for themselves. As of December 2022, we had 32 female store managers.
- In order to improve the retention rate of female employees, we invite lecturers from outside the company to hold seminars for female employees. We encourage them to reconsider their own life plans and acquire necessary skills.
- We hold “Women’s Health Seminars” for Directors and female employees in managerial positions to deepen understanding of health issues specific to women and to create an organization that is easy to work in.
- We are strengthening support for childbirth and childcare, and are working to create an environment in which employees can work comfortably even after taking maternity or childcare leave.

### **Targets for promotion of women’s participation and advancement**

#### **Increase the number of female store managers to 100**

Numerical targets: 50 store managers by the FY2026, 100 store managers by the FY2030

#### **Improve the retention rate of female employees**

Numerical targets (turnover rate): 8.8% by the FY2026, 5% by the FY2030

## **About the Bloomberg Gender–Equality Index (GEI)**

The Gender–Equality Index (GEI) is an index developed by Bloomberg to evaluate companies' efforts toward gender equality and their stance and performance in information disclosure. The Index indicates companies' levels of disclosure and performance on gender equality, and those companies that meet the standards set by Bloomberg are selected as part of GEI.

## **Resources**

PPIH Group's Sustainability <https://ppih.co.jp/en/csr/>

PPIH Group's Diversity Management [https://ppih.co.jp/en/csr/materiality2/diversity\\_management/](https://ppih.co.jp/en/csr/materiality2/diversity_management/)