

## **PPIH selected as a component of the ESG investment index “MSCI Japan Empowering Women Select Index (WIN)”!**

**~Selected as a company that provides a vibrant working environment for women and excels in gender diversity.~**

Pan Pacific International Holdings Corporation (Headoffice: Meguro-ku, Tokyo; President and CEO: Naoki Yoshida; hereinafter referred to as PPIH) was selected for the first time in June 2023 as a member of the MSCI Japan Equity Women’s Index (WIN), which was developed by Morgan Stanley Capital International (hereinafter referred to as MSCI) of the United States for ESG investment and targets companies with outstanding gender diversity.

## **2023** CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

The MSCI Japan Women’s Activity Index (WIN) selects outstanding companies based on their gender diversity disclosure information, including the percentage of female managers and the percentage of newly hired female employees.

More than half of the customers at Don Quijote and other PPIH Group stores are women. Therefore, in order to provide products and services that cater to customers from a female perspective, we are promoting the creation of an environment in which female employees can work comfortably and play an active role.

We will continue our efforts to create a comfortable work environment for each and every employee, regardless of gender, by providing career advancement support and benefit programs tailored to women’s life stages and ages.

Please refer to the following diversity management website for information on the efforts of our Group in promoting the advancement of female employees.

[https://ppih.co.jp/en/csr/materiality2/diversity\\_management/](https://ppih.co.jp/en/csr/materiality2/diversity_management/)

### ■About the “MSCI Japan Equity Women’s Activity Index (WIN)”

It is one of MSCI’s ESG indices constructed from the top 700 stocks by market capitalization (MSCI Japan IMI Top 700 Index), which are gender-diverse. It was developed in order to support institutional investors looking to invest in gender-diverse companies that are better able to adapt to the risks of future labor shortages associated with declining birthrates and aging populations, and whose earnings are likely to be sustainable.

URL: <https://www.msci.com/our-solutions/indexes/japan-empowering-women-select-index>