

The Pack Corporation's Action Plan (Promoting the Role of Women in the Workplace)

The Pack Corporation has established the following Action Plan to promote corporate management that strengthens diversity by boosting the numbers of women in permanent and management positions and establish workplaces in which both men and women can work with peace of mind over the long term.

1. Period covered by this plan: April 1, 2021 – March 31, 2026

2. Issues facing the Company

(1). Women as a percentage of permanent employees: 20.0%

Women as a percentage of newly hired permanent employees: 30.5%

While these figures have increased, they reflect in large part the effects of the growing number of new hires. There is a need for continued systematic hiring of women as permanent employees.

(2). Women as a percentage of those in managerial positions (department manager and above): 5.0%

This is below the national average of 14.8%.

3. Targets, initiatives, and implementation periods

(1) Increasing the percentage of permanent employees who are women to 25% or higher

(2) Increasing the percentage of newly hired permanent employees (new graduates) who are women to 35% or higher

<Details of initiative>

Beginning in April 2021:

Hiring activities intended to increase the percentage of new graduate hires who are women

(3) Increasing the percentage of those in managerial positions who are women (section manager and above) to 10% or higher

<Details of initiatives>

Beginning in April 2021:

Ensuring a certain percentage of women in selection and other training programs

Beginning in January 2022:

Advancing promotion of young people and women to replace those reaching mandatory retirement age. Establishing training program for gender equality to eliminate unconscious bias

(4) Reducing the gap in average years of continuous service between male and female permanent employees to less than three years

<Details of initiatives>

Beginning in January 2022:

Studying and promoting systems suited to more diverse workstyles, such as remote work, permanent employees working shortened working hours, and secondary employment