

### **Mizuho joins the 30% Club Japan**

Mizuho Financial Group, Inc. (President & Group CEO: Tatsufumi Sakai) is pleased to announce that we have joined the 30% Club Japan and that we support their mission of increasing the percentage of women involved in important decision-making bodies within corporations.

Founded in the UK in 2010, the 30% Club is a global campaign aimed at increasing the percentage of women involved in important decision-making bodies within corporations in order to advance companies' sustainable growth. It has chapters in 17 countries/regions, including Japan.

At Mizuho, we are advancing diversity and inclusion initiatives globally as part of our commitment to talent development and creating workplaces that give employees a sense of purpose, as specified in our key sustainability areas. In order to enhance our ability to respond to various changes in the environment and achieve sustainable growth, it is increasingly important that the viewpoints, ideas, and values of a diverse workforce are reflected in our daily business and in the organization's decision making. In particular, organization-wide initiatives are being carried out in relation to the empowerment of women, who represent approximately half of our entire workforce, which is key to advancing diversity.

Specifically, we are proactively promoting support for the advancement of women's careers, including through a training program organized by career stage targeting women, a work environment providing diverse and flexible work arrangements, and efforts to transform mindsets and behaviors across the organization. As a result, many women have been promoted to or advanced within management positions, especially up to the manager equivalent level. However, further raising the percentage of women in senior leadership roles at the general manager equivalent and above level remains a challenge we must continue to focus on going forward.

Joining the 30% Club Japan will be a catalyst for our executive management to lead efforts to further accelerate the promotion of diversity and inclusion, including women's participation and advancement. The full demonstration of the diverse abilities of our group employees that results from this will allow us to build a stronger and more resilient financial group which our customers can depend on in the coming era.

■ About the 30% Club Japan

<https://30percentclub.org/about/chapters/japan>



■ Promoting Women's Advancement

<https://www.mizuhogroup.com/sustainability/employees/di/diversity#a102>

Percentage of management positions filled by women in Japan (reference)

	July 2016	July 2017	July 2018	July 2019	July 2020	March 2021
General manager equivalent	3%	4%	5%	5%	6%	6%
Manager equivalent	17%	19%	21%	22%	24%	24%
Supervisor equivalent	45%	48%	52%	55%	55%	56%

Aggregate data for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities.