

## **Five Mizuho Group Companies Receive Top Gold Rating on PRIDE Index Evaluation**

We are delighted to announce that Mizuho Financial Group, Inc. (President & CEO: Yasuhiro Sato) was among five Mizuho group companies<sup>1</sup> to receive the top gold rating on the PRIDE Index, which evaluates companies' inclusivity efforts toward LGBT and other sexual minority employees.

The PRIDE Index was created in 2016 by the work with Pride Japanese private organization that supports the establishment and promotion of LGBT-related diversity management practices. It is also a means of recognizing companies' and organizations' initiatives to create a more inclusive environment for LGBT and other sexual minority employees. While Mizuho Financial Group received the gold award last fiscal year for its LGBT-related initiatives, five Mizuho group companies have received the gold award this year as a result of these initiatives having been expanded to these five group companies.

Mizuho aims to create a workplace in which every employee can work with a sense of fulfillment and pride. We are currently engaged in revamping our HR systems, social welfare systems, and consultation centers to better meet the needs of a diverse workforce. A number of group employees participated in Tokyo Rainbow Pride 2017<sup>2</sup> as part of our initiatives to raise employee awareness of and respect for LGBT individuals. In addition to internal initiatives, Mizuho is also committed to improving our customer services, and in July 2017, Mizuho Bank began offering housing loans to same sex partners.

Mizuho is fully committed to improving environments and changing mindsets in order to enable every employee to enjoy a long and fully productive career with us. This will in turn create new corporate value for Mizuho in the form of enhanced innovation and productivity, as we proactively make the most of a diverse range of viewpoints and ideas.



PRIDE Index Gold Rating

1. Mizuho Financial Group, Inc.; Mizuho Bank, Ltd.; Mizuho Trust & Banking Co., Ltd.; Mizuho Securities Co., Ltd.; Mizuho Information & Research Institute, Inc.

2. Hosted by NPO Tokyo Rainbow Pride, this event seeks a society in which individuals can pursue happiness as they see fit, without experiencing bias or discrimination and regardless of sexual orientation or gender identity.