

## **Mizuho receives gold rating in PRIDE Index for LGBT-related initiatives**

We are delighted to announce that Mizuho Financial Group (President & CEO: Tatsufumi Sakai) was among five Mizuho group companies<sup>1</sup> to receive the top rating of gold on the PRIDE Index, an index that evaluates companies' efforts toward inclusion for LGBT and other sexual minorities. This is the second year in a row for five of our group companies to receive the gold rating.

The PRIDE Index was created in 2016 by “work with Pride,” a Japanese voluntary organization that supports the establishment and promotion of LGBT-related diversity management. The index recognizes companies' and organizations' initiatives to create a more inclusive environment for LGBT and other sexual minorities. It has consistently recognized Mizuho's initiatives in this area, this year awarding the gold rating to five of our group companies for the second year in a row and to Mizuho Financial Group for the third year in a row.

Mizuho aims to create a workplace in which LGBT and other sexual minority employees can work with the same sense of security and peace of mind as any of their colleagues. To that end, we have put in place human resources systems, social welfare systems, and consultation centers to better meet the needs of our diverse workforce. As part of our initiatives to raise employee awareness of and respect for LGBT individuals, a number of our group employees participated in Tokyo Rainbow Pride 2018<sup>2</sup>. In addition to internal initiatives, we are also committed to improving our customer services. Mizuho Bank began offering housing loans to same-sex partners in July 2017 and held a life-planning seminar for same-sex couples in May 2018.

Mizuho is continuing to promote diversity and inclusion with the goal of enabling all employees to actively participate in our workplace with a sense of fulfillment and pride. We aim to reflect the varied perspectives and ideas of our employees in our business development and decision-making and, in turn, create new corporate value in the form of innovative products and improved services.



PRIDE Index Gold Rating

1. Mizuho Financial Group, Inc.; Mizuho Bank, Ltd.; Mizuho Trust & Banking Co., Ltd.; Mizuho Securities Co., Ltd.; and Mizuho Information & Research Institute, Inc.
2. An event hosted by the NPO Tokyo Rainbow Pride that seeks to realize a society in which individuals of any sexual orientation or gender identity can pursue happiness as they see fit, without suffering bias or discrimination.