

Publication of Human Rights Report 2023

Mizuho Financial Group, Inc. (President & Group CEO: Masahiro Kihara) has published its Human Rights Report 2023, compiling details on its initiatives for respecting human rights based on the United Nations Guiding Principles Reporting Framework¹.

In light of the recent shifts in human rights issues relevant to Mizuho as a financial institution and global corporation, in 2022, we re-assessed human rights issues of the highest concern to Mizuho and revised our Human Rights Policy to strengthen our commitment to respect internationally recognized human rights and take action to implement this commitment.

As Mizuho's second report on human rights, the Human Rights Report 2023 gives a comprehensive overview of Mizuho's respecting human rights initiatives and includes additional disclosures and implementation status of human rights due diligence. In this way, it increases transparency and provides for accountability to our stakeholders in regard to our initiatives for respecting human rights.

Main areas of strengthened initiatives and additional disclosures (Please see the attachment for other areas of progress)

- Human rights due diligence
 - Disclosed status of conducting human rights due diligence based on Human Rights Policy revised in 2022
 - Disclosed status of conducting enhanced due diligence when human rights issues are detected
- Grievance mechanism
 - Became member of Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which operates a grievance mechanism platform, to establish capacity for advanced methods of grievance redress
 - Disclosed status of responses to main feedbacks and complaints related to human rights

Based on our awareness of issues and lessons learned through our respecting human rights initiatives, Mizuho will continue improving transparency, maintaining responsible business conduct, and strengthening activities towards realization of a sustainable society in which human rights are respected.

Link to the Human Rights Report 2023:

https://www.mizuhogroup.com/binaries/content/assets/pdf/mizuhoglobal/sustainability/human-rights/solution/human_rights_report_2023.pdf

¹ Comprehensive guidance for companies to report on human rights issues in line with their responsibility to respect human rights, as set out in the UN Guiding Principles on Business and Human Rights. Developed through the Human Rights Reporting and Assurance Frameworks Initiative (RAFI).

Main Areas of Progress since FY2022



System for Promoting Respect for Human Rights

- Discussing human rights initiatives at executive level including the Executive Management Committee and regularly reporting to Risk Committee and Board of Directors
- Discussed ways to strengthen human rights initiatives based on advice from outside experts at the July 2023 Sustainability Promotion Committee



Grievance Mechanism

- Joined Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which provides a grievance acceptance platform, to improve access to remedy
- Undertook actions based on feedbacks and complaints from stakeholders

Human Rights Due Diligence (HRDD)

- Implemented based on HRDD approach stated in Human Rights Policy
- Conducting enhanced HRDD (e.g., engagement and continuous monitoring) when human rights issues are detected

Responsible Financing and Investment

- Examined responses to environmental/social issues (including forced labor, child labor and human trafficking, business in conflict areas) and conducted HRDD

Responsible Procurement

- Conducted human rights risk screening using external data
- Promotion of adding CSR clauses including respect for human rights in contract documents

Employees

- Revision to DEI Commitment

Clients

- Expanded support and solutions to enhance clients' human rights initiatives

Performance

Enhanced HRDD: 7 cases (2 in Japan, 5 in overseas)

Initial screening conducted with external data
Annual verification: approx. 730 companies

Gross number of companies included in negative screening process: approx. 2,400 companies

Set targets and implemented initiatives to ensure and respect diversity

Collaboration with LSEG (London Stock Exchange Group)

Stakeholder Engagement

- Conducted educational activities on human rights
- Engaged in dialogue with stakeholders including customers, suppliers, investors, and human rights experts

Disclosures

- Publication of Human Rights Report 2023

[Newly Added] Status of conducting HRDD and others