

# Mizuho's Commitment to Diversity, Equity & Inclusion

## **An inclusive Mizuho is a stronger Mizuho**

### **Why DEI matters**

In alignment with Mizuho's Corporate Identity and to create lasting value for all stakeholders in the economies and communities in which we operate, we promote equity of opportunity and an inclusive culture where diversity, in its many forms, is welcomed.

We incorporate varied perspectives into our daily working practices and decision making, and strive to create an environment where employees can flourish, feel a sense of belonging and are proud to work.

### **Three commitments**

#### **01 Celebrate diversity**

To be an organization where employees of diverse ages, genders, citizenships, races, ethnicities, religions, cultures, abilities, sexual orientations, gender identities, backgrounds, life experiences and values can bring their full selves to work.

#### **02 Promote work-life satisfaction**

To support our employees' work/life commitments, goals and interests, helping them achieve both personal and professional fulfillment.

#### **03 Create an inclusive culture**

To nurture an environment where employees have mutual trust and respect, hold healthy and open discussions, and incorporate diverse perspectives into their work.

