

Publication of Human Rights Report 2024

Mizuho Financial Group, Inc. (President & Group CEO: Masahiro Kihara) has published its Human Rights Report 2024, describing its initiatives for respecting human rights.

Link to the Human Rights Report 2024

https://www.mizuhogroup.com/binaries/content/assets/pdf/mizuhoglobal/sustainability/human-rights/solution/human_rights_report_2024.pdf

In 2022, Mizuho became the first financial institution in Japan to publish a human rights report. Mizuho's Human Rights Report 2024, as Mizuho's third report on human rights, gives a comprehensive overview of its initiatives related to respect for human rights, including the status of enhanced due diligence on clients and the operation of a grievance mechanism to provide remedy to affected people.

Highlights of the report and main areas of progress (see attachment for details)

- Human rights due diligence (HRDD)
 - Expanded the scope of HRDD under the Environmental and Social Management Policy for Financing and Investment Activity to include various human rights issues
 - Developed a policy for higher risk sectors such as mining and fisheries/aquaculture
 - Conducted enhanced due diligence (EDD) in cases where human rights issues were detected
 - Implemented a process to determine the priority of EDD in order to proactively address salient incidents
- Grievance mechanism
 - Established a grievance mechanism through professional, neutral, and fair dialogue by using the platform operated by the Japan Center for Engagement and Remedy on Business and Human Rights

Mizuho will continue contributing to the world's prosperity together with its clients and society through its initiatives for respecting human rights.

Main areas of progress in promoting respect for human rights

System for promoting respect for human rights

- Discussed human rights initiatives at executive level, including the Executive Management Committee, with regular reports to Risk Committee and Board of Directors
- Invited an external expert to the July 2024 Sustainability Promotion Committee meeting to conduct a dialogue on respect for human rights

Grievance mechanism

- Joined the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which operates a grievance platform in conformity with the UN Guiding Principles on Business and Human Rights, and established a grievance mechanism through professional, neutral, and fair dialogue

Human rights due diligence (HRDD)

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| Responsible financing / investment | <ul style="list-style-type: none"> ● Expanded the scope of HRDD under the Environmental and Social Management Policy for Financing and Investment Activity (“ES Policy”) to include various human rights issues ● Developed a policy for higher risk sectors such as mining and fisheries/aquaculture ● Conducted enhanced due diligence (EDD), including risk identification and engagement in cases where human rights issues were detected ● Implemented a process to determine the priority of EDD in order to proactively address salient incidents |
| Responsible procurement | <ul style="list-style-type: none"> ● Conducted risk screening using external data ● Communicated human rights and procurement policies to suppliers to raise awareness |
| Employees | <ul style="list-style-type: none"> ● Published Mizuho’s Commitment to Diversity, Equity & Inclusion, an update from the previous Mizuho’s Commitment to Diversity & Inclusion |
| Other | <ul style="list-style-type: none"> ● Participation in networking activities focused on human rights |

Performance	
Engagement based on ES Policy:	Approx. 630 companies
EDD conducted:	12 cases in total
No. of companies subject to risk screening:	Approx. 2,000
Carried out actions to achieve DEI targets	
Joined international platform for enhancing human rights initiatives	

Stakeholder engagement

- Implemented activities to raise awareness about human rights and conducted training on business and human rights
- Engaged in dialogue with stakeholders, including clients, investors, employees, suppliers, industry peers, and NPOs/NGOs

Disclosures

- Disclosed initiatives for respecting human rights comprehensively in the Human Rights Report 2024 in line with the UN Guiding Principles Reporting Framework