

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