

# Human Rights Policy

Mizuho Financial Group

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## 1. Introduction

### Role of Human Rights Policy

As a leading Japanese integrated financial services group operating at the global level, the entire Group contributes to the sound development of economies and societies in Japan and abroad through continuous, stable growth together with a wide range of clients.

In order to create value that will remain unchanged over time and supply an “abundant harvest” to our clients, economies, and societies and thereby maintain an invaluable presence, we are required to conduct activities that meet the expectations of society.

We recognize that our business activities have the potential to impact human rights.

In the Mizuho Code of Conduct, we have stated our commitment to acting in a manner that respects internationally recognized human rights.

We are engaged in business that includes banking, trust banking, securities, and other financial services, and this Human Rights Policy specifically indicates how we will act to fulfill our responsibilities to respect human rights, in accordance with the UN Guiding Principles on Business and Human Rights, throughout our business’s global value chain.

### Scope of Application of Human Rights Policy

The Human Rights Policy applies to all officers and employees of companies in Mizuho Financial Group.

We share our convictions with our business partners, including our clients and suppliers, and expect them to respect human rights in the same manner.

## 2. International Standards

In addition to complying with the applicable laws in the regions where we conduct business activities, we adopt an approach to human rights based on the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.

If there is a discrepancy between the internationally recognized standards and the laws in a given region, we comply with the highest standard. In the event of a contradiction between the internationally recognized standards and the laws in a given region, we will pursue an approach that complies with international human rights principles.

We are a signatory to the UN Global Compact, which has set forth the Ten Principles relating to human rights, labor, environment, and anti-corruption, and we comply with the social responsibility guidance standard ISO 26000.

## 3. Governance

At Mizuho Financial Group, the Board of Directors regularly receives reports regarding initiatives promoting respect of human rights following discussion at the executive level, including the Executive Management Committee.

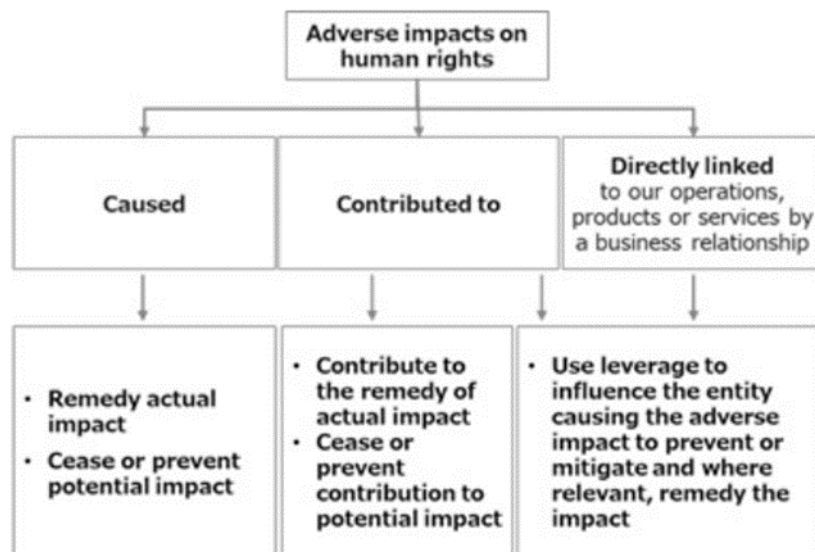
Establishment of and revisions to the Human Rights Policy are resolved by the Board of Directors following deliberation by the Executive Management Committee.

#### 4. Human Rights Due Diligence

In order to prevent or reduce any adverse impacts that our business activities may have on human rights, we continue to incorporate a human rights perspective into our existing processes, referring to resources such as the OECD Due Diligence Guidance for Responsible Business Conduct. We also strive to implement appropriate human rights due diligence by 1) identifying and assessing adverse impacts on human rights; 2) preventing or reducing adverse impacts on human rights; 3) monitoring the implementation status and results of the activities in 1 and 2; and 4) communicating with stakeholders.

Through human rights due diligence, we work to prevent or reduce the adverse impacts that our business activities may have on human rights, but even with ideal policies and methods in place, it is possible that we will cause or contribute to adverse impacts on human rights that were not foreseen or could not be prevented. In such cases, we will strive to address the adverse impacts, referring to the following approach.

Based on the UN Guiding Principles on Business and Human Rights, we strive to cooperate in the remediation of adverse impacts on human rights through legitimate processes, and where reasonable and appropriate, we exercise our influence to encourage our clients, suppliers, and other partners to prevent or reduce adverse impacts.



#### Approach to Forced Labor, Child Labor, and Human Trafficking

We strive to enhance our human rights due diligence with the aim of eliminating forced labor, child labor, and human trafficking from our business and value chain.

#### 5. Employees

We act in a manner that respects the dignity and fundamental human rights of all our employees.

We make it a priority to fulfill our responsibility to provide all employees with a safe, comfortable workplace.

We follow principles such as those in the ILO Declaration on Fundamental Principles and Rights at Work, including the prohibition of discrimination, the prohibition of child labor and forced labor, freedom of association, and the right to collective bargaining.

We offer equal work opportunities to all employees, promote diversity and inclusion, and provide various opportunities for employees to learn and challenge themselves.

We do not tolerate discrimination or harassment for any reason whatsoever, including on the grounds of gender, nationality, birthplace, race, age, ethnicity, religion, political beliefs, labor union membership, disability, sexual orientation, gender identity, social status, pregnancy, marital status, or health condition.

Believing that it is essential for all employees to be in good mental and physical health, we strive to maintain and enhance their health. We also support employees in having a more fulfilling life through their work.

We value dialogue with employees and have established contact points for consultation that employees may use in order to develop a better work environment.

When responding to issues or complaints that employees have, we continue to spare no effort to adopt an approach that protects their human rights while maintaining impartiality.

We have established a Committee for the Promotion of Human Rights Education and pursue capacity building to enhance each employee's awareness with regard to respecting the human rights of oneself and others.

## 6. Clients

As a company that provides financial services, we recognize the possibility that our business, regardless of the field, could contribute or be connected to adverse impacts on human rights.

We strive to perform due diligence through exercising of our influence as required to prevent or reduce any adverse impacts that our business activities may have on human rights.

## Information Management

We recognize that managing information for the purpose of appropriate protection and use of information assets is a key management issue. In addition to clarifying various security management measures and management methods with respect to information assets, including information about our clients, we conduct training and awareness activities for officers and employees and strive to protect and respect clients' privacy by strengthening our information management practices.

## Prevention of Money Laundering, Etc.

Recognizing the risk that our products and services could be used for activities such as money-laundering or terrorism financing, which could lead to adverse impacts on human rights, we strive to prevent Mizuho and our clients, employees, officers, etc. from contributing to or being involved in activities such as money-laundering, thereby helping to maintain and develop a healthy financial system.

## Ensuring the Health and Safety of Clients Who Use Financial Services

We have established a Basic Policy on Management of Finance Facilitation and are always aware of the importance of financial institutions' social responsibilities and public service mission. We therefore pursue finance facilitation based on our belief that engaging in appropriate, proactive risk-taking governed by appropriate risk management practices and actively performing financial brokerage functions will contribute to the healthy development of our clients and the economy and enrich the lives of individuals.

We also actively pursue financial and economic education with a view to improving financial literacy and preventing damages due to excessive debt or financial crimes.

## Responsible Financing and Investment

In order to avoid and reduce negative environmental and social impacts due to our investment and financing activities, we have established an Environmental and Social Management Policy for Financing and Investment Activity. This policy identifies human rights issues with a high risk of client involvement and sectors with a high risk of adverse impacts on human rights and stipulates policies for activities aimed at preventing or reducing these adverse impacts.

When conducting investment and financing activities, we make decisions about transactions after implementing measures based on the characteristics of the business, such as verifying the status of clients' measures to reduce or avoid risks that should be recognized. We also regularly verify the status of initiatives for addressing environmental and social risks through engagement (constructive dialogue) with clients in certain sectors.

With respect to financing of large-scale development projects, Mizuho Bank has adopted and complies with the Equator Principles for the purpose of identifying, evaluating, and managing environmental and social risks caused by the project in collaboration with clients. The Equator Principles require clients undertaking these projects to take actions such as addressing the protection of indigenous peoples' rights and occupational health and safety and engaging with stakeholders such as workers and local communities who may be impacted by the project. Mizuho Bank performs appropriate environmental and social due diligence for financing of projects covered by the Equator Principles, in accordance with its in-house Equator Principles Implementation Manual.

In order to appropriately fulfill our stewardship responsibilities as a responsible institutional investor in our asset management business, Mizuho Trust & Banking and Asset Management One have accepted the Principles for Responsible Institutional Investors «Japan's Stewardship Code», as well as signed the UN Principles for Responsible Investment (PRI) and pursue initiatives in accordance with these principles, such as dialogue about ESG issues with companies that receive investment and monitoring of companies entrusted with management.

## 7. Suppliers

Our business activities are supported by the collaboration of suppliers of products and services, including office supplies, IT systems, and outsourced work.

We have established a Procurement Policy and, with a view to ensuring respect of human rights, environmental consideration, compliance, and information management, we pursue responsible procurement by clarifying our basic approach to procurement and our expectations of suppliers (supplier action guidelines).

In addition to requiring that key suppliers understand this Policy, we strive to encourage them to respect human rights as we do. For some suppliers, we have stipulated procedures for evaluating human rights-related matters each year and take appropriate steps based on the circumstances.

## 8. Communication, Engagement, and Disclosure

We disclose the progress of our human rights-related initiatives. We also regularly verify the results of these initiatives and report on them via our website.

We are continually working to create an appropriate system for receiving requests for consultation and complaints

regarding human rights. Stakeholders may ask for consultation at our head office or branch offices or via a call center, phone, website, etc.

We prioritize engagement (constructive dialogue) with stakeholders and strive to ensure transparency and take responsible action.

We have received various suggestions from stakeholders regarding the establishment and implementation of this policy. Going forward, we will continue to welcome stakeholders' advice and incorporate it into this policy as necessary.

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Revision History	Revision Date	Revision Details
April 1, 2018	Created	
May 1, 2022	Revised	