

# Mizuho's Commitment to Inclusion

**An inclusive Mizuho is a stronger Mizuho**

## Why Inclusion 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 an inclusive culture where all are 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 **Support success for every employee**

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.

