My Declaration of Human Rights





Sexual Minorities Edition

Related article: About PRIDE index

Mizuho Bank housing loans and Mizuho Trust & Banking

our Human Rights Policy stipulates that we do not tolerate discrimination or harassment of any kind, including on the

work with Pride

Five Mizuho group companies* received the top rating of gold in the PRIDE

organization that supports the establishment and promotion of LGBT+-related

Index. This index, created by the "work with Pride" Japanese voluntary

diversity management practices, evaluates initiatives to create a more

*Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho

Reform HR and benefits systems to meet the needs of same-

Sponsoring of and employee participation in events outside

inclusive environment for LGBT+ employees.

Securities, Mizuho Research & Technologies

✓ Regular training and surveys for all employees

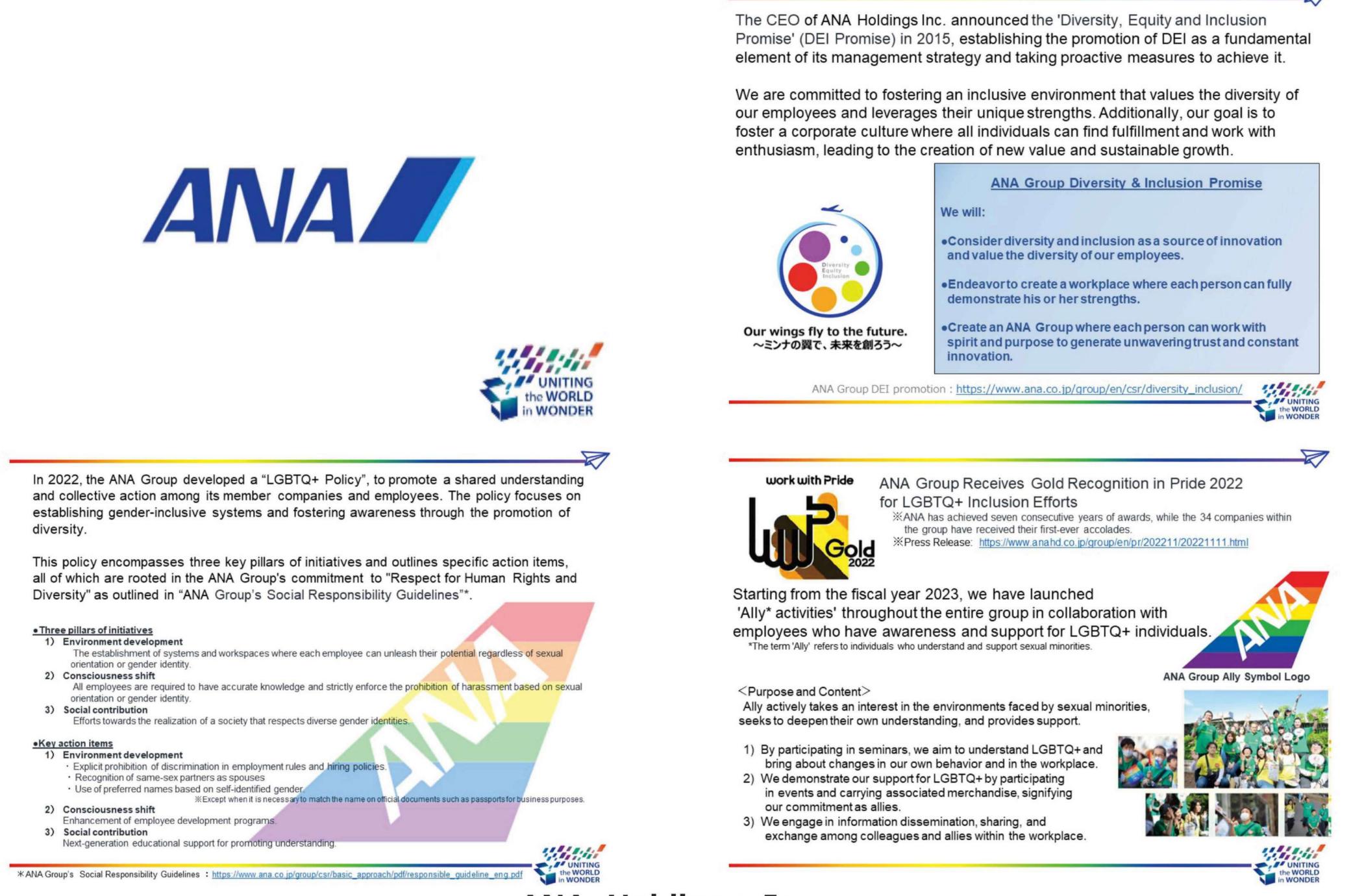
✓ Use internal publications to raise employee awareness

✓ Employee Resource Group activities (Japan, US, Europe)

The Ministry of Justice has set up the special website "My Declaration of Human Rights ~ Sexual Minorities Edition~" This website is a way for companies and organizations to publicize the various sexual minorities-friendly initiatives they are promoting, so as to help realize a diverse and inclusive society. Below are the initiatives listed on the website.



Jin-KEN-Ayumi-Chan



ANA Holdings, Inc. In a rapidly changing global environment, the ANA Group promotes diversity, equity and inclusion in the workplace, in order to achieve sustainable growth, new value creation, and to contribute to a better society and life. In 2022, ANA Group established a common group policy which aims to create a work environment where diverse genders are respected and all employees can work without discrimination based on sexual orientation and gender identity.



MIZUHO

Initiatives that contribute to the internal working environment and society

As an organization that strives to support the LGBT+ community at large, we continue to work toward realizing an

inclusive society. Since FY2021, we have set out the message of "We will take action", and have collaborated with

volved inviting employees and their families to submit pictures and photos, using these to create a large mosaic

PRIDE

In FY2021, we produced and released a short animated video exploring the diversity of family relationships.

In FY2022, we jointly conducted a "Pride Project" with other companies in the same industry to promote

The video can be accessed via the following link (Japanese language only): https://pridehouse.jp/news/1559/

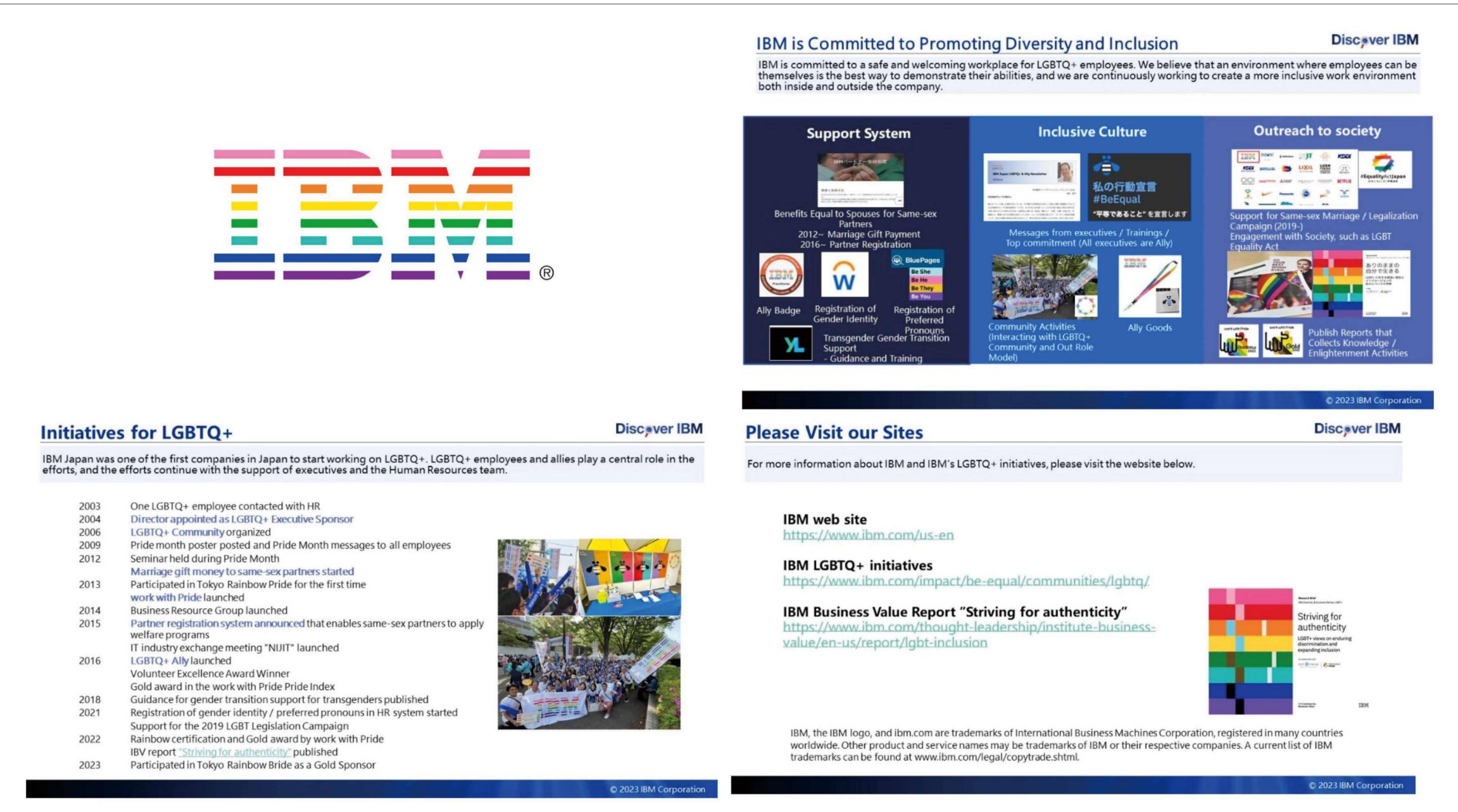
other companies and voluntary organizations who share this mindset.

design, and featuring this design on LGBT+ ally items and in a promotional video.

FamilyMart

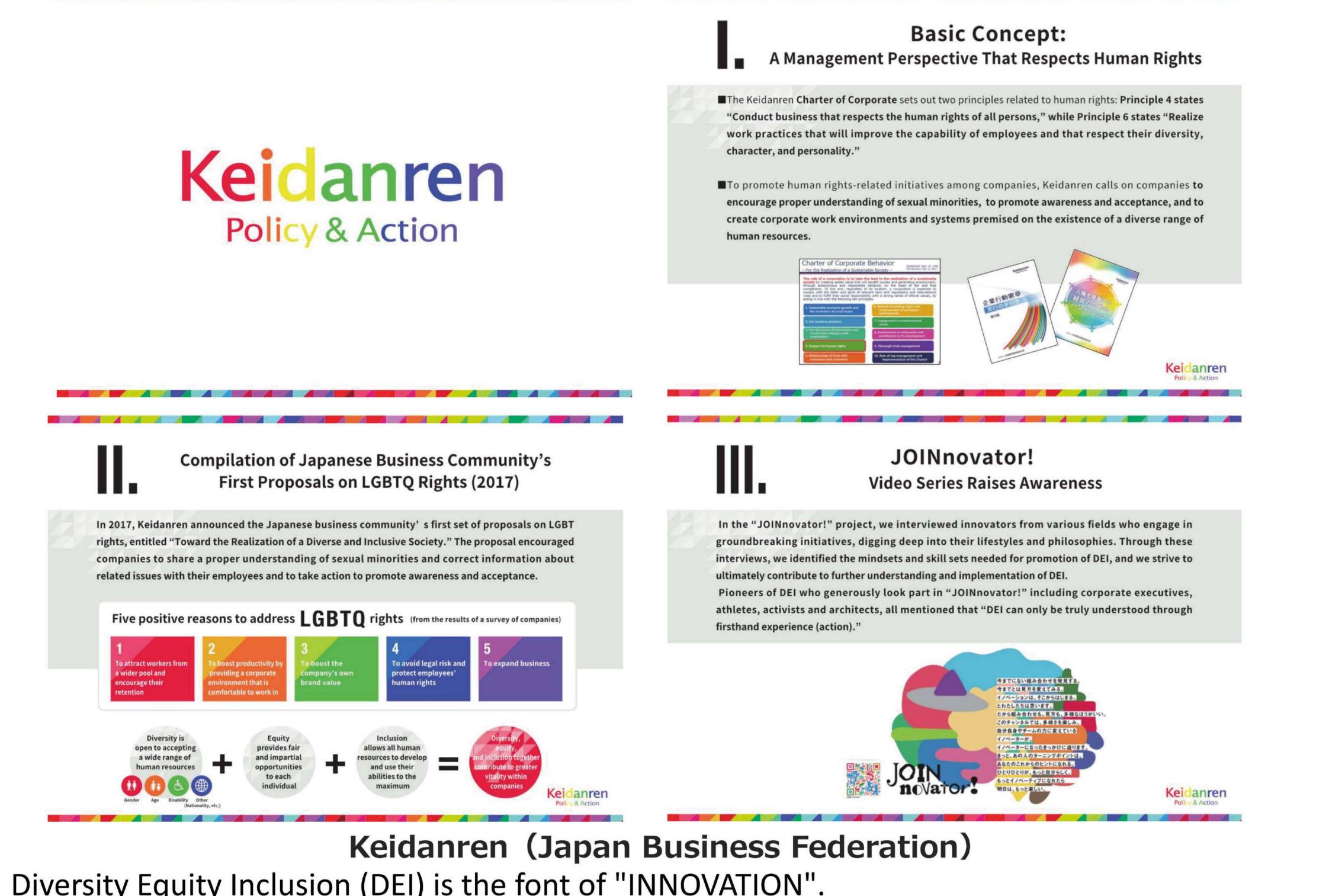
FamilyMart aspires to a society that respects each other's diversity, which everyone can play an active role in their own way. In addition to our LGBTQ initiatives, we work to promote diversity that may lead to value-creation.

We connect to local communities like a Family, with an aim to build a chain store contributing to a brighter future, so everyone involved with us can shine.



IBM Japan

IBM Japan is one of the first companies in Japan to start LGBTQ+ initiatives. We are committed to creating workplaces where LGBTQ+ employees can work safe and welcomed. An environment in which employees can be themselves allows them to maximize their abilities, leading to innovation as a company and the success of our customers' businesses. We continue to execute our initiatives proactively both inside and outside the company to build a more inclusive workplace and society.

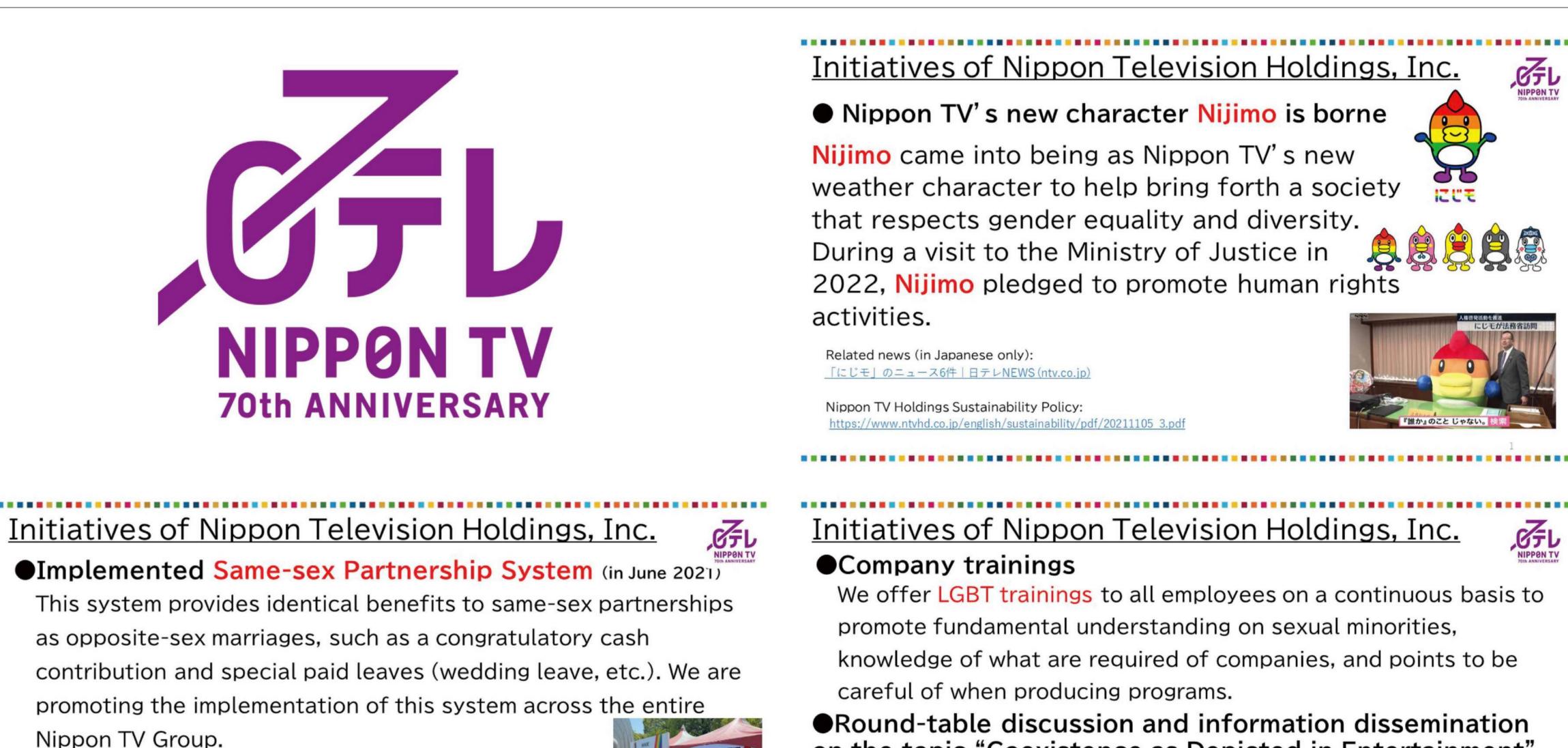


Diversity Equity Inclusion (DEI) is the font of "INNOVATION".

Keidanren, we aim to create a society that values each of our unique personalities and

Mizuho aims to create a workplace in which LGBT+ employees can work with the same sense of security and peace of mind as any of their colleagues. To that end, we continue to implement initiatives to create a favorable work environment, including improvements to HR and employee benefits systems and efforts to raise employee awareness. Also, the members of our internal network for LGBT+ and ally employees have taken a lead role in holding events where they can share their thoughts and experiences internally and externally. These initiatives demonstrate that we are developing a corporate culture that enables employees to independently promote further understanding of the LGBT+ community.

Mizuho Financial Group



Participated in Tokyo Rainbow Pride 2022

We had a booth at this event held in Tokyo

for sexual minorities and their supporters.

Employees and staff joined the parade

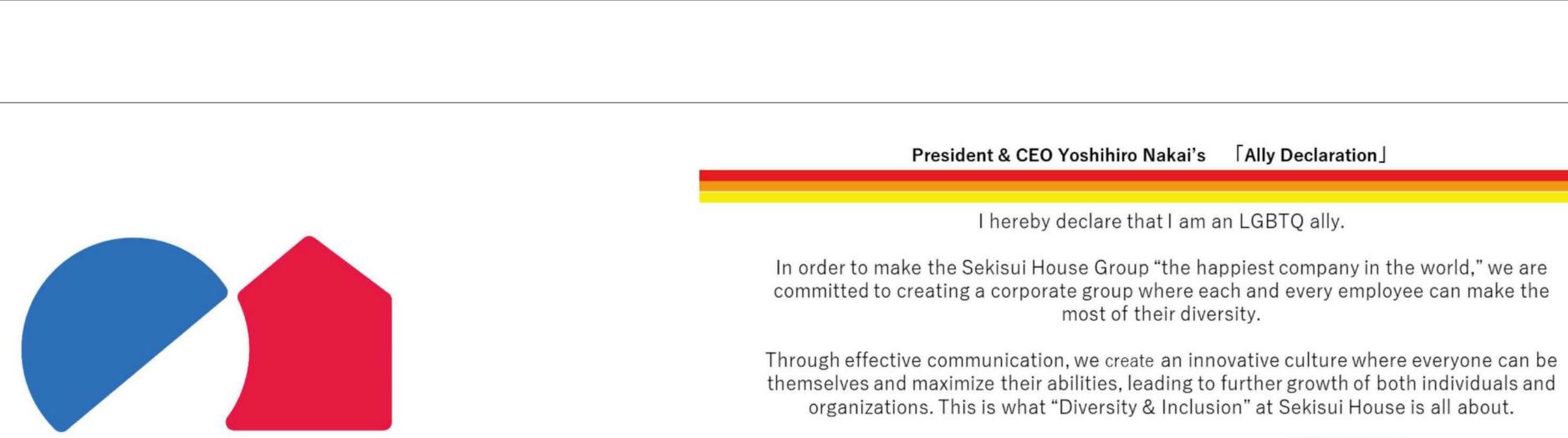
We offer LGBT trainings to all employees on a continuous basis to promote fundamental understanding on sexual minorities, knowledge of what are required of companies, and points to be careful of when producing programs. Round-table discussion and information dissemination

on the topic "Coexistence as Depicted in Entertainment" The round-table discussion between Nippon TV employees who are members of the LGBT community and the person in charge of LGBT special features at SVOD service Hulu (HJ Holdings, Inc.) is available to the public. Related article (in Japanese only):

Nippon Television Holdings, Inc. The Nippon TV Group continuously undertakes initiatives for a diverse workforce that thrives and coexists.

We will continue to strengthen our efforts to promote understanding of sexual minorities and create an

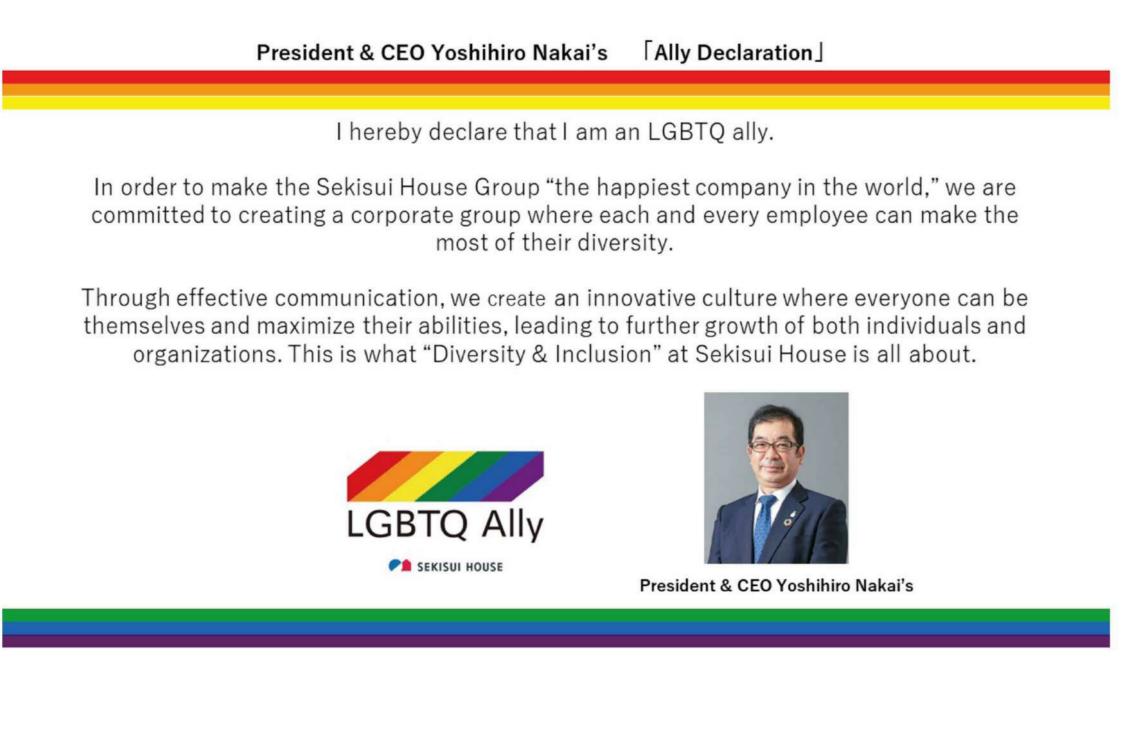
inclusive environment as we aim to be at the forefront of inspiration and reliability.





SEKISUI HOUSE

differences and transform them into power.



minorities formulated by the voluntary organization work with pride



Sekisui House

In order to realize our global vision "Make home the happiest place in the world," we will fulfill our responsibility to respect human rights by valuing the core of our corporate philosophy, "love for humanity." We will contribute to solve social issues by providing homes where everyone can feel safe and happy, regardless of the attributes of the residents.



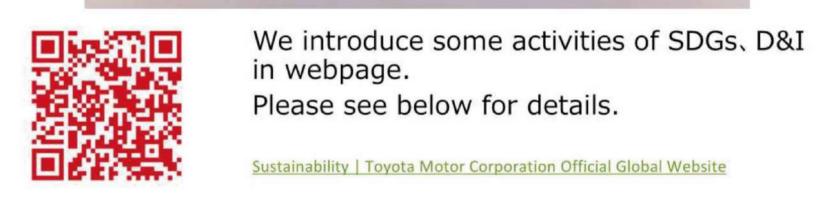
SUNTORY

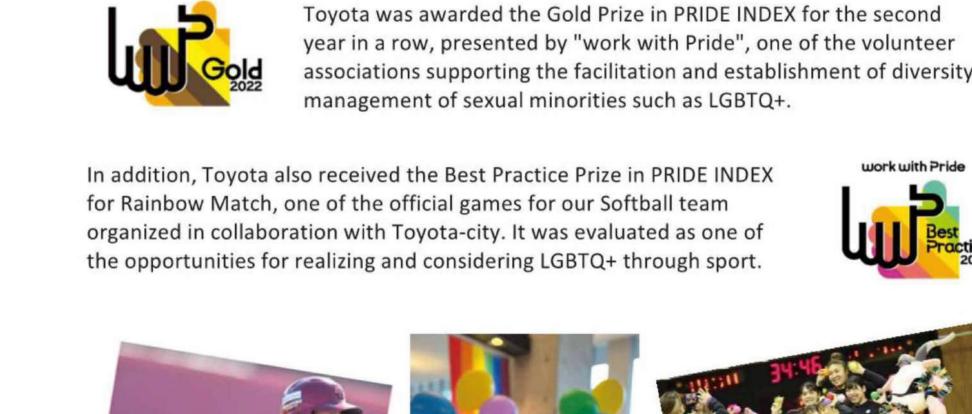
Suntory Group companies have taken steps to derive strength from diversity and enrich our workplaces through inclusion.

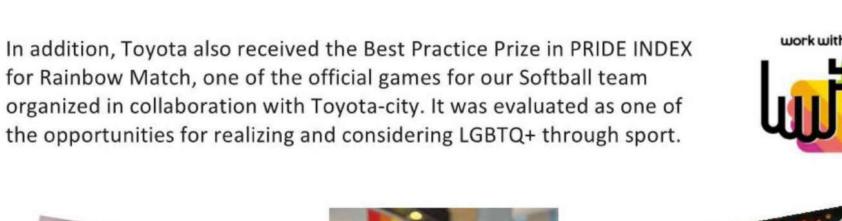
TOYOTA













We consider diversity and inclusion to be a key element of our business infrastructure and are working to create a welcoming workplace where employees with diverse skills and values, regardless of gender, age, nationality, race, ethnicity, creed, religion, sexual orientation, gender identity, disability, marital or family status, can demonstrate their abilities to the fullest and achieve self-fulfillment.