

# Act on Promotion of Women’s Participation and Advancement in the Workplace

## Plan of Action for General Employers

Mizuho Research & Technologies, Ltd.

At Mizuho, we promote diversity, equity, and inclusion (DEI), striving to be a workplace where diversity in all its forms is welcomed, equity of opportunity is assured, varied perspectives and values are incorporated into our daily working practices and decision-making, and all employees feel a sense of belonging and are proud to work. This is part of our commitment to being an organization where everyone can reach their full potential and follow their own work style, while also finding fulfillment and pride in their work as a part of Mizuho.

We are seeking to promote the advancement of women at Mizuho and to have more than 30% of each position level, including decision-making positions, filled by women. As such, we have established a new target to achieve by the early 2030s a 30% representation of women in both (1) general manager equivalent positions\* and (2) manager equivalent and above positions, the latter of which serve as a candidate pool for general manager equivalent positions.

In order to make further progress, we have formulated and will pursue the action plan detailed below.

**1. Plan term:** August 1, 2023 to March 31, 2026

### 2. Targets

Target 1: Management positions filled by women	Numerical target	Deadline
(1) Percentage of management positions filled by women (general manager equivalent*)	14%	March 2026
(2) Percentage of management positions filled by women (manager equivalent and above)	21%	March 2026
Target 2: Hiring	Maintain current level	
Percentage of women in new graduates hired	30%	
Target 3: Work-life balance	Maintain current level	
Percentage of eligible male employees who take childcare leave	100%	
Percentage of paid annual leave taken by employees	70%	

\* General managers and equivalent roles

### 3. Initiatives (Schedule: August 2023 onward)

#### (1) Initiatives for women

- Enhance development of women candidates for general manager and manager equivalent positions through training programs conducted based on career stage
- Formulate and advance development plans for individuals toward future management position assignments
- Provide opportunities for candidates to more fully prepare for future management position assignments
- Promote women’s full participation, without limitations to particular areas

#### (2) Initiatives for supervisors, coworkers, and the entire organization

- Conduct training to promote changes in supervisors’ awareness and behavior
- Support self-driven learning and cross-organizational connections through employee resource groups and other resources
- Improve operational efficiency to reduce overtime, encourage eligible male employees to take childcare leave, and encourage all employees to take paid annual leave