

Non-financial data

Corporate governance

	June 2019	June 2020	June 2021	June 2022	June 2023	
Directors	Number of directors	14	13	13	12	14
	Percentage of outside directors	43%	46%	46%	50%	57%
	Percentage of director positions filled by women	14%	8%	8%	8%	14%
	Average attendance rate for Board of Directors meetings*	100%	100%	100%	100%	—
		Nominating Committee	Compensation Committee	Audit Committee		
Percentage of outside directors (June 2023)		100%	100%	75%		

* Fiscal year basis

Human capital

	FY2018	FY2019	FY2020	FY2021	FY2022	
Employees ¹	Total number of employees ²	58,727	56,225	54,055	51,056	49,068
	Employees in Japan	52,607	50,244	48,253	45,667	44,008
	Employees hired outside Japan	4,867	4,917	4,728	4,449	4,207
	Employees dispatched to our offices from other organizations, and similar.	1,253	1,064	1,074	940	853
	Average employee age ³	39	40	40	40	40
Average employee length of service ⁴	14	14	15	15	16	
Training	Total number of participants ⁵	/	/	/	/	1,956,513
	Training organized by Human Resources Group		48,868	158,448	227,101	354,846
	Training hours	/	/	/	/	1,689,113
Engagement	Engagement score ⁶	/	/	/	/	51%
	Percentage of employees who are female ^{1,7}	57%	57%	57%	57%	57%
Diversity, Equity & Inclusion / Well-being	Percentage of management positions filled by women ⁸	5%	5%	6%	7%	9%
	General manager equivalent	14%	15%	16%	16%	19%
	General manager and manager equivalent	14%	15%	16%	16%	19%
	Percentage of eligible male employees who take childcare leave ⁹	100%	93%	98%	97%	104%
	Percentage of management positions outside Japan filled by employees hired outside Japan ¹⁰	44%	64%	64%	66%	84%
Inclusion score ⁶	/	/	/	/	55%	
Percentage of paid annual leave taken by employees ¹¹	75%	77%	70%	76%	78%	

- As of March 31. Mizuho Financial Group (including employees seconded to Mizuho Securities), Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Research & Technologies.²
- Data up to FY2020 reflects figures for the former Mizuho Information & Research Institute.
- Definition and breakdown have been updated. The figures have been recalculated retroactively based on the new definition.
- Figures are for employees in Japan only, excluding temporary and contract employees.
- In Japan (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Research & Technologies). Up until FY2021, the scope for training was training organized by the Human Resources Group, but this has been changed as of FY2022 to training organized by all departments, the Human Resources Group included.
- Based on the positive response rate (selection of 4 or 5 on a scale from 1 to 5) for four Staff Survey questions related to engagement and inclusion.
- Figures are for employees in Japan only.
- From FY2022, target, scope, and base date have been changed in conjunction with revision of the medium-term business plan. As of March 31. In Japan, Mizuho Financial Group (including employees seconded to Mizuho Securities), Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Research & Technologies.² Figures for FY2021 and FY2022 are based on the new criteria.
- Due to revisions to relevant laws, FY2022 results have been calculated using legally defined rules (percentages of employees who take childcare leave), while FY2021 results have been calculated using Mizuho's own methods. In Japan, Mizuho Financial Group (including employees seconded to Mizuho Securities), Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Research & Technologies.²
- Figures up to FY2018 are for Mizuho Bank only. Figures for FY2019 and later are the aggregates for Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities. Criteria for management positions changed as of FY2022.
- Figures up to FY2021 are the total of Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities. Mizuho Research & Technologies added as of FY2022.²

Environment

	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1 and 2 ^{1,2} (tCO ₂ e)	203,466	179,664	164,394	150,987	108,878
Electric power sector (kgCO ₂ e/MWh)	/	/	388	353	—
Scope 3 (emissions from financing and investment)	Scope 1 and 2 (gCO ₂ e/MJ)	/	6.6	/	6.5
	Scope 3 (MtCO ₂ e) (Rate of reduction compared to FY2019)	/	60.6	/	43.2 (29%)
Thermal coal mining sector (MtCO ₂ e)	/	/	5.1	1.7	—
Scope 3 (business trips) ³ (tCO ₂ e)	5,480	5,396	1,375	831	2,076
Outstanding credit balance for coal-fired power plants based on our Environmental and Social Management Policy for Financing and Investment Activity (¥ billion)	/	299.5	289.1	248.6	235.5
Exposure to high-risk areas in transition risk sectors (¥ trillion)	/	/	1.8	1.6	1.6
Total energy consumption (Megawatt hours) ^{1,2,4}	499,334	453,129	430,690	397,704	424,707
Paper usage (Year-on-year change) ⁵	(9.0%)	(16.7%)	(21.9%)	(10.3%)	(7.3%)
Green procurement ratio for paper ⁶	99.8%	99.9%	99.9%	99.9%	100%

- These data items include all the facilities of seven group companies: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, Mizuho Research & Technologies⁵, Asset Management One, and Mizuho Americas (data up to FY2021 are for eight group companies including the former Mizuho Private Wealth Management⁶). Our FY2022 performance, consolidated subsidiaries included, was 128 ktCO₂e (provisional figure).
- The FY2022 figure is provisional.
- Data up to FY2020 combines figures for the former Mizuho Information & Research Institute and former Mizuho Research Institute.
- Company liquidated on March 23, 2022; functions taken over by Mizuho Bank.
- These data items include all the facilities of six group companies: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, Mizuho Research & Technologies⁵, and Asset Management One (data up to FY2021 are for seven companies including the former Mizuho Private Wealth Management⁶).
- Direct and indirect energy consumption converted to megawatt hours.

Sustainable finance and environment and climate-related finance

	FY2019	FY2020	FY2021	FY2022
Sustainable finance (¥ trillion)	2.4	4.7	6.0	8.1
(of which, environment and climate-related finance)	(1.1)	(1.5)	(2.0)	(3.5)*

* Of which, Mizuho Bank accounts for ¥2.6 trillion and Mizuho Trust & Banking accounts for ¥26.1 billion.