

Non-financial data

Corporate governance

	June 2020	June 2021	June 2022	June 2023	June 2024	
Directors	Number of directors	13	13	12	14	14
	Percentage of outside directors	46%	46%	50%	57%	57%
	Percentage of director positions filled by women	8%	8%	8%	14%	14%
	Average attendance rate for Board of Directors meetings*	100%	100%	100%	99%	—
	Nominating Committee		Compensation Committee		Audit Committee	
Percentage of outside directors (June 2024)	100%		100%		75%	

* Fiscal year basis

Human capital

	FY2019	FY2020	FY2021	FY2022	FY2023	
Employees ¹	Total number of employees	56,225	54,055	51,056	49,068	49,107
	Employees in Japan	50,244	48,253	45,667	44,008	43,745
	Employees hired outside Japan	4,917	4,728	4,449	4,207	4,547
	Employees dispatched to our offices from other organizations, and similar	1,064	1,074	940	853	815
	Average employee age ²	40	40	40	40	41
	Average employee length of service ²	14	15	15	16	16
Training	Total number of participants ⁴				1,956,513	1,849,186
	Training organized by Human Resources Group	48,868	158,448	227,101	354,846	153,322
	Training hours ⁴				1,689,113	2,717,657
	Training organized by Human Resources Group	480,125	513,447	506,486	652,048	665,079
Engagement	Engagement score ⁵	/	/	/	51%	59%
	Percentage of employees who are women ¹⁶	57%	57%	57%	57%	56%
Diversity, Equity & Inclusion / Well-being	Percentage of management positions filled by women ⁷	5%	6%	7%	9%	10%
	General manager equivalent (general managers and equivalent roles)	15%	16%	16%	19%	20%
	Manager equivalent and above ⁸	93%	98%	97%	104%	105%
	Percentage of eligible male employees who take childcare leave ⁹	64%	64%	66%	84%	85%
	Percentage of management positions outside Japan filled by employees hired outside Japan ¹⁰	/	/	/	55%	60%
	Inclusion score ⁹	/	/	/	/	20%
	Presenteeism ¹¹	77%	70%	76%	78%	83%
	Percentage of paid annual leave taken by employees ¹²					

1. 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

2. Data up to FY2020 reflects figures for the former Mizuho Information & Research Institute.

3. Figures are for employees in Japan only, excluding temporary and contract employees.

4. In Japan (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Research & Technologies¹). 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.

5. 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.

6. Figures are for employees in Japan only.

7. 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 after are based on the new criteria.

8. From FY2023 onward, due to a change in the scope of calculation, employees seconded to affiliates outside Japan are excluded.

9. Due to revisions to relevant laws, from FY2022 results have been calculated using legally defined rules (percentages of employees who take childcare leave), while results for FY2021 and before 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

10. Ratio of locally hired employees in management positions at offices outside Japan. Criteria for management positions changed as of FY2022. Outside Japan. Figures up to FY2022 are aggregate for Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities; from FY2023 onward, Mizuho Research & Technologies was added to this tabulation.

11. Assuming the condition of no illness or injury to be 100%, this asks the employee to assess as a percentage their condition for the past four weeks. The shortfall from 100% (percentage lost) is calculated.

12. Figures up to FY2021 are the total of Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities. Mizuho Research & Technologies² added as of FY2022.

Environment

			FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1 and 2 (tCO ₂) ^{1,2}			179,664	164,394	150,987	106,750	58,272
Scope 3 (emissions from financing and investment)	Electric power sector	Scope 1 (kgCO ₂ e/MWh)	/	388	353	368	—
		Scope 1 and 2 (gCO ₂ e/MJ)	6.6	/	6.5	5.6	—
	Oil and gas sector	Scope 3 (MtCO ₂ e)	60.6	/	43.2	34.8	—
		(Rate of reduction compared to FY2019)			-29%	-43%	
	Thermal coal mining sector	Scope 1 and 2, Scope 3 (MtCO ₂ e)	/	5.1	1.7	0.6	—
	Steel sector	Scope 1 and 2 (MtCO ₂ e)	/	/	17.3	14.1	—
		(Rate of reduction compared to FY2021)				-18%	
	Automotive sector	Scope 1 and 2 (ktCO ₂ e)	/	/	934	831	—
		Scope 3 (gCO ₂ e/vkm)	/	/	198	184	—
		(Rate of reduction compared to FY2021)				-7%	
Maritime transportation sector	Portfolio climate alignment score	/	/	1.82%	-1.55%	—	
Real estate sector	Scope 1 and 2, Scope 3 Category 13 (kgCO ₂ e/m ²)	/	/	69	65	—	
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	240.8
Exposure to high-risk areas in transition risk sectors (¥ trillion)			/	1.8	1.6	1.6	1.5

- These data items include all the facilities of seven group companies: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, Mizuho Research & Technologies, Asset Management One, and Mizuho Americas. Data up to FY2021 are for eight group companies including the former Mizuho Private Wealth Management. Our FY2023 performance, consolidated subsidiaries included, was 66 ktCO₂ (provisional figure).
- The FY2023 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.

Sustainable finance and environment and climate-related finance

	FY2019	FY2020	FY2021	FY2022	FY2023
Sustainable finance (¥ trillion)	2.4	4.7	6	8.1	9.8
(of which, environment and climate-related finance)	(1.1)	(1.5)	(2.0)	(3.6)	(5.9) *

* Of which, Mizuho Bank accounts for ¥4.4 trillion and Mizuho Trust & Banking accounts for ¥35.2 billion.