

Release of Human Capital Report 2024

Mizuho Financial Group, Inc. (President & Group CEO: Masahiro Kihara) today released its Human Capital Report 2024,¹ the first such report to be issued by the group, detailing its human capital related initiatives and their results.

Mizuho considers its people to be the source of its corporate value and is focused on human capital enhancement and corporate culture transformation as essential components of its corporate foundations. From FY2024, operation of Mizuho's new common HR framework in Japan, CANADE,² has begun in earnest for all five of Mizuho's core group companies,³ with the aim being continuous enhancement of personnel.

This report gives a comprehensive picture of how Mizuho, through human capital enhancement and corporate culture transformation, is creating value together with its clients and the economy and society. Mizuho plans to continue publishing the report on a regular basis going forward.

Contents of the report

1. CEO message
2. CHRO message
3. New HR management under CANADE
4. Developing management candidates
5. Building a talent portfolio to implement growth strategy
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8. Pursuit of employee well-being
9. CCuO message
10. Building a corporate culture where employees are fulfilled and successful
11. List of data

1: Please refer to the following links:

https://www.mizuhogroup.com/binaries/content/assets/pdf/mizuhoglobal/sustainability/overview/report/hc_report_2024.pdf (single page ver.)

https://www.mizuhogroup.com/binaries/content/assets/pdf/mizuhoglobal/sustainability/overview/report/hc_browsing_2024.pdf (double page ver.)

2: Please refer to the following November 21, 2022 news release regarding the new common HR framework CANADE introduced for the five core group companies:

https://www.mizuho-fg.co.jp/release/20221121_2release_jp.html (Japanese language only)

3: Mizuho Financial Group, Inc.; Mizuho Bank, Ltd.; Mizuho Trust & Banking Co., Ltd.; Mizuho Securities Co., Ltd.; and Mizuho Research & Technologies, Ltd.