

Non-financial data

Corporate governance

	June 2018	June 2019	June 2020	June 2021	June 2022	
Directors	Number of directors	14	14	13	13	12
	Percentage of outside directors	43%	43%	46%	46%	50%
	Percentage of director positions filled by women	14%	14%	8%	8%	8%
	Average attendance rate for Board of Directors meetings ¹	100%	100%	100%	100%	–

	Nominating Committee	Compensation Committee	Audit Committee
Percentage of outside directors (June 2022)	100%	100%	75%

* Fiscal year basis

Human capital

	FY2017	FY2018	FY2019	FY2020	FY2021	
Employees ¹	Total number of employees	58,035	57,489	55,174	53,014	50,116
	Japan	53,102	52,622	50,257	48,286	45,667
	Ex-Japan	4,933	4,867	4,917	4,728	4,449
	Average employee age ³	39	39	40	39	40
	Average employee length of service ³	14	14	15	15	16
Training	Total number of participants ⁴	/	/	48,868	158,448	227,101
	Training hours	/	/	480,125	513,447	506,486
Staff survey	Job satisfaction ^{5, 6}	/	/	100	100	99
Diversity & Inclusion	Percentage of employees who are female ¹	52%	52%	52%	52%	52%
	Percentage of management positions filled by women ⁷	General manager equivalent 4%	General manager equivalent 5%	General manager equivalent 5%	General manager equivalent 6%	General manager equivalent 7%
	Percentage of management positions filled by employees hired outside Japan ⁸	12%	14%	15%	16%	18%
	Percentage of women in new graduates hired ⁹	41%	44%	64%	64%	66%
	Percentage of women in new graduates hired ⁹	36%	32%	36%	37%	35%

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. Regarding Japan, the total number of employees reflects the number of employees on indefinite-term contracts.

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

5. Percentage vis-à-vis the average response for relevant items in the staff survey on a 5-point scale from 1 to 5, where FY2019 was set as 100.

6. Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Research & Technologies.²

7. In Japan as of July (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities).

8. Outside Japan. 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.

9. For new employees hired in Japan with plans to start in April of the following year (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities).

Environment¹

	FY2017	FY2018	FY2019	FY2020	FY2021 ⁶	
Total energy consumption (Megawatt hours) ^{1, 2}	512,691	499,334	453,129	430,690	397,704	
CO ₂ emissions (tons of CO ₂) ¹	Scope 1	16,028	15,845	14,756	14,053	11,341
	Scope 2	202,939	191,730	168,522	155,184	141,921
	Scope 3 (business trips)	6,088	5,480	5,396	1,375	831
Paper usage (Year-on-year change) ³	(8.4%)	(9.0%)	(16.7%)	(21.9%)	(10.3%)	
Green procurement ratio for paper ³	99.8%	99.8%	99.9%	99.9%	99.9%	

1. These data items include all the facilities of seven group companies: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, Mizuho Research & Technologies⁴, Asset Management One, and Mizuho Americas (data up to FY2021 are for eight group companies including the former Mizuho Private Wealth Management⁵; data up to FY2017 are for nine companies including the former Trust & Custody Services Bank).

2. Direct and indirect energy consumption converted to megawatt hours.

3. These data items include all the facilities of six group companies: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, Mizuho Research & Technologies⁴, and Asset Management One (data up to FY2021 are for seven companies including the former Mizuho Private Wealth Management⁵).

4. Data up to FY2020 combines figures for the former Mizuho Information & Research Institute and former Mizuho Research Institute.

5. Entity liquidated on March 23, 2022; functions taken over by Mizuho Bank.

6. Provisional values.

Sustainable finance & Environmental finance

	FY2018	FY2019	FY2020	FY2021
Sustainable finance (¥ trillion)	1.1	2.4	4.7	6.0
(of which, environmental finance)	(0.6)	(1.1)	(1.5)	(2.0)*

* Of which, Mizuho Bank accounts for ¥1.1 trillion and Mizuho Trust & Banking accounts for ¥1.9 billion.