MIZUHO BANK EUROPE N.V.

PART VII Supervisory and public disclosure
Pillar 3 Disclosure 2025- 2026

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Acronym	Definition
AFM	De Autoriteit Financiële Markten
BCBS	Basel Committee on Banking Supervision
BIA	Basic Indicator Approach
CCB	Capital Conservation Buffer
CCR	Counterparty Credit Risk
CCyB	Coutercyclical Capital Buffer
CET1	Common Equity Tier 1
CRD VI	Capital Requirements Directive VI
CRM	Credit Risk Mitigation
CRR	Capital Requirements Regulation
DNB	De Nederlandsche Bank
EBA	European Banking Authority
ECB	European Central Bank
EU	European Union
EWIs	Early Warning Indicators
G-SII	Globally Systemically Important Institution
ICAAP	Internal Capital Adequacy Assessment Process
ILAAP	Internal Liquidity Adequacy Assessment Process
LCR	Liquidity Coverage Ratio
MHBK	Mizuho Bank Ltd.
MHFG	Mizuho Financial Group
NSFR	Net Stable Funding Ratio
O-SII	Other Systemically Important Institution
RWAs	Risk Weighted Assets
SA	Standardized Approach
SREP	Supervisory Review and Evaluation Process

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1. INTRODUCTION

1.1. Introduction to Pillar 3

This Pillar 3 report has been prepared in accordance with the regulatory disclosure requirements set out under Pillar 3 of the Basel framework, as implemented in the European Union through the Capital Requirements Regulation (CRR) and related guidelines. The aim of Pillar 3 is to enhance market discipline by promoting transparency and enabling stakeholders to assess a bank's risk profile, capital adequacy, and risk management practices.

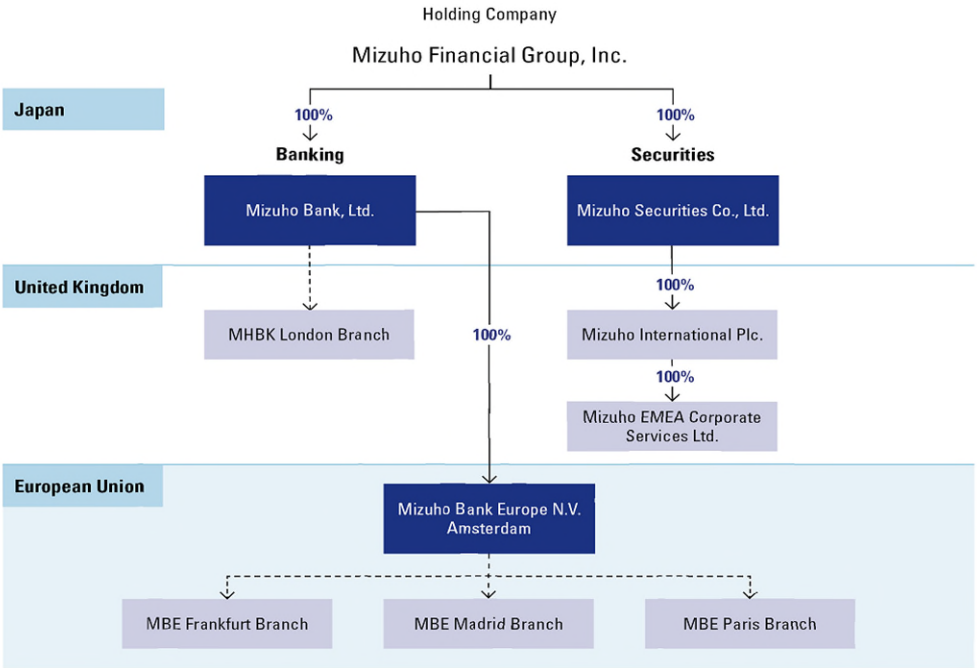
The disclosures contained in this report provide a comprehensive overview of MIZUHO BANK EUROPE N.V. *(referred to as MBE or the Bank*) governance arrangements, risk management objectives and policies, capital structure, capital adequacy, leverage, liquidity, and risk exposures, including credit, market, operational, and other material risks. Together, these disclosures support a clear understanding of how the Bank identifies, measures, monitors, and manages risk in line with its strategic objectives and regulatory obligations.
In the current financial year, MBE's regulatory classification for Pillar 3 disclosures has transitioned from a Small and Non-Complex Institution (SNCI) to Other Institutions (not listed). This change results from the application of updated regulatory thresholds and developments in MBE's operational profile.

MBE is committed to maintaining strong risk management practices and a robust capital base to ensure resilience under both normal and stressed conditions. The Pillar 3 disclosures complement information presented in MBE financial statements and other public reports, providing additional insight into its risk profile and prudential position. This report has been prepared on an individual basis unless otherwise stated and reflects MBE position as of March 31, 2026. All disclosures have been reviewed and approved in accordance with MBE's internal governance processes to ensure completeness, accuracy, and compliance with applicable regulatory standards.

The information disclosed in the Pillar 3 report has not been audited or reviewed by the external auditor of MBE.

1.2. Who we are

Established in 1974, Mizuho Bank Europe N.V. is a fully licensed bank incorporated in Amsterdam, the Netherlands, with branches in Frankfurt (Germany), Paris (France), and Madrid (Spain). In the Netherlands, MBE is licensed and supervised by De Nederlandsche Bank (DNB) and subject to conduct supervision by the Autoriteit Financiële Markten (AFM). MBE is a 100% subsidiary of Mizuho Bank, Ltd. (referred to as MHBK), which in turn is a wholly owned subsidiary of Mizuho Financial Group, Inc. (referred to as MHFG, Mizuho Financial Group or Mizuho).



Mizuho Financial Group is a global financial services leader with offices in nearly 40 countries, more than 52,000 employees and assets of around €1.6 trillion. Mizuho provides integrated solutions in retail banking, corporate finance, investment banking, asset management, capital markets, sales and trading to help businesses develop and find new opportunities.

With over 50 years of experience providing financial services to Japanese and non-Japanese customers in the region, MBE has developed a solid customer base and expertise throughout the European Single Market, with a focus on the markets in Benelux, Iberia and Central Eastern Europe, using its EU Banking Passport. In April 2025, MBE completed its transformation into a Universal Bank. As part of Mizuho EMEA, MBE is now offering integrated banking and markets solutions in the European Union. Under this framework, the Bank will strive to provide one-stop comprehensive financial services that meet the needs of MBE's customers, while working to optimize the organization and structure.

Including its branches, MBE employs 313 full-time equivalents (FTE) as of 31 March 2026.

1.3. Key figures and Management statement

1.3.1. Key figures at a glance

The financial year 2025 involves an extended year of 15 months (1 January 2025 to 31 March 2026), compared to 2024 as comparative figures based on a 12 months period (1 January 2024 to 31 December 2024).

As of 31 March 2026:

Total operating income
€468m + 191%
2024: €161 million

Net result
€183m +180%
2024: €65 million

Total assets
€16b +56%
2024: €10 billion

Total capital ratio
41%
2024: 110%

NSFR
125%
2024: 248%

LCR
138%
2024: 504%

Tier 1 capital
€5.6b
2024: €5.3 billion

Cost-income ratio
46.8%
2024: 40.9%

Moody's ratings
A1/P-1/baa1

Total capital ratio, net stable funding ratio (NSFR) and liquidity coverage ratio (LCR) are calculated as defined under the Capital Requirements Regulation (CRR). Cost-income ratio is equal to the total operating expenses of the year as a percentage of the total operating income of the year.

Last available rating update for Mizuho Bank Europe N.V. is from December 2024.

1.3.2. Management Statement

Following the transformation into a Universal Bank, MBE has changed its financial year-end from 31 December to 31 March to align the reporting period with that of MBE's parent company and the Group consolidation process. As a result, the current financial statements cover a 15-month period from 1 January 2025 to 31 March 2026, whereas the comparative period covers 12 months from 1 January 2024 to 31 December 2024. Consequently, the amounts presented in the Financial Statements are not fully comparable. Any reference in this Pillar 3 report covers the 15-month period from 1 January 2025 to 31 March 2026.

This year brought a significant number of changes to the Bank and enhanced MBE's role in Mizuho’s regional strategy. 2025 is the year in which MBE was transformed into a Universal Bank, consolidating Mizuho’s corporate and investment banking services in the EU region into a single legal entity.

The creation of the Universal Bank had an impact on MBE's footprint in the region. During 2024 the Bank closed its offices in Brussels and Vienna and acquired assets from the branch of MHBK in Milan. On 8 February 2025, MBE acquired the business of MHBK Paris and MHBK Düsseldorf. Additionally, on 5 April 2025 Mizuho Securities Europe GmbH (MHEU) merged with MBE, which resulted in MBE becoming the Group's hub for banking and securities activities in the EU, with MBE's head office remaining in Amsterdam.

MBE's strategic direction is to position itself as the EU hub of Mizuho's universal banking model, enabling scalable growth by broadening product capabilities while strengthening execution through upgrades to the Bank's operating model and IT infrastructure (including system enhancements).

Expansion of MBE's products and services

With the establishment of the Universal Bank, both MBE's business capabilities and product and service offering expanded. Compared to previous years, in particular the universe of investment services and products is enhanced, in line with the Universal Bank’s promise of offering integrated corporate and investment banking (CIB) solutions to the Bank's customers. Among other things, MBE has successfully launched several new products. For example, MBE has been listed as a General Clearing Member for power derivatives with Euronext Clearing.

Performance

In 2025, MBE achieved strong financial performance. In terms of its business model, the company successfully transitioned into the Universal Bank, supported by strong capital buffers, liquidity metrics and asset quality. The strong capital buffers, impacted by capital injections in 2024 in preparation for the establishment of the Universal Bank, resulted in a relatively low return on equity (2.6%) this financial year. Looking ahead, MBE expects to deploy the Bank’s capital optimally to support business growth and improved profitability through the expansion of its product capabilities, enhanced regional collaboration, and by capitalizing on business opportunities arising from the cross-border banking restrictions for non-EU banks introduced under CRD VI.

Risk management

This year MBE has also seen further strengthening in its risk management, compliance and control frameworks while conducting comprehensive risk assessments related to structural changes and actively engaging in supervisory reviews. At the same time, the Bank made certain improvements in strengthening its IT architecture and infrastructure, advanced MBE's compliance with the Digital Operational Resilience Act (DORA) by enhancing vulnerability management, incident response and overall resilience measures and made sure that sufficient efforts have continued to be given to Know Your Customer (KYC), anti-money laundering (AML) and sanction screening enhancements. Management remains committed to ongoing improvements in data quality, control effectiveness and risk governance, supported by targeted training and system enhancements.

People and culture

When looking at MBE's people, and promoting the culture of open and honest communication to safeguard some of its key values of integrity and passion, Management is confident that the 15 months of the Financial year 2025 has been a period in which MBE has continued to reap the fruits of its efforts to strengthen the corporate culture in recent years. With a strong existing foundation, MBE has been able to effectively mobilize the people and teams to engage in the organization-wide change program and proactively collaborate and cooperate in the execution of the transition activities. Whilst Management sees momentum and commitment, they also recognize that organizational changes and the increased pressures and scope of work that come with these changes can be difficult. Management has given attention to this aspect and provided the necessary support and care to MBE's people.

1.4. Index of Pillar 3 reference

The Pillar 3 disclosure requirements are described in Part Eight DISCLOSURE BY INSTITUTIONS of the CRR. The table below provides an overview of the disclosure requirements applicable to MBE under the classification Other Institutions (not listed). The layout of the Pillar 3 disclosures mirrors the structure of the table of contents of this report.

Mizuho Bank Europe N.V Pillar 3 Report 2025-2026		
Reference to Paragraph	**CRR Article**	**Section title**
2		**Risk Management, Key prudential metrics and RWA**
2.1	*Point (d) of Article 438*	**EU OV1 Total risk exposure amounts (RWA)**
2.2	*Points (a) to (g) of Article 447 and point (b) of Article 438*	**EU KM1 Key Metrics**
2.3	*Article 438(a) and (c)*	**EU OVC ICAAP**
3		**Risk Management objectives and policies**
3.1	*Article 435 (1)*	**EU OVA Institution risk management approach**
3.2	*Article 435 (2)*	**EU OVB Governance arrangements**
4		**Own Funds**
4.1	*Points (a), (d), (e) and (f) of Article 437* *Point (e) of Article 444*	**EU CCI Composition of regulatory own funds**
4.2	*Point (a) of Article 437*	**EU CC2 Reconciliation of regulatory own funds to balance sheet in the audited financial statement**
5		**Liquidity requirements**
5.1	*Articles 435(1) and 451a(4)*	**EU LIQA Liquidity risk management**
6		**Credit risk quality**
6.1	*Points (a), (b), (d) and (f) of Article 435(1)*	**EU CRA General qualitative information about credit risk**
6.2	*Points (c) and (f) of Article 442*	**EU CR1 Performing and non-performing exposures and related provisions**
	Point (c) of Article 442	**EU CQ1 Credit quality of forborne exposures**
	Point (d) of Article 442	**EU CQ3 Credit quality of performing and non-performing exposures by past due days**
7		**Market risk**
7.1	*Points (a) to (d) of Article 435(1)*	**EU MRA Qualitative disclosure requirements related to market risk**
8		**Operational risk**
8.1	*Article 435(1) and point (a) of Article 446(1)*	**EU ORA Qualitative information on operational risk**
9		**Remuneration policy**
9.1	*Points (a) to (f), (j) and (k) of Article 450(1) and Article 450(2)*	**EU REMA Remuneration policy**
9.2	*Point (h)(i)-(ii) of Article 450(1)*	**EU REM1 Remuneration awarded for the financial year**
9.3	*Point (h)(v) to (vii) of Article 450(1)*	**EU REM2 Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)**
9.4	*Point (h)(iii) and (iv) of Article 450(1)*	**EU REM3 Deferred remuneration**
9.5	*Point (i) of Article 450(1)*	**EU REM4 Remuneration of 1 million EUR or more per year**

The Pillar 3 disclosure requirements applicable to Other Institutions are defined in Article 433c of the CRR. Annex II of this report provides detailed guidance on the templates and formats to be used for the presentation of the disclosures.

1.5. Disclaimer

This Pillar 3 information has been prepared purely for the purpose of explaining the basis on which MBE has prepared and disclosed certain capital requirements and information about the management of risks relating to those requirements and for no other purpose. It therefore does not constitute any form of financial statement on the business, nor does it constitute any form of contemporary or forward-looking record or opinion of the business.

Although Pillar 3 disclosures are intended to provide transparent capital disclosures on a common basis, the information contained in this document may not be directly comparable with other banks. This may be due to several reasons, the mix of business exposures among banks and the different waivers applied for and allowed by regulators for instance.

2. RISK MANAGEMENT, KEY PRUDENTIAL METRICS AND RWA

2.1. EU OV1 Total risk exposure amounts (RWA)

Capital adequacy is assessed through the comparison of available regulatory capital with the capital required to support the Bank's risk profile and to meet applicable regulatory requirements. Capital ratios are monitored against the minimum thresholds prescribed by the prudential framework. As of 31 March 2026, MBE maintained capital ratios in excess of the applicable regulatory requirements, demonstrating a strong capital position.

The Bank maintains a robust capital management framework to ensure that capital resources remain adequate to support its business activities, risk appetite and strategic objectives. Capital adequacy metrics are monitored on an ongoing basis. The Finance Department provides regular reporting on the Bank's solvency position to the Management Board and other relevant stakeholders.

MBE operates within the Dutch regulatory framework and is therefore subject to statutory and supervisory requirements governing the transferability and distribution of capital. The Bank's capital planning framework is designed to ensure that sufficient capital is available to support both current and projected business activities while maintaining compliance with regulatory requirements. The process provides management with forward-looking insights into capital demand and capital availability and supports the effective allocation of capital across the organization. Capital planning considers the Bank's strategic objectives, risk profile, business forecasts and regulatory developments, with the objective of maintaining an appropriate balance between capital efficiency, risk management and sustainable profitability.

The annual capital plan is prepared by Risk Management and is informed by the Bank's projected business activities, risk profile and strategic outlook. As part of this process, the adequacy of capital resources and the expected capital requirements over the planning horizon are assessed and validated.

The table below presents the Bank's risk-weighted assets (RWA) and corresponding minimum capital requirements as of 31 March 2026, broken down by risk category and regulatory calculation approach. The increase in RWA during the period was primarily attributable to the transfer of assets to MBE. Credit risk, excluding counterparty credit risk, remained the largest contributor to total RWA at the reporting date.

Template EU OV1 – Overview of total risk exposure amounts

in millions		Total risk exposure amounts (TREA)		Total own funds requirements
		a	b	c
		2026-03-31	**2024-12-31**	**2026-03-31**
1	Credit risk (excluding CCR)	12,484	4,634	999
2	Of which the standardised approach	12,484	4,634	999
6	Counterparty credit risk - CCR	64	-	5
7	Of which the standardised approach	62	161	5
8	Of which internal model method (IMM)			
EU 8a	Of which exposures to a CCP	1		
9	Of which other CCR	1	- 161	
10	Credit valuation adjustments risk - CVA risk	4	29	
EU 10a	Of which the standardised approach (SA)			
EU 10b	Of which the basic approach (F-BA and R-BA)	4		
EU 10c	Of which the simplified approach			
15	Settlement risk			
16	Securitisation exposures in the non-trading book (after the cap)	591	142	47
20	Position, foreign exchange and commodities risks (Market risk)	5		
EU 21a	Of which the Simplified standardised approach (S-SA)	5		
24	Operational risk	519	162	42
EU 24a	Exposures to crypto-assets			
25	Amounts below the thresholds for deduction (subject to 250% risk weight)	18	1	1
29	**Total**	**13,667**	**4,967**	**1,093**

Pursuant to Article 432(1) of Regulation (EU) No 575/2013 (CRR) and Article 25 of the ITS on disclosure requirements, rows for which the Bank had no reportable positions as at FY2025 have been omitted from this table in the interest of clarity and readability.

2.2. EU KM1 Key Metrics

The table below presents MBE's principal regulatory risk and capital metrics, in accordance with the disclosure requirements set out in Articles 447(a) to (g) and 438(b) of the Capital Requirements Regulation (CRR). These metrics provide an overview of the Bank's solvency, leverage and capital adequacy position as of 31 March 2026.

in millions		a	b	c	d	e
		2026-03-31	**2025-12-31**	**2025-09-30**	**2025-06-30**	**2025-03-31**
	Available own funds (amounts)					
1	Common Equity Tier 1 (CET1) capital	5,401	5,401	5,401	5,401	5,385
2	Tier 1 capital	5,601	5,601	5,401	5,401	5,385
3	Total capital	5,603	5,603	5,403	5,403	5,388
	Risk-weighted exposure amounts					
4	Total risk exposure amount	13,667	14,241	13,932	14,440	12,914
4a	Total risk exposure pre-floor	13,667	14,241	13,932	14,440	12,914
	Capital ratios (as a percentage of risk-weighted exposure amount)					
5	Common Equity Tier 1 ratio (%)	39.52%	37.93%	38.76%	37.41%	41.70%
5a	Not applicable					
5b	Common Equity Tier 1 ratio considering unfloored TREA (%)	39.52%	37.93%	38.76%	37.41%	41.70%
6	Tier 1 ratio (%)	40.98%	39.33%	38.76%	37.41%	41.70%
6a	Not applicable					
6b	Tier 1 ratio considering unfloored TREA (%)	40.98%	39.33%	38.76%	37.41%	41.70%
7	Total capital ratio (%)	40.99%	39.34%	38.78%	37.42%	41.72%
7a	Not applicable					
7b	Total capital ratio considering unfloored TREA (%)	40.99%	39.34%	38.78%	37.42%	41.72%
	Additional own funds requirements to address risks other than the risk of excessive leverage (as a percentage of risk-weighted exposure amount)					
EU 7d	Additional own funds requirements to address risks other than the risk of excessive leverage (%)	4.70%	4.70%	4.70%	4.70%	4.70%
EU 7e	of which: to be made up of CET1 capital (percentage points)	2.60%	2.60%	2.60%	2.60%	2.60%
EU 7f	of which: to be made up of Tier 1 capital (percentage points)	3.50%	3.50%	3.50%	3.50%	3.50%
EU 7g	Total SREP own funds requirements (%)	12.70%	12.70%	12.70%	12.70%	12.70%
	Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)					
8	Capital conservation buffer (%)	2.50%	2.50%	2.50%	2.50%	2.50%
9	Institution specific countercyclical capital buffer (%)	0.84%	0.84%	0.81%	0.80%	0.78%
11	Combined buffer requirement (%)	3.34%	3.34%	3.31%	3.30%	3.28%
EU 11a	Overall capital requirements (%)	16.04%	16.04%	16.01%	16.00%	15.98%
12	CET1 available after meeting the total SREP own funds requirements (%)	28.29%	26.64%	26.08%	24.72%	29.02%
	Leverage ratio					
13	Total exposure measure	25,770	26,764	27,266	28,369	24,761
14	Leverage ratio (%)	21.73%	20.93%	19.81%	19.04%	21.75%
	Additional own funds requirements to address the risk of excessive leverage (as a percentage of total					
EU 14c	Total SREP leverage ratio requirements (%)	3.00%	3.00%	3.00%	3.00%	3.00%
	Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)					
EU 14e	Overall leverage ratio requirement (%)	3.00%	3.00%	3.00%	3.00%	3.00%
	Liquidity Coverage Ratio					
15	Total high-quality liquid assets (HQLA) (Weighted value -average)	5,438	5,905	6,587	7,315	5,668
EU 16a	Cash outflows - Total weighted value	5,322	5,444	6,520	7,423	6,128
EU 16b	Cash inflows - Total weighted value	1,376	1,300	1,556	1,752	2,049
16	Total net cash outflows (adjusted value)	3,946	4,144	4,964	5,670	4,079
17	Liquidity coverage ratio (%)	137.81%	142.51%	132.68%	129.00%	138.95%
	Net Stable Funding Ratio					
18	Total available stable funding	9,736	10,274	10,053	9,471	9,658
19	Total required stable funding	7,803	7,860	8,051	8,526	7,683
20	NSFR ratio (%)	124.78%	130.72%	124.87%	111.09%	125.70%

Pursuant to Article 432(1) of Regulation (EU) No 575/2013 (CRR) and Article 25 of the ITS on disclosure requirements, rows for which the Bank had no reportable positions as at FY2025 have been omitted from this table in the interest of clarity and readability.

Under the regulatory capital framework, institutions are required to maintain minimum capital ratios calculated as a percentage of risk-weighted assets (RWA). The minimum requirements remain unchanged under the revised CRR III / CRD VI framework and comprise a Common Equity Tier 1 (CET1) ratio of 4.5%, a Tier 1 ratio of 6.0% and a Total Capital ratio of 8.0%.

As of 31 March 2026, MBE reported a Total Capital ratio of 41.0%, significantly exceeding its overall regulatory capital requirement of 16.04%. The applicable requirement comprises the Pillar 1 minimum requirement of 8.0%, a Pillar 2 Requirement (P2R) of 4.7%, and a Combined Buffer Requirement (CBR) of 3.34%. The latter consists of the Capital Conservation Buffer of 2.5% and the institution-specific Countercyclical Capital Buffer (CCyB) of 0.84%. The Bank's capital position therefore provides a substantial buffer above the minimum level required by the supervisory framework.

The leverage ratio complements risk-based capital measures by providing a non-risk-sensitive assessment of capital adequacy. It is calculated as Tier 1 capital divided by the applicable leverage ratio exposure measure, which includes both on-balance-sheet and off-balance-sheet exposures.

MBE calculates and monitors its leverage ratio on a quarterly basis and reports to DNB in accordance with regulatory requirements. As of 31 March 2026, the Bank's leverage ratio was 21.7%, substantially above both the regulatory minimum requirement of 3.0% and the Bank's internal risk appetite threshold of 4.5%. The leverage ratio forms an integral part of MBE's Risk Appetite Framework and is regularly monitored as a key indicator of the Bank's capital strength and balance sheet resilience.

2.3. EU OVC ICAAP

The Internal Capital Adequacy Assessment Process (ICAAP) is a key internal risk management processes through which MBE assesses, monitors and ensures the adequacy of its capital position on an ongoing and forward-looking basis. The ICAAP supports the Bank’s continuity by ensuring resilience under both business-as-usual and stressed conditions and forms an integral part of the supervisory review process (SREP).

The ICAAP is assessed under both a normative and an economic perspective to capture regulatory compliance and internal risk coverage. Stress testing forms a core component of ICAAP. Integrated stress scenarios are used to assess the impact of adverse but plausible events on capital and liquidity, ensuring that vulnerabilities are identified and addressed in a forward-looking manner.

The ICAAP is closely linked to MBE’s business strategy and business model assessment, including the Universal Bank buildout. Strategic developments, balance sheet growth assumptions and regulatory initiatives are incorporated into the forward-looking capital and liquidity projections to ensure consistency between strategy, risk appetite and financial resilience. The assessments are based on data provided by Finance and Treasury and are subject to validation, reconciliation and review controls. Conservative assumptions are typically applied where uncertainty exists. Any limitations are identified and addressed through ongoing enhancements to data, methodology and governance.

The ICAAP is prepared by Risk with input from Finance, Treasury and other relevant stakeholders. The processes are subject to internal challenge and review, approved by the Management Board and reviewed by the supervisor as part of the SREP. The Management Board retains ultimate responsibility for capital and liquidity adequacy.

3. RISK MANAGEMENT OBJECTIVES AND POLICIES

3.1. EU OVA Institution risk management approach

MBE maintains a comprehensive risk management framework designed to support the achievement of its strategic objectives while ensuring the prudent identification, assessment, measurement, monitoring, management and reporting of risks. The framework is aligned with applicable regulatory requirements, the Mizuho Financial Group risk management principles, and the Bank's local governance and legal entity responsibilities. MBE seeks to maintain a strong risk culture and effective risk governance arrangements that promote informed decision-making, financial resilience, and the protection of stakeholders' interests.

MBE applies an enterprise risk management cycle that links business strategy, risk identification, risk assessment, risk response, and risk monitoring and reporting. This approach ensures that risk considerations are integrated into strategic planning, capital and liquidity management, business decisions, new product approvals, and ongoing business activities. The Risk Appetite Framework ("RAF") serves as a cornerstone of the risk management approach by defining the level and types of risk the Bank is willing to accept in pursuit of its strategic objectives. Risk appetite is translated into a suite of qualitative statements, quantitative metrics, limits, triggers and governance arrangements that are monitored on an ongoing basis.

Risk management responsibilities are structured in accordance with the Three Lines of Defence model. The first line of defence consists of business and support functions, which are responsible for owning and managing risks arising from their activities. The second line of defence is provided by the Risk Management Function, which independently identifies, assesses, challenges, monitors and reports risk exposures, whilst advising management on the consistency of business activities with the approved risk appetite and regulatory expectations. The third line of defence is Internal Audit, which provides independent assurance regarding the effectiveness of governance, risk management and internal controls.

The Management Board retains ultimate responsibility for establishing and overseeing the Bank's risk management framework and risk appetite. It is supported by dedicated governance committees, including the Risk Committee, Non-Financial Risk Committee, Credit Committee, Asset and Liability Management Committee and New Product Committee. These committees provide oversight of specific risk categories, review risk exposures and emerging risks, assess compliance with approved risk appetite limits, and support the escalation and resolution of material risk matters.

MBE maintains a comprehensive risk taxonomy covering all material risk categories, including credit risk, market risk, liquidity and funding risk, operational risk, model risk, ESG risk, business and strategic risk, and other material financial and non-financial risks. Risk measurement methodologies are proportionate to the nature, scale and complexity of the Bank's activities and include regulatory metrics, internal risk appetite indicators, stress testing, scenario analysis, forward-looking assessments and management information. Risk reporting is provided regularly to senior management and governance committees to support effective oversight and decision-making.

The effectiveness of the risk management framework is further supported through the Internal Capital Adequacy Assessment Process ("ICAAP"), Internal Liquidity Adequacy Assessment Process ("ILAAP"), Recovery Plan, stress testing programme and enterprise-wide risk assessments. These processes enable MBE to assess its resilience under a range of adverse conditions and ensure that capital, liquidity and risk management arrangements remain commensurate with its risk profile and strategic ambitions.

The Management Board considers the risk management arrangements of MBE to be adequate and proportionate to the Bank's business model, risk profile and regulatory obligations, and confirms that the risk management systems in place provide a sound basis for identifying, measuring, monitoring and controlling risks across the institution.

3.2. EU OVB Governance arrangements

3.2.1. Management Board

Recognizing the changing and challenging environment, the Management Board has taken various steps in 2025 to further enhance MBE's capabilities and governance processes.

Composition of the Management Board

In line with the expected growth and increased complexity of the Bank, MBE's Management Board was expanded in 2024 and 2025. In November 2024, Ms. Silvia Caserta was appointed as Chief Risk Officer (CRO).

In addition, Mr. Menno ten Hacken was appointed as Chief Financial Officer (CFO) at the start of this financial year.

Finally, on 5 April 2025, MBE welcomed Mr. Hyoe Ando as Head of CIB to drive the commercial development of the Bank. Mr. Ando sat in Frankfurt and served as the manager of MBE Frankfurt branch concurrently with his position as Management Board member.

In terms of departures from the Management Board, simultaneously with the appointment of Mr. Ando as Head of CIB, Mr. Koichi Kishinoue (then serving as MBE's Chief Business Officer) resigned from the MBE Management Board. With effect as of 1 April 2026 Mr. Kajiwara (Chief Executive Officer, CEO) and Mr. Ando accepted new roles within Mizuho Financial Group and both resigned from the MBE Management Board. Mr. Kajiwara was replaced on an interim basis by Mr. Pöhland in the last week of March 2026.

On 8 May 2026 Mr. Junichi Hiratsuka was appointed as CEO and on 20 May 2026 Mr. Borja Zamorano was appointed as Head of CIB, EU. Mr. Zamorano will retain his current roles as Head of ECC EMEA and Country Head of Spain and work predominantly from the Madrid office.

The Management Board consists of one Japanese expatriate and four local contracted members.

Relationship with the Supervisory Board

The Management Board has continued to work closely with the Supervisory Board and has proactively communicated and sought advice on various strategic matters. Particularly in the period leading up to the business transfers and merger during the first half of 2025, there was extensive interaction between the Management Board and Supervisory Board. The Supervisory Board continuously and proactively evaluated whether the Management Board has the expertise required to run a stable and sustainable organization, which also meets stakeholders and regulatory expectations. It should also be noted that since MBE voluntarily implemented the Dutch Large companies' regime at the end of 2024, the Supervisory Board is now responsible for the nomination and appointment of new Management Board members.

The transition into a Universal Bank – and its organizational and strategic implications – will necessitate more frequent and closer cooperation with the Supervisory Board compared to previous years.

3.2.2 Organization

3.2.2.1. Composition of the Management Board

Management Board (As of 9 September 2026)	
Junichi Hiratsuka (CEO)	Mr. Hiratsuka was appointed the Chief Executive Officer of MBE as of May 2026. Mr. Hiratsuka has a thorough understanding of commerce and strategy, as well as a wealth of international experience. Prior to his appointment as CEO of MBE, he was the EMEA Deputy Head of Banking. ***Ancillary positions*** Mr. Hiratsuka has no ancillary positions.
Silvia Caserta (CRO)	Ms. Caserta was appointed the Chief Risk Officer of MBE as of November 2024. Ms. Caserta is a risk management expert with over 25-year experience in the financial industry and particularly the banking sector, in the private, public and academic domain. Before joining MBE Ms. Caserta held management roles at the Dutch Central Bank. ***Ancillary positions*** Ms. Caserta is a Board Member of the Dutch Foreign Bankers' Association.
Menno ten Hacken (CFO)	Mr. Ten Hacken was appointed the Chief Financial Officer of MBE as of January 2025. Mr. Ten Hacken is well versed in financial management and strategic transformations.Prior to joining MBE, he worked for ING in different executive roles in Amsterdam, Singapore and Luxembourg. ***Ancillary positions*** Mr. Ten Hacken has no ancillary positions.
Jens Pöhland (CCO)	Mr. Pöhland was pointed the Chief Compliance Officer of MBE as of January 2025. Mr. Pöhland has continuously served on MBE's Management Board since April 2013. Prior to his appointment of Chief Compliance Officer, he held the office of Chief Risk & Financial Officer. ***Ancillary positions*** Mr. Pöhland also holds the additional position of Interim Co-Deputy Head EMEA Compliance & Legal.
Masato Horiguchi (COO)	Mr. Horiguchi was appointed as the Chief Operating Officer of MBE as of August 2026. Mr. Horiguchi's career at Mizuho spans over two decades. He has held positions in Japan, China, the United Kingdom and the Netherlands. ***Ancillary positions*** Following his appointment to the Management Board, Mr. Horiguchi has retained his position as the head of the Bank's Corporate Planning Department. Outside of the Mizuho Financial Group, Mr. Horiguchi serves as the Vice-Chair of the Board of Directors of the Japanese School of Amsterdam.
Borja Zamorano (Head of CIB, EU)	Mr. Zamorano was appointed the Head of CIB, EU as of May 2026. Mr. Zamorano is an experienced banker. He has been with the Mizuho Financial Group since 2011, serving in several different roles. ***Ancillary positions*** Mr. Zamorano also serves as MBE's Country Head of Spain and manager of MBE's Madrid Branch. Within the Mizuho Financial Group, Mr. Zamorano also holds the office of Head of European Corporate Coverage. Mr. Zamorano also holds positions outside of the group, including as a professor at the Universidad Potifica Comillas in Spain.

The Management Board actively facilitated and participated in key discussions with MBE's Supervisory Board, shareholder, department managers and all employees about the current and future strategy, which included the setup of the Universal Bank and the exploration of new business opportunities and developments to ensure resilience amid market developments and an evolving regulatory landscape.

In addition to periodic meetings with department managers, Management also actively participated in key committees and meetings, including, but not limited to:
• Supervisory Board meeting
• Audit & Compliance Committee, Risk Committee and HR Committee of the Supervisory Board
• Risk Committee of the Management Board (RC)
• Non-Financial Risk Management Committee (NFRC)
• Project Portfolio Management Committee (PPMC)
• Compliance Committee
• Asset & Liability Management Committee (ALCO)
• Credit Committee
• Client Onboarding & Review Committee (CORC)
• Recovery Plan Preparation Committee and Recovery Plan Management Committee
• Underwriting and Reputational Risk Committee
• Outsourcing Review Committee
• New Product Committee (NPC)
• IT Governance & Data Quality Committee
• MBE Sustainability Committee

3.2.2.2. Composition of the Supervisory Board

Supervisory Board (As of 9 September 2026)	
Eric Drok (chair)	Mr. Drok was appointed the chair of MBE's Supervisory Board as of October 2025. Mr. Drok also chairs the Supervisory Board's HR Committee. Mr. Drok has a strong background in international finance and a long track record as non-executive director. His career is characterized by leadership in governance, risk management, and strategic business development across diverse global markets. ***Ancillary positions*** Mr. Drok also serves as vice-chair of the Supervisory Board of ABN AMRO Clearing Bank N.V.
Greg Bennett (vice-chair)	Mr. Bennett was appointed a member of MBE's Supervisory Board as of December 2024. Mr. Bennett chairs the Supervisory Board's Audit & Compliance Committee. Mr. Bennett has extensive financial sector experience. After stepping down from his executive career spanning 25 years, he has built a range of independent non-executive roles, mainly in the financial and related sphere, as well as helping to found – and now chair – a capital markets focused fintech business ***Ancillary positions*** Mr. Bennett also serves as a non-executive director of Mizuho International plc. Mr. Bennett also has positions outside of the Mizuho Financial Group, including as Chairman of Appital Ltd. Until 30 April 2026, he was non-executive Director of Harbour Litigation Funding Ltd.
David Atkinson	Mr. Atkinson was appointed a member of MBE's Supervisory Board as of October 2025. Mr. Atkinson chairs the Supervisory Board's Risk Committee. Mr. Atkinson has extensive risk management expertise. Among other things, he served for over two decades in several senior risk management roles in different regions for Goldman Sachs Group, Inc. As a non-executive director he has had exposure to a diverse set of organizations, including investment banking, wealth management, pensions and medical care. ***Ancillary positions*** Mr. Atkinson also serves as a non-executive director of Mizuho International plc. Mr. Atkinson also has positions outside of the Mizuho Financial Group, including as non-executive Director for Credit Suisse (UK) Limited and the UK Pension Protection Fund.
Koichi Kishinoue	Mr. Kishinoue was appointed a member of MBE's Supervisory Board as of October 2025. Mr. Kishinoue has a long tenure with the Mizuho Financial Group, gaining him nearly two decades of international banking experience in various roles within the group. Until April 2025, he served on MBE's Management Board as Chief Business Officer. ***Ancillary positions*** Mr. Kishinoue also serves as the Chief Administrative Officer for EMEA and as the CEO of Mizuho EMEA Corporate Services, Ltd.
Tina Whitehouse	Ms. Whitehouse was appointed a member of MBE's Supervisory Board as of December 2024. Ms. Whitehouse has 30 years' experience working within the financial services industry, the majority of which were spent in risk management roles. She brings significant experience in managing complex financial risk to the Supervisory Board, particularly with respect assessing credit, reputational and operational risks. ***Ancillary positions*** Ms. Whitehouse also serves as the Head of Credit and Middle Office EMEA.

3.2.3. Recruitment of management body and their knowledge, skills and expertise

Mizuho Bank Europe N.V. applies a structured and regulated recruitment process for the members of the management body.

The Supervisory Board, with the support of the Management Board, established and maintains a position profile for the members of the Management Board. This profile is updated from time to time, based on the specific needs of the organization. Updates to the position profile are formally approved by the Supervisor Board.

The defined profile is shared with the Dutch Central Bank (DNB) as part of the regulatory approval process. Candidates are subject to the DNB fit and proper assessment, including background and reference checks.

To further strengthen their knowledge, a permanent education program is in place for members of the Management Board and Supervisory Board. The program is intended to keep Management Board members' expertise up to date and aligned with regulatory developments. Management Board members are encouraged to communicate any specific requests for topics or sessions.

The Management Board members participate in MBE's and the Group's digital learning sessions on topics such as risk, conduct and compliance. In addition, the members regularly receive presentations from – and engage in technical discussions with internal and external subject matter experts to ensure they remain up to date with respect to key themes and topics, including digital operational resilience and environmental, social and governance risks (ESG). During this financial year, members of the Management Board received permanent education on (amongst other topics) securities risk, corporate governance and financial regulations, DORA, AI and ESG. Finally, Management Board members (individually or jointly, as applicable) engage in regular discussions with key stakeholders and departments within the wider Group, including through visits to other locations. These interactions provide valuable insight into the most pressing and current issues and topics for the Company.

Finally, Management Board members (individually or jointly, as applicable) engage in regular discussions with key stakeholders and departments within the wider Group, including through visits to other locations. These interactions provide valuable insight into the most pressing and current issues and topics for the company.

3.2.4. Diversity of management body

Mizuho Bank Europe N.V. is committed to promoting diversity, equity, and inclusion at all levels of the organization, including the management body, in line with the Diversity, Equity & Inclusion (DEI) Policy.

The Bank aims to promote a balanced and diverse composition of the management body, considering a broad range of perspectives, backgrounds, and experience. Diversity considerations include, but are not limited to, professional background, age, gender, and cultural diversity.
Diversity principles are embedded in recruitment, selection, and succession planning processes, ensuring that decisions are based on merit while promoting inclusion and equal opportunities.
The Bank monitors diversity where appropriate and continues to enhance awareness and inclusive practices across the organization.

Mizuho aims to be a diverse and inclusive organization, where everyone is welcomed, and differences are positively recognized to foster a diversified working environment.

3.2.5. Risk Governance

MBE maintains a governance framework that supports effective decision-making, prudent risk management and compliance with applicable regulatory requirements. The governance structure promotes clear accountability, independent oversight and appropriate challenge across all levels of the organization. Ultimate responsibility for the institution's strategy, risk profile and control environment rests with the Management Board, which is supported by a range of specialized committees and control functions.

The governance framework is designed to ensure alignment between business strategy, risk appetite and regulatory obligations, while maintaining appropriate legal entity accountability within the broader Mizuho Financial Group. Risk considerations are embedded within strategic planning, business decision-making and day-to-day operations through a comprehensive system of governance, policies, procedures and oversight activities.

Board and Committee Structure

The Management Board is responsible for establishing the Bank's strategic objectives, approving the Risk Appetite Framework, overseeing material risks and ensuring the effectiveness of the risk management and internal control environment. The Supervisory Board provides independent oversight of the Management Board and its execution of these responsibilities.

To support effective governance, MBE operates a number of dedicated management committees, including the Risk Committee, Non-Financial Risk Committee, Credit Committee, Asset and Liability Management Committee and New Product Committee. These committees provide oversight of specific risk categories and business activities, facilitate escalation of material issues and support informed management decisions. The committees review risk exposures, emerging risks, limit utilization, control effectiveness and regulatory developments as part of their regular activities.

The Risk Committee serves as the primary management forum for overseeing the Bank's overall risk profile, risk appetite and material risk exposures. The committee reviews financial and non-financial risks, stress testing outcomes, risk appetite monitoring, emerging risks and significant risk issues requiring management attention. The committee meets monthly and reports significant matters to the Management Board where appropriate.

Risk Management Function and Independent Oversight

The Risk Management Function operates as an independent second line of defence and is responsible for the identification, assessment, measurement, monitoring and reporting of all material risks facing the institution. The function provides independent challenges to business activities and advises management on the consistency of decisions with the Bank's risk appetite, risk strategy and regulatory expectations.

The Risk Management Function is supported by specialized risk teams covering financial and non-financial risks and works closely with Compliance and Internal Audit to support a robust internal control framework. Internal Audit acts as the third line of defence and provides independent assurance over the effectiveness of governance, risk management and internal controls.

Suitability and Diversity

MBE maintains policies and procedures to ensure that members of the Management Board possess the knowledge, skills, experience and integrity necessary to discharge their responsibilities effectively. Suitability assessments are performed in accordance with applicable regulatory requirements and internal governance standards. Board composition seeks to ensure an appropriate balance of expertise, experience and perspectives to support sound and prudent management of the institution. Information regarding diversity and suitability arrangements is disclosed separately within this Pillar 3 Report in accordance with applicable CRR requirements.

Risk Information and Reporting

The Management Board receives regular and comprehensive risk reporting covering all material risk categories, including credit risk, market risk, liquidity risk, operational risk, model risk, ESG risk and other emerging risks. Reporting includes risk appetite monitoring, limit utilisation, key risk indicators, stress testing results, material incidents, control weaknesses and remediation activities. This information enables the Management Board to maintain effective oversight of the institution's risk profile and take timely decisions where required.

Risk information is escalated through the committee structure and governance framework, ensuring that significant risks, breaches, control deficiencies and emerging risk developments are communicated and addressed at the appropriate level within the organization.

4. OWN FUNDS

4.1. EU CC1 Composition of regulatory own funds

MBE's own funds comprise Common Equity Tier 1 ("CET1") capital, Additional Tier 1 ("AT1") capital and Tier 2 ("T2") capital. As of 31 March 2026, the Bank's total own funds amounted to €5,602 million.

CET1 capital totalled €5,401 million and consisted primarily of capital instruments and related share premium, together with retained earnings. As of 31 March 2026, capital instruments and share premium amounted to €4,911 million, while retained earnings amounted to €490 million.

AT1 and T2 capital comprised fully paid-up capital instruments issued directly by the Bank and eligible for regulatory capital purposes. As of 31 March 2026, AT1 capital amounted to €200 million and T2 capital amounted to €2 million.

The Bank's objective in managing its capital position is to maintain ongoing compliance with applicable regulatory capital requirements and to ensure that sufficient capital resources are available to support its risk profile, business activities and strategic objectives. Ultimate responsibility for capital management resides with the Management Board, which oversees the Bank's capital adequacy and capital planning framework.

Template EU CC1 - Composition of regulatory own funds

in millions		(a}	**(b)**
		Amounts	**Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation**
Common Equity Tier 1 (CET1) capital: instruments and reserves			
1	Capital instruments and the related share premium accounts	4,912	
	of which: Paid-up Capital	4,912	
2	Retained earnings	490	
6	**Common Equity Tier 1 (CET1) capital before regulatory adjustments**	5,401	
Common Equity Tier 1 (CET1) capital: regulatory adjustments			
7	Additional value adjustments (negative amount)	-1	
8	Intangible assets (net of related tax liability) (negative amount)	0	
28	**Total regulatory adjustments to Common Equity Tier 1 (CET1)**	1	
29	**Common Equity Tier 1 (CET1) capital**	5,401	
Additional Tier 1 (AT1) capital: instruments			
30	Capital instruments and the related share premium accounts	200	
36	**Additional Tier 1 (AT1) capital before regulatory adjustments**	200	
Additional Tier 1 (AT1) capital: regulatory adjustments			
43	**Total regulatory adjustments to Additional Tier 1 (AT1) capital**	0	
44	**Additional Tier 1 (AT1) capital**	200	
45	**Tier 1 capital (T1 = CET1 + AT1)**	5,601	
Tier 2 (T2) capital: instruments			
46	Capital instruments and the related share premium accounts	2	
51	**Tier 2 (T2) capital before regulatory adjustments**	2	
Tier 2 (T2) capital: regulatory adjustments			
58	**Tier 2 (T2) capital**	2	
59	**Total capital (TC = T1 + T2)**	5,603	
60	**Total risk exposure amount**	13,667	
Capital ratios and requirements including buffers			
61	Common Equity Tier 1	39.34%	
62	Tier 1	40.80%	
63	Total capital	40.82%	
64	Institution CET1 overall capital requirements	10.00%	
65	of which: capital conservation buffer requirement	2.50%	
66	of which: countercyclical capital buffer requirement	0.84%	
EU-67b	of which: additional own funds requirements to address the risks other than the risk of excessive leverage	2.60%	
68	**Common Equity Tier 1 capital (as a percentage of risk exposure amount) available after meeting the minimum capital requirements**	28.12%	
Amounts below the thresholds for deduction (before risk weighting)			
75	Deferred tax assets arising from temporary differences (amount below 17.65% threshold, net of related tax liability where the conditions in Article 38 (3) are met)	7	
Applicable caps on the inclusion of provisions in Tier 2			
77	Cap on inclusion of credit risk adjustments in T2 under standardised approach	157	

Pursuant to Article 432(1) of Regulation (EU) No 575/2013 (CRR) and Article 25 of the ITS on disclosure requirements, rows for which the Bank had no reportable positions as at FY2025 have been omitted from this table in the interest of clarity and readability.

4.2. EU CC2 Reconciliation of regulatory own funds to balance sheet in the audited financial statements

Table EU CC2 presents a reconciliation between the Bank's accounting equity, as disclosed in the Annual Report, and its regulatory own funds. The reconciliation illustrates the transition from the accounting balance sheet to the regulatory capital base, providing visibility into the adjustments required under the prudential framework, including regulatory deductions and other supervisory adjustments.

Template EU CC2 - reconciliation of regulatory own funds to balance sheet in the audited financial statements

in millions		a	b
		Balance sheet as in published financial statements	**Reference**
		2026-03-31	
Assets - *Breakdown by asset clases according to the balance sheet in the published financial statements*			
1	Balances with central banks	5,069	
2	Loans and advances to banks	1,144	
3	Loans and advances to customers	8,105	
4	Debt and other fixed-income securities	1,114	
5	Shares and other variable-yield securities	2	
6	Intangible fixed assets	1	
7	Tangible fixed assets	5	
8	Derivatives assets	59	
9	Deferred tax assets	7	
10	Other assets	17	
11	Prepayments and accrued income	70	
12	**Total assets**	**15,593**	
Liabilities - *Breakdown by liability clases according to the balance sheet in the published financial statements*			
13	Amounts owed to banks	3,323	
14	Amounts owed to customers	6,171	
15	Debt and other fixed-income securities	15	
16	Derivatives liabilities	46	
17	Other liabilities	193	
18	Provisions	9	
19	Sub-ordinated loans	202	
20	**Total liabilities**	**9,959**	
Shareholders' Equity			
21	Share capital	4,892	
22	Share premium	69	
23	Legal reserve	1	
24	Other reserves	489	
25	Result for the period	183	
26	**Total shareholders' equity**	5,634	

5. LIQUIDITY REQUIREMENTS

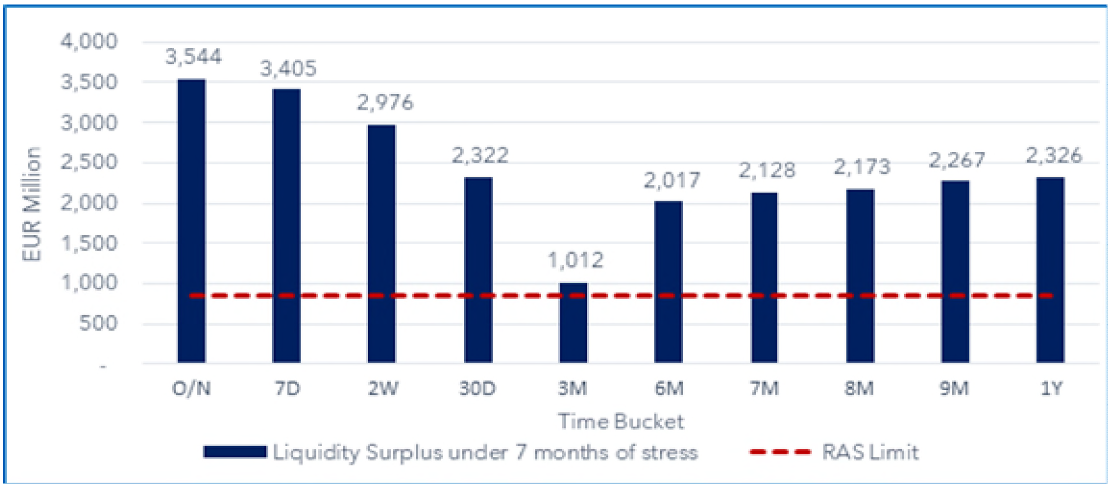
5.1. EU LIQA Liquidity risk management

MBE's Management Board states that it deems its liquidity risk management adequate and up to standards for a bank with its current and future complexity and size, also when the prospective CRDVI related asset and liability transfers are factored in the evaluation. MBE's existing liquidity buffer and funding sources are solid and enable MBE to withstand severe liquidity stress.

With the significant improvements to MBE's current liquidity risk management framework, implemented during the transition year as reflected in the ILAAP, MBE is confident that its liquidity risk management framework is sound, comprehensive, agile while being well-rounded. These attributes of the framework and governance structure render MBE's liquidity risk management practice capable to fairly accommodate the prospective changes and CRDVI-related impact.

Table 5.1 Regulatory Liquidity Risk Metrics Outlook, FY2025.

Period	Liquidity Coverage Ratio (LCR)	Net Stable Funding Ratio (NSFR)
March 2025	139%	126%
June 2025	129%	111%
September 2025	133%	125%
December 2025	143%	131%
March 2026	138%	125%



5.2. Liquidity risk management policies and procedures

Liquidity risk management strategies and processes are primarily governed by the MBE Liquidity Risk Management Policy. This policy governs the business-as-usual liquidity risk management. It prescribes the rules applied to liquidity risk monitoring, reporting and management. The procedures to follow and actions to take in case of severe liquidity deterioration are described in the Internal Liquidity Adequacy Assessment Process (ILAAP) document and Contingency Funding Plan (CFP).

5.3. Structure of Liquidity Risk Management Function

Organizationally, Liquidity Risk Management function at MBE is placed under Financial Risk Department which is located in Chief Risk Officer (CRO) Domain. Horizontal structure of the CRO Domain includes Credit Risk Management, Financial Risk Management, Non-Financial Risk Management and Risk Oversight departments. Under this structure, Financial Risk department hosts Market Risk Management and Liquidity Risk Management functions. Given this structural formation and MBE's status as a universal bank, Liquidity Risk Management performs banking book and trading book second line of defence liquidity risk management duties.

5.4. Centralization of Liquidity Management

Parent bank of MBE, Mizuho Bank, Ltd. (MHBK), has four treasury hubs around the globe, whose purpose is to allow for seamless, efficient and effective treasury and liquidity management operations to take place in all major continents. As part of this treasury hub setup, the European Treasury (ETD) hub is located in London and structured as a treasury unit under Mizuho Bank's London branch. This centralized approach is built around the goal of optimal management of liquidity, funding and hedging requirements of the branches and subsidiaries in the region while ensuring an efficient operational structure for funding distribution of funds.

ETD, in this regard, is the key provider of EUR and GBP-denominated funding to MBE. On a global level, the New York Branch can be considered as the treasury hub for the Americas, thereby indirectly serving as the main source of USD denominated funding with the branch having direct access to the Federal Reserve open market transactions. The Tokyo HO serves as a global and Asia orientated hub, thereby serving as the main provider of JPY denominated funding. MHBK London Branch is the direct intragroup funding source for MBE. It should be noted that MHBK London Branch itself has a very diversified funding mix which provides further diversification to MBE's funding base.

On the entity level, MBE itself embraces a centralized treasury function approach as well, as all branches under MBE are serviced by the central Treasury ALM team in Amsterdam with regards to their liquidity and funding management.

5.5. Scope and Nature of Liquidity Risk Reporting and Measurement Systems

MBE Liquidity Risk Management reporting and measurement systems cover all banking book and trading book products that are included in the product mandate of MBE. All liquidity risk metrics that are part of MBE Risk Appetite Metrics monitored on daily basis.

5.6. Contingency Funding Plan

Objective of Contingency Funding Plan (CFP) is to establish a clear line of responsibilities and clarify in detail the process of the decisions taking during a contingency situation. This CFP has been formulated with respect to Mizuho Bank, Ltd (The Parent company) Head Office Policy and requirements set forth by De Nederlandsche Bank (DNB) and is commensurate with the bank's complexity after MBE's transition from a corporate bank into a universal bank and the role of importance in the Dutch financial system as documented in the Risk Appetite Statement (RAS) and internal Liquidity Adequacy Assessment Process (ILAAP).

Contingency Funding Plan defines liquidity stress as times where MBE's Liquidity Categorization reaches Anxious or Crisis or when Asset and Liability Management Committee (ALCO) determines that contingency countermeasures need to be taken.

5.7. Utilization of Stress Testing Practice

MBE Liquidity Risk Management function utilizes its own liquidity stress testing model in order to assess the Bank's liquidity adequacy under pre-determined stress conditions. MBE Liquidity Risk Management function, as per the EBA guidelines, tests and measures the liquidity adequacy levels of MBE by applying idiosyncratic, market-wide and combined shock scenarios. In accordance with DNB's regulatory provisions, MBE Liquidity Risk Management is subject to the regulatory limit of a 6-month survival period. Hence the stress testing practice is also deployed to ensure compliance to this regulatory limit.

6. CREDIT RISK QUALITY

6.1. EU CRA General qualitative information about credit risk

How the business model translates into the institution's credit risk profile

MBE operates as the European Union Corporate and Investment Banking arm of Mizuho Financial Group, serving European subsidiaries of Japanese corporates and large European corporate clients. Credit risk is the Bank's most significant financial risk and arises primarily from corporate lending, commitments, guarantees, securities holdings and counterparty credit risk associated with derivative transactions. MBE maintains a moderately low credit risk appetite, reflected in a predominantly investment-grade portfolio and a focus on preserving high asset quality while supporting sustainable business growth.

Strategies, processes, policies and limits for credit risk management

MBE manages credit risk through a combination of transaction-level credit assessment, ongoing portfolio monitoring and a formal Risk Appetite Framework. Credit risk limits are derived from the Bank's business strategy, risk appetite and Enterprise Risk Management process and are approved by the Management Board and Supervisory Board. Credit risk appetite is monitored through a set of key risk indicators covering default risk, credit migration risk, concentration risk and sustainability-related credit risk.

The Bank also employs credit risk mitigation techniques, including risk transfer arrangements with its parent bank, where appropriate. MBE calculates credit risk RWA using the SA under the CRR. This approach assigns regulatory risk weights to exposures based on their exposure class and, where applicable, external credit ratings. Compared with internal ratings-based approaches, the SA is less risk-sensitive and relies primarily on prescribed regulatory parameters. Regulatory capital is maintained to provide a buffer against unexpected losses and support the Bank's ability to withstand adverse economic and financial conditions.

Structure and organization of credit risk management and control function

MBE operates a three-lines-of-defence model to ensure the effective management, oversight and control of credit risk. The first line of defence comprises the business units, which are responsible for originating, managing and monitoring credit exposures within approved risk limits and in line with the Bank's risk appetite.

The Credit Risk Department, reporting to the Chief Risk Officer, constitutes the second line of defence. Within the department, Credit Assessment supports credit decision-making through independent credit analysis and assessment of the impact of transactions on the Bank’s appetite.

Credit Portfolio & Oversight provides independent oversight of the credit risk profile at a portfolio level, including the monitoring, challenge and reporting of credit risk exposures, concentrations and risk appetite metrics. Credit risk is governed through the Bank's committee structure, with the Risk Committee serving as the principal forum for the oversight and discussion of material credit risk matters.

Credit risk exposures, emerging risks and risk appetite metrics are regularly reported to the Management Board and Supervisory Board. Internal Audit acts as the third line of defence and provides independent assurance on the adequacy and effectiveness of the credit risk management framework, governance arrangements and associated controls. Formal escalation procedures are in place for breaches of regulatory requirements, risk appetite limits and early warning indicators, ensuring timely management attention, remediation and governance oversight.

6.2. Credit quality of assets (EU CR1, EU CQ1, EU CQ3)

MBE applies a definition of default that is consistent with Article 178 of the Capital Requirements Regulation (CRR). An obligor is considered to be in default where either one or both of the following conditions are met: (i) the Bank assesses that the obligor is unlikely to fully meet its credit obligations without recourse to actions such as the realisation of collateral, or (ii) the obligor is more than 90 days past due on a material credit obligation.

The table below provides an overview of the Bank's credit exposures by exposure class, presenting gross carrying amounts, accumulated impairment allowances, partial write-offs, and the value of collateral and financial guarantees received. The information is disclosed separately for performing and non-performing exposures and is further categorized by impairment stage, in accordance with the disclosure requirements set out in Article 442(c) and Article 442(d) of the CRR.

Template EU CR1: Performing and non-performing exposures and related provisions

in millions		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o
		Gross carrying amount/nominal amount						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions						Accumulated partial write-off	Collaterals and financial guarantees received	
		Performing exposures			Non-performing exposures			Performing exposures - Accumulated impairment and provisions			Non-performing exposures - Accumulated impairment, accumulated negative changes in fair value				On performing exposures	On non-performing exposures
			of which:	of which:		of which:	of which:		of which: stage 1	of which:		of which:	of which:			
005	**Cash balances at central banks and other demand deposits**	5,208	5,208													
010	Loans and advances	9,061	8,170	891	59		59	-6	-3	-3					2,195	59
030	*General governments*	0	0													
040	*Credit institutions*	958	958													
050	*Other financial corporations*	2,302	2,137	165				-1	-1						971	
060	*Non-financial corporations*	5,801	5,076	725	59		59	-5	-2	-3					1,224	59
090	Debt Securities	953	953													
110	*General governments*	454	454													
130	*Other financial corporations*	403	403													
140	*Non-financial corporations*	95	95													
150	Off-balance sheet exposures	21,853	21,672	181	60		60	6	4	2						
180	*Credit institutions*	840	840													
190	*Other financial corporations*	2,212	2,212													
200	*Non-financial corporations*	18,801	18,620	181	60		60	6	4	2						
220	***Total***	**37,074**	**36,002**	**1,072**	**119**	**-**	**119**	**-13**	**- 8**	**- 5**	**-**	**-**	**-**	**-**	**2,195**	**59**

Template EU CQ1: Credit quality of forborne exposures

in millions		a	b	c	d	e	f	g	h
		Gross carrying amount/ Nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collaterals received and financial guarantees received on forborne exposures	
		Performing forborne	Non-performing forborne			On performing forborne exposures	On non-performing forborne exposures		Of which: Collateral and financial guarantees received on non-performing exposures with forbearance measures
				Of which defaulted	Of which impaired				
005	Cash balances at central banks and other demand deposits								
010	Loans and advances		59	59				59	59
020	*Central banks*								
030	*General governments*								
040	*Credit institutions*								
050	*Other financial corporatio*								
060	*Non-financial*		59	59				59	59
070	*Households*								
080	Debt Securities								
090	Loan commitments given								
100	***Total***	**-**	**59**	**59**	**-**	**-**	**-**	**59**	**59**

Template EU CQ3: Credit quality of performing and non-performing exposures by past due days

in millions		a	b	c	d	e	f	g	h	i	j	k	l
		Gross carrying amount / Nominal amount											
		Performing exposures			Non-performing exposures								
			Not past due or Past due < 30 days	Past due > 30 days < 90 days		Unlikely to pay that are not past-due or past-due < = 90 days	Past due > 90 days <= 180 days	Past due > 180 days < =1 year	Past due > 1 year <= 2 years	Past due > 2 year <= 5 years	Past due > 5 year <= 7 years	Past due > 7 years	Of which defaulted
005	Cash balances at central banks and other demand deposits	5,208	5,208										
010	Loans and advances	9,061	9,061		59	59							59
020	*Central banks*												
030	*General governments*												
040	*Credit institutions*	958	958										
050	*Other financial*	2,302	2,302										
060	*Non-financial*	5,801	5,801		59	59							59
070	*Of which SMEs*												
080	*Households*												
090	Debt Securities	953	953										
100	*Central banks*												
110	*General governments*	454	454										
120	*Credit institutions*												
130	*Other financial*	403	403										
140	*Non-financial*	95	95										
150	Off-balance sheet exposures	21,853			60								60
160	*Central banks*												
170	*General governments*												
180	*Credit institutions*	840											
190	*Other financial corporation*	2,212											
200	*Non-financial*	18,801			60								60
210	*Households*												
220	***Total***	**37,074**	**15,221**	**-**	**119**	**59**	**-**	**-**	**-**	**-**	**-**	**-**	**119**

7. MARKET RISK

7.1. EU MRA Qualitative disclosure requirements related to market risk

Market risk is the risk of loss because of changes in market variables, including objective variables such as interest rates, exchange rates, and share prices. Furthermore, some variables are not directly observable, such as volatility and correlations. MBE’s principle of market risk is to initially maintain a predictable moderate risk profile, whilst focusing on customer flows. If possible, trading book customers are directed to highly liquid vanilla products with frequent turnover. MBE’s policy on market risk is not to be exposed to material open positions in interest rate and foreign currency risks. In principle, MBE either matches the lending and borrowing on an individual basis or enter into derivatives to hedge the interest rate and foreign currency risk on a one-by-one basis.

7.2. Market Risk Strategy and Risk Management Framework

MBE manages market risk through a comprehensive Market Risk Management Framework designed to identify, measure, monitor, control and report market risk exposures arising from both trading book and banking book activities. The framework forms part of the MBE's overall Risk Management Framework and is aligned with the Risk Appetite Statement, business strategy, governance arrangements and applicable regulatory requirement. Market risk is managed through a combination of approved risk appetite metrics, limits, monitoring possesses and escalation procedures. Risk exposures are measured and monitored against established limits covering material market risk drivers, with regular reporting provided to senior management and relevant governance committees. The market risk framework is reviewed periodically to ensure ongoing appropriateness and effectiveness.

7.3. Risk Mitigation and Hedging

MBE may employ hedging strategies to mitigate market risk exposures in accordance with approved policies and trading mandates. Hedging activities are subject to defined governance, monitoring and control requirements and must be supported by an appropriate risk management rationale. Market risk management independently oversees market risk exposures, risk appetite utilisation and hedge effectiveness through established monitoring and reporting processes. Material exposures, exceptions and limit breaches are escalated through the Bank's governance framework.

7.4. Governance

The Management Board maintains ultimate responsibility for the oversight of market risk and approves the Bank's market risk appetite, risk management framework and key policies. Oversight is supported through relevant governance committees, including the Risk Committee and Asset and Liability Management Committee, which review market risk exposures, limit utilisation and risk profile developments.

7.5. Risk Measurement and Reporting

MBE employs a range of risk measurement techniques appropriate to the nature, scale and complexity of its activities. Market risk exposures are assessed using approved risk metrics, stress testing and limit frameworks, which support both day-to-day risk management and the assessment of capital adequacy through the ICAAP process. Regular market risk reporting is produced for senior management and governance committees and includes monitoring of risk appetite, limit utilisation, stress testing results and material market risk developments. Risk measures and limits are calibrated to ensure that the Bank's market risk profile remains consistent with its approved risk appetite.

7.6. General Overview of Trading Book Positions

MBE maintains trading book positions in accordance with its approved Trading Book Policy and Market Risk Management Policy. Trading activities are conducted within the Board-approved Risk Appetite Statement and are subject to established governance, risk measurement, monitoring and control processes. Trading book positions may give rise to interest rate risk, foreign exchange risk, credit spread risk and other market risk exposures which are independently monitored by the Market Risk Management function through the Bank's limit framework and reporting processes.

The scope, nature and risk characteristics of trading book positions are reviewed through the Bank's market risk governance framework and are incorporated into the MBEs regulatory capital assessment and Internal Capital Adequacy Assessment Process.

8. OPERATIONAL RISK

8.1. EU ORA Qualitative information on operation risk

8.1.1. Operational Risk definitions

Operational risk is the risk of loss resulting from inadequate or failed internal processes, people, systems, or external events. The bank manages operational risk within a Board-approved risk appetite framework and maintains a structured approach to identifying, assessing, monitoring and mitigating operational risk exposures.

8.1.2. Operational Risk structure and organization

Operational risk is managed through a Three Lines of Defence model. Business and functional management own and manage operational risks, while the independent Operational Risk Management function provides framework oversight and challenge. Internal Audit provides independent assurance over the effectiveness of the operational risk management framework. Oversight is supported by relevant Risk and Board committees

8.1.3. Operational Risk key objectives

Operational Risk Management Framework supports the effective identification, assessment, monitoring, management, and reporting of operational risks, while promoting a strong risk and control culture across the organisation. The framework forms an integral part of the overall Enterprise Risk Management Framework, enabling operational risk considerations to be embedded within business decision-making and strategic planning.

8.1.4. Operational Risk Assessment and Monitoring Framework

The Bank identifies, assesses and monitors operational risks through its Operational Risk Management Framework, which incorporates risk and control assessments, operational risk event analysis, key risk indicators, scenario analysis and management reporting. Material operational risk events are captured, investigated and used to support control enhancements and continuous improvement. Key operational risk categories include cyber and information security risk, third-party risk, business disruption and operational resilience risk, fraud risk, conduct risk and operational process risk. Emerging risks are regularly assessed as part of the Bank's risk management activities.

8.1.5. Operational Risk Reporting Framework

Operational risk reporting supports effective oversight and decision-making across the organisation. Reporting is provided monthly to Non-Financial Risk Committee and the Risk Committee.

A defined escalation process ensures that material risk events are reported to the appropriate level of management based on severity. Reporting includes key operational risks, material incidents, control weaknesses, and progress against remediation actions, supporting the timely identification and management of operational risk exposures.

8.1.6. Risk mitigation strategies and controls

The bank maintains a control environment designed to identify, prevent, detect and respond to operational risk events. The framework is supported by policies, procedures, monitoring activities, incident management processes, operational resilience arrangements, third-party risk management practices and business continuity planning. The effectiveness of the control environment is subject to ongoing review and enhancement

8.1.7. Operational Risk Own Funds requirement

MBE calculates operational risk own funds requirements in accordance with the CRR3 operational risk framework, using the regulatory Standardised Approach based on methodology based on the Business Indicator (BI) methodology.

To support the assessment and management of operational risk exposures, the institution complements the regulatory capital framework with scenario analysis.

Operational risk capital requirements are calculated in accordance with applicable regulatory requirements and are subject to ongoing review as part of the institution's overall risk management and capital adequacy framework.

9. REMUNERATION POLICY

9.1. EU REMA Remuneration policy

9.1.1. Introduction

MBE has a Remuneration Policy that reflects and supports the business plan, strategy, objectives, values and long-term interests of the Bank and its stakeholders. The Policy corresponds with sound and effective risk management and motivates employees to perform to high quality standards. It considers the interests of customers, staff members, shareholders, other stakeholders and MBE as a company, and does not promote excessive risk taking. MBE's Remuneration Policy was last evaluated and adjusted in 2025 and is in line with all applicable local and European rules and regulations, including the Dutch Financial Supervision Act, the European Capital Requirements legislative package, the Dutch Banking Code and the EBA Guidelines on Sound Remuneration Policies. The filled remuneration templates can be found in Annex II.

9.1.2. Governance

MBE's remuneration policy clearly sets out the requirements regarding the remuneration of staff. The document applies to all employees, including staff seconded from other entities within the Mizuho Financial Group Inc. and staff located in MBE branches in Paris, Frankfurt and Madrid. The remuneration policy is subject to regular review by the Supervisory Board, and is formally approved by the shareholder of Mizuho Bank Europe N.V. The policy is maintained and managed by the Human Resources Department within MBE, which acts as first line of defense when it comes to implementing and complying with the policy, and facilities the annual review of the policy. The HR department reports risk and compliance issues related to remuneration to the Management Board, which is responsible for informing the Supervisory Board. The governance surrounding the Remuneration policy is in line with the internal three lines of defense model.

The Remuneration Policy is designed to support effective risk management while retaining flexibility to respond to external developments, including future legislative or regulatory changes. The policy also provides a market-based remuneration framework that enables MBE to attract and retain high caliber staff, while promoting fairness and consistency across the employment lifecycle and supporting MBE's high standards of governance, control and risk management.

The Supervisory Board reviews the general principles of the Policy, oversees its implementation by the Management Board and reviews and approves the remuneration of Identified Staff. The Management Board independently decides on remuneration of non-identified staff.

Regarding the determination of staff compensation, the Management Board meets several times per year. In addition, the Supervisory Board meets to review and discuss the remuneration of the identified staff and review, discuss and determine the remuneration of Management Board members.

As part of MBE's corporate governance arrangements, the Supervisory Board has established a Human Resources Committee ("HRC") to oversee remuneration policies and practices. All Supervisory Board Members are also HRC members. The HRC members therefore include Independent and Non-Independent Non-Executive Directors. In addition to setting the overall remuneration policy and philosophy, the HRC ensures the appropriate governance regarding remuneration of employees and in particular Identified Staff ("IDS"). The HRC receives regular input from multiple stakeholders including the Chief Executive Officer (CEO), Chief Human Resources Officer (CHRO), Chief Risk Officer (CRO), and Chief Financial Officer (CFO). The HRC includes cross membership with Board Risk and Audit & Compliance Committees and the committee has the authority to appoint external, independent advisors to consult on any remuneration matters.

Between 1 January 2025 and 31 March 2026, the HRC held six regular meetings.

* Wet Beloningsbeleid Financiele ondernemeningen of 28 januari 2015 - https://zoek.officielebekendmakingen.nl/stb-2015-45.html

9.1.3. Remuneration of general staff

The remuneration of all staff members consists of (i) a base salary, (2) benefits and (3) variable/ performance-related compensation. At least 50% of variable/ performance related compensation is based on non-financial performance criteria. In principle, the variable remuneration granted per annum in respect of MBE's staff based in the Netherlands shall not exceed 20% of such person’s fixed remuneration (i.e. Base Salary plus Benefits but excluding employers pension contribution). Exceptions of the 20% cap can be applied to staff whose
Remuneration does not solely result from a collective employment agreement. In respect of MBE staff based outside the Netherlands, the variable remuneration granted per annum shall not exceed 100% of such person’s fixed remuneration.

Staff in control functions are independent from the business unit or units they oversee, have appropriate authority, and are remunerated in accordance with the achievement of the objectives set for their functions and independent of the performance from the business unit or units they oversee. MBE does not award discretionary pension contributions to its staff.

9.1.4. Identified staff

Identified Staff are defined as staff whose professional activities may have a material impact on MBE’s risk profile, considering the criteria set out in applicable EU and Dutch regulatory requirements, including the Commission Delegated Regulation (EU) 2021/923 (Regulatory Technical Standards), as well as any supplementary guidance. A list of IDS is maintained by the Human Resources department. All identified staff are formally notified of their IDS status and the implications associated with such designation.

9.1.5. Control functions

Staff in control functions operate independently from the business units they oversee, are vested with appropriate authority, and are remunerated primarily based on the achievement of the objectives applicable to their functions, independently of the performance of the business units they oversee. The remuneration of the heads of those control functions is subject to approval by the HRC.

9.1.6. Remuneration of the Management Board

The remuneration of Management Board members compromises of (i) a base salary, (2) benefits and (3) variable/ performance-related compensation related to company and personal performance. At least 50% of variable/ performance related compensation shall be based on non-financial performance criteria. The members of the Management Board are considered identified staff, and their remuneration is reviewed and determined by the Supervisory Board. MBE does not award discretionary pension contributions to members of the Management Board.

9.1.7. The link between pay and performance

The remuneration policy is designed to align employee remuneration with performance and to support and promote shareholder interests by incentivizing employees to deliver sustained performance and long-term value in line with MBE’s strategic goals. The policy is made available to all employees on the intranet.

A Performance Adjustment Panel, comprising the Chief Human Resources Officer, the Chief Compliance Officer, the Chief Financial Officer, the Chief Risk Officer, meets regularly (typically four times per year) to consider a range of remuneration-related matters including behavior, conduct and risk-related events.

In its role supporting the HRC, the Panel reviews matter relating to individual activities and/or conduct and assesses whether risk adjustment to variable remuneration may be appropriate. These considerations are reflected in management assessments or, where appropriate, escalated to the HRC with a recommendation on the application and quantum of any adjustment to variable remuneration.
The HRC considers information on corporate performance and risk management in determining the appropriateness of discretionary remuneration outcomes, including for IDS. The level of discretionary variable remuneration is determined in consultation with MBE’s parent company, Mizuho Financial Group, with appropriate review and approval by the HRC.

Bonus pool determination

Bonus pools are determined to reward performance that contributes to sustainable shareholder value, reflects progress against the firm’s strategic goals, and supports a strong risk and control environment. Mizuho assesses performance on a holistic basis, considering a range of financial and non-financial factors aligned to long-term value generation and avoidance of inappropriate risk taking.
All variable remuneration is discretionary and will only be awarded where it is sustainable in the context of the firm’s financial position and does not compromise the soundness of the capital base.

The total level of discretionary variable remuneration is determined with reference to management accounting profit before bonus and tax at the EMEA level and is subsequently adjusted to reflect both quantitative and qualitative considerations. This includes the application of the risk adjustment process, incorporating both financial and nonfinancial risk indicators, to ensure that remuneration outcomes are aligned with the firm’s risk profile. The final outcome is subject to oversight and approval by the HRC, including consideration of ex-post risk adjustment where appropriate.

Individual performance

The staff appraisal framework ensures that an individual’s behavior, including adherence to risk management, control and compliance requirements, is appropriately considered, and that performance assessments are not based solely on financial outcomes.
Performance is assessed through a Balanced Scorecard framework, under which individual performance is evaluated across both financial and non-financial measures. The Balanced Scorecard Appraisal consists of the following:

1. Financial, Strategic & Operational; assessment against goals set at the beginning of the financial year, including delivery against financial, strategic and operational priorities.
2. Global Values; assessment against Mizuho’s 5 Global Values; Integrity, Passion, Agility, Creativity and Empathy.

Individual performance is assessed using a rating scale of 1 (Below Expectations) to 5 (Greatly Exceeds Expectations).

The Balance Scorecard appraisal is used to determine overall performance ratings and supports determination of individual remuneration outcomes. Where material risk, control or conduct issues are identified, including through the Remuneration Sub-Group, risk adjustment may be applied to discretionary remuneration, including reductions of up to 100% through the application of malus.

9.1.8. The design and structure of the remuneration scheme

Fixed remuneration

Fixed remuneration primarily reflects an employee’s professional experience and organizational responsibility, as set out in the employee’s job description and terms of employment. Fixed remuneration comprises base salary, benefits, pension and, where applicable, any allowances.

Variable remuneration

Variable remuneration is discretionary, conditional and contingent upon the achievement of sustainable and risk-adjusted performance in excess of that required to fulfil the employee’s role. Performance is assessed across a range of quantitative and qualitative measures. For Front Office employees, this includes revenue generation alongside adherence to risk, control and conduct standards. For control and support functions, performance is assessed with reference to operational efficiency and resilience.

Variable remuneration is only awarded where it is sustainable in the context of MBE’s financial position and is justified by individual, departmental, MBE or wider Mizuho Financial Group, Inc. performance. Revenue used in performance assessment is subject to risk-adjustment to ensure that outcomes reflect sustainable performance within the firm’s risk appetite and limits.

Awards of variable remuneration remain subject to adjustment, reduction or forfeiture including down to zero, at the discretion of the firm.

Risk adjustment

Risk adjustment is applied at both the bonus pool and individual levels to ensure that remuneration outcomes are aligned with the firm's risk profile and risk appetite. The CRO and the CFO provide independent input into the determination of risk-adjusted outcomes, including recommending adjustments to the bonus pool to reflect the extent to which performance has been achieved in line with risk appetite, risk adjusted returns and financial sustainability. The CRO and CFO may also recommend further adjustments to reflect emerging future risks, or where individual or business activities are not aligned with the firm's strategy, risk appetite or regulatory expectations, including in relation to conduct or regulatory risk events. Such recommendations are considered by the HRC in determining final remuneration outcomes.

Deferral policy

During the financial year January 2025 to March 2026 variable pay for IDS and certain other staff were subject to deferral arrangements.

For IDS who were not subject to the de-minimis concession, a proportion of variable remuneration was deferred in accordance with applicable regulatory requirements. With effect from FY25 awards, deferral is applied at a rate of 40% of variable remuneration where total variable remuneration is below €500,000 and 60% where total variable remuneration is above this threshold, with deferred awards vesting over a minimum period of four years.

At least 50% of any variable remuneration awarded to IDS is delivered in Mizuho Financial Group, Inc. (MHFG) shares. This requirement is applied at the total variable remuneration level, in line with regulatory requirements.

For other staff subject to the deferral arrangements (including IDS who fall within the de-minimis concession), a proportion of variable remuneration is deferred in cash over a three-year period in line with internal policy thresholds.

Guarantees

Guaranteed variable remuneration may be awarded only in exceptional circumstances, typically in connection with the recruitment of a new employee where the individual forfeits variable remuneration upon leaving their previous employer. Any such awards are subject to applicable regulatory requirements and are limited to the first year of the new employee's service.

Any guaranteed variable remuneration is not subject to the same requirements as other elements of variable remuneration, including deferral, performance conditions and risk adjustment, and is not included in the calculation of the fixed to variable remuneration ratio.

Severance payments

Any payments related to early termination of employment are designed not to reward failure or misconduct considering applicable regulatory requirements.
The HRC approves non-standard termination payments made to Identified Staff.

Malus and clawback

MBE applies ex post risk adjustment to variable remuneration through malus during the deferral period and clawback following vesting, in accordance with applicable legal, regulatory and internal policy requirements. Deferred variable remuneration remains subject to malus prior to vesting and may be reduced, cancelled or forfeited, in whole or in part, at the discretion of the HRC. Variable remuneration, whether deferred or non-deferred and including cash and share-based awards, may also be subject to clawback for a period of up to seven years from the date of award. The criteria for the application of malus and/or clawback include, but are not limited to, misconduct, material error, material failure of risk management, significant losses, a restatement or recalculation of financial performance and any other circumstance required by law or regulation.

In determining whether malus or clawback should be applied, the HRC may consider matters arising at any time and may revisit prior determinations where necessary to ensure remuneration outcomes appropriately reflect the impact of such matters over time. Any recovery may, to the extent permitted by law and applicable contractual arrangements, be affected through reduction of unvested awards, deduction from salary or other sums due, direct repayment by the individual, or the sale of shares held on the individual's behalf.

Personal Hedging Strategies

Employees must not use personal hedging strategies or liability–related contracts of insurance to undermine the risk alignment effects embedded in their remuneration arrangements. FX-related hedging strategies or FX liability-related contracts of insurance may be permitted, subject to prior notification to and approval from Compliance and Human Resources.

9.1.9. Fixed to variable ratio

In line with Dutch regulatory requirements, variable remuneration for MBE employees based in the Netherlands generally does not exceed 20% of fixed annual remuneration.

In exceptional circumstances, MBE has applied the derogation allowing employees whose remuneration does not, or does not exclusively, follow from a collective labor agreement to receive variable remuneration that exceeds 20% of fixed annual remuneration, provided that:

a. the average ratio between fixed and variable remuneration of all persons working under the responsibility of the enterprise who perform their work primarily within the Netherlands and whose remuneration does not exclusively follow from such a collective agreement does not exceed 20%; and

b. the variable remuneration referred to above does not exceed 100% of the fixed annual remuneration.

In line with Dutch regulatory requirements, variable remuneration for MBE employees based in other EU countries outside the Netherlands does not exceed 100% of fixed annual remuneration.

9.2. EU REM1 Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function	MB Management function	Other Senior Management	Other identified staff
1	Fixed remuneration	Number of identified staff	4	6	15	3
2		Total fixed remuneration	200,800	1,843,541	3,367,214	1,553,110
3		Of which: cash-based	200,800	1,843,541	3,367,214	1,553,110
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	-	-	-	-
5		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-5x		Of which: other instruments	-	-	-	-
6		(Not applicable in the EU)				
7		Of which: other forms	-	-	-	-
8		(Not applicable in the EU)				
9	Variable remuneration	Number of identified staff	4	6	15	3
10		Total variable remuneration	-	245,253	997,125	1,041,500
11		Of which: cash-based	-	245,253	784,625	711,500
12		Of which: deferred	-	-	104,170	214,010
EU-13a		Of which: shares or equivalent ownership interests	-	-	212,500	330,000
EU-14a		Of which: deferred	-	-	85,000	132,000
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-14b		Of which: deferred	-	-	-	-
EU-14x		Of which: other instruments	-	-	-	-
EU-14y		Of which: deferred	-	-	-	-
15		Of which: other forms	-	-	-	-
16		Of which: deferred	-	-	-	-
17	Total remuneration (2 + 10)		200,800	2,088,793	4,364,339	2,594,610

9.3. EU REM2 Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
7	Severance payments awarded during the financial year - Total amount	0	0	0	0
8	Of which paid during the financial year	0	0	0	0
9	Of which deferred	0	0	0	0
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11	Of which highest payment that has been awarded to a single person	0	0	0	0

9.4. EU REM3 Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e.changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	-	-	-	-	-	-	-	-
2	Cash-based	-	-	-	-	-	-	-	-
3	Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
4	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
5	Other instruments	-	-	-	-	-	-	-	-
6	Other forms	-	-	-	-	-	-	-	-
7	MB Management function	-	-	-	-	-	-	-	-
8	Cash-based	-	-	-	-	-	-	-	-
9	Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
10	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
11	Other instruments	-	-	-	-	-	-	-	-
12	Other forms	-	-	-	-	-	-	-	-
13	Other senior management	191,257	99,865	91,393	-	-	143,194	99,865	-
14	Cash-based	154,057	76,465	77,593	-	-	121,572	76,465	-
15	Shares or equivalent ownership interests	37,200	23,400	13,800	-	-	21,622	23,400	-
16	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
17	Other instruments	-	-	-	-	-	-	-	-
18	Other forms	-	-	-	-	-	-	-	-
19	Other identified staff	665,869	264,012	401,857	-	-	629,628	360,262	59,250
20	Cash-based	420,869	168,762	252,107	-	-	395,000	168,762	-
21	Shares or equivalent ownership interests	245,000	95,250	149,750	-	-	234,628	191,500	59,250
22	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23	Other instruments	-	-	-	-	-	-	-	-
24	Other forms	-	-	-	-	-	-	-	-
25	Total amount	857,126	363,877	493,250	-	-	772,821	460,127	59,250

9.5. EU REM4 Remuneration of 1 million EUR of more per year

		a
	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	1
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
x	To be extended as appropriate, if further payment bands are needed.	0

10. ANNEXES

10.1. Annex I Risk inventory

Risk type	Definition
Credit Risk	MBE defines credit risk as the current or prospective threat to an institution's earnings and capital as a result of counterparty's failure to comply with a financial or other contractual obligation in respect of the institution, including the possibility of restrictions on or impediments to the transfer of payments from abroad. MBE provides credit to corporate clients with focus on the European and Japanese market.
Concentration Risk	Sector or geographical concentrations arise when a number of counterparties are engaged in similar business activities or activities in the same geographic region. These activities could be disrupted in a similar manner, if non-favorable changes in economic, political or other macroeconomic factors occur. Which in turn could hurt their ability to meet contractual obligations. Single name concentration arises when the bank portfolio is largely exposed to a few clients.
Counterparty credit risk	In MBE, CCR arises mainly from derivative contracts. Majority of MBE's derivative financial instruments consist of vanilla derivatives: foreign currency spot and forward contracts, FX swaps, interest rate swaps and currency swaps which are initially recognized at cost, with subsequent measurement to their fair value at each balance sheet date.
Market Risk	Market risk is the risk that MBE' s financial condition or results are adversely affected due to changes in the value of financial instruments arising from movements in market prices, including, but not limited to, interest rates, credit spreads, equity prices, and FX rates. For Pillar 1 purposes, market risk is determined in relation to interest rate risk, credit spread risk, foreign exchange risk, equity risk and commodity risk arising from trading book activities and other positions subject to market risk capital requirements.
Liquidity Risk	The inability of an institution to fund increases in assets and meets obligations as they come due, without incurring unacceptable losses.
Interest Rate risk	Interest Rate Risk in the Banking Book ("IRRBB") is the risk a bank faces due to interest rate re-pricing mismatches (i.e. fixed-rate versus floating-rate assets or liabilities) and maturity mismatches between its assets and liabilities. Interest rate risk is the exposure of a bank's financial condition to adverse movements in interest rates.
Operational Risk	Operational risk is the risk of direct or indirect losses arising from deficiencies or failures in internal processes, human factors or from external systems and events. This definition includes legal risks but does not include strategic or reputational risks.
Business and Profitability risk	Business model risk is defined as the risk of a shortfall in net profit which may arise from potential gaps in MBE's idiosyncratic business model. In the past 3 years MBE has achieved sustainable income even though it has a tough economic environment, driven by low interest rates and increasing competition. MBE's good relationship with its customer base made it possible to preserve constant income.

10.2. Annex II Disclosure requirements for Other Institutions

The Pillar 3 disclosures for Other Institutions are defined in Article 433c of the CRR.

Mizuho Bank Europe N.V Pillar 3 Report 2025-2026		
Reference to Paragraph	**CRR Article**	**Section title**
	Article 433c	**Disclosures by Other Institutions** *1. Institutions that are not subject to Article 433a or 433b shall disclose the information outlined below with the following frequency:* *(a) all the information required under this Part on an annual basis;* *(b) the key metrics referred to in Article 447 on a semi-annual basis.* *2. By way of derogation from paragraph 1 of this Article, other institutions that are non-listed institutions shall disclose the following information on an annual basis:*
2		**Risk Management, Key prudential metrics and RWA**
2.1	*Point (d) of Article 438*	**EU OV1 Total risk exposure amounts (RWA)**
2.2	*Points (a) to (g) of Article 447 and point (b) of Article 438*	**EU KM1 Key Metrics**
2.3		**EU OVC ICAAP**
	Article 438(a) CRR	*(a) Approach to assessing the adequacy of the internal capital*
	Article 438(c) CRR	*(b) Upon demand from the relevant competent authority, the result of the institution's internal capital adequacy assessment process*
3		**Risk Management objectives and policies**
3.1		**EU OVA Institution risk management approach**
	Point (f) of Article 435(1) CRR	*(a) Disclosure of concise risk statement approved by the management body*
	Point (b) of Article 435(1) CRR	*(b) Information on the risk governance structure for each type of risk*
	Point (e) of Article 435(1) CRR	*(c) Declaration approved by the management body on the adequacy of the risk management arrangements.*
	Point (c) of Article 435(1) CRR	*(d) Disclosure on the scope and nature of risk disclosure and/or measurement systems.*
	Point (c) of Article 435(1) CRR	*(e) Disclose information on the main features of risk disclosure and measurement systems.*
	Point (a) of Article 435(1) CRR	*(f) Strategies and processes to manage risks for each separate category of risk.*
	Points (a) and (d) of Article 435(1) CRR	*(g) Information on the strategies and processes to manage, hedge and mitigate risks, as well as on the monitoring of the effectiveness of hedges and mitigants.*

3.2	 *Point (a) of Article 435(2) CRR* *Point (b) of Article 435(2) CRR* *Point (c) of Article 435(2) CRR* *Point (d) of Article 435(2) CRR* *Point (e) Article 435(2) CRR*	**EU OVB Governance arrangements** *(a) The number of directorships held by members of the management body.* *(b) Information regarding the recruitment policy for the selection of members of the management body and their actual knowledge, skills and expertise.* *(c) Information on the diversity policy with regard of the members of the management body.* *(d) Information whether or not the institution has set up a separate risk committee and the frequency of the meetings.* *(e) Description on the information flow on risk to the management body.*
4 **4.1** **4.2**	 *Points (a), (d), (e) and (f) of Article 437* *Point (e) of Article 444* *Point (a) of Article 437*	**Own Funds** **EU CCI Composition of regulatory own funds** *(a) amounts* *(b) Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation* **EU CC2 Reconciliation of regulatory own funds to balance sheet in the audited financial statements** *(a) Balance sheet as in published financial statements as at period end* *(b) Under regulatory scope of consolidation* *(c) Reference*
5 **5.1**	 *Article 451a(4) CRR*	**Liquidity requirements** **EU LIQA Liquidity risk management** *(a) Strategies and processes in the management of the liquidity risk, including policies on diversification in the sources and tenor of planned funding,* *(b) Structure and organization of the liquidity risk management function (authority, statute, other arrangements).* *(c) A description of the degree of centralization of liquidity management and interaction between the group's units* *(d) Scope and nature of liquidity risk reporting and measurement systems.* *(e) Policies for hedging and mitigating the liquidity risk and strategies and processes for monitoring the continuing effectiveness of hedges and mitigants.* *(f) An outline of the bank`s contingency funding plans.* *(g) An explanation of how stress testing is used.* *(h) A declaration approved by the management body on the adequacy of liquidity risk management arrangements of the institution providing assurance that the liquidity risk management systems put in place are adequate with regard to the institution's profile and strategy.*

		(i) A concise liquidity risk statement approved by the management body succinctly describing the institution's overall liquidity risk profile associated with the business strategy. This statement shall include key ratios and figures (other than those already covered in the EU LIQ1 template under this ITS) providing external stakeholders with a comprehensive view of the institution's management of liquidity risk, including how the liquidity risk profile of the institution interacts with the risk tolerance set by the management body. *These ratios may include:* *- Customized measurement tools or metrics that assess the structure of the bank's balance sheet or that project cash flows and future liquidity positions, taking into account off-balance sheet risks which are specific to that bank* *- Liquidity exposures and funding needs at the level of individual legal entities, foreign branches and subsidiaries, taking into account legal, regulatory and operational limitations on the transferability of liquidity* *- Balance sheet and off-balance sheet items broken down into maturity buckets and the resultant liquidity gaps*
6		**Credit risk quality**
6.1		**EU CRA General qualitative information about credit risk**
		Institutions shall describe their risk management objectives and policies for credit risk by providing the following information: *Qualitative disclosures*
	Point (f) of Article 435(1) CRR	*(a) In the concise risk statement in accordance with point (f) of Article 435(1) CRR, how the business model translates into the components of the institution's credit risk profile.*
	Points (a) and (d) of Article 435(1) CRR	*(b) When discussing their strategies and processes to manage credit risk and the policies for hedging and mitigating that risk in accordance with points (a) and (d) of Article 435(1) CRR, the criteria and approach used for defining the credit risk management policy and for setting credit risk limits.*
	Point (b) of Article 435(1) CRR	*(c) When informing on the structure and organization of the risk management function in accordance with point (b) of Article 435(1) CRR, the structure and organization of the credit risk management and control function.*
	Point (b) of Article 435(1) CRR	*(d) When informing on the authority, status and other arrangements for the risk management function in accordance with point (b) of Article 435(1) CRR, the relationships between credit risk management, risk control, compliance and internal audit functions.*
6.2	*Points (c) and (f) of Article 442*	**EU CR1 Performing and non-performing exposures and related provisions**
	Points (c) and (f) of Article 442	**EU CQ1 Credit quality of forborne exposures**
	Points (c) and (f) of Article 442	**EU CQ3 Credit quality of performing and non-performing exposures by past due days**
7		**Market risk**
7.1		**EU MRA Qualitative disclosure requirements related to market risk**
	Points (a) and (d) of Article 435 (1) CRR	*(a) A description of the institution's strategies and processes to manage market risk and a description of the institution's policies for hedging and mitigating risk and strategies and processes for monitoring the continuing effectiveness of hedges.*

	Point (b) of Article 435 (1) CRR *Point (c) of Article 435 (1) CRR* *Paragraph (1) of Article 445 CRR*	*(b) A description of the structure and organization of the market risk management function, including a description of the market risk governance structure established to implement the strategies and processes of the institution discussed in row (a) above, and that describes the relationships and the communication mechanisms between the different parties involved in market risk management.* *(c) Scope and nature of risk reporting and measurement systems* *EU (d) A general overview of the trading book positions for institutions that use the Simplified Standardized Approach or the Alternative Standardized Approach.*
8 **8.1**	 **Free format** *Article 446(1)(a) and Article 435(1)(a) CRR* *Article 446(1)(a) and Article 435(1) (b) CRR* *Article 446(1)(a) and Article 435(1) (c) CRR* *Article 446(1)(a) and Article 435(1) (c) CRR* *Article 446(1)(a) and Article 435(1) (d) CRR*	**Operational risk** **EU ORA Qualitative information on operational risk** *(a) Disclosure of the risk management objectives and policies* *(b) Disclosure of the structure and organization of the operational risk management function* *(c) Description of the scope and nature of the measurement system* *(d) Description of the scope and nature of the operational risk reporting framework* *(e) Description of the policies and strategies of the risk mitigation and risk hedge*
9 **9.1**	 *Points (a) to (f), (j) and (k) of Article 450(1) and Article 450(2)*	**Remuneration policy** **EU REMA Remuneration policy** *Institutions shall describe the main elements of their remuneration policies and how they implement these policies. In particular, the following elements, where relevant, shall be described:* *Qualitative disclosures* *(a) Information relating to the bodies that oversee remuneration. Disclosures shall include:* *Name, composition and mandate of the main body (management body or remuneration committee as applicable) overseeing the remuneration policy and the number of meetings held by that main body during the financial year.* *External consultants whose advice has been sought, the body by which they were commissioned, and in which areas of the remuneration framework.* *A description of the scope of the institution's remuneration policy (eg by regions, business lines), including the extent to which it is applicable to subsidiaries and branches located in third countries.* *A description of the staff or categories of staff whose professional activities have a material impact on institutions' risk profile.*

		(b) Information relating to the design and structure of the remuneration system for identified staff. Disclosures shall include: *An overview of the key features and objectives of remuneration policy, and information about the decision-making process used for determining the remuneration policy and the role of the relevant stakeholders.* *Information on the criteria used for performance measurement and ex ante and ex post risk adjustment.* *Whether the management body or the remuneration committee where established reviewed the institution's remuneration policy during the past year, and if so, an overview of any changes that were made, the reasons for those changes and their impact on remuneration.* *Information of how the institution ensures that staff in internal control functions are remunerated independently of the businesses they oversee.* *Policies and criteria applied for the award of guaranteed variable remuneration and severance payments.* *(c) Description of the ways in which current and future risks are taken into account in the remuneration processes. Disclosures shall include an overview of the key risks, their measurement and how these measures affect remuneration.*
	Point (g) of Article 94(1) CRD.	*(d) The ratios between fixed and variable remuneration set in accordance with point (g) of Article 94(1) CRD.*
		(e) Description of the ways in which the institution seeks to link performance during a performance measurement period with levels of remuneration. Disclosures shall include: *An overview of main performance criteria and metrics for institution, business lines and individuals.* *An overview of how amounts of individual variable remuneration are linked to institution-wide and individual performance.* *Information on the criteria used to determine the balance between different types of instruments awarded including shares, equivalent ownership interest, options and other instruments.* *Information of the measures the institution will implement to adjust variable remuneration in the event that performance metrics are weak, including the institution's criteria for determining "weak" performance metrics.* *(f) Description of the ways in which the institution seeks to adjust remuneration to take account of longterm performance. Disclosures shall include:* *An overview of the institution's policy on deferral, payout in instrument, retention periods and vesting of variable remuneration including where it is different among staff or categories of staff.* *Information of the institution' criteria for ex post adjustments (malus during deferral and clawback after vesting, if permitted by national law).* *Where applicable, shareholding requirements that may be imposed on identified staff.*
	Point (f) of Article 450(1) CRR	*(g) The description of the main parameters and rationale for any variable components scheme and any other non-cash benefit in accordance with point (f) of Article 450(1) CRR. Disclosures shall include:* *Information on the specific performance indicators used to determine the variable components of remuneration and the criteria used to determine the balance between different types of instruments awarded, including shares, equivalent ownership interests, share-linked instruments, equivalent non cash-instruments, options and other instruments.*

		(h) Upon demand from the relevant Member State or competent authority, the total remuneration for each member of the management body or senior management.
	Article 94(3) CRD in accordance with point (k) of Article 450(1) CRR *Article 450(2) CRR.*	*(i) Information on whether the institution benefits from a derogation laid down in Article 94(3) CRD in accordance with point (k) of Article 450(1) CRR.* *For the purposes of this point, institutions that benefit from such a derogation shall indicate whether this is on the basis of point (a) and/or point (b) of Article 94(3) CRD. They shall also indicate for which of the remuneration principles they apply the derogation(s), the number of staff members that benefit from the derogation(s) and their total remuneration, split into fixed and variable remuneration.* *(j) Large institutions shall disclose the quantitative information on the remuneration of their collective management body, differentiating between executive and non-executive members in accordance with Article 450(2) CRR.*
9.2	*Point (h)(i)-(ii) of Article 450(1)*	**EU REM1 Remuneration awarded for the financial year**
9.3	*Point (h)(v) to (vii) of Article 450(1)*	**EU REM2 Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)**
9.4	*Point (h)(iii) and (iv) of Article 450(1)*	**EU REM3 Deferred remuneration**
9.5	*Point (i) of Article 450(1)*	**EU REM4 Remuneration of 1 million EUR or more per year**