

# Health and Productivity Management at Mizuho: (1) Promotion Structure

## Health and Productivity Management Declaration

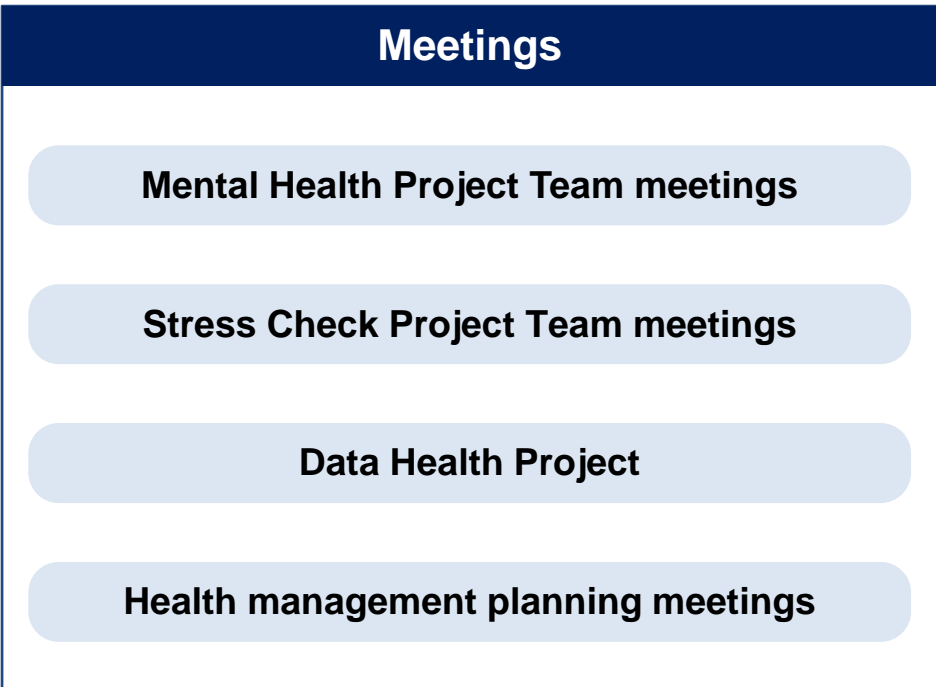
Mizuho will strategically promote health and productivity management, aiming to create an environment in which a diverse range of employees can work in a lively manner and to leverage the strengths and personalities of all employees by increasing their motivation and productivity, making them drivers of corporate value enhancement and sustainable growth.



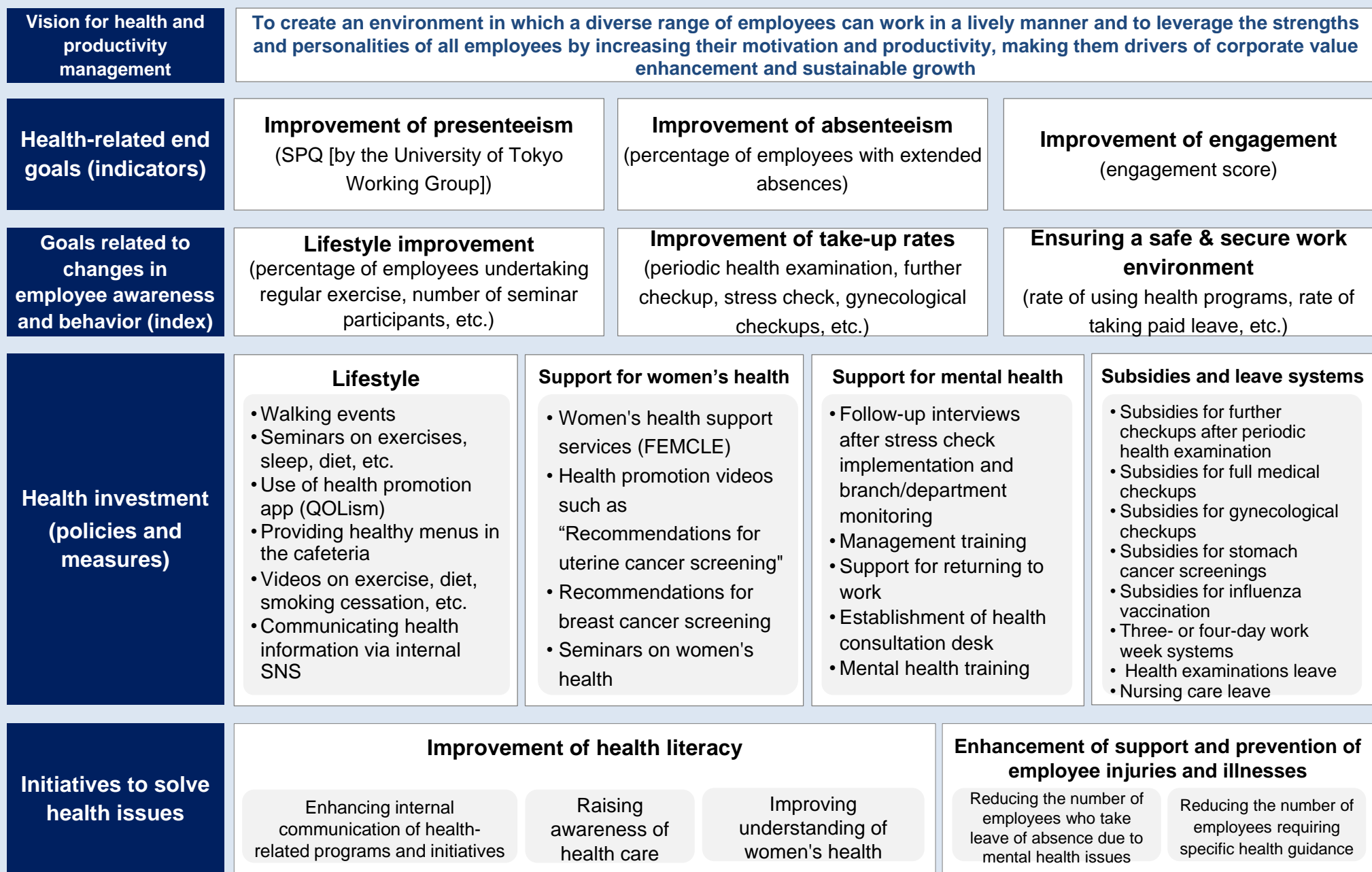
Nobuhiro Kaminoyama  
Group Chief Human Resources Officer  
Senior Executive Officer  
Member of the Board of Directors  
Mizuho Financial Group, Inc.

## Organizational structure for promotion

The Group Chief Human Resources Officer (Group CHRO) is responsible for health and productivity management, and the Talent Planning and Management Department, the company medical centers (internal clinics), the Mizuho Health Insurance Society, and industrial physicians work together to build a system to promote health management. In addition, various meetings have been held to deal with important issues, where policies are examined and where their effects are verified in an integrated manner.



# Health and Productivity Management at Mizuho: (2) Strategy Map



# Health and Productivity Management at Mizuho: (3) Commitment to Health Improvement

## Commitment to promoting and improving employee health

### 1. Lifestyle

- We introduced QOLism, a health promotion app that provides functions such as exercise opportunities, diet management, and checking the results of health examinations. Walking events are also held using the app, with a cumulative total of approximately 6,600 participants.
- By designating October as "Health Promotion Month" each year, we offer employees various seminars and exercise opportunities.
- As the average age of our employees increases, the prevention of lifestyle diseases will become even more important. We are therefore working to improve the health of our employees, by aiming for a periodic health examination rate of 100% and a specific health guidance implementation rate of 70%.

### 2. Support for women's health

- Dedicated services to support women's health have been introduced to improve performance by helping resolve women's health issues. Online consultations and referrals to medical institutions are available to make it easier for women to work (approximately 2,500 employees participated).
- "Health Promotion Month" features seminars and videos focused on women's health.

### 3. Support for mental health

- Recognizing the increasing proportion of employees who take leave of absence due to mental health issues as a challenge, we are taking initiatives to improve the work environment, such as by strengthening management training and monitoring by industrial physicians based on the results of stress check analysis. Through these efforts, we aim to improve the ratio of high-stress employees, presenteeism, and absenteeism and to achieve a 100% stress check implementation rate so as to accurately understand the condition of our employees.

### 4. Subsidies and leave systems

- We provide subsidies for further checkups after periodic health examination, women's cancer screenings, and for full medical checkups. In addition, the company educates all employees and their families about measures to prevent and care for influenza and other infectious diseases and subsidizes the cost of influenza vaccinations (totaling approximately 100 million yen).
- We have implemented systems that support diverse work styles, such as a special leave system for various health examinations and a three- or four-day work week system that can be used for any reason.

## External evaluations

Mizuho has been awarded the "Health & Productivity Stock Selection\*" for four consecutive years since 2018 and the "Certified Health & Productivity Management Outstanding Organizations\*" for seven consecutive years since 2017.



\* A program jointly established by Japan's Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange to honor companies that practice excellent health and productivity management

# Health and Productivity Management at Mizuho: (4) Performance Data

Item	FY2018	FY2019	FY2020	FY2021	FY2022	
(1) Periodic health examination rate (target: 100%)	99.7%	99.6%	99.8%	99.2%	99.0%	
(2) Periodic health examination anomaly observation rate <sup>*1</sup>	32.6%	33.1%	34.2%	37.2%	43.1%	
(3) Detailed examination rate	86.4%	87.2%	85.5%	80.0%	85.6%	
(4) Specific health guidance implementation rate (target: 70%)	63.5%	59.8%	54.5%	59.2%	61.7%	
(5) Obesity rate	17.2%	17.7%	18.4%	18.1%	18.8%	
(6) Smoking rate (male)	25.9%	25.3%	24.0%	23.3%	23.5%	
(7) Smoking rate (female)	4.1%	3.8%	3.4%	3.2%	3.1%	
(8) % of employees undertaking regular exercise <sup>*1</sup>	38.5%	39.1%	36.0%	36.3%	19.3%	
(9) Stress check implementation rate (target: 100%)	95.2%	92.1%	92.0%	94.3%	89.6%	
(10) Stress check high-stress rate	8.7%	8.5%	7.3%	8.3%	9.1%	
(11) % of employees off work due to mental health issues <sup>*2</sup>	1.2%	1.4%	1.0%	1.2%	1.3%	
(12) Presenteeism <sup>*3</sup>	Very good	9.0%	10.1%	10.0%	9.6%	10.5%
	Good	41.5%	43.9%	45.0%	45.4%	45.3%
	Average	33.3%	32.1%	32.6%	32.8%	30.0%
	Low	10.9%	9.7%	8.7%	8.6%	8.3%
	Very low	5.3%	4.2%	3.7%	3.5%	5.8%
(13) Engagement <sup>*4</sup> (target: 65%)					51%	
(14) Interest in health issues <sup>*5</sup>	3.9	3.8	4.2	4.2	3.9	

Target: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Research & Technologies, and Mizuho Securities ((2), (3), (5)-(8), (12), and (14): excluding Mizuho Securities)

\*1 The standard values and questions have been changed since FY2022.

\*2 Item (11) is calculated as the percentage of employees who were absent from work for more than one month due to mental health issues.

\*3 Item (12) is surveyed based on the Japanese version of the World Health Organization Health and Work Performance Questionnaire (WHO-HPQ).

\*4 Survey methodology: Percentage of positive responses to the four engagement questions on the Staff Survey (percentage of responses 4 and 5 on a 5-point scale from 1 to 5).

\*5 Item (14) shows the mean of the responses on a 5-point scale from 1 to 5 for the Mental Research Questionnaire.