

Mizuho's commitment to promoting and improving employee health

Executive message

Why employee health is important

As stated in the HR Policy established in June 2016, each of Mizuho's key strategies for implementing the our New HR strategy are aimed at enabling us to continually enhance employee engagement, ensuring that all employees can achieve continual growth, reach their full potential, and enjoy long and fulfilling careers at Mizuho.

We believe that, in order to make that a reality, the physical and mental health of all Mizuho employees around the world is indispensable, and that taking responsibility for maintaining and improving employee health is tied to the company's continued growth.

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Group-wide, we are pursuing a variety of initiatives promoting the health and wellbeing of employees. For example, to foster employee awareness of health issues and assist employees in improving their lifestyle habits, we hold health-related seminars and distribute information on topics such as mental health, cancer, and quitting smoking. We also have a system that incentivizes employees to exercise by providing them with points based on their step counts. Further, with the aim of encouraging early detection and treatment of illnesses, we have been expanding our regular medical exam courses, as well as relevant subsidies.

Another area into which we are putting a lot of effort is our initiatives to eliminate overwork. These initiatives are key to creating a workplace where every employee can be healthy and productive.

Our multifaceted initiatives towards ensuring our employees' health literacy have been recognized for four years in a row (2018,2019,2020 and 2021) in the Health & Productivity Stock Selection, jointly conferred by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange.

We continue striving to create a supportive working environment where all employees, at any age, can work to 100% of their ability and have long and active careers. Towards this goal, we are working tirelessly to promote flexible and diverse working styles and encourage lifestyle disease prevention and control, positive mental health practices, and early cancer detection, among other measures. In doing so, we are aiming to enhance the performance of each individual, increase the productivity of the organization as a whole, and cultivate a healthy work environment.



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