

**MIZUHO**

# 2020 Gender Pay Gap Report

**Mizuho Bank, Ltd.**

# What is Gender Pay Gap Reporting and why do we need to do it?

Gender pay gap (“GPG”) reporting was introduced in 2016. All companies in England, Wales and Scotland with over 250 employees are required by the government to publish their GPG annually both on their company website and on the government’s website. GPG data is based on a snapshot date of 5 April each year.

GPG reporting is based on six specified calculations:

1. Mean gender pay gap;
  2. Median gender pay gap;
  3. Mean bonus gender pay gap;
  4. Median bonus gender pay gap as a median average;
  5. Proportion of females and males receiving a bonus payment; and
  6. Proportion of females and males in each pay quartile band.
- (Mean is the average of the numbers and median is the value separating the higher half of data set from the lower half).

## Gender Pay Gap versus Equal Pay

For context it is important to establish that Gender Pay and Equal Pay are different things:

- Equal pay looks at equal pay for work of equal or equivalent value across a company; and
- Gender pay is a mandated reporting requirement according to the six prescribed calculations mentioned above.

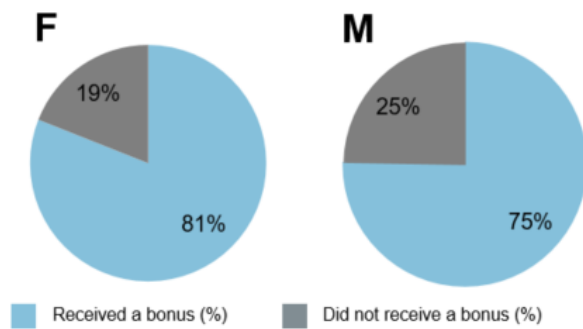
We continue to regularly carry out job evaluation exercises and are confident that women and men at Mizuho Bank, Ltd (“Mizuho”) are paid equally for doing equivalent jobs and work of equal value across our business.

Difference between men and women		
	Mean	Median
Hourly gender pay gap	31.4%	28.6%
Bonus gender pay back	62.7%	38.5%

The table above shows Mizuho’s overall mean and median gender pay gap based on hourly rates of pay as at 5 April 2020.

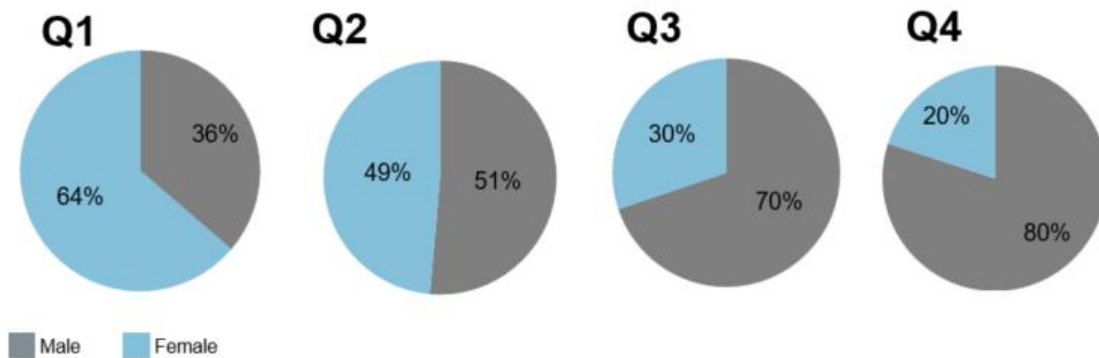
The table also shows the difference between bonuses paid for the performance year up to 31 March 2019.

## Proportion of colleagues awarded a bonus in the bonus relevant pay period (6 Apr 19 to 5 Apr 20)



The graphs above illustrate a 6% difference between the number of women and men being paid bonuses at Mizuho with more women receiving bonuses in the bonus relevant pay period. All employees are bonus eligible; however, start dates for joiners may mean that they were not employed at the date that bonuses were paid within this reporting period.

## Proportion of female and male colleagues in each quartile pay band



The graphs above illustrate the gender distribution at Mizuho in each quartile pay band (Q1 being the lowest paid quartile).

The above data relates to compensation paid (rather than awarded) as at 5 April 2020 and includes all employees but excludes contractors and expatriate staff seconded from overseas entities.

## The results

Our statistics as at 5 April 2020 were as follows:

Mean 'ordinary' (hourly) pay gap of **31.4%** (36.2% in 2019)

Median pay gap of **28.6%** (33.7% in 2019)

Mean 'bonus' pay gap of **62.7%** (60.7% in 2019)

Median bonus pay gap of **38.5%** (45.5% in 2019)

Females accounted for **20%** (11.5% in 2019) of the top pay quartile (75-100% of highest paid employees) and **30.0%** (26.0% in 2019) of the second quartile (50-75% of highest paid employees)

**42.0%** (35.9% in 2019) of our employees were female

Our gender pay gap continues to be significantly attributable to the under representation of women in senior management and front office roles. Our gender pay gap however, reduces considerably when we consider corporate title. Differences can largely be explained by managerial responsibility, skill set and experience. The composition of our workforce also influences our annual discretionary bonus awards. Everyone is eligible to be considered for a bonus, but as there continue to be more men holding senior and higher-paid roles this naturally, has an impact on bonus (as it is a percentage of an individual's salary). We are confident that the decision to award a bonus is fair and consistent.

It is also important to note that since April we have completed the 2020 promotion and pay review rounds, which is not reflected in this report.

## **Mizuho Bank's approach to change**

### **Senior management commitment**

The senior management team remain fully committed to Mizuho's inclusion and diversity agenda and receive regular updates on our inclusion and diversity initiatives as well as progress towards achieving gender balance. Senior managers also have diversity metrics in their performance plans.

Our head office in Tokyo also has its own targets in relation to gender balance and their commitment is demonstrated by their inclusion in the 2020 Bloomberg Financial Services Gender–Equality Index for the fourth year running.

### **Women in Finance Charter**

We are proud of our status as one of the founding signatories of the Women in Finance Charter which was formed in 2016. We have met our target for senior management roles. However, we recognise that there is still more work to do. We are committed to creating an inclusive culture and an environment of equality for all employees to achieve their full potential.

### **Creating a more supportive and inclusive workplace**

We are making great strides in embedding a culture of inclusiveness in our workplace and recognise the role this has to play in achieving better gender diversity. Our senior management aspire for a culture that encourages diversity of thought and a workforce bound by a culture of winning spirit. The following initiatives form part of our winning culture, which inspires trust and aims to increase diversity of thought:

#### **Flexible Working**

We are undergoing a review and investing in infrastructure and technologies to facilitate increased flexibility and working from home. We have successfully facilitated working from home for all but a few key roles throughout the pandemic. We are committed to an ongoing culture of flexible working where hybrid working is the norm for the vast majority of our roles. The move to flexible working no longer being solely associated with mothers is a critical one, and the ability to capitalise on agile working solutions enables us to unlock increases in innovation, engagement and productivity.

## **Employee Networks**

Our One Mizuho Inclusion Network is comprised of six EMEA wide networks of Cultural Diversity, Family, Future Leaders, Gender, Multi Faith and Pride. Collaboration across the networks allows us to take an intersectional approach to inclusion to drive real culture change. Our Inclusion Network supports our employees in creating connections across the business, highlighting role models and establishing a culture where all of our employees feel able to bring their authentic selves to work. These employee resource groups play a central role in informing our policy and ensuring the needs of our people are better understood, and they have continued to play a key role in creating connections across the organisation during the pandemic.

## **External Partnerships**

We continue to utilise our memberships of external organisations which support inclusivity in the workplace, such as Cityparents, Gender Networks, Stonewall and Women in Banking and Finance to share best practice with other companies and translate learnings into meaningful outcomes for Mizuho. Partnering with Stonewall to run regular workshops as part of our ongoing Allies campaign has been a great way for employees to understand the importance of Allyship and play a key role in embedding our inclusive culture, which inspires trust and allows people to be their authentic selves in all areas of their lives.

## **Talent Development and Mentoring**

We are proud to offer several external, cross-company mentoring programmes to our employees including the 30% Club, Mission Include and Cityparents. This year saw the success of a cross entity Reverse Mentoring Programme whereby senior female employees mentored members of our Senior Management Team in a mutually beneficial mentoring relationship.

Our comprehensive development suite, which supports our inclusive culture, includes inclusive leadership for our leaders. We were also proud to launch the Elevate Programme for our mid-level female employees this year to support them in developing skills for their future development.

## **Talent Attraction and Recruitment**

One of our key focuses is strengthening our talent pipelines and we were pleased to continue to develop our recruitment practices to foster an inclusive environment and enhanced candidate experience. Diversity statements, gender neutral language, agency commitments to an equal gender distribution, increased direct sourcing and the use of LinkedIn demonstrate some of these changes.

“We continue to commit to creating an inclusive culture and working environment where all employees can thrive and reach their full potential. We believe a balanced workforce is key to our success and recognise our inclusion and diversity mandate is key to helping us drive this cultural change.”

**Shinsuke Toda**  
**CEO for EMEA**  
**Mizuho Financial Group, Inc.**  
**Mizuho Bank, Ltd.**

“I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.”



**Milan Makwana**  
**Head of Human Resources, EMEA**