

**MIZUHO**

# 2020 Gender Pay Gap Report

**Mizuho International plc**

## **Background – 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 males and females receiving a bonus payment; and
6. Proportion of males and females 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:

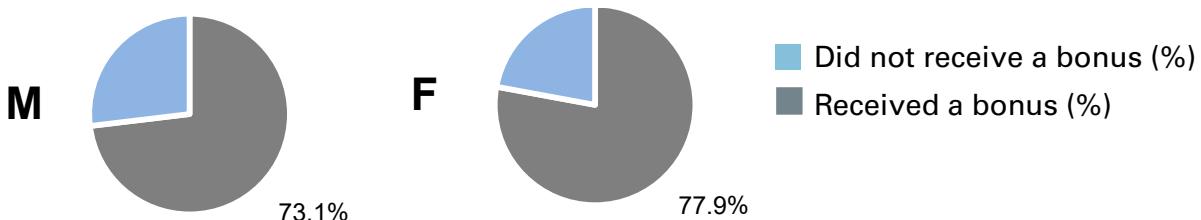
- Equal pay looks at equal pay for work of equal or equivalent value across a company; and
- Gender pay is a mandated reporting requirement according to the six prescribed calculations mentioned above.

We continue to regularly carry out job evaluation exercises and are confident that men and women at **Mizuho International plc** (“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	38.9%	36.8%
Bonus gender pay gap	60.6%	56.0%

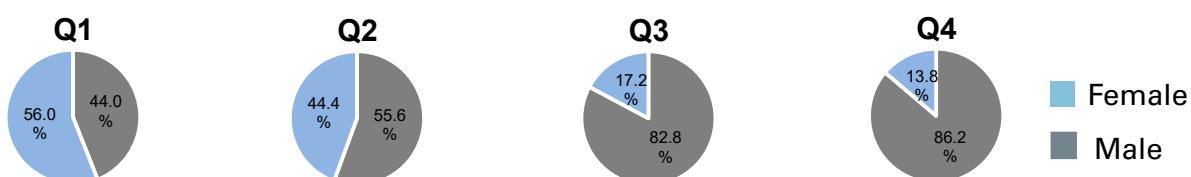
The table above shows Mizuho’s overall mean and median gender pay gap based on hourly rates of pay as at 5 April 2020. The table also shows the difference between bonuses paid for the performance year up to 31 March 2019.

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



The graphs above illustrate a 4.8% difference between the number of women and men being paid bonuses at Mizuho in the bonus relevant pay period, in favour of women. 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 male and female 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

Statistics as at 5 April 2020 were as follows:

- Mean 'ordinary' (hourly) pay gap of **38.9%** (38.8% in 2019, 30.1% in 2018 and 35.3% in 2017) and median hourly pay gap of **36.8%** (37.3% in 2019, 37.4% in 2018 and, 37.7% in 2017);
- Mean 'bonus' pay gap of **60.6%** (53.2% in 2019, 56.7% in 2018 and 58.4% in 2017), median bonus pay gap of **56%** (55.7% in 2019, 57.9% in 2018 and 47% in 2017);
- Females accounted for **13.8%** (14.5% in 2019, 19.8% in 2018 and 16.8% in 2017) of the top pay quartile (75-100% of highest paid employees) and 17.2% of the second quartile (21.6% in 2019, 18% in 2018 and 22.4% in 2017) (50-75% of highest paid employees);
- **32.9%** of our employees were female (32.5% in 2019, 33.8% in 2018 and 32% in 2017); and
- 77.9% of females and 73.1% men received a bonus (F:77% & M:77.5% in 2019, F:71.4% & M:80.7% in 2018, F:75% & M:77.8% in 2017).

The majority of our female employees work within our corporate functions and very few female employees work within revenue generating roles. When this is combined with gender disparity at our two most senior ranks our GPG outcomes in the reporting period are impacted due to the higher compensation levels associated with more senior roles and with revenue generating roles.

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

The Board and Executive Committee remain fully committed to Mizuho's inclusion and diversity agenda and receive regular updates on our progress in relation to gender. Executive Committee members continue to have objectives set by the Board which hold them accountable for achievements towards internal targets. 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 remain committed to an aspirational target of 30% of senior management roles (Executive Director and above) being held by females. This aspirational target represents the tipping point at which women are seen to have a voice within the organisation.

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

We are making great strides in embedding a culture of inclusiveness in our organisation and are acutely aware that creating better gender balance in the company is imperative. The following initiatives form part of our winning culture which inspires trust and aims to increase diversity of thought:

#### **Flexible working**

We previously undertook an initiative whereby all employees in eligible roles worked from home one day a week. This created an environment where the majority of employees, regardless of gender took up flexible working as a natural way of working. This enabled us to shift easily to remote working for all but a few key roles during 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.

#### **My Family Care**

We are pleased to continue to partner with My Family Care to offer a range of benefits to our employees including six free sessions of emergency back-up care for children, adults or the elderly. By providing this support to all employees we enable them to better balance work and family life and remove some of the pressures associated with modern life.

#### **Shared Parental Leave (SPL)**

Our enhanced SPL pay matches our enhanced maternity pay meaning eligible employees can take up to 18 weeks shared parental leave at full pay. Significantly we do not attach the 18 weeks full pay to a timeline connected to the child's birth and it can be taken at any point within the 52 weeks following the birth (subject to the leave taken by the primary carer). Supporting both parents to be active care givers in their child's first year is crucial to establishing equal responsibilities going forward.

#### **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 policies 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 and Stonewall 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 Ally's 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 Leadership Team in a mutually beneficial mentoring relationship.

Our comprehensive development suite, which supports our inclusive culture, includes unconscious bias as a core classroom (Zoom) session for all employees and 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.

## **Returners programme**

We were pleased to hire a small number of supported returner's roles across a number of teams for employees who are re-entering the workplace after a period of time outside of paid employment. This is a key step forward in increasing the number of females within financial services and supports us in building a strong talent pipeline for the future.

## **Junior talent attraction**

One of our key focuses is strengthening our junior talent pipeline. We continue to run our graduate programme whilst committing to a 50:50 gender balance. Furthermore, we hosted a successful 10 week virtual summer internship across both our front office and corporate functions which also had an equal gender balance.

## **Employee wellbeing**

The wellbeing of our employees remains our number one priority and our comprehensive wellbeing programme has enabled us to support our employees through an unprecedented year. We are continuing to run mental health awareness sessions in partnership with specialist provider Mental Health at Work for all employees and are building on this strong foundation to roll out a Mental Health Allies programme of professionally trained employees to continue to embed our supportive and inclusive culture.

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"Our Board and Executive Committee are fully committed to building a more balanced and inclusive culture and one where everyone can thrive. Like other financial institutions we have some way to go in achieving gender parity, but building a strategy and culture based on demonstrable diversity of thought remains one of the key pillars which we measure our people against. Developing strategies to better support and grow a pipeline of female talent will continue to be a focus for Mizuho International."

**Suneel Bakhshi**

**President & CEO**

"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**