

**MIZUHO**

# 2021 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:

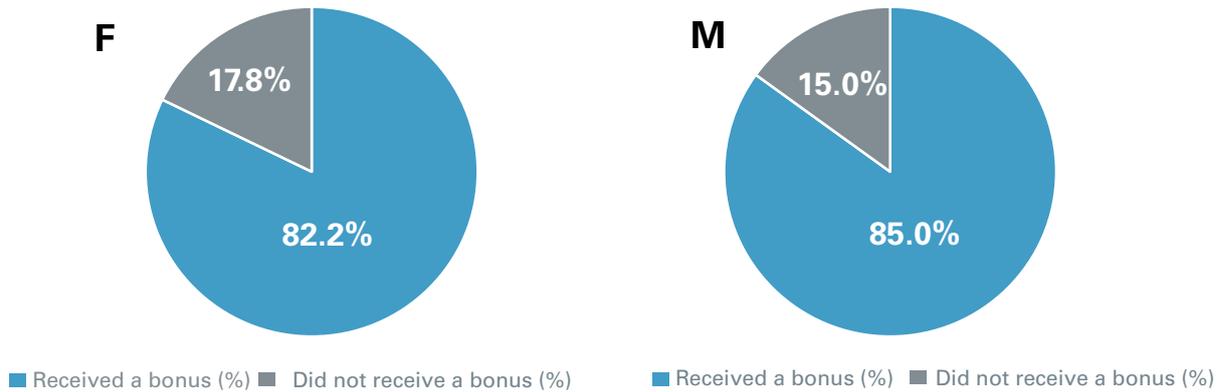
- Equal pay looks at equal pay for work of equal or equivalent value across a company; and
- Gender pay is a mandated reporting requirement according to the six prescribed calculations mentioned above.

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	28.7%	28.1%
Bonus Gender Pay Gap	52.9%	22.7%

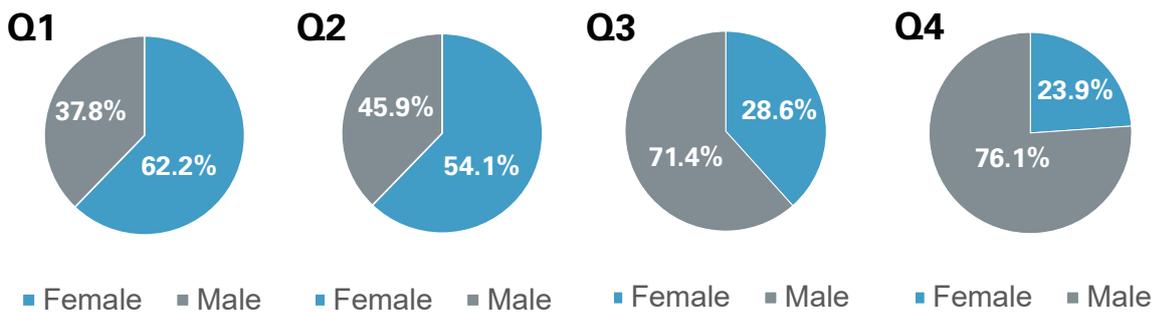
The table above shows Mizuho’s overall mean and median gender pay gap based on hourly rates of pay as at 5 April 2021. The table also shows the difference between bonuses paid for the performance year up to 31 March 2020.

## Proportion of colleagues awarded a bonus in the bonus relevant pay period (6 Apr 20 to 5 Apr 21)



The graphs above illustrate a 2.8% difference between the number of women and men being paid bonuses at Mizuho with more men receiving bonuses in the bonus relevant pay period. All permanent employees are bonus eligible; however, start dates for new 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 2021 and includes all employees but excludes contractors and expatriate staff seconded from overseas entities.

## The results

Our statistics as at 5 April 2021 were as follows:  
 Mean 'ordinary' (hourly) pay gap of 28.7% (31.4% in 2020)  
 Median pay gap of 28.1% (28.6% in 2020)

Mean 'bonus' pay gap of 52.9% (62.7% in 2020)  
 Median bonus pay gap of 22.7% (38.5% in 2020)  
 Females accounted for 23.9% (20% in 2020) of the top pay quartile (75-100% of highest paid employees) and 28.6% (30.2% in 2020) of the second quartile (50-75% of highest paid employees)

42.4% of our employees were female.

Our gender pay gap continues to be attributable to the under representation of women in senior management and in front office roles. The majority of our female employees work within our corporate functions. When this is combined with gender disparity at our 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.

It is also important to note that since April 2021 we have completed the FY2021/22 promotion and pay reviews, which are not reflected in this report due to the date of the required reporting period.

## **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 has its own targets in relation to gender balance and their commitment is demonstrated by their inclusion in the 2021 Bloomberg Financial Services Gender–Equality Index for the fifth 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 met our initial target for senior management roles and have set new aspirational targets of 33% of senior management roles being held by females (Senior Director and above, permanent, local hires). To support this, our senior leaders all have individual aspirational targets for both senior females and females at mid-level rank, which form our talent pipeline. We remain committed to creating an inclusive and equitable environment where all employees can thrive.

**Creating a more supportive and inclusive workplace** - We are making great strides in embedding a culture of equity and inclusiveness 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 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 committed to an embedded culture of flexible working where hybrid working is the norm for the vast majority of our roles. We also introduced core hours this year which supports our employees with balancing their work and life commitments.

The move to flexible working no longer being solely associated with primary carers and 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 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.

**Enhanced Family Friendly Policies** - We further enhanced our family friendly leave policies this year and increased our enhanced company pay to 26 weeks for adoption, maternity and shared parental leave (SPL). Our enhanced SPL pay matches our enhanced adoption and maternity pay meaning eligible employees can take up to 26 weeks leave at full pay. Supporting both parents to be active care givers in their child's first year is crucial to establishing equal responsibilities going forward and embedding more equitable workplaces.

**Employee Networks** - Our Inclusion Network is comprised of five EMEA wide networks of Cultural Diversity, Family, Future Leaders, Gender 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 to create 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.

**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 continued turbulent times. We are pleased to run mental health awareness sessions in partnership with specialist provider Mental Health at Work and we also launched a Mental Health Allies programme of professionally trained employees to continue to embed our supportive and inclusive culture.

**Menopause** - We have had an increased focus on the menopause this year and have embedded this into our company culture from appointing a menopause champion to creating awareness via talks and training sessions. Our company frameworks now include menopause as a way of life and we have increased our benefits support to include bespoke support for our employees and their partners around menopause. This focus supports all our employees to have fulfilling roles at every stage of their careers and aims to ensure we retain our key talent.

**Race at Work Charter** - We were pleased to join the Race at Work Charter this year and have taken strides to support this by launching a data capture exercise so we can better understand our employee make up and can measure our future progress from this point. Understanding more about the distribution of our employees will help us understand where we need to target our resources to make improvements and increase diversity in all areas of our business.

**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 an Inclusive Leadership Programme 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.

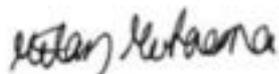
**Talent Attraction and Recruitment** - One of our key focuses is strengthening our talent pipelines and we were pleased to continue to develop our recruitment practices to foster an inclusive environment and enhanced candidate experience. Diversity statements, gender neutral language, agency commitments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

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"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 vital 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 legislation and accompanying guidance."



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