



**MIZUHO**

# Women in Finance Charter 2020 Annual Review

Mizuho Bank, Ltd.

## **What is the Women in Finance Charter (WIFC)?**

In March 2016, the UK government, via Her Majesty's Treasury (HMT) launched the WIFC. The aim was to encourage the financial services industry to improve gender balance in senior management. The Charter now has over 350 signatories covering 800,000 employees across the financial services sector.

### **The four principles of the WIFC are:**

1. Having one member of the senior executive team who is responsible for gender diversity and inclusion;
2. Setting internal targets for gender diversity in senior management;
3. Publishing progress annually against these targets on a page on the company's website dedicated to their Charter commitment; and
4. Having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

### **Mizuho Bank is a proud founding member of the Women in Finance Charter**

We are committed to creating an inclusive culture and an environment of equality for all employees to achieve their full potential. A balanced workforce is key to our future strength and we must maintain the positive work that has already begun to continue to attract and retain the best talent available. We committed to aspirational targets for female representation by September 2021 of 5-10% of senior management roles (Managing Directors and above); 20-25% of management roles (Directors and Senior Directors); and 45-50% of more junior roles (Senior Associate Directors and Associate Directors) and balance for all other employees.

### **Our journey so far**

Our progress is encouraging, and we are proud to meet the top range of our target for senior management representation early, with 10% female representation of Managing Directors and above. We maintain that we are largely on track to meet our target for Senior Directors and Directors, with 18.71% of roles held by women. We continue to make progress with increased representation of Senior Associate Directors and Associate Directors at 38.28%. The 2021 target for this level remains a challenge; however, we are committed to generating lasting and sustainable change.

Our Senior Leadership Team strongly support the business case for gender equality, and value inclusion and diversity as an integral part of our strategy for competing in the current and future marketplace, as well as for driving business performance and success. We have put in place a number of initiatives that aim to support our progress, including those on talent management, recruitment and flexible working.

We continue to further embed our supportive and inclusive workplace culture, which is supplemented by a range of family friendly policies. Our integrated Inclusion Network also plays a key role in enabling our employees to drive change across the business and targeted mentoring programmes continue to underpin the development of our key talent pipelines, including our female talent.

We recognise that there is gender imbalance across financial services, including Mizuho. That needs to be addressed. We are committed to building and maintaining an inclusive culture to ensure all employees can fully utilise their capabilities and achieve their potential.