



MIZUHO

Women in Finance Charter 2020 Annual Review

Mizuho International plc

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 is to encourage the financial services industry to improve gender balance in senior management. The Charter now has over 370 signatories covering 900,000 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 International as a Founding Signatory

We are proud of our status as one of the founding signatories of the WIFC. In September 2016 we committed to an aspirational target of 30% of senior management roles (Executive Director and above) being held by females, by September 2021.

Our Journey So Far

When we signed up to the Charter in September 2016, we had 14.8% female representation in senior management positions. As of August 2020, we had 16.2% female representation in senior management roles. Whilst we appreciate that we have a long way to go, we remain committed to our pledge and making positive sustainable change.

Our Board and Executive Committee 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 which aim to support our progress including those on flexible working, recruitment and talent management.

We continue to further embed our supportive and inclusive workplace culture which is supplemented by a range of competitive family friendly policies and the promotion of flexible working. We were pleased to partner with My Family Care this year to offer a range of support services and information to our employees and their families to better support everyone in balancing work and life. Our 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.