



**MIZUHO**

# Women in Finance Charter 2021 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 more than 400 signatories covering 950,000 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 end of August 2021, we had 20% female representation in senior management roles. Whilst we are disappointed not to have met our original target we are committed to our pledge and to making positive sustainable change. To that end we have set a future aspirational target of 33% of senior management roles being held by females, by September 2030. (Our definition of senior remains permanent local hires of Executive Director rank and above).

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 focus on embedding and increasing awareness of these initiatives and building supportive and inclusive workplace culture.

The vast majority of our roles are now flexible with elements of homeworking as the norm along with the option of utilising our core hours policy. As hybrid working becomes the new way of working for everyone, regardless of seniority or gender, we expect this to help level the playing field for women who may have previously had more caring responsibilities.

Our ongoing partnership with My Family Care also offers a range of support services and information to our employees and their families to better support everyone in balancing work and family life.

Following the success of last years supported returners programme we are looking forward to launching the programme again this year and to welcoming back into the industry a number of returners, in permanent roles, who had previously taken a career break of two or more years.

Our Inclusion Network continues to play a key role in enabling our employees to drive change across the business and targeted mentoring and development programmes continue to underpin the development of our key talent pipeline, 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.