

Women in Finance Charter 2022 Annual Review

Daiwa Capital Markets Europe Ltd



What is the Women in Finance Charter (WIFC)

The UK government launched the HM Treasury Women in Finance Charter in March 2016 to encourage the financial services industry to improve gender balance in senior management. The Charter now has more than 400 signatories covering more than a million employees across the sector.



A pledge for gender balance across financial services

The WIFC is a commitment by HM Treasury and signatory firms to work together to build a more balanced and fair industry. Firms that sign up to this Charter are pledging to be the best businesses in the sector. The Charter reflects the government's aspiration to see gender balance at all levels across financial services firms.

Daiwa pledges to promote gender diversity by supporting the four principles of the WIFC which are:

1. Having one member of our senior executive team who is responsible and accountable for gender diversity and inclusion;
2. Setting internal targets for gender diversity in our senior management;
3. Publishing progress annually against these targets in reports on our website;
4. Having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

We were proud to sign the charter in 2018 and commit to the following aspirational targets by 31 October 2023 40% representation of women across the whole firm and 30% representation of women in senior roles.

Our journey towards a more equitable culture for all:

When Daiwa signed the charter in 2018, 19% of our senior roles were held by women. Four years later we have progressed to 26.3% representation in senior management roles and are on track to reach our aspirational targets of 30% by 31 October 2023. 35.6% of our total population is female and we hope to reach 40% next year.

Our Executive Committee is 50% female and our Board is 44% female.

Our Board and Executive Committee remain committed to creating an equitable culture where all employees can thrive and see this as key to the success of our business. A more balanced workforce supports our purpose of longer, better, lives for our employees, our clients, shareholders and the communities in which we operate.

The unique combination of experiences, skills, interests and attributes of our employees intersect to create a rich diversity of thought which all contribute to making Daiwa a great place to work. We have put in place a number of key initiatives, which aim to create a supportive and inclusive workplace for all and foster a sense of belonging.

The majority of our roles are performed in a hybrid capacity with elements of homeworking as the norm for all regardless of seniority or gender. The move to flexible working no longer being solely associated with primary carers and mothers is critical step towards gender equality. Utilising agile working solutions also enables us to unlock greater innovation, engagement and productivity.

We were pleased to enhance our enhanced company pay for adoption and maternity leave this year to 26 weeks pay for eligible employees. This supports our employees in those moments that matter and as the majority of people who utilise these polices are female it is an important step in creating a more equitable culture.

Our priority remains the wellbeing of our employees. Our wellbeing programme offers a range of support services and information to our employees and their families to better support everyone in balancing work and life. We have recently launched Mental Health First Aiders who are professionally trained employees who are on hand to support employees and signpost them to professional support.

Our Inclusion Network continues to play a key role in enabling our employees to connect and drive change across the business whilst raising awareness of a wide range of inclusion related topics.

“Embedding an inclusive culture where everyone feels a sense of belonging is key to our purpose of creating longer, better lives for our employees, clients and the communities in which we operate.”

**Megan McDonald, CEO and Women in Finance Charter Accountable Executive
Daiwa Capital Markets Europe**