

Lazard Financial Advisory UK and Lazard Asset Management UK Commitment to the HM Treasury Women in Finance Charter

In June 2018, the boards and leadership teams of Lazard UK's Financial Advisory and Asset Management businesses became signatories of the HM Treasury Women in Finance Charter, demonstrating our commitment to diversity and inclusion and, more specifically, helping to improve the representation of senior women within the financial services industry.

Our targets

We have set (and are on track to achieve) target ranges for each business in Lazard UK to better align the number of women in senior level positions with overall female representation in our UK employee base. As a result, we have pledged to promote gender diversity by:

- Naming Cyrus Kapadia (Financial Advisory UK) and Jeremy Taylor (Asset Management UK) as the persons responsible and accountable for gender diversity and inclusion.
- Targeting senior level* female representation in the UK office of 30-35% by 2026 for Lazard Asset Management and 32-37% by 2028 for Lazard Financial Advisory.

*Senior level is defined as employees in Vice President roles or above, up to Managing Director.

Current Position

As at 30th September 2024, Lazard UK's Financial Advisory business had 30% female representation in senior level positions, and Lazard UK's Asset Management business had 30% female representation in senior level positions. Both businesses remain on track to achieve our targets

What is the "UK Women in Finance Charter"?

The "UK Women in Finance Charter" is a commitment by HM Treasury and signatory firms to work together to build a more balanced and fair industry.

The Charter reflects the government's aspiration to see gender balance at all levels across financial services firms.

If you would like to find out more about the Women in Finance Charter, you can do so by visiting the UK Government's website:

www.Gov.UK/WomenInFinanceCharter

