

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 target ranges for each business in the UK to ensure that the number of women in senior level positions better reflects the gender split within our business. 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.
- Ensuring that by 2026, 30-35% of employees at officer* level will be women for Lazard Asset Management and by 2028, 32-37% of employees at officer* level will be women, for Lazard Financial Advisory in the UK.

*Officer levels are defined as employees in Vice President roles or above, up to Managing Director.

Current Position

As at 30th September 2023, Lazard UK's Financial Advisory business had 31% female representation in senior level positions, and Lazard UK's Asset Management business had 27% female representation in senior level positions.

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

