Environmental Initiatives

Target-setting for participation in Circular Partners (CPs)

In line with the Growth-Oriented Resource Autonomous Circular Economy Strategy formulated by METI in March 2023, the Circular Partners initiative was founded to promote collaboration among industry, government and academia in the pursuit of a circular economy.
Mizuho Leasing joined Circular Partners in September 2023. Participants must set quantitative targets for a circular economy and disclose specific initiatives for achieving those targets, and we have now done so.

No	Target	FY2027	FY2025	
		Target	Result	Initiatives
1	Initiatives contributing to the transition to a circular economy and market development	5 (total)	5 (total)	We established companies involved in the circular economy, forming strategic partnerships with prospective collaborators
2	Transaction value for circular economy-related businesses	¥10.0 billion	¥19.7 billion	We greatly increased transaction value, mainly at rental businesses, and advanced circular-economy initiatives from multiple angles
3	Chemical/material resource recycling rate	85% or more	85.5%	We continued collaborating with key partners
4	Percentage of employees involved in asset returns who have obtained ITAD handling certification	100%	100%	We encourage employees involved in asset returns to obtain qualifications and we are progressively promoting the acquisition of such certification

3 〉Other environmental initiatives

Targets and Results of the Act on the Promotion of Sorted Collection and Recycling of Containers and Packaging

In accordance with the Act on the Promotion of Sorted Collection and Recycling of Containers and Packaging, which came into effect on April 1, 2022, we have announced our targets as well as actual waste volumes and recycling rate data for plastic components of leased items disposed of in FY2025.

Target	Results for FY2025
Recycling rate for properties at the end of the lease Recycling rate including thermal recycling for a five-year period starting in FY2022: average of 92% or more	· Amount of waste from plastic products at end-of-lease: 184 tons · Recycling rate at end of lease (including thermal): 93.1%

Initiatives for conserving biodiversity

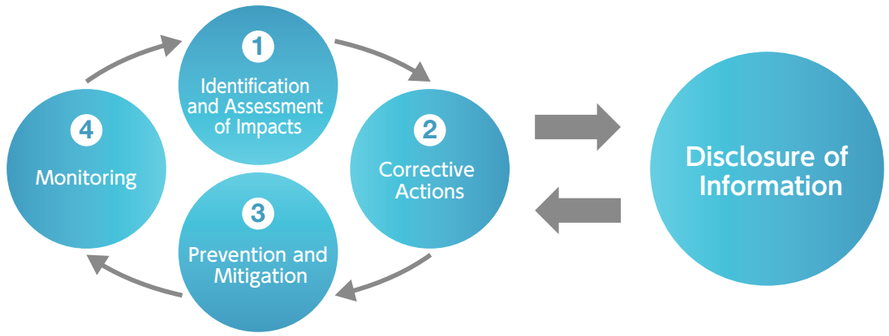
Development of a solution supporting the practice of nature-positive management in financial services
In collaboration with Green Elm Co., Ltd. and natural capital research companies, we are working to develop a solution that supports companies in practicing nature-positive management.
To that end, we have leased approximately 13,000 m² of forest land owned by Takeei Corporation in Ichihara City, Chiba Prefecture, to be used as a demonstration site for the creation of a naturally regenerative forest designed and overseen by Green Elm. This demonstration project is intended to verify the processes and time entailed in offering a solution supporting companies in practicing nature-positive management, while at the same time adding to our own know-how ahead of providing such services in the future.
Through this solution, we aim to help customers restore the natural capital and biodiversity used in corporate activities by having Green Elm draw on its academic knowledge and surveys of local vegetation and geographical characteristics to create forests suited to the local area. We hope that this solution will offer companies new options for integrating natural capital into their business strategies by allowing them to regularly visualize changes in natural capital and biodiversity across the service period.
Through the provision of this solution, we aim to support domestic client companies in practicing nature-positive management, thereby contributing to the realization of a sustainable society and economy.

Human Rights Initiatives

1 〉Approach to Human Rights

The Mizuho Leasing Group actively pursues solutions to social issues and contributes to a sustainable society. It recognizes respect for human rights as critical to realizing its own management philosophy.
Accordingly, the company has established the Mizuho Leasing Group Corporate Code of Conduct, which provides specific guidelines for the conduct of executives and employees, and has formulated a Human Rights Policy to externally demonstrate its responsibility and commitment to human rights
In addition, the group continues to carry out human rights due diligence on employees of the group and, as a means of assessing how well human rights education has penetrated the organization and verifying the effectiveness of its initiatives, the group conducted a survey in FY2025 as it had in the previous fiscal year.
Furthermore, based on our policy of respect for the personalities and characteristics of each and every employee and zero tolerance for any form of harassment, the group will continue to address problematic behavior through hotlines and consultation desks, while working to strengthen prevention, mitigation, and monitoring efforts.

2 〉Human Rights Due Diligence Process



3 〉Significant Human Rights Risks

Through an impact identification and assessment process, we first identified human rights risks that could affect our group's employees, then assessed their severity and likelihood of occurrence. We are considering expanding the scope of this assessment to include the group's suppliers and investees.
Key human rights risks that must be addressed preemptively include the following.

High-priority human rights risk areas

- Discrimination and harassment
- Labor relations
- Employee privacy
- Access to remedial resources

4 〉Initiatives

Human rights due diligence initiatives

Corrective Actions	• To ensure early detection of misconduct in the workplace, we have established an internal reporting system for employees.
Prevention and Mitigation	• We have for some time been conducting internal training programs to enhance awareness of human rights.
Monitoring	• First, as part of our efforts to strengthen internal monitoring, we are conducting a questionnaire survey to determine the level of penetration of human rights education and evaluate the progress of human rights due diligence, and to confirm that related measures are functioning appropriately.