

General Employer Action Plan Based on the Act on the Promotion of Women's Active Engagement
in Professional Life

Mizuho Leasing Company, Limited

Mizuho Leasing has developed the following action plan to create an employment environment conducive to women's active engagement in professional life.

Planning Period	April 1, 2021 to March 31, 2026
Targets	(1) Proportion of new female recruits: 40% or more (2) Proportion of women in managerial positions: 15% (3) Proportion of male employees taking childcare leave: 100% (4) Paid leave utilization rate: 80% or more
Initiatives	<ul style="list-style-type: none"> ● Implement consistent PR efforts aimed at recruiting women. ● Present a clear career path and offer relevant support to encourage more women to aspire to managerial positions. ● Encourage employees to take childcare leave and provide support to enable flexible work styles. ● Implement measures to encourage employees to take paid leave.

Information Disclosure of 15 Items (as of the end of FY2024)

	Item	Numbers
1	Proportion of female employees among recruited workers	(Professional position) 25.0% (Administrative position) 100% (Total) 29.8%
2	Competition ratio for recruiting by gender	(Professional) Male: 11.7 times, Female: 14.5 times (Administrative) Female: 1.3 times
3	Proportion of female employees among workers	(Professional) 17.0% (Administrative) 100% (Dedicated position) 10.9% (Contract staff) 51.4%
4	Continuous years of service by gender	Male: 15.6 years, Female: 12.9 years
5	Proportion of employees taking childcare leave by gender	(Professional) Male: 86.6% (Administrative) Female: 100%
6	Average monthly employee overtime	18 hours
7	Average monthly employee overtime by employment category	(Professional) 27.6 hours (Area-specific professional position) 20.9 hours (Administrative) 10.3 hours (Dedicated) 16.5 hours

		(Contract: full-time) 11.2 hours (Contract: persons with disabilities) 0.0 hours
8	Percentage of paid leave taken	74.6%
9	Proportion of female workers in assistant manager-level positions	45.7%
10	Proportion of female employees in managerial positions	13.0%
11	Proportion of female employees serving as board members	4.5%
12	Number of employees who switched their job type or employment type by gender	Administrative position → Professional position: 3 Contract staff → Permanent employee: 5 Temporary staff → Contract staff: 3
13	Number of reemployed or mid-career employees by gender	(Mid-career employees) Male: 21, Female: 4
14	Gender wage gap	All workers: 55.9% (Regular workers): 71.6% (Non-regular workers): 110.0%
15	Scope of data	Non-consolidated

Note: Professional position includes area-specific professional positions.