



May 14, 2026

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Notice of Introduction of Employee Stock Ownership Plan (J-ESOP)

Mizuho Leasing Company, Limited (the “Company”) hereby announces that its Board of Directors resolved today to introduce J-ESOP, an employee stock ownership plan (the “Plan”) under which Company shares are granted as incentives to managerial employees of the Company who satisfy certain requirements (the “Eligible Employees”).

1. Background and purpose of introduction

The Company has already introduced a performance-linked stock compensation plan for its Directors and Executive Officers who do not concurrently serve as Directors (the “Directors, etc.”).

By further linking Eligible Employee benefits with the Company’s stock price and business performance and sharing the economic benefits with shareholders, the Plan aims to foster a stronger sense of participation in management and greater motivation to achieve stock price appreciation and improved business performance.

Furthermore, the Plan is intended not only to accelerate the transformation of our business portfolio, but also to encourage Directors, etc. and Eligible Employees to work together as one to develop a resilient business foundation and ensure future growth under our three-year Medium-Term Management Plan 2028. By becoming “a platform company that co-creates the future together with our clients” through these efforts, we aim to enhance our corporate value even further.

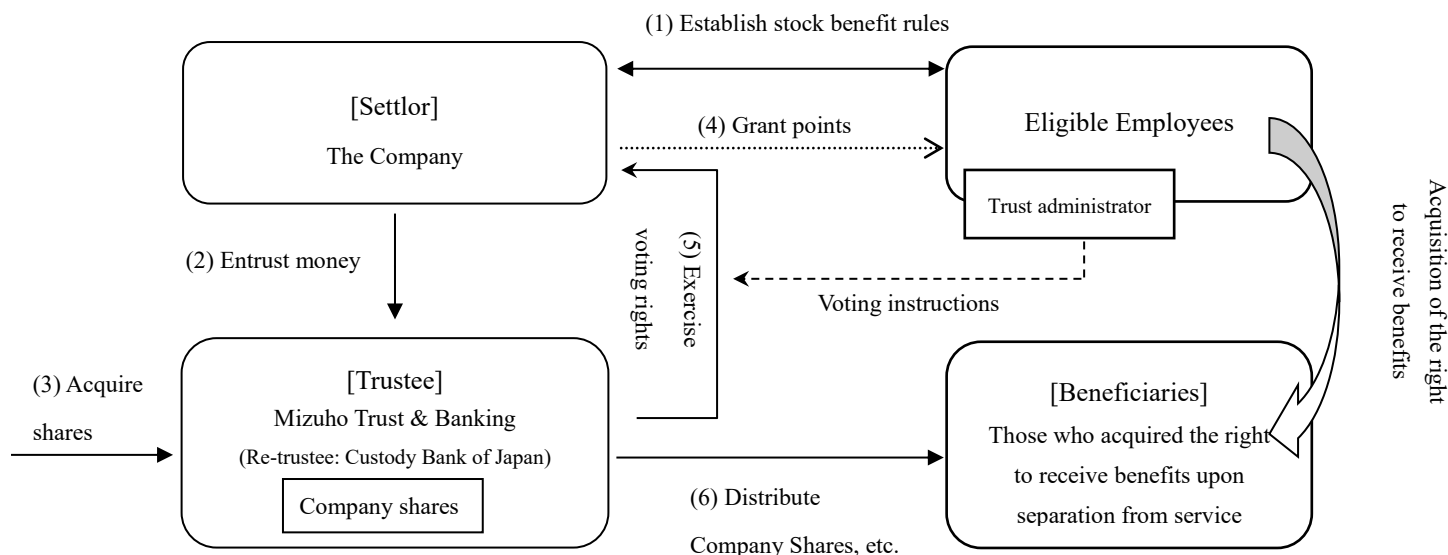
2. Overview of the Plan

The Plan distributes Company shares and cash equivalent to the market value of Company shares (the “Company Shares, etc.”) to Eligible Employees in accordance with the Company’s stock benefit rules (the “Stock Benefit Rules”) established in advance.

The Company grants points to Eligible Employees according to factors such as their individual level of contribution, and then distributes Company Shares, etc. equivalent to those granted points when Eligible Employees acquire the

right to receive benefits upon satisfying certain requirements. The shares to be distributed to Eligible Employees, including those to be distributed in the future, will be acquired in advance using money held in a trust and managed separately as trust assets.

[Structure of the Plan]



- (1) The Company establishes stock benefit rules upon introduction of the Plan.
- (2) In order to acquire in advance the shares to be distributed to Eligible Employees in the future in accordance with the Stock Benefit Rules, the Company entrusts money to a third-party beneficiary trust (the “Trust”) established in accordance with a trust agreement for the Plan concluded with Mizuho Trust & Banking Co., Ltd.
- (3) The Trust acquires Company shares using the money entrusted in (2) above, either through market purchases or by underwriting the Company’s disposal of treasury shares.
- (4) The Company grants points to Eligible Employees in accordance with the Stock Benefit Rules.
- (5) The Trust exercises voting rights according to instructions from the trust administrator.
- (6) The Trust distributes Company shares to Eligible Employees who, upon retirement, acquired the right to receive benefits upon satisfying the requirements stipulated in the Stock Benefit Rules (the “Beneficiaries”) in proportion to the number of points granted to the Beneficiaries. However, when Beneficiaries satisfy the requirements stipulated in the Stock Benefit Rules, the Trust distributes money equivalent to the market value of Company shares for a certain proportion of those points.

3. Overview of the Trust

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| (1) Name | : Employee stock ownership plan (J-ESOP) |
| (2) Settlor | : Mizuho Leasing Company, Limited |
| (3) Trustee | : Mizuho Trust & Banking Co., Ltd. (Re-trustee: Custody Bank of Japan, Ltd.) |
| (4) Beneficiaries | : Those who acquired the right to receive benefits upon satisfying the requirements stipulated in the Stock Benefit Rules at the time of separation from service |
| (5) Trust administrator | : Selected from among Eligible Employees |

- (6) Trust type : Trust of money other than a money trust (third-party beneficiary trust)
- (7) Trust purpose : To grant Company Shares, etc., which are trust assets, to Beneficiaries in accordance with the Stock Benefit Rules
- (8) Execution date of trust agreement: May 28, 2026
- (9) Date of entrustment of money : May 28, 2026
- (10) Trust duration : From May 28, 2026, to termination of the trust
(No specific termination date is set; the Trust will remain in place as long as the Plan continues.)

4. Information on Company shares to be acquired by the Trust

- (1) Type of shares to be acquired : Common shares of the Company
- (2) Amount entrusted for share acquisition : 71,500,000 yen
- (3) Share acquisition limit : 49,200 shares
- (4) Share acquisition method : Through market purchases
- (5) Share acquisition period : May 28, 2026, to June 5, 2026 (planned)