

# Sustainability

## Value Creation Begins with People

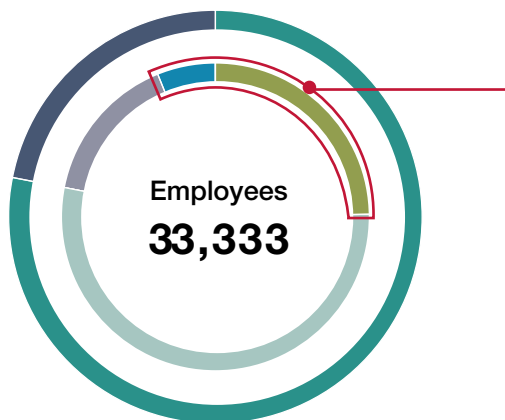
### Making Maximum Use of the Capabilities and Expertise of Our Employees

People are ORIX's most important asset. We hire diverse human resources regardless of nationality, age, gender or work history, integrating their diverse values and expertise within our concept of a Fusion of Intelligence to create new value and workplaces where employees can fully use their capabilities. Specifically, we create fulfilling workplaces by establishing a working environment that respects diverse work styles and embraces contemporary social conventions, and by reforming our human resource system. Moreover, we are enhancing training to offer opportunities for employees who embrace challenges and enable employees to excel internationally.



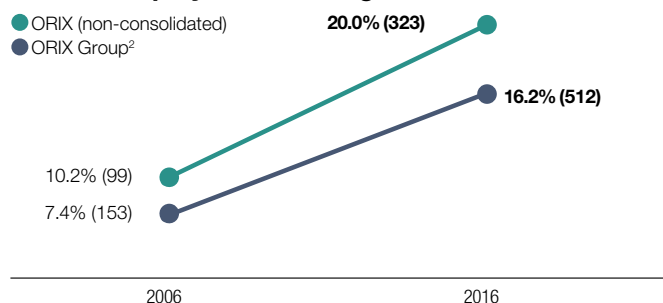
### Employee Composition

(As of March 31, 2016)

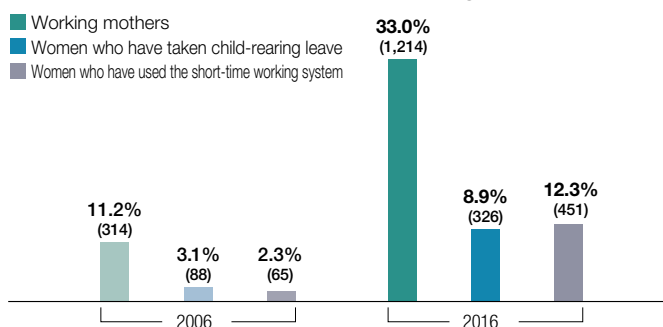


	Number of Employees	Proportion
● Overseas	8,116	24%
● Female employees overseas	(2,214)	(7%)
● Japan	25,167	76%
● Female employees in Japan	(7,959)	(24%)
<b>Female employees</b>	<b>10,173</b>	<b>31%</b>

### Female Employees in Managerial Positions<sup>1</sup>



### Female Employees Who Are Working Mothers<sup>2,3</sup>



1. The percentages in "Female employees in managerial positions" represent the ratio of female managers to the total number of managers.  
 2. Applies to ORIX Corporation and domestic Group companies (a total of ten companies).  
 3. The percentages in the "Female employees who are working mothers" represent the ratio of female employees who are working mothers to total regular female employees.

## Social Contribution Activities – for a Better Society



### ORIX Miyauchi Foundation

#### Support Activities in Areas That Are Not Reached by Our Business Activities

ORIX established the ORIX Social Fund in 2006 (which became a public interest incorporated foundation in 2010) and has since engaged in various support activities in areas such as social welfare, support for children and youth, promotion of culture, arts and music.



### ORIX Buffaloes

#### Participating in Community Activities through Sports

The ORIX Buffaloes are involved in various local community activities. For example, the baseball team's retired players visit mainly elementary schools to offer career lectures and tee-ball lessons based on their own professional baseball experiences.



### ORIX Foundation

#### Employee-driven Charitable Activities

ORIX USA Corporation established the ORIX Foundation, a nonprofit charitable organization, in 2009. Many employees there participate in the charity programs and events organized by the foundation.

## Environmental Activities – for a Better Global Environment



### SANGO ORIX

#### A Project to Restore Okinawa's Coral Reefs

In 2008, ORIX Real Estate Corporation launched "SANGO ORIX," a project to restore Okinawa's coral reefs with the aim of protecting the coral reefs' abundant capacity to sustain biodiversity and pass on these pristine oceans to future generations. The project involves planting coral offshore of Okinawa.



### Enosui eco

#### Environmental Activities Offered by a Seaside Aquarium

The Enoshima Aquarium provides a place to learn about animal habitats in an enjoyable way with exhibits illustrating the biodiversity and ecosystems of Sagami Bay. Furthermore, it conducts innovative "Enosui eco" environmental activities, including beach cleaning and the collection of bottle caps for the "Ecocap" Movement.



### Mangrove Reforestation Project

#### Reforestation Initiative Motivated by Typhoon Damages

Since 2012, after experiencing the damage caused by a typhoon, ORIX METRO Leasing and Finance Corporation has been planting mangrove trees along the Bay of San Miguel in the Philippines together with local officials and students living in the area.