

# ORIX Corporate Sustainability Policy

## Section 1 – Core Principles

### 1. *Corporate Sustainability Statement and Purpose of this Policy*

The success of ORIX Group’s (“ORIX” or “Group”) business and the value we create for society are rooted in our ability to identify changes in society and transform them into opportunities through collaboration with our stakeholders.

In a world in which the changes we seek out for opportunities — and the scrutiny we face from society — will increasingly come from matters related to corporate sustainability, including environmental, social, and governance (“ESG”) issues, integrating sustainability into our operations will play a key part in whether we can continue to maintain the trust and respect of our stakeholders.

This policy sets out the principles by which we integrate sustainability across ORIX Group so that we can continue to create new value and therefore achieve long-term growth and provide long-term benefit to society.

### 2. *Core Principles*

The strength of our company rests in the diversity of our businesses and the synergies we can achieve among them. It is therefore imperative that we understand what sustainability issues impact each of our businesses individually as well as the Group as a whole and respond to these issues. To this end, we commit to doing the following on an ongoing basis:

- *Understand our material issues*  
Identify and understand material sustainability issues for ORIX Group.
- *Identify and pursue opportunities*  
Seek out new business opportunities that arise from responding to and resolving sustainability issues.
- *Identify and manage sustainability-related risks*  
Analyze our sustainability issues from a risk management perspective.
- *Engage with our stakeholders*  
Engage with all stakeholders, maintain transparency in our operations, and adequately consider stakeholder feedback in our activities; encourage business partners and suppliers to support this policy.
- *Develop employee awareness*  
Develop employees’ awareness of this policy, and, when necessary, provide guidance on how to implement it; develop employee awareness and knowledge of our material sustainability issues.

Furthermore, to maintain our license to operate we recognize that we must do the following in our daily work:

- *Care for the natural environment*  
As detailed in our Environmental Policy, we measure and minimize our environmental impacts and look to provide solutions to society’s environmental issues through our business. ORIX takes a precautionary approach, as set out in the Rio Declaration, to environmental

challenges, meaning we act proactively to manage environmental risks and do not use lack of full scientific evidence as a reason to postpone reasonable actions to prevent environmental damage.

- *Respect human and labor rights*

We uphold human and labor rights as defined in international standards such as the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. This includes, but is not limited to, the rights to freedom of association and collective bargaining and the elimination of all forms of compulsory and child labor.

- *Promote diversity, equity and inclusion, and care for the well-being of our employees*

We respect the diversity of our employees and provide opportunities and environments maximizing their professional development. Furthermore, ORIX is committed to respecting the culture, customs and environment of countries and regions where we operate, and positively contribute to those economies and societies. We are also committed to creating safe and secure workplaces where our employees can thrive and where no forms of discrimination are tolerated.

- *Uphold the highest business ethics*

At all times we conduct our business in accordance with all laws and promote fair competition. This includes rejecting all forms of corruption and bribery, not engaging in unethical transactions, associating with anti-social forces, or engaging in activities that could lead to conflicts of interest.

## Section 2 – Material Issues

ORIX has identified the below issues as material to ORIX’s sustainable growth:

1. Material issues and focus areas to reduce climate-change related risks.
  - i. Set GHG emissions reduction goals.
  - ii. Continue to lead in renewable energy investment and production.
  - iii. Quantify and reduce our climate change-related risks and continue to implement TCFD recommendations.
  - iv. Continue to promote a circular economy and reduce and appropriately manage waste.
  - v. Formulate an exit strategy for existing exposure to high environmental risk business areas and create bright-line exclusion criteria in any new investing or lending.
  - vi. Work with our stakeholders to promote a healthier environment through goods and services that help mitigate adverse environmental impacts.
  
2. Material issues and focus areas to reduce social risks, including human rights risk.
  - i. Continue to strengthen our Sustainable Investing and Lending Policy, Code of Conduct, and risk management system to adequately cover new and emerging social risk areas.
  - ii. Share a common and agreed respect for fundamental human rights with all of our stakeholders such as support for the UN Universal Declaration of Human Rights, worker health and safety, diversity, equity and inclusion and non-discrimination.
  - iii. Continue to improve employee satisfaction by respecting the diversity of our employees and creating an inclusive and equitable working environment that promotes flexible working styles and provides career development support, fair performance review and compensation schemes, and employee health support systems.
  
3. Material issues and focus areas to strengthen governance based on transparency, compliance, and integrity.
  - i. Continue to strengthen the independence of the Board of Directors so that the Board may provide appropriate and effective oversight over the management’s business execution from an independent and objective perspective.
  - ii. The Group CEO will be responsible for all execution matters including responding to these material issues under the oversight of the Board of Directors.
  - iii. Emphasis on client satisfaction and developing and offering sustainable products and services.
  - iv. Endeavour to gain and keep the trust of our clients in all of our business areas.
  - v. Promote a strong culture of compliance with all applicable laws and regulations, including paying our fair share of taxes.

As set out in the first section of this policy, we are committed to continuously re-assessing and refining our analysis. This means that our list of material issues may change as our business grows and expands into new areas.

## **Section 3 – Policy Governance**

### **1. Scope**

This policy applies to all ORIX Group employees and covers all of ORIX’s business activities and operations globally. Since ORIX Group is made up of many diverse businesses with different business models, it is the responsibility of each business unit to implement the policy in a way that accounts for the risks and opportunities particular to their service line.

### **2. Approval of this policy**

This policy was approved by the ORIX Group Board of Directors.

### **3. Material supplements to this policy**

In order to implement this policy, ORIX has adopted key sustainability goals and identified material issues for specific business areas, and has disclosed them on our [website](#).

### **4. Other relevant policies**

This policy is supplemented by our other ORIX Group policies and statements, including the Code of Conduct, the Environmental Policy, the Human Rights Policy, and the Sustainable Investing and Lending Policy.

Established in September 2019

Revised in November 2021

Revised in February 2024