



Corporate Philosophy

ORIX is constantly anticipating market needs and working to contribute to society by developing leading financial services on a global scale and striving to offer innovative products that create new value for customers.

Management Policy

1. ORIX strives to meet the diverse needs of its customers and to deepen trust by constantly providing superior services.
2. ORIX aims to strengthen its base of operations and achieve sustained growth by integrating its resources to promote synergies amongst different units.
3. ORIX makes efforts to develop a corporate culture that shares a sense of fulfillment and pride by developing personnel resources through corporate programs and promoting professional development.
4. ORIX aims to attain stable medium- and long-term growth in shareholder value by implementing these initiatives.

Action Guidelines

Creativity

Develop the flexibility and foresight to constantly take actions that are creative and innovative.

Integration

Enhance ORIX Group strength by actively exchanging knowledge, ideas, and experiences.

EC21(Excellent Company 21)

ORIX established "EC21," which distinguishes ORIX's Corporate Vision as an "Excellent Company in the 21st Century," based on our corporate philosophy, management policy and action guidelines.

Pride

We have pride in creating new value which is highly regarded from the market.

The function of a company in society is to make a positive contribution to the economy reflected in the world around us. This is the true purpose and role of a company. By achieving this purpose at a higher level, ORIX is proud that as a company it contributes to society.

Trust

We win the trust of all stakeholders by responding professionally to diverse society needs.

It is the stakeholders, including shareholders, customers and employees, that have the most direct and large involvement in supporting the existence and development of a company. We aim to be a company that exceeds international standards by responding not only to the expectations of all of our stakeholders but also the expectations of society as a whole. By responding to these various expectations while maintaining a humble and modest position, we wish to become a company trusted by all.

Respect

We earn utmost respect from society with the highest standards of compliance with all laws, morals and a transparent corporate culture.

If a problem occurs that offends social norms during the course of corporate activities, the reputation of the company will be harmed. By acting according to higher standards than that of solely abiding by the law and raising these standards as ORIX grows, we would like to create a widely respected corporate culture of excellence.



<https://www.orix.co.jp/grp/en/about/overview/philosophy/ec21/>

International Commitments

ORIX endorses the following international commitments, initiatives, and frameworks:

- The United Nations Global Compact
- Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention against Corruption

Participation in the United Nations Global Compact

ORIX became a participant in the United Nations Global Compact in July 2014. We support the ten principles in the four fields of human rights, labour, environment and anti-corruption, and we are promoting initiatives in each of these fields.



Foreword

ORIX proactively tackles social issues and needs and provides unique value based on our commitment to contributing to society through our business activities. In keeping with this commitment, we have published our Sustainability Report 2019 to present our sustainability initiatives. The objectives of this report are to fulfill our responsibility to meet stakeholder demand for disclosure, to effectively explain our approach to sustainability, and to improve our business management through dialogue with our stakeholders. We hope the report gives readers a deeper understanding of ORIX as we aim to realize a sustainable society and sustainable growth through our sustainability initiatives.

Scope of the Report

ORIX Corporation and Group companies in Japan and overseas. In this report, "ORIX" refers to the ORIX Group.

Disclosure of Sustainability Information

In addition to the Sustainability Report, ORIX discloses sustainability information through the following media.

▶ Group Sustainability Website

Presents information on ORIX's sustainability initiatives.

<https://www.orix.co.jp/grp/en/sustainability/>

▶ Integrated Report

Presents information on sustainability in addition to financial information, with the principal objective of enabling a wide range of stakeholders, including shareholders and investors, to gain a multifaceted understanding of ORIX's sustainable growth.

https://www.orix.co.jp/grp/en/ir/library/annual_report/index.html

Contents

Message from the CEO	1
Foreword	4
Sustainability at ORIX.....	5
E: Environment	11
S: Social	23
G: Governance	39