

Basic Management Policy

The Group has established the Basic Management Policy consisting of Our Mission, which is the ideal image that the Group aims to achieve over the long term, and Our Vision and Action Principles to realize that mission.

Our Mission

—Our long-term goal—

Contribute to a prosperous and sustainable future by creating social value through maximizing the potential of assets.

Our Vision

—Objectives to achieve our long-term goal—

- Solve social issues by developing unique and progressive businesses with consideration for the global environment.
- Aim for sustainable growth through value co-creation with diverse stakeholders across the globe.
- Enhance corporate value by evolving our business model through utilizing digital technology and data.
- Foster an “open, creative and engaging” corporate culture that shapes each and every employee’s motivation and pride.
- Aim to be a trusted company by complying with laws and regulations, as well as implementing ethical corporate management.

Action Principles

—Values and mindset to be held and actions to be taken by each and every employee—

Challenge	Challenge ourselves to look forward to the future with a sense of responsibility and commitment.
Digital	Drive digital innovation and expertise.
Communication	Communicate openly and honestly to build mutual understanding and trust.
Diversity	Embrace diversity and respect each other.
Sustainability	Act in harmony with people, society and the earth to create a sustainable world.
Integrity	Maintain the highest standards of ethics and integrity.

Our Group’s Materiality (Priority Key Challenges)

STEP 1

Examination of important ESG issues from the Company’s perspective

We made an exhaustive list of ESG issues based on ISO 26000, the Sustainable Development Goals (SDGs), and other relevant international guidelines and principles. Subsequently, the Group conducted a survey of employees and internal interviews to identify candidates based on their importance in terms of both opportunities and risks related to our business.

STEP 2

Consideration of important ESG issues from the perspective of external stakeholders

We confirmed the expectations and requests for the Group based on expertise and opinions obtained from interviews with external stakeholders, such as major customers and shareholders, and narrowed down the list of candidates.

STEP 3

Discussion, deliberation, and identification by management

The relationships with Our Mission, Our Vision, and SDGs were clarified. The material issues were then identified through discussions by the Sustainability Committee, the Executive Committee, and the Board of Directors, taking into account factors such as their relevance to each business.

Materiality	Why the Group treats as highly material challenges	Related SDGs
Promote a decarbonized society	• Efforts to realize a decarbonized society have been widely recognized as an urgent global priority, and there is significant scope for our Group to contribute in key growth areas such as investment in renewable energy and EV promotion. • It is highly important for the Group to clearly distinguish initiatives that run counter to addressing social issues, as such initiatives could have a significant impact on its business.	 
Realize a circular economy	• As a leading company in the leasing industry, it is highly important for the Group to contribute to the realization of a circular economy by reducing waste both within the Group and across society, while maximizing the potential of assets. • The Group can also contribute to the realization of a sustainable and prosperous society through strengthened collaboration with partners.	   
Establish resilient social infrastructure	• Domestic infrastructure development entering periods of repair and renewal, the proactive expansion of overseas infrastructure support through collaboration with various partners, and the development of smart cities represent areas of significant opportunity. • The Group can contribute to enhancing business diversification, sophistication, and efficiency by establishing systems and providing services that facilitate collaboration among companies.	 
Realize healthy lifestyles that promote positive wellbeing	• Creating and providing services that help ensure the health, safety, security, and cultural wellbeing of the Group’s stakeholders is of high importance in realizing a prosperous future. • Human capital is a source of value and trust in corporate activities, and enhancing employee motivation as well as attracting and retaining talented individuals is also highly important.	  
Create businesses utilizing the latest technologies	• By capturing customers’ financing needs for DX and addressing them through the use of the Group’s technologies and digital capabilities, the Group aims to promote the development of new business models. • Including the establishment of supply chains associated with the use of alternative energy, this represents a highly important opportunity to create businesses that combine diversity and innovation.	 
Collaborate with partners locally and globally	• As social issues differ by country and region, it is important for the Group to address these issues by identifying local needs and collaborating with local partners. • By leveraging the Group’s comprehensive capabilities, we aim to realize a society in which we grow together with our stakeholders.	 