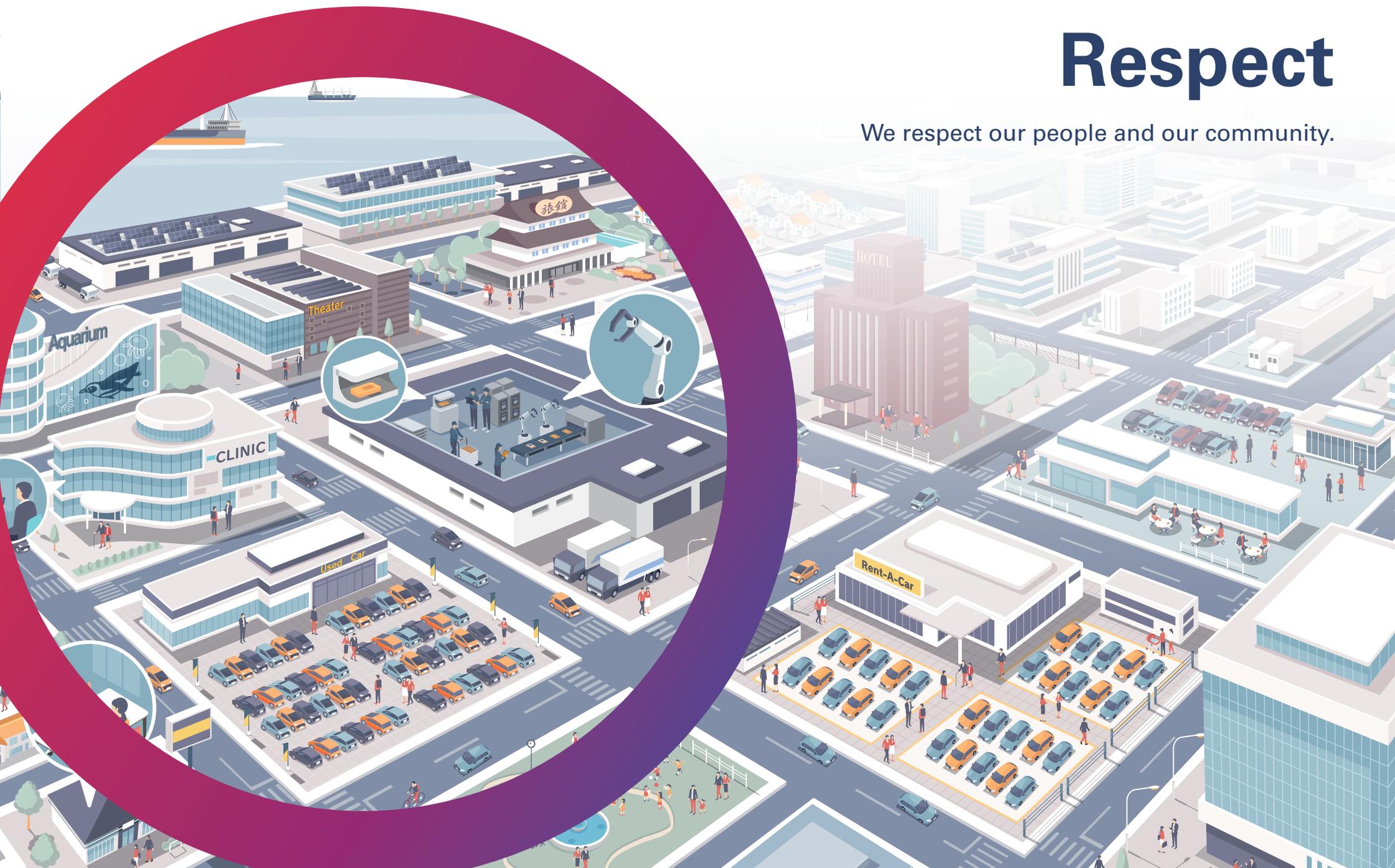


Respect

We respect our people and our community.



Foster Inclusion

ORIX Group believes its employees are its most important asset and is committed to creating inclusive workplaces where all employees can thrive and feel a sense of belonging without discrimination or harassment.

WHAT TO KNOW

- ✓ ORIX Group does not tolerate discrimination or harassment of any kind that causes emotional or physical distress and/or creates a hostile work environment.

Discrimination is treating a person unfairly or prejudicially because they possess certain characteristics, for example, their nationality, race, ethnicity, age, beliefs, social status, disability, family situation, religion, gender or gender identity, sexual orientation, or any other characteristic that is protected by law.

Harassment is any unwelcome verbal, written, or physical conduct that is intimidating, hostile, degrading, humiliating, or offensive. Harassment can take many forms, for example, bullying; offensive or sexual remarks, gestures or physical contact; offensive or sexual jokes, comments, requests; racial slurs; hate speech or trolling.

WHAT TO DO

- ✓ Respect the personal beliefs, backgrounds, cultures, identity, and values of every individual. Do not treat someone unfairly or prejudicially based on who that person is or their personal characteristics.
- ✓ Identify and report indicators or incidents of workplace harassment or violence. Reach out to your manager, HR, or Compliance, or report through an [ORIX Group hotline](#).



Respect Human Rights

➤ [LEARN MORE
Human Rights Policy ↗](#)

As set out in the ORIX Human Rights Policy, ORIX Group respects human rights throughout our value chain. We are committed to conducting our business in a way that is conducive to protecting the human rights of our various stakeholders, including external stakeholders such as our suppliers and the communities in which we operate.

WHAT TO KNOW

- ✓ ORIX Group recognizes it is our responsibility to protect and respect the human rights expressed in the United Nations Universal Declaration of Human Rights and to incorporate consideration for human rights into our business activities.
- ✓ ORIX is dedicated to protecting human rights throughout its value chain, especially around its supply chain.
- ✓ ORIX Group is expected, and in some jurisdictions legally obligated, to use our influence to promote corporate citizenship in our counterparties through due diligence and dialogue.



WHAT TO DO

- ✓ Consider the impact that your business or transactions have on human rights and your local community. Be aware of restrictions ORIX Group places on transactions that raise human rights concerns.
- ✓ Get to know your suppliers, business partners, and customers, and maintain open and regular dialogue. Be alert to signs of labor law and other regulatory violations. Inform them that ORIX Group has an [external whistleblower hotline](#) that is available to them.
- ✓ If you see, experience or suspect any human rights violations, including suspicions of human trafficking, forced labor, or worker safety violations, speak up! You can talk to your manager, HR or Compliance or report through an [ORIX Group hotline](#).

Contribute to a Safe and Healthy Work Environment

ORIX Group is committed to providing safe and healthy work environments where employees can thrive. We all deserve to work in a safe and secure workplace.

WHAT TO KNOW

- ✓ ORIX Group does not tolerate any acts of violence, threats and physical intimidation, or any other illegal conduct. Such conduct has no place at ORIX Group and can result in immediate disciplinary action, up to and including termination of employment.



WHAT TO DO

- ✓ Always know and understand your surroundings and maintain situational awareness. Proactively seek information to ensure you remain safe in your surroundings at work and elsewhere.
- ✓ While working, never be under the influence of any substance (including illegal drugs, marijuana, alcohol, or controlled substances) that impairs your ability to perform your job.
- ✓ In an emergency, follow the incident response plans applicable to your location or business.

“ORIX Group does not tolerate any acts of violence, threats and physical intimidation or any other illegal conduct.”