

ORIX Human Rights Policy

Introduction

We believe that corporate responsibility should be part of everything that ORIX Group does. Part of such corporate responsibility is our duty to support and respect human rights, as outlined in the United Nations' Universal Declaration of Human Rights, and to integrate human rights considerations into our business operations.

We are a signatory to the United Nations Global Compact (UNGC). We are committed to respecting and promoting the ten principles under the UNGC in the four fields of human rights, labor, the environment and anti-corruption, and we are promoting initiatives in each of these fields. We regularly review our policies on human rights and labor, taking into account internal and external feedback, and seek to adopt robust policies in line with the UNGC and other human rights principles, such as the Universal Declaration of Human Rights, the International Labor Organization's international labor standards and the United Nations' Guiding Principles for Business and Human Rights.

Our broader thinking about corporate sustainability and the environmental, social and governance topics most relevant to ORIX Group are summarized in our Sustainability Policy, which was discussed and approved by our Executive Committee.

Employees

Employees are ORIX Group'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.

We are committed to eliminating all kinds of employment and workplace discrimination from our business operations. We will not tolerate any type of human rights violation, including discrimination on the basis of race, ancestry, familial status, age, disability, religion, gender or marital status, as well as sexual, power and other types of harassment, forced labor and child labor. We are committed to complying with all applicable laws and to respect internationally recognized human rights wherever the company operates, including the Universal Declaration of Human Rights and the Guiding Principles for Business and Human Rights.

Clients & Suppliers

We require our employees to conduct business in a way that respects human rights and think and act in the best interests of our clients. We want to enable our clients to achieve their objectives and believe that a good match between our products or services and our client's profile is key to achieving this objective.

We expect our suppliers to respect human rights and avoid human rights violations. We promote respect for human rights by responding in an appropriate manner to known cases where human rights are negatively affected by our suppliers.

In addition, we also urge clients and suppliers of ORIX Group companies to respect human rights.

Governance

This ORIX Human Rights Policy was discussed and approved by our Executive Committee together with our Sustainability Policy. Internal stakeholders regularly review the need to update the policy and make amendments as necessary to reflect changes in our business operations and environment.

This policy was last reviewed and adopted by the Executive Committee on September 5, 2019.