

Modern Slavery Act Statement

This Modern Slavery Act Statement is made by ORIX Corporation ("ORIX" or "we") in accordance with section 54 of the UK Modern Slavery Act 2015 (the "MSA") and constitutes our Statement for the financial year ended 31 March 2025. Our Statement sets out the steps that we have undertaken – and are continuing to take – to ensure that modern slavery or human trafficking is not taking place in our businesses.

Modern slavery takes many forms and references to modern slavery in this statement mean slavery, servitude, forced and/or compulsory labor and human trafficking. We have a zero-tolerance approach to any form of modern slavery and are committed to acting in an ethical manner, with integrity and transparency in all business dealings. We are committed to creating and maintaining effective systems and controls in place to safeguard against any form of modern slavery taking place in our businesses.

Our Business

Since our founding in 1964, ORIX has developed a dynamic and diversified portfolio offering a broad range of services. We are a leader in numerous domains, including leasing, financing, investment, life insurance, banking, asset management, automobile-related services, real estate and environmental and energy services. Through our wholly owned subsidiary ORIX Corporation UK Limited, we primarily focus on investment activities in the United Kingdom.

Salient Human Rights Issues

We have worked with third party experts to access the risk profiles of the various sectors and regions in which we conduct business and believe that the risk of modern slavery in our businesses is relatively low. The low risk is largely due to the sectors and regions we primarily operate within, the large number of high-skilled individuals we employ and the nature of our supply chain and customers.

Despite the perceived low risk, we believe that sustainable business practices are crucial to our success and therefore we seek to carefully manage all forms of risk and the wider impact of our businesses and employees' actions. We are committed to maintaining the highest level of ethical standards in the conduct of our businesses and the actions of our stakeholders and suppliers are key to maintaining our high standards and success.

Policy Framework

We support the aims of the MSA and are committed to operating free from modern slavery. We take a proportionate, risk-based approach to modern slavery and, as part of our commitment, have set out our policy with respect to human rights, including the prevention of modern slavery in our operations and by our suppliers. In addition, we monitor for human rights risk through the processes laid out in our Sustainable Investing and Lending Policy. Both of these policies, together with further information on ORIX's approach to sustainability, are available on the ORIX Corporation sustainability homepage.

We are a signatory to the United Nations Global Compact, a strategic initiative for businesses committed to aligning their strategies and operations with ten principles in the fields of human rights, labor, the environment, and anti-corruption. By incorporating these principles into our policies and procedures, we seek to uphold our basic responsibilities to all of our stakeholders in our businesses. We also support and respect the United Nations Universal Declaration of Human Rights. In addition, one of the major themes in our Group-wide ESG-related material issues and key goals is managing our social risk and promoting respect for human rights.

Whistleblower Systems

We have established a whistleblower system (the “Compliance Hotline”) with the aim of improving the governance of our Group through prevention, early detection, and timely responses to any potential human rights violations or noncompliance with laws, regulations, and ORIX internal policies and rules. The Compliance Hotline is available through three channels: an external channel retaining outside lawyers and specialists, a channel for reporting outside of the internal management structure directly to the ORIX Corporation Board Audit Committee, and an internal channel. The external channel is open to external parties such as suppliers, business partners, and local communities.

Reporting can be done by letter, personal interview, telephone and email. Reporting by email is available 24 hours a day, 365 days a year. For our overseas group companies, reporting can be done at local hotlines established at each company or through this group-level hotline. The Rules on the Compliance Hotline prohibit any retaliation against employees who report in good faith and those who cooperate with the investigation.

Further information on our whistleblower system including operational data may be found on the ORIX Corporation compliance homepage.


Formal Education

In addition to the informal education provided through the operation of policies such as the Sustainable Investing and Lending Policy, which specifically requires a human rights risk review, we provide sustainability education to our employees through compulsory training, optional seminars, and written resources in our Sustainability Library, which is accessible through our company intranet. In addition, we produced an explanatory video and leaflet in both Japanese and English dedicated to the topic of business and human rights.

We continuously update the content of our sustainability education, such as reflecting our Group-wide ESG-related material issues and key goals mentioned above.

Suppliers

It is important to us that the key suppliers we contract with on projects respect all applicable local laws and conduct themselves to a morally and ethically high standard. Based on Group-wide outsourcing management rules, we conduct screening when selecting or renewing outsourcing partners. These screenings include checks for any concerns related to “environmental considerations” and “respect for human rights.” We revised the ORIX Group Code of Conduct to explicitly state that it also applies to our suppliers and going forward, we intend to use this Code as a foundational concept for efforts to prevent and mitigate risks across our supply chain. In addition to these Group-wide efforts, certain business units with relatively elevated human rights risks in their supply chains conducted risk assessments within their supply chains to identify priority suppliers and issues requiring action. Each company has also formulated its own Supplier Code of Conduct and are actively communicating their approach to suppliers.



Makoto Inoue
Group CEO
ORIX Corporation
17 September, 2025