Modern Slavery Statement
ORIX Australia Corporation Limited

Reporting period: 1 April 2025 – 31 March 2026
ABN 79 002 992 681

Statutory Approval Statement

In accordance with the requirements of the Modern Slavery Act 2018 ("the Act"), this Modern Slavery Statement:

- Was approved by the Board of ORIX Australia Corporation Limited in its capacity as the principal governing body on 15 June 2026.
- Has been reviewed, confirmed as accurate and signed by a duly authorised person, namely, Reggie Cabal in his role as Managing Director and Chief Executive Officer on 15 June 2026.

Reggie Cabal

Deputy Head - Asia-Pacific Business Headquarters,
ORIX Corporation

Chief Executive Officer & Managing Director
ORIX Australia and New Zealand

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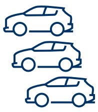
1. Reporting Entity's Structure, Operations, & Supply Chains

(Mandatory reporting criteria – s.16(1)(a) and (b))

Corporate Structure and Primary Business Activities

ORIX Australia Corporation Limited (ABN 79 002 992 681) is a reporting entity under the Act. ORIX New Zealand Limited (NZ Company No. 409889) ("ONZ") is controlled and owned (indirectly) by OACL. As with our earlier Statements, except where separate reference is contextually appropriate, this Statement refers to the Australian reporting entity and ONZ collectively as "OACL", "we", and "our".

OACL core operations continue to be in the area of vehicle leasing, rental and fleet management, including passenger, light and heavy commercial vehicles, equipment, and machinery. Individual products and services are as follows:



Fleet Management & Leasing

Business Vehicle Loans

Finance leasing, Chattel Mortgages and Novated Leasing

Asset Finance

Specialised Vehicle Finance, including Asset Finance

Real Estate Finance

ORIX Corporation is our global parent company and OACL is a fully owned subsidiary. ORIX Corporation is listed on the Tokyo and New York Stock Exchanges, with global headquarters in Japan. As described in previous Statements, OACL wholly owns several entities that continue to be inactive from a modern slavery reporting perspective – neither employing any staff, nor entering into any supplier contracts.[1]

The OACL Team

ORIX Australia Corporation Limited's total workforce continues to show consistent year-on-year growth, with 334 total team members for the reporting period. The vast majority (274) of these team members are employed on a permanent full-time basis. A small proportion of our team are engaged on a contract basis. The proportion of our staff engaged in customer-facing roles (approximately 30%) compared to technical, professional and executive roles (approximately 70% combined) remains consistent across reporting periods. ONZ's total workforce numbers are 131.

[1] A.C.N. 003 572 950 Pty Ltd (formerly ORIX Australia (International) Pty. Ltd – ABN 66 003 572 950; ORIX Hire Pty Ltd – ABN 75 087 514 565; A.C.N. 120 129 633 Pty Limited (formerly ORIX Australia (Real Estate) Pty Ltd) - ABN 96 120 129 633; A.C.N. 120 135 917 Pty Limited (formerly ORIX Australia (North Queensland) Pty Ltd) – ABN 50 120 135 917; ORIX Australia (Property Finance) Pty Ltd (formerly - ORIX Australia (Southern Queensland) Pty Ltd) – ABN 48 120 135 908; and OACL (Real Estate Finance) Pty Ltd ABN 93 684 144 009.

Our Operating Locations

OACL continued to operate out of the following office locations throughout Australia and New Zealand:

Australia

NSW
Macquarie Park (Head Office)
Ingleburn

QLD
Eagle Farm
Rocklea
Townsville

VIC
Laverton North

SA
Wingfield

WA
Kewdale
Port Hedland

New Zealand

Newmarket Auckland
(Head Office)

Mount Wellington, Auckland
(National Vehicle Centre)

Palmerston North
(ONZ Sales Branch)

Christchurch
(ONZ Sales Branch)

Throughout the reporting period, we received products and services from over 5,000 direct suppliers.

Motor vehicle-related suppliers, including for new vehicle acquisition, fuel purchases, repairs and maintenance services, replacement parts continue to be the prevailing sectors represented in the most significant procurement in our supply chain, which reflects our core business offerings. A breakdown of supplier numbers can be found below:

Supplier Type	Approximate Number
Dealer and/or repair and maintenance (OACL)	3,400
Corporate services and products (OACL)	250
Other[2] (OACL)	420
ONZ (all supplier types)	1,200

Our day-to-day business continues to be supported by what we consider to be a typical array of professional services such as accounting, banking, computer, IT and technical services, legal, insurance, market research, recruitment, real estate, and telecommunications.

Reflective of our entirely Australian and New Zealand (for ONZ) based operations, OACL does not have material direct supplier engagement with companies that are based outside of these countries.

[2] Miscellaneous suppliers engaged to support day-to-day business operations.

2. Identified Areas of Potential Modern Slavery Risk

(Mandatory reporting criteria – s.16(1)(c))

OACL did not receive any reports of, or otherwise become aware of, any incidents of actual or suspected modern slavery in our operations or supply chains during the reporting period.

We continue to recognise the risks relating to deeper-tiers of key inputs into global automotive supply chains, including those specific to fully electric and hybrid-powered vehicles.

OACL also recognises that, even within the relatively low-risk countries of Australia and New Zealand (in which we exclusively operate), certain sectors that are relied upon by virtually every business service provider (including ours), such as professional office cleaning and premises security services, carry a relatively elevated risk of forced labour and other exploitation of a characteristically more vulnerable workforce.

On a sector-wide basis, identified risk characteristics for the Australian cleaning and security industries include predominant employment amongst higher risk migrant workers with visas linked to employment status, lower proportions of worker-protective written employment terms and contracts, the potential for opaque contracting and sub-contracting arrangements, and relative difficulties for vulnerable workers to utilise grievance mechanisms (if available).

3. How Risk is Assessed and Addressed – Including Due Diligence & Remediation

(Mandatory reporting criteria – s.16(1)(d))

Supply Chains

Our modern slavery response continues to be overseen by our Governance, Compliance and Audit Committee, an independent Committee established by the OACL Board. Individual day-to-day responsibility and oversight of OACL's Modern Slavery program was transferred to the General Manager of Risk and Compliance during the reporting period.

Areas of assessed elevated modern slavery risk continue to be overwhelmingly situated in the deeper tiers of motor vehicle manufacturing and motor vehicle fuel supply chains. Particularly with the marked trend in Australia towards an ever-growing preference for electric vehicles (EVs), we acknowledge the importance of potential modern slavery risks associated with this segment of the global vehicle manufacturing segment.

Spotlight on Risks Relating to Electric Vehicles

A typical motor vehicle can contain anything between 15,000 and 25,000 component parts.[3] Multiple tiers of suppliers, manufacturers, distributors and service providers are spread around the world.[4] Due diligence in this area is complicated by the number of complex, international supply chain tiers that exist between mining the raw minerals, and companies that sell finished products, resulting in limited visibility over modern slavery risks.

These concerns are particularly relevant in the context of EVs, which contain multiple high-risk inputs and are increasingly reliant on materials and manufacturing in China.

- **Frame, chassis and mechanical components,** which are reliant on inputs such as aluminium, steel and copper.
- **Batteries,** which are reliant on lithium, cobalt, nickel, graphite, manganese.
- **Electronics and manufacturing,** which include conflict minerals.
- **Interiors, tyres and other parts,** which are reliant on inputs such as plastic, nylon, polyester, leather, rubber and glass.

Steel, rubber, plastics, aluminium and glass are the most common commodities found in cars.[5]

[3] https://www.supplychainbrain.com/blogs/1-think-tank/post/37191-challenges-facing-global-automotive-supply-chains#:~:text=Automotive%20supply%20chains%20are%20made,integrity%20for%20the%20final%20product

[4] 'Laura Murphy, Kendyl Salcito, Yalkun Uluyol, Mia Rabkin (2022), Driving Force: Automotive Supply Chains and Forced Labor in the Uyghur Region, Helena Kennedy Centre for Justice, Sheffield Hallam University. p7.

[5] https://www.investopedia.com/ask/answers/062315/what-types-raw-materials-would-be-used-auto-manufacturer.asp#:~:text=Steel%2C%20rubber%2C%20plastics%2C%20and,plastics%20and%20other%20synthetic%20materials. And https://auto.howstuffworks.com/under-the-hood/auto-manufacturing/5-materials-used-in-auto-manufacturing.htm

There are significant levels of modern slavery risk exposure for all types of motor vehicles. However, the risks are more numerous and elevated for electric vehicles than internal combustion engine (ICE) vehicles. EVs are notably heavier than conventional vehicles powered by ICEs; an average ICE car weighs 1600 kilograms whereas the average electric car is 2000 kilograms.[6] The bank of battery cells required to store sufficient power for an EV 'can add as much as 30% to the overall weight of the car compared to an ICE equivalent.'[7] They also require advanced battery technologies, which are the product of complex international supply chains, originating in the mining of raw materials.[8]

> To run, EVs require six times the mineral input, by weight, of conventional vehicles, excluding steel and aluminum…These minerals, including cobalt, nickel, lithium and manganese, are finite resources. And mining and processing them can be harmful for workers, their communities and the local environment…As the demand for EVs rises, so will the demand for the minerals inside their batteries.[9]

Most forced labour occurs in the lowest tiers of supply chains: in the extraction of raw materials and in production stages.[10] The Walk Free Foundation's Global Slavery Index identifies mining and quarrying as sectors that are amongst those most at risk of modern slavery, particularly forced and bonded labour.[11] Raw materials tend to be mined and processed in some of the "most remote places in the world, often under horrific labor and environmental conditions".[12]

Using data from the International Energy Agency (IEA)[13], the following table shows the quantities of the top six minerals used in electric cars compared to conventional cars:

Mineral	Electric Vehicle Content (kg)	Conventional Vehicles Content (kg)
Graphite (natural and synthetic)	66.3	0
Copper	53.2	22.3
Nickel	39.9	0
Manganese	24.5	11.2
Cobalt	13.3	0
Lithium	8.9	0

[6] https://www.sustainabilitybynumbers.com/p/weighty-issue-of-electric-cars.
[7] https://www.vanarama.com/electric-leasing/cars/are-electric-cars-heavier-than-petrol-ones
[8] https://www.washingtonpost.com/world/interactive/2023/electric-car-batteries-geography/
[9] https://www.washingtonpost.com/world/interactive/2023/electric-car-batteries-geography/
[10] https://www.walkfree.org/global-slavery-index/findings/importing-risk
[11]www.alliance87.org/global_estimates_of_modern_slavery-forced_labour_and_forced_marriage.pdf
[12] Driving Force, p7.
[13] https://www.iea.org/reports/the-role-of-critical-minerals-in-clean-energy-transitions/executive-summaryhtm

Four of the minerals (Graphite, Nickel, Cobalt and Lithium) are not used at all in the manufacture of ICE vehicles. EVs require more than double the amount of the other two minerals (Copper and Manganese). These minerals have all been linked to practices of modern slavery and human rights abuses.

The risks inherent in these supply chain inputs are further exacerbated by the increasing prevalence of China in the automotive industry, especially EVs. China is one of the world's top auto parts suppliers, exporting over $US45 billion worth in 2021.[14] The Chinese government has specifically targeted EVs as an area of growth by providing enormous subsidies to manufacturers entering the EV market and opening up corporate ownership to foreign investors and companies. Allegations of forced labour schemes in China centre around the XUAR region[15], which is also the epicentre of the boom in EV and automotive parts manufacturing. The Driving Force Report (discussed above) notes that China is building electric car factories "almost as fast as the rest of the world combined" and is also dominating the EV and auto parts markets.[16]

Due Diligence, Internal Training and Supplier Engagement

OACL continues to administer the onboarding supplier questionnaire to monitor and mitigate potential modern slavery risks. Key suppliers are required to complete a compliance onboarding questionnaire as part of the onboarding process, which includes specific questions relating to modern slavery risks. In addition, selected suppliers are issued an annual compliance questionnaire that also incorporates modern slavery questions to support ongoing monitoring and risk assessment. A total of 236 suppliers were issued the questionnaire, comprising 76 existing suppliers and 160 new suppliers. The overwhelming majority of these suppliers were not reporting entities under the Act, which confirms the importance of direct supplier engagement beyond examining published Modern Slavery Statements on the official Register.

Our direct supplier engagement initiatives this reporting period provided the following key insights:

- Varying levels of maturity in the approach to managing modern slavery risks, with many suppliers demonstrating limited formalisation of policies and processes.

- Many suppliers, particularly smaller or newly onboarded suppliers, have limited formal modern slavery frameworks and lack structured supply chain due diligence processes, however, we have a reasonable degree of comfort that the majority have in place acceptable employment and workplace conditions for their workforce.

- There is a broad spectrum of variability in overall apparent understanding and capability across our supplier base.

- While this process continues to support supplier engagement, response rates and the quality of responses indicate areas for improvement. These insights will inform more targeted engagement strategies, including a greater focus on higher-risk suppliers and the enhancement of due diligence measures in the next reporting period.

OACL plans to use these insights from our direct supplier engagement to support a broader reassessment of our approach to supplier risk ratings. We see this as an important data point to meaningfully inform our plans for strengthening OACL's overall modern slavery risk management framework (see below descriptions in Measuring Effectiveness section).

[14] Laura Murphy, Kendyl Salcito, Yalkun Uluyol, Mia Rabkin (2022), Driving Force: Automotive Supply Chains and Forced Labor in the Uyghur Region, Helena Kennedy Centre for Justice, Sheffield Hallam University.

[15] A large region in northwest China, home to the Uyghur people often in the news due to international controversy over China's treatment of these people.

[16] Ibid. p.6.

Our overall framework for supplier onboarding and ongoing procurement management continues to integrate express modern slavery considerations. A select number of existing suppliers respond, on an annual basis, to questions about implemented risk mitigation measures. Details are also requested in relation to the supplier's approach to external subject matter engagement, procurement contract clauses with inbuilt modern slavery risk mitigation, and internal training / capacity building initiatives.

New suppliers continue to be required to disclose similar kinds of information about modern slavery risk awareness and mitigation, as well as providing confirmation of compliance with the OACL Supplier Code of Conduct.

Specifically addressing modern slavery risk mitigation measures through our key supplier contracts is an embedded business-as-usual measure that continues to be consistently and broadly implemented throughout OACL. New supplier contracts were entered into with a specific commitment to our Supplier Code of Conduct, which incorporates anti-slavery measures.

As part of our continuous improvement approach, following conclusion of the reporting period (but prior to completion of this Statement), the global ORIX Group introduced a new Counterparty Code of Conduct, which sets clear expectations for suppliers and other counterparties, including requirements relating to human rights, labour practices, and ethical conduct. This development strengthens the governance and compliance framework applicable to OACL's supply chain, including the management of modern slavery risks.

OACL's well-established modern slavery training for our staff continues to be consistently implemented. This training is currently a mandatory component for the induction of all new employees, with refresher training provided periodically thereafter. OACL is currently reviewing its training approach, with plans to incorporate modern slavery content into a broader, consolidated compliance training module to be rolled out in the next reporting period (see below in our description of Measuring Effectiveness).

Operations

Based on consistent and core operational characteristics, including exclusively Australia/New Zealand-based operations and a highly skilled workforce, we continue to assess our direct modern slavery risk profile as being low, even relative to the broader Australian context.

Operational measures previously described in relation to providing us with reasonable assurance that our workforce is protected from any kind of exploitation remain in force.

No recruitment or other fees are charged to individuals who hold contracted positions within our workforce. No original versions of identification documents are retained, and our external recruitment processes only utilise reputable providers.

OACL's written employment contracts abide by all local industrial relations standards and regulations.

Grievance and Remediation

A confidential and anonymous whistleblowing mechanism continues to be operated by OACL and is available for use by all interested stakeholders. No concerns or complaints relating to potential modern slavery practices were reported using the mechanism during the reporting period.

The global ORIX Group Code of Conduct requires all employees to report any suspected breaches of applicable laws, regulations, or internal policies, including concerns related to modern slavery. Employees are encouraged to raise concerns directly with their supervisor, management, or the local or Group Compliance function where appropriate.

Where individuals are not comfortable raising concerns through these channels, ORIX provides access to the ORIX Group Global Hotline.[17] This service is externally managed by an independent third-party provider (EthicsPoint) and is available to support confidential reporting.

OACL's grievance mechanism includes:

- Independent and confidential handling of reports by a specialised external provider.
- Protection against retaliation for individuals who report genuine concerns or are good faith participants in investigations.
- Accessibility for reporting suspected violations of the Code of Conduct, including modern slavery risks, and for seeking guidance on policies and procedures.

All reports are treated seriously and are communicated to the appropriate internal stakeholders for review and investigation. OACL is committed to fostering a culture of transparency and accountability, ensuring that all concerns, including those relating to modern slavery, are appropriately addressed.

[17] orixcorporation.ethicspoint.com

4. Measuring the Effectiveness of our Anti-Slavery Measures & Planned Improvements

(Mandatory reporting criteria – s.16(1)(e), (g))

OACL continues to view candour, clarity and transparency as important features in our approach to assessing the effectiveness of our modern slavery response. During the reporting period, OACL updated its modern slavery questionnaire to enhance and draw out the modern slavery risks for non-reporting entities and developed a plan to expand our framework further. We have focussed on building a dedicated team with experience in modern slavery compliance.

OACL has prioritised significant improvements to our modern slavery risk management as a key priority moving forward.

OACL is in the process of comprehensively reviewing its current approach with all key aspects of our anti-slavery response at the time of lodging this Statement. This planned review is driven by our goal to strengthen governance, improve risk identification processes, and enhance supplier due diligence.

Key planned focus areas through our comprehensive update include:

- Conducting a reassessment of supplier risk ratings to address gaps and ensure consistency in methodology and documentation.
- Developing and implementing an enhanced modern slavery risk management framework - Updated policies and supporting documentation are expected to be finalised and implemented in the next reporting period.
- Improving supplier engagement processes, particularly in relation to higher-risk suppliers.
- Establishing clearer governance, reporting, and oversight mechanisms

These planned key areas for review and update have been selected as the most effective means of improving OACL's capacity to identify, assess, and manage modern slavery risks across its operations and supply chain in future reporting periods.

Our Risk and Compliance team members are responsible for strengthening and implementing the planned enhancements to our modern slavery framework over the next reporting period.

5. Consultation Between Entities & Other Information

(Mandatory reporting criteria – s.16(1)(f))

Internal consultation between OACL (Australia) and ONZ has continued both in relation to the preparation of this Statement and in implementing our ongoing modern slavery response. As other OACL owned/controlled entities have no staff or procurement activity, inter-entity consultation with these entities is not applicable.

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