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**FOR IMMEDIATE RELEASE**

**Contact Information:**

ORIX Corporation  
Corporate Planning Department  
Tel: +81-3-5419-5042  
Fax: +81-3-5419-5901  
URL: <http://www.orix.co.jp/grp/en/>

**ORIX Introduces Career Select System**

**Employees Now Able to Temporarily Take on a Limited Role to Achieve Life Goals**

TOKYO, Japan — September 4, 2012 — ORIX Corporation (TSE: 8591; NYSE: IX), a leading integrated financial services group, announced today the introduction of a new “Career Select System,” as part of its career advancement system.

ORIX introduced the career advancement system in April 1982, enabling employees to change from a general staff position to a career track to further their careers. In October 2011, ORIX enabled employees to change the other way as well, from a career track to a general staff position.

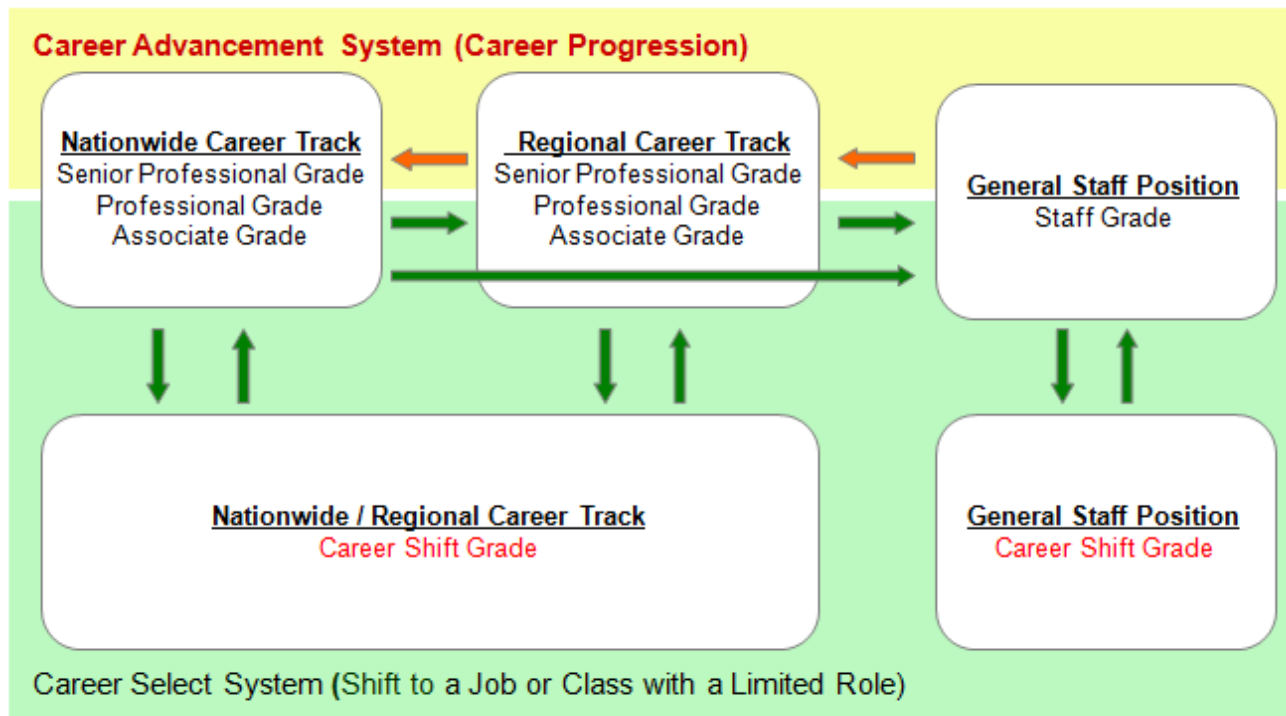
Starting from October 2012, ORIX will begin operating a “Career Select System” to allow employees to temporarily change from their present job and class\* to a job or class with a limited role at an employee’s request. This new system is designed to further promote diversity by increasing employees’ options for the way they work and freedom to choose based on events in their lives.

**Career Select System**

Where an employee is finding it difficult to fulfill the role and accept responsibility for performance required by his/her current position or grade due to child care, family care or other reasons, the system allows the employee to request a change in position or grade (the position held during the change shall be referred to as a “career shift grade”), including a change from career track that could entail a transfer anywhere within Japan and overseas to a regionally limited career track position with no transfer or a change from a career track position to a general staff position. The system also enables the applicant to apply for reinstatement to his/her former position.

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**(Career Advancement System Diagram)**



**\* Job / Class**

- Senior Professional Grade (General Manager class)
- Professional Grade (Senior Manager/Manager)      Class: 1-2
- Associate Grade      Class: 6-1 (Class 6 is highest)
- Staff Grade      Class: 6-1 (Class 6 is highest)
- Position held during a change in job or class through the Career Select System shall be referred to as a "Career Shift Grade"

**Example**

An employee has recently returned to work after maternity leave on a professional grade. However, her child is sickly and she is finding it difficult to perform her role and accept responsibility for her performance because of changes in her personal environment and family support circumstances. She wants to work in a limited role with limited responsibility on a career shift grade for four years until her child is ready to start school.

**Professional grade → Career shift grade**

The employee returns to her former professional grade after 4 years when her child starts school and her personal circumstances permit.

**Career shift grade → Professional grade**

Going forward, ORIX will continue to actively promote diversity, as it aims to become a company where it is easier to work and all employees can fully demonstrate their capabilities.

**About ORIX**

ORIX Corporation (TSE: 8591; NYSE: IX) is an integrated financial services group based in Tokyo, Japan, providing innovative value-added products and services to both corporate and retail customers. With operations in 27 countries and regions worldwide, ORIX's activities include corporate financial services, such as leases and loans, as well as automobile operations, rental operations, real estate, life insurance, banking and loan servicing. For more details, please visit our website at: <http://www.orix.co.jp/grp/en/>

These documents may contain forward-looking statements about expected future events and financial results that involve risks and uncertainties. Such statements are based on our current expectations and are subject to uncertainties and risks that could cause actual results to differ materially from those described in the forward-looking statements. Factors that could cause such a difference include, but are not limited to, those described under "Risk Factors" in the Company's annual report on Form 20-F filed with the United States Securities and Exchange Commission and under "4. Risk Factors" of the "Summary of Consolidated Financial Results" of the "Consolidated Financial Results April 1, 2011 – March 31, 2012."