



ORIX Business Center Okinawa Corporation Becomes the First Company to Receive Platinum “Kurumin” Certification in Okinawa

TOKYO, Japan - August 13, 2015 - ORIX Business Center Okinawa Corporation (“OBCO”), a subsidiary of ORIX Corporation, today announced that it had been granted a special recognition, Platinum "Kurumin" certification, by the Okinawa Labour Bureau in accordance with the revised Act for Measures to Support the Development of the Next Generation. This was the first recognition to be given to a company located in Okinawa.



The Platinum “Kurumin" certification is granted to selective companies that are already “Kurumin” certified by the Ministry of Health, Labour and Welfare, for their implementation of child-rearing measures at a high standard. The certification system was established on April 1, 2015.

OBCO has been implementing various measures to achieve a work environment that allows each and every employee to realize healthy work-life balance. In this recognition, OBCO’s efforts to support employees engaged in child-rearing to be able to continue working with ease through the reduction of overtime work and encouragement of utilizing paid leaves while providing opportunities for skill development were especially evaluated highly.

<Action Plan and Results>

Period	April 1, 2011 – March 31, 2015
Efforts	<ul style="list-style-type: none"> ▪ One or more male worker(s) take(s) child-rearing leave by March 31, 2015. ▪ Measures to improve understanding of child-rearing among employees are taken. ▪ Measures such as “No Overtime Day” to reduce overtime working hours are taken. ▪ Supports are given to female workers who have taken child-rearing leave, etc, to return to work and continue on their career path.
Results	<ul style="list-style-type: none"> ▪ Efforts to share the experience of males taking child-rearing leave took place. As a result, six male workers took child-rearing leave. (During the period, the number of male workers whose spouse gave birth was 11. The ratio of male workers taking child-rearing leave was 55%) ▪ Encouragement of managerial level staff to promote child-rearing related measures continued. Achieved the overtime reduction target through continuous interviews and monitoring. ▪ Conducted seminars “ORIX Group Mom in Okinawa” for female workers who are on child-rearing leave to facilitate their return to work. (During the period, the number of female workers who gave birth was 102. The ratio of female workers taking child-rearing leave is 100%)

In addition to various measures implemented in the past, OBOC implemented a number of new measures such as “Work-From-Home System,” “Flex-Time System” and “Annual Paid Leave By the Hour System” on July 1, 2015, providing employees with alternative work styles with no time or location constraints, in order to further improve employees’ work-life balance and productivity while retaining talented resources. OBOC will continue to develop a healthy work environment where employees can enjoy their work and private lives going forward.

Company Overview

Company name: ORIX Business Center Okinawa Corporation

Representative: President, Satoru Katahira

Locations: (Head office) Naha Shin Toshin Center Building 3F, 1-1-2, Omoromachi, Naha-City, Okinawa Prefecture

Shareholder: ORIX Corporation (100%)

Type of business: Business Process Outsourcing

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About ORIX:

ORIX Corporation (TSE: 8591; NYSE: IX) is a financial services group that provides innovative products and services to its customers by constantly pursuing new businesses. Established in 1964, from its start in the leasing business, ORIX has advanced into neighboring fields and at present has expanded into the lending, investment, life insurance, banking, asset management, automobile-related, real estate and environment and energy-related businesses. Since its first overseas expansion into Hong Kong in 1971, ORIX has spread its business globally by establishing locations in a total of 36 countries and regions across the world. Moving forward, ORIX aims to contribute to society while continuing to capture new business opportunities. For more details, please visit our website: <http://www.orix.co.jp/grp/en/>

Caution Concerning Forward-Looking Statements:

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, 2014 – March 31, 2015."