



Enhancement of HR System to Support Flexible Working Conditions

TOKYO, Japan –March 2, 2016 - ORIX Corporation (“ORIX”), today announced that it has introduced new HR systems to support flexible working conditions in each ORIX Group company in Japan.

ORIX believes that employees are its most important asset, and it has been striving to create a workplace that embraces diversity and maximizes the capabilities and expertise of each employee, irrespective of their gender, age, etc., from an early stage. For instance, ORIX has introduced the “Career Selection” system which allows those employees who need to take care of children or parents to have a reduced role and responsibilities at work.

This time, in order to further diversify working options available to the employees on the back of changing social trends, we have introduced the following four new HR systems:

- “Work-Area Change When Spouses Relocate” System

This system allows changes in work areas for employees who have been continuously employed for three or more years, and who find it difficult to continue working in their current work area due to relocation of their spouse.

- “Temporary Employment Suspension When Spouses Relocate” System

This system allows up to five years of employment suspension for employees who have been continuously employed for three or more years, and who find it difficult to continue working in their current work area due to relocation of their spouse.

- “Come-Back Re-employment” System

This system has been implemented to support employees’ diverse career planning by allowing former employees to apply for re-employment irrespective of their reason for resigning.

- “Inter-Group Company Transfer” System

This system allows transfers to other ORIX group companies for employees who have been continuously employed for ten or more years.

On the back of demographic challenges of decreasing population in Japan, the ORIX Group will continue to improve its work place and enhance its HR system that promotes diversity and maximizes its employees’ capability, and aim to become a company widely considered as a great place to work.

Contact Information:

ORIX Corporation
Corporate Planning Department
Tel: +81-3-3435-3121

About ORIX:

ORIX Corporation (TSE: 8591; NYSE: IX) is a financial services group which 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.”