



ORIX Life Receives Highest “Eruboshi” Certification of Three Stars as Company Promoting Women’s Empowerment

~Aiming to be a company with a conducive workplace environment where diverse talents can continue to perform~

TOKYO, Japan - January 20, 2022 - ORIX Life Insurance Corporation (“ORIX Life”) announced today that it has been granted the highest “Eruboshi” certification of three stars by the Minister of Health, Labour and Welfare as a company excellent in promoting women’s participation and advancement in the workplace.



Based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace, the Eruboshi certification is a system whereby companies are evaluated for their state of achievement in five categories: recruitment, continued employment, working hours, proportion of women in managerial positions and diversified career courses. Excellent companies are granted certification by the Minister of Health, Labour and Welfare. The highest certification of three stars is awarded to companies which have met the standards in all five categories.

ORIX Life has approximately 2,300 employees*, of which more than 50% are women. The company has worked on enhancing various systems for employees facing life events such as childbirth and raising of children, including a childcare leave system and a system for reduced working hours during childcare that go beyond statutory requirements. At the same time, ORIX Life is also working to create an environment where every employee can continue to apply themselves, such as establishing a nursing care leave system that goes beyond the legal requirements for employees who are caring for family members while working. In fiscal 2020, the rate of employees returning to work from childcare leave was 95%, while that for employees returning from nursing care leave was 100%.

ORIX Life will continue to work on creating conducive workplaces where every employee can fully demonstrate their capabilities so as to provide products and services that cater to the needs of customers.

* As of January 2022

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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 lending, investment, life insurance, banking, asset management, automobile related, real estate and environment and energy related businesses. Since entering Hong Kong in 1971, ORIX has spread its businesses globally by establishing locations in 28 countries and regions across the world.

Going forward, ORIX intends to utilize its strengths and expertise, which generate new value, to establish an independent ORIX business model that continues to evolve perpetually. In this way, ORIX will engage in business activities that instill vitality in its companies and workforce, and thereby contribute to society. For more details, please visit our website: <https://www.orix.co.jp/grp/en/>

(As of September 30, 2021)

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 that 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 “1. Summary of Consolidated Financial Results” of the “Consolidated Financial Results April 1, 2020 – March 31, 2021.”