



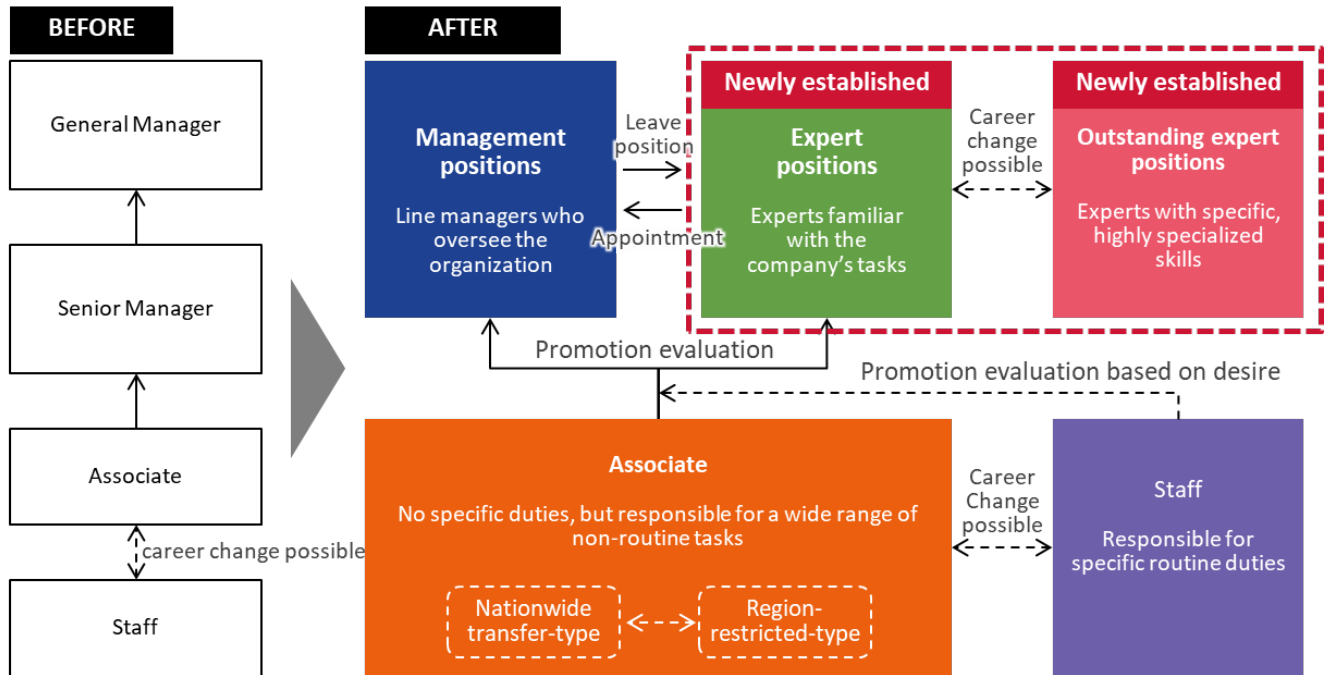
ORIX Bank Introduces New Human Resources System that Allows Employees to Choose Expert Careers

TOKYO, Japan - April 13, 2022 - ORIX Bank Corporation (“ORIX Bank”) announced today that it has introduced a new human resources system (“this system”) with the aim of improving employee job satisfaction and making it easier to work.

This system has newly created expert positions in addition to traditional management positions in order to promote the "activity of diverse human resources." Employees can choose from four areas of expertise (Sales, Corporate, Customer Service, and IT/Digital) in line with their own preferences. They can then improve their expert skills through internal transfers and experiences related to their area of expertise. In addition, outstanding expert positions have also been newly established for human resources with specific and highly specialized skills.

By allowing employees to choose expert careers that align their preferences in addition to management positions that have been traditionally held by General Manager and Senior Manager, ORIX Bank will further enhance their expertise as well as realize the ideal work styles of each employee.

[Change in Career Structure]



In order to contribute to the realization of a sustainable society, ORIX Bank formulated the Sustainability Policy^{*1} in June 2021 that applies to all of its business activities and the employees who are involved in them. As part of this policy, ORIX Bank is creating a sustainable working environment for its employees through human resources systems such as work style reforms as well as workplace improvements such as the renovation^{*2} of its headquarters building.

Through the introduction of this system, ORIX Bank will promote the diverse work styles of its employees and aim to further improve job satisfaction and make it easier to work.

Four areas of expertise for expert positions

For expert positions, employees choose the area in which they wish to develop their expertise between four areas of expertise. In principle, they will develop their careers through transfers limited to their area of expertise.

Sales Area	Corporate Area	Customer Service Area	IT / Digital Area
<ul style="list-style-type: none">•Retail Sales•Corporate Salesetc.	<ul style="list-style-type: none">•Corporate Planning•General Affairs and Human Resources•Finance•Risk Managementetc.	<ul style="list-style-type: none">•Business Promotion•Call Centeretc.	<ul style="list-style-type: none">•DX•Systems•Securityetc.

*Selection of the four areas of expertise is planned to start from fiscal 2024.

*1 [“ORIX Bank Formulates Sustainability Policy” \(July 30, 2021\)](#)

*2 [“ORIX Bank Implements Full Renovation of Headquarters to Adapt to New Normal Conditions” \(October 8, 2021\)](#) (in Japanese)

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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 March 31, 2022)

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.”