



## **ORIX Life Receives “Kurumin Certification” as a Company Supporting Childcare**

**~Aiming to be a company that helps employees balance work and child-rearing, ensuring that every employee can continue to apply themselves at the company~**

TOKYO, Japan - April 21, 2022 - ORIX Life Insurance Corporation (“ORIX Life”) announced today that it has received "Kurumin Certification" from the Minister of Health, Labour and Welfare as a company supporting childcare.



"Kurumin Certification" is a system under which the Minister of Health, Labour and Welfare certifies companies that are making efforts to balance work and child-rearing as companies supporting childcare, based on the Act on Advancement of Measures to Support Raising Next-Generation Children. Companies that meet all 10 criteria including the establishment of an action plan to support employees' child-rearing, as well as the establishment of a system to allow employees to take at least a certain level of parental leave or reduced working hours system for childcare are eligible to receive this certification.

To enable every employee to continue to apply themselves while balancing work and child-rearing, ORIX Life has made efforts to expand various systems, including childcare leave system that exceeds legal standards, reduced working hours during childcare system, and child nursing care leave system. ORIX Life's childcare leave system can be used until the child reaches 3 years of age. This system can also be divided up to two times, allowing employees to choose to take leave again during the period. In addition, the reduced working hours during childcare system is available until the child graduates from elementary school, allowing employees to adopt work styles with flexibility that enable them to balance work with child-rearing. In fiscal 2021, the rate of employees returning to work from childcare leave was 97%, and they achieve a balance between work and child-rearing by using the various system in place.

ORIX Life will continue to improve the internal systems and work environment to create conducive workplaces where every employee can fully demonstrate their capabilities.

### **Contact Information:**

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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.”