



ORIX to Provide Infertility Treatment Expenses as Part of Employee Benefit Programs

TOKYO, Japan - August 31, 2022 - ORIX Corporation (“ORIX”) announced today that expenses for infertility treatment will be applicable for its employee benefit programs. Infertility treatment will be newly added to the subsidy scope of ORIX’s system of financial support for self-improvement that applies to all employees of the 14 major companies*¹ under ORIX Group in Japan.

The system of financial support for self-improvement is a program where each employee is given 60,000 yen in benefit points annually. Employees can freely choose to use the points for a wide range of activities in three fields according to their individual needs. These activities include self-development through acquiring qualifications and learning languages, promoting health via fitness centers, and balancing work and family life using childcare and nursing-related services. Expenses for infertility treatment have been newly added to the scope of this program to reduce the burden on employees.

According to Japan’s Ministry of Health, Labour and Welfare, 18.2% of married couples in Japan, which is one in every 5.5 couples*², have undergone (or are currently undergoing) infertility testing or treatment. With infertility treatment becoming a common part of life, there is a growing movement to provide social support, including the extension of insurance coverage*³ to expenses for infertility treatment in April 2022.

So far, ORIX Group has provided support for working styles not bound to time or place—including the introduction of a super flextime system and a system allowing paid leave to be used in hourly units instead of whole days as well as enhancement of IT equipment—to nurture a culture that mutually recognizes diverse working styles while maintaining a high level of productivity.

In the aspect of work-life balance, besides support through programs according to various significant life events such as marriage, maternity, childcare, and nursing care, measures are also being implemented to deepen the understanding of employees themselves and those around them. These measures include the holding of seminars to think about balancing work and life outside of work, staying close to the concerns of each stage in life, such as cooperation between married couples for employees returning from maternity and childcare leave and those raising children, as well as employees with family members in nursing care.

Support for infertility treatment is not limited to the aspect of expenses. Through activities such as conducting seminars for employees, ORIX is also working to deepen understanding at the workplace as a whole beyond offering knowledge to those undergoing treatment. ORIX aims to create workplace environments that realize diverse working styles by supporting employees that seek to achieve work-life balance while undergoing infertility treatment.

*1 Applicable to 14 group companies: ORIX Corporation, ORIX Real Estate Corporation, ORIX Auto Corporation, ORIX Rentec Corporation, ORIX Life Insurance Corporation, ORIX Bank Corporation, ORIX Credit Corporation, ORIX Asset Management & Loan Services Corporation, ORIX Eco Services Corporation, ORIX Computer Systems Corporation, ORIX Environmental Resources Management Corporation, ORIX Interior Corporation, NS Lease Co., Ltd., ORIX Baseball Club Co., Ltd. (approximately 9,700 employees, as of March 31, 2022)

*2 Source: Ministry of Health, Labour and Welfare [“Manual for creating workplaces that allow employees to continue working while undergoing infertility treatment”](#) (in Japanese)

*3 Source: Ministry of Health, Labour and Welfare [“Initiatives related to infertility treatment”](#) (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, 2021 – March 31, 2022.” Furnished on Form 6-K.