



ORIX Business Center Okinawa Receives “Platinum Eruboshi” Certification as Company Promoting Women’s Empowerment

TOKYO, Japan - September 30, 2022 - ORIX Business Center Okinawa Corporation (“OBCO”) announced today that it has received the “Platinum Eruboshi” certification from the Minister of Health, Labour and Welfare. This is a certification given to companies that have made particularly outstanding progress in the promotion of women’s participation and advancement in the workplace.

This is the first time for a company in the Kyushu and Okinawa regions to receive the Platinum Eruboshi certification.

The “Eruboshi” certification is a program under which the Minister of Health, Labour and Welfare grants certification to companies that meet specified criteria, such as outstanding progress in efforts to promote women’s participation and advancement, among companies that have formulated and submitted general employment action plans.

The Platinum Eruboshi certification is the highest rank of the Eruboshi certification and given to companies that meet specified criteria, such as achieving the goals in their general employment action plans and exhibiting especially outstanding progress in efforts to promote women’s participation and advancement.

OBCO engages in back-office operations for ORIX Group. Of its roughly 500 employees, 90% are women, and the percentage of female employees in management positions is over 80%. OBCO has achieved an average legally allowed overtime of approximately three hours per month in FY2021 by improving productivity through the use of IT tools such as thorough visualization of operations and robotic process automation (RPA), allocating tasks based on difficulty and skill level, and establishing a support system that spans across departments. In an effort to create an environment in which people who are willing to work can continue to work regardless of gender, OBCO has been gradually expanding systems that allow each employee to work in accordance with their life cycle, including the Remote work System, Flex-Time System, and System allowing paid leave to be used in hourly units instead of whole days.

OBCO will continue to implement various measures to become a company where employees can perform their jobs at any stage of life while exhibiting their own individuality and abilities.

* [ORIX Business Center Okinawa Corporation Becomes the First Company to Receive Platinum “Kurumin” Certification in Okinawa \(August 13, 2015\)](#)

<Assessment Items, Certification Criteria, and OBCO's Progress>

Assessment item	Criteria	Progress
Recruitment	Recruitment for men and women must be implemented based on the same level of competition.	Women: 11.18 times Men: 18.03 times
Continuous employment	The average duration of continuous employment for full-time female workers of the company in the most recent fiscal year must be no less than the average for each industry. (Industry average: 9.7 years)	9.95 years
Work style such as working hours	The average total hours of legally allowed overtime work and legally allowed holiday work by workers in each employment management category must all be less than 45 hours for each month of the most recent fiscal year.	(Average of legally allowed overtime working hours) Expert positions: 2.8 hours/month Professional positions: 3.2 hours/month
Gender ratio in management positions	The percentage of female workers in management positions in the most recent fiscal year must be at least 1.5 times the average for each industry. (Industry average: 8.2%)	80.8%
Diverse career courses	The company must have implemented at least two items of the following in the last three fiscal years. A: Promotion of female workers from non-full-time to full-time positions B: Transition between employment management categories that contribute to the career advancement of female workers C: Reemployment of women, who were previously employed at the company, as full-time employees D: Employment of women who are roughly 30 years of age or older as full-time employees	A: 15 employees C: 1 employee D: 11 employees

* Progress for FY2021

Contact Information:

Investor Relations and Sustainability Department

ORIX Corporation

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 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.