



Announcement Regarding Introduction of Incentive Plan for Employees (Restricted Stock Grant Plan)

Tokyo, Japan – May 10, 2023 – ORIX Corporation (“ORIX”) announced today that it will introduce an incentive plan (Restricted Stock Grant Plan), mainly for manager- and executive-level employees, at ORIX Corporation and some Group companies.

With the aim of increasing shareholder value over the medium to long term and improving alignment with shareholders, ORIX introduced a share-based compensation plan for executive officers in 2005. The new incentive plan aims to foster employees' awareness of participation in management and encourage them to make proactive efforts to continuously increase corporate value over the medium to long term, through stock grants made primarily to manager- and executive-level employees based on the results of their annual evaluations.

Currently, a plan granting up to 100,000 shares for eligible employees in total is under consideration. ORIX will promptly announce which employees were granted stock and the number of shares to be granted when these details are decided.

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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, 2023)

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, 2022 – March 31, 2023” furnished on Form 6-K.