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

Tokyo, Japan – October 27, 2026 – ORIX Corporation ("ORIX" or the "Company") announced today that it has decided to continue an incentive plan (Restricted Stock Grant Plan) (the "Plan") for employees of the Company and for directors and employees of certain subsidiaries, and to dispose of its own shares (the "Disposal") in connection with the implementation of the Plan.

Starting from the fiscal year 2024, the Company has introduced the Plan primarily targeting manager- and executive-level employees. The objective of the Plan is to further cultivate a sense of involvement in management and to encourage them to take proactive action to achieve medium- to long-term and sustainable enhancement of corporate value.

The outline of the Disposal is as follows.

■Outline of the Disposal of Own Shares

(1)	Date of Disposal	December 18, 2026
(2)	Class and number of shares to be disposed	81,040 shares of Common stock of the Company
(3)	Disposal price	5,732 Yen per share
(4)	Total value of shares to be disposed	464,521,280 Yen
(5)	Allottees and number of shares to be disposed	Employees of the Company: 240 persons 56,280 shares Directors of the Company's subsidiaries*: 3 persons 780 shares Employees of the Company's subsidiaries*: 112 persons 23,980 shares
(6)	Others	An Extraordinary Report under the Financial Instruments and Exchange Act has been submitted with respect to this Disposal.

* The term "subsidiary" refers to a subsidiary as defined in Article 8, Paragraph 3 of the Regulation on Terminology, Forms, and Preparation Methods of Financial Statements.

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About ORIX Group:

ORIX Group (ORIX Corporation TSE: 8591; NYSE: IX) was established in 1964 and has grown from its roots in leasing in Japan to become a global, diverse, and unique corporate group. Today, it is active around the world in financing and investment, life insurance, banking, asset management, real estate, concession, environment and energy, automobile-related services, industrial/ICT equipment, ships and aircraft. Since expanding outside of Japan in 1971, ORIX Group has grown its business globally and now operates in around 30 countries and regions across the world with approximately 37,000 people. ORIX Group unites globally around its Purpose: "Finding Paths. Making Impact." combining diverse expertise and innovative thinking to help our world develop in a sustainable way.
For more details, please visit our website: https://www.orix.co.jp/grp/en/
(As of March 31, 2026)

Caution Concerning Forward-Looking Statements:

This document 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 to 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, 2025 – March 31, 2026” furnished on Form 6-K.