



## ORIX Bank Receives “Eruboshi” Certification of Two Stars as Company Promoting Women’s Empowerment

TOKYO, Japan – March 19, 2024 – ORIX Bank Corporation (“ORIX Bank”) announced today that it has been granted the “Eruboshi” certification of two stars by the Ministry of Health, Labour and Welfare as a company excellent in its initiatives related to promoting women’s participation and advancement in the workplace.



Based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace, the Eruboshi certification is a system whereby companies are evaluated for their state of achievement in five categories: recruitment, continued employment, working hours, proportion of women in managerial positions and diversified career courses. The company met the standards in four out of five categories and received the certification of two stars.

In June 2023, the company formulated its policy of “Promoting Diversity, Equity & Inclusion,”\* and set the goal of increasing the percentage of women in management positions to 30% by fiscal 2030, as part of its initiatives to promote the participation and advancement of diverse talents. In addition, through efforts to expand systems that support women’s career developments and life events, such as selective training for the development of female managers and a human resource system that allows women to apply to switch from a nationwide relocation system to a regional system due to childcare, illness, or family care, the company strives to create an environment where diverse employees can fully demonstrate their capabilities.

ORIX Bank will continue to increase the diversity of its employees and make full use of each individual’s knowledge and experience to become a company that can continue to provide new value to society.

\* [ORIX Bank Website “Promoting Diversity, Equity & Inclusion”](#) (in Japanese)

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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 35,000 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 November 1, 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.