

February 9, 2024

FOR IMMEDIATE RELEASE

Oriental Land Co., Ltd.

Revision of Employee Compensation

Oriental Land Co., Ltd. (“Oriental Land”) hereby announces that it has decided to revise its employee compensation as of April 1, 2024 by raising base salaries and hourly wages as part of its measures to maximize employees’ job satisfaction.

The OLC Group (“the Group”) upholds its Goal for 2030 with the aim of creating “Happiness” on an ongoing basis as the value provided by the Group in its effort to contribute to a sustainable society and achieve its own long-term sustainable growth. To fulfill the Goal for 2030, the Group designates “employee happiness” as one of its ESG areas of materiality. By implementing various measures, the Group is endeavoring to enhance job satisfaction and create a comfortable workplace for all Group employees, and thereby remain their chosen employer.

Following last year, with a view to ensuring that employees can work with a sense of security and unleash their respective potential to an even greater degree, Oriental Land has thus decided to raise the base salaries and basic hourly wages for all employees including part-time cast members (part-time employees) by approximately six percent on average as a way to invest in its human capital.

Oriental Land is determined to continue to create Happiness for people in the broader community and to work to achieve the sustainable development of business through unified efforts.

■ Outline of the revision of compensation

- Eligibility: Corporate employees, Theme Park operations employees, contract workers, show performers, part-time cast members
- Number of eligible persons: Approximately 24,400
- Revision details: Compensation to be increased by approximately six percent on average.

E.g., Part-time cast members: A uniform increase of ¥70 in basic hourly wages (Basic hourly wages will range from ¥1,210 to ¥1,600 as a result of the revision.)

Starting salary for corporate employees: A uniform increase of ¥17,000 in starting salary for new graduate employees hired in the fiscal year ending March 2025 and after. (The starting salary for new corporate employees with a postsecondary qualification will be ¥255,000 as a result of the revision.)