

March 12, 2026

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, 2026, by raising base salaries and hourly wages.

The OLC Group (“the Group”) upholds “Bringing more ‘Happiness’ to you and the community” as its Goal for 2035, aiming to contribute to a sustainable society and achieve long-term sustainable growth. As part of this effort, the Group strives to create and deliver “Happiness” as its value on an ongoing basis. Specifically, the Group advances initiatives to develop and attract talent that continues to generate new value, and works to maximize fulfillment by improving job satisfaction through investing in its human capital and creating a more comfortable workplace.

For the fourth consecutive year, Oriental Land has decided to raise the base salaries and basic hourly wages for all employees including part-time cast members (part-time employees).

To remain an entity that employees can truly take pride in, Oriental Land will continue to invest in human capital to offer a reassuring environment where each and every employee can maximize their potential.

Oriental Land will continue taking on new challenges so as to provide “wonderful dreams, moving experiences, happiness and contentment” to all its stakeholders for the next 50 years, 100 years.

■ Outline of the revision in compensation

- Eligibility: Corporate employees, Theme Park operations employees, contract workers, show performers, part-time cast members

- Number of eligible persons: Approximately 25,000

- 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 (As a result of the revision, basic hourly wages will range from ¥1,390 to ¥1,740, including role-specific allowances. An additional allowance will be added for certain job types based on their respective contracts.)

Starting salary for corporate employees: A uniform increase of ¥20,000 in starting salary for new graduate employees hired in the fiscal year ending March 2027 and after (The starting salary for new corporate employees with a postsecondary qualification will be ¥292,000 as a result of the revision.)

Appendix

◇Compensation increase rates and number of eligible persons for this year and the past three years ◇

Time of revision		April 2023	April 2024	April 2025	April 2026
Compensation revision rate*		Approx. 7%	Approx. 6%	Approx. 6%	Approx. 6%
Number of eligible persons		Approx. 21,800	Approx. 24,400	Approx. 26,600	Approx. 25,000
E.g.	Revision to starting salary for new graduates	Up ¥20,000	Up ¥17,000	Up ¥17,000	Up ¥20,000
	Revision to hourly wage of part-time cast members	Up ¥80	Up ¥70	Up ¥70	Up ¥70

*The average rate of increase in base salaries and basic hourly wages for eligible persons