

January 30, 2023

FOR IMMEDIATE RELEASE

Oriental Land Co., Ltd.

Revision in Employee Compensation

Oriental Land Co., Ltd. (“Oriental Land”) hereby announces that it has decided to revise its employee compensation as of April 1, 2023 by raising base salaries and hourly wages as part of its measures to maximize employees’ job satisfaction.

The Oriental Land Group (“the Group”) announced its Goal for 2030 in April 2022 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. Under 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.

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 decided to raise the base salaries and hourly wages for all employees including part-time Cast Members as a way to invest in human capital. As a result, compensation for its employees will increase by approximately seven percent on average.

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.