

September 28, 2007

AIFUL Creates Paid Leave Program for Volunteer Work

KYOTO — AIFUL Corporation today announced that it has created a new human resource program that provides paid leave to employees who take time off for volunteer work. The new program will be available starting October 1, 2007.

Purpose of Paid Leave Program for Volunteer Work

AIFUL Corporation engages in a wide variety of social initiatives ranging from the provision of long-term financial support for charitable organizations, to the donation of relief funds in areas afflicted by natural disasters such as major earthquakes and heavy rains. AIFUL also engages in sponsorship of community events and initiatives to address environmental issues, such as participation in Japan's national Cool Biz campaign to conserve electricity by reducing air-conditioning use.

AIFUL has created the paid leave program for volunteer work in order to support employee involvement in social initiatives through volunteer work. AIFUL hopes that the program will increase its employees' involvement in volunteer social initiatives.

Overview of Paid Leave Program for Volunteer Work

A. Employee Eligibility

All employees are eligible (including temporary employees and contract employees)

B. Eligible Activities

Covers volunteer participation in social initiatives that are sponsored by a public or non-profit body including regional non-profit organizations and municipalities. Eligibility mainly focuses on the following activities:

1. Social work (including child welfare, elderly welfare and welfare for people with disabilities)
2. Conservation of the natural environment (including clean-up and recycling initiatives)
3. Group activities (including volunteering for sporting events and local events)
4. Disaster relief
5. Other activities approved by AIFUL

C. No. of Days Available

Up to five days per year (may be taken on consecutive days)

D. Compensation

Offered as special paid leave. Enrollment in volunteer insurance coverage is mandatory. AIFUL covers all insurance costs and costs related to insurance enrollment.

Reference

Major Social Initiatives of AIFUL Corporation

1. Cool Biz Campaign

AIFUL has been participating in the Cool Biz campaign since 2006.

Performance in FY2006: Reduced CO₂ emissions by 126,128 kg (year-on-year)

2. Sponsorship of Local Events

Sponsored the Kyoto Committee Meeting for the 40th Annual Meeting of the Asian Development Bank held in May 2007. AIFUL is also an annual sponsor of the Kyoto Gion Festival, one of Japan's three major festivals.

3. Main Charitable Organizations Receiving Long-Term Financial Support

Kansai Guide Dogs for the Blind Association (dedicated to the training and greater use of guide dogs)

Kyoto Lighthouse (dedicated to assisting individuals with visual impairments)

Japan Rescue Association (dedicated to the training of rescue dogs and rescue activities)

Six other organizations also receive support from AIFUL.

4. Recent Donations of Relief Money

2007

Niigata Chuetsu Oki Earthquake (July)

Kumamoto Heavy Rain Disaster (July)

Noto Peninsula Earthquake (April)

2006

Nagano Heavy Rain Disaster (September)

Kagoshima Heavy Rain Disaster (September)

Miyazaki Heavy Rain Disaster (September)

Central Java Earthquake, Indonesia (June)

2005

Great Pakistan Earthquake (October)

Typhoon No. 14 affecting Miyazaki, Yamaguchi and Kagoshima (September)

Katrina Hurricane, U.S.A. (August)

Fukuoka Seiho Oki Earthquake (March)

5. Other Activities

Participation in the Ecocap initiative to raise funds for purchase of vaccines in developing nations.

Participation in used stamp collection initiative to raise funds for dispatch of medical personnel to underserved countries.

AIFUL Corporation

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