





LION Integrated Report

2020









Corporate Message

Every day is full of wonderful moments.

Birds singing outside your window.

The clean feel of a freshly washed shirt.

A blue sky without a cloud in sight.

The smiling faces of children at play.

A tasty meal after a hard day's work.

Some days are special —

weddings, birthdays, holidays ...

But even the ordinary days are precious.

At Lion our business revolves around ordinary days.

Providing the products people need

to maintain good lifestyle habits.

Supporting cleanliness, health and comfort,

while protecting our global environment.

This is our mission, one in which we take pride.

Inspired by the wonder of everyday life.

Dedicated to creating a future full of health, hope and happiness.

For people everywhere around the world.











Editorial Policy and Lion's Disclosure

Editorial Policy

The Lion Integrated Report 2020 is intended to provide Lion's shareholders, investors and other stakeholders with key information about the Company and facilitate deeper understanding of related issues. Specifically, the main topics covered include Lion's initiatives to create social value and increase its corporate value over the medium to long term as well as its management vision, business environment and strategies, and environmental, social and governance issues.

Period Covered: From January 1, 2019 to December 31, 2019 (Some parts also include information about 2020)

Scope of Coverage: Lion Corporation and all of its consolidated subsidiaries are covered, in principle.

* Where the scope of coverage of reported activities or data differs from the above, a description is provided.

Accounting Standards Applied: International Financial Reporting Standards (IFRS)

Referenced Guidelines:

- International Integrated Reporting Framework issued by the International Integrated Reporting Council (IIRC)
- Guidance for Integrated Corporate Disclosure and Company-Investor Dialogues for Collaborative Value Creation issued by the Ministry of Economy, Trade and Industry
- GRI Sustainability Reporting Standards issued by the Global Reporting Initiative
- ISO 26000: 2010 Guidance on social responsibility issued by the Japanese Standards Association

Regarding Forward-Looking Statements

This Integrated Report contains forward-looking statements on subjects that include matters related to future business plans, corporate strategies and forecasts of performance. Such statements were formulated based on information that was available at the time of the preparation of this Integrated Report and contain uncertainties regarding such factors as economic conditions, market trends and foreign currency risks. Please understand that actual results may differ from the information presented in these forward-looking statements.

Lion's Disclosure

Investor Relations

IR news, quarterly financial statements, shareholders meetings, securities reports, etc.



https://www.lion.co.jp/en/ir/

About Us

Company overview, management vision, message from management, corporate governance, corporate compliance, research & development, etc.



https://www.lion.co.jp/en/company/

Information not included in the integrated report is available on Lion's website.



Lion Integrated Report 2020

Sustainability

Lion's approach to sustainability, social contribution activities, SDG-related initiatives, etc.



https://www.lion.co.jp/en/csr/

Products

Products offered by Lion, presented by category



https://www.lion.co.jp/en/products/

CONTENTS * Click on the section titles below to jump to the relevant page.

Our Path & DNA

- 05 Our Founder's Passion
- 06 Corporate Motto/Management Philosophy/Lion Group Charter for Corporate Behavior
- **07** The Evolution of Lion's Value Creation
 - Creating New Value
 - Lion's Capital Supporting Growth

Vision

- 11 Lion's Value Creation Model
- 13 Management Vision and Purpose
- 15 Message from the Chairman
- 17 Lion's Sustainability
 - Addressing the Sustainability Material Issues to Achieve the Management Vision
 - The Lion Group Sustainability Material Issues and Objectives for 2030

Strategy & Business

- 25 Message from the President
- 33 Financial and ESG Highlights
- **35** Consumer Products Business
- 39 Overseas Business
- 43 Industrial Products Business

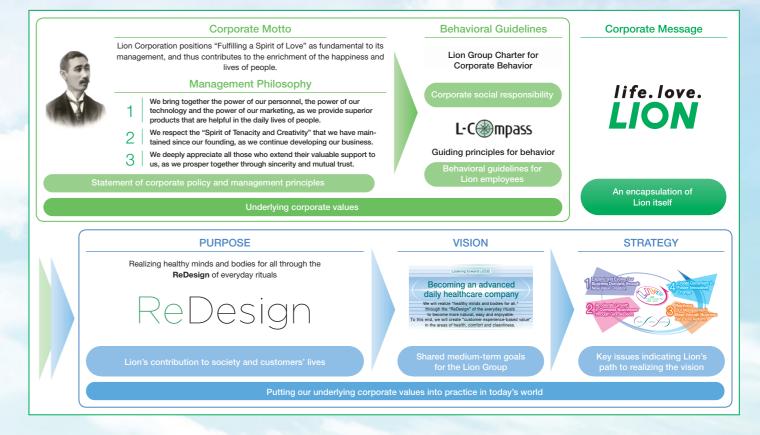
Foundation

- 45 Human Resource Development
- 51 Research and Development
- 55 Supply Chain
- 59 Corporate Governance
 - Corporate Governance System
 - Messages from the External Directors
- Directors and Audit & Supervisory Board Members, Corporate Officer Selection and Compensation Systems
- Internal Control Systems

Performance

- 73 Management's Discussion and Analysis of Fiscal 2019 Results
- 79 Nine-Year Financial Summary
- 81 2020 Sustainability Material Issues and Objectives of the LIVE Plan Medium-term Management Plan (2018-2020) and Achievements in 2019
- 85 Major Sustainability Indicators
- 87 Corporate Overview/Stock Information
- **88** External Evaluations/Participation in External Groups

L-MAP: Lion's Guiding Map



3 Lion Integrated Report 2020 Lion Integrated Report 2020