






# Improving Employee Health

Initiative	Detail
Health Checkups	<p>We provide health checkups that cover a range of items more extensive than is legally required. In addition, we have established Company-wide standardized criteria and implemented measures for follow-ups based on said criteria, regardless of the worksite or medical institution where the checkup takes place. Employees with checkup results that indicate a need to undergo further examination are strongly encouraged to do so by industrial physicians and nurses who provide one-on-one guidance on medical examinations and offer referrals to medical specialists when necessary.</p> <p><b>Health and Dental Checkup Items for Specific Needs</b></p> <ul style="list-style-type: none"> <li>o In-depth checkups: For employees age 40 or above. 21 legally required items + 11 additional items.</li> <li>*At age 40, in addition to the above, hepatitis B and C and stomach cancer risk tests are conducted at during health checkup.</li> <li>o Gynecological examinations: Age-specific examination items.</li> <li>o Prostate cancer (PSA) examinations: For men age 50 and above.</li> <li>o Dental checkups: For all employees. Dental hygienists provide health guidance.</li> </ul>
Health Guidance •Specific Health Checkups <sup>*1</sup> and Specific Health Guidance <sup>*2</sup>	For employees 40 years of age or older, a specific medical checkup focusing on metabolic syndrome is conducted along with regular medical checkups. If a patient is diagnosed as having a high risk of lifestyle-related diseases, the patient is classified according to the degree of risk, and the Lion Health Insurance Society and the expert staff of the Health Support Office provide health guidance to review lifestyle habits. For cases that require the most proactive support, the Lion Health Insurance Society and the Human Resource Development Center make recommendations and, in addition to in-house professional staff, cooperate with outside vendors to support the revision of lifestyle habits.
Health Checkup Data Analysis	A cross-departmental project has been launched to promote data-driven health management using information from the analysis of health checkup results and receipt data. Multiple specialized departments work together to not only enhance employee health policies but also to gain insights that will lead to the optimization of healthcare costs.
Infection Countermeasures	From 2020 onward, we have resolved to cover the full cost and company expenses of influenza vaccinations as well as to provide vaccinations at each of our business locations. Compared with 2019, the vaccination rate in 2023 has increased significantly from 30% to 63%, the number of employees affected by influenza has decreased from 196 to 32 and the number of lost work days has decreased significantly from 765.5 to 137.5 days.
Making Healthy Behavior a Habit •Health Point Initiative	Having seen the employee obesity rate increase to over 25% in 2020 as an ancillary effect of such actions as self-quarantining during the COVID-19 pandemic, Lion added a health point system to the 2022 GENKI Navi with the aim of making adopting healthy habits more positive and enjoyable for employees. In 2023, more than 1,000 people applied to participate and post-enrollment surveys showed a satisfaction rate of more than 90%. In 2024, we incorporated internal communication and smoking cessation as missions to earn health points.

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<p>Making Healthy Behavior a Habit</p> <ul style="list-style-type: none"> <li>Improvement of Workplace Environment</li> </ul>	<p>Lion Headquarters, which moved to its new location in Kuramae in April 2023, encourages the development of healthy habits through the creation of a certain environment.</p> <div>    </div> <div> <p>A cup-free tooth brushing area</p> <p>The ideal stride illustrated through the footsteps of the LION mascot</p> <p>A bar for stretching (videos of it being used are available)</p> </div>
<p>Improving Health Literacy</p> <ul style="list-style-type: none"> <li>The “GENKI” Report White Paper on Health</li> </ul>	<p>Lion has issued the “GENKI” Report, a white paper on health that visualizes employee health status as well as illness prevention and health improvement efforts, allowing users to compare age-related data against a Company-wide average since 2022. The report is shared annually with the officers responsible for health and productivity management and those tasked with its promotion at each office. Based on data furnished by Lion’s digital transformation (DX) departments, the report presents radar charts mapping various data to illustrate how close specific offices and organizations are to improving their health rankings. The report is intended to help each office and organization better understand its own health status and use this data to inform health promotion activities.</p> <div>   </div> <p>Health data for the headquarters area</p>

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Health Promotion Seminars for 50-Year-Old Employees	<div><p>Since 2013, we have held annual half-day health promotion seminars for employees who have reached the age of 50, and since a switchover to an online seminar format in 2022, participation rates have increased. Approximately 90% of participants have indicated that they were able to understand all the content, and the satisfaction rate reached 88.1% due to the seminars' specific and easy-to-understand nature.</p></div> <div><div><div>Online seminars</div><ul style="list-style-type: none"><li>• Age-specific health issues</li><li>• Insurance systems that support contingency planning</li><li>• Career planning</li><li>• Financial literacy</li></ul></div><div><div>Video learning</div><div>Cancer prevention<ul style="list-style-type: none"><li>• Prevention of lifestyle-related diseases</li><li>• Frailty prevention</li><li>• Age-specific oral health issues</li></ul></div></div></div>
Women's Specific Health Issues	<p>Since 2024, through the establishment of an external consultation service and in partnership with a new in-house business, anonymous consultations and seminars have been offered on the subjects of menstruation and other physical ailments specific to women. A total of 145 people have participated, with a satisfaction rate of 93.2%.</p>
Men's Specific Health Issues	<p>In 2023, the Well-Being Lounge focused mainly on health issues specific to men. The program centered on the themes of late-onset hypogonadism, fertility and other issues that may be difficult to ask others about. Participants had the opportunity to take part anonymously and consult with a medical professional. In real time, a total of 172 people participated.</p>