

Work-Life Enrichment

Initiative	Detail
Refresh Leave Program	Employees who have reached the ages of 30, 40 or 50 are eligible to take a 10-workday period of leave and receive a subsidy to refresh their mind and body before taking a new leap forward. This program is designed as an opportunity for employees to consider their future career paths and life plans as they reach these milestone moments in their lives. Employees are encouraged to take advantage of these opportunities to travel or take on the challenge of acquiring new qualifications.
Volunteer Leave System	Lion has established a special volunteer leave system (up to five days per year) to support employees participating in Company-designated volunteer activities as well as a general volunteer leave system (in which employees can use expired annual paid leave) to support employees participating in volunteer activities of their own choosing. Japan is frequently affected by natural disasters, such as flooding and earthquakes. Through employees' active participation in activities to promote recovery in affected areas, we aim to contribute to local communities and enhance participants' awareness of social contribution.