

Developing Human Resources

Initiative	Detail
Lion Career Village (LCV)	<p>LCV offers programs divided into e-learning (mainly video content), professor-led case lectures and small group discussions. Users can access and learn from approximately 5,000 units of online content and discussion-style programs encompassing knowledge from within the Group and outside. In addition, those seeking further learning may utilize the Self-Development Fund (SDF) system, in which the Company supports a portion of the learning expenses incurred based on an individual's LCV usage performance.</p>
Career Design Support	<p>Lion has established the Career Design Support hotline to support employees' "career autonomy" in which they strive to advance their careers based on their own aspirations and actions. The hotline allows employees to seek consultation about their careers and provides information from within and outside the Company, helping employees design their careers and rediscover their own potential. We also hold career seminars for specific age groups and offer lectures on specific career themes to meet employees' particular needs while helping them develop an awareness of the ways in which they can leverage their unique strengths and experience in their careers.</p>
Side Job System	<p>Since its introduction in 2020, a total of 300 cases have been recognized under the side job system (in which employees can either devise their own side jobs or choose from a number of options), which creates opportunities for employees acting with conscious autonomy to gain knowledge and experience. Pursuing a side job can be an opportunity for employees to expand their own potential and take a fresh look at their own abilities. As such, we are both granting employees permission to work side jobs outside the Group and recruiting outside talent to work side jobs at Lion. By gaining experience outside the Company, employees can grow and evolve while expanding the breadth of their career and career options. Furthermore, we aim to leverage the external knowledge and connections that employees build through their side jobs to help create new value.</p>