Training Programs Implemented in FY2024

Company-wide Training (covering governance and career development)

NO.	Training Title	Participation Rate	Training Content
1	6th Sustainability Promotion E-Learning	60%	The necessity of sustainability promotion and ZOZO's activities related to sustainability.
2	7th Sustainability Promotion E-Learning	60%	Overview of materiality and key actions with related regulations and case studies of other companies.
3	8th Sustainability Promotion E-Learning	71%	The necessity of reducing greenhouse gas emissions, major emission sources in our business, and reduction methods.
4	Compliance Training	100%	Harassment on social media use, laws and regulationsa, DE&I.
5	Freelance Related Law e-learning	-	Regarding the law aimed at protecting freelancers.
6	ISMS Training	100%	Information security, risk management, and incident response based on ISMS.
7	Career Workshop	-	Workshop to reflect on one's own career.
8	LY Academia / Women's Leadership Class	-	Women's leadership class training program aimed at cultivating the mindset of next-generation female leaders.
9	Disaster Preparedness E-learning	77%	Regarding disaster preparedness at the Nishi-Chiba office and ZOZOSTUDIO.
10	ZOZOWALK	-	An event-style training focused on "walking" as a form of self-care.

Company-wide Training (aimed at acquiring individual skills)

NO.	Training Title	Participation Rate	Training Content
1	How to Read Financial Statements	-	Internal study session aimed at increasing interest and understanding of financial results and stock prices.
2	The Use of Generative AI	-	Training on how to utilize generative AI.
3	Tech Academy AI Utilization Academia	-	Practical applications of AI and related precautions.
4	1st Introductory Miro Workshop	-	Basic Operations of the Online Whiteboard Miro.
5	2st Introductory Miro Workshop	-	Basic Operations of the Online Whiteboard Miro.
6	3st Introductory Miro Workshop	-	The board creation and meeting facilitation, based on the basic operations of Miro learned in the first and second sessions.
7	4st Introductory Miro Workshop	-	The board creation and meeting facilitation, based on the basic operations of Miro learned in the first and second sessions.
8	Intermediate Miro Study Session	-	Advanced use of Miro for intermediate users.
9	Self-care Workshop: building resilience for a flexible mindset	-	A training to develop resilience and transform challenges into growth opportunities.

Trainings for Manager

NO.	Training Title	Participation Rate	Training Content
1	Management Workshop for Newly Appointed Block Leaders (first half of the fiscal year)	77%	Learning management skills, sharing knowledge, and discussing challenges.
2	Management Workshop for Newly Appointed Block Leaders (second half of the fiscal year)	72%	Learning about management, sharing knowledge, and discussing challenges.
3	E-learning for Newly Appointed Block Leaders	100%	E-learning focused on risk management and labor affairs.
4	Study Session for Newly Appointed Block Managers.	100%	Guidance on mindset and scope of work as a manager.
5	Briefing Session	76%	Management methods for building strong teams.
6	Evaluation Workshop(first half of the fiscal year)	-	Purpose and key points of evaluations.
7	Evaluation Workshop(second half of the fiscal year)	-	Purpose and key points of evaluations.
8	1 on 1 Workshop	-	Methods for effectively utilizing 1-on-1 time to build trust with team members.
9	DE&I Training	85%	Internal initiatives for Promotion of women's active engagement in professional life.
10	Building a Atrong Organization: Organizational Development Workshop	66%	Methodologies for solving issues in organization (for directors and above).
11	Compliance Training for Senior Management	100%	Compliance overview (for senior management from general managers to executives).
12	Communication Workshop for General Managers	94%	Communication methods that contribute to building relationships
13	Risk Management Training for Executive Leadership	100%	Training using simulated press conferences to raise awareness of risks.

For New Graduates Hired in 2024

NO.	Training Title	Participation Rate	Training Content
1	Onboarding Training for Business and Development Departments	100%	History, culture, and services operated by ZOZO
2	Onboarding Training (post-entry training)	100%	Business manners, PC skills, and ways of thinking in business.
3	Development Training	100%	New graduates team up to develop services themed around "sustainability" and deliver presentations.
4	Joint Follow-Up Training	100%	Understanding areas of difficulty and improving psychological flexibility.
5	Mindset Training	100%	Business manners and professional conduct.
6	Follow-Up Training (business division only)	100%	Understanding the company culture and business, and planning future actions.

Trainings for Mid-Career Hires

NO.	Training Title	Participation Rate	Training Content
1	Onboarding and Friendship Program for Mid-Career Hires	-	Company's business and internal systems.
2	Health Lecture for Mid-Career Hires	-	Programs for maintaining and improving health.

Trainings for Part-time staff, Contractors, Temporary workers, and Others (non-regular employees)

NO.	Training Title	Participation Rate	Training Content
1	Compliance training	100%	Compliance with laws and regulations, harassment prevention, and precautions when using social media.