Sustainability Initiatives

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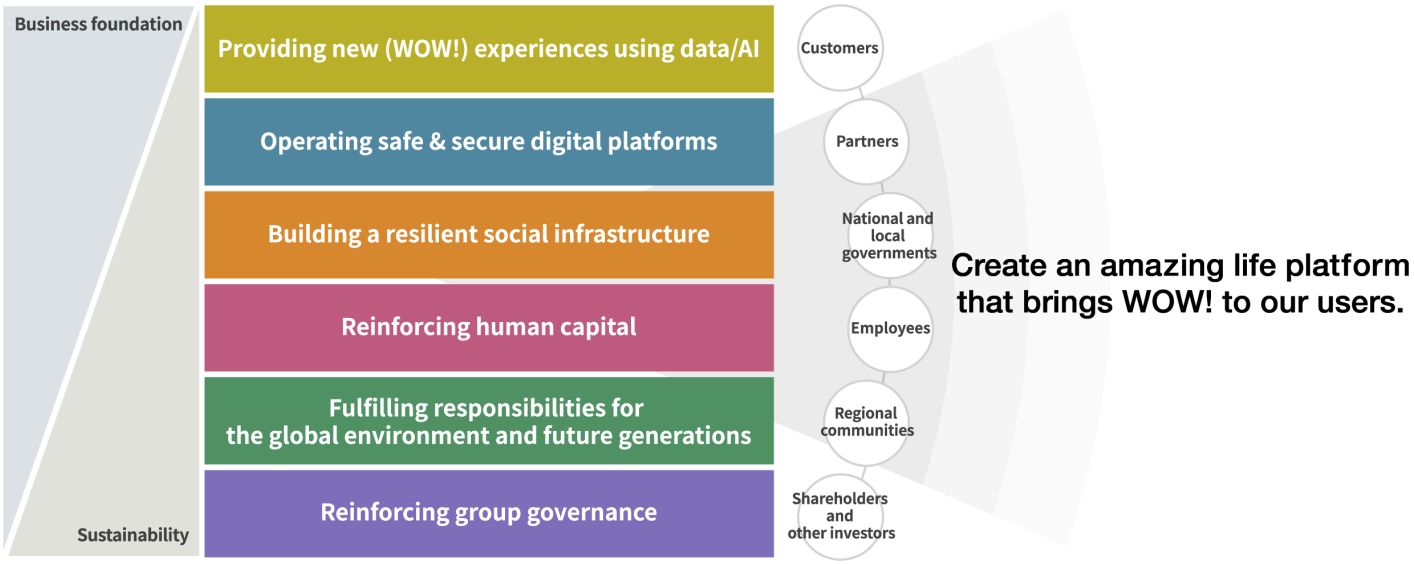
Basic Policy on Sustainability

The LY Corporation Group upholds "Create an amazing life platform that brings WOW! to our users" as its mission. The Group will bring positive impact to society through its businesses and promote sustainability management that takes responsibility for future generations by addressing social issues, including the global environment and human rights. To promote sustainability management, the Group establishes the following Basic Policy on Sustainability and identifies six materiality issues.

Basic Policy on Sustainability

1. Promote sustainability from the standpoints of both society and business
2. Work collectively to address sustainability while taking advantage of the unique characteristics of each Group company
3. Take on challenges without being bound by precedents, and strive to continuously generate innovation

Materiality Issues

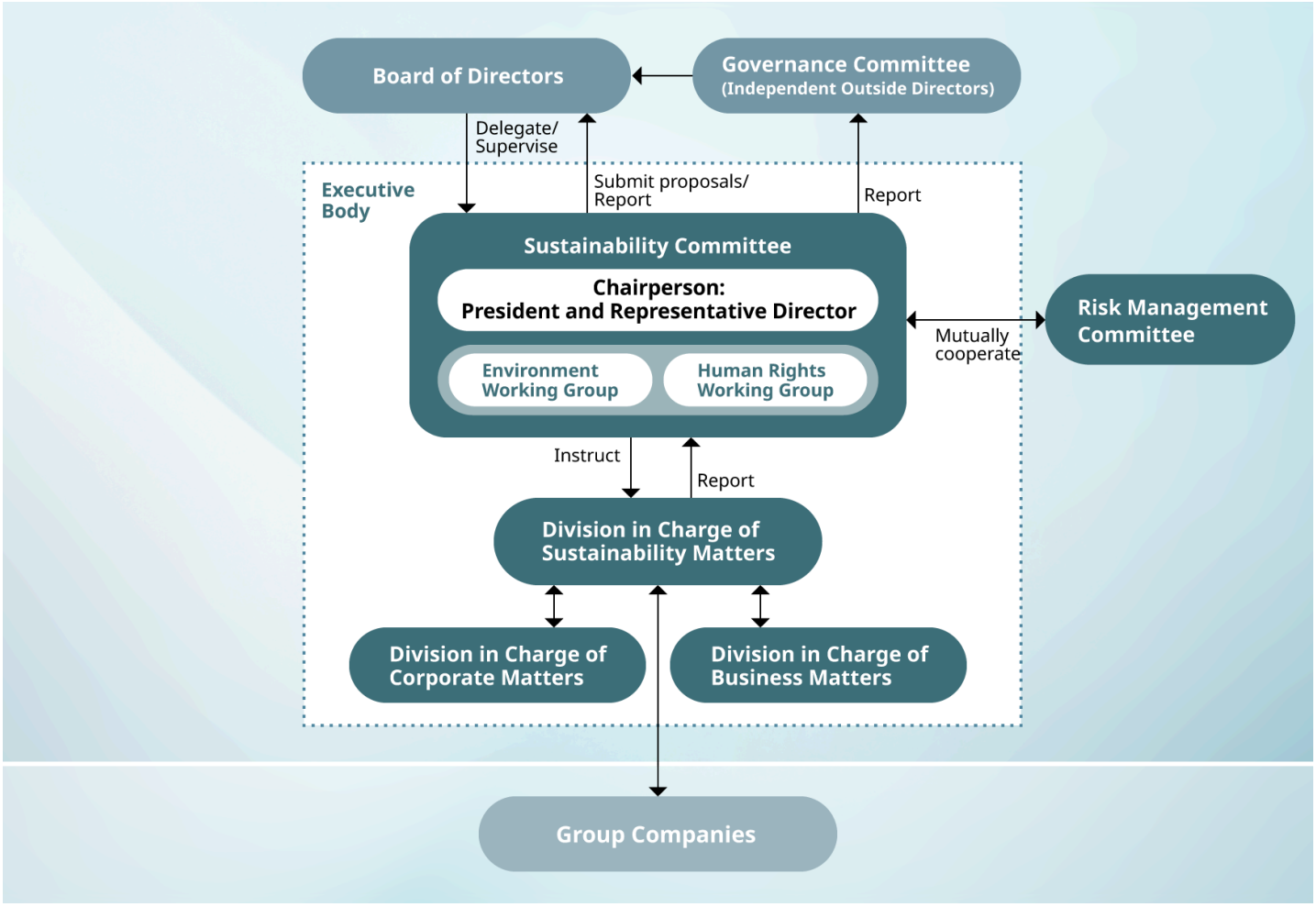


Management Structure for Promoting Sustainability Initiatives

The LY Corporation has established the Sustainability Committee under the supervision of the Board of Directors, to promote initiatives to address various sustainability issues across the Group companies.

The Sustainability Committee, chaired by the President and Representative Director, CEO (Chief Executive Officer), deliberates and makes decisions on the LY Corporation Group's materiality issues, as well as policies and various measures in the area of sustainability, monitors the status of their progress, and submits proposals and reports to the Board of Directors. The Committee also reports regularly to the Governance Committee composed of independent outside directors.

The Environment Working Group and the Human Rights Working Group are established under the Sustainability Committee. The persons responsible for the environment and human rights issues in the Group companies serve as the members of these Working Groups. They review policies and measures of the LY Corporation Group and promote these measures at each Group company.



→ More details

Environment

To realize a sustainable society, the Group will make efforts to address climate change as well as strive to reduce the environmental impact derived from business activities, implement measures to reduce waste, and protect biodiversity.

→ More details

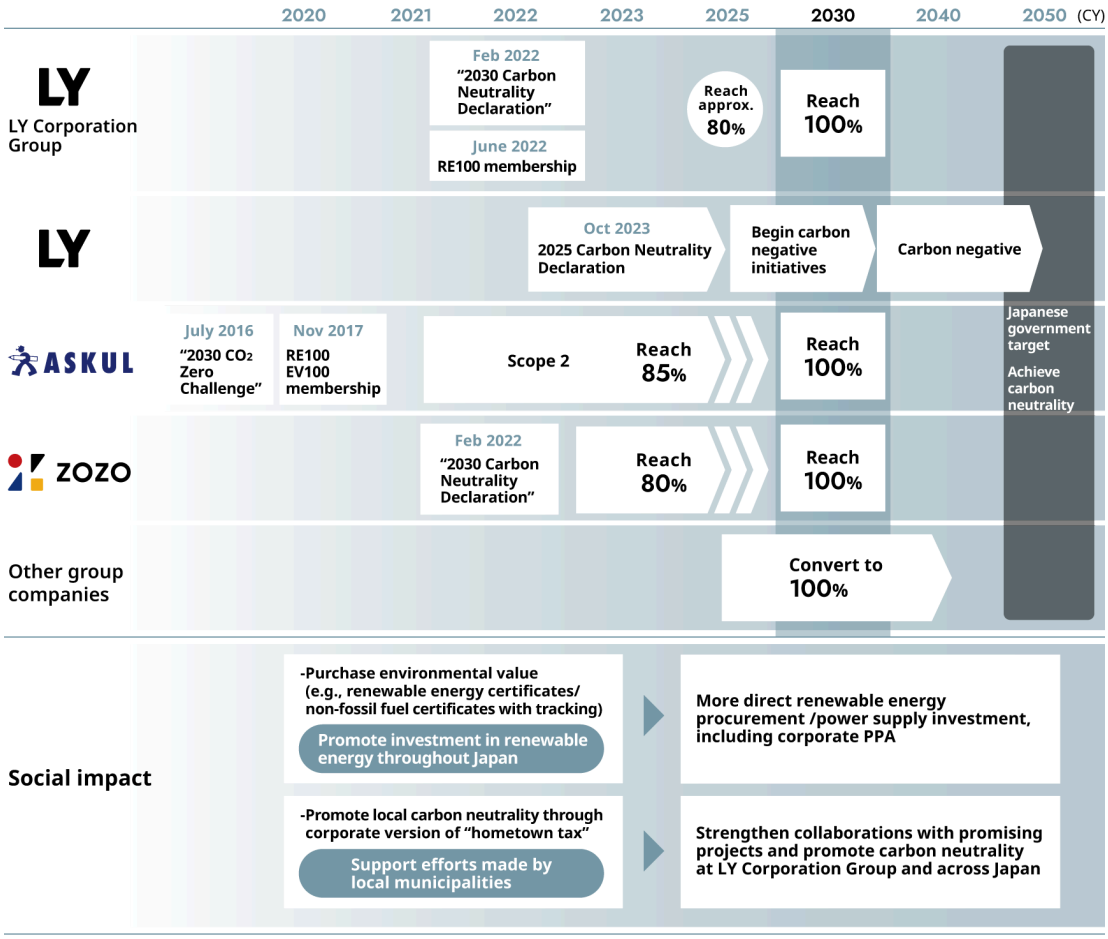
[Special Feature] Efforts Toward Carbon Neutrality

In February 2022, the LY Corporation Group (then Z Holdings Group) announced its "2030 Carbon Neutrality Declaration," a commitment to reduce greenhouse gas emissions (GHG emissions) from the business activities of the entire Group to net-zero by FY2030.

To achieve the goal by FY2030, first, more than 80% of the electricity used by major Group companies will be generated from renewable energy sources by around FY2025, and then the remaining electricity will be converted to 100% renewable energy sources over the following five years. In addition, to fulfill the "2030 Carbon Neutrality Declaration" by the entire Group, LY Corporation will begin initiatives to become carbon negative*1 in the 2030s. Moreover, the Group plans to cooperate with the companies operating businesses together to reduce the indirect GHG emissions*2 of the collaborating companies.

*1 GHG emissions subject to the GHG Protocol Scopes 1 and 2.

*2 GHG emissions subject to the GHG Protocol Scope 3.



Social Initiatives

Aiming to realize a sustainable society, the Group will operate safe & secure digital platforms, develop and reinforce human resources that create diverse values, and contribute to building a flexible and resilient social infrastructure.

[Special Feature] Reinforcing Human Capital

Developing and reinforcing human capital, including AI talent, that creates diverse values is a source of competitiveness for the LY Corporation Group. Based on this belief, the Group will strive to improve the well-being of its employees and realize work styles that enable all employees to maintain their physical and mental health and perform to their fullest.

Creating Opportunities for Learning and Experience

The Group provides enhanced training programs so that the employees can perform their jobs with enthusiasm and energy, at all stages of their career. In addition, the Company is working to foster a corporate culture that encourages employees across the Group to generate synergies among themselves.

To this end, the Group founded Z Academia, a corporate university, in April 2020, to foster cross-organizational networking among the Group employees and accelerate the generation of Group synergies. In FY2022, 229 courses[*1] were held for all the employees of the Group, participated by a total of approximately 26,000 employees.

*1 133 courses in the form of seminars; 96 archived courses

Reinforcing AI Talent

The Company established Z AI Academia, a community for training AI talents among Group companies in 2021. Z AI Academia is part of Z Academia, a corporate university of the Group. Through this Academia, the Group will raise the level of knowledge and practical skills related to AI and develop human resources across the entire Group, and will endeavor to solve the social issue of AI human resource shortage. In particular, Z Humanities AI School, a six-month practical program launched within Z AI Academia, provides various training programs for non-engineering positions, such as planning and back-office positions. The programs include classroom lectures on basic knowledge such as AI trends and classification of application types, as well as practical training such as creating purchase prediction models using no-code tools.

Deepening Knowledge on Sustainability

Based on the recognition that improving the ability to achieve a "Sustainability Transformation" or "SX," which balances social and corporate sustainability is essential for the Group to grow in the medium- to long-term, LY Corporation launched Z Sustainability Academia. It is designed to be a forum for each Group employee to gain relevant knowledge on sustainability, which they can then put into practice in their own work.

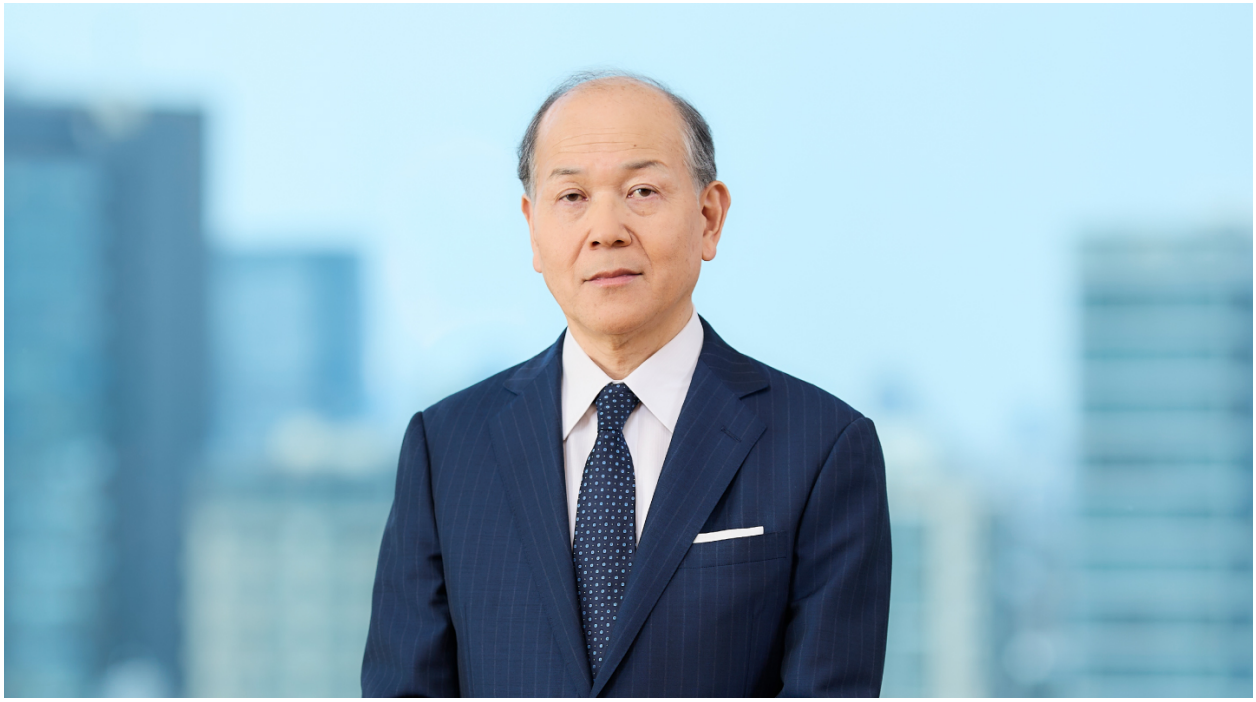
Programs consisting of lectures and workshops are held each year providing opportunities for employees to acquire structured knowledge about sustainability and develop the motivation to incorporate sustainability initiatives into their business.

Governance

Corporate governance is essential to preserving the trust the public has placed in us as a company. To that end, the LY Corporation Group is actively working to strengthen corporate governance by such means as establishing internal control systems, enhancing audit functions, and improving business processes.

→ More details

【Special Feature】Independent Outside Director Interview



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