

■ Environment

Environment	GHG emissions	Emissions by Scope	(Unit : t-CO ₂)	Boundary	FY2020	FY2021	FY2022	FY2023
			Scope 1					22.0
Scope 2 –market-based–				*1	2,470.0	3,091.0	1,602.8	1,409.3
Scope 2 –location-based–					1,127.0	1,144.0	2,155.8	1,335.3
Scope 3				*2	-	-	70,639.5	105,040.4
Total –market-based–					2,492.0	3,111.0	72,963.4	106,487.7
Total –location-based–					1,149.0	1,164.0	73,478.6	106,413.7

*1 Scope 1 and 2 emissions refer to emissions from major offices (Cerulean Tower and Shibuya Fukuras) and data centers of major companies.

*2 Scope 3 emissions refer to all upstream and downstream emissions from the business activities of GMO Internet Group, Inc.

■ Scope 1 emissions : GHG emissions in Japan are calculated using calorific value conversion factors and carbon emissions factors stipulated in the Act on Promotion of Global Warming Countermeasures.

■ Scope 2 emissions : GHG emissions associated with the use of purchased electricity in Japan are calculated using emissions factors by electric utility stipulated in the Act on Promotion of Global Warming Countermeasures.

Social

Social

Basic employee data

		Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	
Breakdown of the number of employees in this report	(Unit: Persons)							
	Managers	Male	GMO Internet Group, Inc.	76	93	78	79	84
		Female		6	8	8	10	10
	Permanent employees except the ones listed above	Male		436	418	456	448	435
		Female		185	190	198	200	196
	Employees hosted from other companies	Male		0	2	6	2	1
		Female		0	0	12	0	0
	Fixed-term contract employees * Excluding temporary staff	Male		32	50	45	78	83
		Female		41	61	93	109	118
	Subtotal	Male		544	563	585	607	603
	Female	232		259	311	319	324	
Total		776	822	896	926	927		
Number of expatriate employees (included in the above measure)	(Unit: Persons)							
	Male	GMO Internet Group, Inc.	10	9	9	9	7	
	Female		1	2	2	3	2	
Breakdown of the number of employees by age	(Unit: Persons)							
	Under 30	Male	GMO Internet Group, Inc.	136	158	156	169	163
		Female		92	102	120	121	114
		Total		228	260	276	290	277
	30-50	Male		388	380	399	391	390
		Female		135	153	163	188	198
		Total		523	533	562	579	588
	Older than 50	Male		30	31	43	45	50
		Female		7	8	9	10	12
		Total		37	39	52	55	62
Number of newly hired graduates	(Unit: Persons)							
	Inside Japan	Male	GMO Internet Group, Inc.	21	25	21	16	14
		Female		10	16	5	9	2
(Unit: Persons)								
Number of mid-career employees	Inside Japan	Male	GMO Internet Group, Inc.	49	47	70	84	51
		Female		32	40	81	70	53
	(Unit: Persons)							
Number of temporary staff	Temporary staff (persons)	Male	GMO Internet Group, Inc.	13	45	34	47	69
		Female		50	87	49	95	110
		Total		63	132	83	142	179
	Ratio (%)	Male		2.3%	7.4%	5.5%	7.2%	10.3%
		Female		17.7%	25.1%	13.6%	22.9%	25.3%
		Total		7.5%	13.8%	8.5%	13.3%	16.2%

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		Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	
Social	Employment	Average tenure	(Unit: Months)					
		Male	GMO Internet Group, Inc.	73	77	84	78	85
		Female	GMO Internet Group, Inc.	62	62	63	60	67
	Job turnover rate							
		Number of staff leaving (inside Japan; persons)		81	73	95	114	162
		Job turnover rate (inside Japan; %)		10.4%	8.9%	10.6%	12.3%	17.5%
		Including the number of staff leaving voluntarily (persons)		67	69	75	77	103
		Voluntary employee turnover rate (%)		8.6%	8.4%	8.4%	8.3%	11.1%
		Number of staff leaving (outside of Japan; persons)		0	1	1	1	1
		Job turnover rate (outside of Japan; %)	GMO Internet Group, Inc.	-	0.1%	0.1%	0.1%	0.1%
		Including the number of staff leaving voluntarily (persons)		0	1	1	1	1
		Voluntary employee turnover rate (%)		-	0.1%	0.1%	0.1%	0.1%
		Number of staff leaving (overall; persons)		81	74	96	115	163
		Job turnover rate (overall; %)		10.4%	9.0%	10.7%	12.4%	17.6%
		Including the number of staff leaving voluntarily (persons)		67	70	76	78	104
Voluntary employee turnover rate (%)		8.6%	8.5%	8.5%	8.4%	11.2%		
Diversity	Breakdown of female managers by job type			(Unit: Persons)				
		Management Division	GMO Internet Group, Inc.	5	5	4	4	4
		Business segments	GMO Internet Group, Inc.	1	3	4	6	6
	Total		6	8	8	10	10	
	Expatriate employees (included in the above measure)			(Unit: Persons)				
		Number of female managers	GMO Internet Group, Inc.	0	0	0	0	0
	Employment and promotion of women			(Unit: %)				
		Female employees		29.9%	31.5%	34.7%	34.4%	35.0%
		Female employees in management positions	GMO Internet Group, Inc.	7.3%	7.9%	9.3%	11.2%	10.6%
		Female new graduates		32.3%	39.0%	19.2%	36.0%	12.5%
	Female employees in management positions in business segments		1.2%	3.0%	4.7%	6.7%	6.4%	
	Employment of handicapped people							
Number of handicapped people employed (persons)		GMO Internet Group ^{*3}	32	42	46	50	73	
Ratio of employees with disabilities (%)		2.6%	2.0%	2.2%	2.0%	2.2%		

*3 The target organizations are the following companies within the GMO Internet Group: GMO Internet Group, Inc., GMO AD Partners Inc., GMO NIKKO Inc., GMO AD Marketing Inc. (GMO AD Marketing Inc. merged with GMO NIKKO Inc. in January 2024), GMO Payment Gateway, Inc., GMO Cybersecurity by Ierae, Inc., GMO Financial Holdings, Inc., GMO Financial Gate, Inc., GMO Media, Inc., GMO Pepabo, Inc., and GMO Dream Wave Inc.

		Boundary	FY2019	FY2020	FY2021	FY2022	FY2023			
Social	Hours of training and expenditure on training	Total hours of training received by partners (hours)	4,276	4,843	5,241	4,082	10,737			
		Average hours of training received per partner (hours)	5.51	5.89	5.85	4.41	11.58			
		Average days of training received per partner (days)	0.7	0.7	0.7	0.5	1.4			
		Expenditure on training (¥ thousands)	24,569	20,371	25,991	30,000	24,600			
		Average expenditure on training per partner (¥ thousands)	31	24	29	32	26			
	Various training programs	(Unit: Persons)								
		Number of participants in an information security training program	GMO Internet Group, Inc.	1,157	1,117	1,092	1,246	1,203		
		Number of participants in a management training program		71	69	71	98	104		
	Training and education	Career development reviews	Number of employees receiving regular reviews (persons)		Male	544	563	585	607	603
					Female	232	259	311	319	324
					Total	776	822	896	926	927
			Ratio (%)		Male	100.0%	100.0%	100.0%	100.0%	100.0%
					Female	100.0%	100.0%	100.0%	100.0%	100.0%
					Total	100.0%	100.0%	100.0%	100.0%	100.0%
			Including under 30		Male	136	158	156	169	163
					Female	92	102	120	121	114
					Total	228	260	276	290	277
			Ratio (%)		Male	100.0%	100.0%	100.0%	100.0%	100.0%
					Female	100.0%	100.0%	100.0%	100.0%	100.0%
					Total	100.0%	100.0%	100.0%	100.0%	100.0%
		Including 30-50		Male	388	380	399	391	390	
				Female	135	153	163	188	198	
				Total	523	533	562	579	588	
		Ratio (%)		Male	100.0%	100.0%	100.0%	100.0%	100.0%	
				Female	100.0%	100.0%	100.0%	100.0%	100.0%	
				Total	100.0%	100.0%	100.0%	100.0%	100.0%	
		Including older than 50		Male	30	31	43	45	50	
				Female	7	8	9	10	12	
				Total	37	39	52	55	62	
		Ratio (%)		Male	100.0%	100.0%	100.0%	100.0%	100.0%	
				Female	100.0%	100.0%	100.0%	100.0%	100.0%	
		Total	100.0%	100.0%	100.0%	100.0%	100.0%			
Human rights assessment	Human rights training	(Unit: Persons)								
		Number of partners who participated	GMO Internet Group, Inc.	773	786	937	926	927		

		Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	
Work-life balance	Work-life balance program usage							
		Number of partners subject to childcare leave in the respective fiscal year (persons)	Male	10	17	18	19	12
			Female	9	8	12	22	16
		Number of childcare leavers starting in the respective fiscal year, which include the persons who have requested to take childcare leave (included in the above measure; persons)	Male	2	3	1	5	12
			Female	9	8	12	22	11
		Percentage of childcare leave users (%)	Male	20.0%	17.6%	5.6%	26.3%	100.0%
			Female	100.0%	100.0%	100.0%	100.0%	68.8%
		Number of childcare leavers finishing in the respective fiscal year (persons)	Male	2	3	1	5	8
			Female	4	8	12	17	9
		Number of returnees (included in the above measure; persons)	Male	2	3	1	5	8
			Female	4	7	12	17	8
		Percentage of returnees after childcare leave (%)	Male	100.0%	100.0%	100.0%	100.0%	100.0%
			Female	100.0%	87.5%	100.0%	100.0%	88.9%
		Number of returnees for the previous fiscal year who are working at the company for more than a year (persons)	Male	2	3	1	1	5
			Female	3	7	10	10	11
		Returnee retention rate (%)	Male	100.0%	100.0%	100.0%	100.0%	100.0%
	Female		75.0%	100.0%	83.3%	83.3%	64.7%	
	Number of reduced hours program users (persons)		4	7	12	31	29	
	Number of telework program users (persons)		776	822	896	926	927	
	Percentage of telework program users (%)		100.0%	100.0%	100.0%	100.0%	100.0%	
Paid leave taken								
	Number of days of paid leave granted (days)	GMO Internet Group, Inc.	11,746	12,295	12,878	13,408	18,010	
	Number of days of paid leave taken (days)	GMO Internet Group, Inc.	8,493	6,218	8,443	8,536	13,125	
Paid leave usage ratio (%)		72.3%	50.6%	65.6%	63.7%	72.9%		
Overtime								
	(Unit: Hours)							
	Total overtime	GMO Internet Group, Inc.	92,150	101,528	99,476	144,184	162,212	
Overtime per employee	GMO Internet Group, Inc.	119	124	111	156	175		
Mental health care								
	Number of partners subject to stress checks (persons)	GMO Internet Group, Inc.	–	858	907	889	875	
	Including the number of respondents (persons)	GMO Internet Group, Inc.	–	572	787	830	812	
Response rate (%)		–	66.7%	86.8%	93.4%	92.8%		

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		Boundary	FY2019	FY2020	FY2021	FY2022	FY2023
Social	Occupational health and safety	(Unit: Incidents)					
		Number of occupational injuries	1	0	0	2	6
		Including the number of occupational injuries resulting in death	0	0	0	0	0
		Number of occupational fatalities or injuries resulting in an absence from work of at least one day	0	0	0	0	0
	Number of cases of occupational illness	1	0	0	2	4	
		GMO Internet Group, Inc.					
Customer responsibility	Customer privacy	(Unit: Incidents)					
		Complaints concerning breaches of customer privacy	0	0	0	0	0
		GMO Internet Group, Inc.					