GMO Internet Group, Inc. ESG Data(FY2024) Last updated:March 30, 2026

■ Environment

Environment

			Boundary	FY2020	FY2021	FY2022	FY2023	FY2024
GHG emissions	Emissions by Scope	(Unit : t-CO_2)						
		Scope 1	*1	22.0	20.0	26.0	38.0	38.9
		Scope 2 –market-based–		2,470.0	3,091.0	1,602.8	1,409.3	1,410.8
		Scope 2 –location-based–		1,127.0	1,144.0	2,155.8	1,335.3	1,336.7
		Scope 3	*2	-	-	70,639.5	105,040.4	131,859.4
		Total –market-based–		2,492.0	3,111.0	72,963.4	106,487.7	133,309.1
		Total –location-based–		1,149.0	1,164.0	73,478.6	106,413.7	133,235.0

*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.

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■ Social

Social

					Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Basic employee data	Breakdown of the number of employees in this report	(Unit: Persons)									
		Managers		Male	GMO Internet Group, Inc.	76	93	78	79	84	84
				Female		6	8	8	10	10	14
		Permanent employees except the ones listed above		Male		436	418	456	448	435	419
				Female		185	190	198	200	196	187
		Employees hosted from other companies		Male		0	2	6	2	1	2
				Female		0	0	12	0	0	0
		Fixed-term contract employees * Excluding temporary staff		Male		32	50	45	78	83	91
				Female		41	61	93	109	118	124
		Subtotal		Male		544	563	585	607	603	596
				Female		232	259	311	319	324	325
		Total				776	822	896	926	927	921
	Number of expatriate employees (included in the above measure)	(Unit: Persons)									
		Male			GMO Internet Group, Inc.	10	9	9	9	7	8
		Female				1	2	2	3	2	1
	Breakdown of the number of employees by age	(Unit: Persons)									
		Under 30		Male	GMO Internet Group, Inc.	136	158	156	169	163	151
				Female		92	102	120	121	114	106
				Total		228	260	276	290	277	257
		30-50		Male		388	380	399	391	390	387
				Female		135	153	163	188	198	206
				Total		523	533	562	579	588	593
		Older than 50		Male		30	31	43	45	50	58
				Female		7	8	9	10	12	13
				Total		37	39	52	55	62	71
	Number of newly hired graduates	(Unit: Persons)									
		Inside Japan		Male	GMO Internet Group, Inc.	21	25	21	16	14	14
				Female		10	16	5	9	2	1
	Number of mid-career employees	(Unit: Persons)									
		Inside Japan		Male	GMO Internet Group, Inc.	49	47	70	84	51	51
				Female		32	40	81	70	53	34
	Number of temporary staff										
		Temporary staff (persons)		Male	GMO Internet Group, Inc.	13	45	34	47	69	76
				Female		50	87	49	95	110	115
				Total		63	132	83	142	179	191
		Ratio (%)		Male		2.3%	7.4%	5.5%	7.2%	10.3%	11.3%
				Female		17.7%	25.1%	13.6%	22.9%	25.3%	26.1%
				Total		7.5%	13.8%	8.5%	13.3%	16.2%	17.2%

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				Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	Employment	Average tenure	**(Unit: Months)**							
			Male	GMO Internet Group, Inc.	73	77	84	78	85	90
			Female		62	62	63	60	67	74
		Job turnover rate*3								
			Number of staff leaving (inside Japan; persons)	GMO Internet Group, Inc.	81	73	95	114	162	138
			Job turnover rate (inside Japan; %)		10.4%	8.9%	10.6%	12.3%	17.5%	17.5%
			Including the number of staff leaving voluntarily (persons)		67	69	75	77	103	88
			Voluntary employee turnover rate (%)		8.6%	8.4%	8.4%	8.3%	11.1%	9.6%
			Number of staff leaving (outside of Japan; persons)		0	1	1	1	1	0
			Job turnover rate (outside of Japan; %)		-	0.1%	0.1%	0.1%	0.1%	0.0%
			Including the number of staff leaving voluntarily (persons)		0	1	1	1	1	0
			Voluntary employee turnover rate (%)		-	0.1%	0.1%	0.1%	0.1%	0.0%
			Number of staff leaving (overall; persons)		81	74	96	115	163	138
			Job turnover rate (overall; %)		10.4%	9.0%	10.7%	12.4%	17.6%	15.0%
			Including the number of staff leaving voluntarily (persons)		67	70	76	78	104	88
			Voluntary employee turnover rate (%)		8.6%	8.5%	8.5%	8.4%	11.2%	9.6%
	Diversity	Breakdown of female managers by job type	**(Unit: Persons)**							
			Management Division	GMO Internet Group, Inc.	5	5	4	4	4	5
			Business segments		1	3	4	6	6	9
			Total		6	8	8	10	10	14
		Expatriate employees (included in the above measure)	**(Unit: Persons)**							
			Number of female managers	GMO Internet Group, Inc.	0	0	0	0	0	0
		Employment and promotion of women	**(Unit: %)**							
			Female employees	GMO Internet Group, Inc.	29.9%	31.5%	34.7%	34.4%	35.0%	35.3%
			Female employees in management positions		7.3%	7.9%	9.3%	11.2%	10.6%	14.3%
			Female new graduates		32.3%	39.0%	19.2%	36.0%	12.5%	6.7%
			Female employees in management positions in business segments		1.2%	3.0%	4.7%	6.7%	6.4%	9.2%
		Employment of handicapped people								
			Number of handicapped people employed (persons)	GMO Internet Group*4	32	42	46	50	73	87
			Ratio of employees with disabilities (%)		2.6%	2.0%	2.2%	2.0%	2.2%	2.5%

*3 Number of staff leaving: Restated from FY2019 to exclude interns.

*4 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.

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					Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	Training and education	Hours of training and expenditure on training									
			Total hours of training received by partners (hours)		GMO Internet Group, Inc.	4,276	4,843	5,241	4,082	10,737	160,340
			Average hours of training received per partner (hours)			5.51	5.89	5.85	4.41	11.58	174.09
			Average days of training received per partner (days)			0.7	0.7	0.7	0.5	1.4	21.7
			Expenditure on training (¥ thousands)			24,569	20,371	25,991	30,000	24,600	579,993
			Average expenditure on training per partner (¥ thousands)			31	24	29	32	26	629
		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	1,203
			Number of participants in a management training program			71	69	71	98	104	92
		Career development reviews									
			Number of employees receiving regular reviews (persons)	Male	GMO Internet Group, Inc.	544	563	585	607	603	596
				Female		232	259	311	319	324	325
				Total		776	822	896	926	927	921
			Ratio (%)	Male		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Female		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Total		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
			Including under 30	Male		136	158	156	169	163	151
				Female		92	102	120	121	114	106
				Total		228	260	276	290	277	257
			Ratio (%)	Male		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Female		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Total		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
			Including 30-50	Male		388	380	399	391	390	387
				Female		135	153	163	188	198	206
				Total		523	533	562	579	588	593
			Ratio (%)	Male		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Female		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Total		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
			Including older than 50	Male		30	31	43	45	50	58
				Female		7	8	9	10	12	13
				Total		37	39	52	55	62	71
			Ratio (%)	Male		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Female		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Total		100.0%	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	921

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					Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	Work-life balance	Work-life balance program usage									
			Number of partners subject to childcare leave in the respective fiscal year (persons)	Male	GMO Internet Group, Inc.	10	17	18	19	12	11
				Female		9	8	12	22	16	13
			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	6
				Female		9	8	12	22	11	4
			Percentage of childcare leave users (%)	Male		20.0%	17.6%	5.6%	26.3%	100.0%	54.5%
				Female		100.0%	100.0%	100.0%	100.0%	68.8%	30.8%
			Number of childcare leavers finishing in the respective fiscal year (persons)	Male		2	3	1	5	8	11
				Female		4	8	12	17	9	12
			Number of returnees (included in the above measure; persons)	Male		2	3	1	5	8	11
				Female		4	7	12	17	8	11
			Percentage of returnees after childcare leave (%)	Male		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				Female		100.0%	87.5%	100.0%	100.0%	88.9%	91.7%
			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	8
				Female		3	7	10	10	11	9
			Returnee retention rate (%)	Male		100.0%	100.0%	100.0%	100.0%	100.0%	72.7%
				Female		75.0%	100.0%	83.3%	83.3%	64.7%	81.8%
			Number of reduced hours program users (persons)			4	7	12	31	29	34
			Number of telework program users (persons)			776	822	896	926	927	921
			Percentage of telework program users (%)			100.0%	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	15,470
			Number of days of paid leave taken (days)			8,493	6,218	8,443	8,536	13,125	12,891
			Paid leave usage ratio (%)			72.3%	50.6%	65.6%	63.7%	72.9%	83.3%
		Overtime	**(Unit: Hours)**								
			Total overtime		GMO Internet Group, Inc.	92,150	101,528	99,476	144,184	162,212	160,156
			Overtime per employee			119	124	111	156	175	174
		Mental health care									
			Number of partners subject to stress checks (persons)		GMO Internet Group, Inc.	–	858	907	889	875	879
			Including the number of respondents (persons)			–	572	787	830	812	847
			Response rate (%)			–	66.7%	86.8%	93.4%	92.8%	96.4%

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				Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	Occupational health and safety	Occupational injuries	(Unit: Incidents)							
			Number of occupational injuries	GMO Internet Group, Inc.	1	0	0	2	6	6
			Including the number of occupational injuries resulting in death		0	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	0
			Number of cases of occupational illness		1	0	0	2	4	3
	Customer responsibility	Customer privacy	(Unit: Incidents)							
			Complaints concerning breaches of customer privacy	GMO Internet Group, Inc.	0	0	0	0	0	0