

■ Environment

Environment	GHG emissions	Emissions by Scope		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024
			(Unit : t-CO <sub>2</sub> )						
			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

## 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	GMO Internet Group, Inc.	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	(Unit: Persons)									
		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%	

			Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	Employment	Average tenure	(Unit: Months)						
			Male	73	77	84	78	85	90
			Female	62	62	63	60	67	74
		Job turnover rate							
			Number of staff leaving (inside Japan; persons)	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*3	32	42	46	50	73	87
		Ratio of employees with disabilities (%)		2.6%	2.0%	2.2%	2.0%	2.2%	2.5%

\*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

			Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	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		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

Social			Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
	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	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	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%		

			Boundary	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Social	Occupational health and safety	(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	(Unit: Incidents)							
		Complaints concerning breaches of customer privacy	GMO Internet Group, Inc.	0	0	0	0	0	0