

TBS Group ESG Data Book

Environment

Last updated: October 30, 2023

Climate Change

	Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks
GHG emissions	Scope 1	TBS Holdings+TBS Television	t-CO2	4,645	4,394	3,867	4,585
		TBS Group	t-CO2				16,329
	Scope 2	TBS Holdings+TBS Television	t-CO2	25,126	24,539	25,355	29,356
		TBS Group	t-CO2				34,980
	Total	TBS Holdings+TBS Television	t-CO2	29,771	28,933	29,222	33,941
		TBS Group	t-CO2				51,309
Energy consumption	Power consumption	TBS Holdings+TBS Television+StylingLife Holdings	GJ	400,855	365,561	385,399	-
		TBS Group	GJ				421,466

Water

	Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks	
Water resource consumption	Total volume of water intake	Facilities owned by the TBS Group	m ³	370,821	277,729	301,187	326,080	
	Industrial water & drinking water	Facilities owned by the TBS Group	m ³	355,249	265,159	290,100	316,714	
		Groundwater	Facilities owned by the TBS Group	m ³	9,831	7,725	8,585	5,972
		Rivers and lakes	Facilities owned by the TBS Group	m ³	0	0	0	0
		Ocean	Facilities owned by the TBS Group	m ³	0	0	0	0
		Rainwater	Facilities owned by the TBS Group	m ³	5,741	4,845	2,502	3,394
Volume of water discharge	Total volume of water discharge	Facilities owned by the TBS Group	m ³	287,597	203,827	232,918	252,236	
	Ocean	Facilities owned by the TBS Group	m ³	0	0	0	0	
	Surface water	Facilities owned by the TBS Group	m ³	3,332	2,777	2,509	17,779	
	Groundwater/well	Facilities owned by the TBS Group	m ³	0	0	0	0	
	Water treatment off-site	Facilities owned by the TBS Group	m ³	280,134	197,001	226,562	230,334	
	Benefits/other uses	Facilities owned by the TBS Group	m ³	4,131	4,049	3,847	4,123	
Square meters of the owned facility	Facilities owned by the TBS Group	m ³	423,967	423,967	423,967	423,967		

Compliance

	Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks
Instances of violations of regulations related to water use, including water	TBS Group	instances	0	0	0	0	

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Social

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Employees		Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks
No. of employees		TBS Group	people	6,155	6,134	6,454	6,586	
Average number of temporary employees		TBS Group	people	2,820	2,576	3,129	2,903	
Percentage of female employees		TBS Holdings	%			26.5	27.3	*As of Apr. 1
		TBS Television	%			22.7	23.1	
		TBS Holdings+TBS Television	%			23.0	23.4	
Ratio of female managers		TBS Holdings	%			0	0	*0 managers, either male or female
		TBS Television	%			14.3	14.3	*As of Feb. 1 *Percentage of women among all management positions
		TBS Holdings+TBS Television	%			14.3	14.3	
Ratio of persons with disabilities employed		TBS Holdings	%			2.88	2.7	*As of Apr. 1
		TBS Television	%			3.14	3.05	
		TBS Holdings+TBS Television	%			3.12	3.01	
Employee turnover rate		TBS Holdings	%			0.85	2.27	
		TBS Television	%			1.87	2.33	
		TBS Holdings+TBS Television	%			1.78	2.33	
TGU courses	Total hours of courses & training	TBS Group	hours			440	448	
	Hours attended per person	TBS Group	hours			2	1.9	
	Number of participants (total)	TBS Group	people			14,600	18000	
	Number of courses conducted	TBS Group	courses			161	164	
	Total cost of training	TBS Group	Total (10,000 yen)			2,000	3000	
*TGU (TBS Group University) is an in-house program to provide learning opportunities for all TBS Group employees.								
Training after joining the company/1st year	Hours of training per person	TBS Television	hours			960	480	
	Total hours of training	TBS Television	hours			29,760	15840	
	Training costs per person	TBS Television	Total (10,000 yen)			64.5	60.6	
	Total cost of training	TBS Television	Total (10,000 yen)			2,000	2000	
Training after joining the company/2nd year	Hours of training per person	TBS Television	hours			8	8	
	Total hours of training	TBS Television	hours			400	352	
	Training costs per person	TBS Television	Total (10,000 yen)			2	2.3	
	Total cost of training	TBS Television	Total (10,000 yen)			100	100	
Training after joining the company/3rd year	Hours of training per person	TBS Television	hours			8	8	
	Total hours of training	TBS Television	hours			336	392	
	Training costs per person	TBS Television	Total (10,000 yen)			2.4	2	
	Total cost of training	TBS Television	Total (10,000 yen)			100	100	
Training after joining the company/5th year	Hours of training per person	TBS Television	hours			8	8	
	Total hours of training	TBS Television	hours			240	272	

	Training costs per person	TBS Television	Total (10,000 yen)	3.3	2.9
	Total cost of training	TBS Television	Total (10,000 yen)	100	100
Training after joining the company/8th year	Hours of training per person	TBS Television	hours	11	11
	Total hours of training	TBS Television	hours	231	264
	Training costs per person	TBS Television	Total (10,000 yen)	7.1	6.3
	Total cost of training	TBS Television	Total (10,000 yen)	150	150

Community

	Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks
Amount of donations	TBS Holdings	Amount (million yen)	11.1	13.6	17.9	5.3	
	TBS Television	Amount (million yen)	20.0	12.4	16.2	13.8	
	TBS Holdings+TBS Television	Amount (million yen)	31.1	25.9	34.1	19.1	

*In addition to donations, the TBS Group also fundraises for disaster relief

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Governance

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Corporate Governance

		Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks
Number of directors	Female	TBS Holdings	people	0	0	0	0	Number of persons at the end of the fiscal year *One person was appointed in June 2023.
	Male	TBS Holdings	people	17	9	9	9	Number of persons at the end of the fiscal year
	Total	TBS Holdings	people	17	9	9	9	Number of persons at the end of the fiscal year

Compliance

		Scope	Units	FY2019	FY2020	FY2021	FY2022	Remarks
Violations of anti-corruption laws		TBS Group	instances	0	0	0	0	
Fines relating to corruption		TBS Group	Amount (million yen)	0	0	0	0	
Dismissals relating to corruption		TBS Group	instances	0	0	0	0	
Political donations		TBS Group	Amount (million yen)	0	0	0	0	