

TBS Group ESG Data Book

Environment

Last updated: September 20, 2024

Climate Change

		Scope	Units	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
GHG emissions*	Scope 1	TBS Group	t-CO2	4,645	4,394	3,867	18,010	6,249	
	Scope 2	TBS Group	t-CO2	25,126	24,539	25,355	19,984	12,675	
	Scope 1+2 total	TBS Group	t-CO2	29,771	28,933	29,222	37,994	18,924	
GHG emissions (GHG Protocol Standard)	Scope 1	TBS Group	t-CO2	—	—	—	18,010	18,544	
	Scope 2	TBS Group	t-CO2	—	—	—	19,984	12,675	
	Scope 1+2 total	TBS Group	t-CO2	—	—	—	37,994	31,219	
	Scope 3 Category 1	TBS HD + 6 core companies**	t-CO2	—	—	—	—	163,272	
	Category 2	TBS HD + 6 core companies	t-CO2	—	—	—	—	47,608	
	Category 3	TBS HD + 6 core companies	t-CO2	—	—	—	—	2,013	
	Category 4	TBS HD + 6 core companies	t-CO2	—	—	—	—	3,474	
	Category 5	TBS HD + 6 core companies	t-CO2	—	—	—	—	355	
	Category 6	TBS HD + 6 core companies	t-CO2	—	—	—	—	1,006	
	Category 7	TBS HD + 6 core companies	t-CO2	—	—	—	—	2,774	
	Category 8	TBS HD + 6 core companies	t-CO2	—	—	—	—	0	
	Category 9	TBS HD + 6 core companies	t-CO2	—	—	—	—	0	
	Category 10	TBS HD + 6 core companies	t-CO2	—	—	—	—	0	
	Category 11	TBS HD + 6 core companies	t-CO2	—	—	—	—	21,731	
	Category 12	TBS HD + 6 core companies	t-CO2	—	—	—	—	907	
	Category 13	TBS HD + 6 core companies	t-CO2	—	—	—	—	0	
	Category 14	TBS HD + 6 core companies	t-CO2	—	—	—	—	0	
	Category 15	TBS HD + 6 core companies	t-CO2	—	—	—	—	0	
	Scope 3 total	TBS HD + 6 core companies	t-CO2	—	—	—	—	243,140	
	Scope 1+2+3 total		t-CO2	—	—	—	—	274,359	
Energy consumption***	Power consumption	TBS Group	GJ	400855	365561	385399	519,265	598,997	

*After calculating GHG emissions with the GHG Protocol standard, for Scope 1 we have incorporated our own self-led efforts to reduce emissions based on the utilization of Green Heat Certificates. Until FY2021, the scope of calculation is TBS Holdings and TBS Television. We have recalculated the FY2022 figures in the disclosure of the FY2023 performance.

**6 core companies are TBS Television, TBS Radio, BS-TBS, TBS Sparkle, TBS Glowdia, and TBS Act.

***Until FY2021, the scope of calculation is TBS Holdings, TBS Television, and the StylingLife Group. The figures for FY2022 were incorrect, and the figures have been corrected in the disclosure of the performance for FY2023.

Water									
		Scope	Units	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
Water resource consumption*	Total volume of water intake	Facilities owned by the TBS Group	m ³	368,802	275,709	299,166	324,058	343,404	
	Industrial water & drinking water	Facilities owned by the TBS Group	m ³	355,249	265,159	290,100	316,714	336,254	
	Groundwater	Facilities owned by the TBS Group	m ³	9,831	7,725	8,585	5,972	6,447	
	Rivers and lakes	Facilities owned by the TBS Group	m ³	0	0	0	0	0	
	Ocean	Facilities owned by the TBS Group	m ³	0	0	0	0	0	
	Rainwater	Facilities owned by the TBS Group	m ³	3,722	2,825	481	1,372	703	
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	253,115	
	Ocean	Facilities owned by the TBS Group	m ³	0	0	0	0	0	
	Surface water	Facilities owned by the TBS Group	m ³	3,332	2,777	2,509	17,779	6,214	
	Groundwater/well	Facilities owned by the TBS Group	m ³	0	0	0	0	0	
	Water treatment off-site	Facilities owned by the TBS Group	m ³	280,134	197,001	226,562	230,334	241,937	
	Benefits/other uses	Facilities owned by the TBS Group	m ³	4,131	4,049	3,847	4,123	4,964	
Square meters of the owned facility		Facilities owned by the TBS Group	m ³	426,171	426,171	426,171	426,171	420,686	

*The figures for FY2019 through FY2022 were incorrect, and the figures have been corrected in the disclosure of the performance for FY2023.

Compliance									
		Scope	Units	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
Instances of violations of regulations related to water use, including water quality and quantity		TBS Group	instances	0	0	0	0	0	

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Social

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Employees		Scope	Units	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
No. of employees		TBS Group	people	6,155	6,134	6,454	6,586	7,992	
Average number of temporary employees		TBS Group	people	2,820	2,576	3,129	2,903	7,771	
Percentage of female employees		TBS Holdings	%			26.5	27.3	29.3	*As of Apr. 1
		TBS Television	%			22.7	23.1	24	
		TBS Holdings+TBS Television	%			23.0	23.4	24.2	
Ratio of female managers		TBS Holdings	%			0	0	0	*0 managers, either male or female *As of Feb. 1
		TBS Television	%			14.3	14.3	15.8	*Percentage of women among all management positions
		TBS Holdings+TBS Television	%			14.3	14.3	15.8	
Ratio of persons with disabilities employed		TBS Holdings	%			2.88	2.7	3.61	*As of Apr. 1
		TBS Television	%			3.14	3.05	2.9	
		TBS Holdings+TBS Television	%			3.12	3.01	2.94	
Employee turnover rate		TBS Holdings	%			0.85	2.27	0	
		TBS Television	%			1.87	2.33	2.38	
		TBS Holdings+TBS Television	%			1.78	2.33	2.27	
TGU courses	Total hours of courses & training	TBS Group	hours			440	448	400	
	Hours attended per person	TBS Group	hours			2	1.9	1.8	
	Number of participants (total)	TBS Group	people			14,600	18,000	19,250	
	Number of courses conducted	TBS Group	courses			161	164	157	
	Total cost of training	TBS Group	Total (10,000 yen)			2,000	3,000	3,000	
*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	320	
	Total hours of training	TBS Television	hours			29,760	15,840	12,480	
	Training costs per person	TBS Television	Total (10,000 yen)			64.5	60.6	13	
	Total cost of training	TBS Television	Total (10,000 yen)			2,000	2,000	510	
Training after joining the company/2nd year	Hours of training per person	TBS Television	hours			8	8	8	
	Total hours of training	TBS Television	hours			400	352	440	
	Training costs per person	TBS Television	Total (10,000 yen)			2	2.3	1.8	
	Total cost of training	TBS Television	Total (10,000 yen)			100	100	100	

Training after joining the company/3rd year	Hours of training per person	TBS Television	hours	8	8	8
	Total hours of training	TBS Television	hours	336	392	360
	Training costs per person	TBS Television	Total (10,000 yen)	2.4	2	1.3
	Total cost of training	TBS Television	Total (10,000 yen)	100	100	60
Training after joining the company/5th year	Hours of training per person	TBS Television	hours	8	8	8
	Total hours of training	TBS Television	hours	240	272	320
	Training costs per person	TBS Television	Total (10,000 yen)	3.3	2.9	1.5
	Total cost of training	TBS Television	Total (10,000 yen)	100	100	60
Training after joining the company/8th year	Hours of training per person	TBS Television	hours	11	11	8
	Total hours of training	TBS Television	hours	231	264	200
	Training costs per person	TBS Television	Total (10,000 yen)	7.1	6.3	2.8
	Total cost of training	TBS Television	Total (10,000 yen)	150	150	70

Community

	Scope	Units	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
Amount of donations	TBS Holdings	Amount (million yen)	11.1	13.6	17.9	5.3	20	
	TBS Television	Amount (million yen)	20.0	12.4	16.2	13.8	15.8	
	TBS Holdings+TBS Television	Amount (million yen)	31.1	25.9	34.1	19.1	35.8	

*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	FY2023	Remarks
Number of directors	Female	TBS Holdings	people	0	0	0	0	1	
	Male	TBS Holdings	people	17	9	9	9	9	
	Total	TBS Holdings	people	17	9	9	9	10	

Compliance

		Scope	Units	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
Violations of anti-corruption laws		TBS Group	instances	0	0	0	0	0	
Fines relating to corruption		TBS Group	Amount (million yen)	0	0	0	0	0	
Dismissals relating to corruption		TBS Group	instances	0	0	0	0	0	
Political donations		TBS Group	Amount (million yen)	0	0	0	0	0	