

TBS Group ESG Data Book

Environment

Last Updated: November 20, 2025

Climate Change									
		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
GHG Emissions*	Scope1	TBS Group	T-CO2	4,394	3,867	18,010	6,249	5,845	
	Scope2	TBS Group	T-CO2	24,539	25,355	19,984	12,675	12,649	
	Scope1+2 Total**	TBS Group	T-CO2	28,933	29,222	37,994	18,924	18,494	
GHG Emissions (GHG Protocol Standard)	Scope1	TBS Group	T-CO2	—	—	18,010	18,544	18,311	
	Scope2	TBS Group	T-CO2	—	—	19,984	12,675	12,649	Market-based
				—	—	—	—	24,058	Location-based
	Scope1+2 Total	TBS Group	T-CO2	—	—	37,994	31,219	30,960	Calculated using the market-based value
	Scope3*** Category1	TBS Group	T-CO2	—	—	—	163,272	330,947	
	Category2	TBS Group	T-CO2	—	—	—	47,608	41,739	
	Category3	TBS Group	T-CO2	—	—	—	2,013	4,467	
	Category4	TBS Group	T-CO2	—	—	—	3,474	6,300	
	Category5	TBS Group	T-CO2	—	—	—	355	973	
	Category6	TBS Group	T-CO2	—	—	—	1,006	1,354	
	Category7	TBS Group	T-CO2	—	—	—	2,774	3,507	
	Category8	TBS Group	T-CO2	—	—	—	0	42	
	Category9	TBS Group	T-CO2	—	—	—	0	0	
	Category10	TBS Group	T-CO2	—	—	—	0	0	
	Category11	TBS Group	T-CO2	—	—	—	21,731	15,695	
	Category12	TBS Group	T-CO2	—	—	—	907	6,199	
	Category13	TBS Group	T-CO2	—	—	—	0	0	
	Category14	TBS Group	T-CO2	—	—	—	0	20,444	
	Category15	TBS Group	T-CO2	—	—	—	0	0	
	Scope3 Total	TBS Group	T-CO2	—	—	—	243,140	431,668	
	Scope1+2+3 Total	TBS Group	T-CO2	—	—	—	274,359	462,628	Calculated using the market-based value
GHG Emission Factor	Scope1+2+3 Total	TBS Television	T-CO2/Million Yen				0.5348	0.4917	CO2 emissions per million yen of revenue
Energy Consumption****	Renewable Energy	TBS Group	MWh	—	—	—	—	5,442	
	Non-renewable Energy	TBS Group	MWh	—	—	—	—	64,883	
	Total	TBS Group	MWh	—	—	—	—	70,325	
			GJ	365,561	385,399	519,265	598,997	607,605	MWh=8.64GJ Equivalent*****

*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.

***In FY2023, the scope of calculation includes TBS Holdings and its six core companies: 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 Styling Life Group.

*****Used in accordance with the 2023 edition of the Act on the Rational Use of Energy and the Transition to Non-Fossil Energy.

Waste

	Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Waste Volume*	TBS Group	T	—	—	—	1,651	2,074	

*In FY2023, the scope of calculation includes TBS Holdings and its six core companies: TBS Television, TBS Radio, BS-TBS, TBS Sparkle, TBS Glowdia, and TBS Act.

Water

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Water Resource Consumption*	Total Volume of Water Intake	Facilities Owned by the TBS Group	m ³	275,709	299,166	324,058	343,404	353,513	
	Industrial Water & Drinking Water	Facilities Owned by the TBS Group	m ³	265,159	290,100	316,714	336,254	346,166	
	Groundwater	Facilities Owned by the TBS Group	m ³	7,725	8,585	5,972	6,447	6,674	
	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	2,825	481	1,372	703	673	
Volume of Water Discharge	Total Volume of Water Discharge	Facilities Owned by the TBS Group	m ³	203,827	232,918	252,236	253,115	281,633	
	Ocean	Facilities Owned by the TBS Group	m ³	0	0	0	0	0	
	Surface Water	Facilities Owned by the TBS Group	m ³	2,777	2,509	17,779	6,214	9,623	
	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	197,001	226,562	230,334	241,937	267,248	
	Benefits - Other Uses	Facilities Owned by the TBS Group	m ³	4,049	3,847	4,123	4,964	4,762	
Square Meters of the Owned Facility		Facilities Owned by the TBS Group	m ²	426,171	426,171	426,171	420,686	420,686	

Compliance

	Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	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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Group Employees									
		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
No. of Employees		TBS Group	No. of People	6,134	6,454	6,586	7,992	8,095	
Average No. of Temporary Employees		TBS Group	No. of People	2,576	3,129	2,903	7,771	8,535	

TBS Group University (TGU)									
		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
TGU* Courses	Total Hours of Courses	TBS Group	Hours	—	440	448	400	414	
	Hours Attended per Person	TBS Group	Hours	—	2	1.9	1.8	1.6	
	No. of Participants	TBS Group	No. of People (Total)	—	14,600	18,000	19,250	17,041	
	No. of Courses Provided	TBS Group	Courses	—	161	164	157	144	
	Total Cost of Courses	TBS Group	Amount (10,000 Yen)	—	2,000	3,000	3,000	4,531	

*TGU is an in-house program to provide learning opportunities for all TBS Group employees.

Employees Breakdown										
			Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
No. of Employees	Total	Total	TBSHD+TBS Television	No. of People	—	—	—	—	1,285	
		Female	TBSHD+TBS Television	No. of People	—	—	—	—	324	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	961	
	Ages 29 and Under	Female	TBSHD+TBS Television	No. of People	—	—	—	—	103	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	136	
	Ages 30 to 39	Female	TBSHD+TBS Television	No. of People	—	—	—	—	97	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	213	
	Ages 40 to 49	Female	TBSHD+TBS Television	No. of People	—	—	—	—	66	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	250	
	Ages 50 and Over	Female	TBSHD+TBS Television	No. of People	—	—	—	—	58	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	362	
	Non-Japanese Nationality		TBSHD+TBS Television	No. of People	—	—	—	—	11	

Recruitment										
			Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
No. of New Graduates Hires	Total	Total	TBSHD+TBS Television	No. of People	—	—	—	—	41	
		Female	TBSHD+TBS Television	No. of People	—	—	—	—	23	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	18	
No. of Mid-Career Hires	Total	Total	TBSHD+TBS Television	No. of People	—	—	—	—	52	
		Female	TBSHD+TBS Television	No. of People	—	—	—	—	20	
		Male	TBSHD+TBS Television	No. of People	—	—	—	—	32	

Ages 29 and Under	Female	TBSHD+TBS Television	No. of People	—	—	—	—	3
	Male	TBSHD+TBS Television	No. of People	—	—	—	—	2
Ages 30 to 39	Female	TBSHD+TBS Television	No. of People	—	—	—	—	13
	Male	TBSHD+TBS Television	No. of People	—	—	—	—	24
Ages 40 to 49	Female	TBSHD+TBS Television	No. of People	—	—	—	—	4
	Male	TBSHD+TBS Television	No. of People	—	—	—	—	5
Ages 50 and Over	Female	TBSHD+TBS Television	No. of People	—	—	—	—	0
	Male	TBSHD+TBS Television	No. of People	—	—	—	—	1

Employee Composition

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Average Age		TBSHD+TBS Television	Years of Age	—	—	—	—	46.2	
Average Length of Service	Female	TBSHD+TBS Television	Years	—	—	—	—	13.7	
	Male	TBSHD+TBS Television	Years	—	—	—	—	18.4	
Ratio of Female Employees		TBSHD+TBS Television	%	—	23.0	23.4	24.2	25.2	
Ratio of Female Managers		TBSHD+TBS Television	%	—	14.3	14.3	15.8	15.9	
Ratio of People with Disabilities		TBSHD+TBS Television	%	—	3.12	3.01	2.94	2.80	
Employee Turnover Rate		TBSHD+TBS Television	%	—	1.78	2.33	2.27	2.18	

Vacation/Leave

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Average Paid Leave Taken		TBSHD+TBS Television	Days	—	—	—	—	8	
Male Parental Leave Utilization Rate*	Male	TBSHD+TBS Television	%	—	—	—	—	88.0	
No. of Employees Taking Nursing Care Leave	Female	TBSHD+TBS Television	No. of People	—	—	—	—	21	
	Male	TBSHD+TBS Television	No. of People	—	—	—	—	15	
No. of Employees Taking Family Care Leave	Female	TBSHD+TBS Television	No. of People	—	—	—	—	3	
	Male	TBSHD+TBS Television	No. of People	—	—	—	—	9	

*This figure is calculated by using the number of births in fiscal year 2024 as the denominator and the number of male employees who took parental leave or special leave for the birth of a spouse as the numerator.

Training

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Total Cost of Training	Total	TBSHD+TBS Television	Amount (10,000 Yen)	—	—	—	—	3,098	
	General Staff	TBSHD+TBS Television	Amount (10,000 Yen)	—	—	—	—	2,762	
	Management	TBSHD+TBS Television	Amount (10,000 Yen)	—	—	—	—	336	
Average Training Hours	Per New Graduate in Their First Year	TBSHD+TBS Television	Hours	—	960	480	320	383	
Training related to Human Rights and Compliance	No. of Participants	TBSHD+TBS Television	No. of People	—	—	—	—	246	

Salary

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Gender Pay Gap*	All Employees	TBS Television	%	—	—	—	—	82.0	
	Regular Employees	TBS Television	%	—	—	—	—	82.8	
	Part-Time and Fixed-Term Employee	TBS Television	%	—	—	—	—	48.8	

*This is calculated in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace.

*Regular Employees : The primary factors contributing to the pay gap are a higher proportion of men in managerial positions, coupled with a recent increase in the hiring rate of female new graduates, which has resulted in a growing number of female employees in younger age groups where salary levels are relatively lower within the wage structure.

*Part-Time and Fixed-Term Employee : The primary factor contributing to the pay gap is the high male ratio in the post-retirement re-employment category, which has a relatively higher wage level among the various employment classifications.

Community

	Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Donations*	TBSHD+TBS Television	Amount (Million Yen)	25.9	34.1	19.1	35.8	30.6	

*In addition to donations, the TBS Group conducts fundraising activities for disaster relief. For further details, please refer to: https://www.tbs.co.jp/csr/support/bokin_hokoku.html

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Governance

Last Updated: October 14, 2025

Corporate Governance

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
No. of Directors*	Total	TBSHD	No. of People	9	9	10	10	10	
	Female	TBSHD	No. of People	0	0	1	1	3	
	Independent Outside	TBSHD	No. of People	3	3	4	4	4	
Average Age of Directors*		TBSHD	Years of Age	—	—	—	—	60.1	
No. of Executive Officers*	Total	TBSHD	No. of People	—	—	—	—	16	
	Female	TBSHD	No. of People	—	—	—	—	3	
Total Remuneration	Directors**	TBSHD	Amount (Million Yen)	—	—	—	—	386	
	Corporate Auditor***	TBSHD	Amount (Million Yen)	—	—	—	—	60	
	Independent Outside Directors & Corporate Auditor	TBSHD	Amount (Million Yen)	—	—	—	—	67	

*This structure applies to the new management formed following the Annual General Meeting of Shareholders and the subsequent Board of Directors meeting.

**Excluding independent outside directors

***Excluding independent outside corporate auditors

Compliance

		Scope	Units	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Violations of Anti-corruption Laws		TBSHD+TBS Television	Instances	0	0	0	0	0	
Political Donations		TBSHD+TBS Television	Amount (Million Yen)	0	0	0	0	0	