



Sustainability Policy

NIPPON TV HOLDINGS



Nippon TV Holdings will devise a multitude of activities with creativity and act boldly and aggressively towards a sustainable future.

Driven by our mission to "provide enriching moments," we have vastly undertaken initiatives that contribute to society, starting with 24-Hour Television. Nippon TV Holdings establishes its Sustainability Policy to further advocate these activities as an entire group.



Sustainability
Policy

**Contribute to the Protection
of the Environment**

**Deliver Information that
Enriches the Future**

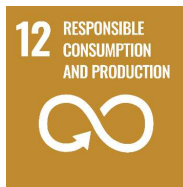
**Create a Healthy and
Creative Workplace**

6 Material Issues

**Support for a
Comfortable Lifestyle**

**Strict Legal Compliance
and Governance**

**Diverse Workforce that
Thrives and Coexists**



Contribute to the Protection of the Environment

In order to pass on an Earth that is abundant in nature to future generations, we will pursue greenhouse gas reduction, solar power businesses, and aim to achieve carbon neutrality for all the Nippon TV Holdings companies in the future.

Goal

Renewable Energy Percentage

100% by FY2030

(Nippon Television Network Corporation)

FY2018 – FY2020 Average

CO2 emission: 29,282 tons
(t-CO2)

% renewable energy: 14.7%

(Nippon Television Network Corporation)

CO2 reduction: -27.8%

(vs FY2013, Nippon Television Network)

**6.5 million kWh of green
energy implemented**

(Nippon Television Network Corporation)

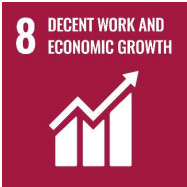
**20.65 million kWh of solar
power for group companies**

(FY2020)

Renewable energy will comprise 100% of all the electricity used by Nippon Television Network Corporation (Shiodome headquarters, Bancho area, Ikuta studio, and all the branches and bureaus) by FY2030.

CO2 was reduced by 27.8% compared to FY2013. We will continue measures such as reducing our energy usage and installing green power though switching to LED lights and converting to high-efficiency equipment to advance our transition to renewable energy.

Our solar power business generated 20.65 million kWh, or about 1.5 times the annual electricity requirement of all the Nippon Television Network Corporation studios, enabling us to contribute to Japan's switch to renewable energy.



Create a Healthy and Creative Workplace

Nippon TV Health & Productivity Management

Declaration

We declare that we will create a rewarding workplace that supports the mental and physical health management of our employees while encouraging them to increase their productivity and maximize the potential of all workers involved to unleash their originality and ingenuity.

Goal

Promote Health & Productivity Management

- Improve health maintenance and promotion measures
- Enhance workplace environment
- Achieve work-life balance

FY2020

**Average length of
employment: 16.9 years**

Turnover rate: 0.8%

(Nippon Television Network Corporation)

**"External Challenge Sabbatical"
system**

Full subsidies to get certifications

**Second job system (employees
aged 55 and above)**

(Nippon Television Network Corporation)

Compared to the average for Japanese companies, our length of employment is longer and turnover rate lower (average Japanese company length of employment is 12.4 years). We will continue to create an environment where employees can feel secure and work for a long time.

By allowing up to 2 years of leave to study overseas or obtain certifications through our "External Challenge Sabbatical" system and our subsidy system for company-approved certifications, we will proactively support our employees' growth. Moreover, by implementing a second job system, we will provide encouragement to employees who have second careers in mind.



Diverse Workforce that Thrives and Coexists

We will foster a corporate culture that upholds the many values in society by empowering women—one aspect of diversity—and establishing a system that enables everyone to be themselves at work.

Goal

% of Females in Management

25% by FY2030

(Nippon Television Network Corporation)

Implement Same-Sex Partner System in Entire Group

This system provides identical benefits to same-sex marriages as opposite-sex marriages, such as a congratulatory cash contribution and a special wedding leave.

(Implemented in Nippon Television Network Corporation in June 2021)

FY2020

% returning from childcare and maternity leave: 100%

※Includes employees planning to return

% of women in new graduate hires: 46.7%

(Nippon Television Network Corporation)

Supporting Female Athletes



We will support the return to work of our female employees with a comprehensive childcare leave system, shortened working hours system during child rearing, and the like. New graduates represent the future generation, and we will hire them with women comprising a substantial ratio to secure a diverse workplace.

As the naming rights partner of women's soccer team Nippon TV Tokyo Verdy Beleza, we support the activities of female athletes.



Deliver Information that Enriches the Future

We realize the important role the media plays in conveying information on social issues. Having embarked on activities inspired by the motto "Love Saves the Earth" for many years, Nippon TV Holdings will transmit information on the SDGs in a way that nobody else can.

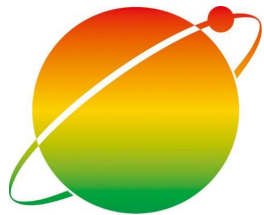
Goal

Good For the Planet
Year-Round Rollout

**Deliver Substantive Information
Through Proactive News
Reports and Online Videos on
the SDGs**

24-Hour Television 44 Love Saves the Earth

Aired August 21 – 22, 2021



24HOUR TELEVISION
SINCE 1978

¥886,214,435 in donations

Individual viewer rating: 7.0%

(Source: Video Research, Kanto region, individual overall viewer rating, all time slots)

People reached: 77.2 million

(Source: Video Research, calculated from 31 stations, 1,584 minutes)

Since debuting in 1978, *24-Hour Television* has aired public welfare topics that are the most relevant to the times, such as welfare, the environment, and disaster recovery.

In the 44 times the show has hit the airwaves, it has received a total of ¥41,450,366,036 in donations.



Welfare vehicles have been donated since first going on air, with the total now amounting to 11,618 cars.



Sports kits for persons with disabilities are used by children and students throughout Japan.



We began supporting Kodomo Shokudo (children's cafeteria), which provides meals to children impoverished by COVID-19.





**44 Programs
Participating**



**Over 24 Programs
Participating**

Good For the Planet Week

Aired May 31 – June 6, 2021

In time for World Environment Day, programs from the Nippon TV network join this campaign to discover and disseminate information on what is "good for the future" and "good for the Earth" across various genres.

<https://www.ntv.co.jp/goodfortheplanet/>

Karada Week 2021 (Health Week)

Aired October 30 – November 6, 2021)

Since 2015, a week has been dedicated to themes on health and the body. We contribute to our viewers' health through relevant programs, walking events they can participate in, and the like.

https://www.ntv.co.jp/karada_week/



Support a Comfortable Lifestyle

TIPNESS, Hulu, our real estate business, and other businesses that closely affect people's daily lives endeavor to support the creation of a healthy and comfortable lifestyle for everyone.

- **Fitness club TIPNESS contributes to people's health and the extension of their healthy life expectancy.**
- **SVOD service Hulu enriches quality of life by building an entertainment infrastructure.**
- **Our real estate business supports people's lifestyles through community development projects that are friendly to the environment.**



フィットネスクラブ
ティップネス



TIPNESS

Whether in-person or online, TIPNESS contributes to the health maintenance of everyone, as well as to the health of communities and the health & productivity management of corporations. We will support the extension of people's healthy life expectancy through disseminating information on healthcare.

HJ Holdings

HJ Holdings contributes to society with its service that creates touching experiences through digital entertainment at the core. We will strive to deliver priceless moments to everyone and create a happy world.





Strict Legal Compliance and Governance

We will fulfill our social responsibility as a news organization, bolster the entire group's compliance, and thoroughly enforce governance.

- **Strict adherence to compliance**
- **Appropriate data management of personal information**
- **Enhance compliance training**
- **Prevent harassment**
- **Thorough governance across the entire group**
- **Disclose information when problems arise**



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NIPPON TV HOLDINGS

**Sustainability
Policy**