

Health-related data (actual figures and numerical targets)							Last updated: December 1, 2023
Lifestyle-related diseases							
Item	Scope	Units	FY2021	FY2022	FY2023	Target *1	
Percentage of employees who received a general health check-up	TBS Holdings + TBS Television	%	92.5	100		100	
Percentage of employees who received a specified medical examination (for metabolic syndrome)	TBS Holdings + TBS Television	%	72.4	72.6		97.4	
Percentage of employees who received a detailed medical examination	TBS Holdings + TBS Television	%	62.4	68.5		64.5	
Percentage of employees who received specific health instruction	TBS Holdings + TBS Television	%	27.3	34.2		29.1	
Percentage of employees with abnormal results	TBS Holdings + TBS Television	%	72.3	74.4		58.7	
Percentage of employees with a risk of high blood pressure	TBS Holdings + TBS Television	%	0.3	0.1		0.3 or less	
Percentage of employees with a risk of high blood glucose levels	TBS Holdings + TBS Television	%	0.1	0.3		0.1 or less	
Percentage of employees with poorly controlled diabetes	TBS Holdings + TBS Television	%	0.9	0.7		0.9 or less	
Percentage of employees maintaining an appropriate weight	TBS Holdings + TBS Television	%	61.9	61.8		63.5 or more	
Percentage of employees smoking	TBS Holdings + TBS Television	%	13.3	16.5		13.3 or less	
Percentage of employees who exercise regularly	TBS Holdings + TBS Television	%	26.1	33.4		26.1 or more	
Percentage of employees who "feel fully rested after sleep"	TBS Holdings + TBS Television	%	55.4	67.8		64 or more	
Percentage of employees who skip breakfast	TBS Holdings + TBS Television	%		36.7	30.7	26.5 or less	
Percentage of employees consuming alcohol regularly	TBS Holdings + TBS Television	%	19.9	27.1		15.3 or less	
Percentage of employees who missed work or took leave due to an illness other than mental illness	TBS Holdings + TBS Television	%	0.9	0.6		0.4 or less	
Percentage of employees who returned to work after an illness other than mental illness	TBS Holdings + TBS Television	%	81.8	75.0		81.8 or more	
Percentage of employees who quit/retired due to an illness other than mental illness	TBS Holdings + TBS Television	%	0	0.1		0	
Mental health							
Item	Scope	Units	FY2021	FY2022	FY2023	Target	
Percentage of employees who have undergone "stress checks"	TBS Holdings + TBS Television	%	92.7	95.5		96 or more	
Percentage of employees with a high level of stress	TBS Holdings + TBS Television	%	11.3	11.2		11.3 or less	
Percentage of employees who missed work or took leave due to a mental illness	TBS Holdings + TBS Television	%	1.3	0.9		0.891	
Percentage of employees who returned to work after a mental health problem	TBS Holdings + TBS Television	%	81.0	66.7		81 or more	
Percentage of employees who quit/retired due to a mental health problem	TBS Holdings + TBS Television	%	0.1	0.1		0.07 or less	
Reform of working patterns							
Item	Scope	Units	FY2021	FY2022	FY2023	Target	
Average of paid leaves taken	TBS Holdings + TBS Television	Days	7.3	8.4		11	
Average of working hours per month	TBS Holdings + TBS Television	Hours		179			
Frequency of work-related accidents	TBS Holdings + TBS Television	%		2.39			
Severity rate for work-related accidents	TBS Holdings + TBS Television	%		0.02			
Training							
Item	Scope	Units	FY2021	FY2022	FY2023	Target	
Percentage of employees participating in health literacy training	TBS Holdings + TBS Television	%			35.8		
Percentage of managers participating in basic training in health and productivity management	TBS Holdings + TBS Television	%			42.7		
Percentage of employees participating in training related to female-specific issues	TBS Holdings + TBS Television	%			42.7		

Management issues to be solved through health and productivity management

Item	Scope	Units	FY2021	FY2022	FY2023	Target
Turnover	TBS Holdings + TBS Television	%	1.78	2.33		1.78 or less
Absenteeism *2	TBS Holdings + TBS Television	Days	0.2	0.3		1 or less
Presenteeism *3	TBS Holdings + TBS Television	Points		70	78.2	70 or more
Work engagement (vigor, dedication, and absorption) *4	TBS Holdings + TBS Television	Points		3.6	3.6	3.6 or more

* 1 The target is the median. If TBS' target is higher than the median, then that target is used.

*2 Calculated by dividing the total number of days of sickness benefits by the number of employees.

*3 A situation where employees come to work but cannot perform their tasks fully due to health problems

The results of a survey using absolute presenteeism on the Single-item Presenteeism Question (SPQ) FY 2023, n=401

*4 Measured by incorporating the three questions on the ultrashort version of the Utrecht Work Engagement Scale FY 2023, n=401