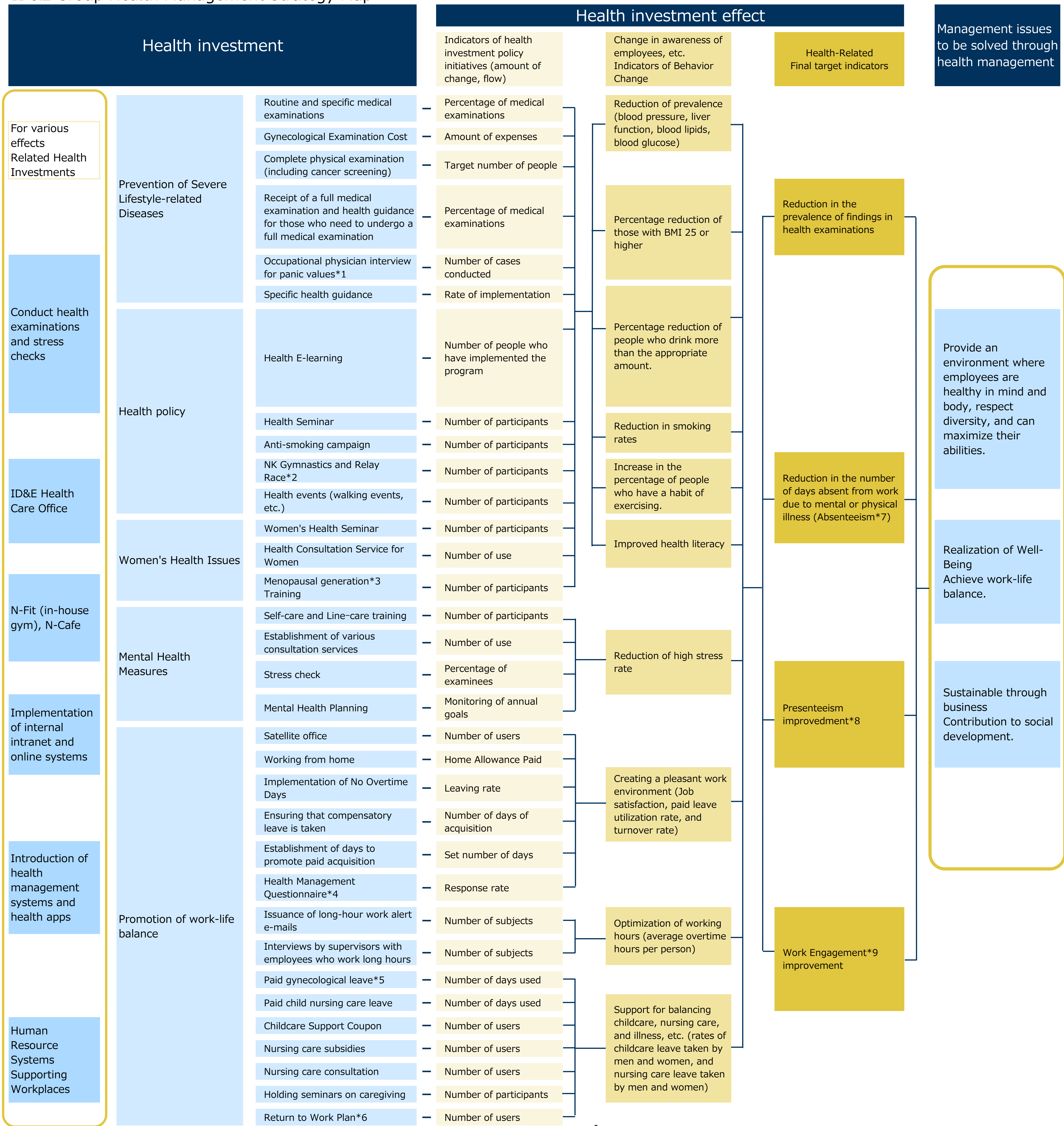


ID&E Group Health Management Strategy Map



Health Resources (Resources accumulated through health investments. Stock.)

[Environmental Health Resources]
The tangible and intangible internal environment surrounding employees, etc., formed by the accumulation of health investments and health investment effects.

Intangible resource				
Health Declaration by Management	Organizational structure	Organizational climate	Personnel system	
Tangible resources				
In-house systems and intranet	Health management system	Health Apps	ID&E Group Health Care Office	N-Fit (in-house gym), N-Cafe

[Human health resources]
Health status, health literacy, work engagement, etc. of employees, etc. as a result of health investment.

Periodic medical checkups and specified medical checkups	Gynecological Examination Cost	Number of persons undergoing physical examinations (including cancer screening)	Percentage of those who need to undergo a full medical checkup and receive health guidance	Number of industrial physician interviews conducted for panic values	Percentage of specific health guidance implemented
Number of Health E-learning Implementers	Number of participants in health seminars	Number of participants in anti-smoking campaign	Number of participants in NK Gymnastics and Relay Race	Number of participants in health events (walking events, etc.)	Number of participants in women's health seminars
Use of Health Consultation Service for Women number of events (e.g. accidents, crimes, meetings, housing starts, hits on a road)	Number of participants in the Yuragi Generation training	Self-care and line care training Number of participants	Number of users of various consultation services	Stress check examination rate	Mental Health Planning Annual Plan
Number of satellite office users	Telecommuting allowance paid	No-overtime day leaving rate	Number of days of compensatory leave taken	Number of days set aside for promotion of paid acquisition	Health Management Questionnaire Response Rate
Number of persons subject to long workday alert mailings	Number of employees working long hours and subject to interview by supervisor	Number of days of paid gynecological leave used	Number of days of paid child nursing care leave used	Number of users of childcare assistance coupons	Number of users of nursing care subsidies
Number of users of nursing care consultation	Number of participants in nursing care seminars	Number of employees using return-to-work plans			
Prevalence of blood pressure	Percentage of patients with liver function findings	Prevalence of blood lipids	Prevalent rate of blood glucose	Percentage of those with BMI 25 or higher	Percentage of those who drink in excess of the appropriate amount
Smoking rate	Of those who have an exercise habit	Health literacy	High Stress Ratio	Job Satisfaction	Percentage of employees taking paid leave
Job turnover	Overtime work hours	Percentage of employees taking parental leave (by gender)	Percentage of employees taking nursing care leave		
Presenteeism	Absenteeism	Work engagement			

*1 A value that is judged to be significantly high-risk in the Group's own judgment table of health checkup results.
 *2 Original gymnastics featuring employees, and a relay race in which all group companies participate.
 *3 Training for women of pre- and post-menopausal ages.
 *4 An annual survey of all employees, including a survey of their attitudes toward post-health checkups, health management, and health literacy.
 *5 Paid leave that can be used for infertility treatment, gynecological treatment, etc., including menstrual periods.
 *6 A system in which the head of the department, the human resources department, and industrial physicians work together to follow up on employees from the time they leave work due to injury or illness until they return to work.
 *7 Measured by number of days absent from work due to ill health
 *8 Measured by SPQ (Single-Item Presenteeism Question, University of Tokyo, one-item version)
 *9 Measured by the Utrecht Work Engagement Scale (super shortening version) questions on vitality, enthusiasm, and immersion