

## Health investment effect

Indicator on the status of health Investing *1			Fiscal year ending	FYE June 2024
			Achievement	Achievement
of lifestyle-related diseases	Regular check-up	Consultation rate	100.0%	100.0%
	Specific health check-up		—	96.9%
Prevention of severe disease *2	Gynecological checkup *3	Amount of expenses	—	5 million yen
	Medical check-up (including cancer screening)	Number of people eligible	—	3,009
	Status of health guidance and detailed examinations for those in need of scrutiny	Consultation rate	81.2%	78.1%
	Management of high-risk (panic value) persons *4	Number of cases implemented / management rate	97 · 100%	136 · 100%
	Specific Health Guidance	Implementation rate	75.9%	77.3%
	Healthy E-learning	Acceptance rate	—	41.8%
Health measures	Health seminars	Participation rate	—	16.5%
	Non-smoking Campaign	Number of participants	—	10 people
	NK Gymnastics / Ekiiden *5	Number of participants	—	135 people
	Health events (walking events, etc.)	Number of participants	—	2,350
Women's health issues	Women's Health Seminar	Number of participants	—	1,161
	Health consultation service for women	Number of users	—	1 case
Mental health measures	Fluctuating Generation *6 Training	Number of participants	—	—
	Self-care / Line care training	Number of participants	—	1,994
Promotion of work-life balance *7	Establishment of consultation desk (health management office / external EAP)	Number of users	—	74 cases
	Stress check	Acceptance rate	90.9%	92.4%
	Mental health promotion plan	Monitoring of annual	—	—
	Satellite Office	Number of users	—	6,778
	Work from home	Amount of home-based allowance	—	27 million yen
	Implementation of No Overtime Day	Resignation rate	—	66.8%
	Thoroughly take compensatory leave	Number of days	—	1,903.5 days
	Setting a paid acquisition promotion date	Number of days set	—	43 days
	Health and Productivity Management Questionnaire *8	Response rate	—	85.9%
	Issue long working hours alert e-mail	Number of people eligible	—	295 people
	Interview with long-time workers and super	Number of people eligible	—	295 people
	Paid gynecological leave *9	Number of days used	—	369 days
	Paid child nursing leave	Number of days used	—	739.5 days
	Childcare support coupon	Number of users	—	130 people
Payment of nursing care subsidy	Number of users	—	22 people	
Nursing care consultation	Number of users	—	12 people	
Holding nursing care seminars	Number of participants	—	115 people	
Return to Work Plan *10	Number of users	—	30 people	

\*1 The indicators have been amended based on the revision of the strategy map in July 2024.

\*2 Total for the administrative year (April to March of the following year).

\*3 Results for the fiscal year ending June 2024 for gynecological check-up expenses are based on six companies: ID & E, NK, NKUrban, NKES, NKBP, and KRC.

\*4 Those who are judged to be at a significantly higher risk (panic value) according to the judgment level table of the group's health checkup results will be interviewed with an industrial doctor and monitored. I am doing.

\*5 Original gymnastics with employee appearances and Ekiiden competition with all group company participations. Ekiiden will not be held in the fiscal year ending June 2024.

\*6 Training for women aged around menopause. It will be implemented from the fiscal year ending June 2025.

\*7 The scope of work-life balance items is six companies: ID & E, NK, NKUrban, NKES, NKBP, and KRC.

\*8 Regular surveys are conducted for all employees, including awareness surveys on health management, satisfaction, and health literacy.

\*9 Paid leave that can be used for fertility treatment and gynecological treatment, including menstruation days (NKUrban is partially paid).

\*10 A system in which the manager of the department, the department in charge of human resources, and the industrial physician work together to follow up from the time off due to injury or illness to returning to work.

The status of employees on leave due to injury or illness before using the return plan is as follows.

	Fiscal year ending June 30, 2023	FYE June 2024
Achievement	Achievement	Achievement
Number of employees on leave	38	58

Changing the mindset of employees, etc. / Indicators related to behavior change	FYE June 2022	FYE June 2023	FYE June 2024	FYE June 2025	FYE June 2026	FYE June 2027	Benchmark
	Achievement	Achievement	Achievement	Objective.	Objective.	Objective.	
1 Findings rate of blood pressure	12.1%	13.7%	13.8%	13.0%	12.0%	11.0%	18.2%
2 Findings rate of liver function	24.5%	20.5%	20.1%	18.7%	17.3%	15.8%	15.8%
3 Finding rate of blood lipid	35.6%	33.2%	32.5%	32.2%	31.9%	31.6%	31.6%
4 Findings rate of glycemia	—	11.6%	16.1%	15.0%	13.9%	12.7%	12.7%
5 Percentage of people with a BMI of 25 or higher	31.5%	31.7%	31.0%	31.0%	27.8%	26.3%	26.3%
6 Percentage of people who drink more than the appropriate amount	18.6%	19.5%	22.9%	21.9%	20.9%	19.9%	27.8%
7 Smoking rate	18.6%	18.3%	17.8%	17.4%	17.1%	16.7%	16.7%
8 Percentage of people with exercise habits	27.0%	27.2%	25.2%	26.3%	27.5%	28.7%	28.7%
9 Health literacy	—	80.4%	3.67	3.45	3.45	3.45	3.45
10 High stress rate	8.1%	8.3%	10.9%	9.0%	9.0%	9.0%	10.0%
11 Job satisfaction	—	—	—	2.3 points	2.3 points	2.3 points	2.3 points
12 Percentage of paid leave taken	55.7%	58.4%	ID & E 93.3% NK 63.4% NKUrban 66.4% NKES 77.1% NKBP 65.2% KRC 53.4%	NK 60%, NKUrban 60%, NKES 80% or more, NKBP 60% or more			61.3%
13 Turnover rate	2.4%	3.6%	ID & E 0.0% NK 4.5% NKUrban 7.5% NKES 2.9% NKBP 7.5% KRC 3.8%	NK 3%, NKUrban 3%, NKES 3% or less, NKBP 4% or less			19.4%
14 Average non-statutory per capita Working hours	14.2h	12.2h	ID & E 1.5h NK 12.6h NKUrban 13.0h NKES 5.3h NKBP 8.7h KRC 4.0h	NK 12.5h, NKUrban 12.5h, NKES 5.8h, NKBP 10.0h			—
15 Percentage of employees taking childcare leave (female)	122.2%	87.5%	ID & E Not applicable NK 85.7% NKUrban 100.0% NKES 100.0% NKBP 83.3% KRC 100.0%	—			80.2%
16 (Male)	28.7%	47.8%	ID & E Not applicable NK 62.9% NKUrban 77.7% NKES 33.3% NKBP 77.8% KRC 100.0%	NK 60%, NKUrban 80%, NKES 60% or more, NKBP 80% or more			17.1%
17 Percentage of employees taking nursing care leave	0.5%	1.3%	ID & E 6.3% NK 1.5% NKUrban 0.2% NKES 2.9% NKBP 3.7% KRC Not applicable	—			0.06%

\* Includes NKUrban, Aichi Tamano, and Tamano Ecost from the results for the fiscal year ending June 2023 for 5-8.

\*The results for the fiscal year ending June 2023 in 9 are the percentage of employees who answered that their health literacy is improving in the employee survey. Results for the fiscal year ending June 2024 and targets for the fiscal year ending June 2025 and beyond using the Communicative and Critical Health Literacy Scale (CCHL).

\*10: Including NKUrban from FY06/2023 results and Aichi Tamano and NCC from FY06/2024 results.

\*The 2022 results and 2023 results of the 12-17 work-life balance items are figures from Nippon Koei Co., Ltd. before the spin-off.

\* Target values for the 12-17 work-life balance items are posted only for the companies that have set them.

\* Benchmarks include government statistics, health scoring reports, and aggregated data from health management survey results.

Final health-related target indicator	FYE June 2022	FYE June 2023	FYE June 2024	FYE June 2025	FYE June 2026	FYE June 2027	Benchmark
	Achievement	Achievement	Achievement	Objective.	Objective.	Objective.	
1 Prevalence of findings in periodic health examinations	66.9%	65.7%	67.1%	64.2%	61.3%	58.3%	58.3%
2 Absentism	1.90 days	2.12h	2.72 days	2.3 days	2.3 days	2.3 days	2.6 days
3 Presenteeism	79.1%	78.6%	77.9%	80.7%	82.8%	84.9%	84.9%
4 Work engagement	2.69 points	2.64 points	2.62 points	3.30 points	3.30 points	3.30 points	3.30 points

\*1 Includes NKUrban, Aichi Tamano, and Tamano Ecost based on the results for the fiscal year ending June 2023.

\*2 Absenteeism: Measured by the number of days of leave taken a year due to illness.

\*3 Presenteeism: Evaluates your work over the past 4 weeks as 100% of the work you can do when you are not ill or injured. SPQ (Single-Item) It is measured by the Presenteeism Question (one-item version of the University of Tokyo).

\*4 Work engagement: Results from the fiscal year ending June 2022 to the fiscal year ending June 2024 are used in the new occupational stress check out of the nine-item version of the Utrecht Work Engagement Scale. It is measured by "(vigor score + pride score)/2" (4 points to 1 point 4 cases method).

Targets and benchmarks from the fiscal year ending June 2025 are Utrecht Work Use the gaugment scale (extra-short version) to measure (six-point to zero-point seven-point method).

\* For 2 to 4, NKUrban is included from the results for the fiscal year ending June 2023.

Including NCC, Aichi Tamano from the results for the fiscal year ending June 2024.

	FYE June 2022	FYE June 2023	FYE June 2024
Achievement	Achievement	Achievement	Achievement
Number of people measured (Response rate)	—	4,121 (92.3%)	4,388 (92.4%)