## Health investment effect

Indicator on the status of health Investing *1  Regular check-up (consultation rate diseases)  Prevention of severe disease *2  Regular check-up (consultation rate decay)  Specific health check-up (consultation rate decay)  Specific health check-up (consultation rate decay)  Medical check-up (including cancer screening)  Status of health guidance and detailed examinations for those in need of scrutiny decayminations for those in need of scrutiny decaymination for those in need of scruting decaymination for decaymination for those in need of scruting decaymination for decaymina	Indicator on the status of	Fiscal year ending	FYE June 2024			
Specific health check-up   General Consultation rate   — 96,9%   General Check-up (Including cancer screening)   Status of health guidance and detailed examinations for those in need of scrutiny   Management of high-risk (panic value) persons *4   Specific Health Guidance   Implementation rate   75,9%   77,3%   136 - 100%   13	indicator on the status or	Achievement	Achievement			
Specific health check-up   Specific health check-up   Synecological checkup "3	of lifestyle-related	Regular check-up	Community with	100.0%	100.0%	
Prevention of severe disease *2   Similion yes   Medical check-up (including cancer   Screening)   Status of health guidance and detailed examinations for those in need of scrutiny   Management of high-risk (panic value)   persons *4   Specific Health Guidance   Implementation rate   Management of high-risk (panic value)   yes   136 · 100%		Specific health check-up	Consultation rate	_	96.9%	
Author of people   -		Gynecological checkup *3	Amount of expenses	-	5 million yen	
Screening   Status of health guidance and detailed examinations for those in need of scrutiny   Management of high-risk (panic value) persons *4   Number of cases implemented / grv. 100%   136 · 100% management rate   Specific Health Guidance   Implementation rate   75.9%   77.3%   14.8%   1		Medical check-up (including cancer	Number of people		2 000	
examinations for those in need of scrutiny  Management of high-risk (panic value) persons *4  Specific Health Guidance  Health measures  Healthy E-learning Acceptance rate Health seminars Non-smoking Campaign Number of participants Non-smoking Campaign Number of participants Non-smoking Campaign Number of participants Health vents (walking events, etc.) Number of participants Health wents (walking events, etc.) Number of participants Health consultation service for women Health measures  Mental health mea	disease *2		eligible	_	3,009	
examinations for those in need of scrutiny Management of high-risk (panic value) persons *4  Specific Health Guidance  Health Felarning Health E-learning Health E-learning Health Seminars Non-smoking Campaign Number of participants Health events (walking events, etc.) Number of participants Health events (walking events, etc.) Number of participants Health consultation service for women Number of users Number of users Number of users Work from home Satellite Office Number of users Number of days Setting a paid acquisition promotion date Health and Productivity Management Questionnaire *8 Setting a paid acquisition promotion date Health and Productivity Management Questionnaire *8 Number of days used Number of days used Number of people eligible Interview with long-time workers and supe Paid child nursing leave Number of days used Number of days used Paid child nursing leave Number of days used Number of days used Paid child nursing leave Number of days used Number of days used Paid child nursing leave Number of users Paid child nursin		Status of health guidance and detailed	Consultation rate	01 204	70 10/-	
Management of high-risk (panic value) persons *4 Specific Health Guidance Implementated / management rate Specific Health Guidance Implementation rate Health y E-learning Acceptance rate Health seminars Non-smoking Campaign Number of participants NK Gymnastics / Ekiden *5 Number of participants Nu		examinations for those in need of scrutiny	Consultation rate	01.270	76.170	
Persons *4   Per		Management of high-risk (panic value)	Number of cases			
Specific Health Guidance Implementation rate 75.9% 77.3%  Health measures Health Seminars Participation rate 10.5% Non-smoking Campaign Number of participants 10 people Number of participants 115 people Health consultation service for women Fluctuating Generation 46 Training Number of participants 115 people Health consultation service for women Fluctuating Generation 46 Training Number of participants 116 per			implemented /	97 · 100%	136 · 100%	
Health measures  Health seminars Participation rate 16.5% Non-smoking Campaign Number of participants Non-smoking Campaign Number of participants Non-smoking Campaign Number of participants Sef-care / Line care training Number of participants Number of participants Setablishment of consultation desk (health management office / external EAP) Number of users Number of days Number of days Number of days Number of days set Number of people Number of users Number of people Number of people Number of users Number of people Number of users Number of people Number of users Number of users Number of people Number of users Number of participants Number of users Number of participants Number of participants		persons 4	management rate			
Health seminars   Namber of participants   -   16.5%		Specific Health Guidance	Implementation rate	75.9%		
Non-smoking Campaign   Number of participants   -   10 people	Health measures	Healthy E-learning		_		
NK Gymnastics / Ekiden *5 Health events (walking events, etc.) Number of participants Number of users Number of users Number of users Number of participants Number of users Number of days Number of days Number of days set Number of days set Number of days set Number of days set Number of participants Number of users Number of days Number of days Number of days set Number of days set Number of days set Number of days set Number of people eligible Number of people eligible Number of people eligible Number of people eligible Number of days used Number of users Number of people		Health seminars	Participation rate	_	16.5%	
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   Fluctuating Generation *6 Training   Number of participants   -   -   Establishment of consultation desk (health management office / external EAP)   Number of participants   -   74 cases   Establishment of consultation desk (health management office / external EAP)   Number of users   -   74 cases		Health events (walking events, etc.)		_		
Fluctuating Generation *6 Training Number of participants — — — — — — — — — — — — — — — — — — —	Women's health issues			_	1,161	
Self-care / Line care training   Number of participants   -   1,994				_	1 case	
Establishment of consultation desk (health management office / external EAP)  Stress check Mental health promotion plan Monitoring of annual Promotion of work-life balance *7  Mork from home Implementation of No Overtime Day Thoroughly take compensatory leave Health and Productivity Management Questionnaire *8  Issue long working hours alert e-mail Interview with long-time workers and supe Paid gynecological leave *9 Paid child nursing leave Number of days used Number of days used Number of people eligible Paid gynecological leave *9 Paid child nursing leave Number of days used Number of days used Paid cynecological leave *9 Number of days used Paid cynecological leave *9 Number of days used Number of days used Paid child nursing leave Number of days used Number of days used Payment of nursing care subsidy Number of users Payment of nursing care subsidy Number of users Put dases  - 74 cases 90.9% 92.4% Acceptance rate 90.9% Apont of nonual 66.778 Amount of home-based allowance allo				_	_	
management office / external EAP) Number of users — /4 cases  Stress check Acceptance rate 90.9% 92.4%  Mental health promotion plan Monitoring of annual — —  Promotion of work-life balance *7  Work from home   Monitoring of annual — — 6,778  Work from home   Monitoring of annual — — 6,778    Work from home   Monitoring of annual — — 6,778   Work from home   Monitoring of annual — — 6,778   Monitor of losers — — 6,778   Monitor of home-based allowance   — 27 million yen allowance   — 66.8%   Thoroughly take compensatory leave   Number of days — — 1,903.5 days   — 1,903.5 days   — 43 days   — 44 days   — 44 days   — 45 days   — 66.8%   — 6	Mental health measures		Number of participants	-	1,994	
Stress check   Mental health promotion plan   Monitoring of annual   -   -   -		,	Number of users	_	74 cases	
Mental health promotion plan Monitoring of annual – – 6,778  Satellite Office Number of users – 6,778  Work from home Amount of home-based allowance   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 Health and Productivity Management Questionnaire *8   Issue long working hours alert e-mail long-time workers and supe longible   Interview with long-time workers and supe 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 – 12 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of pasticipants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Holding nursing care seminars   Number of participants – 115 people   Nursing care seminars   Number of participants – 115 people   Nursing care seminars   Number of participants – 115 people   Nursing care seminars   Number of participants – 115 people   Nursing ca						
Promotion of work-life balance *7  Satellite Office  Work from home  Implementation of No Overtime Day Resignation rate  Implementation of No Number of days used  Implementation of No Overtime Day Resignation rate  Implementation of No Overtime Day Resignation rate  Implementation of Number of days used  Implementation of Number of days used					92.4%	
balance *7  Work from home  Implementation of No Overtime Day Implementation of days set Implementation of No Overtime Day Implementation of Namber of days set Implementation of No Overtime Day Implementation of Day Implementation of No Overtime Day Implementation of No Overtim					-	
Work from home   allowance   -   27 million yen	Promotion of work-life	Satellite Office		-	6,778	
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 Health and Productivity Management Questionnaire *8 Issue long working hours alert e-mail Interview with long-time workers and supe Paid gynecological leave *9 Paid gynecological leave *9 Paid child nursing leave Number of days used — 369 days Paid child nursing leave Number of users — 130 people Payment of nursing care subsidy Number of users — 22 people Holding nursing care seminars Number of participants — 115 people	balance *7	Work from home		_	27 million ven	
Thoroughly take compensatory leave Setting a paid acquisition promotion date Health and Productivity Management Questionnaire *8  Issue long working hours alert e-mail Interview with long-time workers and supe Paid gynecological leave *9 Paid child nursing leave Number of days used Number of days used Number of days used Paid child nursing leave Number of days used Number of days used Number of days used Number of days used Number of series Number of series Number of users					· · · · · · · · · · · · · · · · · · ·	
Setting a paid acquisition promotion date Health and Productivity Management Questionnaire *8  Issue long working hours alert e-mail Interview with long-time workers and supe Paid gynecological leave *9  Paid gynecological leave *9  Paid child nursing leave  Childcare support coupon  Payment of nursing care subsidy  Number of users  Number of users  - 43 days  Number of people eligible  - 295 people eligible  - 295 people eligible  - 369 days  Number of days used  - 369 days  Childcare support coupon  Number of users  - 130 people  Nursing care consultation  Number of users  - 12 people  Holding nursing care seminars  Number of participants  - 115 people						
Health and Productivity Management Questionnaire *8  Issue long working hours alert e-mail Interview with long-time workers and supe Paid gynecological leave *9 Paid child nursing leave Number of days used Paid child nursing leave Number of days used Number of days used Payment of nursing care subsidy Number of users Number of users - 130 people Payment of nursing care subsidy Number of users - 12 people Holding nursing care seminars Number of participants - 115 people						
Questionnaire *8  Issue long working hours alert e-mail  Interview with long-time workers and supe eligible  Interview with long-time workers and supe eligible  Paid gynecological leave *9  Paid child nursing leave  Number of days used  Paid child nursing leave  Number of days used  - 739.5 days  Childcare support coupon  Number of users  Payment of nursing care subsidy  Number of users  - 130 people  Payment of nursing care subsidy  Number of users  - 12 people  Holding nursing care seminars  Number of payricipants  - 115 people			Number of days set	-	43 days	
Interview with long-time workers and supe   eligible   wumber of people   wumber of days used   Paid gynecological leave *9   Number of days used   739.5 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			Response rate	_	85.9%	
Interview with long-time workers and supe   eligible   -   295 people		Issue long working hours alert e-mail	1 ' '	-	295 people	
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		Interview with long-time workers and supe		-	295 people	
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		Paid gynecological leave *9	Number of days used	_	369 days	
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		Paid child nursing leave	Number of days used	_	739.5 days	
Nursing care consultation     Number of users     -     12 people       Holding nursing care seminars     Number of participants     -     115 people			Number of users	_	130 people	
Holding nursing care seminars Number of participants – 115 people		Payment of nursing care subsidy	Number of users	_	22 people	
		Nursing care consultation	Number of users	_	12 people	
Return to Work Plan *10 Number of users – 30 people				-	115 people	
*1 The indicators have been amended based on the revision of the strategy map in July 2024.				-	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 Ekiden competition with all group company participations. Ekiden 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

Number of employees on leave

\*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		
38	58		

(	Changing the mindset of							
	employees, etc. /	FYE June 2022	FYE June 2023	FYE June 2024	FYE June 2025	FYE June 2026	FYE June 2027	Benchmark
Indicators related to behavior						Denemian		
	change	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%
	Finding rate of blood lipid	35.6%	33.2%		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
	High stress rate	8.1%	8.3%		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 * Includes NKUrban, Aichi Tama	0.5%	1.3%	NKES 2.9% NKBP 3.7% KRC Not applicable	or ording June 20			0.06%

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

F	Final health-related target	FYE June 2022	FYE June 2023	FYE June 2024	FYE June 2025	FYE June 2026	FYE June 2027	Benchmark
	indicator	Achievement	Achievement	Achievement	Objective.	Objective.	Objective.	Delicillidik
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. 12th	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

<sup>\*1</sup> 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. SPO (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
  - Targets and benchmarks from the fiscal year ending June 2025 are Utrecht Worken 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.

cluding NCC, Aichi Tamano from the results fo	FYE June 2022	FYE June 2023	FYE June 2024	
		Achievement	Achievement	Achievement
	Number of people measured	_	4.121 (92.3%)	4,388
	(Pocnonco rato)	_	4,121 (92.3%)	(02.494)

<sup>\*</sup>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).

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

<sup>\*</sup>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.

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