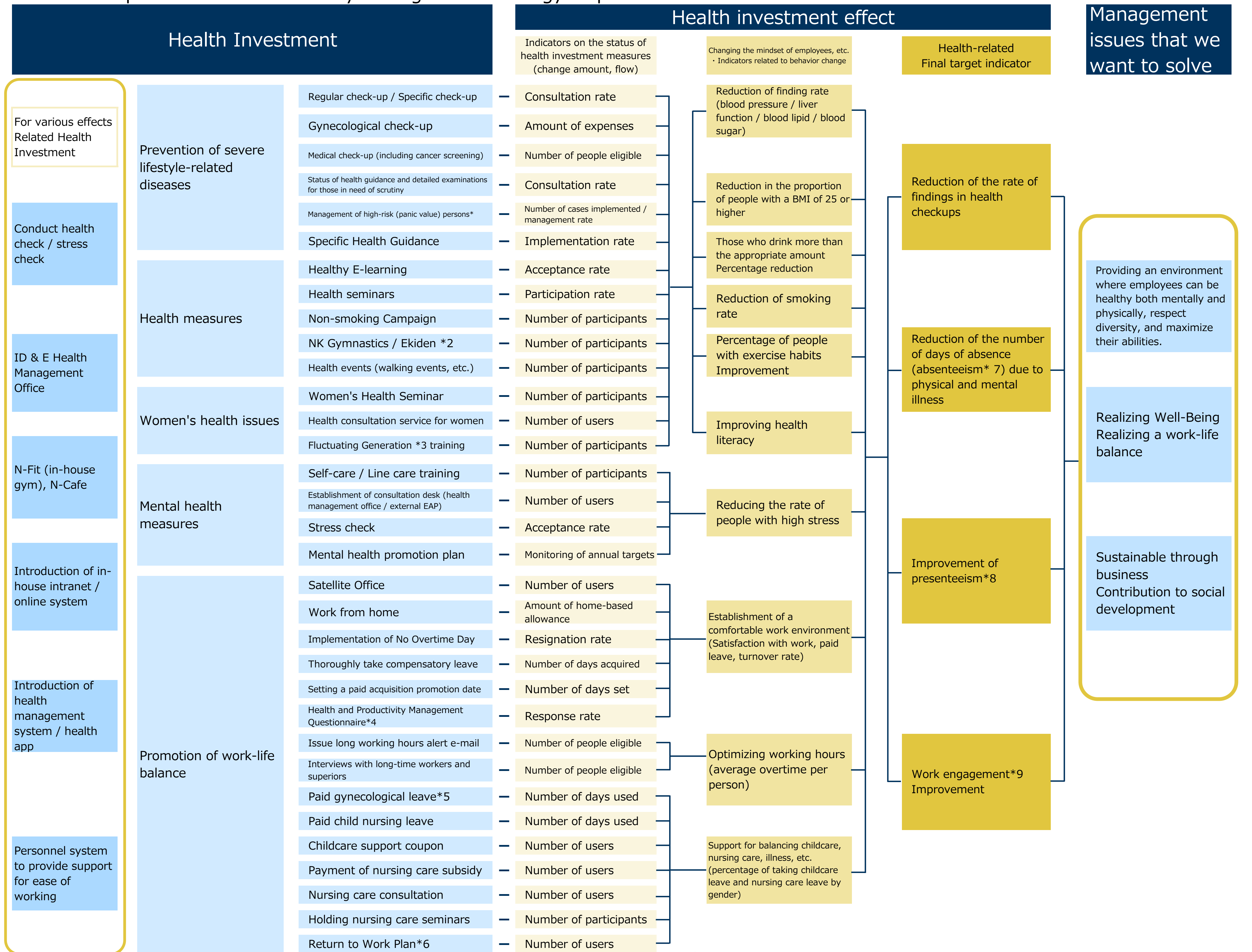


# ID & E Group Health and Productivity Management Strategy Map



## Health resources (resource)

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

Intangible resources	Health declaration by management	Organizational Structure	Organizational culture	Personnel system
Tangible resources	In-house system / Intranet	Health management system	Health app	ID & E Group Health Management Office
				N-Fit (in-house gym), N-Cafe

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

Percentage of patients receiving regular and specified medical examinations	Gynecological check-up fee	Number of people who have had a medical check-up (including cancer screening)	Percentage of those requiring close examination who receive a detailed examination and receive health guidance	Management of high-risk (panic value) persons	Specific health guidance implementation rate
Number of health E-learning participants	Number of Health Seminar Participants	Number of participants in the smoking cessation campaign	Number of participants in NK Gymnastics / Ekiden	Number of participants in health events (walking events, etc.)	Number of Women's Health Seminar Participants
Use of health consultation desk for women Quantity	Number of fluctuation generation training participants	Self-care / Line care training	Number of users of various consultation desks	Stress check test rate	Mental health promotion plan Annual plan Health and Productivity Management Questionnaire Response Rate
Number of satellite office users	Amount of telecommuting allowance	No overtime day leave rate	Number of days of compensatory leave taken	Number of days set for paid acquisition promotion date	Number of users receiving nursing care subsidies
Number of people subject to long working hours alert e-mail	Number of interviewees by long-time workers and superiors	Number of days of paid gynecological leave	Number of days of nursing leave for a paid child	Number of Childcare Support Coupon Users	
Number of nursing care consultation users	Number of nursing care seminar participants	Number of return-to-work plan users			
Findings rate of blood pressure	Findings rate of liver function	Findings rate of blood lipid	Findings rate of glycemia	Percentage of people with a BMI of 25 or higher	Percentage of people who drink more than the appropriate amount
Smoking rate	Percentage of people with exercise habits	Health literacy	High stress rate	Job satisfaction	Percentage of paid leave taken
Turnover rate	Unscheduled work hours	Percentage of employees taking parental leave (by gender)	Percentage of employees taking nursing care leave		
Presenteeism	Absentism	Work engagement			

\*1 Those who are judged to be at a significantly higher risk (panic level) in the judgment level table of the Group's health checkup results are interviewed and monitored by an occupational physician.  
 \*2 Original gymnastics with employee appearances and Ekiden competition with all group company participations.  
 \*3 Training for women of pre- and post-menopause age.  
 \*4 Once a year, a survey is conducted for all employees, including an awareness survey on health management, satisfaction, and health literacy.  
 \*5 Paid leave (ID & E, NK, NKES, NKBP, KRC) that can be used for fertility treatment and gynecological treatment, etc., including menstruation days.  
 \*6 This is a system in which the store manager, human resources department, and industrial physician work together to follow up from the time off due to injury or illness to returning to work.  
 \*7 Measured based on the number of days of leave taken a year due to illness.  
 \*8 Evaluate your work over the past 4 weeks as 100% of the work you can do when you are not ill or injured. Measured by SPQ (Single-Item Presenteeism Question, Tokyo University 1-item version).  
 \*9 Measured by the Utrecht Work Engagement Scale (extra-short version) based on questions in terms of vitality, enthusiasm, and immersion.