

# NKC Group Health Management Strategy Map

Created in: September 2025

## Health Investment

Implementation of Work Style Reform Measures

Implementation of Walking Events

Implementation of Health Support Challenges

Implementation of Lifestyle Disease Prevention Measures

Implementation of Smoking Cessation Seminars

Implementation of Sleep Seminars

Implementation of Seminar on Women's Specific Health Issues

## Health Investment Effects

Indicators related to the Status of Health Investment Measures

Number of Annual Paid Leave Days Taken

Event Participation Rate

Number of Participants in the Program

General Health Checkup Acceptance Rate

Indicators related to Changes in Employee Awareness and Behavior

Well-being Survey Score

Event Achiever Rate

Body Composition Improvement Rate

Medical Expenses Per Person

Final Target Indicators Related to Health

High Stress Level Person Rate

Metabolic Syndrome Prevalence Rate and Pre-Metabolic Syndrome Rate

Smoking Rate

Sleeping Habits Rate

Communication Activation Rate

Seminar Participation Rate

Health Literacy

## Employee Health Issues

We want to further improve the rate of lifestyle-related diseases risk factor in order to extend healthy life expectancy.

Status of Health Management Penetration

Dialogue on Health Management between Top Management and Managers (Implementation/Frequency)

System and Environment for Achieving the Policy

Establishment of Health Management Supervisory Organization  
Cultivation of a Health-Conscious Corporate Culture

Support, Organizational Assistance (POS), WSC, etc.

Stress Check Score for "Support from Supervisor/Support from Colleagues"

## Social Value

Maintaining high 'Quality of Life' for employees of NK Group, including those who have retired

## Corporate Value

Increased Operating Profit Per Employee

## Management Policy

- We aim to be a company that employees take pride and are constantly evolving.
- We aim for a free and positive workplace where individual abilities can be maximized, and results are fairly evaluated.
- We aim to be the company that achieves the No. 1 rating in customer satisfaction.
- We aim to be a company trusted by society, expanding globally in precision components and total engineering.

## Policy for Promoting Health Management

NKC Group is actively working to create a safe, secure, and comfortable environment where all workers can fully demonstrate their individuality and abilities, and work with a sense of purpose.

## Health Management Goals

- Improvement of Work Engagement
- Reduction of Presenteeism (Reducing high stress level person rate)
- Reduction of Absenteeism (Reducing absences due to illness or injury)

## KGI

Target year: 2028

- Achieve (Maintain) the Presenteeism Evaluation Score of 92%