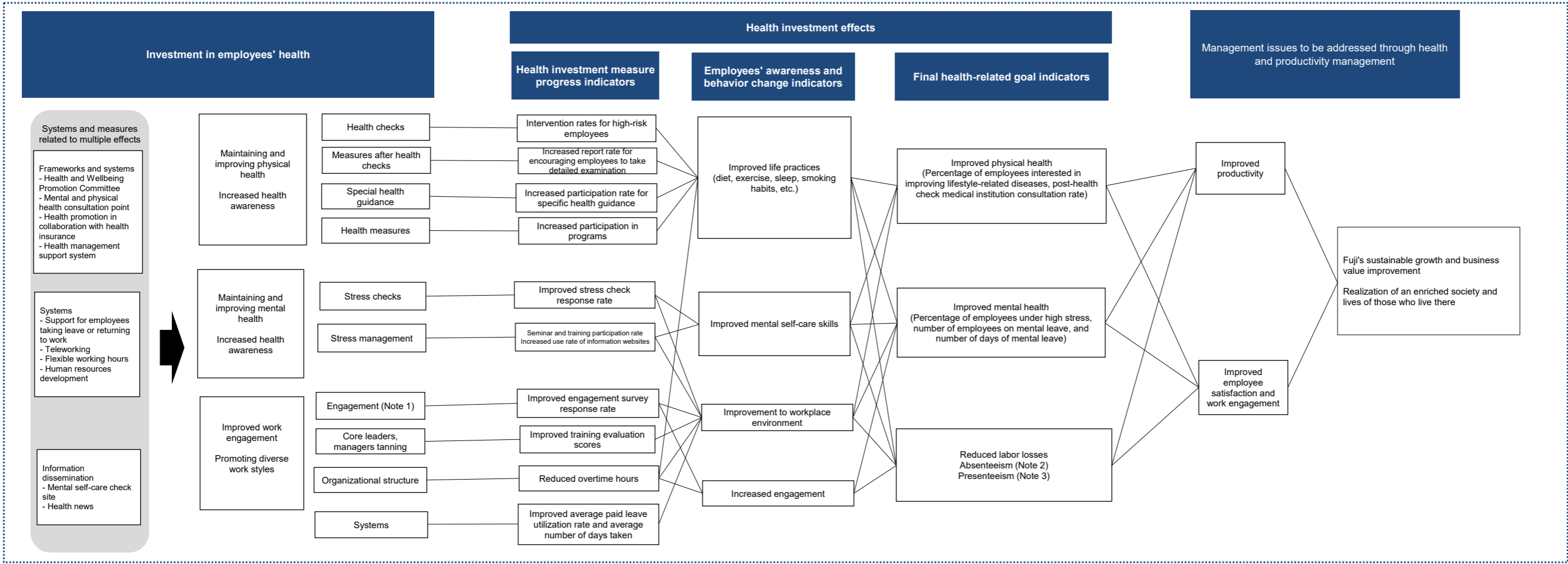


Strategy map



Note 1: Engagement: (1) Work engagement (refers to the level of the mental health of employees, in particular, their psychological state of proactively engaging in their work)
(2) Employee engagement (refers to feelings of attachment, empathy, and a sense of belonging that employees have towards their company, for example, willingness to contribute to the business and job satisfaction)
Note 2: Absenteeism: This refers to a state in which an employee is unable to perform the work itself, such as being late for work, or being absent from work, or taking a leave of absence due to poor physical condition both mentally and physically.
Note 3: Presenteeism: This refers to a state in which an employee attends work but is unable to perform work at full capacity due to poor physical condition both mentally and physically.

