【Health Management Strategy Map】

Health Management Declaration based on Management Philosophy	Health investment (general)	Health investment (specific)	Health investment (initiatives)	Health investment effects		Management issues to be solved through health management
				Indicators for health investment initiatives / Indicators for changes in employees' awareness and behavior	Health-related final goal indicators	

"PLAY HARD" = Improvement of physical and mental health

"STUDY HARD" = Adapting to changes in technologies and skills

"WORK HARD" = More weight on results and improvement of productivity

Support for employees working on improving their health

Organizational implementation of health improvement plans

Specific	Initiatives	Indicators for initiatives	Changes in awareness/behavior	Final goal indicators
Promote healthy working styles	Implement work intervals; Monitoring of status of paid holidays taken and overtime	100% of paid holidays taken; Work intervals compliance rate	Progress in efforts for shortening work hours at each workplace	Improvement of work engagement and satisfaction
Enhance secondary prevention	Ensure provision of statutory health checkups	100% of employees receive checkup	Secondary checkup consultation rate	Improvement of subjective health
	Aid recommended health checkups (e.g. cancer check)	100% of eligible employees receive aid	Consultation rate	Increase in the number / percentage of health habits practiced
Step up measures for preventing metabolic syndrome	Provide general and specific health guidance	Identification of applicable employees	Health guidance consultation rate	Reduction of absenteeism and presenteeism
Support the development of regular exercise habits	Hold exercise events; Install fitness areas and machines in company and dorms; Provide health app	Event participants, fitness users, and usage rate of health apps	Percentage of employees with regular exercise habits	
Improve workplace diet environment	Provide healthy menus (corporate restaurant) and breakfasts/dinners to employees working shifts and employees on assignment unaccompanied by family Provide nutrition guidance to morbidly obese persons and others	Increase in users; Nutrition guidance consultation rate	Percentage of employees with normal weight (18.5 ≤ BMI < 25)	
Deepen the understanding of the importance of sleep	Provide training on sleep; Set up a consultation service for people with a self-awareness of their sleep problems; Provide health apps	Number of training participants and users; Usage rate of health apps	Percentage of employees well-rested with sleep	
Promote no-smoking and drinking control	Provide smoking cessation and drinking control programs	Number of program participants	Percentage of smokers and problematic drinkers	
Promote improvement of mental health in workplace	Provide group stress checks; Improve the workplace based on checklists; Provide interviews with mental health professionals	Workplace improvement implementation rate	Comprehensive health risk value obtained by cluster analysis	
Prevent employees' separation from work due to illness needing repeated or continuous treatment	Support the balancing between treatment and work	Balance support coordinators; Number of people who have completed basic training	Employment continuity rate	
Implement infectious disease control	Provide work-site vaccinations; PCR testing in company with lab operation; Establish a positive-tested employee registration system	Vaccination rate and monitoring of prevalence of disease in the company	Absence rate based on infected employees	Business continuity based on BCP
Increase and enrich release of health information	Provide managerial and staff training	Periodic online training and video distribution	Training participation rate	Improvement of Health Literacy
	Provide information via "Health Information website" and use other internal media	Periodic update of "Health Information website"	Number of visits to the "Health Information website"	

Management issues to be solved:

Workplace where employees can healthily exert their individual abilities

Stable business management and sustainable development and growth based on improved productivity