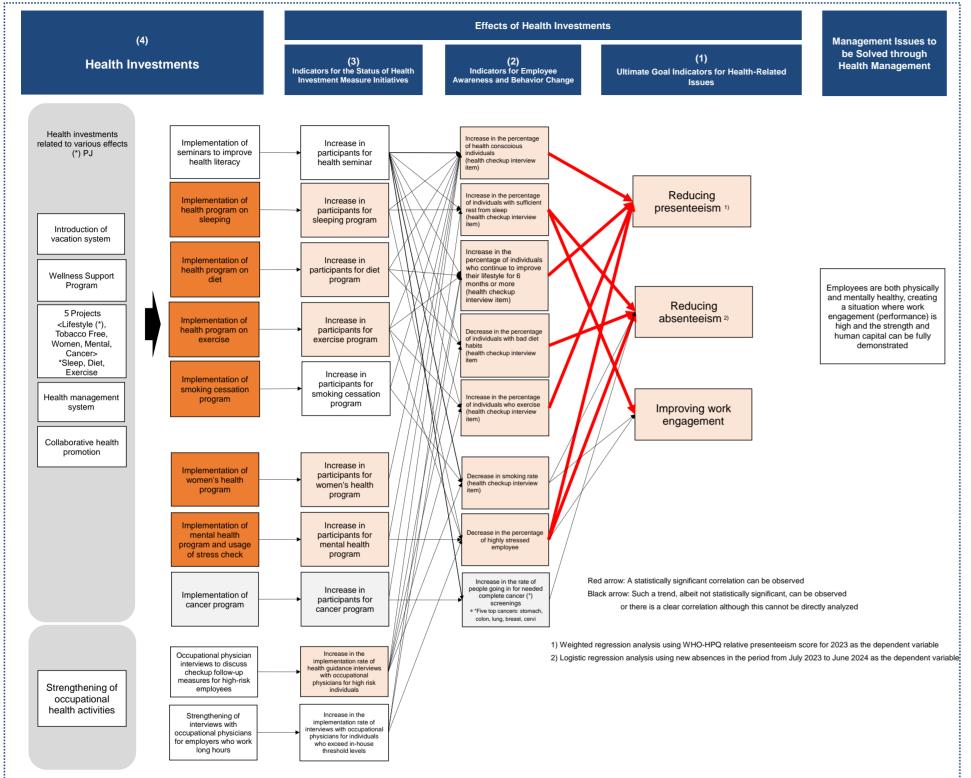
[Strategy Map]

We recognize that the same one will be used for approx. 3 to 5 years. (Because one of the core targets to disclose this map is an investor.)



(*) Generally, "health investments" and "indicators for the status of health investment measure initiatives" correspond one on one. However, the health investments that correspond to more than one indicator for the status of health investment measure initiatives are defined as "health investments related to various effects."



Health Resources												
Human Health Resources									Environmental Health Resources			
Health checkup rate	Rate of occupational physician interviews for high-risk employees	Rate of stress check response	Percentage of a highly stressed employees	Number of participants in mental health training	Number of participants in the women's health seminars	Number of people participating in health events	Percentage of smokers participating in smoking cessation programs		Philosophy of health management]	Health management system	
Smoking rate	Percentage of individuals who habitually miss breakfast	Percentage of individuals who regularly exercise	Percentage of individuals with good sleeping habits	Percentage of behavior change stages above the implementation stage	Presenteeism	Absenteeism	Work engagement		Organizational culture]	Commitment of management and officers to health management	

