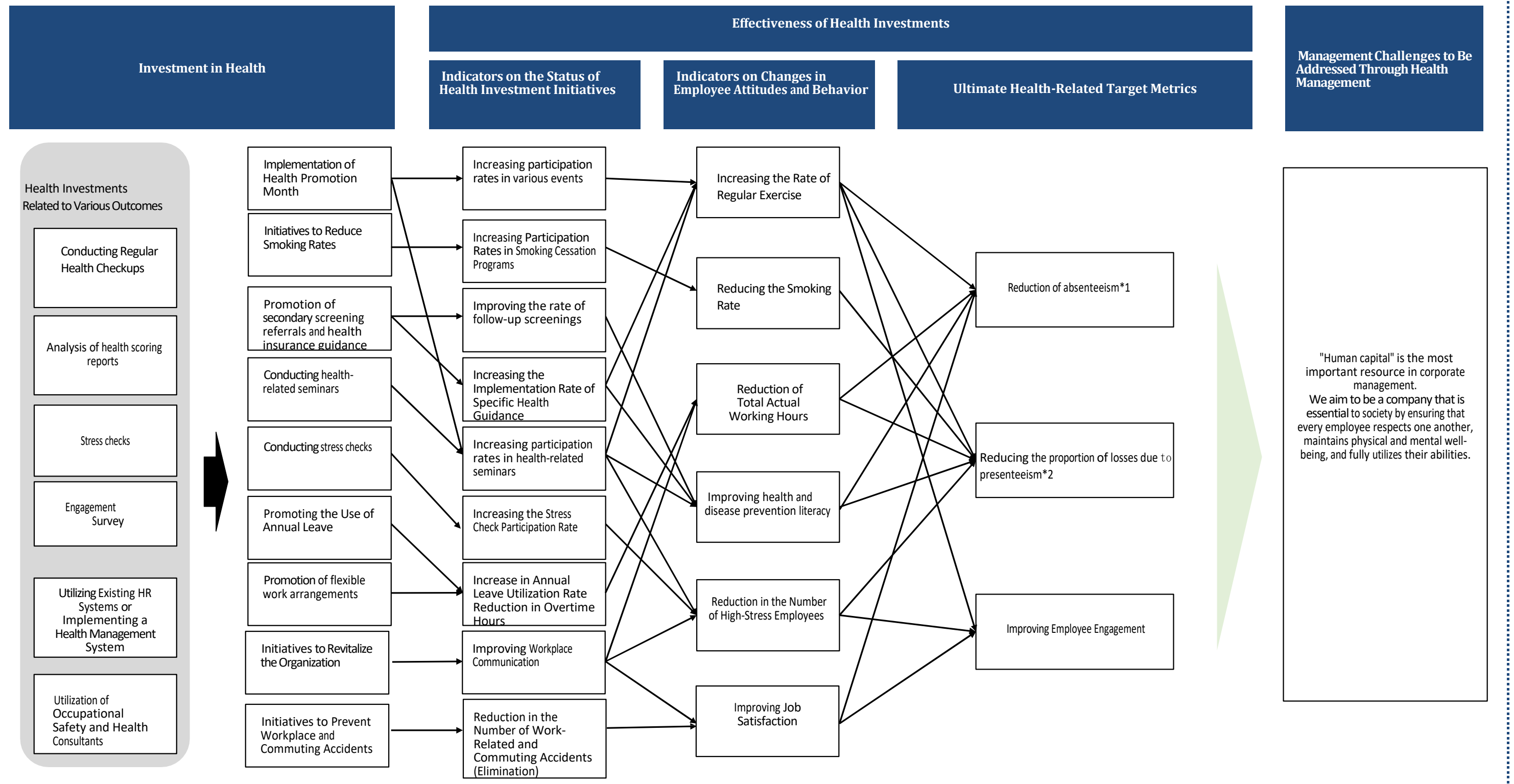


[Strategy Map]



"Human capital" is the most important resource in corporate management. We aim to be a company that is essential to society by ensuring that every employee respects one another, maintains physical and mental well-being, and fully utilizes their abilities.

*1 Absenteeism

Situations where employees are absent from work due to illness or personal reasons

Examples: • Taking a few days off due to the flu • Long-term leave due to mental health issues • Absences due to family circumstances or caregiving responsibilities

Impact: • Direct loss of workforce • Delays in work and increased burden on other employees • If repeated, it negatively affects workplace productivity and morale

*2 Presenteeism

A state in which employees are present at work but are unable to perform at their usual level due to illness, stress, or low motivation

Examples: • Forcing oneself to come to work despite having a cold, resulting in poor concentration and reduced productivity • Distracted attention due to psychological stress • Reduced work efficiency due to chronic health issues

Impact: • Decreased productivity • Significant "hidden costs" beyond medical expenses • Negative impact on the entire team (e.g., low morale, increased errors)