[TOYO TIRE Groups Health Management Strategy Map]

Health Investment		Health Investment Impact			Management issues
		Indicators to track progress on health-related investments	Indicators of changes in employee awareness, behavior, etc.	employee awareness,	to be addressed by health management
Health investments related to different impacts	Thorough chemical management			(Set specific annual targets for indicators)	
		Rate of capital investments implemented	Number of employees taking sick leave due to work-related reasons	Minimize plant downtime due to absenteeism	
Safety measure	Heat measures	Status of implementation of infectious disease	Improve implementation rate of required	Rate of employees subject to losses (
Efforts to improve	Infectious disease	Recommended number of	medical/closer examination		
lifestyle habits		cases requiring medical / closer examination	Improve treatment and control rates		Prevent productivity losses due to poor
Initiatives for group analysis of stress test	control Strengthening the response to	Rate of specific health guidance and number of health counselling cases	Improve the rate of individuals maintaining a healthy weight	Metabolic rate Reduce medical costs	health and illness
results	those who need medical attention and closer examination	Reduction of smoking rate No smoking	Improve the rate of individuals with good		
Initiatives for women, the elderly and gender equality issues	hening health counselling/specific health guidance	day/smoking rate Rate of participation in	lifestyle habits		
	Active organization of	smoking cessation programs	Improve interpersonal relationships		
Efforts to promote work-life balance	events and seminars	Number of events and seminars conducted / rate of participation	Improve ability to cope with stress	Work engagement	
Maintain/update health management system	Working to reduce smoking rate	Status of implementation of actions resulting from the	Improved empathy at	Improved empathy at	Sustainable growth by revitalizing the
	Mental health measures	group analysis	work	Presenteeism	increasing the vitality of individuals ve job satisfaction
Investing in presenteeism measurement	Efforts to reduce long working hours	Number of interviews with employees working long hours	Reduction of average overtime hours	Improve job satisfaction (employee happiness)	