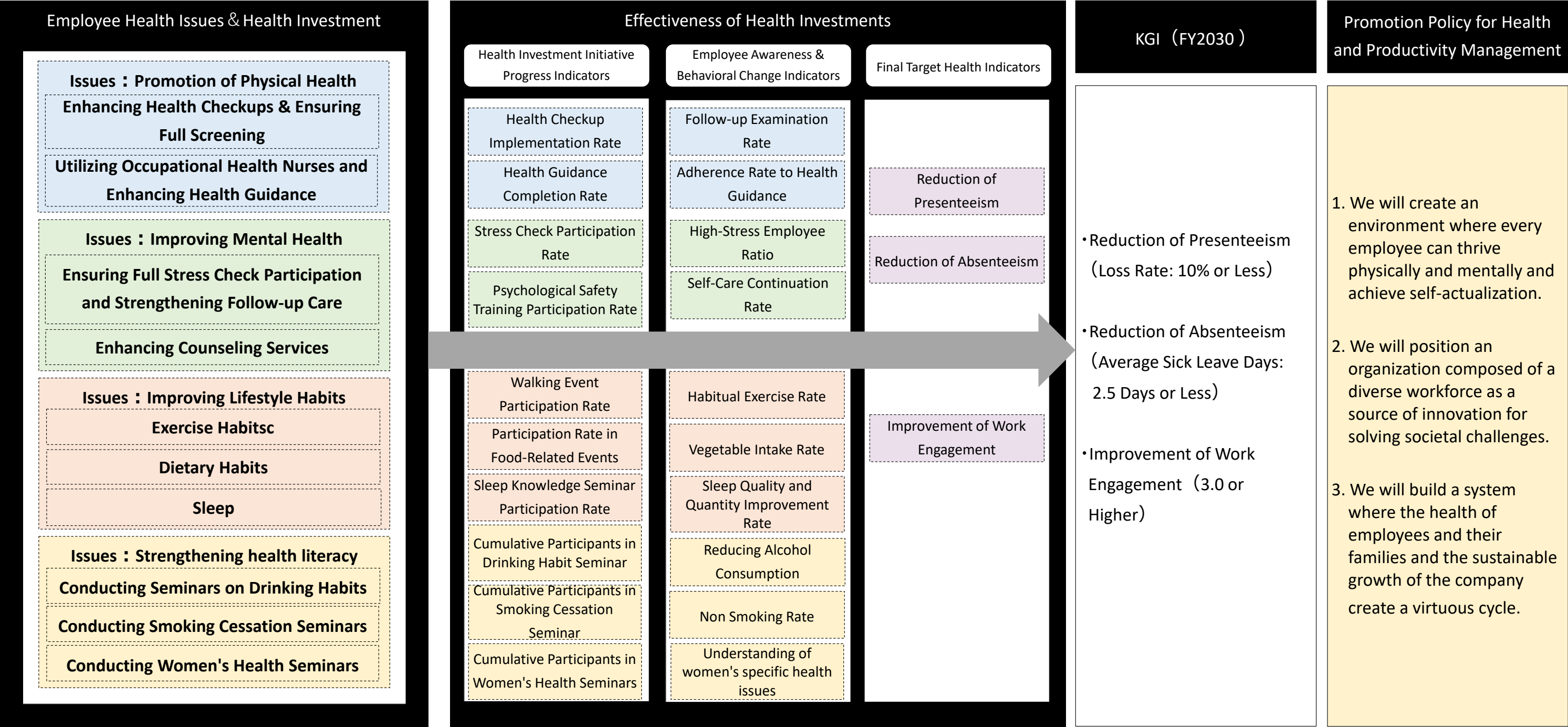


Health and Productivity Management Strategy Map



(Measurement Criteria)

Presenteeism : Productivity loss rate due to performance decline caused by illness or injury. A lower value indicates less health loss and higher productivity.

Absenteeism : Average Annual Sick Leave Days per Employee

Work Engagement : 3-item score from the Utrecht Work Engagement Scale (Vigor, Dedication, and Absorption) on a 6-point scale.