Dynamic Annual Performance Management System: The purpose of this System is to transform the Company's work expectations for each department into specific performance evaluable projects, thereby providing a clear basis for the directions of daily work and performance goals.

Communicate and confirm work status through interviews. Find out the strengths and weaknesses in the work, set up corresponding improvement plans, and jointly determine the performance goals for the next period with employees. The completion rate of the performance evaluation in 2022 is 100%.

- 1. Applicable personnel: Team leaders and above levels of supervisors.
- 2. Frequency of performance evaluation: plan goals set-up at the beginning of the year, annual review year-end evaluation
- 3. Implementation timeline: 1 month
- 4. Process:

Evaluation performed by Employee self-evaluation direct supervisor Part One: Job performance 1. Main work results of the current year Employee performance 2. Annual improvement matters and interview improvement goals 3. Training needs The scoring results reviewed and commented 4. Intention to adjust works on by each second-level 5. Main work goals for the next year supervisor Part Two: Functional Evaluation Self-management ability, teamwork ability, Performance evaluation professional ability, personal potential results Work results, aspects that need to be improved, work goals, training, career planning, etc.