

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:

