

Type of Performance Appraisal

The Company places importance on the performance appraisal system as a key mechanism to drive effective human resource management. The appraisal process is conducted in a systematic, transparent, and measurable manner to promote sustainable growth at both individual and organizational levels. The Company conducts individual performance evaluations using a **Key Performance Indicator (KPI) framework** on an **annual basis**. Specific targets are set for each position to align with job responsibilities and the Company's strategic goals. In addition, the Company also employs a **Multidimensional Performance Appraisal**, such as **360-degree feedback**, which involves evaluations from colleagues and other relevant individuals who are not direct supervisors. Furthermore, the Company has adopted the concept of **Agile Conversation and Transparent Feedback** by **opening channels for employee feedback through LINE Chat**, where all employees can express their opinions or suggestions directly to the CEO without revealing their identity. **Performance Appraisal frequency is ongoing** as company do conduct regular One-on-One to feedback employee's performance prior to annual performance ranking. The evaluation results are used to support decisions regarding company's action plan to enhance employee well being and work environment. A continuous and well-structured performance appraisal and feedback system also helps enhance employee satisfaction and engagement. This reflects the strategic value of performance management not only as an assessment tool but also as a fundamental element of sustainable organizational success.

