



BJC

Berli Jucker Public Company Limited

บริษัท เบอร์ลี่ ยุคเกอร์ จำกัด (มหาชน)

Performance Evaluation

Support answer: 1.5 Business Ethics

Topic: Codes of Conduct

Report Year: 2023

This document is the cover sheet for BJC's Performance Evaluation. The performance evaluation was divided into three tiers by BJC (Advanced level, Intermediate level, and Basic level). Our review is categorized as intermediate level or management employees, and the Company evaluates them using the same key performance indicators (KPIs) as senior executives. However, the expectation for each criterion's evaluation differs depending on their role or responsibility. For example, line managers are required to adapt dramatic changes into opportunities that align with corporate objectives, and to support quick decision-making and refining of execution plans for business improvement. If the individual meets the stated goal, compensate in the form of a salary and a bonus will be provided by BJC.



Final Evaluation (Jan-Dec)

Performance Evaluation Report 2023

Form

Form : PE2

Assessment
Data Recipients

Emp No. :

Name :

PB :

Position :

Division :

Supply Chain : BP

PART 1 : PERFORMANCE OUTPUT (100%)

SPECIAL TASK ASSIGNMENT

INDIVIDUAL DEVELOPMENT PLAN COMPLETION 2023 (5%)

No.	Areas to Strengthen	Development Objectives	Specific Development Options	Planned Timeline (Jan-Dec)	Weighted (%)	Rating		Weighted Avg. Score	
						Self	Boss	Self	Boss

Total Score

BJC Culture	W-I-N-N-I-N-G & ROLE COMPETENCY	Definition & Key Behaviors	Weighted (%)	Rating		Weighted Avg. Score	
				Self	Boss	Self	Boss
W	Winning Attitude	Be passionate about the goal accomplishment and commit to achieve at the highest with preparation for the best, worst and everything in between Identify underlying issues in complex situations to boost up team performance to achieve high standards of business results, remaining under pressures					
I	Insights for Customer	Deep empathy to uncover the rich insights of customers and deliver tailored products & services In-depth understanding and analyze customer/customer's insights in changing business and synthesize integrated, holistic solutions with appropriate focused teams					
N	Nurture Relationships	Work with others both internal and external as business partners towards a win-win cooperation Proactively cultivate and strengthen win-win partnerships through participate in cross-functional, professional networking, multi-stakeholder groups, mindful of sensitive business information and corporate goals					
N	New Opportunity	Demonstrate business intelligence by grasping the opportunity in the VUCA environment and translating into action and/or strategic execution *VUCA : Volatility, Uncertainty, Complexity, Ambiguity Navigate drastically changes into opportunities cogniant of corporate objectives and encourage timely decision-making and refinement of execution plans for business optimization					
I	Inclusion & Diversity	Respect and treat people fairly based on their uniqueness while feeling a sense of group membership to maximize results and performance achievement Values and leverage diversity through inclusion to foster high levels of engagement and positive work environment with trust and open communication, honesty and fair merit-based decision on performance and potential (with respect to promotions, rewards, task allocation and learning opportunities)					
Total Score of W-I-N-N-I-N-G & ROLE COMPETENCY							

BJC Culture	W-I-N-N-I-N-G & ROLE COMPETENCY	Definition & Key Behaviors	Weighted (%)	Rating		Weighted Avg. Score	
				Self	Boss	Self	Boss
N	Non Bureaucracy	Rationalize and eliminate anything that block the ways of being fast and flexible to survive in a competitive environment Expedite collaborative decision making and eliminate "sibs", non value-adding work processes to complete fast, focused and flexible execution					
G	Governance	Do the best possible process for making and implementing ethical decision in a timely, appropriate, and responsible manner Uphold customer and wider company interests above that of individual employees, teams, functions, or business units.					
Role Competency	Professional Expertise & Development	Apply and improve extensive or in-depth <ul style="list-style-type: none"> Clearly understand technical aspects of one's job and continuously builds specialized knowledge, keeping up-to-date on technical or procedural aspects of the job Apply technical/procedural knowledge to correctly address a situation in a timely manner Recognize trends in theory and practice of own technical area and effectively develop practical solutions to new or highly complex issues 					
	Analytical Thinking	Have good sense of available information <ul style="list-style-type: none"> Organize significant information from various sources to clarify the scope of issue systematically Dissect the complexity of situations to synthesize the root cause-effect relations and trend analysis Grasp complexities and perceives relationships among problem patterns to recommend potential alternative solutions; including weighs the value of each solution 					
Total Score of W-I-N-N-I-N-G & ROLE COMPETENCY							