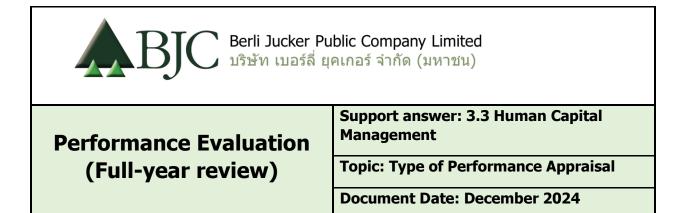
Berli Jucker Public Company Limited บริษัท เบอร์ลี่ ยุคเกอร์ จำกัด (มหาชน)						
Performance Evaluation (Full-year review)	Support answer: 3.3 Human Capital Management					
	Topic: Type of Performance Appraisal					
	Document Date: December 2024					

BJC uses Performance Evaluation (Full - year review) for employee's individual performance appraisals. The evaluation consists of 4 parts; Performance Output, Role Competency, Learning & Development Plan and Career Wish & Aspiration. The evaluation will be done by employees themselves first, followed by evaluating from their superiors/supervisors.

Total Score INDIVIDUAL DEVELOPMENT PLAN COMPLETION 2023 No. Areas to Strengthen Development Objectives Specific Development Options Planned Timeline Weighted	Weighted Boss Self	ted Avg. Scor Boss
1 2 3 4 5 (Jan-Dec) (%) Self 1 Total Score INDIVIDUAL DEVELOPMENT PLAN COMPLETION 2023 Planned Timeline Weighted Rating	Boss Self	Boss
INDIVIDUAL DEVELOPMENT PLAN COMPLETION 2023		
INDIVIDUAL DEVELOPMENT PLAN COMPLETION 2023		
o Areas to Strengthen Development Objectives Specific Development Options	Wolchita	ted Avg. Scor
(Jan-Dec) (%) Self	Boss Self	Boss
Total Score		



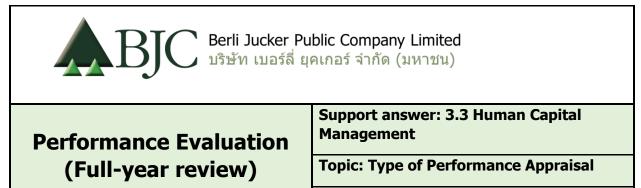
PART 2 : W-I-N-N-I-N-G & ROLE COMPETENCY

W-I-N-N-I-N-G & ROLE		Weighted	Rating		Weighted Avg. Score		
JC Culture	COMPETENCY	Definition & Key Behaviors	(%)	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					
	Insights for Customer	Deep empathy to uncover the rich insights of customers and deliver tailored products & services					
I		In-depth understanding and analyze customer/customer's insights in changing business and synthesize integrated, holistic solutions with appropriate focused teams					
	Nurture Relationships	Work with others both internal and external as business partners towards a win-win cooperation					
N		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 cognizant of corporate objectives and encourage timely decision-making and refinement of execution plans for business optimization					
				1	1	1	
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					

Total Score of W-I-N-N-I-N-G & ROLE COMPETENCY 100.00%

decision on performance and potential (with respect to promotions, rewards, task allocation and learning opportunities)

BJC Culture	W-I-N-N-I-N-G & ROLE	Definition & Key Behaviors	Weighted	Rating		Weighted Avg. Score	
BJC Culture	COMPETENCY		(%)	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 "silos", non value-adding work processes to complete fast, focused and flexible execution					
G	G	Do the best possible process for making and implementing ethical decision in a timely, appropriate and responsive manner					
		Uphold customer and wider company interests above that of individual employees, teams, functions, or business units					



Document Date: December 2024

Role Competency	Professional Expertise & Development	 Apply and improve extensive or in-depth 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 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	100.00%	

Development Needs	Expected Development Results	D	Planned	Priority				
		Experiential Learning (70%)	Social Learning (20%)	Formal Learning (10%)	Timeline	(U/M)		
-	1	1	1	1	1	`		
PART 4: CAREER WISH & ASPIRATION								

1. How satisfy you are with your current tasks?

○ Very High ○ High ○ Medium ○ Low ○ Very Low

2. If you have chance to consider any alternative tasks, what is your preference tasks? (Please specify)

3. And what is your aspiration? (Please specify)