

**BJC**

Berli Jucker Public Company Limited

บริษัท เบอริจucker จำกัด (มหาชน)

**Performance Evaluation  
(Full-year review)****Support answer: 3.3 Human Capital  
Management****Topic: Type of Performance Appraisal****Document Date: December 2023**

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.

PART 1 : PERFORMANCE OUTPUT (100%)											
SPECIAL TASK ASSIGNMENT											
Agreeable Individual Objective/Plan	Expected Performance Outputs/Results					Planned Timeline (Jan-Dec)	Weighted (%)	Rating		Weighted Avg. Score	
	1	2	3	4	5			Self	Boss	Self	Boss
<b>Total Score</b>											
INDIVIDUAL DEVELOPMENT PLAN COMPLETION 2023											
No.	Areas to Strengthen	Development Objectives	Specific Development Options	Planned Timeline (Jan-Dec)	Weighted (%)	Rating		Weighted Avg. Score			
						Self	Boss	Self	Boss		
<b>Total Score</b>											
<b>Total Score</b>						<b>100.00%</b>					



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**PART 2 : 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
<b>W</b>	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					
<b>I</b>	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					
<b>N</b>	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					
<b>N</b>	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					
<b>I</b>	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)					
<b>Total Score of W-I-N-N-I-N-G &amp; ROLE COMPETENCY</b>			<b>100.00%</b>				

BJC Culture	W-I-N-N-I-N-G & ROLE COMPETENCY	Definition & Key Behaviors	Weighted (%)	Rating		Weighted Avg. Score	
				Self	Boss	Self	Boss
<b>N</b>	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					
<b>G</b>	Governance	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					



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<b>Role Competency</b>	Professional Expertise & Development	<p>Apply and improve extensive or in-depth</p> <ul style="list-style-type: none"> <li>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</li> <li>Apply technical/procedural knowledge to correctly address a situation in a timely manner</li> <li>Recognize trends in theory and practice of own technical area and effectively develop practical solutions to new or highly complex issues</li> </ul>
	Analytical Thinking	<p>Have good sense of available information</p> <ul style="list-style-type: none"> <li>Organize significant information from various sources to clarify the scope of issue systematically</li> <li>Dissect the complexity of situations to synthesize the root cause-effect relations and trend analysis</li> <li>Grasp complexities and perceives relationships among problem patterns to recommend potential alternative solutions; including weighs the value of each solution</li> </ul>
<b>Total Score of W-I-N-N-I-N-G &amp; ROLE COMPETENCY</b>		<b>100.00%</b>

Development Needs	Expected Development Results	Development Options			Planned Timeline	Priority (U/M)
		Experiential Learning (70%)	Social Learning (20%)	Formal Learning (10%)		

**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)**