

Type of Performance Appraisal

Team-based performance appraisal				
Deploy from Business group (BU) KPIs			Level 12-13	Level 10-11
Corporate Financial	Corporate Performance	● Corporate Operating EBITDA	XX%	XX%
		● EBITDA from BCP Group Synergy Project		
BU Financial or leading activity	Business Unit Performance	● (Business group) BU Operating EBITDA / BU Leading Activity to Financial for which the unit is responsible	XX%	XX%
		● (Work group) BU Operating EBITDA / BU Leading Activity to Financial or Corporate Performance according to the responsible department		
		● Employee: Engagement: Culture Awareness & Understanding		
Functional (Financial and Performance)	Personal Performance	● Support and give advice to subordinate employees Participate in Innovate business activities (Intrapreneur/ Mandatory/ BD/ Others)	XX%	XX%
		● EBITDA from Digital and HVP/ Process Improvement or	XX%	XX%
		● Create a Digital Process or bring Used Case Data Analytic to help adjust work processes within the organization and put them into practice.		
		● Other functional to be in line with BU KPIs		

