

Type of Performance Appraisal

| Type of Performance Appraisal | Content | Evaluation Subject | Performance Appraisal Frequency |
|--|--|--------------------|---------------------------------|
| Management by objectives | Each department establishes its organizational goals based on major strategies at the beginning of the review cycle. The employee establishes individual performance goals based on the organizational goals. | All staffs | Quarterly review |
| Multidimensional performance appraisal (e.g. 360 degree feedback) | All employees are eligible for a multi-dimension evaluation system, which can be invited by the supervisor or initiated by other employees so that all supervisors, co-worked partners, other employees, and subordinates can provide 360-degree feedback. | All staffs | Anytime |
| Team-based performance appraisal | Our performance management is based on annual and quarterly evaluations of individual performance indicators (IPI) and the shared values and competencies (CPI) to evaluate employee performance and team contribution. | All staffs | Annual review |
| Agile conversations | The employee implements self-management, and the supervisor keeps communicating with the employee and helps the employee resolve issues. | All staffs | Anytime |