

Internal Memo No.: HR-2026-005_Transition to the Performance Achievement Program

I. PURPOSE

As part of the Company's continuous restructuring and process improvement initiatives, Management remains committed to driving greater and sustainable growth across the entire organization. One of these initiatives is the enhancement of our employee recognition and reward system to better align individual, team, and organizational performance with the Company's long-term objectives.

In line with this commitment, Management will transition from the existing incentive arrangement to the Performance Achievement Program.

The Performance Achievement Program recognizes that the Company's success is built through the combined efforts of all employees and departments. It aims to establish a fair, transparent, and sustainable performance-based reward system that recognizes meaningful contributions while supporting the Company's long-term growth.

II. GUIDELINES

Effective August 16, 2026, the current incentive arrangement will be discontinued as part of the Company's transition to the Performance Achievement Program.

Management is currently finalizing the Performance Achievement Program, which will provide eligible employees with the opportunity to be recognized and rewarded based on Company, Team/Department, and Individual Performance.

The complete program guidelines, performance criteria, evaluation process, and bonus structure are expected to be released on or before September 01, 2026, subject to Management approval.

III. PERFORMANCE ACHIEVEMENT PROGRAM

The Performance Achievement Program shall be based on the following components:

1. Company Performance – Achievement of the Company's overall business goals and performance targets.

2. Team/Department Performance – Applicable only to selected departments where performance is primarily measured through collective team outcomes (e.g., Field Engineering, Customer Support, and other departments as determined by Management). This component does not apply to positions whose performance is primarily measured through individual achievements, such as Sales.

3. Individual Performance – Employee's productivity, quality of work, and achievement of assigned KPIs.

Employees are encouraged to discuss any questions or clarifications regarding this transition with their immediate supervisor. Supervisors will coordinate with Management and the HR Department to ensure that concerns are addressed consistently and appropriately.

We sincerely appreciate everyone's continued commitment, cooperation, and support as we implement these organizational improvements. The Performance Achievement Program is part of our continuing efforts to build a stronger, high-performing, and sustainable organization where employee contributions are recognized in a fair, transparent, and meaningful manner.

Further details of the Performance Achievement Program, including the complete guidelines and implementation framework, will be communicated separately upon Management's approval.

For everyone's information and guidance.

Human Resource

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