公司以客观、公平、公正为基本原则，建立绩效考核管理制度，定期对员工进行绩效考核，并依此提供奖金、调薪、分红、或升迁等鼓励。考核方式包括目标管理，多维度考核以及团队绩效评估，同时主管必须善尽绩效面谈职责。具体员工考核方式及做法如下：

		1.

目标管理　　　师级员工

In adherence to the principles of objectivity, fairness and justice, Avary has established a performance appraisal management system.

Regular performance appraisals are conducted, and incentives such as bonuses, salary increases, dividends, or promotions are provided

based on the assessment results. The appraisal methods include management by objectives, multidimensional assessment, and

team-based performance evaluation. Additionally, managers are responsible for conducting agile performance reviews. The specific

methods and practices for employee assessment are as follows:

Method	Applicable Object	Evaluation Procedure
Management by Objectives	Engineer and Management	and goals. 2.The 3.Based on the KPIs, the mangers of each BU will engage in one-on-one meetings with department or functional managers to collaboratively establish personal goals and KPIs that are agreed by both parties. 4.Department or functional managers also conduct one-on-one meetings with their subordinates to define individual KPIs for employees. 5.After a period of six months/one year, supervisors at different levels will conduct performance reviews and evaluations for employees.
Multidimensional Assessment	Management	Managers will undergo assessments not only from their direct supervisors but also from other managers within the same department
Team-based Performance Evaluation	Business Units	Business Units evaluate the performance based on annual -7h3evielss annd peominb6in(.)2003eer mp881

Agile Performance Review	All Employees	Following the completion of the assessment process, supervisors will engage in face-to-face discussions with employees to review their individual performance and offer guidance in formulating personal performance improvement plans. These plans my involve training, mentoring, and coaching to facilitate growth and development. Furthermore, supervisors can utilize the Ding Sheng E- learning plans in real-time, ensuring effective implementation and progress.