

## KEY PERFORMANCE INDICATOR

<b>Employee Name:</b>	Munazza Ali	<b>Designation:</b>	Manager R&D Central	<b>Set Date:</b>	1 <sup>st</sup> February 2022
<b>Department:</b>	Central R&D	<b>Reporting To:</b>	CEO	<b>Target Date:</b>	31 <sup>st</sup> Dec 2022

S #	Performance Goals	Action To Be Taken To Achieve The Goal	Weig htage	Standards of Performance				
				1	2	3	4	5
			-75%	Unsatisfactory	Partially meet goals	Target	Ambition	
						Fully meet goals	Stretch Exceed Goals	Dream Far Exceed Goals
1	New Project development till start of the first production batch	Finalize necessary machinery raw material and ordering of the same and coordination with E&M teams, lab development and purchase teams for initiation of Pigments, CaCO3, Rigid Packing projects	30	First production batch before 31 <sup>st</sup> Dec of 0/5 projects	First production batch before 31 <sup>st</sup> Dec of 2/5 projects	First production batch before 31 <sup>st</sup> Dec of 3/5 projects	First production batch before 31 <sup>st</sup> Dec of 4/5 projects	First production batch before 31 <sup>st</sup> Dec of 5/5 projects
2	Merging of Central R&D with regular performance management	Align all the current and manage new resources required (Both HR and lab equipment) to manage within same hall. Establishing Software based KPI system for R&D teams and Biz. Development Track	20	Lack of implementation and conformance of PD system	Partial implementation of PD software	Complete implementation of PD software and KPIs evaluation	Target + Upgradation of the labs with new required equipment	Shifting of all R&Ds teams physically along with equipment to combined CRD hall
3	Resolution of Technical Inquires from BD & Lab teams	Alternate material recommendation, sourcing & sampling in coordination with purchase teams, Resolving queries of BDE's w.r.t cost challenges, technical discussions with customers and reciprocating the same with concerned R&D Teams, suppliers, Literature Review and furnishing findings in the form of Reports	25	50% resolutions of all the raised inquiries and new developments	60% resolution of all the raised inquiries and new developments	75% resolutions of all the raised inquiries and new developments	90% resolutions of all the raised inquiries and new developments	100% resolution of all the raised inquiries and new developments
4	Reducing Cost of Doing Business & Enhancing Ease of Doing Business	Budget Proposals at all relevant forums including NTC, FBR, EDB, Inland Revenue, Custom valuation, PCA, PCMA etc. Project Feasibility Analysis for new projects Cost analysis for reducing RMCs	15	20 % of the proposed RMs at 3% or less CD	30 % of the proposed RMs at 3% or less CD	50 % of the proposed RMs at 3% or less CD	75 % of the proposed RMs at 3% or less CD	All RMs at 3% or less CD
5	Resolution of all inquiries related to Technical HRs	Revision of Employee Policies Induction of new HR Training and Orientation of HR Performance Appraisal Management/KPIs development of technical HR Any other individual or company wide inquiry related to HR	10	No response to HR inquiries	Any pendency	No pendency of technical HR	Self-initiatives of employee grooming and trainings	Optimization of HR resources

Prepared By (Employee):

Agreed By (HOD):

Verified By (Compliance Dept.):

Approved By (GM/MD):