

### TIME TABLE: PERFORMANCE REWARD

Friday, <mark>Jul 25<sup>™</sup> 2025</mark>

DURATION	DETAIL ACTIVITIES	PIC	ATTENDANCE	
5 Minutes	Opening : Performance Reward Background	MC		
10 Minutes	Rewarding	TOP MANAGEMENT	ALL DEPARTMENT REPRESENTATIVES	
10 Minutes	Minutes June 2025 Internal KPI Review		(KOREAN & LOCAL LEADER)	
10 Minutes	Closing & Group Picture	KC Park		



### JUNE 2025 PERFORMANCE REWARDING: DOCUMENTATION



**BEST DELIVERY: F3 & F4** 



**BEST PPH C2A: F3** 



**BEST PPH BOTTOM: B1** 



**CRITICAL DEST:F1** 



**BEST KPI 1:QIP** 



**BEST KPI 2:LEAN** 

**BEST PPH INHOUSE:-**

**BEST QUALITY:-**



**GROUP PICTURE** 



### In adidas PERFORMANCE REWARD: REWARDING CATEGORIES

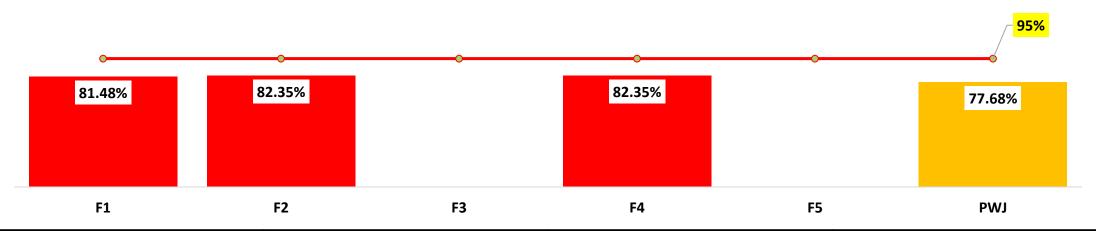
NO	REWARD CATEGORY	DATA SOURCE	CRITERIA
1	THE BEST "QUALITY" BUILDING	■ 3 <sup>rd</sup> Party Pass Rate	<ul> <li>C2A Building</li> <li>≥ 90% = Rp. 5.000.000</li> <li>&gt; 95% = Rp. 10.000.000</li> <li>Include cancel POs</li> </ul>
2	THE BEST "DELIVERY" BUILDING	■ MDP	<ul><li>C2A Building</li><li>100% = Rp. 5.000.000</li></ul>
3	<b>THE BEST PPH : C2A</b> (F1,F2,F3,F4,F5)	<ul> <li>Output = Scan Pack</li> <li>MP = Direct &amp; Indirect</li> <li>WH = Actual WH</li> </ul>	• > 100% achievement = Rp.10.000.000
4	THE BEST PPH: BOTTOM (B1, B2)	<ul> <li>Output = Stockfit output</li> <li>MP = Direct &amp; Indirect</li> <li>WH = Actual WH</li> </ul>	• = 100% achievement = Rp. 5.000.000
5	THE BEST PPH: IN-HOUSE (Sablon)	<ul> <li>Output = Transcell Output</li> <li>MP = Direct &amp; Indirect</li> <li>WH = Actual WH</li> </ul>	*) achievement = actual PPH / target PPH
6	THE BEST SUPPORTING DEPARTMENT (Exclude C2A, Bottom, Inhouse)	■ Internal KPI	<ul> <li>Top 2 Internal KPI Score</li> <li>Top 1 = 5.000.000</li> <li>Top 2 = 2.000.000</li> </ul>



# THE BEST QUALITY BUILDING JUNE 2025

### PERFORMANCE REWARD: 3RD PARTY PERFORMANCE

### **3RD PARTY PERFORMANCE – JUNE 2025**



BUILDING	PASS	FAIL + CANCEL	PASS RATE
F1	27	22	81.48%
F2	68	56	82.35%
F3	0		
F4	17	14	82.35%
F5	0		
PWJ	87	25	77.68%

NO	REWARD CATEGORY	DATA SOURCE	CRITERIA
1	THE BEST "QUALITY" BUILDING	3 <sup>rd</sup> Party Pass Rate	<ul> <li>C2A Building</li> <li>≥ 90% = Rp. 5.000.000</li> <li>&gt; 95% = Rp. 10.000.000</li> <li>Include cancel POs</li> </ul>





# THE BEST DELIVERY BUILDING JUNE 2025



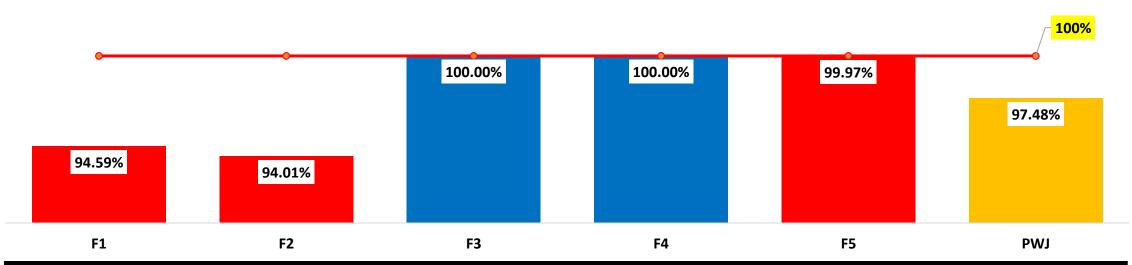




### THE BEST DELIVERY BUILDING JUNE 2025

### PERFORMANCE REWARD: MDP PERFORMANCE

### **MDP PERFORMANCE – JUNE 2025**



BUILDING	ON TIME	DELAY	%
F1	329,115	18,837	94.59%
F2	468,034	29,834	94.01%
F3	350,113	-	100.00%
F4	372,249	-	100.00%
F5	264,355	72	99.97%
PWJ	1,783,866	48,743	97.34%

REWARD CATEGORY	DATA SOURCE	CRITERIA
THE BEST "DELIVERY" BUILDING	MDP	• C2A Building • 100% = Rp. 5.000.000

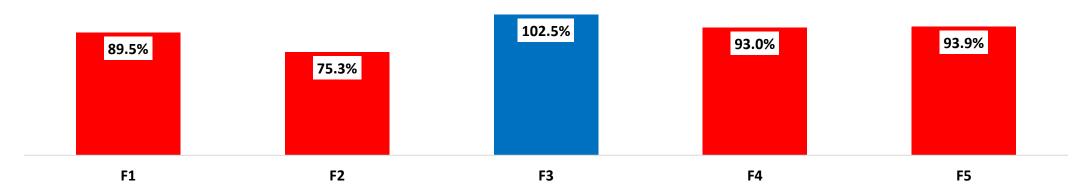




# THE BEST G-PPH BUILDING JUNE 2025

### PERFORMANCE REWARD: G-PPH C2A

### THE BEST G-PPH PERFORMANCE – JUNE 2025



BUILDING	TARGET	ACTUAL	PERFORMANCE
F1	1.34	1.20	89.5%
F2	1.31	0.99	75.3%
F3	1.50	1.54	102.5%
F4	1.50	1.40	93.0%
F5	3.40	3.20	93.9%

NO	REWARD CATEGORY	DATA SOURCE	CRITERIA
3.1	C2A (F1,F2,F3,F4,F5)	Output = Scan Pack MP = Direct & Indirect WH = Actual WH	>100% achievement = Rp.10.000.000 =100% achievement = Rp. 5.000.000

### PERFORMANCE REWARD: G-PPH PERFORMANCE

### **FACTORY PPH PERFORMANCE – JUNE 2025**

		JUNE 2025								
Category			Design Target				Actual			
		Quantity*	MP	S-Working Time	G-PPH	Quantity	MP**	S-Working Time	G-PPH	(%)
	Factory 1	383,040	1,886	286,672	1.34	380,944	1,941	318,395	1.20	89.5%
	Factory 2	419,520	2,103	319,656	1.31	374,967	2,114	379,281	0.99	75.3%
Dant	Factory 3	383,040	1,681	255,512	1.50	386,845	1,661	251,802	1.54	102.5%
Dept.	Factory 4	419,520	1,838	279,376	1.50	414,129	1,853	296,685	1.40	93.0%
	Factory 5	246,240	476	72,352	3.40	272,483	503	85,254	3.20	93.9%
	Total C2A	1,851,360	7,984	1,213,568	1.53	1,829,368	8,072	1,331,415	1.37	90.1%



### THE BEST G-PPH BOTTOM BUILDING JUNE 2025

### PERFORMANCE REWARD: G-PPH BOTTOM

### THE BEST G-PPH PERFORMANCE – JUNE 2025



BUILDING	TARGET	ACTUAL	PERFORMANCE
B1	2.46	2.69	109.7%
B2	2.69	2.46	91.3%

NO	REWARD CATEGORY	DATA SOURCE	CRITERIA
3.1	C2A (F1,F2,F3,F4,F5)	Output = Scan Pack MP = Direct & Indirect WH = Actual WH	>100% achievement = Rp.10.000.000 =100% achievement = Rp. 5.000.000

### PERFORMANCE REWARD: G-PPH PERFORMANCE

### **FACTORY PPH PERFORMANCE – JUNE 2025**

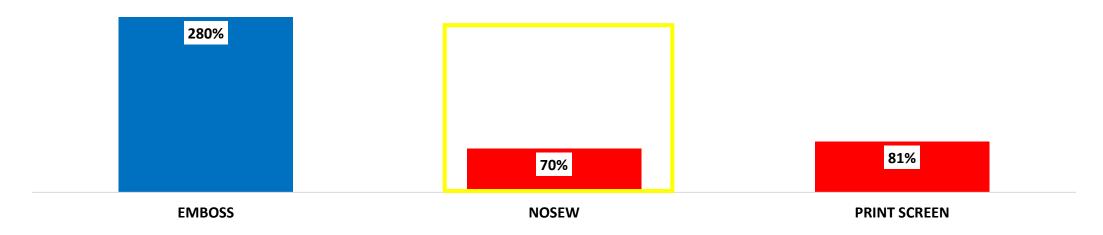
	Jun-25										
Category			Design Target				Actual				Achievement
		Order QTY	Quantity	MP	S-Working Time	G-PPH	Quantity	MP**	S-Working Time	G-PPH	(%)
		а	b	С	c d	e=b/d	f	g	h	i=f/h	J = i/e
Decis Town	B1	799,126	760,000	1,581	309,382	2.46	707,378	1,635	262,613	2.69	109.7%
Design Target  1.Attaching Process  2. Planned Will 15. Setup	B2	762,078	723,603	1,549	268,628	2.69	641,979	1,608	260,967	2.46	91.3%
2.Planned WH : IE Setup	Total Bottom	1,561,204	1,483,603	3,130	578,010	2.57	1,349,357	3,243	523,580	2.58	100.4%



### INHOUSE G-PPH PERFORMANCE JUNE 2025

### PERFORMANCE REWARD: G-PPH INHOUSE

### THE BEST G-PPH PERFORMANCE – JUNE 2025



BUILDING	TARGET	ACTUAL	PERFORMANCE
Emboss	8.78	24.62	280%
Nosew	3.10	2.18	70%
Print screen	12.63	10.19	81%

NO	REWARD CATEGORY	DATA SOURCE	CRITERIA
3.1	C2A (F1,F2,F3,F4,F5)	Output = Scan Pack MP = Direct & Indirect WH = Actual WH	>100% achievement = Rp.10.000.000 =100% achievement = Rp. 5.000.000

### PERFORMANCE REWARD: G-PPH PERFORMANCE

### **FACTORY PPH PERFORMANCE – JUNE 2025**

			JUNE 2025								Achievement (%)
Cohonny			Design Target								
Cat	Category Order QTY		Quantity	MP	S-Working Time	G-PPH	Quantity	MP**	S-Working Time	G-PPH	
			b	c	d	e=b/d	f	g	h	i=f/h	J = i/e
By Process	EMBOSS	418,000	388,837	267	44,275	8.78	448,143	107	18,205	24.62	280%
✓ Process Output	NO SEW	644,480	695,629	1,352	224,327	3.10	454,646	1,386	208,610	2.18	70%
	PRINTSCREEN	1,164,320	1,255,800	599	99,434	12.63	927,187	579	90,955	10.19	81%

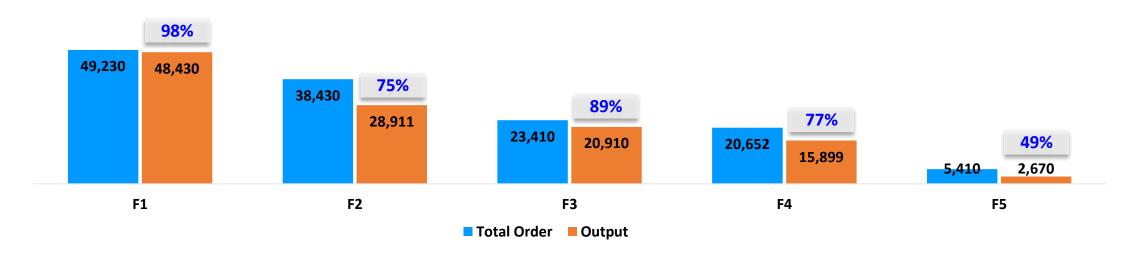
### MANAGEMENT REWARD



### CRITICAL DESTINATION BUILDING JUNE 2025

### **PERFORMANCE REWARD: CRITICAL DESTINATION**

### **CRITICAL DESTINATION - JUNE 2025**



FTY	CHINA		JAPAN			TOTAL CRITICAL DESTINATION			
	QTY CHINA ORDER	TOTAL OUTPUT	%	QTY JAPAN ORDER	TOTAL OUTPUT	%	CRITICAL ORDER	TOTAL OUPUT	%
F1	23,407	23,037	98%	25,823	25,393	98%	49,230	48,430	98%
F2	25,099	21,160	84%	13,331	7,751	58%	38,430	28,911	75%
F3	100	100	100%	23,310	20,810	89%	23,410	20,910	89%
F4			-	20,652	15,899	77%	20,652	15,899	77%
F5			-	5,410	2,670	49%	5,410	2,670	49%

**SUBJECTIVE REWARD BY MANAGEMENT: QTY & MODEL COMPLEXITY** 

### INTERNAL KPI SUPPORTING DEPARTMENT

**JUNE 2025** 



### **PERFORMANCE REWARD: 2025 PAST WINNERS**

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ОСТ	NOV	DEC
LEAN			<u> </u>	<u> </u>		<u> </u>						
PPIC												
DEVELOPMENT	<u> </u>		<u> </u>									
MARKETING	<u> </u>	<u> </u>	_		<u> </u>							
HR												
воттом												
PURCHASING												
SEA	<u> </u>	$\Psi$		<u> </u>	<u> </u>							
PRODUCTION												
QIP												
ACCOUNTING												
INHOUSE												
IT												
ENG												
GA												
ЕРТЕ												



### PERFORMANCE REWARD: REWARDING ASSESSMENT

### **CURRENT**

(MAX SCORE 100%)

Key Task	Weighted
SPIKE TOP 3	40%
ZERO CLAIM	20%
RELIABLE CAPACITY	20%
PROFITABILITY	20%
Total	100%

### **PLAN**

(MAX SCORE 80% + 20% MGM)

Key Task	Weighted
SPIKE TOP 3	40%
ZERO CLAIM	15%
RELIABLE CAPACITY	15%
PROFITABILITY	10%
MGM ASSESSMENT	20%
Total	100%

### **EXAMPLE**

MANAGEMENT SCORING CATEGORY				
Excellent 20%				
Very good	15%			
Good	10%			
Fair	5%			
Need Improvement	0%			

		Simulation						
Dept	KPI Score (Max 80%)	Excellent	Excellent Very good Good		Fair	Need Improvement		
		20%	15%	10%	5%	0%		
A	80%	100%	95%	90%	85%	80%		



### THE BEST SUPPORTING DEPT JUNE 2025







### THE BEST SUPPORTING DEPT JUNE 2025



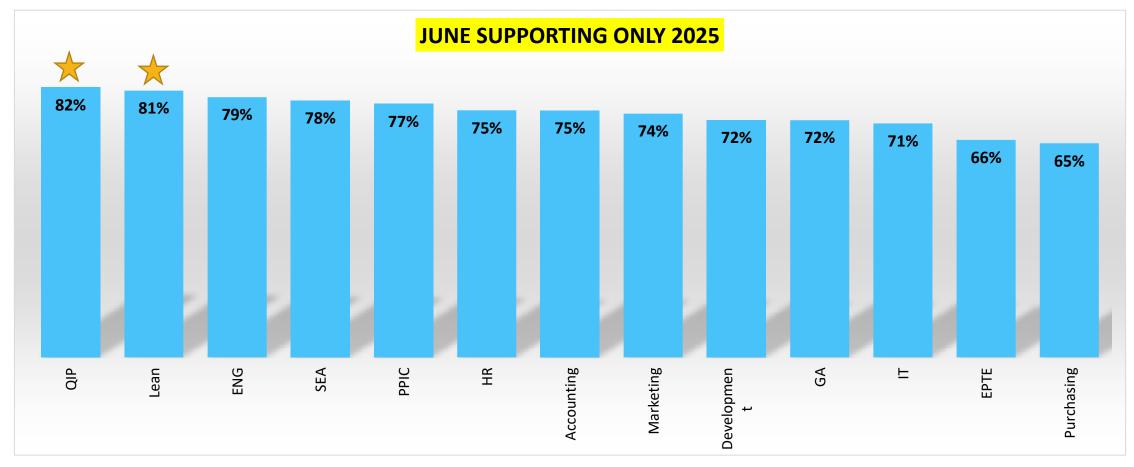
### **INTERNAL KPI: OVERALL PERFORMANCE – JUNE 2025**



REWARD CATEGORY	DATA SOURCE	CRITERIA
THE BEST SUPPORTING DEPARTMENT (Exclude C2A, Bottom, Inhouse)	❖ Internal KPI	<ul> <li>❖ Top 2 Internal KPI Score</li> <li>❖ Top 1 = 5.000.000</li> <li>❖ Top 2 = 2.000.000</li> </ul>



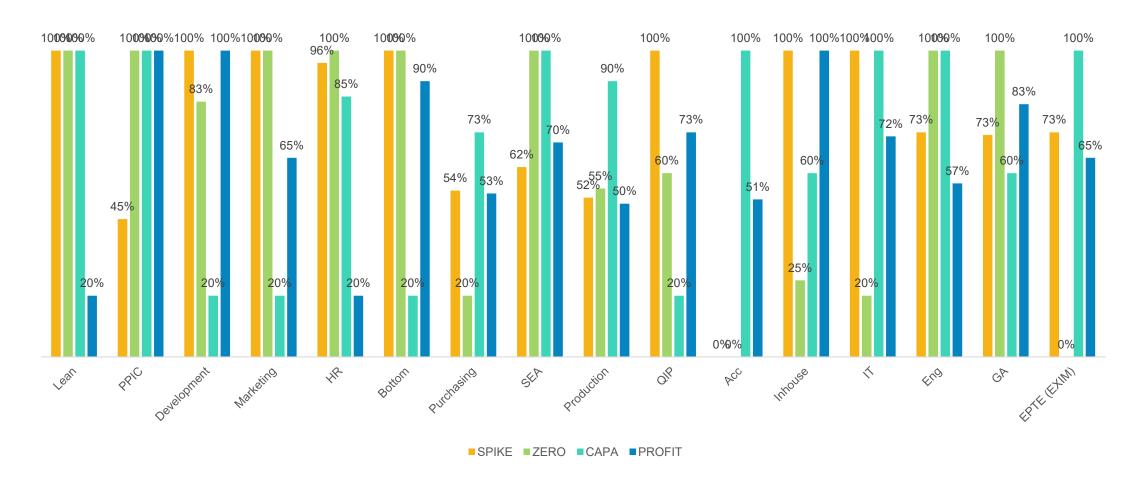
### adidas INTERNAL KPI: OVERALL PERFORMANCE – JUNE 2025



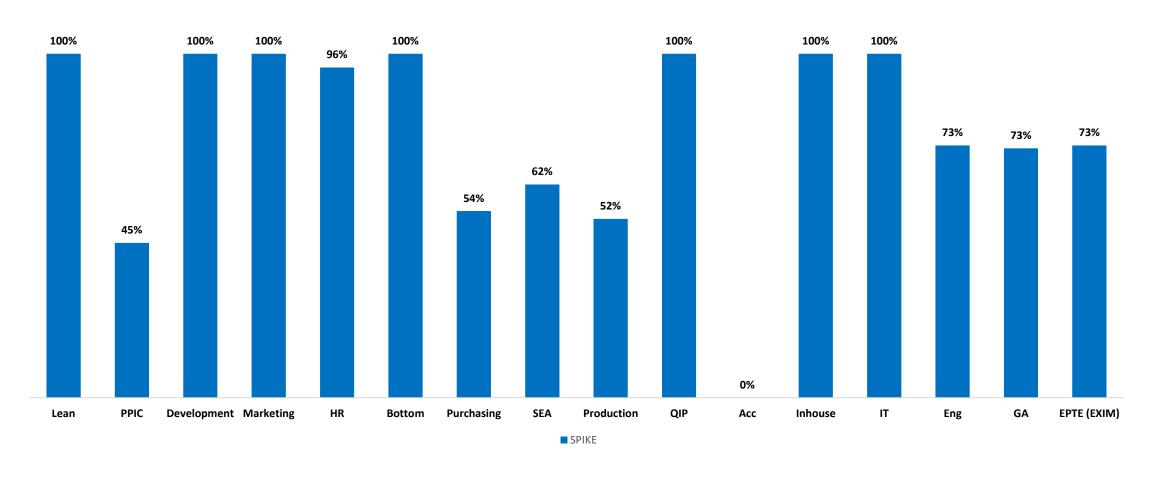
REWARD CATEGORY	DATA SOURCE	CRITERIA
THE BEST SUPPORTING DEPARTMENT (Exclude C2A, Bottom, Inhouse)	❖ Internal KPI	<ul> <li>❖ Top 2 Internal KPI Score</li> <li>❖ Top 1 = 5.000.000</li> <li>❖ Top 2 = 2.000.000</li> </ul>

### INTERNAL KPI: 4 PILLAR PERFORMANCE – JUNE 2025

### **OVERALL PERFORMANCE 4 PILLAR**

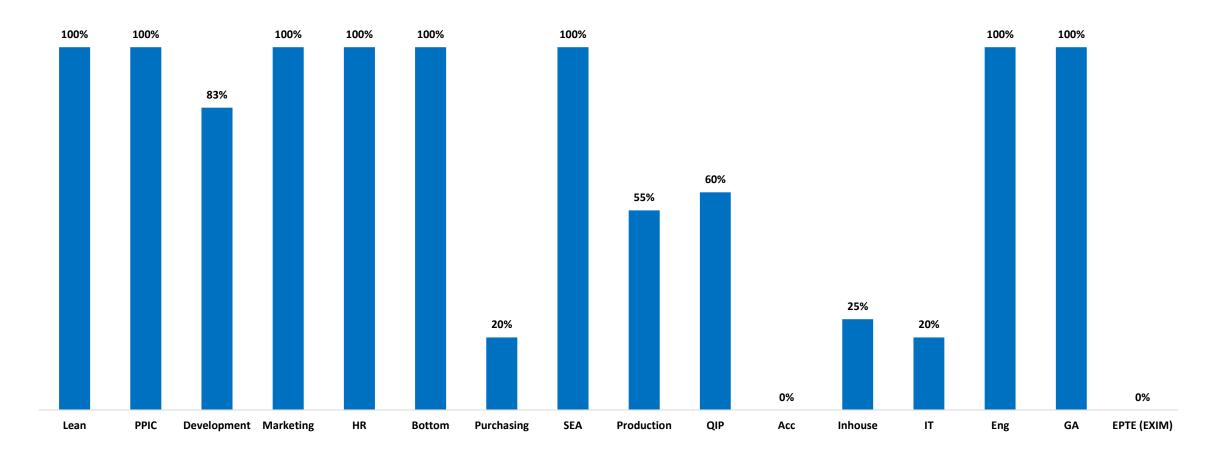


### **DEPT PERFORMANCE: SPIKE**



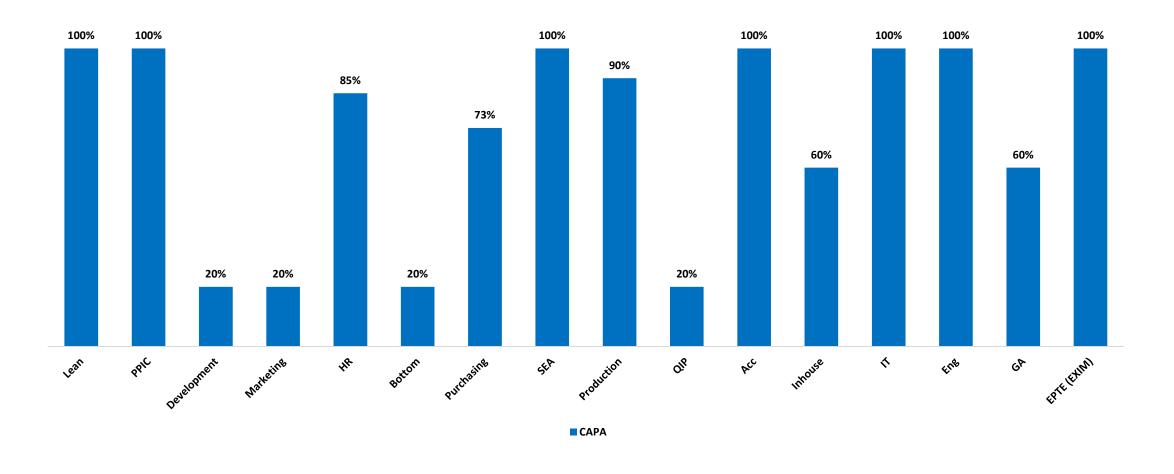
### adidas INTERNAL KPI : ZERO CLAIM PERFORMANCE - JUNE 2025

### **DEPT PERFORMANCE: ZERO CLAIM**



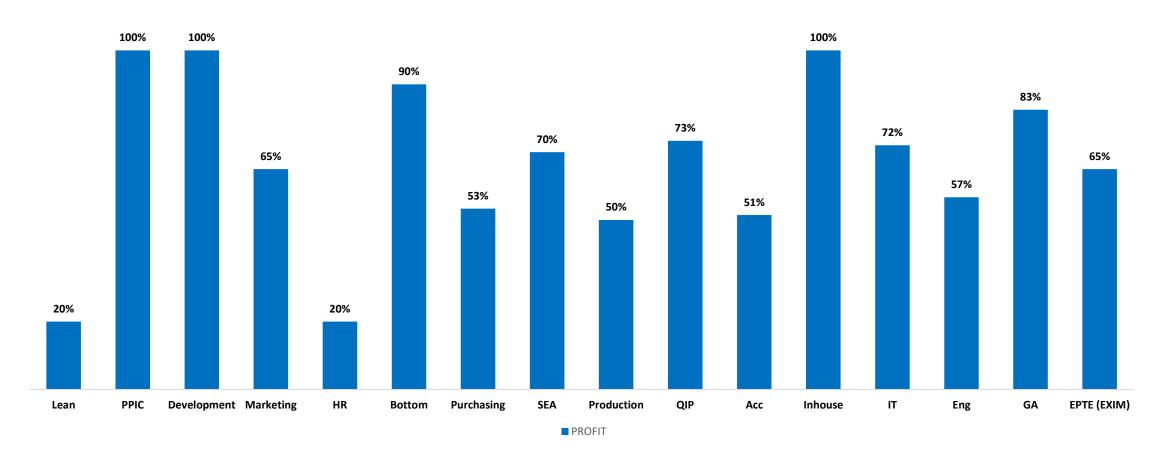
### INTERNAL KPI: RELIABLE CAPACITY PERRFORMANCE – JUNE 2025

### **DEPT PERFORMANCE: RELIABLE CAPACITY**



### INTERNAL KPI: PROFITABILITY PERFORMANCE – JUNE 2025

### **DEPT PERFORMANCE: PROFITABILITY**



### PRESENTATION STRATEGY & ACTION PLAN

**BOTTOM 3 DEPARTMENT** 

### **INTERNAL KPI – PERFORMANCE SUMMARY**

Department PURCHASING
Score 65%

### **□ KPI PERFORMANCE – JUNE 2025**

KEY TASK	PROJECTION	ACTUAL
SPIKE TOP 3	30%	19%
ZERO CLAIM	10%	10%
RELIABLE CAPACITY	15%	11%
PROFITABILITY	25%	20%

### **□** BOTTOM 3 PERFORMANCE

NO	DETAIL KEY TASK	TARGET	ACTUAL
1.	Setting Material	100%	97%
2	T2 MDP Target	95%	92%
3.	Shortage Order	\$ 50,000	\$ 174,189

### **□** ACTION PLAN

NO	DETAIL KEY TASK	ROOT CAUSE	ACTION PLAN	PIC	DUE DATE
1.	Setting Material	Penyesuaian jam kerja dari 10 jam menjadi 8 jam kerja	mengatur schedule PK untuk 1 minggu ke depan	Komeng	Continue
2.	T2 MDP Target	Supplier Delivery dan Quality issue	Push dan follow up supplier agar bisa delivery ontime	Lina	Continue
3.	Shortage Order	Shortage Qty terlalu besar	Berkoordinasi dengan Production team untuk menekan jumlah shortage	Lina	Continue

### **INTERNAL KPI – PERFORMANCE SUMMARY**

Department EXIM
Score 66%

### **□ KPI PERFORMANCE – JUNE 2025**

KEY TASK	PROJECTION	ACTUAL
SPIKE TOP 3	25%	20%
RELIABLE CAPACITY	40%	40%
PROFITABILITY	15%	6%

### **□** BOTTOM 3 PERFORMANCE

	DETAIL KEY TASK	TARGET	ACTUAL
1.	INDIRECT MAN POWER OPTIMIZATION	18	19
2.	SAVING COST COSTUME BOND SUBKONTRAK,REPARASI,PEMINJAMAN	10%	<b>7</b> %
3	CEK DOKUMEN BC INPUT KE IT INVENTORY (ERP)	90%	86%

### **□** ACTION PLAN

NO	DETAIL KEY TASK	ROOT CAUSE	ACTION PLAN	PIC	DUE DATE
1	INDIRECT MAN POWER OPTIMIZATION	Menunggu penempatan man power yang dimutasi	Berkordinasi dengan HR dan TC untuk menepatkan karyawan yang dimutasi	Adit,Eka	25-Jul
2	SAVING COST COSTUME BOND SUBKONTRAK,REPARASI,PEMINJAMAN	Pembuatan kontrak subkontrak ke suplayer yang jauh melebihi qty order yg turun	Mereview kembali efektifitas program penghematan custume bond disesuaikan dengan dinamika produksi	Sofii, Abram	25-Jul
3	CEK DOKUMEN BC INPUT KE IT INVENTORY (ERP)	Aplikasi erp untuk cek it inventory masih dalam pengembangan	Berkolaborasi dengan team IT untuk membuat aplikasi penunjang cek it inventory selesai dan melakukan penyuluhan kepada setiap dept untuk input sesuai dengan dokumen BC.Memberikan edukasi ke team input ERP tentang dasar input serta konsekuensi yg terjadi jika ada kesalahan input	Abram ,Anggun	20-Jul

### **INTERNAL KPI – PERFORMANCE SUMMARY**

Department IT
Score 71%

### **□ KPI PERFORMANCE – JUNE 2025**

KEY TASK	PROJECTION	ACTUAL
SPIKE TOP 3	25%	25%
RELIABLE CAPACITY	20%	9%
PROFITABILITY	27 %	16%
ZERO CLAIM	8%	1%

### **□** BOTTOM 3 PERFORMANCE

NO	DETAIL KEY TASK	TARGET	ACTUAL
1	PAS Purchasing PO / All Purchasing PO	100%	0%
2	Purchasing PO in the UNIERP / ALL Purchasing PO	100%	0%
3			

### ☐ ACTION PLAN

NO	DETAIL KEY TASK	ROOT CAUSE	ACTION PLAN	PIC	DUE DATE
1	PAS Purchasing PO / All Purchasing PO	Pushed back due to priority	We'have finished developing the system, for now we trial and test the program	HS.CHOI	On-July
2	Purchasing PO in the UNIERP / ALL Purchasing PO	Development is on schedule, but KPI back data is not available yet, the back data will be generated after usage begins	Re-Schedule Plan	IH.JANG	On-Plan



### **PERFORMANCE REWARD: SUMMARY REWARD**

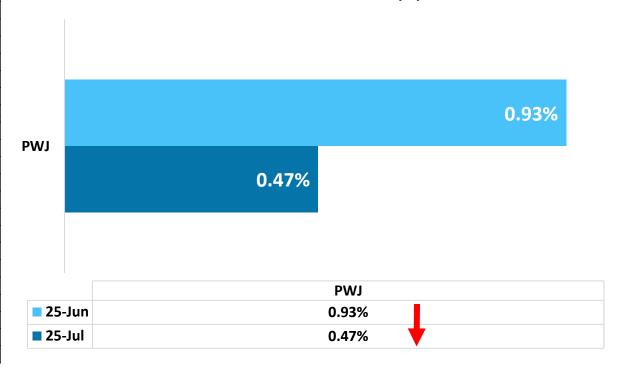
		PERFORMANCE			REWARD		
C2A	3 <sup>rd</sup> Party	MDP	G-PPH	3 <sup>rd</sup> Party	MDP	G-PPH	
F1	81.48%	94.59%	89.5%	-	-	-	
F2	82.35%	94.01%	75.3%	-	-	-	
F3	-	100.00%	102.5%	-	Rp. 5.000.000	Rp. 10.000.000	
F4	82.35%	100.00%	93.0%	-	Rp. 5.000.000	-	
F5	-	99.97%	93.9%	-	-	-	
воттом G-РРН					G-PPH		
B1	110%			Rp. 10.000.000			
B2		91%		-			
INHOUSE		G-PPH		G-PPH			
EMBOSS		280%		-			
NO SEW		70%		-			
PRINTSCREEN		81%		-			
C2A	CRITICA	AL DESTINATION PERFOR	MANCE	CRITICA	L DESTINATION PERFORI	MANCE	
F1		98%			Rp. 10.000.000		
KPI		SCORE		KPI SCORE			
QIP	82%			Rp. 5.000.000			
LEAN	81%			Rp. 2.000.000			
		TOTAL			Rp. 47.000.000		

### JUNE 2025 - STO 현황

No	Building	KPI	Jun-25	Jul-25
		MATERIAL	\$20,437.61	\$29,220.53
		OUTSOLE	\$ 6,955.70	\$ 3,032.43
		B/C GRADE	\$ 5,766.91	\$ 1,983.41
1	F1	TOTAL	\$33,160.22	\$34,236.37
		AKUMULASI	\$33,160.22	\$34,236.37
		AKUMULASI FOB FACT	\$ 4,263,735.75	\$ 4,099,651.93
		%	0.78%	0.84%
		MATERIAL	\$ 101,372.31	\$10,738.76
		OUTSOLE	\$ 4,759.14	\$ 2,583.05
		B/C GRADE	\$ 2,850.51	\$10,039.07
2	F2	TOTAL	\$ 108,981.96	\$23,360.88
		AKUMULASI	\$ 108,981.96	\$23,360.88
		AKUMULASI FOB FACT	\$ 4,675,431.64	\$ 4,052,483.62
		%	2.33%	0.58%
		MATERIAL	\$13,961.64	\$ 4,051.39
		OUTSOLE	\$ 961.38	\$ 636.74
		B/C GRADE	\$ 262.31	\$ 562.45
3	F3	TOTAL	\$15,185.33	\$ 5,250.58
		AKUMULASI	\$15,185.33	\$ 5,250.58
		AKUMULASI FOB FACT	\$ 4,353,251.14	\$ 3,958,614.95
		%	0.35%	0.13%
		MATERIAL	\$13,781.94	\$10,836.36
		OUTSOLE	\$ 5,629.34	\$ 5,623.83
		B/C GRADE	\$ 4,888.90	\$ -
4	F4	TOTAL	\$24,300.18	\$16,460.19
		AKUMULASI	\$24,300.18	\$16,460.19
		AKUMULASI FOB FACT	\$ 5,135,494.50	\$ 4,701,484.05
		%	0.47%	0.35%
		MATERIAL	\$ 2,188.42	\$ 1,350.08
		OUTSOLE	\$ 829.15	\$ 240.34
		B/C GRADE	\$ -	\$ -
5	F5	TOTAL	\$ 3,017.57	\$ 1,590.42
		AKUMULASI	\$ 3,017.57	\$ 1,590.42
		AKUMULASI FOB FACT	\$ 2,120,807.82	\$ 1,557,349.86
		%	0.14%	0.10%

No	Building	КРІ	Jun-25	Jul-25
6	INHOUSE	MATERIAL	\$ 6,601.92	\$ 6,601.92
7	B1	OUTSOLE	\$ 104.20	\$ 104.20
8	B2	OUTSOLE	\$ -	\$ -
•	TOTAL MATERIAL	MATERIAL	\$ 158,343.84	\$ 158,343.84
	TOTAL OUTSOLE	OUTSOLE	\$19,134.71	\$19,134.71
1	TOTAL B/C GRADE	B/C GRADE	\$13,768.63	\$13,768.63
	TOTAL BOTTOM	BOTTOM	\$ 104.20	\$ 104.20
Α	KUMULASI TOTAL		\$ 191,351.38	\$86,996.87
AKUI	MULASI AMOUNT FOB		\$ 20,548,720.85	\$ 18,369,584.41
	%		0.93%	0.47%

### **AKUMULASI FOB TOTAL (%)**



### KC PARK

**CLOSING SPEECH** 





### **2025 PERFORMANCE REWARD**

### **C2A G-PPH PERFORMANCE – JUNE 2025**

JUNE 2025										
Category		ory Design Target		Actual				Achievement (%)		
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Dept.	Factory 4	419,520	1,838	279,376	1.50	414,129	1,853	296,685	1.40	93.0%
	Factory 5	246,240	476	72,352	3.40	272,483	503	85,254	3.20	93.9%
	Total C2A	1,851,360	7,984	1,213,568	1.53	1,829,368	8,072	1,331,415	1.37	90.1%

<sup>\*</sup> PPIC Target Output based on Design Target

<sup>\*\*</sup> Total Active Worker

### **2025 PERFORMANCE REWARD**

### **BOTTOM G-PPH PERFORMANCE – JUNE 2025**

Category  Order QTY  Quantity  MP  S-Working Time a b c d e=b/d f g h i=f/h  1 Design Target 1.All Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  Design Target  Design Target  Design Target  B1  Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  Design Target  Design Target	Achievement (%)
Other City   Quantity   MP   S-Working   Time   G-PPH   Quantity   MP**   S-Working   Time   G-PPH   Time   T	
Design Target 1. All Process 2. Planned WH : PPIC Setup  B1 848,558 867,832 1,581 321,968 2.70 745,716 1,635 262,613 2.84  Total Bottom 1,851,360 1,852,556 3,130 636,719 2.91 1,744,702 3,243 523,580 3.33  B1 799,126 818,400 1,581 321,968 2.54 708,183 1,635 262,613 2.70  Design Target 1. Attaching Process 2. Planned WH : PPIC Setup  Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  Design Target Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  Design Target	
Design Target 1.All Process 2.Planned WH : PPIC Setup  B2 1,002,802 984,724 1,549 314,751 3.13 998,986 1,608 260,967 3.83  Total Bottom 1,851,360 1,852,556 3,130 636,719 2.91 1,744,702 3,243 523,580 3.33  B1 799,126 818,400 1,581 321,968 2.54 708,183 1,635 262,613 2.70  Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  B2 762,078 744,000 1,549 314,751 2.36 639,599 1,608 260,967 2.45  Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  Design Target  B1 799,126 760,000 1,581 309,382 2.46 708,183 1,635 262,613 2.70	J = i/e
1.All Process 2.Planned WH : PPIC Setup    B2	105.3%
Total Bottom 1,851,360 1,852,556 3,130 636,719 2.91 1,744,702 3,243 523,580 3.33    B1	122.4%
Design Target 1.Attaching Process 2.Planned WH : PPIC Setup  B2 762,078 744,000 1,549 314,751 2.36 639,599 1,608 260,967 2.45  Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  B1 799,126 760,000 1,581 309,382 2.46 708,183 1,635 262,613 2.70  Design Target	114.5%
2 1.Attaching Process 2.Planned WH: PPIC Setup B2 762,078 744,000 1,549 314,751 2.36 639,599 1,608 260,967 2.45  Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  B1 799,126 760,000 1,581 309,382 2.46 708,183 1,635 262,613 2.70  Design Target	106.1%
Total Bottom 1,561,204 1,562,400 3,130 636,719 2.45 1,347,782 3,243 523,580 2.57  B1 799,126 760,000 1,581 309,382 2.46 708,183 1,635 262,613 2.70  Design Target	103.7%
Design Target	104.9%
/ Design raiget	109.8%
3 1.Attaching Process B2 762,078 723,603 1,549 268,628 2.69 639,599 1,608 260,967 2.45	91.0%
2.Planned WH : IE Setup  Total Bottom 1,561,204 1,483,603 3,130 578,010 2.57 1,347,782 3,243 523,580 2.57	100.3%

<sup>\*\*</sup> Total Active Worker

### **2025 PERFORMANCE REWARD**

### **IH G-PPH PERFORMANCE – JUNE 2025**

	JUNE 2025										
Category		Design Target					Actual				Achievement (%)
		Order QTY	Quantity	MP	S-Working Time	G-PPH	Quantity	MP**	S-Working Time	G-PPH	
		а	b	С	d	e=b/d	f	g	h	i=f/h	J = i/e
All process ✓ Set Output	IN-HOUSE	993,482	993,482	2,218	368,036	2.70	934,757	2,070	317,770	2.94	109.0%
All process  ✓ Set Output	IN-HOUSE	993,482	1,167,360	2,218	477,128	2.45	934,757	2,070	317,770	2.94	120.1%
By Process  ✓ Process Output	EMBOSS	418,000	388,837	267	44,275	8.78	448,143	107	18,205	24.62	280%
	NO SEW	644,480	695,629	1,352	224,327	3.10	454,646	1,386	208,610	2.18	70%
	PRINTSCREEN	1,164,320	1,255,800	599	99,434	12.63	927,187	579	90,955	10.19	81%