

Indicator name	Work efficiency (Labor Productivity)	Weight	Assessment Methods
		2.5 points	Targeting (Deviation)

Position	Name	Contact
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1. Performance Overview

Year	Evaluation Formula	Assessment Method	Target	Performance Value	Grade	Weight	Score
'19	Value added	Targeting (Deviation)	Max:	KRW 431,356,437	88.91	2.5	2.14
	Average number of people		KRW 448,102,204				
			Min:				
			KRW 353,014,407				

Adjustment of value added due to correction of sales and tax investigation fines

- Evidence and reason for correction**

- Reflects changes in sales due to regulations and non-operation under the 'Saeng Industrial Sound Development Comprehensive Plan' of the Saeng Industry Integrated Impression Committee.
- Reflects the expenses related to the profit and loss collection of tax personality due to the tax investigation penalty

- Correction record**

- Table revised sales: KRW 125,983,619,831, Machine revised sales: KRW 53,543,759,716
- Tax investigation fine: KRW 71,022,720,485
- Correction method: Revenue value added by reflecting sales cost and SG&A expenses (KRW 64,168,005,262) according to sales correction (KRW 199,527,379,547) and tax investigation penalty

- Overview of pre-correction performance**

Year	Evaluation Formula	Assessment Method	Target	Performance Value	Grade	Weight	Score
'19	Value added	Targeting (Deviation)	Max:	KRW 351,184,399	52.52	2.5	1.31
	Average number of people		KRW 401,497,367				
			Min:				
			KRW 316,713,741				

2. Performance

- In 2019, the average number of people increased by 2.23% and the value added by 9.13%, increasing labor productivity by 6.75% compared to the previous year.

3. Analysis by category

(Unit: KRW one million, KRW one thousand, person, %)

Category	2014	2015	2016	2017	2018	2019	Compare d to the previous year
Value added	1,173,927	1,322,347	1,409,579	1,473,338	1,333,929	1,455,664	9.13%
Average number of people	3,472.77	3,420.15	3,394.46	3,427.44	3,301.03	3,374.62	2.23%
Labor productiv ity	333,038	386,634	415,259	429,865	404,095	431,356	6.75%

4. Performance calculation details

- Score: $2.148 = 2.5(\text{Weight}) \times 85.911\% \leftarrow \text{Average} = 0.2 + 0.8 \times \{(431,356,437 - 353,014,407) / (448,102,204 - 353,014,407)\}$

※ 5-year standard deviation (from '14 to '18 K-IFRS settlement basis) : 31,695,931 / Maximum goal: 353,014,407

※ Average Score: $0.2 + 0.8 \times \{(\text{Performance} - \text{Minimum goal}) / (\text{Maximum goal} - \text{Minimum goal})\}$ [Note, Maximum goal: standard value + 1 X standard deviation (5 years), Minimum goal: standard value - 2 X standard deviation (5 years)]