



Berli Jucker Public Company Limited
บริษัท เบอร์ลี ยุคเกอร์ จำกัด (มหาชน)

Executive Compensation Integration

Support answer: 1.3 Materiality


**Topic: Materiality Metrics for Enterprise
Value Creation**


Report Year: 2024

The document is Executive Compensation Integration of Berli Jucker Public Company Limited. BJC presents this document in order to demonstrate that the metric or target used to determine the compensation of Executive, comprising:

1. Supply Chain Management
2. Climate Strategy and Energy Management
3. Employee Management

These metrics demonstrate that executives hold responsibility for materiality issues that contribute to the creation of enterprise value in the long term.

		PERFORMANCE EVALUATION FORM : Year 2024				For BG HEAD, BU/BP HEAD		FORM : PE1			
Employee Data		PIN <input type="text"/> Name <input type="text"/>		PB <input type="text"/>		Position <input type="text" value="EXECUTIVE VICE PRESIDENT"/>					
		BU/BP <input type="text" value="COMMERCIAL"/>		BG <input type="text" value="RETAIL PLATFORM"/>							

PART 1 : PERFORMANCE OUTPUT/ WORK PROGRAM	Guideline for setting expected performance outputs/result and/or evaluating performance outputs						EVALUATION : PART 1											
	Rating	1	2	3	4		5	INTERIM REVIEW (Jan-Jun)				FINAL EVALUATION (Jan-Dec)						
	Degree of Achievement Result	Deliver the <u>defective</u> performance outputs <u>regularly</u>	Deliver the <u>incompleted</u> performance outputs <u>occasionally</u>	Deliver the <u>good</u> performance outputs <u>satisfactorily</u>	Deliver the <u>superior</u> performance outputs <u>mostly</u>		Deliver the <u>excellent</u> performance outputs <u>outstandingly</u>											
	% of Task Achievement	<70%	70-85%	86-100%	101-120%		>120%											
KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING						Planned Timeline	Weighted (%)	Rating		Weighted Avg. Score		Rating		Weighted Avg. Score				
• BG/BU/BP - KPI Achievement						Jan - Dec	70%											
• SPECIAL TASK ASSIGNMENT <i>(It can be the objective for Development/Innovation, Project/Work Related Improvement)</i>						Jan - Dec	0%	Rating		Weighted Avg. Score		Rating		Weighted Avg. Score				
Agreeable Individual Objective/Plan						Expected Performance Outputs/Results					Self		Boss		Self		Boss	
2024																		
Sustainable Certification for Animal Product and Agricultural Crops						60% 70% 80% 90% 100%												



PERFORMANCE EVALUATION FORM : Year 2024

For
BG HEAD, BU/BP HEAD

FORM : PE1

Employee Data

PIN Name PB Position CHIEF PEOPLE OFFICER
BU/BP GHRD - Corporate Human Resources BG Business Partner

PART 1

: PERFORMANCE OUTPUT/ WORK PROGRAM

Guideline for setting expected performance outputs/result and/or evaluating performance outputs

Rating	1	2	3	4	5
Degree of Achievement Result	Deliver the <u>defective</u> performance outputs <u>regularly</u>	Deliver the <u>incompleted</u> performance outputs <u>occasionally</u>	Deliver the <u>good</u> performance outputs <u>satisfactorily</u>	Deliver the <u>superior</u> performance outputs <u>mostly</u>	Deliver the <u>excellent</u> performance outputs <u>outstandingly</u>
% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%



EVALUATION : PART 1

INTERIM REVIEW (Jan-Jun)

FINAL EVALUATION (Jan-Dec)

KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING

• BG/BU/BP - KPI Achievement

Planned Timeline	Weighted (%)	Rating	Weighted Avg. Score	Rating	Weighted Avg. Score
Jan - Dec	20%				

• SPECIAL TASK ASSIGNMENT

(It can be the objective for Development/Innovation, Project/Work Related Improvement)

Planned Timeline	Weighted (%)	Rating	Weighted Avg. Score	Rating	Weighted Avg. Score
Jan - Dec	0%				

Agreeable Individual Objective/Plan

Expected Performance Outputs/Results

	1	2	3	4	5			Self	Boss	Self	Boss	Self	Boss	Self	Boss
2024															
Employee Engagement Survey Score															