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

Executive Compensation Integration

Support answer: 1.3 Materiality

Topic: Materiality Metrics for Enterprise Value Creation

Report Year: 2025

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. Responsible Supply Chain Management
2. Energy Management
3. Labor Practice

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 2025

For BG HEAD, BU/BP HEAD

FORM : PE1

Employee Data

PIN		Name		PB		Position	EXECUTIVE VICE PRESIDENT
BU/BP	COMMERCIAL			BG	RETAIL PLATFORM		

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 defective performance outputs regulary	Deliver the incompleted performance outputs occassionally	Deliver the good performance outputs satisfactorily	Deliver the superior performance outputs mostly	Deliver the excellent performance outputs outstandingly
% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%

EVALUATION : PART 1

KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING	Planned Timeline	Weigh -ted (%)	INTERIM REVIEW (Jan-Jun) Rating		INTERIM REVIEW (Jan-Jun) Weighted Avg. Score		FINAL EVALUATION (Jan-Dec) Rating		FINAL EVALUATION (Jan-Dec) Weighted Avg. Score	
• BG/BU/BP - KPI Achievement	Jan - Dec	70%								
• SPECIAL TASK ASSIGNMENT *(It can be the objective for Development/Innovation, Project/Work Related Improvement)*	Jan - Dec	0%								
			Self	Boss	Self	Boss	Self	Boss	Self	Boss

Agreeable Individual Objective/Plan	Expected Performance Outputs/Results 1	2	3	4	5
2025					
Sustainable Certification for Animal Product and Agricultural Crops	60%	70%	80%	90%	100%

PERFORMANCE EVALUATION FORM : Year 2025

For BG HEAD, BU/BP HEAD | **FORM : PE1**

Employee Data						
PIN		Name		PB	Position	VP - Group Central Procurement
BU/BP	GCP - Group Central Procurement	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 defective performance outputs regulary	Deliver the incompleted performance outputs occassionally	Deliver the good performance outputs satisfactorily	Deliver the superior performance outputs mostly	Deliver the excellent performance outputs outstandingly
% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%

EVALUATION : PART 1

KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING	Planned Timeline	Weigh -ted (%)	INTERIM REVIEW (Jan-Jun) Rating	INTERIM REVIEW (Jan-Jun) Weighted Avg. Score	FINAL EVALUATION (Jan-Dec) Rating	FINAL EVALUATION (Jan-Dec) Weighted Avg. Score
• BG/BU/BP - KPI Achievement	Jan - Dec	20%				

• SPECIAL TASK ASSIGNMENT *(It can be the objective for Development/Innovation, Project/Work Related Improvement)*	Planned Timeline	Weigh -ted (%)	INTERIM REVIEW (Jan-Jun) Rating		INTERIM REVIEW (Jan-Jun) Weighted Avg. Score		FINAL EVALUATION (Jan-Dec) Rating		FINAL EVALUATION (Jan-Dec) Weighted Avg. Score	
	Jan - Dec	0%	Self	Boss	Self	Boss	Self	Boss	Self	Boss

Agreeable Individual Objective/Plan	Expected Performance Outputs/Results 1	2	3	4	5
2025					
Supplier Code of Conduct - Inform and Acknowledge (New Supplier)	60%	70%	80%	90%	100%
On site audit for critical tier 1 supplier	60%	70%	80%	90%	100%

BJC	PERFORMANCE EVALUATION FORM : Year 2025	For BAND 5&UP	FORM : PE 2a

Employee Data					
PIN		Name		BAND		Position	EXECUTIVE VICE PRESIDENT
BU/BP	GTH - Glass Thailand			BG	Packaging Supply Chain		

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 **defective** performance outputs **regulary**	Deliver the **incompleted** performance outputs **occassionally**	Deliver the **good** performance outputs **satisfactorily**	Deliver the **superior** performance outputs **mostly**	Deliver the **excellent** performance outputs **outstandingly**
	% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%

1.1 Strategic Plan/Tasks aligned to BU/BP Balanced Scorecard						Planned Timeline	Weigh -ted (%)	EVALUATION : PART 1							
								INTERIM REVIEW (Jan-Jun)				FINAL EVALUATION (Jan-Dec)			
								Rating		Weighted Avg. Score		Rating		Weighted Avg. Score	
Objective/ Plan	Expected Performance Outputs/ Results					Jan-Dec		Self	Boss	Self	Boss	Self	Boss	Self	Boss
	1	2	3	4	5										
Reduce of GHG Scope 1+2 (fuel/oil/refrigerants/Electricity/Steam)										00.0000	00.0000			00.0000	00.0000
										00.0000	00.0000			00.0000	00.0000

PERFORMANCE EVALUATION FORM : Year 2025

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 defective performance outputs regulary	Deliver the incompleted performance outputs occassionally	Deliver the good performance outputs satisfactorily	Deliver the superior performance outputs mostly	Deliver the excellent performance outputs outstandingly
% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%

EVALUATION : PART 1

KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING	Planned Timeline	Weigh -ted (%)	INTERIM REVIEW (Jan-Jun) Rating		INTERIM REVIEW (Jan-Jun) Weighted Avg. Score		FINAL EVALUATION (Jan-Dec) Rating		FINAL EVALUATION (Jan-Dec) Weighted Avg. Score	
• BG/BU/BP - KPI Achievement	Jan - Dec	20%								
• SPECIAL TASK ASSIGNMENT *(It can be the objective for Development/Innovation, Project/Work Related Improvement)*	Jan - Dec	0%	Rating		Weighted Avg. Score		Rating		Weighted Avg. Score	
Agreeable Individual Objective/Plan / Expected Performance Outputs/Results			Self	Boss	Self	Boss	Self	Boss	Self	Boss
2025										
Employee Engagement Survey Score										
Number of employees who have completed the training programme										
Collaborate with SRM to drive the implementation of Human Rights Due Diligence (HRDD)										