

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										AD		FORM : PE1						
Employee Data		PIN	Name		РВ		Positio	on EXECU	TIVE VICE F	NT									
		BU/BP COMMERCIAL BG RETAIL PLATFORM																	
			r setting expected p	erformance outputs/re			outputs												
PART 1		Rating	1 Deliver the defective	2 Deliver the incompleted	3 Deliver the good	4 Deliver the superior	Deliver #	5 he excellent					EVALUATION : PART 1						
OUTP		Degree of Achievement Result	performance outputs	performance outputs occassionally	performance outputs satisfactorily	performance outputs mostly		ince outputs						W	FINAL EVALU			ON	
WORK PR	ROGRAM	% of Task Achievement	<70%	70-85%	86-100%	101-120%		>120%				(Jan	n-Jun)		(Jan-Dec)			1	
KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING							Planned Timeline	Weigh -ted (%) Rating			Weighted Avg. Score		Rating		Weighted Avg. Score				
• BG/BU/BP -	KPI Achievem	lent							Jan - Dec	70%									
SPECIAL TA (It can be the o		ENT elopment/Innovation, Project/Wo	ork Related Improven	nent)					Jan - Dec	0%	Ra	ting		ghted Score	Ra	ting		ghted Score	
Agreeable Individual Objective/Plan				Expected Performance Outputs/Results			_	Jan - Dec	0 /6	Self	Boss	Self	Boss	Self	Boss	Self	Boss		
	202	24	1	2	3	4		5											
Sustainable Certification for Animal Product and Agricultural Crops			60%	70%	80%	90)%	100%											

BJC PERFORM	ANCE EVALUATION FC	ORM : Year 2	2024				For BA	ND 5&U	P		FORM : PE 2a					
Employee	PIN	Name			BAND	Positio	EXECUT	IVE VICE PRE	SIDENT							
Data	BU/BP GTH - GI	ass Thailand		ing Supply Chain												
Guideline for setting expected performance outputs/result and/or evaluating performance outputs																
Employee Data PART 1 : PERFORMANCE OUTPUT/ WORK PROGRAM 1.1 Strategic Plan/Tasks al Objecti Reduce of GHG Scope 1+2 (fuel/oil/refrigerants/Electricity/Stear	Rating	1	2	3	4	5		EVALUATION : PART 1								
: PERFORMANCE OUTPUT/	Degree of Achievement Result	Deliver the defective performance outputs regulary	Deliver the incompleted performance outputs occassionally	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>			INTERIM REVIEW FINAL EVA (Jan-Jun) (Jan-I							
	% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%										
1.1 Strategic Plan/Tasks al	ard					Planned Weigh Timeline -ted (%) Rating		ting	Weighted Avg. Score					Weighted Avg. Score		
Objecti	vo (Plan		Expected Performance Outputs/Results				Jan-Dec		Self	Boss	Self	Boss	Self	Boss	Self	Boss
Objecti		1	2	3	4	5	Jail-Dec		Sell	BUSS	Jell	BUSS	Sell	BUSS	Jen	BUSS
Reduce of GHG Scope 1+2																
(fuel/oil/refrigerants/Electricity/Steam)															1	
New project to reduce GHG (1 or 2)																

ABJC 👅 PERFO	ORMANCE EVA	LUATION	FORM : Y	/ear 2024			BG HE	Fo EAD, Bl	r J/BP HE	AD			FORM	: PE	1		
Employee	PIN Name PB							sition CHIEF PEOPLE OFFICER									
Data	BU/BP GHRD - Corporate Human Resources BG Business Partner																
PART 1	Guideline for setting expected performance outputs/result and/or evaluating performance outputs Rating 1 2 3 4 5									EVALUATION : PART 1							
: PERFORMANCE OUTPUT/	Degree of Achievement Result	Deliver the <u>defective</u> performance outputs <u>regulary</u>	-	Deliver the <u>good</u> performance outputs <u>satisfactorily</u>	Deliver the <u>superior</u> performance outputs <u>mostly</u>	Deliver the <u>exceller</u> performance outputs outstandingly				INTERIM REVIEW				NAL EV			
WORK PROGRAM	% of Task Achievement	<70%	70-85%	86-100%	101-120%	>120%				(Jan-Jun)		,		(Jan-Dec)			
KPI ACHIEVEMENT & INDIVIDUAL OBJECTIVE/PLAN SETTING									PlannedWeighTimeline-ted (%)			Weighted Avg. Score	Ra	Rating		Weighted Avg. Score	
BG/BU/BP - KPI Achievem	ent						Jar	n - Dec	20%								
SPECIAL TASK ASSIGNM (It can be the objective for Devi	ENT elopment/Innovation, Project/Wo	rk Related Improvem	nent)							Rat	ing	Weighted Avg. Score	Ra	ating		ighted . Score	
Agreeable Individu	Expected Performance Outputs/Results					Jar	n - Dec	0%	Self	Boss	Self Bos	s Self	Boss	Self	Bos		
2024		1	2	3	4	5	_										
Employee Engagement Sur																	