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

The Annual Compensation of All Employees

Support answer: 1.2 Corporate Governance

Topic: CEO-to-Employee Pay Ratio

Report Year: 2025

This document is the Annual Compensation of All Employees of Berli Jucker Public Company Limited (BJC)

BJC present this document in order to demonstrate median and mean annual compensation of all employees (except CEO) and ratio between annual compensation of CEO and the mean and median employee compensation in the table below:

Detail	Median	Mean
Median and mean annual compensation of all employees, except CEO (Unit: Bath)	299,283	392,884
Ratio between annual compensation of CEO and the mean and median employee compensation	85.45047	65.09268

As of December 31, 2025