

**BJC**

Berli Jucker Public Company Limited

บริษัท เบอริส ยูคเกอร์ จำกัด (มหาชน)

**The Annual Compensation
of All Employees****Support answer: 1.2 Corporate
Governance****Topic: CEO-to-Employee Pay Ratio****Report Year: 2023**

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)	249,700	389,557
Ratio between annual compensation of CEO and the mean and median employee compensation	97.497	62.49406

As of December 31, 2023