



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

The Annual Compensation of All Employees

Support answer: 1.2 Corporate Governance

Topic: CEO-to-Employee Pay Ratio

Report Year: 2024

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)	261,237	415,355
Ratio between annual compensation of CEO and the mean and median employee compensation	94.65817	59.53514

As of December 31, 2024