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

Clawback Policy	
	Reference number : SRMD 02/ 2021
	Review date : -
	Approval date : 24 March 2021
	(Executive Board Meeting No.2/2021)
	Effective date : 24 March 2021
	Supersede date : -

Berli Jucker Public Company Limited and the group company (hereinafter referred to as "BJC Group") places importance on good corporate governance and is confident that effective and transparent management can protect the best interests of the company, shareholders and all stakeholders. Thus, BJC Group has established the policy of remuneration and clawback policies as guidelines for directors, executives and employees to perform the duty with responsibility, prudence and honesty, and shall comply with laws, company regulations, and the resolutions of the board of directors or the resolutions of the shareholders' meeting.

Definition

"Remuneration" stated in this policy refers to remuneration returns in the form of money, stocks or other forms given by the company to executives apart from regular salaries and benefits. The level of remuneration given depends on the evaluation results according to the specified criteria and the company's performance.

Policy Scope

This policy applies to the business operations of Berli Jucker Public Company Limited and its subsidiaries.

Guidelines

1. Clawback Policy conforms to the Public Limited Companies Act B.E. 2535 (1992), Section 85, and the Securities and Exchange Act B.E. 2551 (2008), Section 89/7, 89/18, 89/19 and 281/2.
2. If an executive misconduct and causes damage to BJC Group, or causes benefits to themselves or to those involved, BJC Group can reclaim returns those executives have already received or reduce future returns.
3. If an executive is fired, terminated or discharged with a fault, BJC Group can reclaim any returns or benefits that have not been exercised.
4. The Clawback of an executive is subject to review and approval by the Management Board, unless the executive is a member of the Management Board, the Executive Board will be in charge of the review and approval.

The Clawback Policy will be effective from 24 March 2021 onwards.