



Berli Jucker Public Company Limited

(Translation)

**Supporting Document for Agenda No. 6
Information of the directors' remuneration for the year 2026**

Proposal for Remuneration for Directors for the year 2026

The proposed remuneration for Directors at the total amount of not exceeding Baht 50,000,000 per year consists of Directors' remuneration and annual bonus for the year 2026 as follows:

Committee	Position	Monthly Compensation (Baht/Person/Year)	
		2026	2025
Board of Director	Chairman	1,800,000	1,800,000
	Member	900,000	900,000
Audit Committee	Chairman	612,000	612,000
	Member	180,000	180,000
Nomination and Remuneration Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Sustainable Development Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Risk Management Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Other type of remuneration		- None -	

- Remark: 1. Mr. Thapana Sirivadhanabhakdi, Mr. Aswin Techajareonvikul and Mrs. Thapanee Techajareonvikul have expressed their intention not to receive compensation as directors of the company.
2. One director who receives a monthly salary or consulting fees, namely Mr. Thirasakdi Nathikanchanalab is not entitled to receive compensation as a director of the company.



**Berli Jucker Public Company Limited**

(Translation)

Source from a survey report of 2024 director's remuneration for the SET listed companies from Thai Institute of Director Association (IOD)**1. Remuneration for directors**

	Chairman of the Board of Director	Executive directors	Non-executive directors
Remuneration for Director/Month	62,163	34,115	33,119
Meeting Allowance/Meeting	34,962	22,841	22,557
Bonus/Year	822,085	659,310	579,080

2. Bonuses for Non-Executive Directors (Baht/Person/Year)

	Mean	Minimum	Maximum
Bonuses for Non-Executive Directors	822,085	659,310	579,080
Service business sector	424,706	50,000	2,748,494
Total Revenue exceeding 50,000 million Baht	1,434,542	172,406	3,297,646
Market Cap exceeding 50,000 million Baht	1,486,220	190,000	3,800,000

