



Thai Beverage Public Company Limited

**ANNOUNCEMENT**

**Date:** 10 January 2024  
**To:** Singapore Exchange Securities Trading Limited  
**Subject:** Corporate Organization Structure Changes and Executive Appointments

Thai Beverage Public Company Limited (“**ThaiBev**”, and together with our subsidiaries, the “**Group**”) would like to announce that our Board of Directors has approved the Corporate Organization Structure changes and executive appointments set out below.

The changes are intended to:-

- Institutionalize ThaiBev organization and create career opportunities for professional executives to ensure sustainable business growth;
- Continue strengthening Thailand operations which started since 2019 and implement structural changes in response to new market environment post-COVID pandemic;
- Expedite business development in new markets through clear responsibility of President & Group COO – International; and
- Enhance operational synergy in each market in combination with Product Group structure for greater competitiveness.

The changes will take effect on 27 June 2024 (the “**Effective Date**”). The period from now until the Effective Date will enable the Group to prepare for the transition, assign other supporting roles and ensure a smooth transition.

The Group will continue to be helmed by Mr. Charoen Sirivadhanabhakdi, who will remain as the Chairman of the Board of Directors and Executive Chairman of ThaiBev.

From the Effective Date, the Corporate Organization Structure changes and executive appointments will be as follows:

1. Mr. Thapana Sirivadhanabhakdi, who is currently the Director and the President and CEO of ThaiBev, will remain as a Director of ThaiBev, and will be redesignated as Group CEO of ThaiBev.
2. Two (2) Presidents and Group Chief Operating Officers (Group COOs) of ThaiBev will be appointed. They will both report to the Group CEO of ThaiBev.
  - Mr. Kosit Suksingha, Executive Vice President, will be appointed as President and Group Chief Operating Officer – Thailand (Group COO – Thailand) overseeing the Group’s operations within Thailand, in addition to his current roles as Chief Non-Alcoholic Beverages Product Group, Chief Non-Alcoholic Beverage Business – Thailand, Chief Digital and Technology. He will also remain as an Executive Committee member.



- Mr. Prapakon Thongtheppairot, Executive Vice President, will be appointed as President and Group Chief Operating Officer – International (Group COO – International) overseeing the Group’s operations outside of Thailand, in addition to his current roles as Group Chief Financial Officer and Chief Spirit Product Group. He will also remain as an Executive Committee member.

The two Presidents will work closely together to identify and target synergies in their respective business areas and geographies.

3. Mr. Thapana Sirivadhanabhakdi, Mr. Ueychai Tantha-Obhas, Mr. Sithichai Chaikriangkrai and Dr. Pisanu Vichiensanth will each be appointed as a Vice Chairman of the Executive Committee. Mr. Thapana Sirivadhanabhakdi will be Director and 1<sup>st</sup> Vice Chairman of the Executive Committee, Mr. Ueychai Tantha-Obhas as Director and 3<sup>rd</sup> Vice Chairman of the Executive Committee, Mr. Sithichai Chaikriangkrai as Director and 4<sup>th</sup> Vice Chairman of the Executive Committee and Dr. Pisanu Vichiensanth as Director and 5<sup>th</sup> Vice Chairman of the Executive Committee.

From the Effective Date, Mr. Ueychai Tantha-Obhas will be succeeded as Group COO – Thailand by Mr. Kosit Suksingha, Mr. Sithichai Chaikriangkrai will cease to be the Chief Investment Officer and Dr. Pisanu Vichiensanth will cease to be the Chief Production Technology and Engineering.

4. The Executive Committee and Corporate Organization Structure will be adjusted accordingly. From the effective Date, the composition of the Executive Committee and Executives will be as follows:

#### Executive Committee

1) Mr. Charoen Sirivadhanabhakdi	Executive Chairman
2) Mr. Thapana Sirivadhanabhakdi	1 <sup>st</sup> Vice Chairman of the Executive Committee
3) Ms. Kanoknart Rangsihienchai	2 <sup>nd</sup> Vice Chairman of the Executive Committee
4) Mr. Ueychai Tantha-Obhas	3 <sup>rd</sup> Vice Chairman of the Executive Committee
5) Mr. Sithichai Chaikriangkrai	4 <sup>th</sup> Vice Chairman of the Executive Committee
6) Dr. Pisanu Vichiensanth	5 <sup>th</sup> Vice Chairman of the Executive Committee
7) Mr. Koh Poh Tiong	Member
8) Mr. Kosit Suksingha	Member
9) Mr. Prapakon Thongtheppairot	Member
10) Mr. Michael Chye Hin Fah	Member
11) Ms. Tongjai Thanachanan	Member
12) Mr. Edmond Neo Kim Soon	Member
13) Dr. Agapol Na Songkhla	Member
14) Ms. Nantika Ninvoraskul	Member and Secretary to the Executive Committee
15) Ms. Nongnuch Buranasetkul	Member

## Executives

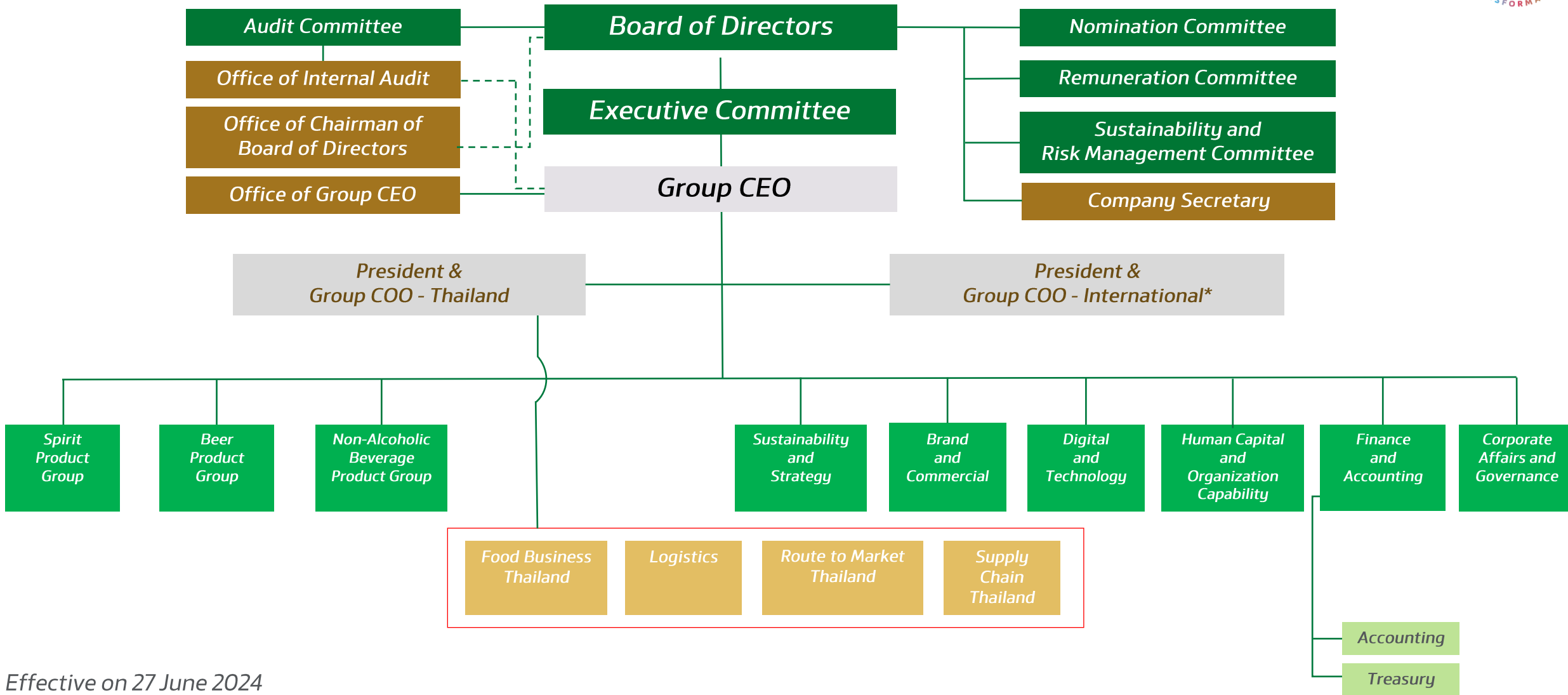
- |                                  |  |
|----------------------------------|--|
| 1) Mr. Thapana Sirivadhanabhakdi | Director and Group CEO   |
| 2) Mr. Kosit Suksingha           | President and Group COO – Thailand<br>Chief Non-alcoholic Beverage Product Group<br>Chief Non-alcoholic Beverage Business – Thailand<br>Chief Digital and Technology |
| 3) Mr. Prapakon Thongtheppairot  | President and Group COO – International<br>Group Chief Financial Officer<br>Chief Spirit Product Group   |
| 4) Mr. Michael Chye Hin Fah      | Chief Beer Product Group   |
| 5) Ms. Tongjai Thanachanan       | Executive Vice President<br>Chief Sustainability and Strategy  |
| 6) Mr. Edmond Neo Kim Soon       | Executive Vice President<br>Chief Brand and Commercial<br>Deputy Chief Executive Officer, Beer Business  |
| 7) Dr. Agapol Na Songkhla        | Executive Vice President<br>Chief People Officer   |
| 8) Ms. Nantika Ninvoraskul       | Executive Vice President<br>Chief Corporate Affairs and Governance   |
| 9) Ms. Nongnuch Buranasetkul     | Senior Vice President<br>Chief Food Business Thailand  |
| 10) Mr. Pramote Hassamontr       | Senior Vice President<br>Office of Spirit Production   |
| 11) Mr. Phirayut Phlapphlueng    | Senior Vice President<br>Chief Route to Market Thailand  |
| 12) Ms. Orathai Poonsup          | Senior Vice President<br>Chief Supply Chain Management Thailand  |
| 13) Mr. Sopon Racharaksa         | Senior Vice President<br>Chief Logistics<br>Chief Corporate Affairs Thailand   |

The updated Corporate Organization Structure chart is attached in the Appendix to this announcement.

Please be informed accordingly.

Yours faithfully,  
Nantika Ninvoraskul  
Company Secretary

# Organization structure of Thai Beverage Public Company Limited



Effective on 27 June 2024

Remark \* Group COO – International supervises investment and business operations outside Thailand, including our core markets which are Vietnam, Myanmar, Singapore and Malaysia.