



ANNOUNCEMENT

Date: April 11, 2013
To: Singapore Exchange Securities Trading Limited
Subject: Response to Queries on the 2012 Annual Report of Thai Beverage Public Company Limited

We, Thai Beverage Public Company Limited (“THBEV”), would like to respond to queries received from the Singapore Exchange Securities Trading Limited with respect to our 2012 Annual Report as follows:

Question 1: (a) Paragraph 9.2 of the Code of Corporate Governance states that a company should set out the names of directors and at least the top 5 key executives (who are not also directors) earning remuneration which falls within bands of S\$250,000. On page 100-101 of the Company’s annual report, please clarify whether the band of “500,000 or above” refers to “500,000 – 750,000”.

Response: Please see attachment 1 which sets out the remuneration of directors and key executives, with the band of “500,000 or above” (as originally set out in our 2012 Annual Report) replaced with bands of “500,000 – 749,999”, “750,000 – 999,999”, “1,000,000 – 1,249,999” and “1,250,000 – 1,500,000” together with the indication of which directors and key executives fall within these four bands.

Question 2: (b) Paragraph 9.3 of the Code of Corporate Governance states that a company should disclose the same details of the remuneration of employees who are immediate family members of a director or the CEO, and whose remuneration exceed S\$150,000 during the year and this can be done on a no-name basis with clear indication of which director or the CEO the employee is related to. Please clarify whether the Company has such employees and if so, please disclose accordingly or explain the reason(s) for the deviation from the code.

Response: Save for Mr. Thapana Sirivadhanabhakdi and Mr. Panote Sirivadhanabhakdi, who are the sons of our directors, Mr. Charoen Sirivadhanabhakdi and Khunying Wanna Sirivadhanabhakdi, and directors themselves, there are no other employees who are immediate family members of a director or the CEO and whose remuneration exceeds S\$150,000 during the year. The remuneration of Mr. Charoen Sirivadhanabhakdi, Khunying Wanna Sirivadhanabhakdi, Mr. Thapana Sirivadhanabhakdi and Mr. Panote Sirivadhanabhakdi has been disclosed in our 2012 Annual Report and attachment 1.

Please be informed accordingly.

Yours faithfully,

Thapana Sirivadhanabhakdi
President and CEO

9.1 Level of Remuneration

(Unit: Singapore Dollar)

Name of Directors/Executives	Level of Remuneration					
	Less than 250,000	250,000 to 499,999	500,000 to 749,999	750,000 to 999,999	1,000,000 to 1,249,999	1,250,000 to 1,500,000
9.1.1 Directors						
1. Mr. Charoen Sirivadhanabhakdi				•		
2. Khunying Wanna Sirivadhanabhakdi		•				
3. Mr. Narong Srisa-an						•
4. Mr. Komen Tantiwiwatthanaphan		•				
5. Mr. Puchchong Chandhanakij		•				
6. Ms. Kanoknart Rangsihienchai			•			
7. Mr. Staporn Kavitanon ⁽¹⁾	•					
8. Mr. Prasit Kovilaikool ⁽²⁾	•					
9. Prof. Kanung Luchai	•					
10. Mr. Manu Leopairote	•					
11. Mr. Ng Tat Pun	•					
12. Mr. Michael Lau Hwai Keong	•					
13. Prof. Pornchai Matangkasombut	•					
14. Mr. Sakthip Krairiksh	•					
15. Gen. Dr. Choo-Chat Kambhu Na Ayudhya	•					
16. Mr. Vivat Tejapaibul	•					
17. Mr. Panote Sirivadhanabhakdi	•					
18. Mr. Thapana Sirivadhanabhakdi						•
19. Mr. Sawat Sopa			•			
20. Mr. Ueychai Tantha-Obhas				•		
21. Mr. Sithichai Chaikriangkrai				•		
22. Dr. Pisanu Vichiensanth				•		
9.1.2 Top Executives						
1. Mr. Vichai Chaiyavararurak		•				
2. Mr. Karn Chitaravimol		•				
3. Mr. Matthew Kichodhan				•		
4. Mr. Jean Lebreton			•			
5. Mr. Vichate Tantiwanich ⁽³⁾	•					
6. Mr. Marut Buranasetkul		•				
7. Mr. Prapakon Thongtheppairot ⁽⁴⁾	•					
8. Mr. Polapatr Suvarnazon ⁽⁵⁾	•					




- Remarks: (1) Mr. Staporn Kavitanon ceased from the position of Independent Director and Audit Committee Chairman on February 2, 2012 due to passing away.
- (2) Mr. Prasit Kovilaikool was appointed as Independent Director and Audit Committee Chairman in the 2012 Annual General Meeting of Shareholders held on April 27, 2012.
- (3) Mr. Vichate Tantiwanich was appointed as Senior Vice President on May 1, 2012 as per the Order of the Chairman of the Executive Committee No. 2/2012 dated May 2, 2012. He was also appointed as member of the Executive Committee by the Board of Directors' Meeting No. 3/2012, which was held on May 14, 2012
- (4) Mr. Prapakon Thongtheppairot was appointed as Senior Vice President on July 1, 2012 as per the Order of the Chairman of the Executive Committee No. 3/2012 dated June 29, 2012. He was also appointed as the member of the Executive Committee by the Board of Directors No.5/2012, which was held on July 17, 2012.
- (5) Mr. Polapatr Suvarnazorn, was relieved from the positions of member of the Executive Committee and Senior Vice President as he was appointed in the position of Advisor to the President and CEO on May 1, 2012.

