



Thai Beverage Public Company Limited

ANNOUNCEMENT

Date: 31 January 2020
To: Singapore Exchange Securities Trading Limited
Subject: Grant of Contingent Awards of Shares under the ThaiBev Long Term Incentive Plan

We, Thai Beverage Public Company Limited, in accordance with Rule 704(29) of the Listing Manual of Singapore Exchange Securities Trading Limited, would like to announce the following details of the grant of contingent awards of shares under the ThaiBev Long Term Incentive Plan (“**LTIP**”):

Date of grant : 31 January 2020 (“2019/2020 Award”)

Exercise price of options granted : N.A.

Number of options or shares granted : Contingent awards in respect of 5,488,525 shares

The actual final number of shares that may be issued to each participant in respect of his contingent award is subject to achievement of certain pre-determined performance targets, other terms and conditions and the rules of the LTIP, and will range from 0% to 120% of the initial number of shares stated in the said contingent award, and is further subject to a 3-year vesting period.

Market price (last done price per share) of shares on the date of grant : S\$0.795

Number of options or shares granted to each director and controlling shareholder (and each of their associates), if any : Mr. Ueychai Tantha-Obhas, Director and Senior Executive Vice President, has been granted a contingent award in respect of 112,000 shares.

Mr. Sithichai Chaikriangkrai, Director and Senior Executive Vice President, has been granted a contingent award in respect of 112,000 shares.

Dr. Pisanu Vichiensanth, Director and Senior Executive Vice President, has been granted a contingent award in respect of 112,000 shares.

Validity period of the options : N.A.

Please be informed accordingly.

Yours faithfully,

Nantika Ninvoraskul
Company Secretary

