



A NEW CORPORATE ORGANIZATION STRUCTURE AND EXECUTIVE APPOINTMENT ANNOUNCEMENT

Thai Beverage Public Company Limited (“**ThaiBev**” or the “**Group**”) would like to announce that our Board of Director has approved a new corporate organization structure, effective 15 August 2022. The new organization structure highlights management at the Group level and at the specific market level to support our strategic regional growth as well as excellence in individual market operations.

At the Group level, the organization comprises our three key product groups and five key functional groups as follows:

- Product Groups: Spirit Product Group, Beer Product Group and Non-alcoholic Beverage Product Group, forming the key growth engines for the ASEAN region and international markets.
- Functional Groups: Sustainability and Strategy Group, Brand and Commercial Group, Digital and Technology Group, Human Capital and Organization Capability Group, as well as Corporate Affairs and Governance Group.

At the Thailand market level, the organization comprises four businesses including also Food Business Thailand and multiple functional units.

The new organization structure continues to enhance the supervision of the President and CEO with support from three senior positions namely Mr. Ueychai Tantha-Obhas as Chief Operations Officer Thailand, Mr. Sithichai Chaikriangkrai as Chief Investment and Dr. Pisanu Vichiensanth as Chief Production Technology and Engineering.

In the new structure, three senior executives are appointed by the Executive Committee to new roles at the Group level.

1. Mr. Kosit Suksingha is appointed as Executive Vice President - Chief Digital and Technology to level up the integration of digital and technology in our growth plan. He will helm the new position in concurrence with his key leadership role as Chief Non-alcoholic Beverages Product Group.
2. Ms. Tongjai Thanachanan is appointed as Executive Vice President - Chief Sustainability and Strategy to orchestrate our group strategy and transformation integrally with our sustainability plans.

3. Ms. Nantika Ninvoraskul is appointed as Executive Vice President - Chief Corporate Affairs and Governance to strengthen key corporate functions and overall governance at the Group level.

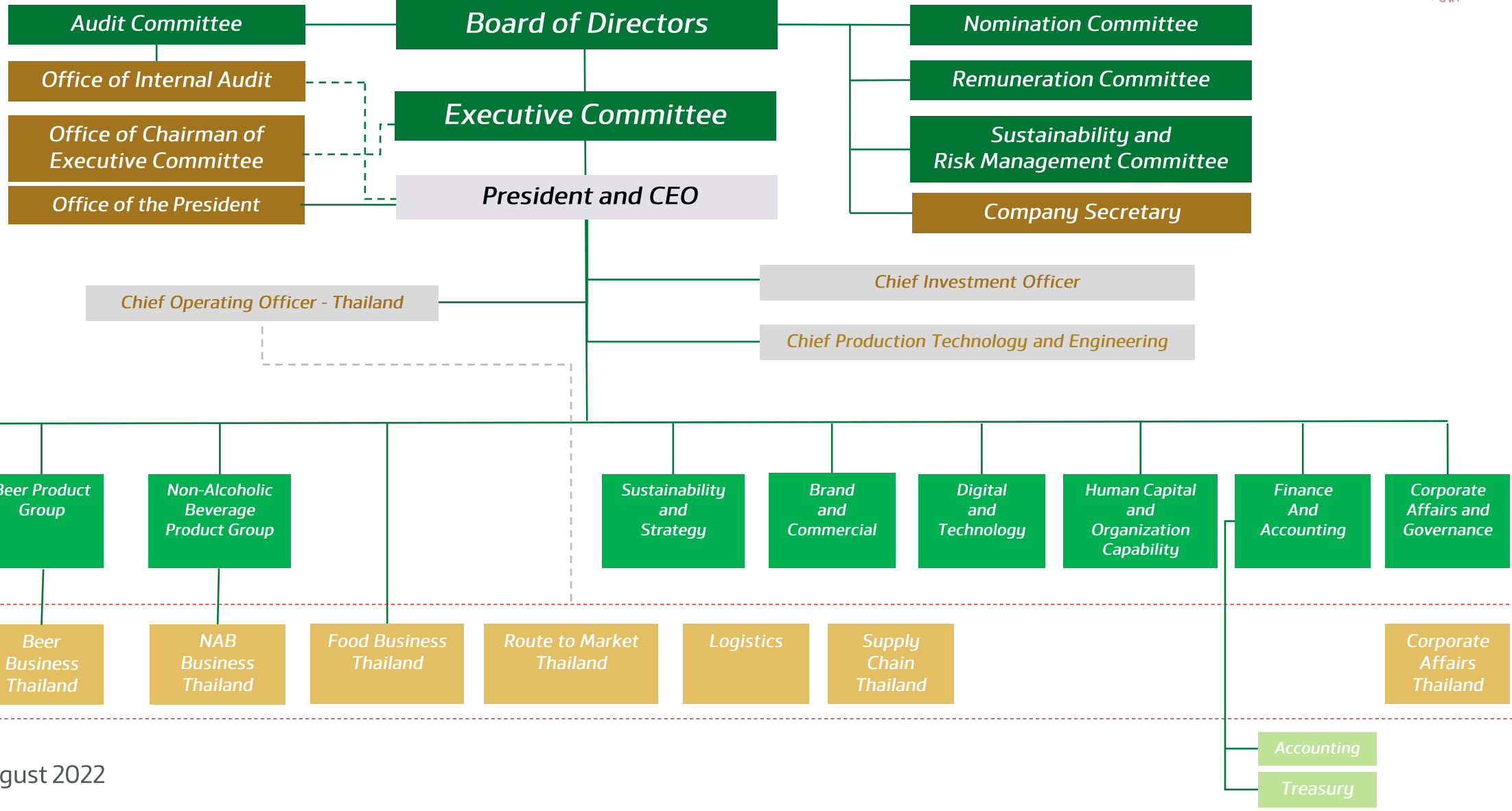
Three new Senior Vice Presidents are also appointed to play key roles in the management at Thailand market level.

1. Mr. Phirayut Phlapphueng is appointed as Senior Vice President - Chief Route to Market Thailand
2. Ms. Titima Bantrapiwat is appointed as Senior Vice President - Chief Logistics
3. Ms. Orathai Poonsup is appointed as Senior Vice President - Chief Supply Chain Management Thailand

Senior executives continuing their current areas of responsibility are Mr. Prapakon Thongtheppairot as Chief Spirit Product Group, Mr. Michael Chye as Chief Beer Product Group, Ms. Nongnuch Buranasetkul as Chief Food Business Thailand, Mr. Edmond Neo as Chief Brand and Commercial, Dr. Agapol Na Songkhla as Chief People Officer, Mr. Sithichai Chaikriangkrai as Group Chief Finance Officer and Mr. Pravit Sukhum as Chief Corporate Affairs Thailand.

“The senior executives appointed joined our strong management line up in the new corporate organization structure approved by the Board which sets out our strategic focus for regional growth as well as excellence in individual market operations,” remarked Mr. Thapana Sirivadhanabhakdi, President and CEO.

Organization Structure of Thai Beverage Public Company Limited



Effective on 15 August 2022