



POLICY OF OFFERING OR ACCEPTING GIFTS,
ENTERTAINMENT, HOSPITALITY
OR ANY OTHER BENEFITS

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Thai Airways International Public Company Limited (the “Company”) is committed to conduct business by adhering to the principles of corporate governance in accordance with good governance, ethics and business ethics in order to declare the intention against fraud and corruption in all forms, both direct and indirect way and in order to comply with the Management Bulletin No. 106/2021 Subject: Anti-Corruption Policy. Therefore, the Company has established the Policy of Offering or Accepting Gifts, Entertainment, Hospitality or any Other Benefits for the executives and the employees to adhere as the guidelines in the same direction as follows:

1. The executives and the employees are obliged to regularly inform relevant stakeholders regarding the established Policy of Offering or Accepting Gifts, Entertainment, Hospitality or any Other Benefits and request stakeholders to cooperate in such actions.

2. The executives and the employees are able to offer or accept appropriate gifts, entertainment, hospitality or any other benefits in accordance with the traditions or cultures or general courtesy which are practically carried out in the society. However, this shall not affect the operations and business decision making of the Company. This shall neither be expectation of benefits nor reciprocal in return. The value shall not exceed 3,000 Baht.

3. If it is necessary to accept gifts, entertainment, hospitality or any other benefits as it cannot be denied in order to maintain good business relationships or for any other reasons, the executives and the employees must conform to the guidelines specified in the Good Corporate Governance Handbook.

4. The executives and the employees shall refrain from requesting or offering or accepting gifts, entertainment, hospitality or any other benefits from customers, partners, contractors or those relevant in the business of the Company in any case that may affect their decision to perform duties or have a conflict of interest with the Company.

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5. The executives and the employees must be discreet in offering gifts, entertainment, hospitality or any other benefits to other persons not beyond proper approach which must not influence the performance of the personnel's duties.

6. Offering of gifts, entertainment, hospitality or any other benefits to government officers in any country must strictly comply with their traditions and corporate regulations, as well as relevant laws and policies of such government entities.

7. The offered or accepted gifts, entertainment, hospitality or any other benefits must not against the laws, morals and practical traditions.

8. If it is necessary to provide business courtesies, the Company may provide entertainment, food and beverage or other manners to help strengthen the relationship with business partners or provide the relevant business information. However, the expenses of business courtesies must be reasonable and must not affect the performance's decision or conflict of interest.

The executives and the employees must be aware and complied with the Policy of Offering or Accepting Gifts, Hospitality or any Other Benefits and the guidelines in the Good Corporate Governance Handbook. Moreover, the executives and the employees must publicize this policy accordingly.