

Objective

The goal and objective of this code are to promote moral values and adherence to the law and regulations for all personnel at all levels of Thai Airways International PLC. “(THAI)” in regard to the disclosure and secrecy of financial statements and other relevant information.

Scope

All executives and staff members involved in the disclosure of investor relations information must follow:

- To engage and promote appropriate conduct including proper management of personal conflicts of interest, all employees must report any significant transaction and relationship immediately to the supervisory authority with the prompt audit.
- To perform responsible duties with professional integrity based on the principle of equality, there is no discrimination on any bribery which is a personal incentive and favors one’s own interests more than the interests of THAI and related stakeholders including investor relations. These need to comply with the policies and employee ethics that the listed company has designated.
- To disclose information accurately, equally, and fairly by providing opportunities for all related stakeholders to access and inquire about information.
- To disclose important and necessary information for decision making accurately, adequately in timely manner, such as financial reports or documents, etc. submitted by THAI and its affiliates to the Securities and Exchange Commission, Thailand Office (“S.E.C.”), and the Stock Exchange of Thailand (“SET”) or other official agencies or general communication carried out by THAI.
- To comply with government laws and various official agencies rules and regulations.
- To maintain the confidentiality and usage of inside information for personal benefit and others. Employees must immediately report (anonymously if so desired) to the Audit Committee Chairman for any violations of the Code or matters that may affect the accuracy of THAI financial statements.
- To provide ways for all associated parties to access and fairly disclose information in a timely manner

If information is disclosed to analysts under a disclosure policy and it is in compliance with the rules for releasing internal information and meets the definition of "inside information,"

1. As the authority of the Executive Vice President, Finance and Accounting, information according to The Securities and Exchange Commission's letter no. SEC. Por. Por. (Wor) 5/2018 offers key internal information.
2. The Executive Vice President of Finance and Accounting, Director of Corporate Finance, and Team Lead of Investor Relations have the right to disseminate information via the SET and/or the website itself in cases involving facts regarding changing industry statistics with obvious origins.
3. Important investment information disclosed could have an impact on how THAI's securities perform.

THAI takes this Code seriously and enforces it by taking appropriate measures. Criminal and civil fines were included in the list of infractions that could be considered disciplinary and resulted in dismissal.