



November 7, 2024

Dear Partners, Suppliers and Service Providers and Contractors,

Subject: No Gift Policy of Tata Steel (Thailand) Public Company Limited Group

As you are aware that Tata Steel (Thailand) Public Company Limited and its subsidiary, namely Tata Steel Manufacturing (Thailand) Public Company Limited, which comprises of NTS Plant, SCSC Plant, and SISCO Plant, have adopted the Tata Code of Conduct, which stipulates that the Company's employees shall operate with good corporate governance in every aspect of the business and with the highest ethical standards including Anti-Bribery and Anti-Corruption Policy in every practice of the organization. The Company believes that this will be beneficial and support the business operations to run smoothly as well as bring maximum benefits and value to all stakeholders. As our valued business partners, the Company truly hopes that you will agree and act in accordance with the Tata Code of Conduct.

The Company would request all employees not offer gifts to the superiors and their families, and superiors do not receive any gift of any value from the subordinates. In addition, the Company asks for collaboration from all business partners, suppliers and service providers, and contractors not to offer or give gifts or souvenirs, reception, or any other interests to the employees or their families for New Year, festive, and other traditional occasions in order to build a strong standard of transparency and business sustainability together.

On the above mentioned occasions, the goodwill can be sent via greeting cards or e-card instead of offering gifts. The Company looks forward to your continued support going ahead and we would like to express the happiness and good wishes to you and your family in the coming New Year occasion.

Yours Sincerely,
Tata Steel (Thailand) Public Company Limited

(Tarun Daga)
President & CEO

TATA STEEL (THAILAND)

บริษัท ทاتا สตีล (ประเทศไทย) จำกัด (มหาชน) Tata Steel (Thailand) Public Company Limited

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