

AIR ASIA Company Limited

Codes of Ethical Conduct

Article 1 Purpose of and basis for adoption

These Guidelines are adopted based on “Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies” and its relevant regulations for the purpose of encouraging directors, supervisors, and managerial officers of the Company (including general managers or their equivalents, assistant general managers or their equivalents, chief financial officers, and other persons authorized to manage affairs and sign documents on behalf of a company) to act in line with ethical standards, and to help interested parties better understand the ethical standards of such companies.

Article 2 Content of the code

Taking its individual circumstances and needs into consideration, the Company shall adopt a code of ethical conduct that addresses at least the following eight matters:

I. Prevention of conflicts of interest:

Conflicts of interest occur when personal interest intervenes or is likely to intervene in the overall interest of the company, as for example when a director, supervisor, or managerial officer of the Company is unable to perform their duties in an objective and efficient manner, or when a person in such a position takes advantage of their position in the Company to obtain improper benefits for either themselves or their spouse, or relatives within the second degree of kinship. The Company shall pay special attention to loans of funds, provisions of guarantees, and major asset transactions or the purchase (or sale) of goods involving the affiliated enterprise at which a director, supervisor, or managerial officer works. The Company shall establish a policy aimed at preventing the occurrence of conflict of interest, and shall offer appropriate means for directors, supervisors, and managerial officers to voluntarily explain whether there is any potential conflict between them and the company.

II. Minimizing incentives to pursue personal gain:

The company’s directors or managerial officers shall prevent the engagement in any of the following activities:

- (1) Seeking an opportunity to pursue personal gain by using company property

or information or taking advantage of their positions;

- (2) Obtaining personal gain by using company property or information or taking advantage of their positions;
- (3) Competing with the company. When the company has an opportunity for profit, it is the responsibility of the directors, supervisors, and managerial officers to maximize the reasonable and proper benefits that can be obtained by the company.

III. Confidentiality:

The Company's directors and managerial officers of the company shall be bound by the obligation to maintain the confidentiality of any information regarding the company itself or its suppliers and customers, except when authorized or required by law to disclose such information. Confidential information includes any undisclosed information that, if exploited by a competitor or disclosed, could result in damage to the company or the suppliers and customers.

IV. Fair trade:

The Company's directors and managerial officers shall treat all suppliers and customers, competitors, and employees fairly, and may not obtain improper benefits through manipulation, nondisclosure, or misuse of the information learned by virtue of their positions, or through misrepresentation of important matters, or through other unfair trading practices.

V. Safeguarding and proper use of company assets:

The Company's directors and managerial officers have the responsibility to safeguard company assets and to ensure that they can be effectively and lawfully used for official business purposes; any theft, negligence in care, or waste of the assets will all directly impact the company's profitability.

VI. Legal compliance:

The company shall comply to the Securities and Exchange Act and other applicable laws, regulations, and bylaws.

VII. Encouraging reporting on illegal or unethical activities:

The company shall raise awareness of ethics internally and encourage employees to report to a company managerial officer, chief internal auditor, or other appropriate individual upon suspicion or discovery of any activity in violation of a law or regulation or the code of ethical conduct. To encourage employees to report illegal conduct, the Company shall establish a concrete whistle-blowing system, allow anonymous complaints and make employees aware that the

company will use its best efforts to ensure the safety of whistleblowers and protect them from reprisals.

VIII. Disciplinary measures:

When a director or managerial officer violates the code of ethical conduct, the company shall select the law compliance for the case depending on the severity of the scenario or handle the matter in accordance with the disciplinary measures from the resolution during the meeting held by other members of the board, and shall without delay disclose on the Market Observation Post System (MOPS) the date of the violation by the violator, reasons for the violation, the provisions of the code violated, and the disciplinary actions taken. The violators against the code of ethical conduct may apply the remedies from general channels.

Article 3 Procedures for exemption

Any exemption for directors, supervisors, or managerial officers from compliance with the code be adopted by a resolution of the board of directors, and that information on the date on which the board of directors adopted the resolution for exemption, objections or reservations of independent directors, and the period of, reasons for, and principles behind the application of the exemption be disclosed without delay on the MOPS, in order that the shareholders may evaluate the appropriateness of the board resolution to forestall any arbitrary or dubious exemption from the code, and to safeguard the interests of the company by ensuring appropriate mechanisms for controlling any circumstance under which such an exemption occurs.

Article 4 Method of disclosure

The Company shall disclose the code of ethical conduct it has adopted, and any amendments to it, on its company website, in its annual reports and prospectuses and on the MOPS.

Article 5 Enforcement

The Company's Code of Ethical Conduct, and any amendments to it, shall enter into force after it has been adopted by the board of directors, and submitted to a shareholders meeting. The implementation date is March 30, 2017. First amendment was made on August 5, 2020.