

泰国投资机会指南

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一、信息标签

关键词：跨境投资并购、外商投资限制、泰国《外商经营法》

二、背景

Foreign-Investment Restriction

外商投资限制

Thailand regulates foreign participation in business through the Foreign Business Act B.E. 2542 (1999) (“FBA”) to safeguard national security, preserve cultural values, and protect domestic economic interests. The FBA prohibits foreign ownership in specific sectors and reserves certain business activities exclusively for Thai nationals or Thai majority-owned companies, except where specific permission is granted through licensing.

泰国通过《外商经营法》B.E. 2542(1999) (“外商经营法”) 对外国人参与商业活动进行监管，以维护国家安全，保护文化价值观，保护国内经济利益。外商经营法禁止外资在特定行业持股，并将某些商业活动专门留给泰国国民或由泰国人持有多数股份的公司，但颁发许可证的特许情况不在此限。

Under the FBA, any company incorporated in Thailand is classified as a "foreign company" if 50% or more of its shares are held by foreign individuals, foreign juristic persons, or companies incorporated in Thailand with foreign majority ownership (also known as foreign-owned companies). Such foreign companies must comply with the restrictions imposed by the FBA, including obtaining a license to operate any restricted business activities.

根据外商经营法，任何在泰国注册成立的公司，如果其 50% 或以上的股份由外国自然人、外国法人持有，或由在泰国注册并由外国人持有多数股份的公司(也称为外资公司)持有，则被视为“外国公司”。此等外国公司必须遵守外商经营法的限制，包括须凭许可证经营受限制的商业活动。

三、主要内容

The FBA classified restricted business activities into Three Lists, as follows:

外商经营法将受限制的商业活动划分至以下三类清单内：

List 1: Businesses strictly prohibited to foreigners for reasons of national sovereignty and security

清单 1：出于国家主权和安全的原因，严禁外国人经营的业务

List 1 includes business activities that are completely prohibited to foreign investors due to their critical importance to national sovereignty and security. These activities are reserved exclusively for Thai nationals.

清单 1 囊括了因对国家主权和安全至关重要而完全禁止外国投资者进行的商业活动。这些活动仅供泰国国民参加。

Examples: agriculture (e.g., rice farming, animal husbandry), land trading, media, and antiques trade.

例如：农业(如水稻种植、畜牧业)、土地交易、媒体和古董贸易。

List 2: Businesses restricted to foreigners due to national safety, public order, or significant impact on the economy, environment, or natural resources

清单 2：因对国家安全、公共秩序或对经济、环境或自然资源有重大影响而限制外国人经营的业务

Foreigners may operate businesses in List 2 only after

they have acquired permission from the Ministry of Commerce (“MOC”), with the approval of the Cabinet, provided that:

外国人只有在获得商务部(“商务部”)的许可并经内阁批准后, 才能经营清单 2 中的业务, 前提是:

(1)at least 40% of the capital of the foreign majority-owned companies is held by Thai nationals;
and

(2)外国持有多数股份的公司的至少 40%的资本由泰国人持有; 和

(3)

(4)at least two-fifths of the number of directors are Thai nationals.

(5)至少五分之二的董事是泰国公民。

(6)

Examples: domestic air transport, firearms production, and mining.

例如: 国内航空运输、枪支生产和采矿。

List 3: Businesses restricted to foreigners to protect cultural heritage, traditional crafts, and small

local enterprises

清单 3：为保护文化遗产、传统工艺和当地小型企业，限制外国人经营的业务

Foreigners may operate businesses in List 3 only after they have obtained permission from the Director-General of the Department of Business Development (“DBD”) of the MOC, with an approval of the Foreign Business Committee. The permission will be granted in the form of a Foreign Business License (“FBL”).

外国人只有在获得商务部商业发展司司长的许可，并经外商经营委员会批准后，才能经营清单 3 中的商业活动。许可将以《外商经营证》(“外商经营证”) 的形式授予。

Examples: construction, wholesale trading with capital less than THB 100 million, retail trading with capital less than THB 100 million, and all kinds of service business.

例如：建筑业、资本低于 1 亿泰铢的批发贸易业、资本不超过 1 亿泰铢的零售业、各种服务业。

Keynote: Foreign investors must carefully verify whether their planned activities fall under these restrictions, as non-compliance can result in legal penalties or compulsory divestment.

核心要点: 外国投资者必须仔细核实他们计划的活动是否受到这些限制，因为违反这些限制性规定可能会导致处罚或强制撤资。

Foreign Business License (FBL)

外商经营证(外商经营证)

Foreign-owned companies (defined as 50% or more foreign shareholding) wishing to engage in any of the restricted business activities under the FBA are required to obtain an FBL from the MOC through the Bureau of Foreign Business Administration (“BFBA”).

希望从事外商经营法所规定的任何限制性商业活动的外资公司(即50%或以上的股份由外国人持有)，必须经由外国工商管理局(“外国工商管理局”)自商务部获得《外商经营证》。

Key points about the FBL

外商经营证的关键点

- Minimum Capital

最低资本

- The minimum capital required for each restricted business under the FBL is 3 million Baht or 25% of the average of the first-3-year-operation estimated expenses for each business, whichever is higher.

外商经营证下每项受限制业务所需的最低资本为 300 万泰铢或每项业务运营的前 3 年期预估开支平均值的 25%，以较高者为准。

The minimum capital under the FBL must be fully paid-in before starting business operations.

外商经营证项下的最低资本必须在开始营业前全部缴清。

A capital increase to meet the minimum capital requirement may not be necessary if the foreign company has retained earnings and requests permission from the MOC to use such retained earnings to satisfy the minimum capital required for the approved business.

如果外国公司有留存收益，且商务部允许其使用留存收益来满足批准业务所需的最低资本，则无需增加资本以满足最低资本

要求。

- Trading business under the FBA

外商经营法下的贸易业务

- Purchasing activity in which goods are purchased either from overseas or domestic suppliers is not a restricted business activity under any of the three lists of the FBA. Therefore, an FBL is not required.
采购业务，无论是从海外或是国内供应商处购买货物，都不受外商经营法的三个清单所限。因此，无需外商经营证。

- Export in which goods are sold to any overseas customers is not a restricted business under the FBA. Therefore, an FBL is not required; however, a 2-MB minimum capital amount is required to operate export business.

出口业务，即向任何海外客户出售货物的出口业务不属于外商经营法中受限制的业务。因此，无需外商经营证；然而，经营出口业务最低需要 200 万泰铢的资本。

- Domestic sales under the FBA is categorized into retail

business (List Three (14)) and wholesale business (List Three (15)). Operation of which requires an FBL or a minimum registered capital of:

外商经营法下的国内销售业务分为零售业务(清单三第 14 项)和批发业务(清单三第 15 项)。其运营需要外商经营证或达到如下最低注册资本:

- at least THB 100 million for 5 retail business locations (THB 20 million for one additional business location)
- 5 个零售营业点至少 1 亿泰铢(每增加一个营业点需要 2000 万泰铢)

- at least THB 100 million for 1 wholesale business location (THB 100 million for one additional business location)
- 1 个批发营业地点至少 1 亿泰铢(每增加一个营业点需要 1 亿泰铢)

- Application Requirement

适用要求

An FBL is required for foreign-owned companies intending to operate a business listed under List 2 or List 3 of the Restricted Business categories.

经营限制性业务类别清单 2 或清单 3 所列业务的外资公司必须持有外商经营证。

Businesses under List 2 (involving national security, culture, or the environment) require Cabinet approval, and licenses are rarely granted in practice. Foreign investors targeting List 2 activities are typically advised to partner with Thai entities.

清单 2(涉及国家安全、文化或环境)下的业务需要内阁批准，在实践中很少授予许可证。拟从事清单 2 中业务活动的外国投资者通常建议与泰国实体合作。

The period for obtaining an FBL typically ranges from 3 to 6 months, depending on the complexity of the application, the type of business activity, and the completeness of the submitted documents. Delays may occur if additional clarifications or approvals are required.

获得外商经营证的期限一般需要 3 至 6 个月，具体取决于申请的复杂性、业务活动的类型和提交文件的完整性。如果需要额

外的澄清或批准，该期限可能会更长。

- Operating a Restricted Business without Permission

未经许可经营限制性业务

Foreigners undertaking any of the restricted business without obtaining permission from the MOC are in violation of the FBA and subject to the following penalties:

外国人未经商务部许可从事任何限制性业务的，属于违反外商经营法，并将承担如下法律责任：

- imprisonment of a term not exceeding three (3) years:

or

三年以下有期徒刑：或

- fine between THB 100,000 and THB 1 million; or

罚款 10 万泰铢至 100 万泰铢；或

- both

两者并罚

In addition, the Court may order a stoppage of the business

operation, the dissolution of the business, or a cessation of the foreign shareholding or partnership, as the case may be. Any person who violates the Court's order shall be subject to a daily fine ranging from 10,000 to 50,000 Baht for the entire duration of the violation.

此外，法院可根据具体情况下令停业、解散或终止外国持股或合伙企业。任何违反法院命令者，在整个违法期间将被处以每日 1 万至 5 万泰铢的罚款。

Keynote: Obtaining an FBL is essential for foreign-owned companies seeking to operate restricted business activities under the FBA. However, approval is discretionary and granted on a case-by-case basis, often with limitations. These may include restrictions on the type of customers served, the use of specific trade names, or permission to operate only within narrowly defined product categories as declared in the application. As such, even with FBL approval, a foreign company may not enjoy full operational freedom in its licensed business activities.

核心要点：对于需要在外商经营法下开展受限商业活动的外资公司而言，获得外商经营证至关重要。然而，该证是根据具体情况基于自由裁量而授予的，且通常有限制。这些限制可能包括对所服务客户类型

的限制、特定商品名称的使用，或仅允许在申请中声明的产品品类范围内运营。因此，即使获得外商经营证，外国公司在其许可的业务活动中也可能无法享有完全的经营自由。

The Board of Investment (BOI)

投资促进委员会(BOI)

The Thailand Board of Investment (“BOI”) is a government agency responsible for promoting investment in Thailand. The BOI offers a range of incentives, both tax and non-tax, to domestic and foreign investors to encourage investment in key sectors that align with Thailand’s economic and development goals. These incentives aim to enhance the country’s competitiveness, support innovation and technology transfer, promote regional development, and advance Thailand toward becoming a high-value, innovation-driven economy.

泰国投资促进委员会(“投资委员会”)是一个负责促进泰国投资的政府机构。投资委员会为国内外投资者提供一系列税收和非税收激励措施，以鼓励对与泰国经济和发展目标相一致的关键领域进行投资。这些激励措施旨在提高该国的竞争力，支持创新和技术转让，促进区域

发展，并推动泰国成为高价值、创新驱动的经济体。

B0I promotions are designed to attract investments in industries that contribute to national development, especially those involving advanced technology, environmental sustainability, human capital development, and regional diversification.

投资委员会的投资促进政策旨在吸引有益于国家发展的行业的投资，特别是那些涉及先进技术、环境可持续性、人力资本开发和区域多样化的行业。

Eligible Activities for B0I Promotion

投资委员会所支持的业务

The B0I categorizes eligible business activities into several priority sectors. Some of the key promoted activities include:
投资委员会将符合条件的商业活动分为几个优先部门。一些主要的投资促进活动包括下列：

Sector	Examples of Promoted Activities
部门	投资促进活动举例

1. Advanced Technology & Innovation	- Research and development (R&D)
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1. 先进技术与创新

研发

- Biotechnology

生物技术

- Nanotechnology

纳米技术

- Automation and robotics

自动化和机器人技术

- Artificial intelligence

(AI) and digital platforms

人工智能 (AI) 和数字平台

2. Manufacturing

2. 制造

- Automotive and electric vehicles (EVs)
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汽车和电动汽车 (EVs)

- Electronics and electrical appliances

电子和电器设备

- Aerospace components

航空航天零部件

- Machinery and parts

机械及零件

	- Medical devices
	医疗仪器
3. Agriculture and Biotechnology	- Agro-processing
	农产品加工
3. 农业和生物技术	- Plant and animal breeding
	动植物育种
	- Food innovation
	食品创新
	- Agricultural waste utilization
	农业废弃物利用
4. Healthcare and Medical Services	- Hospitals and specialty clinics
4. 医疗保健和医疗服务	医院和专科诊所
	- Health rehabilitation centers
	健康康复中心
	- Pharmaceutical production
	药品生产
	- Medical tourism-related services
	医疗旅游相关服务

5. Environmental and Renewable Energy	- Renewable energy generation (solar, wind, biomass)
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5. 环境和可再生能源	可再生能源发电(太阳能、风能、生物质能)
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- Energy efficiency systems

能源效率系统

- Waste recycling and water management
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废物回收和水资源管理

6. Digital and Creative Industries	- Software development
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6. 数字和创意产业	- Animation and game development
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动画和游戏开发

- Data centers and cloud services

数据中心和云服务

- Fintech and blockchain

金融科技和区块链

7. Education and Human Resource Development	- International schools and universities
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7. 教育和人力资源开发	国际学校和大学
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		- Vocational training centers
		职业培训中心
		- STEM-related educational services
		STEM 相关教育服务
8. Infrastructure and Logistics		- Inland container depots (ICDs)
8. 基础设施和后勤		内陆集装箱仓库
		- Smart industrial estates
		智能工业园区
		- Logistics and distribution centers
		物流配送中心
		- Port and airport services
		港口及机场服务
9. Tourism and Lifestyle		- Ecotourism and cultural tourism
9. 旅游和生活方式		生态旅游和文化旅游
		- High-end wellness resorts
		高端疗养胜地
		- Film production
		电影制作

B0I Promotion Procedures

投资委员会适用的申请程序

To obtain investment promotion privileges from B0I, investors must follow the formal application process. Below is a step-by-step summary of the procedures:

要获得投资委员赋予的投资优惠政策，投资者必须遵循正式的申请程序。以下是程序的具体步骤：

1. Project Preparation

项目准备

The applicant prepares the project plan, ensuring it aligns with one of the B0I's eligible activities and meets specific requirements.

申请人准备项目计划，确保其与投资委员会支持的业务活动保持一致，并满足特定要求。

2. Online Application Submission

在线提交申请

Submit the application through the BOI ' s online e-investment platform which includes project details, such as, nature of the business, investment capital, employment plans, machinery and technology used, environmental impact (if applicable)

通过投资委员会的在线电子投资平台提交申请，其中包括项目详细信息，如业务性质、投资资本、用工计划、使用的机械和技术、环境影响(如适用)

3. Interview and Clarification

访谈和澄清

BOI officers review the application and may schedule a project presentation or interview to discuss the business plan in more detail. The applicant must provide any additional documents or clarifications requested.

投资委员会官员审查申请，并可能安排项目介绍或面谈，以更详细地讨论商业计划。申请人须提供其所要求的任何额外文件或澄清。

4. Approval Process

审批流程

- Small projects (investment < THB 200 million): BOI processes and approves internally.

小型项目(投资<2 亿泰铢): 投资委员会内部处理和批准。

- Large projects ($\geq$ THB 200 million): Must be submitted to the BOI Sub-committee or the Board of Investment for approval.

大型项目($\geq$ 2 亿泰铢): 必须提交投资委员会分会或投资促进委员会批准。

Approval Timeline: 40 to 90 days, depending on the complexity and size of the project.

审批时间: 40 至 90 天, 具体取决于项目的复杂性和规模。

5. Promotion Certificate Issuance

证书颁发

Once approved, the investor must confirm acceptance of the conditions and submit supporting documents. The BOI Promotion Certificate is issued, usually within 10 working days after all documents are received.

一旦获得批准，投资者必须确认接受条件并提交证明文件。BOI 证书通常在收到所有文件后 10 个工作日内颁发。

6. Project Implementation and Reporting

项目实施和报告

The company proceeds with project implementation (e.g., company registration, land acquisition, machinery import). Regular reports must be submitted to the BOI regarding project progress, capital investment, and employment.

公司实施项目(如公司注册、土地征用、机械进口)。必须定期向投资委员会提交有关项目进度、资本投资和用工情况的报告。

Keynote: The BOI foreign investors an alternative pathway to operate restricted business activities under the FBA, allowing for 100% foreign ownership without the need for an FBL. However, investors must first determine whether their intended business activity qualifies as a BOI-promoted business. Careful structuring of the business model is essential to meet the BOI criteria and fully benefit from the wide range of incentives, including tax privileges, relaxed ownership rules, and streamlined visa and work permit procedures. This makes BOI

promotion one of the most strategic and flexible options for long-term foreign investment in Thailand.

核心要点：投资委员会为外国投资者在外商经营法下经营受限制的商业活动提供了另一种途径，允许 100%外资持股而无需外商经营证。然而，投资者必须首先确定他们预计开展的商业活动是否符合投资委员会所支持的业务。仔细构建商业模式对于满足投资委员会的标准并从广泛的激励措施中充分受益至关重要，包括税收优惠、放宽所有权规则以及简化的签证和工作许可程序。这使得投资委员会优惠政策成为泰国长期外国投资最具战略性和灵活性的选择之一。

Incorporation of a Wholly Foreign-Owned Company in Thailand

在泰国注册一家外商独资公司

For non-Thai investors, the most preferred structure for doing business in Thailand is to establish a 100% foreign-owned private limited company, as it allows full control over ownership, management, and the distribution of returns through dividend payments.

对于非泰国投资者来说，在泰国开展业务的最优选结构是建立一家 100%外资持股的私人有限公司，因为该结构可以完全控制、管理公司

并通过股息分配获取回报。。

However, 100% foreign ownership is subject to the requirements of the FBA. This means that a foreign-owned company must either:
但是, 100%的外资持股须符合外商经营法的要求。这意味着外资公司必须:

- operate in a non-restricted business sector (i.e., not listed under the FBA' s restricted activities); and/or\ 在非限制性商业领域运营(即未列入外商经营法的限制性活动); 和/或

- obtain an FBL from the MOC to legally operate a Restricted Business; and/or 从商务部获得外商经营证, 以合法经营受限制的业务; 和

- receive investment promotion from the BOI which allows exemption from certain FBA restrictions. 从投资委员会获得投资优惠, 以豁免某些外商经营法下的限制。

It is important to note that a single company can combine any of these 3 pathways, depending on the nature of its business

activities. For example, one business activity of a company may operate under the BOI promotion, while another may require an FBL or fall outside FBA restrictions entirely.

值得注意的是，一家公司可以根据其业务活动的性质，将这 3 种途径结合使用。例如，一家公司的一项业务活动可能在投资委员会的优惠政策下运营，而另一项可能需要凭外商经营证经营或完全不受外商经营法限制。

Capital requirements and timing of injection

资本要求和出资时间

The minimum capital requirement for a foreign-owned company in Thailand depends primarily on whether the business activity is classified as restricted under the FBA and whether the company received promotion from the BOI.

外资公司的最低资本主要取决于该业务活动是否属于外商经营法下的限制性业务，以及该公司是否获得了投资委员会的优惠政策。

1) Non-BOI Company (subject to the FBA)

不享受投资委员会优惠政策的公司(受外商经营法约束)

Unrestricted Activities (Not listed under the FBA)

不受限制的活动(未列入外商经营法)

- A minimum of THB 2 million in registered capital (fully paid) is required.

注册资本至少为 200 万泰铢(已全额支付)。

- This capital must be injected before the company begins operations.

该资本必须在公司开始运营之前完成出资。

Restricted Activities (Requiring an FBL)

受限活动(需要外商经营证)

- The minimum capital requirement (fully paid) is the greater of:

最低资本要求(全额支付)为以下两者中的较高者:

- THB 3 million per restricted activity (fully paid); or
每项受限活动 300 万泰铢(全额支付); 或
- 25% of the company' s estimated average expenses for the first three years of operation.

公司运营后的前三年预计平均费用的 25%。

2) B0I-Promoted Companies

享受投资委员会优惠政策的公司

B0I-promoted companies must meet the B0I' s own capital thresholds which are based on the promoted activity. The capital must be sufficient to implement the approved investment project and may be subject to B0I review and verification during the implementation phase.

享受投资促进委员会优惠政策的公司必须达到该会设定的资本门槛。资金必须足够用于实施批准的投资项目，并在实施阶段接受该会的审查和核实。

In general, the minimum capital requirement is 1 million Thai Baht, unless a higher amount is specified for a particular promoted category.

一般来说，最低资本要求为 100 万泰铢，除非特定类别需适用更高的金额。

Keynote: If a company engages in a combination of restricted and unrestricted activities and/or is partially promoted by the

BOI, the capital requirements for each activity must be calculated separately and then combined. The total registered capital must be fully injected prior to commencing business operations—typically before the issuance of the Foreign Business License (FBL) and/or BOI promotion certificate, as applicable.

核心要点：如果一家公司同时从事限制性和非限制性活动的组合和/或存在部分享受投资委员会优惠政策业务，则每项活动的资本要求必须分别计算，然后合并汇总。全部注册资本必须在开始业务运营之前全部注入，通常是在颁发外商经营证和/或 BOI 证书之前(如适用)。

Visa and Work Permit Requirements

签证和工作许可要求

Under the Foreigners' Working Management Emergency Decree B.E. 2560 (2017), as amended, foreign nationals who intend to work in Thailand, whether employed by a Thai or foreign-owned company, are required to obtain a work permit before commencing any employment or professional activity.

根据经修订的《外国人工作管理紧急法令》B.E.2560(2017)，拟在泰

国工作的外国公民，无论是受雇于泰国公司还是外资公司，在开始任何就业或专业活动之前，都必须获得工作许可证。

Visa Requirements

签证要求

Foreigners planning to work or stay long-term in Thailand must first obtain a valid Non-Immigrant Visa, most commonly the Non-Immigrant “B” (Business) Visa, prior to entering Thailand. This visa is appropriate for employment, conducting business and attending business meetings in Thailand.

计划在泰国长期工作或长期居留的外国人在进入泰国之前，必须首先获得有效的非移民签证，最常见的是非移民“B”（商务）签证。此签证可用于在泰国就业、经商和参加商务会议。

Accompanying family members should also apply for the appropriate dependent visa types, such as the Non-Immigrant “O” Visa.

随行家庭成员还应申请适当的家属签证类型，如非移民“O”签证。

Work permits

工作许可证

The issuance of work permits is closely tied to the company's registered capital and the number of Thai employees hired based on prescribed ratios. However, exceptions apply to companies promoted by the BOI, which may receive work permit and visa facilitation without being subject to standard capital and employment thresholds.

工作许可证的发放与公司的注册资本和按法定比例雇用的泰国员工人数密切相关。不过，享受投资委员会优惠政策的公司可以获得工作许可和签证的优惠，不受标准资本和就业门槛的限制。

General Work Permit Requirements for Non-BOI Companies

不享受投资委员会优惠政策的公司的一般工作许可要求

Requirements

必要条件

Minimum	Registered	THB 2 million per foreign employee
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Capital	每位外籍员工 200 万泰铢
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最低注册资本

Thai	Employee	At least 4 full-time Thai employees per
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Requirement	foreign employee
泰国员工要求	每名外籍员工至少有 4 名全职泰国员工
Company Type	Applies to non-B0I promoted companies
公司类型	适用于未享受投资委员会优惠政策的公司
Penalties	Working without a valid work permit
处罚	无有效工作许可工作 - Imprisonment for up to 5 years; and/or - 最高可判处 5 年监禁；和/或 - A fine ranging from THB 2,000 to THB 100,000; and - 罚款 2,000 至 100,000 泰铢；以及 - Deportation with a 2-year re-entry ban after serving sentence or paying the fine - 服刑或缴纳罚款后，将被驱逐出境且 2 年内禁止再次入境 (Section 31 of the Foreigners' Working Management Decree B.E. 2560 (2017) Decree)

(《外国人工作管理法令》 B.E.2560 (2017)
第 31 条)

Employing a foreigner without a work
permit

雇用无工作许可的外国人

- A fine from THB 10,000 to 100,000 per foreign employee (Section 32 of the Foreigners ' Working Management Decree B.E. 2560 (2017) Decree)
- 每名外国员工处以 10,000 至 100,000 泰铢罚款 (《外国人工作管理法令》 B.E.2560 (2017) 第 32 条)
- Repeat offenders may face stricter penalties, including suspension of business operations or blacklisting from sponsoring future work permits
- 屡犯者可能面临更严厉的处罚，包括暂停营业或被列入未来工作许可黑名单

Keynote: For non-BOI companies, the work permit process is

closely tied to the company's registered capital, legal structure, and ratio of Thai to foreign employees. In contrast, B0I-promoted companies benefit from streamlined procedures: they are exempt from minimum capital and staffing ratio requirements, provided they can demonstrate that the foreign employee's role is essential to the B0I-promoted business. Additionally, the B0I offers fast-track visa and work permit facilitation, significantly reducing processing time.

核心要点：对于不享受投资委员会优惠政策的公司，工作许可程序与公司的注册资本、法律结构和泰国员工与外国员工的比例密切相关。相比之下，获得投资委员会优惠政策的公司可享受简化程序：只要他们能够证明外国员工的角色对投资委员会所批准的业务至关重要，他们就可以免于遵守最低资本和人员配置比例要求。此外，投资委员会还为其提供快速签证通道和工作许可便利，大大缩短了办理时间。

Incorporation of Joint Venture

成立合资企业

A joint venture (JV) in Thailand is typically established in the form of a private limited company, which under Thai law

requires a minimum of two shareholders.

泰国的合资企业(合资企业)通常以私人有限公司的形式成立,根据泰国法律,此类公司需要至少两名股东。

If the foreign shareholding is 50% or more, the company is classified as a foreign majority-owned company under the FBA and is restricted from engaging in business activities listed under the Three Lists, unless it obtains an FBL or receives BOI promotion.

外资持股比例达到或超过 50%的公司将属于外商经营法下的外资控股公司,会被限制从事“三大清单”所列的商业活动,除非其获得外商投资许可或获得投资委员会的优惠政策。

Alternatively, the JV can be structured with minority foreign ownership (e.g., 49% foreign / 51% Thai), allowing the company to qualify as Thai-owned under the FBA and operate without those restrictions.

或者,合资企业可以采用外资持少数股权的结构(例如,49%的外资股权对 51%的泰国股权),使公司根据外商经营法成为由泰国人所有的公司,这时该等公司的运营即不受前述清单限制。

Finding a trusted Thai partner for joint investment is a

critical step and should be approached carefully to ensure alignment in both business goals and legal compliance.

找到一个值得信赖的泰国合作伙伴进行合资是一个关键步骤，该步骤应谨慎，以确保商业目标和法律合规性保持一致。

Practical steps to identify and evaluate a reputable Thai partner are:

识别和评估信誉良好的泰国合作伙伴的实务步骤是：

1. Professional Networks and Referrals

专业机构和推荐

- Use introductions through law firms, accounting firms, or investment advisors based in Thailand.

通过泰国的律师事务所、会计师事务所或投资顾问进行介绍。

- Seek referrals from industry associations or foreign chambers of commerce

向行业协会或外国商会寻求推荐

2. Board of Investment (BOI)

投资委员会

The Thailand BOI provides investor matchmaking services and may assist in identifying Thai partners for BOI-promoted projects.

泰国投资委员会提供投资者配对服务，并可协助物色所涉项目的泰国合作伙伴。

3. Thai Chamber of Commerce / Federation of Thai Industries

泰国商会/泰国工业联合会

These organizations maintain directories of Thai companies and can help facilitate business introductions.

这些组织有泰国公司的名录，可以协助牵线搭桥。

4. Business Matching Events and Trade Fairs

商务对接活动和贸易展览会

- Attend Thai trade exhibitions or investment forums

参加泰国贸易展览或投资论坛

- Participate in sector-specific B2B matchmaking events.

参与特定行业的企业之间的对接活动。

5. Due Diligence

尽职调查

Before finalizing a joint venture:

在最终进行合资之前：

- conduct a due diligence (company background, legal compliance, litigation history, financials).

进行尽职调查(公司背景、法律合规性、诉讼历史、财务状况)。

- review their reputation, track record, and alignment of interests.

审查他们的声誉、业绩记录和利益一致性。

- engage a reliable Thai legal or advisory firm to assist with background checks and structuring.

聘请可靠的泰国法律或咨询公司协助进行背景调查和结构化。

Keynote (JV): For joint ventures, the structuring of

shareholding, types of shares, management and control rights, and entitlement to returns should be clearly agreed upon in the Joint Venture Agreement (JVA). These agreed terms must also be properly reflected in the Articles of Association (AoA) of the JV company to ensure enforceability and alignment with Thai corporate law.

核心要点 (JV)：对于合资企业，股权结构、股份类型、管理权和控制权以及收益权应在合资协议中明确约定。这些商定的条款也必须适当反映在合资公司的公司章程中，以确保其具有可执行性并符合泰国公司法。

Company Governance

公司治理

Effective company governance ensures lawful, transparent, and efficient management in Thailand. Compliance with Thai laws, especially the Civil and Commercial Code, is vital to protect stakeholders and support sustainable growth. This section highlights key governance principles under Thai law.

在泰国，有效的公司治理可确保合法、透明和高效的管理。遵守泰国

法律，特别是《民法典》，对于保护利益相关者和支持可持续增长至关重要。本节重点介绍泰国法律规定的关键治理原则。

Qualification of Directors

董事资格

Directors of a Thai company may be either Thai or foreign nationals. Directors of a private limited company must be at least 17 years old and must not be under any legal prohibition from acting as directors, such as bankruptcy or criminal conviction.

泰国公司的董事可以是泰国人也可以是外国人。私人有限公司的董事必须年满 17 岁，且未被任何法律禁止担任董事，例如破产或刑事犯罪的情况下不得担任董事。

Foreign directors are not required to hold shares in the company; however, if they participate in management or operations within Thailand, they must obtain a valid visa and work permit in accordance with the Foreigners' Working Management Decree B.E. 2560 (2017). Additionally, the company's Articles of Association (“AoA”) may impose further qualifications or restrictions on directors, provided these are consistent with

Thai law.

外国董事不要求持有公司股份；但是，如果他们在泰国境内参与管理或运营，他们必须根据《外国人工作管理法令》B.E.2560(2017)获得有效的签证和工作许可证。此外，公司的章程(“章程”)可以对董事进一步设定资格或限制，但前提是这些资格或限制符合泰国法律。

Directors are bound by fiduciary duties to act in the best interests of the company, including duties of loyalty, care, and diligence. A breach of these duties can result in personal liability.

董事因负担受委托人之义务，应以公司的最佳利益行事，包括忠诚、谨慎和勤勉的义务。违反这些义务可能需要其个人承担责任。

Relationship Between Shareholding Ratio and Dividend Rights

持股比例与股息分配权的关系

Under Thai Civil and Commercial Code, dividends are generally distributed to shareholders proportionally to their shareholding ratio, meaning the percentage of shares they own in the company. However, companies may issue different classes of shares, such as, ordinary shares and preferred shares with distinct dividend rights if so provided in the company's AoA.

For example, preferred shares may receive a fixed dividend or priority over ordinary shares in dividend distribution.

根据《泰国民商法典》，股息通常按股东持股比例分配给股东，即按股东在公司中所持股份的百分比分配。但是，如果公司的章程中有规定时，公司可以发行不同类别的股票，例如普通股和具有特别股息权的优先股。例如，在股息分配中，优先股可能会获得固定股息或优先于普通股进行分配。

While shareholders may enter into agreements that modify dividend entitlements, such arrangements must comply with applicable laws and be properly reflected in the Company' s AoA to avoid shareholders' disputes.

虽然股东可以通过协议修改股息分配权，但此类安排必须符合所适用的法律，并适当写入公司章程中，以避免股东纠纷。

Dividend Declaration

股息分配的决定

Before a company can distribute dividends to its shareholders, certain legal requirements must be met to ensure responsible profit sharing:

在公司向股东分配股息之前，必须满足某些法律要求，以确保负责任

的利润分配：

- 1) A private limited company may pay dividends to its shareholders only from the profits. No dividend may be authorised if the company suffers a loss

私人有限公司只能从利润中向股东分配股息。公司亏损时，不得分配股息；

- 2) Dividends declaration must be authorised by a general meeting of shareholders. However, the Board of Directors may declare interim dividends, if the company has enough profits;

股息分配的宣布必须经股东大会授权。但是，如果公司有足够的利润，董事会可以决定分配中期股息；

- 3) Every time when dividend payment is declared, the company must set aside a legal reserve at least 5% of the company's profits until its legal reserve reaches 10% of the registered capital; and

每次决定分配时，必须提取至少公司利润的 5% 作为法定公积金，直至法定公积金达到注册资本的 10%；和

4) Dividends must be paid within one month from the date of its declaration or approval.

股息必须在作出决定或批准之日起一个月内支付。

Dividend Declaration must comply with the company' s AoA and any shareholder agreements.

股息分配的决定必须符合公司的章程和股东协议。

Keynote: Proper governance frameworks that align the law, shareholders' agreements, relevant contracts, and the company' s AOA provide a well-structured foundation to support sustainable business growth, minimize the risk of disputes, and ensure regulatory compliance, including financial reporting and protection of shareholder rights.

核心要点：与法律、股东协议、相关合同和公司章程保持一致的适当的公司治理结构，为业务可持续增长、最大限度地降低纠纷风险和确保监管合规(包括财务报告和股东权利保护)提供了良好的基础结构。

Land acquisition and construction

土地征用和建设

The ownership and possession of land are governed by the Land Code, B.E. 2497 (1954), the Ministry of Interior's Regulations issued thereunder and the Civil and Commercial Code.

土地的所有权和占有权受《土地法》B.E.2497(1954)、内政部根据该法颁布的条例以及《民商法典》的管辖。

Time-Length for Holding the Land

持有土地的期限

Foreign individuals are generally prohibited from owning land in Thailand, except under limited exceptions (e.g., BOI-promoted projects, certain treaties). Foreign-owned companies may acquire land only for business use and only with specific approval, such as from the BOI. Land can be held as long as the approved business continues operations.

外国自然人通常不得在泰国拥有土地，但也有少数例外情况(例如，享受投资委员会优惠政策的项目、适用某些条约的情况)。外资公司只有在获得如投资委员会等特别批准的情况下，才能获得商业用地。只要批准的企业在经营，土地就可以一直持有。

Planning and Auction (if applicable)

土地规划和拍卖(如适用)

Land acquisition may involve public auction (e.g., for government or industrial estate land) or private sale. For BOI-promoted projects, land may be allocated through industrial estates or designated investment zones. Proper due diligence and zoning checks are required before acquisition.

土地可能经由公开拍卖(例如,政府或工业用地)或私人出售的方式取得。对于享受投资委员会优惠政策的项目,可以由工业区或指定的投资区分配土地。土地取得前需要进行适当的尽职调查和分区检查。

Construction Requirements

施工要求

Construction must comply with the Building Control Act B.E. 2522 (1979) and local zoning laws. A construction permit must be obtained from the local authority. Environmental or EIA approvals may be needed for larger developments. BOI-promoted projects may benefit from expedited approval processes.

施工必须符合《建筑控制法》B.E.2522(1979)和当地分区法。必须从地方当局获得施工许可证。较大的开发项目可能需要环境或环境影响评估批准。享受投资委员会优惠政策的项目可以享受快速审批程序。

Keynote: Conducting a thorough land appraisal and due diligence is crucial before acquisition. Accurate land appraisal ensures a fair market value is paid, preventing overpricing or undervaluation that can impact investment returns. Comprehensive due diligence (including verifying land title, ownership history, zoning restrictions, encumbrances, and legal compliance) helps identify potential risks such as disputes, environmental issues, or regulatory obstacles. This process safeguards investors from future legal complications and financial losses, ensuring a secure and compliant land acquisition aligned with business objectives.

核心要点：在收购之前，进行彻底的土地评估和尽职调查至关重要。准确的土地评估可确保按公平的市场价值支付，防止可能影响投资回报的高估或低估值。全面的尽职调查(包括核实土地所有权、所有权历史、分区限制、产权负担和法律合规性)有助于识别潜在风险，如纠纷、环境问题或监管障碍。这些操作将保护投资者免受未来法律纠纷和财务损失的影响，确保土地的取得既安全合规又契合商业目标。

Thailand Employment Law

泰国劳动法

The Thai employment law system consists of statutes, ministerial regulations, and administrative orders. The key legislation includes the Labor Relations Act B.E. 2518 (1975), the Labor Protection Act B.E. 2541 (and its amendments), and the Civil and Commercial Code B.E. 2535 (1992) (and its amendments).

泰国就业法律体系由成文法、部级条例和行政命令组成。主要立法包括《劳动关系法》B.E.2518(1975)、《劳动保护法》B.E.2541(及其修正案)和《民商法典》B.E.2535(1992)(及其修正案)。

Definition of employer

雇主的界定

According to Thai employment law, both entities and individuals can be employers. For instance, an individual who hires employees for a production process or business operation becomes the employer of them under the law.

根据泰国就业法，机构和个人都可以成为雇主。例如，为生产或业务运营雇佣员工的个人即依法成为雇主。

Employment contracts

劳动合同

In Thailand, an employment contract is not legally required to be in writing for it to be valid; a verbal agreement and commitment to work can constitute a binding employment relationship. However, a written employment contract is strongly recommended to clarify rights and responsibilities of both the employer and the employee, including key terms such as job responsibilities, compensation, working hours, benefits, leave entitlements, and termination conditions. A well-drafted written contract also helps prevent misunderstandings, provides legal clarity in the event of a dispute, and serves as critical evidence in labor proceedings. This is especially important when employing foreign nationals, where documentation is often required for work permit and visa applications.

在泰国，法律上不要求劳动合同必须以书面形式签署才生效；口头协议和工作承诺均可以构成具有约束力的雇佣关系。然而，我们强烈建议签订书面劳动合同，明确雇主和员工的权利和责任，包括工作责任、薪酬、工作时间、福利、休假权利和终止条件等关键条款。一份制作良好的书面合同还有助于防止误解，发生争议时在法律上较为清晰，

并可在劳动争议中作为关键证据。书面合同在雇用外国公民时尤为重要，因为他们通常需要文件用于申请工作许可证和签证。

Both fixed-term and indefinite employment contract are permitted and recognized under the Thai labour law. However, fixed-term contracts are limited to certain situations, such as for seasonal work or clearly defined project with a specified start and end date. Indefinite contracts are more commonly used in practice.

泰国劳动法允许并承认固定期限劳动合同和无固定期限劳动合同。然而，定期合同仅限于某些情况，例如季节性工作或明确规定开始和结束日期的项目。在实践中，无固定期限合同更为常见。

A fixed-term employment contract may be treated as an indefinite contract by law if the duration of employment is ambiguous and the nature of the work is ongoing, not seasonal. In such cases, the employee may be entitled to protections normally reserved for indefinite employment, in particular, statutory severance pay.

如果雇佣期限不明确，工作性质是持续进行的而不是季节性的，法律可能会将固定期限劳动合同视为无固定期限劳动合同。在这种情况下，员工可能有权获得通常为无固定期限劳动合同项下的权利，特别是法

定遣散费。

Employers may include a probationary period in the employment contract. However, if the employee works for 120 days or more, they are entitled to severance pay if terminated without cause. Consequently, many employers cap probationary periods at 119 days. Regardless of the probation period, fair treatment and proper termination procedures must be observed.

雇主可以在劳动合同中约定试用期。但是，如果员工已工作 120 天或更长时间，如果雇主无故终止劳动合同的，员工有权获得遣散费。因此，许多雇主将试用期限限制在 119 天。无论试用期长短，都必须符合公平待遇和适当的终止程序。

Social Security

社会保障

The Social Security Act applies to every employer. A Social Security Fund is established under the Act and the government, the Employer and the employee are required to contribute to this fund at specified rates. Social security is compulsory for the employees aged between 15 to 60 years, with some exceptions (such as temporary employees in certain capacities, government

officers, students working part-time, and specific other categories).

《社会保障法》适用于所有雇主。根据该法案设立了一个社会保障基金，政府、雇主和员工必须按规定的费率向该基金缴款。对 15 至 60 岁的员工而言社会保险是强制性缴纳的，但也有一些例外情况(如某些职位的临时员工、政府官员、兼职学生和特定的其他类别)。

Employers who hire one or more employees shall register both themselves and their employees with the Social Security Office (“SSO”) within 30 days from the employee’ s first day of employment. Monthly contributions are due by the 15th of the following month.

雇佣一名或多名员工的雇主应在员工入职第一天起的 30 天内向社会保障办公室(“SSO”)登记自己和员工。每月缴款应在下个月 15 日前缴纳。

Contribution Rates (capped at THB 15,000 salary):

缴费率(上限月工资为 15,000 泰铢):

- Employers: 5% of the employee’ s monthly salary (up to THB 750)

雇主：按员工月工资的 5%(最高泰铢) 750)

- Employees: 5% of their monthly salary (up to THB 750)

员工：按月工资的 5%(最高可达泰铢) 750)

- Government: 2.75% of the monthly salary (up to a prescribed salary cap)

政府：月工资的 2.75%(不超过规定的工资上限)

The Social Security Fund provides a range of benefits to employees, covering both work-related and non-work-related situations. These benefits include medical care, unemployment compensation, disability allowances for work or non-work-related disabilities, maternity leave benefits, child support, and old-age pensions.

社会保障基金为员工提供一系列福利，涵盖与工作相关和无关的情况。这些福利包括医疗保险、失业救济、与工作有关或无关的残疾津贴、产假福利、子女抚养费和养老金。

Work rules

工作规则

Under Chinese labor law, work rules or regulations are not

mandatory. However, Thai labor law provides that the employers must stipulate and publicize the written work rules when they hire 10 or more employees and these rules must take effect within 15 days of the tenth employee was enrolled. The working rules shall stipulate, in Thai, regular working time, overtime, holidays, severance pay and disciplinary measures.

根据中国劳动法，规章制度不是强制性的。然而，泰国劳动法规定，当雇主雇用 10 名或 10 名以上员工时，必须制订并公布书面规章制度，这些规章制度必须在第 10 名员工入职后 15 天内生效。规章制度应规定正常工作时间、加班、假期、遣散费和纪律处分，并以泰文书就。

Rest time on business days

工作日的休息时间

The standard working hours are capped at 8 hours each day and 48 hours a week. Employees are entitled to a rest period for at least one hour if they have worked for five consecutive hours. This one-hour rest period can be allocated to any time within the day as agreed between employer and employees or according to company policy.

标准工作时间上限为每天八小时，每周四十八小时。如果员工连续工作五个小时，他们有权休息至少一个小时。此一小时的休息时间可根

据雇主和员工之间的约定或公司政策分配到一天中的任何时间。

Overtime

加班

Overtime is subject to the prior consent of the employee unless, to the extent permitted by law or on an emergent event, the work must consecutively continue for avoidance of losses.

加班须经员工事先同意，然而在法律允许的范围内或在紧急情况下，为避免损失，工作必须连续进行的情况下除外。

For overtime lasting more than 2 consecutive hours, employees are entitled to a rest break of at least 20 minutes before starting the overtime work. Overtime must not exceed 36 hours per week in total.

对于超过 2 小时的连续加班，员工有权在开始加班前至少休息 20 分钟。加班时间每周总计不得超过 36 小时。

Leaves

休假

- Annual Leave: Employees are entitled to obtain at least 6 days

of paid annual leave after completing one full year of employment. The timing of annual leave can be decided by the employer in advance or negotiated by the parties.

年假：员工在工作满一年后，有权获得至少 6 天的带薪年假。休年假的时间可以由雇主提前决定，也可以由双方协商确定。

- Sick Leave: every employee is entitled to at least 30 days of paid sick leave per year.

病假：每位员工每年有权享受至少三十天的带薪病假。

- Personal Leave: Thai labor law does not specifically mandate paid personal leave separate from sick or annual leave. However, employees are entitled to at least 3 days of unpaid leave for personal matters.

事假：泰国劳动法没有明确规将带薪事假与病假或年假分开。但是，员工有权因个人事务至少享受三天的无薪假期。

- Maternity leave: female employees are entitled to 98 days of maternity leave, which includes 45 days of paid leave covered by social security benefits. This period also counts weekly rest days and public holidays.

产假：女性员工有权享受九十八天的产假，其中包括 45 天的社会

保障项下的福利带薪假期。该假期内包括每周的休息日和公共假期。

Employers cannot require pregnant employees to work between 10:00 p.m. and 6:00 a.m. or perform overtime during pregnancy, even with employee consent.

雇主不能要求怀孕的员工在晚上 10 点到早上 6 点之间工作，也不能在怀孕期间加班，即使得到员工的同意亦不可为之。

The dismissal of a pregnant employee is prohibited from the start of pregnancy until 90 days after childbirth, unless termination is due to gross misconduct

从怀孕开始到分娩后 90 天内，禁止解雇怀孕员工，除非是基于员工严重不当行为进行的解雇。

- Sterilization Leave: Employees who undergo sterilization are entitled to leave with pay for up to 3 days for the procedure and recovery.

绝育假：进行绝育手术的员工有权享有最多 3 天的带薪假，用于手术和康复。

- Military Service Leave: Male employees who are conscripted or called up for mandatory military service are entitled to

leave without pay for the duration of their service.

兵役假：被征召或征召服义务兵役的男性员工在服役期间享有无薪假期。

- Leave for Training or Education: There is no specific mandatory leave for training or education under the Labor Protection Act. Leave for such purposes is typically subject to agreement between employer and employee or company policy.

培训或教育假：根据《劳动保护法》，没有具体的强制性培训或教育假的规定。出于此类目的的休假通常须经雇主和员工之间的协议或根据公司政策审批。

Foreign workers

外籍员工

Foreigners who want to work in Thailand must obtain a valid work permit. However, they are not allowed to work in certain occupations, such as wood carving, manual silk products, tour guiding and legal services work, among others.

想在泰国工作的外国人必须获得有效的工作许可证。但是，外国人不得从事某些职业，如木雕、手工丝绸制品、导游和法律服务工作等。

A company registered in Thailand wishing to hire a foreign worker generally must have a registered capital of at least THB 2 million and employ at least four Thai employees for each foreign work permit. Generally, a company may obtain a maximum of 10 work permits, unless it qualifies for specific exemptions or meets certain criteria.

在泰国注册的公司如果希望雇佣外国工人，通常必须拥有至少 200 万泰铢的注册资本，并且每份外国工作许可证须对应雇佣至少四名泰国员工。一般来说，一家公司最多可以获得 10 个工作许可证，除非获得特定的豁免或符合某些标准。

Minimum wages

最低工资

The Thai Wage Committee has the power to set minimum wages for each province and profession. The calculation is based on the daily wage, meaning that an employee working for less than 8 hours remains entitled to the full minimum wage for the day. 泰国工资委员会有权为每个省和行业设定最低工资。最低工资基于每日工资来计算，这意味着工作时间少于八小时的员工仍有权获得一整天的全额最低工资。

Termination of the contract and severance pay

合同终止和遣散费

Termination of Employment under the Thai Labor Protection Act is defined as the cessation of the employment relationship whereby the employer refuses to allow the employee to continue performing work and stops paying wages. This includes dismissal, layoff, resignation, retirement, or any other means by which the employment contract is ended.

根据泰国《劳动保护法》，终止劳动关系指雇主拒绝员工继续工作并停止支付工资，从而终止劳动关系的情形，包括解雇、裁员、辞职、退休或任何其他方式终止劳动合同。

Severance pay is a payment an employer is required to make to an employee upon termination of employment, in addition to other monies owed to the employee.

遣散费是雇主在雇佣关系终止时在应付予员工的其他款项之外，还应向员工支付的一笔款项。

An employee with an indefinite contract who is terminated by the employer is generally entitled to severance pay, unless the termination results from the employee's fault or misconduct.

被雇主终止的无固定期限劳动合同的员工通常有权获得遣散费，但若终止是由于员工的过错或不当行为造成的终止则属除外。

The amount of severance pay depends on the length of employment, as specified by law.

遣散费的金额取决于雇佣期限的长短，具体须根据法律规定执行。

Term of Employment (“T”)	Severance Pay
雇佣期限(“T”)	遣散费
T < 120 days	No severance pay
T<120 天	无遣散费
120 days ≤ T < 1 year	30 days’ wages
120 天≤T<1 年	30 天工资
1 year ≤ T < 3 years	90 days’ wages
1 年≤T<3 年	90 天工资
3 years ≤ T < 6 years	180 days’ wages
3 年≤T<6 年	180 天工资

6 years $\leq$ T < 10 years	240 days' wages
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6 年 $\leq$ T<10 年	240 天工资
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10 years $\leq$ T < 20 years	300 days' wages
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10 年 $\leq$ T<20 年	300 天工资
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20 years $\leq$ T	400 days' wages
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20 年 $\leq$ T	400 天工资
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Under the Labor Protection Act, an employee is generally not entitled to severance pay if the termination is due to:

根据《劳动法》，如果因以下原因终止雇佣关系，员工通常无权获得遣散费：

1) voluntary resignation;

自愿辞职；

2) the employee acted dishonestly in performing duties or committed a criminal offence against the employer;

员工在履行职责时不诚实，或对雇主犯下刑事罪行；

3) the employee willfully caused damage to the employer;

员工故意给雇主造成损害;

4) the employee' s negligence caused serious damage to the employer;

员工的过失给用雇主造成了严重损害;

5) the employee violated lawful and just work rules or orders, after receiving a written warning (valid for up to 1 year) , except in serious cases where prior warning is not required;

员工违反了合法公正的规章制度或指令, 并被书面警告(有效期不超过 1 年), 但情节严重不需要事先警告的除外;

6) the employee was absent without justifiable cause for three consecutive working days, regardless of intervening holidays; or

员工无正当理由连续三个工作日缺勤, 不包括其间的节假日;
或

7) the employee was sentenced to imprisonment by a final court judgment, unless the sentence was for negligence or

a petty offence.

- 8) 该员工被法院最终判决判处监禁，但基于疏忽或轻微犯罪的判决除外。

Keynote: The Labour Court in Thailand places strong emphasis on employee protection. In disputes between employers and employees, the court generally interprets labor laws in favor of the employee, especially in cases involving unfair dismissal, unpaid wages, or lack of severance pay. Employers must therefore ensure that all employment-related documents (particularly those concerning termination or disciplinary actions) are properly documented, lawful, and comply with due process. Failure to do so may result in court-ordered reinstatement, compensation, or other legal penalties.

核心要点：泰国劳工法院非常重视员工保护。在雇主和员工之间的纠纷中，法院通常对劳动法作出有利于员工的解释，特别是在涉及不公平解雇、拖欠工资或未付遣散费的案件中。因此，雇主必须确保所有与雇佣相关的文件（特别是与解雇或纪律处分有关的文件）都有适当的记录，合法并符合正当程序。否则，法院可能会要求恢复劳动关系、赔偿或承担其他法律责任。

Trademark and patent registration

商标和专利注册

Trademark

商标

The Trademark Act, B.E. 2534 (1991), as amended by Trademark Act (No. 2), B.E. 2543 (2000), and further amended by Trademark Act (No. 3), B.E. 2559 (2016), governs registration of—and provides protection for—trademarks, service marks, certification marks, and collective marks. It grants trademark owners both civil rights and criminal remedies, and imposes criminal liabilities on infringers.

《商标法》B.E. 2534(1991 年), 经《商标法》(第 2 号)B.E. 2543 (2000 年)修订, 并经《商标法》(第 3 号)B.E. 2559(2016)的进一步修订, 规定了商标、服务商标、证明商标和集体商标的注册及保护。它赋予商标所有人民事权利和刑事救济权, 并对侵权者追究刑事责任。

According to Section 4 of the Trademark Act (as amended):

根据《商标法》(修订版)第 4 条:

“Trademark” means a mark used or proposed to be used on or in connection with goods to distinguish the goods of the owner of the trademark from the goods of others.

“商标”是指用于或拟用于商品上或用于与商品有关领域的标志，
以将商标所有人的商品与他人的商品区分开来。

“Mark” means a picture, figure, drawing, device, brand, name, word, letter, numeral, signature, combination of colors, shape, configuration, sound, or any combination thereof.

“标志”是指图片、图形、绘图、设计、品牌、名称、单词、字母、数字、签名、颜色组合、形状、结构、声音或其任意组合。

Trademark Registration

商标注册

Registrable Mark

可注册商标

In order to register a trademark, the mark must satisfy the following conditions:

为了注册商标，商标必须满足以下条件：

1) It must fall under the definition of “Mark” under the Trademark Act;

它必须符合《商标法》中“商标”的定义；

2) The mark must be distinctive to clearly distinguish the applicant's goods from those of others.

商标必须具有显著性，以便将申请人的商品与其他商品明确区分开来。

A mark is considered distinctive if it meets the following criteria:

如果一个标志符合以下标准，则被认为是具有显著性的：

- It does not merely describe the goods, their nature, quality, purpose, or characteristics. If a mark directly tells consumers what the product is or does, it is considered non-distinctive and not registrable, unless it has acquired distinctiveness through long and exclusive use.

并非仅是描述商品的性质、质量、用途或特征。如果一个标志直接告诉消费者该产品是什么或做什么，则将被视为无显

著性和不可注册的,除非它通过长期独家使用获得了显著性。

- It is not a customary or generic term commonly used in trade.

它不是贸易中常用的习惯或通用术语。

- It consists of a made-up or invented word with no direct meaning related to the goods.

它是由一个与商品没有直接含义的虚构或发明的单词组成。

- It contains or consists of:

它包含或由以下部分组成:

- A unique or stylized signature (not a common first name or surname unless presented in a distinctive form); or

独特或风格化的签名(除非以独特的形式出现,否则不包括常见的名字或姓氏); 或

- A combination of words or images presented in a special or stylized manner, such as unique fonts, layouts, colors, or graphic elements that create a

distinctive impression.

以独特或风格化的方式呈现的单词或图像的组合，如通过独特的字体、布局、颜色或图形元素所创造出的独特印象。

3) It must not fall under the prohibited categories. Marks that are of any of the following characteristics cannot be registered:

它不属于被禁止的类别。具有以下任何特征的商标都不能注册：

- contradictory to public order, morality, or public policy

与公共秩序、道德或公共政策相矛盾

- identical or confusingly similar to royal seals, official emblems, or national flags identical or similar to well-known marks

与皇家印章、官方徽章或国旗相同或与类似的知名标志相同或相似的

- commonly used in trade (generic terms)

贸易中常用的(通用术语)

- direct descriptions of the goods (e.g., “sweet” for sugar).

对商品的直接描述(例如,“甜”之于糖)。

4) The applicant must show actual or intended use in Thailand.

This means that the mark must be currently used or have a genuine intention to be used in Thailand. This prevents trademark registration for speculative or anti-competitive purposes.

申请人必须证明其在泰国的实际或预期用途。这意味着该标志必须目前在泰国使用或有在泰国使用的真正意图。这防止了出于投机或反竞争目的的商标注册。

Registration Procedure

注册程序

Trademark applications must be filed with the Department of Intellectual Property (“DIP”) under the Ministry of Commerce.

The process includes the following stages:

商标申请必须向商务部知识产权司(“知识产权司”)提交。该过程包括以下阶段:

1) Filing

提交申请

The applicant, whether an individual or a company, domestic or foreign—must submit a completed application, including a representation of the mark and a list of goods or services. Foreign applicants must appoint a local trademark agent.

申请人，无论是自然人还是公司，本国人还是外国人，都必须提交一份完整的申请，包括标志说明和商品或服务清单。外国申请人必须指定一名当地商标代理人。

2) Formal and Substantive Examination

形式和实质审查

The DIP conducts both formal and substantive examinations to assess whether the mark meets the requirements of registrability, distinctiveness, and compliance with prohibited categories. This examination process typically takes 6 to 8 months.

知识产权司进行正式和实质性审查，以评估标志是否符合可注

册性、显著性和是否遵守禁止类别的规定。此审查过程通常需要 6 到 8 个月的时间。

3) Publication

公告

If the mark passes examination, it is published in the Trademark Gazette for public inspection. This allows third parties to review the mark before registration.

如果标志通过审查，则在《商标公报》上公布以供公众查阅。这允许第三方在注册前审查该标志。

4) Opposition Period

异议期

Any interested party may file an opposition within 90 days of the publication date. If an opposition is filed, the DIP will consider the arguments from both parties before making a decision.

任何利益相关方均可在公告之日起 90 日内提出异议。如果提出异议，知识产权司将在考虑双方的论点后作出决定。

5) Registration and Issuance

登记和颁发证书

If no opposition is filed (or the opposition is resolved in favor of the applicant), the DIP will issue a notification to pay the registration fee. The applicant must make this payment within 30 days of notification. Once the fee is paid, the Trademark Certificate will be issued usually within 2 to 3 months.

如果无人提出异议(或异议未获支持),知识产权司将发出通知,要求申请人支付注册费。申请人必须在收到通知后的 30 日内付款。付款后,商标证书通常会在 2 到 3 个月内颁发。

The entire trademark registration process in Thailand generally takes 12 to 15 months from the date of filing. However, if the application qualifies for the DIP ' s fast-track examination and registration system, the process can be completed within 10 to 14 months.

在泰国,整个商标注册过程从申请之日起通常需要 12 到 15 个月的时间。然而,如果申请适用知识产权司的快速审查和注册系统,可以在 10 到 14 个月内完成。

Trademark Registration Fees

商标注册费

- Application Fee

- 申请费

- THB 1,000 per class, which includes up to 5 items of goods or services.

- 每类别 1000 泰铢，涵盖最多 5 项商品或服务。

- For each additional item beyond 5, an extra THB 200 per item is charged.

- 超过 5 项的，每项额外收取 200 泰铢。

- Registration Fee

- 注册费

- THB 300 per item listed in the application.

- 申请表中所列的项目每个 300 泰铢。

- The minimum registration fee is THB 2,000 per class even if the total item-based fee is less.

单个类别的最低注册费为 2000 泰铢，即使所有项目注册费用总和低于该数额亦是如此。

Validity and renewal

有效期和续期

A registered trademark in Thailand is valid for 10 years from the registration date. It may be renewed indefinitely, each time for an additional 10-year period. A renewal application can be filed within 6 months before the expiration date or within a 6-month grace period after expiration (with a surcharge). If the mark is not renewed within this grace period, it will be removed from the register.

在泰国注册的商标自注册之日起 10 年内有效。它可以无限期续展，每次可延长 10 年。续展申请可以在到期日前 6 个月内或到期后 6 个月的宽限期内提交(但需支付附加费)。如果该商标未在此宽限期内续期，则将被注销。

Patent

专利

The Patent Act, B.E. 2522 (1979), as amended by the Patent Act

(No. 2), B.E. 2535 (1992) and the Patent Act (No. 3), B.E. 2542 (1999), governs the protection and registration of patents in Thailand. It provides legal protection for invention patents, petty patents (also known as utility models), and design patents. The Patent Act grants patent holders the exclusive right to produce, use, sell, import, or license their patented invention in Thailand for a specified period, in exchange for public disclosure of the invention's details. It also provides for civil and criminal remedies against unauthorized use or infringement.

《专利法》B.E. 2522(1979 年), 经《专利法》(第 2 号)B.E. 2535(1992 年)和《专利法》(第 3 号)B.E. 2542(1999 年)的修订, 规定了泰国专利的保护和注册。它为发明专利、小专利(也称为实用新型专利)和外观设计专利提供法律保护。《专利法》因专利持有人公开披露发明细节而授予其于特定期限内在泰国生产、使用、销售、进口或许可其专利发明的专有权。它还规定了针对未经授权使用或侵权的民事和刑事补救措施。

In addition, Thailand is a member of the Paris Convention and the Patent Cooperation Treaty, allowing foreign applicants to claim priority or file international applications designating Thailand.

此外，泰国是《巴黎公约》和《专利合作条约》的成员，允许外国申请人要求优先权或提交指向泰国的国际申请。

Types of Patents

专利类型

The Thai Patent Act provides protection for three types of patents:

泰国《专利法》为三类专利提供保护：

1) Invention Patent: Protects new, inventive, and industrially applicable technical innovations.

发明专利：保护新颖性、创造性的和工业适用的技术创新。

2) Petty Patent (Utility Model): Offers protection for inventions that may not meet the inventive step requirement of an invention patent but are still new and capable of industrial application.

小专利(实用新型)：为可能不符合发明专利的创造性要求但仍具有新颖性且能够适用于工业的发明提供保护。

3) Design Patent: Protects the ornamental or aesthetic

features of an article, such as its shape, configuration, or surface pattern.

外观设计专利：保护物品的装饰或美学特征，如形状、结构或表面图案。

Patentability Criteria

专利性标准

To be patentable under Thai law, an invention must meet the following criteria:

根据泰国法律，要获得专利，该项发明必须符合以下标准：

1. Novelty

新颖性

The invention must be new and must not have been disclosed anywhere in the world before the filing date or priority date. Public disclosure through use, publication, or sale prior to filing may destroy novelty.

发明必须是全新的，在申请日或优先权日之前未在世界任何地方公开。在申请前通过使用、公布或销售进行公开披露可能会破坏新颖性。

2. Inventive Step (applies only to invention patents)

创造性(仅适用于发明专利)

The invention must not be obvious to a person skilled in the relevant field. It must involve a technical advancement over existing knowledge.

该发明对于相关领域的技术人员来说一定不是显而易见的。它必须具备超越现有知识的技术进步。

3. Industrial Applicability

工业适用性

The invention must be capable of being made or used in any kind of industry, including agriculture.

该发明必须能够制造或用于任何一种类型的工业，包括农业。

Design patents must also be new and not contrary to public order or morality, but the inventive step requirement does not apply.

外观设计专利也必须是新的，不违反公共秩序或道德，但创造性要求不适用于外观设计专利。

Non-Patentable Subject Matter

不受专利保护的事项

The Patent Act excludes certain categories from patent protection. These include:

《专利法》将某些类别排除在专利保护之外。包括：

- Discoveries, scientific theories, or mathematical methods

发现、科学理论或数学方法

- Computer programs

计算机程序

- Business methods or mental acts

商业方法或心理行为

- Methods for medical treatment, diagnosis, or surgery for humans or animals

人类或动物的医疗、诊断或手术方法

- Inventions that are contrary to public order, morality, or public health

违反公共秩序、道德或公共卫生的发明

Patent Registration Procedure

专利注册程序

Patent applications must be filed with the DIP under the MOC.

The process involves:

专利申请必须向商务部知识产权局提交。该过程包括：

1) Filing

提交申请

The applicant must submit a completed application, including a specification, claims and, where applicable, drawings. Foreign applicants must appoint a local patent agent.

申请人必须提交一份完整的申请，包括说明书、权利要求书和图纸(如适用)。外国申请人必须指定一名当地专利代理人。

2) Formal Examination

初步审查

The DIP will check whether the application complies with filing requirements.

知识产权司将检查申请是否符合要求。

3) Publication

公告

If the application passes the initial review, it is published in the Patent Gazette.

如果申请通过初步审查，则在专利公报上公告。

4) Substantive Examination

实质审查

For invention patents, a request for substantive examination must be filed within 5 years of the publication date. Examiners will assess novelty, inventive step, and industrial applicability.

对于发明专利，必须在公布之日起 5 年内提出实质审查请求。

审查员将评估新颖性、创造性和工业适用性。

5) Grant and Issuance

授予与证书发放

If all requirements are met and no opposition is filed (or any opposition is resolved), the patent will be granted and published in the Gazette.

如果满足所有要求并且没有被提出异议(或任何异议已得以解决), 则专利将被授予并在公报上公布。

For petty patents, no substantive examination is required unless requested by a third party. Design patents undergo a more simplified examination process.

对于小专利, 除非第三人要求, 否则无需进行实质性审查。外观设计专利的审查过程更加简化。

Patent Registration Fees

专利注册费

- Invention Patent

发明专利

- Application: THB 500

申请：500 泰铢

- Registration: THB 1,000, payable when the patent is granted after substantive examination

注册：1000 泰铢，在实质审查后授予专利时支付

- Annual Fees: From year 5, starting at THB 500

年费：从第 5 年开始，500 泰铢起

- Petty Patent

小专利

- Application: THB 250

申请：250 泰铢

- Registration: THB 500, payable upon approval before the certificate is issued

注册：500 泰铢，在获得批准后证书颁发前支付

- Annual Fees: From year 1, starting at THB 300

年费：从第 1 年开始，300 泰铢起

- Design Patent

外观设计专利

- Application: THB 250

申请：250 泰铢

- Registration: THB 500, payable after approval and before issuance of the certificate

注册：500 泰铢，在获得批准后和证书颁发前支付

- No annual fees

无年费

Validity and Renewal

有效期和续期

- Invention Patent: Valid for 20 years from the filing date.

No renewals are allowed.

发明专利：自申请日起 20 年内有效。不允许续期。

- Petty Patent: Initially valid for 6 years, with two

possible extensions of 2 years each (maximum of 10 years).

小专利：最初有效期为 6 年，可延期两次，每次延期 2 年(最多 10 年)。

- Design Patent: Valid for 10 years from the filing date.

No renewals are allowed.

外观设计专利：自申请日起 10 年内有效。不允许续期。

Keynote: Registering trademarks and patents in Thailand secures exclusive rights and provides legal protection for valuable intellectual assets—making it a strategic tool for foreign investors to safeguard innovation, maintain brand control, and enhance long-term business value.

核心要点：在泰国注册商标和专利可以确保专有权，并为宝贵的知识产权提供法律保护，使其成为外国投资者保护创新、把控品牌和提升长期商业价值的战略工具。

Trademarks must be distinctive, not prohibited, and used or intended for use in Thailand. Registered trademarks can be licensed to Thai subsidiaries or affiliates.

商标必须具有显著性，非属于禁止注册之列，并在泰国使用或打算使用。注册商标可以授权给泰国子公司或附属公司使用。

Patents, including invention, petty (utility models), and design patents, grant exclusive rights for a fixed term. Patent owners (including foreign holders) can license their Thai-registered patents to other parties, including subsidiaries, affiliates, or unrelated companies.

专利包括发明、小专利(实用新型)和外观设计专利,在固定期限内享有专有权。专利所有人(包括外国持有人)可以将其在泰国注册的专利许可给其他方,包括子公司、附属公司或不相关的公司。

Personal Data Protection

个人数据保护

The Personal Data Protection Act B.E. 2562 (2019) (“PDPA”) is Thailand’ s primary data protection legislation designed to safeguard the personal information of individuals and regulate how personal data can be collected, used, disclosed, and stored. Modeled closely after the EU’ s General Data Protection Regulation (GDPR), the PDPA officially came into full effect on June 1, 2022, after a two-year postponement. Its key

objectives are to protect individuals' privacy rights, establish clear duties and responsibilities for data controllers and processors, promote transparency and accountability in data handling practices, and enable cross-border data transfers with proper safeguards.

《个人数据保护法》B.E.2562(2019) (“个保法”)是泰国的主要数据保护立法，旨在保护个人信息，并规范个人数据的收集、使用、披露和存储方式。个保法以欧盟的《通用数据保护条例》(GDPR)为蓝本，在立法两年后，于2022年6月1日正式全面生效。其主要目标是保护个人隐私权，为数据控制者和处理者设定明确的义务和责任，促进数据处理实践的透明度和问责制，并通过适当的保障措施实现跨境数据传输。

Scope of the PDPA

个保法的适用范围

The PDPA applies to any organization, whether located in Thailand or abroad, that collects, uses, or discloses personal data within Thailand, regardless of where the data processing actually takes place. It also applies to foreign entities if they:

个保法适用于任何在泰国境内收集、使用或披露个人数据的境内外机

构，无论数据处理实际在哪里进行。该法也适用于外国实体，如果它们：

- Offer goods or services to individuals in Thailand; or
向泰国个人提供商品或服务；或
- Monitor the behavior of individuals within Thailand.
监控泰国境内个人的行为。

Key Definitions

关键定义

- Personal Data: Any information that can identify a person, directly or indirectly (e.g., name, ID number, location data, IP address).

个人数据：任何可以直接或间接识别一个人的信息（例如，姓名、身份证号码、位置数据、IP 地址）。

- Sensitive Personal Data: Specific categories of personal information that are considered more privacy-invasive and therefore require enhanced protection under the PDPA. This includes data related to:

敏感个人数据：被认为更具隐私侵犯性的特定类别的个人信息，因此需要根据《个人数据保护法》加强保护。这包括与以下内容相关的数据：

- race or ethnicity

种族或民族

- religious or philosophical beliefs

宗教信仰或哲学信仰

- health information

健康信息

- sexual orientation or behaviour

性取向或性行为

- political opinions

政治观点

- trade union membership

工会会员资格

- genetic or biometric data (e.g., fingerprints, facial recognition, or iris scans)

基因数据或生物特征数据(例如指纹、面部识别或虹膜扫描)

- criminal records

犯罪记录

- Data Subject: The individual to whom the personal data belongs.

数据主体：个人数据所属的个人。

- Data Controller: A person or organization that determines how and why personal data is processed.

数据控制者：决定如何以及为什么处理个人数据的个人或组织。

- Data Processor: A person or organization that processes personal data on behalf of the data controller.

数据处理者：代表数据控制者处理个人数据的个人或组织。

Collection, use, and disclosure of personal data under the PDPA

根据《个人数据保护法》收集、使用和披露个人数据

Under Thailand' s PDPA, personal data can only be collected, used, or disclosed when there is a lawful basis for doing so. The collection and processing must be conducted lawfully, fairly, transparently, and only to the extent necessary for the stated purpose.

根据泰国的《个人数据保护法》，只有在有合法依据的情况下，才能收集、使用或披露个人数据。收集和处理必须合法、公平、透明地进行，并且仅限于所述目的所需的范围。

One of the most common and important lawful bases is consent which must be obtained explicitly, clearly, and freely given before collecting or using personal data. The data subject must be informed about the purpose of data collection, the retention period, their rights, and any third parties involved.

最常见和最重要的规则之一是在收集或使用个人数据之前必须明确、清晰和自由地获得同意。必须告知数据主体数据收集的目的、存储期限、他们的权利以及涉及的任何第三方。

Sensitive personal data (e.g., religion, health, biometrics,

sexual orientation) requires explicit consent unless a specific legal exception applies (such as vital interest or public health). These categories are subject to stricter protection and higher penalties for violations. Furthermore, the PDPA requires that consent be easy to withdraw at any time. 敏感个人数据(如宗教、健康、生物识别、性取向)需要得到个人明确同意, 除非适用特定的法律例外情况(如重大切身利益或公共卫生)。这些类别受到更严格的保护, 并对违规行为处以更高的处罚。此外, 个保法规定该等同意可以随时撤回。

Another lawful basis is contractual necessity, where the processing of personal data is required to fulfil a contract with the data subject, for example, processing a customer's address in order to deliver a product.

另一个是合同必要性规则, 即为履行与数据主体的合同而需处理个人数据, 例如, 为交付产品而处理客户的地址信息。

The legal obligation basis applies when data processing is necessary to comply with applicable laws or regulatory requirements, such as, storing employee tax data for government reporting purposes.

法律义务规则适用于为遵守适用法律或监管要求而必须进行数据处

理的情况，例如，为政府报告目的存储员工税务数据。

Vital interest is a basis used when it is necessary to protect an individual's life or health, such as disclosing medical data during an emergency.

重大利益规则适用于保护个人生命或健康所必需的情形，例如在紧急情况下披露医疗数据。

Personal data may also be processed in the public interest or under official authority, typically in situations where government agencies carry out their official duties.

个人数据也可能出于公共利益或在官方授权下进行处理，通常适用于政府机构履行公务的情况。

Finally, the legitimate interests basis allows processing when it is necessary for the legitimate interests of the data controller or a third party, as long as it does not override the fundamental rights and freedoms of the data subject. This basis is often used in business operations like fraud prevention or internal analytics.

最后，合法利益规则允许在维护数据控制者或第三方的合法利益所必须时进行处理，只要此等处理未妨碍数据主体的基本权利和自由。该

等规则通常用于商业运营，如防欺诈或内部分析。

Summary of PDPA Penalties

个保法罚则摘要

Under Thailand's Personal Data Protection Act (PDPA), violations can result in administrative, civil, and criminal penalties:

根据泰国的《个人数据保护法》(个保法)，违规行为可能导致行政、民事和刑事责任：

- Administrative Fines: Up to THB 5 million per violation, imposed by the Personal Data Protection Committee.

行政罚款：个人数据保护委员会对每次违规行为处以高达 500 万泰铢的罚款。

- Civil Liability: Data subjects may claim compensation for damages caused by unlawful data processing, including punitive damages.

民事责任：数据主体可以要求赔偿非法数据处理造成的损害，包括惩罚性赔偿。

- Criminal Penalties: For serious offenses such as collecting or disclosing personal data without consent, individuals or organizations may face imprisonment of up to 1 year, fines of up to THB 1 million , or both.

刑事处罚: 对于未经同意收集或披露个人数据等严重罪行，个人或组织可能面临最高 1 年的监禁、最高 100 万泰铢的罚款，或两者并罚。

四、核心要点

Keynote: To mitigate the risks of PDPA non-compliance, it is essential for all organizations handling personal data in Thailand to exercise due diligence by thoroughly assessing their data processing activities. This includes identifying and correcting any loopholes in data protection practices, implementing comprehensive policies and procedures, providing regular staff training, and maintaining accurate and up-to-date documentation.

核心要点: 为了降低个保法下不合规的风险，泰国所有处理个人数据的组织都必须开展彻底评估其数据处理活动的尽职调查。这包括识别和纠正数据保护实践中的漏洞，实施全面的政策和程序，定期开展员工培训，以及保持准确和最新的文档记录。

各类信息标签

主要服务 国家或地区	泰国
产品专业 类型	☐ 跨境诉讼 ☐ 国际商事调解和仲裁 ☒ 跨境投资并购 ☐ 国际证券资本市场 ☐ 国际贸易及海关 ☐ 国际税法 ☐ 海事海商、航运金融 ☐ 国际工程 ☐ 国际房地产开发 ☐ 国际知识产权：专利、商标、著作权、软件、域名、其他 ☐ 国际金融、保险业务 ☒ 跨境数据合规业务 ☐ 国际矿业、能源业务 ☐ 国际ESG法律服务 ☒ 国际劳动用工 ☐ 反倾销和反补贴、WTO业务 ☐ 反垄断、反不正当竞争 ☐ 进出口管制和经济制裁 ☐ 国家安全审查与地缘政治风险应对 ☐ 反腐败 ☐ 反洗钱、反恐怖主义融资 ☐ 跨境破产与债务重组 ☐ 跨境家族信托与财富传承

	☒科学研究和技术服务业 ☐节能环保清洁产业（含清洁生产、清洁能源） ☒医疗卫生与健康服务 ☒文化、体育和娱乐业 ☐教育培训 ☐集成电路 ☒生物医药（创新药物、高端医疗器械、生物技术服务等） ☐人工智能（智能芯片、智能软件、自动驾驶、具身智能等） ☐电子信息 ☐生命健康 ☒汽车 ☐高端装备 ☐先进材料 ☐时尚消费品 ☐低空经济 ☐未来产业（光子芯片与器件、基因与细胞技术、类脑智能、新型海洋经济、氢能与储能等） ☐游戏和电竞
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