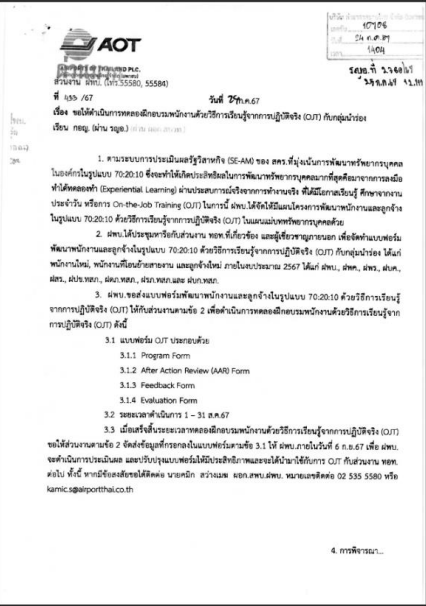


Employee Development Programs

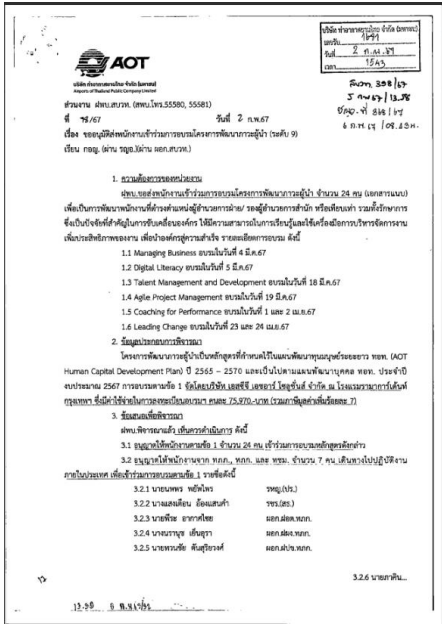


Mixed Method Learning



AOT offers employee development program in a variety of methods: Coaching/Mentoring and Employee Resources Group. For example, AOT provides “**on-the-job program**” to coaching employees in a real business setting, in addition to the in-class training. This ways employees can truly learn and apply the knowledge. Another example is “**AOT innovation team**”. This team is a group of employees who aim to improve AOT with innovation. Collages can contact this team for innovation that can improve operation.

Leadership-Cultural-Digital/AI Training



AOT offers employee development programs regularly in alignment with The Human Resources Master Plan and State Enterprise Plan. All type of AOT employees (e.g., contractual employee) are eligible to attend AOT training programs.

For example, in 2024, the leadership-cultural-digital/AI training aims to equip AOT employees with leadership and digital literacy skills as well as awareness of diverse cultural background at workplace to meet the future challenges. The total participants were 198. This programs contributed to AOT Human Resources Master Plan strategic objective 3 improving desirable organizational behavior, quantitative measured by annual survey , which in turn serve as the driver to AOT State Enterprise Plan Strategy 7 increasing human capitals capacity and operation efficiency for digitalized airport business.

| Program Eligibility | Full-time Employees | Contractual Employee (Temporary Staff) |
|--|---------------------|--|
| Leadership development program | ✓ | ✓ |
| Cultural education | ✓ | ✓ |
| Transition program for retiring and terminated employees | ✓ | ✓ |
| Digital transition program | ✓ | ✓ |
| Coaching or mentorship | ✓ | ✓ |
| Teams and Network | ✓ | ✓ |



The Human Resources Master Plan
State Enterprise Plan