

Labor Practices Programs



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Human Resources Handbook

Adequate Living Wage

AOT provides wages to employee with consideration of Thailand cost of living as well as AOT peers (e.g., other state enterprise). This is to ensure that AOT employees have the adequate wages proportionating their cost of living

Working Hour/Overtime Monitoring

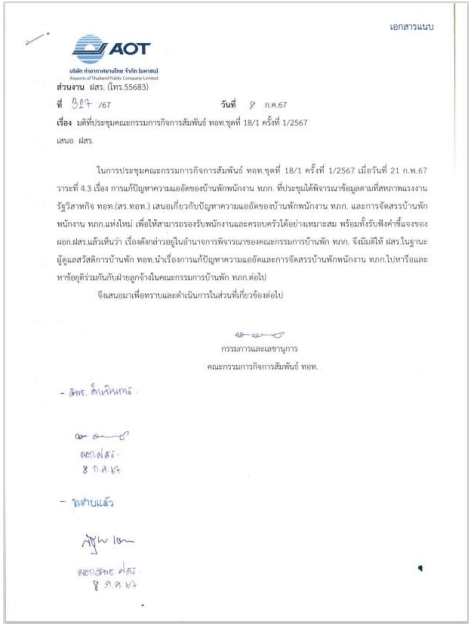
AOT monitors employee working hours including overtime management. The Huma resources handbook explains in detail how supervisor monitoring their subordinate workhours and overtime (with additional compensation, if overtime work)

วันหยุดพักผ่อนประจำปีของพนักงาน ทอท. ที่ครบเกษียณอายุประจำปีงบประมาณ 2568				
ชื่อ - นามสกุล		ตำแหน่งและสังกัด	สิทธิการลา	กำหนดวันหยุด
บริษัทท่าอากาศยานไทย จำกัด (มหาชน)				
1	นาย	ผชช.10 ทอท.	31	28-29 ม.ค.68, 17-18 เม.ย.68, 6-8 พ.ค.68, 7-9 ก.ค.68, 11 ส.ค.68, 1-5, 8-12, 15-19, 22-26 ก.ย.68
2	นาย	ผชช.9 ทอท.	7	13-17 ม.ค.68, 17-18 เม.ย.68
3	นาย	ผชช.9 ทอท.	15	22-25 เม.ย.68, 9-12 มิ.ย.68, 15-18 ก.ค.68, 13-15 ส.ค.68
4	นาย	ผชช.9 ทอท.	15	8-10 พ.ค.68, 22-24 ม.ค.68, 29-31 ม.ค.68, 5-13 ก.พ.68
สำนักตรวจสอบ				
5	นาย	ผก.สสส.	22	26-28 พ.ค.68, 4-6,26-30 มิ.ย.68, 7-9,24-25 ก.ค.68, 14-15 ส.ค.68, 11-12,25-30 ก.ย.68
ฝ่ายพัฒนาดิจิทัลโซลูชั่น				
6	นาง	จทบ.7 จบท.ผพช.	18	8-18 เม.ย.68, 2-8 พ.ค.68, 7-9 ก.ค.68
ฝ่ายปฏิบัติการและบำรุงรักษาระบบเทคโนโลยีสารสนเทศและการสื่อสาร				
7	นาย	รอก.ผบท.	27	1-31 ส.ค.68, 1-30 ก.ย.68
8	นาย	จทบ.7 สบท.ผบท.	30	20-29 ส.ค.68, 1-30 ก.ย.68
9	พ.อ.ท.	จทบ.7 สบท.ผบท.	33	1-30 มิ.ย.68, 1-31 ส.ค.68, 1-30 ก.ย.68
ฝ่ายส่วนควบคุมจราจร				
10	นาย	รอก.ผก.	27	8-18 เม.ย.68, 2,6-8 พ.ค.67, 2-6 มิ.ย.67, 7-9,29-31 ก.ค.68, 1,11-15 ส.ค.68, 22-30 ก.ย.68
11	นาง	ผก.สสท.ผก.	20	10-14 ก.พ.68, 17-18 เม.ย.68, 2-8 พ.ค.68, 2-6 ก.ค.68, 11 ส.ค.68, 24-30 ก.ย.68
12	นาย	จทบ.7 สบท.ผก.	25	29 ม.ค.68, 20-21 ก.พ.68, 10-14 มี.ค.68, 17-18 เม.ย.68, 2-8 พ.ค.68, 4-6 มิ.ย.68, 7-9 ก.ค.68
				13-15 ส.ค.68, 12,19,26 ก.ย.68

Annual Leave Entitlement

AOT ensure employees are taking their paid annual leave entitlement.

Notice on Annual Leave for Retired AOT Employees in Fiscal Year 2025
According to the instruction from AOT's Board of Directors dated 13 December 2024, referenced in letter No. “Fhor Bor Kor” 654/67 dated 4 December 2024, AOT has allowed employees retiring in Fiscal Year 2025 to take annual leave before retirement. Retiring employees must submit a summary of their intended annual leave days and declaration of intent to their supervisors.



Example of the employee engagement.

Employee Engagement

AOT annually engages with employee representative to discuss ways to improve working conditions. One example was the improvement in ergonomic at workstations.



UpSkill/ReSkill

AOT regularly provide training to employees to upskill and reskills employee to meeting the future challenges and stay relevant, for example Planting the future training program, that trained employees on sustainability skills and the sustainable tourism concepts.

Labor Practices Programs



Gender Pay Monitoring AOT keeps track of gender pay and receives verification from third party.

		2023	2024
Average Remuneration (Salary Only)			
Male executives (Levels 9–11)	Baht	1,973,145.45	2,018,040.00
Female executives (Levels 9–11)	Baht	2,095,098.00	2,155,356.00
Female-to-male remuneration ratio (Levels 9–11)	Percent	106.18	106.80
Male executives (Levels 7–8)	Baht	1,136,093.85	1,172,472.00
Female executives (Levels 7–8)	Baht	1,203,363.76	1,250,652.00
Female-to-male remuneration ratio (Levels 7–8)	Percent	105.92	106.67
Male general employees	Baht	410,622.66	414,888.00
Female general employees	Baht	408,016.63	404,940.00
Female-to-male remuneration ratio (general employees)	Percent	99.37	97.60
Average Remuneration (Salary and Bonus)			
Male executives (Levels 9–11)	Baht	3,126,668.27	3,282,541.00
Female executives (Levels 9–11)	Baht	3,367,504.10	3,521,045.00
Male executives (Levels 7–8)	Baht	1,811,182.60	1,947,658.00
Female executives (Levels 7–8)	Baht	1,922,859.47	2,072,439.00

<https://corporatestrategy.airportthai.co.th/en/sd/simplementation/aotesgerformance-en/>

INDEPENDENT ASSURANCE OPINION STATEMENT

2024 – Airports of Thailand Public Company Limited – Sustainability Report

The British Standards Institution is independent to Airports of Thailand Public Company Limited (hereafter referred to as Airports of Thailand Public Company Limited in this statement) and has no financial interest in the operation of Airports of Thailand Public Company Limited other than for the assessment and verification of the sustainability statements contained in this report.

This Independent assurance opinion statement has been prepared for the stakeholders of Airports of Thailand Public Company Limited only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the Independent assurance opinion statement may be read.

This Independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Airports of Thailand Public Company Limited. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this Independent assurance opinion statement or matters relating to it should be addressed to Airports of Thailand Public Company Limited only.

Scope

The scope of engagement agreed upon with Airports of Thailand Public Company Limited includes the following:

- The assurance covers the whole report and focuses on systems and activities during the 2024 fiscal year at Airports of Thailand Public Company Limited with the following materiality:

- GR1 2-5: External assurance
- GR1 2-6: Activities, value chain and other business relationships
- GR1 2-14: Role of the highest governance body in sustainability reporting
- GR1 3-1: Process to determine material topics
- GR1 3-3: Management of material topics
- GR1 20: Anti-corruption 2018
- GR1 303-4: Water discharge

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Responsiveness

Airports of Thailand Public Company Limited has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for Airports of Thailand Public Company Limited is developed and provides the opportunity to further enhance Airports of Thailand Public Company Limited's responsiveness to stakeholder concerns. In our professional opinion the report covers the Airports of Thailand Public Company Limited's responsiveness issues.

Impact

Airports of Thailand Public Company Limited has demonstrated a process to identify impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. In our professional opinion the report covers the Airports of Thailand Public Company Limited's impacts.

GR1-reporting

Airports of Thailand Public Company Limited provided us with their self-declaration of compliance within GR1 Standards (Comprehensive). Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GR1 Index are reported, partially reported or omitted. In our professional opinion the self-declaration covers the Airports of Thailand Public Company Limited's social responsibility and sustainability issues.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

This Sustainability Report is the responsibility of the Airports of Thailand Public Company Limited's CEO as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14001, and ISO26004. BSI is a leading global standards and assessment body founded in 1901.

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Materiality

Airports of Thailand Public Company Limited publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the Airports of Thailand Public Company Limited's material issues, however, the future report should be further enhanced by the following areas:

- Aligning priority to decision of materiality issues with business strategy
- Publishing a written guideline for the methodology to identify and prioritize Airports of Thailand Public Company Limited's material issues to enable all departments to follow continuously.

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Conclusion

A detailed review against the AA1000 Accountability Principles of Inclusivity, Materiality, Responsiveness and Impact and the GR1 Standards is set out below:

Inclusivity

This report has reflected a fact that Airports of Thailand Public Company Limited is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver that required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers Airports of Thailand Public Company Limited's inclusivity issues.

Materiality

Airports of Thailand Public Company Limited publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the Airports of Thailand Public Company Limited's material issues, however, the future report should be further enhanced by the following areas:

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- Publishing a written guideline for the methodology to identify and prioritize Airports of Thailand Public Company Limited's material issues to enable all departments to follow continuously.

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Methodology

Our work was carried out by a team of sustainability report assessors in accordance with the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explorations we considered to provide sufficient evidence that Airports of Thailand Public Company Limited's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GR1 standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to Airports of Thailand Public Company Limited's policies to provide a check on the appropriateness of statements made in the report.

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<https://corporatestrategy.airportthai.co.th/en/sd/sd-report/report-cert/>

4

Social Protection

AOT Offers social protection to employees beyond public programs.



Welfare and Benefits Handbook

Benefit Category	AOT Provision	Typical Thai Public Norm	AOT Advantage
Medical (Public Hospital)	OPD/IPD reimbursement for employees & family (spouse + 3 children)	Common in SOEs and civil service	Comparable, but AOT includes contract employees
Medical (Private Hospital)	51 contracted private hospitals with high OPD/IPD ceilings	Rarely offered in public sector (usually only reimbursable at public facilities)	Beyond norm – wide access & coverage
Maternity	Up to 30,000 THB for cesarean, 20,000 THB for normal birth	National Social Security: ~13,000–15,000 THB	Higher ceilings and more inclusive
Dental & Alternative Medicine	Covered up to 500 THB/visit (including acupuncture)	Basic dental via Social Security only, no acupuncture	Broader scope
Child Education Allowance	Up to 25,000 THB/year for bachelor’s degree, from kindergarten to university	Civil service: ~12,000–18,000 THB/year mostly for lower education only	Higher and wider coverage
Monthly Child Support	500 THB/child/month for up to 3 children (all staff types)	State allowance: 600 THB/month for low-income households only	Broader eligibility – not income-dependent
Housing Loan Support	MoU with GSB & GH Bank for special interest housing loans	No equivalent across general civil service or SOE	Unique benefit
Disaster Relief	Up to 50,000 THB + special loan up to 250,000 THB	Civil servants: 2,000–3,000 THB in many agencies	Significantly higher support
Funeral Assistance	Up to 1,000,000 THB (15x salary) for death + 10,000 THB support	Civil service funeral grants range 40,000–100,000 THB	Higher payout and covers wider family scope
Provident Fund	Employer match up to 15% + 14 investment plans	Only mandatory for some SOEs; no PF for civil servants (rely on GPF)	Optional and generous matching
Royal Decorations	Clear eligibility pathway (8+ yrs of service + performance)	Available in civil service but not common in SOEs	Formalized criteria and tracking
Uniforms & Role Kits	Free uniforms based on job type (security, medical, EOD, etc.)	Some SOEs provide basic uniform only	Role-based and comprehensive
Travel & Relocation	Expense reimbursement + housing during reassignment	Not commonly reimbursed outside of military or high-level civil posts	Covers staff across ranks
Child Scholarship (Merit)	Up to 10,000 THB/child/year (based on GPA)	Rare in civil service; some SOEs offer limited academic awards	Clear structure & high ceiling