

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)

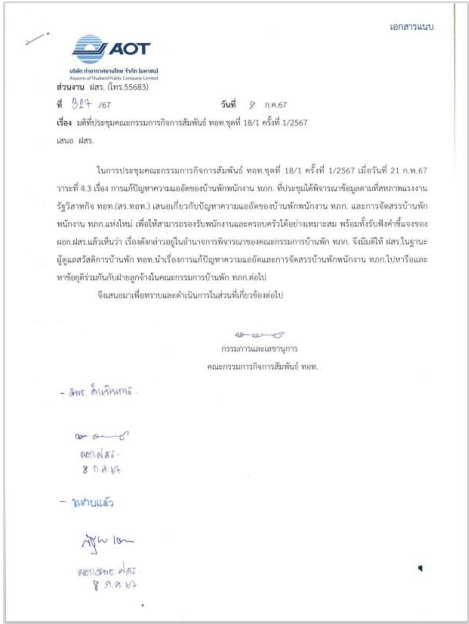
วันหยุดพักผ่อนประจำปีของพนักงาน ทอท.
ที่ครบเกษียณอายุประจำปีงบประมาณ 2568

| 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 | ผอ.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 จทบ.ฝพช. | 18 | 8-18 เม.ย.68, 2-8 พ.ค.68, 7-9 ก.ค.68 |
| ฝ่ายปฏิบัติการและบำรุงรักษาระบบเทคโนโลยีสารสนเทศและการสื่อสาร | | | |
| 7 นาย | รอก.ฝบช. | 27 | 1-31 ส.ค.68, 1-30 ก.ย.68 |
| 8 นาย | จทบ.7 สบค.ฝบช. | 30 | 20-29 ส.ค.68, 1-30 ก.ย.68 |
| 9 พ.อ.ท. | จทบ.7 สบค.ฝบช. | 33 | 1-30 มิ.ย.68, 1-31 ส.ค.68, 1-30 ก.ย.68 |
| ฝ่ายสิ่งแวดล้อมกลาง | | | |
| 10 นาย | รอก.ฝอช. | 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 | ผอ.สสพ.ฝอช. | 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 สบค.ฝอช. | 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.



Employee Engagement

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

Example of the employee engagement.



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 |

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:

1) 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:

- GRI 2-5: External assurance
- GRI 2-6: Activities, value chain and other business relationships
- GRI 2-14: Role of the highest governance body in sustainability reporting
- GRI 3-1: Process to determine material topics
- GRI 3-3: Management of material topics
- GRI 305: Air emission 2018
- GRI 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 on 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.

GRI-reporting

Airports of Thailand Public Company Limited complied with its self-declaration of compliance with GRI Standards (Comprehensive). Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI 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 ISO19064. BSI is a leading global standards and assessment body founded in 1901.

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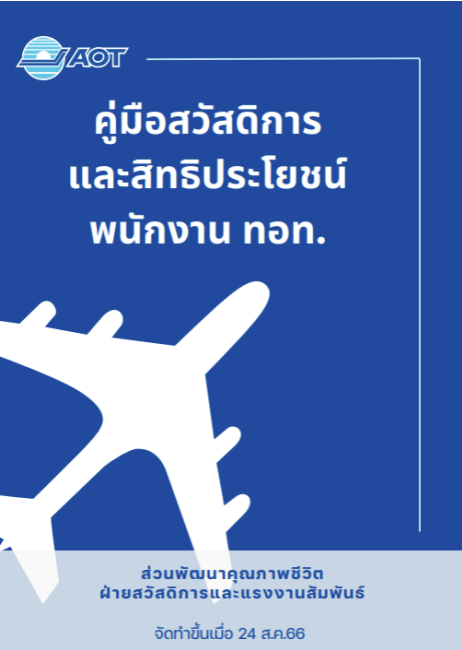
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Labor Practices Programs



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 |