



AIRPORTS OF THAILAND PLC.
บริษัท ท่าอากาศยานไทย จำกัด (มหาชน)

AIRPORTS OF THAILAND PUBLIC COMPANY LIMITED

Announcement

Subject: Sustainability Management Policy

Airports of Thailand Public Company Limited (AOT) is committed to conducting its business with social responsibility in accordance with the principles of sustainable development (Environmental, Social, and Governance: ESG) and the United Nations Sustainable Development Goals (SDGs). AOT recognizes its responsibility to minimize environmental impacts arising from its operations, support the well-being of communities and society, and contribute positively to a sustainable future, thereby playing a significant role in strengthening the nation's economic system.

As a leading airport operator, AOT strives to build confidence among all stakeholders through efficient and operational excellence, guided by integrity, ethics, transparency, and accountability. The Company also promotes a unified set of core values among its personnel, emphasizing responsible performance and fostering a sustainable organizational culture. In addition, AOT continuously develops innovative solutions to enhance competitiveness in all dimensions, in alignment with nationally and internationally recognized standards, principles, and guidelines (National and International Recognized Standards). Through these efforts, AOT aims to deliver value across three dimensions: Governance/Economic, Environmental, and Social, enabling both AOT and society to grow together in a stable, prosperous, and sustainable manner.

Accordingly, AOT has established this Sustainability Management Policy, consistent with internationally recognized standards, to serve as a guiding framework for its operations as follows:

Governance/Economic Dimension

1. Good Corporate Governance and Sustainable Business Management

AOT is committed to maintaining the highest standards of good corporate governance, transparency, and accountability in its business operations. The Company adheres to all relevant laws and regulations and places importance on being a responsible corporate citizen. AOT implements its corporate governance policy effectively while maintaining a balanced approach across economic, social, and environmental dimensions, as well as creating benefits for all stakeholders in the conduct of its business. The Company also complies with laws, regulations, and standards relating to environmental protection, social responsibility, and sustainable business operations in order to strengthen confidence in AOT's business practices and create sustainable shared value.

2. Business Ethics, Fair Competition, and Anti - Corruption

AOT conducts its business in accordance with the principles of good corporate governance and fairness, supports free and fair competition, avoids activities that may give rise to conflicts of interest, and maintains a zero - tolerance approach to corruption in all forms. The company has established clear measures for preventing and addressing corruption (Countering Corruption), covering various forms of misconduct, including money laundering and asset misappropriation, while promoting socially responsible business practices throughout all business processes.

3. Risk Management and Sustainability Integration

AOT recognizes the importance of risk management and the integration of sustainability considerations into organizational decision - making processes. The Company develops risk management plans, continuously monitors risks, and regularly reviews risk management practices to ensure preparedness for proactive risk management, adaptability to change, and the pursuit of emerging opportunities.

4. Cybersecurity and Information Protection

AOT promotes the continuous development of cybersecurity systems in accordance with international standards and ensures annual audits and assessments by both internal and external parties.

Environmental Dimension

1. Climate Change Management and Disclosure

AOT recognizes the impacts of climate change on its business, including both risks and opportunities in the short and long term. The Company clearly identifies the relevant time horizons of such impacts and promotes implementation in accordance with the IFRS S2 Climate - related Financial Disclosures framework.

2. Decarbonization and Net Zero Commitment

AOT conducts its business with environmental responsibility throughout its supply chain and across all operational areas. The Company actively contributes to climate change mitigation and adaptation efforts and drives the airport industry and its supply chain to play a role in reducing Scope 1, Scope 2, and Scope 3 carbon emissions, increasing carbon sequestration, and supporting the achievement of Net Zero greenhouse gas emissions.

3. Resource Efficiency, Pollution Prevention, and Circular Economy

AOT conducts its business with due regard to the efficient use of natural resources and the reduction of impacts related to air pollution, waste generation, and water consumption. The Company also applies environmentally friendly technologies in its operations to promote the circular economy concept under comprehensive operational standards that exceed legal requirements.

Social Dimension

1. Human Capital Development and Sustainability Competency

AOT is committed to enhancing the capabilities of its personnel by equipping them with knowledge and understanding of sustainability practices in accordance with key standards and assessment frameworks, both current and emerging, such as sustainability reporting standards and corporate sustainability assessment frameworks at both national and international levels. Such capabilities serve as a key driver of AOT's operational excellence.

2. Stakeholder Responsibility, Innovation, and Social Contribution

AOT is committed to conducting its business responsibly toward stakeholders by promoting innovation and technological development in its operations to reduce negative impacts across the economic, social, and environmental dimensions. The Company continuously improves the quality of airport operations and encourages employees to contribute to society through both direct and indirect activities.

3. Human Rights, Labor Practices, and Occupational Health and Safety

AOT conducts its business with respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) operate in line with the principles of the International Labour Organization (ILO) and the United Nations. The Company supports children's rights in accordance with the Children's Rights and Business Principles and strictly complies with Thai labour laws and internationally recognized labour standards.

AOT places importance on equal and fair employment and treatment of workers, employees, and personnel. Compensation and benefits are determined appropriately based on job characteristics, responsibilities, and experience, without discrimination based on gender, age, race, religion, or any other status. Compensation is regularly reviewed to ensure compliance with applicable labour laws.

The Company also takes into consideration appropriate employment conditions in all dimensions, including fair working hours, adequate leave entitlements, and appropriate overtime management. Furthermore, AOT promotes employment opportunities and supports sustainable unemployment reduction initiatives, with particular emphasis on addressing youth unemployment

through apprenticeship programmes designed to equip participants with essential skills that will contribute to the development of a high - quality workforce for the nation in the future.

In addition, AOT recognizes the importance of occupational health and safety for both AOT employees and contractors' employees. The Company provides appropriate welfare benefits, healthcare support, and workplace health and safety measures. AOT also establishes an annual Zero Accident Target and continuously improves and reviews safety measures in strict compliance with applicable laws and regulations.

4. Stakeholder Engagement and Grievance Mechanisms

AOT conducts its business with due consideration for building positive relationships with stakeholders throughout its value chain. The Company promotes transparent and open communication to ensure regular engagement and understanding of stakeholder expectations, address concerns, and foster strong relationships based on trust and cooperation among all sectors. Accessible and equitable grievance and dispute resolution mechanisms are also provided.

5. Community Engagement and Local Development

AOT recognizes the importance of community engagement and support for surrounding communities. The Company actively seeks business opportunities that contribute to local economic development and employment, promote social equality, and strengthen community resilience. AOT establishes appropriate community engagement programmes and provides accessible communication and grievance channels covering both its operational areas and supply chain.

All AOT executives and employees are responsible for supporting, promoting, and complying with this Sustainability Management Policy. The Company shall communicate the policy to AOT's key stakeholders and leading global organizations. Through these efforts, AOT aims to be a responsible organization, a leader in sustainable business practices within the airport industry, and a steadfast partner to society while continuously contributing to the nation's sustainable economic growth and development.

Announced on 1 July 2026



(Mr. Apirat Chaiwongnoi)

Chairman of the Board of Directors

Airport of Thailand Public Company Limited