



บริษัท ท่าอากาศยานไทย จำกัด (มหาชน)
Airports of Thailand Public Company Limited

Announcement of Airports of Thailand Public Company Limited
Subject: Policy on Supervising Operations in Accordance with the Laws and Organizational Rules
(Compliance Policy)

Airports of Thailand Public Company Limited (AOT) attaches importance to principles of good corporate governance and to the conduct of business with operations being in accordance with the laws and rules and correctly in compliance with the code of conduct and all relevant guidelines. Doing so is to emphasize correct compliance with the laws, rules and regulations relating to the conduct of business, social and environmental responsibility, and anti-corruption in various forms, and to convince shareholders, stakeholders and all parties concerned. Therefore, AOT has prepared a policy on supervising operations in accordance with the laws and organizational rules (compliance policy) so that it serves as a guideline for its Board of Directors, executives, staff and employees to adhere to and use for operations and prevents risks that may arise from noncompliance with rules, which may cause financial damage or damage to the reputation or image of the Company. The compliance policy which has been formulated is as follows:

1. AOT, which includes its Board of Directors, all executives, staff and employees, must study and comply with the rules, which encompass the laws, rules, regulations and standards relating to operations, and must monitor and review them so that they are always up to date. In case of doubts, they shall send questions to their superiors or working units concerned, and they should always be aware of damage that would result from noncompliance or practice which is not consistent with the laws, rules and regulations stipulated;
2. AOT has the duty to comply with the laws, rules, regulations, instructions and announcements relating to the conduct of its business strictly in accordance with principles of good governance, maintain responsibilities, and also build value and forward it to society and the environment which lead to sustainable business and development;
3. AOT aspires to comply with the law governing corruption prevention and suppression in association with the public sector, private sector and other agencies concerned;
4. AOT respects and observes principles of law on human rights, attaching importance to respect for human dignity, rights, liberty and equality of persons to whom protection is granted, and taking into account pertinent laws, both domestic and international;
5. AOT requires that no staff members procure personal interests which are inconsistent with interests of the organization according to the code of conduct concerning transactions that constitute conflicts of interests. It has also stipulated criteria and guidelines relating to conflicts of interests of AOT by taking steps to set a standard, transparent and verifiable control system with adherence to principles of good governance;
6. AOT attaches great importance to the maintenance of confidentiality of information in its possession by adhering to principles of law and business ethics and to the code of conduct concerning confidentiality. In this regard, it will not disclose or use for the procurement of benefits, thereby causing damage to other parties or to AOT, such information other than that permitted or that in respect of which it has entered into a lawful relationship;

7. AOT adheres to compliance with the laws and rules, both domestic and international, with respect to the conduct of its business, such as the Air Navigation Act B.E. 2497 (A.D. 1954) and its amendments, requirements of the Civil Aviation Authority of Thailand, National Civil Aviation Security Programme (NCASP), Airport Security Programme (ASP), and standards and recommended practices of the International Civil Aviation Organization (ICAO), etc.;

8. AOT personnel aspire to comply with policies of AOT by working in accordance with policy frameworks, directions and business strategies of the organization, such as policies on anti-corruption; good governance; sustainability management; safety, occupational health and work environment; risk management; the integration of corporate governance, risk management and compliance; personal data protection; stakeholder management; and human rights, etc.;

9. If executives, staff and employees of AOT have seen an event which may infringe or infringe(s) the laws, rules, regulations, instructions and announcements relating to the conduct of business, they should report it/them to their superiors or the working units concerned for acknowledgement or report it/them via such complaint receiving or clue reporting channels as specified by AOT;

10. AOT personnel who perform any acts, thereby violating or failing to comply with the laws, rules, regulations, instructions, announcements and policies, either directly or indirectly, are deemed to commit wrongdoings and may be liable to such disciplinary action as specified by AOT. They may also be liable to punishments under the rules concerning the code of conduct of work performers. If such acts are unlawful, they must also be prosecuted and underwent the punishments according to law.

Announced on 20 October 2023



(Mr. Sarawut Songsivilai)

Chairman of the Board of Directors
Airports of Thailand Public Company Limited (AOT)