



AIRPORTS OF THAILAND PLC.
บริษัท ท่าอากาศยานไทย จำกัด (มหาชน)

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) places importance on the principles of good corporate governance and conducting business in accordance with laws and organizational regulations. AOT focuses on ensuring that its operations are carried out correctly, adhering to the code of conduct and all relevant guidelines, in order to comply with laws and organizational regulations related to business operations. It also emphasizes social and environmental responsibility, including anti-corruption in all forms, to build confidence among shareholders, stakeholders, and all parties involved. Therefore, it is deemed appropriate to establish operational guidelines for the Board of Directors, executives, staff and employees, aiming to prevent risks from non-compliance with laws and organizational regulations, which may result in financial damage or damage to AOT's reputation and image. To oversee operations in compliance with laws and organizational regulations, AOT has established a Compliance Policy as follows:

1. AOT, which includes its Board of Directors, executives, staff and employees, has the duty to study, understand, and strictly comply with laws and organizational regulations. This includes continuously monitoring and updating information. If there are any doubts regarding requirements or procedures, they should consult with their supervisors or relevant departments. They should also be aware of the impacts and damages that may result from non-compliance or actions that are continuously inconsistent with the prescribed laws and organizational regulations.

2. AOT has a duty to strictly comply with laws and organizational regulations related to its business operations under the principles of good governance. It is committed to fulfilling its responsibilities while creating and delivering value to society and the environment to support sustainable business operations and development.

3.AOT is committed to strictly complying with the laws related to the prevention and suppression of corruption. By cooperating with government agencies, private sectors, and relevant organizations, this enhances transparency and credibility in all aspects of AOT's operations.

4.AOT respects and strictly adheres to human rights law by prioritizing the respect of human dignity, rights, freedoms, and equality of individuals as protected by the law, while comprehensively and continuously adhering to relevant laws related to AOT's operations at both the domestic and international levels.

5.AOT requires that all AOT personnel must not seek personal benefits that may conflict with the organization's interests, in accordance with the code of conduct regarding conflicts of interest. AOT has stipulated criteria and guidelines for managing conflicts of interest within the organization and implements standardized control systems, upholding the principles of good governance, transparency, and accountability.

6.AOT attaches great importance on maintaining the confidentiality of information in its possession by adhering to principles of law, business ethics, and the code of conduct concerning confidentiality. AOT will not disclose or use such information for personal gain in a manner that may cause damage to others or to AOT, unless authorized or required by law.

7.AOT adheres to strictly complying with laws and rules, both domestic and international, with respect to the conduct of its business operations, 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), and standards and recommended practices of the International Civil Aviation Organization (ICAO), and just to name a few.

8.AOT personnel aspire to comply with policies of AOT by operating in accordance with the organization's policy frameworks, directions, and business strategies, such as policies on anti-corruption; good governance, sustainability management; safety, occupational health, and work environment policy; risk management; the integration of corporate governance, risk management and compliance; personal data protection; stakeholder management; and human rights, Information and Communication Technology Security Policy, and just to name a few.

9.If executives, staff or employees of AOT witness an event that may violate or have violated laws, rules and regulations related to business operations, they should report it to their supervisor or the relevant department, or they can report it through the complaint or whistleblower channels established by AOT.

10.AOT personnel who directly or indirectly violate or fail to comply with laws and organizational regulations are considered to have committed an offense and may be subject to disciplinary or ethical penalties as determined by AOT. Furthermore, if the act constitutes a legal offense, they will be prosecuted and punished according to the law.

Announced on **22** July 2025



(Mr.Apirat Chaiwongnoi)

Chairman of the Board of Directors

Airports of Thailand Public Company Limited (AOT)