Announcement of AOT Ground Aviation Services Company Limited

NO. AOTGA/130/2567

Subject: AOTGA Business Sustainability Policy

AOT Ground Aviation Services Company Limited (AOTGA) is committed to conducting its business with a strong sense of social responsibility in accordance with the principles of sustainable business practices. The Company operates through efficient, safe, transparent and auditable processes, while fostering a culture among its personnel that emphasizes social and environmental responsibility, accountability in the performance of duties and the continuous enhancement of competitiveness across all dimensions. In addition, AOTGA promotes robust Good Corporate Governance by ensuring that business operations are conducted in alignment with recognised standards, principles and operational guidelines at both national and international levels. This approach is intended to deliver long-term value and build trust among all stakeholder groups, while contributing meaningfully to the development of society, the environment and the national economy. Accordingly, AOTGA has adopted sustainability management policies and practices that are fully aligned with internationally recognised standards, as outlined below.

Environmental Dimension

AOTGA conducts its business with due consideration for environmental stewardship, with a focus on controlling and reducing the impacts of its operations on ecosystems and biodiversity. The Company is committed to leveraging technology and innovation to mitigate negative environmental impacts arising from its business activities, while progressively increasing the proportion of clean and renewable energy integrated into its operational processes. AOTGA continuously seeks opportunities to reduce carbon dioxide emissions and places strong emphasis on cultivating environmental awareness and responsibility across the organization. This includes raising awareness of climate change, encouraging creativity and innovation in operational practices and enhancing the efficient and responsible use of resources. In parallel, the Company actively promotes employee participation in the conservation and protection of natural resources and the environment, both directly and indirectly, on an ongoing basis.

Social Dimension

AOTGA conducts its business with careful consideration of the social impacts of its operations on society, local communities and stakeholders throughout the entire supply chain. The Company places strong emphasis on respect for human rights and the fair and equitable treatment of employees and personnel by providing appropriate welfare, healthcare, occupational health, safety and hygiene measures in the workplace. AOTGA also promotes a healthy work–life balance, which contributes to enhanced service efficiency as well as greater confidence in the quality and standards of its services. These services are delivered in compliance with international standards and aviation industry standards, including those of the International Safety Standard of International Air Transport

Association (ISAGO) and the International Civil Aviation Organization (ICAO). In addition, AOTGA is committed to creating shared value between the Company and surrounding communities by promoting local employment and creating job opportunities for people in local areas. The Company further encourages employees to participate continuously in social contribution activities, both directly and indirectly, to support the sustainable growth and development of communities and society alongside AOTGA.

Governance Dimension

AOTGA conducts its business in accordance with the principles of fair business practices and places strong emphasis on being an ethical organization with integrity. The Company is committed to full compliance with applicable laws, contractual obligations, regulatory requirements and recognised practices at both national and international levels. Operations are carried out in a transparent and efficient manner, in alignment with the principles of Good Corporate Governance, while avoiding any actions that may give rise to conflicts between personal interests and the collective interests of the organization. AOTGA maintains a zero-tolerance approach to corruption in all forms. In addition, the Company promotes effective management under a framework of Strengthening of Risk Management, supported by robust internal control systems. These mechanisms enable AOTGA to adapt to change, respond effectively to emerging challenges and pursue appropriate business opportunities. This approach supports sustainable growth, minimises adverse impacts across the value chain and ensures a balanced response to the expectations of all stakeholders.

In this regard, all executives and employees of AOTGA share the responsibility to support, promote and act in accordance with these policies. This collective commitment ensures that AOTGA continues to grow sustainably across the economic, social and environmental dimensions, in line with its long-term sustainability aspirations.

Announced on March 28, 2024

(Mr. Siriwat Towachirakul)

President

AOT Ground Aviation Services Company Limited