Announcement of AOT Ground Aviation Services Company Limited
No. AOTGA/277/2567
Subject: Human Rights Policy

AOT Ground Aviation Services Company Limited ("AOTGA") recognizes the importance of its responsibility to society and relevant stakeholders to respect human rights equally, in accordance with good corporate governance principles, to support responsible and sustainable business growth.

AOTGA has therefore established this Human Rights Policy to ensure that it conducts its operations responsibly without violating human rights. The policy provides a framework complied with national and international human rights standards, including the United Nations Universal Declaration of Human Rights (UNDHR), the United Nations Global Compact (UNGC), the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

1. Definitions

1.1 "Human Rights" means human dignity, inherent fundamental rights and freedoms, and equality, including the right to freedom from discrimination on the grounds of race, religion, sex, skin colour, language, ethnicity, or any other status. (Source: National Human Rights Commission of Thailand)

1.2 "Discrimination" means differential treatment, exclusion, restriction, or unequal preference towards individuals or groups in comparable or different circumstances. It also includes identical treatment that disadvantages certain groups. Such practices constitute barriers to the principle of human equality.

1.3 "Stakeholders" means individuals, groups, or organizations that influence AOTGA's decision-making processes and may have a positive or negative impact, directly or indirectly, on AOTGA's objectives and success. Examples include employees, executives, shareholders, customers, business partners, society, and local communities where the organization operates.

1.4 "Value Chain" means interrelated and connected activities that collectively add value to AOTGA's products and services, from the procurement of raw materials and equipment through to the final delivery of products or services to customers. Each stage can create value for AOTGA and its products or services without difficulties.

2. Human Rights Policy

AOTGA's Board of Directors, executives, and employees at all levels recognize the importance of, and jointly promote, an organizational culture that respects human rights in all AOTGA activities, as well as in society and communities, in accordance with the laws of each country and the treaties by which each country is bound. This includes:

2.1 Treating everyone equally in accordance with human rights principles, without discrimination.

2.2 Avoiding actions that violate human rights.

2.3 Supporting and promoting human rights.

2.4 Communicating and disseminating information, providing education, building understanding, establishing guidelines, monitoring compliance, and providing other support to AOTGA employees, entities involved in providing services and/or deliveries to one another, and individuals, groups, and networks within the supply chain. These efforts aim to encourage ethical operations, respect for human rights, and treatment of everyone in accordance with human rights principles under this policy.

3. Implementation Guidelines

3.1 Respect the human rights of all employees and stakeholders involved in AOTGA's business operations. Treat one another with respect, dignity, and equality based on human dignity, without discrimination or distinction on the grounds of psychological differences, physical condition, race, nationality, country of origin, religion, sex, language, age, skin colour, education, social status, economic standing, family background, culture, customs, expression of opinions, or any other differences.

3.2 Exercise due care in performing duties to prevent the risk of human rights violations. Monitor respect for the human rights of AOTGA employees and relevant parties.

3.3 Support and promote activities that protect human rights and ensure that AOTGA's business is not involved in human rights violations, particularly forced labor, the illegal employment of migrant workers, child labor, human trafficking, and violations of personal data rights.

3.4 Communicate and disseminate information, provide education, and build understanding among AOTGA employees and persons involved in business operations throughout the business value chain.

3.5 Establish effective and fair whistleblowing and complaint channels, that maintain an effective information management and protect the identity of persons reporting human rights violations involving AOTGA.

3.6 Monitor respect for human rights. Do not disregard or remain indifferent upon witnessing conduct that may constitute a human rights violation involving AOTGA. Report such conduct to a supervisor or the Compliance and Litigation, Office of President, and cooperate in investigations.

3.7 Persons who commit human rights violations shall be subject to consideration for disciplinary action in accordance with the Company's work rules and regulations and may also face legal penalties where their actions violate the law. Lack of awareness of this policy and/or applicable laws cannot be used as a justification for non-compliance.

This announcement is issued for the information and compliance of all concerned.

Announced on **8 July 2024**

(Mr. Siriwat Towachirakul)

President

AOT Ground Aviation Services Company Limited