AOTGA
บริษัท บริการภาคพื้น ท่าอากาศยานไทย จำกัด
AOT Ground Aviation Services Company Limited

AOT Ground Aviation Services Company Limited Announcement

AOTGA/ 383 /2026

Safety, Occupational Health and Environmental Policy

AOT Ground Aviation Services Company Limited (AOTGA) is acutely aware that Safety, Occupational Health and Environment are our top priorities. Therefore, we are committed to implementing proactive measures to create a work environment that is free from accidents, with the goal of achieving zero accidents. Every member of the organization has a responsibility to identify and eliminate risk factors that may cause injuries, illnesses, property damage, accidents, or serious incidents. AOTGA; therefore, has established the following policies on Safety, Occupational Health and Working Environment as follows:

1. AOTGA is committed to operating its various operations in accordance with laws, regulations, and standards pertaining to safety, occupational health, environment, and aviation, as well as customer requirements.Also take into consideration relevant climate change issues that may affect our business operations, while adhering strictly to international standards.

2. AOTGA is committed to ensuring that executives at all levels - senior, middle, and primary - play a role and hold responsibility for overseeing and managing safety, occupational health, and environment. They are also expected to actively participate in the continuous development and promotion of standards and related processes. This commitment starts with the President of AOTGA, who serves as the highest-level executive and is the primary Accountable Executive (AE) responsible for driving AOTGA's policies.

3. AOTGA is committed to preventing injury, ill health, and adverse environmental impacts through the systematic management of hazards, risks, and environmental aspects to prevent work-related injuries and ill health, accidents, incidents, pollution, and adverse environmental impacts. We also promote the efficient use of resources, energy, water, and materials, the reduction of waste, and the proper management of waste throughout the operational lifecycle.

4. AOTGA is committed to ensuring that all employees receive appropriate communication to enhance safety awareness, promote participation, and develop the competence of workers. We provide consultation, encourage participation, and provide opportunities for employees and workers' representatives to participate in hazard identification, risk assessment, environmental aspect assessment, proposing improvement measures, and engaging in occupational health, safety, and environmental activities.And ensure effective communication and provide access to appropriate training, skills

development, information, and adequate resources necessary for employees to perform their duties correctly and safely, in accordance with the AOTGA's policies .

5. AOTGA is committed to creating and maintaining a safe, healthy, and sustainable environment for its employees, customers, partners, and contractors. This is achieved by systematically developing risk and hazard management strategies related to AOTGA's business operations through the implementation of a Safety Management System (SMS) in accordance with established standards.

6. AOTGA is committed to developing and promoting safety and a fair reporting system by fostering a non-punitive reporting culture (Non-Punitive Reporting System or Just Culture). This enables employees, contractors, customers, and AOTGA's interested parties to report information regarding irregularities or hazards that may lead to accidents or incidents through the Safety Reporting System (Safety Report), this principle excludes cases involving intentional acts, gross negligence that adversely affects safety, the environment, or AOTGA's business operations, as well as the neglect or failure to report incidents. Such cases may be subject to further investigation and appropriate consideration.

7. AOTGA is committed to the continuous development and enhancement of safety, occupational health, and environment efficiency through systematic management and the promotion of a safety culture.

8. AOTGA shall review its policies on safety, occupational health, and environment at least every two years, with the review being conducted as part of the executive-level meetings (Safety Review Board: SRB). This is to ensure that AOTGA's policies remain aligned and appropriate to the scope and size of the organization at all times. And ensure that its policies on safety, occupational health, and the environment are effectively and comprehensively communicated to employees at all levels, so that all employees can effectively access the relevant details and essential information.

9. AOTGA is committed to effectively communicating its policies on safety, occupational health, and working environment to all employees at every level, ensuring that everyone can access important details and information efficiently.

Any previous announcements regarding the policy on safety, occupational health, and environment shall be considered revoked. This announcement shall take effect from 25 September 2026 and shall remain in force thereafter.

(Mr. Siriwat Tovachirakul)
President
AOT Ground Aviation Services Company Limited