



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**AIRPORTS OF THAILAND PUBLIC COMPANY LIMITED**

**Fiscal Year End 30 September 2024**



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : AIRPORTS OF THAILAND PUBLIC COMPANY LIMITED

Symbol : AOT

Address : 333 Cherdwutagard Road, Sikan, Don Mueang

Province : Bangkok

Postcode : 10210

Business : AOT is the operator of airport business in Thailand, the core tasks of which are airport management and development of country's 6 international airports, namely Suvarnabhumi, Don Mueang, Phuket, Chiang Mai, Hat Yai and Mae Fah Luang-Chiang Rai. All 6 serve both domestic and international flights with Suvarnabhumi designated as the country's main airport.

Registration Number : 0107545000292

Telephone : 0-2535-1192

Fax (if applicable) : 0-2535-5749

Website : [www.airportthai.co.th](http://www.airportthai.co.th)

Email : [aotpr@airportthai.co.th](mailto:aotpr@airportthai.co.th)

#### Total Shares Sold (shares)

Common Stock : 14,285,700,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	17,891,857.90	48,445,503.32	67,827,796.78
Airport business (Thousand baht)	15,397,616.25	45,404,618.65	63,353,324.72
Hotel business (Thousand baht)	560,237.71	688,236.38	732,601.09
Ground aviation services (Thousand baht)	599,765.18	1,973,919.94	3,006,808.51
Security business (Thousand baht)	2,404.00	74,140.17	28,570.54
Project on perishable goods (Thousand baht)	0.00	0.00	0.00
Other Income (Thousand baht)	1,331,834.76	304,588.18	706,491.92

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Airport business (%)	86.06	93.72	93.40
Hotel business (%)	3.13	1.42	1.08
Ground aviation services (%)	3.35	4.07	4.43
Security business (%)	0.01	0.15	0.04
Project on perishable goods (%)	0.00	0.00	0.00
Other Income (%)	7.44	0.63	1.04

**By Geographical Area or Market**

	2022	2023	2024
Total revenue from operations (Thousand baht)	17,891,857.90	48,445,503.32	67,827,796.78
Domestic (Thousand baht)	17,891,857.90	48,445,503.32	67,827,796.78
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

**Other income as specified in the financial statements**

	2022	2023	2024
Total other income (Thousand baht)	1,331,834.76	304,588.18	706,491.92
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	1,331,834.76	304,588.18	706,491.92

**Share of profit of joint ventures and associates accounted for using equity method**

	2022	2023	2024
Share of profit (Thousand baht)	178.54	167.98	576.21

**Information on Products and Services (1.2.2)****Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2022	2023	2024
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R&D expenses in the past 3 years	N/A	N/A	N/A
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# Risk Management



# Risk Management

## Risk Factors (2.2)

**Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)**

**AOT might not be able to integrate collaboration in emergency management and disabled aircraft removal.**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Compliance Risk

- Violations of laws and regulations

### **Risk from Capacity Expansion Project of AOT**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy

**AOT might not be prepared for recovery in ground equipment service capacity at Suvarnabhumi Airport.**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Damage to company image and reputation

#### **Risk from unachievable investment planning**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Other

#### **Unachievable AOT's KPIs for the fiscal year 2024**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Other

# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy (if applicable) : <https://corporate.airportthai.co.th/storage/2024/05/67-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.pdf>

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://corporate.airportthai.co.th/wp-content/uploads/2020/08/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1-63.pdf>

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

### Results with Respect to the Environmental Aspect (3.3.2)

#### Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	N/A	N/A	996,850.61
Gasoline (Litres)	N/A	N/A	210,447.33

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	287,875,486.00	540,392,194.00	597,544,355.80

## Water management

### • Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	6,252,996.88	8,414,749.44	9,671,089.00

## Waste management

### • Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	38,558,885.40	50,642,283.00	54,859,544.62
Hazardous waste (Kilograms)	87,371.00	116,510.00	132,326.00
<b>Total waste generated (Kilograms)</b>	<b>38,646,256.40</b>	<b>50,758,793.00</b>	<b>54,991,870.62</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	2,782.04	2,941.59	N/A
Scope 2 (Tons of carbon dioxide equivalents)	224,506.94	284,837.18	N/A
Remark :	As AOT collects the amount of GHG emissions as of 31 December each year, the data collection as of 31 December 2023 remains unfinished.		
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>227,288.98</b>	<b>287,778.77</b>	<b>0.00</b>

- **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://corporate.airportthai.co.th/storage/2021/03/3.2.1-AOT-Human-Rights-Policy.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2022	2023	2024
Number of male employees (Persons)	3,748	4,072	4,131
Number of female employees (Persons)	2,403	2,713	2,744
<b>Total number of employees (Persons)</b>	<b>6,151</b>	<b>6,785</b>	<b>6,875</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	3,790,152,177.24	3,937,880,638.68	4,259,468,357.88

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	5.54	2.31	1.65
Employee development and training expenses (baht)	36,887,580.75	77,072,110.59	122,031,486.71

##### • Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	6	8	5
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	2.05	3.42	2.63

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No



# Corporate Governance Policy

# Corporate Governance Policy

## Overview of the Corporate Governance Policy and Guideline (6.1)

### Corporate Governance Policy

Corporate Governance Policy	: Yes
Company website on corporate governance policy	: <a href="https://corporate.airportthai.co.th/storage/2024/06/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%98%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%B2%E0%B8%A0%E0%B8%B4%E0%B8%9A%E0%B8%B2%E0%B8%A5%E0%B8%82%E0%B8%AD%E0%B8%87_%E0%B8%97%E0%B8%AD%E0%B8%97_%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%88%E0%B8%B3%E0%B8%9B%E0%B8%B5_2567.pdf">https://corporate.airportthai.co.th/storage/2024/06/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%98%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%B2%E0%B8%A0%E0%B8%B4%E0%B8%9A%E0%B8%B2%E0%B8%A5%E0%B8%82%E0%B8%AD%E0%B8%87_%E0%B8%97%E0%B8%AD%E0%B8%97_%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%88%E0%B8%B3%E0%B8%9B%E0%B8%B5_2567.pdf</a>

### Policy and Guideline Related to the Board of Directors (6.1.1)

#### Policy and guideline related to the board of directors

Company policy and guideline	: Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation
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## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct	: Yes
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#### Policy and Guideline related to the Code of Conduct

Company policy and guideline	: Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing
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**Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information**

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	14	100.00
Number of male directors	11	78.57
Number of female directors	3	21.43
Number of executive directors	1	7.14
Number of non-executive directors	13	92.86
Number of independent directors	7	50.00

#### Information on the board of directors and persons with authority to control the company (7.2.2)

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. POL. GEN. VISANU PRASATTONGOSOTH Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Newly appointed director to replace ex-director	28 Nov 2023	Business Administration, Economics, Transportation & Logistics

2.	POL. GEN. MANOO MEKMOK Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	15 Nov 2016	Law, Corporate Management, Transportation & Logistics
3.	Mr. PHANTONG LOYKULNANTA Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	17 Feb 2021	Corporate Management, Transportation & Logistics, Engineering, Information & Communication Technology
4.	Mr. APIRAT CHAIWONGNOI Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	22 Jun 2022	Corporate Management, Transportation & Logistics, Engineering
5.	Pol.Lt.Gen. JIRABHOP BHURIDEJ Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	20 Jan 2023	Information & Communication Technology, IT Management

6.	<p>Mr. YONGYUTT CHAIPROMPRASITH</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	28 Nov 2023	Economics, Business Administration, Strategic Management
7.	<p>Mr. KERATI KIJMANAWAT</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	28 Nov 2023	Transportation & Logistics, Project Management, Engineering, Risk Management
8.	<p>Associate Professor THIRA JEARSIRIPONGKUL</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	28 Nov 2023	Engineering, Corporate Management
9.	<p>Ms. SALAGJIT PONGSIRICHAN</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	28 Nov 2023	Business Administration, Accounting, Law

10.	Mr. SOMSAK PHUSAKUL Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	28 Nov 2023	Business Administration, Accounting, Finance, Economics
11.	ACM MANAT CHAVANAPRAYOON Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	28 Nov 2023	Transportation & Logistics, Corporate Management, Audit
12.	Ms. KANPHAKAMON SOPHATPHIRUNNASAK Gender: Female Age: 38 years old Highest level of education: Master's degree Major: Drug Discovery and Pharmaceutical Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	22 Dec 2023	Business Administration, Health Care Services, Law, Marketing
13.	Ms. TRITHIP SIVAKRISKUL Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	30 Jan 2024	Accounting, Business Administration, Economics, Finance, Audit

14. Mr. CHIRUTE VISALACHITRA	Director	30 Jan 2024	Business Administration, Corporate Management, Transportation & Logistics
Gender: Male	(Non-executive)		
Age: 59 years old			
Highest level of education:	Director type: Newly		
Master's degree	appointed director to		
Major: Political Science	replace ex-director		
Thai nationality: Yes			
Residing in Thailand: Yes			

#### List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. WARA TONGPRASIN Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 16 Jul 2014 Date directorship ended: 27 Nov 2023	Mr. YONGYUTT CHAIPROMPRASITH Date position was assumed: 28 Nov 2023
2. Ms. SUTTIRAT RATTANACHOT Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Oct 2019 Date directorship ended: 19 Oct 2023	Mr. SOMSAK PHUSAKUL Date position was assumed: 28 Nov 2023
3. Mr. KRIT SESAVEJ Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 29 Nov 2019 Date directorship ended: 19 Oct 2023	Ms. SALAGJIT PONGSIRICHAN Date position was assumed: 28 Nov 2023



4.	Ms. SUPAWAN TANOMKIEATIPUME Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 29 Jul 2020 Date directorship ended: 30 Jan 2024	Mr. CHIRUTE VISALACHITRA Date position was assumed: 30 Jan 2024
5.	Mrs. PHONGSAWARD NEELAYODHIN Gender: Female Age: 57 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 17 Feb 2021 Date directorship ended: 29 Nov 2023	Ms. KANPHAKAMON SOPHATPHIRUNNASAK Date position was assumed: 22 Dec 2023
6.	Mr. JIRAPON SUNKPHO Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 23 Jun 2021 Date directorship ended: 30 Jan 2024	Ms. TRITHIP SIVAKRISKUL Date position was assumed: 30 Jan 2024
7.	ACM BHANUPONG SEYAYONGKA Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 21 Dec 2021 Date directorship ended: 19 Nov 2023	ACM MANAT CHAVANAPRAYOON Date position was assumed: 28 Nov 2023
8.	Mr. KRICHTHEP SIMLEE Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Master of Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 21 Jan 2022 Date directorship ended: 27 Nov 2023	Associate Professor THIRA JEARSIRIPONGKUL Date position was assumed: 28 Nov 2023

9.	Mr. NITINAI SIRISMATTHAKARN Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 22 Jun 2016 Date directorship ended: 20 Apr 2023	Mr. KERATI KIJMANAWAT Date position was assumed: 28 Nov 2023
10.	Mr. SARAWUT SONGSIVILAI Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 17 Feb 2021 Date directorship ended: 23 Sep 2024	No replacement director

#### Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. ACM MANAT CHAVANAPRAYOON Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	1 Feb 2024	Transportation & Logistics, Corporate Management, Audit
2. Ms. TRITHIP SIVAKRISKUL [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	1 Feb 2024	Accounting, Business Administration, Economics, Finance, Audit
3. Associate Professor THIRA JEARSIRIPONGKUL Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	1 Feb 2024	Engineering, Corporate Management

[1] A director with the accounting expertise needed to review financial statements

#### List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. WARA TONGPRASIN [1] Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 3 Feb 2020 Date directorship ended: 27 Nov 2023	No replacement director
2. Mr. JIRAPON SUNKPHO Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 2 Dec 2022 Date directorship ended: 30 Jan 2024	No replacement director
3. Mr. KRICHTHEP SIMLEE Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Master of Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 1 Apr 2023 Date directorship ended: 27 Nov 2023	No replacement director

[1] A director with the accounting expertise needed to review financial statements

#### Executive Committee

##### List of executive committee members

General information	Position	Date position was assumed
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1.	Mr. KERATI KIJMANAWAT Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Nov 2023
2.	Mr. APIRAT CHAIWONGNOI Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Feb 2023

**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
1. Mr. NITINAI SIRISMATTHAKARN Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 22 Jun 2016 Date directorship ended: 20 Apr 2023	Mr. KERATI KIJMANAWAT Date position was assumed: 28 Nov 2023

**Other sub-committees**

**Sub-committees information**

Name of sub-committees	List of directors	Position
The Nomination Committee	POL. GEN. MANOO MEKMOK Mr. APIRAT CHAIWONGNOI Pol.Lt.Gen. JIRABHOP BHURIDEJ	Chairman Member Member

The Remuneration Committee	Pol.Lt.Gen. JIRABHOP BHURIDEJ	Chairman
	Mr. PHANTONG LOYKULNANTA	Member
	Ms. KANPHAKAMON	Member
	SOPHATPHIRUNNASAK	
The Corporate Governance Committee	Mr. SARAWUT SONGSIVILAI	Chairman
	ACM MANAT CHAVANAPRAYOON	Member
	Mr. KERATI KIJMANAWAT	Member
The Risk Management Committee	Mr. YONGYUTT CHAIPROMPRASITH	Chairman
	Ms. KANPHAKAMON	Member
	SOPHATPHIRUNNASAK	Member
	Mr. KERATI KIJMANAWAT	
Other Subcommittee	POL. GEN. MANOO MEKMOK	Chairman
	ACM MANAT CHAVANAPRAYOON	Member
	Mr. CHIRUTE VISALACHITRA	Member
	Mr. APIRAT CHAIWONGNOI	Member
	Mr. PHANTONG LOYKULNANTA	Member
	Ms. SALAGJIT PONGSIRICHAN	Chairman
	Mr. SOMSAK PHUSAKUL	Chairman
	Associate Professor THIRA	Member
	JEARSIRIPONGKUL	Member
	Mr. YONGYUTT CHAIPROMPRASITH	Member
	Mr. KERATI KIJMANAWAT	Member
	ACM BHANUPONG SEYAYONGKA	Member
	Mr. WARA TONGPRASIN	Member
	Mr. KRICHTEP SIMLEE	Member
	Mrs. PHONGSAWARD NEELAYODHIN	Member
	Mr. JIRAPON SUNKPHO	

#### Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination Committee
Sub-committees responsible for remuneration	: The Remuneration Committee
Sub-committees responsible for corporate governance	: The Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Governance Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KERATI KIJMANAWAT Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Engineering	PRESIDENT	24 Apr 2023	Transportation & Logistics, Project Management, Engineering, Risk Management
2. Mr. Kittipoj Venunantana Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Computer Science	Senior Executive Vice President (Digital Technology and Innovation)	5 May 2020	Information & Communication Technology, IT Management
3. Mr. Anake Teeraviwatcha Gender: Male Age: 55 years old Highest level of education: Doctoral degree Major: Doctor of Architecture	Senior Executive Vice President (Corporate Strategy)	1 Oct 2020	Strategic Management, Architecture
4. Mrs. Chadanisa Chumnanvej Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Public Administration	Senior Executive Vice President (Human Resources and Administration)	1 Oct 2023	Transportation & Logistics, Human Resource Management
5. Mr. Chenwit Musikarat [1] Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Accounting	Senior Executive Vice President (Accounting and Finance)	1 Oct 2021	Accounting, Finance

6.	Mr. Sirote Duangratana Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Finance	Senior Executive Vice President (Business Development and Marketing)	1 Oct 2020	Finance, Marketing, Business Administration
7.	Flight Lieutenant Thummavudth Nonsee Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Executive Vice President (Airport and Aviation Standard)	1 Oct 2019	Transportation & Logistics, Engineering
8.	Mr. Kittipong Kittikachorn Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Business Administration	General Manager of Suvarnabhumi Airport	1 Oct 2021	Corporate Management, Transportation & Logistics
9.	Mr. Monchai Tanode Gender: Male Age: 59 years old Highest level of education: Master's degree Major: General Management	General Manager of Phuket International Airport	1 Oct 2021	Business Administration, Transportation & Logistics, Corporate Management
10.	Mr. Sompob Paksawan Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: General Management	Senior Executive Vice President (Regional Airports)	1 Oct 2023	Transportation & Logistics, Corporate Management
11.	Ms. Paweena Jariyathitipong Gender: Female Age: 47 years old Highest level of education: Doctoral degree Major: Engineering	Senior Executive Vice President (Engineering and Construction)	1 Dec 2023	Engineering, Business Administration
12.	Mr. Vijit Keawsaitiam Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Telecommunication Engineering	General Manager of Don Mueang International Airport	1 Oct 2023	Engineering, Transportation & Logistics



13.	Wing Commander Ronakorn Chalearmsanyakorn Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science	General Manager of Chiang Mai International Airport	1 Oct 2023	Corporate Management, Transportation & Logistics
14.	Mr. Karant Thanakuljeerapat Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering	OT Senior Specialist 11	1 Oct 2023	Transportation & Logistics, Corporate Management, Engineering
15.	Ms. Punyarut Tongjitti Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Political Science	AOT Specialist 11	1 Oct 2022	Media & Publishing, Corporate Management
16.	Mrs. Unchalee Pramualcharoenkit Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Economics	Executive Vice President (Accounting and Finance 1)	1 Oct 2021	Finance, Accounting
17.	Ms. Patcharawalai Tunprawat Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Accounting	Executive Vice President (Accounting and Finance 2)	1 Oct 2021	Accounting, Finance
18.	Mr. Chaiyot Chupanya Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Accounting	Deputy General Manager of Suvarnabhumi Airport (Business Support Group)	1 Oct 2020	Corporate Management
19.	Mr. Thanom Tungtongpairoj Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Financial Accounting	Vice President, Finance Department	1 Oct 2021	Accounting, Finance

20.	Mrs. Boonploog Noinamkham [2] Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting	Vice President, Accounting Department	1 Oct 2022	Accounting, Finance
21.	Mrs. Unchana Uthumma Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Management	Vice President, Accounting and Finance Department, Suvarnabhumi Airport	1 Oct 2021	Accounting, Corporate Management

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration

	2022	2023	2024
Total executive remuneration (baht)	45,737,535.08	69,854,048.95	75,320,914.43

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 4,131

Number of female employees (persons) : 2,744

**Total number of employees (persons)** : 6,875

## Employee Remuneration

**Total employee remuneration** : 4,259,468,357.88

## Provident fund

**Total number of employees (persons)** : 6,875

**Number of employees contributing to the PVD (persons)** : 6,527

**Percentage of employees who are members (%)** : 94.94

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Boonploog Noinamkham	boonploog.n@airportthai.co.th	0 2535 5890

- Company secretary

General information	Email	Telephone
1. Mr. Krit Pakagij	krit.p@airportthai.co.th	0 2535 1003

- Head of internal audit

General information	Email	Telephone
1. Mr. Thanya Seingcharoen	thanya.s@airportthai.co.th	0 2535 5040

• Head of compliance unit

General information	Email	Telephone
1. Police Lieutenant Jueathip Plathong	jueathip.p@airportthai.co.th	0 2535 5620

• Head of investor relations

General information	Email	Telephone
1. Ms. Napha Limwongyuti	napha.l@airportthai.co.th	0 2535 5980

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Mrs GINGKARN ATSAWARANGSALIT Email: ginkarn.atsawarangsalit@th.ey.com Telephone: 0 2264 0777</p> <p>2. Mrs. SUMANA PUNPONGSANON Email: sumana.punpongsanon@th.ey.com Telephone: 0 2264 7777</p>	5,700,000.00	-

# Performance Report on Corporate Governance

## Performance Report on Corporate Governance

### Summary of Director Performance (8.1)

#### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

##### List of new directors appointed in the past year

##### • List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Ms. SALAGJIT PONGSIRICHAN Gender: Female Age: 57 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 28 Nov 2023	Business Administration, Accounting, Law
2. Mr. SOMSAK PHUSAKUL Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 28 Nov 2023	Business Administration, Accounting, Finance, Economics
3. ACM MANAT CHAVANAPRAYOON Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 28 Nov 2023	Transportation & Logistics, Corporate Management, Audit

• List of newly appointed director to replace the ex-director

General information		Position	Date position was assumed	Experience and expertise
1.	<p>POL. GEN. VISANU PRASATTONGSOTH</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the board (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 28 Nov 2023</p>	<p>Business Administration, Economics, Transportation &amp; Logistics</p>
2.	<p>Mr. YONGYUTT CHAIPROMPRASITH</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 28 Nov 2023</p>	<p>Economics, Business Administration, Strategic Management</p>
3.	<p>Mr. KERATI KIJMANAWAT</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 28 Nov 2023</p>	<p>Transportation &amp; Logistics, Project Management, Engineering, Risk Management</p>
4.	<p>Associate Professor THIRA JEARSIRIPONGKUL</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 28 Nov 2023</p>	<p>Engineering, Corporate Management</p>

5.	Ms. KANPHAKAMON SOPHATPHIRUNNASAK Gender: Female Age: 38 years old Highest level of education: Master's degree Major: Drug Discovery and Pharmaceutical Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 22 Dec 2023	Business Administration, Health Care Services, Law, Marketing
6.	Ms. TRITHIP SIVAKRISKUL Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 30 Jan 2024	Accounting, Business Administration, Economics, Finance, Audit
7.	Mr. CHIRUTE VISALACHITRA Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 30 Jan 2024	Business Administration, Corporate Management, Transportation & Logistics

#### Development of directors over the past year

List of directors	Position	Participated in director development program
POL. GEN. VISANU PRASATTONGSOTH	Chairman of the board	Non-participating
POL. GEN. MANOO MEKMOK	Director	Non-participating
Mr. PHANTONG LOYKULNANTA	Director	Non-participating
Mr. APIRAT CHAIWONGNOI	Director	Non-participating
Pol.Lt.Gen. JIRABHOP BHURIDEJ	Director	Non-participating
Mr. YONGYUTT CHAIROMPRASITH	Director	Non-participating



Mr. KERATI KIJMANAWAT	Director	Participating
Associate Professor THIRA JEARSIRIPONGKUL	Director	Non-participating
Ms. SALAGJIT PONGSIRICHAN	Director	Participating
Mr. SOMSAK PHUSAKUL	Director	Participating
ACM MANAT CHAVANAPRAYOON	Director	Participating
Ms. KANPHAKAMON SOPHATPHIRUNNASAK	Director	Participating
Ms. TRITHIP SIVAKRISKUL	Director	Participating
Mr. CHIRUTE VISALACHITRA	Director	Non-participating
Mr. WARA TONGPRASIN	Director	Non-participating
Ms. SUTTIRAT RATTANACHOT	Director	Non-participating
Mr. KRIT SESAVEJ	Director	Non-participating
Ms. SUPAWAN TANOMKIEATIPUME	Director	Non-participating
Mrs. PHONGSAWARD NEELAYODHIN	Director	Non-participating
Mr. JIRAPON SUNKPHO	Director	Non-participating
ACM BHANUPONG SEYAYONGKA	Director	Non-participating
Mr. KRICHTHEP SIMLEE	Director	Non-participating
Mr. NITINAI SIRISMATTHAKARN	Director	Non-participating
Mr. SARAWUT SONGSIVILAI	Director	Non-participating

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 15

Date of AGM meeting : 30 Jan 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	POL. GEN. VISANU PRASATTONGSOTH (Chairman of the board)	-	13/13	Participating	Did not hold the meeting
2.	POL. GEN. MANOO MEKMOK (Director)	-	15/15	Participating	Did not hold the meeting
3.	Mr. PHANTONG LOYKULNANTA (Director)	-	15/15	Participating	Did not hold the meeting
4.	Mr. APIRAT CHAIWONGNOI (Director)	-	14/15	Participating	Did not hold the meeting
5.	Pol.Lt.Gen. JIRABHOP BHURIDEJ (Director)	-	13/15	Participating	Did not hold the meeting
6.	Mr. YONGYUTT CHAIPROMPRASITH (Director)	-	13/13	Participating	Did not hold the meeting
7.	Mr. KERATI KIJMANAWAT (Director)	-	13/13	Participating	Did not hold the meeting
8.	Associate Professor THIRA JEARSIRIPONGKUL (Director)	-	13/13	Participating	Did not hold the meeting
9.	Ms. SALAGJIT PONGSIRICHAN (Director)	-	13/13	Participating	Did not hold the meeting
10.	Mr. SOMSAK PHUSAKUL (Director)	-	13/13	Participating	Did not hold the meeting
11.	ACM MANAT CHAVANAPRAYOON (Director)	-	13/13	Participating	Did not hold the meeting
12.	Ms. KANPHAKAMON SOPHATPHIRUNNASAK (Director)	-	12/12	Participating	Did not hold the meeting
13.	Ms. TRITHIP SIVAKRISKUL (Director)	-	11/11	Non-participating	Did not hold the meeting
14.	Mr. CHIRUTE VISALACHITRA (Director)	-	11/11	Non-participating	Did not hold the meeting
15.	Mr. WARA TONGPRASIN (Director)	27 Nov 2023	1/1	Non-participating	Did not hold the meeting

16.	Ms. SUTTIRAT RATTANACHOT (Director)	19 Oct 2023	0/0	Non-participating	Did not hold the meeting
17.	Mr. KRIT SESAVEJ (Director)	19 Oct 2023	0/0	Non-participating	Did not hold the meeting
18.	Ms. SUPAWAN TANOMKIEATIPUME (Director)	30 Jan 2024	4/4	Participating	Did not hold the meeting
19.	Mrs. PHONGSAWARD NEELAYODHIN (Director)	29 Nov 2023	2/2	Non-participating	Did not hold the meeting
20.	Mr. JIRAPON SUNKPHO (Director)	30 Jan 2024	3/4	Participating	Did not hold the meeting
21.	ACM BHANUPONG SEYAYONGKA (Director)	19 Nov 2023	1/1	Non-participating	Did not hold the meeting
22.	Mr. KRICHTHEP SIMLEE (Director)	27 Nov 2023	1/1	Non-participating	Did not hold the meeting
23.	Mr. NITINAI SIRISMATTHAKARN (Director)	20 Apr 2023	0/0	Non-participating	Did not hold the meeting
24.	Mr. SARAWUT SONGSIVILAI (Director)	23 Sep 2024	14/15	Participating	Did not hold the meeting

#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	POL. GEN. VISANU PRASATTONGOSOTH (Chairman of the board)	-	625,000.00	786,478.49	No
2.	POL. GEN. MANOO MEKMOK (Director)	-	560,000.00	460,322.58	No
3.	Mr. PHANTONG LOYKULNANTA (Director)	-	560,000.00	460,322.58	No
4.	Mr. APIRAT CHAIWONGNOI (Director)	-	530,000.00	460,322.58	No
5.	Pol.Lt.Gen. JIRABHOP BHURIDEJ (Director)	-	480,000.00	460,322.58	No
6.	Mr. YONGYUTT CHAIROMPRASITH (Director)	-	500,000.00	393,822.58	No
7.	Mr. KERATI KIJMANAWAT (Director)	-	530,000.00	393,822.58	No
8.	Associate Professor THIRA JEARSIRIPONGKUL (Director)	-	500,000.00	393,822.58	No

9.	Ms. SALAGJIT PONGSIRICHAN (Director)	-	500,000.00	393,822.58	No
10.	Mr. SOMSAK PHUSAKUL (Director)	-	500,000.00	393,822.58	No
11.	ACM MANAT CHAVANAPRAYOON (Director)	-	500,000.00	393,822.58	No
12.	Ms. KANPHAKAMON SOPHATPHIRUNNASAK (Director)	-	470,000.00	366,612.90	No
13.	Ms. TRITHIP SIVAKRISKUL (Director)	-	440,000.00	322,580.64	No
14.	Mr. CHIRUTE VISALACHITRA (Director)	-	440,000.00	322,580.64	No
15.	Mr. WARA TONGPRASIN (Director)	27 Nov 2023	30,000.00	65,333.33	No
16.	Ms. SUTTIRAT RATTANACHOT (Director)	19 Oct 2023	0.00	20,322.58	No
17.	Mr. KRIT SESAVEJ (Director)	19 Oct 2023	0.00	20,322.58	No
18.	Ms. SUPAWAN TANOMKIEATIPUME (Director)	30 Jan 2024	120,000.00	152,741.94	No
19.	Mrs. PHONGSAWARD NEELAYODHIN (Director)	29 Nov 2023	60,000.00	67,666.67	No
20.	Mr. JIRAPON SUNKPHO (Director)	30 Jan 2024	90,000.00	137,741.94	No
21.	ACM BHANUPONG SEYAYONGKA (Director)	19 Nov 2023	30,000.00	56,000.00	No
22.	Mr. KRICHTHEP SIMLEE (Director)	27 Nov 2023	30,000.00	65,333.33	No
23.	Mr. NITINAI SIRISMATTHAKARN (Director)	20 Apr 2023	0.00	0.00	No
24.	Mr. SARAWUT SONGSIVILAI (Director)	23 Sep 2024	535,000.00	517,322.58	No

## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

	List of directors	Termination date	Number of the audit committee meeting
1.	ACM MANAT CHAVANAPRAYOON (Chairman of the audit committee)	-	8/8
2.	Ms. TRITHIP SIVAKRISKUL (Audit committee)	-	8/8
3.	Associate Professor THIRA JEARSIRIPONGKUL (Audit committee)	-	8/8

4.	Mr. WARA TONGPRASIN (Chairman of the audit committee)	27 Nov 2023	2/2
5.	Mr. JIRAPON SUNKPHO (Audit committee)	30 Jan 2024	2/2
6.	Mr. KRICHTHEP SIMLEE (Audit committee)	27 Nov 2023	1/2