



Corporate Sustainability Policy

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Bangkok Airways Public Company Limited (the Company) is committed to develop the business and, at the same time, to sustainably take care of the society and the environment, in consistent with stakeholders' expectations, in order to comply with international standards and to support achievement of global sustainable development target (UN SDG), the following material topics and corporate sustainability strategies:

<p>Environment</p>	<p><u>Commitment:</u> To be the organization that protects the environment by reducing impact on the environment from operation of the business.</p> <p><u>Strategies:</u> To create participation in adaptation and various operations to reduce impact on the environment.</p> <ul style="list-style-type: none"> ● Climate Crisis Management Evaluate amount of greenhouse gas emissions (carbon footprint) by the organization; implement projects that aim to reduce and/ or compensate emissions of greenhouse gas from operation of business; monitor related data from regulatory agencies in order to correctly comply with rules, regulations and requirements and manage risks. ● Waste Management Reduce amount of general garbage sent to landfill by development of process to manage waste within the organization, for example, enhance efficiency in waste separation; increase rate of recycling/ up-cycling. ● Efficient Use of Resources and Alternative Energy Sources Plan efficient use of resources, for example, fuel, electricity, water and consumables and increase proportion to utilize clean energy or renewable energy.
<p>Society</p>	<p><u>Commitment:</u> To be the organization that places priority on care of stakeholders, human capital development and promotion of various opportunities.</p> <p><u>Strategies:</u> Create work culture that is safe throughout the organization and promote opportunities for stakeholders.</p> <ul style="list-style-type: none"> ● Occupational Health and Safety Support knowledge and awareness to create safety culture throughout the organization, committed to comply with and maintain international safety standards in operation both in the air and on ground. ● Employee Development and Retention Continual management and development of knowledge, capabilities and new skills needed for personnel, with focus on strengthening employee engagement and creating a happy working environment. ● Community Engagement Promote implementation of sustainable community development projects and reduce negative impact on the community from operation of business.



	<ul style="list-style-type: none"> ● Human Rights Show respect of human rights to all groups of stakeholders.
Governance	<p><u>Commitment:</u> To be an organization with steady growth, responsible for stakeholders throughout value chain.</p> <p><u>Strategies:</u> Create sustainable economic growth jointly with stakeholders based on efficient performance of work.</p> <ul style="list-style-type: none"> ● Corporate Governance and Code of Conduct Encourage personnel to understand, comply and accept that the Company is an organization under corporate good governance. ● Quality Products and Services Deliver products with quality, reliability, safety, of certified standards and deliver services with sincerity and professionalism. ● Sustainable Supply Chain Management Actions relevant to business partners to be taken with comprehensive consideration of ESG issues. ● Customers Experience Management Managing customers' experience or constructive feedback from outsiders to develop or improve quality of service rendered. ● Business Innovation and Value Creation Encourage personnel to have ideas in development of operation process that creates value for the organization such as reduce costs, reduce negative impact, increase revenue or create innovation for the society or the environment.

In this regard, it is the duty of all executives and employees to act in consistent with specified policy including to support, nudge, cooperate and integrate ESG concept to become a part of organization culture to strengthen potential for sustainable development.



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