



## Equal Remuneration

2019

Airports of Thailand PLC

# Equal Remuneration



AOT is determined to promote equal treatment among its diverse employees. Not only does AOT create the working environment of acceptance and openness but also to minimize gender pay gap. This is evidenced by an equal remuneration between men and women at all levels.

Employee Level	Remuneration Ratio between Women and Men
Top Management Level (Level 9-11)	1.06
Management level (Level 7-8)	1.05
Operational level (Level 6 and below)	1.00

The ratio between president's annual compensation and mean employee compensation in 2019 is 1 : 15.8