



Equal Remuneration

2020

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	Ratio of Average Compensation* of Women to Men
Top Management Level (Level 9-11)	1.05
Management level (Level 7-8)	1.06
Operational level (Level 6 and below)	0.99

*Including base salary and other cash incentives

The ratio between president's annual compensation and median annual compensation of employee in 2020 is 1 : 5.32