

# AOT Equal Remuneration 2022

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AOT Public Company Limited



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	Average Women Salary (THB)	Average Men Salary (THB)	Ratio of Average Compensation of Women to Men
Executive level (base salary only)	174591.50	164,428.79	1.06
Executive level (base salary + other cash incentives)	174591.50	164,428.79	1.06
Management level (base salary only)	100280.31	94,674.49	1.06
Management level (base salary + other cash incentives)	100280.31	94,674.49	1.06
Non-management level (base salary only)	34125.16	34,281.72	1.00