

Sustainability Performance Information

3.1 Labour Practices

Performance - Workforce Breakdown: Race/ Ethnicity & Nationality

	Share in total workforce	Share in all management positions, including junior, middle and senior management
Buddhism	96.84%	97.83%
Christian	0.91%	1.09%
Muslim	1.55%	0.72%
Hindus	0.01%	0%
Atheist	0.08%	0%
Not identified	0.51%	0.36%
Other	0.11%	0%

Performance - Gender Pay Indicators

Employee Level	Average Women Salary	Average Men Salary
Executive level (base salary only)	172,724	176,523
Executive level (base salary + other cash incentives)	602,807	616,065
Management level (base salary only)	95,000	100,549
Management level (base salary + other cash incentives)	331,550	350,916

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Non-management level (base salary only)	48,311	46,347
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Indicator	Difference between men and women employees (%)
Mean gender pay gap	-6.63
Median gender pay gap	-14.95
Mean bonus gap	-6.63
Median bonus gap	-14.95

Performance – Workforce Trade Union and Collective Bargaining

	FY2022	FY2023	FY2024	FY2025
Percentage of employees represented by EGAT labour union	60.11	59.52	59.26	60.35
Percentage of employees covered by collective bargaining agreement	100	100	100	100