

3.1 Labour Practices

EGAT Labor Practices Commitment

EGAT is committed to providing fair, equitable, and lawful employment conditions for all employees in accordance with applicable labor laws, EGAT regulations, international labor standards, and the EGAT Human Rights Policy, as well as EGAT Human Resource Policy.

Relevant Policy

EGAT Human Rights Policy	https://www.egat.co.th/home/policy-human-rights/
EGAT Human Resource Policy	https://www.egat.co.th/home/policy-human-resource/

Working Hours and Overtime

EGAT establishes working days, working hours, and holidays in accordance with the EGAT Human Resources Regulation No. 496. Employees are entitled to public holidays as prescribed by the regulation, with no fewer than 13 public holidays per year. Where a public holiday falls on a regular weekly holiday, a substitute holiday will be provided.

EGAT limits normal working hours to a maximum of 48 hours per week. Attendance, overtime work, and work performed on holidays are monitored and recorded through the EGAT Time Attendance System (ETAS) to ensure compliance with applicable regulations.

Overtime work and work on holidays are permitted only when necessary and must be approved in accordance with EGAT procedures. Maximum overtime hours are established based on employee level and job responsibilities.

Equal Remuneration and Non-Discrimination

EGAT is committed to equal employment opportunities and fair remuneration practices. Compensation, benefits, and career advancement opportunities are determined based on qualifications, competencies, experience, performance, and job responsibilities, without discrimination based on gender or any other protected characteristic.

Sustainability Performance Information

EGAT provides equal remuneration for men and women performing work of equal value and promotes a workplace free from discrimination, harassment, and unequal treatment.

Annual Leave and Paid Leave

EGAT recognizes employees' rights to rest and work-life balance. Employees are entitled to annual leave in accordance with the provisions of EGAT Human Resources Regulation No. 496.

Annual leave requests can be submitted and approved through the Executive Document Management System (EDMS). Employees are entitled to receive their full salary during approved annual leave based on their annual leave entitlement, including any accumulated leave balance carried forward in accordance with applicable regulations.

In addition, employees are entitled to receive their full salary or wages during weekly holidays and public holidays as prescribed by EGAT regulations.

EGAT regularly reviews and monitors its labor practices to ensure compliance with legal requirements, promote employee well-being, and uphold internationally recognized labor and human rights principles.

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%

Sustainability Performance Information

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
Non-management level (base salary only)	48,311	46,347

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