

ESG Performance

Company Name: PSG CORPORATION PUBLIC COMPANY LIMITED Symbol: PSG

Market: mai Industry Group: Property & Construction Sector: SECTOR 0

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.psgcorp.co.th/files/corporate1/%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9C%E0%B8%B4%E0%B8%94%E0%B8%8A%E0%B8%AD%E0%B8%9A%E0%B8%95%E0%B9%88%E0%B8%AD%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1%20corporat%20socail%20responsibility%20(csr)%2023-2-65%20.pdf
Uploaded document of environmental policy and practice:	-

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Fuel Management x Waste Management x Greenhouse Gas and Climate Change Management x Water Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Branch	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	68,654.00	45,315.00	32,484.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	68,654.00	45,315.00	32,484.00

Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(*)	Kilowatt-Hours	-	-	-
Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	1,183.69	839.17	523.94

Additional explanation:

^(*) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	82.52	23.04	16.52

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	307,456.33	219,524.60	211,569.44
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	5,300.97	4,065.27	3,412.41

Additional explanation:

^(*) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	0.00	2,012.17	508.10

Gasoline	Litres	2,368.88	795.05	820.96
Fuel oil	Litres	-	-	-
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	65,480.10	95,141.32	46,256.45
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	0.00

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023

Intensity ratio of total energy consumption within the organization to total revenues ⁽¹⁾	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Branch	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	392.00	160.00	55.00
Total water withdrawal by third-party water	Cubic meters	392.00	160.00	55.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	6.76	2.96	0.89

Intensity ratio of total water withdrawal to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
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Additional explanation:

^(*) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(*) Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	392.00	160.00	55.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	0.47	0.081	0.028

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	7,553.28	5,350.03	4,472.92
Total water withdrawal expense from third-party water	Baht	7,553.28	5,350.03	4,472.92
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	130.23	99.07	72.14

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Branch	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	0.00	0.00
Non-hazardous waste	Kilograms	-	-	-
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

Additional explanation: Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost.

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Branch	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	No
URL of corporate greenhouse gas management plan:	-
Uploaded document of Corporate greenhouse gas management plan:	-

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	32.63	25.74	19.33
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	0.00	4.51	2.98

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	32.32	21.04	16.24
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	0.31	0.19	0.11
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

^(†) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.56	0.48	0.31
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(†) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

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Approved and published on 29/04/2024

ESG Performance

Company Name: PSG CORPORATION PUBLIC COMPANY LIMITED Symbol: PSG

Market: mai Industry Group: Property & Construction Sector: SECTOR 0

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: https://www.psgcorp.co.th/TH/corporate_governance.html#corporate2
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Child Labor x Consumer Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Branch	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	58	54	62
Total number of male employees	Persons	40	36	38
Percentage of male employees	%	68.97	66.67	61.29
Total number of female employees	Persons	18	18	24

Percentage of female employees	%	31.03	33.33	38.71
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	2	3	4
Percentage of employees under 30 years old	%	3.45	5.56	6.45
Total number of employees 30–50 years old	Persons	37	35	41
Percentage of employees 30–50 years old	%	63.79	64.81	66.13
Total number of employees over 50 years old	Persons	19	16	17
Percentage of employees over 50 years old	%	32.76	29.63	27.42

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	1	2	0
Percentage of male employees under 30 years old	%	2.50	5.56	0.00
Total number of male employees 30–50 years old	Persons	24	19	23
Percentage of male employees 30–50 years old	%	60.00	52.78	60.53
Total number of male employees over 50 years old	Persons	15	15	15
Percentage of male employees over 50 years old	%	37.50	41.67	39.47

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	1	1	4
Percentage of female employees under 30 years old	%	5.56	5.56	16.67
Total number of female employees 30-50 years old	Persons	13	16	18
Percentage of female employees 30-50 years old	%	72.22	88.89	75.00
Total number of female employees over 50 years old	Persons	4	1	2
Percentage of female employees over 50 years old	%	22.22	5.56	8.33

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	42	33	49
Percentage of employees in operational level	%	72.41	61.11	79.03
Total number of employees in management level	Persons	11	16	9
Percentage of employees in management level	%	18.97	29.63	14.52
Total number of employees in executive level	Persons	5	5	4
Percentage of employees in executive level	%	8.62	9.26	6.45

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	31	24	30
Percentage of male employees in operational level	%	77.50	66.67	78.95
Total number of male employees in management level	Persons	7	9	6
Percentage of male employees in management level	%	17.50	25.00	15.79
Total number of male employees in executive level	Persons	2	3	2
Percentage of male employees in executive level	%	5.00	8.33	5.26

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	11	9	19
Percentage of female employees in operational level	%	61.11	50.00	79.17
Total number of female employees in management level	Persons	4	7	3

Percentage of female employees in management level	%	22.22	38.89	12.50
Total number of female employees in executive level	Persons	3	2	2
Percentage of female employees in executive level	%	16.67	11.11	8.33

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	-	-
Percentage of employees with disabilities	%	-	-	-
Total number of workers who are not employees with disabilities	Persons	-	-	-

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	47,124,156.62	59,996,874.12	91,452,664.54
Total male employee remuneration	Baht	32,247,255.95	38,428,990.78	-
Percentage of remuneration in male employees	%	68.43	64.05	-
Total female employee remuneration	Baht	14,876,900.67	21,567,883.34	-
Percentage of remuneration in female employees	%	31.57	35.95	-
Average remuneration of employees	Baht / Person	812,485.46	1,111,053.22	1,475,042.98
Average remuneration of male employees	Baht / Person	806,181.40	1,067,471.97	-
Average remuneration of female employees	Baht / Person	826,494.48	1,198,215.74	-
Ratio of average remuneration of female employees to male employees		1.03	1.12	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	40	45	52
Percentage of total number of employees joining employee provident fund to total number of employees	%	68.97	83.33	83.87
Total amount of provident fund contributed by the Company	Baht	1,255,193.73	1,816,282.68	2,987,733.61
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.66	3.03	3.27

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	0.00	19.00	17.40

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	0.00	495,353.00	199,808.60

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	-	-	-
Percentage of employees that lost time injuries for 1 day or more	%	-	-	-
Total number of employees that fatalities as a result of work-related injury	Persons	-	-	-
Percentage of employees that fatalities as a result of work-related injury	%	-	-	-

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	-	-	-
	Persons / 200,000 manhours ^(**)	-	-	-

Additional explanation:

(*) The company with the total number of employees over 100 or more.

(**) The company with the total number of employees less than or equal to 100.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	30	24	10
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	51.72	44.44	16.13
Total number of male employee turnover leaving the Company voluntarily	Persons	21	14	8
Percentage of male employee turnover leaving the Company voluntarily	%	70.00	58.33	80.00
Total number of female employee turnover leaving the Company voluntarily	Persons	9	10	2
Percentage of female employee turnover leaving the Company voluntarily	%	30.00	41.67	20.00
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 29/04/2024

ESG Performance

Company Name: PSG CORPORATION PUBLIC COMPANY LIMITED Symbol: PSG

Market: mai Industry Group: Property & Construction Sector: SECTOR 0

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://www.psgcorp.co.th/TH/corporate_governance.html#corporate1
Uploaded document of corporate governance policy and practices:	-

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.psgcorp.co.th/TH/corporate_governance.html#corporate2
Uploaded document of Code of Conduct:	-

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Whistleblowing and Protection of Whistleblowers x Prevention of Conflicts of Interest x Anti-corruption x Prevention of Misuse of Inside Information
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	10	0	10	0
		10		10	
	% of total directors	100.00	0	100.00	0
		100		100	
Executive directors	Persons	1	0	1	0
		1		1	
	% of total directors	10.00	0	10.00	0
		10.00		10.00	
Non-executive directors	Persons	9	0	9	0
		9		9	
	% of total directors	90.00	0	90.00	0
		90.00		90.00	
- Independent directors	Persons	6	0	6	0
		6		6	
	% of total directors	60.00	0	60.00	0
		60.00		60.00	
- Non-executive directors who have no position in independent directors	Persons	3	0	3	0
		3		3	
	% of total directors	30.00	0	30.00	0
		30.00		30.00	

Average director age	Years	61	0	62	0
		61		62	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	Yes		Yes	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	No		No	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	ศาสตราจารย์ ดร. วาน โหวง ดาู	First appointment date of director:	27 Oct 2021
	Name (English):	Mr. VAN HOANG DAU	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1959	Executive director position:	No
	Nationality:	x United States of America	Independent director position:	No
	Highest level of education:	Below a bachelor's degree	DAP course:	No
	Study field of the highest level of education:	General	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Energy & Utilities x Sustainability x Corporate Social Responsibility x Corporate Management x Risk Management x Strategic Management x Leadership x Negotiation x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		

	%Shares:	0.000000		
2)	Name (Thai):	นาย เดวิด แวน ดา	First appointment date of director:	27 Oct 2021
	Name (English):	Mr. DAVID VAN DAU	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1983	Executive director position:	Yes
	Nationality:	x United States of America	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Construction Services x Energy & Utilities x Corporate Social Responsibility x Sustainability x Corporate Management x Negotiation x Leadership x Risk Management x Strategic Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
3)	Name (Thai):	พล.ต.อ.ดร. ชัยวัฒน์ เกตุวรชัย	First appointment date of director:	27 Oct 2021
	Name (English):	POL. GEN. CHAIWAT GETVORACHAI, Ph.D.	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Criminal Justice Administration and Society	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Governance/ Compliance x Corporate Social Responsibility x Sustainability		
	Shares:	21,800,000		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.033542		
4)	Name (Thai):	ดร. คำนวณ อินทร์ธีรราช	First appointment date of director:	27 Oct 2021
	Name (English):	- KHAMMANY INTHIRATH, Ph. D.	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Executive director position:	No
	Nationality:	x Lao People's Democratic Republic (the)	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	No		
	Skill and expertise:	x Economics x Energy & Utilities x Corporate Social Responsibility x Sustainability x Engineering x Risk Management x Audit x Internal Control x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
5)	Name (Thai):	ดร. สุพรรณ เกอมิชัย	First appointment date of director:	27 Oct 2021
	Name (English):	- SOUPHANH KEOMIXAY, Ph. D.	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1951	Executive director position:	No
	Nationality:	x Lao People's Democratic Republic (the)	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Economics	DGP course:	No
	Residence in Thailand:	No		
	Skill and expertise:	x Economics x Corporate Social Responsibility x Sustainability x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
6)	Name (Thai):	นาย ประภาส วิชากุล	First appointment date of director:	27 Oct 2021
	Name (English):	Mr. PRAPAS VICHAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Science	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Social Responsibility x Sustainability x Audit x Internal Control x Governance/ Compliance x Strategic Management x Energy & Utilities		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		

7)	Name (Thai):	นาย นพดล อินทรลีบ	First appointment date of director:	9 Nov 2021
	Name (English):	Mr. NOPADOL INTRALIB	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1949	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Law	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Corporate Social Responsibility x Sustainability x Strategic Management x Risk Management x Governance/ Compliance		
	Shares:	33,500,000		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.051544		
8)	Name (Thai):	ดร. ดารมภ์ สุขอนทรทรัพย์	First appointment date of director:	9 Nov 2021
	Name (English):	DARMP SUKONTASAP, Ph.D.	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1957	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DGP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Accounting x Finance x Corporate Social Responsibility x Sustainability x Strategic Management x Audit x Risk Management x Internal Control x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
9)	Name (Thai):	นาย ธนา บุบผาวาณิชย์	First appointment date of director:	27 Oct 2021
	Name (English):	Mr. DHANA BUBPHAVANICH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting x Corporate Social Responsibility x Governance/ Compliance x Energy & Utilities x Sustainability x Strategic Management		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
10)	Name (Thai):	ดร. ชัยยศ จิรวอร์นกุล	First appointment date of director:	27 Oct 2021
	Name (English):	- CHAIYOD CHIRABOWORNKUL, Ph.D.	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director

Year of birth:	1967	Executive director position:	No
Nationality:	x Thailand	Independent director position:	No
Highest level of education:	Doctoral degree	DAP course:	Yes
Study field of the highest level of education:	Business Administration	DGP course:	No
Residence in Thailand:	Yes		
Skill and expertise:	x Corporate Social Responsibility x Sustainability x Engineering x Strategic Management x Governance/ Compliance		
Shares:	216,500,000		
Paid-up stock:	64,992,438,156		
%Shares:	0.333116		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

General Information of Directors	Information on Director Tenure
No data	

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
1)	Name (Thai): พล.ต.อ.ดร. ชัยวัฒน์ เกตุวรชัย	Appointment date of audit committee member: 27 Oct 2021
	Name (English): POL. GEN. CHAIWAT GETVORACHAI, Ph.D.	Type of director: Existing director
	Gender: Male	Director position: Director
	Year of birth: 1959	Independent director position: Yes
	Nationality: x Thailand	Audit committee position: Chairman of the audit committee
	Highest level of education: Doctoral degree	DAP course: No
	Study field of the highest level of education: Criminal Justice Administration and Society	DGP course: Yes
	Residence in Thailand: Yes	

	Expertise in accounting information review:	No		
	Shares:	21,800,000		
	%Shares:	0.033542		
2)	Name (Thai):	นาย ประภาส วิชากุล	Appointment date of audit committee member:	27 Oct 2021
	Name (English):	Mr. PRAPAS VICHAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	ดร. คำมณี อินทร์ธีราช	Appointment date of audit committee member:	27 Oct 2021
	Name (English):	- KHAMMANY INTHIRATH, Ph. D.	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Lao People's Democratic Republic (the)	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	No		
	Expertise in accounting information review:	No		
	Shares:	0		

	%Shares:	0.000000		
4)	Name (Thai):	ดร. ดามพ์ สุกอนทรัพย์	Appointment date of audit committee member:	9 Nov 2021
	Name (English):	DARMP SUKONTASAP, Ph.D.	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1957	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย เดวิด แวน ดาอ	Appointment date of executive committee member:	27 Oct 2021
	Name (English)	Mr. DAVID VAN DAU	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1983		
	Nationality:	x United States of America		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
2)	Name (Thai)	ดร. ชัยยศ จิรวรรณกุล	Appointment date of executive committee member:	27 Oct 2021
	Name (English)	- CHAIYOD CHIRABOWORNKUL, Ph.D.	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1967		
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย ธนา บุบผาวาณิชย์	Appointment date of executive committee member:	27 Oct 2021
	Name (English)	Mr. DHANA BUBPHAVANICH	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1968		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นางสาว สมฤดี หัลลิเมียม	Appointment date of executive committee member:	19 Nov 2021
	Name (English)	Ms. Somruedee Halilamien	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1970		
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	ดร. คำมณี อินทร์ธีราช	- KHAMMANY INTHIRATH, Ph.D.	Chairman
2	นาย เดวิด แวน ดา	Mr. DAVID VAN DAU	Member
3	นาย นพดล อินทรลิบ	Mr. NOPADOL INTRALIB	Member

2) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	ดร. สุพรรณ แก้วมีชัย	- SOUPHANH KEOMIXAY, Ph.D.	Chairman
2	นาย เดวิด แวน ดา	Mr. DAVID VAN DAU	Member
3	นาย นพดล อินทรลิบ	Mr. NOPADOL INTRALIB	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination and Remuneration Committee

Remuneration	Nomination and Remuneration Committee
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

2.1.6.1 List of the highest-ranking executive and the next four executives

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย เดวิด แวน ดาว	The highest-ranking executive position:	Yes
	Name (English):	Mr. DAVID VAN DAU	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1983	Appointment date of executive:	1 Dec 2021
	Nationality:	x United States of America		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Economics		
	Skill and expertise:	x Economics x Construction Services x Energy & Utilities x Corporate Social Responsibility x Sustainability x Corporate Management x Negotiation x Leadership x Risk Management x Strategic Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว สมฤดี หัสลิละมีัย	The highest-ranking executive position:	No
	Name (English):	Ms. Somruedee Halilamien	Executive position (Thai):	รองประธานเจ้าหน้าที่บริหาร กลุ่มการเงิน
	Gender:	Female	Executive position (English):	Chief Financial Officer
	Year of birth:	1970	Appointment date of executive:	27 Oct 2021
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Accounting x Finance x Strategic Management x Audit x Internal Control x Governance/ Compliance x Corporate Social Responsibility x Sustainability x Corporate Management x Property Development x Energy & Utilities x Banking x Data Analysis x Statistics x Budgeting		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
3)	Name (Thai):	นางสาว ปัทมกร บุรณสิน	The highest-ranking executive position:	No
	Name (English):	Ms. Pathamakorn Buranasin	Executive position (Thai):	รองประธานเจ้าหน้าที่บริหาร สำนักประธานเจ้าหน้าที่บริหาร
	Gender:	Female	Executive position (English):	Chief of CEO Office
	Year of birth:	1980	Appointment date of executive:	19 Nov 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Law		
	Skill and expertise:	x Law x Corporate Social Responsibility x Sustainability x Corporate Management x Strategic Management x Risk Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย คุณากร บุญยานนท์	The highest-ranking executive position:	No
	Name (English):	Mr. Kunakorn Bunyanon	Executive position (Thai):	รองประธานเจ้าหน้าที่บริหารกลุ่ม วิศวกรรม

Gender:	Male	Executive position (English):	Chief Engineer
Year of birth:	1977	Appointment date of executive:	16 Feb 2023
Nationality:	x Thailand		
Highest level of education:	Master's degree		
Study field of the highest level of education:	Engineering		
Skill and expertise:	x Engineering x Strategic Management x Risk Management x Governance/ Compliance x Project Management x Negotiation x Energy & Utilities x Construction Services x Data Analysis		
Highest responsibility in corporate accounting and finance:	No		
Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Sukol Homsuwan	sukol.h@psgcorp.co.th	02 018 7190-8
Company secretary	Ms. Pathamakorn Buranasin	pathamakorn.b@psgcorp.co.th	02 018 7190-8
Head of the internal audit or the outsourced internal auditor	Mr. Chaiyasak Naosuwan	chaiyasak.n@psgcorp.co.th	02 018 7190-8
Head of the compliance unit	Ms. Pathamakorn Buranasin	pathamakorn.b@psgcorp.co.th	02 018 7190-8
Head of the investor relation	Mr. Chanchalerm Chukaviroj	chanchalerm.c@psgcorp.co.th	02 018 7190-8

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
EY OFFICE LIMITED	1. Mr. Chatchai Kasemsrithanawat Email: chatchai.kasemsrithanawat@th.ey.com Telephone: 02 264 0777	3,550,000.00	-

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	ดร. คำมณี อินทร์ธราช	First appointment date of director:	27 Oct 2021
	Name (English):	- KHAMMANY INTHIRATH, Ph. D.	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Lao People's Democratic Republic (the)	DAP course:	No
	Highest level of education:	Doctoral degree	DCP course:	No
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	No		
	Skill and expertise:	x Economics x Energy & Utilities x Corporate Social Responsibility x Sustainability x Engineering x Risk Management x Audit x Internal Control x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
2)	Name (Thai):	ดร. ดามพ์ สุกนธทรัพย์	First appointment date of director:	9 Nov 2021
	Name (English):	DARMP SUKONTASAP, Ph.D.	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1957	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Doctoral degree	DCP course:	No

	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance x Corporate Social Responsibility x Sustainability x Strategic Management x Audit x Risk Management x Internal Control x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.000000		
3)	Name (Thai):	ดร. ชัยยศ ฐิระบวรกุล	First appointment date of director:	27 Oct 2021
	Name (English):	- CHAIYOD CHIRABOWORNKUL, Ph.D.	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1967	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Doctoral degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Social Responsibility x Sustainability x Engineering x Strategic Management x Governance/ Compliance		
	Shares:	216,500,000		
	Paid-up stock:	64,992,438,156		
	%Shares:	0.333116		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 4 times

Date of AGM meeting: 24 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. VAN HOANG DAU (Chairman of the board)	-	4/4	100.00	Participating	Did not hold the meeting
2. Mr. DAVID VAN DAU (Director)	-	4/4	100.00	Participating	Did not hold the meeting
3. POL. GEN. CHAIWAT GETVORACHAI, Ph.D. (Director)	-	4/4	100.00	Participating	Did not hold the meeting
4. - KHAMMANY INTHIRATH, Ph.D. (Director)	-	4/4	100.00	Participating	Did not hold the meeting
5. - SOUPHANH KEOMIXAY, Ph.D. (Director)	-	4/4	100.00	Participating	Did not hold the meeting
6. Mr. PRAPAS VICHAKUL (Director)	-	4/4	100.00	Participating	Did not hold the meeting
7. Mr. NOPADOL INTRALIB (Director)	-	4/4	100.00	Participating	Did not hold the meeting
8. DARM P SUKONTASAP, Ph.D. (Director)	-	4/4	100.00	Participating	Did not hold the meeting

9. Mr. DHANA BUBPHAVANICH (Director)	-	4/4	100.00	Participating	Did not hold the meeting
10. - CHAIYOD CHIRABOWORNKUL, Ph.D. (Director)	-	4/4	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. POL. GEN. CHAIWAT GETVORACHAI, Ph.D. (Chairman of the audit committee)	-	5/5	100.00
2. Mr. PRAPAS VICHAKUL (Member of the audit committee)	-	5/5	100.00
3. - KHAMMANY INTHIRATH, Ph.D. (Member of the audit committee)	-	5/5	100.00
4. DARM P SUKONTASAP, Ph.D. (Member of the audit committee)	-	5/5	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	Yes
URL of director remuneration policy and criteria:	https://www.psgcorp.co.th/TH/investor_relations.html#in60
Uploaded document of director remuneration policy and criteria:	-

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. VAN HOANG DAU (Chairman of the board)	-	180,000.00	0.00	No
2. Mr. DAVID VAN DAU (Director)	-	196,000.00	0.00	No
3. POL. GEN. CHAIWAT GETVORACHAI, Ph.D. (Director)	-	265,000.00	0.00	No
4. - KHAMMANY INTHIRATH, Ph.D. (Director)	-	268,000.00	0.00	No
5. - SOUPHANH KEOMIXAY, Ph.D. (Director)	-	168,000.00	0.00	No

6. Mr. PRAPAS VICHAKUL (Director)	-	240,000.00	0.00	No
7. Mr. NOPADOL INTRALIB (Director)	-	196,000.00	0.00	No
8. DARNP SUKONTASAP, Ph.D. (Director)	-	240,000.00	0.00	No
9. Mr. DHANA BUBPHAVANICH (Director)	-	238,000.00	0.00	No
10. - CHAIYOD CHIRABOWORNKUL, Ph.D. (Director)	-	238,000.00	0.00	No
Total (Baht)	-	2,229,000.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	2,858,000.00	2,229,000.00
Other monetary remuneration	Baht	0.00	0.00
Total director remuneration	Baht	2,858,000.00	2,229,000.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes
URL of executive remuneration policy and criteria: https://www.psgcorp.co.th/TH/corporate_governance.html
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	11,697,733.00	18,002,850.00	22,494,670.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. VAN HOANG DAU (Chairman of the board)	Non-participating	-
2. Mr. DAVID VAN DAU (Director)	Non-participating	Thai Institute of Directors (IOD) - 2020: Director Accreditation Program (DAP)
3. POL. GEN. CHAIWAT GETVORACHAI, Ph.D. (Director)	Non-participating	Thai Institute of Directors (IOD) - 2009: Director Certification Program (DCP)
4. - KHAMMANY INTHIRATH, Ph.D. (Director)	Non-participating	-
5. - SOUPHANH KEOMIXAY, Ph.D. (Director)	Non-participating	-
6. Mr. PRAPAS VICHAKUL (Director)	Non-participating	Thai Institute of Directors (IOD) - 2014: Director Certification Program (DCP)
7. Mr. NOPADOL INTRALIB (Director)	Non-participating	-
8. DARM P SUKONTASAP, Ph.D. (Director)	Non-participating	Thai Institute of Directors (IOD) - 2018: Director Accreditation Program (DAP) - 2019: Financial Statements for Directors (FSD) Others - 2019: Corporate Governance for Director and Senior Executive (Regulator) of State Enterprises and Public Organization (PDI) class 21 - 2018: IT Governance and Cyber Resilience Program class 8
9. Mr. DHANA BUBPHAVANICH (Director)	Non-participating	Thai Institute of Directors (IOD) - 2011: Director Accreditation Program (DAP)
10. - CHAIYOD CHIRABOWORNKUL, Ph.D. (Director)	Non-participating	Thai Institute of Directors (IOD) - 2013: Director Certification Program (DCP) Others - 2018: National Defence Course, National Defence College - 2015: Capital Market Academy, class 20

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	No
URL of corporate sustainability policy:	-
Uploaded document of corporate sustainability policy:	-

4.2 Sustainability Report

Corporate Sustainability Report:	No
URL of corporate sustainability report:	-

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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Approved and published on 29/04/2024