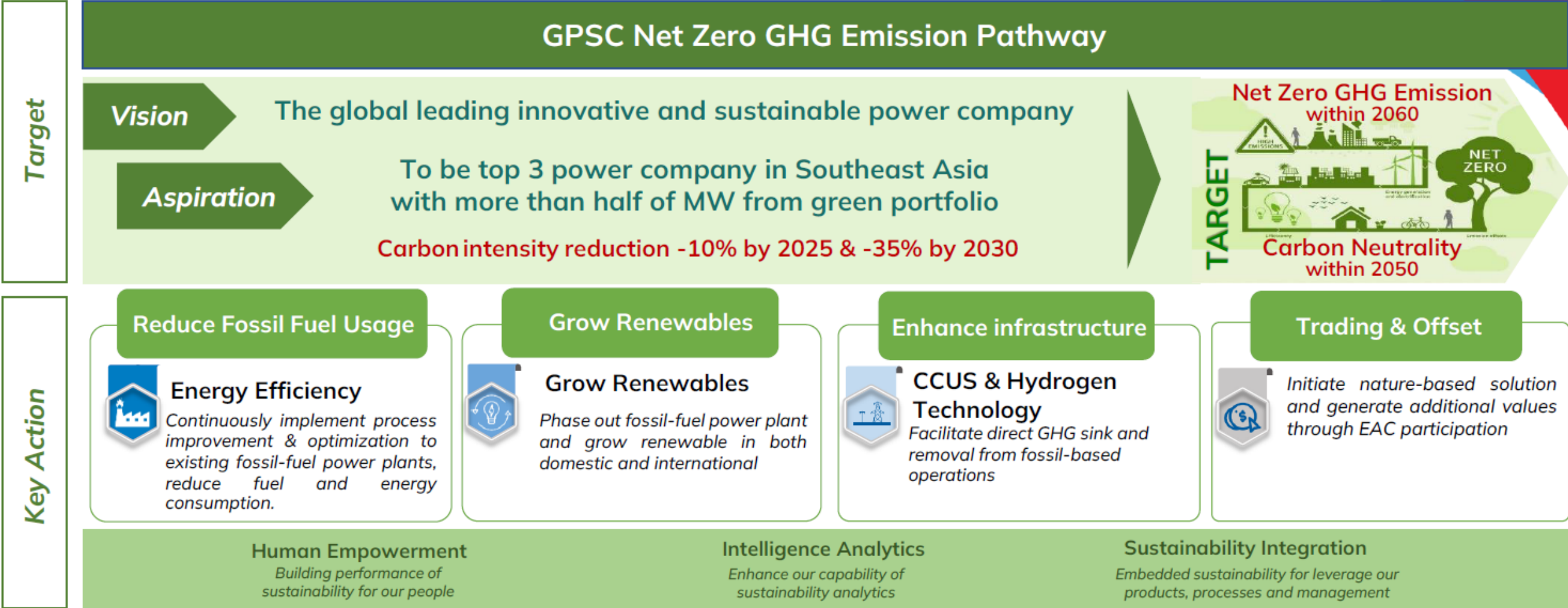


GPSC Long-Term Incentives for Employees



GPSC Long-term Incentive



GPSC provides long-term incentive to employees, below senior management levels, when they can achieve cascade KPIs (from individual to functional to corporate KPIs) related to climate change performance. Once the climate related targets achieve, employees will be rewarded with cash on top of their regular payroll.

Since 2021, GPSC developed and implement a new climate strategy. To promote the achievement, we tie climate-related targets with corporate, functional, and individual KPIs which applies to 75% of total employee. A brief climate targets and key actions are listed in the above. GPSC keeps track of progress through performance review

THANK YOU

