# **GPSC Long-Term Incentives for Employees**





### **GPSC Net Zero GHG Emission Pathway**

Vision

The global leading innovative and sustainable power company

**Aspiration** 

To be top 3 power company in Southeast Asia with more than half of MW from green portfolio

Carbon intensity reduction -10% by 2025 & -35% by 2030



Reduce Fossil Fuel Usage



### **Energy Efficiency**

Continuously implement process improvement & optimization to existing fossil-fuel power plants, reduce fuel and energy consumption.

### **Grow Renewables**



#### **Grow Renewables**

Phase out fossil-fuel power plant and grow renewable in both domestic and international

#### Enhance infrastructure



### CCUS & Hydrogen Technology

Facilitate direct GHG sink and removal from fossil-based operations

### Trading & Offset



Initiate nature-based solution and generate additional values through EAC participation

**Human Empowerment** 

Building performance of sustainability for our people

#### **Intelligence Analytics**

Enhance our capability of sustainability analytics

#### Sustainability Integration

Embedded sustainability for leverage our products, processes and management

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**

