

Long-Term Incentives for Employees



GPSC Long – Term Incentive

GPSC Decarbonization Pathway



The global leading innovative and sustainable power company

2050
GPSC
NET
ZERO

Net Zero
Emissions

2035

> 70%

Renewable Energy
Portfolio

2030

35%

GHG Intensity
Reduction

2020

Base Year

To be top 3 power company in Southeast Asia with more than half of MW from green portfolio, and with the ultimate goal of achieving Net Zero emissions by 2050

To be a PTT GROUP power and smart energy flagship that innovatively pursue operational excellence to create value for stakeholders by delivering reliable products to customers with responsibility to the planet



Reduce Fossil Fuel Usage

Enhance Energy Efficiency

Strengthen operational efficiency to reduce fossil fuel consumption and lower GHG emissions.



Grow Renewables

Expand Renewable Energy Portfolio

Reshaping portfolio toward renewables energy to reduce carbon emissions and strengthen sustainable growth.



Develop Decarbonization Technologies

Decarbonization Technologies Driving Net Zero

Advance next-generation decarbonization technologies for long-term emissions reduction and support the transition toward Net Zero, including SMR, CCS, and H₂/NH₃ co-firing.



Trading & Offset

Carbon Credit Trading and Nature-Based Solutions

Carbon offsetting and nature-based solutions to support overall emissions reduction on the path to net zero.

GPSC provides a long-term incentive program to 100% of employees below the senior management level, in the form of cash compensation tied to the achievement of cascading climate-related KPIs from individual, to functional, to corporate level. Since 2021, GPSC has developed and implemented a new climate strategy to drive its transition toward low-carbon and net-zero operations. The long-term incentive is linked to the achievement of this strategy's climate targets, including a 35% reduction in carbon intensity by 2030 against a 2020 baseline. GPSC tracks progress against these KPIs through its regular performance review cycle.

THANK YOU

