

Employee Development Programs



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4S STRATEGY

S1 STRENGTHEN & EXPAND THE CORE

- Top Quartile Performance
- Customer-centric utility
- Expansion into adjacencies

S3 NEW S-CURVE

- Decarbonized solutions
- RE vertical integration
- Batteries & Ancillary Services
- Data Center

S2 SCALE-UP GREEN ENERGY

- Solar power scale-up
- Wind power
- Hybrid power (RE-Energy Storage System)

S4 SHIFT TO CUSTOMER-CENTRIC SOLUTIONS

- Energy as a Service (EaaS)
- Cooling as a Service (CaaS)
- Distributed generation



GPSC Employee Development Programs

GPSC provides employee development programs covering leadership development, digital transformation, cultural education, and retirement/transition support, delivered through coaching, mentoring, and networks such as Employee Resource Groups. These programs support GPSC's business strategy (S1–S4).

These programs also cover GPSC's secondment (contractual) employees. Seconded employees are fully integrated into the organization and are treated equally to full-time employees, with full access to all development programs, including leadership, digital, and cultural initiatives. In 2025, GPSC had 8 seconded (contractual) employees — 4 at the executive level, 3 at the management level, and 1 at the non-management level.

In addition, GPSC provides other programs designed specifically for contractual and part-time employees (e.g. BSA employee).



Coaching and Mentoring Program



S1

Strengthen & Expand the Core

S2

Scale-up Green Energy

S3

New S-Curve

S4

Shift to Customer-centric
Solutions

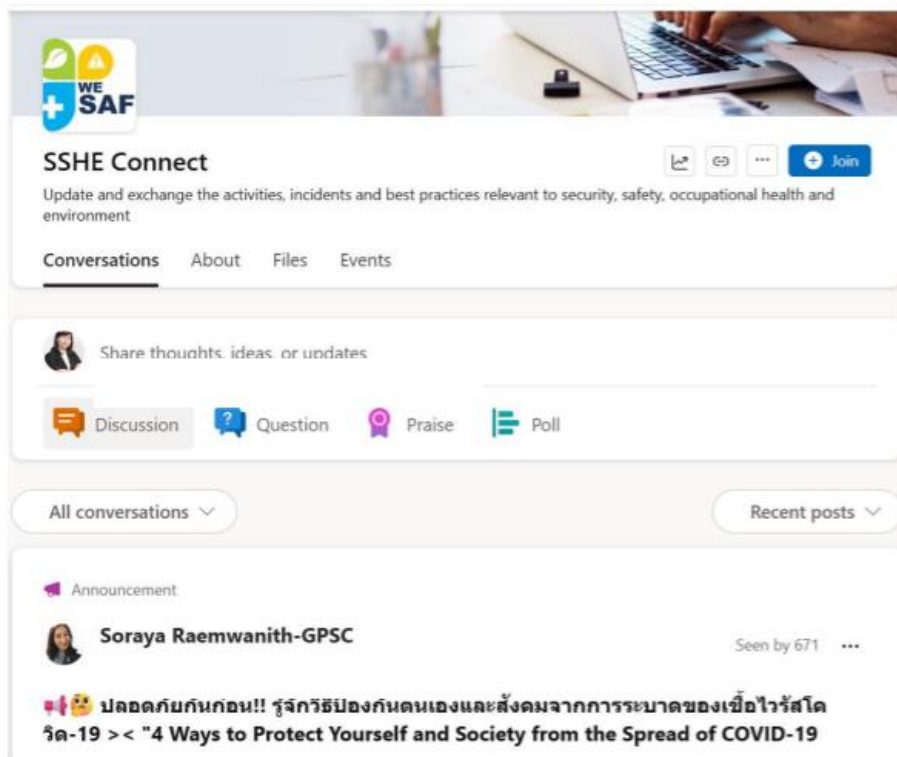
Description:

This program is designed to cultivate leadership through a Coaching & Mentoring approach, empowering executives to navigate change with confidence and clarity. Through guided reflection, peer learning, and real-world application, participants enhance their capabilities in team leadership, and communication. The program focuses on unlocking individual potential while strengthening the ability to lead others—fostering a new generation of resilient, thoughtful, and impactful leaders who inspire and develop their teams.

Business Impact:

- Achieved 96% satisfaction (4.8/5) with 30 participants.
- Strengthened leadership, communication, and change capabilities through guided coaching.
- Built a pipeline of resilient, people-centric leaders who drive transformation and foster a culture of growth.

Employee Resources Groups – Safety



S1

Strengthen & Expand the Core

S4

Shift to Customer-centric
Solutions

Description:

GPSC Yammer Social Network, an online platform, aims at improving GPSC safety culture. In particular, it brings together employees to exchange safety information and lesson learns to improve work efficiency. All employees are eligible to this program.

Business Impact:

- GPSC Yammer Social Network support safety performance, e.g.,
 - LTIFR = 0
 - Fatality = 0
 - Lost-time Injury Cases = 0
- GPSC Yammer Social Network support GPSC business plan S1 and S4, by enhancing corporate work efficiency.

Leadership Development Program

EGRC Leadership Program



Description:

This program develops leadership capabilities for VP/DM-level executives, providing a comprehensive understanding of corporate governance, good management practices, risk management, and transparent regulatory compliance under GRC principles with ethical business practices as the central framework for executive decision-making, ensuring all units operate in line with GRC standards to build a sustainable foundation for GPSC's future.

Business Impact:

- The EGRC Leadership Program achieved 95% participant satisfaction (4.75/5), with 101 employees participating.
- VP/DM-level leaders gained a holistic view of governance frameworks, enabling more effective and ethical decision-making aligned with GRC principles.

S1

Strengthen & Expand the Core

S2

Scale-up Green Energy

S3

New S-Curve

S4

Shift to Customer-centric
Solutions

Leadership Development Program

Mini MBA Management Exential Program



Description:

GPSC trains employees' leadership skills. The target group was managers (total of 37 managers). These group enter the programs "Mini MBA Management Exential" to gain knowledge on effective leadership, focusing on to inspire others for GPSC innovation.

Business Impact:

- Mini MBA Management Exential saw a high level of participant satisfaction at 90% Employee engagement survey on the managing aspect improve 3% compared to previous years.
- The Mini MBA Management Exential supports GPSC business plan (S1-S4), leading toward innovation for GPSC.

S1

Strengthen & Expand the Core

S2

Scale-up Green Energy

S3

S-Curve & Batteries

S4

Shift to Customer-centric Solutions

Cultural Development



S1

Strengthen & Expand the Core

Description:

GPSC provides cultural training to employees, “the ACT SPIRIT.” The goal was to increase employees understanding of cultural differences among colleagues. In this program, employees comes together and share their preference, background, and experience, to highlight and rise awareness of employee differences. All employees are eligible to this program.

Business Impact:

- The ACT SPIRIT support organizational culture score to peak at 69%, which in line with GPSC business strategy S1, building organizational culture.

Retirement Preparation Program



S1

Strengthen & Expand the Core

Description:

GPSC's Retirement Preparation Program is a transition program for retiring and terminated employees, designed for employees within 5 years of retirement. Participants join the program to build knowledge and readiness for life after retirement, covering topics such as taxation, financial management, and physical and mental wellbeing.

Business Impact:

- The Retirement Preparation Program reflects GPSC's commitment to employee well-being beyond their active career, forming part of the company's talent attraction and retention strategy. Offering this program as an employee support initiative has contributed to strengthening GPSC's employer brand and increasing new hire growth.
- The Retirement Preparation Program is in line with GPSC business strategy S1 organizational culture.
- The program received high participant satisfaction at 93%

Digital Transformation Program

AI Bootcamp (AI Competency for Workplace Productivity)



S1

Strengthen & Expand the Core

S2

Scale-up Green Energy

S3

S-Curve & Batteries

S4

Shift to Customer-centric
Solutions

Description:

This program aims to build practical AI competency across the organization, enabling employees to effectively leverage Microsoft 365 Copilot and Copilot Chat in their daily work. It focuses on enhancing productivity, improving decision-making quality, and elevating overall work standards through real use cases and hands-on application.

Business Impact:

- Reduce time spent on routine and repetitive tasks through AI-assisted workflows
- Enable faster, data-informed insights through AI-supported content generation and synthesis
- Build Future-Ready Workforce: Strengthen employees' capability to integrate AI into real business scenarios

Program for Contractual Employees

Generator Maintenance Workshop



S1

Strengthen & Expand the Core

Description:

A hands-on workshop designed to strengthen technical capabilities in generator systems through practical learning, real case discussions, and peer knowledge exchange.

Business Impact:

- Enhanced participants' understanding of generator fundamentals, standards, and maintenance practices within a 1-day intensive workshop.
- Strengthened capabilities in troubleshooting, inspection, and operational control—contributing to improved reliability and performance.
- Fostered cross-functional knowledge sharing and professional networking across industry practitioners.

THANK YOU

