

Employee Development Programs



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GPSC Business Strategy

GPSC business strategy include
S1 – Strengthen & Expand the Core,
S2 – Scale-up Green Energy,
S3 – S-Curve & Batteries, and
S4 – Shift to Customer-Centric Solutions

S1 Strengthen and Expand The Core

GPSC strives to promote and expand its business with emphasis on maximizing shareholder satisfaction as well as meeting needs and instilling customer confidence on the basis on operational excellence to elevate safety, reliability, and profitability.

In addition, GPSC prioritizes the mitigation of environmental impact through effective management while also seeking to drive its operations on the basis of environmental, social, and governance (ESG) principles by consistently developing its personnel and adopting digital technology and international systems for efficiency optimization.

S2 Scale-up Green Energy

GPSC seeks to increase clean energy development, such as solar power, wind power, and energy storage systems (ESS), both domestically and overseas, to meet demand for clean energy and reduce greenhouse gas emissions.

Key strategies include developing business through bidding in government renewable energy procurement programs under the national power development plan (PDP bidding) and direct power purchase agreements (Direct PPA) through third party access (TPA); and making preparations for compliance with the Carbon Border Adjustment Mechanism (CBAM) and Renewable Energy 100 (RE100) standards. In addition, under PTT Group's new strategic plan, GPSC will lead efforts to decarbonize scope 2 emissions for electricity users across PTT Group and outside the organization. Furthermore, GPSC will concentrate its investments on countries with strong economies and continuous clean energy growth, such as India, China, and Taiwan. Guided by strict risk management, these operations will be conducted under close supervision to maintain competitive advantage.

S3 S-Curve & Batteries

GPSC prioritizes investments in New S-Curve innovations to increase revenue and prepare for future changes in the energy business, with feasibility studies conducted for its investments across the renewable value chain.

In addition, GPSC places emphasis on research into clean energy technologies to achieve decarbonized solutions, in line with its mission to lead decarbonization efforts among electricity users across PTT Group, focusing on expanding usage of renewable energy - while addressing its inherent limitations on reliability - through partnerships to develop technologies, such as carbon capture and storage (CCS) technologies, hydrogen solutions, and small modular reactor (SMR) nuclear power plants.

S4 Shift to Customer-centric Solutions

As part of its smart power solution business, GPSC is seeking to focus more on distributed generation, district cooling systems, and energy management services. In addition, greater emphasis will be placed developing on business-to-customer (B2C) models to address the demands of the modern energy landscape and meet diverse customer needs across various sectors, with plans to enhance GPSC's competitive capabilities through collaborations with partners who have specialized expertise.

Coaching Program



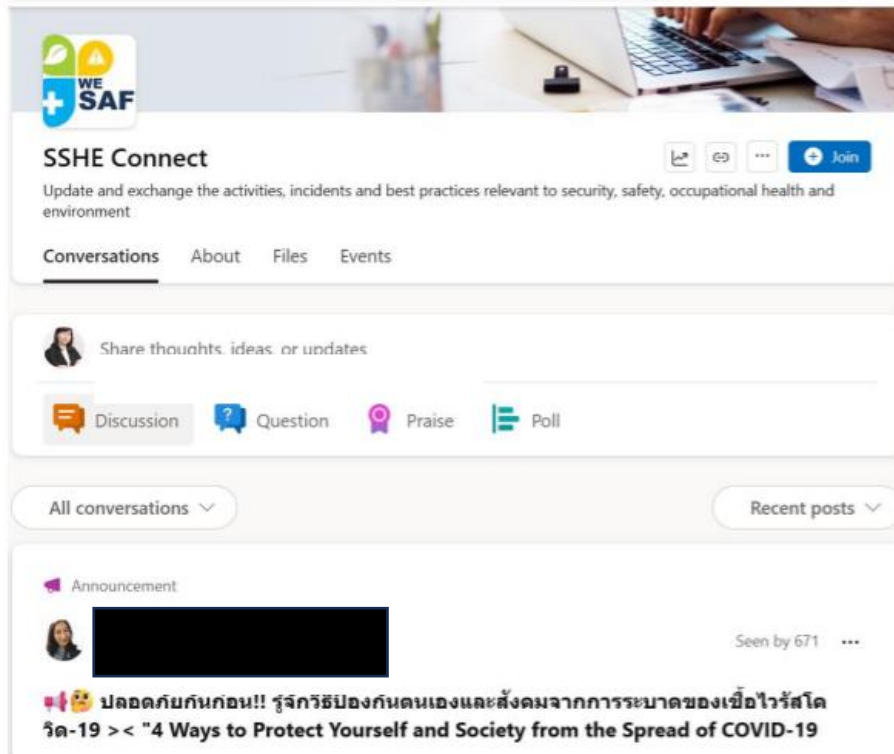
Description:

All GPSC employees receive a coaching program. This coaching program ties closely with performance review which occur 3 time a year. In this program, line managers will evaluate and analyze employees' strength and weakness related to GPSC business strategy (S1-S4). In turn, the line managers provide feedback & feedforward and well as be available that will enhance employee capability. All employees are eligible to this program.

Business Impact:

- Employee engagement survey on the managing aspect improve 60% compared to previous years.
- The coaching program support GPSC business plan (S1-S4), including effective leadership and management, investment, and business expansion

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



S1

Strengthen & Expand the Core

S2

Scale-up Green Energy

S3

S-Curve & Batteries

S4

Shift to Customer-centric
Solutions

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%
- The Mini MBA Management Exential supports GPSC business plan (S1-S4), leading toward innovation for GPSC.
- This leadership program supported percentage of open positions filled by internal candidates of 26.

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 72%, which in line with GPSC business strategy S1, building organizational culture.

Retirement Preparation Program



S1

Strengthen & Expand the Core

Description:

Employees at the last stage of their career receive a retirement preparation program. In 2024, participants was 27 employees. This program trains participants on life after retirement knowledge (e.g., taxation, financial management, physical and mental wellbeing).

Business Impact:

- The Retirement Preparation Program is part of GPSC talent and attraction strategy. By providing this program as part of employee support program, GPSC was able to increase the new hire in 2024 by 10% (approx.)
- 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



Hydropt (Bootcamp Innovation Output)



S1
Strengthen & Expand the Core

S2
Scale-up Green Energy

S3
S-Curve & Batteries

S4
Shift to Customer-centric Solutions

Description:

GPSC trains employee to be ready for workplace digital transformation, with “the Data Revolution Bootcamp” This training program consists of lecturing and conducting workshops. The program educate participants on data literacy, including data analysis, data visualization, and storytelling with data, and provide a hand-on experience on dashboard. All employees are eligible to this program. In 2024, participants was 30 employee.

Business Impact:

- The Data Revolution Bootcamp gains a participant satisfaction of 96%, in line with GPSC business strategy S1, S2, S3, S4, increasing employee skill on digital literacy.
- "Hydropt", hydro innovation (program output) was applied in GPSC operation (pilot phase) and expected to reduce water cost more than 10 million (THB).

THANK YOU

