

GPSC Human Rights Assessment 2025



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Summary

GPSC is committed to the effective and responsible management of human rights and has implemented a comprehensive Human Rights Due Diligence (HRDD) framework in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Through the HRDD framework, GPSC conducts Human Rights Risk and Impact Assessments across its operations and value chain. These assessments identify actual and potential human rights issues, evaluate their impact on stakeholders including employees, suppliers, contractors, customers, and communities and pay special attention to vulnerable groups such as women, pregnant women, children, LGBTQI+ individuals, the elderly, people with disabilities, migrant workers, third-party employees, and indigenous peoples.

The assessment covers issues including working conditions, living wages, occupational health and safety, discrimination and harassment (including equal remuneration), illegal labor, freedom of association and collective bargaining, data privacy, security management, and community rights. Findings inform mitigation measures and continuous improvement.

The key risk areas identified include occupational health and safety across employees, suppliers, and contractors, impacts on community standards of living, and labor-related risks in the supply chain. These risks require additional mitigation actions, while other issues are subject to ongoing monitoring to ensure compliance and continual improvement.

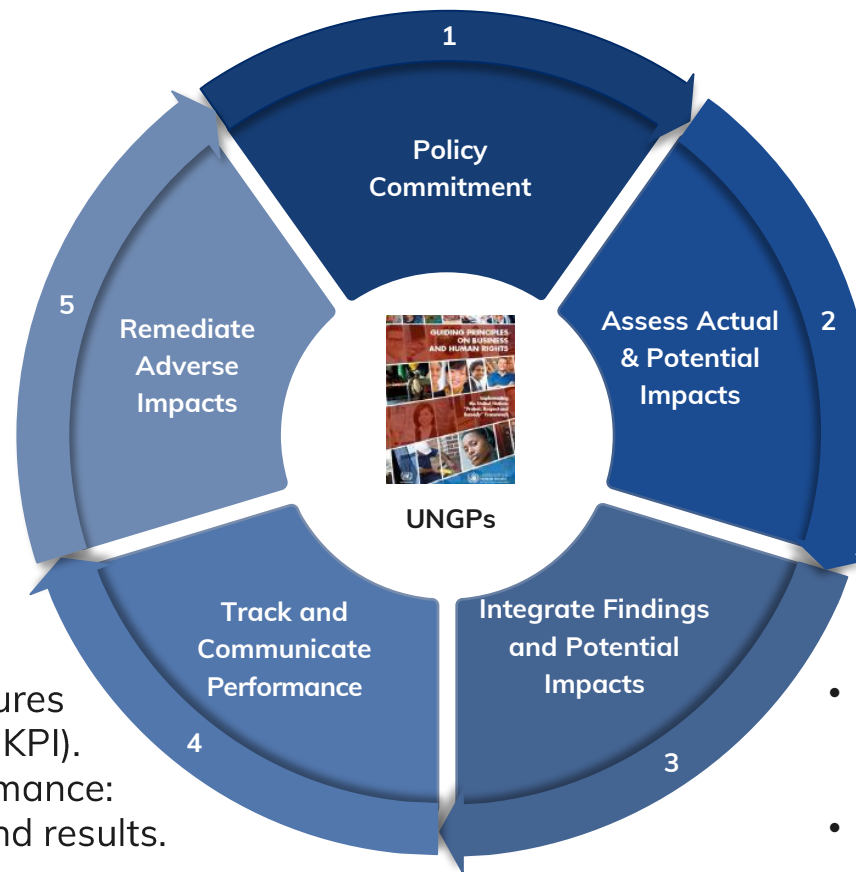
This report includes:

- Human Rights Due Diligence process and policy commitment
- Methodology and scope for assessing actual and potential impacts
- Human Rights Risk Assessment results and integration of findings
- Tracking, monitoring, communication of performance, and remediation of human rights impacts

Human Rights Due Diligence Process

Development of Human Rights Policy in accordance with international standards and S&P Global CSA expectations.

In case of violation, deploy and implement additional measure to remediate adverse impacts to affected rights holder and vulnerable groups.



Conduct Human Rights Risk Assessment with internal BUs and functions, based on value chain activities.

- Track the effectiveness of measures to reduce human rights risk (i.e., KPI).
- Communicate and report performance:
 - Public disclosure of process and results.
 - Communicate to Board Level.

- Identify and assess the effectiveness of the existing mitigation measures to reduce human rights risks.
- Identify high human rights risk (salient issues) and consider additional measures to lower risks.

Policy Commitment



Global Power Synergy Public Company Limited Announcement

No. 010 / 2021

Title: Human Rights Policy

Global Power Synergy Public Company Limited Group

As a guideline for business operations, Global Power Synergy Public Company Limited Group (GPSC Group) and its value chain as well as new business relations (such as mergers, acquisitions, and joint ventures) adhere to human rights principles, natural resources rights and environment rights. This Human Right Policy applied to all stakeholders related to the GPSC Group and its value chain as well as new business relations, including employees, customers, communities, society, business partners, and suppliers of the GPSC Group. This is to ensure that the business operations of the GPSC Group are conducted with prudence, and caution. The GPSC group and its value chain as well as new business relations shall not take any direct or indirect actions that lead to violations of human rights, and shall not promote or involve in human rights violation. The GPSC Group Human Rights Policy is as following:

1. **Respect for human rights principles** – The GPSC Group and its value chain as well as new business relations must comply with the provisions of Thai law related to human rights, national laws where the GPSC Group and its value chain as well as new business relations operate. The GPSC Group and its value chain as well as new business relations also commit to comply with international human rights standards including the principles of the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Organization Declaration on Fundamental Principles and Rights at Work — We are committed to prohibit forced labor, human trafficking and child labor. Also ensure the right to collective bargaining, equal remuneration freedom of association for all employees, and favorable working conditions
2. **Prohibit discriminant and harassment** – The GPSC Group and its value chain as well as new business relations prohibit and have a zero tolerance for sexual and non-sexual harassment as well as

/ discrimination...

Global Power Synergy Public Company Limited Group (GPSC Group) is committed to respecting and complying with human rights principles, including the prevention of and avoidance of human rights violations across own operations, value chain, and new business relations (such as mergers, acquisitions, and joint ventures). GPSC Group adheres to applicable Thai laws and national laws in countries where it operates, as well as international human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

GPSC Group systematically identifies, assesses, and manages human rights risks and impacts through Human Rights Due Diligence (HRDD) processes related to its employees, business partners, suppliers, contractors, customers, and local communities. Key human rights issues addressed under the Human Rights Policy include non-discrimination and harassment, forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, equal remuneration, fair and safe working conditions, environmental and natural resource rights, and the protection of vulnerable groups, including children, persons with disabilities, women, indigenous peoples, migrant workers, third-party contracted labor, and local communities.

GPSC Group expects all executives, employees, business partners, suppliers, and new business relations to respect, support, and comply with its Human Rights Policy at all times, to actively promote human rights throughout its value chain, and to promptly report and address any actual or potential human rights violations through appropriate reporting and grievance mechanisms.

Assess Actual and Potential Impacts

The Human Rights Risk Assessment covered 100% of GPSC's own operations, Tier 1 suppliers, and joint ventures without management control.



The assessment addressed both actual and potential human rights issues, including:

- ✓ Discrimination and harassment
- ✓ Forced labor
- ✓ Human trafficking
- ✓ Child labor
- ✓ Freedom of association
- ✓ Right to collective bargaining
- ✓ Living wage
- ✓ Equal remuneration
- ✓ Favorable working conditions (e.g. working hour) and occupational health and safety
- ✓ Related issues (e.g., data privacy, land acquisition and forced resettlement, customer health and safety)



The human rights risk assessment covered own employees, suppliers, contractors, communities, and consumers, as well as at-risk and vulnerable groups.

Vulnerable groups considered in the assessment include:

- Women
- Children
- Indigenous peoples
- Migrant workers
- Third-party employees
- Local communities
- LGBTQI+ individuals
- Persons with disabilities

Assess Actual and Potential Impacts

- Identify and review all relevant human rights issues in GPSC’s own operations, subsidiaries, and value chain by considering their impact on rights holders within the context of the business and global trends.
- Identify the affected groups of rights holders, including employees, suppliers, customers, and communities, as well as vulnerable groups such as women, pregnant women, children, the elderly, LGBTQI+, persons with disabilities, migrant workers, third-party employees, and Indigenous peoples.

Human Rights Issues Identification

- Assess the inherent risks associated with the identified human rights issues, referring to the level of risk that exists without any controls or mitigation measures.

Inherent Risk Rating

- Assess the residual risks associated with the identified human rights issues, meaning the risks that remain after GPSC’s existing controls and measures have been applied.

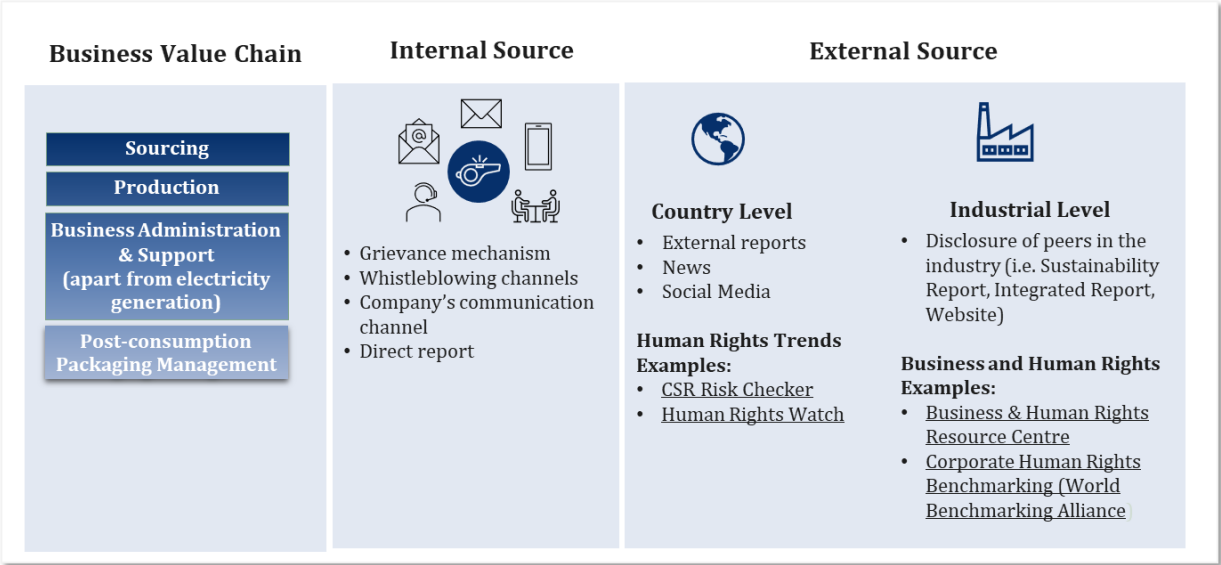
Residual Risk Rating

- Prioritize human rights salient issues, referring to identified human rights issues with high and very high residual risk.
- ## Risk Prioritization (Human Rights Salient Issues)

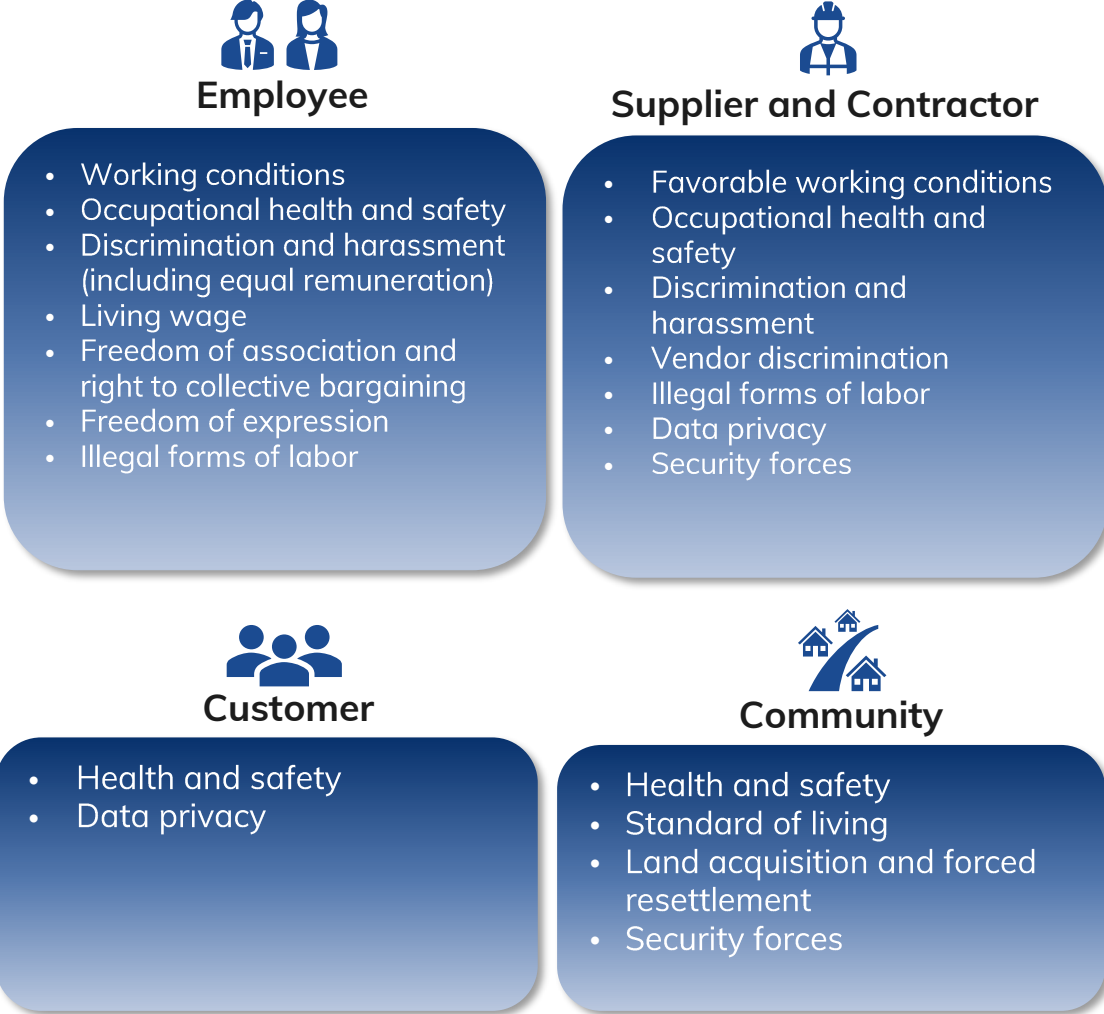
Assess Actual and Potential Impacts

Human Rights Issues Identification

The identification of relevant human rights issues related to GPSC’s own operations, across all business activities, the value chain, and business relationships (e.g., joint ventures), was conducted through peer benchmarking within the power sector, a review of previously identified salient human rights issues, and an update on global human rights trends.

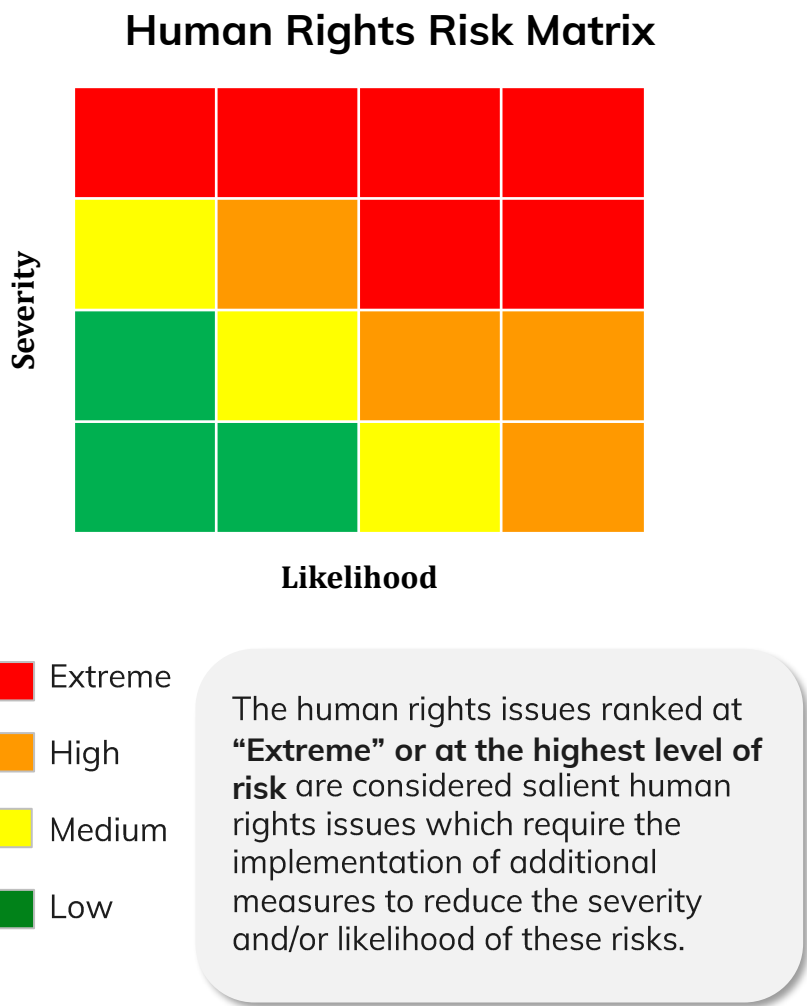


The scope of GPSC’s relevant human rights issues



Assess Actual and Potential Impacts

Risk Assessment Methodology for Own Operation



Severity	Severity of the impact relies 3 components: • Scale (seriousness of impact) • Scope (how many people are or will be affected) • Remediability (difficulty to restore the people impacted to a situation before impact) In the event of an incident, these 3 components should be assessed based on the actual circumstances, taking into account existing measures that have been managed or addressed, but not considering any additional measures that have not yet been managed from the incident. This is to reflect the actual severity of the situation.
Likelihood	Likelihood is the probability or frequency of the negative impacts depending on the context or condition of risks or impacts. Likelihood level is considered from 2 perspectives: 1. For events that have occurred in the past: The likelihood is assessed based on the frequency of those events, along with the consideration of additional measures to evaluate the frequency of future occurrences. 2. For events that have not occurred in the past: The likelihood is assessed based on the forecasted probability of the issue, combined with an evaluation of existing measures to estimate the likelihood of future occurrences.

Human Rights Risk Assessment Result

GPSC prioritized its salient human rights issues, defined as the human rights issues at risk of the most severe negative impact through GPSC’s activities and business relationships. In 2025, GPSC identified its salient human rights risks based on a comprehensive assessment of business activities across its operations and throughout its value chain.

Key Salient Human Rights Risk Issues in 2025

Own Operation

(including subsidiaries and joint ventures over which GPSC has management control)

- Employee Occupational Health and Safety
- Supplier and Contractor Occupational Health and Safety
- Community standard of living

Tier-1 Supplier

- Forced labor
- Human trafficking
- Freedom of association & Collective bargaining
- Equal remuneration
- Working Conditions
- Occupational Health and Safety

Joint Venture

(Without Management Control)

- No salient issues were identified

Human Rights Risk Assessment Result

Risk Assessment Results for Own Operation

100%
of Sites Assessed

- 100% of GPSC operational sites (total of 25 sites) were assessed human rights risk and impact.
- GPSC operational sites consist of subsidiaries and joint ventures (with management control).

16%
of Sites have been
Identified with Risk

- 16% of GPSC operational sites (4 of 25) have been identified as having high human rights risks or salient human rights issues.
- The salient issues identified were
 - Employee occupational health and safety
 - Supplier and contractor occupational health and safety
 - Community standard of living

100%
of Risks with Mitigation
Actions Taken

- 100% of GPSC operational sites with salient issues (4 out of 4) have implemented mitigation measures and remediation processes.
- Additionally, the company continuously monitors potential risks and maintains preventive measures to avoid human rights violations at all operational sites.

Human Rights Risk Assessment Result

Risk Assessment Results for Tier-1 Supplier

100%

**of Tier-1 Suppliers
Assessed**

- 100% of total number of tier-1 suppliers and contractors (1,017 out of 1,017 suppliers) were assessed for potential human rights risks.

4.13%

**of Tier-1 Suppliers have
been Identified with Risk**

- 4.13% of tier-1 suppliers and contractors (42 out of 1,017) have been identified with salient issues.
- The salient issues identified were:
 - Forced labor
 - Human trafficking
 - Freedom of association & Collective bargaining
 - Equal remuneration
 - Working conditions
 - Occupational health and safety

100%

**of Risks with Mitigation
Actions Taken**

- 100% of tier-1 suppliers and contractors with salient issues (42 out of 42 suppliers) have been implemented mitigation or remediation process.

Human Rights Risk Assessment Result

Risk Assessment Results for JVs without Management control

100%
of JVs Assessed

- 100% of GPSC's joint ventures (total of 15 joint ventures) were assessed human rights risk and impact.

0%
of JVs have been Identified
with Risk

- 0% of GPSC's joint ventures (0 out of 15) have been identified as salient human rights issues.

100%
of JVs have been
monitored and implement
mitigation measures

- 100% of GPSC's joint ventures (0 out of 0) have not been identified as having high human rights risk levels; therefore, no mitigation actions were required
- The Company, however, maintains risk monitoring and mitigation measures to prevent potential human rights issues across all joint ventures.

Integrate Findings and Potential Impacts

Occupational Health And Safety

Own Operation

Right Holders

- Employee

Business at Risks

- Solar management and maintenance

Human Rights Risks

Employees were exposed to the risk of road accidents, which may result in injuries requiring medical treatment and medical leave.

Regarding these potential human rights issues, they may violate the rights of employee which include:

- Right to life
- Right to health
- Right to enjoy just and favorable conditions of work
- Right to an adequate standard of living

Mitigation Measures

- GPSC Group Quality, Security, Safety, Health and Environment Policy
- Human Rights Policy
- Identification of OHS risk, hazard assessments and harm in workplace
- Action plan to control, monitor and reduce harm in workplace with quantified targets
- Actions to prepare for and respond to emergency situations
- Procedures to investigate work-related injuries, ill health, diseases and incidents
- Evaluation of progress of the existing action plan on reducing/preventing health issues/risks against targets
- Internal inspections (ISO 9001, ISO 14001, ISO 45001, ISO 22301, and ISO 27001)
- Incident management and safety enhancement
- Occupational health and safety training

Additional Mitigation Measures

- Promptly provided immediate care and support to the affected employee, ensuring that all medical treatment and assistance were delivered in full accordance with the employee's entitlements.
- Conducted a comprehensive review of travel safety protocols.
- Reinforced awareness of proper safety practices and communicated clear guidelines to all employees, aiming to prevent the recurrence of similar incidents and enhance overall workplace safety.

Integrate Findings and Potential Impacts

Occupational Health And Safety

Own Operation

Right Holders

- Supplier and contractor

Business at Risks

- Conventional Power Plant
- Solar management and maintenance

Human Rights Risks

Contractors were exposed to the risk of burn injuries caused by high pressure steam and falls from height, which may result in injuries requiring medical treatment and medical leave.

Regarding these potential human rights issues, they may violate the rights of supplier and contractor which include:

- Right to life
- Right to health
- Right to enjoy just and favorable conditions of work
- Right to an adequate standard of living

Mitigation Measures

- GPSC Group Quality, Security, Safety, Health and Environment Policy
- Human Rights Policy
- Identification of OHS risk, hazard assessments and harm in workplace
- Action plan to control, monitor and reduce harm in workplace with quantified targets
- Actions to prepare for and respond to emergency situations
- Procedures to investigate work-related injuries, ill health, diseases and incidents
- Evaluation of progress of the existing action plan on reducing/preventing health issues/risks against targets
- Internal inspections (ISO 9001, ISO 14001, ISO 45001, ISO 22301, and ISO 27001)
- Incident management and safety enhancement
- Occupational health and safety training
- Updates on procurement and contractual requirements, including matters related to Personal Protective Equipment (PPE) and Safety Rules and Regulations

Additional Mitigation Measures

- Revise safety checklists, including specific items for the use of flammable, toxic chemicals and oxygen-depleting substances in confined spaces. If such chemicals are identified during work, The supervisor must halt work and review safety measures.
- Improve and update the hazardous chemicals and dangerous goods notification form for contractors.
- Post signs prohibiting the use of flammable chemicals in confined spaces.
- Develop a work procedure for cleaning inside high-pressure and low-pressure steam separator tanks.
- Establish a PTW Control Dashboard in the central control room to monitor the status and review various types of Permits to Work, especially in areas with overlapping activities.
- Arrange immediate hospital transfer for the injured person and maintain close monitoring of their condition.
- Install a safety net below the tiled roof as fall protection.

Remediation / Compensation

- Medical expenses
- Costs for accompanying family members during bedside care
- Travel expenses for follow-up appointments
- Compensation for loss of opportunity during recovery
- Rehabilitation costs for burn wounds and psychological support.

Integrate Findings and Potential Impacts

Standard of Living

Own Operation

Right Holders

- Community

Business at Risks

- Conventional Power Plant

Human Rights Risks

The noise generated by the boiler system has adversely affected the community's ability to rest at night.

Regarding these potential human rights issues, they may violate the rights of employee which include:

- Right to an adequate standard of living
- Right to health

Mitigation Measures

- GPSC Group Quality, Security, Safety, Health and Environment Policy
- Human Rights Policy
- Social and Environmental Responsibility Policy
- Corporate Social Responsibility (CSR) Strategy
- GPSC Community Development and Community Relations Manual
- Identification of OHS risk, hazard assessments and harm in workplace
- Action plan to control, monitor and reduce harm in workplace with quantified targets
- Actions to prepare for and respond to emergency situations
- Procedures to investigate work-related injuries, ill health, diseases and incidents
- Evaluation of progress of the existing action plan on reducing/preventing health issues/risks against targets
- Internal inspections (ISO 9001, ISO 14001, ISO 45001, ISO 22301, and ISO 27001)
- Incident management and safety enhancement
- Occupational health and safety training

Additional Mitigation Measures

- Undertake improvements to systems, equipment, and piping that may be contributing to excessive noise levels.
- Optimize production processes and mitigate noise generated during emergency events to reduce overall sound impact.
- The department responsible for community relations and affected residents is currently evaluating the feasibility of assisting with home modifications to enhance noise insulation.

Integrate Findings and Potential Impacts

Tier-1 Suppliers and Contractors

Groups/Sub-groups at Risks

Services : Operational Support (Logistics and Transportation)

Human Rights Risks

- **Working Conditions** : Exploitative workloads, long shifts, high delivery or operational quotas, irregular scheduling, and risk of fatigue, burnout, and stress among operational and logistics staff.
- **Health and Safety** : Exposure to unsafe work environments, poorly maintained vehicles or equipment, inadequate safety measures, and heightened risk of accidents or occupational injuries during operational tasks.
- **Freedom of association & Collective bargaining** Barriers to organizing, limited grievance mechanisms, suppression of worker voice, and restricted opportunities for collective negotiation in operational and logistics roles.
- **Equal Remuneration** : Unequal pay or inconsistent incentives for similar tasks, financial instability, and disparities between gig, contract, and permanent workers performing comparable operational functions.

Groups/Sub-groups at Risks

Goods : Health & Safety Supplies

Human Rights Risks

- **Forced labor** : Unpaid or irregular wages, debt bondage, coercion to continue production, economic pressure on workers.
- **Human Trafficking** : Confiscation of identity documents, high recruitment fees, restricted freedom of movement, exploitation risks.
- **Working Conditions**: Overcrowded accommodation, poor sanitation, long hours, fatigue, unsafe production environments.
- **Freedom of association & Collective bargaining** : Suppression of protests or grievances, threats or dismissals, limited channels for collective negotiation.

Mitigation Measures

- **Supplier Sustainable Code of Conduct**: Mandates strict compliance with human rights and labor standards (e.g., freedom of labor, non-discrimination, and no child labor) as a core requirement for partnership.
- **Human Rights Policy**: Requires all business partners and suppliers to adhere to international standards, including the UN Guiding Principles on Business and Human Rights (UNGP) and ILO standards.
- **Supplier Selection & Pre-Risk Assessment**: Utilizes the Supplier Portal as a mandatory digital gatekeeper where suppliers must complete an ESG Risk Self-Assessment (covering CSR policy, environmental management systems, human rights, and Occupational Health and Safety); these results are evaluated through a weighted scoring system to determine eligibility for the Approved Vendor List (AVL).
- **Comprehensive ESG Risk Assessment**: Conducts annual analysis of the likelihood and severity of social risks, specifically targeting labor management, human rights, social responsibility, and occupational health and safety.
- **Sustainable Supplier Development Program**: Provides a mitigation path for suppliers with low sustainability scores, involving guidance and regular monitoring by external assessors until criteria are met.

Track and Communicate Performance

GPSC is committed to conducting regular reviews of its human rights due diligence, recognizing that it is an ongoing process essential to identifying, preventing, and addressing potential human rights impacts across its operations. The company continuously monitors and evaluates existing mitigation measures to ensure continuous improvement, including enhancing stakeholder engagement strategies to proactively address concerns raised through the grievance mechanism, updating the social and environmental management system to better reflect human rights considerations, refining management plans to mitigate and manage potential impacts, and implementing corrective actions where issues are identified.

In addition, GPSC actively promotes transparency and accountability by publicly disclosing its human rights performance on an annual basis through its sustainability report and company website. This disclosure enables stakeholders to assess the company's efforts in respecting and protecting human rights and demonstrates GPSC's commitment to continuous improvement and responsible business conduct.

Communication Channel

555/2 Energy Complex Building B, 5th Floor,
Vibhvadi - Rangsit Road, Kwaeng Chatuchak,
Khet Chatuchak, Bangkok 10900

Tel: 02-140-4600

Fax: 02-140-4601

E-mail: corporate@gpscgroup.com

Whistleblowing Channel

Complainant recipient:

- Chairman or
- Chairman of the Audit Committee or
- Chairman of the Corporate Governance Committee or
- Chief Executive Officer or
- Vice President – Management or
- Company Secretary

Remediate Adverse Impacts

GPSC is committed to conducting comprehensive human rights risk assessments within an appropriate timeframe as part of its ongoing Human Rights Due Diligence (HRDD) process, in line with the UN Guiding Principles on Business and Human Rights (UNGPs). This includes identifying actual and potential human rights impacts across all operations and business relationships, preparing and implementing risk prevention and mitigation measures, providing access to effective remedies in the event of violations, and continuously monitoring and reporting on performance. The company also regularly reviews its human rights policy commitments to ensure their continued relevance and effectiveness in managing human rights impacts and integrates findings into management systems and decision-making processes.

For the year 2025, **GPSC did not encounter any human rights violation cases.** Consequently, **no remediation measures were required or implemented.** Nevertheless, the company remains vigilant and continues to strengthen its HRDD processes to prevent potential future risks and uphold its responsibility to respect human rights throughout its operations and supply chain.

THANK YOU

