

## GLOBAL POWER SYNERGY

THAILAND / UTILITIES

## GPSC TB

**HOLD**

UNCHANGED

## 4Q24 results at first glance

**4Q24 net profit recovered q-q, in line with our estimate and the BBG consensus**

## Highlights

- GPSC reported a net profit of THB1b in 4Q24, up 30% q-q, mainly driven by a higher share of profit from XPCL due to increased production, dividends from RPCL, and FX gains from IPP (GLOW IPP and Sriracha IPP) AR leases amid THB depreciation. On a y-y basis, net profit surged 109% from a low base last year, when tariff rates were significantly lower.
- Despite stable Ft rates and lower fuel costs, SPP margins declined slightly due to lower industrial customer (IU) demand, as a key petrochemical plant underwent a maintenance shutdown.
- Additionally, GPSC recorded an unrealized FX gain from IPP AR leases in 4Q24, compared to a significant FX loss in 3Q24.
- Full-year 2024 net profit was at THB4b, up 10% y-y, supported by a higher SPP margin and IU demand.

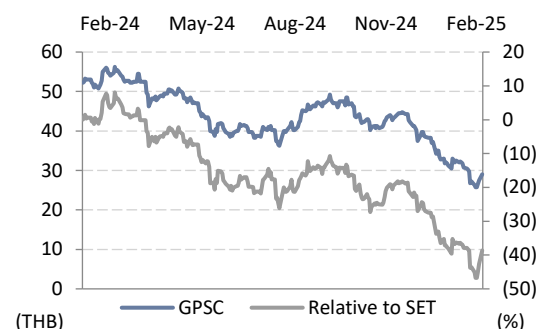
## Outlook

- We anticipate GPSC's earnings in 2025-26 to remain under pressure due to potential tariff reductions. The government is pushing for electricity tariffs to fall nearly THB4/kWh (from the current THB4.15/kWh) to lower the cost of living and enhance Thailand's competitiveness. This would negatively impact SPP margins, which contribute 76% of GPSC's gross profit. This aligns with GPSC's 2025 guidance, which projects a lower Ft range of approximately 19.72-36.72 satang/kWh in 2025, compared to 36.72 satang/kWh in 1Q25, further pressuring profitability.
- Improving IPP earnings, particularly from Gheco-One's coal-fired power plant—where high coal inventory costs are normalizing—and the resumption of regular operations at GLOW IPP, may help offset some of the margin pressure but not fully neutralize the impact.
- GPSC continues expanding its renewable portfolio overseas, particularly in India. The Avvada solar farm projects achieved COD in 2024 with 706 MW, bringing the total operational renewable capacity to 4.69 GW as of Dec 2024.
- Maintain our HOLD rating with a 2025 target price of THB30. While there are short-term catalysts, including a lower bond yield trend and declining gas prices as the low season approaches, structural challenges remain.

TARGET PRICE	THB30.00
CLOSE	THB29.00
UP/DOWNSIDE	+3.4%
PRIOR TP	THB30.00
CHANGE IN TP	UNCHANGED
TP vs CONSENSUS	-26.0%

## KEY STOCK DATA

YE Dec (THB m)	2024	2025E	2026E	2027E
Revenue	90,730	79,219	77,611	72,456
Net profit	4,062	3,714	3,594	4,176
EPS (THB)	1.44	1.32	1.27	1.48
vs Consensus (%)	-	(10.0)	(9.7)	(7.3)
EBITDA	20,678	15,285	15,958	15,232
Recurring net profit	4,062	3,714	3,594	4,176
Core EPS (THB)	1.44	1.32	1.27	1.48
Chg. In EPS est. (%)	nm	0.0	0.0	nm
EPS growth (%)	10.0	(8.6)	(3.2)	16.2
Core P/E (x)	20.1	22.0	22.8	19.6
Dividend yield (%)	3.1	3.1	3.1	3.1
EV/EBITDA (x)	9.6	12.8	13.3	13.5
Price/book (x)	0.8	0.8	0.7	0.7
Net debt/Equity (%)	87.8	83.4	93.5	86.3
ROE (%)	3.8	3.4	3.3	3.8



Share price performance	1 Month	3 Month	12 Month
Absolute (%)	(7.2)	(28.8)	(43.4)
Relative to country (%)	(1.0)	(18.3)	(37.6)
Mkt cap (USD m)	2,427		
3m avg. daily turnover (USD m)	9.4		
Free float (%)	25		
Major shareholder	PTT Plc (47%)		
12m high/low (THB)	56.50/25.75		
Issued shares (m)	2,819.73		

Sources: Bloomberg consensus; FSSIA estimates



Songklod Wongchai

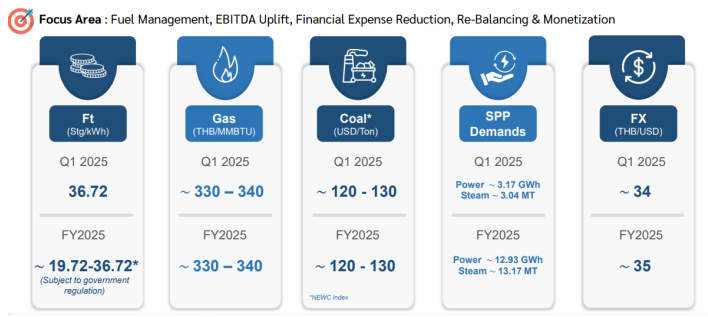
Fundamental Investment Analyst on Securities; License no. 018086  
songklod.won@fssia.com, +66 2646 9970

## Exhibit 1: GPSC's 4Q24 results summary

	3Q23	4Q23	1Q24	2Q24	3Q24	4Q24		
	(THB m)	(THB m)	(THB m)	(THB m)	(THB m)	(THB m)	(q-q%)	(y-y%)
Revenue	21,044	19,095	23,773	23,877	20,912	22,168	6.0	16.1
Operating costs	(17,336)	(16,794)	(20,996)	(20,716)	(18,166)	(19,428)	6.9	15.7
EBITDA	5,487	3,645	4,594	5,066	7,111	7,112	0.0	95.1
Depn & amort.	(2,387)	(2,658)	(2,327)	(2,413)	(2,371)	(2,645)	11.6	(0.5)
EBIT	3,101	987	2,267	2,653	2,212	1,720	n/a	n/a
Interest expense	(1,359)	(1,449)	(1,401)	(1,558)	(1,454)	(1,473)	1.3	1.6
Other income	400	608	500	1,625	1,064	(1,119)	n/a	n/a
Associates' contribution	496	264	(12)	(24)	29	299	933.6	13.4
<b>Pretax profit</b>	<b>2,607</b>	<b>978</b>	<b>1,195</b>	<b>1,518</b>	<b>914</b>	<b>1,444</b>	<b>58.0</b>	<b>47.6</b>
Tax	(500)	(151)	(135)	96	(12)	(250)	n/a	n/a
Minority interests	(318)	(350)	(196)	(186)	(133)	(194)	n/a	n/a
<b>Net profit</b>	<b>1,790</b>	<b>477</b>	<b>864</b>	<b>1,429</b>	<b>770</b>	<b>1,000</b>	<b>29.9</b>	<b>109.5</b>

Sources: GPSC; FSSIA estimates

## Exhibit 2: GPSC: 2025 outlook



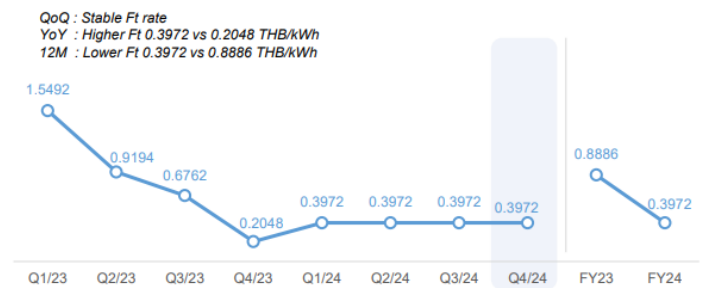
Source: GPSC

## Exhibit 3: Dividend payment agenda



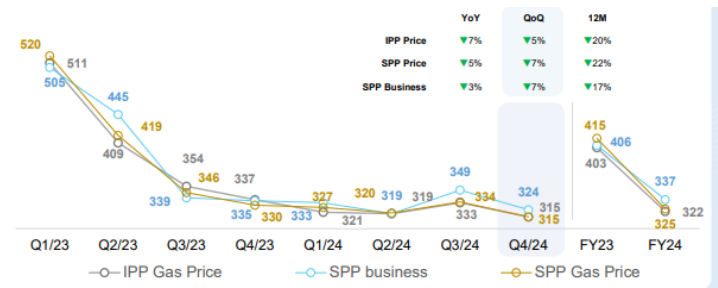
Source: GPSC

## Exhibit 4: Ft (THB/kWh)



Source: GPSC

## Exhibit 5: Natural gas cost (THB/MMBTU)



Source: GPSC

## Financial Statements

### Global Power Synergy

Profit and Loss (THB m) Year Ending Dec	2023	2024	2025E	2026E	2027E
Revenue	91,079	90,730	79,219	77,611	72,456
Cost of goods sold	(80,654)	(79,307)	(68,907)	(67,331)	(63,564)
<b>Gross profit</b>	<b>10,425</b>	<b>11,423</b>	<b>10,312</b>	<b>10,280</b>	<b>8,892</b>
Other operating income	2,014	2,069	1,241	1,254	1,266
Operating costs	(3,054)	(2,571)	(2,409)	(2,100)	(2,100)
<b>Operating EBITDA</b>	<b>18,994</b>	<b>20,678</b>	<b>15,285</b>	<b>15,958</b>	<b>15,232</b>
Depreciation	(9,608)	(9,756)	(6,141)	(6,524)	(7,174)
Goodwill amortisation	0	0	0	0	0
<b>Operating EBIT</b>	<b>9,386</b>	<b>10,921</b>	<b>9,145</b>	<b>9,434</b>	<b>8,058</b>
Net financing costs	(5,142)	(6,143)	(5,923)	(5,733)	(5,389)
Associates	1,049	293	1,535	1,019	2,607
Recurring non-operating income	1,049	293	1,535	1,019	2,607
Non-recurring items	0	0	0	0	0
<b>Profit before tax</b>	<b>5,293</b>	<b>5,071</b>	<b>4,757</b>	<b>4,720</b>	<b>5,276</b>
Tax	(523)	(300)	(396)	(499)	(371)
<b>Profit after tax</b>	<b>4,770</b>	<b>4,771</b>	<b>4,362</b>	<b>4,221</b>	<b>4,905</b>
Minority interests	(1,076)	(709)	(648)	(627)	(729)
Preferred dividends	0	0	0	0	0
Other items	-	-	-	-	-
<b>Reported net profit</b>	<b>3,694</b>	<b>4,062</b>	<b>3,714</b>	<b>3,594</b>	<b>4,176</b>
<b>Non-recurring items &amp; goodwill (net)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Recurring net profit</b>	<b>3,694</b>	<b>4,062</b>	<b>3,714</b>	<b>3,594</b>	<b>4,176</b>
<b>Per share (THB)</b>					
Recurring EPS *	1.31	1.44	1.32	1.27	1.48
Reported EPS	1.31	1.44	1.32	1.27	1.48
DPS	0.74	0.90	0.90	0.90	0.90
Diluted shares (used to calculate per share data)	2,820	2,820	2,820	2,820	2,820
<b>Growth</b>					
Revenue (%)	(26.4)	(0.4)	(12.7)	(2.0)	(6.6)
Operating EBITDA (%)	28.5	8.9	(26.1)	4.4	(4.5)
Operating EBIT (%)	65.5	16.4	(16.3)	3.2	(14.6)
Recurring EPS (%)	32.9	10.0	(8.6)	(3.2)	16.2
Reported EPS (%)	314.3	10.0	(8.6)	(3.2)	16.2
<b>Operating performance</b>					
Gross margin inc. depreciation (%)	11.4	12.6	13.0	13.2	12.3
Gross margin exc. depreciation (%)	22.0	23.3	20.8	21.7	22.2
Operating EBITDA margin (%)	20.9	22.8	19.3	20.6	21.0
Operating EBIT margin (%)	10.3	12.0	11.5	12.2	11.1
Net margin (%)	4.1	4.5	4.7	4.6	5.8
Effective tax rate (%)	12.3	6.3	12.3	13.5	13.9
Dividend payout on recurring profit (%)	56.5	62.5	68.3	70.6	60.8
Interest cover (X)	2.0	1.8	1.8	1.8	2.0
Inventory days	60.4	50.7	48.1	50.3	49.0
Debtor days	66.0	50.5	56.0	55.4	57.5
Creditor days	46.1	33.6	33.4	34.5	37.2
Operating ROIC (%)	(10.2)	(12.2)	(19.1)	(26.7)	(28.3)
ROIC (%)	(4.9)	(5.3)	(9.4)	(12.9)	(16.9)
ROE (%)	3.5	3.8	3.4	3.3	3.8
ROA (%)	(0.5)	(0.9)	(3.0)	(4.8)	(6.0)
* Pre-exceptional, pre-goodwill and fully diluted					
<b>Revenue by Division (THB m)</b>					
Independent power producer	12,412	19,014	16,378	12,394	12,394
Small power producer	77,502	70,836	57,875	58,518	53,602
Very small power producer	563	561	4,423	6,199	5,860
Others	602	319	543	500	600

Sources: Global Power Synergy; FSSIA estimates

## Financial Statements

### Global Power Synergy

Cash Flow (THB m) Year Ending Dec	2023	2024	2025E	2026E	2027E
Recurring net profit	3,694	4,062	3,714	3,594	4,176
Depreciation	9,608	9,756	6,141	6,524	7,174
Associates & minorities	1,049	293	1,535	1,019	2,607
Other non-cash items	1,319	1,319	1,320	1,321	1,322
Change in working capital	931	3,524	(41)	1,913	1,675
<b>Cash flow from operations</b>	<b>16,601</b>	<b>18,954</b>	<b>12,668</b>	<b>14,372</b>	<b>16,955</b>
Capex - maintenance	(6,236)	(6,235)	(6,141)	(6,524)	(7,174)
Capex - new investment	(15,994)	(15,664)	(11,139)	(31,523)	(12,173)
Net acquisitions & disposals	(18,912)	(9,839)	(12,281)	(13,049)	(14,349)
Other investments (net)	0	0	0	0	0
<b>Cash flow from investing</b>	<b>(41,142)</b>	<b>(31,738)</b>	<b>(29,561)</b>	<b>(51,096)</b>	<b>(33,696)</b>
Dividends paid	0	0	(2,538)	(2,538)	(2,538)
Equity finance	0	0	0	0	0
Debt finance	16,281	4,426	0	0	0
Other financing cash flows	7,295	38,587	34,656	36,888	37,064
<b>Cash flow from financing</b>	<b>23,576</b>	<b>43,013</b>	<b>32,118</b>	<b>34,350</b>	<b>34,526</b>
Non-recurring cash flows	-	-	-	-	-
Other adjustments	0	0	0	0	0
<b>Net other adjustments</b>	<b>(74)</b>	<b>(17,934)</b>	<b>(11,844)</b>	<b>(12,106)</b>	<b>(11,370)</b>
<b>Movement in cash</b>	<b>(1,039)</b>	<b>12,295</b>	<b>3,381</b>	<b>(14,481)</b>	<b>6,415</b>
Free cash flow to firm (FCFF)	(19,147.91)	(6,898.35)	(11,429.00)	(31,391.09)	(11,407.60)
Free cash flow to equity (FCFE)	(1,039.03)	12,295.34	5,919.11	(11,942.88)	8,953.14
<b>Per share (THB)</b>					
FCFF per share	(6.79)	(2.45)	(4.05)	(11.13)	(4.05)
FCFE per share	(0.37)	4.36	2.10	(4.24)	3.18
Recurring cash flow per share	5.56	5.47	4.51	4.42	5.42
<b>Balance Sheet (THB m) Year Ending Dec</b>					
Tangible fixed assets (gross)	168,387	168,060	173,060	198,060	203,060
Less: Accumulated depreciation	(75,588)	(75,587)	(81,728)	(88,252)	(95,427)
<b>Tangible fixed assets (net)</b>	<b>92,799</b>	<b>92,473</b>	<b>91,332</b>	<b>109,808</b>	<b>107,633</b>
<b>Intangible fixed assets (net)</b>	<b>2,140</b>	<b>3,737</b>	<b>3,738</b>	<b>3,739</b>	<b>3,740</b>
Long-term financial assets	-	-	-	-	-
Invest. in associates & subsidiaries	50,812	48,181	48,181	48,181	48,181
Cash & equivalents	13,197	25,492	28,873	14,392	20,807
A/C receivable	12,765	12,334	11,958	11,589	11,245
Inventories	11,605	7,733	8,795	7,965	7,178
Other current assets	4,256	4,220	3,684	3,610	3,370
<b>Current assets</b>	<b>41,823</b>	<b>49,779</b>	<b>53,310</b>	<b>37,556</b>	<b>42,600</b>
Other assets	94,129	93,967	93,967	93,967	93,967
<b>Total assets</b>	<b>281,703</b>	<b>288,136</b>	<b>290,527</b>	<b>293,249</b>	<b>296,121</b>
Common equity	106,195	107,558	108,733	109,789	111,428
Minorities etc.	11,330	11,584	12,732	13,959	15,288
<b>Total shareholders' equity</b>	<b>117,525</b>	<b>119,142</b>	<b>121,465</b>	<b>123,749</b>	<b>126,716</b>
Long term debt	98,736	117,888	117,888	117,888	117,888
Other long-term liabilities	26,775	27,981	27,981	27,981	27,981
<b>Long-term liabilities</b>	<b>125,511</b>	<b>145,869</b>	<b>145,869</b>	<b>145,869</b>	<b>145,869</b>
A/C payable	7,060	5,740	5,740	5,740	5,740
Short term debt	26,960	12,234	12,234	12,234	12,234
Other current liabilities	4,647	5,152	5,261	5,900	6,205
<b>Current liabilities</b>	<b>38,667</b>	<b>23,126</b>	<b>23,234</b>	<b>23,873</b>	<b>24,178</b>
<b>Total liabilities and shareholders' equity</b>	<b>281,703</b>	<b>288,136</b>	<b>290,568</b>	<b>293,490</b>	<b>296,763</b>
Net working capital	16,919	13,395	13,437	11,524	9,849
Invested capital	256,799	251,752	250,654	267,217	263,369
* Includes convertibles and preferred stock which is being treated as debt					
<b>Per share (THB)</b>					
Book value per share	37.66	38.14	38.56	38.94	39.52
Tangible book value per share	36.90	36.82	37.24	37.61	38.19
<b>Financial strength</b>					
Net debt/equity (%)	95.7	87.8	83.4	93.5	86.3
Net debt/total assets (%)	39.9	36.3	34.8	39.5	36.9
Current ratio (x)	1.1	2.2	2.3	1.6	1.8
CF interest cover (x)	3.9	5.6	3.9	4.4	4.9
<b>Valuation</b>					
<b>Recurring P/E (x) *</b>	<b>22.1</b>	<b>20.1</b>	<b>22.0</b>	<b>22.8</b>	<b>19.6</b>
<b>Recurring P/E @ target price (x) *</b>	<b>22.9</b>	<b>20.8</b>	<b>22.8</b>	<b>23.5</b>	<b>20.3</b>
Reported P/E (x)	22.1	20.1	22.0	22.8	19.6
Dividend yield (%)	2.6	3.1	3.1	3.1	3.1
Price/book (x)	0.8	0.8	0.8	0.7	0.7
Price/tangible book (x)	0.8	0.8	0.8	0.8	0.8
EV/EBITDA (x) **	10.8	9.6	12.8	13.3	13.5
EV/EBITDA @ target price (x) **	11.0	9.7	13.0	13.4	13.7
EV/invested capital (x)	0.8	0.8	0.8	0.8	0.8
* Pre-exceptional, pre-goodwill and fully diluted ** EBITDA includes associate income and recurring non-operating income					

Sources: Global Power Synergy; FSSIA estimates

# Global Power Synergy (GPSC TB)

## FSSIA ESG rating



**71.89 / 100**

### Exhibit 6: FSSIA ESG score implication

Rating	Score	Implication
★★★★★	>79-100	Leading its industry peers in managing the most significant ESG risks which not only better cost efficiency but also lead to higher profitability.
★★★★★	>59-79	<b>A mixed track record of managing the most significant ESG risks and opportunities relative to industry peers.</b>
★★★★	>39-59	Relevant ESG materiality matrix has been constructively addressed, well-managed and incorporated into day-to-day operations, in which targets and achievements are evaluated annually.
★★★	>19-39	Relevant ESG materiality matrix has been identified with key management in charge for progress to be followed up on and to provide intensive disclosure. Most targets are conventional and achievable.
★	1-19	The company has adopted the United Nations Sustainable Development Goals (UN SDGs), established sustainability management guidelines and fully complies with regulations or ESG suggested guidance from related organizations such as the SET and SEC.

Sources: FSSIA estimates

### Exhibit 7: ESG – peer comparison

	FSSIA ESG score	Domestic ratings						Global ratings						Bloomberg	
		DJSI	SET ESG	SET ESG Rating	CG score	AGM level	Thai CAC	Morningstar ESG risk	ESG Book	MSCI	Moody's	Refinitiv	S&P Global	ESG score	Disclosure score
SET100	67.71	5.69	4.38	4.05	4.77	4.43	4.02	Medium	57.34	BBB	22.70	60.82	67.31	1.19	35.34
Coverage	66.17	5.16	4.33	3.94	4.81	4.43	3.83	Medium	56.41	BBB	18.92	59.20	65.82	1.38	35.46
BCPG	62.74	--	Y	AA	5.00	5.00	Certified	Medium	61.24	A	--	55.65	31.00	--	59.11
BGRIM	65.91	--	Y	AAA	5.00	5.00	Certified	High	62.27	BBB	--	54.54	84.00	--	73.28
GULF	59.23	--	Y	AA	5.00	5.00	Certified	High	58.96	B	--	53.88	66.00	--	62.42
GPSC	71.89	Y	Y	AA	5.00	5.00	Certified	Medium	64.56	B	--	54.57	86.00	--	--
GUNKUL	68.07	--	Y	AA	5.00	5.00	Certified	Medium	63.88	AAA	--	66.66	38.00	--	59.97

Sources: [SETTRADE.com](https://www.settrade.com); FSSIA's compilation

### Exhibit 8: ESG score by Bloomberg

FY ending Dec 31	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<b>ESG financial materiality scores - ESG score</b>	<b>4.44</b>	<b>4.46</b>	<b>4.65</b>	<b>4.86</b>	<b>4.68</b>	<b>4.69</b>	<b>4.64</b>	<b>—</b>
BESG environmental pillar score	3.89	3.73	4.20	4.60	4.09	4.00	3.84	—
BESG social pillar score	5.13	5.13	5.07	4.17	4.66	5.06	5.17	—
BESG governance pillar score	4.71	5.10	5.01	6.07	5.77	5.53	5.52	—
<b>ESG disclosure score</b>	<b>64.13</b>	<b>68.40</b>	<b>71.71</b>	<b>76.11</b>	<b>75.18</b>	<b>74.59</b>	<b>74.51</b>	<b>—</b>
Environmental disclosure score	55.97	59.35	71.85	76.44	81.55	79.76	79.52	—
Social disclosure score	48.97	52.15	49.58	55.68	54.08	54.08	54.08	—
Governance disclosure score	87.36	93.62	93.62	96.12	89.86	89.86	89.86	—
<b>Environmental</b>								
Emissions reduction initiatives	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Climate change policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Climate change opportunities discussed	No	No	No	No	No	No	No	No
Risks of climate change discussed	Yes	Yes	Yes	Yes	Yes	No	No	No
GHG scope 1	2,795	2,524	2,805	2,283	11,178	11,845	12,681	8,544
GHG scope 2 location-based	9	4	2	2	21	23	28	29
GHG Scope 3	385	357	344	184	327	1,394	1,555	1,051
Carbon per unit of production	0.33	0.30	0.33	0.30	0.37	0.44	0.45	0.38
Biodiversity policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Energy efficiency policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total energy consumption	13,748	10,912	10,582	9,815	36,425	50,019	52,895	8,263
Renewable energy use	—	—	—	0	0	3	4	1
Electricity used	23	11	3	4	39	25	56	17
Fuel used - natural gas	1,315,460	1,043,640	2,928,960	2,804,980	2,867,270	3,298,150	3,184,120	3,140,820

Sources: Bloomberg; FSSIA's compilation

## Exhibit 9: ESG score by Bloomberg (cont.)

FY ending Dec 31	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Fuel used - crude oil/diesel	No	No	No	No	No	No	No	No
Waste reduction policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hazardous waste	0	0	0	0	1	1	2	1
Total waste	1	1	1	1	23	214	237	147
Waste recycled	0	0	0	0	0	199	222	144
Waste sent to landfills	0.00	0.00	0.00	0.00	16.78	11.46	—	—
Environmental supply chain management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Water policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Water consumption	—	—	—	—	47,051.60	34,136.90	35,086.90	30,779.90
<b>Social</b>								
Human rights policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Policy against child labor	No	No	No	No	No	No	No	Yes
Quality assurance and recall policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Consumer data protection policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Equal opportunity policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gender pay gap breakout	No	No	No	Yes	Yes	Yes	Yes	Yes
Pct women in workforce	30.23	32.19	32.39	32.75	29.83	29.96	29.43	29.44
Pct disabled in workforce	—	—	—	—	0.09	0.09	0.09	0.09
Business ethics policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Anti-bribery ethics policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Health and safety policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Lost time incident rate - employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total recordable incident rate - employees	0.00	0.00	0.00	0.00	2.00	0.09	0.00	0.00
Training policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fair remuneration policy	No	No	No	No	No	No	No	No
Number of employees – CSR	258.00	292.00	318.00	345.00	1,076.00	1,108.00	1,128.00	1,104.00
Employee turnover pct	4.02	2.54	3.61	5.22	2.97	3.16	5.76	5.89
Total hours spent by firm - employee training	9,571.80	8,143.88	11,797.80	13,127.20	27,524.10	30,990.80	31,663.00	41,521.40
Social supply chain management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>Governance</b>								
Board size	12	12	13	13	15	15	13	13
No. of independent directors (ID)	5	4	5	5	7	7	6	6
No. of women on board	1	2	3	2	2	2	2	2
No. of non-executive directors on board	11	11	12	12	14	14	12	12
Company conducts board evaluations	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
No. of board meetings for the year	14	14	19	16	15	12	16	14
Board meeting attendance pct	95	92	90	94	99	100	96	99
Board duration (years)	3	3	3	3	3	3	3	3
Director share ownership guidelines	No	No	No	No	No	No	No	No
Age of the youngest director	54	50	48	49	50	48	54	53
Age of the oldest director	67	68	67	67	68	69	67	67
No. of executives / company managers	15	19	19	20	32	36	34	35
No. of female executives	2	4	5	9	11	11	12	9
Executive share ownership guidelines	No	No	No	No	No	No	No	No
Size of audit committee	4	3	3	3	3	3	3	4
No. of ID on audit committee	4	3	3	3	3	3	3	4
Audit committee meetings	18	11	12	7	6	7	6	7
Audit meeting attendance %	99	100	100	100	100	100	94	100
Size of compensation committee	3	3	3	3	3	3	3	3
No. of ID on compensation committee	2	2	2	3	1	1	1	1
No. of compensation committee meetings	5	7	5	10	5	5	3	3
Compensation meeting attendance %	87	100	100	97	100	100	100	100
Size of nomination committee	3	3	3	3	3	3	3	3
No. of nomination committee meetings	5	7	5	10	5	5	3	3
Nomination meeting attendance %	87	100	100	97	100	100	100	100
<b>Sustainability governance</b>								
Verification type	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Sources: Bloomberg; FSSIA's compilation



## Disclaimer for ESG scoring

ESG score	Methodology	Rating																			
The Dow Jones Sustainability Indices ( <a href="#">DJSI</a> ) By S&P Global	The DJSI World applies a transparent, rules-based component selection process based on the companies' Total Sustainability Scores resulting from the annual S&P Global Corporate Sustainability Assessment (CSA). Only the top-ranked companies within each industry are selected for inclusion.	Be a member and invited to the annual S&P Global Corporate Sustainability Assessment (CSA) for DJSI. Companies with an S&P Global ESG Score of less than 45% of the S&P Global ESG Score of the highest scoring company are disqualified. The constituents of the DJSI indices are selected from the Eligible Universe.																			
SET ESG Ratings List ( <a href="#">SETESG</a> ) by The Stock Exchange of Thailand ( <a href="#">SET</a> )	SET ESG quantifies responsibility in Environmental and Social issues by managing business with transparency in Governance, updated annually. Candidates must pass the preemptive criteria, with two crucial conditions: 1) no irregular trading of the board members and executives; and 2) free float of >150 shareholders, and combined holding must be >15% of paid-up capital. Some key disqualifying criteria include: 1) CG score of below 70%; 2) independent directors and free float violation; 3) executives' wrongdoing related to CG, social & environmental impacts; 4) equity in negative territory; and 5) earnings in red for > 3 years in the last 5 years.	To be eligible for <b>SETESG inclusion</b> , verified data must be scored at a minimum of 50% for each indicator, unless the company is a part of DJSI during the assessment year. The scoring will be fairly weighted against the nature of the relevant industry and materiality. <b>SETESG Index</b> is extended from the SET ESG Ratings companies whose 1) market capitalization > THB5b (~USD150b); 2) free float >20%; and 3) liquidity >0.5% of paid-up capital for at least 9 out of 12 months. The SETTHSI Index is a market capitalisation-weighted index, cap 5% quarterly weight at maximum, and no cap for number of stocks.																			
<b>CG Score</b> by Thai Institute of Directors Association (Thai IOD)	An indicator of CG strength in sustainable development, measured annually by the Thai IOD, with support from the Stock Exchange of Thailand (SET). The results are from the perspective of a third party, not an evaluation of operations.	Scores are rated in six categories: 5 for Excellent (90-100), 4 for Very Good (80-89), 3 for Good (70-79), 2 for Fair (60-69), 1 for Pass (60-69), and not rated for scores below 50. Weightings include: 1) the rights; 2) and equitable treatment of shareholders (weight 25% combined); 3) the role of stakeholders (25%); 4) disclosure & transparency (15%); and 5) board responsibilities (35%).																			
<b>AGM level</b> By Thai Investors Association (TIA) with support from the SEC	It quantifies the extent to which shareholders' rights and equitable treatment are incorporated into business operations and information is transparent and sufficiently disclosed. All form important elements of two out of five the CG components to be evaluated annually. The assessment criteria cover AGM procedures before the meeting (45%), at the meeting date (45%), and after the meeting (10%). <i>(The first assesses 1) advance circulation of sufficient information for voting; and 2) facilitating how voting rights can be exercised. The second assesses 1) the ease of attending meetings; 2) transparency and verifiability; and 3) openness for Q&amp;A. The third involves the meeting minutes that should contain discussion issues, resolutions and voting results.)</i>	The scores are classified into four categories: 5 for Excellent (100), 4 for Very Good (90-99), 3 for Fair (80-89), and not rated for scores below 79.																			
<a href="#">Thai CAC</a> By Thai Private Sector Collective Action Against Corruption (CAC)	The core elements of the Checklist include corruption risk assessment, establishment of key controls, and the monitoring and developing of policies. The Certification is good for three years. <i>(Companies deciding to become a CAC certified member start by submitting a Declaration of Intent to kick off an 18-month deadline to submit the CAC Checklist for Certification, including risk assessment, in place of policy and control, training of managers and employees, establishment of whistleblowing channels, and communication of policies to all stakeholders.)</i>	The document will be reviewed by a committee of nine professionals. A passed Checklist will move for granting certification by the CAC Council approvals whose members are twelve highly respected individuals in professionalism and ethical achievements.																			
<a href="#">Morningstar Sustainalytics</a>	The Sustainalytics' ESG risk rating provides an overall company score based on an assessment of how much of a company's exposure to ESG risk is unmanaged. <i>Sources to be reviewed include corporate publications and regulatory filings, news and other media, NGO reports/websites, multi-sector information, company feedback, ESG controversies, issuer feedback on draft ESG reports, and quality &amp; peer reviews.</i>	A company's ESG risk rating score is the sum of unmanaged risk. The more risk is unmanaged, the higher ESG risk is scored. <table><tr><th>NEGL</th><th>Low</th><th>Medium</th><th>High</th><th>Severe</th></tr><tr><td>0-10</td><td>10-20</td><td>20-30</td><td>30-40</td><td>40+</td></tr></table>	NEGL	Low	Medium	High	Severe	0-10	10-20	20-30	30-40	40+									
NEGL	Low	Medium	High	Severe																	
0-10	10-20	20-30	30-40	40+																	
<a href="#">ESG Book</a>	The ESG score identifies sustainable companies that are better positioned to outperform over the long term. The methodology considers the principle of financial materiality including information that significantly helps explain future risk-adjusted performance. Materiality is applied by over-weighting features with higher materiality and rebalancing these weights on a rolling quarterly basis.	The total ESG score is calculated as a weighted sum of the features scores using materiality-based weights. The score is scaled between 0 and 100 with higher scores indicating better performance.																			
<a href="#">MSCI</a>	MSCI ESG ratings aim to measure a company's management of financially relevant ESG risks and opportunities. It uses a rules-based methodology to identify industry leaders and laggards according to their exposure to ESG risks and how well they manage those risks relative to peers. <table><tr><td><b>AAA</b></td><td>8.571-10.000</td><td rowspan="3"><b>Leader:</b></td><td rowspan="3">leading its industry in managing the most significant ESG risks and opportunities</td></tr><tr><td><b>AA</b></td><td>7.143-8.570</td></tr><tr><td><b>A</b></td><td>5.714-7.142</td></tr><tr><td><b>BBB</b></td><td>4.286-5.713</td><td rowspan="3"><b>Average:</b></td><td rowspan="3">a mixed or unexceptional track record of managing the most significant ESG risks and opportunities relative to industry peers</td></tr><tr><td><b>BB</b></td><td>2.857-4.285</td></tr><tr><td><b>B</b></td><td>1.429-2.856</td></tr><tr><td><b>CCC</b></td><td>0.000-1.428</td><td><b>Laggard:</b></td><td>lagging its industry based on its high exposure and failure to manage significant ESG risks</td></tr></table>	<b>AAA</b>	8.571-10.000	<b>Leader:</b>	leading its industry in managing the most significant ESG risks and opportunities	<b>AA</b>	7.143-8.570	<b>A</b>	5.714-7.142	<b>BBB</b>	4.286-5.713	<b>Average:</b>	a mixed or unexceptional track record of managing the most significant ESG risks and opportunities relative to industry peers	<b>BB</b>	2.857-4.285	<b>B</b>	1.429-2.856	<b>CCC</b>	0.000-1.428	<b>Laggard:</b>	lagging its industry based on its high exposure and failure to manage significant ESG risks
<b>AAA</b>	8.571-10.000	<b>Leader:</b>	leading its industry in managing the most significant ESG risks and opportunities																		
<b>AA</b>	7.143-8.570																				
<b>A</b>	5.714-7.142																				
<b>BBB</b>	4.286-5.713	<b>Average:</b>	a mixed or unexceptional track record of managing the most significant ESG risks and opportunities relative to industry peers																		
<b>BB</b>	2.857-4.285																				
<b>B</b>	1.429-2.856																				
<b>CCC</b>	0.000-1.428	<b>Laggard:</b>	lagging its industry based on its high exposure and failure to manage significant ESG risks																		
<a href="#">Moody's ESG solutions</a>	Moody's assesses the degree to which companies take into account ESG objectives in the definition and implementation of their strategy policies. It believes that a company integrating ESG factors into its business model and relatively outperforming its peers is better positioned to mitigate risks and create sustainable value for shareholders over the medium to long term.																				
<a href="#">Refinitiv ESG rating</a>	Designed to transparently and objectively measure a company's relative ESG performance, commitment and effectiveness across 10 main themes, based on publicly available and auditable data. The score ranges from 0 to 100 on relative ESG performance and insufficient degree of transparency in reporting material ESG data publicly. <i>(Score ratings are 0 to 25 = poor; &gt;25 to 50 = satisfactory; &gt;50 to 75 = good; and &gt;75 to 100 = excellent.)</i>																				
<a href="#">S&amp;P Global</a>	The S&P Global ESG Score is a relative score measuring a company's performance on and management of ESG risks, opportunities, and impacts compared to its peers within the same industry classification. The score ranges from 0 to 100.																				
<b>Bloomberg</b>	ESG Score	Bloomberg score evaluating the company's aggregated Environmental, Social and Governance (ESG) performance. The score is based on Bloomberg's view of ESG financial materiality. The score is a weighted generalized mean (power mean) of Pillar Scores, where the weights are determined by the pillar priority ranking. Values range from 0 to 10; 10 is the best.																			
Bloomberg	ESG Disclosure Score	Disclosure of a company's ESG used for Bloomberg ESG score. The score ranges from 0 for none to 100 for disclosure of every data point, measuring the amount of ESG data reported publicly, and not the performance on any data point.																			

[Rating](#) regarding the sustainable development of Thai listed companies, both on the SET and MAI, are publicly available on the website of the Securities and Exchange Commission of Thailand (SEC). Currently, ratings available are 1) "**CG Score**"; 2) "**AGM Level**"; 3) "**Thai CAC**"; and 4) **THSI**. The ratings are updated on an annual basis. FSSIA does not confirm nor certify the accuracy of such ratings.

Source: FSSIA's compilation

GENERAL DISCLAIMER

ANALYST(S) CERTIFICATION

Songklod Wongchai FSS International Investment Advisory Securities Co., Ltd

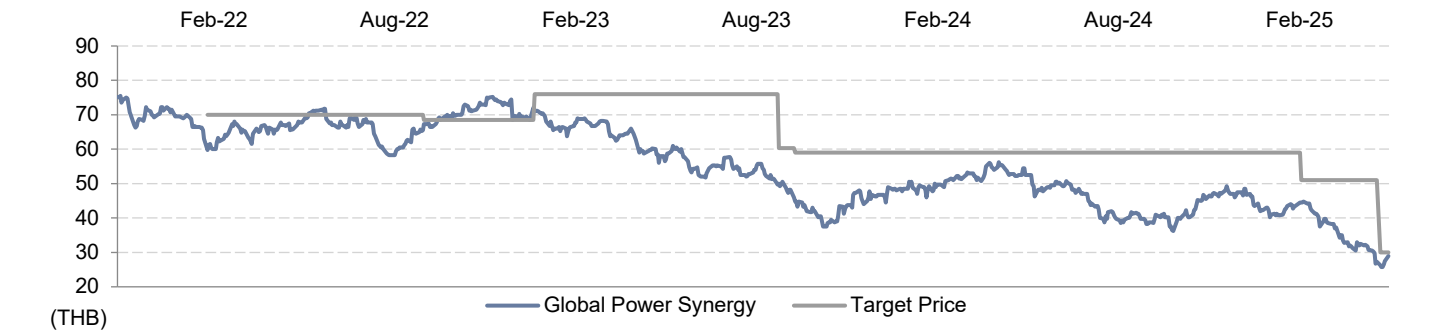
The individual(s) identified above certify(ies) that (i) all views expressed in this report accurately reflect the personal view of the analyst(s) with regard to any and all of the subject securities, companies or issuers mentioned in this report; and (ii) no part of the compensation of the analyst(s) was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed herein.

This report has been prepared by FSS International Investment Advisory Securities Company Limited (FSSIA). The information herein has been obtained from sources believed to be reliable and accurate; however FSSIA makes no representation as to the accuracy and completeness of such information. Information and opinions expressed herein are subject to change without notice. FSSIA has no intention to solicit investors to buy or sell any security in this report. In addition, FSSIA does not guarantee returns nor price of the securities described in the report nor accept any liability for any loss or damage of any kind arising out of the use of such information or opinions in this report. Investors should study this report carefully in making investment decisions. All rights are reserved.

This report may not be reproduced, distributed or published by any person in any manner for any purpose without permission of FSSIA. Investment in securities has risks. Investors are advised to consider carefully before making investment decisions.

History of change in investment rating and/or target price

Global Power Synergy (GPSC TB)



Date	Rating	Target price	Date	Rating	Target price	Date	Rating	Target price
06-May-2022	HOLD	70.00	11-Sep-2023	BUY	60.30	07-Feb-2025	HOLD	30.00
10-Nov-2022	HOLD	68.50	25-Sep-2023	BUY	59.00			
13-Feb-2023	BUY	76.00	03-Dec-2024	BUY	51.00			

Songklod Wongchai started covering this stock from 03-Dec-2024

Price and TP are in local currency

Source: FSSIA estimates

Company	Ticker	Price	Rating	Valuation & Risks
Global Power Synergy	GPSC TB	THB 29.00	HOLD	Upside risks to our SoTP-based TP include 1) higher-than-expected Ft; 2) faster MW expansion; and 3) lower interest rates. Downside risks to our SoTP-based TP include 1) lower-than-expected demand for electricity in Thailand; 2) higher-than-expected energy prices (i.e., coal and gas); and 3) lower-than-expected demand from industrial users.

Source: FSSIA estimates

Additional Disclosures

Target price history, stock price charts, valuation and risk details, and equity rating histories applicable to each company rated in this report is available in our most recently published reports. You can contact the analyst named on the front of this note or your representative at Finansia Syrus Securities Public Company Limited.

All share prices are as at market close on 17-Feb-2025 unless otherwise stated.



## RECOMMENDATION STRUCTURE

### Stock ratings

Stock ratings are based on absolute upside or downside, which we define as  $(\text{target price}^* - \text{current price}) / \text{current price}$ .

**BUY (B).** The upside is 10% or more.

**HOLD (H).** The upside or downside is less than 10%.

**REDUCE (R).** The downside is 10% or more.

Unless otherwise specified, these recommendations are set with a 12-month horizon. Thus, it is possible that future price volatility may cause a temporary mismatch between upside/downside for a stock based on market price and the formal recommendation.

\* In most cases, the target price will equal the analyst's assessment of the current fair value of the stock. However, if the analyst doesn't think the market will reassess the stock over the specified time horizon due to a lack of events or catalysts, then the target price may differ from fair value. In most cases, therefore, our recommendation is an assessment of the mismatch between current market price and our assessment of current fair value.

### Industry Recommendations

**Overweight.** The analyst expects the fundamental conditions of the sector to be positive over the next 12 months.

**Neutral.** The analyst expects the fundamental conditions of the sector to be maintained over the next 12 months.

**Underweight.** The analyst expects the fundamental conditions of the sector to be negative over the next 12 months.

### Country (Strategy) Recommendations

**Overweight (O).** Over the next 12 months, the analyst expects the market to score positively on two or more of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

**Neutral (N).** Over the next 12 months, the analyst expects the market to score positively on one of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

**Underweight (U).** Over the next 12 months, the analyst does not expect the market to score positively on any of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.