



True Corporation Public Company Limited
18 True Tower, Ratchadaphisek Road, Bangkok10310, Thailand

CLAWBACK PROVISION FOR EXECUTIVES

DEFINITIONS

"Executives" refers to True's executives at "Chief Executive Officer (CEO)", "Deputy Chief Executive Officer (DCEO)" and "Chief Officers (CxO)" level.

"Performance-based compensation" refers to compensations to executives that are based on his or her performance, in conjunction with business performance of the Company, for example, annual bonus.

"Company" refers to a company belonging to True Corporation Public Company Limited

CLAWBACK PROVISION

True's claw back provision is referred from the Section 89/7 and 281/2 of the Securities and Exchange Act B.E. 2535 (1992), the executive officers are responsible for the Company with caution and integrity.

It is responsible for to complying with relevant laws and regulations, as well as the objectives and requirements of the Company, in agreement with the board of directors and investors.

In case any executive officer fails to perform their duties according to criteria and requirements of the Company, they will be required to return their bonus and compensation.

APPLICATION OF CLAWBACK

The Board of Directors may elect to apply clawback in the following manners:

- Requiring the senior executive to return some or all the special performance-based compensation.
- Adjusting the senior executive's future performance-based compensation