INNOVATION POINT

Introduction

Driven by True's sustainability goal to become an innovation organization by 2030, and its commitment to developing human resources with advanced digital and innovation capabilities,

True has established and implemented a long-term incentive program for all employees. This initiative aims to foster innovation as an integral part of True's work environment. The program involves accumulating **"Innovation Points"** by generating innovative ideas and developing these ideas with cross-functional teams for creation and implementation.

At each stage, employees receive varying amounts of Innovation Points, depending on the level of participation, such as participating in training, Proof of Concept (POC), and scaling up both internally and externally, leading up to Intellectual Property (IP). The total points are classified into 4 different levels, measured annually. All employees are eligible to earn innovation points, and innovation with outstanding performance will be recognized as part of employee incentives according to specified criteria.

All employees are eligible to accumulate Innovation Points throughout their employment at True. Annually, employees with the highest accumulated scores for that year will receive recognition, special privileges, or monetary rewards to create long-term incentives. To date, this has resulted in True securing **125 patents** and petty patents.



Innovation Point

At each stage, employees receive varying amounts of Innovation Points, depending on the level and impact of their contributions. Eligible activities include:

- Engagement Activities – Participation in engagement efforts such as training sessions, events, and related initiatives.
- Innovation Competitions – Involvement in both internal and external competitions, covering the full process from idea submission and Proof of Concept (PoC) to scaled implementation and winning entries.
- Intellectual Property (IP) – Contributions to IP development, from filing patent applications to successfully receiving granted patents.



INNOVATION LONG-TERM BENEFIT

Innovation Point: Employee collected innovation point from each activity such as Training/Forum, Hackathon Idea, Innovation Sandbox, True Innovation Award. Innovation points will be measured on an annual basis and accumulated. All employees are eligible to earn innovation points and innovators (participants) with outstanding performance will be awarded as part of employee incentives according to criteria specified
The total points will be defining

100 points True Apprentice,
200 points Innovator level 1,
300 points Innovator level 2, and
Above 300 points Innovator level 3.

(1 innovation point = 1 True Point. One True Point is equivalent to a specific monetary value as determined by the Company. Employees accrue points to redeem benefits or rewards from the company, with a 4-year validity period.)

All Innovator (employee) will be benefits as:

1. Recognition: Innovator level from level 1, level 2, and level3.
2. HR profile: Record as a part of work profile for each employee.
3. Privileges: All activities related to Innovation can earn Innovation Point that level of Innovation Point will be earn different incentive.
4. Incentive: Reward in cash, Certificate, and Trophy.

