

SUSTAINABILITY REPORT 2025



**TRINITY
WATTHANA**

Message from the Chairman



Throughout 2025, the investment landscape in the Thai capital market continued to be challenged by both domestic and international economic factors. This led investors to adopt a more cautious approach to their investment decisions. The Thai stock market index experienced volatility, influenced by economic and financial conditions, as well as global capital flows. Nevertheless, the broader capital market began to put an increasing emphasis on business quality, transparency, and responsible business practices.

In this context, the role of capital market businesses, especially securities firms, is paramount in fostering investor confidence. This is achieved

through providing accurate, complete, and fair information, coupled with upholding the principles of good corporate governance and operating within an ethical framework. These collectively form the crucial foundation for the stable and sustainable development of the Thai capital market. The Company recognizes this pivotal role and responsibility, and is committed to continuously integrating Environmental, Social, and Governance (ESG) principles into its operations. This commitment aims to create long-term value for our clients, investors, and all stakeholders.

Over the past year, the Company focused on environmentally conscious operations and fostered efficient resource utilization, simultaneously prioritizing continuous staff development. We cultivated a work environment conducive to learning and the integration of technology, particularly Artificial Intelligence (AI), with the aim of enhancing the quality and efficiency of services provided to our clients.

Concurrently, the Company operates under sound corporate governance principles, upholding transparency, adhering to ethical conduct, and ensuring fairness to all stakeholders. This commitment is reflected in our favorable corporate governance assessment results and the satisfactory organization of our shareholder meetings.

On behalf of the Board of Directors, I would like to extend my sincere gratitude to all shareholders, investors, and stakeholders for their continued trust and support in the Company. We remain committed to developing our business, creating long-term value for shareholders, and growing sustainably alongside society.

Dr. Visit Ongpipattanakul

Chairman

About This Report

Trinity Securities Group annually prepares a Sustainability Report to transparently and comprehensively disclose its Environmental, Social, and Governance (ESG) performance to its stakeholders. This report is published in conjunction with the Annual Report for the year 2025 and is scheduled for publication in March 2026.

The 2025 Sustainability Report covers the performance of the Group and its subsidiaries for the period from January 1, 2025, to December 31, 2025. It is prepared in accordance with the GRI Sustainability Reporting Standards (GRI Standards) 2021 edition, at the 'In accordance with the GRI Standards' level and references the disclosure guidelines for the Financial Services Sector (Financial Services Sector Disclosures) as defined by GRI.

The scope of information in this report is divided into three main dimensions:

- **Environmental Dimension:** Covers the performance of Trinity Watthana Public Company Limited and Trinity Securities Company Limited, specifically their head office and significant branches.
- **Social Dimension:** Covers the performance of Trinity Watthana Public Company Limited, Trinity Securities Company Limited, and their affiliate, Trinity Intelligence Plus Company Limited.
- **Governance Dimension:** Covers the performance of Trinity Watthana Public Company Limited, Trinity Securities Company Limited, and Trinity Intelligence Plus Company Limited.

The data presented in this report covers only permanent employees, excluding temporary staff and outsourced personnel.

Regarding data assurance, financial information in this report is referenced from the financial statements and financial data disclosed in the 2025 Annual Report, which has been audited by a certified public accountant. However, other non-financial data has not yet undergone third-party assurance.

Contact Information

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Vision Mission and Organizational Culture

Trinity Securities Group operates its business under sound corporate governance, with consideration for all stakeholder groups. An organizational culture has been established to instill a professional work attitude among its employees, aiming to build a strong corporate culture that aligns with the Company's Vision, Mission, and Business Strategy.

Vision

Elevating wealth journey across generations with integrity

Mission

1. Building trust across generations with commitment.
2. Reinforcing brand with innovation.
3. Dedicating cross-selling product & service.
4. Empower people as trusted partners.

Organizational Culture



S – Sustainable Wealth

Committed to delivering sustainable value to all stakeholders.

T – Trust

Continuously develop and refine work processes to deliver services that precisely meet client demands, while adhering firmly to mutual commitments.

A – Attitude

Embrace a proactive attitude towards continuous learning, self-development, and readiness to adapt to change.

R – Reimagine

Foster innovative thinking, moving beyond conventional methods and paradigms, and striving for rapid, modern, efficient, and effective development and improvement.

About “Trinity”

Trinity Watthana Public Company Limited was established in 2001 and registered as a public limited company in 2002. Its primary business model is that of a holding company, investing in businesses related to the capital market and financial services. Trinity Securities Company Limited serves as the core operating company within the Group.

The Group's structure comprises four subsidiaries: Trinity Securities Company Limited, Trinity Intelligence Plus Company Limited, Trinity One Company Limited, and Asset Back Holdings Company Limited. It also includes one joint venture, Tree Money Holding Company Limited, and two associate companies: Zenite Company Limited and Thaitax CBD Smart Farm Company Limited.

The Company is committed to developing and offering a diverse range of financial products and services to meet the needs of clients and investors, underpinned by a vision of continuously elevating wealth across generations and founded on principles of good governance. The Company places a strong emphasis on conducting business responsibly towards society, the environment, and all stakeholder groups, achieved by adhering to principles of good corporate governance, transparency, and a customer-centric business approach.

The Company integrates sustainable development concepts into its corporate strategy, risk management, and operational processes to create long-term value for its stakeholders. Its sustainability goals include operating businesses responsibly, effectively managing risks, and generating appropriate returns alongside organizational growth.

In terms of human resource management, the Company prioritizes the well-being of its employees and their families under the "Happy Workplace" concept. This approach aims to promote a good quality of life, foster employee engagement, and facilitate continuous development of personnel capabilities, which are crucial factors in enhancing the quality of services provided to clients and supporting the Company's sustainable growth.

Nature of Business Operations

The Company operates in the capital market and financial services sectors, covering the following key activities:

1. Securities Brokerage
2. Securities Trading
3. Investment Advisory
4. Securities Underwriting
5. Securities Lending and Borrowing
6. Derivatives Brokerage
7. Private Fund Management

Awards and Recognitions

1. Excellent Corporate Governance Assessment

The Company achieved an 'Excellent' 5-star rating for its good corporate governance in 2025. This assessment was conducted by the Corporate Governance Report of Thai Listed Companies (CGR) project, organized by the Thai Institute of Directors (IOD) and supported by the Stock Exchange of Thailand.

2. Certification as a Member of the Private Sector Collective Action Against Corruption (CAC)



The Company was certified as a member of the Private Sector Collective Action Against Corruption (CAC). This certification is a renewal, covering the period 2024–2027, and reflects the Company's unwavering commitment to conducting business with transparency and upholding business ethics.

3. Assessment of the Quality of the 2025 Annual General Meeting

The Company received an "Excellent" rating (scoring a perfect 100 points) in the assessment of the quality of its Annual General Meeting (AGM Checklist) for the year 2025. This assessment was conducted by the project evaluating the quality of Annual General Meetings of listed companies on the Stock Exchange of



Thailand, organized by the Thai Investors Association in collaboration with the Federation of Thai Capital Market Organizations.

4. Sustainability Award



The Company received an award for promoting financial and investment literacy under the "Thai Capital Market: United in Empowering the Public with Knowledge" project for the year 2025. This award, presented by the Securities and Exchange Commission (SEC), reflects the Company's continuous role in supporting the financial development of the public.

Driving Sustainable Business

Sustainability Management Policy

Trinity Watthana Public Company Limited and its subsidiaries have established a sustainability operating policy, utilizing good corporate governance principles as a key framework. This policy integrates sustainable development concepts as an integral part of operations throughout the organization, emphasizing business conduct within the Environmental, Social, and Governance (ESG) framework.

The Company applies ESG principles across almost all business processes, including using them as guidelines for responsible internal management within the company and its subsidiaries, to foster long-term sustainable growth while also considering the benefits of all stakeholder groups.

In this regard, the Company has defined its sustainability policy into four key approaches as follows:

1. Rigorous Risk Management

This encompasses both short-term and long-term perspectives, involving continuous monitoring and assessment of risks, as well as business opportunities arising from economic, social, and environmental changes. This consistent approach ensures appropriate and timely adaptation to evolving circumstances.

2. Responsible Human Resource Management

This approach emphasizes fair treatment of employees, ensuring their safety and occupational health, and promoting their quality of life and well-being. Concurrently, it continuously supports the development of skills, knowledge, and potential for all levels of personnel, including the Board of Directors, executives, and employees.

3. Good Corporate Governance and Business Ethics

Conduct business with transparency, accountability, and adherence to ethical principles to build trust among stakeholders and strengthen the organization in the long term.

4. Promotion of Financial Literacy and Development of Securities Services

Committed to elevating financial and investment knowledge among investors and the public, while developing efficient, modern, and comprehensive securities products and services that meet customer needs.

Approach to Sustainable Operations

The Company conducts its business by adhering to the Group's sustainable development guidelines as its operational framework. This encompasses three main dimensions in line with the ESG concept: Environmental, Social, and Governance. The aim is to continuously integrate sustainability issues into the Company's corporate strategy, operations, and various activities to create long-term value for all stakeholders.

1. Environmental Dimension

The Company prioritizes minimizing its environmental impact through efficient resource utilization and fostering environmental awareness among employees. This aligns with key material issues concerning the organization's resource use and environmental effects. We continuously implement activities based on the 3R concept (Reduce, Reuse, Recycle), such as reducing consumption of electricity, tap water, and fuel, promoting the use of alternative energy, minimizing paper usage, and managing waste through proper segregation.

In 2025-2026 the Company is in the process of considering and developing a more systematic approach to collecting and managing environmental data to support the setting of future environmental targets.

2. Social Dimension

The Company prioritizes creating value for society and stakeholders by continuously enhancing investment capabilities, human resource development, service quality, and promoting financial literacy. This is achieved through seminars and educational activities organized for clients, investors, communities, and the media.

In terms of services, the Company has developed and modernized its online securities trading processes and systems for greater convenience and efficiency. It has also promoted the application of AI technology in its operations to enhance speed and quality for clients. Regarding human resource management, the Company focuses on developing the potential of employees at all levels, mandating a minimum of 12 training hours per person per year, alongside fostering a "Happy Workplace" environment.

Furthermore, the Company encourages employee participation in social activities, such as supporting religious causes, assisting the underprivileged, and various forms of donations, to reaffirm its social responsibility and employee engagement.

3. Governance Dimension

The Company operates under ethical principles and good corporate governance, upholding transparency, accountability, and fair treatment of all stakeholders. In 2025, the Company received a 5-star "Excellent" rating in its corporate governance assessment from the Thai Institute of Directors (IOD) under the Corporate Governance Report of Thai Listed Companies (CGR) project.

Furthermore, the Company's certification as a member of the Private Sector Collective Action Against Corruption (CAC) was renewed for the third time, and it received an "Excellent" rating (scoring a perfect 100 points) in the assessment of its Annual General Meeting quality. These achievements reflect strong corporate governance standards, protection of shareholder rights, and high-quality information disclosure. Concurrently, the Company received the Sustainable Knowledge Award for promoting financial and investment literacy from the "Thai Capital Market: United in Empowering the Public with Knowledge" project (Phase 2) in 2025. This underscores the organization's role in enhancing governance alongside fostering knowledge and long-term sustainability within the Thai capital market.

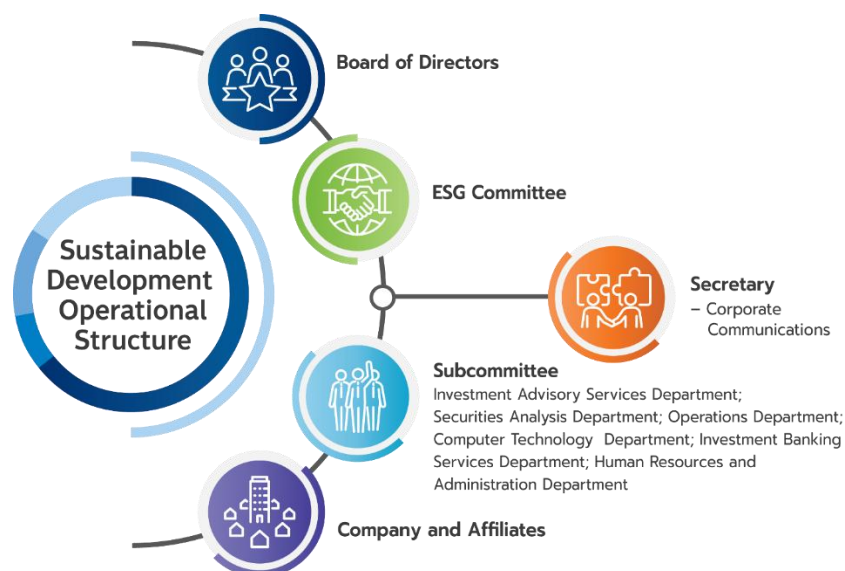
Sustainability Governance Structure

The Company prioritizes sustainability operations as a collective responsibility across all departments within the organization, rather than solely the duty of any single department. Therefore, it has established a Sustainability Development Committee (ESG Committee) to oversee, set direction, and drive ESG (Environmental, Social, and Governance) efforts in a systematic manner, in alignment with the organization's vision, mission, and strategy.

The ESG Committee comprises the Managing Director, who serves as the Chairman, and senior executives from various departments as committee members. A sub-committee, with representatives from multiple departments such as Financial Consultant, Research, Operation, Information Technology, Corporate Communications, Human Resources, and Administration, has been appointed to support operations in each dimension. The Corporate Communications Department serves as the secretary to the ESG Committee.

The ESG Committee is responsible for planning and driving sustainability initiatives in alignment with the organizational direction. It defines the scope of reporting based on the business value chain, analyzes stakeholder expectations, and considers and determines material sustainability topics. These efforts aim to guide the formulation of the Company's sustainability policies, targets, and performance indicators.

In 2025, the ESG Committee convened once to oversee and monitor sustainability performance, review operational results against the annual corporate strategy, and compile ESG performance data aligned with established goals and indicators. Additionally, the committee discussed ESG approaches, policies, and operational plans in preparation for the upcoming year's operations.



Additionally, the Company has assigned the ESG Committee, comprising representatives from various departments, the responsibility of compiling and preparing the sustainability report. This report will serve as data for the preparation of the 2026 annual sustainability report and will be presented to the Company's Board of Directors and executives for approval before public dissemination through easily accessible communication channels for stakeholders. Following its publication, the Company will continuously monitor feedback from stakeholders to improve and develop its sustainability operations and use this information to inform the establishment of the Company's Sustainable Development Framework for the next phase.

Trinity's Value Chain

Trinity Securities Group places significant importance on Value Chain Management throughout its operational processes. This is because it is a crucial factor in value creation, enhancing competitiveness, and supporting sustainable business operations. We aim to meet the expectations of all stakeholders and integrate Environmental, Social, and Governance (ESG) principles, encompassing core resource management, the development of financial products and services, customer service, and the application of technology. This comprehensive approach is designed to build a solid foundation and support the long-term sustainable growth of clients, business partners, and the organization.

The Group's Business Value Chain

Primary Activities				
Inbound Resources	Operations and Product Development	Service Delivery and Access Channels	Marketing & Communication	Customer Relationship Management and Long-term Engagement
<ul style="list-style-type: none"> - Capital and Liquidity - Funding Sources and Capital Raising - Human Resources and Organizational Knowledge - IT Infrastructure and Data Systems 	<ul style="list-style-type: none"> - Financial Product and Service Development - Investment and Capital Market Analysis - Financial Advisory Services - Trading Platform and E-Opening System Development 	<ul style="list-style-type: none"> - Digital Channels (Website / Application) - Head Office and Branches - Investment Advisors - Call Center / Line Official / Chatbot 	<ul style="list-style-type: none"> - Financial and Investment Literacy Programs - Seminars, Training Programs, and Promotional Activities - Public Relations and Communication through Digital Media - Marketing Communication and Provision of Investment Information to Clients 	<ul style="list-style-type: none"> - Continuous Portfolio Monitoring and Investment Advisory - Research Reports and Investment Information - Handling Client Complaints and Service Improvement
Support Activities	Organizational Infrastructure Trading Systems, Risk Management Systems, Accounting, Finance, and Information Systems		Creating Sustainable Value for Stakeholders <ul style="list-style-type: none"> - Clients gain access to high-quality, secure, and transparent investment services. - Investment decisions are supported by reliable information. - Sustainable growth for clients, business partners, and organization. - Enhanced trust and confidence among all stakeholder groups. 	
	Human Resource Management Recruitment, development, and capacity building of personnel.			
	Technology Development Digital Platform, Data & AI, Cyber Security			
	Procurement) Transparency, Fairness, ESG Consideration, and Anti-Corruption			

The Group's Business Value Chain Management

1. Primary Activities

1.1 Inbound Resources

As the Company operates a securities business, it is not involved with raw materials or physical goods. Instead, it places importance on managing key resources that are crucial for generating revenue and controlling costs. This covers four main areas:

1. **Cash Flow and Liquidity:** Effectively managing cash and liquidity to support operational expenses and ensuring timely collection of accounts receivable.
2. **Borrowed Capital:** Managing sources of loans and debt instruments at appropriate costs, coupled with interest rate risk management.
3. **Capital from Fundraising:** Providing opportunities for investors to participate in supporting business expansion and new businesses with high growth potential.
4. **Human Resources:** Prioritizes the development of personnel potential under the "Happy Workplace" policy, promoting learning, training, and skill development to align with market and customer needs.

1.2 Operations

The Company focuses on creating value for clients through the development of financial products and services that meet their specific needs, as well as by modernizing, accelerating, and securing its securities trading systems. This includes:

1. **Development of financial products and services,** securities data analysis, and professional financial advice and consultation, all within the framework of relevant laws and ethical codes.
2. **Development of trading systems,** such as electronic account opening (E-Opening) systems, and continuous improvement of trading platforms to support new technologies.

1.3 Product and Service Distribution (Outbound Resources)

The Company develops diverse service channels to ensure clients can conveniently and efficiently access financial products and services. These channels include the head office, branches, digital platforms, websites, and applications, as well as consultation from investment advisory teams and customer service channels such as Call Center, Line Official, and chatbots.

1.4 Marketing & Sales

The Company continuously conducts marketing and communication activities to build brand awareness and strengthen customer confidence through training, seminars, public relations, and communication via digital media, websites, social media, and electronic newsletters.

1.5 Client Relationship & After-Sales Service

The Company prioritizes continuous customer care through investment consultation, the preparation of analyses and investment information, monitoring complaints, and listening to feedback. This is done to improve the quality of services and strengthen long-term customer relationships with clients.

2. Support Activities

2.1 Infrastructure Develop and improve core operational systems, such as trading systems, risk management systems, information systems, accounting and financial systems, and communication systems, to be efficient and modern.

2.2 Human Resource Management Continuously select and develop personnel to strengthen business capabilities.

2.3 Technology Development Apply new technologies and collaboratively develop alternative financial products with partners.

2.4 Procurement Operate with transparency and fairness, adhering to ethical principles, human rights, and anti-corruption.

Stakeholder Engagement

The Company places importance on stakeholder analysis and believes that engaging with stakeholders is fundamental to understanding the needs and expectations of each group. This forms a crucial foundation for current business operations, enabling the Company to appropriately develop products and services, and define various activities in line with the needs of each stakeholder group.

The Company has integrated stakeholder engagement processes as an integral part of its business operations, by identifying stakeholder groups and defining engagement approaches based on their importance and mutual impact. This engagement takes various forms, ranging from informal meetings and discussions, conferences and seminars, to conducting surveys and questionnaires for evaluation. This ensures that the Company can fully address the needs and expectations of stakeholders, while also establishing service standards that build trust and mitigate potential risks or impacts on the Company's image, reputation, and business operations, all under the principles of business ethics and codes of conduct.

In 2025, the Company focused on employee engagement processes through continuous communication and interaction (Ongoing Engagement), rather than conducting employee engagement surveys in questionnaire format. The Company utilized internal communication mechanisms, employee management meetings, and human resource management processes as primary channels to gather feedback and reflect employee needs. This information is then used to appropriately develop the organization and care for its personnel.

Regarding clients, the Company primarily engages through its service processes and direct contact between clients and investment advisors to gather feedback and suggestions, instead of conducting formal client satisfaction surveys. This approach allows the Company continuous access to in-depth insights into client needs and experiences, which are then used to enhance service quality and investor protection.

The Company divides its key stakeholders into two groups: internal stakeholders, namely employees and shareholders; and external stakeholders, including clients and investors, business partners and creditors, society and communities, as well as regulatory bodies. The Company has created a table outlining the expectations and responsive activities for each stakeholder group to reflect its ongoing operational approach under the sustainable development plan, along with continuous adaptation to align with the priorities for the business and its stakeholders.

Based on the process, the Company has utilized the information to assess Materiality Topics in accordance with the GRI (Global Reporting Initiative) guidelines. This assessment considers two dimensions: significance to the Company's business operations and significance to stakeholder groups. Detailed expectations and responsive activities for eight stakeholder groups are presented, including: employees, Board of Directors and Management shareholders, clients and investors, business partners creditors, regulatory communities and society.

Stakeholders	Relevance:	Expectations	Company Responses
Employees	Key human resources driving the Company's business operations and investment service delivery.	A positive working environment, fairness, job security, and continuous opportunities for personal and professional development.	Fair human resource management, development of skills and knowledge, promotion of employee well-being, and ensuring occupational health and safety.
Communication Channels: Employee meetings, intranet, email, and internal communication channels.			
Board of Directors and Management	Key personnel responsible for defining the Company's vision, policies, direction, and strategies, while overseeing operations to ensure compliance with applicable laws and good corporate governance principles	They are provided with accurate, complete, and sufficient information to support decision-making, with access to relevant data and stakeholders, under an effective risk management and internal control framework. Operations are conducted in compliance with laws, free from conflicts of interest and corruption.	The Company supports the Board with timely information for consideration, facilitates meetings, and maintains ongoing communication with management. Regular updates are provided on performance, financial results, risks, and ESG matters, along with Board evaluations and continuous development in corporate governance, ensuring strict adherence to relevant policies and regulations.
Communication Channels: Board meetings; Annual and Sustainability Reports; meetings with management, internal auditors, and external auditors; and quarterly performance reports.			
Shareholders	Investors who play a key role in determining the Company's direction, policies, and corporate governance.	Stable business performance, good corporate governance, and transparent disclosure of information.	Conducting business in accordance with good corporate governance principles and providing accurate, complete, and timely disclosure of performance and key information.
Communication Channels: Shareholders' meetings, the Company's website, annual reports, sustainability reports, and social media channels.			
Customers and Investors	The Company's primary service users and key sources of revenue.	High-quality investment services, accurate and reliable information, transparency, and efficient service systems.	Development of trading systems, provision of investment information and research analysis, and responsible and appropriate investment advisory services.
Communication Channels: Company website, investment advisors, annual report, sustainability report, and social media channels.			

Stakeholders	Relevance:	Expectations	Company Responses
Business Partners	Providers of goods, services, or systems that support the Company's business operations.	Fair and transparent practices, timely payment, and long-term collaboration.	Establish transparent supplier selection criteria, execute clear contractual agreements, conduct performance evaluations, and ensure payments are made in accordance with agreed terms.
Communication Channels: Meetings and consultations, contractual agreements, email, and direct coordination between relevant departments.			
Creditors	Financial institutions or entities that provide financial support to the Company.	Timely debt repayment, financial stability, and transparent disclosure of information.	Prudent liquidity management, compliance with loan agreement terms, and regular financial reporting.
Communication Channels: Financial reports, meetings with financial institutions, formal notifications, and official correspondence.			
Regulatory Authorities	Agencies responsible for establishing regulations and standards governing capital market operations.	Compliance with laws and regulations, accurate reporting, and ethical business conduct.	Ensuring operations comply with applicable laws and regulatory requirements, and providing complete and timely reporting.
Communication Channels: Regulatory reporting, meetings, and reporting systems of regulatory authorities.			
Communities and Society	The social environment in which the Company operates its business.	Responsible for business operations and the promotion of financial literacy.	Providing financial literacy programs, communicating useful information, and participating in social development initiatives.
Communication Channels: Company website, Sustainability Report, social media, community engagement activities, and mass media.			

The Group's Sustainable Development Strategy

Trinity Securities Group conducts its business under a sustainable development framework directly linked to its vision: "Committed to enhancing wealth across generations with good corporate governance." It aims to create long-term value for all stakeholder groups through transparent, responsible operations, founded on good corporate governance as its essential basis.

In 2025, the Group reviewed and adjusted its sustainable development strategic framework to align with its new mission, corporate culture (STAR), and the evolving context of the financial industry. This was done to support stable and sustainable long-term growth, by defining its sustainable development strategy under 5 key approaches as follows:

1. Building Trust Across Generations with Strong Governance

The Group places the highest importance on good corporate governance, transparency, and business ethics to strengthen trust among clients, shareholders, investors, and all stakeholder groups. This is achieved by enhancing governance systems, risk management, and strict compliance with capital market laws and regulations, in conjunction with concrete anti-corruption efforts. This aims to lay a foundation of trust that can pass on sustainable wealth from generation to generation.

2. Driving Financial Innovation for Sustainable Growth

The Group aims to strengthen the company through the development of financial innovations, digital technology, and modern investment platforms. This is to comprehensively meet the needs of all clients, including retail investors, institutional investors, and high-net-worth individuals. It leverages technologies such as Artificial Intelligence (AI) and data analytics to enhance efficiency, access to investment information, and high-quality decision-making, all within an appropriate risk management framework.

3. Offer comprehensive financial products and services responsibly.

The Group aims to develop and expand its financial products and services to be diverse, comprehensive, and meet clients' long-term investment goals, while considering suitability, transparency, and impact on stakeholders. This is coupled with promoting financial literacy to enhance investors' potential and support the overall sustainable growth of the Thai capital market.

4. Empowering Personnel and Organizational Culture for Sustainability

The Group believes that its personnel are at the heart of sustainable development. Therefore, it aims to strengthen the potential of employees at all levels to become "trusted partners" through the development of skills, knowledge, and an attitude of readiness to learn and adapt (Attitude & Reimagine). This is coupled with creating a fair, safe, and conducive work environment for employee engagement, to support the sustainable delivery of value to clients and society.

5. Balancing Business Growth, Society, and Environment

The Group integrates ESG concepts into its corporate strategy, business decisions, and operations at all levels to create a balance between business performance, social responsibility, and minimizing environmental impact. In 2026, the Company aims to develop a more systematic approach to collecting ESG data to support the setting of future sustainability targets and monitor performance.

Determining Material Sustainability Topics

In 2025, the Company identified and selected material sustainability topics, considering issues that are crucial for its business operations and sustainable organizational development. This process significantly covered issues related to stakeholders and the specific context of the securities industry, while also benchmarking international sustainability standards and practices.

The Company incorporated assessments of both current risks and anticipated future risks that could impact its business operations. This was done to prioritize sustainability issues and to determine operational guidelines that align with the expectations of each stakeholder group, as well as with the Company's strategic direction and goals.

The process for determining material topics aims to serve as a framework for defining sustainability strategies and ensuring that the scope of information disclosure in the sustainability report is appropriate, transparent, and capable of reflecting significant impacts on the business and stakeholders. The operational steps are as follows:

1. Identification of Sustainability Issues

The Company reviewed the sustainability topics disclosed in its 2024 annual report to assess the continued relevance of these issues in 2025. This was conducted alongside studying sustainability trends relevant to the securities business, benchmarking against practices of organizations in the same industry, as well as internationally recognized issues and global trends.

In addition, the Company also gathered sustainability issues from listening to feedback and expectations of stakeholders, such as information from employees and suggestions from clients reflected through investment advisors. These issues were then carefully considered and screened before being presented to the Board of Directors, executives, and relevant stakeholders for joint consideration and approval.

2. Prioritization of Issues

The Company evaluates and prioritizes all identified sustainability issues by considering the expectation levels of all six stakeholder groups and the potential impacts on the Company across economic, governance, social, and environmental dimensions. This is done within the Company's enterprise risk management framework, to ensure that the determined material issues appropriately reflect the Company's business objectives and strategic direction.

3. Review and Approval

The results of material issues prioritization were considered to define the scope of sustainability information disclosure, including the assessment of impacts on stakeholders. The Company verified the completeness and appropriateness of the defined issues before reporting them to the executive committee and the ESG Committee for their consideration and approval.

4. Continuous Development and Improvement

Following the disclosure of information, the Company will incorporate feedback from stakeholders to review and improve the process of determining material issues, as well as the content of the sustainability report for 2026. This is to ensure that the Company's sustainability operations continue to meet stakeholder expectations and adapt to the evolving business context.

Material Sustainability Topics

Dentification and Prioritization of Material Sustainability Topics

1. Materiality Process

In 2025, the Company identified and reviewed its material sustainability topics in accordance with GRI Standards. This process focused on considering issues that impact on the Company's business operations, alongside comprehensively addressing the expectations of stakeholders across its value chain.

The process began with a review of sustainability topics from previous annual and sustainability reports, as well as a study of sustainability trends relevant to the securities industry and the current economic, social, and environmental context. Subsequently, the Company collected data from stakeholder engagement processes, including employees, clients, investors, business partners, regulatory bodies, and society, for further consideration.

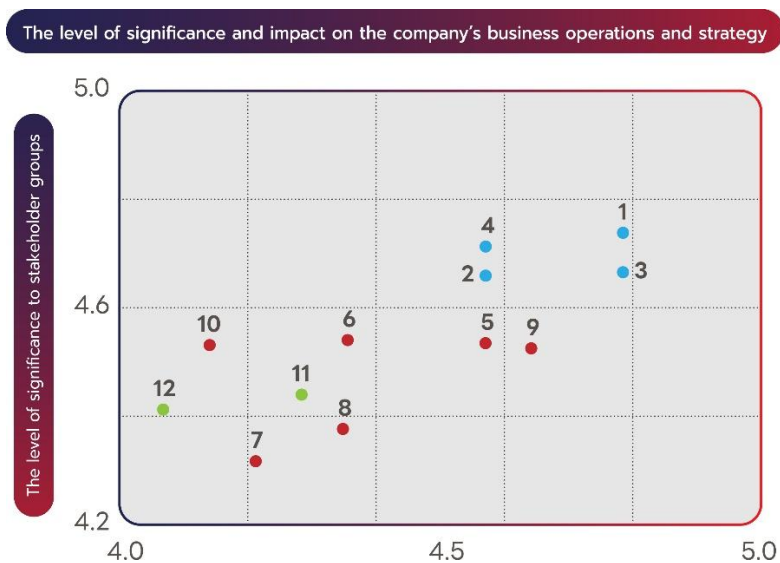
The identified issues were then analyzed and prioritized based on two main dimensions:

- (1) The level of significance and impact on the Company's business operations and strategy, and
- (2) The level of significance to stakeholder groups.

2. Key Sustainability Topics

The results of the assessment of the significance level of sustainability issues are presented in a Materiality Matrix. The horizontal axis represents the importance to the Company's business operations, and the vertical axis represents the level of importance to stakeholders.

This prioritization reflects issues with a material impact on the Company's ability to operate sustainably, as well as issues that stakeholders consider highly important. The Company uses the results of this assessment as a framework for defining its operational direction, risk management, and the appropriate and transparent disclosure of sustainability information.



Priority of Key Sustainability Topics

Governance Dimension

1. Good Corporate Governance
2. Business Growth for Sustainable Returns
3. Enterprise Risk Management
4. Cybersecurity and Data Protection

Social Dimension

5. Development of Products and Services that Meet Customer Needs
6. Access to Products and Services
7. Customer Management and User Experience
8. Investment in Knowledge and Education
9. Employee Potential Development
10. Respect for Human Rights

Environmental Dimension


11. Efficient Use of Resources
12. Support for Environmental Operations



3. Summary of Material Sustainability Topics Classified by ESG Dimensions

Based on the prioritization results, the Company has identified 12 material sustainability topics covering all three ESG dimensions, namely the Governance dimension, the social dimension, and the Environmental dimension. These include topics that are continued from previous years, as well as topics that have been merged or separated to align with the current business context and stakeholder expectations.


Classifying topics by ESG dimensions enables the Company to systematically define management approaches, set targets, and monitor sustainability performance, while reflecting the interconnection between business operations and long-term economic, social, and environmental impacts.

Material Sustainability Topics and their Impacts on the Company and Stakeholders


Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
1. Corporate Governance	<ul style="list-style-type: none"> Shareholders Customers/Investors Employees Business Partner Regulators Communities/Society 	<ul style="list-style-type: none"> Shareholders: Receive transparent and fair information and have confidence in the company’s management and decision-making. Customers/Investors: Have confidence in the company’s credibility, service quality, and fair treatment of clients. Employees: Work under policies and an organizational culture that uphold integrity and fairness. Business Partners: Are treated transparently and fairly, enabling long-term business collaboration. Regulators: Are assured that the company complies with laws and regulations, reducing the risk of disputes or penalties. Communities/Society Enhances trust and transparency while minimizing negative impacts on society. 	<ul style="list-style-type: none"> Enhance the organization’s credibility and reputation in the long term. Reduce legal, corruption, and reputational risks. Support prudent, transparent, and accountable strategic decision-making. Attract and retain quality investors and talented personnel. Build a strong foundation for stable and sustainable business growth. Strengthens credibility, reduces risks, and supports long-term sustainable growth. 	


Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
2. Business Growth to Deliver Sustainable Returns	<ul style="list-style-type: none"> Shareholders Customers/Investors Employees Business Partners 	<ul style="list-style-type: none"> Shareholders: Receive consistent and stable returns, with growth in the value of their investments. Customers/Investors: Receive high-quality and standardized products and services on a continuous basis. Employees: Enjoy job stability and clear opportunities for career growth. Business Partners: Maintain long-term business relationships and have opportunities to grow together with the Company. 	<ul style="list-style-type: none"> Strengthened financial position and corporate value. Enhanced competitiveness and business expansion capabilities. Greater investor confidence and a stronger reputation in the capital market. 	
3. Enterprise Risk Management	<ul style="list-style-type: none"> Shareholder Employees Customers/Investors Business Partners Regulators Communities/Society 	<ul style="list-style-type: none"> Shareholders: Confidence in the stability and continuity of the Company's business performance. Employees: Work in an environment with appropriate risk management practices, reducing uncertainty in operations. 	<ul style="list-style-type: none"> Reduce the likelihood and severity of incidents that may impact financial performance, operations, and corporate reputation. 	


Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
		<ul style="list-style-type: none"> • Customers / Investors: Receive continuous services and have confidence that the Company is well prepared to handle unexpected situations. • Business Partners: Confidence in the Company’s capability to conduct business collaboratively in a sustainable manner. • Regulators: Assurance that the Company has appropriate internal control and risk management systems in place. • Communities/Society: Enhances stability and trust in the financial system while minimizing potential negative impacts on communities and society. 	<ul style="list-style-type: none"> • Enhance the effectiveness of strategic decision-making, enabling the Company to achieve its business objectives with greater stability. • Strengthen resilience and adaptability in responding to changes and potential crises. • Build confidence among investors, customers, and other stakeholders. • Strengthens risk resilience, reduces potential losses, and supports sustainable business continuity 	



Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
<p>4. Cybersecurity and Data Protection</p>	<ul style="list-style-type: none"> • Customers/Investors: • Employees • Shareholders: • Business Partners • Regulators: 	<ul style="list-style-type: none"> • Customers/Investors: Personal and financial information is protected, enhancing confidence in using the company's services. • Employees: Personal and work-related information is securely protected, reducing the risk of data leakage or cyber-attacks. • Shareholders: Reduced reputational and legal risks that could potentially affect the value of their investment. • Business Partners: Confidence that business data and information exchanged with the company are properly safeguarded. • Regulators: Assurance that the company complies with laws and regulatory requirements related to personal data protection. 	<ul style="list-style-type: none"> • Reduce risks associated with data breaches, cyberattacks, and legal penalties. • Maintain the company's credibility and reputation among customers and investors. • Protect the company's intellectual property and strategic information. • Support business continuity and stable operations. 	


Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
5. Customer-Centric Product and Service Development	<ul style="list-style-type: none"> • Customers/ Investors • Employees • Shareholders • Business Partners 	<ul style="list-style-type: none"> • Customers / Investors: Receive high-quality products and services that meet their needs and deliver a positive experience. • Employees: Gain opportunities to develop their skills and work with innovative products and services that have strong growth potential • Shareholders: Could receive favorable returns from increasing sales and the company’s continuous business growth. • Business Partners: Benefit from opportunities to expand their business through the growth of the company’s products and services. 	<ul style="list-style-type: none"> • Enhance customer satisfaction and loyalty. • Strengthen competitiveness and create opportunities for market expansion. • Support long-term revenue growth and financial stability. Enhance brand image and recognition as a trusted and reputable organization in the market. 	

Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
<p>6. Access to Products and Services</p>	<ul style="list-style-type: none"> • Customers/Investors • Employees • Shareholders • Business Partners • Communities/Society 	<ul style="list-style-type: none"> • Customers/Investors: Gain more convenient and broader access to products and services through expanded channels, time availability, and service coverage. • Employees: Have opportunities to develop skills in serving diverse customer groups and working with new service delivery channels. • Shareholders: Benefit from the expansion of the customer base and long-term revenue growth opportunities. • Business Partners: Promotes fair, transparent, and efficient business collaboration, supporting mutual business growth opportunities • Communities/Society: Enhances access to financial products and services, promotes economic inclusion, and reduces social inequality 	<ul style="list-style-type: none"> • Expand the customer base and create continuous revenue growth opportunities. • Strengthen the organization’s image as one that prioritizes equitable access to services. • Enhance competitiveness and support long-term business growth. • Build customer loyalty and strengthen confidence in the brand. • Expands customer base and supports sustainable growth Enhances economic opportunities and reduces inequality. 	


Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
<p>7. Customer Management and User Experience</p>	<ul style="list-style-type: none"> Customers/Investors Employees Shareholders Business Partners 	<ul style="list-style-type: none"> Customers/Investors: Receive convenient, prompt, and fair services, along with a consistently positive user experience. Employees: Have access to tools, systems, and clear guidelines for customer management, enabling them to work more efficiently. Shareholders: Recognize long-term growth potential from a customer base that is satisfied and loyal to the company. Business Partners: Benefit from clear customer service standards, enabling smoother collaboration with the company. 	<ul style="list-style-type: none"> Increase customer satisfaction and loyalty, while reducing service cancellations or customer churn. Strengthen the brand image and credibility of the company. Support continuous revenue growth and create opportunities for cross-selling and up-selling. Enhance the company's understanding of customer needs, leading to the development of more suitable products and services. 	

Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
<p>8. Investment Education</p>	<ul style="list-style-type: none"> • Customers/Investors • Communities/Society • Employees • Shareholders • Regulators 	<ul style="list-style-type: none"> • Customers/Investors: Gain greater knowledge and understanding of investment, enabling them to make appropriate investment decisions and take responsibility for associated risks. • Communities/Society: Gain access to knowledge on financial planning and investment, helping strengthen long-term financial stability. • Employees: Enhance their knowledge, expertise, and skills in delivering investment knowledge to clients in a professional manner. • Shareholders: See opportunities for sustainable growth through a quality client base that maintains long-term relationships with the Company. • Regulators: Have confidence that the Company contributes to the stable and responsible development of the capital market. 	<ul style="list-style-type: none"> • Strengthens the Company’s credibility as a responsible provider of investment services. • Builds long-term relationships and loyalty among customers and investors. • Reduces the risk of complaints or misunderstandings related to investment products. • Supports sustainable business growth through a base of quality investors who invest with informed and responsible decision-making 	

Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
9. Employee Development	<ul style="list-style-type: none"> • Employees • Shareholders • Customers/Investors 	<ul style="list-style-type: none"> • Employees: Gain opportunities to develop skills, knowledge, and clear career paths, leading to greater job security and stronger engagement with the organization. • Shareholders: Benefit from improved operational efficiency and the company's long-term business growth potential. • Customers/Investors: Receive higher-quality services from employees who possess the appropriate knowledge, expertise, and professional skills. 	<ul style="list-style-type: none"> • Enhances overall organizational efficiency and quality of work. • Helps attract and retain talented employees while reducing turnover. • Supports innovation and the ability to adapt to changing business environments. • Strengthens a corporate culture that emphasizes continuous learning and development. 	
10. Human Rights Respect	<ul style="list-style-type: none"> • Employees • Customers / Investors • Business Partners • Communities/Society • Shareholders 	<ul style="list-style-type: none"> • Employees: Treated fairly and protected from discrimination, harassment, and human rights violations, with a safe and appropriate working environment. • Customers/Investors: Treated equally and transparently, with respect for human dignity and protection of personal data. 	<ul style="list-style-type: none"> • Reduce legal and reputational risks arising from human rights violations. • Strengthening the organization's image as an ethical and socially responsible company. 	

Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
		<ul style="list-style-type: none"> • Business Partners: Treated fairly and expected to conduct business without violating human rights within the supply chain. • Communities/Society: Reduced negative impacts from business operations, with respect for community rights and appropriate engagement. • Shareholders: Confidence that the company operates based on ethical principles and respect for human rights, reducing potential reputational and legal risks. 	<ul style="list-style-type: none"> • Attract and retain high-quality talent while fostering a workplace culture built on mutual respect. • Enhance trust among customers, investors, and other stakeholders, supporting sustainable business growth. 	
11. Efficient Resource Utilization	<ul style="list-style-type: none"> • Employees • Shareholders • Customers/Investors • Business Partners • Communities/Society • Regulators 	<ul style="list-style-type: none"> • Employees: Work in an organization that cares about the environment, uses resources efficiently, and promotes a culture of conservation and responsible resource use. • Shareholders: Benefit from improved operational cost efficiency and reduced environmental risks. 	<ul style="list-style-type: none"> • Reduce operational costs through efficient use of energy, water, consumables, and other resources. • Lower environmental risks and the risk of non-compliance with relevant laws and regulations. 	

Material Sustainability Topics	Affected Stakeholders	Impact on Stakeholders	Impact on Business	Alignment with SDGs
		<ul style="list-style-type: none"> • Customers/Investors: Receive products and services from an organization that emphasizes sustainability and responsible resource utilization, enhancing confidence in the brand. • Business Partners: Gain support and collaboration in improving resource efficiency together. • Communities/Society: Experience reduced environmental impacts from the company's operations and more responsible use of resources. • Regulators: Have confidence that the company operates in compliance with environmental policies and regulations related to resource utilization. 	<ul style="list-style-type: none"> • Strengthening the organization's image as an environmentally responsible and sustainability-oriented company. • Support adaptation to changes, such as fluctuations in energy costs or increasingly stringent environmental regulations. 	

Material Sustainability Topics	Affected Stakeholders	• Impact on Stakeholders	• Impact on Business	Alignment with SDGs
<p>12. Support for Environmental Operations</p>	<ul style="list-style-type: none"> • Employees • Customers/Investors • Shareholders • Business Partners • Communities/Society • Regulators 	<ul style="list-style-type: none"> • Employees: Take pride in working for an environmentally responsible organization and engage in environmental initiatives. • Customers/Investors: Gain confidence in products and services that prioritize environmental sustainability. • Shareholders: Recognize effective environmental risk management that reduces long-term business impacts. • Business Partners: Are encouraged to adopt environmentally responsible practices across the supply chain. • Communities/Society: Benefit from reduced environmental impacts and improved quality of life • Regulators: Have confidence in the company’s compliance with environmental regulations. 	<ul style="list-style-type: none"> • Reduce risks related to environmental regulations and potential future penalties. • Strengthening brand image as an organization that is responsible toward the environment and society. • Increase business opportunities and access to investors who prioritize ESG considerations. • Support long-term sustainable operations in terms of costs, resource management, and social acceptance. 	

Sustainability Performance Targets

The Company has established sustainability targets to serve as a framework for monitoring and evaluating performance across all dimensions. The initial targets are as follows:

1. Governance: Conduct business in accordance with good corporate governance principles, with a strong commitment to transparency and ethics
2. Social: Promote employee development by setting a minimum of 12 training hours per employee per year
3. Environmental: Continuously reduce resource consumption, including electricity and paper usage within the organization

Corporate Governance Dimension

The Company places great importance on good corporate governance as a fundamental foundation for building trust among stakeholders and achieving long-term sustainable growth. The Company has established management approaches for key governance issues to ensure that business operations are conducted with transparency, integrity, and effective risk management.

Key Performance Indicators (KPIs)	Targets for the Next 3 Years	Performance Results for 2025
Operate under good corporate governance practices.	Be a company that conducts business in accordance with ethical principles and good governance.	<ul style="list-style-type: none"> • The Company is ranked in the Top Quartile of the Corporate Governance Report (CGR) assessment. • The Company’s Annual General Meeting (AGM) receives an AGM Checklist evaluation score of at least 90%. • The Company is certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC). • The Company receives an award for promoting financial and investment literacy from the Securities and Exchange Commission (SEC).

Key Performance Indicators (KPIs)	Targets for the Next 3 Years	Performance Results for 2025
Building Investor Confidence	Build investor confidence through transparent, fair, and well-governed business operations to support the sustainable growth of the organization and the capital market.	<ul style="list-style-type: none"> • Maintain a clear corporate governance structure and system. • Continuously disclose information to investors through appropriate channels. • Comply with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). • Establish risk management and internal control systems to protect investors.
Enterprise Risk Management	Manage risks effectively and foster a culture where employees recognize the importance of risk management in their work and in the Company's overall risk management.	<ul style="list-style-type: none"> • Provide risk management training for employees at least once a year. • Establish risk management and internal control systems to protect investors. • Develop management reports in a dashboard format to enhance efficiency and enable quick access to information for risk management.
Cybersecurity and Data Protection	Establish a Personal Data Protection Policy.	<ul style="list-style-type: none"> • Prepare guidelines/manuals and provide training on operational practices for customers, employees, and relevant parties in compliance with the Personal Data Protection Act (PDPA).

Social Dimension

The Company places importance on conducting business with all stakeholder groups at the center. It aims to create shared value for employees, customers, investors, business partners, as well as society and communities through fair practices, respect for human rights, employee capability development, and the delivery of quality services. These efforts help strengthen trust, engagement, and long-term sustainable growth together.

Key Performance Indicators (KPIs)	Targets for the Next 3 Years	Performance Results for 2025
Product and Service Development to Meet Customer Needs	<ul style="list-style-type: none"> • Create satisfaction, convenience, and a positive investment experience for customers. • Improve customer service processes to enhance efficiency. • Develop tools and technologies to increase investment efficiency. 	<ul style="list-style-type: none"> • Enhance the online securities trading system to be more modern and secure. • In 2025, introduce new investment services such as Streaming Fund Plus and TFEX Trading Indicator on Trading View, among others.
Access to Products and Services	<ul style="list-style-type: none"> • Increase convenient and fast communication channels, such as telephone services and other online channels, to enable customers to receive advice promptly. • Provide guides or knowledge resources that clearly explain the processes of investing in various securities, allowing customers to learn and make decisions with confidence. 	<ul style="list-style-type: none"> • Open social media communication channels to provide faster customer service, such as Facebook Inbox, to support customers and investors

Key Performance Indicators (KPIs)	Targets for the Next 3 Years	Performance Results for 2025
Customer Management and User Experience	<ul style="list-style-type: none"> • Develop and improve service channels and trading systems to be modern, user-friendly, and stable. • Enhance the capabilities of personnel in providing professional advisory and customer services. • Utilize feedback and information from customer interactions to continuously improve products and services. • Establish clear service standards and ensure the secure protection of customer data. 	<ul style="list-style-type: none"> • Provide customer services continuously through digital channels and marketing officers. • Develop trading systems and online account opening (E-Opening) to facilitate customer convenience. • Provide reliable investment research and information to support customers' investment decisions. • Establish channels for receiving feedback and complaints to improve service quality. • In 2025, introduce new investment services such as Streaming Fund Plus and TFEX Trading Indicator on Trading View, among others.
Investment in Knowledge and Education	<ul style="list-style-type: none"> • Develop more convenient and comprehensive investment advisory channels. • Organize seminars on securities investment, including topics on risk management. 	<ul style="list-style-type: none"> • Organize monthly online technical seminars for investors. • Conduct investment strategy seminars for the media so the information can be disseminated to the public and general investors. • Hold investment strategy seminars for investors to promote investment knowledge.

Key Performance Indicators (KPIs)	Targets for the Next 3 Years	Performance Results for 2025
Employee Capability Development	<ul style="list-style-type: none"> • Provide continuous training on securities and investment knowledge for investment consultants. • Enhance understanding of complex investment products, such as mutual funds and debt instruments. • Provide e-Learning or online training platforms to enable employees to learn and develop their skills continuously. 	<ul style="list-style-type: none"> • Organize securities knowledge training in compliance with the requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC). • Arrange roadshow activities for investment consultants to gain insights into leading listed companies and those of interest to investors, enabling them to provide accurate recommendations to clients.
Respect for Human Rights	<ul style="list-style-type: none"> • Ensure fair employment and compensation. • Promote equality in employment. • Provide a working environment that supports both physical and mental well-being. 	<ul style="list-style-type: none"> • Implement a compensation system based on employee performance and capabilities. • Promote a workplace environment that fosters employee engagement and supports the retention of talented personnel. • Organize wellness massage activities provided by visually impaired therapists.

Environmental Dimension

The Company recognizes the importance of conducting its business alongside environmental responsibility. It is committed to reducing the environmental impact of its operations, promoting efficient use of resources, and supporting the adoption of environmentally friendly technologies and practices. Through these efforts, the Company aims to contribute to addressing climate change and to support long-term sustainable development.

Key Performance Indicators (KPIs)	Targets for the Next 3 Years	Performance Results for 2025
Efficient Resource Utilization	<ul style="list-style-type: none"> • Reduce the use of natural resources and improve energy efficiency. • Minimize waste and promote reuse in line with the circular economy concept. • Reduce greenhouse gas emissions and environmental pollution. 	<ul style="list-style-type: none"> • Implement a system to monitor electricity usage within the office building. • Switch to LED lighting and energy-efficient electrical appliances. • Promote waste segregation and recycling.
Support for Environmental Initiatives	<ul style="list-style-type: none"> • Adopt technologies and innovations that support environmental sustainability. • Support environmental activities and project • Adjust business practices toward becoming a green organization. 	<ul style="list-style-type: none"> • Organize the “Din Chak Khrua” or Soil from Kitchen Waste activity, encouraging employees to dispose of food scraps in a food waste decomposer, which are then processed into soil and distributed to employees for planting. • Promote the use of environmentally friendly materials and packaging among employees within the organization. • Organize environmental activities, such as waste separation campaigns.

Corporate Governance Management

The Company prioritizes good corporate governance as a vital mechanism for fostering trust, transparency, and long-term business sustainability. Particularly in the securities business, which directly relies on investment and stakeholder trust, the Company is committed to strengthening its governance framework, risk management, and internal control systems. We strive to ensure operational efficiency in full alignment with international standards and relevant regulatory requirements.

Corporate Governance Policy

The Company has established corporate governance guidelines as a comprehensive organizational management framework, which are integrated into our operations to ensure that our governance is conducted with efficiency, transparency, and sustainability.

The Company's corporate governance serves as a crucial mechanism for integrating good governance principles into its organizational management. Our operations are conducted within the framework of relevant laws and regulations, while benchmarking against the best practices of the Stock Exchange of Thailand and international standards. This approach supports transparent and accountable business practices, aimed at creating sustainable value for all stakeholders.

The Company recognizes the roles and responsibilities of the Board of Directors in overseeing corporate governance in accordance with good governance principles, adhering to the guidelines of the Stock Exchange of Thailand as a core operational framework. A formal Corporate Governance Policy has been established for directors, executives, and employees to strictly observe, with regular reviews and updates conducted to ensure continued alignment with the evolving business landscape.

As Trinity Watthana Public Company Limited operates as a holding company, it has established a systematic governance framework for its subsidiaries and associates. This involves appointing the Company's directors or executives as representatives to participate in policy formulation and oversee operations, ensuring that the business direction remains consistent across the group.

For subsidiaries, material business activities or transactions must obtain prior approval from the Board of Directors, as must the core policies to be implemented. For associates, the Company appoints executives as directors to participate in policy formulation and monitor management performance. Furthermore, all connected transactions must be reviewed and approved by the Board of Directors, with accurate and complete disclosure and accounting records maintained in accordance with prescribed regulatory requirements.

Furthermore, the Company prioritizes the prevention of conflicts of interest and the misuse of inside information. Directors, executives, and employees of both the Company and its subsidiaries are required to strictly adhere to the Compliance Manual, which encompasses the Code of Business Conduct, Securities Trading Policy, and Insider Information Policy. These measures are established to safeguard the interests of the Company, shareholders, and clients. Such practices reflect the Company's commitment to operating under the principles of good governance, serving as a vital foundation for achieving stable and sustainable long-term growth.

Governance Operations

The Company has developed clear governance policies and practices, including the establishment of an operational framework that promotes accountability in decision-making and sustainable management. Material information is disclosed to stakeholders in a transparent and straightforward manner, enabling them to effectively monitor and evaluate the Company's performance.

In 2025, the Company conducted training sessions on corporate governance principles and work ethics for employees at all levels to enhance their knowledge and foster awareness of policy compliance. Furthermore, a rigorous internal audit system has been implemented to evaluate and monitor performance in accordance with established policies, along with the preparation of governance performance reports for stakeholder communication.

The Company also promotes employee participation in anti-corruption initiatives through dedicated whistleblowing channels for reporting suspected misconduct, ensuring timely investigation and resolution. Guided by a commitment to building stakeholder trust, the Company believes that strict adherence to governance operations will lead to a sustainable and socially responsible organization.

Corporate Governance Structure

Trinity Watthana Public Company Limited prioritizes corporate governance and effective management by establishing a clear governance structure. This framework encompasses the roles, duties, and responsibilities of the Board of Directors, sub-committees, executives, and relevant departments, ensuring that business operations are transparent, accountable, and in full alignment with good governance principles.

Roles of the Board of Directors

The Board of Directors is responsible for defining policies and strategic directions, as well as overseeing the operations of the Company and its affiliates. This oversight includes ensuring that risk management and internal control systems are appropriate and effective.

In this regard, the Board has appointed the Management Committee to oversee strategic risks, enterprise risks, and transaction-level risks. Senior executives from each business unit serve as advisors, supporting risk management efforts to ensure alignment with the organization's goals.

Roles of the Management Committee and Sub-committees

The Board of Directors has appointed the Management Committee, consisting of the Chairman and senior executives with extensive expertise in the securities business, to define a comprehensive policy framework and risk management strategies for the Group.

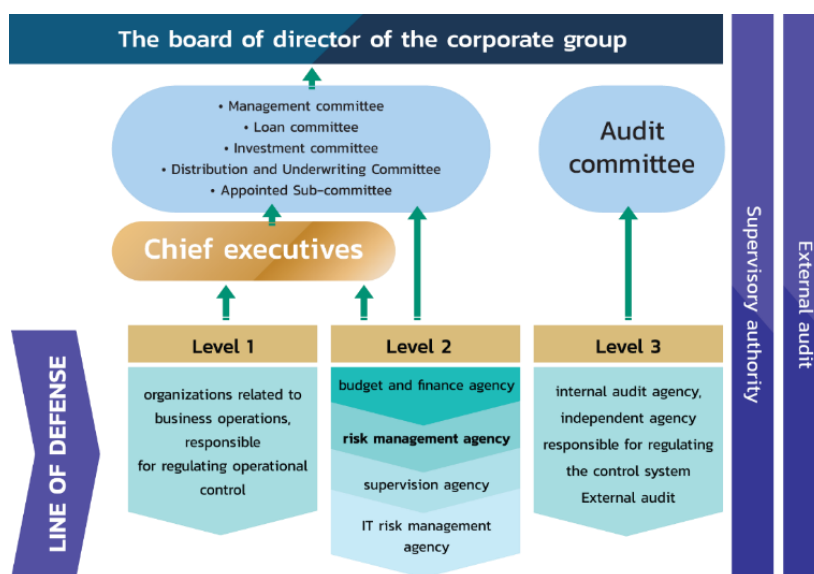
Under this framework, relevant operational committees or working groups have been established to manage and control risks in alignment with these policies. Key examples include the Credit Committee, which reviews credit limits to ensure the selection of high-quality clients, and the Business Continuity Management Committee, which addresses risks from cyber threats and various emergency situations, with the Risk Management Department serving as the supporting unit.

Roles of Management and Supporting Units

Senior executives in each business line are responsible for implementing the strategies and policies defined by the Board. They also serve as advisors in managing strategic and operational risks within their respective business units to ensure alignment with the Company’s objectives.

Furthermore, the Company has established working groups for Personal Data Protection and Cybersecurity, led by information technology executives. These groups are tasked with overseeing technology usage to ensure it is appropriate for the nature of the business, transaction volume, and associated risk levels. This function is integrated into the enterprise risk management system in accordance with the guidelines of the Stock Exchange of Thailand.

The corporate governance structure and enterprise risk management system enable the Company to manage risks systematically under the "Three Lines of Defense" model. These risk management systems are continuously developed and reviewed to enhance financial stability and support sustainable long-term growth.



Enterprise Risk Management (ERM)

The Company prioritizes systematic and continuous enterprise risk management by defining risk management policies, risk appetite frameworks, and risk management guidelines at both the board and management levels. These measures are designed to support stable, transparent, and sustainable business growth, while mitigating potential impacts on the Company's operations and financial position.

The Company integrates risk management into its strategic planning, decision-making, and business operations at all levels. Risk management strategies are established in alignment with international principles and standards, covering the entire business group under a consolidated risk management approach. This framework encompasses strategic risk, credit risk, market risk, liquidity risk, and operational risk.

The risk management structure clearly defines roles, duties, and responsibilities, featuring an independent risk management unit tasked with supporting, monitoring, and assessing risk management across various business units. This ensures compliance with established policies and risk appetite levels. Furthermore, risk management outcomes are incorporated into performance evaluations to promote efficient resource utilization based on appropriate risk profiles.

The objective of risk management is to enhance risk awareness, accountability, and the maintenance of high corporate governance standards. This includes monitoring emerging risks to inform strategic and business direction, thereby increasing competitiveness and creating long-term sustainable value for all stakeholders.

Risk Management Process

The Company's risk management process comprises risk identification, risk assessment, risk monitoring and control, and risk reporting. These processes are continuously developed to align with international standards and the changing business environment. The overall risk situation is monitored on a regular basis to ensure the ongoing efficiency and improvement of the risk management system.

1. Risk Identification: This involves identifying types of risks, as well as their causes and factors, stemming from both internal and external sources. It includes the analysis of current risks and the forecast of emerging risks that may arise in the future.
2. Risk Assessment: Various tools and methodologies are utilized to evaluate risks. This assessment process is subject to audit, approval, and review within appropriate timeframes.
3. Risk Monitoring and Control: This stage ensures that operations strictly adhere to risk policies, related regulations, and defined risk boundaries. Monitoring is conducted regularly and continuously to maintain alignment with the risk appetite approved by the Board of Directors.
4. Risk Reporting: Comprehensive, timely, and sufficient reporting of various risk types is provided from multiple perspectives. This ensures that risk management remains highly effective and informs decision-making at all levels.

Fostering a Risk Management Culture

The Company prioritizes fostering risk management awareness among directors, executives, and employees at all levels. We focus on instilling a deep understanding of risk and a sense of accountability, integrating these elements into daily work routines and the overall corporate culture. Risk policies, guidelines, and management frameworks are communicated continuously through operational regulations, work manuals, and internal governance processes. This ensures that all personnel are fully aware of their roles in identifying, assessing, and managing risks, while strictly adhering to relevant laws, regulatory requirements, and business ethics.

Furthermore, the Company promotes the integration of risk management into decision-making, strategic planning, and business operations at every level. This approach supports prudent and transparent operations in alignment with good corporate governance, serving as a vital foundation for achieving stable and sustainable long-term growth.

Anti-Corruption

The Company is deeply committed to preventing and combating corruption, recognizing it as a detrimental practice that undermines both the economy and society at large. To this end, an Anti-Corruption Policy has been established to provide clear operational guidelines and ensure the integrity of the Company's activities. This policy serves to reassure stakeholders that the Company's business operations are conducted with the utmost transparency and accountability.

Anti-Corruption Policy

The Company established its Anti-Corruption Policy and guidelines in 2015 to serve as a framework for transparent, ethical, and legally compliant business operations. This framework encompasses governance, internal controls, and systematic monitoring processes, all of which are continuously reviewed and updated to ensure alignment with the evolving business context and best practices.

The Company is a certified member of the Thai Private Sector Collective Action Against Corruption (CAC), currently in its third consecutive recertification cycle covering 2022–2025. The Audit Committee is responsible for overseeing and reviewing the adequacy and appropriateness of all related policies and procedures. Regarding implementation, the Company prioritizes regular communication and training to foster understanding among employees. In 2025, anti-corruption training was integrated into the annual employee training program, which included performance testing based on established criteria.

Furthermore, corruption risk assessments are integrated into the annual internal audit plan to ensure that operations consistently adhere to internal control systems. In 2025, there were no reported incidents of corruption, and the Company remains steadfast in its ongoing anti-corruption efforts to the present day.

Anti-Corruption Guidelines

- 1) The Company maintains a zero-tolerance approach toward corruption, covering all business activities, transactions, and related departments.
- 2) Directors, executives, and employees shall not accept or engage in any form of corruption whether directly or indirectly for the benefit of themselves, their families, friends, or acquaintances, and must strictly comply with all anti-corruption measures.
- 3) The Company ensures that all personnel undergo communication and training on anti-corruption from their date of recruitment and on a regular basis thereafter. Operational procedures and requirements are consistently reviewed and updated to remain aligned with business changes, rules, regulations, and legal requirements.
- 4) The Company fosters and maintains a corporate culture that treats corruption as unacceptable in all transactions with both the public and private sectors.

- 5) The Company strictly enforces a Zero-Tolerance Policy and complies with all anti-corruption laws applicable in Thailand.
- 6) The Company does not have a policy to engage in or provide support for any improper political activities.
- 7) The Company prohibits employees from paying facilitation fees (bribes) to government officials.
- 8) The Company maintains a No-Gift Policy, prohibiting employees from accepting gifts of any kind from government officials, state agencies, private sector personnel, clients, business partners, contractors, suppliers, or any other individuals during any festival or occasion.

Furthermore, the Company prioritizes the prevention of money laundering by implementing Know Your Customer and Customer Due Diligence (KYC/CDD) procedures. This includes monitoring transactions from clients with suspicious backgrounds or high-risk occupations. Relevant departments are tasked with reporting such transactions to the Anti-Money Laundering Office (AMLO) to prevent the Company's business channels from being exploited for money laundering or the financing of terrorism.

Sustainable Supply Chain Management

Supplier Management and ESG Practices Across the Supply Chain

The Company prioritizes business partner relationship management and transparent, fair vendor selection to support sustainable business operations. This approach is grounded in Environmental, Social, and Governance (ESG) principles, which are integrated throughout the entire supply chain.

Business Partner Policy

The Company recognizes business partners as key stakeholders who play a vital role in ensuring business continuity and stability. We are committed to conducting business with transparency, fairness, and accountability under the principles of good corporate governance. By integrating Environmental, Social, and Governance (ESG) considerations into our operations, we aim to foster trust, promote long-term collaboration, and achieve mutual sustainable growth with all stakeholders.

Guidelines for Business Partners

The Company has established procurement guidelines to ensure fairness, transparency, and accountability, with key elements as follows:

- 1. Fair Selection:** The Company selects business partners fairly based on clear and standardized criteria, such as product and service quality, price, delivery capability, ethical standards, and legal compliance. We provide equal opportunities for all qualified partners to participate in the selection process.
- 2. Transparency and Integrity:** Procurement terms and conditions are established with transparency and fairness, avoiding all forms of conflict of interest. Rigorous audit and anti-corruption systems are in place to ensure operational integrity.
- 3. Performance Monitoring:** The Company continuously monitors and evaluates the performance of business partners to ensure that products and services consistently meet specified standards regarding quality, timeliness, and contractual obligations.
- 4. Human Rights and Labor Standards:** Business partners are required to operate with respect for human rights and strictly comply with labor laws, environmental laws, and related regulations. This includes strict prohibition on children and forced labor, as well as the promotion of a safe and fair working environment.
- 5. Environmental and Innovation Support:** The Company encourages the selection of products and services from partners who consider environmental impacts. We also support collaborative innovation and the development of work processes or systems with our partners to enhance efficiency and drive sustainable business growth.

- 6. Risk Management and Whistleblowing:** The Company maintains a procurement risk management system and provides secure whistleblowing channels for employees and stakeholders to report unfair practices or suspected misconduct, ensuring a safe and appropriate reporting process.

Empowering and Developing Partner Potential for Sustainable Growth

The Company recognizes that long-term success is fundamentally linked to the strength and resilience of its supply chain. Consequently, we are committed to empowering and developing the capabilities of our business partners, enabling them to operate efficiently and responsibly while achieving mutual sustainable growth.

Policy and Guidelines for Partner Empowerment

The Company has established policies focused on proactive business partnerships that extend beyond mere oversight. We are committed to supporting our partners in developing their capabilities and elevating operational standards through knowledge sharing, technical assistance, and collaborative initiatives. These efforts empower our partners to adapt to shifting business landscapes and foster the creation of shared value.

Partner Development Plans and Projects

To achieve these objectives, the Company has established partner development plans and projects covering various dimensions as follows:

- 1. Knowledge Sharing and Training:** Organizing training on key issues such as international quality management standards, business ethics, environmental management, energy efficiency, labor best practices, and occupational health and safety to ensure partners can effectively integrate these principles into their operations.
- 2. Technical Support and Innovation:** Collaborating with partners to improve production processes and adopt new technologies, while supporting joint research and development to create eco-friendly products or services that meet market demands.
- 3. Strategic Cooperation:** Providing consultancy, constructive feedback, and creating new business opportunities for partners to foster long-term growth and capability expansion.
- 4. Promoting ESG Compliance:** Supporting partners in developing and actively implementing Environmental, Social, and Governance (ESG) principles through information sharing, guidance on best practices, and close performance monitoring.

In 2025, the Company did not initiate or implement any partner development plans or projects with its business partners.

Green Procurement Policy

The Company recognizes the importance of its role in addressing environmental challenges and promoting sustainable development. We are committed to integrating environmental principles into all business processes, specifically within the procurement of products and services. Our goal is to mitigate environmental impacts across the entire life cycle of goods and services, while actively supporting business partners who operate with environmental responsibility.

Green Procurement Process

The Company has established a systematic green procurement process to ensure that environmental considerations are integrated into every stage of the purchasing decision-making process. This framework covers a wide range of products and services that have a significant environmental impact, such as office supplies, electrical and electronic equipment, chemicals, cleaning services, transportation services, and construction materials.

1. Planning and Specification Setting

- **Need Assessment:** Prior to initiating any procurement process, the Company carefully evaluates the necessity of the purchase to avoid redundant acquisitions and to promote the reuse or recycling of existing resources.
- **Environmental Specification Setting:** Product and service specifications are defined by prioritizing environmental considerations. Key criteria include the use of recycled materials; the selection of energy-efficient products with energy-saving labels or those compatible with renewable energy; and choosing products that are easily recyclable, have minimal packaging, are durable, easy to maintain, and have a long service life. Furthermore, the Company favors business partners whose supply chains and logistics processes actively reduce greenhouse gas emissions.

2. Partner Selection and Evaluation

The Company selects business partners by integrating environmental benchmarks with quality, price, and delivery performance. Key considerations include the partner's environmental policies and objectives, adherence to relevant environmental laws and regulations, and possession of environmental certifications such as ISO 14001, Carbon Footprint labels, or other recognized eco-labels. Furthermore, we evaluate their commitment to mitigating environmental impacts across the value chain and their proven experience in supplying eco-friendly products and services.

3. Bidding and Proposals

- **Promoting Eco-friendly Competition:** The Company encourages partners to offer eco-friendly products and services by incorporating advantages in the evaluation process or awarding extra points for proposals that demonstrate clear environmental innovation and efficiency.

- Total Cost of Ownership (TCO) Analysis: Beyond the initial purchase price, the Company considers the total cost throughout the product life cycle—such as energy consumption, maintenance, and end-of-life disposal costs—to evaluate long-term value and benefits.

4. Contracting

Contractual terms include explicit environmental clauses, such as waste management, environmental reporting, end-of-life responsibilities, and energy/resource efficiency requirements, to ensure compliance by business partners.

5. Performance Monitoring and Evaluation

The Company regularly monitors and evaluates the environmental performance of business partners, focusing on product environmental quality, adherence to contractual obligations, and the achievement of agreed-upon environmental targets. Constructive feedback is provided to partners to improve environmental efficiency, and joint development projects may be initiated to elevate environmental standards throughout the supply chain.

Whistleblowing

Whistleblowing and Complaint Policy

The Company is committed to conducting its business with integrity, transparency, and good governance. To ensure that our operations strictly adhere to the Code of Business Conduct, laws, and relevant regulations, we have established a Whistleblowing and Complaint Policy. This policy provides stakeholders with a safe and fair platform to report information regarding misconduct, unfair treatment, or illegal acts occurring within the organization.

Stakeholders may report concerns related to the following issues:

- Breaches or violations of laws, regulations, or relevant business standards.
- Inaccuracies in financial reporting or deficiencies in internal control systems.
- Ethical violations, fraud, corruption, and breaches of the Code of Business Conduct.
- Discrimination, harassment, or inappropriate workplace behavior.
- Labor and human rights violations.
- Operations that impact the environment and the community.

Whistleblowing Channels

The Company has established channels for receiving complaints and encourages stakeholders to communicate or report misconduct to the Board of Directors through the following means:

- Internal Audit and Compliance Department: via E-mail at compliance@trinitythai.com or auditcommittee@trinitythai.com
- The Audit Committee (comprising non-executive directors): via mail addressed to:
Chairman of the Audit Committee Trinity Watthana Public Company Limited
1 Park Silom, 22nd Floor, Convent Road,
Silom, Bangrak, Bangkok 10500

Whistleblowing and Complaint Handling Process

Upon receiving a complaint or report, the Company follows these procedures:

1. Receipt and Documentation: Receiving and recording the full details of the complaint or report.
2. Initial Assessment: Evaluating the credibility and significance of the reported information.
3. Fact-finding Investigation: The responsible department conducts a fact-finding investigation and reports the initial findings to the Independent Directors.
4. Reporting and Resolution: Reporting the investigation results and determining appropriate corrective measures or disciplinary actions if misconduct is confirmed.
5. Notification: Informing the complainant of the outcome (where disclosure is permitted).

The Company has established clear operating procedures to ensure that every complaint is handled fairly, promptly, and appropriately. Furthermore, the Company participates in the arbitration dispute resolution process of the Securities and Exchange Commission (SEC), which protects investor rights and provides customers with a cost-effective and time-efficient alternative for damage claims. To safeguard and protect whistleblowers, fact-finding reports are submitted to the Board of Directors without disclosing the identity of the informant to management.

In 2025, the Company received no complaints regarding the issues. Nevertheless, the Company continues to emphasize strict adherence to the Code of Business Conduct among all employees and executives to prevent any future grounds for whistleblowing or complaints.

Personal Data Protection and Cybersecurity

Personal Data Protection and Cybersecurity Policy

As the Company increasingly adopts digital channels to accommodate evolving customer behaviors and modern service trends, we place the highest priority on data security and privacy. We have continuously developed and expanded our digital offerings while integrating advanced information technology to ensure systematic and secure data management.

Our data management framework addresses the increasing volume, variety, velocity, and veracity of data. Recognizing that inadequate oversight could jeopardize customer data security, the Company prioritizes the implementation of prudent and stringent data governance measures and guidelines.

The widespread adoption of digital technology has led to increasingly sophisticated and severe cyber threats. Consequently, the Company is dedicated to the continuous development and elevation of our cybersecurity measures. We have established a unified Information Technology policy across the Group to strictly govern data access, data transfers, and operational audits.

Furthermore, the Company has implemented cybersecurity threat prevention measures aligned with international standards and our corporate strategy. These measures aim to prevent personal data breaches and unauthorized data usage, thereby fostering long-term confidence among customers and stakeholders.

The Company places the utmost importance on the protection of the personal data of its customers and all stakeholders, adhering to the principles of good governance, transparency, and maximum accountability. This policy reflects our commitment to maintaining customer privacy in the digital era while simultaneously strengthening effective cybersecurity measures.

Personal Data Protection and PDPA Compliance

The Company strictly processes customer personal data in accordance with the Personal Data Protection Act B.E. 2562 (2019) (PDPA) and all relevant laws, adhering to the following key principles:

- **Data Collection:** The Company collects personal data only to the extent necessary for clearly defined purposes. Data subjects are notified of such purposes prior to or at the time of collection. All processing is conducted under appropriate lawful bases, such as consent or contractual necessity.
- **Data Use and Disclosure:** Customer personal data is used strictly for the specified purposes and will not be disclosed to third parties without the data subject's consent or a valid lawful basis.
- **Data Security:** The Company implements appropriate technical and organizational security measures to prevent unauthorized access, leakage, modification, or loss of personal data. These measures are regularly reviewed and updated to ensure continued effectiveness.

- **Data Retention:** Personal data is retained only for as long as necessary to fulfill the stated purposes or as required by law. Upon the expiration of the retention period, data is securely deleted or destroyed.
- **Data Subject Rights:** The Company respects and prioritizes the rights of data subjects as prescribed by law. We facilitate the exercise of these rights, including the right to access, rectify, erase, restrict processing, object to processing, or withdraw consent.

Personal Data Complaint Channels and Procedures

The Company recognizes that the effective management of personal data complaints is vital for building customer trust. Accordingly, we have established clear channels and procedures to ensure that customers can conveniently and efficiently report concerns, inquiries, or complaints regarding the processing of their personal data:

Personal Data Complaint Channels:

- Channel 1: In-Person Submission customers may submit complaints in person at the Company's Head Office or any branch by notifying our staff or submitting a complete complaint form.
- Channel 2: By Mail Written complaints can be addressed to: Chairman of the Audit Committee, Trinity Securities Company Limited, 1 Park Silom, 22nd Floor, Convent Road, Silom, Bangrak, Bangkok 10500
- Channel 3: Call Center, Complaints can be made via Customer Service (Call Center) at Tel. 02 343 9555
- Channel 4: Email Complaints can be sent via email to: compliance@trinitythai.com or auditcommittee@trinitythai.com
- Channel 5: Online Channels Complaints can be submitted through the website at www.trinitythai.com or by sending a direct message (Inbox) to the Company's Facebook Fanpage at www.facebook.com/Trinitysecuritiesgroup.

Complaint Handling Process:

- **Receipt and Acknowledgment:** The Company will record the complaint and acknowledge receipt within three (3) business days from the date all necessary details are received.
- **Investigation:** A thorough and impartial investigation will be conducted by responsible officers to determine the root cause and scope of the issue.

- **Resolution and Notification:** If inaccuracies or breaches are identified, the Company will implement appropriate corrective actions, improvements, or remedies. The outcome will be communicated to the customer within 30 days of receipt, or within a reasonable timeframe based on the complexity of the matter.
- **Regulatory Reporting (If Applicable):** In the event of a personal data breach that poses a high risk to an individual's rights and freedoms, the Company will notify the Office of the Personal Data Protection Committee (PDPC) as mandated by law.

The Company places the highest priority on the protection of customer personal data and regularly reviews its policies, measures, and associated processes to ensure they remain in alignment with international best practices and evolving laws. Throughout 2025, the Company received no customer complaints regarding personal data.

IT Operations and Measures

The Company has established an information technology operational framework and measures to systematically enhance information system security and data protection. This framework covers infrastructure, application systems, data, and personnel, with the following key elements:

1. **IT Infrastructure & Security** Developing and upgrading IT infrastructure to ensure high efficiency, stability, and security, supporting continuous service availability 24/7.
2. **Data Management & Data Privacy** Strengthening systematic data management to support efficient internal and external data processing, with a strict focus on personal data protection and legal compliance.
3. **Application Security** Developing and elevating IT application systems to be secure and efficiently integrated across all dimensions, supporting digital lifestyles and various online service channels.
4. **IT Governance** Promoting IT governance to create added value for the organization, emphasizing transparency, accountability, and appropriate risk management to support sustainable and stable growth.
5. **IT Capability** Promoting IT governance to create added value for the organization, emphasizing transparency, accountability, and appropriate risk management to support sustainable and stable growth.

The Company operates under an IT Security Framework benchmarked against international standards, such as the NIST Framework, COBIT, CIS, and OWASP. This is implemented in conjunction with compliance with relevant laws and regulations, including the Computer Crimes Act, SEC requirements, the Personal Data Protection Act (PDPA), and other related legislation, to ensure secure and efficient operations while fostering stakeholder confidence.

Enhancing Employee Data Security Awareness

The Company prioritizes strengthening employee knowledge, understanding, and awareness concerning information security risks and cyber threats. Through ongoing initiatives, we ensure that our personnel can perform their duties safely, thereby mitigating potential vulnerabilities stemming from human factors (Human Risk).

Key initiatives undertaken by the Company include:

1. Annual Cybersecurity Training: Conducting annual cybersecurity awareness training for all employees.
2. Cyber-Attack Simulations: Organizing simulated cyber-attack scenarios to enhance incident response skills and establish effective mitigation guidelines.
3. Internal Knowledge Sharing: Regularly disseminating cybersecurity articles and educational materials through internal communication channels.
4. Threat Alerts and Education: Issuing alerts and providing ongoing education on prevalent cyber threats, such as phishing and malware.
5. SEC Cyber Exercises: Delegating employee representatives to participate in cybersecurity training and readiness drills (Cyber Exercises) organized by the Securities and Exchange Commission (SEC) to enhance organizational capabilities in cyber incident prevention and response.

Social Sustainability Management

Social Policy and Guidelines

The Company is committed to conducting business under a social policy that promotes fairness, transparency, and sustainable development. We prioritize social dimensions in accordance with ESG (Environmental, Social, and Governance) principles, with a particular focus on labor practices, human rights, customers, and communities.

The Company adheres to and respects the Universal Declaration of Human Rights (UDHR) and the United Nations Guiding Principles on Business and Human Rights (UNGPs) as our core operational framework. We emphasize fair, equitable, and non-discriminatory labor practices across all stages—from recruitment and compensation to promotion and employee development—regardless of differences in gender, age, education, race, or religion. Furthermore, the Company promotes employment opportunities and stable income for underprivileged groups, including persons with disabilities, the elderly, and former inmates, as part of our support for national and international Sustainable Development Goals (SDGs).

The Company remains vigilant in avoiding business activities that could lead to human rights violations. We have established clear grievance and complaint mechanisms to ensure that employees and stakeholders who believe their rights have been infringed upon can formally report such matters and receive appropriate care. Our commitment to human rights encompasses Economic, Social, and Cultural Rights (such as the right to work, health, education, and welfare) as well as Civil and Political Rights (such as the right to life, liberty, equality before the law, and freedom of expression).

Social Operations

Under its social sustainability framework, the Company is dedicated to operating with social responsibility by comprehensively addressing the impact on all stakeholder groups. This is achieved through the development of products and services that meet diverse needs appropriately and fairly, the promotion of financial inclusion, and the enhancement of customer management and user experiences. Additionally, the Company supports investment literacy for the public, continuously develops employee potential, and strictly upholds human rights to foster long-term financial stability and sustainability.

1. Development of Products, Services, and Investment Literacy

The Company prioritizes the continuous development and enhancement of its financial products and services to ensure that customers can access appropriate investment opportunities tailored to their specific needs and risk profiles. This is conducted alongside the proactive promotion of comprehensive financial and investment knowledge and skills.



The Company is committed to empowering customers to achieve sustainable investment returns, leading to long-term financial security. This commitment also contributes to overall economic stability and elevates the quality of life for society. Consequently, the Company focuses on developing and offering a diverse range of financial products and services that cater to the needs of all customer segments.

In 2025, the Company organized mutual fund seminars for its employees to enhance their understanding of sound investment principles and strengthen their ability to offer a broad spectrum of investment alternatives to clients specifically highlighting mutual funds as a vital investment option alongside traditional equities.

Month	Activities	Knowledge Providers
October	TRINITY x MFC Deep Dive: Investment Opportunities and Portfolio Allocation Strategies for Q4/2025	MFC Asset Management
October	Spotlight: This Year’s Top Tax-Saving Fund Picks from Eastspring	East Spring Asset Management
November	Market update and Tax Saving Funds 2025	Krungsri Asset Management
November	Recommended Tax-Saving Fund updates ThaiESG/RMF	Kasikorn Asset Management

1.1 Providing Financial and Investment Education to Customers, General Investors, and the Media

The Company leverages the professional expertise, experience, and financial product knowledge of its personnel to share investment insights with stakeholders, including clients, general investors, and the media. Our focus is on delivering content that is accessible and practical, aimed at enhancing the quality of financial decision-making.



In 2025, the Company organized investment education seminars through the collaboration of various departments, including Digital Marketing Strategy, Product Development, and Securities Analysis. These events garnered significant interest from both the media and the investing public. Such social initiatives reflect the Company’s commitment to Creating Shared Value (CSV) for society, alongside conducting business with responsibility and transparency to achieve long-term sustainable growth.

Month	Activities	Participants
February	Workshop: “Getting to Know AI Agents – A New Type of Assistant for Media Professionals” Organized by the Digital Marketing Strategy Department.	Media
February	Seminar: “How to Find Stocks That Generate Profits Every Year” Organized by the Product Development Department .	Customers/Investors
June	Seminar: “Trinity Technical Masterclass #1” Organized by the Research Department.	Customers/Investors
July	Press Conference: Q3 Investment Strategy Organized by the Research Department	Media
September	Press Conference: Toward Becoming a TFEX Leader – Introducing Strategies and the Development of Real-Time Investment Tools Presented by Veeraphat Phetcharakupt, Ph.D., CEO of Trinity Securities Co., Ltd., and Dethana Fangsaard from Research Department	Media
October	Seminar: “Trinity Technical Masterclass #2” Organized by the Research Department.	Customers/Investors
December	Online Seminar: “In-Depth Analysis of Silver Online Futures” Organized by the Research Department.	Customers/Investors

1.2 Providing Securities Analysis and Investment Recommendations

Trinity Securities Company Limited continuously prepares and presents high-quality securities analysis and investment recommendations to clients. Our focus remains on delivering accurate, precise, and timely information to support informed investment decision-making and appropriate financial management.

The preparation of our analysis includes a diligent selection of listed companies, with full disclosure of corporate governance information, such as Corporate Governance Scores (CG Scores) and participation in the Thai Private Sector Collective Action Against Corruption (Thai CAC). This approach supports responsible investment practices. Furthermore, the Company prioritizes the professional development of investment consultants, focusing on their knowledge, expertise, and professional ethics. We strictly adhere

to relevant regulatory requirements and maintain rigorous internal control measures to prevent the misuse of inside information.

2. Enhancing Access to Financial Products and Services

The Company prioritizes transparent, clear, and accurate communication and disclosure regarding its products and services. Guided by our commitment to accountability toward customers and all stakeholders, we ensure that the information provided supports informed, fair, and effective decision-making.

2.1 Investment Knowledge and Analysis through Digital Media

The Company develops digital channels for presenting securities analysis and investment knowledge, ensuring that the information provided is engaging, timely, and accessible. Through its social media platforms, including YouTube, Facebook, and TikTok, the Company offers diverse content formats such as analysis reports, infographics, and video clips.

Furthermore, various investment topics are analyzed through a series of dedicated investment programs. In 2025, the Securities Analysis Department conducted seminars in both online and offline formats, as follows:

Month	Interview Topic	Channel/Media
January	Concerns Over the Fed Halting Rate Cuts, Dampening Global Stock Market Optimism by Nattachart Mekmasin	eFinanceThai
February	Trump Pressures the World to Cut Interest Rates; Trade War Less Intense, Fund Flows May Return by Dr. Visit Ongpipattanakul	Tan Lok Kab Trader KP
February	Trade War Leading to Changes in Currency Values and Technological Competition by Dr. Visit Ongpipattanakul	Tan Lok Kab Trader KP
April	Big, Severe, and Deep: The U.S. Economy Faces Its Worst Crisis in 20 Years by Dr. Visit Ongpipattanakul	Money Chat
April	China Opens the Door for Negotiations; Stocks Rally While Bonds Decline by Dr. Visit Ongpipattanakul	Tan Lok Kab Trader KP
April	TISCO Assessment of First-Quarter Earnings Results by Tanapat Chatsatien	Stock of the Day
April	Thai Stocks in Q2: The 1,100-Point Level Must Hold by Nuttachart Mekmasin	TNN Ru than long thun

Month	Interview Topic	Channel / Media
April	IRPC Breaking the Deadlock to Weather the Petrochemical Storm by Ekkarin Wongsiri	Stock of the Day
April	SCC: Opportunities and Risks Investors Need to Know by Ekkarin Wongsiri	Stock of the Day
May	CHG: Opportunities and Risks - What Are the Key Factors to Watch? by V-rin Mahadumrongkul	SET Zoom in
June	“An In-Depth Look at Strategies to Navigate the Economic Crisis While Maintaining Leadership as a Top Hospital.” by V-rin Mahadumrongkul	Stock of the Day
July	“TISCO’s High Dividend Yield: A Key Strength Amid Economic Challenges.” by Tanapat Chatsatien	Stock of the Day
August	“SAMART: How Much Growth Potential Lies Ahead?” by Ekkarin Wongsiri	Stock of the Day
August	“Timing the Market: Investment Opportunities in TFEX.” by Dethana Fangsaard	Business Line & Life
August	“Eye-catching stocks” by Dethana Fangsaard	Business Line & Life
September	“Politics in Focus Tomorrow; Thai Stocks’ Downside Seen Limited by September by Nuttachart Mekmasin	The Investo
October	Trade War Disrupts Global Fund Flows by Dr. Visit Ongpipattanakul	Business tomorrow
October	Market Outlook for October by Nuttachart Mekmasin	SET Zoom in
October	Election in Early 2026 May Push Thai Stocks to 1,400 Points; Rate Cut Expected in December 2025 by Nuttachart Mekmasin	TNN Ru than long thun
November	Thai Stock Strategy for November: Market Pullbacks Are Opportunitie by Nuttachart Mekmasin	SET Zoom in
November	Clear Analysis – Is the Giant Bubble About to Burst? Is It Time to Sell U.S. Stocks? by Nuttachart Mekmasin	The Standard Wealth
December	Turning Point for the Thai Stock Market? by Nuttachart Mekmasin	Hot Issue
December	Will the Thai Baht Continue to Appreciate? by Dethana Fangsaard	Than Huen Than Game
December	Which Dividend Stocks Are Worth Choosing? Vayupak Fund Strategy by Dethana Fangsaard	Business Line & Life

Month	Interview Topic	Channel / Media
December	S50Z25 Fails to Break Resistance, Continues to Decline by Dethana Fangsaard	Than Huen Than Game
December	Realtime Scan by Dethana Fangsaard	Business Line & Life
December	Special Live: Welcoming the Launch of USD Options Trading in Thailand Futures Exchange (TFEX) by Dethana Fangsaard	Business Line & Life
December	S50Z25 Pulls Back to Find a New Support Level by Dethana Fangsaard	Than Huen Than Game
The first week of every month	Online Seminar: Technical Investment Strategies by Kamolchai Pholintawong	The company's social media
The 1 st and 4 th Friday of every month	Profit Playbook Session: Profit-Making Strategies in Thailand Futures Exchange (TFEX) by Dethana Fangsaard	TFEX Station Live
Every Monday	Timing the Market: Investment Opportunities in Thailand Futures Exchange (TFEX) by Dethana Fangsaard	Business Line & Life

2.2 Website Development

The Company is currently revamping its corporate website, www.trinitythai.com. The primary focus is on enhancing the site structure and User Experience (UX Design) to ensure a seamless, user-friendly, and intuitive journey. Simultaneously, the User Interface (UI Design) is being redesigned to be visually appealing and more responsive to customer needs. This project is expected to be completed within 2026.

2.3 Opportunity Day Participation

In 2025, the Company participated in the Opportunity Day event organized by the Stock Exchange of Thailand (SET) twice: presenting the 2024 annual performance in March and the Q3/2025 performance in December. Both events were conducted online, led by the Chairman of the Board. These sessions covered a comprehensive business overview, operating results, strategies, future, and initiatives concerning Economic, Social, Environmental, and Governance (ESG) aspects. The Company provided opportunities for participants to engage in Q&A sessions to further their understanding of the business operations. Replays of these presentations are available on the Stock Exchange of Thailand's website.



Presentation of Financial Results for 2024 and Q3 2025

2.4 Disclosure of Operating Results and Business Direction

The Company consistently discloses its quarterly operating results through press releases. In 2025, two press releases were issued covering the full-year 2024 results and the first-quarter 2025 results, ensuring regular communication with shareholders, investors, analysts, and the public.



Additionally, the Company hosted a press conference titled “Leading the Way in TFX: Strategies and Real-time Investment Tool Development,” featuring the Chief Executive Officer

and a specialist TFX securities analyst. The event outlined the Company’s strategic ambition to rank among the Top 5 securities firms by trading volume in the TFX market by the end of 2025. It also showcased the Company’s vision, strategy, and the development of the “Realtime Monitor” and “Realtime Scan” tools proprietary closed-system applications designed to enhance decision-making and investment efficiency for investors in the Thailand Futures Exchange (TFEX)

2.5 Marketing Communication

The Company prioritizes marketing communication that is clear, timely, and capable of reaching target customer segments effectively through a variety of channels. In addition to digital media, the Company participates in booth exhibitions and external seminars to disseminate knowledge and information. Collaborative teams from the E-Business, Securities Analysis, and Corporate Communications departments work together to introduce new products and services, ensuring rapid and efficient engagement with customers.

In 2025, the Company participated in booth activities to introduce its new products and services, as follows:

Month	Activities	Place
January	Economic Outlook Seminar: Stocks, Gold, and Futures for Portfolio Enhancement	SET
February	SET On the Move: Nakhon Ratchasima Roadshow	Central Department Store Nakhon Ratchasima
June	SET in the City 2025	Samyan Mitrtown Hall
August	Navigating Crisis and Seizing Business Opportunities: Managing Currency Volatility with TFEX	Centara Hotel Hatyai
August	SET On the Move: Hatyai	Buri Sripheu Hotel, Hatyai
August	SME Must Survive 2025	SET
September	Seminar: TFEX Station On Ground 2025	SET



3. Customer Relationship Management and Satisfaction Evaluation

The Company is dedicated to developing financial products and services that align with customer needs by continuously analyzing and evaluating service usage behavior. We actively study challenges and obstacles encountered during service delivery to refine our approaches, thereby enhancing long-term customer satisfaction and experience.

In 2025, while the Company did not conduct a formal customer satisfaction survey, we prioritized direct feedback and suggestions gathered through Investment Consultants and Investment Advisors. This information was utilized to drive continuous service quality improvements. Furthermore, our Call Center and E-Business department remain key channels for providing product information, system support, and ongoing problem-solving for our clients.

Customer Satisfaction Goals and Development Guidelines

The Company has established the following goals to elevate customer satisfaction:

1. Rapid Response to Customer Inquiries: In the past year, the Company successfully responded to customers via social media channels within 24 hours. We regularly monitor and evaluate the performance of our Call Center staff to continuously enhance service quality and efficiency.

Furthermore, the Company provides in-depth training for staff to ensure a thorough understanding of products and services. This includes communication simulations and the preparation of comprehensive Q&A sets to address diverse customer needs and improve overall service effectiveness.

2. Minimizing Customer Complaints: In the past year, the Company received no customer complaints. We maintain clear complaint channels to ensure that any issues are rapidly resolved with the parties responsible, leading to prompt resolution and notification of the results to the customer within an appropriate timeframe. Notably, throughout 2025, the Company recorded zero customer complaints.

4. Supporting Social Activities

The Company recognizes the importance of contributing to social and environmental development alongside responsible business operations. We have engaged in various social activities to create value for stakeholders and society. Our key initiatives are summarized below:

4.1 Scholarships, Educational Equipment, and Educational Activities

The Company places great emphasis on human resource development through education, which is the cornerstone of sustainable social and national progress. We specifically focus on supporting children and youth who lack educational opportunities to ensure equitable access to quality education. In 2025, the Company initiated a fundraising campaign inviting employees and the public to contribute towards scholarships and essential learning equipment for underprivileged students from kindergarten to primary school levels, boosting morale and expanding educational access.



Beyond the 2025 initiatives, the Company is committed to continuous educational support through comprehensive frameworks to create a long-term sustainable impact. This includes providing scholarships, teaching materials, and learning activities, as well as supporting infrastructure such as constructing kindergarten classrooms and donating developmental toys. We work closely with schools and relevant organizations to ensure that this support effectively enhances youth potential and serves as a driving force for sustainable social progress.

Month	Activities	Amount
January	Toy Donation for National Children’s Day 2025 at Ban Sue Dang School, Pattani Province	32,080
February	Scholarship Donations and Lunch Sponsorship at the Foundation for the blind in Thailand under the Royal Patronage of H.M The Queen	45,000
November	Scholarship Donations and Construction of a Kindergarten Classroom at Wat Plod sat School, Ang Thong Province	514,000

4.2 Supporting Community and Social Activities

The Company is dedicated to promoting volunteerism and cultivating a culture of giving among its employees through ongoing social initiatives. We engage in various forms of community and social support, with a focus on alleviating hardships caused by natural disasters, such as floods, while creating opportunities to sustainably enhance the quality of life for society. We firmly believe that social engagement and responsibility are fundamental pillars of sustainable development.

In 2025, the Company provided financial aid for flood relief in Hatyai District, Songkhla Province, totaling 49,756.80 THB. The contributions were distributed as follows: 10,000 THB to Hatyai Hospital, 10,000 THB to Songklanagarind Hospital, 10,000 THB to the Thai Red Cross Society and 19,756.80 THB for the purchase of 28 cartons of instant noodles for distribution to affected residents.

4.3 Supporting Religious Activities and the Public Health System



The Company is committed to promoting spiritual values and strengthening society through continuous support for religious activities. These efforts aim to preserve beautiful traditions, sustain Buddhism, and foster a sense of well-being and unity within the organization. In 2025, the Company organized Thod Phapa and Thod Kathin (robe-offering) ceremonies at Wat Plot Sat, Ang Thong Province, with total donations amounting to 1,718,716.86 THB to support the maintenance of religious sites and the preservation of Buddhis.

In addition to religious support, the Company prioritizes the enhancement of community health and quality of life by contributing to the essential public health system. In the same year, the Company donated 803,347 THB to Ang Thong Hospital, Ang Thong Province, to fund the acquisition of necessary medical equipment and support the development of medical services for the public. This initiative reflects the Company's social responsibility and its commitment to building a strong public health infrastructure for the well-being of the community.



4. Encouraging Executive Participation in Social and Public Contributions

The Company actively supports and encourages its executives and employees who possess specialized knowledge, expertise, and experience in the capital market industry to contribute to social work and public benefit. This involvement includes collaborating with government agencies, professional associations, and various organizations, as well as serving as guest lecturers, speakers, or advisors for educational institutions and relevant bodies. These efforts aim to jointly develop and elevate both the capital market industry and society at large. Currently, the Company’s executives serve as directors, advisors, working committee members, and speakers for various public and private organizations, as follows:

- Dr.Visit Ongpipattanakul**
- Subcommittee on Capital Markets and Insurance Business, The Senate of Thailand
 - Honorary committee member of the Intellectual Property Management Committee, Thammasat University
 - Special lecturer in Master of Finance (MIF) program Thammasat University
 - Committee member of Bachelor’s and master’s thesis defenses, Thammasat Business School
 - Special lecturer in the Business Valuation program, Real Estate Department, Thammasat Business School
 - Guest speaker at College of Innovation, Rangsit University
 - Guest speaker at the Securities Analysts Association and the Stock Exchange of Thailand
 - Guest speaker at Office of Insurance Commission, The Thai Bond Market Association (ThaiBMA), University of the Thai Chamber of Commerce
 - Special lecturer in the Advanced Finance for Real Estate Developers course, Thai Real Estate Business School
 - Guest speaker on Money Chat, Trader KP
- Veeraphat Phetcharakupt, Ph.D.**
- Director, Association of Thai Securities Companies

Ms. Niyada Changtrakul

- Adviser to the Human Resource Management Club, Association of Securities Companies
- Committee member of Human Capital Club, Thai Listed Companies Association
- Vice Chairman of the EDP Foundation
- Managing committee member of the Faculty of Arts Chulalongkorn University
- Adviser to the President of Triam Udom Suksa Alumni Society
- Secretary of the Capital Market program students batch 25
- Secretary, Certificate Program in Medical Governance for Senior Executives (PMD), Class 8
- Secretary, Thai Chinese Leadership Program (TCLP), Class 4
- Committee member of the Foundation for Good Governance on Medicine.

Ms.Suwannee Limpanawongsaen

- Consultant to the Compliance Club, Association of Securities Companies
- Working as a group member on the Personal Data Protection Act, Association of Securities Companies
- Working group member on information exchange with the Legal Execution Department, Association of Securities Companies
- Working as a group member on overseas transactions, Association of Securities Companies
- Working group member on net capital rule (NCR), Association of Securities Companies.

Ms.Supattra Phuphatana

- Working Group on Debt Securities Issuance and Offering, Investment Banking Club, Association of Securities Companies

Mr.Ashwani Ahuja

- Guest Lecturer, Entrepreneur X by KX: Entrepreneur Transformation Program, KX Office, King Mongkut's University of Technology Thonburi.
- Guest Speaker on the topic “Building an Attractive Business for Investors” for students of the Faculty of Law, Thammasat University.

Ms.Kanoktip Saichumin

- Marketing Subcommittee Member, Thai Financial Planners Association.

- | | |
|---------------------------------|---|
| Mr.Kongsith Hunchangsinh | <ul style="list-style-type: none"> - Working Group on Equity Offering, Investment Banking Club, Association of Securities Companies. - Speaker, Company Secretary Professional Development Program, Thai Listed Companies Association. |
| Mr.Ditdanai Sangkharom | <ul style="list-style-type: none"> - Working Group on Mergers and Acquisitions, Association of Securities Companies - Working Group on Equity Offering Association of Securities Companies. - Guest Speaker and Panelist for seminars organized by accounting firms, Stock Exchange of Thailand, and private sector organizations. |

4.5 Membership in Economic and Social Organizations and Networks

The Company is a member of various organizations and partner networks across the economic and social sectors. This participation facilitates the exchange of knowledge and the adoption of policies, guidelines, and operational standards, which are then integrated into the Company's sustainability initiatives to align with the business operations of the Trinity Securities Group. The organizations and networks to which the Company belongs include:

Organizations or Partner Networks:

1. Thai Listed Companies Association (TLCA)
2. Association of Thai Securities Companies (ASCO)
3. Fixed Income Club, Association of Thai Securities Companies
4. Thai Futures Club, Association of Thai Securities Companies
5. Thai Investor Relations Club (TIRC), Thai Listed Companies Association
6. CSR Club, Thai Listed Companies Association
7. Thai Corporate Secretary Club (TCSC), Thai Listed Companies Association
8. Thai Private Sector Collective Action Against Corruption (Thai CAC)
9. Partnership Against Corruption for Thailand (PACT Network)
10. Investment Banking Club (IB Club), Association of Thai Securities Companies
11. Human Capital Management Club (HCM Club), Thai Listed Companies Association
12. Human Resources Club (HR Club), Association of Thai Securities Companies

Prioritizing Employee Well-being



Fair Labor Practices and Employee Treatment Policy

The Company has established policies and guidelines for fair treatment and labor practices, emphasizing non-discrimination and equal opportunity. We recognize that our human capital is our most valuable asset and a vital driver in propelling the organization toward the achievement of its vision and mission. Accordingly, the Company has disclosed its policies and fair treatment practices, covered five key dimensions as follows:

1. Fair Employment and Termination

The Company maintains an equality-based employment policy, prioritizing the recruitment, selection, and appointment of personnel whose qualifications best align with the respective roles. We emphasize internal mobility by considering internal candidates as a primary focus. However, the Company reserves the right to recruit external talent as deemed appropriate. The selection process is conducted with strict adherence to fairness, evaluating candidates based on job specifications, educational background, professional experience, physical suitability, and other essential requirements. Furthermore, the Company encourages employee engagement in talent acquisition through the "Employee Referral Program."

Regarding termination of employment, the Company strictly adheres to the Labor Protection Act B.E. 2541 (1998). In 2025, the Company recorded 50 voluntary resignations, representing a turnover rate of 19.16%, and 9 employee retirements.

The Company adheres to fair labor practices based on three core principles:

1. Respect for labor rights in accordance with human rights principles and the International Labour Organization (ILO) Declaration.
2. Social protection and favorable working conditions.
3. Occupational health and safety protection.

The Company promotes equal employment and non-discrimination, including the active support of disability inclusion. In 2025, the Company engaged two visually impaired individuals through service contracts under Section 35 of the Empowerment of Persons with Disabilities Act, B.E. 2550 (2007) and its amendments. These individuals provide wellness massage services twice a week to alleviate office syndrome for employees.

This initiative not only enhances the quality of life for persons with disabilities by fostering income generation and self-reliance but also demonstrates our commitment to providing equal opportunities within society. By doing so, the Company aims to Create Shared Value (CSV) for both the organization and the community. In 2025, the Company’s total contribution/expenditure under the Empowerment of Persons with Disabilities Act amounted to 240,912 Baht.

Workforce Profile The Company currently employs a total of 261 personnel (Note: This figure excludes the Board of Directors).

Number of Employees by Employment Type

Employees	Year	Permanent Employees	Contract Employees	Total
Male	2023	100	2	104
	2024	120	4	124
	2025	123	9	132
Female	2023	109	2	111
	2024	127	3	130
	2025	125	4	129

Notes:

- 1) **Permanent Employees** refer to personnel at all levels, encompassing executive, supervisory, and operational roles including positions such as Chief Executive Officer, Managing Director, Department Heads, and general permanent staff.
- 2) **Contract Employees** refer to personnel engaged for tasks outside the Company’s primary business operations, with a clearly defined duration and specific start and end dates. This includes occasional, project-based, or seasonal work intended for completion within a maximum period of two years, supported by a written employment agreement executed at the commencement of the engagement.

Number of Employees by Employment Type

Employees	Year	Permanent Employees	Contract Employees	Total
Male	2023	100	2	104
	2024	120	4	124
	2025	123	9	132
Female	2023	109	2	111
	2024	127	3	130
	2025	125	4	129

Remarks

1. Permanent Employees refer to employees at all levels, including executive, managerial, and operational staff, performing various roles such as Executive Directors, Managing Directors, department heads, and general staff who are employed on a permanent basis.
2. Contract Employees refer to employees engaged by Trinity to perform work that is not part of the employer’s regular business or trade. Such employment must have a clearly defined start and end period, or be project-based, temporary, or seasonal in nature, with a specified completion date. The duration of employment shall not exceed two years, and a written employment contract must be established at the commencement of employment.

Workforce Breakdown by Region

Employees	Year	Head Office	Branch
Male	2023	95	9
	2024	113	11
	2025	122	10
Female	2023	95	16
	2024	118	12
	2025	118	11

Remarks Employee figures include permanent and contract employees, excluding directors and temporary staff.

Number of Employees by Job Function

Employees	2023		2024		2025	
	Front Office	Back Office	Front Office	Back Office	Front Office	Back Office
Male	70	34	88	36	94	38
Female	67	44	86	44	88	41
Total	137	78	174	80	182	79

Remark: The number of interns reported during the year excludes temporary employees.

2. Remuneration, Welfare, and Employee Benefits

2.1 Remuneration

The Company placed significant importance on rewarding the performance of employees and executives through fair, transparent, and competitive short-term compensation and benefits aligned with industry standards. Remuneration is determined based on the Company’s overall performance, business unit achievements, and individual performance evaluation results. This approach aims to promote employee morale, recognize contributions, and support the continuous development of employees’ capabilities.

1. Short-Term Remuneration and Benefits

The Company provides short-term remuneration and benefits in various forms, including salaries, wages, overtime pay, cost-of-living allowances, special remuneration (bonuses), performance-based incentives, referral fees, as well as social security contributions and related welfare benefits. These arrangements are designed to ensure that employees receive appropriate compensation commensurate with their roles and responsibilities and aligned with industry standards within the securities sector.

In 2025, the Company granted a special remuneration (bonus) payment once in February and implemented one annual salary adjustment in July. Such remuneration adjustments were determined based on individual performance evaluations.

2. Long-Term Remuneration and Benefits

The Company recognizes the importance of providing post-employment and other long-term benefits to foster employee engagement and long-term commitment to the organization. These include participation in the MFC Master Fund Registered Provident Fund. In 2025, a total of 221 employees participated in the provident fund, representing 90.42% of total employees.

In addition, the Company conducts a compensation and benefits benchmarking survey against other securities companies every two years. The findings are used to support the periodic review and appropriate enhancement of remuneration and welfare policies, ensuring alignment with industry practices and competitiveness.

Total Employee Remuneration for the Year 2025

Total Employee Remuneration (THB million)	2025
Male	184,073,453.65
Female	119,811,070.78
Total Remuneration	303,884,524.43

Employee Salary Rate for the Year 2025

Employee Salary Rate (%)	2025
Male	60.57
Female	39.43

2.2 Employee Welfare and Benefits

The Company is committed to promoting the well-being of its employees by providing welfare and benefits that exceed legal requirements, ensuring that employees are well protected and enjoy a sustainable quality of life. In this regard, the Company has developed a Benefit Management System (BMS) to facilitate medical reimbursement processes, covering outpatient, inpatient, dental, and optical expenses.

In addition to statutory benefits such as social security, the Company offers a wide range of additional benefits, including support for personal expenses such as medical expenses, transportation, fuel, taxi fares, and telephone costs, as well as financial assistance in the event of the death of employees or their parents. Furthermore, to support employees in emergency and unforeseen situations, the Company provides emergency loans and special assistance for exceptional circumstances, such as natural disasters (e.g., floods) or other serious incidents (e.g., fire), as well as care packages for employees who are ill or on maternity leave.

Employee Benefits

Benefits offered by Trinity Securities Group	Benefits for employees	Benefits offered by Trinity Securities Group
Medical Expenses, influenza vaccination and generic medicine cabinet	✓	✓
Annual health check-up for employees, spouses, and children	✓	✓
Compensation funds	✓	
Life insurance and medical expenses in case of accidents	✓	✓
Funeral aid for employees and family members	✓	✓
Provident funds	✓	✓
Financial support for specialized training for employees requiring professional license	✓	✓

Benefits offered by Trinity Securities Group	Benefits for employees	Benefits offered by Trinity Securities Group
Loans or sources of loans offered for employees such as Accommodation loans, Accommodation loans from the Government Housing Bank (GHB), Emergency loans	✓	✓
Parking	✓	✓
Paid leave such as Paid leave for CSR commitments, Paid leave for religious retreats	✓	✓
Transport/Food support and Support for work during holidays	✓	✓
Tokens of appreciation for the 15th and 20th anniversary	✓	✓

On 21 November 2025, flooding occurred in Hat Yai District, Songkhla Province, which affected the operations of employees at the company’s Hat Yai branch. As a result, the branch was temporarily closed until the situation returned to normal. In response, the company approved a flood relief assistance payment of THB 10,000 per person for all employees at the Hat Yai branch to support the recovery and repair of their residences affected by the flooding.

The Company grants female employees maternity leave of up to 98 days per pregnancy, inclusive of public holidays occurring during the leave period. Employees are entitled to receive paid maternity leave for up to 45 days. In addition, pregnant employees may submit a request for temporary reassignment before or after childbirth, subject to the submission of a first-class licensed physician’s medical certificate confirming their inability to perform their regular duties. The Company will consider arranging suitable alternative duties as necessary.

Furthermore, the Company has established a Welfare Committee in accordance with the Labour Protection Act B.E. 2541 (1998), comprising five members. The Committee is responsible for providing consultation and recommendations to the Human Resources function on the provision and improvement of employee welfare, as well as monitoring and evaluating welfare management practices to promote the well-being of employees and the organization.

Return-to-Work and Retention Rates Following Maternity Leave

Number of Employees on Maternity Leave	Number of Employees (persons)		
	2023	2024	2025
Number of Employees Eligible for Maternity Leave During the Year**	111	129	125
Number of Employees Who Took Maternity Leave During the Year	1	0	0
Number of Employees Who Returned to Work After Maternity Leave and Remained Employed for 12 Months	1	0	0
Return to Work Rate ⁽¹⁾ : Percentage of Employees Who Returned to Work After the End of Their Maternity Leave (%)	100	0	0
Retention Rate ⁽²⁾ : Percentage of Employees Who Returned to Work After Maternity Leave and Remained Employed for 12 Months (%)	1	0	0

Notes

(1) Return to Work Rate = (Number of employees who returned to work after the end of their maternity leave / Number of employees by gender who took maternity leave) × 100

(2) Retention Rate = (Number of employees who returned to work after the end of their maternity leave and remained employed for 12 months / Number of employees who returned to work after the end of their maternity leave in the previous reporting period) × 100

3. Employee Development

The Company has established a policy to continuously promote and support employee development, placing importance on enhancing the knowledge, capabilities, and professional expertise of employees at all levels. This is undertaken alongside the provision of appropriate compensation and benefits. The Company also emphasizes cultivating adherence to the corporate culture in daily operations in order to foster positive attitudes and behaviors that contribute to organizational success, while striving to create a Happy Workplace for all employees.

3.1 Enhancing Employees’ Knowledge and Capabilities

The Company regularly provides training and knowledge development programs for employees at all levels, ranging from operational staff to senior executives, with training efforts that exceed the requirements set by relevant regulatory authorities. The Company also supports employees in obtaining professional licenses and qualifications essential to the Company’s business operations by providing support for both training and examinations, such as the Chartered Financial Analyst (CFA) and Certified Information Systems Auditor (CISA) programs. Employee training and development are conducted through both internal training programs and participation in external training courses or seminars organized by

external institutions. Such development initiatives are determined primarily based on competency assessments and the relevance to employees’ roles and responsibilities. Beyond enhancing employees’ knowledge and capabilities, the Company aims to enable its employees to deliver high-quality services and professional advice to clients and investors effectively.

3.2 Employee Training and Seminars

In 2025, the Company organized 50 training programs aimed at enhancing employees’ skills and work capabilities. A total of 257 employees participated in these programs, with a combined training duration of 2,985 hours, representing an average of 11.44 training hours per employee per year.

Training and Seminars in 2025

Training / Seminars	Participants	Total Training Hours	Training Costs
Internal Training / Seminars	155	1,830	343,547
External Training / Seminars	102	1,155	1,081,057
Total	257	2,985	1,424,604

In the same year, the Company also organized a Generative AI Innovation Contest to encourage employees to creatively apply artificial intelligence technologies in their work. The initiative received strong interest from employees, with 12 projects submitted that utilized Artificial Intelligence (AI) in innovative ways. The Company further encouraged employees whose projects received awards under the investment research development initiative to further develop and integrate their projects into operational processes. This initiative aims to enhance the quality of investment analysis by leveraging AI technologies to improve accuracy, speed, and efficiency in processing large volumes of data from various sources, enabling the development of insightful research reports that benefit investors. AI can be applied across multiple dimensions of investment analysis, including:

- **Fundamental Analysis:** The Company has developed an **Artificial Intelligence (AI)**-enabled system capable of collecting and extracting fundamental business information, financial statements of listed companies, and relevant economic indicators. This system supports the rapid analysis of such data to assess the intrinsic value of securities more efficiently.
- **Market Trend Analysis:** The AI system developed by the Company is capable of retrieving both historical and real-time market data to support the analysis and forecasting of potential trends in the price movements of equities and other investment assets.
- **Summarizing Information from Opportunity Day Sessions:** The Company applies **Artificial Intelligence (AI)** to extract and process information from video recordings and presentation materials of **SET Opportunity Day** sessions hosted by listed companies on the **Stock Exchange of Thailand**. The AI system is able to rapidly summarize key investment insights and essential information relevant to investors.

- **News and Sentiment Analysis:** The Company utilizes **Artificial Intelligence (AI)** to analyze financial news, corporate earnings reports, and opinions from social media platforms in order to assess market direction and evaluate potential impacts on stock prices.
- **Quarterly Earnings Summaries of Listed Companies:** The Company has developed an **Artificial Intelligence (AI)** system capable of collecting and extracting quarterly financial performance data of listed companies and presenting the information in the form of concise infographics to facilitate easier analysis and communication of key insights.

4. Workplace Safety

The Company recognizes the importance of employees as key human capital driving the organization toward success and sustainable growth. Therefore, the Company is committed to promoting employees' well-being and quality of life, while fostering a safe and appropriate working environment that enables employees to perform their duties to the best of their capabilities.

Accordingly, the Company has established a group-level human resources policy to ensure that employee care and the management of occupational safety, health, and working environment are implemented in accordance with consistent standards across all companies within the Group. The Company also strictly adheres to the Group's corporate values in the fair and appropriate treatment of all personnel

Occupational Safety, Health, and Working Environment

The Company has established a policy on occupational safety, health, and working environment in alignment with the Ministerial Regulation on the Standard for Administration and Management of Occupational Safety, Health, and Working Environment B.E. 2549 (2006). To ensure systematic oversight and effective implementation of workplace safety measures, the Company has also established an Occupational Safety, Health, and Working Environment Committee to supervise and drive safety-related initiatives across the organization. The key roles and responsibilities of the Committee include the following:

- Reviewing safety policies and plans to prevent and reduce risks associated with workplace accidents, injuries, illnesses, or work-related nuisances, as well as unsafe conditions within the workplace, and submitting recommendations to the Company for consideration.
- Recommending measures or improvement guidelines to ensure compliance with applicable laws and occupational safety standards, with the aim of protecting employees, contractors, and external parties performing work within the workplace. The Committee also reports its annual operational results to the Company.
- Identifying issues, obstacles, and recommendations arising from the Committee's duties and responsibilities, and proposing them to the Company for consideration in improving workplace regulations, operational manuals, and occupational safety standards.

- Establishing a system for reporting unsafe working conditions, requiring the participation of all employees, as well as reviewing and supporting workplace safety training programs, including training on safety roles and responsibilities for employees at all levels.
- Promoting and supporting workplace safety initiatives, while regularly evaluating the effectiveness of safety performance and practices within the workplace.
- Conducting regular inspections of workplace safety practices and reviewing statistics on workplace incidents and injuries monthly.

At present, the Company's Occupational Safety, Health, and Working Environment Committee consists of a total of seven members, comprising one employer representative at the executive level, two employer representatives at the supervisory level, three employee representatives, and one committee member who also serves as the secretary.

In addition, the Company places strong emphasis on workplace security measures by implementing strict access controls to prevent unauthorized entry and theft. These measures include the installation of Access Control systems and Space Access Control systems at entry and exit points on every floor, as well as defining access rights based on the roles and responsibilities of employees in each department. The Company has also installed Closed-Circuit Television (CCTV) cameras throughout the workplace premises. Furthermore, the Company has implemented a touchless system utilizing Facial Recognition Technology (Face Scan) to enhance security and reduce physical contact, particularly in situations involving the outbreak of communicable diseases.

In addition, the Company conducted a fire evacuation drill once in collaboration with Park Silom, the building where the Company's headquarters is located. The Company has also established an emergency response plan aimed at protecting the lives and property of employees, as well as minimizing potential losses that may arise from emergency situations.



In 2025, the Company reported no cases of work-related injuries, occupational illnesses, or fatalities among employees at both the headquarters and branch offices. This includes conditions related to hearing loss, musculoskeletal injuries, visual impairment, or reduced lung capacity arising from work-related activities

5. Establishment of the HR Partner Committee to Propose Improvements in Employee Welfare and Needs

The Company recognizes employees as a key driving force behind its securities business and upholds the principles of fairness, equality, and non-discrimination in all aspects of human resource management. Employees are provided with equal opportunities to grow and advance based on their performance and potential. To encourage employee engagement and support continuous organizational

development, the Company has established channels to receive employees’ feedback regarding welfare and other related needs. In this regard, the Company has formed the HR Partner Committee, which performs a role similar to a labor relations committee, acting as a representative body for employees from various departments across the organization.

6. Succession Planning

The Company has established a structured succession planning process to ensure business continuity and strengthen organizational stability. Management, in collaboration with the Human Resources Department, identifies key positions that require succession planning and defines the qualifications of potential successors to be developed for these roles.

The Company selects and assesses high-potential employees from within the organization based on their knowledge, capabilities, experience, and future development potential. Opportunities are also extended to employees from other departments who demonstrate suitable qualifications. In cases where no internal candidates meet the required criteria, the Company considers external recruitment in parallel with development planning to ensure readiness for effective job performance and seamless succession.

6. Employee Engagement Assessment



In 2025, the Company placed significant emphasis on strengthening employee engagement through ongoing engagement processes, focusing on communication and interaction between management and employees in various forms, rather than conducting employee engagement surveys through questionnaires. The Company primarily utilizes internal communication mechanisms, meetings between management and employees, and human resource management processes as key channels for gathering feedback, suggestions, and employee needs. The information obtained from these channels is used to support organizational development and employee management in alignment

with the Company’s context and workforce needs.

In addition, the Company aims to cultivate a Happy Workplace and strives to create an environment where employees can feel that their workplace is like a second home. To achieve this goal, the Company has implemented various initiatives designed to promote employee well-being, foster a sense of belonging, and enhance employees’ quality of life in multiple dimensions, as follows:

Happy Workplace Initiatives

1. Happy Body

In 2025, the Company organized and supported a variety of activities to promote the physical and mental well-being of employees. These included



sending employee representatives to participate in various sports competitions, such as table tennis, badminton, and football, in collaboration with organizations and business partners. Such



2. Happy Heart

The Company is committed to creating value for society and promoting social and environmental responsibility by fostering a spirit of volunteerism and social contribution among employees through the Trinity Volunteer Club on a regular basis.

In 2025, the Trinity Volunteer Club organized various community initiatives that received strong interest and active participation from employees. These activities included providing educational scholarships to Ban Sue Dang School in Pattani Province, as well as organizing a lunch program and donating scholarships to visually impaired students at Foundation for the blind in Thailand under the Royal patronage of H.M. the Queen, among other social contribution activities.

activities help encourage physical exercise while also fostering positive relationships. In addition to supporting sports activities, the Company organized yoga sessions for interested employees to promote relaxation and reduce stress. Furthermore, to support employee health and alleviate work-related muscle strain commonly associated with Office Syndrome,



the Company arranged therapeutic massage services provided by visually impaired therapists. This initiative not only contributes to the well-being of employees but also supports employment opportunities and promotes social inclusion for persons with disabilities.

3. Happy Brain

The Company is committed to continuously and equitably promoting the development of employees' capabilities and knowledge to ensure that they are well prepared to adapt to changes and grow alongside the organization. To support this objective, the Company provides training programs in both online and offline formats, enabling employees to conveniently access learning opportunities that align with diverse job functions and working styles.

In 2025, the Company established a key strategic focus on integrating Artificial Intelligence (AI) into daily operations to enhance work efficiency. In addition, the Company organized specialized training programs emphasizing in-depth knowledge of equity investment and Thailand Futures Exchange (TFEX), while also equipping employees with essential and up-to-date skills in the use of new programs and platforms critical to their work, such as Microsoft Outlook, AI tools, and Meta Trader 5 (MT5)

4. Happy Soul

The Company places importance on promoting employee morale and psychological well-being, alongside contributing to sustainable social and community development through a variety of ongoing initiatives.



In 2025, the Company organized two merit-making ceremonies at its headquarters in celebration of the New Year and the 24th anniversary of the Company's establishment, aiming to foster auspiciousness and strengthen internal bonds among employees. In addition, as part of preserving Thai cultural traditions and demonstrating corporate social responsibility, the Company supported the Kathin Ceremony and made donations to support the procurement of medical equipment for nearby hospitals. The Company also provided educational scholarships to students at temple-affiliated schools, contributing to community development and improving the quality of life for people in society in a tangible manner.

5. Happy Money

The Company is committed to providing long-term financial security for its employees, both during their employment and after retirement. The Company places importance on offering appropriate welfare, compensation, and benefits, while continuously promoting financial literacy and investment skills among employees.

In 2025, the Company changed the fund manager of its employee provident fund by selecting the MFC Master Fund Provident Fund (Registered) to enhance the efficiency of managing employees' long-term benefits. In addition, the Company organized two briefing sessions to provide employees with information and knowledge about the fund, enabling them to better understand the provident fund scheme and make informed decisions regarding their financial planning.

6. Happy Family

The Company recognizes the importance of the health and well-being of its employees and their families. It is therefore committed to continuously providing comprehensive welfare and health promotion programs. In 2025, the Company implemented several initiatives, including an annual health check-up program and financial support for influenza vaccinations for employees, their spouses, and children.

In addition, to ensure holistic care for employees' family members, spouses and children are also entitled to inpatient medical coverage similar to that provided to employees. This initiative aims to enhance overall quality of life and strengthen the sense of security and well-being for employees and their families.

7. Happy Society

The Company places great importance on employee participation and feedback as an integral part of good management practices. Employees are therefore encouraged to share their opinions and suggestions through various mechanisms and committees on a regular basis, such as the HR Partner Committee, the Provident Fund Committee, and the **Occupational Health and Safety Committee**.

In addition, the Company is committed to promoting transparent and inclusive internal communication to ensure that information is effectively disseminated throughout the organization. This approach helps foster mutual understanding and align employees with the Company's strategic direction. In 2025, senior executives organized a Town Hall meeting in August to engage directly with employees. This event served as an important platform for sharing organizational updates and gathering feedback from employees.

8. Happy Relax

In 2025, the Company organized various social and relationship-building activities, such as the New Year Party and Birthday Celebrations, providing opportunities for employees to gather, socialize, and share enjoyable moments together. In addition, the Company introduced an internal activity called the "Talad Nad Khon Ruay" (Employee Marketplace), which allows employees to bring and sell their own products and exchange goods among colleagues. This initiative not only fosters interaction beyond daily work responsibilities but also promotes a fun and friendly workplace atmosphere, reflecting the Company's commitment to supporting the overall well-being and quality of life of its employees.

8. Employee Code of Conduct

The Company has consistently conducted its business in accordance with ethical principles and good corporate governance. To ensure transparent operations and consistent standards across the organization, the Company has established operational guidelines in its Business Code of Conduct. These principles have been incorporated into the Employee Code of Conduct, which all employees are required to strictly observe and adhere to.

The Company also promotes awareness of good corporate governance among directors, executives, and employees through new employee orientation programs, training sessions, internal communications, and ongoing knowledge-sharing through various channels. In addition, the Company continually reminds all parties to exercise caution and avoid any actions that may violate applicable laws, regulations, or internal policies, which could potentially cause harm to the Company.

Employee Code of Conduct

The Company has established the following principles of conduct for employees:

1. **Professional Integrity:** Employees are required to perform their duties with honesty and integrity, while upholding fairness and equality in providing services to clients.
2. **Due Care and Professional Competence:** Employees shall perform their duties with appropriate knowledge, competence, and prudence, in accordance with acceptable professional and operational standards.
3. **Compliance with Laws and Regulations:** Employees must strictly comply with all applicable laws, regulations, and standards related to the securities and/or derivatives business.
4. **Client Information:** Employees shall ensure that adequate client information is obtained and maintained to support the assessment of clients' status, objectives, and the provision of investment advice. Information provided to clients must be accurate, complete, and useful for their decision-making, and must be delivered in a fair and equitable manner.
5. **Avoidance of Conflicts of Interest:** Employees must avoid any actions that may result in conflicts of interest within the Company or among affiliated companies. If such conflicts arise, employees must treat clients fairly by implementing appropriate measures, such as disclosure of information, confidentiality controls, or decline to provide services when necessary, and must not seek personal benefits from clients.
6. **Safeguarding of Client Assets:** Client assets must be clearly segregated from the Company's assets and maintained under appropriate custody and control systems, ensuring that the assets of each individual client can be clearly identified and accurately recorded.
7. **Financial Stability of the Company:** Maintain a sound financial position and ensure that the Company has sufficient capital to support its obligations and potential risks arising from business operations.

8. Organizational Structure and Internal Control: Establish an appropriate organizational structure that supports efficient management, implement robust internal control systems, maintain proper record-keeping practices, and ensure effective recruitment processes to select competent personnel. The Company also sets operational procedures in compliance with relevant laws and regulatory requirements.
9. Collective Interests of the Business: Cooperate in activities that promote the collective interests of the business and uphold the interests of the business above personal interests.
10. Relationship with Business Partners: Refrain from any actions that may defame or create division among professionals within the same industry.
11. Relationship with Regulatory Authorities: Cooperate openly with regulatory authorities and promptly disclose relevant information to the regulators whenever reasonable grounds arise.

The Company reviews and updates its Code of Business Conduct and Employee Code of Conduct on an annual basis to ensure their relevance and alignment with current circumstances. Executives at all levels are responsible for overseeing compliance with these codes. In the event of any violation, the relevant executives shall be held accountable as appropriate.

Respect for Human Rights

Human Rights Policy and Practices

The Company has established a Human Rights Policy and related practices based on the principles of the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights (UNGPs), which serve as the guiding framework for its operations.

The Company places importance on fair, equitable, and non-discriminatory labor practices across all aspects of employment, including recruitment, compensation, promotion, training, and capacity development. The Company respects diversity in all dimensions, such as gender, gender identity (LGBTQI+), age, race, religion, and educational background. In addition, the Company promotes equal employment opportunities for disadvantaged groups, including persons with disabilities, the elderly, and ex-offenders, in order to support career opportunities, stable income, and inclusive growth for all.

In 2025, the Company initiated the preparation of its Sustainability Report in accordance with the Global Reporting Initiative (GRI) Standards and conducted a comprehensive Human Rights Due Diligence (HRDD) process. The assessment covered the Company's operational areas, including the head office, branches, and related business activities. In addition, the Company communicated and promoted awareness of human rights principles among business partners and stakeholders in order to prevent and mitigate potential human rights violations throughout the value chain.

The Company places importance on fundamental human rights, particularly the right to health and well-being. Appropriate welfare measures are therefore provided, and employees' cost of living is assessed in a fair and reasonable manner. In 2025, the Company did not receive any complaints related to human rights violations arising from its business operations.

Risk Management and Measures to Prevent Human Rights Violations

The Company recognizes that human rights are a critical issue that can impact business operations, particularly as a financial institution engaging with a wide range of stakeholders. The Company therefore places importance on protecting the rights of employees, customers, business partners, investors, and related parties, as well as ensuring workplace safety, a suitable working environment, and the promotion of employee well-being.

The Company supports access to fair and appropriate compensation, taking into account economic conditions and the cost of living, in order to enhance employees' quality of life and income stability. In addition, the Company establishes human rights risk management approaches in alignment with international principles and relevant laws to prevent human rights violations against stakeholders throughout the organization's value chain.

Human Rights Due Diligence Process

The Company implements a systematic Human Rights Due Diligence process covering its business activities and relevant stakeholders. This process considers human rights issues that may be linked to the Company's operations, including:

- Economic, social, and cultural rights, such as the rights to work, health, education, and social welfare
- Civil and political rights, such as the rights to life, liberty, and equality before the law

The process also encompasses rights related to safety, the environment, and customer rights. The Company places particular emphasis on stakeholders who may face higher risks, including employees, customers, business partners, society and communities, as well as vulnerable groups such as children, women, persons with disabilities, the elderly, and individuals of diverse sexual orientations and gender identities (LGBTQI+).

Human Rights Due Diligence (HRDD) Process

The Company's Human Rights Due Diligence (HRDD) process consists of five key steps:

1. Human Rights Policy Declaration: The Company has formally announced its Human Rights Policy through the Company's communication channels to ensure that employees and stakeholders acknowledge and understand the commitment.
2. Human Rights Risk and Impact Assessment: The Company assesses potential human rights risks and impacts by considering factors such as industry characteristics, operational areas, and stakeholders who may be at risk of human rights violations.
3. Risk Management and Mitigation Measures: Based on the assessment results, the Company establishes appropriate risk management measures. For example, the Company's sustainability management framework is applied to mitigate or control potential impacts.
4. Monitoring and Reporting: The Company monitors and evaluates the implementation of relevant plans within appropriate timeframes. The effectiveness of the management process is also reviewed, and the performance and outcomes are disclosed to stakeholders.
5. Remediation and Grievance Mechanism: If the Company identifies that it has caused or contributed to negative human rights impacts, appropriate corrective actions will be taken, or the Company will participate in remedy processes through legitimate channels. A grievance mechanism is also established to enable stakeholders who may be affected by the Company's activities to submit complaints.

In 2025, the Company received no complaints related to human rights violations arising from its business operations.

Promotion of Diversity, Equity, and Non-Discrimination in the Workplace

The Company places great importance on promoting diversity, equity, and non-discrimination in the workplace, based on respect for human dignity and equal opportunities for all employees. The Company does not tolerate discrimination on the basis of gender, age, race, religion, nationality, disability, social status, or gender identity and sexual orientation.

The Company supports gender diversity and promotes an open, safe, and respectful working environment where employees can fully express their potential without fear of harassment, discrimination, or any form of abuse.

These practices are embedded throughout the human resource management process across the entire employment lifecycle, including recruitment and selection, compensation and benefits, performance evaluation, promotion, and employee development. The Company has also established appropriate grievance and review mechanisms to ensure that operations are conducted fairly, transparently, and in compliance with relevant laws and standards.

In 2025, the Company received no complaints related to discrimination or workplace harassment arising from its business operations.

Employee Capability Development and Quality of Work Life

The Company places great importance on developing employees' capabilities alongside promoting an appropriate quality of work life in order to build a workforce with the knowledge, skills, and readiness to support sustainable business operations in the long term.

The Company encourages continuous learning and skills development for employees at all levels in alignment with their roles, responsibilities, and the organization's strategic direction. This is achieved through ongoing human resource development processes, such as internal knowledge sharing, learning through practical work experience, and supporting employees in developing their own potential in an appropriate manner.

In terms of quality of work life, the Company aims to create a working environment that supports safety, well-being, and a healthy work-life balance for employees. The Company also provides welfare and benefits in accordance with legal requirements to enable employees to perform their duties effectively, remain engaged with the organization, and grow together with the Company in a stable and sustainable manner.

Promotion of Investment Knowledge and Investor Protection for Employees

The Company places importance on promoting appropriate knowledge and understanding of investment to support investors in making investment decisions based on accurate, transparent information and in alignment with their acceptable risk levels. This reflects the Company's responsibility toward stakeholders and its commitment to the sustainable development of the capital market.

The Company implements Product Governance throughout the entire product life cycle, from product design and offering to advisory services and post-service monitoring. In doing so, the Company considers the suitability of financial products for the target market and ensures that information provided is clear, complete, and not misleading.

In terms of risk management, the Company integrates investor protection as part of its enterprise risk management framework. This approach aims to prevent risks that may arise from unsuitable product sales, incomplete disclosure of information, or unfair service practices through clearly defined operational guidelines, supervision, and continuous monitoring.

In addition, the Company emphasizes the protection of investors' rights, the confidentiality of client information, and the establishment of mechanisms for receiving complaints and feedback. These mechanisms enable the Company to investigate, address issues, and continuously improve service quality, thereby strengthening trust and fostering long-term relationships with investors.

Promoting Employee Participation in Social and Community Development

The Company recognizes its role and responsibility as a member of society and strives to contribute appropriately to the development of society and communities in alignment with its business context and organizational expertise. In doing so, the Company aims to create long-term value for stakeholders and society as a whole.

The Company encourages employees to participate in social initiatives by supporting activities that help improve quality of life, expand access to knowledge, and strengthen communities. Particular emphasis is placed on initiatives related to financial and investment literacy, the development of essential life skills, and raising awareness of social responsibility.

The Company's social and community engagement activities are conducted based on the principles of voluntariness, transparency, and collaboration with relevant stakeholders. In implementing such activities, the Company considers social impacts, community needs, and alignment with sustainable development goals to ensure that the initiatives generate meaningful benefits and can be sustained over the long term.

Promoting Employee Learning and Development in Technology and Innovation

The Company places strong emphasis on enhancing customer service, with a key objective of improving operational efficiency and fostering innovation to elevate service quality and facilitate more convenient investment transactions. To achieve this, the Company leverages technology and innovations developed by its team of specialists to enhance operational processes and service delivery. In addition, the Company encourages employees to continuously learn and develop capabilities in emerging technologies and innovation, enabling them to effectively support business operations and respond to the evolving needs of investors. Through the application of advanced technologies and innovative solutions, the Company aims to provide customers with timely and accurate information, thereby supporting informed investment decision-making.



Processes and Initiatives to Promote Innovation

The Company has established a technology development plan covering several key areas to support innovation and enhance operational efficiency, as follows:

1. Development of Modern Trading Systems Enhancing and upgrading trading systems to be modern, efficient, and reliable, including improvements to trading platforms to make them more user-friendly and responsive to users' needs.
2. Investment in Research and Development (R&D) Placing importance on investments in research and development of new technologies, such as Big Data, Blockchain, and other emerging technologies that can be applied to improve the efficiency of securities analysis and business operations.
3. Enhancement of Transaction Security Systems Continuously developing and improving security systems for securities trading transactions to ensure the protection of customer information and reduce risks of data breaches, such as through encryption, authentication mechanisms, and suspicious transaction monitoring.
4. Support for Digital Transformation Promoting the adoption of new technologies to enhance service delivery, including the use of Artificial Intelligence (AI) and Machine Learning to analyze customer and market data in order to improve service efficiency.

5. Customer-Centric Technology Development Developing technologies that enhance customer experience, such as automated investment advisory services and real-time information services, which help improve customer satisfaction and engagement

6. Continuous Technology Development Continuously improving technology to keep pace with changes in the capital market and evolving customer needs, with the aim of enhancing operational efficiency and customer satisfaction.

7. Strengthening Data Management Capabilities Developing technologies to improve data management efficiency, including the use of data analytics to better understand customer behavior and market movements, thereby supporting more effective decision-making and service development.

Environmental Sustainability Management

Environmental Management Policy

Although the Company's business operations do not directly cause significant environmental impacts or pollution in the same manner as manufacturing industries, the Company recognizes the importance of climate change and its potential impacts on society as a whole. Therefore, the Company places importance on environmental management and continuously seeks to improve its environmental practices.

The Company has established clear environmental policies and guidelines to serve as a framework for conducting business responsibly. At the same time, the Company implements internal initiatives aimed at reducing environmental impacts and promoting the efficient use of resources, in order to support sustainable growth in the long term.

Environmental Practices

In 2025, the Company formally established an environmental policy to serve as a framework for operations that take environmental responsibility into account. The policy covers key issues related to resource utilization and potential impacts arising from the Company's business activities, including energy consumption, water usage, waste and waste management, pollution, and greenhouse gas management.

Key Elements of the Company's Environmental Practices

1. Comply with applicable environmental laws, regulations, and standards in a systematic manner.
2. Promote and organize activities that support policies aimed at reducing negative environmental impacts from business operations.
3. Integrate environmental considerations into the Company's risk management processes, operational practices, and business decision-making.
4. Develop and improve work processes to minimize environmental impacts while promoting efficient and responsible use of resources.
5. Encourage environmental awareness among employees, both in the workplace and in their daily lives.
6. Prevent and control pollution or environmental damage that may arise from the Company's activities and operational processes.
7. Support environmentally friendly procurement by prioritizing products and services that have minimal environmental impact.
8. Continuously study and develop approaches to reduce environmental impacts from various activities within the organization.

Environmental Performance

In 2025, the Company established an environmental action plan to serve as a framework for implementing its environmental policies and practices in a concrete and effective manner. The plan aims to promote projects and activities that raise environmental awareness among employees and stakeholders, while ensuring proper monitoring and supervision of operations in accordance with the established plan.

Although the Company did not conduct environmental training programs as originally planned in 2025, it consistently disseminated environmental knowledge and awareness campaigns through internal communication channels, such as the Company's intranet and LINE application, throughout the year. As a result, employees actively cooperated and continuously participated in environmental initiatives, including waste separation, reducing the use of foam packaging, conserving water, and controlling energy consumption.

The Company remains committed to continuously promoting and fostering environmental awareness among employees. It places particular emphasis on managing environmental issues related to its business operations in four key areas: reducing energy consumption, reducing water usage, minimizing waste and waste generation, and reducing greenhouse gas emissions.

Energy Water Waste and Greenhouse Gas Management Plan

In 2025, the Company remained committed to continuously reducing the negative environmental impacts arising from its business operations. The Company places importance on the efficient management of electricity consumption, water usage, waste and waste disposal, as well as the reduction of greenhouse gas emissions. This is implemented through the establishment of environmental guidelines and workplace initiatives aimed at encouraging employees to develop environmental awareness and to participate in responsible resource utilization.

The Company also organized the "Trinity 3R (Reduce, Reuse, Recycle)" initiative to promote resource reduction, reuse, and recycling, as well as to explore alternative materials or methods that help reduce resource consumption and minimize environmental impacts. The initiative was designed in a way that encourages creative employee participation, helping to raise awareness, strengthen engagement, and cultivate a shared sense of responsibility for environmental stewardship within the organization.

1. Energy Consumption Reduction The company has set a target to reduce electricity consumption by 5% each year.

Activities	Operations in 2025
Electricity and Lighting Management	<p>1. Use of High-Efficiency Electrical Appliances and Lighting Equipment: The company considers purchasing office electrical appliances with high energy-efficiency standards, such as Thailand’s Energy Efficiency Label No. 5, and adopts energy-saving equipment, including power strips with on/off switches and LED lighting.</p> <p>2. Implementation of Smart Control Systems: Motion sensors are installed to automatically turn lights on and off when movement is detected.</p> <p>3. Temperature Control Standards: Air-conditioning temperatures are set at an appropriate level of 25–26°C.</p> <p>4. Regular Maintenance of Air-Conditioning Systems: Air-conditioning units and air filtration systems are cleaned and maintained regularly to ensure efficient operation.</p>
Computer System Management for Efficiency and Sustainability	<p>1. Energy-Saving Measures: Energy-saving practices are implemented by enabling Sleep mode on computers, printers, and photocopiers when they are not in use. Screen brightness on computers is reduced, and devices are centrally programmed to automatically shut down at 8:00 PM every day.</p> <p>2. Equipment Lifecycle Management: The company promotes the reuse of computer equipment through a roll-out system, reallocating devices based on individual operational needs. In addition, computers that remain in good working conditions are collected and donated for further use.</p>
Fuel Consumption Management	<p>1. Vehicle Selection and Transition: The company promotes the use of electric vehicles (EVs) or hybrid vehicles to help reduce carbon dioxide emissions.</p> <p>2. Regular Vehicle Maintenance: Company vehicles are maintained regularly to ensure engines operate efficiently and consume fuel effectively.</p> <p>3. Promotion of Fuel-Efficient Driving Behavior: The company encourages the selection and use of fuel-efficient vehicles, such as cars with low fuel consumption rates, to reduce overall fuel usage and emissions.</p>

Activities	Operations in 2025
Promoting an Energy-Saving Culture and Sustainable Transportation	<p>1. Employee Awareness and Engagement: The company promotes awareness of energy conservation among employees through internal communication channels and corporate campaigns. Incentives and recognition are also provided to employees or departments that demonstrate outstanding achievements in energy saving.</p> <p>2. Promotion of Sustainable Commuting: The company encourages carpooling to reduce the number of vehicles used for commuting and supports the use of public transportation to minimize reliance on private cars.</p> <p>3. Development of Flexible Work Arrangements: The company promotes flexible working models such as Hybrid Work and Work from Home to reduce unnecessary travel and associated energy consumption.</p>

2. Water Consumption Reduction The company has set a target to reduce water consumption by 5% each year.

Activities	Operations in 2025
Installation of Water-Saving Sanitary Fixtures and Equipment	The company designs and installs restroom fixtures that help reduce water consumption. These include water-efficient toilets, urinals, liquid soap dispensers, and washbasin faucets, as well as measures to minimize unnecessary water usage and prevent leaving taps running.
Inspection and Maintenance to Prevent Leakage	The company conducts regular inspections and maintenance to prevent water leakage. Any leaking equipment—such as faucets, showerheads, and water pipes is promptly repaired to ensure efficient water use and minimize water loss.
Promoting a Water Conservation Culture	The company encourages employees to develop awareness and responsibility in using water efficiently. Campaigns promote simple practices such as turning off faucets when not in use, along with installing informational signs about water conservation in common areas such as restrooms and kitchen areas to reinforce responsible water usage.

3. Waste Reduction The company has set a target to reduce plastic waste disposal by 5% each year.

Activities	Operations in 2025
Measures to Reduce Waste and Promote Efficient Resource Use (Reduce)	<ul style="list-style-type: none"> - Promoting the Reduction of Waste-Generating Materials: The company encourages employees to reduce the use of materials that generate waste, particularly single-use plastics, by promoting alternatives such as reusable cloth bags, personal tumblers, and reusable containers. - Selection of Sustainable Products: The company prioritizes the use of durable products that can be reused or have a longer lifespan, helping to reduce waste generation and the need for frequent replacement. - Management of Surplus Food: Employees are encouraged to plan food purchases and consumption appropriately to help reduce food waste. - Promotion of Paperless Operations: The company improves systems and work processes by transitioning to digital and paperless operations, reducing resource consumption and minimizing waste generated from paper documents.
Waste Segregation and Resource Recovery (Reuse & Recycle)	<ul style="list-style-type: none"> - Clear Waste Segregation System and Placement of Bins: Appropriate waste bins are placed throughout the office with clear labels indicating waste categories, enabling employees to properly separate waste according to the following types: <ul style="list-style-type: none"> - Organic Waste: Such as food scraps and leaves. These are processed through a food waste disposal system to produce compost for further use. - Recyclable Waste: Such as plastic, paper, glass, and metal, which are collected and sent to recycling operators for proper processing. - General Waste: Such as snack packaging, foil, and plastic straws that cannot be recycled and must be disposed of appropriately. - Hazardous Waste: Such as batteries, light bulbs, and chemical substances, which are managed and disposed of in accordance with hazardous waste management procedures. - Reuse of Materials: The company promotes the reuse of materials and items that remain in good condition to maximize their value. For example, using single-sided printed paper as note paper and reusing office supplies whenever possible

4. Greenhouse Gas Management and Emissions Reduction

Although the Company has not previously implemented initiatives specifically targeting climate change and has not yet conducted an organizational carbon footprint assessment registered with the Thailand Greenhouse Gas Management Organization (TGO) or an equivalent international standard, the Company has established a proactive plan to enhance its management of greenhouse gas emissions.

In 2025, the Company began systematically collecting and compiling data related to energy consumption associated with its business operations for the first time. This includes electricity consumption and fuel usage for the Company’s vehicles. These data will be recorded and evaluated through the SET Carbon platform of the Stock Exchange of Thailand.

The Company expects that continued implementation of this initiative will enable a clearer overview of greenhouse gas emissions from its operations within the next 3–5 years. The information obtained will serve as a foundation for establishing concrete strategies and action plans to effectively manage and reduce the Company’s greenhouse gas emissions in the future.

Activities	Operations in 2025
Measures to Reduce Greenhouse Gas Emissions from Major Sources	The company has identified business activities that generate relatively high levels of greenhouse gas emissions. These include electricity consumption from air-conditioning systems in the office, fuel usage by company vehicles, as well as transportation by employees, clients, and investors traveling to participate in activities organized by the company. To address these sources, the company has implemented measures aimed at managing and reducing emissions effectively. These measures include encouraging employees to reduce energy consumption and considering the use of alternative energy sources where possible.
Measures to Promote Environmental Activities to Reduce Indirect Greenhouse Gas Emissions	In addition to measures addressing direct emission sources, the company also promotes broader environmental initiatives that contribute to reducing indirect greenhouse gas emissions, as follows: Waste and Waste Generation Reduction: The company encourages employees to minimize waste generation and reduce overall waste, including promoting the use of office supplies that can be reused or are easily biodegradable. Systematic Waste Management and Segregation: The company implements proper waste management and segregation according to waste categories. This helps reduce the volume of waste requiring disposal and lowers methane emissions generated from landfill sites

Activities	Operations in 2025
Building an Organizational Culture for Sustainable Resource Use	To strengthen the foundation of these efforts, the company places importance on fostering an environmentally conscious organizational culture. The company continuously campaigns and communicates with employees to raise awareness about the efficient and responsible use of resources, including electricity, fuel, water, and proper waste management. These initiatives are promoted through ongoing internal communication and awareness campaigns within the organization.

Environmental Management

1. Energy Management

The Company recognizes the importance of efficient energy management as a key strategy to reduce operating costs, enhance operational efficiency, and minimize environmental impacts arising from its business activities in a sustainable manner. Accordingly, the Company places importance on continuously monitoring and collecting data on energy consumption in order to analyze, plan, and effectively control energy usage. At the same time, the Company remains committed to continuously improving operational processes to ensure that energy is utilized as efficiently as possible while minimizing environmental impacts.

Electricity and Lighting Systems

In 2025, the Company’s total electricity consumption amounted to 231,275.73 kilowatt-hours, an increase from 216,124 kilowatt-hours in 2024, representing a 7.01% year-on-year increase. Approximately 75% of the total electricity consumption was attributable to computer systems and information technology equipment.

Although the Company set a target to reduce electricity consumption by 5% per year in 2025, the actual consumption increased. This was mainly due to the Company’s organizational expansion and a significant increase in the number of employees to support business growth. Nevertheless, the Company remains aware of the importance of efficient energy use and continues to be committed to managing electricity consumption to achieve maximum efficiency. The Company will consider additional measures to help achieve its long-term energy reduction targets, even as the organization continues to grow.

Information Technology Management System

The Company’s Information Technology Department implements procurement and equipment selection policies that prioritize environmental responsibility. Computer equipment specifications are defined to ensure suitability for operational needs and optimal performance, enabling the efficient use of resources. In addition, the Company selects equipment certified under international standards such as ISO 14000 for environmental management, in order to minimize environmental impacts arising from business operations.

Furthermore, the Company has continuously adopted Virtualization technology within the organization for more than 10 years, both in on-premises environments and cloud systems (for systems that comply with the Company's personal data protection policies). This approach has significantly reduced the number of servers and equipment required in the data center, resulting in lower electricity consumption and a reduced workload for cooling systems, thereby improving overall energy efficiency.

Fuel Consumption Management

The Company recognizes the environmental impacts associated with fuel consumption in its business operations, particularly from the use of corporate vehicles. To address this, the Company has established a strategy to gradually transition its vehicle fleet toward electric vehicles (EVs) and hybrid vehicles, with the objective of reducing fuel consumption and greenhouse gas emissions in a sustainable manner. At present, the Company has made notable progress in this transition, with only two vehicles remaining that operate solely on conventional fuel, representing approximately 15.40% of the total vehicle fleet.

However, in 2025 the Company decided to temporarily postpone participation in the Care the Bear project, as the level of employee engagement in environmental activities did not meet the expected targets, resulting in a lack of continuity in the implementation of the program. The Company recognizes the importance of fostering an environmentally responsible organizational culture and has developed a proactive plan to strengthen internal communication and awareness campaigns in 2026. These efforts aim to enhance employee awareness, encourage greater participation in environmental initiatives, and promote sustainable behavioral changes within the organization.

2. Water Consumption Management

In 2025, the Company's total water consumption amounted to 464 cubic meters, representing a decrease from 612.04 cubic meters in 2024, or a 24.18% year-on-year reduction. This reduction exceeded the Company's target of reducing water consumption by 5% per year and reflects the effectiveness of the Company's water management practices.

This achievement was the result of systematic implementation in line with the Company's water management plan, particularly the installation of water-saving devices in restrooms and sanitary facilities within the Park Silom Building, where the Company's office is located. The building has received the LEED (Leadership in Energy and Environmental Design) certification, demonstrating that it has been designed and constructed with a strong emphasis on energy conservation and environmental sustainability, while also supporting the efficient and responsible use of water resources.

3. Waste and Waste Management

The Company recognizes the importance of effective waste and waste management in order to reduce environmental impacts and safeguard public health in the long term. Accordingly, the Company is committed to promoting environmental awareness among employees while implementing a systematic and sustainable waste management process.

During 2024–2025, the Company participated in the “Ting to Trash” project, an initiative led by the Office of the Securities and Exchange Commission (Thailand) and the Stock Exchange of Thailand. The project aims to encourage proper waste segregation and reduce the amount of waste sent for disposal. The Company has applied knowledge gained from the program within the organization by establishing systematic waste segregation practices, including the separation of food waste, plastic waste, paper waste, and electronic waste. Appropriate waste disposal points have also been arranged throughout the office premises.

In addition, the Company continuously records waste volume data to serve as a database for monitoring performance and managing waste utilization appropriately. In 2025, the Company generated a total of 12,155 kilograms of waste, consisting of 2,311 kilograms of plastic waste, 403 kilograms of paper waste, and 9,441 kilograms of food waste.

4. Greenhouse Gas Emissions

The Company recognizes the challenges posed by climate change and the impacts of greenhouse gas emissions, which contribute to environmental issues such as fine particulate matter (PM2.5) in Bangkok, affecting all stakeholder groups. In response, the Company is committed to implementing measures and promoting environmentally responsible activities, beginning with raising awareness and encouraging employees to reduce energy consumption, minimize waste generation, and limit the use of catering materials and office supplies that are difficult to decompose.

In managing greenhouse gas emissions, the Company has identified key business activities that contribute significantly to emissions. These include electricity consumption from air-conditioning systems within office premises, fuel consumption from the Company’s vehicles, as well as vehicles used by employees, clients, and investors traveling to participate in the Company’s activities and events. While the Company has continuously implemented awareness campaigns, these efforts have primarily been indirect, and the Company has not yet conducted an organizational carbon footprint assessment registered with the Thailand Greenhouse Gas Management Organization (Public Organization) or other equivalent international standards.

To enhance its management of greenhouse gas emissions, the Company has developed a proactive plan to systematically collect and compile energy-related data from its operations, including electricity consumption and fuel usage from the Company’s vehicles. This data will be recorded and assessed through the SET Carbon program of the Stock Exchange of Thailand.

In 2025, the Company began collecting such data for the first time, marking the initial phase of data compilation and database development. The Company expects that continuous implementation of this initiative will provide a clearer overview of its operational greenhouse gas emissions within the next 3–5 years, and the data obtained will serve as a foundation for establishing targeted and measurable greenhouse gas reduction strategies in the future.

Environmental Activities of the Company

1. Paper Consumption Reduction and Promotion of a Paperless Office

1. Sustainable Paper Management and Promotion of a Paperless Office

The Company places great importance on sustainable resource management and is committed to minimizing environmental impacts, particularly in the securities business where a significant amount of paper is used for transaction documents and internal operational processes. Therefore, the Company has implemented systematic measures to manage paper throughout its lifecycle, covering reduction, reuse, and recycling practices, in order to support the transition toward a paperless office, as follows:

Paper Reduction Measures (Reduce)

- Development of electronic communication and transaction systems: The Company expands digital communication channels, including Email and Line Official, enabling clients to receive information and conduct transactions more conveniently and efficiently without the need for paper-based documents.
- Electronic data storage and management: The Company utilizes a Management Information System (MIS) to store and manage client information and related documents electronically, significantly reducing the need for printing and maintaining physical paper records.
- E-Opening account system: In collaboration with SETTRADE, the Company has developed a comprehensive online account opening system that greatly reduces the use of paper documents in the account opening process.
- Campaign to reduce document printing: The Company encourages both employees and clients to adopt electronic documents instead of paper. This includes promoting paper reuse, double-sided printing when necessary, and reducing unnecessary printing.
- Responsible paper sourcing: When paper use is unavoidable, the Company prioritizes recycled paper or environmentally certified paper to minimize impacts from deforestation and natural resource consumption.

Paper Reuse and Recycling Measures (Reuse & Recycle)

- Reuse of used paper: The Company collects single-sided used paper and repurposes it into notebooks for internal use. Paper that has been used on both sides but remains in suitable condition is donated as learning materials for visually impaired students at the blind in Thailand under the Royal patronage of H.M. the Queen.
- Recycling: Paper that is no longer suitable for reuse or donation is sold to pulp and paper manufacturers to be processed and recycled into new paper products.

Measures to Promote Efficient Resource Use

- Promoting responsible use of restroom paper: The Company has installed awareness signage in restrooms encouraging employees to use resources responsibly, such as recommending the use of only one sheet of toilet paper at a time. This initiative aims to reduce unnecessary consumption of resources and minimize environmental impact.

The implementation of these measures not only helps reduce costs related to paper, printing ink, and document delivery, but also significantly minimizes environmental impacts, such as deforestation and carbon emissions associated with paper production and transportation. In addition, these initiatives help reduce waste, enhance employee work efficiency, and provide greater convenience for customers. The Company believes that transitioning toward a paperless office is an important step in fostering business growth while sustainably preserving natural resources.

2. Efficient Management of Office Equipment and Supplies

The Company places importance on maximizing resource efficiency and is committed to operating in line with the principles of the Circular Economy to reduce environmental impacts, enhance the value derived from resource utilization, and minimize waste generated from office equipment and supplies. The Company adopts a lifecycle management approach, covering responsible practices from procurement to disposal, as follows:

Sustainable Procurement (Green Procurement):

- Select office equipment and supplies that are durable, high quality, and energy-efficient (e.g., certified with energy-saving labels), and that can be reused or recycled at the end of their useful life.
- Define appropriate equipment specifications based on the actual operational needs of employees in each role to avoid unnecessary or inefficient procurement.

Maintenance and Life Extension:

- Ensure regular and proper maintenance of equipment to extend its useful life and reduce the need for frequent replacement.
- Encourage employees to use and take care of office equipment properly to maximize efficiency and value from its use.

Reuse and Repurposing:

- Collect used office equipment and supplies that remain in good condition—such as computers, printers, calculators, document folders, and envelopes for reuse within the organization or for repurpose in other functions.
- Consider donating equipment that is still in good working condition but no longer required by the company to charitable organizations, schools, or under-resourced communities, thereby creating social value while reducing waste.

Responsible End-of-Life Management:

- Properly segregate electronic waste (E-Waste) and other types of waste and ensure they are transferred to authorized waste management operators for recycling or disposal in accordance with proper standards and environmentally responsible practices.

Awareness Building and Behavioral Promotion:

- Promote awareness among employees at all levels regarding the importance of efficient resource utilization and encourage their participation in the management responsible and use of office equipment and supplies.

The implementation of these measures enables the Company to tangibly reduce waste and surplus materials, optimize budget utilization, enhance resource efficiency, and mitigate environmental impacts. This reflects the Company’s strong commitment to conducting its business in alignment with sustainable development principles.

3. “Talad Nad Khon Ruay” Activity: Promoting the Circular Economy and Social Participation

The Company is committed to continuously organizing activities related to Environmental, Social, and Governance (ESG), with an emphasis on initiatives that creatively integrate environmental and social dimensions. In the past year, the Company initiated the “Talad Nad Khon Ruay” (Wealthy Market) Activity to promote efficient resource utilization and foster positive engagement among employees.



The “Talad Nad Khon Ruay” activity is divided into two main components:

1. Promoting Employees’ Income Generation and Positive Workplace Relationships

Employees are encouraged to bring products, food, or items they wish to sell and set up booths to trade with their colleagues. The income generated from these sales belongs entirely to the employees, serving as an opportunity to support additional income while fostering positive relationships and a stronger sense of community within the organization.

2. Promoting Reuse and Supporting Charitable Contributions

The Company collected second-hand items that were still in good condition, including personal belongings from employees as well as office equipment and furniture that were no longer in use. These items were offered for sale to employees at affordable prices. The proceeds from these sales, together with voluntary donations contributed from a portion of the revenue generated by employees participating in the market stalls, were allocated to support scholarships and provide assistance to schools, foundations, or other organizations in need. This activity not only helped reduce waste and promote efficient resource utilization in line with



the principles of the circular economy, but also encouraged active employee participation, strengthened engagement within the organization, and extended environmental value alongside sustainable social development.

GRI Content Index

Sustainability Report 2025

Statement of Use: This report has been prepared in accordance with the GRI Standards 2021.

GRI 1 used: GRI 1: Foundation 2021

Universal Standards

GRI Standard	Disclosure	Description	Location	Omission
GRI 2-1	Organizational details	Information about the organization's structure, operations, and legal form	Pages 8-9	-
GRI 2-2	Entities included	Entities included in the organization's sustainability reporting	Page 4	-
GRI 2-3	Reporting period	Reporting period, frequency, and contact point	Page 4	-
GRI 2-6	Activities, value chain	Description of activities, value chain, and business relationships	Pages 20-24	-
GRI 2-9	Governance structure	Governance structure and composition of the highest governance body	Page 17	-
GRI 2-12	Role of governance body	Role of the highest governance body in overseeing sustainability	Page 17	-
GRI 2-22	Statement from chair	Statement on sustainability strategy from senior decision-maker	Pages 1-2	-
GRI 2-23	Policy commitments	Policies and commitments related to responsible business conduct	Page 12	-
GRI 2-29	Stakeholder engagement	Approach to stakeholder engagement and key stakeholder groups	Pages 25-30	-

Material Topics

GRI Standard	Disclosure	Description	Location	Omission
GRI 3-1	Process to determine material topics	Process for identifying and assessing material topics	Pages 34-36	-
GRI 3-2	List of material topics	List of material topics identified by the organization	Page 39	-
GRI 3-3	Management of material topics	How the organization manages each material topic	Pages 41-56	Partial disclosure: quantitative targets not fully established

Economic Standards

GRI	Topic	Location	Omission
GRI 201	Economic performance	Annual Report (Financial Statements section)	Refer to Annual Report
GRI 205	Anti-corruption	Pages 15-16	
GRI 206	Anti-competitive behavior	Pages 15-16	

Environmental Standards

GRI	Topic	Location	Omission
GRI 302	Energy	Page 14	Data not available: the company is in the process of developing data collection systems.
GRI 305	Emissions	-	Not applicable: no direct significant emissions from operations
GRI 306	Waste	Page 14	Data not fully collected

Social Standards

GRI	Topic	Location	Omission
GRI 401	Employment	Page 15	Partial disclosure: detailed breakdown not disclosed
GRI 404	Training & Education	Page 15	-
GRI 405	Diversity	Page 15	Data not disclosed in detail
GRI 418	Customer Privacy	Pages 48-49	Confidentiality constraints