



Sustainability Report

2024



Message from the Chairman



“ The company remains dedicated to achieving sustainable business growth, delivering strong returns to our shareholders, and pioneering innovative investment solutions for investors. At the same time, we are committed to ensuring employee well-being, which ultimately contributes to enhanced client service.”

Mr. Pakhawat Kovitvathanaphong

Chairman
Trinity Watthana Plc.

In 2024, the capital market faced a crisis of confidence due to governance concerns in certain listed companies, including a lack of transparency in information disclosure. Additionally, some corporate bonds defaulted on payments, further weakening investor confidence and discouraging investment in the Thai capital market. Coupled with an uncertain domestic and global economic outlook, the Thai stock index remained volatile throughout the year.

Given these challenges, the company has placed even greater emphasis on driving its business with a strong commitment to three key aspects of sustainable business operations: Environmental, Social, and Governance (ESG). By doing so, we aim to foster trust and confidence among our clients and investors while ensuring the company’s long-term sustainable growth.

Environmental Responsibility

The company operates with a strong focus on minimizing environmental impact and instilling a

sense of resource consciousness among employees, encouraging efficient and responsible resource utilization. We have also published the company’s environmental policy to ensure that all employees are aware of and adhere to our shared environmental responsibilities. Additionally, the company has joined the "Think to Trash" initiative led by the Securities and Exchange Commission (SEC), which aims to promote behavioral changes among employees and stakeholders to reduce greenhouse gas emissions associated with corporate activities.

Social Responsibility

The company remains committed to fostering employee growth and well-being by promoting a work environment that enables employees to maximize their potential. This, in turn, allows us to deliver high-quality services to our clients. We actively encourage employees to develop their knowledge of Artificial Intelligence (AI) and integrate AI-driven innovations to enhance service

efficiency, speed, and convenience for customers. Furthermore, the company continues to provide financial literacy and investment education through digital media on our social media platforms. Our efforts extend to investors, students, and young individuals in various educational institutions. We have also introduced an open-architecture mutual fund platform, allowing clients to access investment products from multiple asset management companies under a One-Stop Service model. In addition, we have enhanced our corporate website to facilitate seamless online account opening, ensuring greater accessibility and convenience for our clients.

Corporate Governance

The company upholds the highest standards of corporate governance, emphasizing transparency, ethical business conduct, and fair customer service. As a result, we received an “Excellent” rating in the Corporate Governance Report of Thai Listed Companies 2024, conducted by the Thai

Institute of Directors (IOD) under the ASEAN CG Scorecard framework. Additionally, we were awarded a “Outstanding” rating in the 2024 Annual General Meeting (AGM) Quality Assessment by the Thai Investors Association.

On behalf of the Board of Directors, I would like to express my sincere gratitude to our shareholders and all stakeholders for your unwavering trust, confidence, and continuous support.

The company remains dedicated to achieving sustainable business growth, delivering strong returns to our shareholders, and pioneering innovative investment solutions for investors. At the same time, we are committed to ensuring employee well-being, which ultimately contributes to enhanced client service.

Finally, I wish you and your families good health, prosperity, and continued success in all your endeavors.

Mr. Pakhawat Kovithvathanaphong

Chairman

About “Trinity”

Established in 2001, Trinity Watthana Public Company Limited was registered and transformed into a public company in 2005. Its main business is a holding company with Trinity Securities Company Limited. as the core company. The company consists of four subsidiaries: #4 subsidiaries companies namely Trinity Securities Company Limited, Trinity Intelligence Plus Company Limited, Trinity One Company Limited and Asset Back Holdings Company Limited along with 1 joint venture company, namely Tree Money Holding Company Limited and 2 associated companies, namely Zennite Company Limited and Thaitex CBD Smart Farm Company Limited.

The company supports a diverse range of financial products and services under the vision of becoming **“Securities Company that strives to deliver returns that are better than the market average to stakeholders under principles of good governance and sustainable management.”** The company also emphasizes social and environmental responsibility and accountability to all stakeholder groups by adhering to principles of good corporate governance, operating with a customer-centric approach, and integrating sustainability concepts into its business operations. The company’s sustainability goal is to conduct business responsibly, manage risks effectively, and ensure favorable investment returns for stakeholders. Additionally, the company is dedicated to employee well-being and family support through the "Happy Workplace" concept, fostering a positive work environment that enables employees to deliver high-quality services to clients efficiently.

Company business and services

The company has been granted a license by the Ministry of Finance to operate 7 types of securities businesses, including: 1. Securities Brokerage 2. Securities Trading 3. Investment Advisory 4. Securities Underwriting 5. Securities Borrowing and Lending 6. Derivatives Agent and 7. Private Fund Management

Achievement Award

1. Excellent CG Scoring Award and Top Quartile Companies Trinity Watthana Public Company Limited has been assessed as "Excellence" and is in the Top Quartile of companies with registered capital less than 1,000 million baht, assessed by the Thai Institute of Directors Association (IOD).

2. A project to assess the quality of the shareholders' meeting Trinity Watthana Public Company Limited received an assessment of the quality of the shareholders' meeting at 100 points, which is equal to the assessment of the “Excellent and Deserves as an Example” organized by the Thai Investors Association

3. Certification as a member of the Private Sector Collective Action Coalition Against Corruption (CAC) Trinity Wattana Public Company Limited has been certified as a member of the Private Sector Collective Action Coalition Against Corruption (CAC), which is the third renewal for the year 2022 – 2025

Vision Mission and Corporate Culture

Trinity Securities Group operates under a framework of good corporate governance, ensuring accountability to all stakeholder groups. The company has established its organizational culture, known as Trinity DNA, to instill a professional work mindset among employees. This initiative aims to foster a strong corporate culture that aligns with the company's vision, mission, and business strategies for sustainable growth.

VISION

“Securities company that strives to deliver returns that are better than the market average to stakeholders under the principles of good corporate governance and sustainable management”

MISSION

- 01** To provide a financial and investment advice focusing on delivering good investment returns for our clients.
- 02** To manage matters in ways that create value added to the shareholders.
- 03** To develop competency and provide adequate compensation for the staff.
- 04** To ensure that its management falls under good corporate governance and ethical standards.
- 05** To act responsibly and to participate in and support activities that benefit society and help protect the environment.

CORPORATE CULTURE



01

BEYOND EXPECTATION

Determined in delivering investment returns and/or services that are better than the market's average value or the standard value that exceeds the client's expectations in order to create a good impression and satisfaction for being Trinity's client.

02

CONSISTENCY SERVICES

Determined to serve our clients consistently and to ensure that all clients receive the best service possible.

03

WALK THE TALK

Keeping one's word and promises made to each client, co-workers including the administrators. Remain determined to fully make use of one's knowledge and expertise in order to keep to that word/promise.

04

PRIDE IN CAREER

Maintaining pride in one's career and in the task one is responsible for, taking pride in being a part of the Trinity family, being determined to work to the best of one's ability for the clients, for oneself as well as for the company.

05

EVER LEARNING

Continue to achieve self-development, displaying a thirst for knowledge, searching for answers to what one doesn't know, strive to keep learning and to share the knowledge gained with one's co-workers for one's own benefit as well as for the client and corporate stakeholders

06

INTEGRITY

Offering one's service to all groups of clients with sincerity and honesty, showing friendship and good will, taking care of the clients' assets as though it were your own, not being just the person offering the service but the receiver of that service and that the client's benefits should always be the priority.

07

COMPLIANCE CULTURE

Placing importance on good governance, behave in accordance with the rules and regulations of the company as well as other relevant agencies, maintain a transparent process from the beginning until the end of the process.

About this report

Trinity Security Group publishes a development report for sustainability annually to present what it has accomplished in terms of sustainable development to stakeholders so that they are kept informed on its progress in terms of sustainable development. This report will be distributed in March 2025.

As such, the 2024 sustainable report covers disclosure of the company group and affiliate companies on environmental, social and governance (ESG) aspects and the report is in line with the standards of the Global Reporting Initiative (GRI Standards) which includes such information as corporate information, management approach and operation indicators with crucial impact in 2023 and linking us with corporate operations and 2030 Sustainable Development Goals (SDG 2030).

The information found in this report covers per annum operations from January 1, 2024, until December 31, 2024, and the method used conforms to those used by GRI Standards where the level of information revelation follows with the main criteria and applies to the information of the company group and companies in its affiliates as follows:

1. Environmental information covers the performance of Trinity Watthana Public Company Limited and Trinity Securities Company Limited and is applicable to the main office and certain branches.

2. Social information covers the performance of Trinity Watthana Public Company Limited and Trinity Securities Company Limited and is applicable to both the main office and branches, Trinity Intelligence Plus Company Limited and Trinity One Company Limited.

3. Governance information covers the performance of Trinity Watthana Public Company Limited and Trinity Securities Company Limited.

The information in all three areas applies only to employees and does not include temporary or outsourced staff.

Assurance and ensuring the quality of reports

Financial information that appears in this report comes from financial statements and information shown in the annual report for 2024 of Trinity Watthana Public Company Limited which has been audited by a certified accounts auditor. Content and information other than the financial information shown in the report have, however, yet to be certified by an external agency.

CONTACT CHANNELS

IN CASE YOU WANT TO INQUIRE ABOUT THIS REPORT

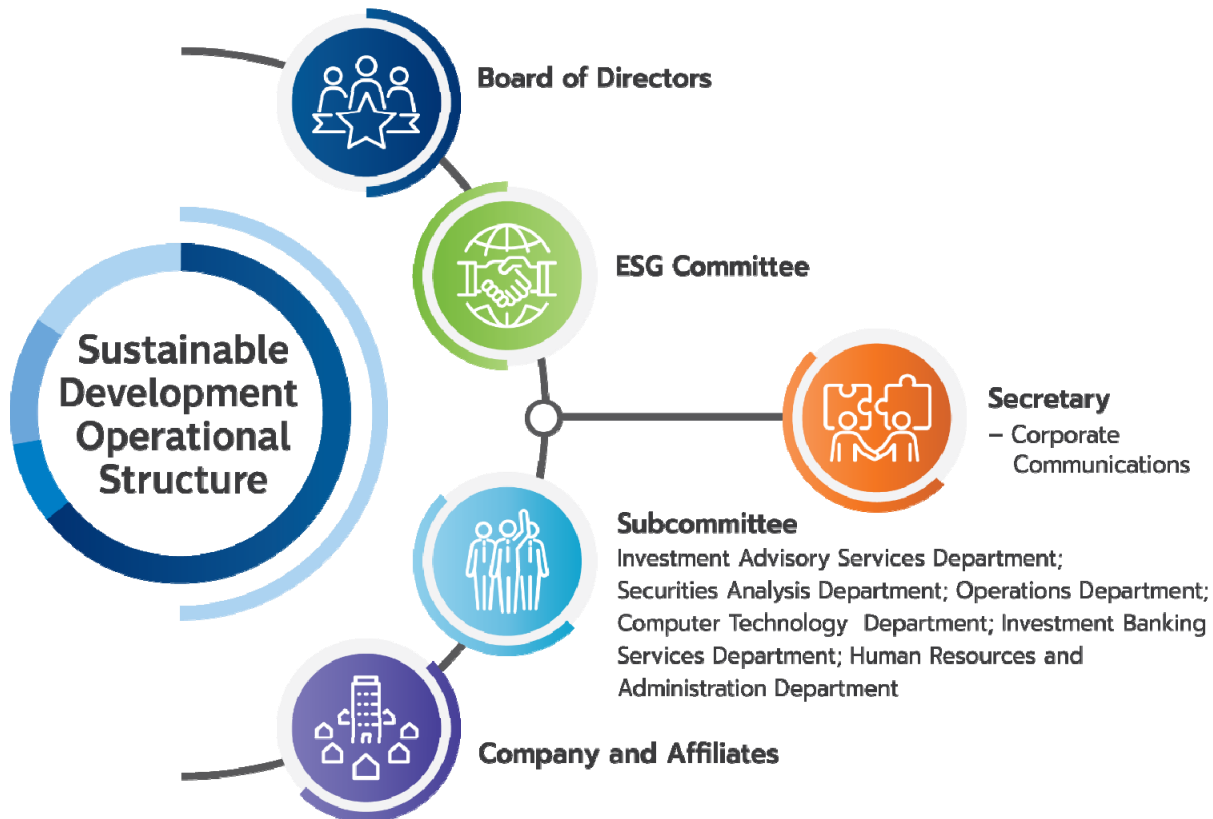
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Operational Structure for Sustainability

The company has established a Sustainability Committee (ESG Committee) because it recognizes that sustainability is not the responsibility of any single department but rather of the entire organization. The company has also defined a structure for sustainability operations to ensure a unified and comprehensive approach.



The ESG Committee is comprised of the Managing Director who serves as the Chairman and has representatives from executives in various departments joining the committee. Subcommittees representing various departments have been appointed, such as the Financial Consultant Department, Research Department, Operation Department, Computer Technology Department, Corporate Communications Department, Human Resources Department, and Administration Department, with the Corporate Communications Department acting as the secretary of the committee.

The ESG Committee is responsible for planning sustainability activities in line with the vision, mission, values and implementing various strategies, determining the scope of reporting from the business value chain data, surveying and analyzing stakeholder expectations, analyzing and defining material sustainability topics to determine the company's sustainability policy and performance indicators.

In 2024, the ESG Committee held 1 meeting to monitor sustainability work, summarize performance results according to the corporate strategy in 2024, and collect data on sustainability performance that is consistent with the goals and indicators set by the company, including discussions on ESG plans and policies so that the committee can prepare for work in the following year.

In addition, the Company has assigned the ESG Committee, which represents various departments, to compile a sustainability report to prepare information for the 2025 sustainability report and submit the sustainability report to the Company's board of directors and executives for consideration and approval before publishing to the public and through the Company's communication channels that are easily accessible to stakeholders. After the sustainability report is published, if there are suggestions from stakeholders, the Company will monitor and improve its work regularly, continuously evaluate the work results to set a framework for operations (Sustainable Development Framework) and present it to the Company's executives for consideration and approval.

Policy on Sustainability Management

Trinity Wattana Public Company Limited and its subsidiaries have set a policy for sustainable operations in accordance with the principles of good corporate governance of the Company by setting guidelines for sustainable development as part of the organization's operations, emphasizing the environment, society and governance (Environment, Social and Governance: ESG) and promoting operations for sustainable development in a tangible way by incorporating ESG into almost every step of the Company's business operations, including using it as a guideline for the internal management of the Company and its subsidiaries responsibly for sustainable development in the long term, along with maintaining the benefits of the Company's main stakeholders. The Company has set 4 sustainability policies as follows:

1. Thorough risk management covering both the short and long term, monitoring the situation and assessing business opportunities arising from economic, social and environmental changes in a timely manner.
2. Human resource management, treating employees fairly, taking care of safety and occupational health, including employee well-being, and developing employees' skills and knowledge, enhancing the potential of the board of directors, executives and employees at all levels.
3. Good corporate governance, conducting business responsibly and ethically.
4. Promoting financial literacy and developing efficient securities services.

Sustainable Development Guidelines of the Group

- 1. Environment** - Conduct business with care for the environment, inform employees of the company's environmental policies and practices, promote activities to reduce waste and energy consumption from the company's operations, and support environmentally friendly business operations.
- 2. Society** - Support financial literacy, create access to new forms of financial services for the public, along with training to provide employees with new investment skills, treat employees equally, and create the company as a Happy Workplace.
- 3. Good Governance** - Conduct business with good governance, resist corruption within the organization, prevent the organization from being used as a channel for money laundering, prioritize risk management, and strictly protect personal data of employees, customers, and related persons.

Sustainability development strategy of the group of companies

Trinity Securities Group is committed to becoming a leader in financial and investment services, operating with strong governance, transparency, and accountability to all stakeholders—including clients, employees, investors, business partners, and society. The company's goal is to create sustainable value and reinforce long-term business strength through the following key strategies

1. Expanding the Client Base Through Financial Innovation and Advanced Technology

The company emphasizes financial innovation to meet the diverse needs of all client segments, including retail investors, institutional investors, and high-net-worth individuals. By integrating digital technologies, Trinity aims to enhance service efficiency, improve customer experience, and make investment more accessible and convenient. Plans are also in place to develop a modern online investment platform using Artificial Intelligence (AI) and Big Data analytics to assess investment trends, enabling customers to access accurate information and make more informed decisions.

2. Enhancing Competitiveness Through Talent Development and Elevated Service Standards

Believing that human capital is essential to organizational success, the company invests continuously in the development of employee skills and knowledge. This includes specialized training and digital literacy development to keep up with industry transformation. The company fosters a culture of ethics, integrity, and teamwork to empower employees to deliver effective client service and uphold superior service standards.

3. Diversifying Revenue Streams to Mitigate Market Risk

To ensure long-term stability, the company is diversifying its revenue streams beyond its core securities business. It is expanding into related financial sectors such as Pico Finance and FinTech. Trinity is also exploring foreign investment opportunities, such as recommending high-potential Vietnam funds, to meet investor demand for diversified, growth-oriented assets.

4. Maintaining Leadership in Governance and Credibility

The company upholds Good Corporate Governance (GCG) to maintain transparency and credibility within the capital market industry. With strict compliance with market regulations and ethical conduct, Trinity places strong emphasis on risk management to ensure operational prudence and protect all stakeholders from potential impacts.

5. Driving Sustainable Revenue and Profit Growth to Ensure Shareholder Returns

Trinity aims to deliver stable and consistent returns by growing its business and developing new income sources while managing costs effectively. This approach ensures appropriate long-term dividend payouts. Financial prudence is practiced, and investments outside the core securities business are made strategically to enhance returns within a well-managed risk framework.

6. Expanding Financial Services to Better Serve Client Needs

The company plans to broaden its financial offerings to meet the needs of all clients—whether retail, institutional, or those requiring tailored investment planning. It is also enhancing the customer experience by improving both online and offline services to maximize client convenience.

7. Developing Digital Platforms to Reduce Costs and Improve Efficiency

Trinity is committed to modernizing its digital systems to boost operational efficiency, lower service costs, and improve client accessibility. The plan includes building an easy-to-access online investment platform that supports various asset types. Technologies like AI will be adopted to enhance security, accelerate transactions, and elevate customer experience.

The company is fully dedicated to operating under sustainable development principles by balancing business performance with social and environmental responsibility. Trinity aims to expand investment opportunities, develop financial products and services tailored to client needs, and conduct business with integrity to ensure it creates long-term value for all stakeholders.

Trinity's Business Value Chain

Trinity Securities Group places importance on business value chain management because, in addition to good management, value chain management is another key factor that should be developed to maximize the benefits of the business, which is an important factor in setting strategies for the company's sustainable business operations. The purpose of business value chain management is to meet the expectations of stakeholders in all sectors, covering all processes in the business value chain. Technology has been applied to create a solid foundation that will help develop the potential of business partners and customers to grow sustainably together

Value chain of the group of companies

Primary Activities				
Management of production factors (Inbound Logistics)	Operations	Distribution of financial products and services	Marketing and Sales	After-sales service
<ul style="list-style-type: none"> - Working capital. - Capital from borrowing. - Capital from fundraising - Human resource capital. 	<ul style="list-style-type: none"> - Financial product development. - Development of the trading system. 	<ul style="list-style-type: none"> - Development of service access channels. - Modern management system. - Consulting and Customer Service. 	<ul style="list-style-type: none"> - Promotional activities. - Advertising and Brand Awareness. - Public Relations and Communication with Customers. 	<ul style="list-style-type: none"> - Continuous investment consulting - Analyzing securities and providing investment information - Taking care of and providing services - Following up and receiving complaints
Support Activities	Infrastructure			Profit
	Technology Development			
	Procurement			
	Human resource management			

Management of the Group's Business Value Chain

1. **Primary Activities** consist of 5 activities that are continuously linked according to the context of the Company's business operations, namely:

1.1 Management of production factors (Inbound Logistics) The company operates a securities business and is therefore not involved in receiving and managing raw materials or physical products. However, it refers to the management of the main resources used in conducting the securities business,

which is a factor that generates income or costs for the company that will create stable growth for the group of companies, with four production factors: working capital, capital from loans, and capital from fundraising, and human resource capital.

1. Working capital, the company's main service is securities business. Therefore, it is necessary to manage cash efficiently to support regular expenses such as employee salaries, software and technology development costs, office rent, etc. There is management of debtor accounts, tracking and managing customers who need to pay to receive money on time and have good financial liquidity.

2. Capital from borrowing The company borrows money from financial institutions such as commercial banks or issues debt instruments (Bonds) by considering the cost of borrowing, which includes interest rates and appropriate payment terms, so as not to be a burden on business operations under the management of financial risks that may occur, such as the risk from interest rates that change all the time.

3. Capital from fundraising the company opens opportunities for investors to invest in raising funds for business expansion, especially in new businesses or businesses with growth potential, where investors can play a role in supporting the company's management.

4. Human resource capital is considered the heart of driving various transactions of the company. Therefore, the company place great importance on human resource management. The company has continuously implemented the Happy Workplace employee management policy to promote a creative and open working atmosphere, encouraging employees to participate and express their opinions. In addition, there is knowledge development and training for employees to have skills that meet the needs of the market and customers, such as investment analysis training, using modern trading software to provide efficient service to customers. and respond appropriately to customer needs.

1.2 Operations are processes that the Company uses in its business operations to provide investment services and securities trading efficiently. The Company focuses on creating value for all customer groups by developing financial products that meet customer needs and developing securities trading systems that are modern, fast, and convenient to use, as follows:

1. Financial product development includes:

- **Product and financial service development:** Create products and services that effectively meet the needs of target customer groups so that customers receive maximum benefit from their investments.
- **Data analysis:** Study and analyze securities data, including financial data of companies that wish to raise funds, to obtain accurate and quality information for decision-making.
- **Providing advice and acting as a financial advisor:** Providing investment advice and services to customers with professionalism, in compliance with the rules and ethics set by government agencies.

2. Development of the trading system including:

- **Development of the electronic account opening system (E-Opening):** Improve and develop the online account opening system to be efficient and easy to use to facilitate

customers in opening accounts.

- **Improving the trading system:** Always keep up to date and develop the system to keep up with new technologies so that customers can trade quickly and efficiently.

1.3 Distribution of financial products and services helps products and services reach customers effectively, including:

- **Development of service access channels:** Developing service access channels and communication systems with customers in various channels to facilitate fast and easily accessible financial transactions. In addition, the company has a head office in Bangkok and branches in other provinces to allow customers to access services conveniently.
- **Modern management system:** There is a modern service management system and data management to enable customers to conveniently conduct financial transactions through modern technology. By providing services via the website and mobile applications, customers can trade and access information anywhere, anytime.

- Consulting and Customer Service

Investment Advisor: Having a team of expert financial advisors to provide advice and services that meet customer needs.

Customer Service: There is a Call Center service and Line Official and chatbot Inbox on Facebook to provide information and answer customer questions about products and services.

1.4. Marketing and Sales the Company plans, develops and implements various activities

as a strategy to attract customers, including presenting products and services to customers, focusing on providing effective investment advice, including:

- **Promotional activities:** Organize promotional activities to create interactions with customers and build trust, such as regular training and seminars to educate customers, investors, and the media to help customers better understand financial products and investment trends.
- **Advertising and Brand Awareness** The Company uses advertising strategies to increase awareness of its financial brand and products through various channels, including social media, the Company's website, digital platforms, and print media.
- **Public Relations and Communication with Customers:** The Company places importance on public relations of financial products to customers and investors through various channels, such as public relations regarding various financial products to customers and investors through the media and through the Company's various communication channels at all times, including the website, social media, applications, and electronic newsletters (email).

1.5 After-sales service is an important part of maintaining relationships with customers, building trust, and ensuring that customers continue to use the company's services

- **Continuous investment consulting**, providing advice on investment portfolios according to the client's financial goals, monitoring and adjusting investment strategies to suit market conditions.
- **Analyzing securities and providing investment information**, creating securities analysis, economic trends and investment opportunities, sending securities analysis and investment strategies to clients regularly
- **Taking care of and providing services to clients through convenient and fast contact channels**, such as the Call Center for providing advice and problem solving, and online communication channels such as Line Official and chatbot Inbox on Facebook.
- **Following up and receiving complaints** There is a unit that receives complaints, listens to the opinions of clients and investors, and consider improving the work process for greater efficiency.

2. Support Activities

2.1 Organizational Infrastructure (Infrastructure) The company has developed and improved important systems for the company's business operations to be up-to-date all the time in order to provide fast, accurate, precise and efficient services to customers, including securities trading systems, securities operating systems, computer technology systems, management information systems, risk management systems, customer investment information systems, accounting and financial systems, human resource management information systems, internal and external communication systems, etc.

2.2 Human resource management the company selects personnel with abilities and experience that match the assigned work. It also provides training to enhance employees' knowledge on a regular basis, as it shows that employees are a part of the company's driving force and are the main force in running the business.

2.3 Technology Development Improve service processes by using modern technology to respond to needs and the changing business world, including studying, researching and/or finding partners to jointly develop and present new alternative financial products and/or new formats to customers and investors all the time to increase choices and opportunities to create returns for customers and investors.

2.4 Procurement Provide efficient equipment and tools for work with transparency, provide fairness to business partners without discrimination, and have guidelines for selecting business partners, including selecting business partners with the potential to jointly conduct sustainable business, deliver quality products or services on time, have no clear information indicating that the company has committed labor and human rights violations, and are business partners who support the fight against corruption, which is the approach that the company has always adhered to.

Stakeholder analysis in business value chains

The Company places importance on stakeholder analysis and believes that stakeholder engagement is an important foundation for understanding the needs and expectations of the Company's stakeholders and is also an important foundation for the Company's current business operations, which will enable the Company to develop products and services as well as determine activities that can closely meet the needs of each stakeholder group.

The Company has integrated this stakeholder engagement process into its business operations by defining stakeholders and the engagement methods depending on their level of importance and impact on each other. Stakeholder engagement takes many forms, from informal meetings, meetings, seminars, to conducting surveys to evaluate results or conducting questionnaires to ensure that the Company has operated in accordance with the needs or expectations of stakeholders in full, and has set service standards that build confidence among stakeholders to prevent risks and potential impacts on the Company's image, reputation, and conducting business in accordance with the Company's code of ethics and business ethics.

In 2024, the company conducted an annual Employee Engagement Survey, recognizing the importance of employees as stakeholders of the company. This year, 180 employees participated in the E-Survey, accounting for 71 percent of all employees. The overall engagement score was 86 percent, which was higher than the average of 2023. For customers, this year the company did not conduct a direct Customer Survey, as customers were more comfortable providing information through marketing personnel.

The Company divides its main stakeholders into 2 groups: internal stakeholders, such as employees and shareholders; and external stakeholders, such as customers and investors, business partners and creditors, society and communities, and regulatory agencies. Details of both groups of stakeholders are specified in the table of expectations and activities to meet the Company's stakeholders' expectations. Details of expectations are presented, including continuous activities according to the sustainability plan, along with development and improvement to be appropriate and consistent with the prioritization of the Company's business and stakeholders. This process of determining the Company's key sustainability topics can be used to assess the impact (Materiality Topics) to determine key sustainability topics according to the GRI (Global Reporting Initiative) guidelines, which are divided into 2 topics: ranking of sustainability topics that are important to the business and topics that are important to stakeholders. Details of expectations and activities to meet the Company's stakeholders' expectations are presented as follows:

1. Internal stakeholders of the organization include employees and shareholders.

stakeholders	Relevance	Expectations	Activities that meet expectations
Shareholders	<ul style="list-style-type: none"> - Influential investors who actively participate in shaping the company's business direction. 	<ul style="list-style-type: none"> - The company's operations are profitable, and it achieves sustainable growth. - Manage shareholders returns and dividend payments at an appropriate level in line with capital market conditions and the overall economy. - Maintain an effective internal control and risk management system. - Disclose information transparently and in a verifiable manner. - Provide shareholders with opportunities to express their opinions and nominate candidates for the board of directors when terms expire. 	<ul style="list-style-type: none"> - Conduct business prudently, managing returns at a satisfactory level under appropriate risk conditions while adhering to good corporate governance principles. - Enhance internal control systems and risk management effectively. - Improve communication channels to ensure easy access to information through various platforms, such as annual reports, social media, the company website, and shareholder meetings.
Communication Channels: Shareholder meetings, company website, social media, annual report, sustainability report.			
Employees	<ul style="list-style-type: none"> - The driving force of the organization and the key contributors to the company's business operations. 	<ul style="list-style-type: none"> - Fair compensation reflects capabilities and enables a quality life in society. - Career advancement and opportunities for continuous learning and self-development. - A positive work environment that fosters physical and mental well-being, allowing employees to work happily until retirement. 	<ul style="list-style-type: none"> - Treat employees based on the Happy Workplace concept, ensuring the well-being of both employees and their families. - Provide fair compensation and appropriate benefits. - Treat employees fairly and equally, adhering to human rights principles.
Communication Channels: Employee meetings, intranet, email.			

2. External stakeholders include customers and investors, partners and creditors, regulatory bodies, and society and communities.

stakeholders	Relevance	Expectations	Activities that meet expectations
Customers and Investors	<ul style="list-style-type: none"> - Revenue generators from using the company's services, including those who benefit from and are directly impacted by the company's financial products and services. 	<ul style="list-style-type: none"> - Convenience in accessing high-quality financial products and services. - Good returns from using the company's financial products and services, such as fair service fees and increased financial wealth from various financial products. - The company's business is growing, and it maintains financial stability with good corporate governance. 	<ul style="list-style-type: none"> - Continuously develop products and services, providing accurate information about financial products and services with fair transaction fees. - Organize regular customer engagement through seminars and training sessions. - Enhance employee capabilities and after-sales services to improve customers' financial knowledge, enabling them to effectively recommend various services to clients.
Communication Channels: Website, social media, email, seminars, training sessions, investment advisors.			
Partners and Creditors	<ul style="list-style-type: none"> - Investment partners and supporters of the company's investment activities 	<ul style="list-style-type: none"> - Transparent, equitable, and fair procurement practices, without bias toward individuals or companies. - Strict adherence to the rules and agreements made between parties. - Business growth and mutual benefits derived from the operations. 	<ul style="list-style-type: none"> - Treat partners fairly and conduct business with ethical standards, ensuring transparency in collaboration. - Disclose relevant company policies to partners, such as the anti-corruption policy. - Develop the skills and capabilities of partners.
Communication Channels: Partner meetings, company website, business ethics code for partners			
Society and Community	<ul style="list-style-type: none"> - Groups of individuals who benefit from and are indirectly impacted by the company's business operations. 	<ul style="list-style-type: none"> - Receive support in financial education, enabling them to make informed and correct investment decisions. - Achieving financial stability and a good quality of life. - Implement environmental impact mitigation and support community activities. 	<ul style="list-style-type: none"> - Organize financial education and investment training activities. - Instill a sense of responsibility among employees toward society and the environment, encouraging participation in activities that help underserved communities.

stakeholders	Relevance	Expectations	Activities that meet expectations
Communication Channels: Intranet, email, social media.			
Regulatory Authority	Regulatory bodies that oversee the company's compliance with business laws and regulations.	<ul style="list-style-type: none"> - Conduct business in strict compliance with business laws and regulations. - Ensure good corporate governance. 	<ul style="list-style-type: none"> - Create an operational manual and communicate it to employees to ensure strict adherence. - Hold regular annual meetings with employees to review performance, led by the internal audit and operations oversight team.
Communication Channels: Internal audit and operations oversight team, intranet, email.			

Identification of Material Sustainability Topics

In 2024, the Company has collected issues that are important for the sustainable development of the organization related to stakeholders, focusing on issues related to the securities industry group primarily and comparing them with world-class sustainability standards, along with assessing current risks and risks that are expected to have the potential to affect the Company's business operations, and using these issues to prioritize and set operational guidelines to appropriately meet the needs of each group of stakeholders.

The selection process of material sustainability issues is an operation to consider sustainability topics that affect the strategic direction of sustainability and the appropriate scope of disclosure in sustainability reports.

The steps are as follows:

1. Identification of material sustainability topics

- The company reviews the sustainability topics in the sustainability report written in the 2023 annual report to see if the sustainability topics that were important in the previous year will continue to be important in 2024.
- Study sustainability trends related to the business's operations, comparing them with the topics in the same industry, focusing on topics that are important internationally in the context of sustainability and global trends.
- Collect sustainability topics that are important to the company's stakeholders, including stakeholder expectations, employee engagement surveys, and customer needs (Customer Survey) that provide information through marketing officers.
- Filter all sustainability topics and present them to the company's board of directors, executives, and stakeholders for consideration and approval.

2. Prioritization of key issues

Consider all sustainability issues and prioritize them by measuring their importance from the expectations of all 6 stakeholders regarding the impacts that will occur in terms of economics, governance, society and the environment, considering the organization's risk criteria for the information to reflect the company's business goals as much as possible.

3. Review and review material issues

- Consider the material issues obtained from the ranking to determine the material sustainability issues and the scope of information presentation, including the assessment of the impact on stakeholders. Review and review the accuracy and completeness of the material sustainability topics.
- Report the material sustainability issues to the executives and the ESG Committee for consideration and approval.

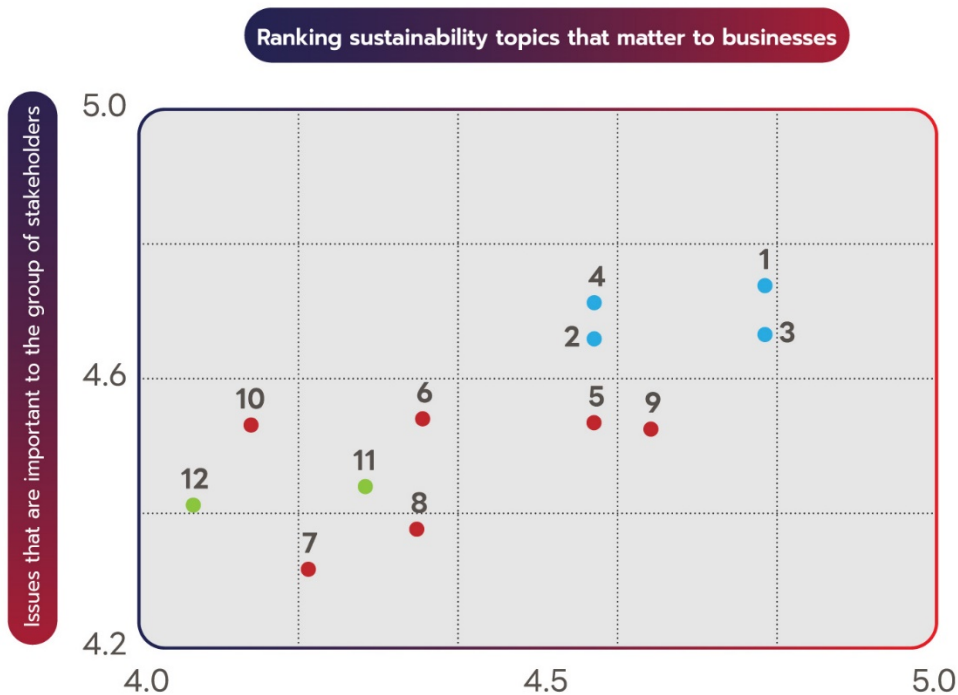
4. Continuously develop the report

- Review the information after it has been released to stakeholders to receive suggestions for improving the content of the report in the following year and to ensure that the Company's materiality determination meets the expectations of stakeholders during the period of information preparation.

In 2024, the Company has defined sustainability topics in accordance with the GRI guidelines, totaling 12 items, with some topics remaining the same as the previous report, and some topics have been adjusted and separated to be in line with the current context, considering stakeholder expectations and stakeholder needs surveys as important. The important sustainability topics are ranked from 2 issues: issues that are important to the group of companies and issues that are important to the stakeholder group, and the importance or impact on the company and stakeholders has been assessed (Materiality Assessment) as follows:

Issues that is important for sustainable organizational development (Material Topics)





The Company has identified the following sustainability issues related to governance, society and the environment:






Issues in each ESG dimension



Governance	Society	Environment
<ul style="list-style-type: none"> 1. Good corporate governance and good governance 2. Creating appropriate returns 3. Corporate risk management 4. Cyber security and protection of customer data 	<ul style="list-style-type: none"> 5. Developing products and services that meet customer needs 6. Creating opportunities to access the company's products and services 7. Inventing digital financial products and services 8. Providing financial and investment knowledge to customers and general investors 9. Developing employee capabilities and providing efficient after-sales services 10. Giving importance to human rights 	<ul style="list-style-type: none"> 11. Manage the environment and use resources efficiently 12. Support environmental activities and conduct business to adapt in line with the economic system that is friendly to the environment



Approach to managing key sustainability issues

Governance Dimension	
Good corporate governance and integrity	
Objectives	- A company that conducts business based on ethical principles and good corporate governance.
Action Plan To achieve the set objectives.	- Managed under good corporate governance practices.
Current Operations	- A company ranked in the top quartile of the Corporate Governance Report (CGR). - Organize Opportunity Day for investors and the public at least twice a year. - Hold shareholder meetings and achieve an AGM Checklist evaluation score of no less than 90%.
Alignment with SDGs (Sustainable Development Goals).	 
Enterprise Risk Management (ERM)	
Objectives	- Prioritize effective risk management.
Action Plan To achieve the set objectives.	- Manage risks efficiently and instill the importance of risk management in employees' work and the company's overall risk profile.
Current Operations	- Conduct annual risk management training for employees. - Establish a risk management department to oversee strategic and overall company risks. - Develop a risk management report in the form of a dashboard for efficient and rapid access to information in risk management.
Alignment with SDGs (Sustainable Development Goals)	
Cybersecurity and Customer Data Protection	
Objectives	- Protect personal data of customers, employees, and stakeholders (PDPA).
Action Plan To achieve the set objectives.	- Establish a personal data protection policy.
Current Operations	- Develop a manual and conduct training on operational procedures for customers, employees, and relevant parties to ensure compliance with the Personal Data Protection Act (PDPA).
Alignment with SDGs (Sustainable Development Goals)	

Social Dimension	
Development of products and services that meet customer needs, and the innovation of financial products and services in digital formats.	
Objectives	- Create customer satisfaction, convenience, and a positive investment experience.
Action Plan To achieve the set objectives.	- Improve customer service processes for greater efficiency. - Develop tools and technology to enhance investment performance.
Current Operations	- Upgrade the online securities trading system to make it more modern and secure. - Launch international securities investment services (DR) for the first time.
Alignment with SDGs (Sustainable Development Goals)	
Providing financial and investment education to customers and general investors.	
Objectives	- Promote financial and investment knowledge to help build wealth and improve the well-being of society.
Action Plan To achieve the set objectives.	- Develop more convenient and comprehensive investment advisory channels. - Organize seminars on securities investment, including risk management.
Current Operations	- Conduct monthly technical webinars for investors. - Host investment strategy seminars for the media to help disseminate information to the public and general investors.
Alignment with SDGs (Sustainable Development Goals)	
Creating opportunities for access to the company's products and services	
Objectives	- Develop more convenient investment access channels.
Action Plan To achieve the set objectives.	- Add more communication channels for convenience and speed, such as live chat, phone services, or other online platforms, allowing customers to receive immediate advice. - Create manuals or knowledge sources that explain the investment process in various securities in detail, enabling customers to learn and make confident decisions.
Current Operations	- Launch social media communication channels to provide quick customer service, including live chat on Facebook for client and investor support. Additionally, offer company analysis through TikTok on the TrinitySecurities channel.
Alignment with SDGs (Sustainable Development Goals)	

Social Dimension (Continued)

Develop employee capabilities and provide effective after-sales services.	
Objectives	<ul style="list-style-type: none"> - Train and educate employees to develop new investment skills in line with the company's growth.
Action Plan To achieve the set objectives.	<ul style="list-style-type: none"> - Provide continuous training on securities and investment knowledge to Investment advisors. - Enhance understanding of complex investment products, such as mutual funds, bonds, ESG stocks, etc. - Offer e-Learning or an online training platform to enable employees to learn.
Current Operations	<ul style="list-style-type: none"> - Provide securities training as required by the Stock Exchange and the SEC. - Organize roadshow activities for investment advisors to meet leading listed Companies and those attracting investor interest, enabling them to provide accurate recommendations to clients. - Implement RPA (Robotic Process Automation) systems to reduce errors (human error) in Operations.
Alignment with SDGs (Sustainable Development Goals)	
Emphasizing human rights	
Objectives	<ul style="list-style-type: none"> - Protect labor rights and ensure fair employment practices. - Create a safe working environment. - Respect the right to freedom of expression.
Action Plan To achieve the set objectives.	<ul style="list-style-type: none"> - Provide fair employment and compensation. - Promote equality in employment opportunities. - Ensure a work environment conducive to both physical and mental health.
Current Operations	<ul style="list-style-type: none"> - Implement a performance-based compensation system reflecting employee skills And capabilities. - Treat employees equally and foster a "Happy Workplace" culture. - Organize health massage activities led by visually impaired staff members. - Improve workplace conditions, such as clean workspaces, proper ventilation, and standard equipment to prevent strain and office syndrome.
Alignment with SDGs (Sustainable Development Goals)	

Environmental Dimension	
Environmental management and efficient resource utilization	
Objectives	<ul style="list-style-type: none"> - Reduce the use of natural resources and improve energy efficiency. - Minimize waste and promote recycling (Circular Economy). - Reduce greenhouse gas emissions and environmental pollution.
Action Plan To achieve the set objectives.	<ul style="list-style-type: none"> - Improve processes to reduce energy consumption. - Manage water and waste efficiently. - Reduce greenhouse gas emissions. - Implement environmentally friendly procurement practices.
Current Operations	<ul style="list-style-type: none"> - Implement a real-time monitoring system for electricity, lighting, and air conditioning usage within office buildings. - Switch to LED lighting and energy-efficient electrical appliances. - Reduce water usage in the office, such as by installing sensor-based faucets. - Promote waste segregation and recycling initiatives. - Encourage employees to use public transportation, such as buses and trains, and transition the company's fleet of 12 vehicles to 2 EVs, 5 hybrid vehicles, and 3 plug-ins hybrid vehicles.
Alignment with SDGs (Sustainable Development Goals)	
Support environmental activities and align business operations with an eco-friendly economic system.	
Objectives	<ul style="list-style-type: none"> - Promote environmental activities both within and outside the organization and instill a sense of social responsibility in employees while reducing activities that impact the environment.
Action Plan To achieve the set objectives.	<ul style="list-style-type: none"> - Implement technology and innovations for environmental sustainability. - Support environmental activities and projects. - Transition business operations towards becoming a green organization.
Current Operations	<ul style="list-style-type: none"> - Organize the “Soil from the Kitchen” campaign to encourage employees to dispose of food scraps in a food waste composter and uses the resulting soil for planting at home. - Promote the use of eco-friendly materials and packaging within the organization, such as eliminating foam and single-use plastic containers. - Organize environmental activities, such as waste sorting, the Waco Bar Day campaign (donating old underwear for proper disposal), and paper recycling initiatives to encourage reusing materials.
Alignment with SDGs (Sustainable Development Goals)	



Responsibility to Stakeholders

The Company is committed to conducting business with transparency and accountability toward all stakeholder groups, including employees, customers, partners, competitors, creditors, financial institutions, communities, and society at large. We promote fair business practices, respect the rights of all parties involved, and strive to create a supportive environment for mutual growth. The Company emphasizes the importance of ethics and good corporate governance. To this end, we have established clear channels for whistleblowing and complaint reporting, ensuring that all concerns are properly reviewed and addressed.

1. Employees

As of the reporting year, the Company has a total of 254 employees (Note: this number does not include members of the Board of Directors).

The total number of staff categorized into different employment types

	Year	Full-time staff	Contract staff	Total
 Male employees	2022	103	2	105
	2023	100	2	104
	2024	120	4	124
 Female employees	2022	117	1	118
	2023	109	2	111
	2024	127	3	130

Notes:

- 1) Permanent Employees refer to personnel at all levels—from executives, supervisors, to operational staff—who perform various functions such as Executive Committee members, Managing Directors, department heads, and general staff under permanent employment contracts.
- 2) Contract Employees refer to those hired for work that is not part of the Company's regular operations or commercial business. Such employment must have a clearly defined start and end date, or be project-based, seasonal, or one-time in nature, with contract duration not exceeding two years. These agreements are documented in writing at the time of employment.

Total number of staff categorized into locations



The total employee figure includes both permanent and contract employees but excludes temporary workers and the Board of Directors.

Total number of staff categorized into types of work

Staff Types	2022		2023		2024	
	Front Office	Back Office	Front Office	Back Office	Front Office	Back Office
Total	151	72	137	78	174	80
Male	76	29	70	34	88	36
Female	75	43	67	44	86	44

Note: The number of interns listed for the year does not include temporary employees.

Fair Employment and Labor Practices

Trinity Securities Group places high importance on and takes full responsibility for all stakeholders, including employees, clients, business partners, competitors, financial institution creditors, communities, and society. In 2024, the Company established clear guidelines for engagement with stakeholders, providing a uniform standard for both management and employees to follow.

The Company has implemented policies and practices that ensure fair and non-discriminatory treatment of employees and workers, offering equal opportunities to all. Recognizing human capital as a valuable and essential resource for driving the Company toward its vision and mission, Trinity is committed to effective human resource management.

The Company discloses its policies and practices regarding fair treatment of employees and labor across the following five key areas:

1. Equal and Fair Employment and Termination Practices

The Company's hiring policy emphasizes fairness and equal opportunity. Priority is given to qualified internal candidates before considering external applicants. However, the Company reserves the right to appoint external candidates as deemed appropriate.

Recruitment and appointment decisions are made fairly, based on qualifications, education, experience, physical condition, and other role-specific criteria. The Company also encourages employee referrals through the Employee Referral Program.

In terms of termination, the Company strictly adheres to the Labor Protection Act B.E. 2541 (1998) to ensure fair and lawful practices. In 2024, 28 employees voluntarily resigned, representing a turnover rate of 15.88%, and 5 employees retired.

The Company upholds three key principles of fair labor practices:

1. Respect for the right to work in accordance with human rights and the ILO Declaration on Fundamental Principles and Rights at Work.
2. Provision of social protection and safeguarding of working conditions.
3. Protection of occupational health and safety.

Additionally, in 2024, Trinity adopted an inclusive employment policy offering equal opportunities to individuals with disabilities and marginalized groups. The Company partnered with the Thai Health Promotion Foundation (Thai Health) and the Social Innovation Foundation to employ two visually impaired individuals to provide wellness massage services to staff twice a week—helping reduce office syndrome and enhancing employee well-being.

This initiative not only enhances the quality of life for people with disabilities and relieves social and family burdens but also promotes self-reliance and equal opportunities.

The Company opted to transform the annual payment obligation of over 200,000 THB (as required under the Persons with Disabilities Empowerment Act, B.E. 2550) into a service that directly benefits employees—delivering tangible value within the organization.

2. Employee Compensation and Benefits

The Company has established a fair and appropriate compensation policy for employees and executives, benchmarking against companies within the same industry. Annual salary adjustments are based on individual performance evaluations conducted by direct supervisors. In 2024, the Company implemented one salary adjustment in July.

In addition to statutory benefits such as social security, the Company offers a range of additional benefits, including medical expenses, travel allowances, fuel subsidies, taxi fares, phone allowances, financial support in the event of the employee's or their parents' passing, and emergency relief assistance for natural disasters (e.g., floods) or unexpected events (e.g., fires), as well as gift baskets for employees who are ill or giving birth.

Financial Well-Being and Savings Support

The Company promotes financial well-being and supports long-term financial stability for employees through the following measures:

1. **Short-Term Compensation and Benefits** the Company values employee and executive contributions and compensates them through fair, transparent, and competitive short-term benefits. These are determined based on the Company's overall performance, department success, and individual performance appraisals, aiming to boost morale and encourage continual growth. The compensation includes Salary and wages, Overtime pay, Cost-of-living allowances, Bonuses and performance incentives, Referral fees, Employer contributions to social security, Various employee benefits

2. **Post-Employment and Long-Term Benefits** To retain and motivate employees to stay with the Company long-term, while also attracting qualified professionals, the Company provides long-term benefits such as a Provident Fund established in accordance with Ministerial Regulation No. 162 (B.E. 2562).

Currently, the Company has established the “TMBAM M Choice Provident Fund,” officially registered. Employees can join the fund after passing their probation period and becoming full-time staff. Contributions can be made at the same rate as the employer or up to a maximum of 15%—on a voluntary basis.

Employees may update their contribution preferences once a year. Fund members receive their accumulated benefits upon termination of membership.

The fund is governed by a committee composed of elected employee representatives and employer appointees, responsible for overseeing fund management and investment policies on behalf of all members. As of 2024, 232 employees were enrolled in the Provident Fund, representing a participation rate of 91.34%.

Additionally, the Company conducts compensation and benefits benchmarking with other securities companies every two years. Since 2024 is the first year of structured data collection on compensation, there is no historical data for previous years. This year's data will serve as a baseline for comparison in subsequent years.

The Company provides benefits beyond those required by law and has developed a Benefit Management System (BMS) to facilitate medical reimbursements for outpatient, inpatient, dental, and vision care.

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	✓	✓
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	✓	✓

Employee Compensation

Amount of Compensation	2024
Total Employee Compensation (Million Baht)	297,862,235.80
Total Male Employee Compensation (Million Baht)	182,638,584.64
Total Female Employee Compensation (Million Baht)	115,223,651.16
Male Employee Salary and Compensation Rate (%)	61.32
Female Employee Salary and Compensation Rate (%)	38.68

Female employees are entitled to 98 days of maternity leave per pregnancy, including weekends and public holidays within the leave period, with up to 45 days of paid leave. They may also request temporary changes to their work responsibilities before or after childbirth, supported by a first-class medical certificate confirming their inability to continue regular duties.

The Company has established a Welfare Committee, in accordance with the Labor Protection Act B.E. 2541, comprising 5 members. This committee advises the HR department on employee benefits, proposes improvements, and monitors the implementation of benefit programs to ensure employee well-being and organizational harmony.

Return to work rate and retention rate after maternity leave

Cases of leave	Number of employees		
	2022	2023	2024
Number of employees eligible for maternity leave per year**	118	111	129
Number of employees who take maternity leave per year	2	2	0
Number of employees who return to work after maternity leave	2	2	0
Number of employees who return to work after maternity leave and remain at work for 12 months	2	2	0
Return to work rate (1) after the maternity leave (percent)	100	100	0
Retention rate (2) of employees who return to work after their maternity leave and remain at work for 12 months (percent)	1	1	0

Remark:

(1) Return to Work Rate = (The number of employees who return to work after their maternity leave / number of employees by gender who take maternity leave) x 100

(2) Retention Rate = (The number of employees who return to work after their maternity leave and who remain at work for 12 months afterwards / number of employees who return to work after their maternity leave in the previous report) x 100

3. Employee Development

The Company is committed to fostering employee development and places strong emphasis on enhancing the knowledge, skills, and professional expertise of its workforce. Appropriate compensation and benefits are provided to support this growth. Employees are also encouraged to embrace and practice the Company's organizational culture, known as Trinity DNA, to cultivate a positive attitude and behavior that contribute to success and promote a Happy Workplace environment.

Employee Knowledge and Skills Development

The Company consistently provides training and development opportunities for employees at all levels, from entry-level staff to senior executives. These efforts exceed the requirements of regulatory agencies and aim to strengthen employee capabilities. Employees are also supported in obtaining professional certifications relevant to the business, such as CFA and CISA, through financial support for training and examination fees.

Training programs are delivered both in-house and externally, based on individual performance evaluations, competency assessments, and job-specific needs. The primary goal is to equip employees with the knowledge and skills necessary to deliver quality services and sound investment advice to clients and investors.

Training and Seminars in 2024

In 2024, the Company organized 50 training courses, with 216 participants accumulating a total of 2,561 training hours. This equates to an average of 12.42 training hours per person per year.

No	Training/Seminar	Participants	Hours	Expenses (THB)
1	Internal training/seminar	99	1,485	495,993
2	External training/seminar	117	1,076	1,213,031
	Total	216	2,561	1,709,024

Knowledge Sharing and Broadening Perspectives

The Company regularly organizes educational activities that share insights and updates on relevant news, investment trends, and current events. These sessions are designed to expand employees' perspectives beyond their day-to-day work and enable them to apply knowledge to both professional and personal contexts.



**Seminar on the Topic:
"VIETNAM MACROECONOMIC &
STOCK MARKET OUTLOOK"**



**Knowledge Sharing:
Introduction to Electric Vehicles 101**

Employee Engagement Assessment

In 2024, the Company conducted its annual Employee Engagement Survey, reaffirming the importance it places on employees as key stakeholders. A total of 180 employees, representing 71% of the workforce, participated in the e-survey. The overall engagement score reached 86%, an improvement over the previous year's average.

To ensure honesty and accuracy, employee feedback is treated as confidential, allowing respondents to express their views candidly. The insights gained from this survey are invaluable in helping the Company implement targeted improvements.

The Company is committed to becoming a "Happy Workplace," where employees feel at home and fulfilled in their work environment. Several initiatives were launched to nurture employee satisfaction and a sense of belonging across multiple dimensions:

1. Happy Body Company promotes employee health through annual wellness initiatives. In 2024, it offered free flu vaccinations and annual health check-ups for employees, their spouses, and children.

2. Happy Heart Through the "Trinity Volunteer Club," employees are encouraged to participate in charitable activities that foster compassion and social responsibility. In 2024, the Company organized a variety of social initiatives, including:

- Hosting lunch and providing scholarships for visually impaired children at the Bangkok School for the Blind
- Donating scholarships to Ban Sue Dang School in Pattani, located in Thailand's southern border provinces
- Promoting environmental awareness by reusing office equipment in good condition
- Participating in Wacoal's undergarment donation program to support proper recycling practices

3. Happy Brain To promote continuous and inclusive learning, the Company offers both onsite and online training sessions. All employees can access the training formats that best suit their work styles and availability.

4. Happy Soul the Company held two merit-making (almsgiving) ceremonies in 2024 at the headquarters to mark its 23rd anniversary and foster spiritual well-being. It also participated in the traditional Kathin ceremony, donating medical equipment to local hospitals and providing scholarships to students in temple-affiliated schools—supporting education and community development.

5. Happy Money In 2024, the Company invited fund managers to conduct two sessions on economic overviews, key indicators, and fund performance, helping employees make informed financial decisions and plan for their future.

6. Happy Family Recognizing that employee well-being extends to their families, the Company offered annual health check-ups and flu vaccinations to employees' spouses and children. Additionally, the same inpatient medical benefits granted to employees were extended to their immediate family members.

7. Happy Society the Company empowers employees to voice their opinions through various committees, including the HR Partner Committee, Provident Fund Committee, and Occupational Health & Safety Committee. In 2024, the executive team conducted two “Town Hall” meetings to communicate business directions, financial performance, and industry updates directly to employees.

8. Happy Relex To foster a joyful workplace culture, the Company organized multiple recreational events in 2024, including: A New Year celebration, The Company Anniversary event, An annual company outing in a provincial destination, A Loy Krathong festival party featuring lucky draw activities



Succession Planning

The Company has implemented a systematic succession planning process, which is evidenced by its ability to maintain smooth and continuous business operations over time. This process ensures seamless leadership transitions and operational stability.

Senior management and the Human Resources department work collaboratively to: Analyze critical positions that require succession planning, Define the qualifications and competencies needed for potential successors, Identify and assess internal and external candidates with the potential to fill key roles, Design individual development plans to prepare selected employees for future leadership positions

If no suitable internal candidates are available, the Company considers external recruitment for the position and develops a tailored onboarding and development plan to ensure readiness.

The Company views effective succession planning as essential to maintaining long-term organizational success and resilience.

4. Workplace Safety

The Company promotes a high quality of life for employees by ensuring a safe and secure work environment. It upholds occupational health and safety standards across all affiliated companies, recognizing employees as critical assets in driving organizational growth and long-term success.

The Company's human resources policy emphasizes safety, occupational health, and a healthy working environment, aligned with its core values and organizational culture.

Occupational Health and Safety (OHS) Policy

The Company has established a workplace Safety, Occupational Health, and Environmental Policy in accordance with the Ministerial Regulation on Occupational Safety, Health, and Working Environment Management B.E. 2549 (2006).

A Safety, Occupational Health, and Working Environment Committee has been formed with the following responsibilities:

- Review and recommend workplace safety policies and plans to prevent accidents, injuries, illnesses, and nuisances resulting from unsafe work practices
- Report and advice on safety compliance measures in accordance with relevant laws and standards, ensuring the safety of employees, contractors, and external visitors at the workplace
- Identify challenges, propose improvements, and provide guidance on the Company's safety manual and workplace safety standards
- Establish a hazard reporting system for all employees and conduct training on safety roles and responsibilities for staff at all levels
- Promote and support workplace safety activities and evaluate performance in workplace safety management
- Monitor safety operations and review injury and incident statistics monthly.

The Company enforces strict security measures to control access and protect company assets, including: Space Access Control Systems at all entry and exit points, Access control permissions based on departmental responsibilities, CCTV surveillance in all workplace areas, Touchless facial recognition (Face Scan) systems to improve security and reduce physical contact

The Company also conducts annual fire evacuation drills in collaboration with Park Silom, where the head office is located, and maintains a comprehensive emergency response plan to protect lives, assets, and minimize potential losses.

Number of Members of Safety, Occupational Health, and Work Environment Committee

Employer representative at executive level	Employer representatives at managerial level	Employee representatives	Secretaries	Total
1	2	3	1	7

Types of injuries, occupational illnesses, and occupational fatality that occurred in 2022	Times		Lost days	
	Male	Female	Male	Female
Injuries				
Small injuries	0	0	0	0
Occupational Illnesses				
Hearing	0	0	0	0
Muscles and bones injuries	0	0	0	0
Vision	0	0	0	0
Lung competence	0	0	0	0
Fatality				
Occupational fatality	0	0	0	0

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

The Company values employees as the driving force behind its securities business and adheres to principles of fairness, equality, and non-discrimination across all dimensions. Employees are given equal opportunities to grow based on performance and capability.

To further enhance employee well-being and address their needs effectively, the Company established the HR Partner Committee body similar in function to a labor relations committee. The committee serves as a

representative group of employees from various departments, selected to reflect diversity in age and gender, ensuring that different perspectives and needs are heard.

The HR Partner Committee operates on a **two-year term** and plays a key role in:

- Proposing feedback and ideas related to **human resource policies and practices**
- Acting as a **communication bridge** between the Company and employees
- Sharing information and updates about HR policies, strategies, and initiatives across the organization

This structure allows for **two-way communication** and supports the continuous improvement of employee welfare, working conditions, and organizational culture.

2. Customers

Customer Data Confidentiality Policy

Given the increasing reliance on digital channels in today's business operations, the Company has prioritized data security and the protection of customer information. Over the past year, the Company has expanded its digital services to align with evolving customer behavior. To support this transformation, the Company has adopted information technology to enhance data management in terms of: Volume – managing increased data loads, Variety – handling diverse data formats, Velocity – ensuring the speed and timeliness of data, Veracity – maintaining data accuracy and reliability

Without proper caution, these factors may compromise customer data security. Additionally, as digital adoption increases, cyber threats have become more sophisticated and severe. Therefore, safeguarding customer data is of utmost importance.

Cybersecurity Measures

With the widespread use of digital technologies, cyber threats have become increasingly complex. The Company is committed to continuously enhancing its information security systems. A standardized IT policy has been established across the group to regulate access, data transfer, and system audits. Furthermore, cybersecurity protocols are aligned with international standards and the Company's strategic direction to prevent data leakage or unauthorized use of customer information.

Key Technology and Cybersecurity Policies

1. IT Infrastructure & Security Upgrading IT infrastructure to enhance efficiency, stability, and 24/7 security.
2. Data Management & Data Privacy Strengthening data management and integration, both internally and externally, in compliance with legal requirements.
3. Application Management & Application Security Developing efficient and interconnected systems compatible with the digital lifestyle.
4. IT Governance Enhancing transparency, auditability, and long-term sustainability through strong IT governance.
5. IT Capability Investing in staff skills and capabilities to develop and utilize IT efficiently and effectively in a rapidly evolving industry.

Cybersecurity Framework

The Company operates under a comprehensive IT Security Framework, referencing international standards such as: **NIST Framework, COBIT5, CIS, OWASP** It also complies with relevant legal frameworks including the Computer Crime Act, SEC requirements, GDPR, and Thailand's PDPA (Personal Data Protection Act B.E. 2562) to ensure secure and effective operations.

Cybersecurity Awareness for Employees

The Company fosters cybersecurity awareness among employees through the following initiatives:

1. Annual cybersecurity training
2. Simulated cyber-attack exercises
3. Regular publication of cybersecurity articles and newsletters
4. Alerts about potential threats such as phishing emails and malware
5. Participation in 2024 Cyber Exercise training held by the SEC (Securities and Exchange Commission)

Customer Complaint Channels Regarding Personal Data

1. **In-person submission** at the head office or branch by notifying staff or completing a complaint form.
2. **Mailing a letter to:**
 - Chairman of the Audit Committee
 - Trinity Securities Co., Ltd.
 - 22nd-23rd Floor, Park Silom Building,
 - Convent Road, Silom, Bangrak, Bangkok 10500
3. Call Center: 02 343 9555
4. Email: compliance@trinitythai.com or auditcommittee@trinitythai.com
5. Website or Facebook Inbox: www.trinitythai.com and www.facebook.com/Trinitysecuritiesgroup

In 2024, the Company received no customer complaints related to personal data.

Policy on Product and Service Development

Trinity Securities Group is committed to continuously developing financial products and services that align with the evolving needs of its customers and the changing financial landscape. The Company aims to deliver financial solutions that are reliable, accessible, efficient, and inclusive, supporting customers in achieving their financial goals while promoting long-term financial sustainability.

The Company's product and service development policy focuses on the following key principles:

1. Customer-Centric Innovation

As a company operating in the securities and financial services industry, Trinity recognizes the critical role it plays in helping clients develop a sound understanding of financial and investment products. The Company employs experienced professionals who can deliver insightful financial and investment advice effectively.

Trinity places great importance on enhancing access to financial knowledge through various channels, including organizing seminars and training programs for clients, sharing information via online platforms, and providing personalized investment consultations. The Company's core objective is to strengthen clients' financial literacy and investment management skills, enabling them to make more informed decisions and reduce potential investment risks.

2. Production of Research Reports and Investment Recommendations

Trinity Securities Co., Ltd. regularly produces securities research reports and provides clients with investment and financial advice, emphasizing the delivery of high-quality, accurate, timely, and reliable information. These insights support informed investment decision-making and efficient financial management.

The Company carefully selects listed companies to include in its research coverage. Each research report discloses the company's Corporate Governance (CG) Score and whether it participates in the Thai Private Sector Collective Action Coalition Against Corruption (Thai CAC).

Moreover, Trinity actively develops its investment advisors by equipping them with the knowledge and skills necessary to create value for client portfolios. All advisors are expected to adhere to the highest professional ethics, comply with relevant regulations, and prioritize client interests. The Company also implements strict internal control measures to prevent the misuse of non-public or insider information.

3. Trinity supports listed companies on the Stock Exchange of Thailand (SET) by offering opportunities to present their business information directly to investors. In 2024, the Company invited a listed firm currently gaining market attention to meet with clients:



4. Presentation of Investment Research and Financial Education via Digital Media and Social Platforms

The Company has developed diverse and accessible channels for presenting investment research and educational content through digital platforms. These include social media channels such as YouTube, Facebook, and TikTok under the name "Trinity Securities Group." Content shared includes financial and investment updates, important news, and educational materials in various formats such as articles, infographics, images, and videos.

In 2024, the Research Department hosted monthly online technical investment seminars on the Company's Facebook and YouTube channels (12 sessions in total). In addition, daily investment strategy tips were published on Facebook and TikTok. This year, the Company also launched a new TikTok channel named "Trinity Academy" to share lifestyle-oriented investment knowledge targeting new investors.

5. Website Enhancement (www.trinitythai.com)

The Company is in the process of enhancing its corporate website, www.trinitythai.com, with an emphasis on improving the user experience (UX) to make navigation smoother and more efficient, while enhancing the user interface (UI) to create a clean, user-friendly design that aligns more closely with client needs. The website revamp is expected to be completed by mid-2025.

Product and Service Communication Policy

The Company ensures that all product and service communications are transparent, accurate, and reliable, in line with its responsibility toward clients and stakeholders. This helps build confidence and supports informed decision-making.

1. Business Ethics Code

The Company upholds strong business ethics, reflected in its formal Business Code of Conduct, which outlines the Company's commitment to transparency and ethical practices. This code is integrated into the Employee Code of Conduct, which all staff are expected to strictly follow. The Company promotes a culture of good governance awareness through new employee orientation, training programs, and regular internal communications. Management, board members, and staff are reminded to avoid any actions that may violate rules, regulations, or cause reputational harm to the organization.

Key principles in the Employee Code of Conduct include:

1. Professional Integrity: Acting honestly and equitably in all services.
2. Competence and Diligence: Maintaining high standards, knowledge, and care in job responsibilities.
3. Regulatory Compliance: Adhering to securities laws and relevant regulations.
4. Client Information: Maintaining sufficient, accurate information for tailored investment advice.
5. Conflict of Interest: Avoiding conflicts of interest; disclosing or refusing services when necessary.
6. Client Asset Protection: Separately managing client assets from company assets.
7. Financial Stability: Ensuring the Company's financial soundness to meet obligations.
8. Organizational Controls: Establishing effective internal controls and qualified personnel.

9. Industry Cooperation: Collaborating for the collective benefit of the securities industry.
10. Peer Relations: Avoiding defamation or behavior that may cause division.
11. Regulatory Relations: Cooperating fully with regulators and promptly disclosing material information.

The Company reviews and updates its Codes of Conduct annually to ensure relevance and modern applicability. Management at all levels is responsible for enforcing ethical standards and addressing violations.

2. Customer Information Disclosure

The Company is committed to providing comprehensive, clear, and factual product and service information, including associated risks and terms, to support well-informed customer decisions.

1. Opportunity Day Presentations

In 2024, the Company presented business updates to shareholders, investors, analysts, and the public at the Stock Exchange of Thailand's Opportunity Day, held twice: Q2 2024 results presented in August 2024, Q3 2024 results presented in November 2024

These online sessions, led by the CEO, covered business performance, future plans, and ESG activities. Participants

were able to ask questions to gain deeper insight into the Company's operations. Recordings were made available on the SET website.



2. Quarterly Results Announcements

Each quarter, the Company published its earnings results via press releases (3 issues) and photo releases (3 issues), covering: Q1 2024 (May), Q2 2024 (August), Q3 2024 (November). These were distributed to shareholders, analysts, and the public.

3. Marketing Communication

As a diversified securities company offering a wide range of products, Trinity recognizes the need for clear, timely, and accessible marketing communications that effectively reach both clients and general investors. The Company leverages various communication channels including relationship managers, branch personnel, the Call Center, and its corporate website. Additionally, it prioritizes communication through online platforms such as its Facebook Fan Page and LINE Official Account, which serve as primary mediums for disseminating financial knowledge and planning information.

Dedicated teams from the Research Department, Corporate Communications, Business Development, and E-Business divisions are responsible for curating lifestyle-oriented updates and real-time information that align with clients' needs across different segments. These teams also introduce new products and services, provide responsive customer support, and maintain two-way communication to ensure client inquiries are addressed quickly and effectively.

Customer Relationship Management and Satisfaction Survey

The Company is dedicated to developing products and services that meet customer expectations. It evaluates user behavior and feedback to identify service issues and improve satisfaction. Although no formal survey was conducted in 2024, investment advisors and relationship managers regularly gathered direct feedback during client interactions. Additional support is provided through the Call Center and E-Business Team.

Key Satisfaction Development Goals:

1. Response Time: In the past year, the Company responded to customer inquiries via social media within 24 hours. A monitoring system is in place to regularly evaluate the performance of Call Center agents. Continuous training is provided to ensure they possess detailed knowledge of the Company's products. Simulated scenarios and Q&A scripts are used to prepare staff for handling diverse customer needs effectively.

2. Complaint Reduction: In the past year, the Company received no customer complaints. A structured process is in place to channel complaints swiftly to the relevant departments responsible for timely resolution. Customers are promptly informed of the outcomes. As of this year, the Company has not recorded any complaints from customers. The Company has established formal complaint channels and procedures to resolve issues efficiently and communicate outcomes within a set timeframe.

3. Business Partners

Procurement Policy

The Company implements a procurement policy that emphasizes transparency, fairness, and consideration of Environmental, Social, and Governance (ESG) factors in its procurement process. This approach supports sustainable development and enhances accountability to all stakeholders. The policy applies to all purchasing activities, including goods, services, and contracts, with the following procurement guidelines:

Procurement Practices

1. Fair Vendor Selection: Vendors are selected based on clear criteria including quality, price, delivery capability, and ethical standards. At least three qualified vendors are invited to compete fairly. Conflict of interest is avoided, and control systems are in place to prevent corruption.
2. Transparent Conditions and Continuous Monitoring: Procurement conditions must be transparent and fair. A continuous evaluation system is in place to monitor vendor performance, with encouragement to use products or services that support environmental and sustainability objectives.
3. Quality and Compliance Assurance: The Company ensures that all goods and services comply with contract specifications. Product quality and delivery timelines are regularly inspected.
4. Legal and Ethical Business Conduct: Vendors must comply with labor laws, environmental regulations, and relevant legal requirements. The use of child labor, forced labor, or human rights violations is strictly prohibited. Vendors must also promote safe and fair working conditions.

5. Risk Management and Whistleblowing: A procurement risk assessment and management system is in place. Employees and stakeholders are encouraged to report any misconduct or unfair practices. Procurement policies are continuously reviewed and improved to align with the evolving business environment.
6. Innovation and Collaboration: The Company actively collaborates with vendors to develop innovative products and services that contribute to sustainable business growth. In 2024, the Company implemented a new accounting system, Microsoft Dynamics 365, which enhances operational efficiency, reduces complexity, and improves decision-making capabilities with accurate and timely data. The system enables better integration of business processes, supports business expansion, adapts to changes, and ensures secure, legally compliant access to organizational data.

4. Creditors

Creditor Responsibility Policy

The Company places a strong emphasis on conducting business with integrity, transparency, and fairness toward all stakeholders, including financial institution creditors. This approach fosters long-term trust and sustainable relationships. The Company is committed to maintaining solid relationships with creditors through responsible and ethical practices that support business stability.

Creditor Engagement Practices

- 1) Contract Compliance: The Company strictly adheres to the conditions and agreements made with creditors, including timely debt repayment, maintenance of agreed financial ratios, and fulfillment of all contractual obligations to uphold financial integrity.
- 2) Transparent Disclosure: Accurate, complete, and honest financial information is provided to creditors. The Company discloses all relevant facts, including any potential risks that may impact the creditor's decision-making.
- 3) Effective Financial Management: The Company actively manages its capital and cash flow to mitigate financial risks and ensure debt obligations are met on time. Regular financial assessments and contingency plans are in place to handle unexpected situations.
- 4) Default Prevention: Measures are in place to prevent default through proactive risk management and close financial monitoring. In the event of potential repayment issues, the Company communicates promptly and works with creditors to find fair and appropriate solutions.
- 5) Prudent Guarantee Management: Guarantees and collateral arrangements are managed within the Company's financial capacity and in accordance with creditor agreements to maintain stability and reduce financial risk.
- 6) Cooperation and Negotiation: The Company fully cooperates with creditors and engages in good-faith negotiations when necessary. If any issues arise that may affect contractual compliance, the Company proactively consults with creditors to find mutually acceptable solutions.

- 7) Avoidance of Conflicts of Interest: The Company avoids any conflicts of interest that could harm its relationships with creditors and refrains from engaging in activities that could result in unfair treatment of any creditor.

5. Competitors

Responsible Business Conduct Toward Competitors

The Company upholds the principles of fair and transparent competition. It is committed to ethical business practices that promote credibility for both the organization and the industry. Trinity strives to maintain a level playing field in the market to support long-term sustainable growth for the financial sector as a whole.

In 2024, the Company had no disputes with competitors and did not engage in any anti-competitive agreements or actions that would lead to market monopolization or reduced competition.

Practices Toward Competitors

- 1) The Company refrains from using unfair or unethical competitive strategies that may distort market mechanisms or gain unjust advantages over competitors.
- 2) The Company does not participate in any agreement with competitors or other operators to fix prices, allocate markets, or limit competition. It operates independently and in full compliance with competition laws and regulatory guidelines.
- 3) The Company avoids acquiring or using competitors' confidential information through unethical means such as espionage, impersonation, or unauthorized insider access.
- 4) The Company does not disseminate false or misleading information about competitors, nor does it use defamation as a competitive tactic. It values accurate and transparent communication.
- 5) The Company respects competitors' intellectual property rights, including trademarks, copyrights, and patents, and avoids any infringement or unlawful duplication.
- 6) The Company fosters a culture of ethical conduct by ensuring that all employees are aware of and follow the principles of fair competition, as outlined in its Business Code of Conduct.

6. Community and Society

Community and Social Engagement Policy

The Company recognizes its responsibility to contribute to sustainable economic and social development. It leverages its expertise in the securities business to promote financial literacy and expand economic opportunities. Trinity supports social initiatives through the following strategies:

1. Encouraging Executive and Employee Involvement in Social Contribution

Trinity encourages executives and employees—who possess deep expertise in the capital market industry—to participate in activities that benefit society. These include collaborating with government agencies, associations, and professional organizations, as well as serving as lecturers and advisors at educational institutions.

Through such roles, Trinity staff help foster industry advancement and national development. In 2024, employees served as committee members, advisors, working group participants, and guest speakers across a wide range of public and private sector organizations.

- Mr. Pakhawat Kovithvathanaphong**
- Vice President of the Thai Listed Companies Association
 - Consultant to the Association of Securities Companies committee
 - President of Human Capital Management Club
Thai Listed Companies Association
 - Subcommittee member for devising agreements and evaluating the operations of state enterprises operating in transport, State Enterprise Policy Office, Ministry of Finance
 - Adviser for the Master of Economics Program (Financial Economics), School of Development Economics (Part-Time Program)
National Institute of Development Administration
 - President of the committee for mentor recruitment and government officials' appointment in the Public Service Executive Development program to be employed in private organization administration,
Institute for Good Governance Promotion
 - Chairman of the working group to determine development plans and plans for enhancing the quality of personnel in securities companies the Stock Exchange of Thailand
 - Committee member and treasurer of Professor Sangvian Indaravijaya Foundation
 - Honorary committee member of the consultative committee for the government's securities sale, State Enterprise Policy Office
 - Judging committee member for the SOE Awards
State Enterprise Policy Office
 - Subcommittee member for deliberating the Outstanding Collaboration for Development and Outstanding Services Awards 2021
State Enterprise Policy Office
 - Subcommittee member for evaluating the operations performance of state enterprises operating in transport, State Enterprise Policy Office
- Mr. Charnchai Kongthongluck**
- Vice President of Association of Securities Companies
 - Committee member of Association of Securities Companies
 - Chair of the Futures Industry Club
 - Committee member of Thailand Futures Exchange (TFEX)
 - Committee member of TSFC Securities Public Company Limited
 - Subcommittee chair of the Derivatives Investor Protection Fund (DIPF)
 - Subcommittee member for deliberating rules on intermediaries and market regulation, Securities and Exchange Commission

Dr.Visit Ongpipattanakul

- 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 on Money Chat
- Guest speaker at College of Innovation, Rangsit University
- Guest speaker at the Securities Analysts Association and the Stock Exchange of Thailand
- Special lecturer in the Advanced Finance for Real Estate Developers course, Thai Real Estate Business School

Ms. Niyada Changtrakul

- Adviser to the Human Resource Management Club, Association of Securities Companies
- Committee member of Human Capital Club, Thai Listed Companies Association
- Member of the working group to determine a human resource development and enhancement plan Association of Securities Companies
- Vice President of the EDP Foundation
- Managing committee member of the Faculty of Arts Chulalongkorn University
- Vice President of the Faculty of Arts Alumni Association Chulalongkorn University
- Adviser to the President of Triam Udom Suksa Alumni Society
- Secretary of the Capital Market program students batch 25
- Secretary of the students of Good Governance on Medicine
- Certificate program for high-level executive's batch 8
- Committee member of the Foundation for Good Governance on Medicine
- Member of the property capitalization committee Faculty of Medicine Vajira Hospital Fund
- Secretary, Thai Chinese Leadership Program (Wor Tor Jor Batch 4)
- Human resource development Consultant for Bangkok

Ms.Suwanee Limpanawongsaen

- Consultant to the Compliance Club Association of Securities Companies
- Working 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 group member on overseas transactions, Association of Securities
- Working group member on net capital rule (NCR), Association of Securities Companies

2. Membership in Economic and Social Networks

The Company has joined several organizations and alliances that promote economic and social collaboration. These memberships allow Trinity to align with the best practices, adopt progressive policies, and contribute to advancing sustainability across the securities industry. Key affiliations include:

Thai Listed Companies Association

1. Association of Thai Securities Companies
2. Thai Bond Market Association
3. Derivatives Business Club
4. Investor Relations Club of Thailand
5. CSR Club under the Thai Listed Companies Association
6. Company Secretary Club under the Thai Listed Companies Association
7. Thai Private Sector Collective Action Coalition Against Corruption (CAC)
8. Partnership Against Corruption for Thailand (PACT Network)
9. Investment Banking Club under the Association of Thai Securities Companies
10. Human Capital Management Club under the Thai Listed Companies Association
11. Human Resources Club under the Association of Thai Securities Companies

3. Support for Social and Environmental Activities

The Company places strong emphasis on supporting social and environmental causes alongside responsible business operations. Key areas of action include leverages its expertise in the securities business to promote financial literacy and expand economic opportunities. Trinity supports social initiatives through the following strategies:

3.1 Encouraging Executive and Employee Involvement in Social Contribution

Trinity encourages executives and employees who possess deep expertise in the capital market industry—to participate in activities that benefit society. These include collaborating with government agencies, associations, and professional organizations, as well as serving as lecturers and advisors at educational institutions.

Through such roles, Trinity staff help foster industry advancement and national development. In 2024, employees served as committee members, advisors, working group participants, and guest speakers across a wide range of public and private sector organizations.

Month	Name of school	Amount
January	Ban Sue Dang School, Sai Buri District, Pattani	14,800
February	Bangkok School for the Blind	36,800
June	Wat Nekkhammaaram School, Pathum Thani	50,000
November	Wat Rang Maduea School	480,000
November	Wat Sam Krabue Phuek School	480,000

3.2 Donations to Support Communities, Society, and the Thai Public Health System

The Company established the Trinity Volunteer Club as a platform to foster social responsibility and volunteerism among employees. This initiative encourages a spirit of public service and promotes moral awareness within the organization. In 2024, Trinity conducted various donation activities to support communities and broaden society. Key initiatives included:

Month	Detail
January	Donate 374 children's toys to Ban Sue Dang School, Sai Buri District, Pattani
February	Provide lunch for the Bangkok School for the Blind
November	Donate old underwear to the Wacoal Bra Day project.

3.3 Support for Religious and Public Health Activities The Company supports religious activities as part of preserving Thai traditions and promoting spiritual well-being among employees. Annually, Trinity organizes religious ceremonies, such as Kathin and Robe Offering (Pha Pa), to sustain Buddhist values and bring auspiciousness to the organization. In 2024, Trinity hosted a Robe Offering Ceremony at Wat Sam Krabue Phueak in Nakhon Pathom Province, raising a significant amount in donations (in millions of baht). Additionally, the Company donated medical equipment worth THB 885,000 to Nakhon Pathom Hospital to support the Thai healthcare system.

Details	Amount
Katin ceremony at Wat Sam Krabur Puek, Nakhon Pathom	1,698,000
Donate medical equipment to Nakhon Pathom Central Hospital.	885,000



**Kathin ceremony at
Wat Sam Krabue Puek
School, Nakhon Pathom**



**Donated Toys to Ban Sue Dang
School, Sai Buri District, Pattani**



**Donated to Wat Nek
Khammaram School**



**Donated to Bangkok School
for the Blind.**



**Donated to
Sam Krabue Puek School**

3.4 Public Investment Seminars and Listed Company Presentations

The Company leverages the expertise and strengths of its personnel and resources, particularly financial product knowledge, to educate stakeholders on investment matters. Trinity's speaker team designs easy-to-understand and practical content to promote sound investment understanding. The goal is not business-driven but aimed at enhancing financial literacy and awareness among investors and the public, while sharing employees' commitment to meaningful and sustainable social contribution.

In 2024, the Company organized two investment seminars led by Dr. Visit Ongpipattanakul, Chief Executive Officer of Trinity Watthana Public Company Limited:

A seminar for financial journalists titled: "Assessing the Capital Market Outlook 27 Years After the Baht Float – Past, Present, and Future"

A collaborative seminar with CSI Investment Institute for customers and investors titled: "Seeking Opportunities in Uncertainty"



Month	Details
July	A seminar to educate the media covering the stock market and capital markets on the topic 'Assessing the Capital Market Outlook After 27 Years of Thai Baht Floatation: The Past, Present, and Future
August	The company, in collaboration with the CSI Investment Institute, organized a seminar for clients and investors on the topic 'Finding Opportunities in Uncertainty

Governance and Sustainable Management

Good Corporate Governance

The Company places great importance on corporate governance, recognizing that the securities business relies on trust, credibility, and investor confidence. Strong governance practices enhance the Company's image and performance, contributing to sustainable long-term growth. Trinity views good governance as a fundamental foundation for doing business.

The Board of Directors acknowledges its role in promoting transparency and competitiveness, which in turn drives business growth and increases long-term shareholder value. The Board is responsible for reviewing governance principles in alignment with guidelines set by the Stock Exchange of Thailand. A formal "Corporate Governance Policy" has been established, communicated to all employees, and is periodically reviewed to reflect the current business environment.

As a holding company, Trinity Watthana Public Company Limited oversees four subsidiaries and two associate companies. The Company appoints board representatives to its subsidiaries and requires prior approval from Trinity Watthana's Board for any material business decisions or policy implementations. Associate company representatives are assigned to jointly develop policies and monitor management operations. Any related-party transactions must be submitted for Board approval and properly disclosed in accordance with financial reporting standards.

Insider Information Control ธุรกรรมกร Board members, executives, and employees of Trinity Watthana and its subsidiaries must strictly follow the "Compliance Manual," which includes codes of conduct, ethical business practices, and employee trading regulations. A specific policy is in place to prevent conflicts of interest and protect client confidentiality.

Enterprise Risk Management

The Company is highly committed to enterprise risk management (ERM), with a defined risk management policy, acceptable risk thresholds, and frameworks applicable at both the board and executive levels. Risk management is integrated into business strategies to ensure stable, long-term returns and prevent adverse impacts on operations and stability.

The Company adopts a group-wide approach consistent with global standards, covering strategic, credit, market, liquidity, and operational risks. Roles and responsibilities are clearly defined, and risk management is supported by an independent risk unit. Business units are evaluated based on risk-adjusted performance.

The key objectives of risk management include raising awareness, ensuring accountability, improving risk handling capabilities, maintaining governance standards, and addressing emerging risks. Risk management is also a key factor in driving a value-based organizational culture. For example, Trinity Securities incorporates anti-corruption policies as part of its investment consideration process by becoming a member (certified/declared) of the Thai Private Sector Collective Action Coalition Against Corruption (CAC).

The efficient allocation of resources based on acceptable risk-return ratios has enhanced the competitiveness of the Group while maximizing shareholder returns over the long term.

Risk Management Process

The Company's risk management process comprises four core stages: risk identification, risk assessment, risk monitoring and control, and risk reporting. These stages are continuously enhanced to align with changes in the external environment and international standards. The Company maintains consistent oversight of the overall risk landscape to ensure the effectiveness of its risk management system.

1. **Risk Identification** This step involves identifying all potential risks, including their types, root causes, and contributing factors—whether external or internal. The Company proactively considers current and emerging risks that may impact its operations or long-term objectives.
2. **Risk Assessment** Various tools and methodologies are applied to assess the potential impact and likelihood of identified risks. This process is conducted within an appropriate timeframe and is subject to review, approval, and periodic reassessment.
3. **Risk Monitoring and Control** the Company closely monitors risk exposure against established policies, operational guidelines, and approved risk limits. Consistent oversight ensures that risk levels remain within the parameters set by the Board of Directors and are aligned with the Company's risk appetite.
4. **Risk Reporting** Risks are reported in a comprehensive, timely, and multi-dimensional manner to support effective decision-making. This ensures that risk management activities are transparent, traceable, and capable of delivering the highest level of effectiveness.

Risk Governance Structure

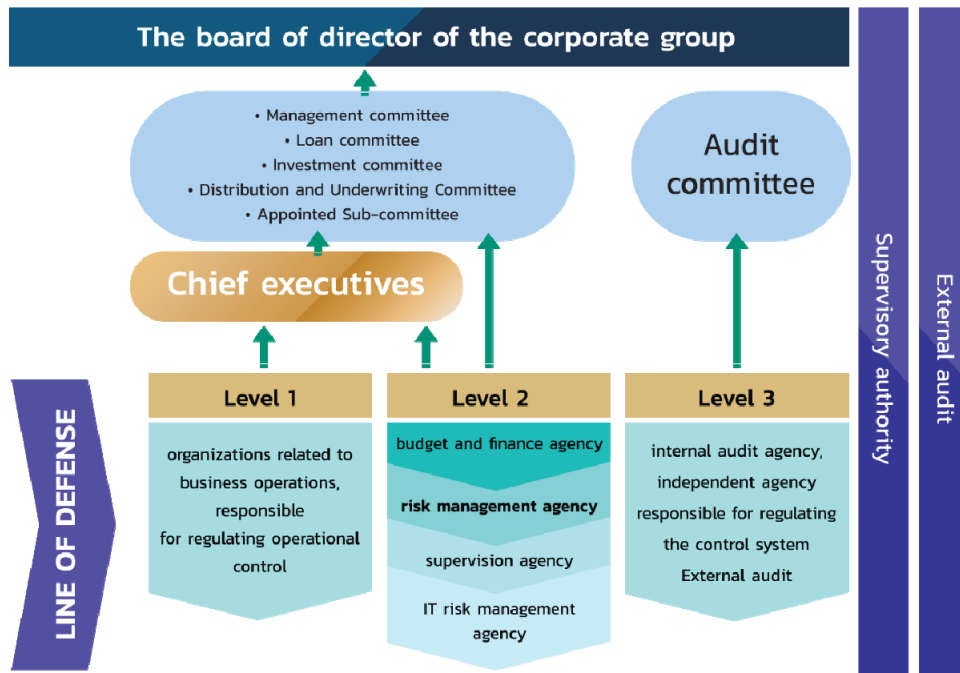
Trinity Watthana's Board of Directors oversees risk management and internal controls across the Group. A Management Committee has been appointed to handle strategic, enterprise-wide, and category-specific risks.

Senior executives from each business unit serve as advisors and oversee strategic risk within their respective operations. The Management Committee, comprising the Chairperson and senior risk experts from the securities business, formulates comprehensive risk policies and strategies.

Supporting this framework are various subcommittees and operational teams, including:

- The Credit Committee, responsible for setting credit limits and maintaining client quality
- The Business Continuity Management Committee, which addresses cyber threats and pandemic risks (e.g., COVID-19)

These teams are supported by the Risk Management Department, which ensures alignment with the Group's overall risk management framework.



The Company has established a dedicated working group responsible for the protection of customers' personal data and cybersecurity. The group is led by the Head of Information Technology, who oversees the implementation and alignment of technology strategies with the Company's business operations, transaction volume, technological complexity, and associated risks.

This initiative is an integral part of the Company's enterprise risk management and is designed to comply with the governance standards prescribed by the Stock Exchange of Thailand (SET). These standards emphasize the importance of robust cybersecurity governance and appropriate risk management for securities firms.

Under the Company's risk management framework, controls are put in place to manage technological risks effectively across the organization. This framework also serves as a strategic foundation for the Company's long-term IT operations and includes a three-tiered approach to risk prevention and control. The structure is continually enhanced to support financial sustainability and operational resilience.

Risk Awareness and Organizational Culture

The Company placed strong emphasis on fostering risk awareness among executives and employees at all levels. This is achieved through training programs, seminars, and educational courses focused on risk management, regulatory compliance, operational risk, and anti-corruption practices.

A specialized risk training program is conducted annually for new employees. In 2023, a total of 16 employees participated in the onboarding training. Looking ahead, the Company plans to further embed risk management principles into its core organizational values, reinforcing a culture of accountability, awareness, and long-term sustainability.

Social Sustainability Management

1. Respect for Human Rights

Policy and Guidelines on Human Rights Operations

The Company adheres to human rights policies and practices based on the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights (UNGPs). It prioritizes fairness, equality, and non-discrimination in labor practices, including recruitment, compensation, promotions, training, and development. These policies embrace gender equality, LGBTQI+ inclusion, age diversity, academic background, ethnicity, and religion. The Company also supports inclusive employment for vulnerable groups, such as persons with disabilities, senior citizens, and rehabilitated individuals, aligning with the Sustainable Development Goals (SDGs).

In 2024, the Company conducted a Sustainability Report aligned with GRI Standards and undertook a Human Rights Risk Assessment following the UNGPs. The Company performed comprehensive Human Rights Due Diligence (HRDD) across its headquarters, branches, and all business operations. It also promoted awareness of international human rights principles among key business partners and suppliers to help prevent any form of rights violation.

Additionally, the Company conducted cost-of-living assessments to ensure fair and equitable compensation and implemented basic healthcare welfare policies for employees. Notably, there were no reported human rights violations in 2024.

Human Rights Risk Management and Prevention

Human rights are globally recognized as fundamental to equitable and just societies. In the context of financial services, the Company upholds the rights of all stakeholders, including employees, customers, partners, and communities. This includes workplace safety, healthy working environments, and access to healthcare—particularly during times of crisis.

The Company supports fair compensation practices that reflect national economic conditions. It integrates human rights risk assessments into its operations and complies with international standards and national laws to prevent violations throughout its value chain.

Comprehensive Human Rights Due Diligence

The Company has implemented a structured HRDD process that spans all operational and business areas, extending through its value chain. Key human rights issues identified include:

1. Economic, Social, and Cultural Rights: Employment, food access, health standards, education, and social welfare.
2. Civil and Political Rights: Right to life, legal equality, and freedom of expression.

The HRDD process includes stakeholders at risk of rights violations, such as employees, shareholders, customers, investors, suppliers, creditors, competitors, communities, and vulnerable groups (e.g., children, women, outsourced laborers, elderly, persons with disabilities, LGBTQI+).

The five HRDD steps implemented are:

1. Human Rights Policy Declaration – Communicated across internal and external channels.
2. Risk and Impact Assessment – Conducted across similar industries, operational zones, and stakeholder groups.
3. Risk Management Planning – Utilizing sustainability frameworks to mitigate identified risks.
4. Monitoring and Reporting – Establishing timelines and performance evaluation systems to ensure transparency and accountability.
5. Remediation and Grievance Mechanisms – Establishing fair processes for resolving issues when human rights impacts are identified.

In 2024, no complaints related to human rights violations were reported.

Anti-Corruption Commitment

The Company prioritizes the prevention of corruption, recognizing its adverse effects on economic and social stability. It has implemented a formal anti-corruption policy to guide operations and instill trust in stakeholders, ensuring the business operates with integrity and transparency.

Anti-Corruption Commitment

The Company prioritizes the prevention of corruption, recognizing its adverse effects on economic and social stability. It has implemented a formal anti-corruption policy since January 2015 and was officially certified as a member of the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) in April 2015, with a renewal of membership in November 2018.

In 2016, the Company was assessed under the "Anti-Corruption Progress Indicators" project by the Thai Pat Institute and achieved certification, affirming the integrity and completeness of its anti-corruption framework as reviewed by the Audit Committee.

The Company continues to implement this policy through regular communication and training for all employees. In 2024, anti-corruption training was included in the annual training curriculum for the Internal Audit and Operations Control Department. All employees participated and were required to achieve a minimum score of 80% in a post-training evaluation.

Corruption risk is reviewed during every audit of business units as per the Company's annual audit plan. The Audit Committee oversees and reviews the adequacy of the anti-corruption policies and internal control systems to ensure effective risk mitigation.

Additional measures include a whistleblower protection mechanism and confidential reporting channels. The Company also maintains audit, monitoring, and control processes to ensure strong preventive signals against corruption. In 2024, no corruption or fraud incidents were reported in any operational area.

Trinity remains a certified CAC member from 2021 to the present, reinforcing its long-term commitment to ethical and transparent business conduct, recognizing its adverse effects on economic and social stability. It has implemented a formal anti-corruption policy to guide operations and instill trust in stakeholders, ensuring the business operates with integrity and transparency.

Anti-Corruption Practices and Guidelines

- 1) The Company adopts a strict zero-tolerance policy toward all forms of corruption, covering every business unit and transaction.
- 2) Directors, executives, and employees must not engage in any form of corruption—directly or indirectly—for personal benefit or for the benefit of family, friends, or associates.
- 3) The Company ensures that anti-corruption awareness and training is provided from the onboarding stage and is regularly reinforced. Policies are reviewed to align with evolving business practices and legal requirements.
- 4) The Company cultivates an organizational culture that firmly rejects corruption in all dealings with public and private entities.
- 5) The Company complies fully with all relevant Thai laws on anti-corruption.
- 6) The Company does not support or engage in any unlawful political activities.
- 7) Employees are strictly prohibited from offering facilitation payments (bribes) to government officials.
- 8) Employees are also prohibited from accepting gifts from public or private sector representatives, clients, partners, or vendors under any circumstance or occasion.

The Company is committed to preventing money laundering. It follows strict Know Your Customer (KYC) and Customer Due Diligence (CDD) protocols to verify clients and monitor suspicious transactions, particularly those involving high-risk occupations. All such transactions are reported to the Anti-Money Laundering Office (AMLO) in Thailand to prevent the misuse of the Company's services for illicit financial activities or the funding of terrorism.

Whistleblower Policy and Grievance Mechanism

Company Policy on Whistleblowing and Complaints

The Company is committed to conducting its business with integrity, transparency, and good governance. To ensure compliance with the Company's Code of Conduct, laws, and applicable regulations, the Company has established a whistleblower and grievance policy. This policy provides a safe and fair channel for stakeholders to report any misconduct, unfair practices, or illegal activities occurring within the organization.

Reportable Concerns Include:

- Violations of laws, regulations, or business-related standards.
- Inaccuracies in financial reporting or deficiencies in internal control systems.
- Breaches of the Code of Conduct, corruption, or unethical business behavior.
- Discrimination, harassment, or inappropriate conduct in the workplace.

- Labor rights and human rights violations.
- Operations that negatively impact the environment or communities.

2. Whistleblowing Channels

The Company provides various communication channels to facilitate the submission of complaints or reports of misconduct. Stakeholders may report concerns through the following means:

- Internal Audit and Compliance Department E-mail: compliance@trinitythai.com or auditcommittee@trinitythai.com

- Audit Committee (Non-Executive Directors)

Postal mail to:

Chairman of the Audit Committee Trinity Watthana Public Company Limited

No. 1 Park Silom Building, 22nd Floor and Room 2301, 23rd Floor

Convent Road, Silom, Bangrak, Bangkok 10500, Thailand

3. Whistleblower Case Handling Process

Upon receiving a complaint or report, the Company will proceed as follows:

1. Record the details of the complaint or report.
2. Assess the credibility and significance of the reported issue.
3. Conduct a fact-based investigation by the department responsible, with findings submitted to an independent committee.
4. Report investigation results and determine appropriate corrective or disciplinary actions if a violation is confirmed.
5. Inform the whistleblower of the outcome, if appropriate and permissible.

The Company has established clear procedures to ensure that all complaints are addressed fairly, promptly, and appropriately. Additionally, the Company participates in the arbitration process administered by the Securities and Exchange Commission (SEC), which serves as a dispute resolution mechanism to protect investors' rights. This process offers a cost-effective and time-efficient alternative for customers to claim compensation and allows for an investigation and reporting to the Board of Directors without disclosing the whistleblower's identity—thereby safeguarding and protecting those who report concerns.

In 2024, the Company did not receive any complaints related to the aforementioned issues. Nevertheless, the Company continues to emphasize strict adherence to the Code of Business Conduct by all employees and executives in order to prevent potential future complaints or whistleblower reports.

Environmental Sustainability Management

Environmental Management Policy

Although the nature of the Company's business does not have a direct or visible environmental impact, unlike industrial factories or certain other industries—the Company recognizes the importance of climate change and its effect on people's livelihoods. Therefore, it has consistently prioritized environmental responsibility. The Company has implemented a clear environmental policy and practices and manages environmental issues through various internal initiatives.

Environmental Practices

In 2024, the Company established an environmental policy as a framework to ensure environmentally responsible business operations. The policy covers the use of resources and the environmental impacts from business activities, including energy and water usage, waste management, pollution, and greenhouse gas (GHG) emissions. The key areas of this policy include:

1. Compliance with relevant environmental regulations and standards in a systematic manner.
2. Organizing activities that support the reduction of environmental impact.
3. Integrating environmental considerations into risk assessment, operations, and business decision-making.
4. Improving operational processes to minimize or eliminate environmental impact and promoting efficient resource use.
5. Promoting environmental awareness and activities among employees both at work and in their personal lives.
6. Preventing pollution or environmental damage from business operations.
7. Supporting the purchase of environmentally friendly goods and services.
8. Studying and implementing approaches to reduce environmental impact from the Company's internal activities.

Environmental Initiatives

In 2024, the Company developed an environmental action plan to guide and implement its environmental policies. This included encouraging environmental awareness among employees and stakeholders, and monitoring implementation to ensure compliance with the plan.

Although the Company did not conduct formal environmental training sessions as initially planned in 2024, it actively disseminated knowledge and promoted environmental campaigns through the internal intranet and LINE communication channels. These included initiatives such as waste separation, reduction in foam use, water conservation, and energy efficiency. These efforts received full cooperation from employees.

The Company remains committed to fostering environmental awareness, focusing on four key areas of environmental management directly related to its business activities: Reducing energy consumption, Reducing water usage, Minimizing waste generation, Lowering greenhouse gas emissions

Energy, Water, Waste, and GHG Emissions Management Plan

In 2024, the Company maintained its strong commitment to mitigating environmental impacts related to electricity and water usage, waste generation, and GHG emissions. Environmental campaigns were launched in the workplace to raise awareness and promote environmental responsibility among employees.

One notable initiative was the “Trinity 3R (Reduce, Reuse, Recycle)” campaign, which aimed to reduce resource consumption and encourage reuse and recycling. The Company also introduced alternative materials and eco-friendly practices to reduce its carbon footprint. These activities were designed to engage employees, raise awareness, and inspire collective environmental stewardship.

Activities	Operations in 2024
Energy Reduction	Management of Electrical and Lighting Systems <ol style="list-style-type: none"> 1. Consideration of purchasing office electrical appliances with energy-saving features, such as those with the Energy Efficiency Label (Energy Star 5), and using energy-saving devices, such as power strips with an on/off switch and LED light bulbs. 2. Installation of sensors to automatically turn lights on and off upon detecting movement. 3. Set the air conditioner temperature to an optimal range of 25-26°C. 4. Regular cleaning of the air conditioning and air filtration systems.
	Management of Computer Systems <ol style="list-style-type: none"> 1. Use Sleep mode for computers, printers, and photocopiers when not in use. 2. Reduce the brightness of computer screens and set them to automatically shut down at 8:00 PM every day via centralized control. 3. Reuse computers (Roll-out) by rotating their usage based on individual needs and gather functioning computers to donate to others.
	Fuel Usage Management <ol style="list-style-type: none"> 1. Use electric vehicles (EVs) or hybrid cars to reduce carbon dioxide emissions 2. Perform regular maintenance on vehicles to ensure the engine operates efficiently. 3. Choose fuel-efficient vehicles, such as those with low fuel consumption rates.
	Creating an Energy-Saving Culture <ol style="list-style-type: none"> 1. Campaign to raise employee awareness about energy usage through the company’s communication channels and award employees or departments that

Activities	Operations in 2024
	<p>have contributed the most to energy conservation.</p> <ol style="list-style-type: none"> 2. Encourage carpooling to reduce the number of cars used for commuting to work. 3. Promote the use of public transportation to reduce the use of private cars. 4. Develop a hybrid working system or work-from-home options to reduce unnecessary travel.
Set a goal to reduce electricity consumption by 5% every year.	
Reducing Water Usage	<ol style="list-style-type: none"> 1. Design bathroom fixtures to be water-saving devices, such as toilets, urinals, liquid soap dispensers, and sink faucets, to conserve water and reduce unnecessary water wastage. 2. Inspect and repair equipment that has leaks, such as faucets, showerheads, and water pipes.
	<p>Creating a Water-Saving Culture</p> <ol style="list-style-type: none"> 1. Campaigns to raise employee awareness about the value of water conservation, such as turning off faucets when not in use. 2. Install informational signs about water conservation in areas like bathrooms and kitchens.
Set a goal to reduce water usage by 5% every year.	
Waste Reduction	<p>Waste Segregation by Category</p> <ol style="list-style-type: none"> 1. Place trash bins appropriately and clearly label the categories for waste separation, including: <ul style="list-style-type: none"> - Organic waste, such as food scraps and leaves, which can be composted using food waste disposal machines. - Recyclable waste, such as plastics, paper, glass, and metals. - General waste, such as snack wrappers, foil, and plastic straws that cannot be recycled. - Hazardous waste, such as batteries, light bulbs, and chemicals. 2. Reuse and recycle materials to maximize their benefits, such as using single-sided A4 paper as notepaper, or putting organic waste into a composting machine to turn it into plant soil, etc.
	<p>Creating a Waste Reduction Culture</p> <ol style="list-style-type: none"> 1. Campaign to reduce the use of materials that create waste, such as using cloth bags instead of plastic bags. 2. Choose products that can be reused or have a longer lifespan. 3. Reduce food waste by planning purchases and consumption appropriately. 4. Improve the workflow system to be paperless.

Activities	Operations in 2024
	5. The company participates in the Think to Trash waste segregation project with the Securities and Exchange Commission (SEC) to raise awareness among employees about proper waste segregation methods.
Set a goal to reduce plastic waste disposal by 5% every year.	
Reducing Greenhouse Gas Emissions	<ol style="list-style-type: none"> 1. Organize environmentally conscious activities, such as supporting campaigns to reduce energy consumption, minimize waste and trash generation, and reduce the use of office supplies that are not biodegradable. 2. Address greenhouse gas emissions from business activities with the highest emission levels, including electricity usage from air conditioning in the office and fuel consumption from company and employee vehicles. 3. Manage waste disposal and segregate waste by type.
	<p>Creating a Waste Reduction Culture</p> <p>The company campaigns to raise employee awareness about the use of various resources, including electricity, fuel, water, waste, and trash, by promoting these efforts simultaneously through the company's communication channels.</p>
<p>Short-term (1-5 years): Change behaviors within the organization to reduce energy consumption and improve the efficiency of energy management systems.</p> <p>Long-term (5 years and beyond): Achieve the goal of Net Zero or Carbon Neutral.</p>	

Environmental Management Practices

1. Energy Management

Effective energy management is a key strategy for reducing costs, improving operational efficiency, and minimizing environmental impact. The company collects energy usage data to analyze and plan energy consumption control, and to improve processes to have the least environmental impact.

Electricity and Lighting Systems

In 2024, the Company recorded a total electricity consumption of 216,124 kilowatt-hours (kWh), with approximately 75% attributed to its computer systems. Due to office relocation, data from 2022–2023 are unavailable, as energy consumption during those years was under different operating conditions. Thus, only the 2024 data are disclosed. The Company aims to reduce electricity consumption by 5% annually and expects to present more comprehensive data in future reports.

Computer Systems

The Information Technology Department follows a policy of procuring computer equipment that matches user needs, avoiding both under- and over-specification. Equipment purchased complies with the ISO 14000 standard for environmental management.

The Company has adopted Virtualization technologies for over 10 years both on-premises and cloud-based systems (excluding PDPA-related applications) to reduce server usage and minimize energy consumption and cooling demand. In 2024, this initiative helped reduce electricity usage from IT systems by 30%.

Fuel Consumption

In line with its green goals, the Company is transitioning to electric (EV) and hybrid vehicles. As of 2024, only three internal combustion engine vehicles remain, accounting for 20% of the fleet. The Company also participated in the "Care the Bear" event initiative organized to promote environmentally friendly event practices, such as minimizing the use of paper, plastic, and foam products, conserving electricity, and encouraging public transport use among attendees. However, employee engagement in the project has been limited, with plans to reintroduce the campaign in 2025.

2. Water Management

The Company's new office building, Park Silom, is LEED-certified (Leadership in Energy & Environmental Design), featuring water-saving bathroom fixtures. In 2024, water consumption totaled 2,040 cubic meters. Since the Company relocated to Park Silom in September 2023, only 2024 data are reported. Water management in common restrooms is handled by the building management, while the Company oversees water usage in two employee kitchens and filtered drinking water systems. The Company targets a 5% annual reduction in water consumption.

3. Waste Management

Recognizing the environmental and health risks posed by improper waste disposal, the Company actively promotes employee awareness. In November 2023, the Company joined the "Think to Trash" program initiated by the Stock Exchange of Thailand and the SEC. Full participation began in 2024, focusing on international best practices in waste management.

Employees were educated on waste separation methods: food waste, plastics, paper, and e-waste. Clearly labeled waste bins were installed in designated areas. Despite initial engagement, the program was suspended at the end of 2024 due to low participation. Nonetheless, it enabled tangible tracking of daily office waste generation, totaling 9,22.5 kg in 2024 comprising 2,374 kg plastic, 72.5 kg paper, and 6,776 kg food waste.

4. Greenhouse Gas (GHG) Emissions

The company is aware of the impact of greenhouse gas emissions resulting from climate change, particularly in recent years when Thailand—especially Bangkok—has faced severe PM2.5 pollution, directly affecting all stakeholder groups. As a result, the company has made efforts to implement environmentally conscious operations and activities, including: Encouraging employees to reduce energy consumption, Minimizing waste generation, Reducing the use of disposable catering supplies in seminars and meetings, Cutting down on hard-to-decompose office materials, The company prioritizes measures to mitigate greenhouse gas emissions, identifying the following as the largest contributors: Electricity consumption from office air conditioning, Fuel

use from company vehicles, Fuel use from employee, client, and investor vehicles traveling to company events

While the company has promoted initiatives under its greenhouse gas reduction plan, these efforts remain indirect. In the past year, the company has not conducted any direct campaigns addressing climate change or greenhouse gas emissions. As a result, there is currently no available data on emissions, nor has the company registered a carbon footprint with the Thailand Greenhouse Gas Management Organization (TGO) in accordance with international standards.

Environmental Initiatives

1. Paper Reduction

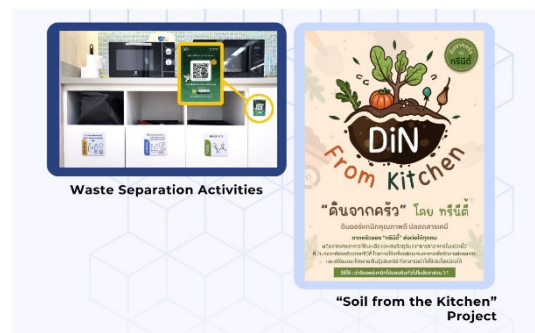
The company uses significant amounts of paper in its securities business for transaction documents and internal operations. To optimize resources and reduce paper consumption, the following measures have been implemented

- Expanded electronic channels (SMS, Email, Line @) for notifications and transactions
- Developed Trinity Member, allowing clients to conduct transactions and access account details online
- Digitized client records (MIS) to minimize printing
- Introduced e-account opening in collaboration with SETTRADE
- Promoted paperless workflows for employees and clients

These measures have reduced paper, ink, and mailing costs while minimizing waste and improving operational efficiency.

2. Waste Segregation

The company promotes waste separation by providing three types of bins: Organic waste (e.g., food scraps for composting), Recyclables (e.g., plastic, paper, glass, metal), General waste (e.g., snack wrappers, non-recyclable plastics) Bins are placed in kitchens and meeting rooms during seminars. This initiative has encouraged employees to adopt waste segregation habits at home. The company is also coordinating with Park Silom Building to enhance office-wide waste management.



3. Efficient Office Equipment Management

The Company effectively manages its office supplies by reusing equipment that is still in good condition such as computers, printers, calculators, file folders, and envelopes to maximize value. For paper management, single-sided used paper is repurposed into notebooks, while fully used double-sided paper is donated to the Bangkok School for the Blind as educational material. Paper that is no longer usable is sold to pulp manufacturing companies for eco-friendly recycling through a boiling and pulping process, transforming it into reusable paper.

In addition, employees are encouraged to avoid unnecessary printing and to use electronic communication (e.g., email or LINE) internally and externally. Customers are also invited to switch to electronic documents via email. In restrooms, signage reminds staff to use toilet paper sparingly—such as using only one sheet at a time—to minimize environmental impact.

4. Secondhand Sale Fundraiser

As part of its regular ESG initiatives, the Company launched a diverse range of activities, including those with environmental themes. In the past year, the Company has organized a "Declutter & Donate Sale", where secondhand items in good condition were selected from both employees and the Company. These included personal items from employees that were no longer used but remained in good condition, as well as various office supplies and furniture.

These items were sold internally to employees at affordable prices. Proceeds from the sale were then allocated to educational scholarships and donations to schools, foundations, or other organizations in need of assistance.

Innovation Development Promotion

Policy and Promotion of Innovation Development

The Company placed high importance on delivering exceptional customer service, with a key goal of enhancing operational efficiency and fostering innovation to improve the quality of services and facilitate more convenient asset trading. This is achieved by integrating advanced technologies and innovations developed by the Company's in-house experts to streamline processes and provide customers with accurate and timely investment information.

Innovation Development Initiatives

The Company has outlined a comprehensive plan to advance its technology across several core areas:

1. **Modernizing Trading Systems:** Enhancing the functionality and user-friendliness of trading platforms to better meet user needs.
2. **Investment in Research and Development (R&D):** Prioritizing investment in emerging technologies such as Big Data, Blockchain, and others to strengthen securities analysis capabilities.
3. **Improving Transaction Security:** Strengthening data security through encryption, authentication, and suspicious transaction monitoring to safeguard client information.
4. **Digital Transformation Support:** Integrating AI and machine learning to analyze customer and market data for more effective service development.
5. **Customer-Centric Technologies:** Developing tools such as automated investment advisory systems and real-time market information to boost customer satisfaction and engagement.
6. **Continuous Technological Advancement:** Adapting to capital market dynamics and evolving customer demands to improve operational efficiency and satisfaction.
7. **Data Management Enhancement:** Leveraging Data Analytics to better understand customer behavior and market trends.

Innovation Development in Action

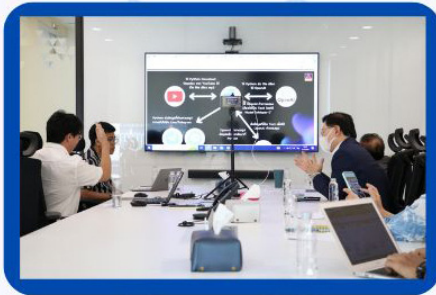
Generative AI Innovation Contest

In 2024, the Company launched a Generative AI Innovation Contest, attracting 12 project submissions from employees. These entries showcased creative applications of artificial intelligence in investment analysis. Winning teams were invited to further develop their solutions, enhancing analytical capabilities through improved speed, accuracy, and efficiency when processing large volumes of financial data. The Company integrated AI into various dimensions of investment analysis, including:

- **Fundamental Analysis:** AI systems were developed to gather and extract core business data, financial statements, and economic indicators to assess the intrinsic value of securities rapidly.
- **Market Trend Analysis:** AI tools were implemented to analyze historical and current market data to forecast stock and asset movement trends.

- Opportunity Day Summaries: AI systems were used to extract key insights from corporate presentations and videos to generate concise investment summaries.
- News & Sentiment Analysis: The Company applied AI to analyze financial news, earnings reports, and social media sentiment to evaluate market direction and price impacts.
- Quarterly Earnings Visualization: AI solutions were employed to compile and visualize quarterly financial results of listed companies as infographics for investor clarity.

"Capitalizing AI Exponentials"



Creative Contest: Crafting Innovations with Generative AI



AI Power: Revolutionizing the Way We Work

INSIGHT TO INVEST

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