

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TRINITY WATTHANA PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

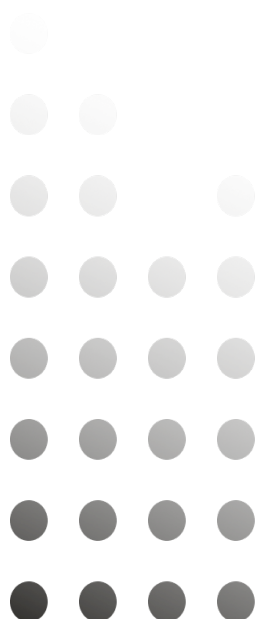


Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	5
Sustainable Development	12
Corporate Governance	
Corporate Governance Policy	16
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	17
Performance Report on Corporate Governance	31

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : TRINITY WATTHANA PUBLIC COMPANY LIMITED

Symbol : TNITY

Address : 1 Park Silom, 22nd Floor, Convent Road, Silom, Bangrak

Province : Bangkok

Postcode : 10500

Business : The Company operates as a holding company that is composed of three main businesses including 1) Securities business such as securities brokerage, securities trading, investment adviser 2) Financial advisory services and investment banking business 3) Securitization business.

Registration Number : 0107545000195

Telephone : 0-2088-9100

Fax (if applicable) : 0-2088-9399

Website : www.trinitythai.com

Email : ir@trinitythai.com

Total Shares Sold (shares)

Common Stock : 214,404,846

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	831,280.06	304,054.91	645,077.45
Brokerage fee income (Thousand baht)	275,409.86	141,489.86	155,907.88
Fee and service income (Thousand baht)	100,083.61	55,704.65	89,405.75
a (Thousand baht)	179,297.49	174,532.70	138,249.65
Gain and return on financial instruments (Thousand baht)	67,587.95	-237,076.56	2,469.59
Interest income (Thousand baht)	123,854.13	99,796.25	117,769.64
Advisory fees (Thousand baht)	49,376.13	44,272.67	77,923.92
Share of profit using equity method (Thousand baht)	14,669.19	1,627.00	8,224.84
Other income (Thousand baht)	21,001.70	23,708.34	55,126.18

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Brokerage fee income (%)	33.13	46.53	24.17
Fee and service income (%)	12.04	18.32	13.86
a (%)	21.57	57.40	21.43
Gain and return on financial instruments (%)	8.13	-77.97	0.38
Interest income (%)	14.90	32.82	18.26
Advisory fees (%)	5.94	14.56	12.08
Share of profit using equity method (%)	1.76	0.54	1.28
Other income (%)	2.53	7.80	8.55

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	831,280.06	304,054.91	645,077.45
Domestic (Thousand baht)	831,280.06	304,054.91	645,077.45
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	21,001.70	23,708.34	55,126.18
Other income from operations (Thousand baht)	21,001.70	23,708.34	55,126.18
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (Thousand baht)	14,669.19	1,627.00	8,224.84

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

1) Risks from SET Fluctuation and Economic Situation in Thailand

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Financial Risk

- Fluctuation in return on assets or investment

2) Risks from Competition in Securities Business and Derivative

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

3) Risks from Underwriting

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Financial Risk

- Insufficient sources of funding

4) Credit risk and customer default payment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties

Financial Risk

- Default on payment or exchange of goods

5) Risks from Investment Due to Change in Securities and Derivatives Prices, and Foreign Exchange Rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

6) Interest rate risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

7) Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Damage to company image and reputation

Financial Risk

- Insufficient sources of funding
- Default on payment or exchange of goods

8) Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Corruption

Compliance Risk

- Violations of laws and regulations

- Corporate Governance

9) Risks from Staff Turnover

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects

10) Risks from Failure or Disruption of Securities and Derivatives Trading System

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

11) Corporate Governance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

12) Risks from Business Operating under Strict Rules, Regulations, Notifications and Supervision from the Regulatory Authorities

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance

13) The risk of new laws that are gradually coming into force

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations

- Corporate Governance

14) Emerging Risk-Digital Transformation and Cyber Security

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Risk to Securities Holder (2.2.2)

1) Stock liquidity risk

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

2) Risk from payment of debts under bills of exchange and debentures

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

3) Risk from dependency on issuing debentures as major source of funds

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

4) Risk from commitments and contingent liabilities

Risk Management Measures: Yes

Related Risk Topics

- Other

5) Risk from not specifying financial covenant in the terms & conditions of the debentures

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.trinitythai.com/th/Investor/Esg/52>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.trinitythai.com/th/Investor/Esg/52>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean
Energy Management, Water Management, Waste Management,
Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	303.09	1,953.00	1,277.00
Gasoline (Litres)	4,738.81	10,773.00	8,580.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	0.00	216,124.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	2,227.97	2,234.21	2,040.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	N/A	N/A	9,222.50
Total waste generated (Kilograms)	0.00	0.00	9,222.50

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.trinitythai.com/th/Investor/Esg/52>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	105	104	124
Number of female employees (Persons)	118	111	130
Total number of employees (Persons)	223	215	254

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	0.00	0.00	297,862,235.80

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	13.39	8.58	12.42
Employee development and training expenses (baht)	1,372,686.00	948,239.00	1,709,024.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	11.66	12.56	11.02

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	Yes

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.trinitythai.com/th/Investor/Abouttrinity/34>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

**Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information**

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	12	100.00
Number of female directors	0	0.00
Number of executive directors	4	33.33
Number of non-executive directors	8	66.67
Number of independent directors	6	50.00

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PAKHAWAT KOVITHVATHANAPHONG Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	7 Dec 2016	Finance, Economics, Finance & Securities

2.	Mr. PAIROTE VAROPHAS Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	9 Jul 2002	Finance, Accounting, Audit, Business Administration
3.	Mr. CHARNCHAI KONGTHONGLUCK Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	24 Dec 2009	Finance, Finance & Securities, Accounting, Business Administration
4.	Mr. VISIT ONGPIPATTANAKUL Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	25 Jan 2011	Finance, Finance & Securities, Business Administration
5.	Mr. NITIPHON CHAISAKULCHAI Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Jun 2015	Health Care Services, Business Administration

6.	Mr. KANAWUTHI WATTANADHIRACH Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	14 Jan 2022	Law, Accounting, Finance, Business Administration
7.	Mr. ARNAT LEEMAKDEJ Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Apr 2021	Finance, Economics, Business Administration
8.	Mr. VEERAPHAT PHETCHARAKUPT Gender: Male Age: 44 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	25 Apr 2024	Business Administration, Finance & Securities, Finance, Fund Management
9.	Mr. PANYA BOONYAPIWAT Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	25 Apr 2024	Risk Management, IT Management

10.	Mr. CHARTCHAI ROJANANRATANANGKULE Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	25 Apr 2024	Accounting
11.	Mr. SOMPOTE VALYASEVI Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	14 May 2024	Accounting, Economics, Law, Risk Management, Audit
12.	Mr. UDOMSAK ROJVIBOONCHAI Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	29 Apr 2022	Finance, Accounting, Business Administration

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. CHARNCHAI KONGTHONGLUCK Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 24 Dec 2009 Date directorship ended: 30 Dec 2024	No replacement director

2.	Mr. ABHICHART ARBHABHIRAMA Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 9 Aug 2004 Date directorship ended: 25 Apr 2024	Mr. SOMPOTE VALYASEVI Date position was assumed: 14 May 2024
3.	Mr. KAMPANART LOHACHAROENVANICH Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 27 Apr 2016 Date directorship ended: 25 Apr 2024	Mr. PANYA BOONYAPIWAT Date position was assumed: 25 Apr 2024
4.	Mr. SORAYOUTH PROMPOJ Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Humanities Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 16 Oct 2018 Date directorship ended: 25 Apr 2024	Mr. VEERAPHAT PHETCHARAKUPT Date position was assumed: 25 Apr 2024

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of
the Board of Directors' meetings : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PAIROTE VAROPHAS [1] Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 Jul 2002	Finance, Accounting, Audit, Business Administration
2. Mr. ARNAT LEEMAKDEJ [1] Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	26 Apr 2023	Finance, Economics, Business Administration
3. Mr. CHARTCHAI ROJANANRATANANGKULE [1] Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	14 May 2024	Accounting

4.	Mr. UDOMSAK ROJVIBOONCHAI [1] Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	14 May 2024	Finance, Accounting, Business Administration
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[1] A director with the accounting expertise needed to review financial statements

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. ABHICHART ARBHABHIRAMA [1] Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 27 Apr 2016 Date directorship ended: 25 Apr 2024	No replacement director
2. Mr. KAMPANART LOHACHAROENVANICH [1] Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 27 Apr 2016 Date directorship ended: 25 Apr 2024	No replacement director

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
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1.	Mr. VISIT ONGPIPATTANAKUL Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jul 2024
2.	Mr. PAKHAWAT KOVITHVATHANAPHONG Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2024
3.	Mr. VEERAPHAT PHETCHARAKUPT Gender: Male Age: 44 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2024

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. PAKHAWAT KOVITHVATHANAPHONG Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 1 Jul 2024 Date directorship ended: 31 Dec 2024	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. NITIPHON CHAISAKULCHAI	Member
	Mr. KANAWUTHI WATTANADHIRACH	Member
	Mr. PAIROTE VAROPHAS	Member
	Mr. PANYA BOONYAPIWAT	Member
	Mr. SOMPOTE VALYASEVI	Chairman
ESG Committee	Mr. VISIT ONGPIPATTANAKUL	Chairman
	Mrs. Niyada Changtrakul	Member
	Mr. Woravit Sinyoo	Member
	Ms. Suwannee Limpanavongsaen	Member
	Mrs. Kanoktip Saichumin	Member
	Mr. Ditdanai Sangkharom	Member
	Mrs. Kulnada Rujjanavate	Member
Executive Committee	Mr. VISIT ONGPIPATTANAKUL	Chairman
	Mr. VEERAPHAT PHETCHARAKUPT	Member
	Mr. PAKHAWAT KOVITHVATHANAPHONG	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Executive Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: ESG Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PAKHAWAT KOVITHVATHANAPHONG Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration	Chairman	7 Dec 2016	Finance, Economics, Finance & Securities
2. Mr. VISIT ONGPIPATTANAKUL Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Business Administration	Chief Executive Officer	1 Dec 2023	Finance, Finance & Securities, Business Administration
3. Mr. VEERAPHAT PHETCHARAKUPT Gender: Male Age: 44 years old Highest level of education: Doctoral degree Major: Finance	CEO (Trinity Securities Co.,Ltd.)	3 Jan 2024	Business Administration, Finance & Securities, Finance, Fund Management
4. Ms. Suwannee Limpanavongsaen [1] Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	1 Dec 2023	Finance & Securities, Accounting, Finance, Audit, Internal Control
5. Mrs. Kanoktip Saichumin Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Finance	Deputy Managing Director	16 Sep 2021	Finance

6.	Mrs. Supattra Phuphatana Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Finance	CEO Investment Banking 1	1 Jul 2023	Business Administration, Finance & Securities, Finance, Statistics
7.	Mr. ASHWANI AHUJA Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Finance	CEO Investment Banking 2	1 Jul 2024	Finance
8.	Mrs. Niyada Changtrakul Gender: Female Age: 64 years old Highest level of education: Master's degree Major: labor relations	Deputy Managing Director	5 Jan 2001	Finance & Securities, Human Resource Management
9.	Ms. Suthang Khonsilpa Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Finance	CEO Investment Banking 1	1 Jul 2013	Finance & Securities, Finance
10.	Mr. Woravit Sinyoo Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Finance	Deputy Managing Director	1 Feb 2005	Finance & Securities, Business Administration

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2022	2023	2024
Total executive remuneration (baht)	42,346,055.00	43,463,994.00	57,672,514.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 124

Number of female employees (persons) : 130

Total number of employees (persons) : 254

Employee Remuneration

Total employee remuneration : 297,862,235.80

Provident fund

Total number of employees (persons) : 254

Number of employees contributing to the PVD (persons) : 232

Percentage of employees who are members (%) : 91.34

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information

Email

Telephone

1.	Ms. Yupin Upathambhakul	yupin@trinitythai.com	023439620
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• **Company secretary**

General information		Email	Telephone
1.	Ms. Suwannee Limpanavongsaen	suwannee@trinitythai.com	023439559

• **Head of internal audit**

General information		Email	Telephone
1.	Mr. Chitchai Jamgomai	Chitchai@trinitythai.com	023439560

• **Head of compliance unit**

General information		Email	Telephone
1.	Mr. Chitchai Jamgomai	chitchai@trinitythai.com	023439560

• **Head of investor relations**

General information		Email	Telephone
1.	Mrs. Niyada Changtrakul	niyada@trinitythai.com	020889333

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	1. Mrs. ROSAPORN DECHARKOM Email: Rosaporn.Decharkom@th.ey.com Telephone: 022649090	1,200,000.00	-
	2. Mrs. KIRDSIRI KANJANAPRAKASIT Email: kirdsiri.kanjanaprakasit@th.ey.com Telephone: 022649090		
	3. Mrs. SUMANA PUNPONGSANON Email: sumana.punpongsanon@th.ey.com Telephone: 022649090		

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

- List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VISIT ONGPIPATTANAKUL Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 25 Jan 2011	Finance, Finance & Securities, Business Administration

- List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VEERAPHAT PHETCHARAKUPT Gender: Male Age: 44 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 25 Apr 2024	Business Administration, Finance & Securities, Finance, Fund Management

2.	Mr. PANYA BOONYAPIWAT Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Apr 2024	Risk Management, IT Management
3.	Mr. CHARTCHAI ROJANANRATANANGKULE Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Apr 2024	Accounting
4.	Mr. SOMPOTE VALYASEVI Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 14 May 2024	Accounting, Economics, Law, Risk Management, Audit

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PAKHAWAT KOVITHVATHANAPHONG	Chairman of the board	Non-participating
Mr. PAIROTE VAROPHAS	Director	Participating
Mr. CHARNCHAI KONGTHONGLUCK	Director	Non-participating
Mr. VISIT ONGPIPATTANAKUL	Director	Participating
Mr. NITIPHON CHAISAKULCHAI	Director	Non-participating
Mr. KANAWUTHI WATTANADHIRACH	Director	Non-participating
Mr. ARNAT LEEMAKDEJ	Director	Participating

Mr. VEERAPHAT PHETCHARAKUPT	Director	Participating
Mr. PANYA BOONYAPIWAT	Director	Non-participating
Mr. CHARTCHAI ROJANANRATANANGKULE	Director	Non-participating
Mr. SOMPOTE VALYASEVI	Director	Participating
Mr. UDOMSAK ROJVIBOONCHAI	Director	Participating
Mr. ABHICHART ARBHABHIRAMA	Director	Non-participating
Mr. KAMPANART LOHACHAROENVANICH	Director	Non-participating
Mr. SORAYOUTH PROMPOJ	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PAKHAWAT KOVITHVATHANAPHONG (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. PAIROTE VAROPHAS (Director)	-	6/6	Participating	Did not hold the meeting
3. Mr. CHARNCHAI KONGTHONGLUCK (Director)	-	6/6	Participating	Did not hold the meeting

4.	Mr. VISIT ONGPIPATTANAKUL (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. NITIPHON CHAISAKULCHAI (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. KANAWUTHI WATTANADHIRACH (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. ARNAT LEEMAKDEJ (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. VEERAPHAT PHETCHARAKUPT (Director)	-	4/4	Non-participating	Did not hold the meeting
9.	Mr. PANYA BOONYAPIWAT (Director)	-	4/4	Non-participating	Did not hold the meeting
10.	Mr. CHARTCHAI ROJANANRATANANGKULE (Director)	-	4/4	Non-participating	Did not hold the meeting
11.	Mr. SOMPOTE VALYASEVI (Director)	-	3/3	Non-participating	Did not hold the meeting
12.	Mr. UDOMSAK ROJVIBOONCHAI (Director)	-	6/6	Participating	Did not hold the meeting
13.	Mr. ABHICHART ARBHABHIRAMA (Director)	25 Apr 2024	2/2	Non-participating	Did not hold the meeting
14.	Mr. KAMPANART LOHACHAROENVANICH (Director)	25 Apr 2024	2/2	Participating	Did not hold the meeting
15.	Mr. SORAYOUTH PROMPOJ (Director)	25 Apr 2024	2/2	Non-participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. PAKHAWAT KOVITHVATHANAPHONG (Chairman of the board)	-	760,000.00	0.00	Yes
2.	Mr. PAIROTE VAROPHAS (Director)	-	272,000.00	0.00	Yes
3.	Mr. CHARNCHAI KONGTHONGLUCK (Director)	-	272,000.00	0.00	Yes

4.	Mr. VISIT ONGPIPATTANAKUL (Director)	-	272,000.00	0.00	Yes
5.	Mr. NITIPHON CHAISAKULCHAI (Director)	-	272,000.00	0.00	Yes
6.	Mr. KANAWUTHI WATTANADHIRACH (Director)	-	272,000.00	0.00	Yes
7.	Mr. ARNAT LEEMAKDEJ (Director)	-	272,000.00	0.00	Yes
8.	Mr. VEERAPHAT PHETCHARAKUPT (Director)	-	192,000.00	0.00	Yes
9.	Mr. PANYA BOONYAPIWAT (Director)	-	192,000.00	0.00	Yes
10.	Mr. CHARTCHAI ROJANANRATANANGKULE (Director)	-	192,000.00	0.00	Yes
11.	Mr. SOMPOTE VALYASEVI (Director)	-	168,000.00	0.00	Yes
12.	Mr. UDOMSAK ROJVIBOONCHAI (Director)	-	272,000.00	0.00	Yes
13.	Mr. ABHICHART ARBHABHIRAMA (Director)	25 Apr 2024	80,000.00	0.00	Yes
14.	Mr. KAMPANART LOHACHAROENVANICH (Director)	25 Apr 2024	80,000.00	0.00	Yes
15.	Mr. SORAYOUTH PROMPOJ (Director)	25 Apr 2024	80,000.00	0.00	Yes

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PAIROTE VAROPHAS (Chairman of the audit committee)	-	5/5
2.	Mr. ARNAT LEEMAKDEJ (Audit committee)	-	5/5
3.	Mr. CHARTCHAI ROJANANRATANANGKULE (Audit committee)	-	2/2
4.	Mr. UDOMSAK ROJVIBOONCHAI (Audit committee)	-	2/2

5.	Mr. ABHICHART ARBHABHIRAMA (Chairman of the audit committee)	25 Apr 2024	2/2
6.	Mr. KAMPANART LOHACHAROENVANICH (Audit committee)	25 Apr 2024	2/2