

TRINITY GROUP LIMITED
MIFIDPRU 8 REMUNERATION DISCLOSURE
For the year ended 31 December 2025

1. Overview

Trinity Group Limited (“the Firm”) is authorised and regulated by the Financial Conduct Authority and is classified as a Small and Non-Interconnected (SNI) MIFIDPRU investment firm.

In accordance with the requirements of MIFIDPRU 8, the Firm is required to make public disclosures regarding its remuneration policies and practices.

2. Remuneration Policy and Governance

The Firm has established a remuneration policy designed to:

- promote sound and effective risk management;
- discourage excessive risk-taking;
- align remuneration with the long-term interests of the Firm; and
- support a strong culture of compliance and responsible business conduct.

The Board of Directors is responsible for:

- approving and maintaining the remuneration policy;
- determining remuneration outcomes; and
- ensuring that remuneration arrangements are consistent with the Firm’s risk profile and regulatory obligations.

Given the size, nature, and complexity of the Firm, a separate Remuneration Committee has not been established. The Board performs this function collectively.

3. Structure of Remuneration

Remuneration at the Firm consists of:

Fixed remuneration, which reflects:

- role and responsibilities;
- experience and seniority; and
- market conditions.

Variable remuneration, which is:

- discretionary;
- based on individual and Firm performance; and
- subject to adjustment to reflect risk, conduct, and compliance outcomes.

The Firm operates a fully flexible variable remuneration policy, including the ability to award no variable remuneration where appropriate.

4. Performance Assessment

Performance is assessed using a combination of financial and non-financial criteria.

Non-financial criteria include:

- compliance with regulatory requirements;
- adherence to internal policies and procedures;
- conduct and behaviour; and
- contribution to the Firm's culture and long-term objectives.

Non-financial performance can override financial performance where appropriate.

5. Quantitative Remuneration Disclosure

The table below sets out the aggregate remuneration awarded by the Firm in respect of the financial year ended 31 December 2025.

Category	£
Fixed remuneration	£196,714
Variable remuneration	£510,500
Total remuneration	£707,214

All remuneration relates to staff of the Firm. No guaranteed variable remuneration or severance payments were made during the year.

6. Additional Information

The Firm ensures that:

- remuneration for control functions is independent of the business areas they oversee;
- remuneration decisions are appropriately managed to avoid conflicts of interest; and
- variable remuneration does not compromise the Firm's capital position.

7. Frequency of Disclosure

This disclosure is made on an annual basis and relates to the Firm's financial year.

DocuSigned by:

Tim Halfacre

BD003E4C8C94460

Approved by the Board of Directors

Trinity Group Limited

Date: 22/04/2026