

ZEN Corporation Group Public Company Limited and its subsidiaries.

(Translation)

Business Ethics of Partners

Zen Corporation Group Public Company Limited (the "Company") and its subsidiaries have been conducting their business with the principles of honesty, transparent, legal and in accordance with the principles of good governance. The company adheres to the principle of business development and sustainable growth, Social Responsibility, protect the environment in accordance with good corporate governance policies, Sustainable Development Policy. With this commitment, the Company intends to enable the Company's suppliers and subsidiaries in the supply chain to operate their businesses under the same principles and objectives.

Therefore, the Company has prepared this Code of Business Conduct for Suppliers so that business partners who do business with the Company and its subsidiaries under the supply chain adhere to ethical business practices in accordance with the law, adhere to and comply with the principles of human rights, fair treatment of workers and in accordance with occupational safety and health standards, awareness and importance on friendliness and environmental protection to create growth and sustainability together. The implementation will be monitored to comply with the declaration of intent. This Code of Conduct shall be complied with as follows:

Supplier means a seller of goods, contractors and/or service providers to the Company and its subsidiaries, whether a juristic person or an individual.

Guidelines and Scope of Conduct of the Company's Business Partners and Subsidiaries

1. Business ethics comply with the law Regulations and Requirements.

- 1.1 Have integrity Legal Compliance Conduct business with integrity, adherence to accuracy, honesty, and integrity, ethical and transparent, do not act in a manner that creates an unfair competitive advantage Regulations and Requirements
- 1.2 To have morality, we must conduct business with consideration for stakeholders, operate and treat stakeholders with equality.
- 1.3 Conflicts of interest, Business partners must not have any connection or other relationship with the directors, executives and/or employees of the Company in the manner of connection or conflict of interest. If it falls into such a category, it must notify the Company and must comply with the rules specified by the Company.

- 1.4 Disclosure and Confidentiality Business partners must fully disclose information in accordance with the agreement to the Company and its subsidiaries, including not disclosing information of the Company and its subsidiaries without the consent of other parties. To be used for the benefit of any person, including in accordance with the rules of the relevant rules.
- 1.5 Respect for intellectual property must respect the intellectual property of others. There are actions that do not infringe on the intellectual property of others.
- 1.6 Anti-Corruption: Business partners must be anti-corruption in all cases.

Corruption refers to the practice or omission of performance in office or abuse of power in any form, whether it is giving or receiving bribes, presenting or undertaking to make a request or demand, whether property, money, goods, rights or any other interests that are contrary to morals, ethics and laws, rules, regulations, policies, to government officials or any other person conducting business with the Company, its subsidiaries or group companies, whether domestic or foreign, in order to obtain undue benefits, either to the organization, itself or related persons.

2. Non-discrimination Comply with labor laws and human rights principles. The supplier must take action as follows:

- 2.1 Non-discrimination: must respect differences and treat employees equally without unfairly benefiting or depriving employees of their rights on the grounds of race, nationality, ethnicity, color, religion, social status, sex, age, handicapped or disability, political ideas, marital status. In addition, measures to prevent and solve problems related to sexual harassment should be established.
- 2.2 Do not engage in acts that violate human rights, especially forced labor, illegal use of migrant workers, child labor and human trafficking.
- 2.3 Labor protection: in hiring foreign workers, business partners must comply with the law. In the case of pregnant women, they will be provided with safe work at an appropriate time and not harmful to the pregnancy or the unborn child, not reduce position or reduce benefits due to pregnancy.
- 2.4 Compensation wages, remuneration, living expenses and benefits in various forms are paid in accordance with labor laws and on time and employee wages are not deducted unless it is an action that is not contrary to the law. Equal remuneration is paid between males and females.
- 2.5 The working hours are set in accordance with the law, including supervising the overtime hours of employees to be in accordance with the law.
- 2.6 Freedom of association and negotiation by respecting the right of employees to associate or assemble in any form that is not contrary to the law, including participating in the negotiation process in accordance with the law.

3. Safety, Occupational Health and Work Environment Operations

- 3.1 Promote, support, maintain and continuously improve the safe working environment, prevent the impact on the hygiene of employees and related parties.
- 3.2 Focus on maintaining, preventing, and reducing the impact on the working environment due to business activities.
- 3.3 Regular training on safety, occupational health and working environment.

4. Environmentally friendly operation.

- 4.1 Strictly comply with environmental laws and regulations.
- 4.2 Raw material sources are provided and the process of developing environmentally friendly products is established. The use of toxic substances that have an impact on the environment, natural and social resources.
- 4.3 Cooperate and provide solutions to solve problems caused by climate change, including problems from greenhouse gases and the impacts caused by business operations of business partners and solving the problem of global warming.
- 4.4 There are systematic problems in waste and waste management by promoting knowledge on waste reduction in all workplaces. Reuse, creation of a sorting system at the source to reduce the volume and cost of management.

5. Social Action: the Company conducts business that recognizes and values the impact on society and the community, as well as respect for cultural diversity, rights and opinions of the community in the business area. There is regular communication to build relationships with the community.

This Code of Business Conduct for Business Partners is effective from December 22, 2023 with the approval of the Board of Directors in the 8th meeting /2023.

Mr. Paitoon Taveebhol

Chairman of the Board of Directors