

ZEN Corporation Group Public Company Limited and its subsidiaries.

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(Translation)

Environmental Policy

Zen Corporation Group Public Company Limited (the "Company") and its subsidiaries are aware of the importance of the environment. Therefore, the Company is committed to taking action to reduce the environmental impact caused by the operation of the Company and its subsidiaries in all dimensions. Therefore, the Board of Directors has established an environmental policy to ensure effective environmental management within the organization to reduce environmental impacts in every way to achieve the goals and in line with the business intention to develop the organization for stable and sustainable growth in accordance with the guidelines for environmentally responsible actions as follows:

1. Encourage the directors, Senior Executives, All employees and workers are aware of the importance of climate change that will have an impact on the environment including water, air, ecosystems, biodiversity and plan for strategic risk management operational aspects, financial aspects, regulatory aspects To manage the impacts that will occur from climate change.
2. Source raw materials and establish an environmentally friendly product, development process throughout the supply chain.
3. Cooperate and provide guidelines to solve greenhouse gas problems and impacts caused by the Company's and its subsidiaries' operations by effectively managing activities that affect greenhouse gas emissions.
4. Solve the problem of waste and waste management systematically by promoting knowledge on waste reduction in all workplaces. Reuse, and the establishment of a sorting system at the source to reduce the volume and cost of management.
5. Energy consumption is managed by using it efficiently and making the most of it.
6. Encourage the application of technology and innovation to develop an environmental management system in its operations.
7. Create a culture and cultivate awareness in the organization to preserve and be responsible for nature and the environment, and develop personnel and communicate within the organization to create

understanding and importance of energy and natural resource conservation. environmental management, including continuous evaluation of policy implementation.

8. Strictly comply with environmental laws and regulations.

This policy is effective from December 22, 2023 with the approval of the Board of Directors at the 8th Meeting of the Company in 2023.

Mr. Paitoon Taveebhol  
Chairman of the Board of Directors