

ZEN Corporation Group Public Company Limited and its subsidiaries.

(Translation)

Sustainable Development Policy

Zen Corporation Group Public Company Limited (the "Company") and its subsidiaries have the intention to conduct business with the determination to always improve themselves for stable and sustainable growth. Under the operation and management with responsibility in accordance with the principles of corporate governance, honesty, truthful, transparency, fairness, ethics and code of conduct. Good Corporate Governance System Based on the principles and guidelines for responsible actions for the economy, social, environment for the best interests of stakeholders and all parties involved as follows:

1. Responsibility to customers and consumers

- 1.1 Continuous development of products and services to meet the needs of consumers.
- 1.2 Create customer satisfaction by listening to customer feedback and use the data to improve your products, marketing activities, services, and effective resolution of customer problems to maintain the customer base and consumers to return to use products or services continuously.
- 1.3 Conduct marketing and advertising activities responsibly to customers and consumers legally not conflict with human rights, creative and authentic under the principle of fair competition and generally accepted.

2. Customer Food Hygiene and Safety

- 2.1 Emphasis on hygiene Continuously establish and develop product and service quality standards in accordance with laws and food safety for customers.
- 2.2 Select manufacturers and suppliers of products that meet safety and hygiene standards, as well as have a periodic monitoring system to ensure and traceability at every production stage, and continuously develop safety standards of suppliers.
- 2.3 Monitor the operation of relevant branches/agencies to ensure that food products are safe at all stages and that relevant agencies comply with safety measures effectively.

3. Human Resource Management in Accordance with Human Rights Principles

- 3.1 Comply with the principles of human rights by treating individuals fair and equal employees both within the organization and in the supply chain under the principles of human rights. It does not discriminate on the basis of race, gender, and age, promotes the employment of the disadvantaged and the disabled, and opposes child labor, as well as creating an environment and enhancing a good quality of life.
- 3.2 employment appropriate, transparent, and systematic payment of remuneration and welfare. Creating equal financial security for employees
- 3.3 Personnel development: Strengthen the development of the potential of employees at all levels to have knowledge. Increase the skills necessary to perform tasks to achieve the goals and strategies set. They can learn to adapt to the situation by using the necessary and appropriate skills to strengthen their capacity as the main factor that supports effective business operations.
- 3.4 Strengthen employee relationships and engagement with the organization to retain quality employees to work with the organization for a long time. Reduce the risk of shortage of personnel to drive the business.
- 3.5 A comprehensive human rights review process shall be conducted and human rights risks shall be assessed throughout the value chain and all stakeholder groups in accordance with the United Nations Principles on Business and Human Rights.

4. Sustainable Supply Chain Management

- 4.1 Establish a code of conduct for business partners that covers environmental issues. By encouraging business partners to operate ethically and socially responsibly. Monitor the compliance with the Code of Business Ethics of suppliers and determine the plan for sustainable business development of suppliers in line with the Company's and its subsidiaries.
- 4.2 development Improve the supply chain to be efficient. Reduce redundant operations, including identifying risks that occur in the supply chain in all aspects.

5. Good Corporate Governance Compliance with laws and regulations

- 5.1 There are organizational guidelines to ensure that stakeholders can be confident that the Company's and its subsidiaries' business operations adhere to corporate governance and ethics

- 5.2 with transparency according to the anti-corruption policy, good corporate governance, effective risk management to reduce risks from the company and subsidiaries' business. There is also a clear monitoring process and indicators.
- 5.3 There are guidelines for all agencies to strictly comply with relevant laws/announcements, such as the Public Law Act, Law on the Securities and Exchange Commission, The Stock Exchange of Thailand, Revenue Department, Excise Department, District Office, Labor Law and Human Rights, Laws on trademarks, patents, copyrights, intellectual property, consumer protection laws, etc. Personal Data Protection Act and other relevant laws.
- 5.4 Provide knowledge and understanding to all departments and related parties to operate under equal operations and treat employees in accordance with human rights principles. All sectors shall operate with integrity and comply with the anti-corruption policy in all forms.

6. Sustainable Selection of Raw Materials

- 6.1 Strengthen of small and medium-sized partners, including farmers, to generate income and distribute income to society.
- 6.2 The main sources of raw materials are selected from potential partners from sources with standards and compliance with the law. This includes focusing on manufacturers who are aware of reducing their impact on the environment, society and good corporate governance.
- 6.3 Supporting and cooperating with partners in protecting animals used for food in accordance with animal welfare principles and protecting forest areas. It does not support the use of agricultural land that affects the ecosystem and the environment.

7. Community and Social Responsibility

- 7.1 Participation in community development by recruiting raw materials to support employment in the community, supporting small entrepreneurs, promoting farmers and jobs for the community in order to generate income and to promote the country's economy.
- 7.2 Creating stability in life in terms of food, the stomach of society, the community encourages sustainable self-reliance, improving the quality of life through various development projects.

8. Environmental Management

- 8.1 Encourage the directors, Senior Executives, all employees and workers should be aware of the importance of climate change that will have an impact on the environment, including water. There are risks that will affect the company's operations in terms of strategy, environment, and biodiversity, operational, Financial & Regulatory.
- 8.2 To ensure effective environmental management, reduce environmental impact in every way to achieve the target. There is a systematic management of greenhouse gases, waste management to reduce the burden of destruction, energy and water management, including any other actions in accordance with the environmental policy.

9. Effective use of resources.

- 9.1 Area management to increase efficiency to the sales area. Create new workflows or business models. Increase the competitiveness of the business in line with the direction and growth of the business.
- 9.2 The Company has taken steps to reduce various food wastes to reduce costs and reduce environmental impacts.
- 9.3 Encourage the use of technology in operations to increase the effectiveness and efficiency of operations to be accurate, fast, and maximize benefits.
- 9.4 Use new technologies and innovations to meet consumer needs and increase consumer satisfaction.

This policy is effective from December 22, 2023 with the approval of the Board of Directors.

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Mr. Paitoon Taveebhol

Chairman of the Board of Directors