ZEN Corporation Group Public Company Limited and its subsidiaries.

(Translation)

Biodiversity Management Policy

Zen Corporation Group Public Company Limited and its subsidiaries (the "Company") are committed to conducting business sustainably, recognizing the potential risks arising from operations that may impact ecosystems and natural balance throughout the supply chain. To address these concerns, the Company has established a Biodiversity Management Policy, which includes the following guidelines:

1. Establish goals, strategies, and business practices with short-, medium-, and long-term management plans that are environmentally friendly, promoting conservation and avoiding actions that may negatively impact ecosystems and biodiversity.

2. Build a culture and foster awareness among directors and all employees to recognize and comply with measures aimed at minimizing impacts on the natural balance.

3. Coordinate and collaborate with partners, business allies, and stakeholders to participate in the conservation of natural areas, including the restoration of water sources and land to prevent degradation and ensure they remain free from contamination by hazardous chemicals.

4. Assess risks by analyzing potential opportunities and impacts that may arise from business operations.

5. Promote the adoption of technology and innovation to enhance the efficiency of management systems.

6. Monitor performance against established targets, analyze challenges and obstacles, and report findings to the Marketing and Sustainable Development Committee as well as the Board of Directors.

7. Disclose performance results and key information to stakeholders through the annual report, the company website, and other communication channels.

8. Strictly comply with all applicable laws, announcements, regulations, procedures, and relevant requirements.

This policy is effective from December 19, 2025 with the approval of the Board of Directors at the 8th meeting of 2025.

Mr. Paitoon Taveebhol

Chairman of the Board of Directors