

ZEN Corporation Group Public Company Limited and its subsidiaries.

(Translation)

Climate Change Management Policy

Zen Corporation Group Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business sustainability, recognizing the challenges posed by greenhouse gas emissions throughout the supply chain and promoting efficient energy use. To address these concerns, the Company has established a Climate Change Management Policy, which includes the following guidelines:

1. Establish goals, strategies, and business practices with short-, medium- and long-term management plans that cover activities directly and indirectly related to the Company, including energy use throughout the supply chain.
2. Create a culture and instill awareness among directors and all employees to recognize and comply with measures aimed at reducing impacts on climate change.
3. Coordinate and collaborate with partners, business allies, and stakeholders to participate in developing and improving processes throughout the supply chain, including sourcing raw materials, product development, eliminating toxic substances, reducing pollution, managing waste, and ensuring compliance with applicable laws.
4. Manage energy use efficiently to maximize benefits, reduce reliance on fossil fuels, and increase the use of renewable energy, with the goal of achieving net-zero greenhouse gas emissions by 2050.
5. Address waste management issues systematically and promote awareness and knowledge on waste reduction within the workplace, including reuse, implementing source segregation to minimize volume, and reducing waste management costs.
6. Assess risks by analyzing opportunities, physical impacts, and those arising from the transition to a low-carbon society.

7. Promote the adoption of technology and innovation to enhance the efficiency of management systems.
8. 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.
9. Disclose performance results and key information to stakeholders through the annual report, the company website, and other communication channels.
10. 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