



-Translated Version-

**Chief Executive Officer and President Charter**  
**Ubon Bio Ethanol Public Company Limited and Its Subsidiaries**

**1. Objective**

The Board of Directors deems it appropriate to establish the “Chief Executive Officer and President Charter” as a framework and guideline for the management and supervision of the Company’s operations. The Charter is intended to ensure that the Chief Executive Officer and President clearly understands his/her roles, duties, and responsibilities, and to promote practical and effective execution of such responsibilities. This will support the Company’s sustainable growth and strengthen confidence among shareholders, investors, stakeholders, and all related parties.

**2. Appointment, Term of Office, and Vacating of Office**

**2.1 Appointment**

2.1.1 The Board of Directors shall appoint the Chief Executive Officer and President through the nomination process conducted by the Nomination and Remuneration Committee.

**2.2 Term of Office**

2.2.1 The Board of Directors has prescribed that the holding of directorship positions in other listed companies by the Chief Executive Officer and President shall be in compliance with the Public Limited Companies Act B.E. 2535 (1992) and shall not affect the performance of his/her duties and responsibilities. In this regard:

- The Chief Executive Officer and President may hold directorship positions in the Company’s group companies and/or affiliated companies for the overall benefit of the Company.
- The Chief Executive Officer and President may hold directorship positions in other companies, provided that such positions do not obstruct the performance of duties as the Chief Executive Officer and President of the Company, and such companies must not engage in the same nature of business as, or compete with, the business of the Company. Prior approval from the Board of Directors must be obtained before accepting such



**บริษัท อูบ ไบโ อีทานอล จำกัด (มหาชน)**  
**UBON BIO ETHANOL PUBLIC COMPANY LIMITED**

333 หมู่ 9 ตำบลนาดี อำเภอนาเยีย จังหวัดอุบลราชธานี 34160  
333, Moo 9, Na Di Sub-district, Na Yia District, Ubon Ratchathani Province 34160  
Tel : +66 4525 2777  
[www.ubonbioethanol.com](http://www.ubonbioethanol.com)

directorship positions, subject to the recommendation of the Nomination and Remuneration Committee.

### 2.3 Vacating Office

2.3.1 The Chief Executive Officer and President shall vacate office immediately upon:

- Expiration of term of office;
- Death;
- Resignation;
- A resolution of the Board of Directors to remove him/her from office; or
- Disqualification from being the Chief Executive Officer and President.

2.3.2 The Chief Executive Officer and President who wishes to resign shall submit a written notice of resignation to the Company at least three (3) months in advance, unless there is a force majeure event, together with the reason for such resignation.

### 3. Duties and Responsibilities

3.1 To determine the Company's mission, objectives, directions, and business goals for submission to the Board of Directors' meeting, and to ensure implementation in accordance with such mission, objectives, directions, and business goals, including overseeing and supervising the overall operations of the Company.

3.2 To have the authority to recruit and employ employees, appoint personnel, as well as transfer, reassign across functions/divisions/departments, or terminate employment, including determining salaries, remuneration, bonuses, and employee welfare for all employees of the Company.

3.3 To consider and ensure compliance with orders, regulations, announcements, and memoranda in order to ensure that operations are conducted in accordance with the Company's mission, objectives, directions, and business goals, as well as to maintain organizational discipline within the Company.

3.4 To conduct and manage the general administration and operations of the Company.

3.5 To have the authority to delegate authority and/or assign specific tasks to any person to act on his/her behalf, whereby such delegation of authority and/or assignment shall be within the scope of authority prescribed under the power of attorney and/or in accordance with the rules, regulations, or orders prescribed by the Board of Directors and/or the Company.

In this regard, such authority, including the delegation of authority to any person as deemed appropriate, shall exclude any authority and/or delegation of authority to approve any transaction in which he/she or any person who may have a conflict of interest has an interest or any other conflict of interest with the Company or its subsidiaries, as prescribed under applicable laws, notifications of the Securities and Exchange Commission, the Capital Market Supervisory Board, and the regulations of the Stock Exchange of Thailand. The approval of such transactions shall require prior consideration and endorsement by the Audit Committee before being proposed to the Board of Directors' meeting and/or the shareholders' meeting for consideration and approval in accordance with the Company's/subsidiaries' Articles of Association and/or applicable laws.

#### **4. Reporting by the Chief Executive Officer and President**

The Chief Executive Officer and President shall report to the Board of Directors on the results of meetings, matters requiring corrective actions or improvements, and any other matters deemed necessary for the Board of Directors to acknowledge at the next Board of Directors' meeting.

#### **5. Performance Evaluation**

5.1 The Chief Executive Officer and President shall conduct a self-assessment of his/her performance on an annual basis and report any problems or obstacles that may prevent the achievement of the intended objectives (if any) to the Board of Directors.

5.2 The Nomination and Remuneration Committee shall evaluate the performance of the Chief Executive Officer and President regularly at least once a year by assessing the performance results of the Chief Executive Officer and President during the preceding year based on Key Performance Indicators (KPIs), including benchmarking the Company's performance against other companies in the same industry, and shall propose the evaluation results to the Board of Directors for consideration.

#### **6. Remuneration of the Chief Executive Officer and President**

The Nomination and Remuneration Committee shall be responsible for considering and determining the remuneration of the Chief Executive Officer and President for submission to the Board of Directors' meeting for approval.

Reviewed and announced on 24 February 2026.

*-Signed-*

\_\_\_\_\_  
(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited