



-Translated Version-

## Corporate Social Responsibility Policy

### Ubon Bio Ethanol Public Company Limited and Its Subsidiaries

Ubon Bio Ethanol Public Company Limited and its subsidiaries (the “Company”) operate under the vision of “becoming a leading organization dedicated to enhancing quality of life and social well-being through innovations in organic agriculture, food, and bio-based industries for sustainable development.” The Company focuses on balanced growth alongside responsible management of social, environmental, and governance (ESG) aspects in a transparent and accountable manner. Accordingly, the Company has established this Corporate Social Responsibility (CSR) Policy as a framework to ensure alignment with sustainable development goals and systematic monitoring and evaluation.

#### Operational Guidelines

##### 1. Fair Business Practices

The Company conducts its business with honesty, transparency, and accountability, taking into account the impacts on shareholders, customers, business partners, employees, and all stakeholders. The Company strictly complies with applicable laws and business ethics to build long-term trust and confidence.

##### 2. Anti-Corruption

The Company upholds good governance and ethical business practices by establishing a clear anti-corruption policy, maintaining an effective internal control system, and providing whistleblowing and complaint channels to prevent and mitigate potential risks of misconduct and corruption.

##### 3. Human Rights

The Company respects human life and dignity, promotes equality and non-discrimination in all aspects, and provides a safe and supportive working environment that enables employees to fully realize their potential. The Company adheres to international human rights standards and supports the principles of the International Labour Organization (ILO). In addition, the Company promotes employment opportunities for disadvantaged groups and youth through training, skill development, and appropriate job placement to enhance employability in a sustainable manner. The Company also collaborates with government agencies, private sector organizations, and civil society to implement employment-related initiatives for these target groups.



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#### **4. Fair Labor Practices**

The Company promotes fair labor practices in accordance with ILO principles, including the prohibition of forced labor and child labor, the promotion of freedom of association and collective bargaining, and non-discrimination in employment. The Company manages its workforce without bias and continuously develops employee capabilities, while providing appropriate benefits such as provident funds, health insurance, and annual health check-ups. The Company also provides clear grievance mechanisms and complaint resolution processes. Fair treatment is also extended to contractors, ensuring appropriate rights, welfare, and accessible grievance channels to promote fairness and safety in the workplace.

#### **5. Community and Social Development**

The Company continuously supports community and social development in surrounding areas, focusing on education, health, quality of life, local economy, and the environment. It also supports the preservation of local traditions and culture through religious activities and community events. The Company fosters strong relationships with communities, government agencies, civil society, and the private sector. A structured mechanism is in place to receive feedback, suggestions, and complaints from communities, including satisfaction surveys, to improve operations and minimize potential impacts.

#### **6. Responsibility to Farmers**

The Company is committed to supporting and promoting sustainable development of local farmers by providing knowledge on crop management, encouraging organic agricultural production, and supporting systematic market access. This aims to create stable income and improve farmers' quality of life.

#### **7. Responsibility to Business Partners**

The Company conducts business with its partners in a fair, transparent, and accountable manner, promoting cooperation based on trust, mutual respect, and continuous improvement. The Company aims to build sustainable business relationships and provides mechanisms for receiving feedback, suggestions, and complaints from business partners to improve operational processes and create shared value.

#### **8. Responsibility to Customer and Consumers**

The Company is committed to fair treatment of customers by delivering high-quality products and services at reasonable prices, along with accurate, complete, and transparent information to support informed decision-making. The Company implements measures to prevent and mitigate potential negative impacts on customers, including regular product quality inspections, prompt and fair complaint handling, customer satisfaction surveys, and clear communication in case of incidents affecting consumers, in order to maintain trust, satisfaction, and long-term relationships.

**9. Environmental Responsibility**

The Company strictly complies with environmental laws and regulations, implements plans to reduce greenhouse gas emissions, and continuously increases the use of renewable energy in production processes. It also efficiently manages water and waste, while promoting the conservation of natural resources and biodiversity.

**10. Innovation and Dissemination**

The Company supports the development of innovation in production processes and management practices and disseminates beneficial innovations to society through various channels to create added value and promote sustainable organizational growth.

**11. Disclosure and Reporting**

The Company continuously monitors and evaluates its CSR performance and reviews the CSR policy annually to ensure alignment with current conditions and stakeholder expectations. The Company discloses performance results through various public channels to ensure transparency and accountability, and uses stakeholder feedback to continuously improve policies and practices.

This policy applies to all departments of the Company. Executives at all levels are responsible for serving as role models and ensuring compliance with the Company's intent. All employees and contractors must acknowledge, understand, and strictly comply with this policy.

Announced on 24 February 2026.

*-Signed-*

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(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited