



ESG Performance Report for Listed Companies in 2024

UBON BIO ETHANOL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : UBON BIO ETHANOL PUBLIC COMPANY LIMITED Symbol : UBE

Market : SET Industry Group : Resources Sector : Energy & Utilities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
Changes in environmental policies, guidelines, and/or goals	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

1. Management Policy Greenhouse gas management Key points of change Regarding the organization's greenhouse gas emission data collection in 2024 as a base year that has been verified and set a goal for the organization to enter carbon neutrality in 2050

2. Biodiversity Policy Key points of change Regarding setting targets for biodiversity management and not destroying forest areas and setting clear guidelines for impact assessment at every step, monitoring for inspection, tracking, and creating participation to ensure that business operations are sustainable and all stakeholders can utilize the ecosystem and biodiversity fairly and equally

3. Quality, occupational health, safety, environment, and energy management policy Key points of change Expand internal announcements to external parties, including using policies to expand the results of setting targets for energy management and waste management for maximum benefit

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards	:	Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), ISO 14001 - Environmental management systems
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Compliance with energy management principles and standards

Energy management principles and standards	:	BS EN 16001 - Energy management systems (EMS)
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Compliance with water management principles and standards

Water management principles and standards	:	3Rs or 5Rs
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Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : 8R project

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, ISO 14064 - Greenhouse gases

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

In 2024, the company promoted employees within the organization to be aware, express their intentions, and jointly drive the operations together with taking care of and paying attention to the organization's activities and supporting the project in a tangible way as follows:

1. UBEYON CARE 8R Project: Caring for the World with 8R, a project for employees to express their intentions to participate in order to collect 8R points.

UBEYOND CARE 8R Project: Caring for the World with 8R To instill awareness in employees, who are an important force in driving the organization's growth, the company has set the corporate values "UBEYOND" (U-Beyond*) to be consistent with the corporate values. Therefore, the company has organized the "8R Project: Caring for the World with 8R" in 2024 to create awareness, leading to changes in employee behavior in the organization that are environmentally friendly, leading to the organization's reduction of greenhouse gas emissions.

o Create public relations media through various channels such as email, computer screens, stickers, campaigns, and public relations boards.

o Organize 8R point collection activities to create participation with employees using a point collection system via Line official using important festival days. Or special occasions, such as

The activity "Old Calendar...We Ask" employees donated 175 used desk calendars to be used to produce teaching materials for 2024. The company has encouraged employees within the organization to be aware, express their intentions, and jointly drive operations along with caring for and paying attention to the organization's activities and supporting the project in a tangible way, as follows:

o Visually impaired people of the Bangkok School for the Blind, Foundation for the Blind in Thailand under the Royal Patronage of Her Majesty the Queen on April 4, 2024

o The activity "Share...the Right People" employees donated 11 boxes of clothing and supplies to the Border Patrol Police Learning Center, Pa Ya Kha Community, Non Ko Subdistrict, Sirindhorn District, Ubon Ratchathani Province, under the Border Patrol Police School Foundation (BPP) under the Royal Patronage of Her Royal Highness Princess Maha Chakri Sirindhorn. Prince Maha Vajiravudh on 4 June 2024

o "National Mother's Day...Invite to Plant and Protect" activity, distributing 1,500 seedlings to employees between 8 – 12 August 2024 under the project "1.9 million Ubon people join together...to plant 1.9 million trees", with seedlings provided by Huai Don Watershed Management Unit and Ban Yang Noi Arts and Crafts Center Project, Khueang Nai District, to instill environmental awareness in employees and communities around the factory to jointly create green spaces in line with the goals of Ubon Ratchathani Province

o "Request a Bottle, Exchange for Eggs" activity, employees brought 13,300 recycled bottles, including plastic bottles, glass bottles, and aluminum, weighing a total of 502 kg. The income from selling recycled bottles was used to buy Happy Eggs, instant noodles, and canned fish for employees in the project

2. Planting Trees to Create Green Spaces Project, World Environment Day, 5 June 2024, Occupational Health and Environment Division organized a project inviting employees to plant 903 green trees around the factory.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

From the operations of the group companies, which mainly use energy in the ethanol production process and the cassava flour production process, which results in the energy consumption in both production processes being very high per production unit. In addition, within the group of companies, by-products and waste that can be used to generate energy are recycled, such as heat energy from biogas, electricity from biogas, and electricity from solar panels, allowing the company to reduce external energy consumption in both heat and electricity.

Success of the ethanol production plant energy efficiency project in 2024

1. Prototype plant project to establish measures to increase energy efficiency in the ethanol production process and the biogas production process according to the project to promote the production and use of energy from biofuels by the Ministry of Energy (February 6, 2024)
2. Project to improve the heat exchange system of the machine (Tube Shell & Tube Heat Exchanger)
3. Project to improve the pipe system for sending wastewater after washing the fermentation tank to the treatment system for additional biogas production from wastewater after the production process
4. Project to improve the hot water line to reduce the amount of heat used in washing the fermentation tank

Success of the project to increase energy efficiency in cassava starch production in 2024

1. Project: Production planning to operate machinery during off-peak periods (22.00-09.00) to reduce electricity costs during the period when raw materials are not at full production capacity
2. Project to install new starch drying machines in both production lines to reduce the use of biogas fuel in drying starch from the original 38% to less than 35%, resulting in an electricity saving of 6,969,416 baht per year per line
3. Project to improve efficiency, increase the Flow Rate of the starch concentration set (Hydro cyclone) to increase starch production capacity from the original 40m³/hr. to 50m³/hr. and increase production by 4,000 tons of starch per year
4. Project to improve the efficiency of starch water extraction (Extractor) to reduce the amount of starch lost with white residue from the extraction process from the original 3% to 0.5% and increase starch production by 500 tons of starch per year

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : Yes
management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 41,081,277.44 Kilowatt-Hours	2025 : Reduced by 4,278,930.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

1. CLBR wastewater sedimentation system project at Pond F to reduce the burden of dredging the Oxidation Pond (reduce the burden of dredging the sediment in the pond)
2. Project to install an Inverter to control the flow rate of the wastewater pump instead of the On-Off control to reduce energy (treatment system)
3. Project to change the type of the original sediment pump from screw to centrifugal, using less energy per volume of water (treatment system)
4. Project to change the light bulbs to LED (treatment system)
5. Project to install Stop Leak air system (treatment system)
6. Floating Solar project, project 2
7. Project to improve SCADA L1 to reduce errors from Human Error, stable quality and reduce energy consumption
8. Project to Stop Leaked leakage points in the pipe system, machinery and equipment
9. Project to install new starch dryers in both production lines to reduce the use of biogas fuel in drying starch, originally 38%, reduced to less than 35% and calculated as saving 6,969,416 baht per year per line
10. Project to improve efficiency, increase Flow Rate of Hydro cyclone starch concentration set to increase starch production capacity from 40m3/hr. to 50m3/hr. and increase production capacity by 4,000 tons of starch per year.
11. Project to improve efficiency of starch extraction (Extractor), reduce the amount of starch lost with white residue from the extraction process, from 3% to 0.5%, and increase starch production capacity by 500 tons of starch per year.
12. Project to plan production to operate machinery during off-peak period (22.00-09.00) to reduce electricity costs during the period when raw materials are not at full production capacity.
13. Project to reduce water usage in the production process from 20-22m3/ton-starch to 10-13 m3/ton-starch.

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	72,179,615.00	55,567,109.86	71,646,482.44
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	47,770,220.00	27,314,795.55	41,081,277.44

	2022	2023	2024
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	24,409,395.00	28,252,314.31	30,565,205.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	258,708.30	189,003.78	207,070.76

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	0.50000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	272,690,507.53	198,200,169.95	150,674,113.27
Percentage of total electricity expense to total expenses (%) ^(**)	3.96	3.32	2.41
Percentage of total electricity expense to total revenues (%) ^(**)	3.76	3.36	2.30
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	977,385.33	674,150.24	435,474.32

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	437,818.00	238,438.00	2,062,669.00
Gasoline (Litres)	N/A	N/A	781.51
Fuel oil (Litres)	N/A	N/A	27,037.00
Crude oil (Barrels)	N/A	N/A	0.00
Natural gas (Standard Cubic Feet)	N/A	N/A	0.00
LPG (Kilograms)	N/A	N/A	2,943.00
Steam (Metric tonnes)	N/A	N/A	0.00
Coal (Metric tonnes)	N/A	N/A	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	219,422,522.37	206,631,079.66	66,484,451.87
Percentage of total fuel expense to total expenses (%) ^(**)	3.18	3.46	1.06
Percentage of total fuel expense to total revenues (%) ^(**)	3.03	3.50	1.02

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	N/A	383,456,341.46

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	N/A	58.59974759
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	N/A	N/A	2.69000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Sets a water management plan as a KPI for the production department to control water usage in the production process.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2022 : Water withdrawal 3,827,569.49 Cubic meters	2024 : Reduced by 0% or 0.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Project to increase water efficiency in ethanol production plants in 2024

1. Project to install a recirculating water system by bringing water used for dust collection back to rest and precipitate and recirculate it to collect dust again.
2. Project to install additional hot water tanks with a fermentation tank cleaning system to reduce the time it takes to clean the tank and recirculate water for cleaning.
3. Project to test the use of enzymes to reduce acidity in the fermentation process, which can increase the alcohol concentration to 13.5%, reducing the water usage rate for ethanol fermentation.
1. Project to increase water efficiency in cassava starch production plants in 2024.
2. Project to install SCADA system to control the water pipe system in the production process.
3. Project to install a pump to draw water back for use.
4. Project recycle water from dewatering step back to wash cassava roots

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	3,827,634.49	3,718,424.00	4,187,087.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	13,719.12	12,647.70	12,101.41
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.53	0.63	0.64

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	N/A	N/A	2,945,553.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	3,827,634.49	3,718,424.00	1,241,534.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.52775355	0.63025825	0.18973106
Intensity of total water consumption (Cubic meters / Litre of product)	N/A	N/A	16.58000000
Intensity of total water consumption (Cubic meters / Metric ton of product)	N/A	N/A	21.84000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	N/A	N/A	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	N/A	N/A	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	N/A	N/A	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	N/A	N/A	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type : Company
Total number of disclosure boundaries : 2
Actual number of disclosure boundaries : -
Data disclosure coverage (%) : 0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2022 : non-hazardous waste 114,500.00 Kilograms	2024 : Reduced by 34.25% or 75,280.00 Kilograms	<ul style="list-style-type: none">• Recycle• Other : General waste separation from 8R activities

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

8R Project

Diagram of performance and outcomes of waste management

➤ โครงการ 8R

E: Environment



8R Project

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	159,810.00	99,890.00	34,461,840.00
Total non-hazardous waste (kilograms)	114,500.00	82,690.00	34,401,540.00
Non-hazardous waste - Landfilling (Kilograms)	N/A	N/A	34,401,540.00
Total hazardous waste (kilograms)	45,310.00	17,200.00	60,300.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.02	0.02	5.27
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.02	0.01	5.26
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.01	0.00	0.01

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	N/A	N/A	154,620.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	0.45

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

1. In 2024, the Company has collected greenhouse gas emission data of organizations in the scope of 3 companies: Ubon Bio Ethanol Public Company Limited, Ubon Sunflower Company Limited, Ubon Bio Agriculture Company Limited. Limited by the scope of data collection covering all 3 Scopes of greenhouse gas emissions (Scope 1, 2 and 3), the total greenhouse gas emissions of the 3 companies are 160,869 tonCO₂e, which has been verified by an external agency (SGS) in January 2025.

2. Product Carbon Footprint Project CFP Project in collaboration with the Industrial Promotion Center Region 7, a 6-month project of Ubon Sunflower Co., Ltd. between December 2023 and May 2024.

3. Organization Carbon Footprint Project CFO Project in collaboration with consultants of Advanced Energy Co., Ltd. (AEP), a 16-month project of Ubon Bio Ethanol Co., Ltd. (Public Company) and its subsidiaries between January 2024 and April 2025.

4. Project "Development of Sustainability Standards for Biochemical Products to Support the Sustainable Aviation Fuel (SAF) Industry and the Bioplastics Industry (Bioplastics)" by the NBTC scholarship, advisor to the National Metal and Materials Technology Center (MTEC), an 18-month joint project of Ubon Bio Ethanol Public Company Limited, between June 2024 and November 2025.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality, Other Greenhouse Gas Emission Reduction Target

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2024 : Greenhouse gas emissions 160,869.00 tCO ₂ e	2025 : Reduced by 3% or 4,826.07 tCO ₂ e in comparison to the base year	2028 : Reduced by 10% or 16,086.90 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none">• Thailand Greenhouse Gas Management Organization (TGO) : Net zero• Science-based Targets (SBTi) : Commit

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2024 : Greenhouse gas emissions 160,869.00 tCO ₂ e	2025 : Reduced by 3% or 4,826.07 tCO ₂ e	None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2024 : Greenhouse gas emissions 160,869.00 tCO ₂ e	2025 : Reduced by 3% or 4,826.07 tCO ₂ e in comparison to the base year	2028 : Reduced by 10% or 16,086.90 tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

1. Carbon Footprint Product CFP Project in collaboration with the Industrial Promotion Center Region 7, a 6-month project of Ubon Sunflower Co., Ltd. between December 2023 and May 2024

2. Corporate Carbon Footprint CFO Project in collaboration with consultants of Advanced Energy Co., Ltd. (AEP), a 16-month project of Ubon Bio Ethanol Public Company Limited and its subsidiaries, between January 2024 and April 2025

3. “Development of Sustainability Standards for Biochemical Products to Support the Sustainable Aviation Fuel (SAF) and Bioplastics Industries” project by the NBTC, consultants of the National Metal and Materials Technology Center (MTEC), an 18-month project of Ubon Bio Ethanol Public Company Limited, between June 2024 and November 2025

Diagram of performance and outcomes in greenhouse gas management

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	124,327,584.22	110,717,199.21	160,869.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	106,378,621.73	98,019,352.21	101,117.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	17,948,962.49	12,697,847.00	20,538.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	39,214.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	17.142265	18.766130	0.024584
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	445,618.58	376,589.11	464.94

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : SGS (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Other projects (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00

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ESG Performance

Company Name : UBON BIO ETHANOL PUBLIC COMPANY LIMITED Symbol : UBE

Market : SET Industry Group : Resources Sector : Energy & Utilities

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights, Others : -

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights, Others : -

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

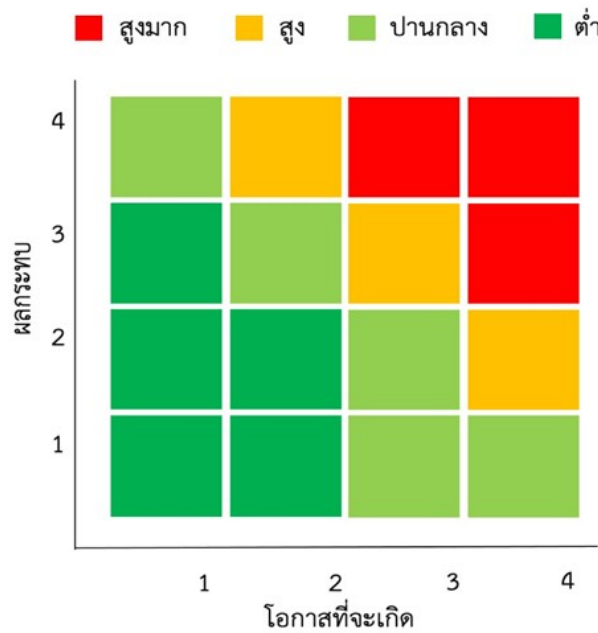
Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, Others : SMETA (Sedex Members Ethical Trade Audit)

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

HRDD process diagram



■ สูงมาก

บริษัทฯ ต้องหยุดการดำเนินการในกิจกรรมที่เกี่ยวข้องกับความเสียหายทันที พร้อมดำเนินการลดผลกระทบและแก้ไขเยียวยาทันทีตามมาตรการที่ได้วางไว้ เพื่อบรรเทาและลดผลกระทบเชิงลบให้เกิดขึ้นน้อยที่สุด

■ สูง

บริษัทฯ ต้องมีการจัดการเพื่อหามาตรการลดระดับความเสี่ยงทันที เพื่อให้ระดับความเสี่ยงลดลงอยู่ในระดับที่ยอมรับได้

■ ปานกลาง

บริษัทฯ ต้องมีการจัดการเพื่อหามาตรการลดระดับความเสี่ยง เพื่อให้ระดับความเสี่ยงลดลงอยู่ในระดับที่ยอมรับได้

■ ต่ำ

บริษัทฯ ดำเนินการตามมาตรการควบคุมและบรรเทาผลกระทบของบริษัทฯ ที่มีอยู่ และคอยติดตามตรวจสอบสถานการณ์ที่มีความเสี่ยง

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	1	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	1	0

Details of incidents and corrective measures for significant social and legal violations

Year of incident	Details	Progress status
2023	<p>Incident</p> <p>-</p> <p>Impact that occurred or is expected to occur</p> <p><u>Non-financial impact</u></p> <p>-</p> <p><u>Financial impact</u></p> <ul style="list-style-type: none"> • Expected impact on financial statement : 10,440.05 baht • Actual impact on financial statement : 0.00 baht <p>Corrective or remedial measures</p> <p>-</p>	Incident no longer subject to action

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Occupational health and safety in workplace, Others : Sedex Members Ethical Trade Audit

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	Yes
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Diagram of performance and outcomes for employee and labor management



Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	279	294	346

	2022	2023	2024
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	279	294	346
Male employees (persons)	186	191	211
Percentage of male employees (%)	66.67	64.97	60.98
Female employees (persons)	93	103	135
Percentage of female employees (%)	33.33	35.03	39.02

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	N/A	45	68
Percentage of employees under 30 years old (%)	N/A	15.31	19.65
Total number of employees 30-50 years old (Persons)	N/A	242	274
Percentage of employees 30-50 years old (%)	N/A	82.31	79.19
Total number of employees over 50 years old (Persons)	N/A	7	4
Percentage of employees over 50 years old (%)	N/A	2.38	1.16

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	N/A	24	32
Percentage of male employees under 30 years old (%)	N/A	12.57	15.17
Total number of male employees 30-50 years old (Persons)	N/A	160	176
Percentage of male employees 30-50 years old (%)	N/A	83.77	83.41
Total number of male employees over 50 years old (Persons)	N/A	7	3
Percentage of male employees over 50 years old (%)	N/A	3.66	1.42

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	N/A	21	36

	2022	2023	2024
Percentage of female employees under 30 years old (%)	N/A	20.39	26.67
Total number of female employees 30-50 years old (Persons)	N/A	82	98
Percentage of female employees 30-50 years old (%)	N/A	79.61	72.59
Total number of female employees over 50 years old (Persons)	N/A	0	1
Percentage of female employees over 50 years old (%)	N/A	0.00	0.74

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	N/A	237	281
Percentage of employees in operational level (%)	N/A	80.61	81.21
Total number of employees in management level (Persons)	N/A	45	52
Percentage of employees in management level (%)	N/A	15.31	15.03
Total number of employees in executive level (Persons)	N/A	12	13
Percentage of employees in executive level (%)	N/A	4.08	3.76

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	N/A	161	177
Percentage of male employees in operational level (%)	N/A	84.29	83.89
Total number of male employees in management level (Persons)	N/A	22	26
Percentage of male employees in management level (%)	N/A	11.52	12.32
Total number of male employees in executive level (Persons)	N/A	8	8
Percentage of male employees in executive level (%)	N/A	4.19	3.79

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	N/A	76	104
Percentage of female employees in operational level (%)	N/A	73.79	77.04
Total number of female employees in management level (Persons)	N/A	23	26
Percentage of female employees in management level (%)	N/A	22.33	19.26
Total number of female employees in executive level (Persons)	N/A	4	5
Percentage of female employees in executive level (%)	N/A	3.88	3.70

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	0	0	N/A

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	173,222,256.03	179,234,571.72	222,633,606.11
Total male employee remuneration (baht)	N/A	108,656,090.30	127,326,925.91
Percentage of remuneration in male employees (%)	N/A	60.62	57.19
Total female employee remuneration (baht)	N/A	70,578,481.42	95,306,680.20
Percentage of remuneration in female employees (%)	N/A	39.38	42.81

	2022	2023	2024
Average remuneration of employees (Baht / Person)	620,868.30	609,641.40	643,449.73
Average remuneration of male employees (Baht / Person)	N/A	568,880.05	603,445.14
Average remuneration of female employees (Baht / Person)	N/A	685,227.97	705,975.41
Ratio of average remuneration of female employees to male employees	N/A	1.20	1.17

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	221	193	224
Proportion of employees who are PVD members (%)	79.21	65.65	64.74
Total amount of provident fund contributed by the company (baht)	6,400,000.00	6,800,000.00	10,167,522.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	3.69	3.79	4.57

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	16.20	37.41	42.44
Total amount spent on employee training and development (Baht)	996,778.88	1,611,832.31	3,425,622.75
Percentage of training and development expenses to total expenses (%) ^(*)	0.000145	0.000270	0.000547
Percentage of training and development expenses to total revenue (%) ^(*)	0.000137	0.000273	0.000524

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	1,781,325.00
Total number of hours worked by employees (Hours)	N/A	1,178,867.25	1,781,325.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.34	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	N/A	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	N/A	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	37	65	53
Proportion of voluntary resignations (%)	13.26	22.11	15.32

	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	Yes
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Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> • Responsible production and services for customers • Communication of product and service impacts to customers/consumers • Development of customer satisfaction and customer relationship • Protection of customer personal information 	-	2021: -	2028: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : +66 (4) 525 2777 +66 (0)2 273 8666 +66 (0)2 273 8

Fax : +66 (4) 525 2776

Email : -

Company's website : <https://www.ubonbioethanol.com/th/sustainability/h>

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management, Reducing inequality

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

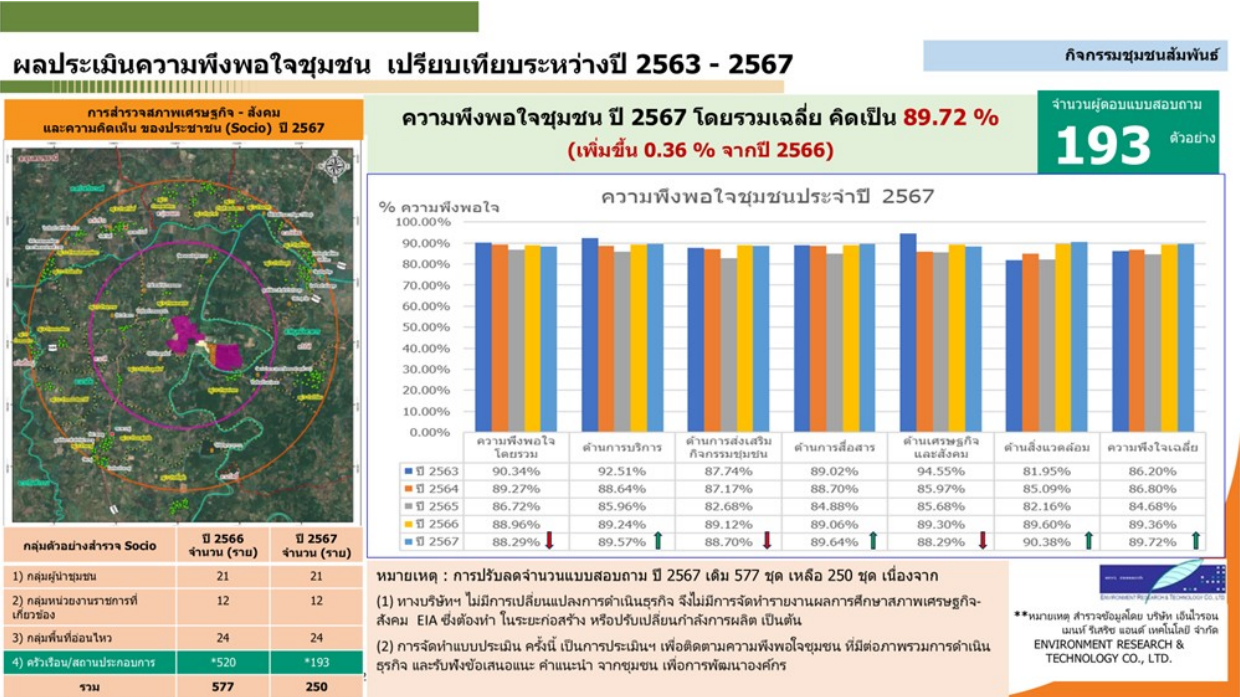
Target	Indicators	Base year	Target year
• Occupational health, safety, health, and quality of life	-	2024: -	2027: -
• Education	-	2024: -	2027: -
• Religion and culture	-	2004: -	2027: -
• Employment and professional skill development	-	2023: -	2027: -
• Forests and natural resources	-	2022: -	2025: -
• Disadvantaged and vulnerable groups • Reducing inequality	-	2024: -	2027: -
• Water and sanitation management	-	2023: -	2027: -
• Employment and professional skill development	-	2023: -	2025: -
• Water and sanitation management	-	2022: -	2027: -
• Education	-	2024: -	2027: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Diagram of performance and outcomes in community and social management



Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Scholarships (Baht)	0.00	0.00	92,500.00
Donations / Grants (Baht)	264,000.00	580,000.00	365,178.00

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2022	2023	2024
Hiring local partners or suppliers (Persons)	226.00	244.00	290.00

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	1,056,000.00	2,320,000.00	1,463,957.00

	2022	2023	2024
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.015323	0.038834	0.023388
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.014560	0.039323	0.022372

Additional Explanation : () Total revenues and total expenses from total financial statement*

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : UBON BIO ETHANOL PUBLIC COMPANY LIMITED Symbol : UBE

Market : SET Industry Group : Resources Sector : Energy & Utilities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

In 2024, the Company complied with the principles of good corporate governance by adhering to the Principles of Good Corporate Governance for Listed Companies 2012 set forth by the Stock Exchange of Thailand, as well as Corporate Governance Code for Listed Companies 2017 issued by the SEC Office. With details appearing in the full version of the Corporate Governance Policy and Guidelines at the following link (Thai).

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

The Board of Directors has determined its structure, which encompasses diversity in terms of gender, age, educational background, professional skills, specific expertise, knowledge, and experience beneficial to the Company's business operations.

Criteria and Process for Recruiting Directors

Criteria

The Nomination and Remuneration Committee is responsible for considering and screening the selection of individuals with appropriate qualifications as specified in the Board of Directors Charter. They consider the knowledge, abilities, experience, and specific expertise, including knowledge and expertise necessary and consistent with the Company's business strategy. The committee then proposes its selections to the Board of Directors for consideration and approval before proposing them to the shareholders' meeting for consideration and approval (as the case may be).

Recruitment

- Shareholders are provided with the opportunity to nominate individuals deemed appropriate for consideration in advance of the general meeting date, in accordance with the criteria set by the Company.
- From the director's recommendation.
- From external consultants.

Selection and Appointment Process

The Nomination and Remuneration Committee considers, screens, and selects qualified individuals based on specified criteria. Specific knowledge and expertise of directors (Board Skill Matrix) are considered as criteria for evaluating the qualifications of directors to be recruited. Additionally, skills required and consistent with the Company's business strategy are taken into account when assessing the qualifications of prospective directors. Qualified candidates will then be proposed to the Board of Directors (excluding directors with stakeholding) for consideration and approval before being presented to the shareholders' meeting for further consideration.

Re-appointment

Factors to be considered include, but are not limited to, past performance, meeting attendance, and engagement in meetings.

Determination of Director Remuneration

The Company has a policy to pay remuneration for directors at a level appropriate to the scope of their duties and responsibilities in each position, as well as the Company's operating results. This is achieved by comparing references from listed companies of similar business sizes. Additionally, bonuses for annual operating results will be considered based on the Company's performance in the respective year and allocated to each director according to their tenure.

Independence of the Board of Directors from the Management

To ensure the clear separation of authority and duties in determining the Company's policies and management, the Company has assigned distinct roles to the Chairman of the Board of Directors and Chief Executive Officer. Each person holds different responsibilities. The Chairman of the Company's Board of Directors has the following roles and responsibilities:

- (1) To call and chair Board of Directors' and shareholders' meetings, and collaborate with the Chief Executive Officer to establish meeting agendas.
- (2) To play a role in controlling meetings to ensure effectiveness and compliance with the Company's Articles of Association, supporting and providing directors with opportunities to express their opinions independently.
- (3) To support and encourage the Board of Directors to perform their duties to the best of their ability, in accordance with the scope of their authority, responsibilities, and principles of good corporate governance.
- (4) To oversee and monitor the management of the Company's Board of Directors and other sub-committees to achieve the stated objectives.
- (5) To act as the tie-breaking voter in Board of Directors' meetings when a tie vote occurs.

Director Development

- The Company has assigned directors to attend training courses aimed at promoting the development of the performance potential of the Board of Directors, with the goal of developing, supporting, and enhancing their duty performance.
 - The Company will disclose information regarding the development and training of directors in the past year.
- The Company promotes and supports directors to continuously and regularly receive training and enhance their knowledge in matters related to the operations of the Board of Directors, aimed at keeping up with business changes that may occur.
- The Company promotes and supports directors in continually increasing their knowledge about the Company's operations to enhance the efficiency of the Board's functions.

Board Performance Evaluation

The Board of Directors provides an assessment of the overall performance of both the Board and its sub-committees as a whole, along with individual self-assessment, in accordance with the guidelines of the Stock Exchange of Thailand. This assessment is conducted annually to evaluate operational efficiency. The Board of Directors collaboratively considers performance and problems, for improvement in duty performance, ensuring greater efficiency.

The performance assessment of the Board of Directors is segmented into six topics including:

- (1) Structure and qualifications of the Board of Directors;
- (2) Roles, duties, and responsibilities of the Board of Directors;
- (3) The Board's meetings;
- (4) Duty Performance of directors;
- (5) Relationships with management; and
- (6) Self-development of directors and development of executives.

Performance assessments of the Board of Directors, both as individuals and as a whole, as well as those of individual sub-committees, can be divided into three topics, including:

- (1) Director qualifications and structure;
- (2) Board meetings; and
- (3) Roles, duties, and responsibilities of the Board.

Corporate Governance of Subsidiaries and Associated Companies

Ubon Bio Ethanol Public Company Limited has established policies for governing and managing its subsidiaries and associated companies engaged in core business activities. The objective is to define both direct and indirect mechanisms to enable the company to oversee and manage its subsidiaries and associated entities as if they were part of the company itself. This ensures compliance with corporate policies, public company laws, civil and commercial laws, securities laws,

and relevant regulations from regulatory bodies such as the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). To safeguard the company's investment in these subsidiaries, the company has established governance policies for their operations.

Five Key Governance Principles of Ubon Bio Ethanol Group:

- 1. Key Strategic Positions** – Assigning executives and employees from Ubon Bio Ethanol Public Company Limited to work in key positions within the group, in accordance with agreed business terms.
- 2. Rules and Regulations** – Establishing policies, including directives, are key governance principles that drive alignment between Ubon Bio Ethanol Group's governance policies and their successful implementation. These rules, regulations, requirements, policies, and directives must be acknowledged and signed by directors, senior executives, executives, and employees appointed by the company to serve as directors, senior executives, executives, and employees in subsidiaries or affiliated companies. They are required to comply with and enforce these governance policies to ensure standardized practices across the entire Ubon Bio Ethanol Group.
- 3. Reporting Line and Performance Management** – Subsidiaries must report progress on policy implementation to company management and/or the Board of Directors.
- 4. Multi-Level Governance** – Implementing through the dissemination of Ubon Bio Ethanol Group's management framework from the company to its directly held subsidiaries. The company exercises governance authority through its executives, who serve as top management in these subsidiaries. Additionally, these subsidiaries are required to establish their own group management frameworks to further cascade Ubon Bio Ethanol Group's governance approach to their respective shareholders (subsidiaries). This ensures standardized operations across the entire Ubon Bio Ethanol Group.
- 5. Management Committees** – Establishing the Ubon Bio Ethanol Group Management Committee and other policy-based committees, plays a crucial role in driving the efficient management of the Ubon Bio Ethanol Group. These committees serve as platforms for discussions and decision-making on the group's operational direction. Regular reporting of operational performance by group companies to the Ubon Bio Ethanol Group Management Committee is required to monitor efficiency and effectiveness. Additionally, key roles and responsibilities have been defined in accordance with the group's management framework, as follows:

Shareholders:

- Appoint the Board of Directors to act on their behalf.
- Define business direction and make key decisions affecting the company.
- Participate in shareholder meetings to vote on the appointment/removal of directors, selection of auditors, dividend distribution, amendments to company regulations, capital increases/decreases, and approval of special transactions.
- Oversee the performance of the Board of Directors.

Board of Directors:

- Ensure effective company management by setting objectives, strategies, policies, resource allocation, and monitoring performance.
- Create long-term value and ensure ethical business conduct, respecting shareholder and stakeholder rights.
- Ensure directors and executives act with duty of care, loyalty, compliance, and transparency.
 - Define and oversee the delegation of responsibilities to the CEO and executive management.

CEO and Senior Executives:

- Manage company operations as delegated by the Board, ensuring compliance with approved plans and budgets.
 - Align company strategies with the group's policies and ensure practical implementation.
 - Uphold responsibilities with duty of care, loyalty, compliance, and transparency.
- Oversee governance, risk management, compliance (GRC), and internal audit cooperation.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Employee, Customer, Business competitor, Business partner, Creditor, Community and society

Employee

The company ensures fair recruitment, selection, and employment practices, offering equitable compensation based on knowledge, skills, and performance. It complies with labor laws and human rights principles, provides training

opportunities, and establishes channels for employees to report legal or ethical violations without fear of retaliation.

Customer

The company is committed to producing quality products, honoring contracts, agreements, and conditions, and ensuring customers receive high-quality service. The company provides complete and transparent information regarding its services, maintains an effective customer service system, and ensures quick response to customer needs while keeping their confidential information secure.

Business competitor

The company competes fairly, refrains from acquiring competitors' confidential information through unethical means, avoids tarnishing competitors' reputations, and does not engage in anti-competitive agreements.

Business partner

The company strictly adheres to contracts, agreements, and conditions with its partners in a transparent and fair manner. It neither demands nor accepts unfair commercial benefits and safeguards the confidentiality of business partners.

Creditor

The company adheres to contracts and agreements with creditors, maintains transparency, and regularly reports its financial status accurately and honestly.

Community and society

The company operates responsibly, ensuring its actions do not harm natural resources or the environment beyond legal requirements. It actively participates in community development and maintains efficient response mechanisms for incidents impacting the community or environment.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company has established a **Code of Conduct** in writing to outline operational procedures and set standards for the conduct of all personnel, including directors, executives, and employees. This ensures business operations and work practices adhere to principles of morality, integrity, fairness, and equality. The objective is to build a strong foundation and maintain the company's reputation as a sustainably growing organization. Supervisors at all levels are responsible for overseeing, promoting, and ensuring compliance with the **Code of Conduct** among their subordinates. Any violations or non-compliance will result in disciplinary actions. The **Code of Conduct** is accessible via the company's website, www.ubonbioethanol.com, allowing employees and relevant stakeholders to study and adhere to its principles.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Safety and occupational health at work

Prevention of Conflicts of Interest

The company has established a policy to prevent conflicts of interest, an anti-corruption policy, guidelines on handling conflicts of interest, and a code of conduct regarding conflicts of interest. These policies ensure that the board of directors, executives, and employees act in the best interests of the company and avoid engaging in activities that may lead to conflicts of interest. In 2024, the company required employees and executives at all levels to disclose any transactions that might pose a conflict of interest with the company or its subsidiaries. Measures implemented include:

- Stakeholders involved in such transactions are not allowed to participate in decision-making regarding those transactions. The company has developed policies on related-party transactions and conflict-of-interest prevention. These policies establish guidelines for handling related-party transactions and potential conflicts of interest in accordance

with the Capital Market Supervisory Board and the Stock Exchange's regulations.

- The company's internal audit office reviews related-party transactions and reports to the audit committee. Measures are in place to randomly verify transactions to ensure compliance with contracts, policies, or predefined conditions. Information on transactions that may involve conflicts of interest is disclosed in the annual report per accounting standards and regulatory requirements.

In 2024, the company communicated these policies to directors, executives, and employees. The company found no conflicts of interest among directors, executives, and employees, nor any related-party transactions that could lead to conflicts of interest.

Anti-corruption

The company upholds transparency and fairness in its business operations while considering the interests of all stakeholders. Acknowledging the risks of fraud, corruption, and bribery, the company has proactively developed anti-corruption measures as follows:

- 2016: Signed a declaration of intent to join the Thai Private Sector Collective Action Against Corruption (CAC).
- 2017: Officially certified as a CAC member.
- 2020: Successfully renewed CAC certification for the first time.
- 2023: Successfully renewed CAC certification for the second time.

The company regularly assesses business risks related to corruption, establishes preventive measures, and reviews the adequacy of internal controls. It also conducts internal and external communication and training on anti-corruption policies.

Policy

The Board of Directors has established an anti-corruption policy aimed at preventing all forms of corruption. This includes setting anti-corruption measures and ethical business practices, promoting integrity, transparency, and accountability in business operations. The company ensures effective governance and regularly communicates its anti-corruption policies through its website: www.ubonbioethanol.com.

Implementation

The company monitors and assesses corruption risks annually or when there are business structure changes. Risk assessment reports are submitted to the Risk Management and Corporate Sustainability Committee and the Board of Directors. Policies and measures are regularly reviewed to ensure their effectiveness.

In 2024, Ubon Bio Ethanol Public Company Limited received no complaints regarding corruption and found no violations of business ethics.

Whistleblowing and Protection of Whistleblowers

Whistleblower Protection Mechanisms

- The company has established whistleblowing channels for reporting fraud, misconduct, and non-compliance with laws and regulations. These channels ensure that complaints and whistleblower reports are handled appropriately and uniformly across the organization. Additionally, the company has implemented protective measures to ensure fairness for whistleblowers and those cooperating in investigations, in accordance with its anti-corruption and whistleblowing policies. The company prioritizes safety and minimizes potential harm to whistleblowers, complainants, and cooperating individuals, as well as to the sources of information and relevant parties.
- If a whistleblower, complainant, or cooperating individual believes they may face threats, harm, or retaliation, they can request appropriate protective measures from the company. The company may also implement protection measures without a request if the situation indicates a high risk of harm or safety concerns.
- Those who suffer harm due to whistleblowing or cooperation in investigations will receive fair and appropriate remedies.
- The company strictly prohibits unfair treatment of whistleblowers, complainants, or individuals cooperating in investigations. This includes, but is not limited to, job reassignments, changes in job duties or workplace, suspension, threats, harassment, dismissal, or any other form of unfair treatment.

Penalties

The company has a clear disciplinary process for employees who violate anti-corruption policies. Any direct or indirect

violations of company policies will be subject to disciplinary action in accordance with company regulations. Investigations, hearings, and appeals will be conducted fairly. Violators may also face legal consequences as required by law.

Prevention of Misuse of Inside Information

The Company has overseen the use of inside information according to the principles of good corporate governance by establishing policies and procedures to monitor the utilization of undisclosed inside information by its directors, executives, and employees for personal gain, as follows:

- (1) The Company's directors, executives, and employees, as well as former directors, executives, and employees who have resigned, are prohibited from disclosing any inside information or trade secrets of the Company, as well as confidential information belonging to the Company's trading partners that they have acquired during the course of their duties, to third parties. This prohibition applies even if the disclosure of such information would not result in any harm to the Company or its business partners.
- (2) The Company's directors, executives, and employees, as well as former directors, executives, and employees, are responsible for keeping the Company's secrets and/or inside information confidential. They must utilize such information solely for the benefit of the Company's business operations. All directors, executives, and employees of the Company are prohibited from using the Company's secrets and/or inside information for their personal benefit or for the benefit of any other company in which they hold a position as a shareholder, director, executive, staff, or employee, whether directly or indirectly, and regardless of whether they receive remuneration.
- (3) Directors, executives, staff, and employees of the Company, including their spouses and minor children, are prohibited from trading, transferring, or accepting the transfer of the Company's securities using secret and/or inside information. They are also prohibited from entering into any other legal transactions using such information, which may directly or indirectly harm the Company. Violation of these regulations will be considered a serious offense.
- (4) Directors, executives, staff, and employees (including their spouses and minor children) of the Company and its subsidiaries are prohibited from possessing inside information, as well as from buying or selling the Company's securities within one month prior to the disclosure of quarterly and annual financial statements. This prohibition extends throughout the Blackout Period, which spans 24 hours after the financial statements are disclosed.
- (5) Directors, executives, staff, and employees who acquire inside information of the Company and its subsidiaries, which may affect the trading prices of the Company's securities, are prohibited from trading the Company's securities until at least one month after disclosing such information to the public and until a 24-hour period has elapsed since such information has been disclosed.
- (6) Directors, executives, staff, and employees of the Company and its subsidiaries are prohibited from disclosing inside information to third parties, other companies or individuals who do not have a duty to prevent the misuse of information.
- (7) Directors and executives of the Company and its subsidiaries, including their spouses and minor children, who have changed their shareholding proportion, must prepare a report on securities holdings for themselves, their spouses, and minor children within 3 business days from the date of purchase, sale, transfer, or receipt of transfer. This report should be submitted to the SEC Office in accordance with Section 59 of the Securities and Exchange Act and its amendments.

Gift giving or receiving, entertainment, or business hospitality

The company prohibits the solicitation or acceptance of inappropriate gifts, financial benefits, or incentives from customers, suppliers, investors, contractors, government officials, or any business partners.

Compliance with laws, regulations, and rules

The company places great importance on complying with laws, regulations, operational procedures, and relevant rules in all areas where it conducts business. It also respects cultural diversity and local traditions. Therefore, the company's personnel must study, understand, and uphold these principles, strictly adhere to the law, act with integrity and fairness towards all parties, and refrain from any actions that contradict local customs and traditions. Additionally, they are encouraged to report any violations or non-compliance they observe.

Information and assets usage and protection

The company safeguards internal information and confidential documents that cannot be disclosed to external parties to prevent the misuse of such information for personal gain, whether for oneself, family, or associates. Information related to contractual partners and agreements made with them is considered confidential and must not be disclosed. Company personnel must not use confidential information for personal benefit or the benefit of others and must refrain from disclosing the company's confidential information even after their employment or service with the company has ended.

Safety and occupational health at work

The company strictly operate in compliance with laws, standards, and regulations related to health and safety. Assess workplace safety risks for employees before starting any work. Immediately report any irregularities in machinery or equipment that may impact health and safety to a supervisor. Provide employees with training on safety and environmental protection. Ensure transparent disclosure of health and safety performance and operations.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The company has established a Code of Conduct in writing to outline operational procedures and set standards for the conduct of all personnel, including directors, executives, and employees. This ensures business operations and work practices adhere to principles of morality, integrity, fairness, and equality. The objective is to build a strong foundation and maintain the company's reputation as a sustainably growing organization. Supervisors at all levels are responsible for overseeing, promoting, and ensuring compliance with the Code of Conduct among their subordinates. Any violations or non-compliance will result in disciplinary actions. The Code of Conduct is accessible via the company's website, www.ubonbioethanol.com, allowing employees and relevant stakeholders to study and adhere to its principles.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : ใบ Cer-CAC ครั้งที่ 3.pdf

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

In 2024, the Board of Directors reviewed and assessed the company's policies, practices, and corporate governance framework. The Board concluded that the key aspects of the company's corporate governance policies remain appropriate and aligned with the Corporate Governance Report (CGR) for listed companies, the Thai Private Sector Collective Action Against Corruption (CAC), and the SET ESG Ratings sustainability assessment. These standards represent best practices in corporate governance for leading companies and are suitable for the company's current business model. Consequently, no revisions were made to the company's corporate governance policies.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

The Board of Directors reviewed the 2017 Corporate Governance Code (CG Code) issued by the Securities and Exchange Commission (SEC) and acknowledged its role as the organization's leader in applying good corporate governance principles to create long-term value. The Board assessed the company's governance practices against the CG Code and determined that the company's policies, measures, and operational processes are generally aligned with the CG Code, supporting the company's business growth strategy. For CG Code principles that the company has not yet implemented or that are not entirely applicable to its business, the Board will explore possible measures to align with the CG Code or implement alternative, suitable approaches. One principle that the company has yet to comply with is the establishment of a CG Committee at the Board level. However, the company has established subcommittees, including the management team and the ESG (Environmental, Social, and Governance) working group, which report directly to the Chief Executive Officer and

President. Sustainability-related issues are presented to the Risk and Corporate Sustainability Committee and the Board of Directors for review, approval, or acknowledgment as appropriate.

Other corporate governance performance and outcomes

With a firm commitment to operating under good corporate governance principles, the company has consistently received high rankings and awards for corporate governance, such as:

- Achieving an "Excellent" (5-star) rating in the Corporate Governance Report (CGR) for listed companies in 2024.

Ranking in the Top Quartile of listed companies with a market capitalization between 3,000–10,000 million THB, reinforcing the company's dedication to transparency and corporate governance while integrating sustainability into all business dimensions.

Corporate Governance Structure

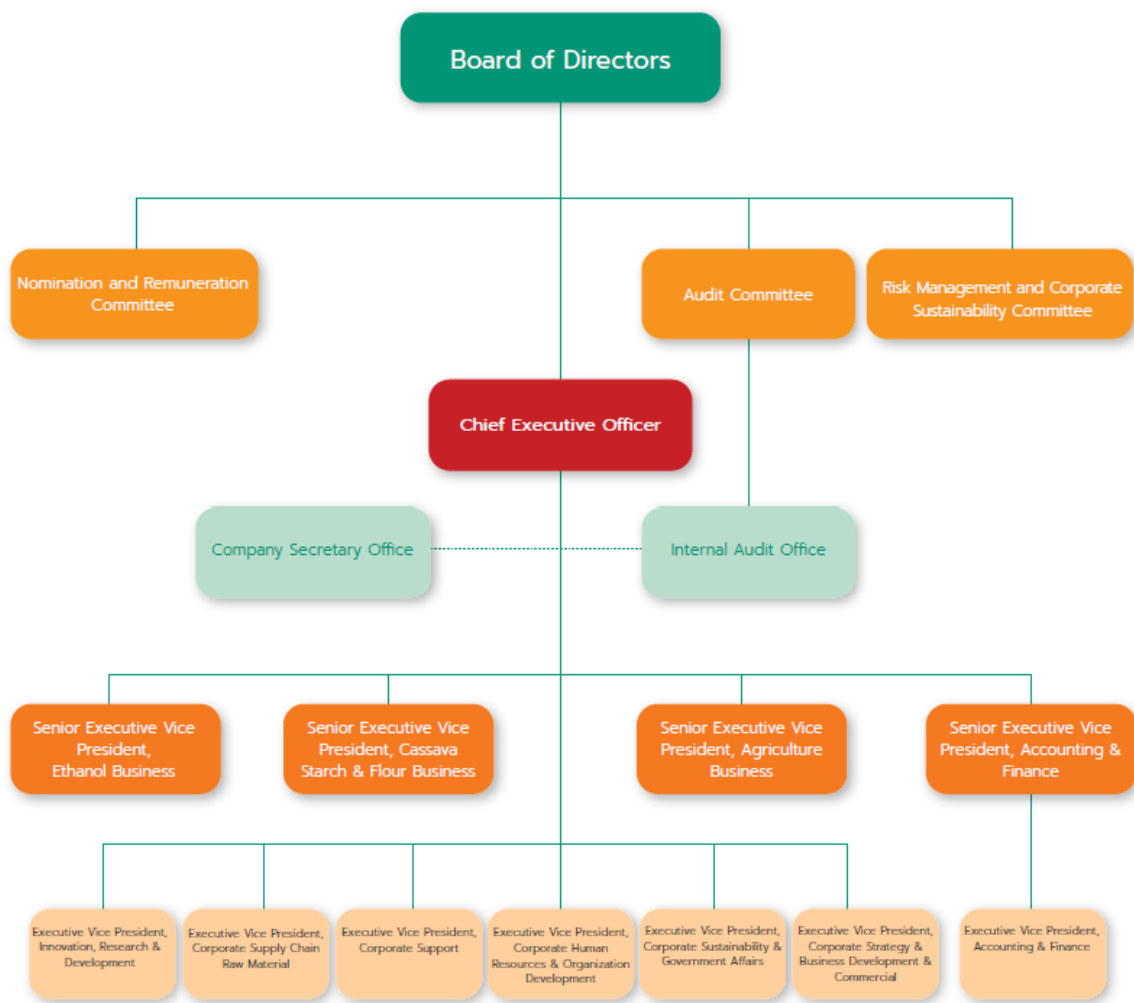
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	11	
	9	2

	2024	
	Male (persons)	Female (persons)
Executive directors	1	
	0	1
Non-executive directors	10	
	9	1
Independent directors	5	
	5	0
Non-executive directors who have no position in independent directors	5	
	4	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	81.82	18.18
Executive directors	9.09	
	0.00	9.09
Non-executive directors	90.91	
	81.82	9.09
Independent directors	45.45	
	45.45	0.00
Non-executive directors who have no position in independent directors	45.45	
	36.36	9.09

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	65	
	68	52

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PALAKORN SUWANRATH</p> <p>Gender: Male</p> <p>Age : 76 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Fine and Applied Arts</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Apr 2018	Public Administration, Governance/ Compliance, Business Administration, Leadership
<p>2. Mr. SOMKEIRT HUDTHAGOSOL</p> <p>Gender: Male</p> <p>Age : 74 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,500,000 Shares (0.063869 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Apr 2018	Public Administration, Corporate Social Responsibility, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mrs. SAISUNEE KUHAKARN</p> <p>Gender: Female</p> <p>Age : 66 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Nurse</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,250,000 Shares (0.031934 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 1,008,520,000 Shares (25.765108 %) <p><u>Indirect shareholding details</u></p> <p>Mother of Ms. Sureeyot Khowsurat (Chief Executive Officer)</p> <p>Khowsurat Family is owned through STK Capital Co., Ltd. ("STK") 548,000,000 (14.00%) shares through K Plus Holding Co., Ltd. ("Kplus") totaling 460,520,000 shares (11.77%) and totaling both STK and Kplus are companies in which the Khowsurat family holds more than 90% shares.</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	9 Apr 2018	Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. ISSRA SHOATBURAKARN</p> <p>Gender: Male</p> <p>Age : 77 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,250,000 Shares (0.031934 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Apr 2018	Corporate Social Responsibility, Sustainability, Engineering
<p>5. Mr. SIWA SANGMANEE</p> <p>Gender: Male</p> <p>Age : 79 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Apr 2018	Public Administration, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. PRASIT WASUPATH</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 125,000 Shares (0.003193 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Apr 2018	Business Administration
<p>7. Mr. KITTI PHONG LIMSUWANNAROT</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Jan 2021	Petrochemicals & Chemicals, Business Administration, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. JEERAWAT PATTANASOMSIT</p> <p>Gender: Male</p> <p>Age : 51 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	21 Jan 2021	Petrochemicals & Chemicals, Engineering, Governance/ Compliance, Energy & Utilities

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Ms. SUREEYOT KHOWSURAT</p> <p>Gender: Female</p> <p>Age : 38 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 381,000 Shares (0.009734 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 1,008,520,000 Shares (25.765108 %) <p><u>Indirect shareholding details</u></p> <p>Mother of Ms. Sureeyot Khowsurat (Chief Executive Officer)</p> <p>Khowsurat Family is owned through STK Capital Co., Ltd. ("STK") 548,000,000 (14.00%) shares through K Plus Holding Co., Ltd. ("Kplus") totaling 460,520,000 shares (11.77%) and totaling both STK and Kplus are companies in which the Khowsurat family holds more than 90% shares.</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Apr 2022	Agribusiness, Accounting, Finance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Mr. KANIT VALLAYAPET</p> <p>Gender: Male</p> <p>Age : 69 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 500,000 Shares (0.012774 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	27 Apr 2022	Law, Business Administration
<p>11. Mr. WIRAT UANARUMIT</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	21 Feb 2023	Finance, Engineering, Risk Management, Governance/ Compliance, Business Administration

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. KITTIPHONG LIMSUWANNAROT</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p>	31 Dec 2024	-

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. PALAKORN SUWANRATH	Chairman of the Board of Directors		✓	✓		
2. Mr. SOMKEIRT HUDTHAGOSOL	Director		✓		✓	
3. Mrs. SAISUNEE KUHA KARN	Director		✓		✓	✓
4. Mr. ISSRA SHOATBURAKARN	Director		✓	✓		
5. Mr. SIWA SANGMANEE	Director		✓	✓		
6. Mr. PRASIT WASUPATH	Director		✓	✓		
7. Mr. KITTI PHONG LIMSUWANNAROT	Director		✓		✓	✓
8. Mr. JEERAWAT PATTANASOMSIT	Director		✓		✓	✓
9. Ms. SUREEYOT KHOWSURAT	Director	✓				✓
10. Mr. KANIT VALLAYAPET	Director		✓	✓		
11. Mr. WIRAT UANARUMIT	Director		✓		✓	
Total (persons)		1	10	5	5	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Agribusiness	1	9.09
2. Petrochemicals & Chemicals	2	18.18
3. Energy & Utilities	1	9.09
4. Health Care Services	1	9.09
5. Law	1	9.09
6. Accounting	1	9.09
7. Finance	2	18.18
8. Corporate Social Responsibility	2	18.18
9. Sustainability	1	9.09
10. Engineering	4	36.36
11. Leadership	1	9.09
12. Risk Management	1	9.09
13. Governance/ Compliance	4	36.36
14. Public Administration	3	27.27
15. Business Administration	7	63.64

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Others : The clear separation of authority and duties in determining the Company's policies and management

To ensure the clear separation of authority and duties in determining the Company's policies and management, the Company has assigned distinct roles to the Chairman of the Board of Directors and Chief Executive Officer. Each person holds different responsibilities.

The Chairman of the Company's Board of Directors has the following roles and responsibilities:

- (1) To call and chair Board of Directors' and shareholders' meetings, and collaborate with the Chief Executive Officer to establish meeting agendas.
- (2) To play a role in controlling meetings to ensure effectiveness and compliance with the Company's Articles of Association, supporting and providing directors with opportunities to express their opinions independently.
- (3) To support and encourage the Board of Directors to perform their duties to the best of their ability, in accordance with the scope of their authority, responsibilities, and principles of good corporate governance.
- (4) To oversee and monitor the management of the Company's Board of Directors and other sub-committees to achieve the stated objectives.
- (5) To act as the tie-breaking voter in Board of Directors' meetings when a tie vote occurs.

Chief Executive Office of the Company's Board of Directors has the following roles and responsibilities:

- (1) To establish the mission, objectives, guidelines, and goals of the Company's business operations to propose at the Board of Directors' meeting, and operate in accordance with them. Additionally, direct and supervise overall operations.
- (2) To have the authority to hire employees, make appointments, facilitate transfers across functions/departments/divisions, or terminate employment. Additionally, set wage rates, remuneration, bonuses, and benefits for all Company employees.
- (3) To consider and take action to ensure compliance with orders, regulations, announcements, and records so that the operation is in accordance with the mission, objectives, guidelines, and goals of the Company's business operations. Additionally, maintain work discipline within the organization.
- (4) To carry out business related to the general administration of the Company.
- (5) To have the authority to grant sub-delegation of authority and/or assign others to perform specific tasks on his/her behalf. Such sub-delegation of authority and/or delegation must be within the scope of authorization outlined in the power of attorney and/or compliant with regulations, requirements, or directives issued by the Company's Board of Directors and/or as specified by the Company.
- (6) The authority and delegation of authority to others as deemed appropriate shall not include the authority and/or granting authority to approve any transactions in which he/she or any other person has conflicts of interest, stakes, or other conflicting interests with the Company or its subsidiaries, as specified by law, notifications of the SEC Office, Capital Market Supervisory Board, and regulations of the Stock Exchange of Thailand. Approval for such transactions must be obtained during the Audit Committee's meeting and proposed to the Board's meeting and/or the shareholders' meeting for consideration and approval, as stipulated by the Articles of Association of the Company/its subsidiaries or relevant laws.

Chief Executive Officer reports to the Board of Directors on the results of meetings, issues requiring improvement or solutions, or any other matters deemed necessary for the Board's awareness at the next Board's meeting.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors Charter is established to define the roles, duties, and responsibilities of the Board of Directors of Ubon Bio Ethanol Public Company Limited in accordance with good corporate governance principles, transparency, and a focus on creating long-term value for shareholders. The Board is responsible for ensuring that the company operates in compliance with legal requirements, stock exchange regulations, and best business practices.

Board Structure and Term of Office

The Board of Directors must consist of individuals with sufficient knowledge and competence suitable for the company's business operations. At least one-third of the total number of directors must be independent directors, with a minimum of three independent directors. Each director serves a term of three years and may be reappointed at the discretion of the shareholders' meeting.

Roles and Responsibilities of the Board of Directors

- **Policy and Strategy Formulation** – The Board is responsible for setting the company's direction, goals, and strategies while overseeing the management to ensure alignment with the approved plans.
- **Risk Management and Internal Control** – The Board must ensure that the company has an effective internal control system and a risk management framework to mitigate negative impacts on the organization.
- **Financial Oversight and Disclosure** – The Board must ensure the accuracy and transparency of financial statements and disclosures, complying with stock exchange regulations.
- **Corporate Governance and Ethics** – The Board is responsible for fostering a corporate culture based on ethics and social responsibility while adhering to corporate governance principles.

- **Performance Evaluation and Development** – The Board must regularly evaluate its performance and enhance its knowledge and skills necessary for effective corporate governance.

Additionally, directors must act with honesty, integrity, and in the best interest of the company and shareholders, strictly complying with applicable laws, regulations, and corporate policies.

Reference link for the board charter : <https://www.ubonbioethanol.com/en/corporate-governance/policy-and-corporate-documents>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

<https://www.ubonbioethanol.com/storage/document/corporate-governance/ube-charter-audit-th.pdf>

Risk Management and Sustainability Committee

Role

- Risk management
- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

To establish and review the risk management framework, Risk Management Charter, management policies, and processes. Propose and suggest guidelines for managing various risks related to the Company's business operations appropriately and efficiently, consistent with the strategic direction of operations, business plans, and changing circumstances.

To formulate criteria for assessing risks that affect the Company's business operations. This includes various risk types such as operational risk, financial risk, ESG (Environmental, Social and Governance) risk, cybersecurity risk, compliance risk and other risks that may occur as appropriate.

To provide a risk assessment, prioritize risks, develop risk management guidelines and strategies to ensure the organization's risk level is maintained at an appropriate level.

To oversee and monitor compliance with the risk management plan, including providing advice and recommendations to management on risk management consistent with the Company's strategy and business goals, as well as the operations of sub-committees or working groups.

To support and develop risk management at all levels throughout the organization by continuously and effectively utilizing various tools, while also promoting the development of a risk management culture within the organization.

To report the results of significant risk management to the Board of Directors for acknowledgment. In the event of important factors or events that may significantly affect the Company, they must be promptly reported to the Board of Directors for consideration.

To have the power to appoint and determine the roles and duties of sub-committees or working groups as necessary. The Risk Management and Sustainability Committee is responsible for supervising and monitoring the progress of the sub-committees' operations.

To be responsible for any other tasks assigned by the Board of Directors.

Reference link for the charter

<https://www.ubonbioethanol.com/storage/document/corporate-governance/ube-charter-risk-management-th.pdf>

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

<https://www.ubonbioethanol.com/storage/document/corporate-governance/ube-charter-nomination-and-remuneration-th.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. SIWA SANGMANEE Gender: Male Age : 79 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	9 Apr 2018	Public Administration, Business Administration
2. Mr. ISSRA SHOATBURAKARN Gender: Male Age : 77 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : No Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	9 Apr 2018	Corporate Social Responsibility, Sustainability, Engineering
3. Mr. PRASIT WASUPATH ^(*) Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	9 Apr 2018	Business Administration

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management and Sustainability Committee	Mr. KITTIPHONG LIMSUWANNAROT	Member of the subcommittee
	Mr. JEERAWAT PATTANASOMSIT	Member of the subcommittee
	Mr. SOMKEIRT HUDTHAGOSOL	The chairman of the subcommittee
	Ms. SUREEYOT KHOWSURAT	Member of the subcommittee
	Mr. WIRAT UANARUMIT	Member of the subcommittee

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. PRASIT WASUPATH	Member of the subcommittee (Independent director)
	Mr. SIWA SANGMANEE	The chairman of the subcommittee (Independent director)
	Mr. ISSRA SHOATBURAKARN	Member of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. Wuttipong Nilpai</p> <p>Gender: Male</p> <p>Age : 46 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President of Ethanol Business	1 Jan 2021	Business Administration
<p>2. Mr. Sukson Wongchuwong^(*)</p> <p>Gender: Male</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President of Accounting and Finance (CFO)	1 Mar 2023	Economics, Business Administration
<p>3. Mr. Cherd sakul Onmongkol</p> <p>Gender: Male</p> <p>Age : 45 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President of Accounting and Finance	1 Jul 2023	Accounting, Business Administration
<p>4. Mr. Phadetsak Champa</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : No</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President of Innovation, Research and Development	10 Nov 2022	Engineering

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Karnnaporn Karnnasuta Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Vice President of Corporate Sustainability and Government Affairs (The highest-ranking executive)	1 Jan 2021	Agribusiness, Energy & Utilities, Corporate Management
6. Mr. Suphat Jeensuksaeng Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Human Resource and Organization Development Thai nationality : Yes Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Vice President of Corporate Human Resource and Organization Development	1 Feb 2023	Human Resource Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Remuneration policy for executive directors and executives

Remuneration for Directors

The Company has a policy to pay remuneration for directors at a level appropriate to the scope of their duties and responsibilities in each position, as well as the Company's operating results. This is achieved by comparing references from listed companies of similar business sizes. Additionally, bonuses for annual operating results will be considered based on the Company's performance in the respective year and allocated to each director according to their tenure.

Remuneration for Executives

The Company has a policy to determine executive remuneration by regularly comparing it with other leading companies in the same industry. This ensures that the remuneration remains competitive and that the rates are determined in compliance with the Company's annual performance, thereby motivating employees to work for the Company.

The remuneration for the Chief Executive Officer (CEO) is determined based on duties, responsibilities, experience, and expertise, considered in conjunction with the evaluation results of the CEO's performance, encompassing both short-term and long-term forms of compensation such as salary, provident fund, and various benefits linked to business growth, achievement of strategic goals, and the Company's performance.

Does the board of directors or the remuneration committee : Have
have an opinion on the remuneration policy for executive
directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	19,000,000.00	73,000,000.00	83,700,000.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	19,000,000.00	73,000,000.00	83,700,000.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Nipa Chareonsri	nipa.c@ubonbioethanol.com	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Chanyawat Watthanaphongsaphat	chanyawat.w@ubonbioethanol.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Attawoot Bourboot	attawoot.b@ubonbioethanol.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Chanyawat Watthanaphongsaphat	chanyawat.w@ubonbioethanol.com	-

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Boonyanut Pittayaphon	boonyanut.p@ubonbioethanol.com	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	1,745,000.00	-	<p>1. Ms. SIRIRAT SRICHAROENSUP Email: Sirirat.Sricharoensup@th.ey.com License number: 5419</p> <p>2. Mr. PREECHA ARUNNARA Email: Preecha.Arunnara@th.ey.com License number: 5800</p> <p>3. Ms. SUTTHIRAK FAKON Email: sutthirak.fakon@th.ey.com License number: 7712</p>

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SOMKEIRT HUDTHAGOSOL	Director	9 Apr 2018	Public Administration, Corporate Social Responsibility, Governance/ Compliance
Mr. ISSRA SHOATBURAKARN	Director	9 Apr 2018	Corporate Social Responsibility, Sustainability, Engineering
Mr. KITTIPHONG LIMSUWANNAROT	Director	1 Jan 2021	Petrochemicals & Chemicals, Business Administration, Engineering
Mr. JEERAWAT PATTANASOMSIT	Director	21 Jan 2021	Petrochemicals & Chemicals, Engineering, Governance/ Compliance, Energy & Utilities

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors shall consider the qualifications of individuals for the position of independent directors, in accordance with the qualifications and prohibited characteristics outlined in the Public Limited Companies Act, the Securities and Exchange Act, notifications from the Capital Market Supervisory Board, and related notifications, rules and regulations.

Additionally, the Board of Directors will consider and select independent directors who are qualified experts, assessing both their work experience and overall suitability. Following this, the candidates will be presented to the shareholders' meeting for consideration and appointment as directors. The Company upholds a policy requiring independent directors to constitute at least one-third of the total number of directors, with a minimum of three individuals. The Board of Directors specified the qualifications of independent directors in accordance with the notifications of the Capital Market Supervisory Board, as outlined below:

- Holding shares not exceeding 1% of the total number of voting rights of the company, its parent company, subsidiary, associate, major shareholders or controlling person of the company, including the shares being held by related persons of independent directors.
- Neither being nor having been an executive director, employee, staff, or consultant who received regular salaries, or being a controlling person of the company, its parent company, subsidiary, associate, same-level subsidiary, major shareholders or controlling person of the company, unless the foregoing status ended not less than 2 years prior to the date of their appointments as independent directors. Nevertheless, such prohibited nature would not apply in the case of these independent directors having earlier served as government officials, or advisors to government agency acting as

major shareholder in the company or controlling person of the company.

- Not being a person related by blood or registration under laws, such as father, mother, spouse, sibling, and child, including spouse of the child of other directors, executives, major shareholders, controlling person, or person to be nominated as director, executive or controlling person of the company or its subsidiary.
- Not having or never having business relationship with the company, its parent company, subsidiary, associate, major shareholders or controlling person of the company, in such manner likely to interfere with own independent judgement, and neither being nor having been a significant shareholder or controlling person of any person who has business relationship with the company, its parent company, subsidiary, associate, major shareholders or controlling person of the company, unless the foregoing relationship ended not less than 2 years prior to the date of appointment as independent director.
- The term “business relationship” included any normal business transaction, rental or lease of immovable property, transaction relating to the assets or services or the granting or receipt of financial assistance through receiving or extending loans, guarantee, providing assets as collateral, including any other similar action, resulting in the company or its counterparty being subject to indebtedness payable to the other party in the amount of 3% or more of the net tangible assets of the company or 20 million Baht or more, whichever is lower. The amount of such indebtedness shall be calculated according to the calculation method for the value of connected transactions under The Notification of The Capital Market Supervisory Board regarding The Compromise Criteria for Connected Transactions. The combination of such indebtedness shall include indebtedness taking place during the course of 1 year prior to the date on which the business relationship with the same person commences.
- Neither being nor having been an auditor of the company, its parent company, subsidiary, associate, major shareholders or controlling person of the company, and not being a significant shareholder, controlling person or partner of an audit firm which employs auditors of the company, its parent company, subsidiary, associate, major shareholders or controlling person, unless the foregoing relationship has ended not less than 2 years prior to the date of appointment as independent director.
- Neither being nor having been any professional service provider including legal advisor or financial advisor who receives an annual service fee exceeding 2 million Baht from the company, its parent company, subsidiary, associate, major shareholders or controlling person of the company, and not being a significant shareholder, controlling person or partner of the professional service provider, unless the foregoing relationship has ended not less than 2 years prior to the date of appointment as independent director.

Not being a director who has been appointed as the representative of the company's director, major shareholders, or being a shareholder who is related to the major shareholder.

- Not engaging in business operations of the same business nature or in competition against the business operations of the company or its subsidiary, nor serving as a significant partner in a limited partnership or otherwise serving as an executive director, or serving as employee, staff or consultant receiving regular salary or holding over 1% shares out of total shares in other companies engaging in the same business nature or in competition against the company and its subsidiary.
- Not having any characteristics which make him or her incapable of expressing independent opinions with regard to the company's business affairs.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

Number of directors from major shareholders

Number of directors from each group of major shareholders : 2
over the past year (persons)

Rights of minority shareholders on director appointment

In compliance with good corporate governance principles, the Company provided an opportunity for shareholders to nominate candidates for election as directors at the 2025 Annual General Meeting of Shareholders during the period from 16 October 2024 to 31 December 2024, as detailed in the announcement published on the Stock Exchange of Thailand's website and the Company's website on 15 October 2024. However, no shareholders nominated any candidates for election as the Company's directors.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PALAKORN SUWANRATH (Chairman of the Board of Directors)	Non-participating	-
2. Mr. SOMKEIRT HUDTHAGOSOL (Director)	Non-participating	-
3. Mrs. SAISUNEE KUHA KARN (Director)	Non-participating	-
4. Mr. ISSRA SHOATBURAKARN (Director)	Non-participating	-
5. Mr. SIWA SANGMANEE (Director)	Non-participating	-
6. Mr. PRASIT WASUPATH (Director)	Non-participating	-
7. Mr. KITTI PHONG LIMSUVANNAROT (Director)	Non-participating	-
8. Mr. JEERAWAT PATTANASOMSIT (Director)	Non-participating	-
9. Ms. SUREEYOT KHOWSURAT (Director)	Participating	Other • 2024: National Defence Course for Future Leaders (NDCFL). 1
10. Mr. KANIT VALLAYAPET (Director)	Non-participating	-
11. Mr. WIRAT UANARUMIT (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors provides an assessment of the overall performance of both the Board and its sub-committees as a whole, along with individual self-assessment, in accordance with the guidelines of the Stock Exchange of Thailand. This assessment is conducted annually to evaluate operational efficiency. The Board of Directors collaboratively considers performance and problems, for improvement in duty performance, ensuring greater efficiency.

The performance assessment of the Board of Directors is segmented into six topics including: (1) Structure and qualifications of the Board of Directors; (2) Roles, duties, and responsibilities of the Board of Directors; (3) The Board's meetings; (4) Duty Performance of directors; (5) Relationships with management; and (6) Self-development of directors and development of executives.

Performance assessments of the Board of Directors, both as individuals and as a whole, as well as those of individual sub-committees, can be divided into three topics, including: (1) Director qualifications and structure; (2) Board meetings; and (3) Roles, duties, and responsibilities of the Board.

Evaluation of the duty performance of the board of directors over the past year

Board of Directors (as a whole): 4.81

Board of Directors (Individual): 4.80

Audit Committee (as a whole): 4.98

Audit Committee (Individual): 4.98

Nomination and Remuneration Committee (as a whole): 4.96

Nomination and Remuneration Committee (Individual) : 4.98

Risk Management and Sustainability Committee (as a whole) : 4.76

Risk Management and Sustainability Committee (Individual) : 4.75

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Nomination and Remuneration Committee assesses the performance of the Chief Executive Officer (CEO) annually. This assessment involves measuring the CEO's performance over the past year using Key Performance Indicators (KPIs) and comparing the Company's performance with other companies in the same industry. The assessment topics follow the guidelines of the Stock Exchange of Thailand and include: (1) Leadership; (2) Strategy formulation; (3) Strategy implementation; (4) Financial planning and performance; (5) Relationship with the Board; (6) External relations; (7) Management and relationship with personnel; (8) Succession; (9) Product knowledge; and (10) Personal characteristics. The results of this assessment are then presented to the Board of Directors.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 8
(times)

Date of AGM meeting : 30 Apr 2024

EGM meeting : Yes

Date of the EGM over the past year (1st time) : 28 Oct 2024

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PALAKORN SUWANRATH (Chairman of the Board of Directors, Independent director)	8	/	8	1	/	1	1	/	1
2. Mr. SOMKEIRT HUDTHAGOSOL (Director)	6	/	8	1	/	1	1	/	1
3. Mrs. SAISUNEE KUHAKARN (Director)	8	/	8	1	/	1	1	/	1
4. Mr. ISSRA SHOATBURAKARN (Director, Independent director)	7	/	8	1	/	1	1	/	1
5. Mr. SIWA SANGMANEE (Director, Independent director)	7	/	8	1	/	1	0	/	1
6. Mr. PRASIT WASUPATH (Director, Independent director)	8	/	8	1	/	1	1	/	1
7. Mr. KITTIIPHONG LIMSUWANNAROT (Director)	8	/	8	1	/	1	1	/	1
8. Mr. JEERAWAT PATTANASOMSIT (Director)	7	/	8	1	/	1	1	/	1
9. Ms. SUREEYOT KHOWSURAT (Director)	8	/	8	1	/	1	1	/	1
10. Mr. KANIT VALLAYAPET (Director, Independent director)	8	/	8	1	/	1	1	/	1
11. Mr. WIRAT UANARUMIT (Director)	8	/	8	1	/	1	1	/	1

Remuneration of the board of directors

Types of remuneration of the board of directors

The Company has a policy to pay remuneration for directors at a level appropriate to the scope of their duties and responsibilities in each position, as well as the Company's operating results. This is achieved by comparing references from listed companies of similar business sizes. Additionally, bonuses for annual operating results will be considered

based on the Company's performance in the respective year and allocated to each director according to their tenure. The compensation is divided into a monthly remuneration, a meeting allowance per session, and an annual bonus.

The company does not provide any other forms of remuneration to directors, whether in monetary or non-monetary terms.

Remark

1) The directors' bonus policy is based on the company's annual performance, set at 2% of the net profit from the consolidated financial statements, with a maximum limit of Baht 14,000,000.

2) Executive directors of the company shall not receive remuneration or bonuses in their capacity as directors or as members of any subcommittees of the company.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PALAKORN SUWANRATH (Chairman of the Board of Directors)			680,000.00		N/A
Board of Directors	200,000.00	480,000.00	680,000.00	No	
2. Mr. SOMKEIRT HUDTHAGOSOL (Director)			600,000.00		N/A
Board of Directors	120,000.00	360,000.00	480,000.00	No	
Risk Management and Sustainability Committee	120,000.00	0.00	120,000.00	No	
3. Mrs. SAISUNEE KUHAKARN (Director)			520,000.00		N/A
Board of Directors	160,000.00	360,000.00	520,000.00	No	
4. Mr. ISSRA SHOATBURAKARN (Director)			788,000.00		N/A
Board of Directors	140,000.00	360,000.00	500,000.00	No	
Audit Committee	84,000.00	180,000.00	264,000.00	No	
Nomination and Remuneration Committee	24,000.00	0.00	24,000.00	No	
5. Mr. SIWA SANGMANEE (Director)			860,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	140,000.00	360,000.00	500,000.00	No	
Audit Committee	90,000.00	240,000.00	330,000.00	No	
Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	
6. Mr. PRASIT WASUPATH (Director)			808,000.00		N/A
Board of Directors	160,000.00	360,000.00	520,000.00	No	
Audit Committee	84,000.00	180,000.00	264,000.00	No	
Nomination and Remuneration Committee	24,000.00	0.00	24,000.00	No	
7. Mr. KITTIPHONG LIMSUWANNAROT (Director)			628,000.00		N/A
Board of Directors	160,000.00	360,000.00	520,000.00	No	
Risk Management and Sustainability Committee	108,000.00	0.00	108,000.00	No	
8. Mr. JEERAWAT PATTANASOMSIT (Director)			608,000.00		N/A
Board of Directors	140,000.00	360,000.00	500,000.00	No	
Risk Management and Sustainability Committee	108,000.00	0.00	108,000.00	No	
9. Ms. SUREEYOT KHOWSURAT (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
Risk Management and Sustainability Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
10. Mr. KANIT VALLAYAPET (Director)			520,000.00		N/A
Board of Directors	160,000.00	360,000.00	520,000.00	No	
11. Mr. WIRAT UANARUMIT (Director)			592,000.00		N/A
Board of Directors	160,000.00	360,000.00	520,000.00	No	
Risk Management and Sustainability Committee	72,000.00	0.00	72,000.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,540,000.00	3,720,000.00	5,260,000.00
2. Audit Committee	258,000.00	600,000.00	858,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management and Sustainability Committee	408,000.00	0.00	408,000.00
5. Nomination and Remuneration Committee	78,000.00	0.00	78,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	2,284,000.00
Other monetary remuneration (Baht)	4,320,000.00
Total (Baht)	6,604,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00
directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Other significant transactions

Ubon Bio Ethanol Public Company Limited has established policies for governing and managing its subsidiaries and associated companies engaged in core business activities. The objective is to define both direct and indirect mechanisms to enable the company to oversee and manage its subsidiaries and associated entities as if they were part of the company itself. This ensures compliance with corporate policies, public company laws, civil and commercial laws, securities laws, and relevant regulations from regulatory bodies such as the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). To safeguard the company's investment in these subsidiaries, the company has established governance policies for their operations.

Five Key Governance Principles of Ubon Bio Ethanol Group:

1. Key Strategic Positions, assigning executives and employees from Ubon Bio Ethanol Public Company Limited to work in key positions within the group, in accordance with agreed business terms.
2. Rules and Regulations, establishing policies, including directives, are key governance principles that drive alignment between Ubon Bio Ethanol Group's governance policies and their successful implementation. These rules, regulations, requirements, policies, and directives must be acknowledged and signed by directors, senior executives, executives, and employees appointed by the company to serve as directors, senior executives, executives, and employees in subsidiaries or affiliated companies. They are required to comply with and enforce these governance policies to ensure standardized practices across the entire Ubon Bio Ethanol Group.
3. Reporting Line and Performance Management, subsidiaries must report progress on policy implementation to company management and/or the Board of Directors.
4. Multi-Level Governance, implementing through the dissemination of Ubon Bio Ethanol Group's management framework from the company to its directly held subsidiaries. The company exercises governance authority through its executives, who serve as top management in these subsidiaries. Additionally, these subsidiaries are required to establish their own group management frameworks to further cascade Ubon Bio Ethanol Group's governance approach to their respective shareholders (subsidiaries). This ensures standardized operations across the entire Ubon Bio Ethanol Group.
5. Management Committees, establishing the Ubon Bio Ethanol Group Management Committee and other policy-based committees, plays a crucial role in driving the efficient management of the Ubon Bio Ethanol Group. These committees serve as platforms for discussions and decision-making on the group's operational direction. Regular reporting of operational performance by group companies to the Ubon Bio Ethanol Group Management Committee is required to monitor efficiency and effectiveness. Additionally, key roles and responsibilities have been defined in accordance with the group's management framework, as follows:

Shareholders:

- Appoint the Board of Directors to act on their behalf.
- Define business direction and make key decisions affecting the company.
- Participate in shareholder meetings to vote on the appointment/removal of directors, selection of auditors, dividend distribution, amendments to company regulations, capital increases/decreases, and approval of special transactions.
- Oversee the performance of the Board of Directors.

Board of Directors:

- Ensure effective company management by setting objectives, strategies, policies, resource allocation, and monitoring performance.
- Create long-term value and ensure ethical business conduct, respecting shareholder and stakeholder rights.
- Ensure directors and executives act with duty of care, loyalty, compliance, and transparency.
- Define and oversee the delegation of responsibilities to the CEO and executive management.

CEO and Senior Executives:

- Manage company operations as delegated by the Board, ensuring compliance with approved plans and budgets.
- Align company strategies with the group's policies and ensure practical implementation.
- Uphold responsibilities with duty of care, loyalty, compliance, and transparency.
- Oversee governance, risk management, compliance (GRC), and internal audit cooperation.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes
over the past year

The company has established a policy to prevent conflicts of interest, an anti-corruption policy, guidelines on handling conflicts of interest, and a code of conduct regarding conflicts of interest. These policies ensure that the board of directors, executives, and employees act in the best interests of the company and avoid engaging in activities that may lead to conflicts of interest. In 2024, the company required employees and executives at all levels to disclose any transactions that might pose a conflict of interest with the company or its subsidiaries. Measures implemented include:

- Stakeholders involved in such transactions are not allowed to participate in decision-making regarding those transactions. The company has developed policies on related-party transactions and conflict-of-interest prevention. These policies establish guidelines for handling related-party transactions and potential conflicts of interest in accordance with the Capital Market Supervisory Board and the Stock Exchange's regulations.
- The company's internal audit office reviews related-party transactions and reports to the audit committee. Measures are in place to randomly verify transactions to ensure compliance with contracts, policies, or predefined conditions.

Information on transactions that may involve conflicts of interest is disclosed in the annual report per accounting standards and regulatory requirements.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes
information to seek benefits over the past year

The Company has overseen the use of inside information according to the principles of good corporate governance by establishing policies and procedures to monitor the utilization of undisclosed inside information by its directors, executives, and employees for personal gain, as follows:

- 1) The Company's directors, executives, and employees, as well as former directors, executives, and employees who have resigned, are prohibited from disclosing any inside information or trade secrets of the Company, as well as confidential information belonging to the Company's trading partners that they have acquired during the course of their duties, to third parties. This prohibition applies even if the disclosure of such information would not result in any harm to the Company or its business partners.
- 2) The Company's directors, executives, and employees, as well as former directors, executives, and employees, are responsible for keeping the Company's secrets and/or inside information confidential. They must utilize such information solely for the benefit of the Company's business operations. All directors, executives, and employees of the Company are prohibited from using the Company's secrets and/or inside information for their personal benefit or for the benefit of any other company in which they hold a position as a shareholder, director, executive, staff, or employee, whether directly or indirectly, and regardless of whether they receive remuneration.

- 3) Directors, executives, staff, and employees of the Company, including their spouses and minor children, are prohibited from trading, transferring, or accepting the transfer of the Company's securities using secret and/or inside information. They are also prohibited from entering into any other legal transactions using such information, which may directly or indirectly harm the Company. Violation of these regulations will be considered a serious offense.
- 4) Directors, executives, staff, and employees (including their spouses and minor children) of the Company and its subsidiaries are prohibited from possessing inside information, as well as from buying or selling the Company's securities within one month prior to the disclosure of quarterly and annual financial statements. This prohibition extends throughout the Blackout Period, which spans 24 hours after the financial statements are disclosed.
- 5) Directors, executives, staff, and employees who acquire inside information of the Company and its subsidiaries, which may affect the trading prices of the Company's securities, are prohibited from trading the Company's securities until at least one month after disclosing such information to the public and until a 24-hour period has elapsed since such information has been disclosed.
- 6) Directors, executives, staff, and employees of the Company and its subsidiaries are prohibited from disclosing inside information to third parties, other companies or individuals who do not have a duty to prevent the misuse of information.
- 7) Directors and executives of the Company and its subsidiaries, including their spouses and minor children, who have changed their shareholding proportion, must prepare a report on securities holdings for themselves, their spouses, and minor children within 3 business days from the date of purchase, sale, transfer, or receipt of transfer. This report should be submitted to the SEC Office in accordance with Section 59 of the Securities and Exchange Act and its amendments.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Ubon Bio Ethanol Public Company Limited is committed to conducting business with integrity, upholding social responsibility, and respecting the interests of all stakeholders in accordance with good corporate governance principles and business ethics. The company is firmly dedicated to fighting all forms of corruption and fraud. To ensure accountability, compliance, and proper procedures, the company has established an Anti-Corruption Policy to prevent fraudulent activities that could affect its business. This policy provides clear guidelines for assessing and managing corruption risks in business decisions and operations. The company has documented anti-corruption guidelines and communicated them to the Board of Directors, executives, and employees at all levels to ensure widespread understanding and compliance. This approach supports sustainable corporate growth. The key anti-corruption initiatives include:

- Recognizing the importance of good corporate governance, the company joined the Collective Action Coalition (CAC) of the Thai private sector against corruption on May 19, 2016. The company renewed its certification for a second term on September 30, 2023, which remains valid until September 30, 2026. The company has made a clear commitment to ensuring that all employees understand that the long-term success and sustainability of the business depend on maintaining trust among customers, shareholders, stakeholders, and the public through honesty, transparency, and fairness.
- The Board of Directors has approved a review of the Anti-Corruption Policy, covering key areas such as: The prohibition of bribery and corruption, Rules on giving and receiving gifts, entertainment, and donations, Managing conflicts of

interest, preventing improper facilitation payments, Guidelines for interactions with government officials. Directors, executives, and employees are expected to strictly follow these measures to prevent any concerns about the company's integrity. The company also encourages all employees to report any suspicious activities or violations of the anti-corruption policy, ensuring that all complaints are handled transparently, fairly, and with due care for all parties involved.

Company Actions to Comply with the Anti-Corruption Policy

- The company has conducted a comprehensive risk assessment of potential corruption and fraud across all business processes. This assessment covers operational audits across departments and activities related to procurement, sales, charitable donations, contracts with partners and customers, and risks associated with giving or receiving benefits that may lead to conflicts of interest. The results of this assessment allow the company to identify key risk areas and implement timely and effective preventive or control measures.
- The company has established clear guidelines to prevent corruption in all processes. One such measure is the "No Gift Policy," which prohibits employees and executives from giving or receiving gifts from business partners or individuals that may influence business decisions. Additionally, the company has implemented transparent expense disbursement regulations and supporting documentation to prevent fraud in company expenditures. To further strengthen financial controls, clear approval authority and spending limits have been established. The internal audit department regularly monitors compliance with these policies.
- The company places high importance on preventing corruption across all business operations, particularly in communicating the "No Gift Policy." To ensure awareness, emails have been sent to all business partners and customers explaining the policy and emphasizing ethical business practices. The company explicitly prohibits offering or accepting high-value gifts or other benefits that may impact business decision-making.
- The company consistently monitors and evaluates compliance with the Anti-Corruption Policy through internal audits and reports to the Audit Committee. This ensures the effectiveness of preventive and control measures. Evaluations also include analyzing potential violations, such as breaches of policy or complaints related to corruption, in order to make improvements.
- To ensure the completeness and sufficiency of all anti-corruption processes, the company has engaged the Audit Committee and external auditors to review and assess these processes. These auditors evaluate adherence to ethical and legal standards, examine policies and procedures, and provide recommendations for improvements. This ensures that the company can effectively and transparently prevent and combat corruption.
- In 2024, the Audit Committee played a crucial role in overseeing and reviewing processes that may pose risks of fraud and corruption. The committee focused on assessing the adequacy of internal control measures related to corruption prevention to ensure that the company's operations remain transparent and in compliance with the Anti-Corruption Policy. Additionally, the Audit Committee reviewed risk assessments across various business processes, evaluated existing preventive measures, and examined audit reports from the Internal Audit Department to effectively address any identified risks. These review processes help strengthen the company's internal controls and enhance its ability to prevent and mitigate corruption risks within the organization.

The company is committed to promoting anti-corruption awareness on a continuous basis. In 2024, it organized awareness campaigns in observance of International Anti-Corruption Day and UBE DAY to educate all employees about the company's Anti-Corruption Policy. One of the key activities was a quiz competition on anti-corruption policies and principles, titled "True Fan of CAC". This initiative aimed to increase awareness and understanding of corruption prevention while fostering a strong ethical culture within the organization. By participating in this activity, employees gained valuable knowledge about the company's anti-corruption commitments and actively contributed to building a transparent and ethical work environment.

- The company has reviewed approval authority and operational authority, including spending limits, disbursement regulations, and supporting documentation, to prevent corruption and ensure that charitable donations, business sponsorships, and other expenditures comply with company policies and are not used for fraudulent purposes. The Internal Audit Department conducts thorough disbursement process reviews to maintain transparency and fairness in all financial transactions.
- The company regularly audits its sales processes, procurement procedures, and contract management to identify and mitigate corruption and fraud risks. These audits ensure compliance with company regulations. In cases where issues are identified, the Internal Audit Department provides recommendations and continuously monitors the implementation of necessary improvements.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

Ubon Bio Ethanol Public Company Limited has established whistleblowing channels for reporting legal violations, breaches of the code of conduct, and violations of the anti-corruption policy. These channels also allow for reporting potentially fraudulent or unethical behavior by employees, executives, or stakeholders. This initiative aims to enhance transparency and enable stakeholders to actively safeguard the company's interests. Whistleblowing channels include:

- Email: cac@ubonbioethanol.com

Mail: Addressed to the Audit Committee or Internal Audit Office at: 333, Moo 9, Na Dee Subdistrict, Na Yia District, Ubon Ratchathani 34160, Thailand Phone: Internal Audit Office 065-8368845

- Website: www.ubobioethanol.com

For complaints regarding misconduct or violations, an investigation committee—comprising representatives from departments without conflicts of interest—will review and investigate the matter according to company regulations. The complainant will be informed of the outcome.

In 2024, the company received no complaints related to corruption or ethics violations.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. SIWA SANGMANEE (Chairman of the audit committee)	5	/	6
2 Mr. ISSRA SHOATBURAKARN (Member of the audit committee)	6	/	6
3 Mr. PRASIT WASUPATH (Member of the audit committee)	6	/	6

The results of duty performance of the audit committee

Financial Report Review

The Audit Committee has reviewed the financial reports, both quarterly and annually, of the Company and its subsidiaries,

which were prepared in accordance with Thai Financial Reporting Standards. Meetings were held with the auditors and the management of the accounting and finance departments to assess the accuracy, completeness, and reliability of the financial reports, the adequacy of financial disclosures, and the appropriateness of the selected accounting policies. The Audit Committee also held exclusive meetings with the auditors, without management participation, to independently discuss key audit matters identified in the audit report. The auditors confirmed that they were able to carry out their work independently according to the planned approach without any obstacles or limitations and provided an unqualified opinion on the Company's financial statements for the year 2024.

Review of Related Party Transactions and Intercompany Transactions

The Audit Committee reviewed the appropriateness of the procedures for executing related party transactions or transactions that could result in conflicts of interest. It also ensured that disclosures were accurate, complete, and in compliance with the laws and regulations set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The Committee verified that these transactions adhered to established policies and operational procedures, followed fair commercial terms, and did not involve any inappropriate transfer of benefits. Additionally, the Committee ensured that all relevant disclosures were timely, complete, and in accordance with corporate governance policies and applicable SEC and SET regulations.

Evaluation and Review of Internal Control System

The Audit Committee assessed the adequacy of the Company's internal control system based on internal audit reports approved under the annual audit plan. These findings aligned with the auditors' assessment, which reported no significant weaknesses or deficiencies. The Committee also considered the management's internal control evaluation using the framework established by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The assessment was conducted using the "Internal Control Adequacy Evaluation Form" prescribed by the SEC before its disclosure in the Annual Information Report (56-1 One Report).

Based on the review, the Audit Committee concluded that the Company's internal control system was appropriate, efficient, and effective for its business operations, with no significant issues that could impact the Company's activities.

Corporate Governance

In 2024, the Audit Committee reviewed the effectiveness of corporate governance practices and found that the Board of Directors, management, and employees strictly adhered to the established policies. The Company also promoted awareness and understanding of ethical standards among employees and applied governance policies to its subsidiaries as appropriate. Additionally, the Company provided shareholders with the opportunity to propose agenda items and nominate candidates for director positions in advance. However, no shareholders proposed additional meeting agenda items or nominated director candidates for consideration.

Internal Audit Oversight

The Audit Committee oversaw the internal audit function, covering work scope, roles and responsibilities, operational independence, and staffing levels. It reviewed and approved the internal audit plan for 2024, assessed the quality improvement plan for internal audits, and supported the continuous development of internal auditors' knowledge and skills. The Audit Committee concluded that the internal audit department operated independently, effectively, and satisfactorily.

Consideration and Appointment of the Auditor and Audit Fees for 2024

The Audit Committee evaluated and selected the external auditor for 2024, considering qualifications, independence, expertise, staff capacity, and fee appropriateness. It recommended that the Board of Directors propose to the shareholders' meeting the appointment of EY Office Limited as the Company's external auditor for 2024. The designated auditors included Ms. Sirirat Sricharoensap (CPA No. 5419), Mr. Preecha Arunara (CPA No. 5800), or Ms. Suthirak Fakaon (CPA No. 7712), along with approval of the audit fees for 2024.

The Audit Committee assessed the auditor selection based on performance, knowledge, independence, and audit fees. It endorsed the appointment of EY Office Limited as the Company's external auditor for 2024 and recommended that the Board of Directors seek shareholder approval for the appointment and audit fees.

Regulatory Compliance and Policy Adherence

The Audit Committee monitored and reviewed the Company's compliance with the rules and regulations of the SEC, the SET, and other relevant laws governing the Company's operations. This ensured that the Company fully complied with all applicable requirements.

Fraud Investigation Review

In 2024, the Company successfully renewed its certification with the Thai Private Sector Collective Action Against Corruption (CAC) for the second time. The Company fully implemented its declared anti-corruption commitments and established multiple channels for whistleblowing, including external reports, employee complaints, and an online reporting system via the Company's website (www.ubonbioethanol.com), phone, email, or direct mail to the Board of Directors, internal audit officers, or company secretary.

There were no complaints or whistleblowing reports regarding fraud in 2024. The Audit Committee was regularly informed of these matters. Furthermore, the internal audit department consistently reported on anti-corruption audit processes in areas such as procurement, payment processes, sales transactions, and debt collection. These audits were conducted to ensure that the Company's procurement and sales activities adhered to ethical business practices and the Company's anti-corruption policy.

In 2024, the Audit Committee carried out its duties and responsibilities with due diligence, independence, and in full compliance with its charter. The Committee concluded that the Company and its subsidiaries prepared financial statements that accurately reflected significant and reliable information in accordance with generally accepted accounting principles. Related party transactions were sufficiently disclosed to prevent conflicts of interest. The internal control system and risk management framework were deemed adequate and appropriate for the business. Additionally, the Company complied fully with all applicable laws, regulations, and business-related requirements.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Risk Management and Sustainability Committee

Meeting Risk Management and Sustainability : 9
Committee (times)

List of Directors	Meeting attendance of Risk Management and Sustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. KITTIPHONG LIMSUWANNAROT (Member of the subcommittee)	9	/	9
2 Mr. JEERAWAT PATTANASOMSIT (Member of the subcommittee)	9	/	9
3 Mr. SOMKEIRT HUDTHAGOSOL (The chairman of the subcommittee)	8	/	9
4 Ms. SUREEYOT KHOWSURAT (Member of the subcommittee)	9	/	9
5 Mr. WIRAT UANARUMIT (Member of the subcommittee)	6	/	6

The results of duty performance of Risk Management and Sustainability Committee

Governance of Risk Management Processes

The Risk Management and Corporate Sustainability Committee has governed that the Company and its subsidiaries implement an enterprise risk management (ERM) process aligned with the COSO ERM 2017 framework. Additionally, a risk management plan has been established to manage risk events ensuring they do not materially impact the Company's strategy and objectives. The committee has also reviewed the criteria for assessing the likelihood and impact levels as well as determining the overall level of risk. These assessments are used to prioritize risks identified through the risk identification process. The committee ensures that risk responses align with the organization's risk appetite and adapt to evolving circumstances.

Risk Assessment and Mitigation Plan

The Risk Management and Corporate Sustainability Committee has analyzed potential risk factors and assessed their possible impacts on the organization. This includes strategic, operational, financial, compliance, social, and environmental risks covering both current risks and emerging risks. The committee also considers significant sustainability related risks (ESG risks) amid rapidly changing economic conditions and the challenges of adapting to climate change impacts. To prioritize risks effectively, the committee has established risk indicators, risk management plans, and appropriate risk control measures to ensure that risks remain within acceptable levels or to mitigate the likelihood of future risks arising.

Risk Monitoring

The Risk Management and Corporate Sustainability Committee has monitored and reviewed the implementation of the risk management plan under the risk management policies and framework. This ensures that risk management outcomes align with the organization's risk control guidelines and are consistent with the Company's strategy and objectives. Risks that may have a significant impact on the Company's business plans and strategies, along with risk management performance, are reported to the Board of Directors on a quarterly basis. Additionally, joint meetings with the Audit Committee are held to facilitate communication, exchange insights, and provide recommendations regarding enterprise risk assessment and key internal controls. These meetings also ensure that the Audit Committee is informed of the risk management review process and its outcomes.

The Risk Management and Corporate Sustainability Committee remains committed to performing its duties effectively in accordance with good corporate governance practices. Although the Company successfully navigated the challenges of 2024 with outstanding financial performance, preparations are already underway for 2025 to adapt to market challenges, particularly price fluctuations in the ethanol and cassava starch businesses.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRASIT WASUPATH (Member of the subcommittee)	2	/	2
2 Mr. SIWA SANGMANEE (The chairman of the subcommittee)	2	/	2
3 Mr. ISSRA SHOATBURAKARN (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

- The committee reviewed the selection of individuals for election as directors to replace those whose terms have ended, as well as for the appointment of members to sub-committees and senior executives.
- The selection process was based on legal qualifications, relevant criteria, knowledge, skills, experience, and expertise beneficial to the company's operations, along with any potential conflicts of interest (if any). These candidates were then proposed to the Board of Directors and/or Shareholders' Meeting for approval.
- The committee reviewed and proposed criteria for determining the remuneration of directors, sub-committee members, and senior executives. The compensation was considered based on the company's performance, business size, and the responsibilities of the board members.
- Additionally, comparisons were made with other companies listed on the Stock Exchange of Thailand that have similar

market capitalizations and are in the same industry. Other relevant details were also considered before submitting recommendations to the Board of Directors and/or Shareholders' Meeting for approval.

- The committee provided an opportunity for shareholders to propose candidates for election as directors at the 2025 Annual Shareholders' Meeting, promoting good corporate governance practices.
- The committee assessed the performance of the Chief Executive Officer (CEO) and Managing Director. It also determined the amount and structure of their compensation, considering the proposed rate of remuneration, and submitted the findings for review by the Board of Directors.
- The committee assessed its performance for the year 2024, confirming that it had fulfilled its duties in accordance with the Nomination and Remuneration Committee Charter. The results of the evaluation were reported to the Board of Directors.
- The committee reviewed the Nomination and Remuneration Committee Charter and concluded that it remains appropriate and in alignment with the Corporate Governance Principles for listed companies in 2020, as prescribed by the Securities and Exchange Commission (SEC). The revised charter was then presented to the Board of Directors for consideration and approval.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Corporate Sustainability Policy and Goals

In 2024, Ubon Bio Ethanol Public Company Limited and its subsidiaries (the Company) have continuously developed and managed the sustainability of the organization under the concept of creating a balance between 3 factors: making the business grow with profit (Profit), caring for the environment (Planet), and supporting the surrounding community and employees in the organization (People) under good corporate governance. It also continues to focus on stakeholders in the form of creating sustainable shared value (Sustainable Value Creation) to support all parties to achieve good goals together.

1. Management of economic and environmental value that promotes each other

The Company aims to conduct efficient business processes and create the highest returns. It conducts business in accordance with the principles of good corporate governance and transparency, taking into account all groups of stakeholders, and developing strategies and innovations that do not affect the environment and taking into account the efficient use of natural resources to create maximum benefits in accordance with legal requirements and international standards.

2. Creating a good community and environment

The Company has implemented the concept of creating shared value between the business sector and society to enable businesses, communities, and society to grow together and aim to improve the quality of life for communities and society, including participation. and promote the conservation of natural resources and the environment, ecosystem

3. Support personnel and farmers to progress together with UBE

The company emphasizes responsibility towards employees, which is the core of driving the organization's growth, in terms of potential development, respect for human rights according to international principles, compliance with labor protection laws, safety, occupational health and environment according to various standards, and emphasizing the creation of shared value through support and knowledge transfer to communities to access knowledge sources of organic farming and various innovations to create knowledge and improve the quality of life of farmers to grow sustainably.

Sustainability management goals

Does the company set sustainability management goals : Yes

Goals and strategies for sustainability

From the business concept of "Beyond sustainability" to become a sustainable organization in all dimensions, beyond the concept of balance

3P; PROFIT PEOPLE PLANET In 2024, the working group driving corporate sustainability has linked the term "UBE CARE" to categorize project operations and plan a budget for sustainability management more clearly. In line with the joint achievement of the sustainability goals (SDGs) to ensure that sustainability management throughout the value chain has delivered products to stakeholders comprehensively. UBE is a Food Tech Company driven by innovation on the principle of business operations that cover all dimensions of sustainability. To drive the business to wider growth In 3 areas:

1. Beyond the challenges, beyond the challenges with a business plan
2. Beyond through innovation, beyond with open innovation Through research and development
3. Beyond sustainability, stepping towards a sustainable organization in all dimensions By focusing on doing business on

the basis of sustainability according to the ESG (Environmental, Social and Governance) guidelines

United Nations SDGs that align with the organization's sustainability management goals	: Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals
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Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The Company operates its business with a participatory and sustainable approach, responding to the needs and expectations of stakeholders, while creating value for society and the environment. The Company has prepared and reviewed key sustainability issues, with a process for selecting key issues from the needs and expectations of each stakeholder group and other external data, along with key issues that affect the Company, with the following processes and principles:

Material Selection Principles

1. Identification of Key Issues The Company considers identifying the organization's sustainability issues from internal and external data that may affect the sustainability of its business operations in terms of governance, economy, environment and society. Internal data and external factors considered include:

- Internal data, including the organization's goals and directions, business plans, as well as key issues from executive brainstorming workshops in workshops, strategy development and risk management that may affect the organization's sustainability in both the short and long term.
- External data, including a review of sustainability trends and global risks, the Global Sustainable Development Goals (SDGs), corporate sustainability assessment criteria according to the sustainability reporting criteria for listed companies according to the Sustainability Reporting Manual for Listed Companies, along with sustainability indicators for the energy and food industries. Adjusted to be consistent with the needs and expectations of stakeholders from Stakeholder Engagement

2. Prioritization The Company takes the material sustainability issues that are significant to the Company and stakeholders and groups them and analyzes the level of importance of the issues by comparing them with the indicators according to the GRI 2021 reporting guidelines. In 2023, 13 material sustainability issues were found. The principles for considering the level of importance and determining the Materiality matrix are as follows: 2.1 Horizontal axis: These are issues that are important and have an impact on the organization. Consider the level of impact in both positive and negative aspects, as well as opportunities and risks that may occur to the organization in the short and long term. 2.2 Vertical axis: These are issues that are important and have an impact on the Company's stakeholders. Consider the level of impact in both positive and negative aspects and the importance of the issues from stakeholders.

In 2024, the Company reviewed the material issues that affect the Company's sustainable development, which were consulted by experts in the Sustainability Data Quality Development Project for Listed Companies at the Stock Exchange of Thailand in 2023. And organized a workshop for operational and management personnel to participate in brainstorming and reflecting on important issues comprehensively. To ensure that the issues it covers all stakeholders in all aspects, is reasonable, and is in line with the company's business strategy and sustainability strategy.

3. Validation From the sustainability issues obtained from the analysis and prioritization, the company's management has

reviewed and reconsidered them to be in line with the business strategy revised by the business development consultant in August 2024. The business strategy has been approved by the board of directors, so the internal sustainability management working group has revised and reconsidered the material issues. The criteria for sustainability reporting for listed companies, according to the sustainability reporting manual of listed companies, and sustainability indicators for the energy and food industries, have been adjusted to be in line with business operations. Guidelines for responding to various sustainability issues have been set according to the level of importance and appropriateness. The business strategy has been approved by the board of directors, so the internal sustainability management working group has revised and reconsidered the material issues. The criteria for sustainability reporting for listed companies, according to the sustainability reporting manual of listed companies, and sustainability indicators for the energy and food industries, have been adjusted to be in line with business operations. Guidelines for responding to various sustainability issues have been set according to the level of importance and appropriateness.

Information on impacts on stakeholder management in business value chain

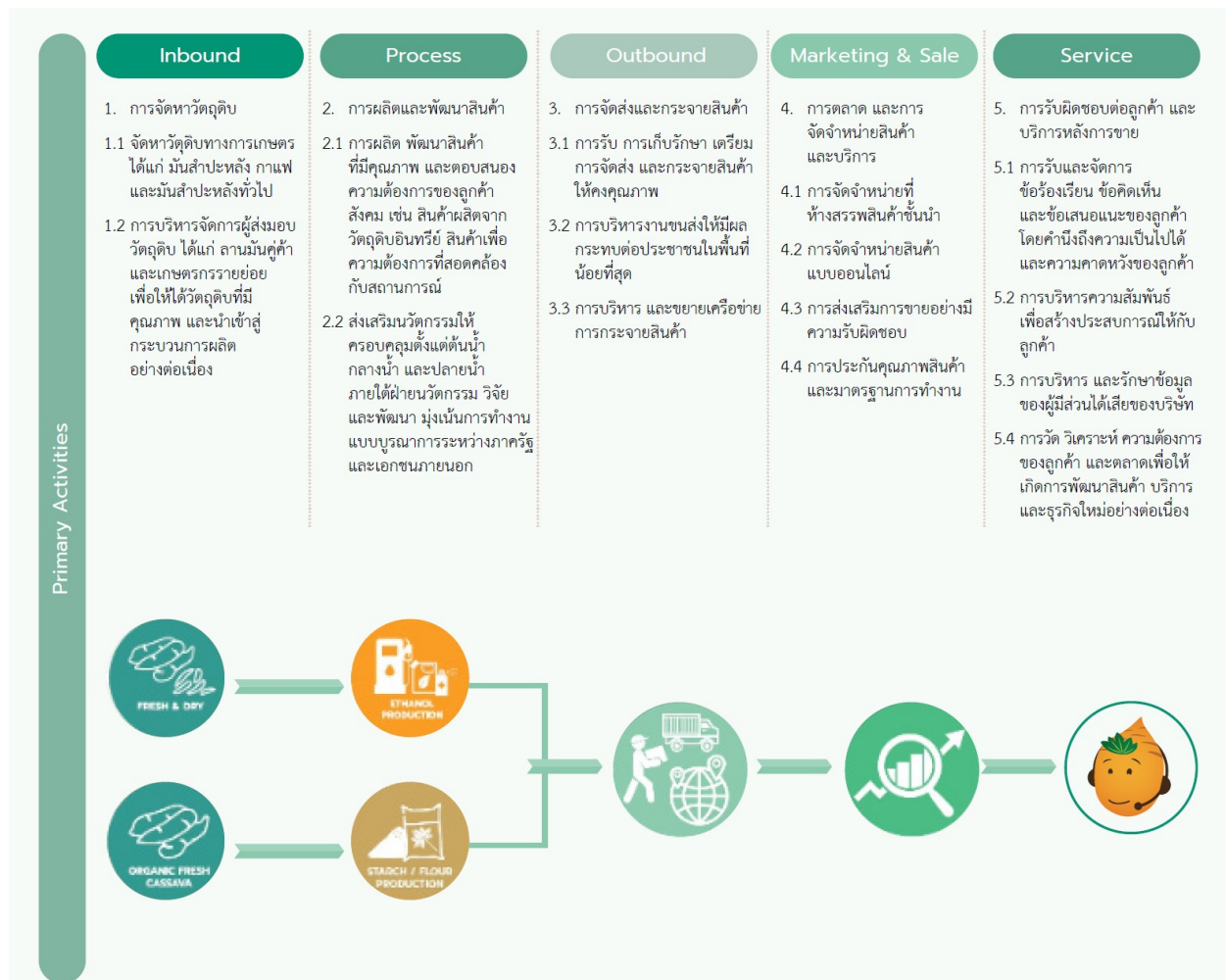
Business value chain

Stakeholder Impact Management in the Business Value Chain

In 2024, Ubon Bio Ethanol Public Company Limited and its subsidiaries have adapted to respond to situations that affect product costs and delivery capabilities, which are pressured by external factors, especially in the cassava starch industry, which has been affected by various factors, such as high raw material costs and a shortage of cassava in areas affected by the outbreak of cassava mosaic disease (CMD) in the area, resulting in a decrease in cassava production in the area and neighboring provinces. The company has implemented measures to solve the problem of cassava mosaic disease (CMD) in the long term by receiving support for cassava varieties resistant to cassava mosaic disease (Itthi) supported by the Cassava Foundation of Thailand, totaling 65,000 seedlings, and distributing them to 10 farmers in the network, covering a total area of 25 rai, as a source of disease-resistant cassava cuttings in the future.

In order for the company and its partners to operate smoothly, obtain quality products and services that are environmentally friendly, and meet consumer needs under the principles of good corporate governance, conduct business with transparency. Participate in the community and society. The company has established channels to listen to opinions, suggestions and issues found from business partners in developing the collaborative process. Clarify the company's operational guidelines. This year, the company has adjusted the technology system and new programs within the organization to reduce costs and time in working in order to make the work more efficient, accurate and faster, such as the Bio Farm application, which is used to control the work process of the promotion system, standard certification and traceability of organic cassava fields. In addition, the company has provided knowledge and understanding of sustainable business operations to business partners in terms of the environment, society, good corporate governance and human rights. The company has reviewed the code of conduct for business partners to ensure that they have knowledge and understanding in developing sustainable goals together with the company.

Business value chain diagram



Analysis of stakeholders in the business value chain

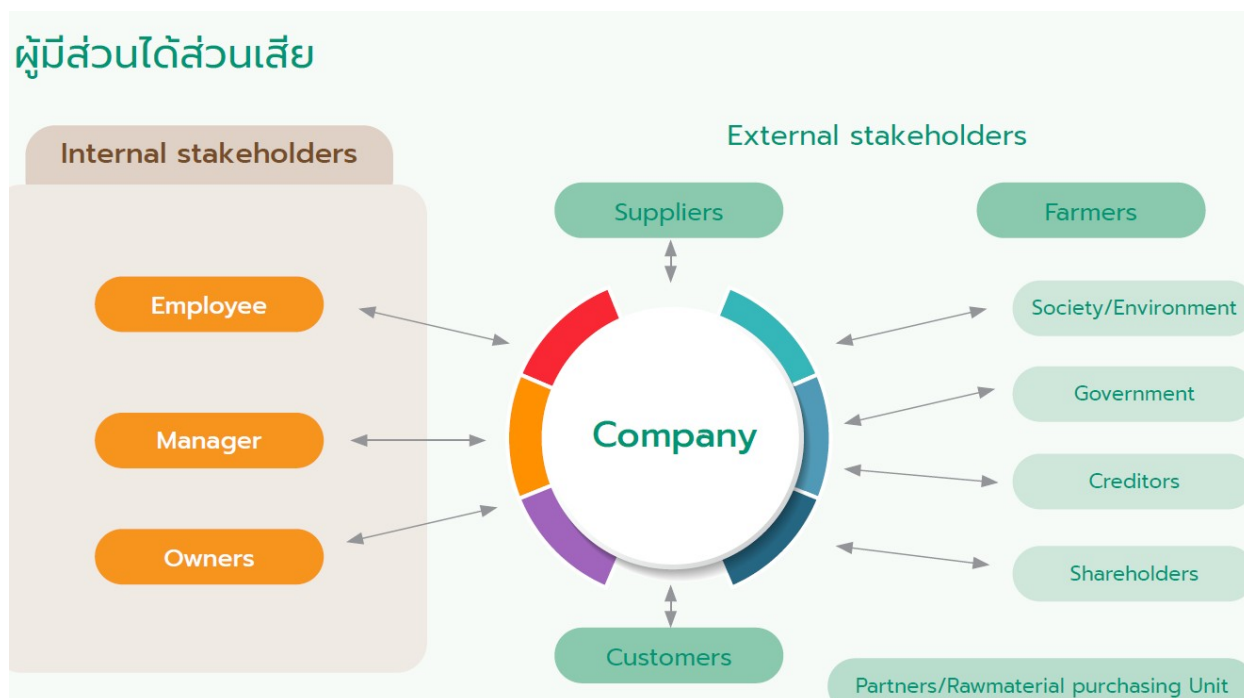
Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Suppliers Consumers 	<p>Customers / Consumers :</p> <p>Ease of access ,Product information</p> <p>,Product demand Meets customer needs,</p> <p>Customer privacy protection under the Personal Data Protection Act,Channel and process</p> <p>Manage customer complaints</p> <p>Regarding personal data,</p> <p>Customer complaint management</p>	<p>Create public relations media and marketing activities to disseminate information about the product quickly and up-to-date, such as press releases, online and international trade fair platforms, develop products that meet customer needs, conduct customer satisfaction surveys, and control customer personal data in accordance with cybersecurity policies and practices.</p>	<ul style="list-style-type: none"> Online Communication Internal Meeting External Meeting Complaint Reception Satisfaction Survey
<ul style="list-style-type: none"> Shareholders 	<p>Performance and business growth ,Good corporate governance ,Transparent management ,Appropriate dividend payment ,</p> <p>Projects or activities related to ESG dimensions</p>	<p>Disclose important information about the company's operations through public relations channels, including websites, news, public relations through mass media, participation in the Stock Exchange of Thailand's criteria, including CGR, CAC ESG RATING, and listening to opinions/suggestions to develop operations.</p>	<ul style="list-style-type: none"> Press Release Online Communication External Meeting Annual General Meeting (AGM) Complaint Reception
<ul style="list-style-type: none"> Suppliers 	<p>Respect for privacy and Keeping partners' data</p> <p>Speed in procurement process</p>	<p>Establish policies and regulations</p> <p>Data protection operations</p> <p>Personal information of partners</p> <p>Establish operating procedures</p> <p>Procurement processes</p>	<ul style="list-style-type: none"> Online Communication Internal Meeting Complaint Reception Satisfaction Survey

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Farmers 	Promote knowledge and innovation in cassava cultivation to reduce costs and increase income ,Purchase products consistently and fairly	Cooperation with the government and private sectors in organizing training projects and establishing demonstration plots with farmers to promote the use of agricultural technology, conduct research projects on the use of fertilizers according to soil quality, and develop operating procedures to protect personal data of business partners through farmer contracts.	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Complaint Reception • Satisfaction Survey • Training / Seminar
<ul style="list-style-type: none"> • Contractors • Subcontractors 	Respect for privacy and Keeping partners' data Speed in procurement process	Establish policies and regulations Data Protection Operations Personal Data of Business Partners Establish operating procedures Procurement process Safety training activities	<ul style="list-style-type: none"> • Online Communication • Satisfaction Survey • Training / Seminar
<ul style="list-style-type: none"> • Community • Society 	Conduct business that does not impact the environment in the community. Participate in community activities. Promote income generation for the community.	Organize social responsibility projects, participate in community relations activities, donate for public benefit.	<ul style="list-style-type: none"> • Social Event • Online Communication • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Educational institution or academic agency • Research institutes • Government agencies and Regulators • Independent entities 	Integration plan and support lecturers and manpower in organizing participatory research activities with a focus on goals	Training and demonstration plot creation projects with farmers Projects to promote cooperation in various missions between each other memorandum of understanding with the private sector	-

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
• Media	News topics that are consistent with the situation and the communication goals of the news agency Participation in special occasion activities	Monthly press release submission 3 groups of business visit activities Anniversary meeting activities	• Press Release • Online Communication • Complaint Reception • Satisfaction Survey
• Competitors	Fair competition	Information exchange at the event exhibition	• Online Communication • External Meeting

Diagram of the stakeholder analysis in the business value chain



Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Development of research and development innovations	<ul style="list-style-type: none"> • Innovation Development
Climate Change	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Biodiversity Management • Sustainability Risk Management • Innovation Development
Supply Chain Management	<ul style="list-style-type: none"> • Sustainable Supply Chain Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.ubonbioethanol.com/th/investor-relations/document/annual-reports>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Governance of the corporate risk management process

1 The Corporate Risk and Sustainability Management Committee has overseen the Company and its subsidiaries to have a corporate risk management process that is in line with the risk management framework according to the COSO ERM 2017 guidelines and has prepared a risk management plan

to support various significant risk events so that they do not significantly affect the organization's strategies and goals. The Corporate Risk and Sustainability Management Committee has reviewed the criteria for assessing the level of likelihood (Like) and the level of impact (Innpact), including determining the level of risk (Level of Risk) used to prioritize risks for each risk factor from risk indicators in order to respond to those risks in line with the acceptable level of risk (Risk Appetite) and the ever-changing situation.

2 Assess and determine the corporate risk management plan

The Corporate Risk and Sustainability Management Committee has analyzed various potential risk factors, including assessing the potential impacts on the organization, covering risks in terms of strategy, operations, finance, compliance, social and environmental practices. Both current risks and emerging risks, taking into account the significant sustainability risks (ESG Risks) under the rapidly changing economic environment and the challenging adaptation to the impacts of climate change, in order to prioritize risks by setting risk indicators and risk management plans and guidelines for controlling such risks appropriately, in order to manage risks to an acceptable level for the Company or reduce the possibility of future risks.

3. Monitoring the organization's risk management

The Risk Management and Sustainability Committee has monitored and reviewed the implementation of the risk management plan under the specified risk management policies and frameworks to ensure that the risk management results are in line with the risk control guidelines and are consistent with the Company's strategies and goals. Risks that may have a significant impact on the Company's business plans and strategies and risk management results are reported to the Board of Directors for acknowledgement every quarter, including meetings with the Audit Committee to communicate and exchange information, opinions and suggestions on the assessment of organizational risks.

Reference link to risk management policy and plan : <https://www.ubonbioethanol.com/storage/document/corporate-governance/20230515-ube-risk-management-policy-th.pdf>

Page number of the reference link : 1-4

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 1 Risk of Decreasing Demand for Fuel Grade Ethanol

2 Risk of Delayed Product Launch to Market from R&D Process

3 Risk of Supply Chain Disruption

4 Risk of Restaurant Business Expansion Failure to Plan

5 Risk of Product Sales

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Economic risk
- New business risk
- ESG risk
- Climate change and disasters

Operational Risk

- Impact on the environment

ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

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Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company’s sustainable supply chain management policy and guidelines : Yes

Link for company’s sustainable supply chain management policy and guidelines : <https://www.ubonbioethanol.com/storage/document/corporate-governance/ube-supply-chain-management-policy-th.pdf>

Page number of the reference link : 1-2

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company’s sustainable supply chain management plan : Yes

Supply Chain Management

Ubon Bio Ethanol Public Company Limited and its subsidiaries in 2024 reviewed the Code of Conduct Policy in line with supply chain management to ensure that management covers environmental, social and corporate governance (ESG) issues. The Company is committed to conducting business ethically and transparently, and has therefore issued an announcement on the Supply Chain Management Policy to create a balance between business growth and creating shared value with all stakeholders under the Stakeholder Treatment Policy by assessing and defining four main groups of upstream, midstream and downstream business partners:

- 1 Procurement
- 2 Vehicle Management
- 3 Cassava, Fresh Cassava/Biomass Procurement
- 4 Agricultural Promotion

2024 Targets

- 1 All business partners acknowledge and comply with the Code of Conduct of the Company's producers, suppliers of raw materials and services.
- 2 Procurement of goods and services is assessed using the ESG CHECKLIST, promoting policies that do not create an impact on society and the environment.
- 3 Support the procurement of goods and services to support the economy. Employment and income generation at local level
- 4 Procurement of goods and services with honesty and fairness in accordance with the Company's good corporate governance principles.

Reference link to sustainable supply chain management plan : <https://www.ubonbioethanol.com/storage/document/corporate-governance/ube-supply-chain-management-policy-th.pdf>

Page number of the reference link : 1-2

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
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	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	7.36

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://www.ubonbioethanol.com/storage/document/corporate-governance/ube-code-of-conduct-policy-th.pdf>

Page number of the reference link : 1-16

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	0.00	0.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	9.50	19.00	9.00

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

In 2024, the organization has approved the inaugural UBE INNOVATION 2024 competition to encourage employees at all levels to develop ideas into real-world applications under the theme "From Innovation Idea to Business Value Creation.

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : Yes
innovation development?

	2022	2023	2024
Cost reduction resulting from the innovation development of process (Baht)	7,000,000.00	0.00	0.00
Project for improving the quality of low-lead cassava flour production (Baht)	0.00	0.00	25,000,000.00
Commercial-scale trial for selecting suitable yeast strains for ethanol production (Baht)	0.00	0.00	50,000,000.00
Project for the production of PGPR3 for use in cassava cultivation. (Baht)	0.00	0.00	2,000,000.00

Non-financial benefits

Does the company measure the non-financial benefits from : Yes
innovation development?

	2022	2023	2024
Develop a new flour premix formula in the gluten-free product category (Formula)	3.00	0.00	0.00

	2022	2023	2024
Expansion of production capacity for physically modified organic tapioca starch at the pilot plant l (Projects)	1.00	0.00	0.00
Feasibility study on the production of maltodextrin products. (Projects)	1.00	2.00	0.00
Improvement of the production process efficiency for isomaltooligosaccharides. (Projects)	1.00	0.00	0.00
Reduction of cyanide content in tapioca starch and flour. (Formula)	1.00	0.00	0.00
Feasibility study on animal feed production from the ethanol manufacturing process. (Recipe)	1.00	2.00	0.00
Feasibility study on the production of bioproducts. (Formula)	2.00	2.00	0.00
Development of the cassava flour production process (Formula)	0.00	1.00	0.00
Development of the ethanol production process through the selection of high-quality yeast and enzyme (Formula)	0.00	1.00	0.00
Project for the establishment of a food innovation center at Kasetsart University, Bangkok. (Center)	0.00	1.00	0.00
Project for the development of modified tapioca starch for the food industry. (Items)	0.00	0.00	6.00
Development of high-value products (Items)	0.00	0.00	2.00
Development of value-added by-products from ethanol residues. (Formula)	0.00	0.00	1.00
Development of ethanol from fiber to reduce carbon footprint emissions (Formula)	0.00	0.00	0.00
Conduct research and development activities for product innovation (Center)	0.00	0.00	1.00

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