



-Translated Version-

## Fair Labor Practices Policy

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

Ubon Bio Ethanol Public Company Limited and its affiliates (“the Company”) recognize the importance of employees and workers as a key driving force for the sustainable growth and advancement of the organization and its business operations. The Company is committed to ensuring employees’ occupational safety and providing rights and benefits not less than those prescribed by law, including the protection of rights and freedoms in accordance with human rights principles. Therefore, the Company hereby establishes the Labor Social Responsibility Policy with the following details:

#### 1. Forced Labour

The Company recognizes the importance of employment and labor management and therefore establishes policies and practices in accordance with international standards, universal human rights principles, and fundamental rights. The Company shall neither engage in nor support any form of forced labor. No person within the Company shall coerce, compel, threaten, assault, confiscate personal identification documents, create fear of harm to life, body, liberty, or property, impose penalties to force involuntary work, or use debt bondage through unlawful debts against employees and workers of the Company. Employment and recruitment shall be based on the qualifications prescribed by the Company regarding educational background, experience, and competencies appropriate for each position in accordance with the Company’s work rules and regulations.

#### 2. Discrimination

The Company shall respect differences and treat all employees and workers equally and fairly without discrimination, favoritism, or unjust deprivation of rights on the basis of race, nationality, ethnicity, skin color, religion, social status, gender or gender identity, age, disability, political opinion, or marital status.

#### 3. Child Labour

The Company shall not engage in or support any form of forced labor or unlawful labor practices and shall comply with labor protection laws and other applicable laws relating to the minimum age of employees and workers. In cases where the law permits juvenile employment, the Company shall not require juvenile workers to work between 10:00 p.m. and 6:00 a.m., perform hazardous work affecting health and development, or perform work that interferes with compulsory education.



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#### **4. Women Labour**

The Company recognizes and places importance on female workers who are pregnant or breastfeeding by emphasizing occupational safety, the health of female employees and their children, and ensuring rights and benefits not less than those prescribed by law, including rights and freedoms in accordance with human rights principles, as follows:

- 4.1 Female employees and workers who are pregnant or breastfeeding and whose work may affect pregnancy, their children, or their health shall inform their supervisors of the pregnancy and coordinate with the Human Resources Department through the pregnancy notification form in order to conduct a risk assessment jointly with supervisors, occupational safety officers, and human resources officers. This is to determine suitable work conditions during pregnancy or adjust duties appropriately if the assigned work may adversely affect pregnant employees or where a physician recommends a change of work duties. Pregnant employees shall strictly be prohibited from working between 10:00 p.m. and 6:00 a.m.
- 4.2 The Company shall support and encourage employees with children to breastfeed and shall allow employees to take breaks for expressing breast milk during breastfeeding periods as necessary and appropriate, which shall be counted as working time. The Company shall also provide designated lactation rooms under the "UBE CARE Breastfeeding Corner" project.
- 4.3 The Company shall not terminate employment, demote, or reduce benefits due to pregnancy.

#### **5. Labour Relations**

The Company shall respect employees' freedom to establish or join labor organizations and shall not interfere with or obstruct any lawful activities of employees and workers. The Company is willing to support labor-related activities proposed by employee representatives for the improvement of quality of life, working environment, work skills development, and employee health promotion as appropriate.

#### **6. Sexual Harassment**

The Company shall take actions to prevent sexual harassment and abuse by implementing specific policies and measures for preventing and resolving issues relating to sexual harassment, abuse, or discomfort in the workplace.

#### **7. Workplace Violence**

The Company shall take actions to prevent violence in the workplace by establishing specific measures and practices for preventing and eliminating violence within the workplace.

**8. Occupational Safety and Health**

The Company shall ensure occupational safety in compliance with applicable laws by defining the rights and duties of employers and employees under occupational safety, health, and working environment laws. Employees and workers who identify work that may pose danger due to machinery, tools, working conditions, or insufficient safety measures shall have the right to refuse such work and report the matter to supervisors and occupational safety officers at all levels. Relevant parties shall immediately rectify such hazards, and supervisors shall assign suitable alternative work to employees during the corrective process in accordance with

Reviewed and announced on 24 February 2026.

*-Signed-*

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(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited