



-Translated Version-

Human Rights Policy

Ubon Bio Ethanol Public Company Limited and Its Subsidiaries

Ubon Bio Ethanol Public Company Limited and its affiliates (“the Company”) are committed to conducting business with integrity and adhering to social responsibility toward all stakeholder groups in accordance with the principles of good corporate governance, business ethics, and respect for human rights. The Company is committed to complying with national laws relating to human rights, as well as internationally recognized human rights principles, including the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration on Fundamental Principles and Rights at Work). This commitment ensures that the Company’s business operations are free from human rights violations.

The Company has therefore established this Human Rights Policy and related practices to prevent human rights violations in all business activities of the Company, including throughout its supply chain and business partners, as well as in relation to consumer rights, customer rights, farmers’ rights, and community rights. The Board of Directors, executives, and employees of the Company are required to participate in and recognize the importance of respecting and protecting human rights. In addition, the Company shall conduct human rights risk assessments throughout its value chain in relation to stakeholder groups as follows:

Definitions

Human Rights means human dignity, fundamental rights and freedoms inherent to all human beings, and equality without discrimination based on race, religion, gender, skin color, language, ethnicity, or any other status. (Source: National Human Rights Commission of Thailand)

Guidelines and Practices

The Board of Directors, executives, and employees shall jointly adhere to human rights principles by promoting treatment of all individuals with respect, fairness, and dignity, taking into account human dignity, gender equality, freedom from violence, sexual harassment, and intimidation in all forms. The Company shall also respect the rights, freedoms, and equality of individuals without discrimination on the grounds of race, nationality, place of origin, religion, gender, age, skin color, language, beliefs, education, ethnicity, disability, political opinion, economic status, group affiliation, or any other social status unrelated to work performance or any other matter, as follows:

1. Treat all employees equally and fairly under fair employment conditions in compliance with applicable laws. The Company shall prohibit child labor, unlawful forced labor, and human



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trafficking, and shall support all employees in receiving appropriate training and skills development, career advancement opportunities, and equal and fair compensation.

2. Avoid actions and involvement in any conduct that violates human rights or causes adverse human rights impacts. Employees must not ignore or overlook any acts that may constitute human rights violations related to the Company and shall report such matters to their supervisors and cooperate in any fact-finding investigation process.
3. Conduct comprehensive human rights due diligence to monitor actual or potential human rights impacts arising from business activities throughout the value chain in order to avoid, prevent, and mitigate such impacts through stakeholder participation. This is to ensure that product and service manufacturing, labor practices, treatment of business partners, workplace environment, and joint investments do not adversely affect stakeholders' human rights, while also demonstrating responsibility toward society and the environment, including being a good neighbor and promoting equality within communities.
4. Conduct analysis and assessments of actual or potential impacts arising from business operations and human rights risks.
5. Promote awareness of this Policy among all relevant parties, establish relevant management frameworks, and communicate and provide knowledge throughout the business value chain, including suppliers, customers, consumers, contractors/third-party contractors, farmers, and communities, to encourage participation and serve as a guideline for conducting business responsibly and with respect for human rights.
6. Establish communication channels appropriate for all stakeholder groups, as well as whistleblowing or grievance channels regarding any human rights violations or discrimination arising from the Company's business operations. The Company shall ensure investigation processes under whistleblowing procedures or other mechanisms such as negotiation, mediation, and remediation mechanisms, taking into account legitimacy, accessibility, fairness, compliance with human rights principles, and confidentiality of information.
7. Monitor, report, and publicly disclose human rights information for transparency purposes.

Under this Policy, executives shall conduct themselves as good role models, and employees must understand and comply with the Policy in order to achieve the stated objectives and goals.

Reviewed and announced on 24 February 2026.

-Signed-

(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited