



-Translated Version-

Child Labor Prohibition Policy

Ubon Bio Ethanol Public Company Limited and Its Subsidiaries

Referring to the Human Rights Policy of Ubon Bio Ethanol Public Company Limited and its affiliates (“the Company”), announced on 21 February 2023, the Company strictly prohibits child labor. Pursuant to the Company’s Work Rules and Regulations, Chapter 2: Recruitment, Selection, Employment, and Probation, Clause 21 Qualifications of Employees, Clause 2.1.1 (1), employees must be at least 18 years of age and not exceed the age requirements specified for the relevant position.

The Company shall not employ any person under 15 years of age. In cases where employees under 18 years of age are employed, the Company shall strictly comply with the Labor Protection Act. In the event that the Company discovers the employment of a person under 15 years of age, the Company shall take corrective and remediation actions as follows:

1. Immediately suspend the child from work and remove the child from the production area to a safe area.
2. Contact the child’s parent(s) or guardian(s) to explain the Company’s child labor policy.
3. Terminate employment and provide compensation in accordance with applicable laws.
4. Promote and support access to at least compulsory education.
5. Promote and support the family in obtaining sufficient income for living, such as allowing a parent or guardian to work in place of the child.
6. Once the individual reaches the legal working age and is no longer considered a child, the Company may consider special employment opportunities on a case-by-case basis.

This Policy is issued for the benefit of promoting and enhancing children’s quality of life, ensuring compliance with laws relating to child labor, and reducing occupational safety risks.

Reviewed and announced on 24 February 2026.

-Signed-

(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited



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