



-Translated Version-

Personal Data Protection Policy

Ubon Bio Ethanol Public Company Limited and Its Subsidiaries

Ubon Bio Ethanol Public Company Limited and its subsidiaries (“the Company”) recognize the importance of collecting, maintaining, and using personal data with respect for the rights of data subjects in accordance with applicable laws. Therefore, the Company has established this Personal Data Protection Policy as a guideline for employees, personnel, representatives, or persons acting on behalf of the Company, persons working with the Company, and all contractual parties of the Company who collect, use, or disclose personal data on behalf of the Company, to acknowledge and ensure that the Company’s operations comply with personal data protection laws as follows:

1. Principles for Collection, Use, and Disclosure of Personal Data

The Company shall collect, use, and disclose personal data only to the extent necessary for the Company’s operations. The Company shall ensure that personal data is accurate and up to date and shall regularly delete or destroy personal data that is no longer necessary.

The collection of personal data shall primarily be conducted directly from the data subject unless it is necessary to collect such data from other sources, in which case the Company shall comply with the procedures prescribed by law.

2. Notification Regarding the Collection, Use, or Disclosure of Personal Data

Prior to or at the time of the first collection of personal data from a data subject, the Company shall notify the data subject of details relating to the Company’s collection, use, or disclosure of personal data, including the categories of personal data collected, purposes of collection, reasons for requiring the personal data, retention period, categories of persons or entities to whom the personal data may be disclosed, contact information of the Company and the Company’s Data Protection Officer, as well as the rights of the data subject, unless the data subject has already been informed of such details.

The Company shall not collect, use, or disclose personal data for purposes other than those previously notified. In the event of any changes, the Company shall notify and obtain consent from the data subject in advance unless otherwise exempted by law.

3. Obtaining Consent from the Data Subject

The Company shall obtain consent from the data subject for the collection, use, or disclosure of personal data unless exempted by law, such as where it is necessary to collect personal data of



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suppliers or customers intending to enter into contracts with the Company, or where it is necessary to collect personal data of employees as required by law.

Consent shall be explicitly obtained in writing or through electronic means, unless obtaining consent by such methods is not feasible, in which case consent may be obtained verbally or by other means. The Company shall clearly inform the data subject of the purposes for the collection and use of personal data, including the possibility that the Company may disclose personal data to third parties.

In this regard, the Company shall take into account the freedom of the data subject in giving consent and shall not make consent to the collection, use, or disclosure of personal data a condition for entering into a contract, including the provision of any services by the Company, unless such collection, use, or disclosure is necessary or related to entering into such contract or providing such services.

4. Disclosure of Personal Data

Where the Company is required to disclose personal data collected by the Company to other persons, such as business partners, alliances, consultants, or data processors, the Company shall enter into agreements to ensure that such persons maintain the security and confidentiality of the personal data received from the Company in accordance with legal standards and use such data only to the extent necessary within the agreed scope.

Where the Company is required to transfer personal data overseas, the Company shall ensure that the destination country has adequate personal data protection standards as prescribed by law or shall obtain consent from the data subject prior to the transfer, unless otherwise exempted by law, such as where the transfer is necessary for compliance with a contract between the Company and the data subject or for the benefit of the data subject.

5. Record Keeping and Retention of Personal Data

All collection, use, and disclosure of personal data shall be recorded in the Company's auditable systems. Appropriate security measures shall be implemented to prevent loss, unauthorized access, use, alteration, modification, or disclosure of personal data. Such security measures shall comply with the minimum standards prescribed by the Personal Data Protection Committee.

6. Protection of the Rights of Data Subjects

Data subjects have the right to withdraw any consent previously given to the Company and other rights as prescribed by law, such as the right to access personal data, the right to data portability, the right to rectify inaccurate personal data, the right to object to the collection, use, and disclosure of personal data, and the right to be informed of relevant information.

Data subjects may contact the Company and the Company's Data Protection Officer at any time to exercise such rights. Relevant personnel of the Company shall be responsible for considering requests

to exercise such rights, notifying the results of consideration, and taking action in accordance with the criteria and timeframes prescribed by law.

7. Compliance with the Personal Data Protection Policy

The Company assigns the President and Chief Executive Officer the authority and responsibility to establish guidelines relating to the Company's personal data protection. Such guidelines shall be consistent with this Personal Data Protection Policy and applicable laws and shall be regularly reviewed and updated. The Company shall provide training to employees and personnel and disseminate the Personal Data Protection Policy and guidelines to relevant persons both internally and externally.

All employees and personnel of the Company are required to acknowledge, understand, and strictly comply with this Personal Data Protection Policy and related guidelines. Failure to comply shall be deemed a violation of important employment-related policies of the Company, for which the Company may impose disciplinary actions as appropriate and may pursue legal action and claim damages in accordance with applicable laws.

In addition, the Company has appointed a Data Protection Officer to provide advice and monitor compliance with the Company's Personal Data Protection Policy and related laws. Employees and personnel of the Company are required to cooperate with the Data Protection Officer. The Company encourages employees and personnel to seek advice from the Data Protection Officer in cases where they are uncertain about compliance with this Policy, particularly where personal data is to be collected, used, or disclosed in ways not previously practiced, or where regulations or operational guidelines within any department may conflict with this Policy.

Reviewed and announced on 24 February 2026.

-Signed-

(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited