



Translated Version

**Quality, Occupational Health and Safety, Environmental, and Energy Management Policy**  
**Ubon Bio Ethanol Public Company Limited and Its Subsidiaries**

Ubon Bio Ethanol Public Company Limited and its subsidiaries (the “Company”) are committed to corporate governance based on sustainable development (ESG) to ensure that its operations are aligned with the vision, needs, and expectations of stakeholders in an appropriate, transparent, and ethical manner. The Company therefore establishes this Quality, Occupational Health, Safety, Environmental, and Energy Management (“QSHE&E”) Policy as a framework for its operations, with the following details:

1. Quality

The Company is committed to producing and distributing high-quality products to continuously meet customer needs and expectations. Operations are carried out under an Integrated Management System and relevant international standards. The Company regularly monitors, reviews, and improves work processes to enhance efficiency and achieve excellence in products and services.

2. Occupational Health and Safety (Health & Safety)

- The Company is committed to becoming an Accident-Free Organization, where safety is the foremost responsibility of both management and employees. The Occupational Health and Safety Management System (OHSMS) is developed in accordance with ISO 45001 to prevent injuries, illnesses, and work-related losses.
- The Company strictly complies with applicable laws, requirements, and obligations related to occupational health and safety. Safety risks are systematically managed through control and mitigation measures, while promoting the health and well-being of employees and contractors.
- Employees and contractors have the right to stop or refuse work immediately if they determine that the working environment is unsafe. The Company also promotes safety training, awareness building, and risk assessment to ensure a safe and hygienic workplace in line with organizational standards.

3. Climate Action & Energy Management

- The Company is committed to addressing global climate change through highly efficient energy management and the reduction of greenhouse gas (GHG) emissions



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from all production processes and business operations, supporting the transition toward a sustainable low-carbon society

- The Company implements measures to reduce GHG emissions across Scope 1, 2, and 3 by improving production efficiency, promoting the use of renewable energy, and establishing systematic performance monitoring. The Company also emphasizes efficient energy management and continuous improvement to align with sustainability goals and minimize environmental impacts.

#### 4. Environment & Biodiversity

- The Company is committed to effective and sustainable environmental management in accordance with ISO 14001 standards, continuously controlling, preventing, and reducing environmental and community impacts from operations, including water, waste, and air emissions, with a strong focus on pollution prevention at the source.
- The Company manages resources efficiently across the supply chain under the principles of the circular economy, particularly sustainable water management, while promoting climate change mitigation and adaptation toward a low-carbon society and net-zero greenhouse gas emissions.
- The Company conducts its business while preserving biodiversity and ecosystems and avoids activities that negatively impact ecologically sensitive areas.

#### 5. Compliance & Engagement

- The Company strictly complies with applicable laws, regulations, and international requirements related to QSHE&E.
- A clear system is in place to identify, monitor, evaluate, and continuously improve compliance with legal and other requirements to ensure full awareness and understanding of all obligations.
- The Company encourages and supports employees at all levels, including contractors and persons working under its control, to participate in consultation and provide feedback on the planning, implementation, and review of the QSHE&E system.

#### 6. Resource & Implementation

- The Company allocates and provides sufficient financial and human resources for QSHE&E investments, such as pollution control technologies, safety equipment, energy efficiency systems, and training.

- Equipment, tools, infrastructure, and technologies necessary for safe, high-quality, and environmentally and energy-friendly operations are properly provided and maintained.
- Management at all levels is responsible for serving as role models and ensuring that organizational performance aligns with the intent of this policy.
- Systematic assessment of QSHE&E knowledge and skill requirements is conducted for all employees to ensure competence, awareness, and the ability to respond appropriately to emergency situations.
- Continuous training is provided, and QSHE&E responsible persons and teams are clearly appointed with defined authority, duties, and responsibilities to support effective implementation of quality, occupational health and safety, environmental, and energy management.

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