



-Translated Version-

Sustainable Stakeholder Management Policy
Ubon Bio Ethanol Public Company Limited and Its Subsidiaries

1. Principles and Intent

Ubon Bio Ethanol Public Company Limited and its subsidiaries (“the Company”) are committed to conducting business with integrity and responsibility toward society and the environment under the Environmental, Social, and Governance (ESG) framework. The Company recognizes that sustainable organizational growth depends on balancing the Company’s interests with maintaining positive relationships and sustainability among all stakeholder groups.

This Policy has been established as a framework for systematically, effectively, and transparently managing stakeholder relationships, communications, and responses to key issues, expectations, and concerns. The objective is to promote the creation of shared value and support the Company’s journey toward sustainable development.

2. Definitions and Stakeholder Identification

“Stakeholders” refer to individuals or groups of persons who are directly or indirectly affected by the Company’s business operations, or who may influence the Company’s decisions and business activities.

3. Stakeholder Engagement Framework

The Company has established a systematic stakeholder engagement framework consisting of five key processes to ensure that stakeholder relationship management and engagement are conducted effectively.

3.1 Identification and Prioritization

The Company analyzes and categorizes stakeholders by considering the level of impact the Company has on stakeholders, as well as the level of influence stakeholders may have on the Company. Such prioritization is linked to the Company’s materiality assessment and annual enterprise risk assessment to ensure that stakeholder engagement and relationship management align with the Company’s strategic priorities.

3.2 Understanding and Engagement

The Company analyzes concerns, expectations, and needs of each stakeholder group through appropriate stakeholder dialogue channels, such as satisfaction surveys, meetings,



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community engagement activities, and online communication platforms. These channels are intended to gather feedback, obtain insights, and foster sustainable relationships.

3.3 Grievance Mechanism

The Company provides independent, transparent, and accessible channels for stakeholders, both internal and external, to raise concerns, provide suggestions, or submit complaints regarding the Company's operations or any conduct that may violate laws or business ethics.

- Internal Channels (for employees): Whistleblowing channels as specified in the Company's Code of Conduct.
- External Channels (for communities, business partners, and other stakeholders): "UBE CARE CENTER" and other communication channels disclosed on the Company's website.

The Company ensures confidentiality for whistleblowers, protection against retaliation, and fair investigation procedures to facilitate appropriate corrective actions and operational improvements.

3.4 Response and Integration

The Company analyzes feedback, expectations, and complaints received from stakeholders, determines appropriate response measures, and integrates such information into the improvement of the Company's operations, strategies, and policies in order to minimize negative impacts and maximize positive impacts on stakeholders.

3.5 Monitoring and Reporting

The Company continuously monitors the outcomes of stakeholder engagement activities and complaint management processes, and transparently discloses stakeholder management information through the Annual Registration Statement / Annual Report (Form 56-1 One Report).

4. Guidelines for the Treatment of Key Stakeholder Groups

The Company has established the following guidelines for the treatment of key stakeholder groups:

1) Shareholders

- Manage the organization and conduct business in accordance with the Company's vision, mission, code of conduct, and principles of good corporate governance with honesty, integrity, and transparency in order to create sustainable returns.
- Respect the rights of all shareholders fairly and equally, and refrain from any actions that may violate or infringe upon shareholders' rights.

- Provide shareholders with the opportunity to propose agenda items and nominate qualified persons for election as directors in advance of the Annual General Meeting of Shareholders.
- Disseminate meeting materials and relevant information to enable shareholders to conveniently and promptly access sufficient information for decision-making at shareholders' meetings.
- Disclose significant information, financial reports, and operating results accurately, completely, and in a timely manner through channels that are easily accessible to shareholders.
- Strictly prohibit the use of undisclosed inside information of the Company for personal benefit.

2) Employees

- Treat employees fairly based on human rights principles, respecting diversity in race, gender, age, beliefs, and identities in all forms, while strictly prohibiting discrimination in all aspects of human resource management.
- Promote occupational safety and provide a safe and healthy working environment in accordance with international occupational health and safety standards.
- Evaluate performance and determine compensation based on capability, responsibility, and appropriateness of duties, while providing fair, adequate, and suitable welfare benefits for employees at all levels.
- Promote and support continuous employee development and capacity building to enhance career advancement and work performance.
- Respect employees' rights and freedom of expression, as well as their lawful rights to collective bargaining.

3) Customers / Consumers

- Commit to producing and delivering quality, safe, and internationally standardized products and services at fair and reasonable prices.
- Promote innovation, research, and development to continuously improve products and services and effectively respond to customer needs.

- Provide accurate, clear, and sufficient information regarding products and services, and conduct marketing communications ethically without exaggeration or misleading representations.
- Establish responsible units to receive feedback, provide advice, resolve issues, and handle customer complaints, while systematically and securely protecting customers' personal data and preventing misuse of such information.

4) Suppliers (Including Contractors)

- Treat suppliers and contractors fairly and transparently, and strictly comply with contractual obligations, agreements, and commercial terms.
- Consider procurement prices fairly and reasonably by balancing price, quality, and service, with the ability to provide reasonable explanations when audited.
- Encourage suppliers to conduct business in accordance with the "Supplier Code of Conduct," including human rights protection, prohibition of child labor and forced labor, and prevention of deforestation.
- Regularly assess suppliers' ESG risks and collaborate with suppliers to strengthen capabilities for sustainable growth together.
- Support local procurement and environmentally friendly products.

5) Farmers

- Promote cooperation with farmers based on fairness, transparency, and respect for human rights.
- Support and transfer knowledge, technology, and innovation to farmers in order to improve quality of life and ensure sustainable raw material security.
- Consider purchasing prices fairly and appropriately by balancing price, quality, and service, with the ability to provide reasonable explanations when audited.

6) Cassava Yards

- Conduct operations with cassava yards based on fairness, transparency, respect for human rights, and fair compliance with commercial agreements.
- Supervise procurement, transportation, and raw material management processes to comply with quality, safety, and legal standards.

- Encourage cassava yards to comply with ESG principles, including environmental management, respect for human rights, and prevention of deforestation throughout the supply chain.
- Support the capability development of cassava yards to achieve sustainable growth together.

7) Communities and Society

- Conduct business with consideration for environmental impacts and the quality of life of surrounding communities.
- Respect community rights and provide opportunities for communities and stakeholders to express opinions, suggestions, and complaints, while appropriately responding through transparent and verifiable communication and grievance mechanisms.
- Support community, social, religious, and educational development activities to improve quality of life and foster sustainable relationships.
- Promote local employment to generate income for communities and support sustainable local economic development.
- Protect the surrounding environment by properly managing production waste and preventing, controlling, and mitigating leakage or contamination into the external environment.

8) Government Authorities

- Strictly comply with all applicable laws, regulations, rules, notifications, and requirements related to business operations.
- Cooperate with and appropriately support activities of government authorities.
- Refrain from any form of bribery or improper inducement toward government officials that violates laws or business ethics.
- Listen to opinions, suggestions, and complaints from government authorities and respond appropriately.

9) Competitors

- Conduct business and treat competitors under the principles of free and fair competition.
- Refrain from infringing upon competitors' intellectual property rights.

- Refrain from damaging competitors' reputations through false or malicious accusations.
- Refrain from seeking competitors' confidential information through dishonest or inappropriate means.

10) Creditors

- Treat all creditors equally, fairly, and lawfully.
- Repay debts on schedule in order to maintain the credibility of the Company group.
- Strictly comply with contractual conditions and obligations, including the purpose of fund utilization, repayment of principal and interest, and collateral requirements.
- Regularly disclose financial status and financial information to creditors accurately and transparently in accordance with agreed conditions.
- In cases where the Company may be unable to maintain financial status or comply with loan agreements, which could result in default, the Company shall promptly notify creditors to jointly seek appropriate solutions.

11) Business Partners

- Encourage and support the exchange of opinions, recommendations, and cooperation with business partners, including jointly determining business plans for joint ventures to support sustainable growth and development.
- Monitor and support joint venture operations to ensure alignment with strategic plans under legal compliance and sustainable development principles.
- Allocate benefits from business operations fairly, transparently, and in a verifiable manner.
- Treat business partners fairly and refrain from taking advantage of or engaging in inappropriate conduct.

12) Media

- Disclose Company information to the media accurately, clearly, transparently, fairly, and in a timely manner.
- Maintain positive relationships with the media.

5. Roles, Responsibilities, and Policy Review

The Sustainability Working Committee and relevant departments are responsible for supervising and managing the effective implementation of this Policy and reporting performance results to the Risk Management and Corporate Sustainability Committee and the Board of Directors.

The Board of Directors shall review this Policy at least once a year to ensure that it remains aligned with the Company's business strategies, relevant regulations, changing circumstances, and stakeholder expectations.

Reviewed and announced on 24 February 2026.

-Signed-

(Mr. Palakorn Suwanrath)

Chairman of the Board of Directors

Ubon Bio Ethanol Public Company Limited