



-Translated Version-

**Sustainability Management Policy**

**Ubon Bio Ethanol Public Company Limited and Its Subsidiaries**

Ubon Bio Ethanol Public Company Limited and its subsidiaries (“the Company”) conduct business under the vision: “To be a leading organization dedicated to enhancing the quality of life and well-being of society through innovations in organic agriculture, food, and bio-based industries for sustainable development.” The Company is committed to achieving business growth alongside balanced and sustainable stakeholder care by integrating sustainability management across all dimensions of social, environmental, and governance aspects into every stage of operations throughout the value chain, while fostering engagement to build confidence among all stakeholder groups. The Company places importance on enhancing operational efficiency, continuously developing innovation, strengthening good governance and corporate governance practices, and managing the organization with transparency in order to support the sustainable development goals of both Thailand and the United Nations. Therefore, the Company has established sustainability management policies and principles, defined clear operational targets, and implemented systematic monitoring and evaluation processes under the FTSE Russell framework and standards as follows:

<p><b>Environmental Dimension</b></p>	<p>The Company aims to achieve balanced business growth alongside its greenhouse gas emission reduction targets by setting a target to reduce greenhouse gas emissions across all scopes (Scope 1, Scope 2, and Scope 3) by an average of 3% per year. The Company is also committed to becoming a carbon-neutral organization and advancing toward the Net Zero Pathway by 2050 in accordance with the guidelines of the Thailand Greenhouse Gas Management Organization (Public Organization). This commitment covers energy efficiency enhancement, water resource management, control and reduction of operational impacts on ecosystems and biodiversity, air pollution management, and waste management through the application of circular economy principles.</p>
<p><b>Social Dimension</b></p>	<p>The Company conducts its business with responsibility toward society, both internally and externally, by comprehensively managing human rights impacts and risks, promoting security, occupational health and safety, and fostering a positive working environment. The Company is also committed to continuously developing employees’ knowledge, capabilities, and essential new skills, while leveraging the organization’s</p>



	potential to create shared value and improve quality of life, thereby becoming a healthy organization that delivers positive outcomes for employees and communities.
<b>Governance Dimension</b>	The Company adheres to good corporate governance principles, complies with applicable laws, regulations, and internationally recognized practices, and operates with transparency and accountability. The Company maintains robust risk management and internal control systems, while remaining adaptable to change and proactively seeking new opportunities to ensure the long-term sustainability of the business.

In this regard, all executives at every level shall serve as role models in complying with this Policy, and all employees shall share a common understanding in driving the implementation of this Policy in practice, creating activities and outcomes that generate shared value for stakeholders in order to achieve the organization's sustainable development goals.

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