



บริษัท สหอุตสาหกรรมน้ำมันปาล์ม จำกัด (มหาชน)
United Palm Oil Industry Public Company Limited

CORPORATE HEADQUARTERS

989 AIA East Gateway Building, 19th Floor Rooms 1901 – 1906 and 1912
Debaratna Road, Bangna Nuea, Bangna, Bangkok 10260

Tel +66-(0)2-744-1046

Fax +66-(0)2-361-8989

www.upoic.co.th

Announcement No. HRA 11/2026

Subject: Human Rights Defenders Protection Policy

The term “Human Rights Defender” has increasingly been used since the adoption of the Declaration on Human Rights Defenders in 1998 and continues to be recognized today. United Palm Oil Industry Public Company Limited places great importance on the protection of Human Rights Defenders and recognizes the importance of keeping information relating to Human Rights Defenders confidential in order to ensure their safety and to comply with personal data protection laws.

The Company also maintains a policy of non-interference with the activities of Human Rights Defenders, including individuals or groups advocating for human rights that may be related to the Company’s business operations. The Company shall not engage in any form of intimidation, harassment, or threats against such individuals or groups.

The Company expects its business partners to adhere to the same principles and not obstruct any lawful activities carried out by Human Rights Defenders, nor restrict freedom of expression, freedom of association, or the rights of associations or groups to peacefully assemble, for the continued well-being of society.

This announcement shall be effective from this date onward.

Announced on May 25, 2026.

(Mr. Nattaporn Thawonyutitham)

Human Resources Department Manager

ESTATE OFFICE / MILL

98 Moo 6, Nuaklong-Khao Phanom Road,
Huayoong Sub-district, Nuaklong District,
Krabi 81130 Thailand

Tel +66-(0)75-666 075

Fax +66-(0)75-666 072



A Subsidiary of Lam Soon (Thailand) Public Company Limited