



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 12/2026

### Subject: Employee Welfare Policy

United Palm Oil Industry Public Company Limited always places importance on the health, safety, well-being, and welfare of employees, including fostering confidence and trust among employees. The Company recognizes the importance of providing various welfare benefits to employees with the primary objective of improving their quality of life.

The Company shall not ignore complaints or suggestions from employees at any level. All complaints and suggestions shall be carefully considered in order to identify appropriate measures for prevention, correction, and continuous improvement, so as to effectively and efficiently respond to employees' needs.

In addition, the Company places great importance on maintaining the confidentiality of complainants' information to ensure the safety and protection of those submitting complaints.

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