



Announcement No. HRA 13/2026

Labor Relations Policy

Sahautsahakarn Palm Oil Public Company Limited is committed to promoting all types of activities and pursuing every possible approach to establish and maintain good labor relations through a bilateral system. This is intended to foster mutual understanding between management and employees, enabling any conflicts that may arise to be resolved promptly and to the greatest satisfaction of all parties, while jointly creating mutual benefits and support in an appropriate manner.

The Company shall proceed as follows:

1. The Company shall provide appropriate and fair compensation and benefits to all employees without the need for demands.
2. All employees shall be treated as members of one family.
3. The Company appoints and assigns supervisors at all levels to serve as support and guidance for employees.
4. “Develop People” before “Developing Work.”
5. The Company shall treat all employees equally without exception.
6. The Company shall promote activities for employees and their families in order to strengthen good relationships.
7. Every issue has a fair solution. The Company shall pay close attention to all concerns through consultation and discussion processes.

This announcement shall be effective from this date onward.

Announced on May 25, 2026.

(Mr. Nattaporn Thawonyutitham)

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