



**Announcement No. HRA 14/2026**

**Subject: Measures for the Prevention of Sexual Harassment**

United Palm Oil Industry Public Company Limited has established measures for the prevention of sexual harassment in order to prohibit employers, supervisors, managers, controllers, or inspectors from committing acts of sexual harassment, intimidation, or misconduct toward employees, as follows:

1. The Company pledges to maintain a working environment that upholds personal dignity and strictly prohibits any form of sexual harassment.
2. The Company does not tolerate sexual harassment under any circumstances.
3. The Company considers any sexual conduct, offers of special benefits, assignment of certain duties, or granting of privileges in exchange for sexual favors to be violations under this announcement.
4. Unlawful detention, intimidation, or the use of words or expressions of a sexual nature shall be considered sexual harassment.
5. The Company encourages employees to file complaints regarding sexual harassment and shall impose disciplinary actions against employees who violate these measures. All executives and employees at every level are required to strictly comply with this policy.

This announcement shall be effective from this date onward.

Announced on May 25, 2026.

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## Procedures for Handling Sexual Harassment Complaints

The Company shall initially proceed according to the following steps. (In cases involving more serious offenses than ordinary sexual harassment, such as indecent assault or more severe acts, the following procedures may not apply.)

### Step 1: Requesting the Harasser to Stop the Behavior

Employees at all levels who believe they are being sexually harassed should inform the harasser to stop the inappropriate behavior. A colleague may assist in communicating this request if necessary. If the behavior cannot be stopped for any reason, or if it is difficult or uncomfortable to directly confront the harasser, the employee should proceed to the next step.

### Step 2: Reporting to a Supervisor

Employees who experience sexual harassment should report the matter to their supervisor or department head. The supervisor or department head must take appropriate action based on the information received in order to stop the misconduct. If the issue cannot be resolved, such as in cases where the harasser is the direct supervisor, the employee should proceed to the next step.

### Step 3: Investigation Process

The complainant or an authorized representative should submit the complaint to a higher-level supervisor. All allegations shall be reviewed by the Company with consideration for personal rights and confidentiality. If the complaint is deemed credible, the matter shall proceed through an investigation process, including interviews with the complainant, the accused, and witnesses, as well as any necessary follow-up actions under appropriate circumstances.

### Step 4: Conclusion and Resolution

The Company shall inform both the complainant and the accused of the investigation results and actions taken, as follows:

1. If the investigation confirms that sexual harassment has occurred, the offender shall be subject to disciplinary action in accordance with the Company's work regulations, such as

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verbal warning, written warning, suspension of promotion consideration for a specified period, suspension without pay, or other appropriate disciplinary measures depending on the severity of the case.

2. If the investigation finds that no sexual harassment has occurred, the complainant shall be informed in a manner that promotes mutual understanding.
3. If the investigation results are inconclusive or unclear regarding whether sexual harassment occurred, the complainant shall also be informed in a manner that encourages mutual understanding.
4. If either the complainant or the accused is dissatisfied with the investigation outcome, they may file an appeal in accordance with the Company's work regulations.
5. False accusations, defamation, malicious allegations, intimidation, or harassment relating to claims of sexual harassment may seriously affect innocent individuals. If the investigation reveals that the complainant acted in bad faith, intentionally made false accusations, or engaged in intimidation or harassment for personal benefit, such individuals shall be subject to appropriate disciplinary action in order to restore the reputation and dignity of the accused person.

### **Definition of Sexual Harassment**

Sexual harassment in the workplace means any inappropriate act toward another person that violates accepted moral and social standards regarding sexual conduct, whether through words, gestures, physical contact, or the creation of an unwelcome working environment, regardless of whether promises of benefits, property, or other rewards are involved. Such acts are considered sexual harassment when the affected person does not welcome or consent to the behavior. This definition does not include criminal sexual offenses as prescribed under the Criminal Code.

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