



## Announcement No. HRA 19/2026

### Policy on Promoting Breastfeeding in the Workplace

United Palm Oil Industry Public Company Limited recognizes and values the importance of breastfeeding and aims to provide support as part of employee and family welfare. To promote this, the Company has established a lactation corner in the workplace, enabling employees and personnel to continue breastfeeding while at work. The policy is as follows:

1. Provide employees with opportunities to receive information and knowledge about the benefits of breastfeeding and the Company's breastfeeding promotion policy.
2. Allow working mothers flexible work arrangements and designated break times to express, collect, and store breast milk during working hours until the child reaches 24 months of age.
3. Provide suitable facilities and necessary equipment to enable mothers to express, store, and preserve breast milk for their child.
4. Encourage support groups and peer discussions among employees who have recently given birth to share experiences and offer mutual support.
5. In cases where the mother is unable to breastfeed naturally — such as due to a lack of breast milk or the child weaning — the employee may return to work involving chemical-related tasks.

This policy is issued to ensure awareness and proper implementation, so the program may achieve its intended objectives.

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