



United Palm Oil Industry PCL

2025

Human Right Assessment Report
(HRDD Report)



OVERVIEW

Once the Company stipulates and announces the human rights policy, the implementation of Human Rights Due Diligence (HRDD) will proceed to integrate human rights into every unit of business operations. This will enhance transparency across the supply chain, from raw materials to product delivery to customers. Actions will be taken appropriately while considering the rights of employees and the community. We also commit to providing remedies, cooperating with stakeholders to improve, follow up, and provide assessments. Additionally, the Company is committed to promoting human rights and will disclose relevant information properly.

(Reference document: PM-RSPO-005)

The company will conduct a human rights risk review at least once per year.

The Human Rights Due Diligence (HRDD) process consists of three steps as follows:

- Assess the potential impacts on human rights and the likelihood of their occurrence (risk assessment).
- Integrate the findings and take action to prevent and mitigate the impacts.
- Follow up on the actions taken to determine their effectiveness.

Risk Assessment Method

1.1) Specify the scope of risk assessment

The scope specification shall take the following factors into consideration:

- Stakeholders, both internal and external to the organization, who may interact with the Company through its activities, products, and services. The list of stakeholders shall be reviewed at least once a year.
- The scope and assessment should be broad and inclusive, considering the impact on individuals and the rights as migrant workers. This should encompass the previous definition of human rights, including discrimination, and focus on vulnerable or marginalized groups.
- Direct consultation with stakeholders.
- Consider direct and indirect effects of various business relationships.

1.2) Criteria for severity and opportunity

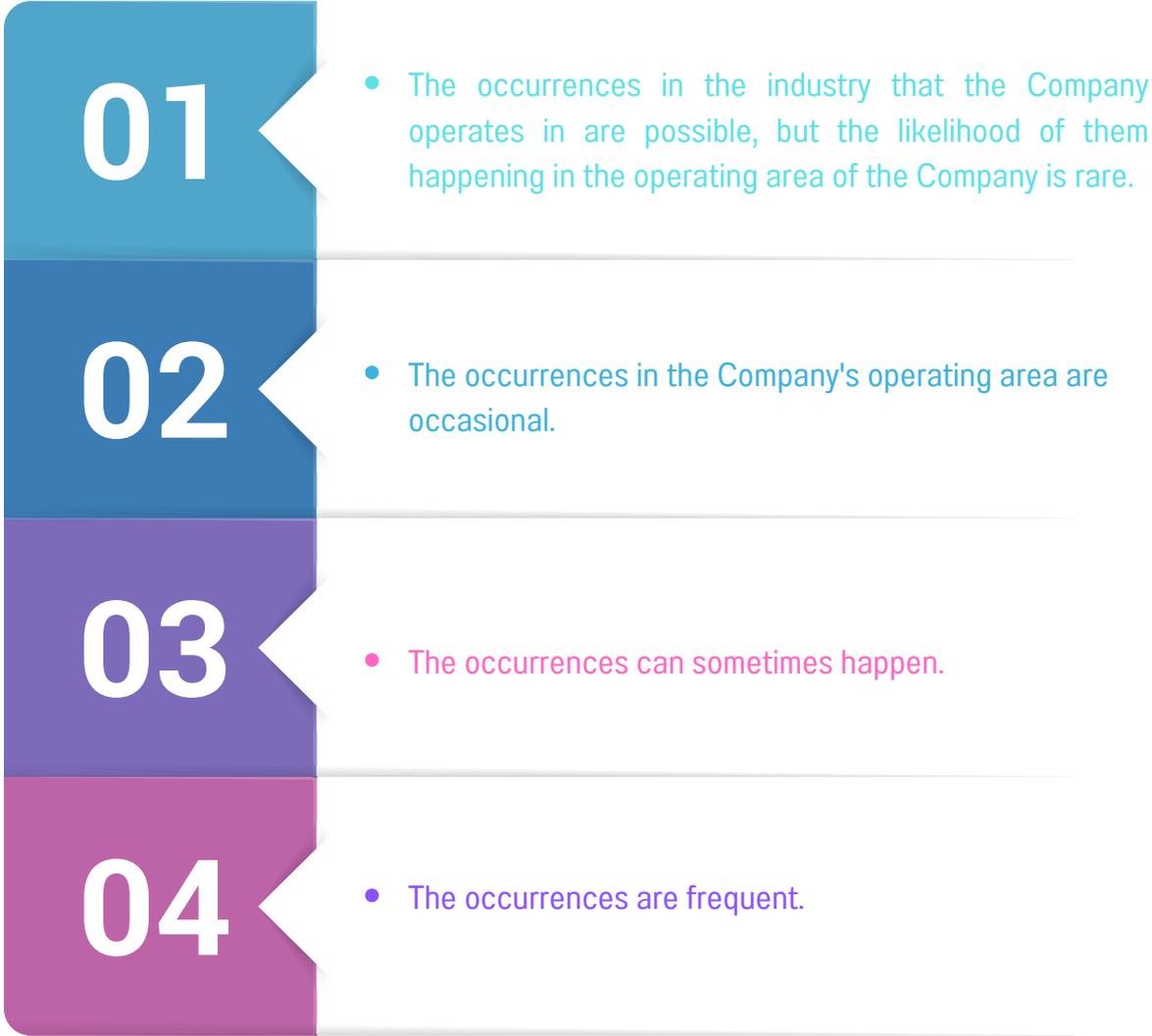
Severity



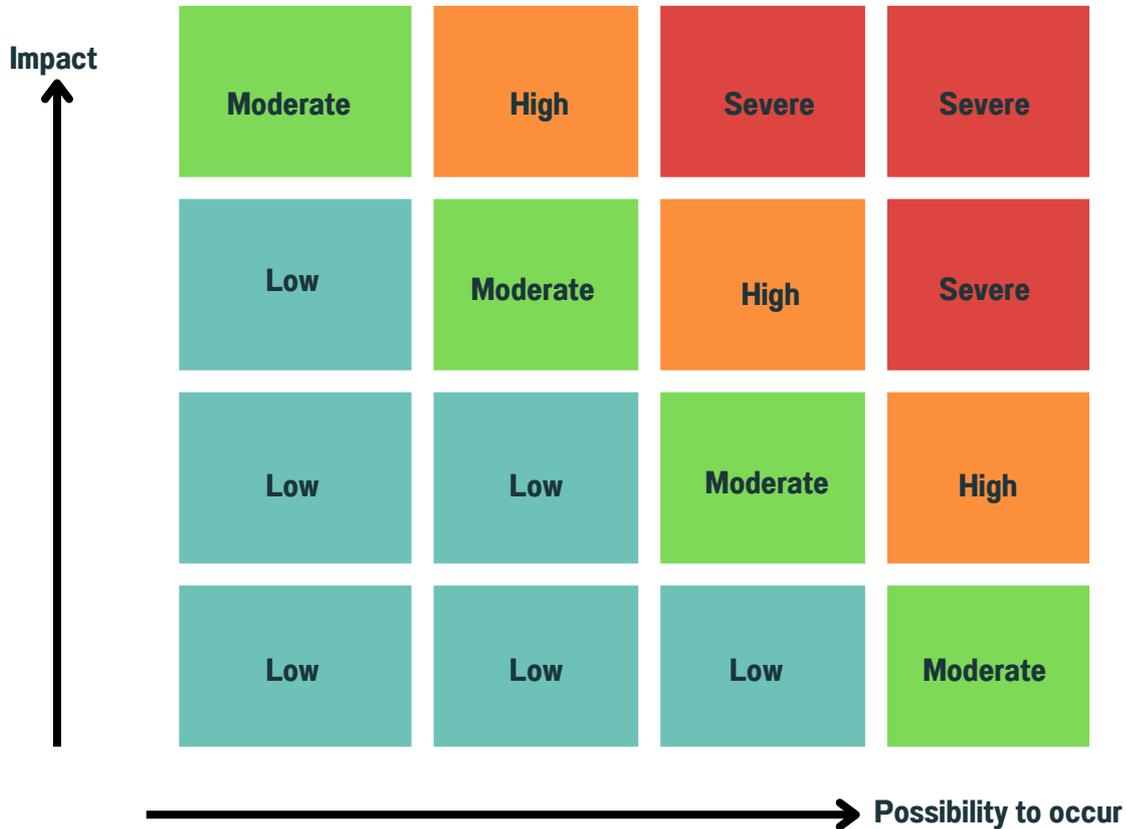
Risk Assessment Method

1.2) Criteria for severity and frequency (Cont.)

Frequency



1.3) Compare to rank, solve, improve or mitigate the issue



Low

The Company may not need to take any additional actions, and managing the situation in a limited scope or through response actions might be sufficient to mitigate or eliminate those risks.

Moderate

The Company shall regularly monitor risks and implement measures to mitigate them.

High

The Company shall take action to ensure that stakeholders are not adversely affected. A management plan with a clear timeline must be established. Additionally, issues and risks should be escalated if they are not addressed within the specified timeframe.

Severe

The Company shall immediately cease such activities to prevent human rights violations. If the issue cannot be resolved, those activities must be permanently discontinued.

2) Measures to take when encountering activities that potentially violate human rights



3) Follow up to evaluate performance efficiency

- The Company shall send representatives to consult with stakeholders using appropriate methods. Direct communication should occur at least once a year, including through community meetings, interviews, or surveys.
- If any significant or urgent issues are identified, they shall be reported immediately to the relevant parties or the Complaint Investigation and Disclosure Committee for action. These issues shall be assessed for risk and presented for review at the management review meeting.

Performance

In 2025, there were no human rights risk issues involving stakeholders. The assessment indicated that the risks remained at low to moderate levels. For example, evaluations conducted within the plantation division found no additional risk issues compared to 2024. However, community leaders and local educational institutions requested support in the form of the Company's oil palm seedlings to replace existing palms in their areas. The Company cooperated by supplying seedlings, preparing the land, assigning personnel to participate in planting activities, and providing ongoing guidance on proper care and maintenance. Through these efforts, the Company aims to contribute to community development by providing resources, sharing knowledge, and generating income for schools to support sustainable and continuous development.

With respect to the palm oil mill operations, the area identified as posing a moderate risk and requiring close monitoring relates to environmental issues. Over the past year, feedback from nearby residents indicated ongoing concerns regarding boiler smoke and dust emissions. In response, the Company promptly installed an Electrostatic Precipitator (ESP) and implemented a project to install a high-efficiency wastewater evaporation system to treat effluent generated from the palm oil extraction process, which could potentially leak into public waterways. These measures were undertaken to alleviate concerns among government authorities and surrounding communities.

No additional issues were identified in relation to social or governance aspects.

Example: result of the assessment in human rights aspect (Kohnoi Estate)

Title	Issue	Severity level	Opportunity	Risk level	Symbol	Procedure	Verification
Land management	Trace back a title deed and store it properly	4	1	Low		<ul style="list-style-type: none"> Land ownership register Annual review of the register 	Act according to the procedure
	An outsider residing in the area	4	1	Low		<ul style="list-style-type: none"> PM - Land invasion management 	Act according to the procedure
	Conflict of interest that adversely affects the Company	4	1	Low		<ul style="list-style-type: none"> PM - Land invasion management 	Act according to the procedure
	The individual needs to vacate due the Company's possession without consent.	4	1	Low		<ul style="list-style-type: none"> Purchase land with clear title deeds 	Act according to the procedure
	Nomadic people have the right to travel through the Company's land or access the land to harvest resources.	4	1	Low		<ul style="list-style-type: none"> Hire a security guard 	Act according to the procedure
	Community members are permitted to traverse the Company's land.	1	1	Low		<ul style="list-style-type: none"> Allow community members to traverse Put up safety/RSPO signs 	Act according to the procedure
Quality, sufficiency and accessibility	The Company's activities can potentially negatively affect the local community's access to water sources.	1	1	Low	 	<ul style="list-style-type: none"> Do not build dams/ponds to store water 	Act according to the procedure
	The Company's activities tend to degrade/contaminate the community's water sources.	4	2	Low	 	<ul style="list-style-type: none"> Utilize wastewater from employee housing in palm plantations 	Act according to the procedure

Highlight activities undertaken in 2025

1. Stakeholder interviews are conducted when potential impacts are identified. Corrective actions are then implemented as appropriate, such as the installation of an Electrostatic Precipitator (ESP), wastewater evaporation systems, and facilitating site visits by customers, local communities, and regulatory authorities.

2. The Company has supported participation in community activities, increasing its CSR projects from 67 to 79 projects, representing a 17.91% increase. These initiatives responded to support requests from various community organizations and emphasized active engagement with the community rather than solely providing donations.

3. In addition, the Company aims to become the most desirable workplace among palm oil mills. To achieve this, it has conducted employee feedback activities, adjusted its strategies to meet employees' expectations, and organized internal sports events to foster unity and teamwork within the organization.



Activities Plan in 2025

The Company did not receive any complaints or encounter any social issues with stakeholders throughout 2025. Therefore, its activities remained consistent with those implemented in 2025, with the addition of initiatives that support the Company’s strategy to become the best workplace among palm oil mills. In addition, the Company has introduced sustainability initiatives, namely the Waste to Value project, aimed at addressing issues and reducing environmental impacts. Further details can be found in the Company’s 2025 Annual Report (One Report).

Example: work plan regarding human rights aspect (Kohnoi Estate)

Order	Activity	Action plan	Annual Improvement and Development Plan for 2024											
			1	2	3	4	5	6	7	8	9	10	11	12
1	Promote various activities	Plan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		Action												
2	Support the education of employees' children	Plan								✓				
		Action												
3	Provide boots and necessary PPE	Plan	✓							✓				
		Action												
4	Hire local employees	Plan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		Action												
5	Allow the access route to the area	Plan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		Action												