



MUANG MAI GUTHRIE PUBLIC COMPANY LIMITED บริษัท เมืองใหม่กัททรี จำกัด (มหาชน)

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## Announcement

Date: September 24, 2025

Subject: International Labor Organization (ILO) Standards

In order to comply with the standards of the International Labor Organization (ILO), the Company and its recruitment agents shall be responsible for expenses related to recruitment and immigration. This is to ensure that workers are not burdened with unreasonable costs and to prevent human trafficking resulting from illegal recruitment practices. The details are as follows:

### Employer's Responsibilities for Costs According to ILO Principles

- **Employment-related fees**
- **Visa and documentation fees:** The employer shall be responsible for visa application fees, visa extensions (Non-Immigrant Visa "B" or "L-A"), temporary passport fees (if required), and other necessary documentation for migrant workers related to immigration.
- **Employment certification fees:** Such as fees for obtaining a Work Permit and fees for renewing the Work Permit.
- **Health and insurance expenses**
- **Medical examination fees:** The employer shall be responsible for pre-employment medical examination costs (covering required legal health checks such as tuberculosis, syphilis, drug addiction, etc.) and medical certificates.
- **Health insurance fees:** The employer shall provide health insurance coverage for workers and bear the related costs (if not immediately covered under the social security system), including contributions to the Social Security Fund at the legally required rates, the same as for Thai employees.
- **Travel and transportation expenses**
- **Travel to work:** The employer shall be responsible for transportation costs for workers from their country of origin to Thailand (in certain cases, such as under the MOU labor importation scheme).
- **Recruitment-related expenses**
- **Recruitment agency service fees:** If a recruitment agency is used, the employer shall bear the service fees.
- **Other recruitment-related costs:** Including expenses incurred for facilitation, documentation, and processing through brokers or recruitment agencies (if applicable).
- **Training or orientation costs related to employment** (if required by the job).

This announcement shall take effect on **January 1, 2026** onwards.

Signed: .....

(Mr. Pitthaya Tantipiriyakit)

President