

Human Rights Policy

Noble Mind Co., Ltd. has guidelines for conducting business with integrity and adhering to social responsibility and all groups of stakeholders. In the protection of human rights Therefore, it is deemed appropriate to establish human rights policies and practices to prevent human rights violations in all business activities of the Company, including supply chains and business partners. as follows

1. Forced Labor Policy

The Company does not engage in or support forced labor in any form. The Company shall not demand, receive, or keep original identification cards or any personal identification documents of employees, whether before or after employment, or as a condition for hiring, except as permitted by law.

Regarding the collection of copies of identification documents for labor status verification, employment contracts, or compliance with labor and welfare laws, the Company shall operate in accordance with the Personal Data Protection Act (PDPA). The Company will provide a clear purpose of use and ensure that employees sign a Consent Form or receive a Privacy Notice in accordance with the Company's standards to protect employees' rights and personal data.

Furthermore, the Company shall not use corporal punishment, threats of violence, or any form of physical, sexual, mental, or verbal abuse as disciplinary measures.

2. Child Labour Policy

The Company will not employ or encourage the employment of children under the age of 15 and will not provide or encourage child laborers to perform work that is harmful to health and health or in environmental conditions that may pose a health and safety hazard.

3. Female Labour Policy

The Company shall not allow female employees to perform work that is harmful to health or body as required by law, and the Company shall arrange for pregnant female employees to work or live in an environment that is not harmful to health and safety for pregnancy. Reduce position or benefit to female employees. Because of pregnancy.

4. Discrimination Policy

The Company will not commit or encourage discrimination in employment. Wages and remuneration for work Providing welfare, training and development opportunities Consideration for promotion or position and shall not interfere, hinder or take any action that affects the activities of exercising rights or practices of employees. This is due to the difference in nationality. Race, religion, language, age, gender, marital status. Personal attitudes towards sexuality, disability HIV infection, trade union membership Employee Directorship Popularity in political parties or other personal ideas

5. Policy on freedom of association and collective bargaining

The Company will respect employees' rights to association, collective bargaining. The selection or election of representatives facilitates and shall treat such representatives equally with other employers.

6. Social and Labor Responsibility Policy

The Company is committed to ensuring that all employees operate under professional standards, with fair treatment and protection based on social principles and labor laws concerning labor protection, welfare, labor relations, safety, occupational health, and the working environment. These procedures will be reviewed and improved continuously.

7. Employee Responsibility Policy on Sexual Harassment and/or Harassment, including Violence Against Women

The Company values human dignity and a safe working environment. Measures are in place to prevent harassment, sexual harassment, and all forms of violence, covering the following actions:

- Workplace Harassment: Expressions through words, gestures, physical contact, or any communication that constitutes harassment or causes embarrassment.
- Cyber Harassment: Harassment or abuse via social media, email, messaging applications, or other digital channels of the Company, including sending inappropriate messages, images, or videos that affect the mental health or work performance of employees.
- Violence Against Women: Any act that results in harm or suffering to the body, mind, or liberty of women.

If an employee is found to have committed such acts, the Company will take strict disciplinary action in accordance with the Company's work regulations.

8. Compensation Policy

The Company shall pay wages and remuneration for work or exceeding normal working hours to employees not less than required by law and shall provide employees with information about all wages and remuneration received in each installment in writing and be able to understand the details of various components and shall not deduct wages under any circumstances unless exempted by law

The Company mandates a review of the Human Rights Policy and its associated processes at least once a year to ensure continuous development and suitability for current situations.

Therefore, the announcement was made to know and treat it in general.



(Mr. Visit Chamnanratanakul)

Managing Director

17 JAN 2026

Note: If you have witnessed or learned of any wrongdoing that violates this policy, please contact us. Able to report information by using the complaint reporting channel which the company has specified and based on the whistleblowing policy.