



Corporate Social Responsibility Policy for Suppliers

Noble Mind Co., Ltd. is committed to being a good governance organization by establishing a policy of conducting business with social responsibility, giving importance to supporting social activities and surrounding communities, as well as continuously caring for the environment. The Company intends to work with stakeholders with the aim of building and maintaining good relationships that result from mutual acceptance and trust. Take into account the impact that stakeholders may have on stakeholders such as shareholders, employees, communities, customers, partners and government agencies as well as society and the nation, and want to create corporate attitudes and cultures so that employees have a shared social responsibility.

The Company's partners are considered key stakeholders, so the Company has established this policy to communicate to business partners to be aware of their social responsibility and to comply with the following:

1. Conduct business in accordance with good governance principles and be socially responsible in accordance with laws and social responsibility standards for continuous development.
2. Manufacture and distribute products that are legal, including in accordance with the requirements of products agreed with customers within the framework of strictly legal.
3. Not engage in, cooperate with, or accept the employment of child labor in any form as required by law.
4. Promoting Diversity, Equity, and Inclusion (DEI)

The Company is committed to providing equal opportunities and fostering an organizational culture that embraces diversity, guided by the following principles:

- Equal Treatment: The Company shall not discriminate against or exclude any individual in recruitment, compensation, benefits, access to training, promotion, termination, or any other professional undertakings based on age, gender, gender identity, gender expression, race, nationality, skin color, religion, disability, political opinion, marital status, social status, or any other characteristics protected by law.
 - Meritocracy: Recruitment and performance evaluations shall be based primarily on skills, experience, and competencies relevant to the specific position.
 - Promoting Diversity: The Company supports the creation of a safe environment where every employee is treated with honor and dignity, free from all forms of harassment or bullying.
5. It does not discriminate in employment, training opportunities, promotion or compensation and other benefits based on age, gender, race, color, religion, marital status, etc. Employees are key
 6. Give employees the freedom to engage in association and collective bargaining in accordance with the legal framework.
 7. Work hours and other work benefits shall be in accordance with the law.
 8. Work compensation must not be less than the minimum wage required by law and other benefits shall be as required by law.

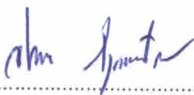
9. The Company prohibits corporal punishment. Violent verbal abuse or embarrassment to the condemned person and prohibition of punishment with deductions. Sanctions must be in accordance with the company's principles. It is defined in the Company's work regulations only.
10. There was no compulsory or intertwined labor in the form of slave labor. Forced labor Bonded labor Trafficking workers are strictly prohibited, and employees' original personal documents, such as ID cards, are not kept. Work permit passport If the employee wishes to resign from the company, follow the work regulations.
11. Environmental Management and Climate Action
The Company is committed to elevating environmental stewardship standards beyond legal requirements and has established the following guidelines for its business partners:
 - Compliance with Laws and International Standards: Strictly adhere to local and national environmental laws and regulations, including obtaining all necessary permits related to operations that may impact the environment.
 - Pollution and Waste Management: Implement effective management systems for sewage, waste, wastewater, and hazardous materials to prevent contamination of nature and local communities. This must be based on the Waste Hierarchy and the 3Rs (Reduce, Reuse, Recycle) principle to minimize landfill disposal.
 - Resource Efficiency: Promote the efficient use of energy and water resources, and strive to increase the proportion of clean or renewable energy within the production process.
 - Climate Change Management: Business partners should monitor and measure Greenhouse Gas (GHG) emissions from their activities and demonstrate efforts in setting carbon reduction targets to support the collective drive toward Net Zero goals alongside the Company.
 - Community Impact Prevention: Control noise, odor, and air pollution to ensure they do not exceed standard levels, thereby maintaining the quality of life for employees and the surrounding communities.
12. Comply with local legal requirements related to environmental protection. Managing sewage, waste, effluent, other wastes and endeavoring to use the principles of 3R (Reduce, Re-use, Recycle) to help preserve the environment, which will have a positive impact on the surrounding communities and employees of the Company.
13. Ensure strict preservation of trade secrets and intellectual property of trading partners. The Company shall not disclose confidential information to customers without the client's permission.
14. Do not engage in acts involving, encouraging, or engaging in corruption. If you find and want to report fraud directly related to Noble Mind Co., Ltd., please report it at:

Mr.Pornprom Veteeburana : General Manager Noble Mind Company Limited

Telephone : 084-652-6456 E-mail : pornprom_v@noblemind-nm.com

"The Company strictly enforces a Non-Retaliation Policy to protect the identity and safety of whistleblowers."




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(Mr. Visit Chamnanratanakul)
Managing Director

17 JAN 2026