



บริษัท โนเบิล มายด์ จำกัด (สำนักงานใหญ่)

NOBLE MIND CO.,LTD.

เลขที่ 8 ซอยเอกชัย 76/1 ถนนเอกชัย แขวงคลองบางพราน เขตบางบอน กรุงเทพฯ 10150

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No. 04 Rev.01

## Business Ethics Policy

Noble Mind Co., Ltd. has established this "Business Ethics" policy to serve as the best practices of directors, executives and employees of the Company in conducting business fairly to those involved both inside and outside the organization, as well as to treat stakeholders such as employees, shareholders, customers/partners, commercial competitors. The society as a whole operates business together fairly to create stability and continuous and sustainable growth of the organization.

This is in line with the code of ethics of business operations. The company will act and ensure that

1. The Company will conduct business within the framework of laws and regulations that strictly govern the Company's business.
2. The Company will manufacture and distribute products that are legally valid, as well as in accordance with the requirements of products agreed with customers within the framework of the law strictly.
3. The Company will not make a presentation. Claim or agree to receive assets or other benefits from customers, traders/business partners, competitors or any other person doing business with the Company.
4. The company refused to give bribes or facilities. and/or abuse of influence on state representatives.
5. The Company shall not consent to the proper performance of the authority in the Company in issuing any orders for employees to act in an unethical or unethical manner.
6. The Company does not sponsor or donate to political campaigns or political parties.
7. The Company shall not plagiarize the works and intellectual property of others.
8. The Company will ensure that it does not engage in money laundering and terrorism financing by ensuring that all official transactions of money and payments are lawful and have no other purpose. In addition to the purposes specified in the documents for payment purposes.
9. The Company will take it very seriously to ensure the security and prevent the disclosure of confidential information from customers without the customer's consent or its use with dishonest intent.
10. The Company is committed to respecting internationally recognized human rights. We strictly prohibit the use of child labor and forced labor in any form, and are dedicated to promoting diversity, equity, and inclusion within the workplace.
11. The Company shall conduct rigorous supply chain due diligence to ensure that the sourcing of all raw materials is responsible and transparent. We ensure our supply chain is free from human rights abuses and does not contribute to conflict-affected or high-risk areas, in alignment with OECD guidelines.
12. The Company prioritizes environmental preservation by committing to the efficient use of natural resources, reduction of carbon footprint, and the implementation of effective waste management systems in accordance with international environmental standards.

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



(Mr. Visit Chamnanratanakul)

Managing Director

17 JAN 2026

**Note:** If any misconduct is seen or known to violate the code of conduct of this policy. Able to provide information using complaint channels which the Company has specified and based on whistle blower policy.