

Anti-Corruption and Bribery Policy

Noble Mind is committed to conducting business with transparency, integrity and compliance with regulatory requirements as well as good corporate governance practices. Since integrity is key to a sustainable reputation and business prosperity, Noble Mind has established this Anti-Corruption Policy as an operational guideline. Noble Mind and related parties at all levels act in compliance with the Anti-Corruption Policy.

Bribes and Inducements

It is prohibited to offer or receive any form of bribe, inducement or facilitation payments that may lead to unethical conduct, or to direct anyone else to conduct such an act on one's behalf.

Gifts and Benefits

It is prohibited to offer or receive any gift or other benefit in exchange for doing, or refraining from doing, one's duties or doing unethical conduct aimed at gaining personal benefit, or for entering into inappropriate business settlements. Strict compliance with the Code of Conduct is required.

- Do not accept or give gifts, cash souvenirs, checks, bonds, stocks, gold, jewelry, real estate or similar items to stakeholders they have coordinated in government agencies and private entities.
- Do not accept any property, gifts, gifts, gifts or other benefits that induce the omission of their duties. Before receiving souvenirs, make sure to comply with the company's laws and regulations, and items or gifts given to each other in the field of work should be less expensive and appropriate on each occasion.
- Not to provide any property, items, gifts or gifts or other benefits to incentivize decision-making or result in the recipient. The same does not follow trade practices as other trading partners, providing items according to various occasions or agendas. It must not be worth more than usual.
- It is not an intermediary in offering money, property, items or other benefits to those involved in the business. In exchange for privileges that should not be obtained or made by government officials. Ignore compliance with established regulations and legal practices.
- The Company shall conduct a corruption risk assessment of all business partners prior to entering into any transaction. All procurement and contracting processes must strictly adhere to the Company's established regulations to ensure transparency and full auditability.

Charitable Contributions and Financial Sponsorships

- Charitable contributions and financial sponsorships must be transparent and conform to laws and moral principles.
- The use of money or company assets for charitable donations must be done only on behalf of the Company. By donating to charity, it must be a foundation, a public organization, a charity, a temple, a hospital. Medical facilities or organizations for the benefit of society with certificates or trusts can be verified and processed in accordance with the company's regulations.

Political Contributions and Activities

- The Company is an organization that adheres to political neutrality, supports compliance with law and democratic rule, and has no approach to providing political assistance to any political party. Either directly or indirectly.
- Employees should not be ignored or ignored. When witnessing actions or behaviors that constitute fraud and corruption or fraud and corruption that have a direct or indirect effect on the Company. Employees must notify the supervisor or persons responsible and cooperate with various fact-checking. If you have any questions or inquiries, consult your supervisor or the designated person responsible for monitoring compliance with the Code of Conduct through various established channels.
- The Company will provide fairness and protection to rejected employees or employees who report fraud and corruption related to the Company by taking measures to protect the complainant or those who cooperate in informing and reporting fraud and corruption as specified by the Company in the protection and confidentiality measures.
- Those who commit fraud and corruption are unethical acts of the Company, which must be disciplined in accordance with the regulations set by the Company. He may also face legal penalties. If the action is illegal,
- The Company is committed to creating and maintaining a corporate culture that adheres to corruption, corruption and giving or accepting bribes as unacceptable acts, whether it is with any person or transactions with the public or private sectors.
- This anti-corruption policy covers personnel management processes ranging from recruitment or recruitment, promotion, training, employee performance evaluation and rewards. It requires supervisors of all levels to communicate and understand employees for use in business activities that are in charge and to effectively supervise their operations.

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



(Mr. Visit Chamnanratanakul)
Managing Director

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