

Misconduct Whistleblowing Policy (Whistle blower policy)

Noble Mind Co., Ltd. has a virtuous approach to business operations in accordance with good governance principles. Adhere to social responsibility and all stakeholders.

The Company has created a whistleblowing policy for this wrongdoing to provide channels for directors. Executives, employees and all stakeholders. Complaints or whistleblowers can be made in case of violations of human rights practices. Labor rights, including complaints about safety, environment, RJC Code of Practices Requirements, OECD To help each other improve, correct or take corrective action. Continue to be transparent and fair.

The whistleblower's information and the matter will be kept confidential to prevent infringement.

Guidelines

Any employee or persons associated with the Company. Able to make complaints and report misconduct. The general manager then conducts a preliminary study of whether the clues are likely to be fraudulent. And, if necessary, further investigations will be held.

Details of complaint and whistleblowing channels are as follows:

1. General Manager : Mr.Pornprom Veteeburana
Telephone : 084-652-6456 หรือ 02-4164646 # 142
E-mail address : pornprom_v@noblemind-nm.com
2. Letter to General Manager
8 Soi Eakachai 76/1, Eakachai Road, Khlong Bang Phran, Bangbon, Bangkok 10150
3. Feedback box provided by the company

In the event that the allegations are not suspicious enough to constitute fraud and there is no need to investigate, the General Manager will inform the whistleblower why there is no investigation.

However, if the matter being reported is determined that there is a possibility of corruption. The General Manager will be responsible for the investigation and report to the Managing Director and the Chairman of the Company with instructions on how to proceed with the management.



บริษัท โนเบิล มายด์ จำกัด (สำนักงานใหญ่)

NOBLE MIND CO.,LTD.

เลขที่ 8 ซอยเอกชัย 76/1 ถนนเอกชัย แขวงคลองบางพราน เขตบางบอน กรุงเทพฯ 10150

8 soi Eakachai 76/1, Eakachai Rd., Kwang Khlong Bang Phran, Ket Bangbon Bangkok 10150 Thailand.

โทร./Tel. (66 2)-416-4646 โทรสาร./Fax (66 2)-416-3324 E-Mail : info@noblemind-nm.com

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Measures to protect the complainant or whistleblower of the offence

1. The Company will collect information and identities of the complainant. Whistleblowers and complainants are confidential, and those who make complaints or whistleblowers are not at risk of losing their job duties or being affected by reputation in any way.
2. In the event that the Company is required to disclose information, the Company will disclose only the necessary information. It is important to take into account the safety and damage of the complainant and the whistleblower, and will consult with the complainant and the whistleblower before taking any action.

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



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(Mr. Visit Chamnanratanakul)

Managing Director

17 JAN 2026