

noble

be different be noble



Sustainability Report 2023
Noble Development Public Company Limited

Be Difference Grow Sustainably

Over the past three decades ...

Noble believes in a different identity and placed importance on design and uniqueness, and creativity in leading society to steady and sustainable growth

“

**be different
be noble**

”



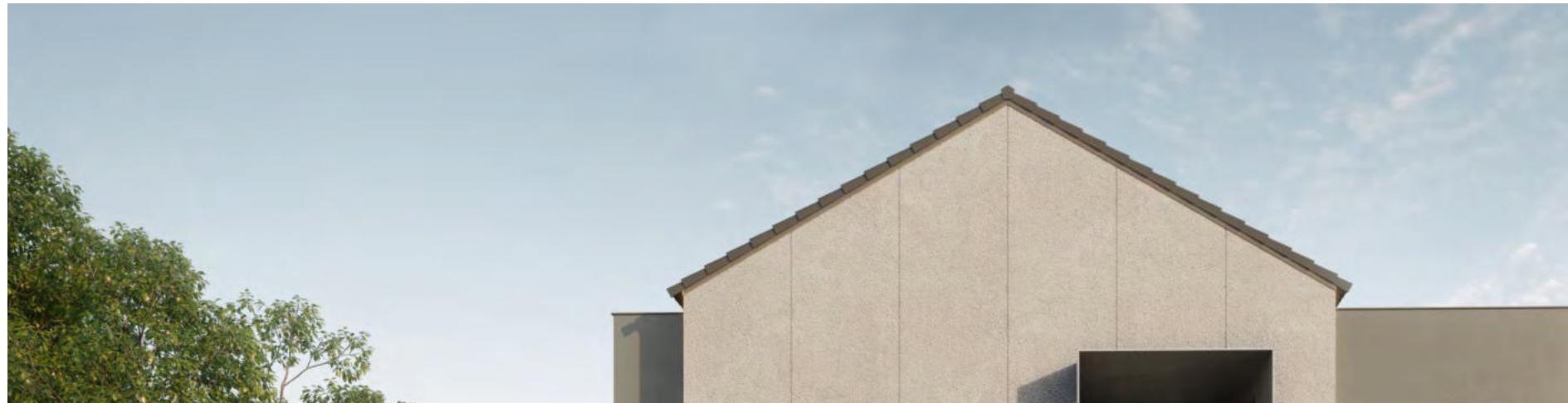
Vision & Mission

GRI 2-23

Vision

We do not build houses, we create homes.

We set the new paradigm in property development, with our goal to enhance the living experience of each individual who become our clients. We will be uniquely modern and iconic, go above and beyond our boundary to reach the exciting new world, and always keep reinventing ourselves to make the world a better place than it was yesterday.



We develop our residential projects from affordable to high-end, we will expand internationally.

We surprise our clients with unexpected design and uniqueness with the highest quality that bring them a sense of pride to be proud member of noble community.

Mission

GRI 2-23

We treat and take care of our employees as our own family.

We listen to their voice and ideas. We empower them to be both outstanding team leader and strongest team player. They will be incentivized as they are also Noble's owners.

We deal with our stakeholders with fairness and openness.

We also conduct ourselves with best practice of corporate governance and social responsibility.

LIVE DIFFERENT



FOR A BETTER EXPERIENCE

Supporting all differences in society, sparkling inspiration, providing opportunities, and raising awareness of being a “giver” to change for the better



FOR A BETTER SOCIETY

Initiating eco-friendly activities and creating innovative projects that maximize the use of resources for the optimum benefits to achieve environmental sustainability



FOR A BETTER ENVIRONMENT

Inspiring both ideas and perspectives in every aspect sustainable urban living



Contents

General Disclosure

Message from Chairman and Co-Chief Executive Officer	6
Sustainability Highlights	8
Awards of Pride 2023	9
About This Report	10
Get to Know...Noble	11
Sustainable Business Structure	16
Policy and Objectives of Sustainable Development	17
Key Sustainability Issues	19
Stakeholders Engagement	22



Different for a Better Experience

Economic & Governance	27
Sustainable Development Growth	28
Code of Conduct	39
Risk Management	45
Customer Relationship Management	48
Supply Chain Management	51



Different for a Better Society

Social	55
Human Resource Management	56
Human Rights	63
Employee Capability Management and Development	65
Building Employee Engagement	69
Occupational Safety and Health in the Workplace	71
Customers and Social Responsibility	73



Different for a Better Environment

Environment	83
Environmental Management	84
Climate Change	86
Biodiversity Management	88
Water Management	89
Energy Management	91
Air and Noise Pollution Management	94
General Waste Management	96

GRI Content Index

101

Reader's Opinion Survey

114



General Disclosure

Message from Chairman and Co-Chief Executive Officer	6
Sustainability Highlights	8
Awards of Pride 2023	9
About This Report	10
Get to Know...Noble	11
Sustainable Business Structure	16
Policy and Objectives of Sustainable Development	17
Key Sustainability Issues	19
Stakeholders Engagement	22



Noble has been selected as a sustainable stock or SET ESG Ratings in 2023 at the “AA” level and has maintained this sustainable stock status for two consecutive years.

Message from Chairman and Co-Chief Executive Officer

GRI 2-14, GRI 2-22, GRI 201-1, GRI 203-1, GRI 203-2

Noble Development Public Company Limited is committed to conducting business in accordance with the development guidelines based on good corporate governance, stakeholder engagement and risk management inside and outside of the organization, covering economic, social, and environmental dimensions to support sustainable business growth in line with the Company's vision and mission.

In 2023, the Company has operated with the “Live Different” approach, believing that diversity is the starting point of creative thinking, which has embraced a business model and perspective that are beneficial in all aspects of urban living. The Company is committed to supporting all forms of diversity in society and creating a conducive environment, including improving stakeholder engagement policies to fairly meet the expectations of stakeholders. Additionally, the Company promotes innovation in housing by emphasizing design to enhance energy efficiency standards and considering environmental impacts. We also leverage appropriate technologies to enhance economic value. As a result of these efforts, 6 residential projects have been awarded the “REED Energy-Efficient Home Awards 2023” by the Department of Alternative Energy Development and Efficiency (DEDE) for promoting residential energy efficiency design standards.

The Company recognizes the importance of engaging with all sectors to support every aspect of social diversity and create a better environment. Therefore, the Company has participated in activities with governmental agencies to raise awareness in surrounding communities about environmental management. Additionally, the Company has joined with companies in the construction industry to promote economic cooperation in the Circular Economy in Construction Industry (CECI), aiming to elevate Thailand’s construction industry towards sustainable development and reduce environmental impacts throughout the value chain of our business. Importantly, we have received cooperation from employees in reducing environmental impacts through waste management projects, particularly Noble E-Cycle, which recycles electronic waste and non-hazardous waste to mitigate climate change. In 2023, the Company successfully reduced greenhouse gas emissions by 291,241 kgCO₂ e, totaling 963,918 kgCO₂ e cumulatively. Based on this success, the Company has revised target for reducing greenhouse gas emissions from 1,000,000 kgCO₂ e to 1,500,000 kgCO₂ e by 2026, aiming for net-zero emissions moving forward.



“
In 2023, the Company has operated with the “Live Different” approach, believing that diversity is the starting point of creative thinking
”

Message from Chairman and Co-Chief Executive Officer

GRI 2-14, GRI 2-22, GRI 201-1, GRI 203-1, GRI 203-2

Due to the commitment to sustainable business practices, developing positive relationships with society and communities, and continuous environmental preservation, The Company has been selected as “Sustainable Stocks” or SET ESG RATINGS 2023 at “AA” level in Property Development and Construction from the Stock Exchange of Thailand and has been on the list of sustainable stocks for two consecutive years. Additionally, the Company received the first renewal of certification as a member of the Thai Private Sector Collective Action Against Corruption (CAC) for three years from the Thai Institute of Directors Association. Furthermore, the company has been recognized with the Sustainability Disclosure Acknowledgement award from the Thaipat Institute for the fourth consecutive year and achieved a 5-star rating in the Corporate Governance Report (CGR) from the Thai Institute of Directors Association (IOD) for the fourth consecutive year. Moreover, the Company received an assessment score of 100 out of 100 from the AGM Checklist assessment for the third consecutive year from the Thai Investors Association.

Finally, Noble Development Public Company Limited would like to thank shareholders, customers, financial institutions, business partners and all stakeholders for always supporting the Company’s operations. The Company will strive to develop its business continuously under sustainable development guidelines that consider economic, social, and environmental issues, which will lead to sustainable value chain management and development. This includes strict capital management, transparency according to corporate governance principles, and corporate responsibilities toward society, communities, and the environment to lead to sustainable business growth.

Ms. Punnee Chaiyakul
Chairwoman of Board of Director

Mr. Thongchai Busrapan
Co-Chief Executive Officer

Sustainability Highlights



Economic & Governance

Total Revenue

THB **9,978** million

Customer satisfaction

Avg. **92.1%**

Economic Value Retained

THB **1,804** million

Employees and Executives
were trained of the Code
of Conduct and
Anti-Corruption Policy

100%



Social

Total Employees

706 persons

Average Training Hour

10.99

hours/person/year

Employee Turn Over Rate

25%

Employee Engagement Score

76%*



Environment

The cumulative reduction in greenhouse gas emissions is

963,918 kgCO₂e

The Water Consumption in offices decreases by

8% from 2022

The Electricity Consumption in offices decreases by

19% from 2022

Reduce General Waste

3,461 kg/year



Remark: *The results of the employee's engagement survey 2022 and 2023, conducted every two years.

Awards of Pride 2023

Awards Winner



BCI Asia Top 10 Developers Award 2023

The company has been consecutively awarded the "BCI Asia Top 10 Developers Award 2023" by BCIA Central Company Limited for the second year (2022-2023). The project that received the award in 2023 is Nue Evo Ari, which is uniquely developed to enhance the quality of life for residents, with outstanding conceptualization and design that cater to various lifestyles while considering environmental impact.



HR Excellence Awards 2023

The Company has received HR Excellence Awards 2023 from Human Resources Online institute in two categories, namely the "Gold: Most People - Focus CEO" award for Mr. Thongchai Busarapan, which is an award for CEOs who prioritize employee's involvement by supporting innovative thinking to create new initiatives to drive positive organizational change. Additionally, the company received the "Bronze: Excellence in HR Communication Strategy" award, which recognizes organizations that have effectively implemented communication strategies within the human resources function, emphasizing clear understanding of employee needs and generating significant benefits for the organization.



REED Awards 2023 The "REED Awards 2023" for Residential Energy Efficiency Design from the Department of Alternative Energy Development and Efficiency (DEDE) has been awarded to the following projects: Noble Gable Watcharapol, Noble Curve Ekkamai - Ramindra, Noble Terra Rama 9 - Ekkamai, Noble Norse Bangkok, Nue Verse Bangkok, and Nue Connex House Don Mueang.



Living Insider Awards 2023

The Company has received two awards from Living Insider Awards 2023 by Living Insider Co., Ltd. The awards include "Best Natural Condo" for the Noble Create, which is a condominium with over 5 acres of green space, designed under the Forest Habitat concept to simulate an environmentally-friendly living system, resembling a large central park within the project, allowing residents to experience nature, true relaxation, and "Top Performance Agent" award from Serve Property Management Limited (a subsidiary of the Company), specializing in property management, ensuring the highest quality and best service for all customers.



SET ESG Ratings The Company has been selected as "Sustainable Stocks" or SET ESG RATINGS 2023 at "AA" level in Property Development and Construction from the Stock Exchange of Thailand and has been on the list of sustainable stocks for two consecutive years.



Sustainability Disclosure Acknowledgement

The Company received the Sustainability Disclosure Acknowledgement for the fourth consecutive year (2020-2023) from the Thaipit Institute.



Thai Private Sector Collective Action Against Corruption: CAC

The Company has been granted an extension a member of the Thai Private Sector Collective Action Against Corruption (CAC) for the first time, for a duration of 3 years, effective from 30 March 2024 to 30 March 2027, by the Thai Institute of Directors Association.



Corporate Governance Assessment Award

The Company received the "Excellent" 5-star Corporate Governance Assessment Award for the fourth consecutive year (2020-2023) from the Thai Institute of Directors (IOD).



AGM Checklist Award

The Company received an assessment score of 100 out of 100 from the AGM Checklist for the third consecutive year (2021-2023) from the Thai Investors Association.

About This Report

GRI 2-3, GRI 2-14

The Sustainability Report 2023 is prepared to show sustainable operational results relating to economic, social, and environmental development covered the period of January 2023 ,1 to December 2023 ,31 of Noble Development Public Company Limited and its subsidiary “the Company”, which has continuously published on an annual basis in accordance with the global action guidelines of the Global Reporting Initiative. The reporting framework aligned with international sustainability reporting standard (GRI Sustainability Reporting Standards) at the Core Option level. The contents of this report were framed according to the Company’s sustainable business operations and in order to distribute this report to all groups of stakeholders, the Company has disclosed the information on the website at www.noblehome.com and will keep developing the contents of the report to be more complete in the next year.

The Scope of This Report

The Company and its subsidiaries have established contents and reporting frameworks based on material sustainability issues in the economy, society and environment that are related to the Company’s both internal and external factors that affect the stakeholders and the sustainability of the Company considering the issues that are affected by 2 dimensions (1) The impact level of each issue on the Company’s business operations in terms of corporate governance/ economic, society and the environment (2) The influence level of issues affecting stakeholder groups using information obtained from stakeholder engagement activities, and opinions obtained from various channels and questionnaires.

This report has been verified for the accuracy of the contents and material issues that are important to the sustainability of the Company by the data owners and the Sustainability Report Working Team as well as continually evolving to provide more reliable and complete report.

Contact Information

GRI 2-1

Sustainable Development Group

Noble Development Public Company Limited (Head Office)

1035 NOBLE Building, Ploenchit Road,
Lumpini, Pathumwan, Bangkok 10330 Thailand
Telephone : (66) 2251-9955



Get to Know....Noble

GRI 2-3, GRI 2-14



Business Overview

Total Project

73 projects

Total Project Value of

THB 151,878 million

Real Estate Development

The Company's main business is the development of real estate for sale. The Company develops residential projects in the form of single detached houses, condominiums, townhouses, semi-detached houses, commercial properties, and land plots. The Company's projects focus on designing for different types of lifestyles to provide options to customers who want a unique identity and want a residence that is different from the existing concepts. The Company projects emphasize prime locations near business centers equipped with amenities that add value to lifestyles.



Single Detached House

The Company has developed a total of two types of detached house projects: 1. Pre-built houses, which are houses that are ready to be moved in as an option for customers; and 2. Noble Instant houses, which are houses that are more developed compared to the pre-built houses and includes interior decorations to completely enrich the customers' lives.



Townhouse, Semi-detached House, and Commercial Property

The Company recognizes the needs of all customer groups, and so it has developed townhouse, semi-detached house, and commercial building projects to expand the market base to cover all customer groups with unique designs and functions to support every need and fulfil life with open spaces to cover and accommodate all lifestyles.

Condominium

The Company has developed a variety of projects including high-rise condominiums (eight floors or more) and low-rise condominiums (no more than eight floors) with an emphasis on prime locations near business centers, etc.

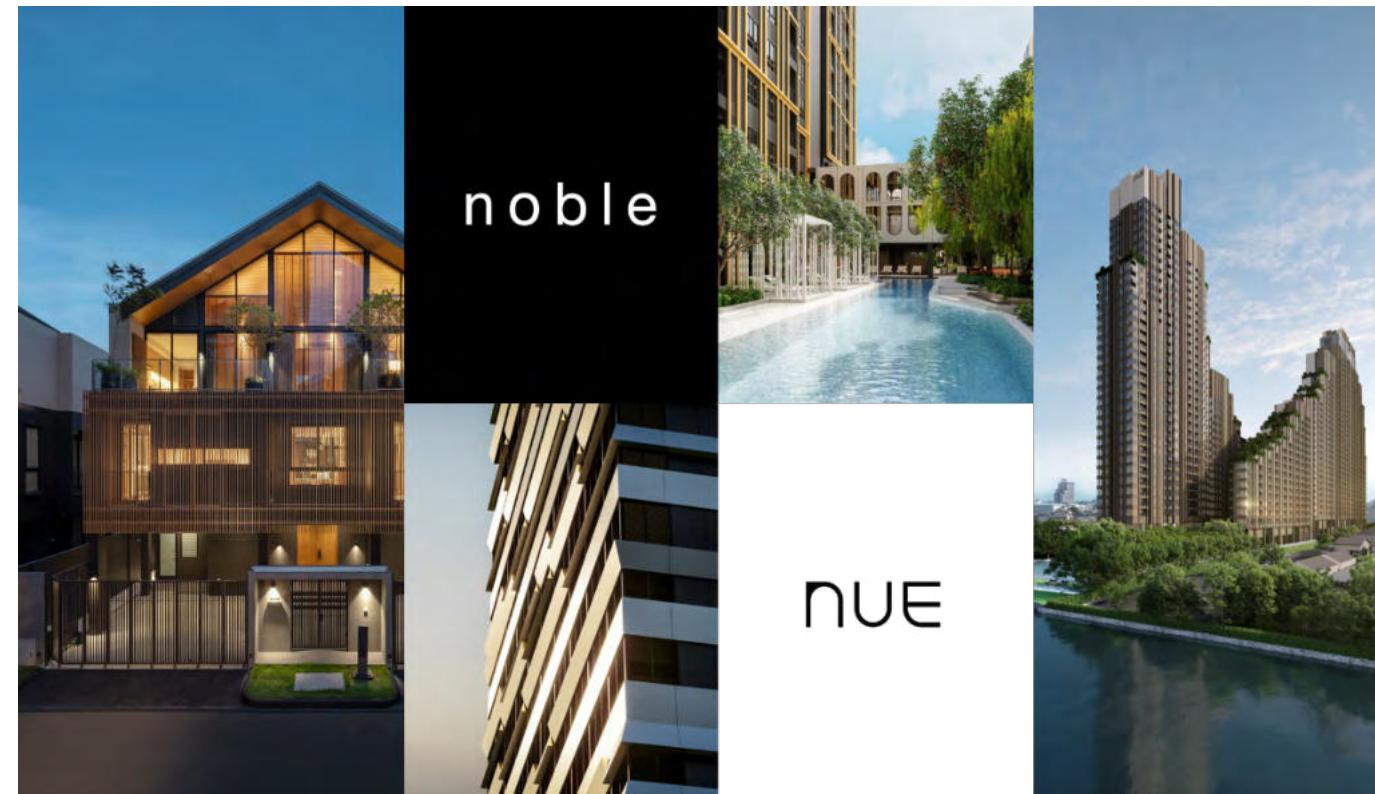


Land Plot

Land Plot allocation projects include the allocation of land plots in projects for sale. Projects provide public utilities to allow customers to add their ideas and designs to their houses according to their needs so that their houses can completely demonstrate their identity.

In addition, the Company has divided its brand groups according to different price levels according to the Company's target customers, which are as follows:

1. **"NOBLE"** brand targets products in the price range of THB 30-5 million (upper-luxury segment) up to the price range of more than THB 30 million (ultra-luxury segment), targeting middle- to upper-class customers. The highlight is that it has a unique, modern, luxurious architecture that meets the needs of residents of all ages. The brand focuses on CBD (central business district) locations or prime areas at the heart of the most desirable residential areas.
2. **"NUE or New Urban Epicenter"** brand targets products in the price range of lower than THB 5 million (premium-affordable segment) to target the new generation. The highlight is that there is a wide front room plan, emphasizing openness, airiness, comfort, and full functionality. Projects have fully organized central areas and are located at new urban epicenters along main BTS lines and extensions throughout Bangkok.



Property Service and Asset Management

In the past year, the Company has been committed to becoming a leader in Property Service and Asset Management, encompassing all aspects from pre-residency, during residency, to maintaining property value, and enhancing its value to the utmost efficiency continuously. Therefore, the Company has expanded the business portfolio to be more comprehensive under the company, Serve Solution Company Limited, to complement property management, agent services, decor services, as well as other additional services such as fiber optic cable installation services in residential projects, electric vehicle charger station services, and solar panel installation services on residential roofs. All these expansions will contribute to the expansion of other company businesses and generate increased recurring income for the Company's business group.



Goals and Business Strategies of the Company

GRI 3-3

The Company has paved the way to become a TOP5- property developer in Thailand within 2024 toward the Company's operating strategies as follows:

1. Penetration of High Growth Segment Increasing market share from the development of new projects under the new brand "NUE" to cover new locations in order to meet the needs of new customers who demand residences in familiar locations with comfortable urban style at affordable prices.

2. More Aggressive and Sustainable Investment Portfolio Embarking on a strategy of aggressive business expansion for strong and sustainable growth in the future by expanding various product models to new customer groups. The Company aims to create balance between the brands "NUE" and "Noble" in the proportion of 50:50 and expand the development of housing projects and low-rise condominium projects in the proportion of approximately 40% to 50% and the high-rise projects in the proportion of approximately 50% to 60% to diversify its products portfolio for wider coverage.

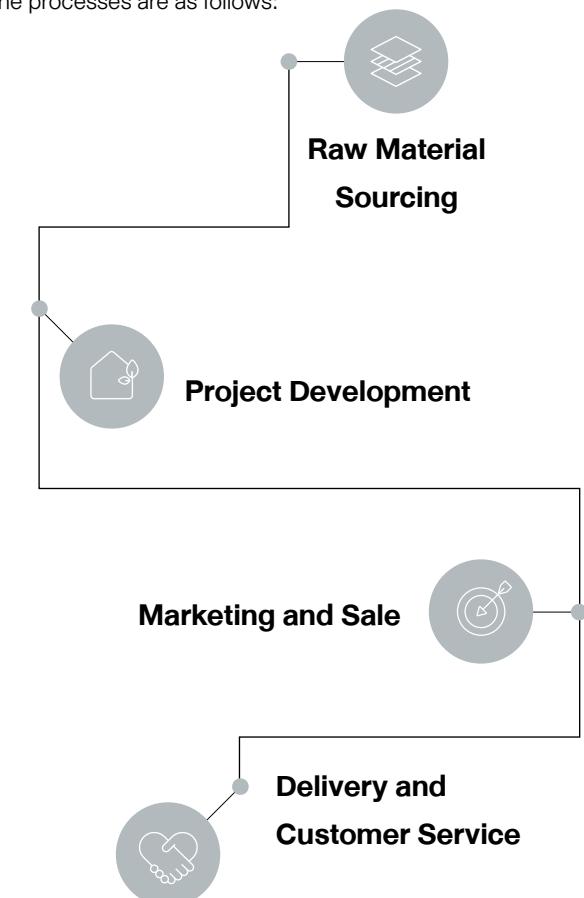
3. **Strategic Partnership** Expanding business in the form of joint ventures for faster investment expansion by collaborating with leading business partners who specialize in property business in order to empower and build strength in business development.
4. **Overseas Expansion** Maintaining the market leading position and the strong foreign customer base, consistently, as well as expanding the business to overseas property development in order to meet the demands of foreign customers and mitigate risks by increasing geographical diversification.
5. **Asset Light Model – Higher ROE** Rearranging portfolio by disposal of recurring income assets and focus on higher return projects.



Value Chain Management

GRI 2-6

The Company realizes the responsibility to all groups of stakeholders in all the operational process. Therefore, the value chain management and development have been implemented as the strategy in business operation to enhance efficiency and create sustainability while taking care of the society and environment. The processes are as follows:

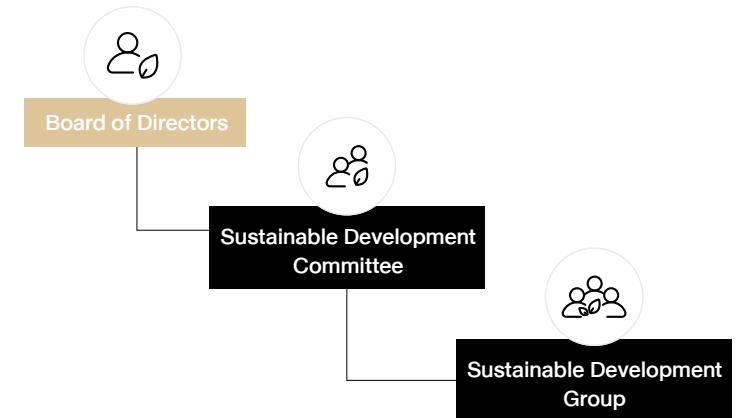


	Value Chain	Process	Relevant Persons
Raw Material Sourcing 	<ul style="list-style-type: none"> • Select the location/find the land and study the feasibility of the project. • Request for approval to buy the land and seek funding sources. 	<ul style="list-style-type: none"> • Determine the vision for development of the project in the potential location to meet the needs of the target group, study and analyze the feasibility of the project, as well as giving importance on the project development under the concept of social and environmental responsibility. • Adhere to transparency and fairness in all steps of the land purchasing and seek appropriate funding sources. 	<ul style="list-style-type: none"> • Shareholders • Neighboring communities • Environment • Land sellers • Financial institutions
Project Development 	<ul style="list-style-type: none"> • Project design. • Selection of the contractors. • Selection of materials and equipment. • Application for construction license. • Taking care of the neighboring communities. • Taking care of the environment during the construction. 	<ul style="list-style-type: none"> • Aim at developing the project design to increase the quality of life of the residents under the concept of sustainable social and environmental development. • Determine the transparent, verifiable contractor selection process, place importance on selecting the contractor who performs the duty with social and environmental responsibility. • The system is designed to have finished components, which shortens the construction time even more. • Supervise the construction to comply with the standard principles, place importance on reduction of the pollution which may occur during the construction, take care of the neighboring communities which may be affected by the construction. 	<ul style="list-style-type: none"> • Customers • Designers • Contractor • Suppliers • Neighboring communities • Relevant government agencies • Construction supervisor • Neighboring communities • Relevant government agencies
Marketing and Sale 	<ul style="list-style-type: none"> • Advertising and communication. • Communication and distribution channels. 	<ul style="list-style-type: none"> • Adhere to the good governance on fair competition, as well as responsibility to the stakeholders in communicating sufficient information, perform as promised to the customers, use the advertising media that is appropriate for the environment or the neighboring areas without causing danger. • Aim at developing the communication and distribution channels to facilitate the customers in accessing the correct and complete information, as well as facilitating the payment of booking fee, contract fee and installments. • Online project bookings are offered, including payment of reservation fees, contract fees, installment fees and e-receipts. 	<ul style="list-style-type: none"> • Competitors • Customers • Shareholders • Customers • Dealers
Delivery and Customer Service 	<ul style="list-style-type: none"> • Deliver the residence that enhances the quality of life. 	<ul style="list-style-type: none"> • There is a system used to write down room defects before delivery to provide customers with convenience and speed. • Deliver the high-quality residence to the customers by caring all and every delivery process, develop the after-sale service system to ensure that Noble residents will be taken care to the fullest. 	<ul style="list-style-type: none"> • Customers • Condominium juristic person • Sale agents • Relevant government agencies

Sustainable Business Structure

GRI 2-9

The Company has established a sustainable business structure under the Company's Board of Directors and sustainable development committee, specifying roles, responsibilities, and clear commitments to sustainable development. This includes two directors and one executive committee member to oversee the sustainable operation of the company, covering governance dimensions, social dimension, and environmental dimension. It also outlines the guidelines for sustainable business development practices of the company to align with good corporate governance principles. Additionally, the Company has designated the organization's Sustainable Development group to develop strategies and sustainability goals in line with the Company's strategic plan, as well as to advocate, monitor, and report on sustainable development performance to the Board of Directors and sustainable development committee at least once a year. The Company is committed to sustainable development and maximizing benefits for all stakeholders throughout the sustainable value chain.



Policy and Objectives of Sustainable Development

GRI 2-23, GRI 2-24

Sustainable Development Policy

Over the past three decades, the Company believes in a different identity and placed importance on design and uniqueness to build a house beyond a residence. The Company set the new paradigm in property development, with our goal to enhance the living experience of each individual who become our clients. The Company will be uniquely modern and iconic, go above and beyond our boundary to reach the exciting new world, and always keep reinventing ourselves to make the world a better place than it was yesterday. As a Thai company, the Company realizes the importance of conducting the business under the concept of generating revenue without exploitation and disturbance to others. At the meantime, the Company find it necessary to be socially and environmentally responsible, build trust among investors and all groups of stakeholders to lead the business, society, and environment to continually and sustainable growth.

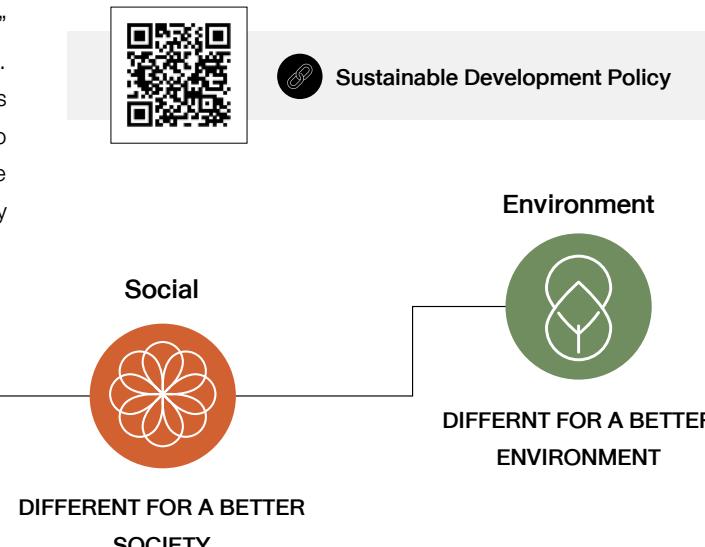
The Company developed sustainable management policies and goals to specify the Company's sustainable development framework based on good governance, engagement from the Company's stakeholders including the organization's internal and external risks with coverage of the economic & governance dimension, social dimension, and environmental dimension in order to support sustainable growth of business operations consistent with the Company's vision and mission.

In 2023, the Company developed the concept of "Live Different," which believes that diversity is the starting point of creative thinking. With this concept and perspective, we aim to conduct business beneficially in every aspect of urban life. We are dedicated to supporting all differences in society and creating a favourable environment to drive the organization towards sustainable prosperity for a better tomorrow.

Economic & Governance



DIFFERNT FOR A BETTER
EXPERIENCE



5 Year Sustainable Development Plan (2022-2026)

The Company specified key sustainability issues including 5-year plan (2022-2026) to be consistent with business strategies and met stakeholder expectations including the United Nations Sustainable Development Goals (SDGs) in a balanced manner as follows:

LIVE DIFFERENT



FOR A BETTER EXPERIENCE

- Generate over THB 10 million in total revenue per year.
- Provide management of sustainability risks in every area.
- Generate income and reduce costs by creating modern innovations.



FOR A BETTER SOCIETY

- Promote education and build good relationships with neighboring communities.
- Achieve an Employee Engagement Score of 80% by 2026.



FOR A BETTER ENVIRONMENT

Towards Net Zero Greenhouse Gas Emissions

1. Reduce total energy consumption at head office and sale offices by 5% within 2026.
2. Reduce total water consumption at head office and sale offices by 5% within 2026.
3. Reduce greenhouse gas emissions by 1,500,000 kgCO₂ e within 2026.
 - Reduce greenhouse gas emissions for the company's activities by 1,250,000 kgCO₂ e.
 - Reduce CO₂ emissions from air pollution by 20,000 kgCO₂ e.
 - Reduce general waste by 10% or equivalent to 35,000 kgCO₂ e.
 - Reduce CO₂ emissions from construction site wastes by 195,000 kgCO₂ e.



Key Sustainability Issues

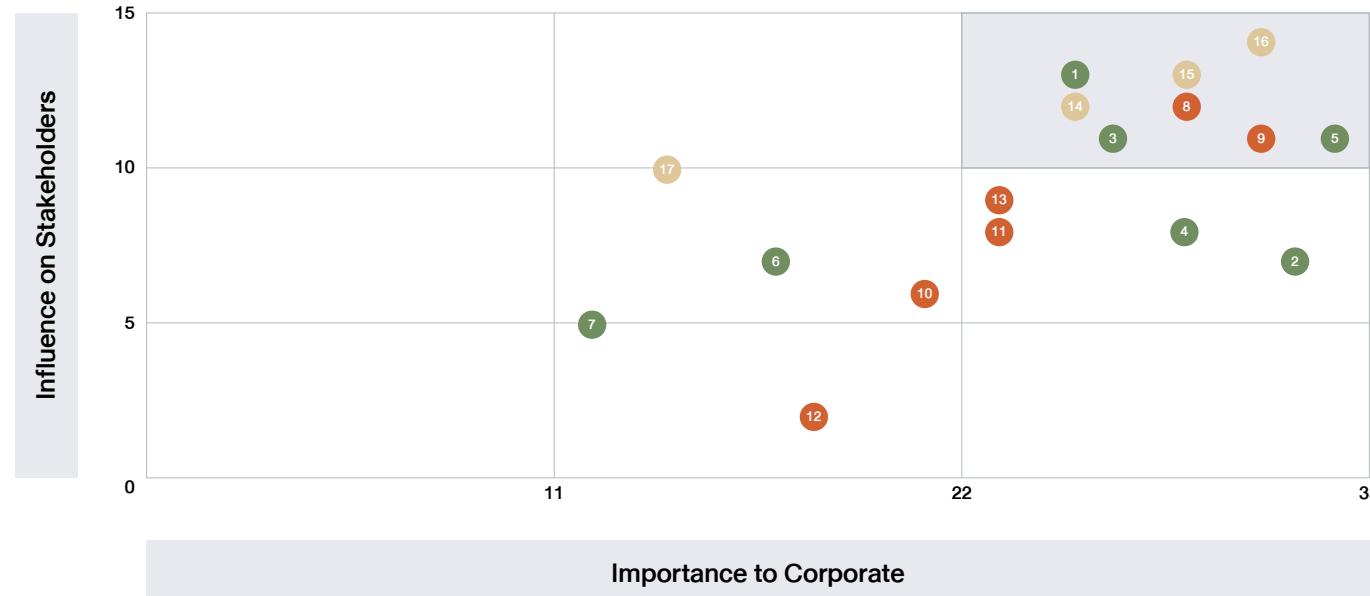
Assessment of Key Sustainable Development Issues

GRI 3-1

1. Identifying Key Issues

The Company identifies significant sustainability issues, covering economic, social and environmental issues, by considering both internal and external factors related to business operations, such as business strategy direction, risk management of the organization, related standards and requirements alongside risks and opportunities that impact business operations according to the UN SDGs and the GRI Standards, as well as considering the needs and expectations of the Company's stakeholders.

GRI 3-2



2. Prioritization of Key Issues

The Company considers the level of importance of the issues selected from relevant elements by categorizing key sustainability issues according to the following two factors:

1. The impact level of each issue on the Company's business operations in terms of good governance, economics, society, and the environment.
2. The influence level of issues affecting stakeholders using information obtained from stakeholder engagement activities, and opinions obtained from various channels and questionnaires.

3. Verification of Key Issues

Prepare a summary of key sustainability issues and review the consistency of the assessment results with the Company's goals and strategies, as well as consistency with key issues under the GRI Standards (Core Option) section for accuracy and completeness and propose to the Sustainable Development Committee for consideration and approval of disclosure of information in various dimensions in the Company's Sustainable Development Report.

The result of Assessment of Key Sustainable Development Issues

- 1 Economic Competitiveness
- 3 ESG Risk Management
- 5 Living Design Innovation
- 8 Local Communities
- 9 Human Capital Management
- 14 Waste, Water, Air Pollution
- 15 Green House Gas Management
- 16 Reduce environmental impacts

Sustainability Material Issues and Scope of Impact

GRI 3-2

Dimension	Sustainability Material Issues	GRI Standards	Report Boundaries		SDGs	Page
			Internal	External		
Governance	1. Economic Competitiveness	GRI 201	<ul style="list-style-type: none"> Executives & Employees 	<ul style="list-style-type: none"> Customers Community & Society Government Agencies Investors & Shareholders Suppliers & Contractors Creditors Competitors 	  	6-7, 14, 28, 62, 86
	2. ESG Risk Management	GRI 2-16 GRI 205	<ul style="list-style-type: none"> Executives & Employees 	<ul style="list-style-type: none"> Investors & Shareholders Suppliers & Contractors Creditors Government Agencies 	 	22-26, 42-47
	3. Living Design Innovation	GRI 203	<ul style="list-style-type: none"> Executives & Employees 	<ul style="list-style-type: none"> Customers Investors & Shareholders Suppliers & Contractors Competitors 	 	6-7, 29-38, 57, 73-82
	4. Local Communities	GRI 413	<ul style="list-style-type: none"> Executives & Employees 	<ul style="list-style-type: none"> Customers Community & Society Government Agencies 	   	73-82
	5. Human Capital Management	GRI 401 GRI 403 GRI 404	<ul style="list-style-type: none"> Executives & Employees 	<ul style="list-style-type: none"> Customers Community & Society Investors & Shareholders Suppliers & Contractors Competitors 	  	58-59, 65-68, 71-72

Dimension	Sustainability Material Issues	GRI Standards	Report Boundaries		SDGs	Page
			Internal	External		
Environment 	6. Waste, Water, Air Pollution	GRI 303 GRI 306	<ul style="list-style-type: none"> • Executives & Employees 	<ul style="list-style-type: none"> • Customers • Community & Society • Government Agencies 	   	87-88, 92-97
	7. Green House Gas Management	GRI 302 GRI 305	<ul style="list-style-type: none"> • Executives & Employees 	<ul style="list-style-type: none"> • Customers • Community & Society • Government Agencies 	 	89-91, 98-100
	8. Reduce environmental impacts	GRI 302 GRI 303 GRI 305 GRI 306	<ul style="list-style-type: none"> • Executives & Employees 	<ul style="list-style-type: none"> • Customers • Community & Society • Government Agencies 		87-91, 94-97, 98-100



Stakeholder Engagement

GRI 2-16

The Company is committed to valuing the opinions of stakeholders in all groups that are directly or indirectly involved or affected by the company's operations. This is to understand their needs, expectations, and to foster good relationships and strong cooperation. There are transparent processes in place for engaging stakeholders to align with the company's sustainable development policy and business operation plans.

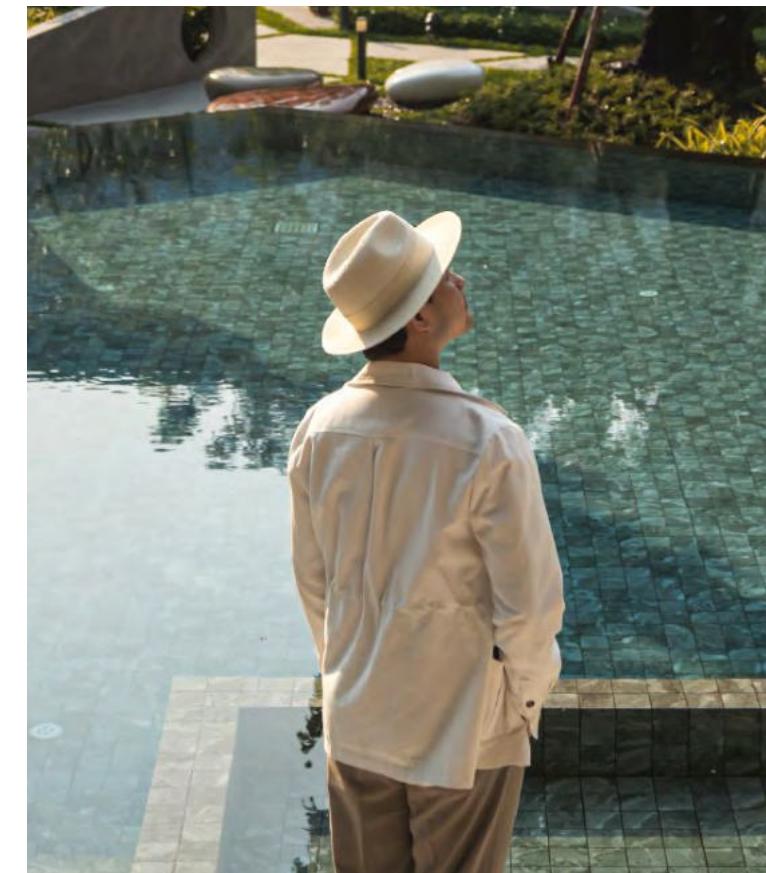
Stakeholders of the Company can be individuals, groups of individuals, or organizations within the Company's value chain, which may have significant impacts on the Company's operations, products, services, and related activities. The process of identifying the Company's stakeholder groups considers and prioritizes them based on the nature of their involvement, whether direct or indirect, in the Company's activities, as well as their influence or dependency on the Company. This prioritization helps inform the Company's business strategies and decision-making processes.

The Company has established guidelines for managing stakeholders to plan and develop positive relationships between the Company and its stakeholders. This is achieved through the following processes and steps:

- 1. Identification and prioritization of stakeholders:** This involves identifying and prioritizing stakeholders based on their level of influence on the Company's operations and their level of dependency impacting the Company's operations. This includes considering economic, governance, social, and environmental factors, both internal and external to the company.
- 2. Analysis of stakeholder issues:** This involves analyzing the concerns of stakeholders by different levels of engagement based on their prioritization. This includes feedback and addressing concerns through various communication channels such as annual reports, press releases, phone calls, emails, letters, websites, social media platforms, discussions, exchanges, and surveys. This enables the Company to accurately and comprehensively access the needs and concerns of stakeholders to develop management plans accordingly.
- 3. Management and participation:** This involves closely and consistently reviewing activities and channels of engagement with stakeholders. This includes from development planning to implementation and communication, with a deep understanding and regular interaction with stakeholders. Operations should be responsive, addressing and resolving issues promptly or creating new pathways for mutually acceptable resolutions. Additionally, there should have channels for receiving feedback, concerns, and complaints from all stakeholder groups.
- 4. Review and development:** This involves tracking and evaluating the progress of operations and reporting on stakeholder participation to the sustainable development committee. This includes examining key issues consistently each year to enable the company to address problems directly and understand the accuracy and up to date.
- 5. Communication and reporting:** This involves providing accurate and comprehensive information through channels accessible to stakeholders, such as websites, social media, and the Company's annual sustainability reports.



Stakeholder Policies and Guidelines





The Company has categorized stakeholders into 8 significant groups as follows:



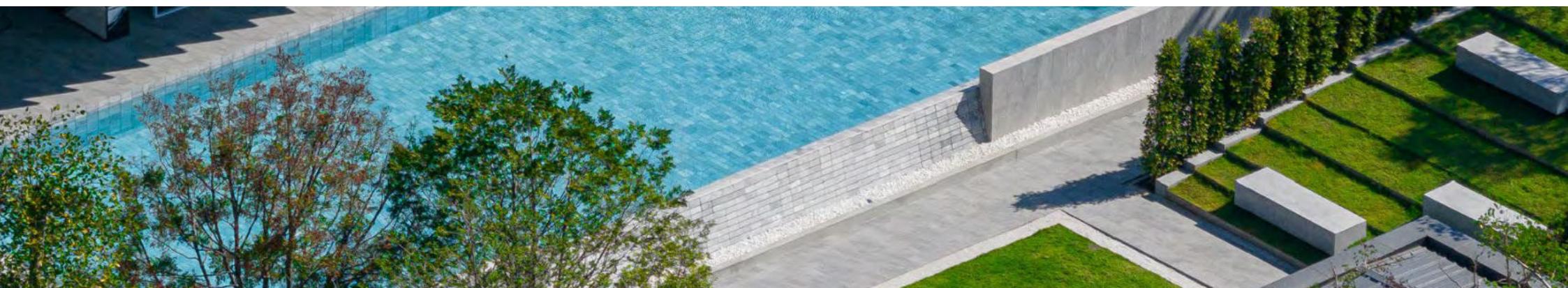
The Company has identified stakeholders both internally and externally within the business value chain and has created channels for collaboration with stakeholders in various groups. This is done with awareness of their interests, perspectives, and concerns on various issues. These insights are utilized as guidelines for developing operations and meeting the expectations of all stakeholders appropriately and consistently.

Stakeholders	Expectations of Stakeholders	Communication and Channels (GRI 2-16, GRI 2-29)	Practices and Responses to the Stakeholders (GRI 2-29)
Employees & Executives 	<ul style="list-style-type: none"> Welfare and compensation. Knowledge development. Career stability. Equity and Opportunity for Advancement. Good working environment and safety. Executive and employee's personal information management. 	<ul style="list-style-type: none"> Website : www.noblehome.com Email : hr@noblehome.com Email : cg@noblehome.com Intranet System Official Line : HR Noble Townhall Meeting Employee Engagement Survey Suggestion Box 	<ul style="list-style-type: none"> Implementation of Noble Caring Flexi Benefits for employees in 2023. Conducting training courses for employees at all levels, both in-house and public training. Carrying out annual position adjustments for employees. Hiring professional occupational safety officers (OSHO) to plan and find ways to prevent and elevate safety and health standards for employees. This includes installing protective equipment or mitigating measures in case of emergencies, fire evacuation drills, and various safety training sessions. No violations of Personal Data Protection Act (PDPA) of employees/management. Employee engagement survey results for 2022-2023 showed a commitment rate of 76%. Organizing management and employee meetings (Townhall).

Stakeholders	Expectations of Stakeholders	Communication and Channels (GRI 2-16, GRI 2-29)	Practices and Responses to the Stakeholders (GRI 2-29)
Customers 	<ul style="list-style-type: none"> Quality products and services. Communication Product Information and the correct service. Attentive and fast after-sales service. Communication channels that are convenient, diverse, and respond to the needs of customers completely and quickly. Follow-up and customer satisfaction surveys. Customer's personal information management. 	<ul style="list-style-type: none"> Tel : (66) 2251-9955 Website : www.noblehome.com Email : info@noblehome.com Email : cg@noblehome.com Email : CEO@noblehome.com Facebook : https://www.facebook.com/NobleDevelopment Line Application @Nobledev Marketing/customer activities Public relations Customer satisfaction surveys Communication through various public relations channels such as quarterly or annual press releases. 	<ul style="list-style-type: none"> The development of Noble ID with the provision of all 7 services to customers. Organizing a press release for quarterly performance results. Conducting Noble ID Workshops, which are CRM activities focusing on providing short-term courses to enhance learning and develop the competencies of participants comprehensively. Compiling the results of the annual customer satisfaction survey and utilizing the results for quality improvement and service enhancement. No violation of customers' personal data under the Personal Data Protection Act (PDPA).
Community & Society 	<ul style="list-style-type: none"> Environmental operations in accordance with various laws/regulations. Responsibility to community, society and environment. Prevention of construction impacts such as noise pollution and dust. Various complaints be fixed quickly. 	<ul style="list-style-type: none"> Tel : (66) 2251-9955 Website : www.noblehome.com Email : cg@noblehome.com Email : CEO@noblehome.com Line Application@Nobledev Community Relations Activities Conducting surveys to gather feedback from the community. Collaborative meetings with the community <small>GRI 2-28</small> 	<ul style="list-style-type: none"> Conducting surveys to gather community feedback on the impacts received from construction, including measures taken to mitigate or address environmental impacts in compliance with relevant laws or regulations, such as those related to Environmental Impact Assessment (EIA). Collaborating with the Phaya Thai District Office and the Export-Import Bank of Thailand (EXIM) to organize the Christmas Festive Campaign: We Love Ari SHAR(E)ITY EVENT, aimed at promoting and supporting Ari community awareness of waste management importance. Supporting scholarships for students in grades 1-6 who have demonstrated academic excellence for the academic year 2023 at Suan Bua School. Participating in the SUPER 10 Brilliant Youngster program and SUPER 100 Super Brilliant program by allocating funds from art auction to the Equitable Education Fund (EEF). Supporting the Noble Play area to provide opportunities for students to showcase their theses, and sponsoring thesis exhibitions for students without any charges.

Stakeholders	Expectations of Stakeholders	Communication and Channels (GRI 2-16, GRI 2-29)	Practices and Responses to the Stakeholders (GRI 2-29)
Government Agencies 	<ul style="list-style-type: none"> Operations in accordance with the law, requirements and regulations as specified by the government. Social Responsibility and environment. 	<ul style="list-style-type: none"> Tel : (66) 2251-9955 Website : www.noblehome.com Email : cg@noblehome.com Email : CEO@noblehome.com Line Application @Nobledev Communicating through various public channels such as quarterly press releases or annual press conference 	<ul style="list-style-type: none"> Conducting surveys to gather community feedback on the impacts received from construction, including measures taken to mitigate or address environmental impacts in compliance with relevant laws or regulations, such as those related to Environmental Impact Assessment (EIA). Organizing the Annual Press Conference for the 2023 Business Plan. Conducting Press Release for quarterly business performance.
Investors & Shareholders 	<ul style="list-style-type: none"> Good Rewards. Business is stable sustainable growth. Good Corporate Governance. Conducting business with transparency and accountability. Investors and shareholder's personal information management. 	<ul style="list-style-type: none"> Annual General Shareholders' Meeting For 56-1 One Report of the Company Tel : (66) 2251-9955 Website : www.noblehome.com Email : cg@noblehome.com Email : CEO@noblehome.com Email : ir@noblehome.com Email : corporate.s@noblehome.com Opportunity Day activity www.set.or.th 	<ul style="list-style-type: none"> Pay dividends for the 2023 fiscal year at the rate of 0.3999 baht per share. No reports of complaints regarding breaches of organizational ethics, business integrity, and corporate corruption. Holding the Annual Shareholders' Meeting 2023. Organizing Opportunity Day quarterly. Conducting Roadshow activities within the country. Arrange Analyst Meeting quarterly. Organizing the Annual Press Conference for the 2023 Business Plan. Conducting Press Release for quarterly business performance. No violation of Personal Data Protection Act (PDPA) of investors/shareholders.
Suppliers & Contractors 	<ul style="list-style-type: none"> Fair procurement and fair treatment. Cooperation in business development. Hygiene and safety at work. Respect for human rights. 	<ul style="list-style-type: none"> Tel : (66) 2251-9955 Website : www.noblehome.com Email : cg@noblehome.com Email : CEO@noblehome.com Line Application @Nobledev Visiting business partners' companies. Self-assessment and inspection of business partners' operational areas. 	<ul style="list-style-type: none"> Developing a supplier selection policy based on ethical principles. Informing business partners of business ethics and ensuring acknowledgment, with disclosures made on the company's website. Training subcontractors on waste management at Nue Evo Ari. Conducting risk assessments of business partners with ESG (Environmental, Social and Governance). Establishing payment terms with business partners.

Stakeholders	Expectations of Stakeholders	Communication and Channels (GRI 2-16, GRI 2-29)	Practices and Responses to the Stakeholders (GRI 2-29)
Creditors 	<ul style="list-style-type: none"> Repayment of debts on time. Strictly comply with various conditions. 	<ul style="list-style-type: none"> Tel : (66) 2251-9955 Website : www.noblehome.com Email : cg@noblehome.com Email : CEO@noblehome.com Line Application @Nobledev Communicating through various public channels such as quarterly press releases or annual press conference 	<ul style="list-style-type: none"> Establishing payment terms with business partners. The debt-to-equity ratio, which represents the net interest-bearing debt relative to shareholders' equity, at the end of 2023 is 2.05 times. Additionally, the financial leverage ratio remains within the specified limit of not exceeding 2.50 times in cases of issuing debt securities (loans and debentures). Organizing Opportunity Day quarterly. Organizing Analyst Meeting quarterly. Organizing the Annual Press Conference for the 2023 Business Plan. Conducting Press Release for quarterly business performance.
Competitors 	<ul style="list-style-type: none"> Network collaboration in accordance with government guidelines. Meeting with industry-related organizations. Sustainable value creation and economic diversification. 	<ul style="list-style-type: none"> Tel : (66) 2251-9955 Website : www.noblehome.com Email : cg@noblehome.com Line Application @Nobledev Communicating through various public channels such as quarterly press releases or annual press conference 	<ul style="list-style-type: none"> Organizing the Annual Press Conference for the 2023 Business Plan. Conducting Press Release for quarterly business performance. Organizing Opportunity Day quarterly. Participating "CECI Action for Sustainable Future" to support economic cooperation in the Circular Economy in Construction Industry (CECI).





Economic & Governance



Sustainable Development Growth	28
Code of Conduct	39
Risk Management	45
Customer Relationship Management	48
Supply Chain Management	51

Sustainable Development Growth



Economic & Governance Performance

GRI 3-3, GRI 201-1

Direct Economic Value Generated

THB **9,978** million

Economic Value Distributed

THB **8,174** million

- Operating Cost THB 6,769 million
- Wages and Employee Welfare THB 533 million GRI 201-3
- Dividend Payment THB 385 million
- Payments to the Government^{/1} THB 486 million
- Community Investment THB 0.7 million

Economic Value Retained

THB **1,804** million

Directors, Executives and Employees were trained and tested of the Code of Conduct and Anti-Corruption Policy

100%

Corporate Governance Report of Thai Listed Companies (CGR) at

“Excellent” (5-Star Rating)

Renewal of a membership with the Thai Private Sector Collective Action Against Corruption (CAC)

First-time

Complaint of the Code of Conduct and Anti-Corruption

0 case

Average Customer Satisfaction

92.1%

Remarks ^{/1} Payments to the government consist of corporate tax, specific business tax and transfer fees.

Economic Policy & Guidelines

The Company has established the policy and guidelines to ensure economic sustainability as follows:

1. Conduct the business focusing on the principles of good corporate governance, and relevant laws and rules to create transparency, reliability, and fairness to all stakeholders.
2. Focus on innovations to surprise our clients with unexpected design and uniqueness with the highest quality that bring them a sense of pride in being a member of noble community.
3. Place importance on effective management of value chain, we deal with our partners with fairness and openness focusing on fair and transparent treatment of business partners.
4. Apply economic risk management and economic crisis management in all business processes to minimize the loss of failure in achieving the company's goals and increase opportunities to support business growth and change.

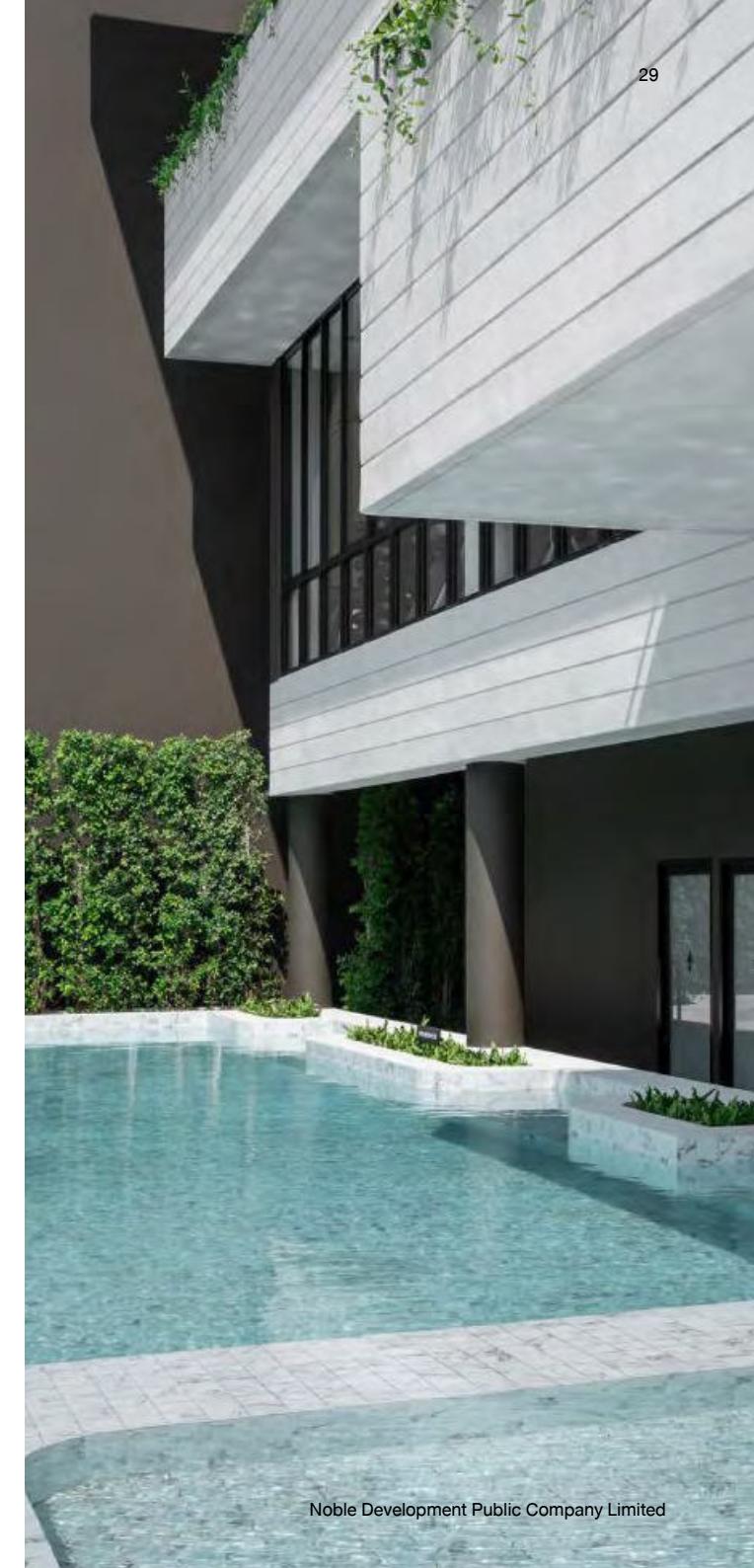
Innovation and Technology for Sustainability

GRI 3-3, GRI 203-1, GRI 203-2

The Company has a policy to be a pioneer and leader in residential in terms of design and creativity to become a product innovation leader in the residential sector, including in providing services in order to offer high-quality, unique products and services while creating value coupled with social and environmental responsibility to drive sustainable growth.

Innovation and Technology for Residential

The Company recognizes the importance of external impacts on the business by emphasizing the importance of management to reduce greenhouse gas problems, both directly and indirectly, through the design of residential projects under the "Dare to Be Different, Build a Better Tomorrow" concept, which means considering environmental impacts in the ideas and creativity in order to design living spaces from architectural concepts that adopt appropriate technologies, and designs that are in line with nature to help utilize benefits from nature. From the concept to initiate and introduce value-added innovations that can perfectly meet customers' lifestyles and needs and integrate environmental conservation, the Company is able to conduct its business in tandem with social and environmental responsibility to grow sustainably, as well as to enhance the Company's income growth and reduce costs from creating modern innovations.



The Company is committed to developing “NOBLE ARCHITECH” (Innovation & Smart Home Concept) residential under the following concepts:



Contemporary

The contemporary architectural design matches the lifestyle of today's people who are entering an era where technology plays an increasingly important role in their lives.



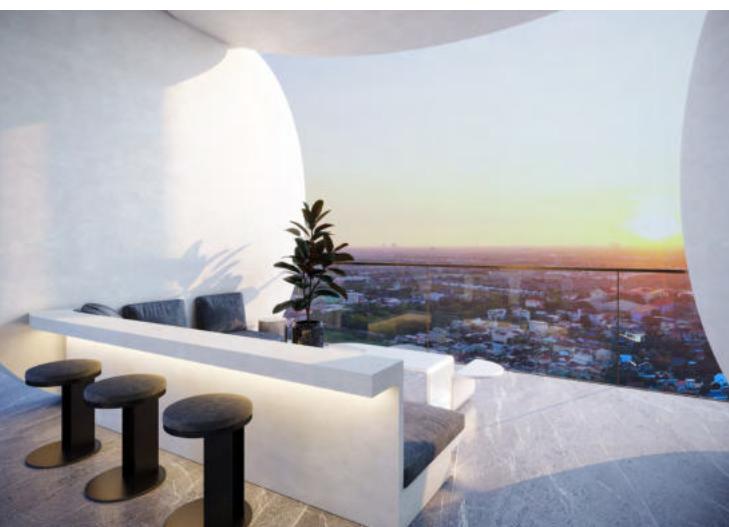
Simple

Cutting down on unnecessary details to make life simpler and full.

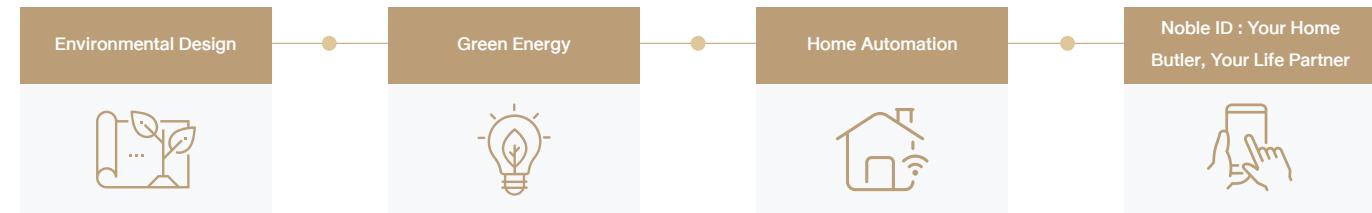


Adopt to Change for Future Living

The ability to develop and capitalize for future lifestyles endlessly.



NOBLE ARCHITECH (Innovation & Smart Home Concept)



Environmental Design

The design considers internal and external factors that affect the environment. The principles of consideration are as follows:

Building Design Concepts

The L-shaped layout of the buildings allows for good airflows past the buildings, and the L-shaped room layout that is open in all directions gives all rooms a good view. Buildings are aligned along the east-west direction, allowing them to receive a lot of natural wind and reducing the use of air conditioners or the use of energy for air conditioning.



Example of Ground Floor Plan
of Nue Noble Centre Bangna Project



Example of Ground Floor Plan
of Noble Ambience Sukhumvit 42 Project

Open Space and Green Space Concepts

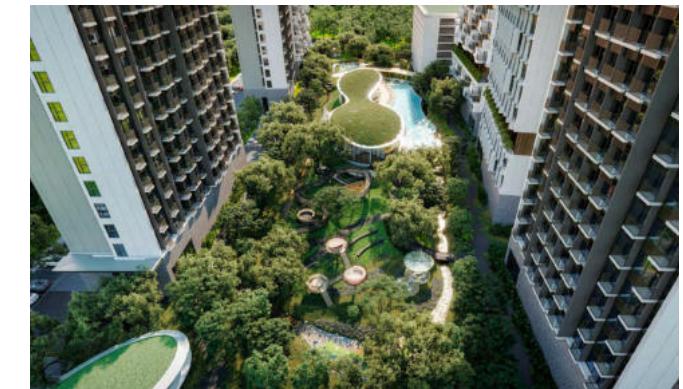
The design provides a large green space in front of the projects and around the buildings, as well as green spaces on the buildings and rooftops, providing both shrubs and perennials to increase shade and help absorb CO₂ for the residents of the projects as well as people in the surrounding areas and to create attractive sceneries for commuters in front of the projects.



Example of Green Space
of Nue Noble Fai Chai – Wang Lang Project



Example of Green Space of Noble Form Thonglor Project



Example of Green Space of Noble Create Project

Nature Utilization Concepts

The design of the buildings is in harmony with nature under the Passive Design concept, which creates a comfortable environment with buildings placed in a north-south direction to receive wind and sunlight, allowing the wind to reach all residential units. In addition, the rooftops are designed to have a swimming pool, a garden, and trees for shade to reduce the heat impact on the buildings from the roof. This helps reduce the use of air conditioners inside residential units and buildings. In addition, the buildings are designed to have gabled roofs with attic spaces for a passive ventilation system that uses natural wind without using electricity to cool the attics to reduce accumulated heat from entering the houses.



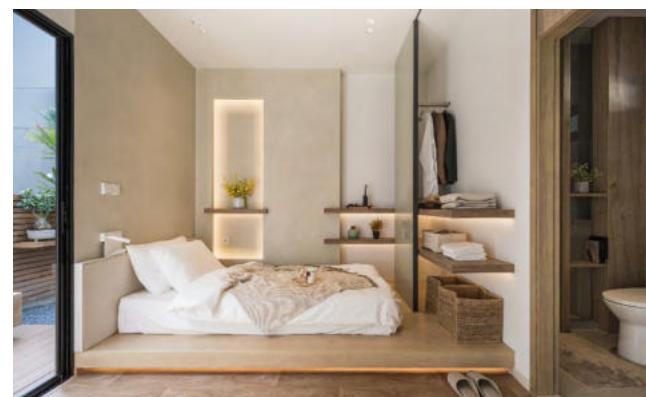
Example of a Passive Ventilation System, which Cools
the Attics with Natural Wind at the Noble Gable Watcharapol Project

Universal Design Concept

Houses are designed according to the Universal Design Principles or environmental design for all groups of people, e.g., people in general, the elderly or people with disabilities, so that all residents can access amenities easily and to create equality in using the common areas, i.e., the pool area is designed to have ramps for disabled and elderly people who use wheelchairs, floors are to be designed to be absorption floors, and bathing chairs are included for the elderly, etc.



Example of the Ramp Design for Disabled and Elderly People Who Use Wheelchairs in Common Areas of Noble Gable Watcharapol Project



Example of the Absorption Floor and Bathing Chairs for the Elderly of Noble Gable Watcharapol Project

Nue Riverest Ratburana Project



Nue Riverest Ratburana Project has a design concept inspired by 'mountains', a representation of nature's strength and the symbol of rivers' origin, which are transformed into eight buildings in a cascading arrangement from low to high, alternating on two sides, instead of building four thick walls that block vision, sunlight, and air flow. This helps air to circulate within the buildings well. Additionally, the open space around the buildings uses the concept of 'The Origin of the River', which is a division of zones for green spaces and activities according to how rivers originate in nature, starting from the mountain zone from the front of the project that features a parking building that camouflages itself with vines like a green mountain. Upon entering the residential area, the green spaces will be transformed into a peaceful forest zone, with a focus on relaxing activities, including Forest Cocoon, Passive Park, Pet Park, and Playscape, so that the shade will help absorb carbon dioxide (CO₂) for residents who can feel the breath of nature through the green spaces along the project's waterfront.

Green Energy

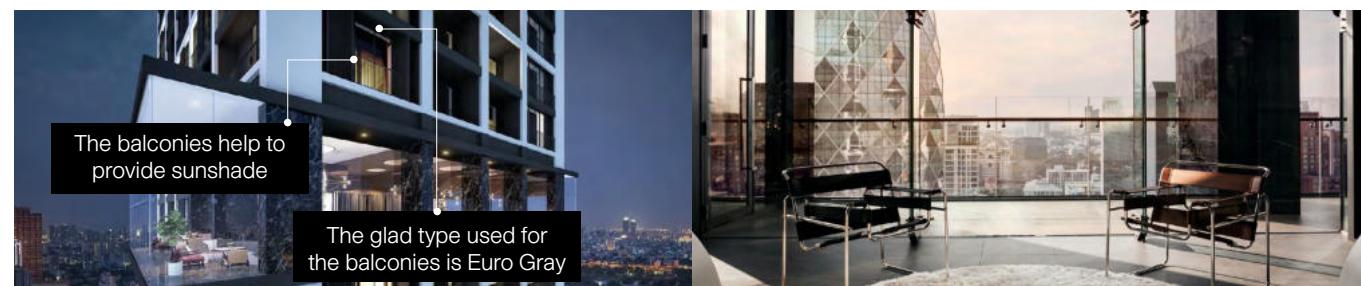
The design concept uses natural resources efficiently, in a worthwhile manner and with environmental and social responsibility, as well as adopts appropriate technology to help buildings take advantage of the natural environment. The design criteria are as follows:

- Designs for using energy and green space efficiently.
- Selection of energy-efficient building materials.
- Use of a modular system in the design minimizes material waste.
- Control of pollution emitted by the buildings after use.
- Efficient management of potable water, wastewater, drainage, and flood prevention.
- Preservation of the area's ecosystem.
- Designs focusing on providing residents with comfortable conditions from outdoor green spaces.

Noble Around Ari Project

Noble Around Ari Project has selected the Euro Gray-type glass material for the balconies of the residential units. The reflectance value of the glass used is 6%, which does not exceed the 30% according to the standard in Thailand. In addition, the color of the glass makes the building look more modern while also helping to effectively reduce the impact of reflectivity that may affect neighboring communities.

In addition to considering the reduction of impacts on neighboring communities, the use of Euro Gray glass can help reduce heat values and reduce infrared rays that pass through the residential units due to the gray tone of the glass type and the building design that include balconies, which help to provide shade and reduce heat more efficiently than when using ordinary clear glass, resulting in maximum benefits for the residents.



Example of the Euro Gray-Type Balcony Glass Material of Noble Around Ari Project



Home Automation

The design concept is in line with the age where technology plays an increasingly important role in life and creates convenience and safety for residents by introducing new innovations in projects such as the following:



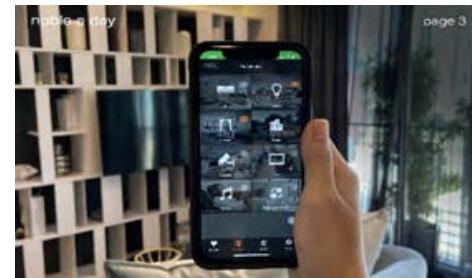
5 ACCESS CONTROL

The touchless system avoids physical contact.



EV CHARGER

EV Charging Station



HOME AUTOMATION

The smart system controls the lights and air conditioning through smartphones.



HDL iTouch Series Panel

The smart light switch allows convenient control and dimming of LED lights.



SMART LOCKER

Unlock your personal mailbox 24 hours a day



BLUETOOTH SMART ACCESS

Access facilitation system



DISABLED LIFT

Elevator for the convenience of disabled and elderly people



AUTOMATIC CAR PARKING SYSTEM

Noble ID : Your Home Butler, Your Life Partner

A Total of

7 Services

for a Total of

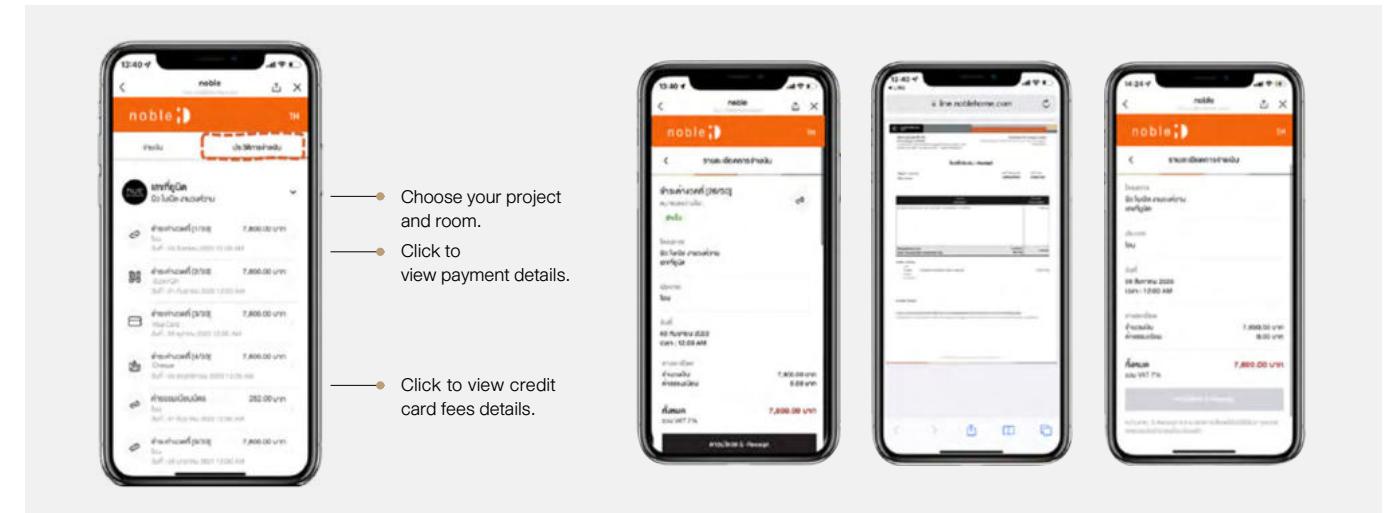
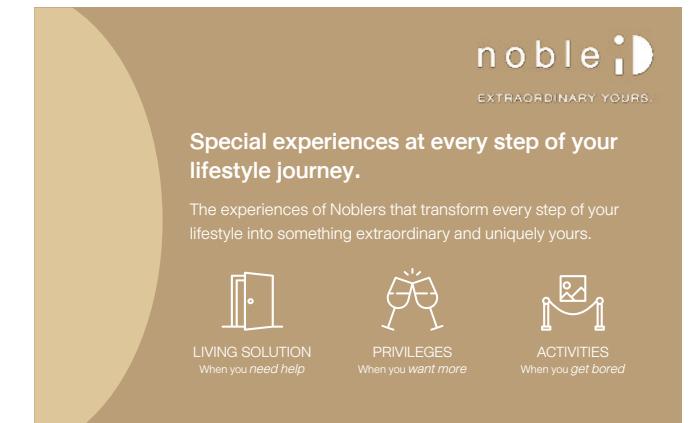
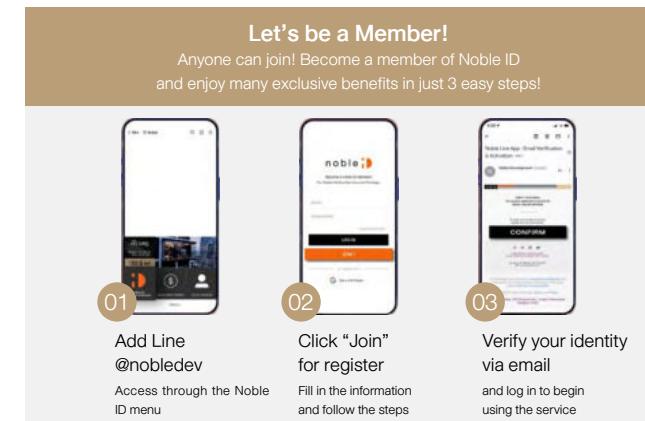
54 Noble Projects

The Company offers comprehensive services, covering everything from pre-living to move-in, repair requests, aftersales services, and investor services such as resale and rental management. It's like having a personal home assistant. The Contact Center manages these services to assist residents with scheduling or rescheduling services. It includes the monitoring of standards and services in the manner of a personal assistant, to ensure that residents live in the project areas with the utmost safety and peace of mind.

Additionally, customers can make installment payments through Noble ID for greater convenience and speed. They can also easily check payment schedules, view payment history, and download receipts instantly. Aftersales services are available to facilitate contact with Noble Care staffs for consultations on renovations, repairs, and property inspections. Moreover, there are services for resale and rental management, interior design, and furniture packages.

Furthermore, the Company recognizes the diverse lifestyles of residents and has a policy to expand its partner base to enhance services and provide additional privileges. This aims to meet the needs of customers comprehensively within the "Noble ID" platform, serving as a central hub to coordinate services that cater to all aspects of living.

"Noble ID" has been developed based on an analysis of customers' interests, preferences, and lifestyles, as well as various recommendations from residents seeking enhanced convenience and benefits in their living experience. This includes the creation of activities among customers to develop a pleasant community and a strong relationship between the Company and the customers. Customers can easily access the CRM Platform through the "Noble ID" mini-application available via the Line Official Account: @nobledev.



Innovation Awards

“Asia Pacific Property Awards 2022-2023 in Residential High-Rise Development”

Noble Form Thonglor Project

The green spaces within the project cover over

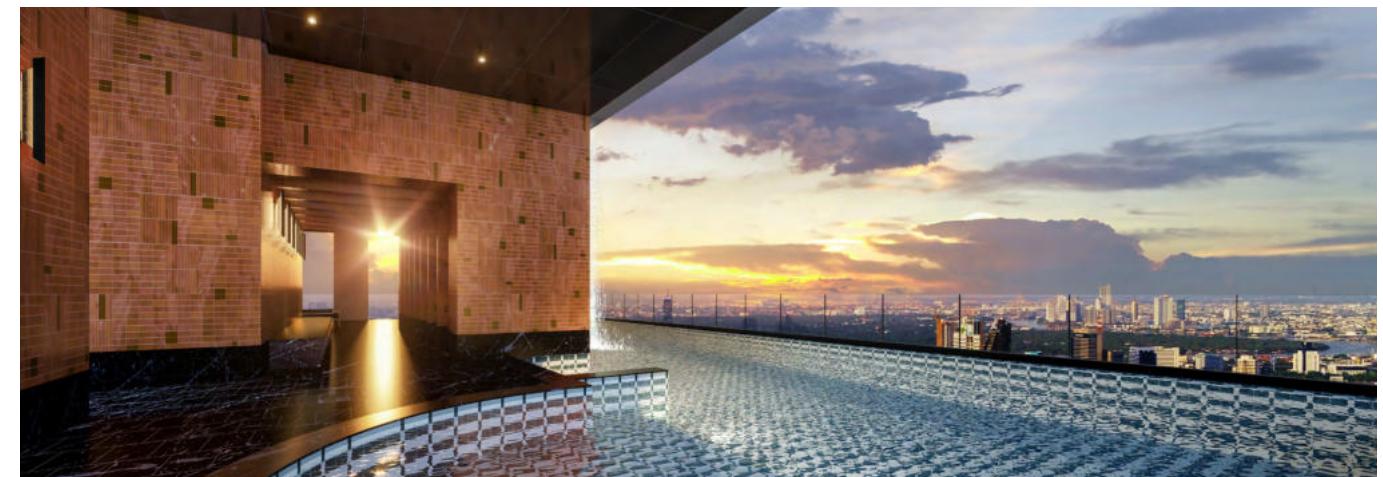
2,100 sqm.

Contribute to a reduction of up to

11,548.68 grams of carbon monoxide per day.

The Company has been awarded the Asia Pacific Property Awards 2022-2023 in Residential High-Rise Development for the Noble Form Thonglor project. The project has innovatively applied technology to enhance convenience and meet the needs of residents. The “Me Pass Concept” system has been implemented, utilizing Bluetooth Smart Access technology for entry and exit from the project, extending from gate barriers to automated parking. This system is compatible with both IOS and Android platforms. Additionally, facial recognition technology has been utilized to reduce contact at lift entrances. Moreover, Smart Control systems have been installed in every room to manage electrical appliances such as televisions, air conditioners, and lighting, enhancing convenience for residents while also contributing to energy savings and improved security.

Furthermore, the project also considers environmental impacts. It has been designed to maximize natural light penetration, with the installation of smart switches to control or dim LED lights for energy efficiency. Water-saving fixtures are utilized, and waste separation bins are provided on each floor. Additionally, an automated parking system has been implemented to reduce carbon dioxide and noise pollution. Moreover, the green spaces within the project cover over 2,100 sqm. contribute to a reduction of up to 11,548.68 grams of carbon monoxide per day.

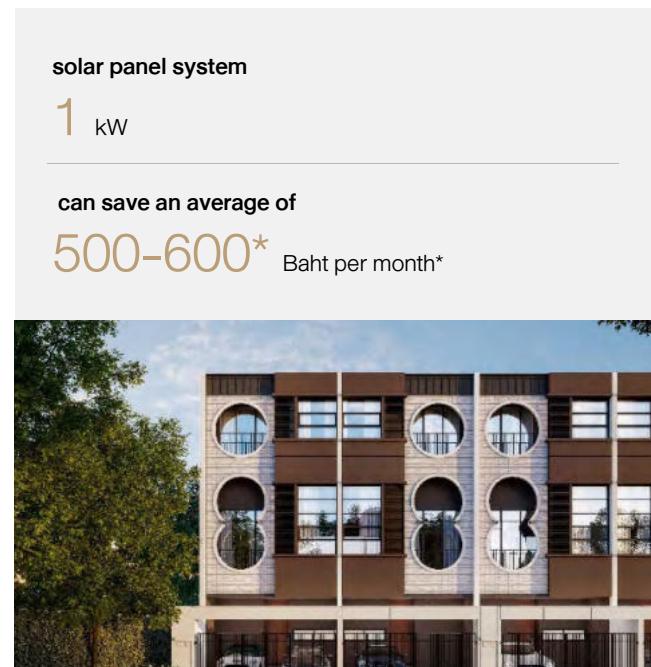


“Residential Energy Efficiency Design (REED) Awards 2023”

The Company has been honored with the “Residential Energy Efficiency Design (REED) Awards 2023” for its commitment to promoting energy efficiency standards in residential properties. This recognition from the Department of Alternative Energy Development and Efficiency (DEDE) underscores the company’s dedication to developing residential projects that prioritize energy efficiency standards and environmentally friendly technologies, contributing to sustainable business growth. Award-winning projects include:

1. Nue Verse Krungthep Kreetha Project, ASTRO Type
2. Noble TERRA Rama 9 - Ekamai Project, RADIX/POLLINS/CORTEX/FORIUM Type
3. Noble Curve Ekamai-Ramindra Project, OCTA/SPHERE Type
4. Nue Connex Don Mueang Project, TANGO/OSCAR Type
5. Noble Norse Krungthep kreetha Project, TLUFT/VIN/SOL Type
6. Noble Gable Watcharapol, AINO/GEMI Type

Noble Curve Ekamai-Ramindra Project



The Noble Curve Ekamai-Ramindra project is an ‘Urban Home’ that draws inspiration from Mid-Century Modern architecture. Its distinctive design features geometric shapes, creating spaces with ample natural light and circular forms. It demonstrated Functional Design principles, prioritizing residents’ usage needs and providing easy customization through the ‘LIVE.WORK.PLAY’ concept. This concept allows residents to live, work, and enjoy their lifestyle according to their preferences, catering to every generation and seamlessly integrating personal life and work. Additionally, the project is designed to harmonize with the environment, ensuring comfort by aligning with wind directions, sunlight, and reducing heat penetration into the house. It incorporates green spaces and trees within the project to create a pleasant environment for residents. Furthermore, the installation of elevators enhances convenience, especially for elderly residents.

In addition, the project utilizes environmentally friendly and standard-compliant equipment. For example, it incorporates air conditioning units labeled with energy-saving 5 labels and water-saving fixtures. Furthermore, it integrates innovative energy management systems such as Smart Home Automation and Fresh Air systems to conserve energy, ensure fresh air, and enhance safety. Renewable energy sources are increasingly used in the design, such as roof structures designed to accommodate solar panels and electric vehicle (EV) charging stations for future residents. These initiatives not only reduce residents’ expenses (a 1 kW solar panel system can save an average of 500-600 Baht per month*) but also contribute to reducing carbon dioxide emissions, aiding in mitigating global warming (a 1 kW solar panel system is equivalent to planting approximately 101 trees, reducing carbon dioxide emissions by up to 901.3 kilograms of carbon dioxide*, and electric vehicles (BEVs) have zero carbon dioxide emissions*).

*Source: Power Development Fund, Office of the Energy Regulatory Commission, and Energy Policy and Planning Office.



Innovation Promotion within the Organization

Design Thinking Course

The Company gives importance to employee satisfaction and employee engagement, which are important factors that enable employees to work happily with the organization. More importantly, the more satisfied Company personnel are with the organization, the higher the chances of them being energized and motivated to work effectively. This will also affect the achievement of the organization's goals. The Company has conducted the "Noble Caring Survey", an employee satisfaction and engagement survey process, and analyzed and obtained problems to improve employees' quality of life and work.

The Company has incorporated the principles and concepts of Design Thinking as a tool for designing and addressing various challenges. These insights stem from employee satisfaction and engagement surveys, as well as workshops where employees contribute ideas for development and improvement. Senior management actively participates in listening to and providing recommendations. They also pledge support for necessary resources to ensure sustainable solutions to various issues. Examples of projects utilizing Design Thinking for designing and addressing challenges with tangible results or implementation in 2023 include:

1. **“Noble” Workplace Wellness Project** was designed using Design Thinking principles to promote physical and mental health. It aimed to address the needs of employees of all ages and genders. The outcome was the “Noble Caring Flexi Benefits” policy, which better caters to employee health needs. Additionally, the annual Well-being Day was introduced, allowing employees to focus on their physical and mental well-being, as well as their families. This day also encompasses social and environmental care. Well-being Day now more effectively meets the diverse needs of employees within the organization.
2. **The Documents Approval System Project** is aimed to re-design and improve the document approval system to enhance speed and efficiency. Utilizing Design Thinking principles, the focus was on optimizing workflow through an online document approval system (e-memo), replacing paper-based documents entirely. This allowed for faster approval processes and enabled tracking of document statuses and approval stages. As a result, the company was able to reduce costs associated with document approval, including paper, printing ink, and even the workload for staff involved in document handling and distribution.
3. **IT support system for employees Project** aims to provide efficient and accessible IT support for employees by incorporating Design Thinking principles. It includes the implementation of various communication channels such as Line@ “Nobleitsupport,” web-based IT-helpdesk, and email IT-helpdesk. These channels enable employees to report issues and receive timely resolutions. Additionally, they allow tracking of repair statuses and serve as platforms for sharing IT knowledge among employees.

Furthermore, there are other ongoing projects in the development phase aimed at improving overall work efficiency to address the company's focus on employee satisfaction and engagement moving forward.

```

graph TD
    A((Icon: wrench and screwdriver)) --> B((Icon: map and magnifying glass))
    B --> C((Icon: book))
    C --> D((Icon: gear))
    D --> E((Icon: gear))
    E --> F((Icon: gear))
    F --> G((Icon: gear))
    G --> H((Icon: gear))
    H --> I((Icon: gear))
    I --> J((Icon: gear))
    J --> K((Icon: gear))
    K --> L((Icon: gear))
    L --> M((Icon: gear))
    M --> N((Icon: gear))
    N --> O((Icon: gear))
    O --> P((Icon: gear))
    P --> Q((Icon: gear))
    Q --> R((Icon: gear))
    R --> S((Icon: gear))
    S --> T((Icon: gear))
    T --> U((Icon: gear))
    U --> V((Icon: gear))
    V --> W((Icon: gear))
    W --> X((Icon: gear))
    X --> Y((Icon: gear))
    Y --> Z((Icon: gear))
    Z --> A
  
```

บริการเข้ารับปัญหาด้านเทคโนโลยีสารสนเทศ

- LINE ID: nobilehome-support
- โทรศัพท์: 02-999-9999 ต่อ 2000
- email: it-support@nobilehome.com
- <https://it-helpdesk.nobilehome.com>

ติดตามสถานะ: แจ้งซ่อม

- LINE
- <https://it-helpdesk.nobilehome.com>
- email: it-helpdesk@nobilehome.com

**ความรู้เบื้องต้น
ด้านเทคโนโลยีสารสนเทศ**

- ศูนย์ศึกษาเพื่อพัฒนา IT ทั่วโลก
- ศูนย์ศึกษาเพื่อพัฒนา IT ทั่วโลก
- ฝึกอบรม แนะนำ แก้ไข

ประเมินความพึงพอใจในการให้บริการ

- ให้คะแนนความพึงพอใจในการให้บริการทั้งปัญหาร้านค้าในเว็บไซต์

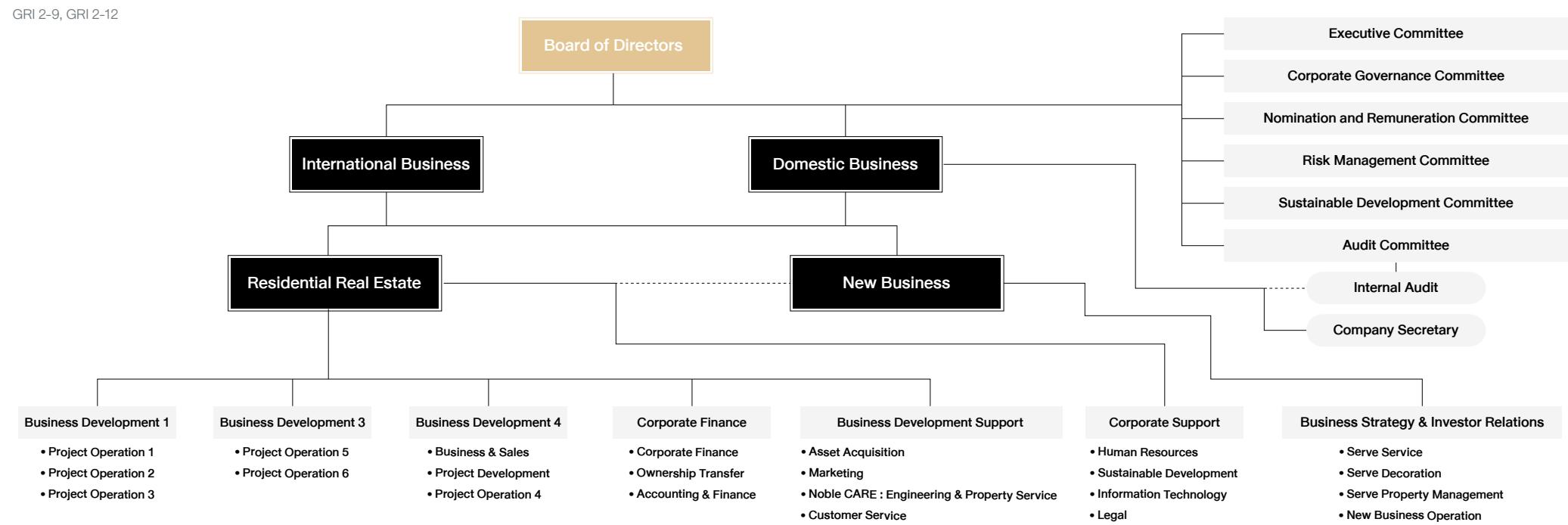
Code of Conduct

Corporate Governance Structure

The Company has established a governance structure by appointing a Board of Directors composed of individuals with leadership qualities, knowledge, abilities, and extensive business experience. Each director is aware of the responsibilities entrusted to them by the shareholders to represent and establish policies, vision, mission, strategies, objectives, business plans, and budgets of the company. They oversee the management to ensure efficient and effective operations within the framework of relevant laws, regulations, company objectives, and shareholder resolutions. Additionally, the sub-committees have been formed to assist in monitoring and overseeing the Company's operations, reporting regularly to the Board of Directors.

Organizational Structure

GRI 2-9, GRI 2-12



For additional details on roles and responsibilities, meeting attendance, compensation, board and executive recruitment, and self-assessment of the Board of Directors, sub-committees, management, and executives, please refer to the Corporate Governance Policy and Corporate Governance Structure sections in One Report 2023.

Components of the Company's Board of Directors

As of December 31, 2023, the Company had a total of 10 Board members, comprising:

Non-executive directors: 6 members, accounting for 60% of the total board members.

Independent directors: 5 members, accounting for 50% of the total board members.

Executive directors: 4 members, accounting for 40% of the total board members.

Female directors: 1 member, accounting for 10% of the total board members.

Furthermore, the Company has established a diversity policy within the board structure (Board Diversity), comprising board members with diverse qualifications, experiences, knowledge, skills, and expertise. This is assessed using a Board Skill Matrix to align with the Company's business strategies, without limiting based on gender, race, religion, while promoting inclusivity and independence from management influence.

Board Skill Matrix

Board of Directors	Board Skill Matrix									
	Real Estate Development	Law	Strategic Planning	Accounting & Finance	Marketing & PR	Risk Management	HR & Organization Development	Corporate Governance	International Business	Innovation Management
1. Ms. Punnee Chaiyakul	●	●	●	●	●	●	●	●	●	●
2. Mr. Thongchai Busrapan	●	●	●	●	●	●	●	●	●	●
3. Mr. Frank Fung Kuen Leung	●	●	●			●	●	●	●	●
4. Mr. Shuo Ting Wu	●	●	●	●				●	●	●
5. Mr. William Wayne Lau	●	●	●					●		
6. Assoc.Prof. Natchanont Komutputipong, Ph.D.	●	●	●	●	●	●	●	●		
7. Torboon Puangmaha, Ph.D.	●	●	●	●	●	●	●	●	●	●
8. Mr. Voraphot Chanyakomol	●	●	●	●	●	●	●	●	●	
9. Mr. Sira Udol	●	●	●	●	●	●	●	●	●	
10. Mr. Arttavit Chalermsaphayahorn	●	●	●	●	●	●	●	●	●	●
Total	10	1	10	5	5	4	7	10	4	1

Code of Conduct

GRI 2-12, GRI 414-1

The Company adheres to the management system principles that are efficient, transparent, honest, accurate and fair, which will be the foundation for sustainable growth. For this reason, the Company recognizes the importance of the Code of Conduct, which is an important tool to strengthen transparency in operations and build confidence among investors or all related parties to lead to sustainable management growth. Therefore, the Company has established the Code of Conduct as a guideline for setting operational standards by considering transparency, honesty, accuracy and fairness, as well as responsibility to corporate governance, society and the environment.

The Company has required the Corporate Governance Committee to review the Code of Conduct and report the results of such review at the Board of Directors' meeting annually, as well as prepare a Code of Conduct Manual in both Thai and English for dissemination to the directors, executives, employees, and stakeholders so that they can access the information on the Company's website at www.noblehome.com.



 [Corporate Governance Policy](#)



 [Code of Conduct](#)



In addition, the Company attaches importance to supervising operations to ensure compliance with relevant laws, rules, requirements, and procedures related to its business operations, which is an important mechanism that helps all processes and work steps of the Company to be accurate and thorough and encourage the Company to operate its business smoothly and sustainably. Therefore, the Company has appointed a Compliance Unit to oversee operations. The unit is responsible for supervising work covering four main areas as follows:

1. To supervise legal affairs related to business operations.
2. To supervise the performance of employees and executives.
3. To supervise the implementation of procurement regulations.
4. To supervise compliance with the rules and regulations of the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC) and other related aspects.

Anti-Corruption

GRI 2-15, GRI 3-3, GRI 205-1, GRI 205-2

The Company is committed to conducting business with honesty, integrity, ethics, and transparency, and is not involved in all forms of corruption. Executives and employees of the Company are not allowed to commit acts of corruption and bribery for business benefits to prevent corruption risks. In addition, the Board of Directors has approved the Anti-Corruption Policy and guidelines and has announced their enforcement in accordance with the guidelines of the Thai Private Sector Collective Action Coalition Against Corruption to demonstrate the Company's intention to completely combat all forms of corruption through the Company's website www.noblehome.com. The Company's directors, executives and employees are prohibited from participating in any form of corruption, both directly and indirectly, and must comply with all applicable laws related to anti-corruption, as well as support and encourage personnel at all levels to see the importance and have an anti-corruption mindset, including encouraging employees to attend external trainings organized by various agencies, both public and private, to promote honesty and responsibility in performing their duties. In addition, the Company has established a central unit responsible for monitoring and assessing, as well as punishing, violations or non-compliance with such policies and guidelines.

The Company regularly assesses risks related to corruption (at least once a year)^{GRI 205-1} and establishes guidelines on the internal control system for various aspects of operations to supervise operations and prevent potential risks from corruption. The Company has assigned to the Risk Management Committee the duties and responsibilities to oversee the assessment of risks related to corruption of the Company. The Internal Audit Group is responsible for the process of auditing, monitoring, and assessing the performance of internal control and report the results to the Risk Management Committee.

Anti-Corruption Participation

GRI 2-28

- In 2020, the Company expressed its stance on anti-corruption by declaring its intention to become a member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC), which is a collaboration among eight organizations, including the Thai Institute of Directors, the Thai Chamber of Commerce, the International Chamber of Commerce, the Thai Listed Companies Association, the Thai Bankers' Association, the Federation of Thai Capital Market Organizations, the Federation of Thai Industries, and the Tourism Council of Thailand.
- The Company has been granted a renewal of its membership status in the "Thai Private Sector Collective Action against Corruption: CAC" from the Thai Institute of Directors Association on December 28, 2023, for a period of three years. The renewal is effective from March 30, 2024, to March 30, 2027.
- The Company issues a "No Gift Policy" announcement to business partners and affiliated companies via e-mail every year and has issued an open letter inviting them to join the Thailand's Private Sector Collective Action Coalition Against Corruption.



Anti-Corruption Policy



Guideline for Offering
and Accepting Gifts

Communication and Training

GRI 205-2

The Company has provided training to employees to promote compliance with the Company's policies and guidelines. The Company provides training and knowledge on policies and practices related to the Code of Conduct, anti-corruption, conflict-of-interest prevention, and data disclosure and information annually. Additionally, the Code of Conduct and Anti-Corruption Policy are integrated into the new-employee training course to ensure that employees at all levels are informed, understand, and can comply with these practices at work.

New-Employee Training Course:

100% of new employees were trained in the Code of Conduct and Anti-Corruption Policy.

Training Course:

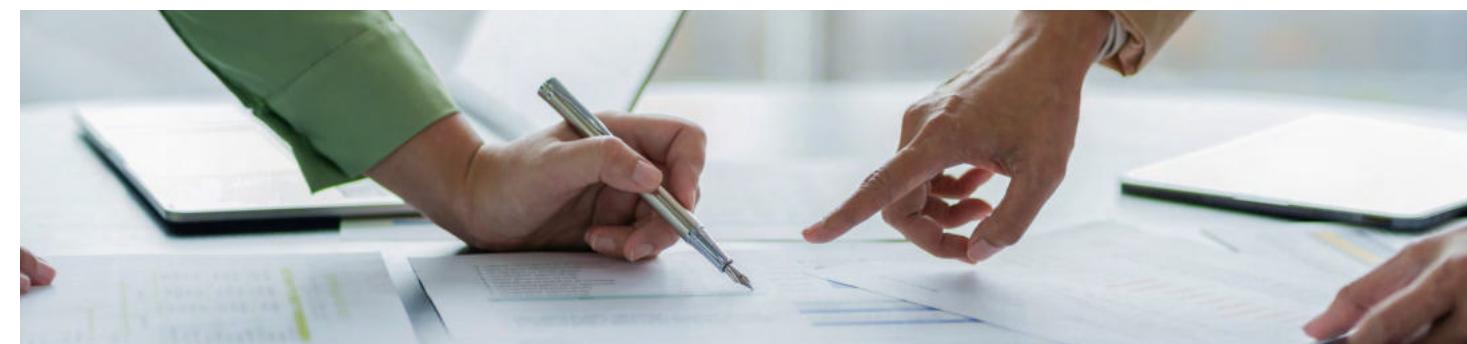
100% of directors, executives and employees were trained and tested of the Code of Conduct and Anti-Corruption Policy, as well as acknowledged the policies and guidelines for the Conflict-of-Interest Prevention Policy and the Data Disclosure and Information Policy.

Complaint and Whistleblowing Channels

The Company establishes policies and guidelines regarding reporting misconduct and providing protection for whistleblowers to provide opportunities for both internal and external stakeholders to report misconduct or complaints related to ethical and business conduct violations, internal control deficiencies, legal non-compliance, or company regulations, including corruption, to facilitate improvements in management for better efficiency and effectiveness. For complaints received through various channels, the company will investigate and determine appropriate corrective actions and develop more efficient work processes to prevent future violations.

Complaint Process

- Receipt and Verification:** The recipient of the complaint verifies and forwards it to the coordinator. In cases where the complained party is a department, the department conducts an internal review and informs the audit committee to appoint an internal complaint coordinator within 3 business days from the date of receiving the complaint.
- Evidence Collection and Evaluation:** The coordinator collects and evaluates evidence, sending a report to the internal auditor within 7 business days of receiving the complaint.
- Internal Audit:** The internal auditor conducts an audit and summarizes the findings within 7 business days of receiving the report from the coordinator.
- Conclusion:** The authorized person renders a decision within 3 business days of receiving the report from the auditor.
- Result Notification:** The internal auditor notifies the coordinator of the decision.
- Result Reporting:** The coordinator reports the decision to the complainant, the recipient, the complained party, the cooperating auditor, or other necessary parties. The audit committee directly reports the facts to the company's board for their consideration and to act regarding compliance policies and issues affecting senior management.



Whistleblowing Channels

GRI 205-2

The Company has established policies and guidelines for reporting clues of wrongdoing, protecting informants and publishing the information on the Company's website www.noblehome.com, in addition to providing channels for all stakeholder groups to report or file complaints about activities that are in violation of laws, corporate governance principles, the Code of Conduct and issues related to corruption as follows:

Website : www.noblehome.com

Email : cg@noblehome.com

Complaint Center :

Chairman of the Audit Committee

Noble Development Public Company Limited (Head Office)
1035 Noble Building, Ploenchit Road, Lumpini Sub-district,
Pathumwan District, Bangkok Tel. (66) 2251-9955 ext. 1500



**Policy and Guideline
for Whistleblowing
and Protection of Informants**



Measures to Protect and Maintain the Confidentiality of the Complainant

The Company provides protection and mitigation measures for damages. The Company shall keep the information of the whistleblower or the complainant confidential, and will only disclose necessary information, considering the safety and damage of the person reporting the source of information or related persons, as well as providing contact information to all groups of stakeholders who reported or filed a complaint in such cases. The Company provides a central agency responsible for monitoring and evaluating, as well as punishing, violations or non-compliance with policies and guidelines. The agency also serves as a center for receiving information on matters that may cause damage to the Company, before submitting the information to the Company's Audit Committee for further acknowledgement. After receiving such complaints, the Company's Board and executives will consider and investigate the facts of the complaint and take appropriate corrective action and will periodically follow up on the progress of the complaint.

Actions Taken Against Persons Who Do Not Comply with Policies and Guidelines

GRI 205-2

- In cases where the Company receives reports of ethical misconduct, corruption, or wrongdoing by directors, executives, or employees, the Audit Committee will conduct an appropriate investigation to ascertain the facts. This process will adhere to the Company's policies, bylaws, and relevant laws. Disciplinary actions, which may include termination, will be taken in accordance with these regulations. Legal penalties may also apply if the misconduct is proven to violate the law.
- In case that representatives, intermediaries, distributors, service providers, or contractors of the Company violate the anti-corruption criteria or become aware of actions that contravene the anti-corruption policy but fail to report them to the Company through the designated channels, or provide false information when questioned by the company's investigating officers about actions that may violate this policy, the Company reserves the right to terminate the contract.

Performance 2023

GRI 205-3

0 complaint of the organization's ethics
and Code of Conduct

0 complaint of Anti-Corruption

1 case of an employee not adhering to the Company's
business ethics has been addressed by the Company in
accordance with its internal disciplinary regulations.

Risk Management

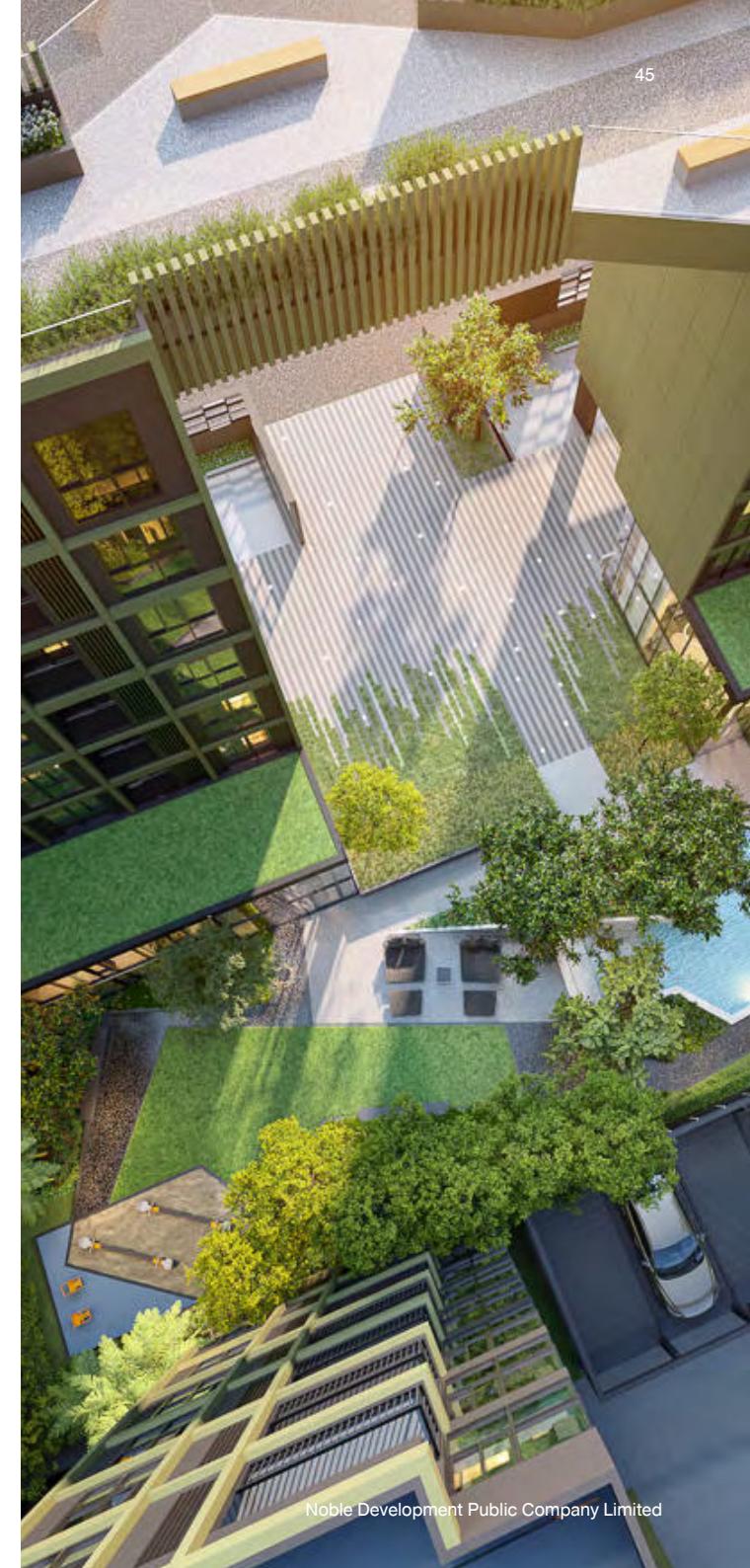
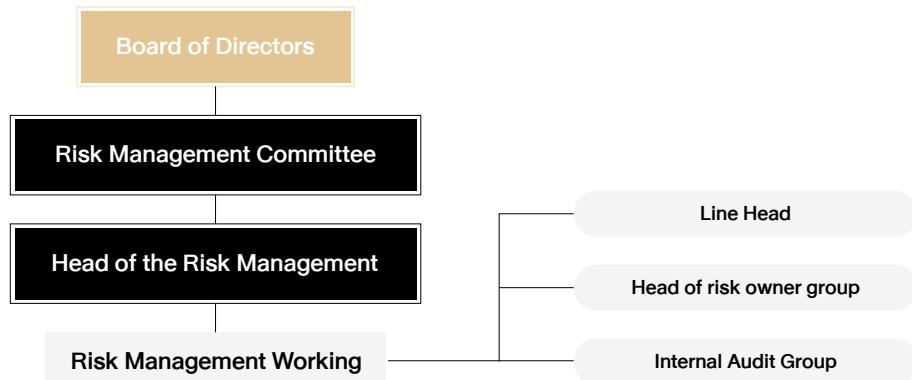
GRI 2-16, GRI 3-3, GRI 205-1

Risk Management Policy

The Company recognized that operating its business in a continuously changing environment necessitates effective risk management in order for the Company to operate in accordance with objectives and achieve the set goals. As a result, for the risk management to be appropriate and beneficial to the Company, the Risk Management Committee has been assigned by the Board of Directors to determine the enterprise risk management policy as follows:

- The Company has set its risk management as a responsibility for all directors, executives, and employees to recognize risks in their work and the Company's work by participating and recognizing the importance of systematic risk management at a sufficient and appropriate level.
- The Company has set effective risk management processes in every step of work based on the corporate governance policy in addition to integrating risk management with information technology management for good management to minimize the likelihood of risks, effects of risks and uncertainties in overall performance, while increasing opportunities for success.
- The Company has risk management measures with effects on the Company. Risks must be managed systematically to reduce risks to acceptable levels. Furthermore, risk management measures must be consistent with dynamic environmental conditions. The measures for managing risks at an acceptable level must be approved by Risk Management Committee members before implementation.
- The Company supports successful risk management in the entire organization by using limited resources effectively to properly identify, assess and manage risks.

The Structure of the Organization's Risk Management



Corporate Risk Management Process

The Company has established an annual action plan, as well as corporate-level risk factors, to manage potential risks in addition to setting a risk management framework in accordance with the international standard guidelines of the Committee of Sponsoring of the Tread way Commission - Enterprise Risk Management (COSO-ERM). The procedures for corporate risk management are as follows:

1. Set a goal, determine the event, and assess the risks
2. Determine the control and risk indicators
3. Assessment and monitoring
4. Reporting the findings to the Executive Committee and the Risk Management Committee
5. Information media, which is top-down communication via the Company's various channels.

Furthermore, the Company's Board of Directors is responsible for promoting effective internal control systems, appropriate risk management, and ensuring compliance with internal control systems and overall risk management policies as determined by the risk management committee. The risk management committee has approved the risk management plans and risk factors for the year 2023 at the risk management committee meeting 4/2023 held on December 2, 2023, as well as the risk management plans and risk factors for the year 2024 at the risk management committee meeting 1/2024 on January 5, 2024.



Emerging Risk

The Company has assessed the situation in terms of politics, economy, society, law, environment, and trends that may pose risks to business operations. As well as analyzing changes that may be new issues or risks annually to find measures and management guidelines to mitigate such risks to able to respond to those risks in a timely manner. The results of risk assessment and management in advance will be used to formulate proactive measures to prevent risks and create opportunities for business growth.

The Company has established a process for identifying incidents, assessing opportunities and impacts, risk management plan as well as risk monitoring by risk management mechanisms of the Company in driving to support the ability of the Company to achieve goals according to the strategy and direction as set.

Risk Issues: Cyber Security Risk

Effect

Currently, cyber threats pose significant risks to computer systems, networks, and electronic data, potentially causing harm to organizations. With cyber-attacks occurring in various forms, companies must adapt their work patterns, relying more heavily on digital technology. The use of information technology to support remote working or work from anywhere has increased opportunities for external attacks. Ransomware has become a severe threat, with a continuous rise in incidents in Thailand over the past 2-3 years. These attacks have detrimental effects on computer systems, databases, and business operations. Furthermore, significant ransom payments have been demanded. Should such threats materialize against a company, it would impact its reputation, credibility, and overall activities utilizing information technology.

Management

The Company is aware of potential threats that may arise and has established measures to prevent and monitor them. This includes implementing an Information Security Policy, overseeing, and reviewing cybersecurity policies, and developing risk topics related to cyber threats in accordance with ISO 27001 cybersecurity standards. Additionally, the company has installed Firewall devices to prevent cyber-attacks, controls network access rights, maintains traffic logs, installs regularly updated anti-virus systems, conducts data backups, and develops a Disaster Recovery Plan (DRP) to handle situations where systems or data are compromised. Regular recovery tests are conducted to ensure preparedness. Furthermore, the company provides support and promotes Cyber Security Awareness among all levels of employees.



Enhance the Organizational Risk Management Culture

Risk Management Workshops had a total of

24 participants per quarter

The Company recognizes and gives importance to risk management to comply with the framework of rules and good ethics, as well as ensures effective governance. Therefore, the Company strives to create a corporate risk culture by establishing risk management performance into KPIs of the organization or the risk owner to foster a corporate risk culture. In addition, the managers of the risk owners are assigned the task of preparing a risk management plan and reporting the progress to the senior

executives. Furthermore, survey channels are provided for all employees to comment on risk management to promote a risk culture for employees of all levels.

To further strengthen the internal risk management culture within the organization, the Company regularly reports its risk management activities to the board of directors every year. This ensures that executives and management teams are informed and aware of the organization's risks. Additionally, the Company conducts knowledge-sharing activities through its internal computer network (intranet) to disseminate information about risk management. This allows executives and employees to access and review policies regularly for study and review.

In 2023, the Company conducted Risk Management Workshops from assistant managers to senior executives every quarter. Each workshop had a total of 24 participants per quarter. The purpose was to assess risks, including identifying causes, impacts, controls, and key performance indicators aligned with the organization's risk management plan. Additionally, there were training sessions on emergency management/crisis situations and business continuity management provided to employees at all levels. Moreover, employees involved received training on risk management courses conducted by the Institute of Internal Auditors Thailand.

Customer Relationship Management

GRI 417-1

Customer Responsibilities Policy

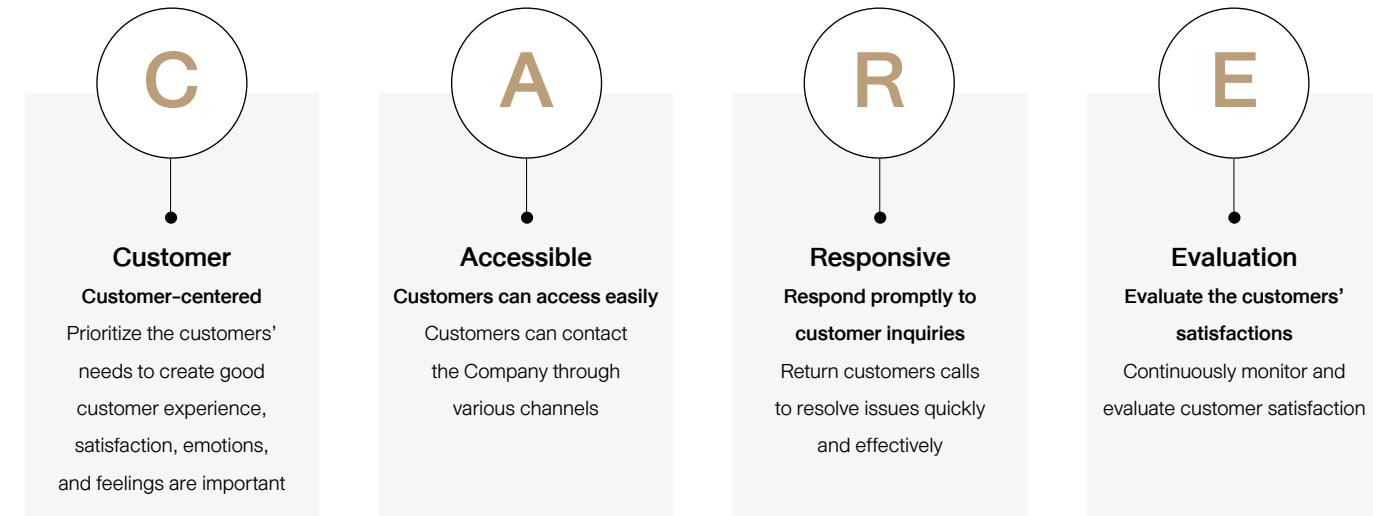
The Company strives to operate the property development business based on social and environmental responsibility which consists of society and environment of the residential projects, society and environment around the project, and society and environment in the wider range by taking account of development of sustainable residences for the society. The Board of Directors has determined the social and environmental policy in the Policy on Corporate Governance and Code of Conduct which have been announced publicly. Also, close monitoring has been practiced ensuring strictly compliance with the above policy.



Customer Relations Management

GRI 2-29

The Company prioritizes the customers' needs, so Noble CARE team has been established as the center to solve customers' problems including accepting complaints, providing suggestions, and receiving feedback which will be used as the database to improve the Company's products and services while taking account of the customers' satisfactions in receiving the best service.



Noble CARE team comprises the staff having knowledge, ability, and expertise to assist the customers to solve problems in the Company's projects, including:

- Providing suggestions on the use of equipment in the houses and condominium units.
- Providing training on the use of safety equipment and emergency procedures.
- Providing customers with consultations and guidance on matters of decoration, addition, and repair.
- Preparing manuals for staying in the project, including initial equipment maintenance and repair in the houses and condominium units.
- Inspecting the condition of the houses and condominium units before the warranty period expires.
- Ensuring the quality of repair in terms of materials and craftsmanship.

Management of the Customer Repair Notifications and Customer Complaints

GRI 2-25

The Company pays attention to every customer complaint because "Every Customer Voice Matters." Therefore, the Company has established various communication channels to facilitate convenience for customers and the public to report repairs, provide feedback, complaints, suggestions, or compliments through different channels. This ensures that every customer issue is addressed promptly.

Repair Request Channels

Telephone	: (66) 2251-9955
Website	: https://www.noblehome.com/th/noblecare
	: https://www.noblehome.com/th/complaint
Others	: Facebook: https://www.facebook.com/NobleDevelopment
	: Line Application @Nobledev

Customer Satisfaction Assessment

GRI 2-29

Customer Satisfaction Enhancement Target:

75%-80%

Average Customer Satisfaction Survey Score in 2023

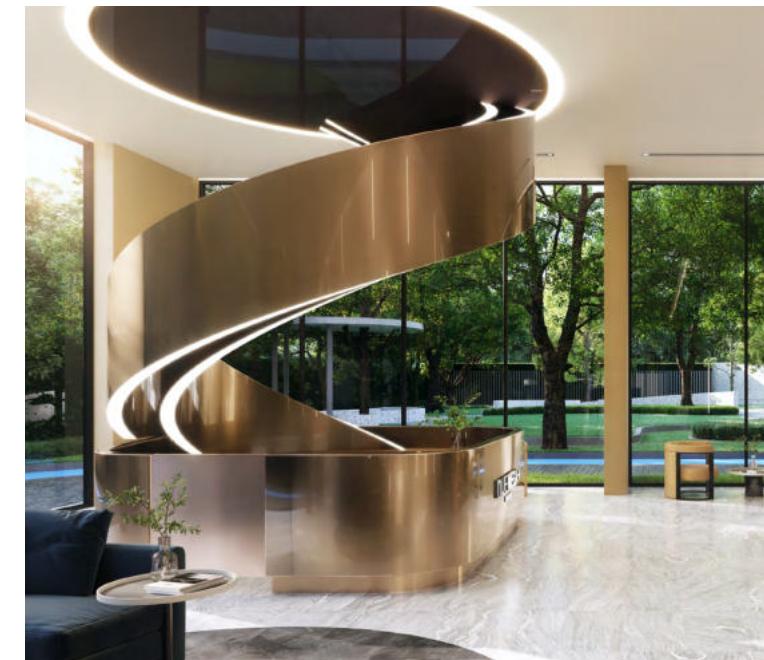
92.1%

- Prospect Customer Satisfaction Score : 95.1%
- Contract Singed Customer Score : 97.9%
- Transferred Customer Satisfaction Score : 87.7%
- Move in Customer Satisfaction Score : 87.8%

The Company has adjusted the method for assessment of customer satisfaction surveys from the process of project visits, bookings, contracts, installment payments, inspection and transfer of the houses/condominium units, and notification of repairs when entering the residence until the end of the warranty handled by central call center staff. As well as periodic evaluations so that all parties involved can use the information to systematically improve and develop every step.

Customer Satisfaction Evaluation Topics Include:

1. Prospect Customer Satisfaction: Evaluation of sales office and sales staff service during project visits.



Development and Improvement to Enhance Customer Satisfaction

The Company values listening to customer feedback, complaints, and suggestions through various channels provided by the Company. Data collected from these channels are analyzed to continuously improve service quality. In 2023, the Company developed the Sales Journey Project for all new sales staff to enhance their image, promote sales skills, and focus on customer service to ensure customers have a positive experience. This project, lasting for three months from the start of employment, coincides with the probationary period and contributes to performance evaluations.

Month 1: Learning through real-life practice, self-study, and testing via simulated real-world scenarios to understand the sales system and processes, including fundamental knowledge related to the products.

Month 2: Learning and starting to engage with real customers, receiving training on sales-related skills, studying competitor information to develop a mindset for effective communication and interaction with customers. Additionally, acquiring basic skills in analysing customer profiles to provide targeted and satisfying customer service.

Month 3: Coaching sessions to enhance work quality and evaluation through practical exercises, enabling efficient adherence to process and maximizing customer satisfaction.



Supply Chain Management

GRI 3-3, GRI 414-1

In 2023, the Company was able to reduce the cost of construction material procurement by more than **16%**

The Company gives importance to transparency in the selection of suppliers and encourages them to develop their businesses to grow sustainably with the Company, covering governance, social and environmental responsibility. Hence, the Company focuses on managing the supply chain to improve efficiency to create business opportunities while encouraging suppliers to develop sustainable business growth together. In addition, the Company has established a Supplier Code of Conduct to inform all suppliers of the Company about the general practices.

In addition, the Company has a centralized procurement strategy for better efficiency as well as better cost-saving management. The Company has a central procurement unit to manage and compile the construction material bidding plans according to the plan of each project. There is also an e-procurement system for purchasing office supplies and consumables to reduce the ordering process for convenience and speed, and to systematically store order information. In 2023, the Company was able to reduce the cost of construction material procurement by more than 16%.

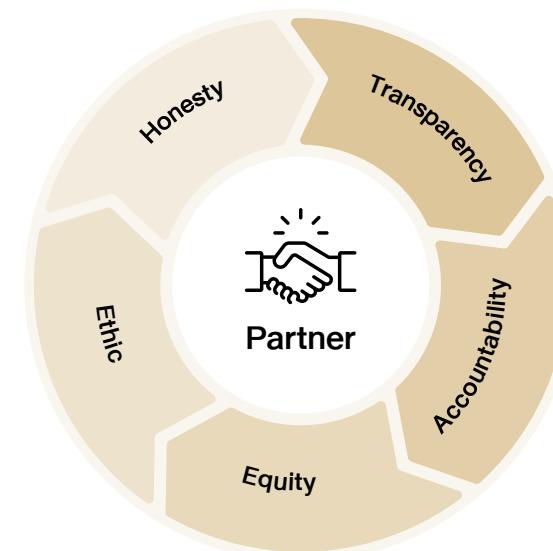
Supplier Selection Procedure

1. All suppliers present their prices openly and fairly through bidding.
2. Consider the price of the job by comparing it appropriately with the median price.
3. Check the history and past performance of all suppliers, emphasizing companies that are reputable, credible, and recognized for their good corporate governance.
4. Give opportunities for suppliers to offer their work and negotiate fairly.



New Selection and Existing Supplier Policy

The company has a policy for selecting new and existing business partners to collaborate with the company, adhering to the principles of ethics, society, and the environment (ESG) in all 5 aspects, which include:



- **Transparency**
Consider selecting suppliers fairly, transparently, and accountably.
- **Equity**
Provide opportunities for suppliers to bid equally and fairly.
- **Accountability**
Consider and select suppliers who are socially and environmentally responsible.
- **Ethic**
Consider selecting suppliers with good work ethics and code of conduct.
- **Honesty**
Employees must perform their duties with honesty, integrity and anti-corruption efforts.

The Company recognizes the importance of sustainable supply chain management based on corporate governance and social and environmental responsibility for the Company and its suppliers to grow together sustainably. The Company has prepared a vendor sustainability assessment survey (VAS) for use in assessing and considering new and existing suppliers preliminarily. The ESG principles are implemented in the VAS form.

Vendor Sustainability Assessment Survey (VAS)

1. Governance According to Good Governance Principles and Business Ethics
2. Human Rights and Labor Management
3. Occupational Health and Work Safety
4. Environmental Management and Compliance with Relevant Laws
5. Performance Monitoring and Report

Criteria in Considering Key Suppliers

The Company has established a review process to identify and classify key suppliers into two categories: Tier 1 and Non-Tier 1. Both categories utilize value score criteria, incorporating ESG principles to efficiently manage the value chain. This initiative falls under the procurement department's operations, which aims to diversify partner selection criteria to enhance opportunities and competitiveness in terms of pricing, quality, environmentally friendly product selection, and risk mitigation for suppliers.

1. Brand Reputation & Financial Statement: Assessing the partner's reputation, acceptance, and trustworthy financial status.
2. Capacity & Efficiency: Evaluating the partner's readiness in production and the quality of their products.
3. Experience: Considering the partner's work history and expertise in the industry.
4. On-Time Schedule: Ensuring that the partner can deliver according to the agreed-upon timeline.
5. Environment, Social, & Government (ESG) Considerations: Taking into account environmental management, social responsibility, and compliance with relevant standards.
6. Staff & Workmanship Expertise: Evaluating the expertise and competence of the partner's team.

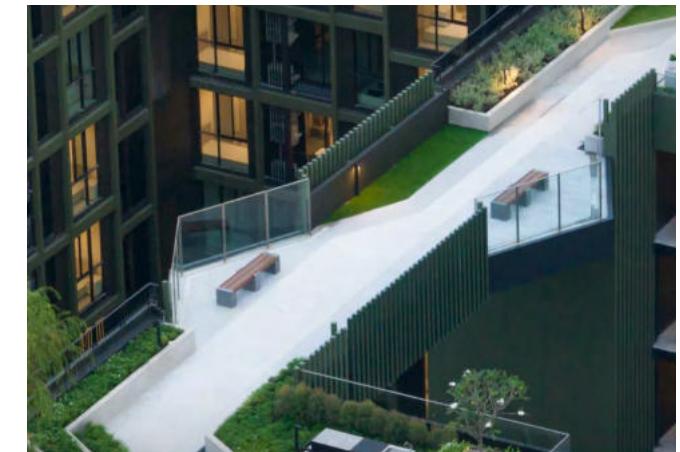
Key suppliers are assessed with value scores as following:

A = Best Supplier (tier 1)

B = Good Supplier (tier 2)

C = Adequate Supplier (tier 3)

D = Needs Consideration



Performance in 2023

By the end of 2023, the Company had a total of

706 vendors listed in its vendor list

Identified as key partners (Tier 1 criteria)

16 vendors or approximately 3% of all vendors

Additionally, the Company has plans to identify key partners who do not directly conduct business with the company (non-Tier 1 criteria) within the year 2024.

Supplier Risk Assessment

The Company has established a schedule for evaluating key partners, and partners with ESG-related risks will undergo regular On-Site Visits at least every 2 years. The company places great importance on control, including the assessment of partners to ensure the procurement of quality products and services. Partners are required to adhere to best practices in economics, society, and environment.

The Company has criteria for selecting supplier, starting by considering the preliminary qualifications from the suppliers' potential, product and service quality, and environmentally friendly product and service procurement. The quality management, environmental, human rights and labour aspects are compared, in addition to the assessment of manufacturing sources, to verify the production process quality to be in line with the Company's needs before entering the price bidding process and evaluation of the suppliers' performance at the completion of every project. The project shall jointly consider such performance to determine the quality of products to meet the standards and consider the appropriate price of products, as well as drive environmental responsibility according to the Company's policy.



Corporate Governance Aspect

Suppliers are to manage their work with honesty, integrity, straightforwardness, and complete responsibility for their work, as well as work to the best of their abilities to provide quality work with on-time delivery. In addition, materials, machinery, and labor that meet construction standards are to be used.

Social Aspect

Suppliers are to use lawful labor, provide a safety and prevention system for workplace accidents, and prepare plans for timely emergency response.

Environmental Aspect

Suppliers are encouraged to control their work to comply with relevant standards, laws, and regulations to reduce air, noise and vibration pollution. In addition, a system is to be put in place to treat wastewater before it is released into public spaces, and the construction materials must be environmentally friendly.

Supplier Risk Assessment Process and Approach

- Supplier Categorization:** Suppliers are sorted according to the category of goods which they operate.
- Supplier Risk Assessment:** A risk assessment form has been prepared for suppliers. The assessment guidelines include the governance, social, environmental, and ethical aspects. The assessment is divided into two phases: The pre-construction phase and the construction phase.
- Supplier Risk Management:** Suppliers are graded according to the value score criteria assessment. The analysis of the assessment is divided into two phases, which are summarized as follows:
 - Pre-Construction Phase: To select suppliers to bid for the job, only Grade A and Grade B suppliers are eligible to bid in order to prevent risks.
 - Construction Phase: Follow up with the suppliers who won the bidding to determine whether they can proceed. If the suppliers receive a grade lower than Grade B, they may not be considered for future projects.
- The designated group of partners with high-risk profiles, or those requiring On-Site ESG Audits,** are the partners scoring less than 80% in the risk assessment.

In 2023, the Company assessed the ESG risk (Economic, Governance, Environmental, and Social) of its partners for 4 projects. 7 partners were identified as high-risk and require on-site audits to assess their operational capacity in terms of sustainability. The Company has notified these high-risk partners and will conduct the on-site ESG audits within 2024.

Supplier Code of Conduct

The Company adheres to the principles of conducting business with transparency, integrity, ethics, legality, and good corporate governance, along with a commitment to promote the quality of society and the environment in accordance with the Sustainable Development Policy and the Company's business operation plan. In this regard, the Company has disseminated the Supplier Code of Conduct on the Company's website, www.noblehome.com, to inform all the Company's suppliers.



Guidelines for the Company's Business Partners

Business Ethics

1. Honesty and Ethics
2. Anti-Corruption
3. Conflicts of Interest
4. Intellectual Property Rights
5. Confidentiality
6. Supply Chain Management
7. Shared Sustainable Growth

Social Responsibility

1. Human Right
2. Labor Rights
3. Wages and Privileges
4. Occupational Health and Safety

Environmental Responsibility

1. Compliance with Environmental Laws and Regulations
2. Operate Environmentally Friendly Businesses and Use Resources Effectively

Monitoring and Audits

The Company conducts one or more random audits if there are complaints from those involved and stakeholders to ensure operations are compliant with laws and the Company's specifications.

Credit Term for Suppliers

The Company has defined the Terms of Payment (ToP) where payment is made upon the satisfactory delivery of materials by the seller to the Company, meeting the specified quantity and quality, and upon the completion of material inspection by the Company's personnel. Payment will be processed according to the terms specified in the TOR (Terms of Reference) and contract, starting from the date of receipt of the invoice and necessary documentation from the seller. Payment will only be made for items with PR/PO (Purchase Requisition/Purchase Order) before proceeding. The average payment period to the suppliers is not more than 30 days.

Suppliers Relationships Management

The Company recognizes the importance of building relationships with every supplier. Therefore, it organizes training sessions and seminars to communicate and provide knowledge on environmental aspects and business operations to suppliers. In 2023, the Company conducted training for suppliers in the Nue District R9 project. The training topics included waste management, 5S principles (Sort, Set in order, Shine, Standardize, Sustain), occupational diseases, and environmental regulations.





Social



Human Resource Management	56
Human Rights	63
Employee Capability Management and Development	65
Building Employee Engagement	69
Occupational Safety and Health in the Workplace	71
Customers and Social Responsibility	73

Human Resource Management



Social Performance 2023

Total Employees (include Executives)

706 persons

- Male Employees 303 persons (43%)
- Female Employees 403 persons (57%)

New Employees

375 persons

Average Training Hour

10.99 hours/person/year

Employee Turnover Rate

25%

Employee Engagement Score

76%*

Remark: * The results of the employee's engagement survey 2022 and 2023, conducted every two years.

Social Policy & Guidelines

GRI 203-1, GRI 203-2

The company has established the policy and guidelines to ensure social sustainability as follows:

1. Place important and realize the roles and responsibilities to the society, conduct business with the aim of creating positive impacts on all stakeholders to be part of creating sustainable society.
2. Pay attention and give importance to safety for communities, society, the environment and quality of life of stakeholders involved in the project's operations and support employees to have awareness and responsibility to the environment and society.
3. Operate the business under the concept that respects human rights is important to the corporate sustainability by complying with the company's human rights policy which conforms to the human rights principles indicated in the international laws and standards such as Universal Declaration of Human Rights (UDHR), The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, United Nations Guiding Principles on Business and Human Rights (UNGPs).

4. Support and care for all employees equitably as our own family, we listen to their voice and ideas. We empower them to be both outstanding team leader and strongest team player. They will be incentivized as they are also the company's owners, as well as regularly promoting, supporting, and raising awareness of responsibility to community and society.
5. Strive for operating business with integrity without exploiting or causing damage to the society, arrange channels for the stakeholders and relevant persons to propose ideas or opinions about the company's business operations and file complaints in case of unfair treatment because of the company via the topic of whistleblowing channels.
6. Apply social risk management and social crisis management in all business processes to reduce impacts on stakeholders, communities, and the environment along with specifying guidelines for managing and reducing potential impacts.



Employment

GRI 3-3, GRI 401-3

Employed a total of

706 full-time and contract employees,
including executives

Employees who were on maternity leave have returned
to work

100%

The Company places a strong emphasis on governance and business ethics. We have a personnel management policy that focuses on respectable and equitable treatment without discrimination based on race, religion, sex, language, age, skin color, or social status, treats everyone equally on the basis of their competency, provides fair compensation for employees, and places importance on personnel development in recognition that all employees are valuable human resources.

As of 31 December 2023, the Company has employed a total of 706 full-time and contract employees, including executives. Additionally, 100% of the employees who were on maternity leave have returned to work. (GRI 401-3) Furthermore, the Company is in the process of obtaining approval for the employment quota as stipulated in Section 35 of the Promotion of the Quality of Life of Persons with Disabilities Act B.E. 2550.



Performance in 2023

GRI 401-1, GRI 401-2

Support Line

294 persons

Project Operation

405 persons

Executives

7 persons

	Full-Time	Contract ^{GRI 2-8}	Head Office	Project
Male	300	3	156	147
Female	396	7	212	191
Total of Employees (including Executive)	706		368	338

	New Employees	Employee Resignation
Male	162	67
Female	213	121
Total	375	188

	New Employees	Employee Resignation
Age Below 30 Years	135	73
Age 30 - 50 Years	240	111
Age More than 50 Years	0	4
Total	375	188

2023	Number of Employees
Support Line	294
Project Operation	405
Executives	7
Total	706



● New Employees ● Employee Resignation



● Support Line
● Project Operation
● Executives



Policy & Guidelines of Employee Remuneration, Welfare, and Provident Fund

GRI 2-19, GRI 2-20

Remuneration and Performance Management

Total remuneration

533,748,095 Baht

Employees are paid properly and competitively, according to the employer. It is not determined by the gender, ethnicity, or religion of employees, but rather by their individual performance. Employee pay is compared to the real estate development market on a regular basis, and there is a policy in place to assess annual wage increases and bonus payments based on employees' abilities.

In terms of performance management, the Company has established a standard for performance review that is consistent and predictable, based on three indicators: success, ability to work, and attitude. Furthermore, the evaluation results are sent directly to the staff (Coaching & Feedback) for continued development and performance improvement.

The remuneration includes salary, overtime, cost of living support, bonus, and provident fund, for a total of 533,748,095 Baht. The pay ratio of female employees to male employees is 60% and 40%, respectively. GRI 405-2



Employee Welfare

GRI 401-2

The company prioritizes employee care by providing benefits to all employees without discrimination based on gender, ethnicity, or religion. These benefits can be categorized into three groups as follows:

GRI 403-6

- **Health and Life Care Group includes** social security funds, compensation funds, health insurance, accident insurance, life insurance with coverage up to twice the insured amount in the event of accidental death from a disaster, annual health check-ups, and influenza vaccinations. In 2023, the Company prioritized Work-Life Balance and adjusted benefits accordingly with the introduction of Noble Caring Flexi Benefits. These benefits are divided into categories such as healthcare, health maintenance and prevention, and lifestyle, tailored to meet the diverse needs of employees. Additionally, the Company implemented the Noble Mind Wellness program in collaboration with the National Health Security Office (NHSO), providing counseling services with RF Counselors/Psychiatrists through a 24-hour web application system.
- **Retirement Care Group** is a provident fund.
- **Financial and Residential Care Group** includes employee's welfare loans, car purchase loans, and the right of discounts on the purchase of residential properties developed by the Company.

Provident Fund

Employees are encouraged to save for retirement through the Company's provident fund. The employee must contribute the collected funds to the fund, and the Company will contribute in proportion to the employee's service age.

Length of work (From the date of employment)	Employee Cumulative Rate	Company Contribution Rate
Below 2 years	2-15%	3%
From 2 years - 4 years	2-15%	5%
More than 4 years	2-15%	7%



Policy for Selecting a Manager for a Provident Fund

The Company has a policy to assist the provident fund committee in selecting a fund manager who adheres to the Investment Governance Code ("I Code") and manages investments responsibly while considering the environment, society, and good governance (ESG), conforms to good investment governance principles, and members are informed about the criteria for selecting fund managers. This will result in long-term investment management that considers the best interests of the Company's provident fund members.

Eastspring Asset Management (Thailand) Co., Ltd. was chosen as a fund manager for registered Noble Group provident funds and registered TMBAM M Choice provident funds only for Noble Development Public Company Limited.

In 2023, the Company's Provident Fund Committee selected Eastspring Asset Management (Thailand) Co., Ltd. as the fund manager for the Provident Fund of Noble Group, which is registered. Additionally, TMBAM M Choice Provident Fund, which is also registered, was selected exclusively for Noble Development Public Company Limited.

Policy to Promote Employee Investment Knowledge and Understanding

The Company has encouraged employees to have knowledge and understanding of money management that is appropriate and in accordance with the age range or risk level by inviting experts in financial investment to give a lecture on investment knowledge as well as giving advice on rewards in order to take care of and create understanding for employees in managing their finances in the long run. Employees' investment decisions in any fund face an age appropriateness risk in order to create enough investment income during their working lives and have enough savings for life after retirement, for example, experts from Eastspring Asset Management (Thailand) Co., Ltd. or similar agencies, were invited to educate employees at all levels about the benefits of provident funds (PWD) and appropriate investments so that they can save enough money to spend during their careers and after retirement.

Name of Company/Subsidiary	Yes/No PVD	No. of Employees Participated PVD (Persons)	Employees Proportion PVD/ Total Employees (Percentage)
Noble Development Public Co., Ltd.	Yes	213	71
Continental City Co., Ltd.	Yes	167	56

Retirement

GRI 201-3

The retirement age has been established at 60 years by the Company. When employees are due to retire, the Human Resources Group will inform them of the advantages they will receive upon retirement, such as provident funds and Labor Law for Retirees Compensation to help them plan for their post-retirement life.

The Fund for the Promotion and Development of Persons with Disabilities' Quality of Life

The Company has always been a part of contributing to the Fund for the Promotion and Development of the Quality of Life of the Disabled in order to encourage individuals with disabilities to help themselves and provide them the opportunity to contribute to society.



Human Rights

Human Rights Policy

The Company is committed to operating in accordance with the principles of good corporate governance and recognizes its social responsibility. The Company respects and strictly promotes human rights in accordance with laws and international principles. To ensure that the Company's business operations are free of human rights violations, the Board of Directors deems it appropriate to formulate a human rights policy and practices to prevent human rights violations in all processes of the Company's operations, including managing business partners in the business value chain and business allies, focusing on treating each other with respect and equality without discrimination against differences in race, religion, gender, language, age, skin color, and social status, etc. The Company does not use child labor or forced labor, and encourages the use of legal foreign workers, and continuously implements, promotes, supports, and improves to create a safe working environment to prevent impacts to the health of employees and related persons.

The Company has established the policy and guidelines related to the human rights as follows:

- Treat everyone equally on the human rights basis without discrimination.
- Conduct business without affecting directly and indirectly on violation of human rights.
- Support and respect human rights protection.
- Provide measures to ensure that the Company business is not involved in violation of human rights.
- Monitor, audit, and assess the risks and effects on human rights regularly and establish the plans or measures on risk management appropriately.
- Communicate, disseminate, and give knowledge of international human rights principles to executives and employees of the Company, subsidiaries, and joint ventures where under the Company control.
- Encourage relevant business partners and stakeholders through the value chain, such as suppliers, customers, main contractors, subcontractors, and joint ventures to be aware of the importance of human rights respect for sustainable business development.
- Arrange the assessment process and identify the risks of human rights violations and effects to allow the Company to plan and determine the solutions to prevent human rights violations.
- Provide complaint management system and effective retention of data, as well as developing the whistleblowing channels regarding human rights violations regularly.

Furthermore, the Company has published its human rights policy on its website www.noblehome.com to inform the public of its commitment and principles regarding human rights issues.



Human Rights Due Diligence

To ensure that the Company's business operations are free from human rights violations and operate in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPR) as well as the context of business operations in Thailand, the Company has conducted a comprehensive Human Rights Due Diligence (HRDD) audit with the aim of identifying human rights risks and preventing human rights violations or other negative impacts that may arise from the Company's business activities.

The Company regularly conducts status verification to identify human rights risks and impacts on the Company's stakeholders. The Company has managed and formulated guidelines and measures for risk management in a timely and appropriate manner. All work groups related to the Company's business activities and suppliers, including business partners and investments in related businesses (mergers, acquisitions or joint ventures), shall be responsible for governing, monitoring, managing and identifying potential human rights impacts and/or risks under such groups' responsibilities. This is especially true of the worker hiring process to avoid getting involved in human trafficking, labor employment discrimination, forced labor and child labor issues, which goes through a comprehensive human rights risk inspection and assessment process conducted systematically by the Company every year to acquire information for consideration before deciding to invest in related businesses. The consideration shall include relevant stakeholders. Human rights

issues that are considered in the HRDD process will cover the use of forced labor, use of child labor, freedom to form a union and bargain, suitable and equal compensation, discrimination, relocation, land acquisition, and human trafficking, etc.

Human Rights Due Diligence consists of a systematic process with the following systems and objectives:

- 1. Scoping:** The Company defines clear boundaries for the Human Rights Due Diligence process to ensure comprehensive examination of human rights issues involving all relevant stakeholders. This includes considerations of various human rights issues such as labor rights, community rights, supply chain concerns, security and safety, environmental impacts, and consumer rights.
- 2. Identification of potential human rights risk issues:** The Company has identified potential human rights risks arising from its business operations throughout the value chain. Guidelines for considering these human rights issues are also applied to mergers and acquisitions and new business partnerships. Furthermore, the Company conducts regular reviews to develop risk plans and assess trends in human rights issues systematically.
- 3. Human rights risk assessment:** The Company conducts human rights risk assessments considering the severity of impacts and the likelihood of human rights violations resulting from its operations. These assessments categorize severity into three levels: low severity, moderate severity, and high severity.
- 4. Development of mitigation measures:** The Company conducts an analysis of potential risks and establishes control measures as well as existing mitigation measures, including the development of additional measures to reduce the likelihood and severity of impacts related to human rights issues. These actions may affect stakeholders.
- 5. Human rights issues monitoring and review:** The Company monitors the methods of addressing and mitigating the impacts on human rights that may occur, and regularly evaluates its policies and operations regarding human rights. It also reports assessment results to the Company's Board of Directors annually.
- 6. Remediation actions:** When there are human rights impacts resulting from business operations, the Company will collaborate in various processes that emphasize fairness, transparency, and compliance with the United Nations Guiding Principles on Business and Human Rights (UNGPR). This includes implementing recovery measures, both in financial assistance and other forms, to alleviate the impacts on those affected by the company's activities, which may cause human rights violations in any form.

The result of Human Rights Performance

The Company conducts assessments and evaluations of human rights risks and impacts resulting from its operations. In 2023, there were no human rights complaints received through the designated complaint mechanisms, and there were no identified human rights risks in the value chain.

In 2023, human rights complaints received through the designated complaint mechanisms, and identified human rights risks in the value chain.

0 case

Employee Capability Management and Development

GRI 3-3

Employee Performance Evaluation

The Company focuses on managing the performance of employees in accordance with the entire system, from the organization, work fields, work groups, departments, and departments to individual employees. The Company has provided performance evaluation standards to ensure adherence to the same guideline throughout the organization through the distribution of the organization's strategies and goals down to the employees in order to make them understand the value of the work under their responsibility which directly affects the organization's success. The Company has set three indicators for employee performance evaluation as follows: performance success, work capabilities, and attitude.

In addition, the Company recognizes the importance of using assessment results as information for employee development. The Company provides opportunities for coaching and feedback. Performance is to be evaluated twice per year as follows:

- 1. Mid-year (June) evaluation:** This includes a discussion to inquire about the progress of the work, to improve work plans in response to changing situations, and to assess functional competency in order to create individual development plans (IDP).
- 2. Year-end (December) evaluation:** This includes a discussion and an evaluation of the performance for the entire year to summarize the success of the entire year's work, to praise good performances, to clarify what needs to be improved, and to summarize the evaluation grades in order to manage and improve employees further.

The evaluation results are graded for use in other human resource management matters in the Company, such as the following:

- Annual salary adjustment and bonus payment. This is a remuneration management that has standard criteria and is in line with the remuneration policy and guidelines that focus on paying remuneration to employees fairly and competitively. It is not based on an employee's gender, racial, or religious differences, but on each employee's performance.
- Career path management and succession planning. This includes an analysis of the results of the competency and attitude evaluation to develop employees to be ready for growth according to their job position.



Employee Promotion and Development

GRI 404-2, GRI 404-3

In 2023, the Company organized

398 people

Total

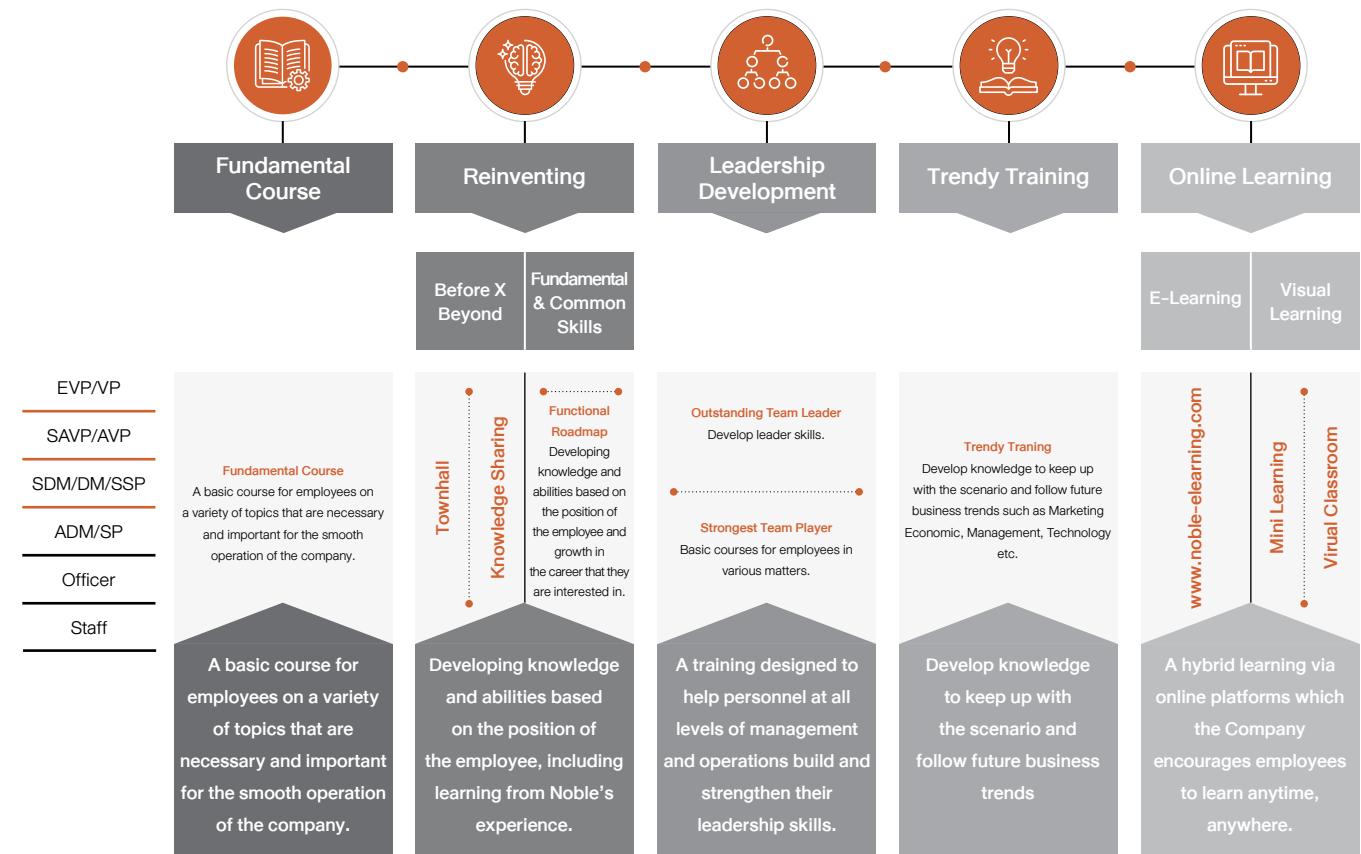
7,652 hours for employees at different levels

Employees are valuable resources to the company, and their performance is closely tied to the quality of operations in many departments. As a result, the Company places a premium on employee development for them to get more work skills, become more knowledgeable, and be more creative to have the capacity to grow alongside the organization and to enhance the link between employees.



In 2023, the Company organized in-house and public training for 398 employees or in total 7,652 hours for employees at different levels, including both in-house and public training. Training courses provided to employees consist of courses that focus on developing employees' potential as a result of a survey of developmental needs. IDPs are prepared between supervisors and employees, and supplemented with the overall development plan for the Company organized in accordance with the development model to allow employees to develop along with the organization's growth as follows:

n o b l e DEVELOPMENT MODEL



The Company is conscious of the changing global environment. As a result, it encourages a blended learning model (Hybrid Learning) to satisfy the needs of studying to take place anytime, anywhere, on demand, without being limited to learning just in the classroom. As a result, it creates three forms of learning:

- 1. Classroom Training:** Focus on learning in the classroom in response to courses that demand intensive practical learning, with design and content adjustments made in accordance with the annual development plan.
- 2. Online Learning:** Through the company's e-learning website, employees can develop themselves anywhere, anytime, according to the philosophy of Anywhere, Anytime, to suit the company's infinite learning needs.
- 3. Virtual Learning:** Virtual Classroom is a new learning method in which employees can participate in group activities or communicate ideas without regard to their physical location in a world without borders.



Be Noble



Adaptability

Ability to adapt to work and new culture.

Initiative

New ideas/styles or workflows are suggested that are useful for work.

Confidence

Confidence in knowledge and competence in responsible work, understanding their own roles and responsibilities.

Openness

Dare to ask questions and express opinions in order to understand and listen to others.

Caring

Demonstrates care for team members and colleagues.

Accountability

Demonstrate responsibility and care for results.

Individual Development Plan

Target Number of Training Hours

10.00 hours/person/year

Performance in 2023

10.99 hours/person/year

GRI 404-1, GRI 404-2, GRI 404-3

Note: The overall number of training sessions stemmed from the Company's adjustment of the learning model in response to the COVID-19 crisis, which included reducing classroom training and increasing virtual learning for trainees to adhere to tight social distancing measures

The Company has established guidelines for the development of each job position and has prepared a training manual for supervisors and employees to use in determining the development plan of employees together each year. The employee development plan should consider consistency with their position. For the development of employees in their position's first phase, emphasis should be placed on the development of position-based competencies appropriately. For employees who have been in such positions for a while, a development plan should be made to be in line with their desired future career path. In addition, information and achievements in employee development will be used as supporting information for adjustments in employees' positions and transfers.

With the changing working style, supervisors today can define various methods of employee development in addition to attending classroom seminars or workshops. Examples for other development models include virtual training, assigning special tasks so employees can learn by doing, job shadowing, and assigning experienced mentors to employees. Development plans are formulated to meet both the business and personal needs of employees so that personnel will gain knowledge, skills, and abilities that are appropriate and up-to-date with the ever-changing world, and then use these things to further develop the organization.

Benefits to Employees from Capability Development

1. Helps to develop the employee skills and gives the organization new knowledge to provide to its employees, resulting in career advancement for employees.
2. Employees can find solutions more efficiently and may discover more of their own work capabilities.
3. Employees see the value and benefits of their jobs and work development, creating value for the employees, and allowing them to work more efficiently.
4. Enhancement of employees' knowledge and abilities in line with the organization's strategic direction.

Benefits to the Company from Capability Development

1. Makes the organization more competitive in business.
2. Improves efficiency and increases the effectiveness of business operations.
3. Helps to increase the standard of work for the organization.
4. Helps to create a good working atmosphere, builds commitment in teamwork, and helps to make the organizational system more efficient.
5. Creates a corporate culture that is a corporate culture of learning and capacity development, and helps to create good goals for the organization to drive itself toward better success.

E-LEARNING HIGHLIGHT 2023



Microsoft Excel Essential



Knowledge Sharing : Provident Fund Sharing by TMBAM
Eastspring



Knowledge Sharing : Noble E-Cycle (E-Waste)



Noble Sales Bible



Environment Seminar: "Climate Change is Here"
by Mr. Wannasingh Prasertkul



Anti-Corruption Policy
Information Security Policy
Conflicts of Interest Prevention Policy

Building Employee Engagement

Target Employee Engagement Score of

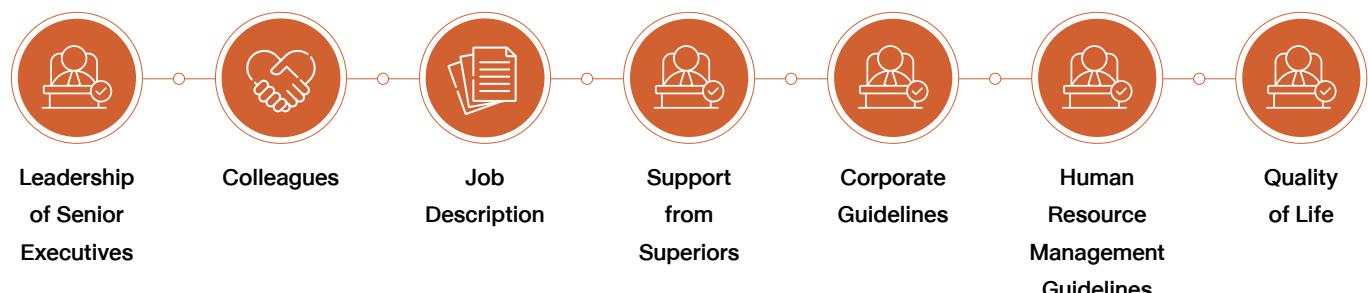
80% by 2026

Employee Engagement Score of 2022-2023

76%



Building employee engagement and developing employee satisfaction are crucial factors that impact on the overall performance and competency of the organization. This is because they demonstrate a genuine commitment to participating in organizational activities, which in turn creates motivation to wholeheartedly pursue the Company's values and primary business objectives. Consequently, this commitment evolves into employee engagement, where employees will feel like integral parts of the organization and experiencing a sense of shared ownership contributes significantly to driving the organization towards efficient success. Therefore, to maintain the level of employee engagement towards the organization, there is a policy in place to conduct an employee engagement survey every 2 years, covering a total of 7 key areas as follows:



For 2023, the Company conducted a survey on the level of employee engagement towards the organization. Employees who participated in the survey represented 97% of all employees and the result of the employee engagement survey was 76%. The Company recognizes that an employee engagement level that meets the target will lead to the creation of a strong, efficient organization, and efficient work or benefits for the organization. In 2022, the Company's pre-sale level was at Baht 17,400 million, a record high since the founding of the Company, or a 117% growth compared to 2021. In addition, the Company was able to consistently produce good performance in 2023, with a total revenue of Baht 9,978 million, representing a growth of 15% compared to 2022. Additionally, the Company achieved a net profit of 910 million Baht, marking a 100% increase compared to 2022.

In addition, the Company communicates to its employees to inform them of the results of the employee engagement survey through knowledge sharing and video dissemination through the Company's intranet to give employees consistent access to information.

Activities for Building Employee Engagement and Enhancing Employee Satisfaction

The Company regularly conducts activities to build employee engagement and enhance employee satisfaction through various communication channels. Additionally, the Company conducts the Noble Caring Survey to assess employee satisfaction and engagement. Following the survey, relevant departments communicate the results to employees and use them to analyze and develop activities, projects, and policies to address issues and further enhance employee satisfaction. Examples include:

1. Implementing the Noble Caring Flexi Benefits policy, allowing employees to customize their benefits according to personal preferences. This policy stems from internal innovation promoted through Design Thinking within the organization. In 2023, the benefits were revised to include categories such as healthcare, wellness, and lifestyle, catering to employees' individual needs.
2. Holding Townhall Meetings twice a year to foster relationships between management and employees, share performance results, business strategies, and provide opportunities for direct communication with senior management, thereby improving communication gaps.
3. Utilizing LINE@HR as a communication channel between the HR department and employees, facilitating quick and immediate communication.
4. Enhancing and streamlining work processes to increase flexibility and convenience, such as implementing Employee Self-Service systems to allow employees to handle HR-related tasks independently.
5. Adapting and improving work formats within the company to promote a more balanced work-life.
6. Developing quarterly activities to encourage relaxation, support employees' side interests, and foster good relationships between internal departments.



Watercolor Painting Activity



Team Building Activity



Noble Boot Up Your Happiness

The company places great emphasis on mental health and happiness both at work and in employees' personal lives. Therefore, it has developed the "Noble Boot Up Your Happiness" project, providing counseling services with RF Counselors/Psychiatrists to enhance mental well-being and learn stress management techniques. This initiative aims to increase employee happiness in both work and personal life. Taking care of employees' mental health not only enhances productivity but also strengthens organizational engagement.

Run For Green

The Company has organized the "Noble Run for Green" activity, a virtual running event aimed at promoting and supporting employees' leisure time in beneficial health activities. For every 5 kilometers run, a tree is planted. Additionally, the Company had the honor of having Mr. Chatchat Sitthipan, the Governor of Bangkok, participated in the event alongside management and employees at Benjasiri Park. This event received a positive response from employees, not only benefiting their health but also promoting environmental friendliness and fostering organizational engagement.

Occupational Safety and Health in the Workplace

GRI 3-3, GRI 403-1, GRI 403-7, GRI 413-2

The Company realizes the importance and necessity of maintaining occupational safety and health in the workplace to make sure that the employees work safely without accidents and health problems from work. The work plan has been indicated as follows:

- Annual Health Check-up.
- The employees will receive health insurance cards from the Company that allow them to receive medical treatment from any hospitals included in the list. The limit of medical fees will depend on the employee level.
- Provides influenza vaccination services to interested employees.
- Provide adequate and appropriate lighting as well as choosing the type of bulb that is suitable for the working conditions of the employees in the working areas.
- Provide adequate and proper ventilation system by considering the flow of air in and out of the working area.
- Arrange hand sanitizers for employees at the head office and sale office of each project.
- In case of severe infection of disease, the Company will determine the preventive measures and practices following the notifications and recommendations of Department of Disease Control, Ministry of Public Health. For COVID-19 pandemic in 2023, the Company has been vigilant and established internal guidelines within office premises to prevent the spread of the COVID-19 virus.

For occupational health and safety during the project construction, the Company arranged the fence to prevent dust and sound around the construction site. The fence is a galvanized steel frame having a height of 3 meters and the top is the canvas having a height of 3 meters. The symbol says "Construction Area. Do not enter" should be shown clearly.



Fire Safety

GRI 403-2, GRI 403-5, GRI 403-6

- Provide a fire prevention and suppression plan in the workplace.
- Install electrical devices and equipment by taking account of the safety of users and prevent fire. Appropriate Protective Safety Guards must be installed in the Company.
- Install adequate fire alarm equipment in working area as appropriate.
- Install a suitable quantity of fire extinguishers at each position. The portable fire extinguishers must be kept in good working order and must be maintained to ensure that the amount and pressure of fire extinguishing agent are always ready to use.
- Provide suitable fire exits which are convenient to evacuate quickly in the event of a fire.
- Provide emergency exit signs and other signs indicating proper fire escape directions.
- Provide fire drills and annual fire evacuation.



Workplace Safety System

GRI 403-2

- Arrange the security guards be on duty 24 hours to ensure safe environment and install the CCTVs to check images and sound. Install finger and face scanner before entering the Company.
- Provide access control system to control elevator operation for the headquarters at Noble Building.
- Install finger and face scanner before entering the Company

Employee Health Risk Assessment

For 2023, the Company has assessed the health risks of employees as follows:

- The Company measured the lighting used in work and made plans to increase lighting, including replacing fluorescent bulbs with LED bulbs.
- The Company analyzed and assessed risks arising from the work of the project operation team, resulting in the determination of the standard equipment in the distribution of PPEs.
- The Company proposed a plan to install air purifiers at major offices and work sites.



Work Related Injuries

GRI 403-2, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10

Operating Performance	Target	2023			
		Employees		Construction Sites ^{/4}	
		No. of incidents	Ratio	No. of incidents	Ratio
Injury Rate ^{/1}		0	1	0.20	0
Occupational Diseases Rate ^{/2}		0	0	0	0
Lost Time Injury Frequency Rate (LTIFR) ^{/3}		0	0	0	0
Fatality		0	0	0	0

Remark: ^{/1} Injury Rate calculated by multiplying the number of injuries by 200,000 (200,000 is the standard number used for calculation from OSHA (The Occupational Safety and Health Administration) divided by total hours worked.

^{/2} Occupational Diseases Rate calculated by workers suffering from occupational diseases divided by the product of the total hours worked by 200,000 (200,000 is the standard number used for calculation from OSHA (The Occupational Safety and Health Administration)).

^{/3} Lost Time Injury Frequency Rate: (No. of injury * 200,000)/No. of working time.

^{/4} Construction Sites for projects under construction.

The Company realizes the importance and necessity of the safety and health of employees along with the Company business to ensure that employees are safe and exempt from accidents and occupational diseases. An automated external defibrillator (AED) installation, a fire evacuation drill, and various safety training are all part of the Company's 2023 plans to increase employee safety and occupational health. The Company has also hired professional safety officers to work with the Company on these intentions. However, in 2023, one of the Company's employees encountered minor workplace accidents but didn't stop working, and the Company has already completed the documentation for that person's workmen's compensation fund disbursement.

Customers and Social Responsibility

GRI 3-3

The Company creates the relationship with customers through Customer Relationship Management activities developed on the basis of the corporate vision which is building houses which are beyond normal residences for the better tomorrow, that the activities have been created to maintain relationship with customers with Noble ID Workshop is the CRM activity focusing on providing short-term courses to promote learning and development of the participants' potentials in all aspects while fostering interests among customers in alignment with the modern lifestyles. Specialists are invited to explain and provide in-depth knowledge for customers to expand in their own ways. The period of Noble ID Workshop is when customers and the Company can spend time together to build quality society by creating works. Participants' satisfactions are analyzed to assess the standard of activity in customer centric way to attract the target customers.

In addition, the Company is aware of community problems in many areas and has formulated strategies to create sustainable economic and environmental value for communities by promoting collaborations with the government sector and establishing various projects to support working groups to capitalize businesses and ideas and develop skills. The Company has analyzed expectations from communities and all groups of stakeholders and has created communication channels for all groups of stakeholders to further develop them into guidelines.

Sustainable Community Support Project

GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2

“noble PLAY | Inspiration Playground”

noble PLAY is a new inspirational space in the heart of the city under the concept of 'Inspiration Playground' that connects people to all possibilities so that fun spaces can be nearer than before to support a variety of creative workers and open the minds of the public.

The Company is committed to giving back to society by transforming the business districts in the heart of the city that can generate income for the Noble Ploenchit Project into public spaces where people can use and interact with one another, and into creative spaces to increase the quality of life of people in society and create open spaces for artists or creative workers to have a platform to showcase their work to society as an "inspiration playground". Furthermore, opportunities are given to interested parties and there are ways for them to create their own work in an artistic space where they can expand on their ideas, develop their skills, view creative work or use the space free of charge.

The noble PLAY area stands out for its location at the city center near the Ploenchit BTS station, which is convenient for travelling, so that outsiders can access the area easily. This is to increase opportunities for artists to pass on the inspiration for their creative work to interested people who wish to



study art, and to share and exchange their ideas and workpieces as a way to create careers for countless others. This also reflects the openness of ideas that occur in society for a different and broader perspective of things. This area will allow adults who are far away from playgrounds to unlock their potential, forget about their limitations and get inspired.

The noble PLAY area is divided into five zones, namely, the Workshop, Art Space, Co-Working Space, Curated Store, and Pop-Up Cafe. The shops and exhibition spaces are different and get switched up every quarter to create new experiences for visitors and open opportunities for more diverse individuals.

ART SPACE

An art space for sparking ideas more clearly than meets the eye is a platform that gives an opportunity for artists to showcase their artwork or express their ideas without limitations. It is also an important platform for the public to learn more about the artists' work in order to boost their income and expand on their creative ideas for society in the future. Throughout 2023, noble PLAY held seven art exhibitions as follows:

Artist Exhibitions

Current Currents

Art Exhibition Reflecting Current World Affairs by 10 Emerging Artists, curated by Nut Dao, a versatile illustrator and graphic designer. The exhibition showcases diverse works and perspectives in a private art gallery space.



Hi&Seek

Art Exhibition that Takes You Back to Childhood, evoking memories of youth and unleashing your imagination to roam freely in the playground of inspiration. Blending seamlessly with adventurous journeys through cartoons and sci-fi movies, via the works of 5 artists curated by BRIDGE Art Agency (FREAK/IYAMANTHA/NEV3R/PUNTITABOW/TRYSTAND).



Liminal Space

The exhibition, which gathers solo performances by "Sunitas Pradithasani," an artist who creates works through landscape architecture, blended with history and human beliefs to create pieces that reflect the connection between nature and human creations. It creates contemporary art that integrates with the architecture of the new world, embodying the belief system of the old world intertwined. This exhibition was selected as one of the hot spots of the Bangkok Art Festival #COLORFULBANGKOK2023.

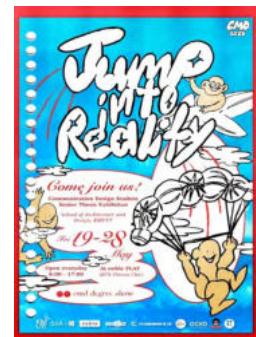


Thesis Exhibition

THESES EXHIBITION 2023: FREE SPACE FOR YOUNG GENERATION

The company recognizes the potential of the new generation, along with their openness to new ideas. Therefore, it supports the noble PLAY space and acts as a consultant in organizing student exhibitions, free of charge, to provide opportunities for students to showcase their thesis works for a period of over 2 months, from May 19 to July 7, 2023. In 2023, the Company supported thesis exhibitions for students from 3 universities as follows:

1. Thesis Exhibition "CMD Degree Show 2023" from King Mongkut's University of Technology Thonburi, School of Architecture and Design, Department of Communication Design (International Program) (SoA+D).



2. Thesis Exhibition "Lichens" from Silpakorn University, Faculty of Painting, Sculpture and Graphic Arts.



3. Thesis Exhibition "Decide Design" from Chulalongkorn University, Faculty of Fine and Applied Arts Program in Creative Arts.



After the art exhibition, noble PLAY received positive feedback from attending students, external individuals, and students from other universities who had the opportunity to visit the exhibition. Additionally, the company has been contacted by other interested universities to organize exhibitions for their students in the following years.

Charity Exhibition

SUPERJEEW ART CHARITY

Passing on the dream for children education

noble PLAY collaborates with the SUPER 10 Brilliant Kids and SUPER 100 Genius Beyond Hundred programs to organize the "SUPER ART CHARITY'33" event, presenting artworks in the "Super Art Charity" exhibition within the noble Play, free of charge. Within the event, there is an auction of 14 artworks inspired by 15 artists from the SUPER 10 and SUPER 100 programs, showcasing invaluable art pieces. The total auction proceeds amounted to 1,025,000 Baht, which were donated through the Equitable Education Fund (EEF), a fund aimed at supporting underprivileged individuals, reducing educational disparities, and ensuring that children and youth stay within the education system. The collaboration seeks to engage all sectors, including government, private, civil society, and individuals, to prevent children and youth from dropping out of the education system, allowing them to learn, grow, and develop their full potential physically, mentally, emotionally, socially, and intellectually.



Supporting Small Business Owners

POP-UP CAFE



The company continuously supports small businesses by providing opportunities for specialty coffee shops nationwide to utilize space within noble PLAY's POP UP CAFE area, without incurring any costs for setting up the space. This initiative aims to enhance business potential at a national level and drive the growth of the coffee shop industry in Thai society. noble PLAY opens the central urban location for coffee shop entrepreneurs to generate recurring income streams during each period. The concept is designed to support and create unique, dynamic experiences for visitors in this creative community space, encouraging people to immerse themselves in an atmosphere full of inspiration.

In 2023, noble PLAY has opened the pop-up cafe space to inspire a total of 8 specialty coffee shops as follows:

1. Recordoffee
2. rise.BKK
3. NAP's Coffee & Roasters Ubon
4. Y'EST WORKS Coffee Roastery
5. UNFINISHED COFFEE ROASTER
6. Piccolo Kafe
7. LASUNYA KAFE
8. NIWO CAFE

Ploencharit Festival 2023

The Happiness Exchange Station blends the modernity of the urban landscape with the warmth of the community.

In every year, the company organizes Christmas and New Year celebrations at noble PLAY, continuing the concept of sustainability, which is the main theme of the event. In 2023, the “Joyful Spirit Festival 2023” was organized, maintaining the experience of living together through sustainable activities throughout the event. This year, there were up to 6 activities held in collaboration with 6 partners, including:

1. Street to Stage – Bangkok Street Performer

Providing a platform for emerging artists from Bangkok Street Performer, noble PLAY opened an opportunity for them to showcase their talents through melodies and songs in the front area of noble PLAY, at the heart of Joyful Spirit. This initiative aimed to support their determination and foster the dreams of becoming artists in the future.

2. Waste Recycling with Recycle Day Thailand

Throughout the three-week activity, a total of

143 kilograms of recyclable waste were collected

Equivalent to planting

26 trees

At the event, waste bins were arranged with proper categorization to encourage attendees to be mindful and separate waste correctly. Recyclable waste was collected and forwarded to the Recycle Day Thailand project for proper recycling processes. Throughout the three-week activity, a total of 143.09 kilograms of recyclable waste were collected, which could be calculated to reduce carbon footprint by 254.40 kilograms, equivalent to planting 26 trees.



3. Donate goods with Pan-Kan

In 2023, the Company forwarded a total of

446 items



The Company collaborated with “Pan-Kan” to create a sharing society throughout the year 2023. Donation boxes were set up inside noble PLAY, where Pun-Kan sorted some of the donated items in good condition for resale in Pun-Kan stores. The proceeds were then donated to support education through the Yuwapat Foundation, promoting educational opportunities for underprivileged youth to complete at least secondary education. In 2023, the Company forwarded a total of 446 items, valued at 45,180 baht, including clothing, bags, shoes, stationery, jewelry, toys, and home decorations.



4. Pluke Ploen - ECO-SMART

The total amount of compost obtained from the food waste from the mentioned activity was

11.59 kilograms

Leftover food waste from daily activities was processed using the ECO-SMART machine located within the event area. Once the decomposition process was complete, the resulting compost from each day was packaged in "Pluke Ploen" bags and distributed to participants and interested individuals. They could then use it to grow plants at home or share it with friends to create green spaces, starting from small areas in their own homes. The total amount of compost obtained from the food waste from the mentioned activity was 11.59 kilograms, equivalent to 42 bags.



5. Giving Furniture in Good Condition - The Mirror Foundation

After Ploen Charit Festival 2023 ended, the company brought furniture, namely, the tables and chairs used in the event, that were selected and inspected to be in good condition, then sent them on to the Mirror Foundation for further use. The destination for the goods were as follows:

- 6 acrylic glass sheets and 39 chairs were sent to the Rai Som Wittaya Learning Center, Fang District, Chiang Mai Province and used to install as a wall for a dance classroom.
- Folding chairs and long steel tables were sent for use at Angoon Garden, Thonglor Soi 3.
- The remainder was sent to schools that came to receive donated items from The Mirror Foundation for further use.

6. Craft Beer Workshop - Udomkati Brewing Academy

With the intention of supporting small entrepreneurs and talented Thai businesses to grow and expand to meet international standards, Noble partnered with Udomkati Brewing Academy, the first legal open system brewing school in Thailand, to organize special workshops to transfer knowledge and create a space to support creative thinkers who are determined to produce their own craft beer in the right way systematically and meeting international standards.



Social Activities and Cooperation with the Government in 2023

GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2

CHOICE IS YOURS 2023

RETHINK/REUSE/REDUCE/RECYCLE

The CHOICE IS YOURS 2023 project, organized through the collaboration of five companies, including BMW Group Thailand, Chai Pattana Foundation, Microsoft Thailand, Siam Cement Group (SCG), Central Group, and Delta Electronics (Thailand) Public Company Limited, and Noble Development Public Company Limited. This marks the first year the company has participated in the project, aiming to support the advancement of ideas among young people towards sustainable environmental conservation. They invite students from across the country to present innovative works that are friendly to the environment under the concept of Circular Economy, accelerating the potential of the younger generation to create a sustainable society and environment in all dimensions. Additionally, they provide opportunities for collaboration with leading organizations at both national and global levels.

In 2023, the main theme of the competition was "Circular for Community," aiming to promote sustainable ideas for the development or resolution of society or community problems. Students were required to present ideas or projects that integrate Circular Economy concepts and can be applied practically in communities. These projects should create long-term benefits for society or the community. Expert advisors from partner organizations provided guidance to participants throughout the project. Teams attended workshops and received consultations from experts in various fields, as well as conducted field visits to factories, business establishments, and sustainable communities. Participants were expected to utilize the knowledge gained from various activities to advance their own projects and demonstrate their ability to apply Circular Economy concepts. Prior to presenting their works to the judging panel, the top six teams with the highest scores were given the opportunity to intern with one of the six partner organizations. They also received certificates of participation and had their competition entries showcased to the public and interested individuals through various activities.



We Love Ari

To promotes economic and social development plans in the Ari area

The Company collaborated with Phayathai District Office and the Export-Import Bank of Thailand (EXIM) in organizing the Christmas Festive Campaign: We Love Ari SHAR(E)ITY EVENT in the garden at the back of EXIM Thailand's main offices during 25-28 December 2023 to promote and support the Ari community in recognizing the importance of waste management with the 7R principles, including "Reduce", "Refill", "Return", "Repair/Repurpose", "Replace", and "Recycle" at EXIM's main offices on 25 December 2023. At the event, there was a campaign for people to exchange plastic bottles, cans, and other types of waste for discount coupons for use at partner stores in the Ari community. The waste received from the event will be upcycled. For example, used plastic bottles will be delivered to Wat Chak Daeng, Samut Prakan Province to be recycled and processed into garments, etc.



Activities supporting educational scholarships for the Ari Community

Contribute to society and develop local communities by implementing project initiatives

The Company has joined in sponsoring scholarships for students in grades 1-6 with outstanding academic performance for the year 2023 at Suan Bua School, totaling 6 scholarships. Representatives from Environmental Technology Consultants Limited and the management team of Construction Innovation Management Limited participated in the ceremony. The company is committed to contributing to society and prioritizing the support and development of local communities. It has undertaken various activities under the development of different projects to be community-friendly and contribute to creating a sustainable society.



Fire prevention and disaster preparedness activities for the Phaya Thai community.

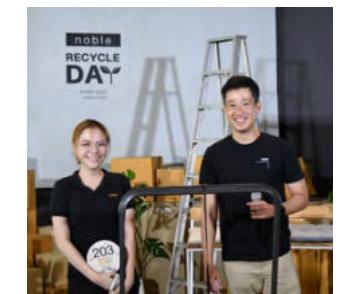
Responding to society and developing the local community in the project area

The Company supported fire prevention and disaster relief activities for the community, along with providing fire extinguishers to the communities in the Phaya Thai area. Within the event, knowledge was provided about the causes of fires, preventing fire incidents, fire extinguisher awareness, basic fire extinguishing training, evacuation procedures, as well as guidelines for behavior during fire incidents. Additionally, knowledge about CPR and basic first aid was provided by speakers from the Dusit Fire and Rescue Station.



Noble Recycle Day

The Company organized the Noble Recycle Day not only to promote and raise awareness among employees about environmental conservation but also to foster a sharing community. Within the event, donations of unused items were accepted from executives, employees, and interested residents. There was also a furniture auction from the project's showroom and items auctioned by executives. All proceeds and donations from executives were given to the "Pan-Kan" project, the Yuwapat Foundation, to contribute to this sharing community. Furthermore, it provided more educational opportunities for underprivileged children and helped to build a better Thai society in the future.



LANGUAGE OF THE SOUL

The Company joined as one of the sponsors for the art exhibition promoting diversity, titled “LANGUAGE OF THE SOUL,” following last year’s event. The activity was organized by The Rainbow Room Foundation, a positive understanding center for special needs in Thailand, and Art Connection. With the support of the Bangkok Art and Culture Centre (BACC), the exhibition provided a platform for artists of all ages with special needs to showcase their work and ignite inspiration for families of individuals with special needs, as well as for everyone in society to live together in understanding. It aimed to recognize the diverse potential of humans and push for sustainable development in Thai society. In 2023, the Company supported two exhibitions as follows:

LANGUAGE OF THE SOUL NO.7 - THE INVITATION

The exhibition “LANGUAGE OF THE SOUL SEASON 2” was showcased under the theme “Invitation,” featuring artworks displayed at the Bangkok Art and Culture Centre on 13 - 25 June 2023. The purpose was to provide an experiential journey into the poetry of self as evidence of existence over time. It aimed to offer a new perspective by conveying the artists’ art through lines, threads, patterns, colors, and shapes arranged through the artists’ unique experiences. The artworks reflected how perceptions are shaped and viewed through life experiences in society and interactions with others.



LANGUAGE OF THE SOUL NO.8 - LOS THE MAGAZINE ISSUE 21

The exhibition “LOS The Magazine Issue 21” was part of the art project for diversity “Language of The Soul 8th - Spirit Language. The Company supported artworks from artists, and The Rainbow Room Foundation had the opportunity to present the work “Fashion Magazine in Imagination,” which was created as a functional blanket to prove that individuals with special development and behavioral needs have creative thinking and potential in their work professionally. They can take care of themselves just like anyone else. Collaborating with fashion business partners such as COMME DES GARCON, POEM, FLYNOW BANGKOK, TUTTI, HEIDI'S SECRET, ROTUND ROTUND, they presented their work through the exhibition held at the Bangkok Art and Culture Centre from October 31 to November 19, 2023.



The Rainbow Fun Run 2023

Charity Walk for Educational Diversity

The company participated in supporting The Rainbow Room Foundation, a center for understanding special needs, by organizing “The Rainbow Fun Run 2023” charity walk and run for educational diversity under the theme “Hug Diversity.” The event took place on Saturday, May 13, 2023, at Suanluang Rama 9 Park. The company set up a booth at the event to distribute drinking water and eco-friendly water bottles to the attendees, advocating for reducing material waste and promoting the use of reusable materials in daily life. This aligns with the event’s concept of producing commemorative coins for the charity walk and run, which were made from upcycled plastic bottle caps, transformed into beautifully designed coins that can be used as decorative items or keepsakes.



Give Blood, Save a Life

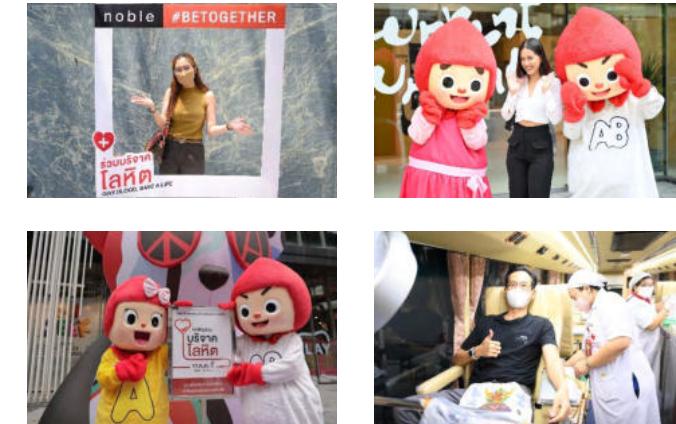
Blood Donation Campaign to Help the Thai Red Cross Society

The Company collaborated with the Thai Red Cross Society to organize the activity “Give Blood, Save a Life”, because it foresees a blood shortage crisis in Thailand and wants to keep promoting blood donations by publicizing the event to invite residents of all Noble projects, executives, employees and the general public to take part as donors.

In this event, the Company coordinated with the Thai Red Cross Society to mobilize a blood donation service vehicle along with a team of medical professionals and nurses to provide services at the Noble Ploenchit. This location is a centrally located area in the city, conveniently accessible via BTS Ploenchit station, surrounded by offices and shopping malls, making it easy and convenient for the public to participate in the activity.

The Results of Customer and Social Responsiveness Operations.

The Company recognizes the importance of developing communities and societies that are essential for creating sustainable and thriving communities. It has consistently pursued customer and community responsiveness efforts and prioritized building good relationships with all stakeholders. Additionally, the company has been dedicated to being a positive force in society and communities throughout its history. The company supports activities related to community revitalization and promotion of community resilience, especially in areas where the company operates. This support goes beyond financial assistance and emphasizes participation and involvement in creative and value-adding activities for the surrounding society, such as the Ari Community Development Project and the sustainable community support project “noble PLAY | Inspiration Playground”. The company has been running the latter project for two consecutive years, gaining increasing recognition and positive feedback from the community. Particularly, the Pop-up Cafe, which is considered another highlight of the project, has helped raise awareness of small coffee shop entrepreneurs and created opportunities for future business expansion.



Furthermore, in the past year, the Company has emphasized the importance and commitment to supporting education, which serves as a strong and sustainable foundation for long-term community and social development. This includes participation in projects like “CHOICE IS YOURS 2023” and the “Thesis Exhibition 2023: Free Space for Young Generation”. In addition to providing opportunities for students to showcase their creative ideas, these initiatives also help reduce the financial burden of final-year students’ exhibition expenses and foster an inclusive society.

Moreover, supporting university students presents a great opportunity to develop relationships and collaboration between the Company and educational institutions, building trust and increasing the Company’s recognition and acceptance within society. This enables the Company to select potential students who align with its needs for real-world work experience, potentially increasing job opportunities in the future. Additionally, supporting students allows the Company to reduce expenses in recruiting new talent.



Environment



Environmental Management	84
Climate Change	86
Biodiversity Management	88
Water Management	89
Energy Management	91
Air and Noise Pollution Management	94
General Waste Management	96

Environmental Management



The Environmental Performance Results accumulated at the end of 2023.

Reduce Greenhouse Gas Emissions by

963,918 kgCO₂e

Reduce Greenhouse Gas Emissions from the Company's Activities by

892,231 kgCO₂e

Reduce Waste from the Construction Process by

62,713 kgCO₂e

General Waste Management

8,974 kgCO₂e

The Company recognizes and gives importance to environmental management by conducting its business in strict compliance with laws, regulations, and standards, such as the Environmental Impact Assessment (EIA) report, as well as continuously monitoring and preparing reports on environmental performance to reduce impacts on the environment, communities, and society throughout the value chain. In addition, the Company also gives importance to reducing energy consumption, using environmentally friendly materials, and managing waste to support the UN SDGs and to be in line with various factors and trends at the national and international levels. The company has set the target to reduce greenhouse gas emissions by 1,500,000 kilograms of carbon dioxide equivalent within the year 2026 in preparation for advancing towards the goal of achieving net-zero greenhouse gas emissions. (net zero waste).

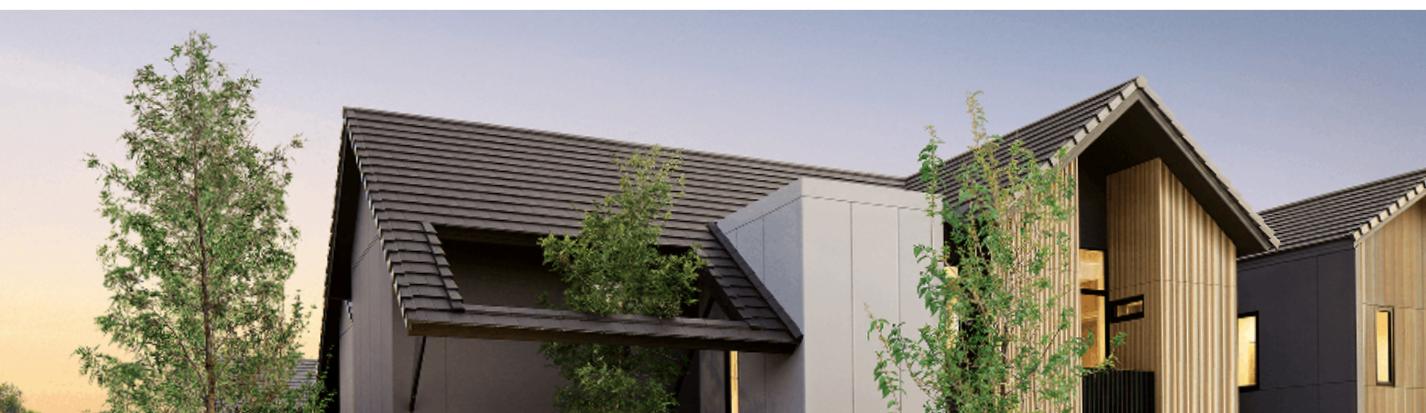
Policy & Guidelines of The Environmental Quality and Energy Conservation

The company has established the policy and guidelines to environmental quality and energy conservation policy as follows:

1. Promote, adhere to, and comply with the rules and regulations related to business development while strictly conserving the environment. This includes the Enhancement and Conservation of National Environmental Quality Act, Land Code Act, Condominium Act.
2. Focus on designing and constructing projects under the concept of conserving energy and the environment by selecting materials and equipment that reduce or conserve energy use and are environmentally-friendly along with selecting safe materials without residual hazardous substances.
3. Promote use of new innovations to create housing projects under the framework of environmentally-friendly management.
4. Promote use of resources to create maximum benefit throughout the value chain. Reduce waste creation and promote reuse of resources by strictly following the 5Rs principle (reduce, reuse, recycle, renewable and reject).

5. Create awareness and impart conscientiousness about environment conversation to executives, employees at every level, and stakeholders to promote operations under environment preservation guidelines by supplying appropriate personnel, budget, instrument, time and training resources.
6. Apply environmental risk management and environmental crisis management in all business processes to reduce impacts on stakeholders, communities, and the environment along with specifying guidelines for managing and reducing potential impacts.

The Company's policy and guidelines for environmental quality and energy management have been announced to all employees for acknowledgement and strict adherence, and disclosed on the Company's website, as well as disseminated through the Company's intranet so that employees can access information to study and review the policy regularly, while enabling the organization to grow in accordance with sustainable development guidelines.



Employees acknowledge the environmental quality and energy conservation policy

100%



Environmental Quality, Energy Conservation and Biodiversity Policy

The Company is committed to continuously developing an environmental management system for better efficiency by providing environmental complaint channels to the Company's stakeholders. The Company provides a process to manage and follow up on the resolution of problems, starting from recording the case to resolving the case, as well as a process for communicating the results of the complaint management back to the complainant or relevant stakeholders. In addition, the Company has established appropriate impact prevention and mitigation measures to prevent future recurrences of problems. Complaints can be filed via the following channels:

Call Center	: (66) 2251-9955
Email	: cg@noblehome.com
Website	: https://www.noblehome.com/th/noblecare
	: https://www.noblehome.com/th/complaint
Facebook	: https://www.facebook.com/NobleDevelopment
Line	: @Nobledev

Climate Change

GRI 3-3, GRI 305-5

**Target: Reduce greenhouse gas emissions by
1,500,000 kgCO₂ e within 2026**

Today's climate change has a significant impact on the balance of nature, posing a risk to human life and potentially affecting business operations. This makes climate change due to greenhouse gas emissions a major sustainability issue for all industries, especially the real estate business. The Company is aware of the physical and regulatory risks and impacts of climate change on both the Company and its stakeholders, and therefore has defined greenhouse gas management as a key environmental issue of the Company.

The Company is committed to mitigating the impacts of climate change through its core operations. In 2023, the Company joined the "CECI: Action for Sustainable Future," supporting collaboration in the circular economy within the construction industry (Circular Economy in Construction Industry or CECI). This initiative involves the exchange of knowledge among stakeholders in the Thai construction industry to be applied in construction projects throughout the lifecycle, transitioning towards innovative practices such as material waste management, environmentally friendly product development, and sustainable project design. The aim is to contribute to achieving the goal of reducing greenhouse gas emissions by 1,500,000 kgCO₂ e within 2026, ultimately working towards achieving a Net Zero Waste emission in the future.

Climate Change Risk Assessment

GRI 201-2

The Company analyzes impacts to identify and assess risks, including potential internal and external opportunities of the Company, from climate change to disclose risk management information that is beneficial to stakeholders, and to use the analyzed risks as an index for governing, strategy planning, and preparing action plans for climate change to be in line with international standards and maximize efficiency.

Climate-Related Risks and Opportunities



Changes in policies and laws of government agencies, such as the Climate Change Act (draft) and carbon taxation, have increased operating costs.



Permanent climate change, where the heat temperature rises by an average of 1-5°C, increases the costs in selecting materials that need to be more resistant to temperature.



Flooding may disrupt operations, which directly affects the Company's revenue loss, and may cause delays in material delivery by the Company's suppliers.



Adaptation of building design to be suitable for changed climatic conditions by reducing energy consumption is a business opportunity in terms of competition to meet customers' needs.



Performance of Greenhouse Gas Emissions Management in 2023

GRI 305-4

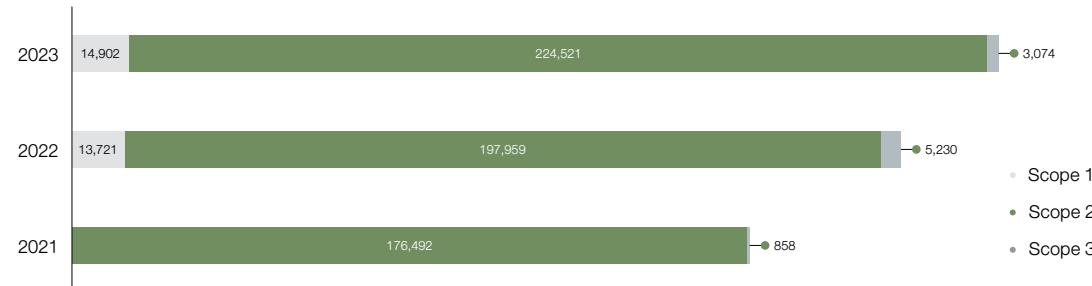
Total Greenhouse Gas Emissions (Scope 1+2+3)	
242,497	kgCO ₂ e
In-House Vehicles	
6.15%	
Energy (Office)	
92.59%	
Water (Office) & Paper	
1.27%	

Scope 1	Scope 2	Scope 3
14,902 kgCO ₂ e	224,521 kgCO ₂ e	3,074 kgCO ₂ e
6.15% In-House Vehicles	92.59% Energy (Office)	1.27% Water (Office) 0.50% Paper 0.76%



Greenhouse Gas Emissions Per Year

GRI 305-4

Carbon dioxide equivalent (kgCO₂e)

Biodiversity Management

The Company is aware of the significant impacts from the use of land, forest resource, marine resources and biodiversity in the Company's operations which impact the abundance of the ecosystem. Therefore, the Company is committed to conducting business without impacts to biodiversity by incorporating it into the business decision making process to avoid and mitigate risks that may cause impacts from the Company's operations. Hence, the Company has established a Biodiversity Policy to be used as a management measure. The details are as follows:

1. Study the project's environmental impact analysis report (EIA) according to legal requirements.
2. Consider and use materials and equipment, particularly construction materials, from legal production sources to ensure that materials and equipment are not from sources that cause negative impacts on biodiversity and
3. reduce greenhouse gas emissions.
4. Protect and manage biodiversity by specifying for no operations to take place in areas in IUCN Category I-IV.
5. Support and encourage employees and stakeholders to recognize biodiversity impacts from business operations along with building awareness for employees to participate in showing responsibility in the company's biodiversity activities.
6. Disclose and communicate about ecosystem and biodiversity management including measures for treating stakeholders and communicating channels for reporting information and complaints to communities and society clearly in cases where operations that may damage ecosystems and biodiversity were witnessed.

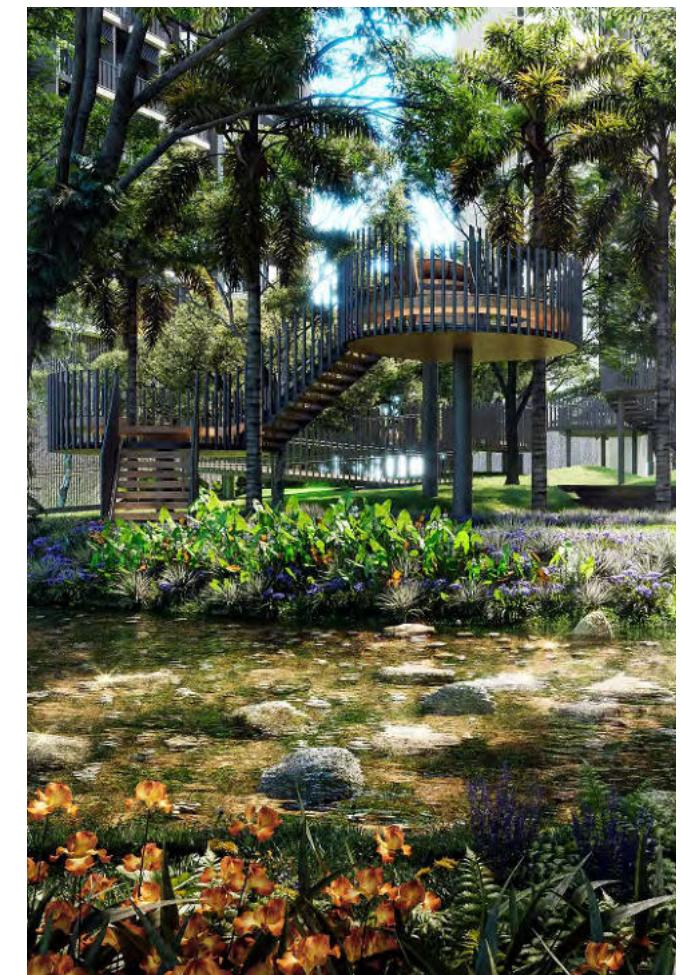
Performance in 2023

The Company's total green area accounted for

12% of the total space

No

New construction projects located in a nature conservation area



The Company develops residential projects with green spaces in accordance with the regulations regarding the allocation of land for residential purposes and the Enhancement and Conservation of National Environmental Quality Act, B.E. 2535 (1992). Additionally, the Company places great importance on conserving decades-old trees on its undeveloped land. These trees are maintained and cared for by experts during the construction period to preserve nature and maintain environmental quality. In 2023, the Company's total green area accounted for 12% of the total space and the Company had no new construction projects located in a nature conservation area.

Water Management

GRI 3-3

Target: Reduce Water Consumption at the Head Office and Sales Offices by

5% by 2026

In 2023, the water consumption in offices decreases by

8% from 2022

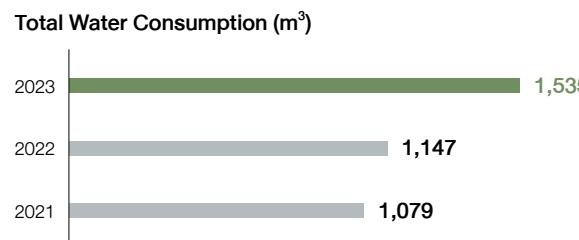
*Remark: calculated from water consumption per person (m³)

Water is a natural resource that is necessary for the survival of all stakeholders, as well as the Company's business operations. Therefore, water resource management is an important issue that the Company recognizes in order to efficiently manage water consumption, as well as to adhere to the responsibility and sustainably comply with water management principles throughout the value chain in order to reduce the risk of water shortage to the Company's business operations and stakeholders in all dimensions.

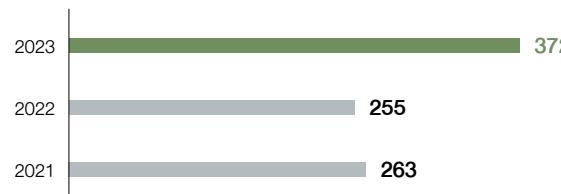
The Company considers the efficient use of water from the process of selecting water-saving equipment such as plumbing, sanitary ware and taps, and gives importance to the improvement and maintenance of the wastewater treatment system with modern technology to ensure that wastewater is treated to reduce or eliminate contamination before it is released into public spaces to ensure water consumption sustainability. In this regard, the Company has set water management targets and supports the use of water-saving sanitary ware for at least 20% of the total sanitary ware used in the common areas of the project.

Water Management Performance (Office)

GRI 303-5



Number of Employees (included Executives)



Water Consumption (m ³)	2021	2022	2023
Head Office (Ploenchit)	1,059	1,070	1,415
Noble Remix Office	20	77	120
Total Water Consumption (m³)	1,079	1,147	1,535
Number of Employees (included Executives)	263	255	372
Water Consumption per Person (m ³)	4.10	4.50	4.13
Carbon Dioxide Emissions (kgCO ₂ e/m ³)	858	912	1,220

Efficient Water Resource Management



Water Resource Management Guidelines in Office Buildings

- Promote the economical use of water in all areas, whether it is the bathroom, kitchen or other washing areas.
- Communicate the impact of wasteful water use to raise employee awareness.
- Weekly inspections of the plumbing system, equipment, and amenities are mandated to ensure efficient and cost-effective water usage.
- Communicate with employees. In case of water leakage, they can promptly report it via LINE@.

Water Resource Management Guidelines in Construction Projects

- Use equipment and products that save water.
- Choose quality water pipes that meet the standards of the Metropolitan Waterworks Authority.
- Encourage workers to use water economically through public address system activities within the project.
- Provide adequate water tanks for use at construction sites and the workers' quarters.
- Provide water drains and a clarifier before releasing the water into the public drains.
- Arrange for workers to clean the construction sites and the entrance-exit areas of the projects daily to prevent soil and construction debris from clogging or obstructing the flow of water.



Clean up the construction area and the surrounding area daily.

The wastewater quality measurement points at the final clarifier before discharge from the project.

Energy Management

GRI 3-3

Target: Reduce Electricity Consumption in the Head Office and Sales Offices by 5% by 2026

In 2023, the electricity consumption in offices decreases by **19%*** from 2021

*Remark : calculated from Energy Consumption per Person (kilowatt-hour)



The Company gives importance to energy management from the design of the building, the use of energy-saving electrical equipment, and the use of environmentally friendly technologies, especially electricity which is a major factor in business operations that focus on optimizing the construction process, managing energy, and conserving energy to ensure maximum efficiency, as well as considering the feasibility of using renewable energy to enhance the Company's greenhouse gas reduction operations.

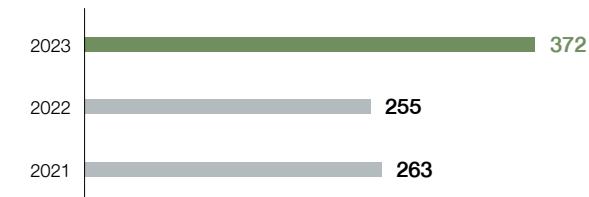
Energy Management Performance (Office)

GRI 302-1, GRI 302-3

Total Energy Consumption (kilowatt-hour)



Number of Employees (included Executives)



Energy Consumption (kilowatt-hour)	2021	2022	2023
Head Office (Ploenchit)	270,103	282,546	307,756
Noble Remix Office	24,738	36,266	67,321
Total Energy Consumption (kilowatt-hour)	294,841	318,812	375,077
Number of Employees (included Executives)	263	255	372
Energy Consumption per Person (kilowatt-hour)	1,121	1,250	1,008
Carbon Dioxide Emissions (kgCO ₂ e/kWh)	176,492	190,841	224,521

Efficient Energy Management

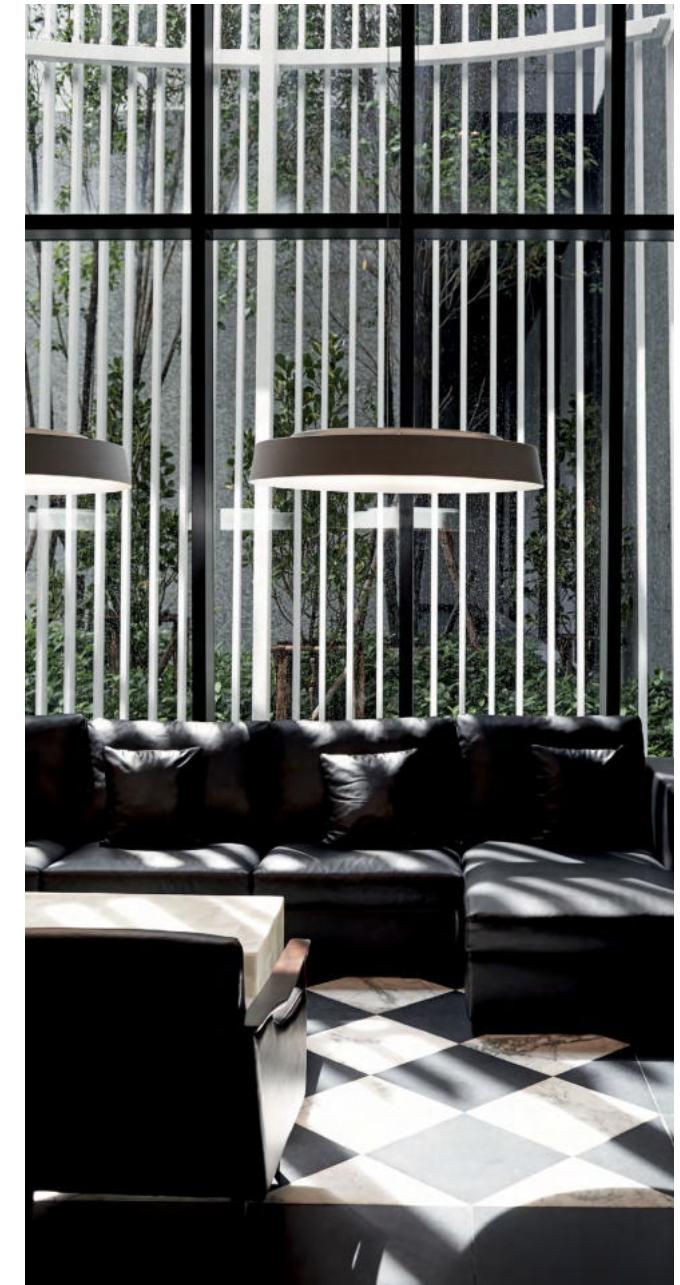
GRI 302-4, GRI 302-5

Energy Management Guidelines in Office Buildings

GRI 302-4

- Reduce the operation of electrical equipment, such as raising the temperature by 1°C, which will save 10% of the energy consumption by air conditioners and reduce the operating time of air conditioners by one hour before the end of the workday.
- Encourage employees to walk up and down stairs instead of using elevators.
- Promote the reduction of energy consumption by turning off computers, lights and outlets that are not in use.

In 2023, the Company continuously fostered a culture of energy conservation among employees by implementing the "Save Water Save Energy Save Noble" campaign. This included initiatives such as turning off lights for 1 hour during mid-day breaks and shutting down air conditioning after working hours to raise awareness about the importance of energy usage. These efforts aimed to encourage employees to change their energy consumption behaviors and actively participate in conserving the company's energy resources.



Energy Management Guidelines in Construction Projects

GRI 302-2, GRI 302-4



Solar Rooftop

Solar rooftops are installed on the temporary offices in construction projects, which is clean energy obtained from sunlight and converted into direct current electricity for office use. It helps to reduce the use of electricity that produces greenhouse gases, and is environmentally friendly.



Solar Cell Light Poles

Solar cell light poles are installed around construction projects, which can store solar energy during the day and then use it as electricity at night. The lights are able to turn on and off automatically and last longer than ordinary street lights. They are easy to install, help to reduce electrical system wiring costs, and help to reduce maintenance costs.



Motion Sensor

Motion-sensor-controlled lights that turn on and off automatically are installed in places where lights do not always need to be on, such as in corridors, restrooms, or other rooms where lights are turned on only temporarily. This helps to extend the useful life of lightbulbs, reduce electricity waste, and save on electricity costs.



Air and Noise Pollution Management

**Target: Reduce air pollution by
20,000 kgCO₂ e by 2026**

The Company gives importance to air and noise quality management both within the construction sites and the surrounding communities. The general air quality in the atmosphere, vibration, wind speed and direction are monitored to meet the specified standards, and the Company's air quality and noise control system has been continuously improved. Measurements are taken and monitored regularly to comply with regulations and build confidence for stakeholders.

Air Pollution Reduction Activities in Construction Projects

Mesh sheets matching the height of the buildings are installed for cover during construction to prevent the dispersal of dust to nearby areas.



Truck wheels are washed before leaving the project to prevent debris from falling onto the road causing pipe blockages, dust and rode accidents.



Furthermore, the Company has conducted air quality measurements in the atmosphere, assessing Total Suspended Particles (TSP), particulate matter not exceeding 10 microns (PM10), particulate matter not exceeding 2.5 microns (PM2.5), nitrogen dioxide, and sulfur dioxide gases both within the project areas and surrounding communities on a regular basis. This is considered part of the Environmental Impact Assessment (EIA) Monitoring Report. In 2023, the Company achieved its targets as stipulated in the Environmental Impact.



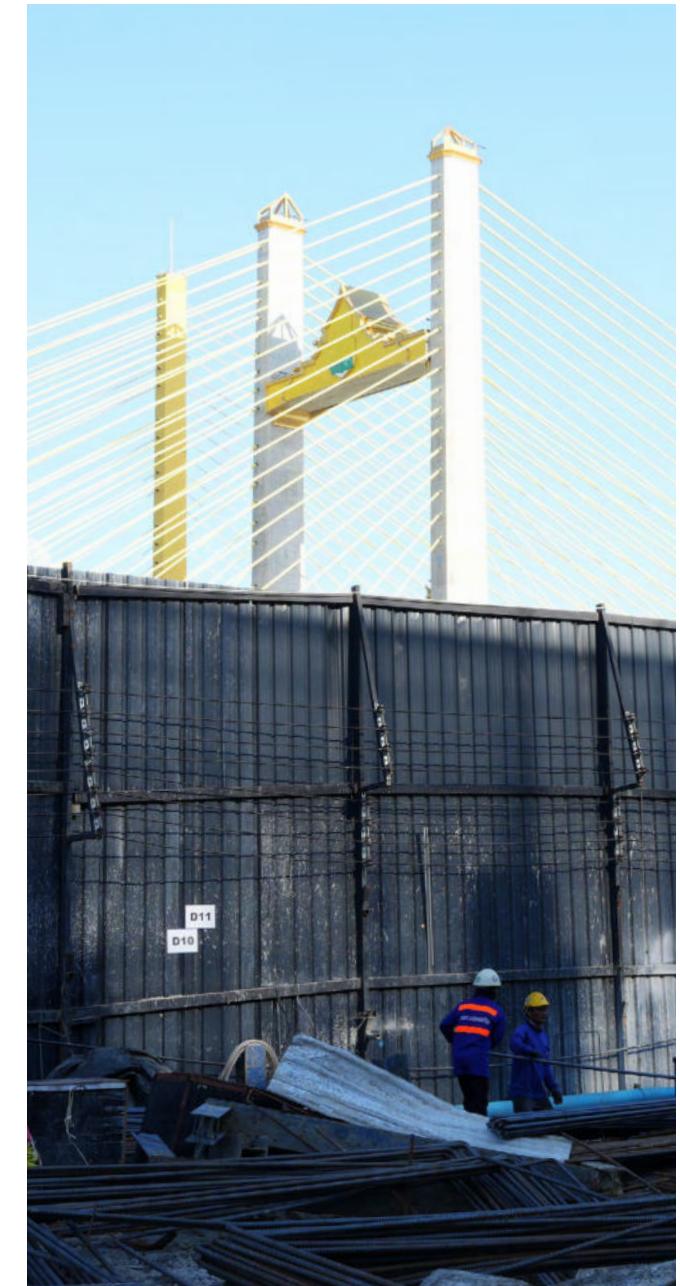
A water spraying system is installed along the fences around project areas at appropriate points to reduce the problem of dust from construction.



Workers are provided to spray water around the construction sites throughout the construction period. The spraying frequency will increase if there are large volumes of dust in a day, and workers are provided to sweep dust and sediment after the spraying to prevent clogging the drainpipes.

Noise Pollution Control

The Company takes into great consideration the impact on the surrounding communities from noise pollution caused by the Company's operations. The Company has created plans and strict construction methods, scheduled construction to be at appropriate times, and selected construction methods that can reduce noise and vibration levels well. In addition, values are regularly measured to ensure that they are within the specified criteria, for example, temporary portable sound barriers designed to be assembled and disassembled are provided and can be placed at the source of the noise. Such sound barriers can reduce the noise level to a standard level and reduce the noise impact of construction operations on surrounding communities. In addition, the tools, equipment, and machinery are inspected and maintained in good condition regularly and covers are provided to reduce noise levels, etc.



Measurement of air quality in the atmosphere of project construction area and surrounding areas.



Measurement of general sound level in the project construction area and surrounding areas.

General Waste Management

GRI 3-3, GRI 306-1, GRI 306-3

Waste management is one of the issues that the Company attaches importance to and adheres to the waste management guidelines in accordance with the 5Rs principles (Reduce, Reuse, Recycle, Renewable, and Reject) to reduce environmental impact due to waste disposal to achieve zero waste-to-landfill goals in business operations. At present, the Company is focusing on minimizing the amount of waste disposal generated.



General Waste Management in Office

GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5

**Target: Reduce General waste by
10% kgCO₂e by 2026
equivalent to reduce carbon dioxide emissions by
35,000 kgCO₂e by 2026**

Inside the Company's offices, general wastes are managed by providing containers for segregating each type of waste and promoting correct disposal among employees. Waste is categorized into general waste, recyclable waste, hazardous waste, food waste, and infectious waste. This waste management system covers the Headquarter office at Phloen Chit and Remix office. Additionally, various activities such as Waste to Wear, Noble E-Cycle, Noble Recycle Day, and Noble Cleanup Day are organized to instill awareness and foster participation among the employee community. The Company is committed to utilizing resources judiciously for sustainable environmental stewardship. As a result of these activities in 2023, the Company was able to recycle a total of 3,461 kilograms of waste, thereby reducing carbon dioxide emissions by 5,963 kilograms, which is equivalent to planting 338 trees.

**Results of Accumulated General Waste Management at
the end of 2023**

8,974 kgCO₂e



Projects and Collaborations with Other Agencies

Waste to Wear Project

Collecting plastic bottles and recycling t-shirts for employees.

In 2023, the Company was able to recycle

929 kilograms of waste

This can reduce CO₂ emissions by

1,900 kgCO₂e

Equivalent to planting

200 trees

The Company continuously does the Waste-to-Wear Project to sort plastic bottles with Recycle Day Co., Ltd. (Recycle Day) by exchanging them for T-shirts for employees. As a result of the activities in 2023, the Company was able to recycle 929 kilograms of waste. This can reduce CO₂ emissions by 1,900 kgCO₂e, which is equivalent to planting 200 trees.



Noble E-Cycle Project

E-Waste... Turning the World Upside Down

In 2023, the Company was able to recycle

1,542 kilograms of waste

This can reduce CO₂ emissions by

3,433 kgCO₂e

Equivalent to planting

97 trees

In 2023, the Company collaborated with Title Environmental Solutions Limited (TES) to establish electronic waste collection points under the "Noble E-Cycle: Turning the World Upside Down" project. This initiative aims to reintegrate electronic waste into proper recycling processes, reflecting the company's commitment to social and environmental responsibility. It seeks to utilize limited natural resources efficiently, minimize environmental impact, and reduce waste generation. From the project's outcomes in 2023, the Company can recycle 1,542 kilograms of waste, resulting in a reduction of 3,433 kilograms of carbon dioxide emissions, equivalent to planting 97 trees.



Paper Circularity Projects

Separating paper for recycling

in 2023, the Company collected
440 kilograms of unused paper, returning it to
 the recycling process

reduction in carbon dioxide emissions by
299 kilograms

Quater4/2023, the Company initiated Noble Paper Circularity project, which involved setting up collection boxes and gathering used paper within the offices. The collected paper was sorted into three types: brown cardboard, black and white paper, and mixed paper. These were then delivered to SCGP Recycle for proper recycling processes, exchanging them for new paper to be used within the office. Additionally, knowledge dissemination and behavioral promotion for material separation were conducted among employees, fostering resource circulation in line with the principles of the Circular Economy. As a result of these activities in 2023, the Company collected 440 kilograms of unused paper, returning it to the recycling process. This initiative led to a reduction in carbon dioxide emissions by 299 kilograms, equivalent to planting 7 trees.



Noble Recycle Day

The Company has initiated the "Noble Recycle Day" event to promote and raise awareness among employees about environmental conservation. Within the event, various activities are organized to promote recycling, including educational sessions on recycling, furniture auctions, second-hand goods exchanges, and donations of usable items to the Pankan foundation, all aimed at promoting reuse and reducing waste generation. Furthermore, having a seminar on environmental issues by Mr. Wannasingh Prasertkul offers a valuable opportunity for exchanging ideas and sustainable environmental conservation methods. These activities are expected to foster confidence and commitment among employees towards environmental care, leading to environmentally friendly behaviors both at the workplace and in their daily lives.



Construction Waste Management

GRI 306-1, GRI 306-2, GRI 306-4

Target: Reduce construction waste by

195,000 kgCO₂ e by 2026

Results of Accumulated Construction Waste Management at the end of 2023

62,713 kgCO₂ e

The Company is committed to developing waste management processes in accordance with the environmental, energy and biodiversity management policy, as well as determining operational methods in accordance with the processes related to waste management specified in the Environmental Impact Assessment (EIA) results. The construction of projects generates large volumes of waste. Therefore, the Company gives importance to the selection of suppliers who have systematic waste management in the construction site, such as waste separation and management within the construction site by processing pile waste, gypsum scraps, cement bags and general waste into various materials to help and reduce landfill waste generated from the activities in the construction areas. The waste designated for landfills is to be handled by a legitimate agency as well.

Waste Sorting in Construction Projects

The Company has implemented waste separation management in the construction project areas, such as construction material scraps, cement bags, paint cans, solid waste, recyclable waste, and hazardous waste. The purpose of sorting the waste type at the origins is to reduce the volume of waste before delivering it over to the relevant waste management agencies for proper processing to prevent impacts on the environment within the project and nearby communities.

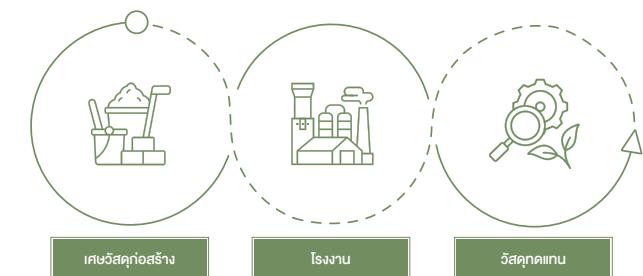


Recycling of Construction Materials

The Company piloted the recycling of construction materials at Nue District R9 Project by collaborating with contractors to manage waste from the construction process within the project, starting by returning 156 tons of gypsum scraps and pile waste to the manufacturer for processing into recycled coarse aggregate (RCA), which is an alternative material that can substitute for various construction materials such as pavement for road/parking and prefabricated concrete slabs with properties comparable to normal concrete. As a result of this activity, the Company was able to help reduce carbon dioxide emissions by 15,470 kilograms of carbon dioxide equivalent. The Company has set a goal to expand the recycling of construction materials to other projects in the future to circulate resources sustainably.

Recycling and Reusing Water from Construction Projects

The Company has designed an efficient wastewater treatment system and defined the wastewater treatment process for all projects. Each construction project is required to measure and analyze water quality once a month throughout the construction period to meet the criteria specified by the Environmental Impact Assessment, which includes analysis indices such as pH, biochemical oxygen demand (BOD), suspended solids (SS), settleable solids, total dissolved solids (TDS), sulfide, total kjeldahl nitrogen (TKN), fat, oil and grease (O&G), total coliform bacteria, and fecal coliform bacteria (FCB) levels. The projects will water the trees with treated water and then the remaining water will be further discharged into natural water sources.



Environmentally Friendly Materials

GRI 305-5

Currently, many alternative durable and long-lasting materials resembling natural materials have been developed to replace the use of natural materials. The use of these alternative materials will greatly reduce natural resource destruction. The Company recognizes the importance of environmental sustainability in all project development processes.

Low VOC Paint



Low VOC paints are free of mercury and lead to ensure health safety and safe living.

Lightweight Concrete

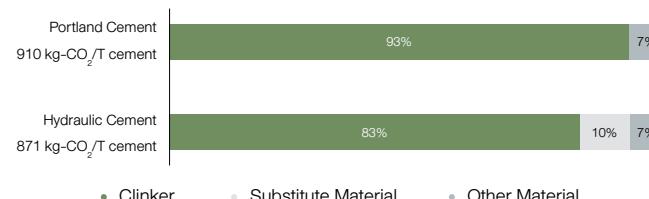


Lightweight concrete, a smart cold block with minuscule, unconnected internal pores distributed evenly throughout the block, is made using autoclaved steam treatment, thus making it an energy-saving wall block.

Hydraulic Cement

The use of hydraulic cement to reduce the use of ordinary Portland cement (OPC) due to the process of reducing clinker burning results in a reduction in carbon dioxide emissions, which in turn reduces greenhouse gases.

Cement Mix Ratio



The Green Label Project



certified by the Thai Environment Institute. The project has composition, production, usage, and disposal processes that have less impact on the environment than similar products that are not certified, such as synthetic wood flooring, sanitary ware, etc.

Care the Bear Project

Everyone can contribute to reducing global warming in all activities and work

GRI 305-5

In 2023, the Company reduced carbon footprint from activities and projects by a total of

14,750 kgCO₂e

which is equivalent to the annual carbon dioxide absorption of

1,639 trees

In 2023, the Company continuously be a member of the Care the Bear Project of the Stock Exchange of Thailand (SET) to contribute to reducing global warming, reducing the carbon footprint of the Company's activities both online and onsite, such as organizing shareholders' meetings, shareholders' meetings via electronic media (e-AGM), online meetings, analyst meetings, executives and colleagues meetings, and press conferences, etc., by adopting the six "cares" in design to assess, measure and create new sustainable behaviors for the organization. In 2023, the Company reduced its carbon footprint from activities and projects by a total of 14,750 kilograms of carbon dioxide equivalent, which is equivalent to the annual carbon dioxide absorption of 1,639 trees.



noble



GRI Content Index

GRI Content Index

102

GRI Content Index

Statement of use	Noble Development Public Company Limited has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023					
GRI 1 used	GRI 1 : Foundation 2021					
Applicable GRI Sector Standard(s)						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SDG Mapping
General Disclosures						
GRI 2 : General Disclosures 2021	2-1 Organizational details	10-11	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-3 Reporting period, frequency and contact point	10				
	2-6 Activities, value chain and other business relationships	11-15				
	2-7 Employees	58-59				
	2-8 Workers who are not employees	59				
	2-9 Governance structure and composition	39				
	2-11 Chair of the highest governance body					SDG 16
	2-12 Role of the highest governance body in overseeing the management of impacts	39, 41				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2 : General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	6-7, 10			
	2-15	Conflicts of interest	42			SDG 16
	2-16	Communication of critical concerns	22-26, 45-47			SDG 11 SDG 16
	2-19	Remuneration policies	60			
	2-20	Process to determine remuneration	60			
	2-21	Annual total compensation ratio			not disclosed	
	2-22	Statement on sustainable development strategy	6-7			
	2-23	Policy commitments	2, 17-18			SDG 16
	2-24	Embedding policy commitments	17-18			
	2-25	Processes to remediate negative impacts	49			
	2-26	Mechanisms for seeking advice and raising concerns	22-26			SDG 16
	2-28	Membership associations	42			
	2-29	Approach to stakeholder engagement	22-26, 48-50			
Material topics						
GRI 3 : Material Topics 2021	3-1	Process to determine material topics	19-21	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2	List of material topics	20-21			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Economic performance						
GRI 3 : Material Topics 2021	3-3	Management of material topics	14, 28			
GRI 201 : Economic Performance 2016	201-1	Direct economic value generated and distributed	6-7, 28			SDG 8
	201-2	Financial implications and other risks and opportunities due to climate change	98			SDG 9 SDG 17
	201-3	Defined benefit plan obligations and other retirement plans	28, 61-62			SDG 8 SDG 9 SDG 17
	201-4	Financial assistance received from government			did not financial assistance received from government	SDG 8 SDG 9 SDG 17
Indirect economic impacts						
GRI 3 : Material Topics 2021	3-3	Management of material topics	29-38			
GRI 203 : Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	29-38, 57-59, 73-82			SDG 8 SDG 9
	203-2	Significant indirect economic impacts	29-38, 57-59, 73-82			SDG 8 SDG 9
Procurement practices						
GRI 3 : Material Topics 2021	3-3	Management of material topics	51-54			SDG 8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Anti-corruption						
GRI 3 : Material Topics 2021	3-3	Management of material topics	42, 45-47			
GRI 205 : Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	42, 45-47			SDG 11 SDG 16
	205-2	Communication and training about anti-corruption policies and procedures	42-44			SDG 11 SDG 16
	205-3	Confirmed incidents of corruption and actions taken	44			SDG 11 SDG 16
Energy						
GRI 3 : Material Topics 2021	3-3	Management of material topics	91-93			
GRI 302 : Energy 2016	302-1	Energy consumption within the organization	91			SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
	302-2	Energy consumption outside of the organization	93			SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 302 : Energy 2016	302-3 Energy intensity	91				SDG 9
						SDG 11
						SDG 12
						SDG 13
						SDG 14
						SDG 17
	302-4 Reduction of energy consumption	92-93				SDG 9
						SDG 11
						SDG 12
Water and effluents	302-5 Reductions in energy requirements of products and services	92-93				SDG 9
						SDG 11
						SDG 12
						SDG 13
						SDG 14
						SDG 17
GRI 3 : Material Topics 2021	3-3 Management of material topics	89-90				
GRI 303 : Water and Effluents 2018	303-3 Water withdrawal	90				SDG 9
						SDG 11
						SDG 12
						SDG 13
						SDG 14
						SDG 17

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 303 : Water and Effluents 2018	303-5 Water consumption	89				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
Emissions						
GRI 3 : Material Topics 2021	3-3 Management of material topics	86-87				
GRI 305 : Emissions 2016	305-1 Direct (Scope 1) GHG emissions	87				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
	305-2 Energy indirect (Scope 2) GHG emissions	87				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
	305-3 Other indirect (Scope 3) GHG emissions	87				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305 : Emissions 2016	305-4 GHG emissions intensity	87				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
	305-5 Reduction of GHG emissions	100				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
Waste						
GRI 3 : Material Topics 2021	3-3 Management of material topics	96-99				
GRI 306 : Waste 2020	306-1 Waste generation and significant waste-related impacts	96-99				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17
	306-2 Management of significant waste-related impacts	96-99				SDG 9 SDG 11 SDG 12 SDG 13 SDG 14 SDG 17

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 306 : Waste 2020	306-3 Waste generated	96-98				SDG 9
						SDG 11
						SDG 12
						SDG 13
						SDG 14
						SDG 17
	306-4 Waste diverted from disposal	96-99				SDG 9
						SDG 11
						SDG 12
Employment	306-5 Waste directed to disposal	96-98				SDG 9
						SDG 11
						SDG 12
						SDG 13
						SDG 14
						SDG 17
GRI 3 : Material Topics 2021	3-3 Management of material topics	58-59				
GRI 401 : Employment 2016	401-1 New employee hires and employee turnover	58-59				SDG 4
						SDG 5
						SDG 8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 401 : Employment 2016	401-2	61				SDG 4 SDG 5 SDG 8
	401-3	58				SDG 4 SDG 5 SDG 8
Occupational health and safety						
GRI 3 : Material Topics 2021	3-3	Management of material topics	71-72			
GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	71-72			SDG 4 SDG 5 SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	71-72			SDG 4 SDG 5 SDG 8
	403-5	Worker training on occupational health and safety	71			SDG 4 SDG 5 SDG 8
	403-6	Promotion of worker health	61, 71			SDG 4 SDG 5 SDG 8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	71-72			SDG 4 SDG 5 SDG 8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403 : Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	72			SDG 4 SDG 5 SDG 8
	403-9	Work-related injuries	72			SDG 4 SDG 5 SDG 8
	403-10	Work-related ill health	72			SDG 4 SDG 5 SDG 8
Training and education						
GRI 3 : Material Topics 2021	3-3	Management of material topics	65-68			
GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee	67			SDG 4 SDG 5 SDG 8
	404-2	Programs for upgrading employee skills and transition assistance programs	66-67			SDG 4 SDG 5 SDG 8
	404-3	Percentage of employees receiving regular performance and career development reviews				SDG 4 SDG 5 SDG 8
Diversity and equal opportunity						
GRI 405 : Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men				not disclosed

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Non-discrimination						
GRI 406 : Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken			not incidents of discrimination	
Freedom of association and collective bargaining						
GRI 407 : Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			not incidents of discrimination	
Local communities						
GRI 3 : Material Topics 2021	3-3	Management of material topics	73-82			
GRI 413 : Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	73-82			SDG 3 SDG 8 SDG 10 SDG 11
	413-2	Operations with significant actual and potential negative impacts on local communities				SDG 3 SDG 8 SDG 10 SDG 11
Supplier social assessment						
GRI 414 : Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	41, 51-54			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S)	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Customer health and safety						
GRI 416 : Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories			anti corruption policy	
Marketing and labeling						
GRI 417 : Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	48			

Reader's Opinion Survey : Noble Sustainability Report 2023

1. Please select the option that describes you best.

<input type="radio"/> Shareholder/Investor	<input type="radio"/> Employee / Executive of Noble Development PLC
<input type="radio"/> Customer	<input type="radio"/> Worker
<input type="radio"/> Business Partner/ Contractor	<input type="radio"/> Neighboring house around Noble's project
<input type="radio"/> Co-owner/Resident	<input type="radio"/> Others

2. Your satisfaction with the presentation format of the Sustainability Report.

	Very Satisfied	Neutral	Less Satisfied	Should be Improved
You acknowledge and understand the general operations of the Company better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You realize and understand the operation of social, economic, and environmental responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content covers your interested topics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content is easy to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content Reliability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The design of this report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall satisfaction with the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. What is your objective for reading the "Sustainability Report"?

.....

.....

.....

4. Please give provide any suggestions for developing and improving the Sustainability Report for the following year.

.....

.....

.....

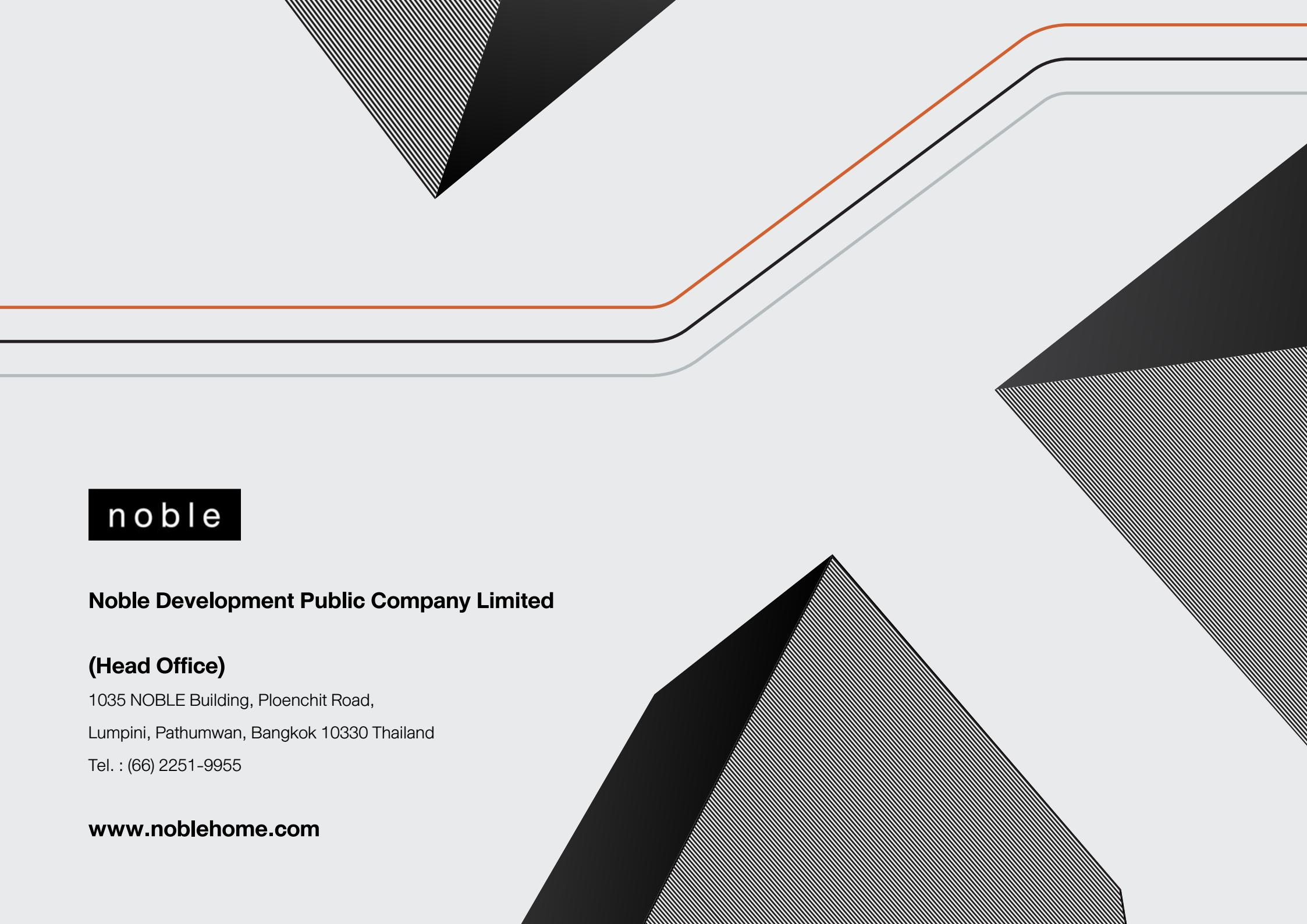


Sustainable Development Group
Noble Development Public Company Limited
1035 NOBLE Building, Ploenchit Road,
Lumpini, Pathumwan, Bangkok 10330 Thailand
E-mail: ir@noblehome.com, corporate.s@noblehome.com

Thank you for your cooperation. Your comments will be very helpful for the development and improvement of the quality of the report for following year.



Scan for Reader's Opinion
Survey Noble Sustainability



noble

Noble Development Public Company Limited

(Head Office)

1035 NOBLE Building, Ploenchit Road,
Lumpini, Pathumwan, Bangkok 10330 Thailand
Tel. : (66) 2251-9955

www.noblehome.com