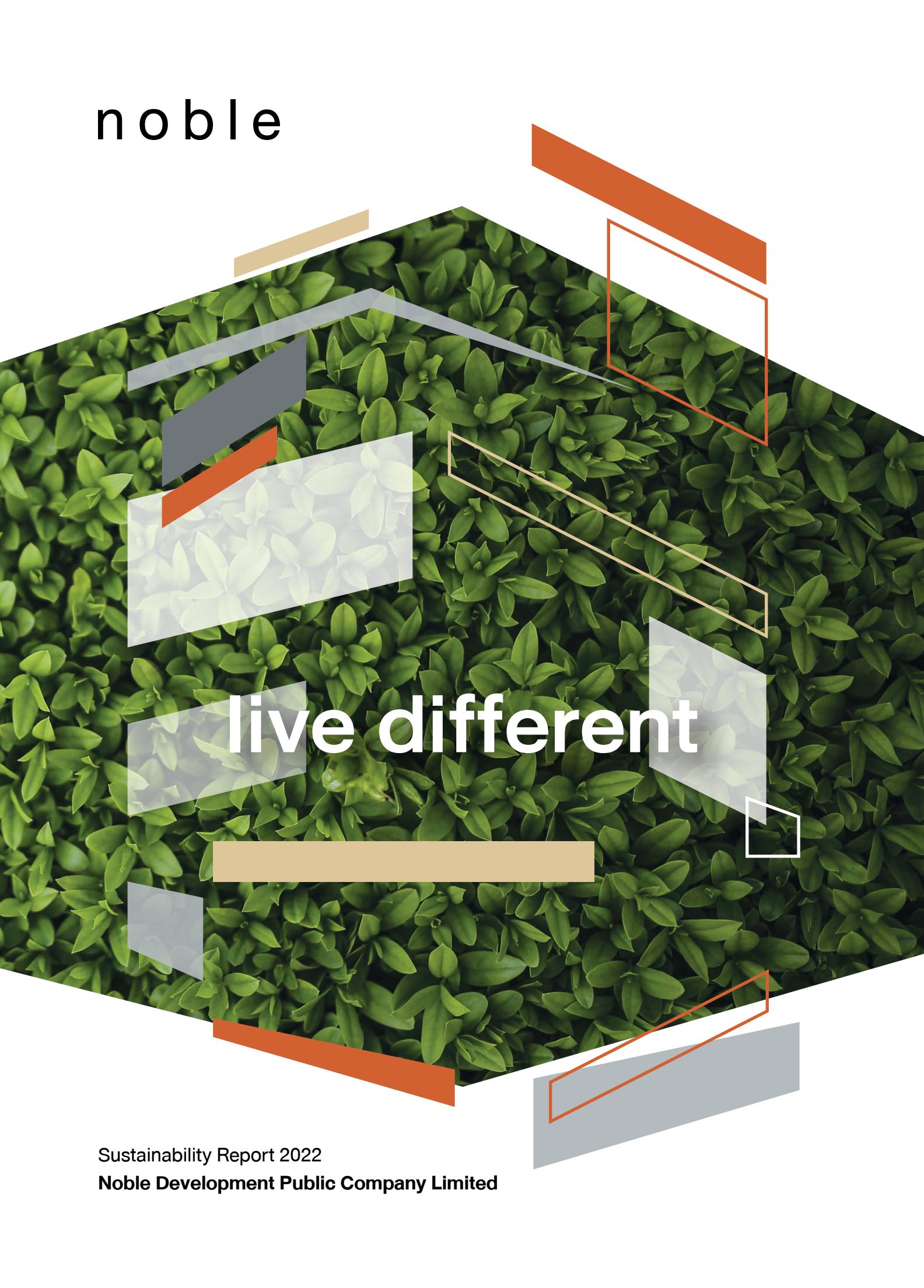


n o b l e



live different

Sustainability Report 2022
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

(GRI 2-23)

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.

Mission

(GRI 2-23)

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.

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.



Create a Worthy Competitive Product & Services

Create a Worthy People Potential

Create a Worthy Eco-Friendly Community





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Message from Chairman

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



“ Noble has been selected for inclusion in the Thailand Sustainability Investment (THSI) of 2022 ”

Ms. Punnee Chaiyakul
Chairwoman of the Board of Directors

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.

2022 was the year in which the Company placed great importance on driving the organization sustainably. The Company has established sustainability goals for the five-year plan (2022-2026) to be in line with its business strategy and meet stakeholders' expectations in a balanced manner along with the United Nations Sustainable Development Goals (SDGs). Furthermore, the assessment process for key sustainability issues has been revised to enhance efficiency and

coverage, and new policies have been formulated to be in line with sustainable development guidelines such as the Stakeholder Engagement Policy, Supplier Code of Conduct, and Tax Policy, etc.

The Company is determined to be a leader in the design and creation of modern, unique residential by adopting innovations in the presentation of valued, high-quality residential that gives individuality to the residents. As a result, in 2022, the Noble Form Thonglor Project received the Award Winner in the Residential High-Rise Development Thailand Category from the Asia Pacific Property Awards 2022-2023. Moreover, the Company is also determined to play a part in helping to resolve problems arising from climate change, and has consistently promoted and created the maximum positive results for surrounding communities and society. In 2022, the Company was able to reduce greenhouse



Message from Co-Chief Executive Officer

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

“ Noble will strive to develop its business continuously under sustainable development guidelines that take into account economic, social, and environmental issues, which will lead to sustainable value chain management and development. ”

Mr. Thongchai Busrapan

Co-Chief Executive Officer



gas emissions equivalent to 672,677 kilograms of carbon dioxide equivalent. The Company intends to continuously help reduce environmental impacts and solve problems from climate change to further achieve net-zero greenhouse gas emissions.

The success from business commitments, creating communities and preserving the environment for quality and sustainable growth has led the Company to be declared a “Thailand Sustainability Investment (THSI)” of 2022 by the Stock Exchange of Thailand (SET) and to receive the Sustainability Disclosure Acknowledge from the Thaipat Institute for the third consecutive year. Moreover, the Company received a 5-star assessment of the Corporate Governance Report (CGR) by the Thai Institute of Directors for the third consecutive year (2020-2022), in addition to receiving

a score of 100 out of 100 for the second consecutive year (2021-2022) from the AGM Checklist 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 take into account 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.

Sustainability Highlights



Economic & Governance



Total Revenue
THB **8,678** million



Economic Value Retained
THB **1,440** million



100% of Employees
and Executives were trained
of the Code of Conduct and
Anti-Corruption Policy



Social



Employee Engagement
Score **76%**



Average Training Hour
15.60 hours/person/year



Total Employees
522



Environment



Reduce Greenhouse Gas Emission
by **672,677** kgCO₂e



Reduce General Waste
by **1,557** kilogram/year



Awards of Pride



Thailand Sustainability Investment (THSI) Award

The Company was selected as a “Thailand Sustainability Investment (THSI)” of 2022 by the Stock Exchange of Thailand (SET).



Corporate Governance Assessment Award

The Company received the “Excellent” 5-star Corporate Governance Assessment Award for the third consecutive year (2020-2022) from the Thai Institute of Directors (IOD).



Sustainability Disclosure Acknowledgement

The Company received the Sustainability Disclosure Acknowledgement for the third consecutive year (2020-2022) from the Thaipat Institute.



สมาคมผู้ลงทุนไทย
THAI INVESTORS ASSOCIATION

AGM Checklist Award

The Company received an assessment score of 100 out of 100 from the AGM Checklist for the second consecutive year (2021-2022) from the Thai Investors Association.



Thai Private Sector Collective Action Against Corruption (CAC) Membership

The Company was certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) in 2021 for a 3-year term, demonstrating its commitment to anti-corruption and adherence to the policy and compliance with the Company's good corporate governance principles.



Awards Winner

- “BCI Asia Top 10 Developers Award 2021” The award-winning projects include Noble State Sukhumvit 39, Noble Around Ari and Nue Noble Srinakarin-Lasalle, which are outstanding projects for their concept and design that respond to all lifestyles and environmental considerations.
- Award Winner from Asia Pacific Property Awards 2022-2023 in the Residential High Rise Development Thailand Category. The award-winning projects include Noble Form Thonglor, which is a project developed to meet the needs of people and the planet excellently, can create value for the project space, and stands out with its striking Art Deco design, reflecting a distinct identity.

About This Report

(GRI 2-3, GRI 2-14)

The Sustainability Report 2022 is prepared to show sustainable operational results relating to economic, social, and environmental development covered the period of January 1, 2022 to December 31, 2022 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: (662) 251-9955

Get to Know...Noble

(GRI 2-1, GRI 2-6)

Business Overview

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.



66 Projects

with Total Project Value of
THB 132,810 million



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.



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.





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 fulfill life with open spaces to cover and accommodate all lifestyles.



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 5-30 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.



51 Projects
worth value **THB 98,610 million**



Exquisite Design



Lucrative Location

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.



15 Projects
worth value of **THB 34,200 million**



Wide Frontage



Full Facilities



The Center of Lifestyle and Travel



Goals and Business Strategies of the Company

(GRI 3-3)

The Company has paved the way to become a TOP-5 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 for 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 a 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.

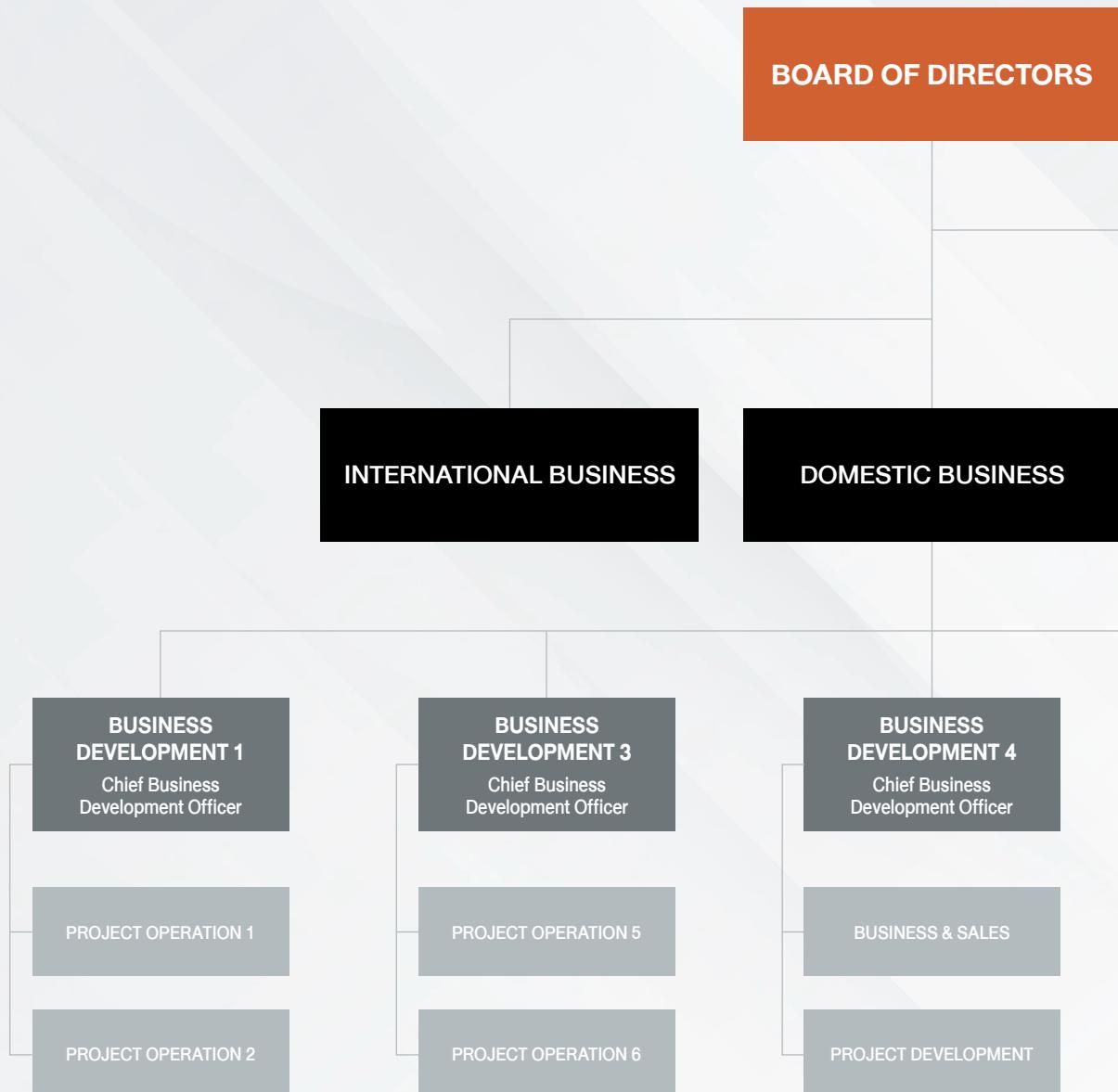
5. Asset Light Model – Higher ROE

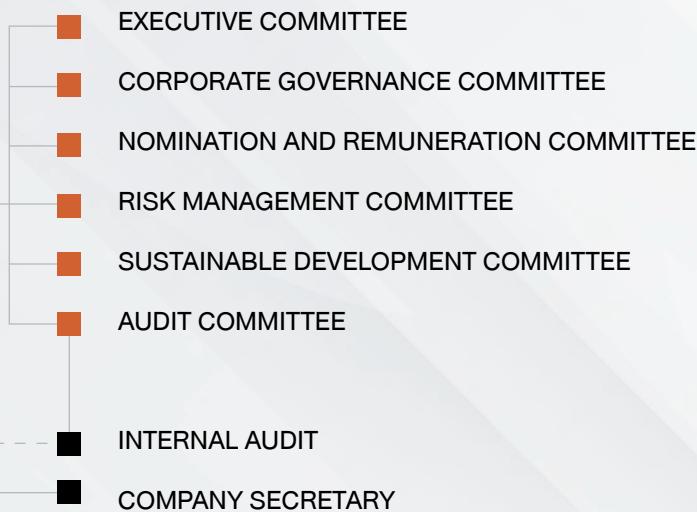
Rearranging portfolio by disposal of recurring income assets and focus on higher return projects.

Corporate Structure

(GRI 2-9, GRI 2-12)

(As of 31 December 2022)

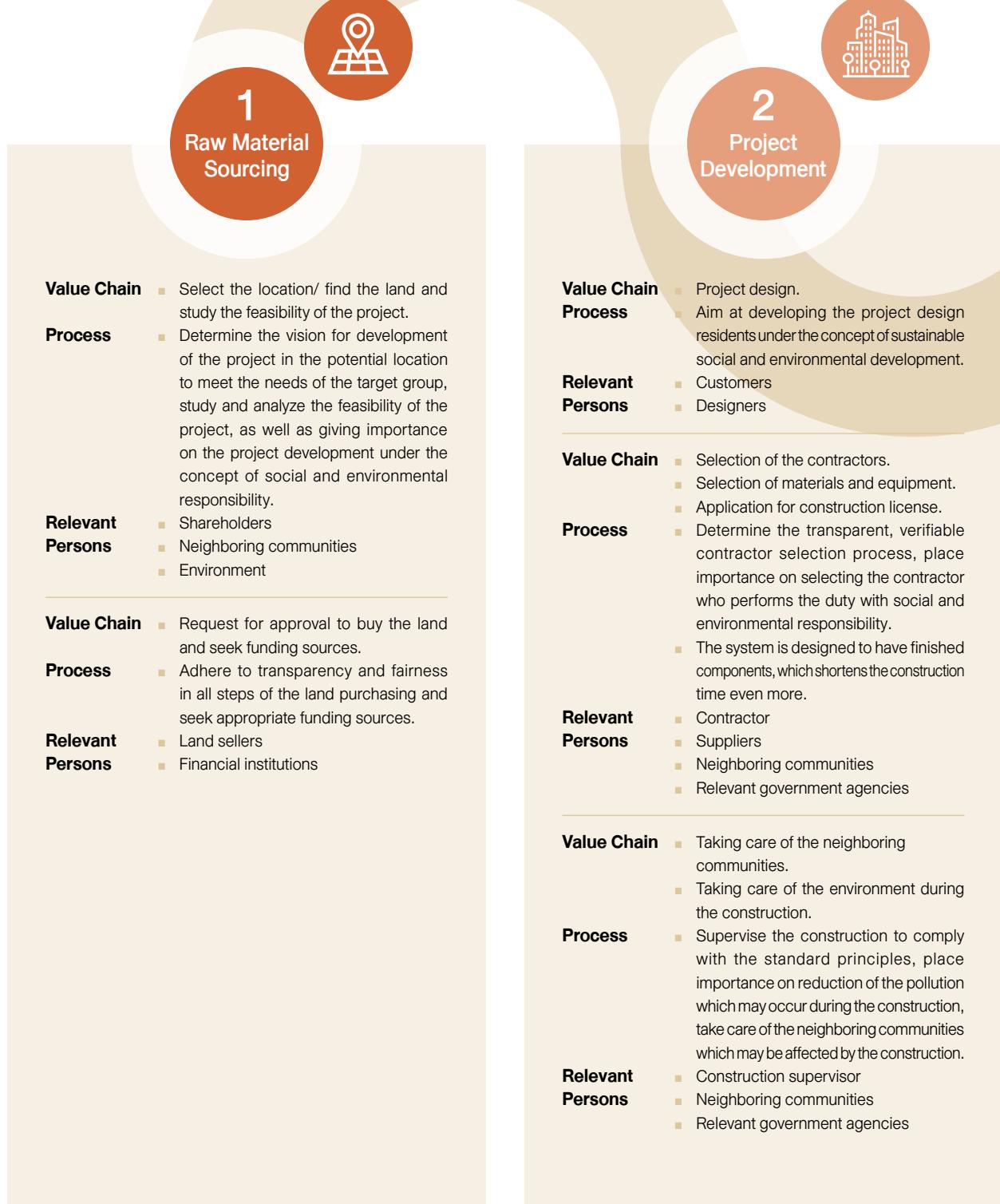


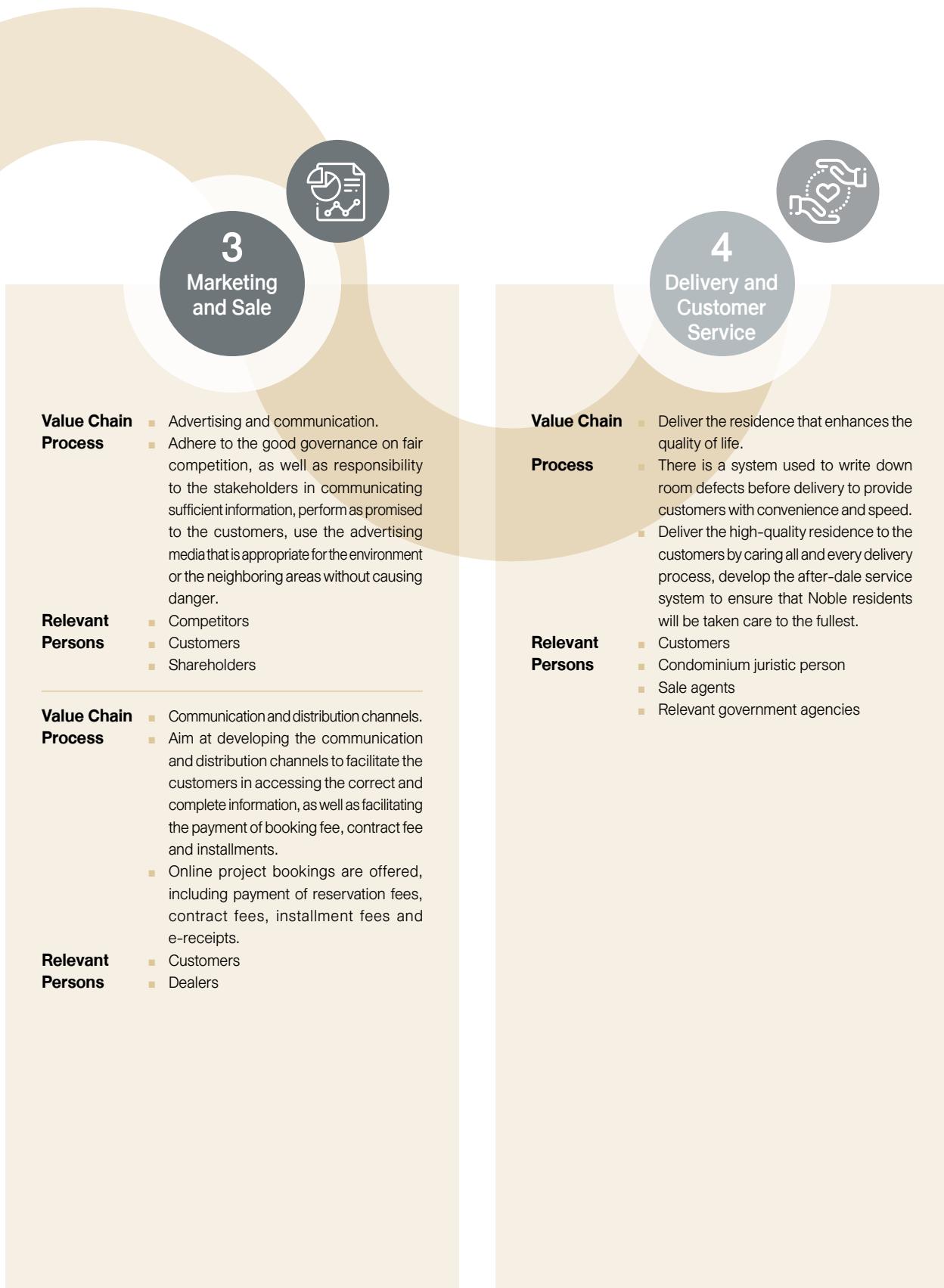


Value Chain Management

(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 the efficiency and create sustainability while taking care of the society and environment. The processes are as follows:





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 on the basis of 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.

Economic & Governance

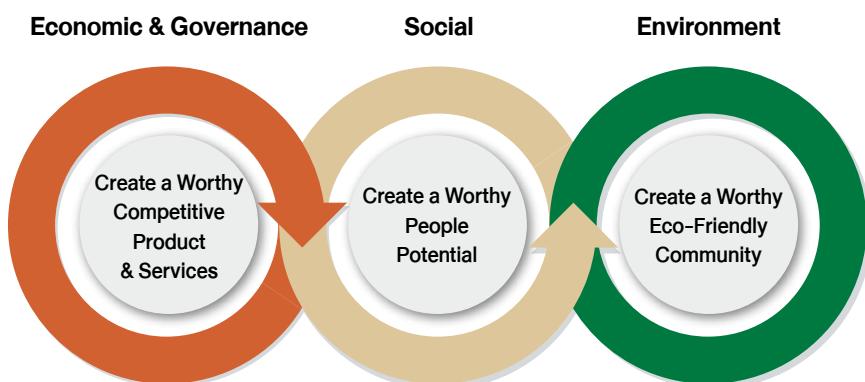
The Company has the obvious guidelines to make the good entrepreneurship results on the terms with the fair and equal competition foundation under the policy on work management and capital management strictly and transparently according to good governance principles, as well as the readiness to effectively adjust the strategies to suit the changing situations.

Social

The Company treats all business partners fairly and transparently and realizes the importance of corporate management on the good governance and social responsibility basis as well as strives for developing the business to create a higher level of life quality for the residents and care for all stakeholders to create a better society.

Environment

The Company believes that sustainable cohabitation relies on systematic relationships each of which has its own mechanisms that conform with the natural mechanisms to maintain the balance of the environment. With this, the Company integrates the concept with the design of green residences combined with appropriate application of technology to create innovations that meet the customer needs and lifestyles while perfectly conserving the environment.



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

Create a Worthy Competitive Product & Services

- Generate over THB 10,000 million in total revenue per year.
- Provide management of sustainability risks in every area.
- Generate income and reduce costs by creating modern innovations.



Create a Worthy People Potential

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



Create a Worthy Eco-Friendly Community

Towards Net Zero Greenhouse Gas Emissions

- Reduce total energy consumption at head office and sale offices by 5% within 2026
- Reduce total water consumption at head office and sale offices by 5% within 2026
- Reduce greenhouse gas emissions by 1,000,000 kgCO₂e within 2026
 - Reduce greenhouse gas emissions for the company's activities by 800,000 kgCO₂e
 - Reduce CO₂ emissions from air pollution by 1,000 kgCO₂e
 - Reduce CO₂ emissions from general wastes by 4,000 kgCO₂e
 - Reduce CO₂ emissions from construction site wastes by 195,000 kgCO₂e



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.

2. Prioritization of Key Issues

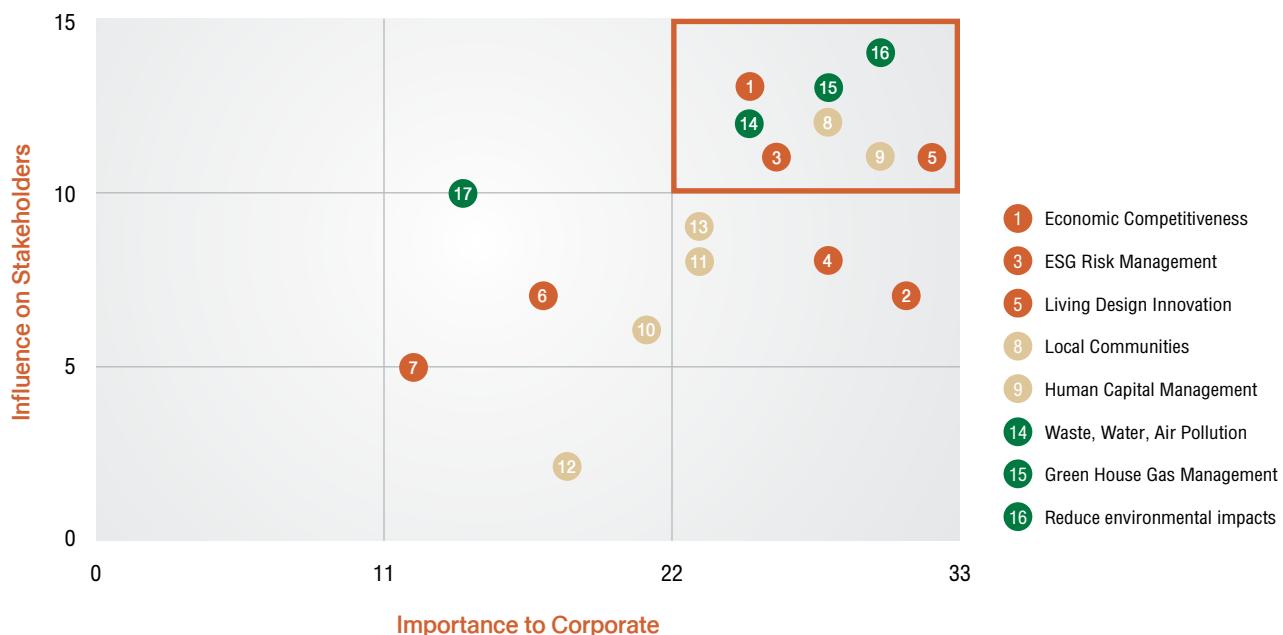
The Company considers the level of importance of the issues selected from relevant elements by categorizing key sustainability issues according to the following two factors:

- 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.

(GRI 3-2)





Sustainability Material Issues and Scope of Impact

(GRI 3-2)

Dimension	Sustainability Material Issues	GRI Standards	Report Boundaries		SDGs	Page
			Internal	External		
Economic & Governance						
1	Economic Competitiveness	GRI 201	■ Executives & Employees	■ Customers ■ Community & Society ■ Government Agencies ■ Investors & Shareholders ■ Suppliers & Contractors ■ Creditors ■ Competitors	8,9,17	6-7,15, 28, 62, 109
2	ESG Risk Management	GRI 2-16 GRI 205	■ Executives & Employees	■ Investors & Shareholders ■ Suppliers & Contractors ■ Creditors ■ Government Agencies	11,16	24-26, 42-48
3	Living Design Innovation	GRI 203	■ Executives & Employees	■ Customers ■ Investors & Shareholders ■ Suppliers & Contractors ■ Competitors	8,9	6-7, 30-40, 58, 79-93
Social						
4	Local Communities	GRI 413	■ Executives & Employees	■ Customers ■ Community & Society ■ Government Agencies	3,8,10,11	78-93, 108
5	Human Capital Management	GRI 401 GRI 403 GRI 404	■ Executives & Employees	■ Customers ■ Community & Society ■ Investors & Shareholders ■ Suppliers & Contractors ■ Competitors	4,5,8	58-59, 73-77, 66-71
Environment						
6	Waste, Water, Air Pollution	GRI 303 GRI 306	■ Executives & Employees	■ Customers ■ Community & Society ■ Government Agencies		98-100, 106-108
7	Green House Gas Management	GRI 302 GRI 305	■ Executives & Employees	■ Customers ■ Community & Society ■ Government Agencies	9,11,12,13, 14,17	101-103, 109-112
8	Reduce environmental impacts	GRI 302 GRI 303 GRI 305 GRI 306	■ Executives & Employees	■ Customers ■ Community & Society ■ Government Agencies		98-103, 106-108, 109-112

Stakeholders in the Business Value Chain Analysis

(GRI 2-16)

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 the efficiency and create sustainability while taking care of the society and environment. The processes are as follows:





From the survey results of stakeholders' needs, the Company has used it as a guideline for the development of operations. to respond to the expectations of all groups of stakeholders appropriately and continuously.

No.	Stakeholders	Expectations of Stakeholders	Practices and Responses to the Stakeholders (GRI 2-29)	Communication and Channels (GRI 2-16, GRI 2-29)
1	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">■ Determination of appropriate remunerations, provision of welfare and benefits.■ Arrangement of in-house and public seminars.■ Provision of equal opportunities to create advancement to employees.■ Good health and safety at work.■ Efficiency of executive and employee's personal information management and comply with the law.	<ul style="list-style-type: none">■ Website : www.noblehome.com■ Email : hr@noblehome.com■ Email : cg@noblehome.com■ Intranet System■ Official Line : HR Noble
2	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">■ Implementation of the policy to protect the benefits of customers before and after sale.■ Delivery of quality products and services and determination to improve the level of standards.■ Disclosure of the information about the products and services completely and correctly without any extortion of facts.■ Survey of customers' satisfactions and complaints to improve efficiency of work and respond to the customers' needs more effectively■ Efficiency of customer's personal information management and comply with the law.	<ul style="list-style-type: none">■ Tel: 02-251-9955■ 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
3	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">■ Strictly comply with the policies and rules for maintaining the environment and society to ensure mutual benefits.■ Welcome opinions and suggestions of the surrounding communities to determine the mitigation of possible effects and enable normal living of the local people.■ Solve the complaints filed by the community and society.	<ul style="list-style-type: none">■ Tel : 02-251-9955■ Website : www.noblehome.com■ Email : cg@noblehome.com■ Email : CEO@noblehome.com■ Line Application @Nobledev <p>(GRI 2-26)</p>



No.	Stakeholders	Expectations of Stakeholders	Practices and Responses to the Stakeholders (GRI 2-29)	Communication and Channels (GRI 2-16, GRI 2-29)
4	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"> ▪ Strictly comply with the rules and regulations related to the business operations. ▪ Perform in accordance with the practices and procedures of the relevant government agencies. 	<ul style="list-style-type: none"> ▪ Tel : 02-251-9955 ▪ Website : www.noblehome.com ▪ Email : cg@noblehome.com ▪ Email : CEO@noblehome.com ▪ Line Application @Nobledev
5	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"> ▪ Determine to create satisfactions of the shareholders by considering the growth of the Company's long-term value with better and sustainable return. ▪ Disclose the information transparently and reliably to the shareholders. ▪ Efficiency of 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 : 02-251-9955 ▪ 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
6	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"> ▪ Select the contractors (suppliers) fairly, transparently, and verifiably. ▪ Strictly comply with the commercial terms. 	<ul style="list-style-type: none"> ▪ Tel : 02-251-9955 ▪ Website : www.noblehome.com ▪ Email : cg@noblehome.com ▪ Email : CEO@noblehome.com ▪ Line Application @Nobledev
7	Creditors 	<ul style="list-style-type: none"> ▪ Repayment of debts on time. ▪ Strictly comply with various conditions. 	<ul style="list-style-type: none"> ▪ Implement the financial policies transparently and do not conceal information. 	<ul style="list-style-type: none"> ▪ Tel : 02-251-9955 ▪ Website : www.noblehome.com ▪ Email : cg@noblehome.com ▪ Email : CEO@noblehome.com ▪ Line Application @Nobledev
8	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"> ▪ Operating under the rules of the competition and fair competition under legal regulation. ▪ No inquiring confidential information of the competitors by dishonest or inappropriate method. 	<ul style="list-style-type: none"> ▪ Tel : 02-251-9955 ▪ Website : www.noblehome.com ▪ Email : cg@noblehome.com ▪ Line Application @Nobledev

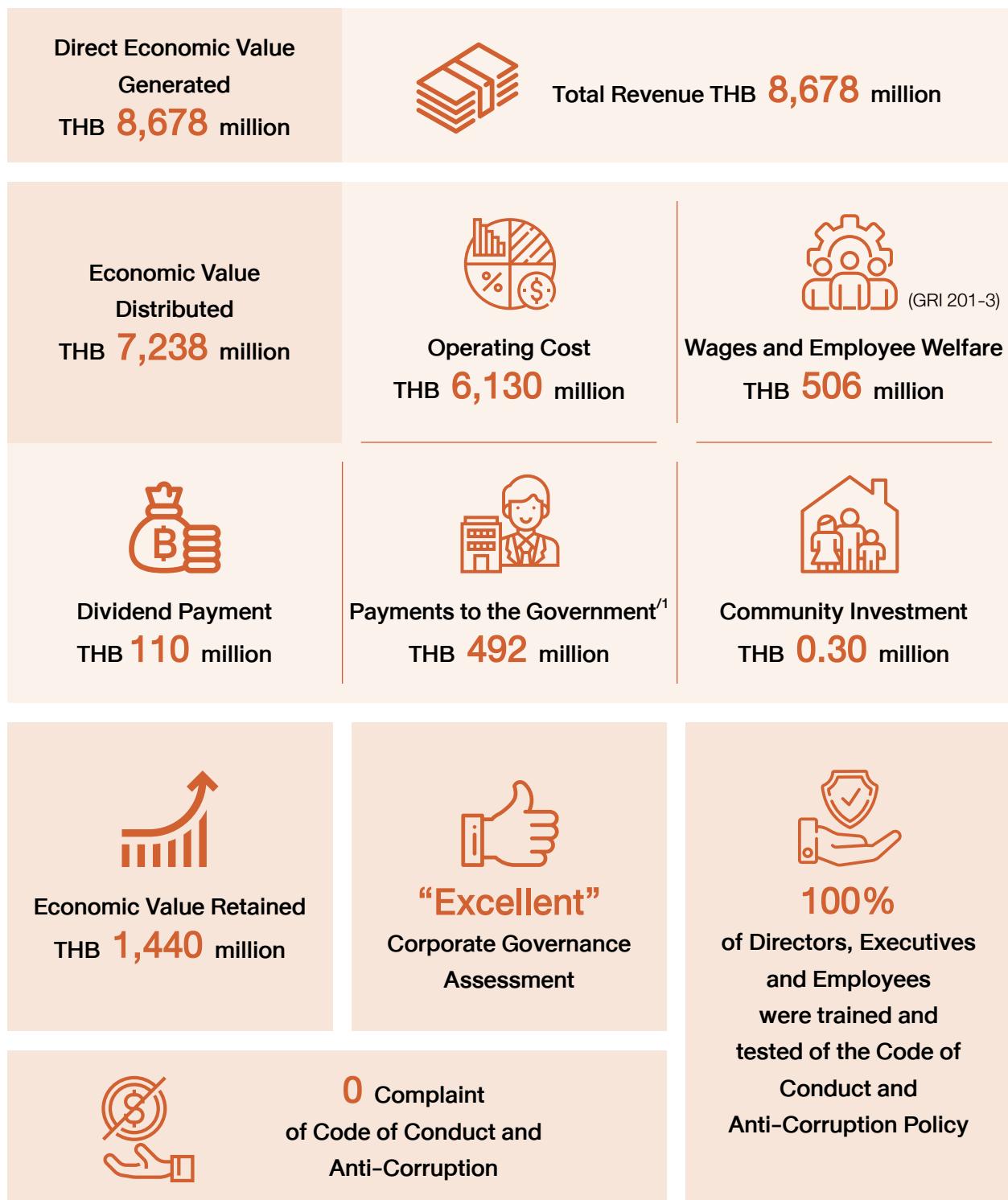
Economic & Governance



Sustainable Development Growth

Economic & Governance Performance

(GRI 3-3, GRI 201-1)



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

Source : Consolidated Financial Statements for 2022

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 to match 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)



1. Environmental Design



2. Green Energy



3. Home Automation



4. Noble Living : Your Home Butler, Your Life Partner

NOBLE ARCHITECH (Innovation & Smart Home Concept)

1. Environmental Design

The design takes into account 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

■ 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 the 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

■ Concept of Universal Design Principles

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



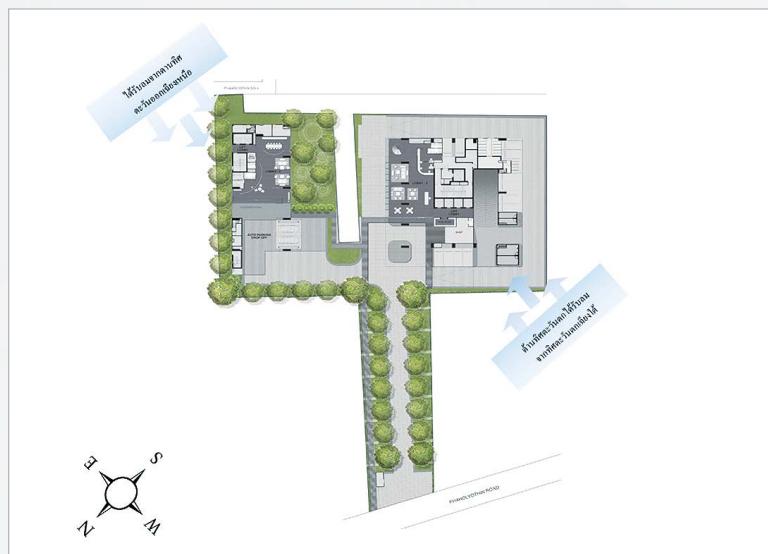
Example of the Absorption Floor and Bathing Chairs for the Elderly of Noble Gable Watcharapol Project

Noble Around Ari Project



Noble Around Ari Project has given importance to building layout design more than just having an aesthetically pleasing exterior design. The Company has taken into account the maximum utilization of wind direction and pays attention to natural ventilation using seasonal wind direction. Wind direction will improve ventilation of the building and will have a positive impact on residents. The building layout is arranged to have vents in the corridors on both sides of the building.

For Noble Around Ari Project, Building X receives wind from the southwest and Building Y receives wind from the northeast, both buildings benefiting from seasonal winds. This can help the corridors of each building to always have good air circulation.



Example of the Building Design of Noble Around Ari Project
Being in Accordance with Wind Direction

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.



2. Green Energy

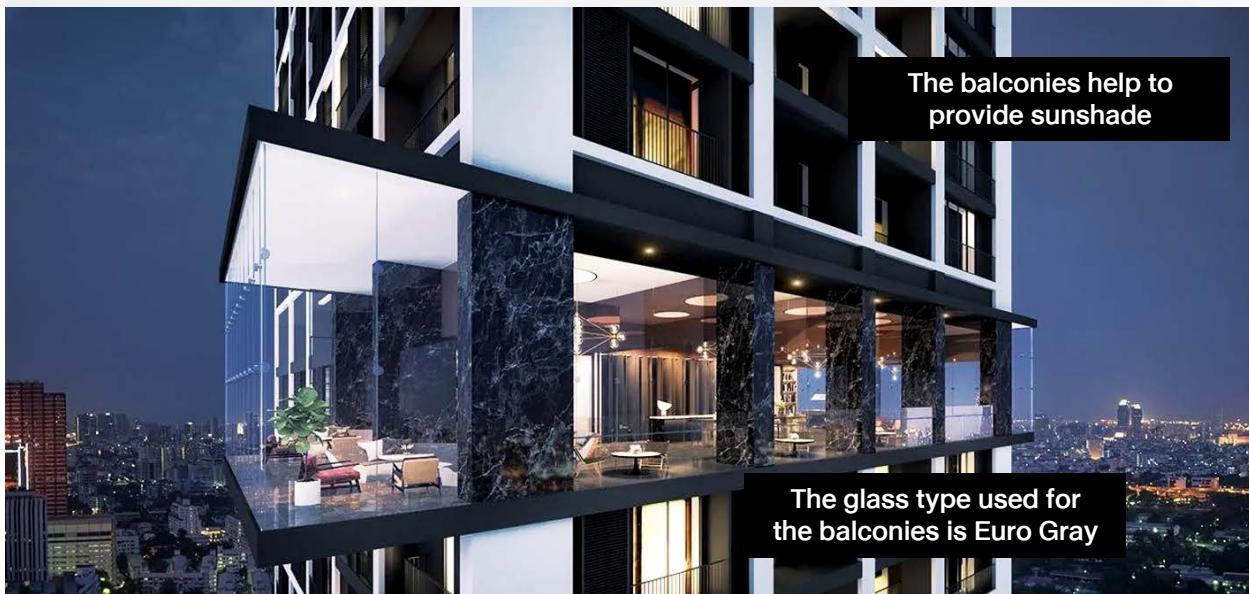
The design concept uses natural resources efficiently, in a worthwhile manner and with environmental and social responsibility, as well as adopts appropriate technology to help buildings take advantage of the natural environment. The design criteria are as follows:

- 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 that 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



3. 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



EV CHARGER



HOME AUTOMATION



HDL iTouch Series Panel



SMART LOCKER



BLUETOOTH SMART ACCESS



DISABLED LIFT



AUTOMATIC CAR PARKING SYSTEM

Noble Form Thonglor Project

“Asia Pacific Property Awards 2022–2023 for the Residential High-Rise Development Category”

Noble Form Thonglor Project has applied innovative technology to better accommodate and meet the needs of residents. The “Me Pass Concept” system is adopted. This is a system that facilitates the entry and exit of the project using Bluetooth Smart Access technology, from gate barriers to the automatic parking. The system supports both the IOS and Android platforms. In addition, facial recognition technology is used to reduce contact in the elevator corridors, and a smart control system is installed in every unit to control electrical appliances such as televisions, air conditioners, and lighting, etc., for the convenience of residents, while also helping to save on electricity and to have better coverage in terms of safety.

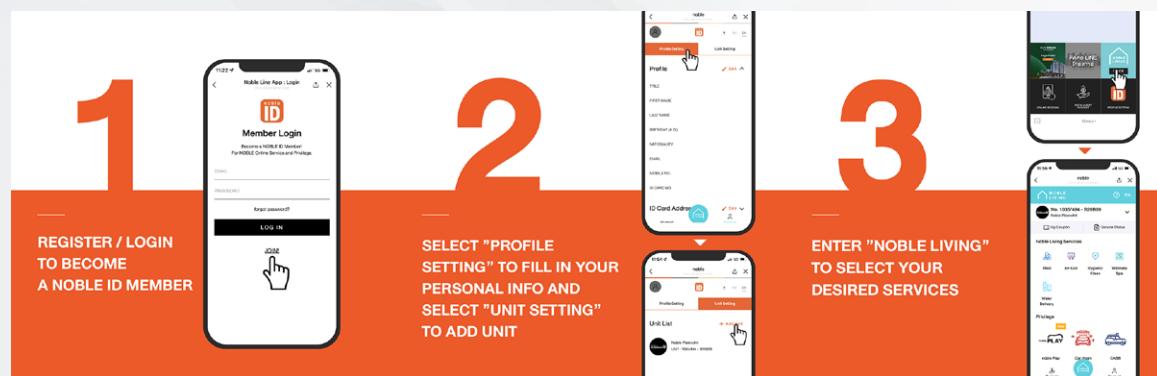


Furthermore, the environmental impact of the project is considered. The project is designed to provide as much natural light as possible. Smart light switches are installed to control or dim the LED lights conveniently to reduce power consumption. Water-efficient toilets are used, and waste is sorted on each floor. Moreover, an automatic parking system has been implemented to reduce carbon dioxide and noise pollution. In addition, the project's green spaces cover more than 2,100 square meters, and can reduce carbon monoxide by up to 11,548.68 grams per day.

4. Noble Living: Your Home Butler, Your Life Partner

“A Total of 7 Services for a Total of 41 Noble Projects”

Noble Living was developed with the objective of delivering a better quality of life to customers after the sales process to enhance and improve the convenience of urban living and create a new living experience, fulfill every dimension of residents' lives with comprehensive services that meet a variety of lifestyle needs, and inspire different lifestyles. The Company has selected services and quality to cover lifestyles, and designed user-friendly functions through the menu from Line Official Account: @nobledev. This reduces the process of installing new applications and takes care of services through the Contact Center service to assist residents in scheduling services or changing appointments, as well as checking standards and services in the form of a personal assistant so that residents can live in the project area safely and with maximum peace of mind.



In addition, the Company recognizes the diversity of lifestyles of residents. Therefore, it has a policy to expand the supplier base to increase services and provide additional privileges to residents to meet the lifestyle needs of the “Noble Living” platform to be comprehensive and to serve as an intermediary to coordinate services to meet the lifestyle needs from all angles.

For 2022, Noble Living offers seven services as follows:



Maid



Air-Con



Laundry



Hygienic Clean



Wellness Spa



Water Delivery



Car Wash

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.

In the process of proposing methods and finding new tools or approaches to improve work and solve problems together. The senior management team participates in listening and providing feedback and pledging to provide the necessary resources to ensure that problems are resolved sustainably. Examples of projects that use the Design Thinking concept to design and solve problems include the following:

1. How can the projects design and adjust the standard document system to be effective by using a method to improve work efficiency that uses the Design Thinking concept? By creating a standard template for the documents of every project and agreeing to use it, and creating a checklist for the documents that will be used to suit various tasks.
2. The projects design a work life within "Noble" to Promote Physical and Mental Health by using the Design Thinking concept in the design to access the needs of employees of all genders and ages, resulting in the "Noble Caring Flexi Benefits", a flexible welfare policy that better meets the needs of employees, etc.



Code of Conduct



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 in order to lead to sustainable management growth. Therefore, the Company has established the Code of Conduct as a guideline for setting operational standards by taking into account 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.

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 in order 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)



noble

02-251-9955 | [@nobledev](http://nobledev)

- 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.
- In 2021, the Company was certified as a member of the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) for a term of three years.
- 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.



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 of 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.

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 10330
Tel : 0-2251-9955 ext. 1500

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, taking into account 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.

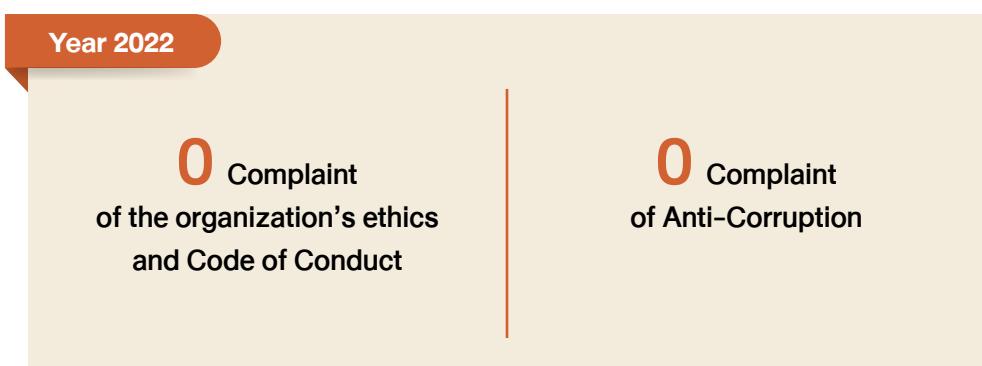
Actions Taken Against Persons Who Do Not Comply with Policies and Guidelines

(GRI 205-2)

- In the event that the Company receives a report on unethical conduct and corruption of directors, executives and employees of the Company, the Audit Committee will consider and investigate the facts in an appropriate manner and consider disciplinary action in accordance with the Company's regulations, charters and related laws, which may include employment termination. Violators may face legal penalties if it is proven that such actions are illegal.
- In the event that an agent, business intermediary, distributor of goods or services, or any contractor of the Company who has violated the rules on corruption or has been informed of an action that violates the Anti-Corruption Policy fails to report to the Company through prescribed channels or provides false information when an investigator of the Company makes inquiries about such actions that may be in violation of this policy, the Company reserves the right to terminate their employment contract.

Performance

(GRI 205-3)



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



- Line Head
- Head of Risk Owner Group
- Internal Audit Group

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:



Furthermore, the Board of Directors is responsible for promoting the Company's good internal control system, getting sufficient risk management, and supervising compliance with the internal control system and the enterprise risk management policy established by the Risk Management Committee. As the results, the Risk Management Committee has approved the risk management action plan and risk factors for 2022 at the Risk Management Committee Meeting No. 4/2022 on 2 December 2022.

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 in order 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.

Cyber Security Risk



■ Effects

Cyber-attacks have more than doubled since the COVID-19 pandemic due to the Company has to change work models to become more dependent on digital technology. The Company uses information technology systems to support remote working or work from anywhere, which increases the opportunities and channels of external attacks including threats from ransomware, which is a severe cyber threat. Statistics of ransomware attacks against organizations in Thailand in the past 2-3 years have risen continually and caused damage to computer systems, organization databases and business operations. In addition, ransoms were demanded at significant amounts. If this danger occurs to the Company, this will affect the Company's image, credibility among investors and stakeholders along with affecting activities and transactions driven by information technology systems, including data theft or ransom demands and the impact of non-compliance with laws or regulatory requirements such as compliance with related acts of legislation (the Computer Crimes Act of Legislation 2009, the Personal Data Protection Act of Legislation 2019, etc.)

■ Management

The Company recognizes potential dangers and specified prevention and monitoring measures by regulating Information Security Policy and preparing for the issue of cyber threat risks according to the cybersecurity standards framework in ISO 270001. In addition, the Company installed firewalls as protection against cyber-attacks, control network authority, log network data and traffic, and installed anti-virus programs with regular data updates. The Company backs up data and made the Disaster Recovery Plan (DRP) to manage situations in cases where systems or data become damaged by providing regular data recovery tests. Moreover, the Company supports and encourages employees at every level to be aware of cyber security awareness and processes that cause data leakage.

Corporate Risk Culture Promotion



The Company recognizes and gives importance to risk management in order 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 the risk management to promote a risk culture for employees of all levels.

This is to strengthen the corporate risk culture. The Company continuously reports its risk management to the Board of Directors every year in order for the executives and the Risk Management Working Group to be aware and recognize the organization's risks. Activities are held to disseminate information through the Company's intranet on risk management to give the Company's executives and employees access to information to study and review policies on a regular basis. For 2022, the Company has organized risk management workshops for employees from the assistant director level to senior executive level, with an average of 24 participants/workshop for a total of four workshops, to assess risks and identify the causes, impacts, controls and indicators that are in line with the corporate risk management plan. In addition, training on emergency/crisis management and business continuity management was provided to employees at all levels.

Year 2022



Management Workshop

4 workshop



Participants

24 participants/workshop

Customer Relationship Management

Customer Responsibilities Policy

(GRI 417-1)

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 to ensure 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)

“All customer voices are important”, the Company care for all complaints and feedback from the customers thus we provide various communication channels to facilitate the customers and others to contact us and seek repairs, voice ideas, recommendations, and feedback, and receive rapid responses.

Repair Request Channels

 02-251-9955
 https://www.noblehome.com/th/noblecare
 https://www.noblehome.com/th/complaint
 Facebook: https://www.facebook.com/NobleDevelopment
 Line Application @Nobledev

For customers' repair requests and complaints, the Company has officers who will reply within 24 hours to acknowledge the problem initially before taking corrective action. In 2022, the Company was contacted by customers about repairs via the Company website, accounting for 100% of the repair requests for all projects in 2022. Repair requests by customers under the projects' warranty accounted for 1,335 requests, or a repairs request proportion of 116% of the total of 1,147 units under warranty. The rate of repair requests has risen mainly due to delivery through a flawed QC process due to construction delays up to the date of delivery to the customers. The completion of the remaining repair requests will commence in January 2023.

Repair requests from customers	2022
The number of units covered by a warranty	1,147
Repair requests from customers under warranty from a variety of projects	1,335
Completed repair	1,143
In the midst of setting up appointments with customers	12
Cancelled	180

For the management of customer complaints related to the repair requests with the Company, there is a process to resolve customer complaints quickly and fairly, with the goal of minimizing the number of complaints related to unresolved repair requests. In 2022, the Company does not have any complaints related to repair requests filed with the After-Sales Service Department.

Customer Satisfaction Assessment

(GRI 2-29)

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 Enhancement Target

75%-80%

Customer Satisfaction Survey Results for 2022



Development and Improvement to Enhance Customer Satisfaction

The Company recognizes that customer satisfaction is the most important part of business development in order to ensure satisfaction with their experience, starting from product and service perception, customers' impression after visiting the projects, customer follow-up, product delivery, and including good living experience that is in line with the highest standards.

The Company has inspected and monitored the services provided by various project offices to operate with determination and strict safety standards. Providing a good experience to project visitors, cleanliness and transparency are guidelines for operations, in addition to the use of technology to monitor the implementation of standards quickly and accurately, and to allow for timely resolutions to problems. In addition, all sales staff and contact center staff must undergo regular training and evaluation to maintain service standards and be fully aware of the necessary information. Sales staff and contact center staff must operate in accordance with the procedures of the standard operating plan, have knowledge and expertise in assigned tasks, and have strict customer data collection to prevent leaks and to develop products and services that meet market demands with clear guidelines and environmental and social responsibility.

Supply Chain Management

(GRI 3-3, GRI 414-1)

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 2022, the Company was able to reduce the cost of construction material procurement by more than 12%. It was also able to reduce the cost of purchasing office supplies and consumables by 40%.

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

Supplier Selection Policy

The Company has a policy of selecting new and existing supplier to work with it based on the following 5 criteria of good governance



- **Transparency :**
Consider selecting suppliers fairly, transparently, and accountably.
- **Accountability :**
Consider and select suppliers who are socially and environmentally responsible.
- **Equity :**
Provide opportunities for suppliers to bid equally and fairly.
- **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.

Vendor Sustainability Assessment Survey (VAS)

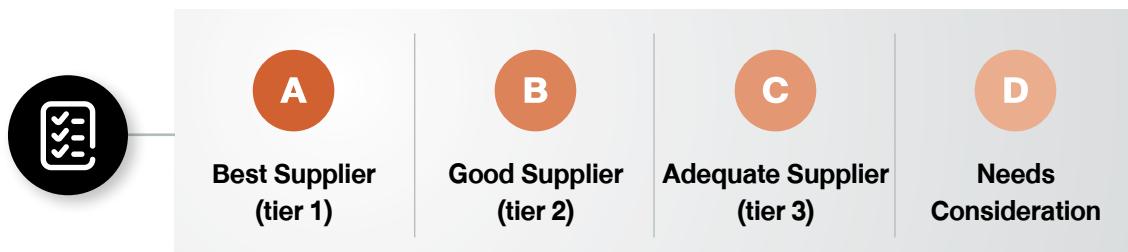
The Company recognizes the importance of sustainable supply chain management based on corporate governance and social and environmental responsibility for the Company and its suppliers to grow together sustainably. The Company has prepared a vendor sustainability assessment survey (VAS) for use in assessing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

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

As the end of year 2022, Noble has a total of 564 suppliers as of the end of 2022. Suppliers are in operations under the Procurement Department, which added a principle to diversify suppliers to increase opportunities and advantage in terms of price, quality and seek environmentally-friendly products while reducing supplier risks.

■ Key suppliers are assessed with value scores as following



■ Key Supplier Assessment Criteria for Every Tier

1. Brand Reputation & Financial Statement
2. Capacity & Efficiency
3. Experience
4. On Time Schedule
5. Environment, Social, & Government
6. Staff & Workmanship



Supplier Risk Assessment

In 2022, the Company has begun to establish assessment processes for key suppliers and suppliers with ESG risks who will be assessed during on-site visits at least every two years. The Company attaches great importance to controlling and assessing suppliers in order to obtain quality products and services, and suppliers must have good economic, social and environmental practices.

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 labor aspects are compared, in addition to the assessment of manufacturing sources, in order 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 in order 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

1. Supplier Categorization : Suppliers are sorted according to the category of goods which they operate.

2. 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.

3. 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:

1. Pre-Construction Phase : For the purpose of selecting suppliers to bid for the job, only Grade A and Grade B suppliers are eligible to bid in order to prevent risks.

2. Construction Phase : Follow up with the suppliers who won the bidding to determine whether they can actually proceed. If the suppliers receive a grade lower than Grade B, they may not be considered for future projects.

This assessment data will be collected in a database for protection against high-risk suppliers in the future.



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 of the Company's suppliers.

Guidelines for the Company's Business Partners

1. Business Ethics

- 1.1 Honesty and Ethics
- 1.2 Anti-Corruption
- 1.3 Conflicts of Interest
- 1.4 Intellectual Property Rights
- 1.5 Confidentiality
- 1.6 Supply Chain Management
- 1.7 Shared Sustainable Growth

2. Social Responsibility

- 1.1 Human Rights
- 1.2 Labor Rights
- 1.3 Wages and Privileges
- 1.4 Occupational Health and Safety

3. Environmental Responsibility

- 1.1 Compliance with Environmental Laws and Regulations
- 1.2 Operate Environmentally-Friendly Businesses and Use Resources Effectively

4. 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

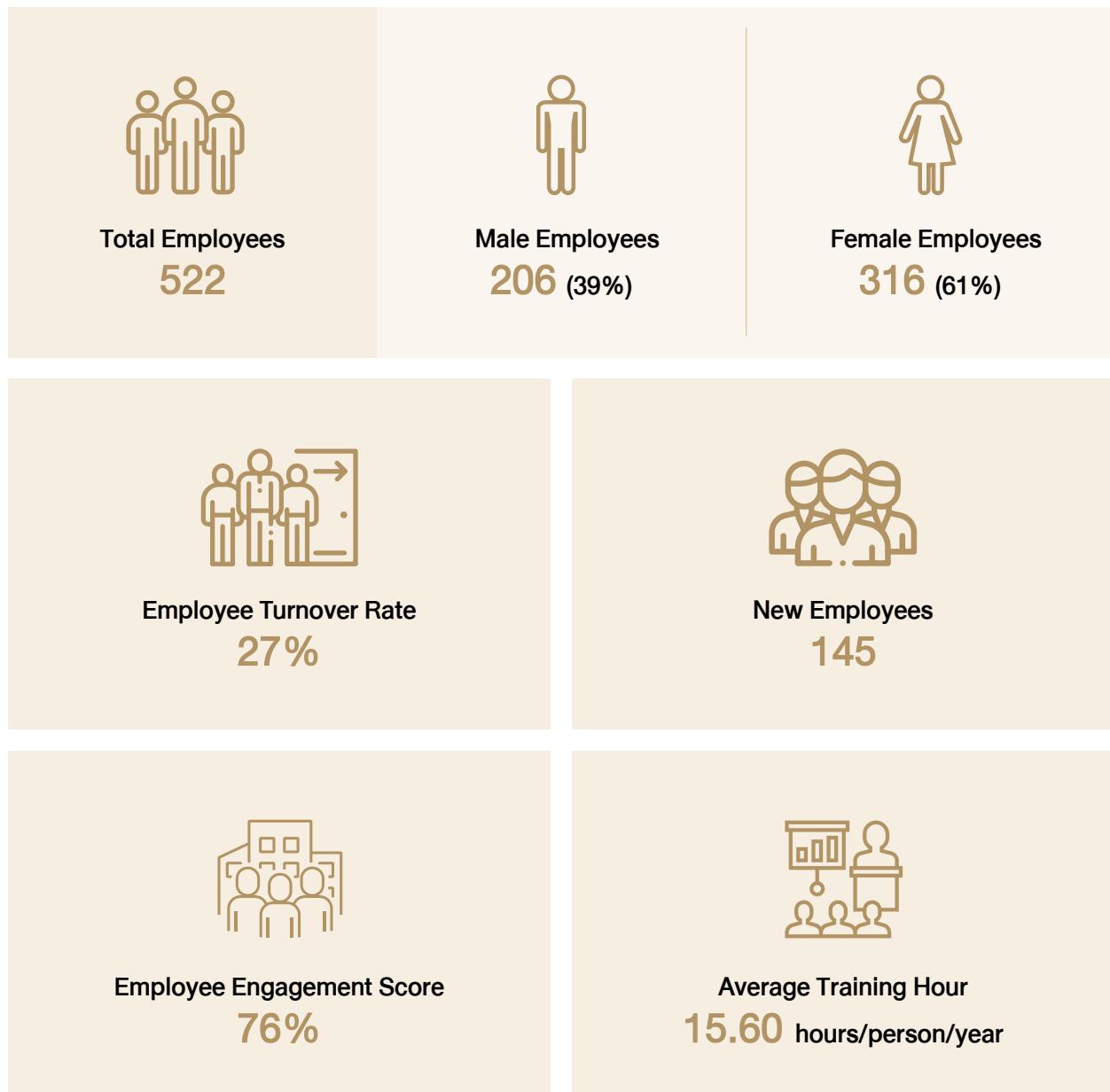
The company specified terms of payment. When vendors deliver materials to the company correctly according to specified amounts and quality and when the company's staffers inspected and accepted materials, the company will pay according to terms specified in the TOR and contracts by counting from the date when invoices and other necessary evidence was received from vendors. The company reserves the right to pay for only items with PR/PO before beginning operations.

Social



Human Resource Management

Social Performance





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)

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 2022, the Company employed a total of 522 full-time and contract employees (excluding senior management) and 100% of employees who exercised their maternity leave returned to work. (GRI 401-3) In addition, the Company is in the process of interviewing people with disabilities for employment, as well as planning a project to promote massage services provided by people with disabilities in the office for employees.

Performance in 2022

(GRI 401-1, GRI 401-2)

Total of Employee (GRI 2-7)	522	
Full-Time	506	Head Office
Male	199	Male
Female	307	Female
Contract (GRI 2-8)	16	Project
Male	7	Male
Female	9	Female
New Employees		145
Male		44
Female		101
Age		
Below 30		58
30 - 50		87
More than 50		0
Employee Resignation		141
Male		38
Female		103
Age		
Below 30		70
30 - 50		68
More than 50		3

Number of Employees in 2022





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

(GRI 2-19, GRI 2-20)

Remuneration and Performance Management

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 434,348,246 Baht. The pay ratio of female employees to male employees is 60% and 40%, respectively. (GRI 405-2)

Employee Welfare

The Company emphasizes the well-being of its personnel. Employees are supplied with benefits, and there is no discrimination based on gender, race, or religion. The kind of assistance received can be divided into four categories:

(GRI 403-6)

- **Health and life care services** include the Social Security Fund Compensation Fund, health insurance, accident insurance, life insurance with coverage up to two times the sum insured in the event of a public accident, annual health checks, and influenza vaccine. The Company has added Flexi Health Benefit Noble Care to increase dental care in 2022, including Visual Disorders, psychiatrists, alternative medicine, Office Syndrome, and Covid-19 Vaccination.
- **The retirement care group** is a provident fund.
- **The financial and residential care groups** include employee welfare loans, auto loans, and the right to purchase discount for housing in the Company's project.
- **Financial assistance for employees affected by the flood in 2022** because of the Typhoon Noru that spread through Thailand, causing heavy rain and flooding in many areas. This includes the homes and property of employees that and their families were damaged by the flood. As a result, the Company has helped them to relieve their suffering.



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. For 2022, the Company has 318 employees who are members of the Provident Fund.

Length of work Employee (From the date of employment)	Cumulative Rate	Company Contribution Rate
Below 2 years	3%	3%
From 2 years - 4 years	5%	5%
More than 4 years	7%	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 by the Company's provident fund committee in 2022.

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 (PVD) 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	207	74
Continental City Co., Ltd.	Yes	111	47

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 they 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.



Human Rights Risk Identification Process

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 (UNGPs) 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 Risk Identification Process

- 1. Identify Risks :** The Company provides complaint channels for the Company's stakeholders to identify human rights risks arising from the Company's business activities, and if there are complaints, the Company will continuously monitor and verify them. In addition, various complaint boxes have been set up under the Noble Sound Check Project.
- 2. Assess Risks :** The Company has assessed potential human rights risks and has determined the severity of the impact of the potential risks. The severity is divided into three levels: Low Severity, Medium Severity, and High Severity.
- 3. Analysis to Find the Solution :** Human rights risks or complaints which affect human rights are presented to the Executive Committee Meeting to find solutions and remedies for such impacts as soon as possible.
- 4. Monitoring :** The Company monitors solutions and remedies for human rights impacts, assesses its human rights policies and operations, and reports the results to the Board of Directors on an annual basis.
- 5. Identifying Potential Recurrence Opportunities and Risks :** Once the problem has been resolved, it will be analyzed and a plan will be prepared to prevent potential recurrences or recurrence risks for use as a risk prevention guideline in the future.

The Company has published the Human Rights Policy on the Company's website, www.noblehome.com, to inform the public of the Company's intentions and commitments regarding human rights issues. In 2022, the Company found no human rights complaints through the complaint channels and no human rights risks in the value chain.

Remedy Measures

Remedy Measures In case of impacts of human rights due to the business operation, the Company will provide full collaboration in any processes including remedies by considering fairness, transparency, and conformity under United Nations Guiding Principles on Business and Human Rights (UNGPs).



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

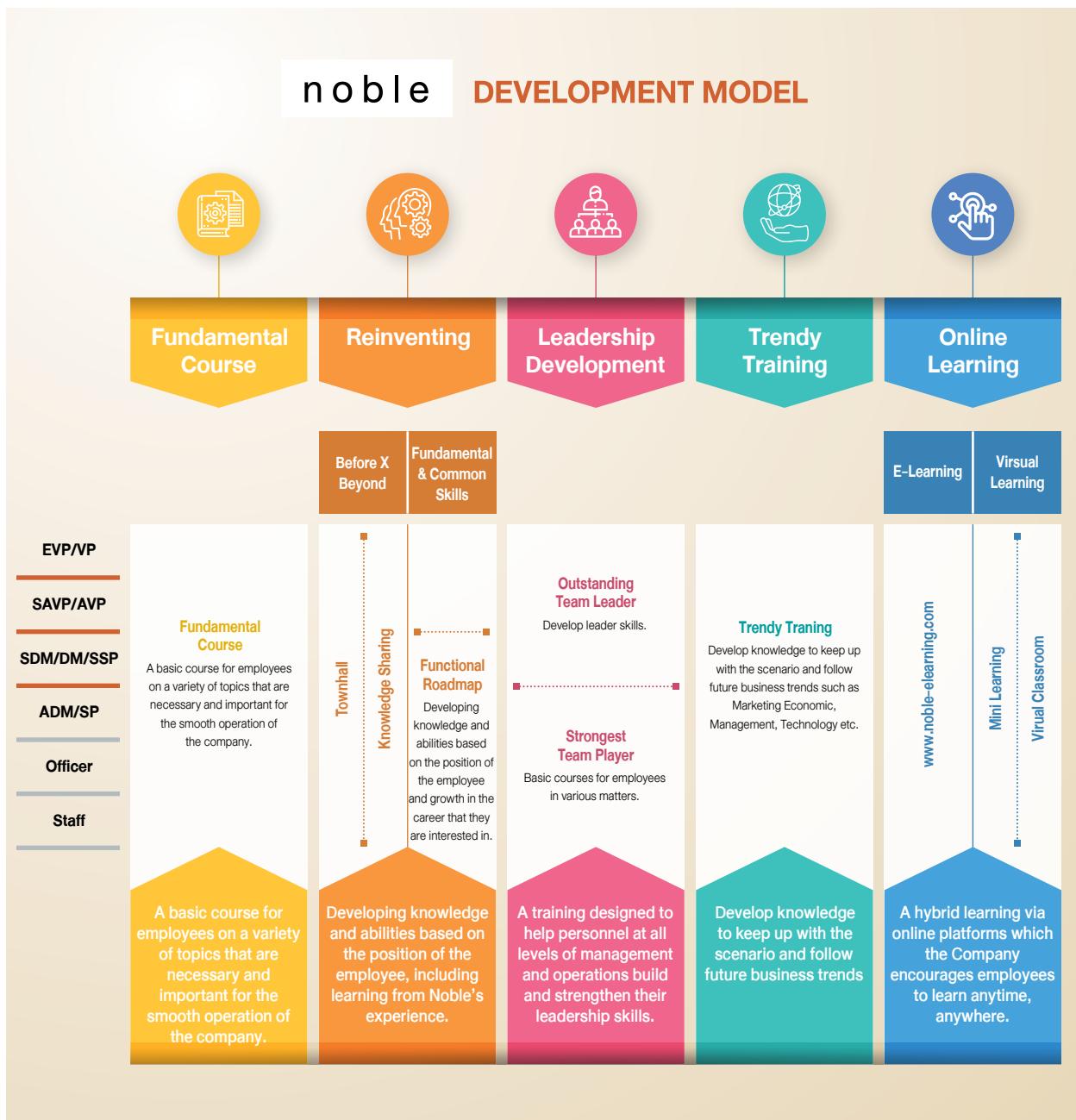
(GRI 404-2 , GRI 404-3)

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 2022, the Company organized 454 person or total 8,004 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:

- **Fundamental Course :** A basic course for employees on a variety of topics that are necessary and important for the smooth operation of the company.
- **Reinventing :** Developing knowledge and abilities based on the position of the employee, including learning from Noble's experience.
- **Leadership Development :** A training designed to help personnel at all levels of management and operations build and strengthen their leadership skills.
- **Trendy Training :** Develop knowledge to keep up with the scenario and follow future business trends
- **Online Learning :** A hybrid learning via online platforms which the Company encourages employees to learn anytime, anywhere.





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.

The development plan has been established to meet both business and personal needs of employees at the same time, to provide personnel with knowledge, skills, and abilities that are appropriate and keep up with the changing world on a daily, and to bring these to further develop the organization.

The development of the core competencies of employees in an organization called "BE noble"

Adaptability

Ability to adapt to work and new culture.



Accountability

Demonstrate responsibility and care for results.



Initiative

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



Be Noble

Caring

Demonstrates care for team members and colleagues.



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.



Individual Development Plan

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 take into account 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.



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 in order for trainees to adhere to tight social distancing measures.

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.



Building Employee Engagement

The Company has a policy to conduct employee engagement surveys every two years, covering seven issues as follows:

1.	Leadership of Senior Executives
2.	Colleagues
3.	Job Description
4.	Support from Superiors
5.	Corporate Guidelines
6.	Human Resource Management Guidelines
7.	Quality of Life



For 2022, the Company conducted a survey on the level of employee engagement towards the organization. Employees 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 also efficient work or benefits for the organization. For example, 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 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.

Employee Satisfaction Development Program

The Company continuously conducts employee engagement activities on an annual basis through various activities and communications, and it has an employee satisfaction and engagement survey process, the Noble Caring Survey, to measure performance and after such employee satisfaction and engagement survey, relevant departments will communicate the survey results to employees and analyze the results in order to organize activities and projects, and establish policies to solve problems and improve employee satisfaction, for example:

1. The "Noble Caring Flexi Benefits" policy has been issued for employees to give them the option to exercise their welfare rights with the Company according to their personal needs.
2. The work system has been developed and improved to be more flexible and convenient for employees to work.
3. Activities are held every quarter to keep employees relaxed, to promote and support ideas for the employees' supplemental income jobs, and to create a good relationship between departments within the Company.
4. The work model in the Company has been improved so that employees can better balance their work.



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:

- 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 fee will depend on the employee level.
- 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 2021, the Company announced the ultimate preventive measures and guidelines for practice in the office area to prevent the spread of COVID-19 as follows:

For occupational health and safety during the project construction, the Company arrange the fence to prevent dust and sound around the construction site. The fence is the galvanized steel frame having a height of 3 meters and the top is the canvas having a height of 3 meters. The symbol saying "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.

**Fire Drill Announcement
at Ploenchit Office 2022**

on 25 November 2022 at 13.00-14.00 PM

Rules for fire drills

- ⚠ Do not use elevators**
- ⚠ Avoid meeting appointments**
- ⚠ Participate in a fire evacuation with each floor fire evacuation leader**

At that time, the fire alarm will be turned on and all working staff at Ploenchit office are asked to attend






Workplace Safety

(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

Ultimate Preventive Measures for COVID-19

1. Separating employee groups to work at the head office and project sites

- Supervisor of each group considered separating groups of subordinates to
 - Work from home
 - Or work at the head office and project sites
- By taking account of necessity based on the following principles:
 - Work nature and coordination with internal personnel and outsiders.
 - Safety of employee commute.
 - Limitation of the number of employees in each area to facilitate social distancing.

2. Protection of self and others

- All employees must wear face masks to reduce infection.
- All employees should wash their hands frequently for hygienic reason.
- All employees should avoid traveling to crowded places or risky places.



3. Practices when working at the head office or project sites

- Entering the head office and project sites for work
 - Supervisors may adjust the work hours of employees as appropriate to reduce infection due to commute during rush hours. The employees must obtain prior approval from the supervisors to avoid effects on the work and HR must always be informed.
 - The employees entering the head office or site office must clock in and clock out as usual for the Company's verification.
 - All employees must measure their body temperature before entering the head office or the project site. If the temperature reaches 37.5 degree Celsius or higher, the supervisors or HR must be reported immediately.
 - The employees who have medical conditions such as diabetes, hypertension, heart disease, respiratory disease, allergy, or have the age of more than 55 years should enter the office when necessary, only.
 - If the employees' work nature does not require them to enter the office, the supervisors should order the employees to work from home.
 - All employees must be tested with an Antigen test kit (ATK) as appropriate for the situation.
- Meeting
 - The Company encourages the use of Zoom for meetings to reduce crowded moments and commute to the head office of the employees working at site offices.
 - If face-to-face meetings are required, the number of participants should be limited at 5 persons for a small meeting and 10 persons for meeting in a large conference room. Social distancing must be maintained, and face masks must be worn at all times.
- General coordination
 - All employees are requested to contact or have meetings with outsiders by using the phone or Line or Zoom only.
 - All employees are requested to maintain social distancing during the face-to-face communication or choose other means for communication such as telephone, Line, Zoom, or others.
- Lunch break
 - The employees may adjust the lunch break time as appropriate to reduce the risk of infection during rush hours. Anyway, it must not affect the work.
 - All employees should have lunch at the designated area, maintain social distancing and avoid talking during lunch.

4. Report on the risks of COVID-19 infection

The employees who are at risk of COVID-19 infection, including

- The employees who directly contact the COVID-19 patients.
- The employees who travel to the risky places where there are COVID-19 patients.
- The employees whose family members or acquaintances contact or get close to COVID-19 patients.
- The employees whose family members or acquaintances travel to the risky places where there are COVID-19 patients.

The employees are required to inform their managers and HR in charge immediately. The HR will then inform you on how to prevent other people from becoming infected.

5. COVID-19 Vaccination

The Company is committed to raising the level of safety and ready to arrange for all employees to vaccinate against COVID-19. The vaccine has been allocated to build a group immune system for all employees.

Employee Health Risk Assessment

For 2022, the Company has assessed the health risks of employees as follows:

1. The Company measured the lighting used in work and made plans to increase lighting, including replacing fluorescent bulbs with LED bulbs.
2. 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.
3. 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)

Operating Performance	Target	2022			
		Employees		Construction Sites ^{/4}	
		No. of incidents	Ratio	No. of incidents	Ratio
Injury Rate ^{/1} (GRI 403-9)	0	1	0.20	0	0
Occupational Diseases Rate ^{/2} (GRI 403-10)	0	0	0	0	0
LTIFR ^{/3}	0	0	0	0	0
Fatality	0	0	0	0	0

Note : ^{/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 2022 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 2022, 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.



Social Activities and Cooperation with the Government in 2022

(GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2)

1. EVO ARI Bangkok Design Week 2022

The Company passed on the concept of "building a home to be more than a place to live in" through the upcycle view. In real life, every household creates waste, even unintentionally, causing major problems to communities. The Company began developing the concept in the Ari neighborhood as the first location in the new Nue Evo Ari project at the #Evo Ari Bangkok Design Week 2022 event in order to build awareness in the people sector and cause people to pay attention to disposing of wet waste in daily live to create value.

The Company's main concept is to push for every person to participate in begin changing food waste management behaviors in daily live. Every attendee at the event received a bag of soil from composting food waste or made exchanges for AriCoin to use in exchanges with more than 20 stores which joined the project in the Ari neighborhood. In addition, the attendees attended mini workshops where attendees were given knowledge about proper upcycling in residences. This event was hosted through cooperation with AriAround to provide knowledge on proper methods of waste sorting and management for people.





2. LANGUAGE OF THE SOUL

Encouraging Diversity for the Art of Co-Living in the Society

The Company is one of the associates to support the art exhibition for diversity "Language of the Soul" organized by The Rainbow Room Foundation, A Special Needs Awareness Centre, and Art Connection with the support of Bangkok Art and Culture Centre to open the space for artists with special needs to exhibit their works and inspire families of people with special needs and people in the society to live together harmoniously, diversity of human potential and foster sustainable development of Thai society, which have 631,715 people attended the exhibition (The number of people who attended the art exhibition "LANGUAGE OF THE SOUL" recorded by The Rainbow Room Foundation's Exhibition Summary Report)

In 2022, The art exhibition "LANGUAGE OF THE SOUL" was 3 times from total 6 times are as follows:

- 1 Co- Labs
- 2 Co- Exist
- 3 Community



3. Give Blood, Save A Life

Blood Donation Campaign in Support of the Thai Red Cross Society

Although more people donate blood in each year and the COVID-19 situation is easing, causing blood shortages in 2022 to not be as severe as in 2021, the need for blood rose by 8% - 10% per year. Therefore, the Company saw the importance of continuing blood donations and organized the “Give Blood, Save a Life” campaign to invite Noble project owners in every project, ordinary people and agencies in all sectors to donate blood regularly in order to achieve goals in procuring quality and safe blood.



Sustainable Community Support Projects

(GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2)



noble PLAY | Inspiration Playground Project

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 general 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 adult 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 Café. The shops and exhibition spaces are different and get switched up every quarter to create new experiences for visitors and open up opportunities for more diverse individuals.

1. 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 general 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 2022, noble PLAY held three art exhibitions as follows:

1

EVOLUTION

by Pichet Klunchun Dance Company

2

PLAY IN PROGRESS

3

ONGOING / GOING ON



1.1 EVOLUTION by Pichet Klunchun Dance Company

The EVOLUTION to metARverse, a parallel-world concept, is an art exhibition by noble PLAY in collaboration with the Pichet Klunchun Dance Company to host diverse forms of art created by experience and collaboration between choreographers, computer programmers, filmmakers and sculptors including mechanical engineers to demonstrate developments from researching the philosophy of "Number 60" in order to liberate contemporary bodies and minds. In addition, this event hosted installation art which combined technology, virtual reality and augmented reality to expand the borders of sensory perception and connect people through contemporary Thai traditional dance experiences and contemporary art that are part of one another.



1.2 PLAY IN PROGRESS

The combined exhibition of abstract arts and performing arts by famous artists: Mr. Teweejit Peungkasemsomboon, an abstract and live performance artist; and Mr. Nophand Boonyai, a multi-dimensional actor who is fascinated by site-specific works or plays inspired by use of space, and Fullfat Theatre plays with artwork placed by using empty space in paying without certain plans or rules as an integration between pure art and performance art through a shared concept of reviving expired or worthless items in the eyes of others to become valued and full of meaning combined with immersive theatre to create new experiences in the Noble Play space.



1.3 Ongoing / going on

This participatory art exhibition was created by Mr. Penek Rattanaruang, Mr. Santi Taepanich and THEATRE TO GO in order to create participatory art. Every person was invited to socially interact at this exhibition to develop, debate and build on relative aesthetics. These artistic works will not be complete without physical interactions and feelings in the minds of viewers.

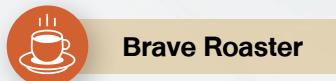


2. POP-UP CAFÉ

Based on data from the Food Intelligence Center⁽¹⁾, it was found that in 2021, the coffee market was worth over Baht 32,135 million. This represented a growth rate of 5.3% compared to 2020 under pressure from the COVID-19 pandemic that has greatly impacted the overall economy and coffee business over the past two years, especially on-trade coffee shops which have contracted due to changes in consumer behavior. As a result, the consumption of coffee at home is on the rise as society begins to adapt to the current situation, and after the easing of various measures which allowed the new normal lifestyle started to return to normal even if it is not 100%. Many coffee shops that have weathered the crisis have begun to return to marketing and are reopening, but the number of customers visiting their shops is not comparable to before the crisis. Nevertheless, the coffee market continues to grow, especially the instant coffee market, the retail sales for which reached Baht 27,570.4 million in 2021.

The company recognizes this problem and has opened the opportunity for specialty coffee shops across the country to alternately use the Pop-Up Café zone in the noble PLAY area to increase business opportunities free of set-up charges. This is to increase the business development potential at the national level and drive the coffee shop business in Thai society to grow. Noble PLAY is open to sharing this part of the downtown location with coffee shop operators to give them the opportunity to generate income by alternating them at certain periods. The idea is to support and create endless new exotic experiences for the general public who come to this creative space so they can enjoy an inspiring atmosphere that is truly a social and communal space.

For 2022, noble PLAY opened the Pop-Up Café zone to inspire a total of six specialty coffee shops.



Source : ⁽¹⁾ National Food Institute, Food Intelligence Center. (2022). Coffee Market 2021. Retrieved April 2022, from <http://fic.nfi.or.th/market-intelligence-detail.php?smid=364>



Somersault Coffee Roaster



Roast Runner



Nip Café







LOVE'S GOING ON AND ECO X'MAS NIGHT ACTIVITIES

LOVE's Going On and ECO X'MAS NIGHT activities are under the noble PLAY project to push forward the concept of sustainable development. Moreover, the Company demonstrates its stance in helping to drive the concept of sustainable development, and promoting awareness in urban consumption for environmental sustainability by turning such activities into a Christmas festival of love and conservation that differs from regular Christmas events in terms of event design and the materials used in the event, taking into account the minimization of waste such as Christmas trees, sitting areas in the event or rules for attending the event, starting from the production process that uses natural materials and construction that takes recycling into consideration.



The activities at the event include music and food and drink booths, along with highlighted decorative materials such as the Christmas tree that was invented and designed to incorporate materials such as construction scaffolding and recycled materials. In addition, all attendants can acquire an event pass by bringing items such as clothes, bags, shoes, hats, books, dolls, toys and accessories to be given to the Mirror Foundation and Pankan to donate products that are in good condition to communities to reduce new consumption and reduce disposal which is the main cause of waste problems in the city.

NOBLE SOCIAL CARING ACTIVITY

noble



Noble Team Building & CSR 2022

NOBLE SOCIAL CARING

Thank you Noble for joining in assembling bicycles and wheelchairs to deliver to Baannokkamin Foundation, Baanmahamek Foundation, Association of the Physically Handicapped, and Association of Parents for Children with Disabilities

2022
CSR

437
Participant

bicycles and wheelchairs from this event
are supported by the parking fee of NOBLE ❤



The Company organizes team building activities for employees to build strong corporate relations through social responsibility activities such as assembling bicycles and wheelchairs for people with disabilities so that they can be donated to the Baannokkamin Foundation, the Mahamek Home for Boys, the Strong Hearts Disability Club, and Association of Parents for Children with Disabilities. A total of 437 employees participated in the activity, which stimulated creativity and communication skill development, respect for others' opinions and problem-solving as a team to promote effective collaboration that will drive the Company towards its goals and sustainable growth.



Solar Cell LED Lighting Installation Project

For 2022, the Company has installed a total of 10 solar-cell LED light fixtures, four sets of solar-cell LED lamps with steel poles, and 12 sets of remote controls in the community area behind Thonglor Police Station and the flat buildings for officers at the Thonglor Police Station, which is adjacent to the Noble Form Thonglor Project, to increase the lighting for the community and residents of the flats as well as further reduce the costs for the community and residents of the flats because such lamps use solar energy instead of electricity.



350 families
have a better quality of life

In 2022, costs for the community
was reduced by approximately

10,000 Baht



Environment



Environmental Management

Environmental Performance



Reduce Greenhouse Gas Emissions by
672,677 kgCO₂e



Reduce Greenhouse
Gas Emissions
from the Company's
Activities by
622,485 kgCO₂e



General Waste
Management
3,011 kgCO₂e



Reduce Waste
from the Construction
Process by
47,180 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 a target to reduce greenhouse gas emissions in preparation for the goal of achieving net-zero greenhouse gas emissions (net zero waste).



Target : Reduce greenhouse gas emissions by
1,000,000 kgCO₂e by 2026

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.



100% of employees acknowledge
the environmental quality and energy conservation 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: 02-251-9955



facebook.com/NobleDevelopment



Line: @Nobledev



Email: cg@noblehome.com



Website: <https://www.noblehome.com/th/complaint>

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 reduce greenhouse gas emissions.
3. Protect and manage biodiversity by specifying for no operations to take place in areas in IUCN Category I-IV.
4. 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.
5. 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.



Target : **No** new construction projects
in a nature conservation area.

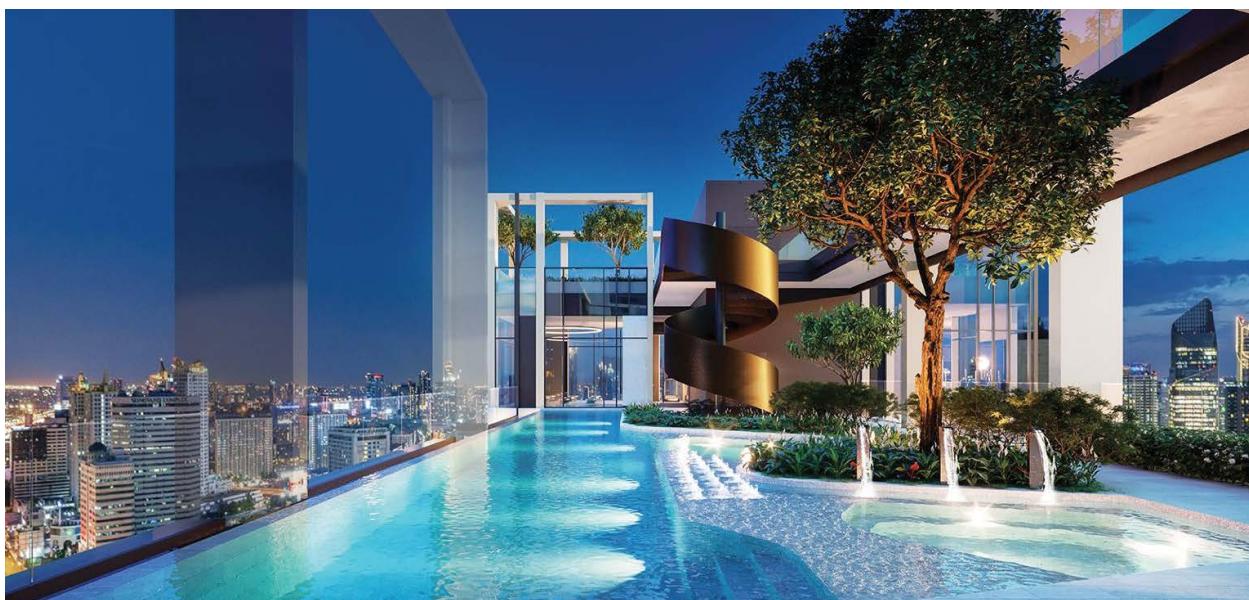
Performance

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). In 2022, the Company's total green area accounted for 16% of the total space and the Company had no new construction projects located in a nature conservation area.

Water Management

(GRI 3-3)

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 also 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.



**Target : Reduce water consumption
at the head office and sales offices by
5% by 2026**

Water Saving Performance (Office)

(GRI 303-5)

	2020	2021	2022
Water Consumption (m³)			
Head Office (Ploenchit)	1,697	1,059	1,070
Noble Remix Office	-	20	77
Total Water Consumption (m³)	1,697	1,079	1,147
Number of Employees (person)	234	263	255
Water Consumption per Person (m ³)	7.25	4.10	4.50
Carbon Dioxide Emissions (kgCO ₂ e/m ³)	1,349	858	912
(GRI 303-5)			

Efficient Water Resource Management

(GRI 303-3, GRI 303-5)

Water Resource Management Guidelines in Office Buildings

<ul style="list-style-type: none"> Promote the economical use of water in all areas, whether it is the bathroom, kitchen or other washing areas. 	<table border="1"> <thead> <tr> <th>Category</th> <th>2019</th> <th>2022</th> <th>Change</th> </tr> </thead> <tbody> <tr> <td>Electricity</td> <td>1,781 unit/person</td> <td>2,999 unit/person</td> <td>+69%</td> </tr> <tr> <td>Water</td> <td>776 unit/person</td> <td>669 unit/person</td> <td>-13%</td> </tr> </tbody> </table>	Category	2019	2022	Change	Electricity	1,781 unit/person	2,999 unit/person	+69%	Water	776 unit/person	669 unit/person	-13%
Category	2019	2022	Change										
Electricity	1,781 unit/person	2,999 unit/person	+69%										
Water	776 unit/person	669 unit/person	-13%										
<ul style="list-style-type: none"> Regularly inspect plumbing systems, equipment, sanitary ware and leak points to ensure efficient and cost-effective water use. 													
<ul style="list-style-type: none"> Communicate the impact of wasteful water use to raise employee awareness. 													

In 2022, the Company organized the “Save Water, Save Energy, Save Noble” activity to raise awareness among employees and demonstrate the value of using water economically and participate in proposing ways for the Company to save water and electricity.

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 on a daily basis to prevent soil and construction debris from clogging or obstructing the flow of water.



Clean up the construction area and the surrounding area on a daily basis.



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

Energy Management

(GRI 3-3)

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.



**Target : Reduce electricity consumption
in the head office and sales offices by**

5% by 2026

Energy Management Performance (Office)

(GRI 302-4)

	2020	2021	2022
Energy Consumption (kilowatt-hour)			
■ Head Office (Ploenchit)	438,999	270,103	282,546
■ Noble Remix Office	-	24,738	36,266
Total Energy Consumption (kilowatt-hour)	438,999	294,841	318,812
Number of Employees (person)	234	263	255
Energy Consumption per Person (kilowatt-hour)	1,876.06	1,121.07	1,250.24
Carbon Dioxide Emissions (kgCO ₂ e/m ³)	262,785	176,492	190,841
(GRI 305-2)			

Efficient Energy Management

(GRI 302-3, GRI 302-4, GRI 302-5)



Energy Management Guidelines in Office Buildings

(GRI 302-1)

- 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 work day.
- 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 2022, the Company created values and sub-consciousness about energy consumption by organizing the “Save Water, Save Energy, Save Noble” activity to raise awareness of the importance of energy consumption and encourage corporate personnel to use energy efficiently, to change their energy habits, and to volunteer to help conserve the energy of the building.

Energy Management Guidelines in Construction Projects

(GRI 302-2)

■ 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

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.



**Target : Reduce air pollution
by 1,000 kgCO₂e
by 2026**

Air Pollution Reduction Activities in Construction Projects



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



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



- 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 drain pipes.

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.

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, Reduce, 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

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

The Company has set up containers separating each type of waste and encourages its employees to dispose of garbage correctly by sorting waste into general waste, recyclable waste, food waste and infectious waste, which covers the Ploenchit Head Office and the Remix Office.



Target : Reduce carbon dioxide emissions from waste management by

4,000 kgCO₂e by 2026



RECYCLE DAY





WHERE TO THROW AWAY YOUR ATK ?

Ploenchit

01. 3rd Floor Toilet 02. 4th Floor Noble Care

Remix

03. Noble Care Group 04. Accounting Department 05. Finance Department

For the branch, prepare a separate trash can to throw away your ATKs to minimize the risk of contamination and spread of COVID-19.

Projects and Collaborations with Other Agencies

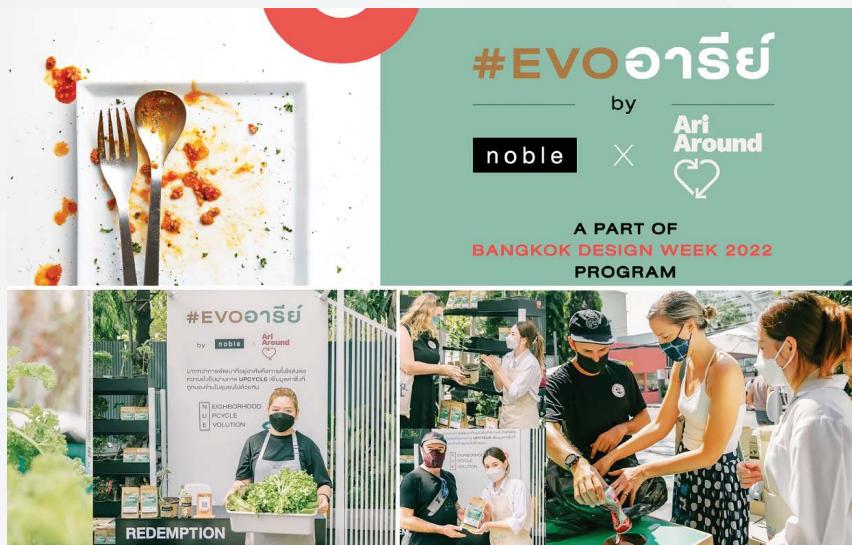
■ Waste-to-Wear Project

In 2022, the Company started the Waste-to-Wear Project to sort waste such as paper and plastic bottles with Recycle Day Co., Ltd. (Recycle Day) by exchanging them for T-shirts for employees. As a result of the activities in 2022, the Company was able to recycle 1,557 kilograms of waste. This can reduce CO₂ emissions by 3,011 kgCO₂ e, which is equivalent to planting 316 trees.



■ Wet Waste Management Activities

The Company has collaborated with Ari Around and Upcycle to share sustainability through a joint wet-waste management activity at #EVO Ari Bangkok Design Week 2022, so that anyone can join in exchanging decomposable wet waste, such as food, vegetable, and fruit scraps, for bags of soil made from compost from food scraps, and receive AriCoins that they can exchange at participating shops to turn everyone's attention to the management of wet waste generated from daily living.



Construction Waste Management

(GRI 413-1)

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

In 2022, the Company piloted the recycling of construction materials at the Noble Form Thonglor Project by collaborating with contractors to manage waste from the construction process within the project, starting by returning 476 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 47,180 kilograms of carbon dioxide equivalent. The Company has set a goal to expand the recycling of construction materials to other projects in the future in order 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.

Climate Change

(GRI 3-3, GRI 305-5)

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.

In 2022, the Company commenced various activities to reduce greenhouse gas emissions from its operations, such as becoming 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, encouraging the use of environmentally friendly materials, and using alternative energies, etc. As a result of all such activities, the Company was able to reduce greenhouse gas emissions by 672,677 kgCO₂e from the goal of reducing greenhouse gas emissions by 1,000,000 kgCO₂e by 2026 to achieve net-zero greenhouse gas emissions in the future.

Climate Change Risk Assessment

(GRI 201-2)

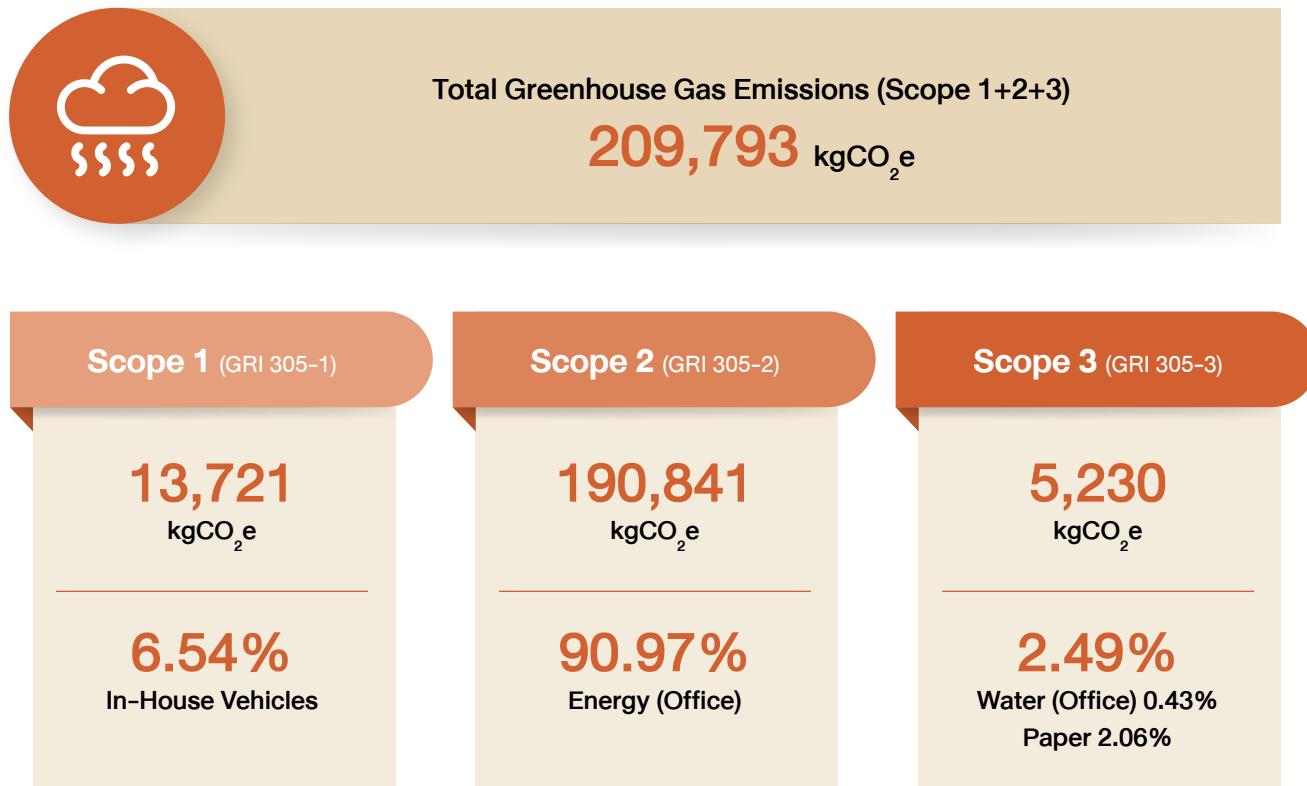
The Company analyzes impacts to identify and assess risks, including potential internal and external opportunities of the Company, from climate change in order to disclose risk management information that is beneficial to stakeholders, and to use the analyzed risks as an index for governing, strategy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

Climate-Related Risks and Opportunities

<p>Changes in policies and laws of government agencies, such as the Climate Change Act (draft) and carbon taxation, have increased operating costs.</p>	<p>Flooding may disrupt operations, which directly affects the Company's revenue loss, and may cause delays in material delivery by the Company's suppliers.</p>	<p>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.</p>	<p>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.</p>

Performance of Greenhouse Gas Emissions Management in 2022

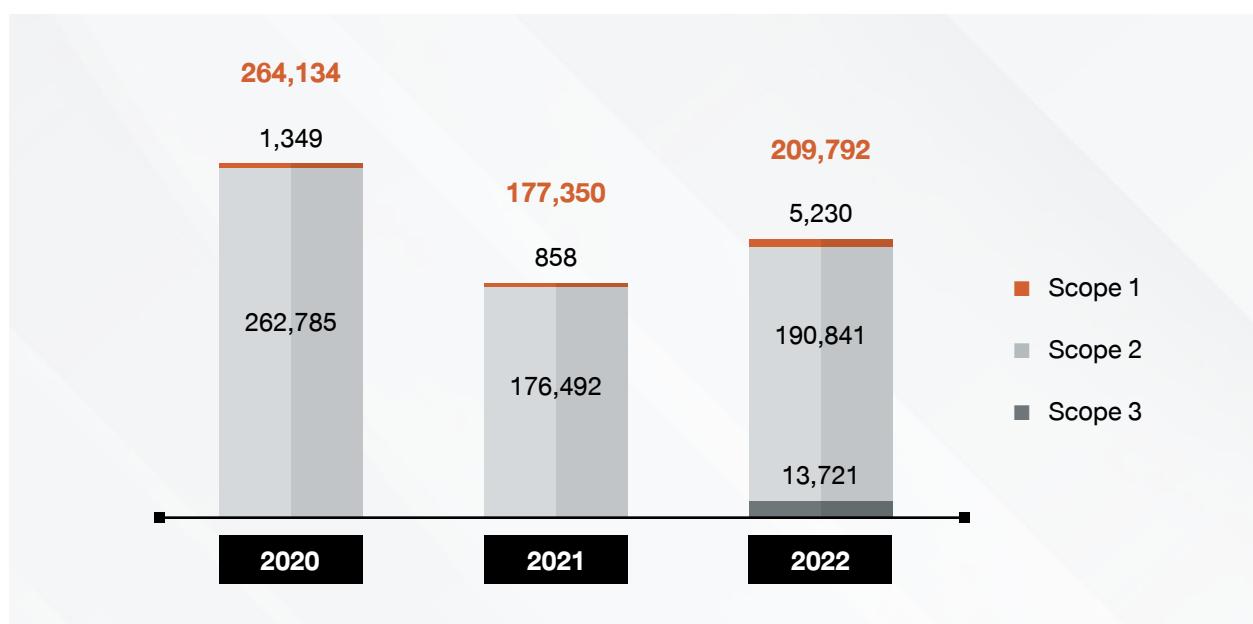
(GRI 305-4)



Greenhouse Gas Emissions Per Year

(GRI 305-4)

Carbon dioxide equivalent (kgCO₂e)



Environmentally Friendly Materials

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.

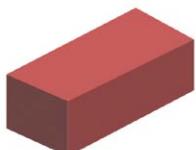


Target : Use of environmentally friendly materials to account for at least 20% of the bills of materials in the annual bidding.



■ 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.



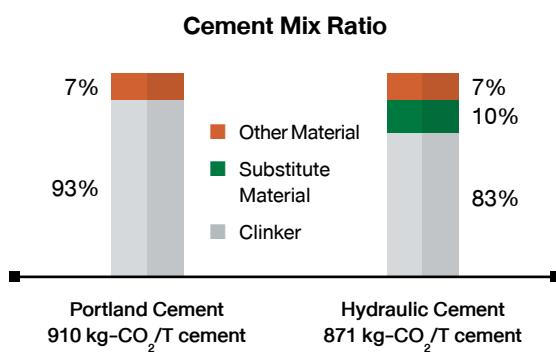
■ Lightweight Concrete

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.



■ Low VOC Paint

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



■ 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.

Care the Bear Project



In 2022, the Company became 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 designs to assess, measure and create new sustainable behaviors for the organization. In 2022, the Company reduced its carbon footprint from activities and projects by a total of 1,400 kilograms of carbon dioxide equivalent, which is equivalent to the annual carbon dioxide absorption of 155 trees.

GRI Content Index



GRI Content Index

Statement of use	Noble Development Public Company Limited has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022				
GRI 1 used	GRI 1 : Foundation 2021				
Applicable GRI Sector Standard (s)					
GRI Standard/ Other Source	Disclosure	Page Number	Omission		SDG Mapping
General disclosures					
GRI 2: General Disclosures 2021	2-1	Organizational details	10,11-14		
	2-3	Reporting period, frequency and contact point	10		
	2-6	Activities, value chain and other business relationships	11-14,18-19		
	2-7	Employees	59		SDG 8 SDG 10
	2-8	Workers who are not employees	59		SDG 8
	2-9	Governance structure and composition	16-17		SDG 5 SDG 16
	2-12	Role of the highest governance body in overseeing the management of impacts	16-17,41		SDG 16
	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	24-26,45-48		SDG 11 SDG 16
	2-19	Remuneration policies	60-62		
	2-20	Process to determine remuneration	60-62		
	2-21	Annual total compensation ratio		not disclosed	
	2-22	Statement on sustainable development strategy	6-7		
	2-23	Policy commitments	2,20-21		SDG 16
	2-24	Embedding policy commitments	20-21		
	2-25	Processes to remediate negative impacts	50		
	2-26	Mechanisms for seeking advice and raising concerns	25		SDG 16
	2-28	Membership associations	42		
	2-29	Approach to stakeholder engagement	25-26,49-51		
Material topics					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	22		
	3-2	List of material topics	22-23		



GRI Standard/ Other Source	Disclosure	Page Number	Omission			SDG Mapping
			Requirement (S) Omitted	Reason	Explanation	
Economic performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	15,28			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	6-7,28			SDG 8 SDG 9 SDG 17
	201-2	Financial implications and other risks and opportunities due to climate change	109			SDG 8 SDG 9 SDG 17
	201-3	Defined benefit plan obligations and other retirement plans	28,62			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	30-40			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	6-7,30-40,58, 79-93			SDG 8 SDG 9
	203-2	Significant indirect economic impacts	6-7,30-40,58, 79-93			SDG 8 SDG 9
Procurement practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	52-55			SDG 8
Anti-corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics	42,45-48			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	42,45-48			SDG 11 SDG 16
	205-2	Communication and training about anti-corruption policies and procedures	42,43-44			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	101-103			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	102			SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17



GRI Standard/ Other Source	Disclosure	Page Number	Omission			SDG Mapping
			Requirement (S) Omitted	Reason	Explanation	
	302-2 Energy consumption outside of the organization	103				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	302-3 Energy intensity	102-103				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	302-4 Reduction of energy consumption	101-103				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	302-5 Reductions in energy requirements of products and services	102-103				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	98-100				
	303-3 Water withdrawal	99-100				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	303-5 Water consumption	99-100				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	109-112				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	110				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	305-2 Energy indirect (Scope 2) GHG emissions	110				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17



GRI Standard/ Other Source	Disclosure	Page Number	Omission			SDG Mapping
			Requirement (S) Omitted	Reason	Explanation	
	305-3 Other indirect (Scope 3) GHG emissions	110				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	305-4 GHG emissions intensity	110				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	305-5 Reduction of GHG emissions	109-112				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	106-108				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	106-108				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	306-2 Management of significant waste-related impacts	106-107				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	306-3 Waste generated	106-108				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	306-4 Waste diverted from disposal	106-107				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17
	306-5 Waste directed to disposal	106-107				SDG 9 SDG11 SDG 12 SDG 13 SDG 14 SDG 17

GRI Standard/ Other Source	Disclosure	Page Number	Omission			SDG Mapping
			Requirement (S) Omitted	Reason	Explanation	
Employment						
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	59			SDG 4 SDG 5 SDG 8
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	59			SDG 4 SDG 5 SDG 8
	401-3	Parental leave	58			SDG 4 SDG 5 SDG 8
Occupational health and safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	73-77			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	73-77			SDG 4 SDG 5 SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	73-74,76			SDG 4 SDG 5 SDG 8
	403-5	Worker training on occupational health and safety	73-74			SDG 4 SDG 5 SDG 8
	403-6	Promotion of worker health	60,73-74			SDG 4 SDG 5 SDG 8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	73-77			SDG 4 SDG 5 SDG 8
	403-8	Workers covered by an occupational health and safety management system	76			SDG 4 SDG 5 SDG 8
	403-9	Work-related injuries	76			SDG 4 SDG 5 SDG 8
	403-10	Work-related ill health	76			SDG 4 SDG 5 SDG 8
Training and education						
GRI 3: Material Topics 2021	3-3	Management of material topics	66-71			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	70			SDG 4 SDG 5 SDG 8
	404-2	Programs for upgrading employee skills and transition assistance programs	67-71			SDG 4 SDG 5 SDG 8



GRI Standard/ Other Source	Disclosure	Page Number	Omission			SDG Mapping
			Requirement (S) Omitted	Reason	Explanation	
	404-3 Percentage of employees receiving regular performance and career development reviews	67-71				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	60				
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				No operations and suppliers rights at risk	
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	78-93				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	79-93,108				SDG 3 SDG 8 SDG 10 SDG 11
	413-2 Operations with significant actual and potential negative impacts on local communities	73,78-93				SDG 3 SDG 8 SDG 10 SDG 11
Supplier social assessment						
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	52-55				
	414-1 New suppliers that were screened using social criteria	41,52-55				
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	49				

Reader's Opinion Survey :

Noble Sustainability Report 2022

1. Please select the option that describes you best.

<input type="checkbox"/> Shareholder/Investor	<input type="checkbox"/> Employee / Executive of Noble Development PLC
<input type="checkbox"/> Customer	<input type="checkbox"/> Worker
<input type="checkbox"/> Business Partner/ Contractor	<input type="checkbox"/> Neighboring house around Noble's project
<input type="checkbox"/> Co-owner/ Resident	<input type="checkbox"/> 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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
■ You realize and understand the operation of social, economic, and environmental responsibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
■ Content covers your interested topics.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
■ Content is easy to understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
■ Content Reliability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
■ The design of this report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
■ Overall satisfaction with the report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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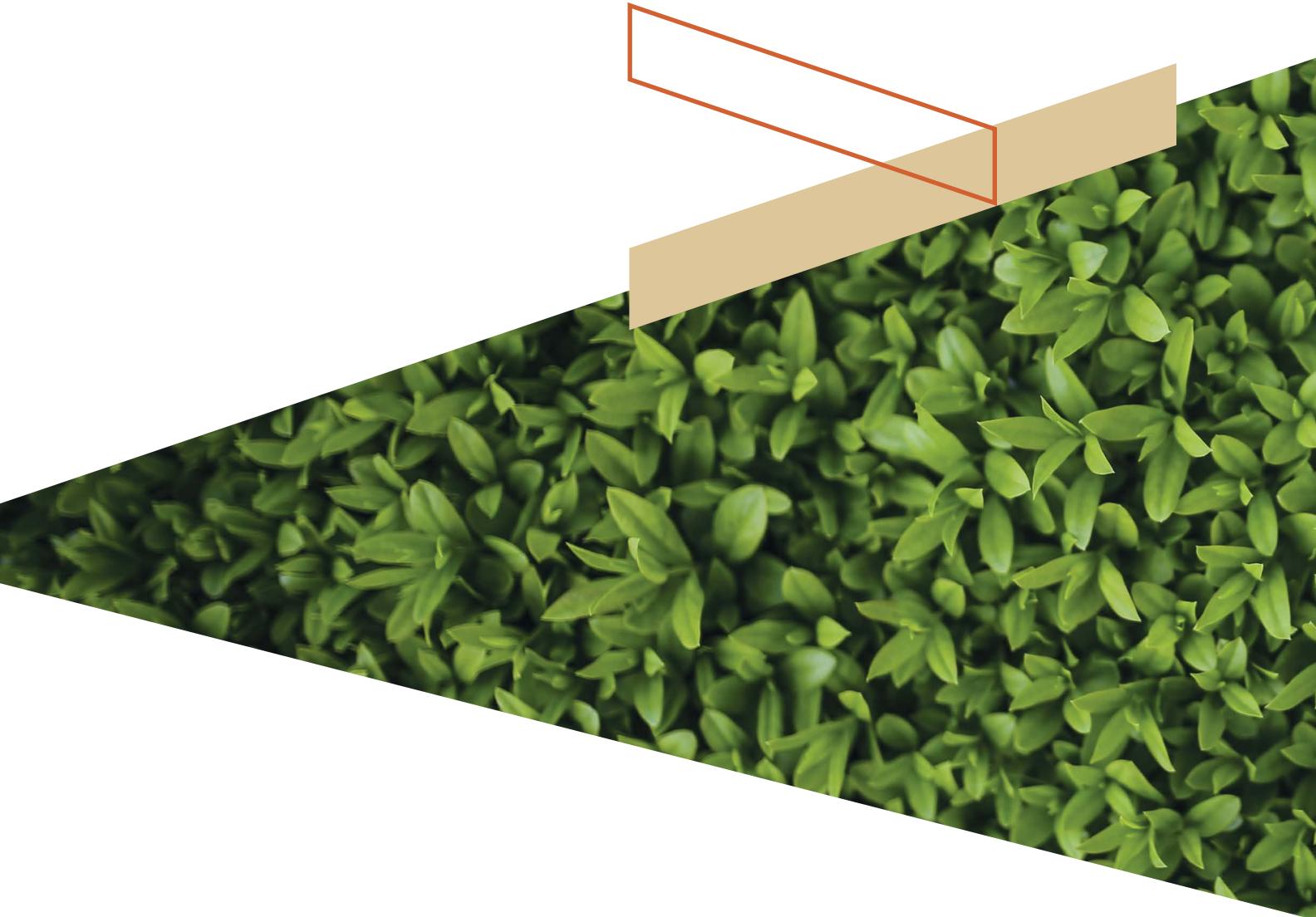
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 Thank you for your cooperation.

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

n o b l e



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