

Code of Conduct Guidelines for NOBLE

In keeping our customers first and foremost, NOBLE will abide by all relevant laws and social ethics, and Creates Tomorrow by Reliability in a highly reliable manner.

As for the behaviors of managers and employees as well as their actions on behalf of our company, the Code of Conduct Guidelines for NOBLE stipulated below shall be faithfully followed.

- ① Customer requests shall be responded to, and any appropriate products and services shall be provided in a timely manner. In addition, the information obtained from customers while offering them products and/or services shall be strictly managed.
- ② The community as well as shareholders and general investors shall be communicated. Company information shall be actively disclosed in a timely and fair manner.
- ③ As it is recognized that the risks of corporate activity including global environmental issues are increasing, and prevention and response systems shall be put in place.
- ④ The company will respect the individuality of each employee. All employees aspire for achieving self-realization and company development through voluntary, self-directed and spontaneous spirit.
- ⑤ To be an ideal corporate citizen, great effort will be made for the development of local community.
- ⑥ Corporate activities shall be fairly and transparently conducted in accordance with laws and company rules. In addition, the difference between public and private affairs shall be self-determined, and good culture and customs shall be respected in accordance with corporate ethics.
- ⑦ Do not have any relationship with anti-social forces that threaten social order and security, and a resolute attitude shall be taken to response.
- ⑧ Executives shall recognize that it is their duty to implement the spirit of this Code. They shall take the lead to fully understand and improve the corporate structure, and strive to cultivate corporate ethics.