NSG Group Corporate Governance Guidelines

CHAPTER 1. GENERAL PROVISIONS

Article 1. Purpose

These NSG Group Corporate Governance Guidelines (the "Guidelines") aim to enhance the overall standards of corporate governance of the NSG Group (the "Group") with a view to sustainably enhancing its corporate value over the medium to long term by implementing the management principles ("Our Vision"), consisting of the "Mission", "Aspiration" and "Core Values" set forth below, and thereby increasing the common value of the Group shared with various stakeholders including shareholders.

Our Mission

Changing our surroundings, improving our world

Our Aspiration

Through innovation, becoming the most trusted partner in all industries we work in

Our Core Values

- **Respect others and unleash their potential**
- **Exemplify trust and integrity**
- **Ensure efforts to serve society**
- **Take the initiative**
- **Embrace challenges and learn from failure**
- **Follow through to get results**

Article 2. Fundamental Principles

The achievement of better corporate governance is a critical management priority for the Group, and to this end, the Group shall implement the following measures.

(1) Structure

a) The Group's ultimate parent company, Nippon Sheet Glass Company, Limited (the "Company", "NSG" or "We") adopts the committee-based governance structure under the Companies Act of Japan (the "Companies Act") and the Company hence establishes the Board of Directors (the "Board"), the Nomination Committee, the

Audit Committee, the Compensation Committee (each referred to as "Committee") and Executive Officers.

b) The Board shall delegate to Executive Officers the authority to make decisions on the execution of business within the scope stipulated by laws and regulations, thereby facilitating the separation of execution from oversight, enhancing the transparency of management, and strengthening the oversight function over the executive management.

c) The Company shall establish and maintain effective internal control systems operating on a Group-wide basis, which also cover internal controls over financial reporting (J-SOX).

(2) Stakeholders Communication

a) The Group aims to be recognized as best-in-class from the perspectives of its many stakeholders associated with the Group including shareholders, customers, suppliers and local communities while developing, maintaining, and enhancing good relationships with such stakeholders.

b) In addition to cases required by laws and regulations, the Group shall ensure that the disclosure of corporate information is made in a timely and appropriate manner in terms of both substance and form, thereby maintaining and continuously enhancing transparency of the Group's management. (See Annex 2(2)(b) for Policy on Constructive Dialogue with Shareholders.)

(3) Code of Conduct

The Group shall establish the Group Code of Ethics, which incorporates the values set forth in the preceding paragraph, as a code of conduct to be observed by all entities and stakeholders including employees constituting the Group, and shall regularly review its implementation status as well as its content. (See Annex 2(3) for NSG Group Code of Ethics.)

Article 3. Character of the Guidelines

The Guidelines constitute the fundamental principles of corporate governance for the Group, next only to the Companies Act, other relevant laws and regulations, and the Articles of Incorporation of the Company.

CHAPTER 2. RIGHTS OF SHAREHOLDERS

Article 4. Principle of Equality among Shareholders

The Company shall treat all shareholders equally in proportion to the nature and number of shares they own.

Article 5. General Meeting of Shareholders

1. The General Meeting of Shareholders is the supreme decision-making body of the Company consisting of shareholders entitled to vote. We ensure that the resolutions of the General Meeting of Shareholders appropriately reflect the intentions of our shareholders.
2. Directors and Executive Officers shall, in order to fulfill their accountability to shareholders, provide a sufficient account of matters related to the agenda items and engage in questions and answers at the General Meeting of Shareholders.

Article 6. Voting rights and other interests

1. The Company aims to ensure that shareholders are able to appropriately exercise their voting rights and all other common rights at the General Meeting of Shareholders.
2. The Company shall establish an environment in which all shareholders, regardless of whether they attend the General Meeting of Shareholders in person, are provided with opportunities to appropriately exercise their voting rights through measures such as early posting of the convocation notice and participation via the electronic voting platform.

Article 7. Capital Management

1. The Group shall maintain an adequate level of shareholders' equity necessary to sustainably enhance shareholder value and to promptly and reliably capture business opportunities arising from global expansion while appropriately addressing the associated risks.
2. The Company shall, pursuant to the provisions of its Articles of Incorporation, resolve at the Board of Directors on matters such as distribution of surplus in order to implement its capital policy in a flexible and agile manner.
3. The Company shall adopt a basic policy of stably declaring dividend payments based on sustainable business results while also taking necessary financial measures in a flexible and agile manner in response to changes in the business environment.

Article 8. Prevention of Transactions Conflicting with Shareholders' Interests

1. To safeguard the interests of our shareholders, the Group aims to ensure that Directors, Executive Officers, employees, or other related parties do not engage in any transaction that conflicts with the interests of the Group or its shareholders by abusing their positions within the Group. The Group shall further establish an internal system appropriate for

this purpose.

2. Directors and Executive Officers shall not engage in transactions involving conflicts of interests or competition with the Group, except where approved by the Board in accordance with the Companies Act and the Board Policy of the Company. In this regard, Directors and Executive Officers who have entered into such transactions must report them to the Board as soon as reasonably practicable.
3. The Group shall appropriately disclose any important facts in the event of transactions referred to in the preceding paragraph.
4. The Group shall adopt the "Policy of Not Engaging in Cross-shareholdings" (Annex 8-4) in order to define its thoughts and approach regarding cross-shareholdings.

Chapter 3. STRUCTURE OF CORPORATE GOVERNANCE

Part 1. Supervisory Functions

Article 9. Structure of the Board and its Committees

1. In light of the global nature of the Group's business operations, the Board shall be composed of Directors who collectively possess a well-balanced mix of professional skills, knowledge, expertise and experience aligned with the management objectives and strategies of the Group, and also are characterized by diversity in terms of gender, international experience, career history, and age. At the same time, the Board shall maintain an appropriate size so that its functions can be discharged effectively and efficiently.
2. The Board of Directors comprises a majority of Independent External Directors referred to in Article 13, Paragraph 1.
3. A Chairperson of the Board shall be appointed from among Directors by resolution of the Board.
4. The Board may, as necessary, appoint Director with a special title from among Directors by resolution of the Board.
5. To ensure a clear separation between the oversight of management and the execution of business operations, the Chairperson of the Board shall not concurrently serve as the President and Representative Executive Officer, CEO or any other position associated with business execution.
6. The Nomination Committee, the Audit Committee and the Compensation Committee shall be established in accordance with the Companies Act.
7. A majority of the members of each Committee shall be Independent External Directors.

All members of each Committee shall be appointed by resolution of the Board. In addition, at least one member of the Audit Committee shall be elected from among those who possess a respectable level of specialized knowledge in finance and accounting.

8. The chair of each Committee shall be held by Independent External Director. Furthermore, except under special circumstances, the Chairperson of the Board shall not concurrently serve as the Chairperson of any of these Committees.

Article 10. Roles and Responsibilities of the Board of Directors

1. The primary mission of the Board is to enhance the enterprise value of the Group in a sustainable manner over the medium to long term. To this end, the Board shall focus on formulating appropriate business strategies and establishing effective reporting systems for both financial and non-financial matters whilst securing financial resources, maintaining a robust management team, and creating and maintaining a resilient succession plan. Furthermore, the Board shall establish a corporate environment that enables the executive management to take appropriate risks in order to create shareholder value. Another important duty of the Board is to oversee the execution of duties by the management to ensure that businesses are conducted effectively, efficiently, and in accordance with ethical standards. To achieve those objectives effectively, the Board shall be responsible for securing a suitable corporate governance framework for the Group, and also for implementing the following matters in line with the management principles set forth in Article 1 ("Our Vision"):
   (1) To make decisions on certain important matters, including adoption of fundamental management policies for the Group's business, such as business and financial strategies, annual and medium to long term business plan, and basic policies on sustainability; the appointment and dismissal of Executive Officers (including re-appointment and non-reappointment unless clearly inappropriate in context, and the same applies hereinafter); and other matters requiring a resolution of the Board as stipulated by laws and regulations or the Articles of Incorporation. (See Annex 10(1) for Summary of the Actions and Matters to be Resolved by the Board and Scope of Authority Delegation to Executive Officers.)
   (2) To authorize Executive Officers to decide on all matters other than those referred to in the preceding paragraph, in order to facilitate agile and flexible decision-making by the executive management and to strengthen the effectiveness of oversight by the Board of Directors (See Annex 10(1) for Summary of Matters to be Resolved by the Board and Delegated to Executive Officers);
   (3) To establish "systems necessary to ensure that the execution of duties by Executive Officers complies with laws, regulations and the Articles of Incorporation, as well as

other systems required to ensure the appropriateness of business operations" in accordance with the Companies Act (See Annex 10(3) for Fundamental Policy on Establishing Internal Control Systems);

(4) To oversee the execution of duties by Directors and Executive Officers and to monitor the performance of their respective roles and responsibilities, based on reports and updates from the Nomination, Audit, and Compensation Committees as well as Executive Officers, with a focus on outcomes, the status of progress in light of the basic management policies of the Group and the basic policies on internal control systems.

2. The Board shall specify in the "Board of Directors Charter" the basic stance and expectations of the Board in fulfilling its roles and responsibilities, particularly to address the current circumstances of the Group (See Annex 10-2 for the Board of Directors Charter). The Charter shall be revised appropriately as needed through deliberation by the Board whenever significant changes arise in the Group's internal or external circumstances and such revision is deemed appropriate.
3. The Board and each of the Nomination, Audit, and Compensation Committees shall discharge their respective duties independently whilst ensuring close and effective communication with one another.
4. A secretariat ("Board Secretariat") shall be established to support the effective and efficient operation of the Board, including streamlined deliberation and reporting processes, monitoring the progress of actions resolved by the Board, and other related functions. The Board Secretariat shall be staffed by the Company Secretary Department and shall maintain close liaison and mutual cooperation with each Committee to ensure efficient implementation of the Board's duties.

Article 11. Chairperson of the Board

1. The Chairperson of the Board shall be responsible for operating the Board in an effective and efficient manner so that the Board properly discharges its duties stipulated in Article 10.
2. The Chairperson of the Board shall ensure smooth communication between Directors and Representative Executive Officer, President and CEO.
3. The Chairperson of the Board shall ensure that each Director is provided with appropriate access to the information necessary to properly discharge their duties.
4. If the Chairperson of the Board is not Independent External Director, Independent External Directors shall appoint from among themselves a Director to perform specified tasks such as facilitating communication, coordination and cooperation between

Independent External Directors and the management, as well as providing advice and support to the Chairperson of the Board on matters related to corporate governance. The Company Secretary Department shall render support for the execution of these duties.

Article 12. Director

1. Directors shall serve a term of one year and shall be elected annually at the Annual General Meeting of Shareholders. (See Annex 12(1) for Nomination Standards for Director Candidates.)
2. Directors shall engage in important decision-making and supervise the Group's business operations as members of the Board.
3. All Directors shall act in a manner that they consider will promote the success of the Group after fully taking into account the interests of the stakeholders of the Group and the impact on them, and always in compliance with their statutory duties.
4. Directors are expected to devote time and effort to understanding the Group's business and financial strategies as well as its challenges.
5. The Group shall provide newly appointed Directors with relevant explanatory materials, presentations, opportunities to meet with senior management, and other educational programs including site visits, to develop knowledge and understanding of the Group, and enable them to fulfill their duties. In addition, ongoing educational opportunities shall be made available to Directors throughout their term of office as necessary.
6. The duties of Directors include attending meetings of the Board and Committee(s) to which they belong and actively participating in discussions at those meetings. Directors shall collect sufficient information to discharge their duties and seek clarification from executive management so that they may cast votes at the Board and Committee(s) based on accurate and sufficient information obtained through these processes.
7. Directors shall, as necessary and in a timely and appropriate manner, exercise their right to propose agenda items for the Board and to request the convening of Board meetings in order to address management issues of the Group that they have become aware of.

Article 13. Independent External Director

1. Independent External Director refers to External Director who satisfies not only the requirements for external directors stipulated under the Companies Act, but also the independence criteria for Independent Officers set by the Financial Instruments Exchange as well as the independence standards established by the Nomination Committee of the Company. (See Annex 13.1 for Criteria for Independence of External

Directors.)

2. Independent External Directors are tasked to oversee the management of the Group from a position which would not cause any conflict of interest with shareholders in general, thereby enhance the transparency of the decision-making process of the Board and each Committee, and consequently their performance based on those decisions.
3. Independent External Directors shall be kept updated regarding the management status of the Group through the Board Secretariat as well as by Executive Officers.
4. Independent External Directors shall hold meetings at least once a year, including those held as part of the Board effectiveness review referred to in Article 23, primarily for the purpose of exchanging views among themselves on matters relating to the Group's corporate governance, important management issues, and specific important proposals. At such meetings, other Directors and Executive Officers shall provide appropriate support upon request by Independent External Directors.
5. The maximum term of office for Independent External Directors shall be six years in principle.

Article 14. Nomination Committee

1. The Nomination Committee shall, in accordance with the spirit and principles of the Guidelines and the criteria set forth in Article 9, paragraphs 1 and 2 above, discharge its duties properly as a statutory organization of the Company to resolve on proposals for election or dismissal of Directors to be submitted to the General Meeting of Shareholders. (See Annex 12-1 for Nomination Standards for Director Candidates.)
2. The Nomination Committee shall establish and maintain the criteria for the appointment and dismissal of (i) Executive Officers and (ii) other senior management members of the Group whose appointment and dismissal are determined by the Board, clearly specifying the required qualities and conditions for the highest executive positions such as the CEO. Furthermore, the Nomination Committee shall, based on such criteria, deliberate in advance on individual appointments and dismissals of these positions, including matters relating to their responsibilities and reporting lines, and recommend to or advise the Board of Directors on the outcome thereof. (See Annex 14-2 for Policy and Procedure on Appointment and Dismissal of Executive Management.)
3. The Nomination Committee shall create and maintain successor plans for the senior management members of the Group specified in the preceding paragraph, identifying successors and successor pools on both short-term and medium- to long-term basis and setting out development plans and policies for such successor candidates. The Committee shall also periodically review the implementation status of such plans.

4. The Company shall establish terms of reference, basic policies and procedures necessary for the Nomination Committee to discharge its responsibilities. (See Annex 14-3 for Terms of Reference of Nomination Committee.)
5. The Company Secretary Department, with the cooperation of the Group Human Resources Department, shall act as a secretariat for the Committee. Furthermore, external advisers may be engaged on an as-needed basis to enhance and maintain the standards for the execution of its duties.

Article 15. Audit Committee

1. The Audit Committee shall duly discharge its duties as a statutory body that shares the supervisory function of the Board of Directors and audits the execution of duties by Executive Officers and Directors.
2. The Audit Committee shall prepare audit reports on Business Report, Financial Statements and other relevant documents as required by laws and regulations.
3. The Audit Committee Office shall be established as a secretariat of the Audit Committee and a position may be created as necessary to support the Chairperson of the Audit Committee.
4. The Audit Committee Office, which serves as the secretariat of the Audit Committee and discharges its duties pursuant to the Committee resolutions and instructions from its members, shall be organized to ensure independence from Executive Officers with respect to personnel assignment, reporting lines, and performance appraisals, in order to secure the objectivity of audits. The same shall apply to the position stipulated in Paragraph 3 of this Article.
5. The Audit Committee shall establish the Policy for Dismissal or Non-Reappointment of Independent Auditor. (See Annex 15-5 for the Policy for Dismissal or Non-Reappointment of Independent Auditor.)
6. The Company shall establish terms of reference, basic policies and procedures necessary for the Audit Committee to discharge its responsibilities. (See Annex 15-6 for Terms of Reference of Audit Committee.)

Article 16. Compensation Committee

1. The Compensation Committee shall duly discharge its duties as a statutory body that determines the policies applicable to the compensation of Directors and Executive Officers and the details of individual compensation for those positions. (See Annex 16-1 for Policy and Procedure for Determining Compensation for Directors and Executive Officers.) In particular, with respect to the compensation paid to Executive Officers

constituting the senior management of the Group, the Committee shall ensure that the compensation structure is appropriately designed to align with the sustainable growth of the Group, including an appropriate balance between cash compensation and share linked compensation.

2. In addition to the foregoing, the Compensation Committee may provide recommendations needed or advice to the Representative Executive Officer, President and CEO regarding the compensation policies and amounts for other senior management members who are not Executive Officers. In such cases, the Committee shall receive an update from the Representative Executive Officer, President and CEO.
3. The Company shall establish such terms of reference, policies and procedures necessary for the Compensation Committee to discharge its responsibilities. (See Annex 16-2 for Terms of Reference of Compensation Committee.)
4. The Company Secretary Department, with the cooperation of the Group Human Resources Department, shall act as a secretariat for the Committee. Furthermore, external advisers may be engaged on an as-needed basis to enhance and maintain the standards for the execution of its duties.

Article 17. Company Secretary

The Company shall appoint a Company Secretary by resolution of the Board of Directors. The Company Secretary shall provide centralized support to ensure the proper functioning of the Board and its Committees, and shall be responsible for duties relating to overall governance. Accordingly, the Company Secretary shall assume a unique position between the Board of Directors and the executive management, with responsibility for ensuring effective communication between the two bodies. The duties of the Company Secretary shall include, in addition to those provided in Article 10, Paragraph 3 or other Articles in these Guidelines: supporting Directors on corporate governance issues; matters concerning General Meeting of Shareholders and the Company's shares; facilitation of the efficient functioning of the Board of Directors and each Committee established by the Board; ensuring appropriate information sharing and consistency between the Board of Directors and each such Committee as well as between the Board of Directors (each Committee) and the executive management; and validating effective processes for the Board's functioning and supporting the development and promotion of initiatives to this end.

Part 2. Executive Function

Article 18. Executive Management Structure

1. A Representative Executive Officer shall be appointed from among Executive Officers by resolution of the Board. (See Annex 14-2 for Policy and Procedure on Appointment and Dismissal of Executive Management.)
2. A President and CEO shall be appointed from among Representative Executive Officers by resolution of the Board.
3. A Chief Operating Officer (COO) shall be appointed from among Executive Officers, who shall bear direct responsibility for daily management of all operations of the Group, and a Chief Financial Officer (CFO), responsibility for the Group's financial condition and performance, may be appointed as necessary by resolution of the Board.
4. Executive Officer with a special title may be appointed from among Executive Officers as necessary by resolution of the Board.
5. The Company shall establish a Management Committee primarily comprising Executive Officers to deliberate on important management issues of the Group.
6. The number of Representative Executive Officers and Executive Officers shall be of an appropriate size to enable them to effectively and efficiently carry out the matters delegated by the Board for decision-making on business execution.

Article 19. Management Committee

1. The Management Committee shall support Executive Officers in making prompt and resolute business decisions effectively and efficiently while taking appropriate risks based on the policies and objectives established by the Board and the allocation of responsibilities among Executive Officers. It shall also guide and supervise the management of the Group.
2. The Company shall establish basic policies, terms of reference and procedures necessary for the Management Committee to discharge its responsibilities.

Article 20. Representative Executive Officer

1. The Representative Executive Officer, President and CEO shall assume overall and ultimate responsibility for the profitable operation and development of the Group, and shall be responsible for monitoring progress, and ensuring the implementation of, the policies and objectives set by the Board to enhance the Group's corporate value in a sustainable manner over the medium to long term.
2. Representative Executive Officers shall provide the Audit Committee with sufficient information in a timely and appropriate manner to facilitate their audit.

Article 21. Executive Officer

1. The term of office of Executive Officer shall be one year. Executive Officers shall be elected each year by resolution of the Board based on recommendations or advice by the Nomination Committee. (See Annex 14-2 for the Policy and Procedure on Appointment of Executive Management.)
2. Executive Officers shall assume responsibility for the entire Group in their respective areas of responsibility within the division of duties established by the Board; furthermore, they shall also be responsible for developing talent capable of managing the Group in the future.
3. Newly appointed Executive Officers shall be provided with relevant explanatory documents, presentations and other educational opportunities so that they can discharge their duties duly. In particular, such documents and opportunities shall cover the Group's business plans and their progress, key management agenda, internal control systems, financial statements, significant financial, accounting and legal matters, as well as the NSG Group Code of Ethics (See Annex 2(3) for the NSG Group Code of Ethics.) and ethics and compliance programs.
4. An executive officer may concurrently serve as an external director of another Company outside the Group, subject to the guidelines and resolutions of the Board, insofar as such external position is limited to one Company as a matter of principle. The Company is of the view that such external position may, in some cases, be valuable for the personal or professional development of the executive officer concerned.

Part 3. Internal Control

Article 22. Internal Control

1. Executive Officers shall, in accordance with the Group's basic policy for internal control systems established by the Board (See Annex 10-3 for Fundamental Policy on Establishing Internal Control Systems), build, maintain, and operate internal control systems within the Group concerning sustainability, ethics and compliance, risk management, and reporting of concerns hotlines. They shall also assess the effectiveness of such systems and continuously improve them.
2. The Board of Directors and the Audit Committee shall, as necessary to fulfill their responsibilities, receive direct reports from internal control departments responsible for such matters as sustainability, internal audit, risk management, finance, treasury, taxation, human resources, labor relations, pensions, health and safety, investor relations, legal affairs, ethics and compliance, and environment matter.
3. The Company shall maintain the appropriateness of the Group-wide internal control

systems by having the Audit Committee monitor, from its independent and objective viewpoint, the establishment, maintenance, and implementation of the internal control systems set forth in Paragraph 1 of this Article, and audit the execution of duties by Executive Officers and Directors.

Chapter 4. BOD EFFECTIVENESS EVALUATION

Article 23. The Board and each of the Nomination Committee, Audit Committee and Compensation Committee shall, in principle, conduct an annual evaluation of their performance under the leadership of Independent External Directors, and disclose a summary of the results, together with an action plan for ensuring and enhancing its effectiveness and an outline of its implementation status. In conducting such evaluation, the support of an external facilitator shall be utilized regularly to realize a more objective and effective process. These exercises shall facilitate verification and discussion as to whether each meeting is conducted effectively in alignment with the Group's strategies and objectives.

Chapter 5. MISCELLANEOUS

Article 24. Exceptional Actions

If any action inconsistent with the provisions of the Guidelines is to be taken by the Board, it shall provide shareholders with a reasonable explanation of the reasons therefor.

Article 25. Periodic Review and Amendments

1. These Guidelines shall be reviewed periodically by the Board and amended as necessary by resolution of the Board.

Effective from 28 May 2015
Amended on 6 December 2018
Amended on 9 December 2021
Amended on 3 February 2022
Amended on 25 May 2023
Amended on 23 May 2024

Annexes

Annex 2(2)(b): Policy on Constructive Dialogue with Shareholders

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex2_2_b_2112_E.pdf

Annex 2(3): NSG Group Code of Ethics

http://www.nsg.com/en/about-nsg/governance/ethics-and-compliance

Annex 8-4: Policy of Not Engaging in Cross-shareholdings

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex8_4_1812_E.pdf

Annex 10-1: Summary of Matters Requiring Board Resolution and Delegated Authorities to Executive Officers

https://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex10_1_2503_E.pdf

Annex 10-2: Board of Directors Charter

https://sc-cm.nsg.com/-/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex10_2_2405_E.pdf

Annex 10-3: Fundamental Policy on Establishing Internal Control Systems

https://www.nsg.com/-/media/nsg/site-content/sustainability/downloads-attached-to-pages-in-sustainability-section/Annex/Annex10_3_2607_E.pdf

Annex 12-1: Nomination Standards for Director Candidates

https://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex12_1_2405_E.pdf

Annex 13: Reference: Criteria for Independence of External Directors

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex13_1812_E.pdf

Annex 14-2: Policy and Procedure on Appointment and Dismissal of Executive Management

https://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex14_2_2112_E.pdf

Annex 14-3: Terms of Reference of Nomination Committee

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex14_3_2207_E.pdf

Annex 15-5: Policy on Dismissal or Failure to re-appointment of Accounting Auditors

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex15_5_1812_E.pdf

Annex 15-6: Terms of Reference of Audit Committee

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex15_6_2202_E.pdf

Annex 16-1: Principles of Compensation for Directors and Executive Officers

https://www.nsg.com/-/media/nsg/site-content/sustainability/downloads-attached-to-pages-in-sustainability-section/Principle_3_1_3_2607_E.pdf

Annex 16-2: Terms of Reference of Compensation Committee

http://www.nsg.com/~/media/NSG/Site-Content/sustainability/Downloads-attached-to-pages-in-sustainability-section/Annex/Annex16_2_2112_E.pdf