Nomination Standards for Director Candidates

The Nomination Committee which consists of a majority of Independent External Directors, shall nominate candidates for Director positions and shall submit the list of nominees to the ordinary general meeting of shareholders as a proposal. For these nominations, in particular for Independent External Directors, the Company shall seek candidates from a broad talent pool with the cooperation of executive search firms and other external resources. The nomination standards are described below. By electing Directors in accordance with these standards, the Company aims to ensure a well-balanced level of expertise as defined in Clause 7, across the Board of Directors as a whole, as well as diversity in gender, international experience, professional experience, and age.

[Character, Insight, and Leadership]
The candidate shall:
1. Possess a good character and high ethical standards.
2. Demonstrate a strong sense of compliance with laws and regulations.
3. Be fit to hold office and able to fulfil the duties required.
4. Possess excellent business acumen and the ability to make judgements objectively.
5. Have extensive leadership experience and be team-orientated.

[No Material Interest]

6. The candidate shall have no material interest or business relationship that could affect management decisions in the Group's business areas. ("Criteria for Independence of External Directors" is defined separately)

[Skills / Expertise]

7. The candidate shall have extensive experience in a global or multinational business environment and/or possess skills and expertise in areas such as market, technology, accounting, legal affairs, talent development, or other fields necessary or desirable for the Group, considering its current circumstances and strategies.

[Commitment]

8. The candidate shall support the philosophy and basic stance set forth in the "NSG Group Corporate Governance Guidelines" and the "Board of Directors Charter," and is expected to perform duties accordingly.
9. The candidate shall have sufficient time to participate in meetings of the Board and any Committees of which he/she would be a member, and being qualified to fulfil the duties as a member of any of the following three committees, if appointed: the Nomination Committee, the Audit Committee and/or the Compensation Committee.