

## **[Supplementary Principle 4.14.2]**

### **Group Policy on Providing Adequate Training for Directors and Executive Officers**

#### **Purpose of Training Program**

Directors and Executive Officers should deepen their understanding of the operations of the NSG Group ( “the Group” ) and its business environment as well as their knowledge of corporate governance, ethics and compliance and other relevant matters as necessary for fulfilling their respective roles and responsibilities. Accordingly, the Group will provide training opportunities along with financial support for associated expenses.

In particular, External Directors who are tasked to support the effectiveness of corporate governance will be given a continuing support not only when assuming their position but throughout their term of office from the perspective of enhancing the discussions at the meetings of the Board of Directors and improving the supervisory functions exercised by the Board of Directors .

#### **Contents of Training Program**

##### **1. For Directors**

(1) All newly appointed Directors will be provided with adequate training courses to familiarize themselves with basic information of the NSG Group (“the Group”) (for instance in terms of its business, history, finance and organization) as well as significant management issues and relevant laws including the Companies Act and corporate governance principles, as a part of well-planned induction program.

More specifically, all such directors newly appointed will, by or with the aid of seminars given internally or externally, individual explanation or the manner of presentation, acquire in-depth understanding of the Group’s long-term strategic vision, medium-term plan, significant management issues both on a middle to long-term basis and currently , annual budget and risk management issues (collectively “Management Agenda Items”) along with that of their expected roles and responsibilities as Director. Further, in case they are newly appointed as Independent External Directors, then an extra program will be available to them such that it provide them a valid access to general corporate information including the business overview of the Group, its history, Vision, Mission, Values, its philosophy vis-à-vis various Stakeholders,

Guiding Principles in the conduct of businesses its views and thoughts on good corporate governance and organizational structure, in addition to their expected roles and responsibilities in their capacity as such.

Those newly appointed Directors will also have opportunities to visit Group sites to take part in a plant tour and to conduct interviews with senior management of the Strategic Business Units (SBUs), which will help them develop better understanding of the Group's operation.

- (2) Incumbent Directors will continue to be provided with relevant updates and opportunities for training including by way of participation in external programs as necessary such that they may effectively and efficiently monitor and oversee the executive management. They will be also given opportunities to take part in site tours and have interviews with senior management of the SBUs.

## 2. For Executive Officers

All Executive Officers will be provided with such opportunities as are designed to warrant continuing access to information necessary for or relevant to, and provide training for understanding of, the status of progress of implementing fundamental policies and target of the Group resolved by the Board and the issues and challenges arising for them as well as that of Management Agenda Items and any specific approach adopted by the Group for it, along with the circumstances surrounding these matters.

More specifically, they will, by or with the aid of seminars given internally or externally, individual explanation or the manner of presentation, be provided with such information or training in these respects and also acquire adequate understanding of the legal responsibilities attached to the office of executive officers, our commitments to and manner and substance of the practices in the area of ethics and compliance. Further they will be kept updated regularly as to any such relevant laws and regulations and corporate practices. .

## 3. For Other Senior Managers

Further to the above Section 2, senior managers of the Group of any other description or position may receive training similar or identical essentially to that contemplated in Section 2 in case the chairperson of the Board of Directors (the "Board") or the Group CEO appoints or designates them as

having duties and responsibilities similar to the executive officers..

### **Program Organizer**

The secretarial team constituted for the Board will, subject to oversight of the chairperson of the Board at all times, lead, organize and secure implementation of the training contemplated in this Policy in cooperation with, and by having participation from, all of the departments relevant to each specific subject contained in the training program. In this regard, the contents of any such training will be determined by reference to the view of Group CEO especially in relation to any such training designed for executive officers.

### **Complementary Program**

In case a major issue should arise as Management Agenda Items requiring management attention or review, we endeavor to arrange a complementary training program for that purpose according to the degree of urgency and significance of such an issue, in addition to and as separate from regularly scheduled programs.

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