

Criteria for the Appointment and Dismissal of Executive Officers

(Purpose)

Article 1. This Criteria shall be the criteria for appointment or dismissal of Executive Officers in the Board of Directors.

(Policy of Appointment and Dismissal of Executive Officers)

Article 2. The Board of Directors shall, from an independent and objective standpoint, consider the highly effective supervision over Executive Officers as one of the main roles and responsibilities, appraise the Company's performance appropriately, and appoint Executive Officers based on such appraisal. In addition, the Board of Directors shall deliberate the dismissal of an Executive Officer in the event of concerns over whether the Executive Officer is suitable for the role.

(Reasons for Disqualification)

Article 3. The Board of Directors shall not appoint the persons who fall under the following conditions as Executive Officers:

- (1) Persons who fall under the reasons for disqualification, provided in Article 331, Paragraph 1 of the Companies Act, which is applied Mutatis Mutandis to Article 402, Paragraph 4 of the same Act;
- (2) Persons who have become subject to the ruling for the commencement of bankruptcy procedures and have not had restoration of rights or persons who are similarly treated under foreign laws and regulations;
- (3) Persons who are discovered to have a relationship with anti-social forces.

(Criteria for Appointment of Executive Officers)

Article 4. The Board of Directors shall appoint the persons who meet the following conditions as the Company's Executive Officers:

- (1) To have a professional knowledge of the business of the Company;
- (2) To have excellent business decision-making ability and business execution ability;
- (3) To demonstrate excellent qualities including leadership, decisiveness, forethought and planning skills;
- (4) To have appropriate personalities and insights as Executive Officers;
- (5) To have no health problems while performing their duties.

(Criteria for Dismissal of Executive Officers)

Article 5. The Board of Directors shall deliberate the dismissal of an Executive Officer if found to fall under any of the following conditions:

- (1) If he or she commits conduct that constitutes or may constitute a breach of laws, regulations or the Articles of Incorporation of the Company;
- (2) If he or she commits willful misconduct or conduct involving his or her gross negligence, resulting in a serious damage to the Company;
- (3) If he or she commits conduct in breach of his or her duty of loyalty with intention to benefit himself/herself or a third party;
- (4) If he or she commits conduct that significantly impairs the credibility of the

Company;

- (5) If he or she falls under any of the reasons for disqualification set out in each paragraph of Article 3.;
- (6) If he or she no longer meets the criteria set out in each paragraph of the preceding Article.

(Amendment and Abolishment of the Criteria)

Article 6. The Board of Directors shall, by its resolution, amend or abolish this Criteria.