

2024 Performance Evaluation of Board of Directors

The results of the Board of Directors' performance evaluation for 2024 were presented to the Board of Directors on February 26, 2025, together with the proposal on improvement measures, which were used as a reference for individual director's compensation and nomination for reappointment. The overall average score of the board performance self-evaluation was 4.69 points (out of 5 points), and the overall average score of individual board members' performance self-evaluation was 4.69 points (out of 5 points), indicating that the Board of Directors is functioning well. In addition, we completed the Audit Committee's, Remuneration Committee's, and the ESG Committee's performance self-evaluations, and the evaluation results all reached 4.65 points (out of 5 points), indicating that the Company's functional committees are functioning and operating well. The Scope, method and content of the evaluation are as follow.

Evaluation Cycle	Once a year								
Evaluation Period	2024.01.01~2024.12.31								
Scope of Evaluation	1. Board performance evaluation 2. Board members’ performance evaluation 3. Audit Committee’s performance evaluation 4. Remuneration Committee’s performance evaluation 5. ESG Committee’s performance evaluation								
Evaluation Method	Internal self-evaluation								
Evaluation Items	<table><tr><td>The board performance evaluation covers six major aspects</td><td>The board members’ performance evaluation covers six major aspects</td><td>Audit, Remuneration and ESG Committee’s performance evaluation items</td></tr><tr><td>I. Involvement in the Company's operations II. Improvement to the quality of decision-making by the board III. Composition and structure of the Board of Directors IV. Directors’ election and continuing education V. Internal control VI. Focus on sustainable management (ESG)</td><td>I. Understanding of the Company goals and tasks, focusing on sustainable management (ESG) II. Awareness of directors' responsibilities III. Involvement in the Company's operations IV. Internal relationship management and communication V. Directors’ professionalism and continuing education VI. Internal control</td><td>I. Involvement in the Company's operations II. Awareness of functional committee members' responsibilities III. Improvement to the quality of decision-making by functional committees IV. Composition of functional committees and selection of members V. Internal control</td></tr></table>			The board performance evaluation covers six major aspects	The board members’ performance evaluation covers six major aspects	Audit, Remuneration and ESG Committee’s performance evaluation items	I. Involvement in the Company's operations II. Improvement to the quality of decision-making by the board III. Composition and structure of the Board of Directors IV. Directors’ election and continuing education V. Internal control VI. Focus on sustainable management (ESG)	I. Understanding of the Company goals and tasks, focusing on sustainable management (ESG) II. Awareness of directors' responsibilities III. Involvement in the Company's operations IV. Internal relationship management and communication V. Directors’ professionalism and continuing education VI. Internal control	I. Involvement in the Company's operations II. Awareness of functional committee members' responsibilities III. Improvement to the quality of decision-making by functional committees IV. Composition of functional committees and selection of members V. Internal control
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