

## 2025 Performance Evaluation of Board of Directors

The results of the Board of Directors' performance evaluation for 2025 were presented to the Board of Directors on March 10, 2026, 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 4.89 points (out of 5 points), and the overall average score of individual board members' performance self-evaluation was 4.86 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 and Nominating Committee Charter Committee's performance self-evaluations, and the evaluation results all reached 4.75 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.

<b>Evaluation Cycle</b>	Once a year								
<b>Evaluation Period</b>	2025.01.01~2025.12.31								
<b>Scope of Evaluation</b>	<ol style="list-style-type: none"> <li>1. Board performance evaluation</li> <li>2. Board members' performance evaluation</li> <li>3. Audit Committee's performance evaluation</li> <li>4. Remuneration Committee's performance evaluation</li> <li>5. ESG and Nominating Committee's performance evaluation</li> </ol>								
<b>Evaluation Method</b>	Internal self-evaluation								
<b>Evaluation Items</b>	<table border="1"> <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 and Nominating Committee's performance evaluation items</td> </tr> <tr> <td> <ol style="list-style-type: none"> <li>I. Involvement in the Company's operations</li> <li>II. Improvement to the quality of decision-making by the board</li> <li>III. Composition and structure of the Board of Directors</li> <li>IV. Directors' election and continuing education</li> <li>V. Internal control</li> <li>VI. Focus on sustainable management (ESG)</li> </ol> </td> <td> <ol style="list-style-type: none"> <li>I. Understanding of the Company goals and tasks, focusing on sustainable management (ESG)</li> <li>II. Awareness of directors' responsibilities</li> <li>III. Involvement in the Company's operations</li> <li>IV. Internal relationship management and communication</li> <li>V. Directors' professionalism and continuing education</li> <li>VI. Internal control</li> </ol> </td> <td> <ol style="list-style-type: none"> <li>I. Involvement in the Company's operations</li> <li>II. Awareness of functional committee members' responsibilities</li> <li>III. Improvement to the quality of decision-making by functional committees</li> <li>IV. Composition of functional committees and selection of members</li> <li>V. Internal control</li> </ol> </td> </tr> </table>			The board performance evaluation covers six major aspects	The board members' performance evaluation covers six major aspects	Audit, Remuneration and ESG and Nominating Committee's performance evaluation items	<ol style="list-style-type: none"> <li>I. Involvement in the Company's operations</li> <li>II. Improvement to the quality of decision-making by the board</li> <li>III. Composition and structure of the Board of Directors</li> <li>IV. Directors' election and continuing education</li> <li>V. Internal control</li> <li>VI. Focus on sustainable management (ESG)</li> </ol>	<ol style="list-style-type: none"> <li>I. Understanding of the Company goals and tasks, focusing on sustainable management (ESG)</li> <li>II. Awareness of directors' responsibilities</li> <li>III. Involvement in the Company's operations</li> <li>IV. Internal relationship management and communication</li> <li>V. Directors' professionalism and continuing education</li> <li>VI. Internal control</li> </ol>	<ol style="list-style-type: none"> <li>I. Involvement in the Company's operations</li> <li>II. Awareness of functional committee members' responsibilities</li> <li>III. Improvement to the quality of decision-making by functional committees</li> <li>IV. Composition of functional committees and selection of members</li> <li>V. Internal control</li> </ol>
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