

Operating Rules For the Board of Directors

Chapter 1. Overview

Article 1. Purpose

The purpose of these Operating Rules is to set forth matters necessary for efficient operation of the Board of Directors (the "Board").

Article 2. Scope

These Operating Rules govern matters regarding the Board, unless otherwise stipulated by applicable laws and/or the Articles of Incorporation ("AOI").

Article 3. Authority

The Board shall make decisions on (i) matters set forth in applicable laws, regulations and the AOI and (ii) significant matters regarding the Company's business operations.

Chapter 2. Composition

Article 4. Composition

The Board shall consist of all the directors ("Directors").

Article 5. Chairperson

1. The chairperson ("Chair") of the Board shall be appointed among outside directors by resolution of the Board.
2. The Chair shall preside over meetings of the Board, and if the Chair is unable to attend a meeting of the Board, the most senior outside director (chosen in order of seniority) shall act on behalf of the Chair.

Article 6. Secretary

The Board shall appoint a Secretary to perform administrative support with the operation of the Board.

Chapter 3. Meetings

Article 7. Types

1. The meetings of the Board shall be either regular meetings or extraordinary meetings.
2. In principle, regular meetings of the Board shall be convened in January, February, March, May, August, November, and December.
3. Extraordinary meetings of the Board shall be convened to discuss urgent issues that require immediate attention.

Article 8. Authority to Convene

1. The Chair has the authority to convene the meeting of the Board.

2. A Director other than the Chair may request the Chair to convene a Board meeting by presenting the relevant purpose and agenda. Should the Chair fail to convene a Board meeting without any justifiable ground, other Directors may convene a meeting of the Board.

Article 9. Procedures for Convening a Board Meeting

In convening a Board meeting, the date of such meeting must be fixed and a notice of convocation must be sent to each Director at least one (1) calendar day prior to such date of the meeting. When there is a unanimous consent from all the directors, a Board meeting may be held at any time without the foregoing procedures.

Article 10. Proposal and Presentation of an Agenda Item

1. An agenda item for a Board meeting shall be proposed by a Director; if a Director intends to submit an agenda item to the Board, he or she shall notify the Chair and the Chief Executive Officer of the major points of such agenda item in advance.
2. The department that intends to submit an agenda item shall submit a request for submission to the Board and the details of such agenda item to the Chair and the Chief Executive Officer through the Secretary.
3. In principle, the Director in charge of the submitted agenda item shall be responsible for the explanation of the submitted agenda item. However, when deemed necessary, such responsibility may be delegated to another officer or employee.

Article 11. Constitution and Resolution

1. A quorum for the Board meeting shall be attended by the majority of Directors in office, and any decision shall require the vote of a majority of those present. Provided, however, that in any of the following cases, a resolution shall be approved and adopted by two-thirds (2/3) or more of the Directors in office:
 - a. To approve the use of the Company's business opportunity by a Director
 - b. To approve the execution of Company transactions with a Director, a major shareholder or a related party. A related party refers to a company or any of its subsidiaries controlled by a Director, his or her spouse, his or her lineal ascendant or descendent, or lineal ascendant or descendent of the spouse.
2. The Board may allow some or all Directors to participate in the Board meeting by means of communications capable of transmitting and receiving voices simultaneously, in lieu of attending such a meeting in person. In such case, such Director(s) shall be deemed to have attended such meeting in person.
3. Any Director, who is an interested party in the matters subject to resolution at the meeting of the Board of Directors, shall not be eligible to vote upon such resolution. Such interested Director as stated does not constitute a quorum.

Article 12. Agenda

Matters to be discussed at a meeting or presented to the Board are listed in Annex 1 herein.

Article 13. Urgent Matters

1. If there is no time to convene a meeting of the Board given the urgency of the matter, the Chief Executive Officer may take necessary measures after obtaining the consent of two-thirds of Board members.
2. The action taken in accordance with the preceding Paragraph shall be reported

to and approved by the following Board meeting.

Article 14. Attendance by related persons

When deemed necessary, the Chair may invite members of the staff or external experts to offer perspectives at a Board meeting.

Article 15. Minutes

1. The minutes shall be prepared for the proceedings of a Board meeting.
2. The minutes shall include the agenda of a meeting, proceedings, results, dissenting Directors and reasons for dissenting and shall be signed and/or sealed by the Directors present at the meeting.
3. The head of the department who submitted the agenda to the Board shall be in charge of preparing the minutes of the Board meeting.
4. The original copy of the minutes of the Board shall be kept by the Board department responsible for the Board administering; duplicate copies of the minutes shall be kept by the department that originally proposed the agenda. The minutes shall be retained for 10 years.

Chapter 4. Committees

In accordance with the AOI, the operation of the special committees under the Board ("Committees"), excluding the Audit Committee, shall be governed by the following provisions.

Article 16. Committee Composition

1. The members of the Committee ("Committee Members") shall be appointed by the Board.
2. The ESG Committee shall consist of 3 outside directors and 1 inside director.
3. The Director Candidate Recommendation Committee shall consist of 3 outside directors.
4. The Evaluation and Compensation Committee shall consist of 4 outside directors.
5. The Finance Committee shall consist of 3 outside directors and 1 inside director.
6. The CEO Candidate Pool Management Committee shall consist of all the outside directors.

Article 17. Committee Chair

1. The Board appoints the chair of each Committee ("Committee Chair") from among the outside directors.
2. A Committee Chair shall represent the Committee and exercise overall control over its affairs.
3. When a Committee Chair is unable to attend a meeting, a member appointed by the Committee Chair shall act on behalf of the Committee Chair.

Article 18. Convening a Meeting of a Committee

1. A meeting of a Committee shall be convened by the respective Committee Chair.
2. The Chief Executive Officer or a Committee Member may request the Committee Chair to convene a meeting of the Committee.

Article 19. Submission of Matters to the Board of Directors

A Committee may refer its delegated matters to the Board if it is deemed necessary that such matters should be deliberated and resolved by the Board.

Article 20. Agenda for Committee Discussions

1. The ESG Committee shall discuss and be informed of the matters listed in Annex 2.
2. The Director Candidate Recommendation Committee shall discuss the matters listed in Annex 3.
3. The Evaluation and Compensation Committee shall discuss the matters listed in Annex 4.
4. The Finance Committee shall discuss the matters listed in Annex 5.
5. The CEO Candidate Pool Management Committee shall discuss the matters listed in Annex 6.

Article 21. Duty to Notify

Committees shall notify each Director of the resolutions made by the Committees. If any Director has an objection to a resolution of the Committee, he or she may request the convening of a meeting of the Board within two (2) business days from the date of receipt of the resolution notice. The Board may

re-deliberate and re-resolve the matters that were subject to resolution of the Committee, except for the items subject to inherent powers of the Committees granted by applicable laws.

Article 22. Application

Articles 9, 10, 11, 14, and 15 of this Operating Rules shall apply *mutatis mutandis* to the procedures for convening a meeting of the Committee, proposals, explanations of agenda items, formation and resolutions, attendance of relevant persons, and minutes.

Chapter 5. Supplementary Provisions

Article 23. Reliance on Experts

A Director may obtain professional assistance, at the expense of the company, by obtaining a resolution of the Board.

Article 24. Meetings of Outside Directors

1. In order to gather opinions on the agenda of the Board, outside directors' meetings shall be convened biannually; when deemed necessary, ad-hoc meetings may be convened.
2. Per meeting of outside directors referred to in Paragraph 1, the Chair of the Board may convene such a meeting for a common agenda, and the Chair of the relevant Committee may convene such a meeting for a specific agenda.
3. A meeting of outside directors may be attended by inside directors or unregistered directors, if such attendance is unanimously deemed necessary by

outside directors.

Article 25. Board Sessions

1. In order to solicit opinions on the Group's strategic direction, management plan and ESG management, the Board shall be held once a year for each of the following: Strategy Session; ESG Session; Strategy/Performance Review Session.

The aforementioned sessions are attended by Directors, key unregistered directors and the presidents of the major affiliated companies.

2. Sessions referred to in Paragraph 1 shall be convened by the Chair of the Board.

Article 26. Evaluation of the Board

For efficient Board operation, the performance of the Board, its Committees, and individual Directors may be subject to evaluation.

Article 27. Expenses for Outside Directors

An outside director may be reimbursed for expenses incurred during the course of performance of their duties, such as expenses for data and information survey related to the business of the Board, and travel expenses for attendance, through a resolution of the Board.

Annex 1. Deliberation by and Reporting to the Board of Directors

[Items for Deliberation]

1. Items Regarding Shareholders' Meeting

- (1) Convening of shareholders' meetings
- (2) Approval of the balance sheet, income statement, statement of changes in equity, statement of cash flow and notes, profit & loss statements (including supplementary schedules), i.e., statement of disposition of retained earnings, statement of disposition of deficit, and consolidated financial statements for each fiscal year
- (3) Approval of business reports
- (4) Amendment to the Articles of Incorporation
- (5) Retirement of shares
- (6) Matters relating to Directors' remuneration and severance
- (7) Other agenda to be submitted to the shareholders' meetings

2. Items Regarding Management

- (1) Establishment of Group management objectives and core management strategies, e.g., mid- to long-term management policies and plans, annual operation goals, management stabilization plans
- (2) Design or change of corporate identity, e.g., corporate philosophy, vision and logo pin and badge
- (3) Annual management plan

- (4) Appointment of Chair of the Board
- (5) Nomination of inside director candidate(s)
- (6) Appointment of Chief Executive Officer, appointment of an inside director other than Chief Executive Officer as Representative Director and assignment of internal titles to remaining inside directors
- (7) Succession planning and executive leadership development
- (8) Appointment of a deputy in the event of Chief Executive Officer's absence
- (9) Management performance review and compensation plan
- (10) Composition and operation of Board Committees
- (11) Determination of expert assistance for Director(s)
- (12) Matters relating to the composition and operation of the CEO Candidate Nomination Committee.
- (13) Establishment, amendment and repeal of:
 - a. Operating Rules for the Board of Directors and Operating Rules for the Audit Committee

3. Items Regarding Investment and Finance

- (1) Investment plan for new business (of KRW 100 billion or more; per investments and capital increases, calculation will be conducted by including borrowings and liabilities of the Company)
- (2) Investment plan for the existing business (of KRW 200 billion or more; per investments and capital increases, calculation shall be conducted by including borrowings and liabilities of the Company)

- (3) Acquisition and disposal of tangible and intangible fixed assets and material investments assets (of KRW 200 billion or more, based on book value per investment asset)
- (4) Offsetting of losses
- (5) Determination on disposition of retained earnings
- (6) Decision on matters concerning the issuance of new shares
- (7) Treatment of forfeited shares and fractional shares
- (8) Retirement of shares with profits
- (9) Decision on purchase or disposal of treasury stocks
- (10) Capitalization of reserves
- (11) Bond issuance and significant borrowing of funds (new long-term borrowings of over KRW 100 billion)

However, the Board may delegate the bond issuance for a specific amount and type within a period not exceeding one year to the Representative Director.

- (12) Issuance of convertible bonds
- (13) Issuance of bonds with warrants
- (14) Donations in excess of KRW 1 billion
- (15) Deliberation and resolution on assumption of liabilities, such as provision of collateral or guarantees, in favor of an investee company (of KRW 200 billion or more)

4. Other Items

- (1) Filing a lawsuit or arbitration of KRW 100 billion or more, or responding to a judicial settlement or mediation, or other cases equivalent thereto

(2) Transactions of KRW 200 billion or more with the largest shareholder (including its specially related persons) and specially related persons of the Company as set forth in the Korean Commercial Code, corresponding to the following

a. A single transaction, the scale of which is at least 1/100 of the total assets or total sales as at the end of the latest fiscal year

b. A transaction with a particular party that, where the total amount of transactions, including the relevant transactions, with a specific person during the relevant fiscal year is not less than 5/100 of the total amount of assets or the total amount of sales as at the end of the latest fiscal year (provided, however, that this shall not apply to ordinary transactions based on the type of business in which transactions are conducted within the limit of the approved amount after obtaining approval for the total amount of transactions)

(3) Transactions with related parties under the Korean Monopoly Regulation and Fair Trade Act

a. Providing or trading of funds, such as provisional payments or loans (at least 200 billion won)

b. Providing or trading of securities, such as stocks or corporate bonds (KRW 200 billion or more)

c. Providing or trading of assets, such as real estate or intangible property rights (at least KRW 200 billion)

(4) Appointment of transfer agents

(5) Payment conditions for brokerage commissions

(6) Establishment, relocation or closure of branches

(7) Approval of transactions between the Company and a Director

(8) Appointment or dismissal of legal advisors; adoption or amendment of compliance standards

(9) Other matters set forth in the laws and regulations or the Articles of Incorporation, and matters submitted by the Directors as agenda items in connection with the execution of business

[Items to Report]

1. Results of matters delegated to Board Committees
2. Group-level restructuring plan
3. Matters of importance concerning the operation of affiliates
4. Compliance controls assessment report by legal advisors
5. Report on the bond issuance delegated to the Representative Director
6. Other matters concerning the execution of important business affairs

Annex 2. Deliberation by and Reporting to the ESG Committee

[Items for Deliberation]

1. Matters concerning the operation of the Board of Directors and Committees
 - a. Development of agenda and Operating Rules for the Board and Committees
 - b. Advance deliberation of amendment or repeal of the Operating Rules of the Board of Directors
 - c. Advance deliberation of the on the composition and operation methods of the Board Committees

2. Monitoring of ESG performance and publication of reports
3. Deliberation and resolution on donations exceeding KRW 100 million, but not exceeding KRW 1 billion; advance deliberation of donations exceeding KRW 1 billion (except for internal transactions, as described in Paragraph 5)
4. Deliberation and resolution on transactions less than KRW 200 billion and advance deliberation of transactions of KRW 200 billion or more with the largest shareholder (including its specially related persons) and specially related persons of the Company as set forth in the Korean Commercial Code, corresponding to the following
 - a. A single transaction, the scale of which is at least 1/100 of the total assets or total sales as at the end of the latest fiscal year
 - b. A transaction with a particular party that, where the total amount of transactions, including the relevant transactions, with a specific person during the relevant fiscal year is not less than 5/100 of the total amount of assets or the total amount of sales as at the end of the latest fiscal year (provided, however, that this shall not apply to ordinary transactions based on the type of business in which transactions are conducted within the limit of the approved amount after obtaining approval for the total amount of transactions)
5. Matters related to internal transactions under the Korean Monopoly Regulation and Fair Trade Act, e.g., offer or transaction of advances, securities or assets, in which a related party is the counterparty or beneficiary
 - a. Review of internal transactions' risks and strategies to mitigate such risks
 - b. Advance deliberation of internal transactions (transaction amount of KRW 200 billion or more)
 - c. Deliberation and resolution on internal transactions (transaction amount of at least 10 billion won but less than 200 billion won)

6. Appointment of Compliance Officer

[Items to Report]

1. Matters of importance relating to ESG practices of affiliates
2. Matters relating to internal transactions (transaction amount of at least 5 billion won but less than 10 billion won)

Annex 3. Deliberation by and Reporting to the Director Candidate Recommendation Committee

1. Examination of qualifications for outside director candidates; recommendations at shareholders' meetings
2. Vetting and qualification screening of inside director candidates
3. Advance deliberation for the appointment of Committee Member
4. Advance deliberation for the appointment of Representative Director among inside directors who are not the Chief Executive Officer
5. Operation of the Outside Director Candidate Recommendation Advisory Panel
6. Other matters necessary to recommend candidates for outside directors

Annex 4. Deliberation by and Reporting to the Evaluation and Compensation Committee

1. Matters concerning implementation of (i) the evaluation of management and (ii) the formulation and implementation of compensation plans
2. Advance deliberation on matters concerning (i) the evaluation of management and (ii) the formulation and implementation of compensation plans

3. Advance deliberation on matters concerning remuneration and severance package of Directors

Annex 5. Deliberation Scope of the Finance Committee

1. Drafting growth policies on the internal value and financial soundness of the Company

2. Advance deliberation on actions taken to resolve a legal dispute, such as litigation, arbitration, mediation and settlement, that incur costs no less than KRW 100 billion, or other actions of corresponding importance

3. Matters concerning investment

(1) Advance deliberation on investment plan for new business (KRW 100 billion or more; per investments and capital increases, calculation shall be conducted by including borrowings and debts of the Company included)

(2) Advance deliberation on investment plan for the existing business (KRW 200 billion or more; per investments and capital increases, calculation shall be conducted by including borrowings and liabilities of the Company)

(3) Approval of investment plan for new business (KRW 50 billion or more but less than KRW 100 billion; per investments and capital increases, calculation shall be conducted by including borrowings and liabilities of the Company)

(4) Approval of investment plan for the Existing Business (KRW 100 billion or more but less than KRW 200 billion; per investments and capital increases, calculation shall be conducted by including borrowings and liabilities assumed of the Company)

(5) Advance deliberation on acquisition and disposition of tangible and intangible fixed assets and important investment assets (KRW 200 billion or more, based on book value per investment asset)

4. Deliberation and resolution on bond issuance and significant borrowing of funds (including borrowing in excess of KRW 100 billion)
5. Advance deliberation on bond issuance and significant borrowing of funds (new long-term borrowing exceeding KRW 100 billion)
6. Advance deliberation of the bond issuance amounting to KRW 100 billion or more, and deliberation and resolution on the delegation of bond issuance less than KRW 100 billion to the Representative Director (Delegation of bond issuance for a specific amount and type within a period not exceeding one year)
7. Deliberation and resolution on provision of collateral for non-current assets
8. Deliberation and resolution on assumption of liabilities, such as provisions of collateral or guarantees, in favor of and investee company less than KRW 200 billion and Advance deliberation of the assumption of debts of KRW 200 billion or more

Annex 6. Deliberation by and Reporting to the CEO Candidate Pool Management Committee

[Items for Deliberation]

1. Advance deliberation on the basic qualifications of the Chief Executive Officer Candidate as determined by the Board of Directors
2. Results of the Chief Executive Officer Candidate Pool Management
3. Chief Executive Officer Candidate Development Plan

[Items to Report]

1. Results of the Chief Executive Officer Candidate Development

Schedule

Article 1. Interim Measures Regarding Adjustment to Matters to be Presented to the Meetings of the Board of Directors

Annex 1 of the Operating Rules, as amended, shall be effective as of February 19, 2026.

Article 2. Interim Measures Regarding Independent Directors

Articles 5, 16, 17, 24, 27 and Annex 3 of the Operating Rules, as amended, shall be effective as of July 23, 2026.