

## NOTICE OF 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear Valued Shareholders,

The 2026 Annual General Meeting of Shareholders of Doosan Enerbility Co.,Ltd. (the “Company”) will be held on Tuesday, March 31, 2026.

Information regarding the matters to be acted upon at the Meeting has been provided in the Notice of Convocation and the proxy solicitation reference materials disclosed on March 12, 2026.

This English-language supplementary information is provided for informational purposes to assist foreign shareholders in understanding the agenda items to be considered at the Meeting.

Foreign institutional investors may wish to consult with their global custodian in advance of the Annual General Meeting (AGM) regarding the applicable voting timeline and the procedures for exercising their voting rights.

※ Additional details regarding the agenda items, which are not included in this Notice of 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS due to space limitations, are available in the “Notice of Convocation of the Shareholders’ Meeting” disclosed by the Company on the Financial Supervisory Service’s electronic disclosure system (DART) at <https://englishdart.fss.or.kr/>.

### Agenda

#### Agenda 1: Approval of Financial Statements(FY2025)

The Board is seeking your approval of the following financial statements for FY2025 beginning on January 1, 2025, and ending on December 31, 2025:

- The consolidated statements of financial position as of December 31, 2025, the consolidated statements of profit or loss and comprehensive income, changes in equity and cash flows for the years then ended, and notes
- The separate statements of financial position as of December 31, 2025, the separate statements of loss and comprehensive loss, changes in equity and cash flows for the years then ended, and notes
- Separate Statements of Appropriation of Retained Earnings(Disposition of Deficit) as of December 31,2025

**Summarized Consolidated Financial Statements(K-IFRS, unaudited)**
**Consolidated Statement of Financial Position (Unit: KRW million)**

As of December 31, 2025 and 2024

Item	2025	2024
<b>Total assets</b>	27,513,223	26,314,835
<b>I. Current assets</b>	10,771,711	10,049,022
<b>II. Non-current assets</b>	16,741,512	16,265,813
<b>Total liabilities and equity</b>	27,513,223	26,314,835
<b>Total liabilities</b>	15,503,853	14,653,743
<b>I. Current liabilities</b>	10,107,067	8,945,820
<b>II. Non-current liabilities</b>	5,396,786	5,707,923
<b>Total equity</b>	12,009,370	11,661,092
<b>I. Equity attributable to owners of the parent</b>	7,785,743	7,496,562
<b>1. Capital stock</b>	3,267,327	3,267,327
<b>2. Capital surplus</b>	1,441,574	1,572,095
<b>3. Other components of equity</b>	45,529	46,766
<b>4. Accumulated other comprehensive income</b>	1,334,986	1,215,926
<b>5. Retained earnings</b>	1,696,327	1,394,448
<b>II. Non-controlling interests</b>	4,223,627	4,164,530

**Consolidated Statement of Income (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	2025	2024
<b>I. Sales</b>	17,057,876	16,233,055
<b>II. Cost of sales</b>	14,314,566	13,503,336
<b>III. Gross profit</b>	2,743,310	2,729,719
<b>Selling and administrative expenses</b>	1,980,598	1,712,119
<b>IV. Operating profit</b>	762,712	1,017,600
<b>V. Profit before income tax</b>	326,807	657,779
<b>VI. Profit for the year</b>	205,163	394,689
<b>VII. Profit attributable to</b>		
<b>- Owners of the company</b>	84,762	111,365
<b>- Non-controlling interests</b>	120,401	283,324

**Consolidated Statement of Changes in Equity (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	Share Capital	Share Premium	Other Equity Components	Accumulated OCI	Retained Earnings	NCI	Total
Balance at Jan 1,2024	3,267,327	1,712,764	46,057	906,691	1,184,532	3,724,138	10,841,509
Changes in FY 2024		(140,669)	709	309,235	209,916	440,392	819,583
Balance at Dec 31,2024	3,267,327	1,572,095	46,766	1,215,926	1,394,448	4,164,530	11,661,092
Balance at Jan 1,2025	3,267,327	1,572,095	46,766	1,215,926	1,394,448	4,164,530	11,661,092
Changes in FY 2025		(130,521)	(1,237)	119,060	301,879	59,097	348,278
Balance at Dec 31,2025	3,267,327	1,441,574	45,529	1,334,986	1,696,327	4,223,627	12,009,370

**Consolidated Statement of Cash Flows (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	2025	2024
I. Net cash flows from operating activities	775,471	242,204
II. Net cash flows from investing activities	(334,241)	(821,399)
III. Net cash flows from financing activities	(287,945)	608,422
IV. Effect of movement in exchange rates on cash and cash equivalents	29,414	248,884
V. Net increase (decrease) in cash and cash equivalents	182,699	278,111
VI. cash and cash equivalents at beginning of year	2,898,298	2,620,187
VII. Cash and cash equivalents at end of year	3,080,997	2,898,298

**Summarized Separate Financial Statements(K-IFRS, unaudited)**
**Separate Statement of Financial Position (Unit: KRW million)**

As of December 31, 2025 and 2024

Item	2025	2024
Total assets	14,866,375	13,756,874
I. Current assets	4,910,318	4,048,371
II. Non-current assets	9,956,057	9,708,503
Total liabilities and equity	14,866,375	13,756,874
Total liabilities	8,666,040	8,020,541
I. Current liabilities	6,393,638	5,687,590
II. Non-current liabilities	2,272,402	2,332,951
Total equity	6,200,335	5,736,333
I. Capital stock	3,267,327	3,267,327
II. Capital surplus	1,302,468	1,525,844
III. Other components of equity	(2,135)	(2,135)
IV. Accumulated other comprehensive income	1,014,329	1,042,900
V. Retained earnings (Accumulated deficits)	618,346	(97,603)

**Separate Statement of Income (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	2025	2024
I. Sales	7,117,023	6,320,304
II. Cost of sales	6,104,053	5,479,395
III. Gross profit	1,012,970	840,909
Selling and administrative expenses	516,964	447,482
IV. Operating profit	496,006	393,427
V. Profit(loss) before income tax	417,224	(173,086)
VI. Profit(loss) for the year	507,666	(170,305)

**Separate Statement of Changes in Equity (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	Share Capital	Share Premium	Other Equity Components	Accumulated OCI	Retained Earnings (Deficit)	Total
Balance at Jan 1, 2024	3,267,327	1,675,106	(1,961)	1,007,940	(23,663)	5,924,749
Changes in FY 2024		(149,262)	(174)	34,960	(73,940)	(188,416)
Balance at Dec 31, 2024	3,267,327	1,525,844	(2,135)	1,042,900	(97,603)	5,736,333
Balance at Jan 1, 2025	3,267,327	1,525,844	(2,135)	1,042,900	(97,603)	5,736,333
Changes in FY 2025		(223,376)		(28,571)	715,949	464,002
Balance at Dec 31, 2025	3,267,327	1,302,468	(2,135)	1,014,329	618,346	6,200,335

**Statement of Appropriation of Retained Earnings / Disposition of Deficits (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	2025	2024
I. Unappropriated retained earnings (Undisposed accumulated deficit)	492,573	(223,376)
Profit (Loss) for the year	507,666	(170,305)
Remeasurements of net defined benefit liability	(15,097)	(53,071)
Gain on revaluation of lands	4	
II. Disposition of accumulated deficits		223,376
Paid-in capital in excess of par value		223,376
III. Retained earnings carry forward	492,573	

**Separate Statement of Cash Flows (Unit: KRW million)**

For the years ended December 31, 2025 and 2024

Item	2025	2024
I. Net cash flows from operating activities	(127,512)	(113,720)
II. Net cash flows from investing activities	167,455	(391,238)
III. Net cash flows from financing activities	85,494	344,549
IV. Effect of movement in exchange rates on cash and cash equivalents	(9,922)	72,482
VI. Net increase (decrease) in cash and cash equivalents	115,515	(87,927)
VII. Cash and cash equivalents at beginning of year	645,087	733,014
VIII. Cash and cash equivalents at end of year	760,602	645,087

※ The above consolidated and separate financial statements may change depending on the auditor's audit results. Please refer to the notes and final figures disclosed on DART.(website- <https://englishdart.fss.or.kr/>)

**Agenda 2: Approval of Amendments to the Articles of Incorporation**

The Company intends to amend certain provisions of its Articles of Incorporation to reflect the recent amendments to the Commercial Act aimed at enhancing transparency in corporate governance and strengthening the supervisory function of the Board of Directors. The amendments include the renaming of "Outside Directors" to "Independent Directors", strengthening the 3% rule for appointment and dismissal of Audit Committee members, and increasing the number of Audit Committee members separately.

**Agenda 2-1 : Introduction of Electronic General Meeting**

Prior to Amendment	Post-Amendment	Remarks
<b>Article 19 (Place of Convocation)</b>  The General Meetings of Shareholders shall be held at the place of the Head Office, or if necessary, may be held at a place adjacent to the Head Office, or in either Seoul or Seongnam city.	<b>Article 19 (Place of Convocation and Method of Holding)</b>  <u>(1) The General Meetings of Shareholders shall be held at the place of the Head Office; provided, however, that, if necessary, they may be held at a place adjacent to the Head Office, or in either Seoul or Seongnam city.</u>  <u>(2) Pursuant to Article 542-14(1) of the Korean Commercial Act, the Company shall hold a General Meeting of Shareholders in a manner whereby some shareholders may exercise their voting rights by electronic means from a remote location without being physically present at the place of convocation (an "Electronic Shareholders' Meeting").</u>	Reflects the introduction of the Electronic Shareholders' Meeting system under the Commercial Act

<p><b>Article 24 (Exercise of the Voting Right by Proxy)</b></p> <p>A shareholder may exercise his/her vote by proxy. The proxy so appointed shall submit to the Company documents establishing his authority, such as a power of attorney, before the commencement of the General Meeting of Shareholders.</p>	<p><b>Article 24 (Exercise of the Voting Right by Proxy)</b></p> <p>(1) A shareholder may exercise his/her voting rights by proxy.</p> <p>(2) Where a proxy attends a General Meeting of Shareholders, such proxy shall submit to the Company, prior to the commencement of the relevant General Meeting of Shareholders, a written document or an <u>electronic document evidencing his/her authority, such as a power of attorney.</u></p>	
<p>&lt;Newly Added&gt;</p>	<p><b><u>Addendum (as of March 31, 2026)</u></b></p> <p><u>Article 2 (Transitional Provisions Regarding the Place of Convocation, Method of Holding the Meeting, and Exercise of Voting Rights by Proxy)</u></p> <p><u>The amended provisions of Articles 19 and 24 shall enter into force as of January 1, 2027.</u></p>	

Due to the amendment of the Korean Commercial Act, large-scale listed companies with total assets of KRW 2 trillion or more are required to introduce Electronic Shareholders’ Meetings from 2027 by reflecting such requirement in their Articles of Incorporation.

In addition, in exercising voting rights by proxy, the scope is expanded to include electronic documents, in addition to conventional written documents (powers of attorney), thereby diversifying the methods for proxy voting.

- **Agenda 2-2 : Change in the Title of Outside Directors and Enhancement of the Composition of the Audit Committee**

Prior to Amendment	Post-Amendment	Remarks
<p><b>In the body of Articles 26 (Number of Directors), 36 (Committees), and 38 (Composition of the Audit Committee):</b></p> <p>“Outside Director”</p>	<p><b>In the body of Articles 26 (Number of Directors), 36 (Committees), and 38 (Composition of the Audit Committee):</b></p> <p><u>“Independent Director”</u></p>	<p>Change in the Title of Outside Directors</p> <p>Strengthening of Voting Right</p>
<p><b>Article 38(Composition of the Audit Committee)</b></p> <p>(4) In the case of majority shareholder, the aggregate number of shares held including those held by the majority shareholder’s</p>	<p><b>Article 38(Composition of the Audit Committee)</b></p> <p>(4) <u>In the case of a majority shareholder, the aggregate number of shares held by the majority shareholder’s specially related persons</u></p>	<p>Restrictions for the Appointment and Removal of Audit Committee Members</p> <p>Increase in the</p>

<p>specialy related person and any other person designated by the Enforcement Decree of the Commercial Act shall be considered in the appointment or removal of Audit Committee members who are not Outside Directors.</p>	<p><u>and any other persons designated by the Enforcement Decree of the Commercial Act shall be considered.</u></p>	<p>Number of Audit Committee Members Elected Separately (from One (1) to Two (2))</p>
<p><b>Article 38(Composition of the Audit Committee)</b></p>	<p><b>Article 38(Composition of the Audit Committee)</b></p> <p>(1) through (7) (Omitted; same as the current provisions)</p> <p><u>(8) The Company shall, after electing Directors at a General Meeting of Shareholders, appoint members of the Audit Committee from among the Directors so elected.</u>  <u>Notwithstanding the foregoing, two (2) members of the Audit Committee shall be elected, by a resolution of the General Meeting of Shareholders, as Directors who will serve as members of the Audit Committee, separately from the other Directors. (Newly Added)</u></p>	
<p>&lt;Newly Added&gt;</p>	<p><b>Addendum (as of March 31, 2026)</b></p> <p><u>Article 1 (Effective Date)</u>  <u>These Articles of Incorporation shall enter into force as of March 31, 2026.</u></p> <p><u>Article 3 (Transitional Provisions Regarding Independent Directors)</u>  <u>The amended provisions of Articles 26, 36, and 38 (excluding Paragraphs (4) and (8) thereof) shall enter into force as of July 23, 2026.</u></p> <p><u>Article 4 (Transitional Provisions Regarding Restrictions on Voting Rights for the Appointment and Removal of Audit Committee Members)</u>  <u>The amended provision of Paragraph (4) of Article 38 shall enter into force as of July 23, 2026.</u></p>	

By changing the terminology to “independent director,” the Company can reinforce independence and strengthen the Audit Committee election framework in line with the amended Commercial Act. By renaming “Outside Directors” as “Independent Directors,” the independence of the board can be strengthened (for the election of Audit Committee members, the 3% voting right limitation applies by aggregating the shares held by the largest shareholder and its specially related persons, and the number of Audit Committee members elected separately is increased from one (1) to two (2)).

▪ **Agenda 2-3 : Abolition of the Exercise of Voting Rights in Writing and Introduction of the Electronic Voting System**

Prior to Amendment	Post-Amendment	Remarks
<p><b>Article 22-2 (Exercise of the Voting Right in Writing)</b></p> <p>(1) A shareholder may exercise his/her vote in writing without attending a General Meeting of Shareholders.</p> <p>(2) The Company shall attach documents and other relevant materials necessary for the exercise of voting right pursuant to Paragraph (1) above, to the notice convening a General Meeting of Shareholders.</p> <p>(3) A shareholder who intends to exercise his/her voting right in writing shall complete the documents described in Paragraph (2) and submit the documents to the Board of Directors by the date immediately preceding the date of the General Meeting of Shareholders.</p>	<p><b><u>Article 22-2 (Exercise of the Voting Right in Writing)</u></b></p> <p><u>[Deleted]</u></p>	<p>Protection of Shareholder Rights Strengthening of ESG Management Cost Reduction</p>
<p><u>&lt;Newly Added&gt;</u></p>	<p><b><u>Article 22-3 (Exercise of the Voting Right by Electronic Means)</u></b></p> <p><u>A shareholder of the Company may exercise his/her voting rights by electronic means without attending a General Meeting of Shareholders.</u></p>	
<p><u>&lt;Newly Added&gt;</u></p>	<p><b><u>Addendum (as of March 31, 2026)</u></b></p> <p><u>Article 5 (Application of the Abolition of Voting in Writing and the Introduction of Electronic Voting)</u></p> <p><u>The amended provisions of Articles 22-2 and 22-3 shall apply to the first General Meeting of Shareholders convened on or after March 31, 2026.</u></p>	

**Abolition of Written Voting and Adoption of Electronic Voting**

The Company proposes to abolish voting by written ballot and to formally include electronic voting in its Articles of Incorporation. This change aligns with current shareholder participation practices and aims to improve transparency, efficiency, and shareholder convenience, while maintaining strong voting rights protections.

### 1. Improved Shareholder Review Period for AGM Agenda Items

Under the current system, a significant portion of the AGM notice period is consumed by printing and mailing paper materials, leaving shareholders with limited time to review agenda items. Abolishing written voting will provide shareholders with an additional 7 to 10 days to review AGM proposals.

Electronic voting, which has already been adopted by Board resolution under the Korean Commercial Act, will be explicitly included in the Articles of Incorporation to ensure continuity and predictability.

Even after written voting is abolished:

- Proxy voting by written power of attorney will remain available.
- An electronic proxy system has been introduced.
- Shareholders will receive an information notice (including a QR code) providing access to electronic voting systems, electronic proxy systems, and downloadable proxy forms.
- Shareholders who prefer paper materials can request them via the Company’s website and receive printed AGM notices and proxy forms.

👉 **These measures ensure shareholders have enough time and multiple ways to review agenda items and exercise their voting rights.**

### 2. Strengthening ESG Management and Improving Cost Efficiency

Since the introduction of electronic voting in 2017, nearly all voting activity has shifted away from written voting.

For example, at the 62nd AGM, 99.96% of votes were cast via proxy or electronic voting, while only 0.04% used written ballots.

Category	60th Annual General Meeting (2023)	61st Annual General Meeting (2024)	62nd Annual General Meeting (2025)
Participation Rate for the Exercise of Voting Rights in Writing (%)	0.31%	0.39%	0.04%
Participation Rate for Electronic Voting (%)	13.27%	16.64%	18.45%
Participation Rate for Proxy Voting and Electronic Voting (%)	99.69%	99.61%	99.96%

- At the same time, the total number of shareholders has increased significantly (**from about 460,000 to over 1.12 million**), causing higher mailing costs. Without change, printing and mailing expenses are projected to exceed KRW **600 million annually**.

Category	60th Annual General Meeting (2023)	61st Annual General Meeting (2024)	62nd Annual General Meeting (2025)	63rd Annual General Meeting (2026)
Total Number of Issued Shares	638,308,033	640,561,146	640,561,146	640,561,146
Total Number of Shareholders	591,501	510,075	455,906	1,117,848
Number of Shareholders Participating in the Exercise of Voting Rights in Writing (%)	628 (0.1%)	622 (0.1%)	84 (0.02%)	

- Among the top 30 KOSPI-listed companies by market capitalization, most do not operate a written voting system. For example, Samsung Electronics has about 5 million shareholders, LG Energy Solution about 800,000, and SK hynix about 680,000.

The abolition of written voting is expected to:

- Reduce unnecessary administrative and mailing costs
- Promote environmentally responsible management by reducing paper use

### Commitment to Shareholder Rights

Even after written voting is abolished, the Company will continue to strengthen safeguards to ensure all shareholders can exercise their voting rights fairly, conveniently, and reliably.

### Agenda 3: Appointment of Director(Inside Director 1 person, Outside Director 1 person)

- **Agenda 3-1 : Appointment of Inside Director(Candidate: Geewon Park)**

Mr. Geewon Park has served as Chief Executive Officer of Doosan Enerbility since 2007, leading the Company’s overall management and playing a pivotal role in transforming Doosan Enerbility into one of Korea’s leading power plant engineering and solutions providers.

Throughout his tenure, Mr. Park has consistently enhanced corporate value and delivered stable management performance despite rapid changes in the global energy industry. In particular, he has proactively led the paradigm shift in the energy sector by strategically diversifying the Company’s business portfolio into gas turbines (GT), small modular reactors (SMRs), wind power, and other renewable energy businesses. As a result of these efforts, Doosan Enerbility achieved its largest-ever order intake last year, further strengthening its market position and long-term growth foundation.

In parallel, Mr. Park has actively embraced the AI era by accelerating the adoption of AI and digital

technologies across the entire value chain, including R&D, engineering, manufacturing, quality management, sales, project management, and services. This company-wide digital transformation has significantly enhanced the competitiveness of Doosan Enerbility's products and services while creating new sources of added value. Such innovation-driven management has laid a solid foundation for the Company to secure a leading position in environmentally friendly energy and advanced technology sectors.

Based on his strong leadership, proven track record in identifying and developing future growth engines, and capability to establish an AI-driven management system, Mr. Park is expected to continue making a meaningful contribution to Doosan Enerbility's sustainable growth and the enhancement of shareholder value.

Accordingly, the Board recommends his reappointment as an Inside Director of Doosan Enerbility at this Annual General Meeting.

▪ **Agenda 3-2 : Appointment of Outside Director(Candidate: Wonki Min)**

Mr. Min is a recognized AI expert with broad experience across public service, academia, and international policy forums. He currently serves as Chair of the National AI Research Hub Advisory Committee and as an Adjunct Professor at the KAIST Kim Jaechul Graduate School of AI. His previous roles include Chair of the OECD Artificial Intelligence Expert Group (AIGO) and Vice Minister of the Ministry of Science and ICT, reflecting deep understanding of global digital and AI ecosystems.

Given the Company's strategic initiatives to accelerate AX (AI Transformation), strengthen AI-based product and manufacturing competitiveness, and optimize data utilization, Mr. Min is expected to make significant contributions as an Outside Director with substantial experience spanning both AI policy formulation and real-world implementation. Accordingly, the Board recommends Mr. Wonki Min for appointment as an Outside Director of the Company.

**Agenda 4: Appointment of Audit Committee Member(Candidate : Wonki Min)**

Mr. Wonki Min is an AI expert with extensive experience across both the public sector and academia, and broad-based expertise in global digital and AI domains. His roles have included Chair of the National AI Research Hub Advisory Committee, Adjunct Professor at the KAIST Kim Jaechul Graduate School of AI, Chair of the OECD Artificial Intelligence Expert Group (AIGO), and Vice Minister of the Ministry of Science and ICT.

In light of the Company's efforts to secure future competitiveness—by accelerating AX (AI Transformation), strengthening AI-driven product and manufacturing capabilities, and optimizing data utilization—Mr. Min is considered well suited to serve as an Audit Committee Member. With independence and fairness, he is expected to oversee management activities to help ensure that the Company's operations are conducted in compliance with applicable laws and ethical standards, and to contribute to the Company's sustainable growth and enhancement of corporate value. Accordingly, the

Board recommends Mr. Wonki Min for appointment as an Audit Committee Member.

**Agenda 5: Appointment of Outside Director for Audit Committee Member(Candidate : Eun Hyung Lee)**

Ms. Eunhyeong Lee, brings extensive experience gained through various roles at global companies, including serving as Chair of the Board of SC Bank and as an outside director of S-Oil. Drawing on this background, she has the capability to assess transaction structures and potential risks from multiple perspectives, thereby strengthening the Board’s and its committees’ deliberations and decision-making foundation on complex overseas business matters.

In addition, since 2023, she has served as Chair of the Related-Party Transactions Committee, where she has moderated discussions on key related-party transaction agenda items with a balanced perspective and supported sound and reasonable decision-making. Based on this experience and expertise, she is considered well suited to help enhance Board diversity and to contribute to major management decisions through a balanced and well-informed viewpoint. Accordingly, the Board recommends her for election as an Outside Director who will serve as an Audit Committee Member.

**Agenda 6: Approval of Director Remuneration Limit(FY2026)**

- Jan 1 , 2026 ~ Dec 31 , 2026 proposed remuneration limit: KRW 18.0 billion
- Jan 1 , 2025 ~ Dec. 31 , 2025 remuneration paid: KRW 10.77 billion / limit KRW 12.0 billion

Evaluation criteria and basis for the FY2026 remuneration cap: The proposed cap is calculated as the sum of expected annual salaries for registered executive directors, short- and long-term performance incentives, other benefits, and expected annual salaries for outside directors. To enhance appropriateness and transparency, the Company established a Compensation Committee in 2025 composed solely of outside directors, and the Board determined the cap after prior review by the Compensation Committee.

*(a) Basis for determining remuneration for registered directors*

Eligible	Remuneration	Basis
Inside Directors	Salary	Determined in consideration of the Company’s ability to pay, market competitiveness, long service, contribution to the Company, position/role, and executive grade, pursuant to executive HR regulations established by Board resolution.
Inside Directors	Short-term incentive	Paid within 0–175% of base salary by grade based on evaluation results across quantitative indicators (MBO) and qualitative indicators (growth, market conditions, portfolio improvement).
Inside Directors	Long-term incentive	Under the PSP rules, phantom shares are granted (0–100% of salary by grade) reflecting evaluation results, finalized through

		Compensation Committee approval, and paid in cash linked to the share price at the payment time three years after the grant base date.
<b>Outside Directors</b>	Salary	Determined comprehensively by the Board considering the importance of duties, scope of responsibility, the Company's performance, and market levels.

**(b) Historical remuneration (Unit: KRW 100 million)**

Category	2023	2024	2025
<b>Remuneration cap</b>	80	120	120
<b>Amount paid</b>	48.4	100.2	107.7

Main reason for the increase: Under the long-term incentive rules approved by the Board, the value of phantom shares granted in 2023 increased substantially by the payment time, and the reflected amount is included. (2023 grant: KRW 0.95 billion at KRW 18,361/share; 2026 payment: KRW 5.33 billion at KRW 103,200/share).

**Agenda 7: Approval of the Treasury Share Holding and Disposal Plan**

In February 2026, the National Assembly of Korea passed an amendment to the Korean Commercial Act, which will introduce a new mandate requiring the cancellation of treasury shares. This legislative change is part of a broader effort to enhance corporate governance and ensure greater transparency in financial practices. According to the proposed amendment, any treasury shares acquired by a company must be cancelled within one year from the date of acquisition.

**(1) Purpose**

For employee compensation purposes

**(2) Type/number of shares and acquisition method**

Item	Shares to be Held	Shares to be Disposed	Acquisition Method
<b>Type and number of treasury shares</b>	Common shares 1,239,658 (Note 1)	Common shares 505,270 (Note 2)	Currently held and to be additionally acquired through on-exchange purchases

Note 1) Shares to be held are the total of PSP grants in 2024–2025 (1,002,608 shares) plus estimated 2026 quantity (237,050 shares), totaling 1,239,658 shares; the estimated 2026 quantity is subject to final confirmation by the Compensation Committee in 2026.

☞ Excluding 95,978 treasury shares already held, 1,143,680 shares are planned to be additionally acquired on-exchange for employee compensation through a Board resolution after the AGM. Note 2) Shares to be disposed are the PSP quantity granted in 2024 scheduled to be paid in 2027; the final quantity will be confirmed through the Compensation Committee at the payment time (February 2027).

☞ The disposal quantity may be partially adjusted depending on whether payment conditions are met; the Company plans to prioritize payment using 95,978 treasury shares already held.

☞ PSP payments may be made in shares depending on contractual terms.

\* PSP (Phantom Stock Plan): A performance compensation scheme in which phantom shares are granted subject to future conditions, and cash is paid linked to the reference share price at payment time if such conditions are met.

(3) Items based on holding start and expected disposal timing

Item	Shares to be Held	Shares to be Disposed	Shares to be Held After Disposal
<b>Type and number of treasury shares</b>	1,239,658	505,270	734,388
<b>Change in ratio of treasury shares to total issued shares</b>	0.19%	0.08%	0.11%
<b>Number of shares excluding treasury shares</b>	639,321,488		640,055,876

※ Total issued shares: 640,561,146

- (4) Planned holding period: March 31, 2026 to completion of employee compensation payments using held treasury shares
- (5) Planned disposal period: Planned for February 2027; specific timing subject to separate Board approval
- (6) Other matters: This agenda item will be automatically withdrawn if amendments to the Commercial Act requiring shareholder approval of treasury share holding/disposal plans are not in effect before March 31, 2026. If amendments take effect and mandatory disclosure items change, revisions will be made by Board resolution within a scope that does not cause substantive changes.