

RULES FOR THE COMPENSATION COMMITTEE

Adopted March 31, 2025
Amended March 31, 2026

[NOTICE]

This English translation is provided solely for information and reference purposes and has no legal force or effect. The Korean version is the only legally valid and binding version under Korean law. Any interpretation, determination of rights or obligations, or legal analysis must be based exclusively on the Korean version. In the event of any discrepancy or inconsistency, the Korean version shall prevail.

Chapter 1. General Provisions

Article 1 (Purpose)

The purpose of these Rules is to prescribe matters necessary for the efficient operation of the Compensation Committee (the “Committee”) of Doosan Enerbility Co., Ltd. (the “Company”).

Article 2 (Scope of Application)

Except as otherwise provided in applicable laws and regulations, the Articles of Incorporation, or the Rules for the Board of Directors, matters concerning the Committee shall be governed by these Rules.

Article 3 (Duties and Authority)

The Committee shall have the authority to perform the following duties as delegated by the Board of Directors:

- ① To review and approve matters submitted to the Committee pursuant to Article 9 of these Rules.
- ② To annually review the Committee’s operating performance and these Rules and, where necessary, recommend amendments to these Rules to the Board of Directors.
- ③ To perform such duties as are prescribed by applicable laws and regulations or

the Articles of Incorporation, and such duties as may be delegated by the Board of Directors.

Chapter 2. Composition

Article 4 (Composition and Term)

- ① Members of the Committee (the “Members”) shall be appointed and removed by resolution of the Board of Directors.
- ② The Committee shall consist of no fewer than three (3) Independent Directors.
- ③ The term of office of each Member shall continue until the expiration of such Member’s term of office as a Director.

Article 5 (Chairperson)

- ① The Committee shall elect a Chairperson by resolution adopted pursuant to Article 8.
- ② The Chairperson shall represent the Committee and preside over Committee meetings.
- ③ The Chairperson shall oversee the affairs of the Committee and may allocate responsibilities among Members to ensure the efficient operation of the Committee.
- ④ The Chairperson shall, where necessary, report the principal activities of the Committee to the Board of Directors.
- ⑤ In the absence or incapacity of the Chairperson, the duties of the Chairperson shall be performed, in order, by a Member designated by the Chairperson and then by a Member elected by resolution adopted pursuant to Article 8 (the “Acting Chairperson”). If, due to such absence or incapacity, the Chairperson is unable to preside over the procedure for electing the Acting Chairperson, the attending Member with the longest service, or if there is no such Member, the eldest attending Member, shall preside over such procedure.

Chapter 3. Meetings

Article 6 (Authority to Convene)

- ① The Committee shall be convened by the Chairperson. In the absence or incapacity of the Chairperson, the duties of the Chairperson shall be performed in

the order prescribed in Article 5(5).

② Any Member may request the Chairperson to convene a Committee meeting by specifying the agenda and the reasons therefor. If the Chairperson fails to convene the Committee for two (2) weeks or more without justifiable cause, the requesting Member may convene the meeting.

Article 7 (Convening Procedures)

① Notice of a Committee meeting shall be given to each Member no later than the day immediately preceding the meeting date, in writing, by electronic document, or by oral communication.

② The Committee may convene a meeting at any time without complying with the procedures set forth in Paragraph 1 if all Members consent thereto.

Article 8 (Method of Adopting Resolutions)

① Resolutions of the Committee shall require the attendance of a majority of all incumbent Members and the affirmative vote of a majority of the Members present.

② The Committee may permit all or some Members to participate in a meeting by means of a communication system through which all Members may simultaneously transmit and receive voice communications. In such case, the relevant Member shall be deemed to have attended the meeting in person.

Article 9 (Matters to Be Submitted to the Committee)

① The following matters shall be submitted to the Committee:

1. Matters concerning the aggregate remuneration limit for Directors to be submitted as an agenda item to the general meeting of shareholders.

2. Matters concerning compensation methods and compensation amounts for long-term incentive compensation, including, in the case of share-based compensation, the number of shares or units to be granted.

3. Matters concerning the preparation of drafts for the enactment, amendment, or repeal of regulations relating to executive compensation.

② For purposes of Paragraph 1, Item 3, “executives” shall mean executive officers as defined in the Executive Officer Personnel Management Rules of the Company.

Article 10 (Hearing of Opinions from Relevant Persons)

① The Committee may, where deemed necessary, require relevant officers and employees or external experts to attend meetings and provide their opinions.

② The Committee may, by resolution, seek advice from experts at the expense of

the Company where it determines such advice to be necessary.

Article 11 (Minutes)

- ① Minutes shall be prepared with respect to the proceedings of the Committee.
- ② The minutes shall state the agenda, a summary of proceedings, the results thereof, the names of any Members dissenting and the reasons for such dissent, and shall be signed or shall have the names and seals affixed thereto by the Members present.

Chapter 4. Supplementary Provisions

Article 12 (Administrative Secretary)

- ① The Committee may have an Administrative Secretary.
- ② The Administrative Secretary shall be responsible for the overall administration of the Committee under the direction of the Chairperson.

Article 13 (Amendment and Repeal of These Rules) Any amendment to or repeal of these Rules shall require a resolution of the Board of Directors.

SUPPLEMENTARY PROVISIONS (March 31, 2025)

Article 1 (Effective Date)

These Rules shall take effect on March 31, 2025.

SUPPLEMENTARY PROVISIONS (July 23, 2026)

Article 1 (Effective Date)

These Rules, as amended, shall take effect on July 23, 2026.