

Guidelines on Independent Directors' Independence

The Company wants to secure Directors with appropriate ethics and sufficient qualifications and Independent Directors in order to help the Board of Directors serve its unique role as a check and balance on management based on independent decision-making authority and continue to perform board-centered efficient management activities. To this end, the Company created guidelines that comply with applicable laws and global standards such as the **Commercial Act** mutatis mutandis to secure qualifications necessary for Directors' job performance and their practical independence. An Independent Director candidate shall be considered qualified and independent as a Director if the candidate meets the following requirements. In addition, the Company will comprehensively consider whether the Independent Director has any material relationship with the Company.

1. A person who has no disqualifications as a Director by law
2. A person who has no history of damaging corporate value or infringing shareholder rights and interests
3. A person who attended at least 75% of the board meetings within the last 3 years
4. A person who was not an employee within the last 5 years of the Company or its affiliates (including non-profit corporations)
5. A person who, as an employee and related person of the Company's external audit company (present and past) and its affiliate, performed auditing or related work less than 5 years ago
6. A person who, in the last 5 years, was not a full-time employee of an individual or corporation (including a law firm) that had an important business relationship or cooperative relationship with the Company (including the largest shareholder and affiliates)
7. In addition, a person whose independence is not compromised as an Independent Director due to an interest in the Company within the last 3 years, such as an advisory contract on legal and management matters, etc.

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