

HD Hyundai Electric

Board Diversity Policy

April 2025

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1. Overview

HD Hyundai Electric recognizes the importance of achieving Board diversity so that its Board of Directors, as the highest decision-making, management, and supervisory body, can make objective and rational decisions that maximize the interests of the Company and shareholders and contribute to the development of stakeholders and society. Based on this recognition, this Policy aims to ensure that the Board of Directors comprises directors with diverse backgrounds, experiences, and capabilities, as well as a high level of independence.

2. Scope of Application

This Policy applies to HD Hyundai Electric.

3. Basic Principles

The Board of Directors composition ensures diversity through a harmonious combination of knowledge, experience, capabilities, and gender, allowing the Board's members to make major decisions based on a broader perspective by fully considering the interests of stakeholders, including shareholders and customers.

4. Implementation Measures

- 1) The Board of Directors composition shall ensure gender diversity.
- 2) Actively consider diversity-related criteria, such as nationality, age, gender, experience and background, professional competencies, race, religion, and ethnicity, to enhance Board diversity when recommending and reviewing director candidates.
 - Gender: Candidates of varying genders chosen in accordance with gender equality principles to promote diverse perspectives within the Board.
 - Age: Candidates of varying ages for a harmonious combination of adaptability to navigate managerial changes and expertise and for more efficient operation of the Board.
 - Others: No discrimination based on diversity-related attributes, such as race, religion, or ethnicity.
- 3) In the event of appointing outside directors, select personnel with extensive experience and expertise in various fields, such as industry, finance, academia, law, accounting, and the public sector, to enable the Board to make rational decisions without any bias toward a specific sector.