

## Independence, Diversity, and Competence Policy of Board of Directors

NEXEN TIRE strives to establish a stable and efficient governance structure for sustainable growth and protection of stakeholder interests. To achieve this, the company delegates decision-making and business execution to the Board of Directors and management separately, aiming to establish a stable governance structure through checks and balances. Furthermore, the Board of Directors is composed of various experts, based on the belief that the expertise and diversity of members create an efficient governance structure, and we strive to practice transparent governance by adhering to the principle of disclosure to ensure transparency.

This policy applies to members of NEXEN TIRE's Board of Directors and support organizations of the Board of Directors.

### Policy Principles

1. **(Independence)** The directors who make up the Board of Directors of NEXEN TIRE shall comprise the majority of independent directors in accordance with the Commercial Act of South Korea.
2. **(Diversity)** NEXEN TIRE shall strive to compose its Board of Directors with diverse members from various nationalities, genders, ages, races, and religions, aiming to consider the understanding of stakeholders, including shareholders and customers, and enabling the board to make important decisions with a broader perspective.
3. **(Competence)** NEXEN TIRE shall strive to organize the Board of Directors with sufficient competence to ensure that the board makes reasonable decisions.

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