

## 2. The Remuneration of Executives, etc.

<The Remuneration Status of the Directors/Auditors>

### 1. Approved amount by the general meeting of shareholders

(Unit: KRW 1,000 won)

Category	Number of people	Approved amount by the general meeting of shareholders	Note
Permanent Directors	4	970,508	-
Non-permanent Directors	10	300,000	-
Total	14	1,270,508	-

※ Based on the amount approved by the 21st general meeting of shareholders (2019.3.28)

### 2. Remuneration payment amount

#### 2-1. All directors/auditors

(Unit: KRW 1,000 won)

Number of People	Total amount of remuneration	Average remuneration per person	Note
13	856,330	67,163	-

#### 2-2. By type

(Unit: KRW 1,000 won)

Category	Number of people	Total amount of remuneration	Average remuneration per person	Note
Registered Directors (Excluding outside directors and members of the Audit Committee)	3	482,279	160,760	-
Outside Directors (Excluding members of the Audit Committee)	7	195,746	28,999	-
Members of the Audit Committee	3	178,305	59,435	-
Auditors	-	-	-	-

※ Our company is subject to the <Standards for Integrated Public Disclosure of Public Institutions> set by the Minister of Strategy and Finance, and reports the amount of remuneration paid in accordance with following standards.

- Report the amount that can be paid on a full-time basis within the period of reporting (2019.1.1 ~ 12.31)

- Among the total remuneration of registered directors, CEO Moon Tae-gon's management evaluation bonus was reported as the amount that is paid when mid-term performance bonus system is not applied(100% of the target amount), and may differ from the actual amount(50%).

※ The number of employees was calculated to be the average number of employees in the period of reporting (2019.1.1 ~ 12.31), excluding one director (Kwon Soon-rok, a non-executive director) who has no remuneration payment.

※ Auditor members who are non-permanent directors (outside directors) do not receive any remuneration other than non-permanent directors' remuneration.

※ Remuneration of Song Seok-doo, a permanent auditor (inside director) who began his term in office on 2019.04.08 is included in the remuneration of the members of the Audit Committee.

2-3. Our company doesn't have any employee whose individual remuneration is more than KRW 500 million won. (Following tables are not applicable)

<Individual remuneration status of directors/auditors>

(Unit: KRW)

Name	Position	Total Remuneration	Remuneration not included in total remuneration
-	-	-	-
-	-	-	-

<Individual remuneration status of the top five individuals out of those whose remuneration payment is more than 500 million won>

(Unit: KRW)

Name	Position	Total Remuneration	Remuneration not included in total remuneration
-	-	-	-

<Standards for remuneration payment for directors/auditors>

The directors' remuneration limits were set in accordance with the 「Public Enterprises and Quasi-Government Executives' Remuneration Guidelines」 and the company's 「Executive Remuneration Regulations」, and the total amount was approved by the 21st general meeting of shareholders (2019.3.28) pursuant to Article 388 of the 「Commercial Act」 and Article 31 of the 「Articles of Association」.