


	Korea Zinc	No.	24
		Approved.	Mar, 2022
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Board Diversity Guidelines

Effective Date: Nov 10, 2023

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The Board of Directors at Korea Zinc has established principles for enhancing the board diversity.

Commitment

1. Korea Zinc does not impose nationality restrictions on the candidates for registered and independent directors, for a global advanced governance structure.
2. Korea Zinc does not impose gender restrictions on the candidates for registered and independent directors, to enhance the diversity of the Board of Directors.
3. Korea Zinc strictly eliminates school or regional connections and prioritizes work experience and expertise when hunting candidates for registered and independent directors.
4. Korea Zinc takes a comprehensive approach from the stages of discovering candidates, considering various diversity elements such as race, religion, and ethnicity.

Recommendation Route

In order to enhance the diversity of the Board of Directors (BoD) and strengthen the interests of stakeholders, Korea Zinc will consider various recommendation channels.

In determining the direction of the board's composition, the Board of Directors (BoD) will verify that the board's composition reflects the above diversity requirements evenly through the "Diversity Verification."

The company will continue to make efforts to operate the Board of Directors (BoD) more effective by adding various perspectives and experiences.