



3rd Shareholder Return Policy (2025 to 2027)

2nd (2023 to 2024)	3rd (2025 to 2027)	Remarks
<ul style="list-style-type: none">Minimum Dividend : KRW 600 per share	<ul style="list-style-type: none">Total Shareholder Return(TSR) : 25% ↑<ul style="list-style-type: none">- Minimum Dividend : KRW 800 per share- Strategic Shareholder Return Management within TSR<ul style="list-style-type: none">↳ Flexible Management of Cash Dividends, Share Buybacks, and Share Cancellations	<div>1st (2020 to 2022)</div> <div>2nd (2023 to 2024)</div>
<ul style="list-style-type: none">Payout Ratio : 20~30% of Hdec’s adjusted net income(operating profit : 15~25%)		

※ Total Shareholders Return = (Dividends + Share Buyback and Cancellation Amount) ÷ Adjusted Net Income (Excluding Foreign Exchange Gains and Losses)