

<b>DHQ-GS-010</b> <b>CHARTER OF THE COMPENSATION COMMITTEE</b> <b>OF THE BOARD OF DIRECTORS</b>	Company Confidential
	Established on March 26, 2025 Amended on March 27, 2026 Amendment no.: 1

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Date	Reason of Amendment	Drafter	Reviewer	Approver
2025.03.26	Newly Established			

2026.03.27	Amendment in accordance with revision of Korean Commercial Act			
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## CHAPTER I. GENERAL PROVISIONS

### Article 1 (Objective)

The objective of this Charter is to provide for the matters regarding the efficient operation of the Compensation Committee (the “Committee”) of Doosan Bobcat Inc. (the “Company”).

### Article 2 (Scope of Application)

All the matters related to the Committee shall be subject to this Charter, unless otherwise provided in relevant laws and regulations or the Articles of Incorporation or the Regulations of the Board of Directors (the “Board”).

### Article 3 (Duties and Authority)

The Committee shall have the authority to perform the following duties delegated by the Board:

- ① The Committee has the authority to review and approve matters defined under Article 9 (Matters for Deliberation) of this Charter.
- ② The Committee shall review the operational performance of the Committee and the contents of this Charter annually and recommend necessary amendments to this Charter to the Board.
- ③ The Committee shall handle matters stipulated by laws or the Articles of Incorporation and matters delegated by the Board.

## CHAPTER II. COMPOSITION

### Article 4 (Composition and Term)

- ① The appointment and dismissal of Committee members (the “Members”) shall be determined by resolution of the Board.
- ② The Committee shall consist of three (3) or more independent directors. <Partial Amendment on March 27, 2026>
- ③ The term of Members shall be until the expiration of their term as directors.

### Article 5 (Chairperson)

- ① The Committee shall appoint a Chairperson through resolution under Article 8 (Resolution Method) of this Charter.
- ② The Chairperson shall represent the Committee and serve as the presiding officer during Committee meetings.
- ③ The Chairperson shall oversee the overall operations of the Committee and may assign responsibilities to the Members to ensure efficient operation of the Committee.
- ④ The Chairperson shall report the summary of the Committee's activities to the Board when necessary.

- ⑤ In the absence or incapacity of the Chairperson, the duties shall be performed successively by a Member designated by the Chairperson or a Member appointed in accordance with the resolution under Article 8 (Resolution Method) of this Charter. If the Chairperson is unable to preside over the procedure for appointing a deputy, the chairing duty shall be handled in order of seniority or age among the attending Members.

### CHAPTER III. MEETINGS

#### Article 6 (Convener)

- ① The Chairperson shall convene the Committee. However, in the absence or incapacity of the Chairperson, the duties shall be performed in accordance with the succession order defined in Article 5 (Chairperson), Paragraph ⑤ of this Charter.
- ② Each Member may request the Chairperson to convene the Committee by stating the agenda and reasons. If the Chairperson does not convene the Committee within two weeks without a valid reason, the Member requesting the meeting may convene the Committee.

#### Article 7 (Procedures for Convening Meetings)

- ① When convening a Committee meeting, the date of the meeting must be set, and each Member shall be notified in writing, electronically, or verbally no later than the day before the meeting.
- ② If all Members agree, the procedures stipulated in Paragraph ① may be waived, and the meeting may be held at any time.

#### Article 8 (Resolution Method)

- ① Resolutions of the Committee require the attendance of the majority of all Members and the approval of the majority of Members present.
- ② The Committee may allow all or some Members to participate in resolutions using communication methods where voice is transmitted and received simultaneously without being physically present at the meeting. In such cases, these Members shall be considered as having attended the meeting in person.

#### Article 9 (Matters for Deliberation)

- ① The following matters shall be deliberated by the Committee:
1. The remuneration limit for directors to be proposed as agenda items at the General Meeting of Shareholders.
  2. The method and amount of compensation in long-term incentives (including grant amounts in cases involving stock-based compensation).
  3. Preparation or revision of regulations concerning compensation for executives.
- ② The “executives” referred to in Paragraph ①, Item 3 shall mean the executives under the Company's Executive Management Regulations.

#### Article 10 (Hearing of Opinions from Interested Parties)

- ① The Committee may have relevant officers and employees or external personnel attend its meetings to hear their opinions if deemed necessary.
- ② Upon resolution of the Committee, expert advice may be sought at the Company's expense if deemed necessary.

**Article 11 (Minutes)**

- ① Meeting proceedings of the Committee shall be recorded in minutes.
- ② The minutes shall include the agenda, progress, results, objections and reasons for objection, and shall be signed or sealed by the attending Members.

**CHAPTER IV. SUPPLEMENTARY PROVISIONS****Article 12 (Secretary)**

- ① The Committee may appoint a secretary.
- ② The secretary shall, under the direction of the Chairperson, handle overall administrative tasks of the Committee.

**Article 13 (Amendment or Abolition of the Charter)**

The amendment or abolition of this Charter shall be subject to resolution by the Board.

**ADDENDUM**

1. This Charter shall take effect on March 26, 2025.
2. (Transitional Provision for Independent Director) The amended provisions of Article 4 shall take effect as of July 23, 2026.