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Page	1/1
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Guidelines on Independent Directors' Diversity

DGB Financial Group complies with the below diversity guidelines so that the Board of directors is composed of directors with expertise in various fields and does not discriminate against gender, religion, etc., to reflect the viewpoints of various stakeholders.

1. [Expertise] We manage a candidate group of directors with expertise in various fields such as finance, accounting, law, IT/digital, HR, risk management.
2. [Gender] We do not discriminate against gender in selecting candidates for directors and strive to strengthen gender diversity.
3. [Diversity other than gender] In the selection of candidates of directors, we do not discriminate not only by gender but also by disability, region, educational background, age, religion, nationality, race, etc.
4. [Experience and Background] We state no preferences based on a particular background.
5. [Recommendation] We employ an open approach when recommending independent directors to reflect the opinions of a wide range of stakeholders.