

Shareholder Return Policy



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 	1st (2020 to 2022)
<ul style="list-style-type: none"> Payout Ratio : 20~30% of Hdec's adjusted net income(operating profit : 15~25%) 	<ul style="list-style-type: none"> ↳ Flexible Management of Cash Dividends, Share Buybacks, and Share Cancellations 	2rd (2023 to 2024)

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