

Board Diversity Guidelines

SOOP CO., LTD. (hereinafter referred to as the "Company") aims to foster a diverse, inclusive, and collaborative organizational culture. We recognize that building a Board with diverse perspectives and experiences is essential for our sustainable growth, given our wide range of stakeholders, including employees, users, business partners, suppliers, government agencies, and the public. We strive to enhance Board expertise by considering diversity in gender, age, career background, skills, knowledge, and cultural background when composing our Board of Directors. Specifically, we comprehensively consider the following factors:

Diversity

- Gender: We aim to avoid gender bias in the overall pool of Board candidates to ensure gender diversity on the Board.
- Age: We consider candidates from various age groups to enhance Board efficiency and flexibly respond to changing business environments.
- Career Background: While considering the characteristics of the media platform industry, we seek candidates with diverse professional knowledge and practical experience from various fields, avoiding overconcentration from any particular background.
- Other Factors: We prevent discrimination and consider diversity in other aspects such as nationality, regional origin, race, religion, and cultural background.

Expertise

- Professional Knowledge: Industry (journalism, information and media, practical experience, platforms, entertainment), management/economics, law, accounting
- Director Experience: Understanding of the duties, leadership
- We also consider expertise in areas such as global experience, risk management, strategy, and ESG.

The Company flexibly considers a wide range of professional fields beyond those listed above, based on industry characteristics and management strategies. We have established detailed criteria and bases for assessing candidates' expertise. Additionally, we regularly review the implementation of these diversity guidelines and plan to disclose Board diversity information annually through our sustainability report and website.