



TYM ESG REPORT 2023

INNOVATIVE LEGACY

FOR THE NEXT GENERATION



INNOVATIVE LEGACY

for the Next Generation

Additional Information

This report is published in both Korean and English and can be accessed or downloaded from the TYM website (KOR: tym.world/ko, ENG: tym.world/en-us).

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Interactive PDF Guide

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The icons, navigation, and table of contents at the top of the page are enables you to navigate through pages, and buttons in the content provide additional image views or web page links.

About This Report

1. Report Overview

TYM publishes ESG report to share and communicate with various stakeholders its sustainable growth in overall areas such as economy, society, environment and mid-to-long-term vision for sustainable growth and value creation.

TYM's 2023 ESG Report covers major issues derived from the materiality assessment process to provide necessary and practical information to stakeholders and includes relevant comprehensive financial and non-financial performances.

2. Reporting Period

The reporting period is from January 1, 2023, to December 31, 2023 but we have covered several significant performances that occurred after the reporting period until the first half of 2024 to provide timely information. For key quantitative performances, we have provided the data for the past three years (2021–2023), while some performance data are provided of more than the past three years of data in order to help stakeholders understand the long-term trends.

3. Publication Date and Reporting Cycle

June 28, 2024 / Annual publication

4. Reporting Scope

The scope of this report includes TYM's domestic operations, including its headquarters - Iksan and Okcheon factory - as well as overseas subsidiaries including the USA branch. Data scope different to mentioned above is separately marked and explained.

5. Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and refers to the Principles of the UN Global Compact. Financial performance within the report is prepared based on the separate financial statements in accordance with Korean International Financial Reporting Standards (K-IFRS) for the period from January 1, 2023 to December 31, 2023, and separate explanations are provided for data prepared based on consolidated basis.

6. Report Assurance

This report has been assured by DNV, a third-party assurance agency, to ensure the objectivity, accuracy, and reliability of the contents and the data of the report. The report review is based on International Standard on Assurance Engagements (ISAE) 3000 and provides a limited assurance based on VeriSustain™, DNV's assurance methodology. The assurance report is found in Appendix (Pg. 59).

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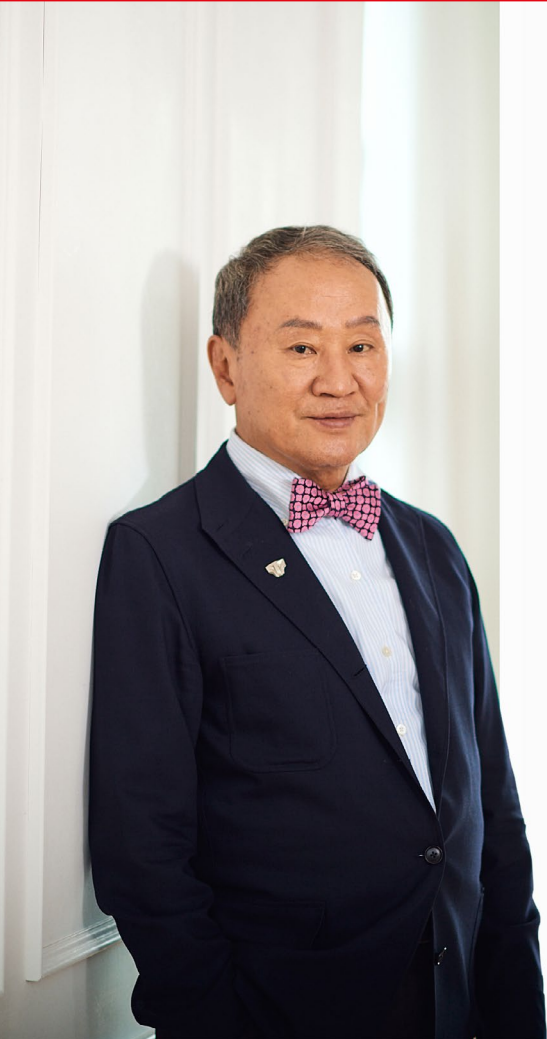
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CEO MESSAGE



Greetings to the respected stakeholders of TYM, The world continues to face uncertainties due to prolonged conflicts in Russia-Ukraine and the Middle East, resulting in food and energy issues, economic slowdowns caused by high inflation, and climate-related disasters. In this uncertain environment, agriculture, a labor-intensive industry, is confronted with the challenge of ensuring stable production and food supply to meet population growth and led to the rapid rise of 'AgTech' (Agriculture + Technology), which incorporates advanced technologies such as AI, autonomous driving, big data, and robotics. As a result, not only traditional agricultural machinery manufacturers but also construction equipment and smart agriculture companies are emerging as fierce competitors. To overcome these crises and survive in this intense competition, we are again recognizing the importance of sustainable management.

Despite these challenging conditions, TYM is actively pursuing ESG management in terms of technological competitiveness, customer satisfaction, and quality management. We are developing more sophisticated autonomous agricultural machinery, establishing the industry's first online customer care center, offering free inspections for two years after purchase, and hosting a chief engineer program for our North American subsidiary.

TYM is committed to creating a sustainable future.

To achieve our ambitious goal of 'Carbon Net-Zero by 2040', we have completed the 'Carbon Neutral Leading Plant Support Project' led by the Ministry of Trade, Industry and Energy. Our Iksan plant, as an eco-friendly production base, has gradually improved carbon emissions and energy efficiency over two years from 2022 to 2023, reducing carbon emissions by 1,955tCO₂e¹⁾ compared to previous levels. Furthermore, since declaring ESG management first in the domestic agricultural machinery industry in 2021, TYM has been laying the foundation for mutual growth by supporting ESG management for

suppliers and providing quality prevention education (Q-Academy).

We will lead the global market with sustainable products through technological innovation.

The agricultural machinery market has reached a turning point due to the aging and decline of the farming population and climate issues. In response, TYM has passed the national type inspections for autonomous driving of the T130 tractor and RGO-690 rice transplanter in 2023 as the first company to pass the test in the industry, demonstrating our technical skills. We are also focusing on developing sustainable products, such as applying tractor interior materials containing eco-friendly kenaf. We will continue to lead as a global brand with customer-satisfying and environmentally friendly sustainable products through technological innovation.

We will create a sustainable society together with our stakeholders.

The traditional agricultural environment is changing significantly due to environmental regulations, global climate anomalies, and labor force reduction. Communication with stakeholders is more important than ever to respond to these changes. TYM is creating a sound and transparent board structure based on expertise, independence, and diversity, and building a work environment where all internal members can demonstrate their creativity for sustainable growth desired by all stakeholders.

All TYM members are striving to practice healthy ESG with responsible management. We ask for your continued interest and support as we strive to achieve great results in this new era with our endeavoring attitude towards challenges.

Kim, Hi Yong, Chairman and CEO
Kim, Do Hoon, President and CEO



1) Based on the report from the Ministry of Trade, Industry and Energy's Carbon Neutral Leading Plant Support Project

INTRODUCTION

Company Overview

TYM was established in 1951 and has been engaged in the agricultural machinery business, including tractors, combine harvesters, and utility vehicles, as well as the cigarette filter business. In June 1973, TYM was listed on the Korea Exchange stock market and has changed the company name from Tongyang Moolsan Co. Ltd. to TYM Corporation in 2021 to leap forward as a global specialist in agricultural machinery. In 2022, TYM acquired Kukje Machinery Co., Ltd. which possesses self-engine manufacturing technology alongside its subsidiaries – TYMICT (focuses on telematics and autonomous driving technology research) – and ROOT (specializes in the manufacturing of various implements) and has developed as a pioneering agricultural machinery company with manufacturing capabilities for main units, engines, various implements and autonomous driving technology. TYM is emerging as an icon of future agriculture that leads market needs by securing global competitiveness by internalizing its know-how of success in the North American market.

Company Name	TYM Corporation
Headquarters	Daeyong Building, 7, Eonju-ro 133-gil, Gangnam-gu, Seoul, South Korea
CEO	Kim, Hi Yong, Kim, Do Hoon
Date of Establishment	September 28, 1951
Business Areas	Agricultural Machinery and Cigarette Filters Manufacture/Sales
No. of Employees	1,025
Website	tym.world

Total Assets

894.1 billion KRW

Sales

836.5 billion KRW

Operating Profit

76.5 billion KRW

Net Profit

60.4 billion KRW

Credit Rating

(As of the end of 2023)

STABLE BBB-
















KCGS ESG Rating

B+

Business Overview

TYM operates a unique agricultural machinery business structure by forming a vertically integrated affiliate system for its main subsidiaries, securing production capabilities in agricultural machinery, engines, implements, and autonomous driving technology. The filter business unit also maintains steady growth through ongoing partnerships with major global players. TYM's main production facilities include agricultural machinery manufacture plants in Iksan and Okcheon, which produce agricultural machinery such

as tractors, combine harvesters, and utility vehicles, as well as a filter manufacture plant in Jincheon, which produces and sells carbon composite filters and acetate filters for cigarettes. The manufactured agricultural machinery is sold through dealerships by region. Sales and distribution of agricultural machinery related to the North American market are managed by TYM NORTH AMERICA and the Global Business Division.

	TYM			TYM NORTH AMERICA	ROOT	TYM ICT			
Classification									
Business Areas	Agricultural Machinery Tractors: Equipped with productivity and functioning for various working environments such as weeding, cultivation, livestock farming, and construction		Combine Harvesters: Equipped with a large diameter and long threshing drum for harvesting functions	Rice Transplanters: Capable of autonomous driving, side-dressing fertilization, and sparse planting, resulting in labor and production cost reduction effects	Engines Diesel Engines: Eco-friendly engine that balances high power output and efficiency	Cigarette Filters Carbon Composite Filters, Acetate Filters: Produces various activated carbon filters such as capsule filters for electronic cigarettes	Agricultural Machinery Tractors	Agricultural Equipment Agricultural implements for tractors	Smart Solution Research on autonomous driving and telematics
Key Products	<ul style="list-style-type: none"> 1 T130 2 T115 3 T70 4 K58 	<ul style="list-style-type: none"> 1 HJ6135 2 CX6130 	<ul style="list-style-type: none"> 1 PRJ83 2 RGO-690  	<ul style="list-style-type: none"> 1 T2400 		<ul style="list-style-type: none"> 1 T25, T47, T49, T57, T115 2 2515, 5835 	<ul style="list-style-type: none"> 1 Backhoe 2 Loader 3 Mower   	Autonomous driving system Telematics  	

TYM'S STORY

As a first-generation agricultural machinery manufacturer with tradition and experience, TYM has been working alongside farmers for over 70 years. Through continuous innovation for the next generation, we will share TYM's unique value with all stakeholders.

Introduction



Establishment of the company and securing foundation for growth

1950~1990

- 1951 Founded Tongyang Moolsan Co., Ltd.
- 1962 Changed company name to Tongyang Moolsan Corporation
- 1973 Listed on the Korea Stock Exchange, Established the Anyang Agricultural Machinery Factory
- 1985 Received the presidential citation for contributing to the growth of domestic agriculture, Exported the first Korean tractors to Central and South America
- 1994 Established Donghang Tongyang Co., Ltd. in China
- 1995 First ISO9002 certification in the agricultural machinery industry

First-generation manufacturer of agricultural machinery

Growth



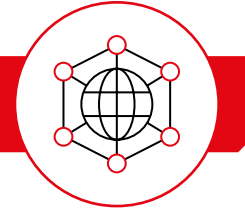
Enters substantial growth period through the establishment of the North American Sales subsidiary

2000~2010

- 2000 Became the first agricultural machinery company to receive the \$50 million Export Tower award
- 2001 Established Jiangsu Tongyang Co., Ltd. in China, Acquired ISO 9001 certification
- 2002 Acquired ISO 14001 certification
- 2004 Established local sales subsidiary in the United States
- 2010 Relocated the Iksan plant in Jeonbuk Province
- 2014 Selected as a World-Class 300 Company
- 2016 Acquired Kukje Machinery Co., Ltd.
- 2019 Acquired ROOT (formerly known as GMT)

Growth as an agricultural machinery exporter

Leap



Leap as a global professional agricultural machinery company

2020~Present

- 2020 Adopted the professional management system, Established TYMICT
- 2021 Changed company name to TYM
- 2022 Merged with Kukje Machinery Co., Ltd., Acquired ISO45001 certification
- 2023 Launched the North American subsidiary office in Atlanta
- 2023 Received the \$400 Million Award Certificate for Outstanding Export Performance

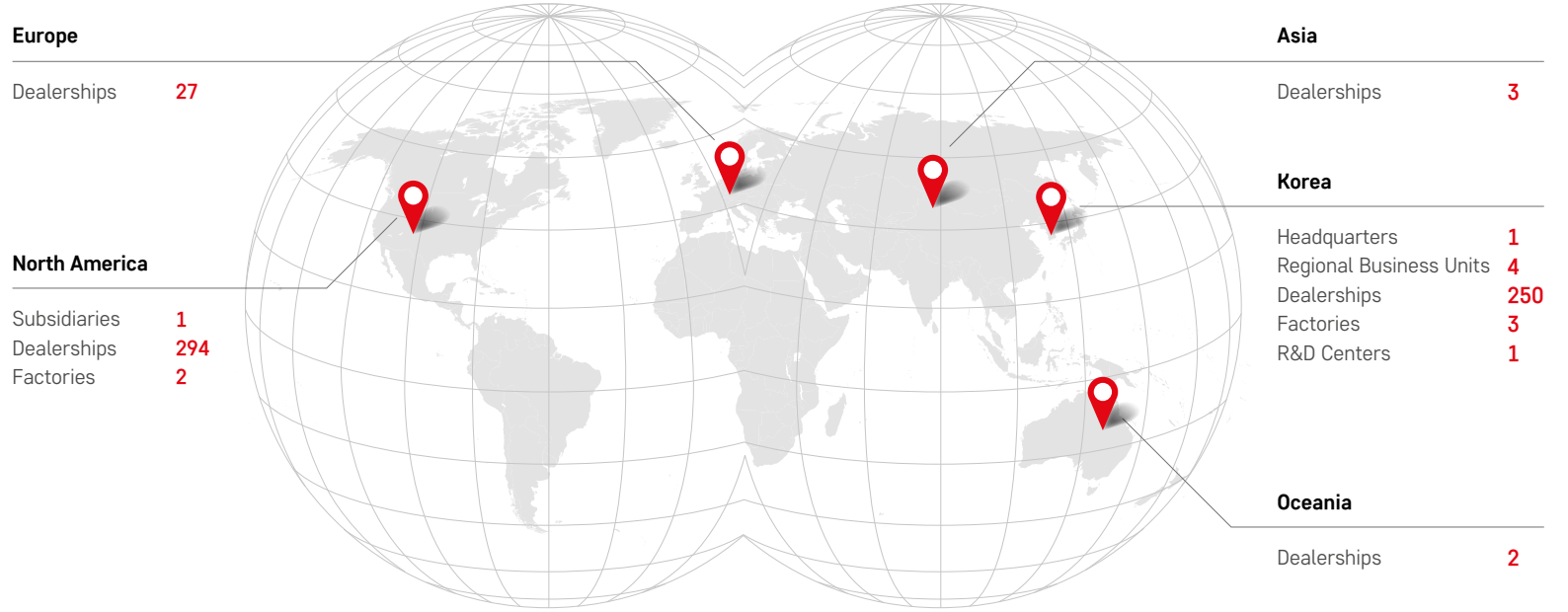
Develops autonomous agricultural machinery and leads the future of agriculture

Global Network

TYM operates one overseas subsidiary, four domestic branches, and 576 domestic and international dealerships in 37 countries worldwide. We are continuously investing in the North American market, which is our main focus, and are planning to establish our first local subsidiary in the Netherlands in 2024 to enter the European market. TYM is focusing on developing reliable quality, eco-friendly, and highly efficient products to maximize the satisfaction of all customers.

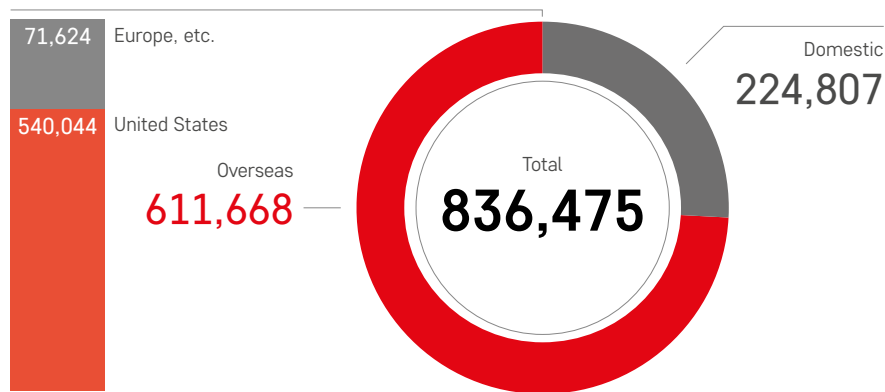
Opening of Atlanta Office in Georgia

In February 2023, TYM opened a new office for its North American subsidiary 'TYM NORTH AMERICA' in northern Atlanta, Georgia. This is the first time TYM has opened a North American subsidiary office in addition to its two existing assembly factories in North America. Atlanta, Georgia, where the office is located, is considered the cultural, economic, educational, and transportation hub of the Southern United States. TYM is using this office as a base to recruit talent in North America and develop promotional and marketing strategies tailored to new markets. We are also solidifying our position in the North American market by providing customized services such as training, parts, and service improvements to enhance customer satisfaction.



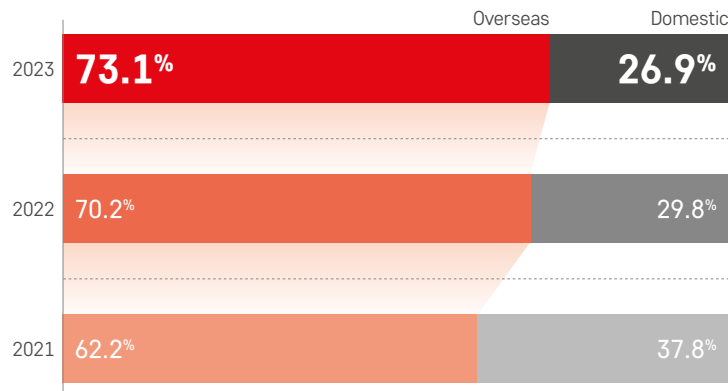
Sales by Region

(UoM: Millions KRW, on a consolidated basis)



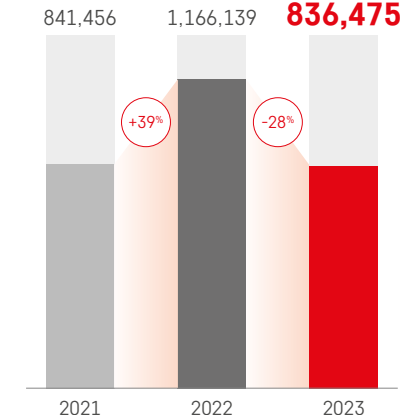
Export Sales Proportion

(on a consolidated basis)



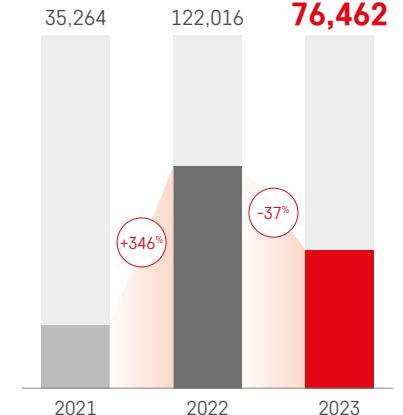
Sales

(on a consolidated basis)



Operating Profit

(on a consolidated basis)



OUR BUSINESS



10	TYM VALUE CHAIN
11	2023 AT A GLANCE

TYM Value Chain | 2023 at a Glance

TYM VALUE CHAIN

1 Purchase from Suppliers

365.7 billion KRW

2 Investment

Investment on eco-friendly facilities 4.3 billion KRW

3 Manufacture

Tractors 28,502 units

Combine Harvesters 435 units

Rice Transplanters 1,150 units

Engines 5,804 units

Filters 7,736 million

4 Transportation

Packaging cost 3.6 billion KRW

Shipping cost 9.8 billion KRW



5 Sales

Tractors 26,970 units

Combine Harvesters 347 units

Rice Transplanters 980 units

Engines 822 units

Filters 7,508 million

6 Economic Performance

Revenue 836.5 billion KRW

Operating Profit 76.5 billion KRW

Net Profit 60.4 billion KRW

7 Distribution of Economic Performance

Community Donations 820 million KRW

Employee Compensation 72.3 billion KRW

Shareholders and Investors: 11.7 billion KRW
Shareholder Returns (dividends and share buybacks)

2023 AT A GLANCE

ECONOMY

Sales Unit ¹⁾	Sales
28,297 units	836.5 billion KRW
R&D Investment	Proportion of Exports
13.4 billion KRW	73.1 %
Operating Profit	Share buybacks
76.5 billion KRW	4.8 billion KRW

GOVERNANCE

Proportion of Non-executive Directors on the Board	Proportion of Female Non-executive Directors
50 %	37.5 %

ENVIRONMENT

Greenhouse Gas Emissions	Energy Consumption	Water Usage	Waste Recycling Rate
9,793 tCO ₂ eq	198,123,612 MJ	83,818 m ³	63 %
Sustainable Products	Sales of Eco-friendly Products	Eco-friendly Investments	Environmental Management System Certification
41.2 %	229.5 billion KRW (Overseas 80.4 billion KRW + Domestic 149.1 billion KRW)	4.3 billion KRW	ISO 14001

SOCIAL

Engagement of ESG consulting and evaluation with supplier companies	Improvement of ESG Support Projects for Suppliers	Quality/Occupational Health and Safety Management System Certifications	
47 companies	49.6 %	ISO 9001, ISO 45001	
Diversity in hiring ²⁾	Investment in talent development	Free support for Ukraine	Free provision of tractors to local communities
27 individuals	290 million won	340 million won	16 units

1) Combined sales units of tractors, combine harvesters, and rice transplanters 2) Individuals with disabilities, national veterans and foreigners

*Basis for calculating greenhouse gas emissions and energy consumption: Guidelines on reporting and certification of emissions for the greenhouse gas emission trading scheme (Ministry of Environment Notice No. 2023-221)

SUSTAINABILITY

HIGHLIGHT



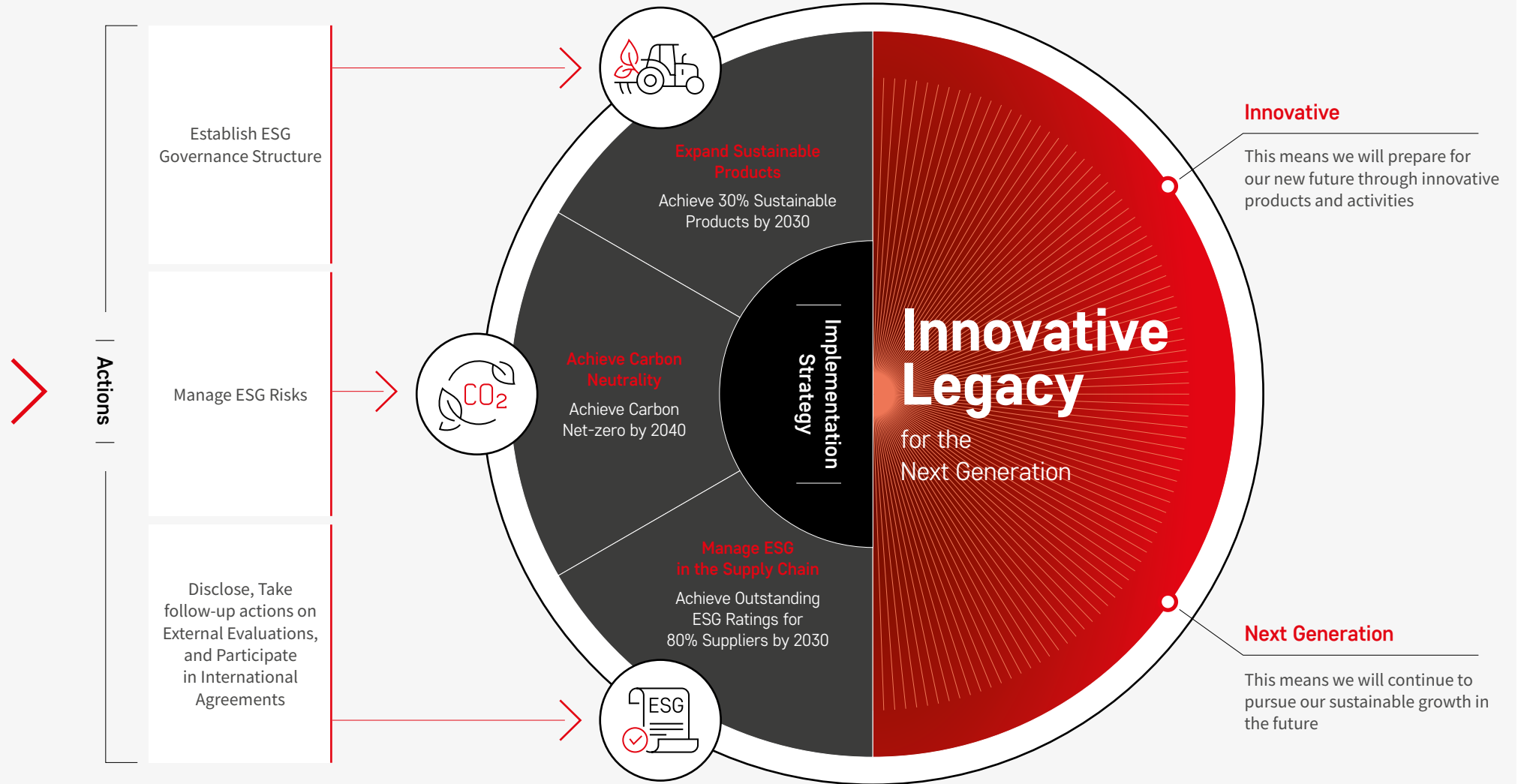
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ESG VISION

TYM's ESG vision, 'Innovative legacy for the next generation,' embodies the meaning of sharing TYM's innovative assets and creating the future together through sustainable growth, enabling next generation to grow together with our generation in a better world.

TYM Vision-related Activities

TYM has announced three core objectives to realize its ESG vision – Expand Sustainable Products, Achieve Carbon Neutrality, and Manage ESG in the Supply Chain. To achieve these goals and fulfill our vision, TYM is actively incorporating these objectives into all aspects of our business activities.



Mid-to-Long term Implementation ROAD MAP on ESG Vision

	Initial stage (2020-2024)	Growth stage (-2027)	Stable stage (-2030)
Key Tasks	<ul style="list-style-type: none"> Internalize ESG management and standardize activities Establish/monitor ESG KPIs and continuous improvement Train and develop ESG management workforces Establish management standards for TYM Group greenhouse gas emissions (Scope 1, 2) 	<ul style="list-style-type: none"> Establish of TYM Group greenhouse gas inventory Expand 35% of sustainable products Achieve 70% excellence grade in supply chain ESG management Advance ESG KPIs and reflection in performance evaluation Train in-house ESG consultants 	<ul style="list-style-type: none"> Mandatory disclosures of ESG reports (2030) RE100 declaration and system transition Expand 40% of sustainable products Achieve 80% excellence grade in supply chain ESG management Train in-house ESG consultants for each business site
Detailed Action Items	<p>Internalize ESG management and standardize activities</p> <ul style="list-style-type: none"> Form and encourage company-wide participation and engagement Standardize ESG management activities <p>Establish/monitor ESG KPIs and continuous improvement</p> <ul style="list-style-type: none"> Plan and monitor ESG achievements of KPI goals by headquarters/ departments Conduct self-diagnosis and guide supply chain ESG management (Goal is to achieve 98 core companies in supply chain) <p>Train and develop ESG management workforces</p> <ul style="list-style-type: none"> Attend ESG-related seminars and specialized training Acquire ESG management expert certifications (Goal is to train 10 employees) Disclose ESG reports on our own (Self-disclosure) <p>Establish management standards for TYM Group greenhouse gas emissions (Scope 1, 2)</p> <ul style="list-style-type: none"> Establish and calculate greenhouse gas (Scope 1 and 2) emission management standards 	<p>Establish of TYM Group greenhouse gas inventory</p> <ul style="list-style-type: none"> Manage greenhouse gas emissions through computerized system Reduce 17% in greenhouse gas emissions Achieve RE15 in all worksites <p>Expand 35% of sustainable products</p> <ul style="list-style-type: none"> Secure and expand sustainable product technology <p>Achieve 70% excellence grade in supply chain ESG management</p> <ul style="list-style-type: none"> Establish supply chain ESG management self-diagnosis platform and improve high risks <p>Advance ESG KPIs and reflection in performance evaluation</p> <ul style="list-style-type: none"> Advance ESG KPIs and reflection of goals <p>Train in-house ESG consultants</p> <ul style="list-style-type: none"> Train in-house consultants for supply chain ESG management diagnosis and promote projects to support supply chain 	<p>Mandatory disclosures of ESG reports (2030)</p> <ul style="list-style-type: none"> Response global greenhouse gas regulations Disclose Annual Reports (financial + non-financial) <p>RE100 declaration and system transition</p> <ul style="list-style-type: none"> Achieve RE30 in all worksites <p>Expand 40% of sustainable products</p> <ul style="list-style-type: none"> Secure and expand sustainable product technologies <p>Achieve 80% excellence grade in supply chain ESG management</p> <ul style="list-style-type: none"> Induce and guide voluntary participation of supply chain <p>Train in-house ESG consultants for each business site</p> <ul style="list-style-type: none"> Train experts through specialized personnel development for each business site and conduct self-consulting (Goal is to train 10 employees per worksite)

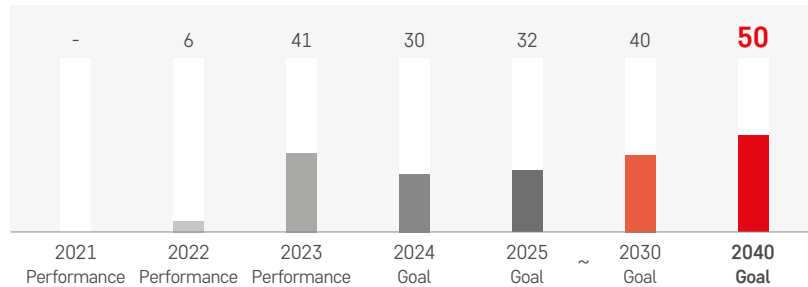
What are TYM's Sustainable Products?

TYM's sustainable products consider the impact on the environment and society from the initial development stage and pursue consumer convenience and safety. To expand sustainable products, we have set mid-to-long term goals considering the entire process from product planning to raw material procurement and product sales. This allows sustainable growth through a circular structure where the results of existing product sales lead to improved product planning. Since 2022, we have achieved major results such as developing eco-friendly transmission oil, developing and sequentially expanding the application of eco-friendly materials, applying advanced autonomous driving and telematics technology, and developing CNG tractors.

Sustainable Products

Sustainable Product Expansion Rate

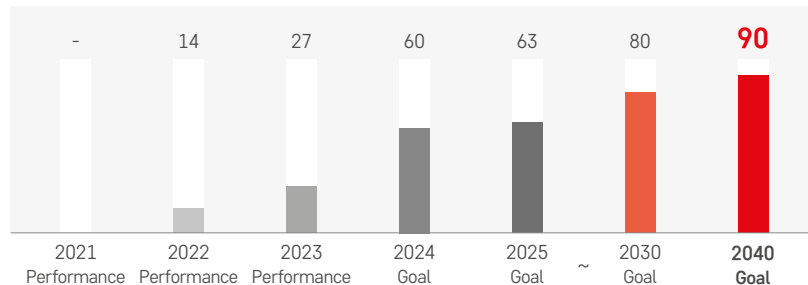
(UoM: %)



Eco-friendly Product Sales

Eco-friendly Product Sales Performance

(UoM: %)



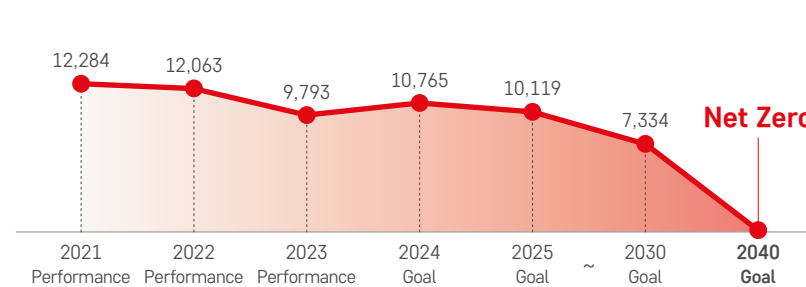
What is TYM's Carbon Neutrality?

TYM's carbon neutrality means reducing greenhouse gas emissions from various activities and absorbing and removing remaining greenhouse gases to make actual carbon emissions zero. To achieve our 2040 carbon neutrality goal, we have been sequentially implementing FEMS (Factory Energy Management System) in our business sites since 2022 to promote energy efficiency and monitoring electricity, gas, and water usage and continue to pursue activities for efficient reduction. Additionally, over the two years from 2022 to 2023, we participated in the Carbon Neutral Leading Plant Construction Support Project led by the Ministry of Trade, Industry and Energy, establishing a foundation for achieving carbon neutrality in various aspects such as improving energy efficiency, introducing AGV systems, and advancing painting processes.

Climate Change

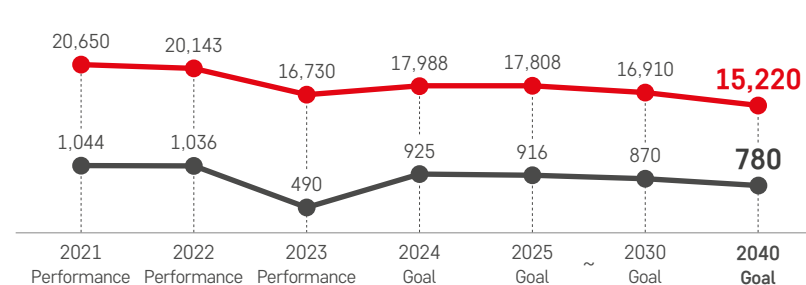
Greenhouse Gases | Scope 1 & 2 Emissions

(UoM: tCO₂e)



Energy

● Electricity usage (UoM: MWh) ● Gas usage (UoM: 1,000 Nm³)

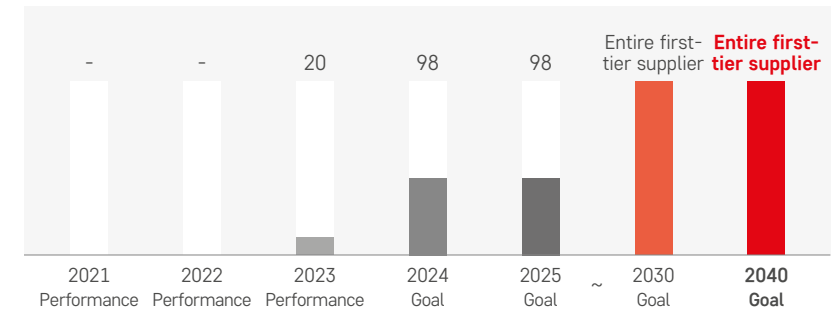


What is TYM's Supply Chain ESG Management?

TYM strives to reduce overall environmental, social, and governance risks of our suppliers for continuous growth. We strengthen the sustainability of our supply chain by regularly identifying and improving potential risks in suppliers, ensuring compliance with codes of conduct, and evaluating the quality management status and ESG compliance of suppliers. Since 2022, TYM has been growing together through ESG consulting of suppliers, ESG evaluations, mutual growth activities (Q-Academy), and hosting safety and health council meetings of suppliers.

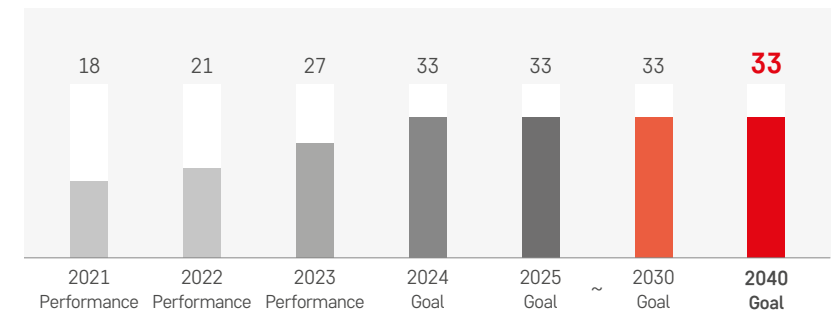
First-tier Supplier (QCD+ESG) Assessment

(UoM: companies)



High-risk/Key Supplier ESG On-site Assessment

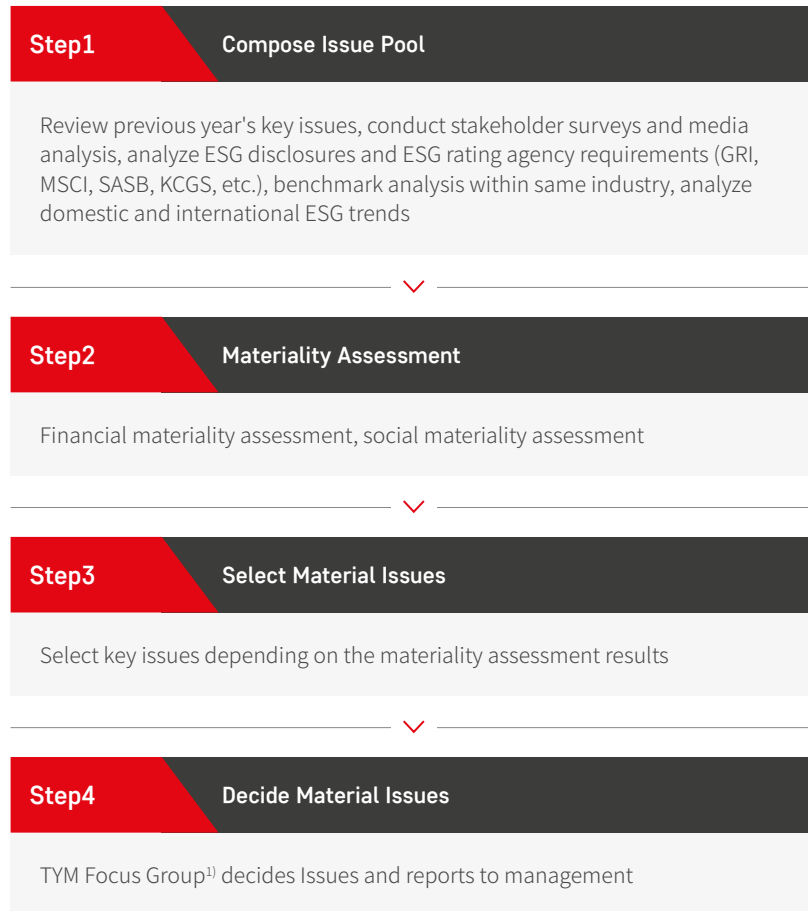
(UoM: companies)



MATERIALITY ASSESSMENT

TYM conducts an annual materiality assessment to identify and manage key issues that may affect sustainability based on the GRI (Global Reporting Initiative Standards), a sustainability reporting guideline. We will consistently advance our sustainable management by identifying material issues from both our stakeholders' and TYM's perspectives and reflecting them in our mid-to-long term goals.

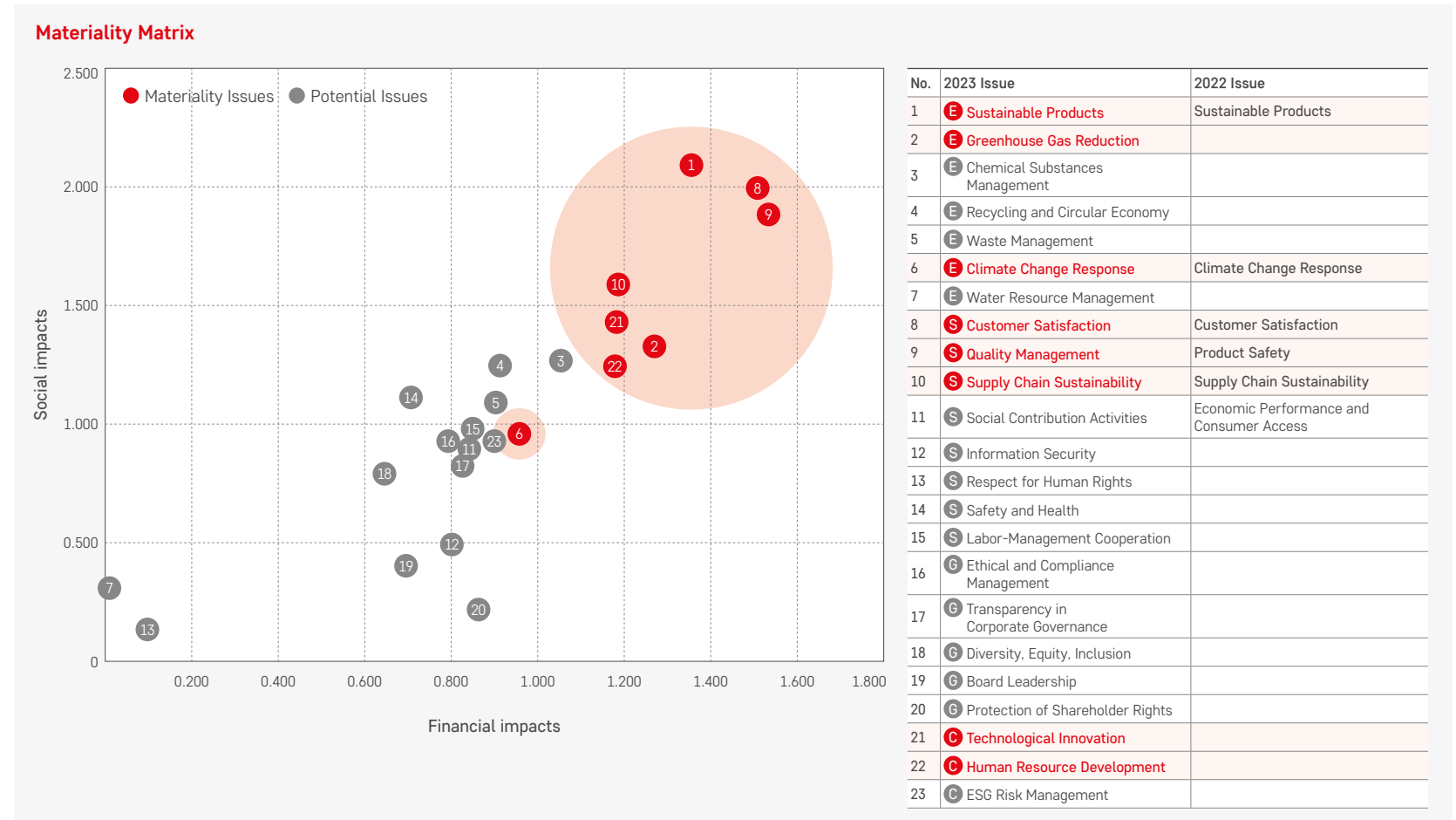
Materiality Assessment Process





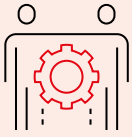

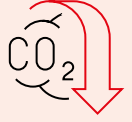
1) TYM Focus Group: A decision-making council for deciding material issues, composed of C-Level executives of division heads or higher

Materiality Assessment Results

TYM has selected the 2023 Issue pool by reviewing and analyzing current trends and issues in ESG together with various internal and external stakeholders. The TYM Focus Group deliberated on the selected issues and finally came out with 8 material issues.








Key ESG Issues

No.	Key Issue	TYM Approach	TYM Activity	Related pages
08	Customer Satisfaction 	TYM is actively communicating with both existing and potential customers, improving quality and service with a customer-centric approach.	<ol style="list-style-type: none"> 1. Customer Care Center 2. Engineer Technology Contest 3. TYM Technical Training Institute (TTI) - Engineer service quality improvement training 4. Customer Satisfaction Survey 	26~28
01	Sustainable Products 	To increase the sustainability of production facilities and products, we are focusing on securing and applying and developing eco-friendly technologies and products. We plan to expand the proportion of sustainable products to 50% by 2040.	<ol style="list-style-type: none"> 1. Adopted eco-friendly processes (AGV Line) with low carbon emissions and MES System 2. Prepared for expanded application of kenaf material (produced samples) 3. Developed CNG tractor (Proto) 	21~22, 42
09	Quality Management 	TYM has obtained the global quality management system (ISO 9001) certification and implements quality management that prioritizes quality throughout the process, including safe product design, raw material procurement, product processing, and product shipment.	<ol style="list-style-type: none"> 1. Strengthened quality organization – promoted Quality Division 2. Improved and reinforced shipment quality – run car wash in Iksan plant 3. Regularized field monitoring 	26
10	Supply Chain Sustainability 	TYM prioritizes and recognizes the importance of mutual growth within the supply chain. We support in many ways to strengthen sustainability within the supply chain.	<ol style="list-style-type: none"> 1. ESG support program for suppliers 2. Q-Academy (mutually beneficial program for suppliers) 3. TYM Suppliers Evaluation System (TSES) 4. Occupational Health and Safety Council for Suppliers 	37~40
02/ 06	Greenhouse Gas Reduction/ Climate Change Response¹⁾ 	TYM is based on agriculture, which is very sensitive to climate change. We are actively responding to climate change by reducing greenhouse gas emissions from our business sites.	<ol style="list-style-type: none"> 1. TYM environmental management system based on ISO 14001 2. Factory Energy Management System (FEMS) 3. Established eco-friendly AGV line and MES System 4. Shared Carbon Neutral EXPO Participation Results 5. Carbon Neutral Leading Plant Construction Support Project 	41~45

1) Climate Change Response was additionally selected by TYM Focus Group

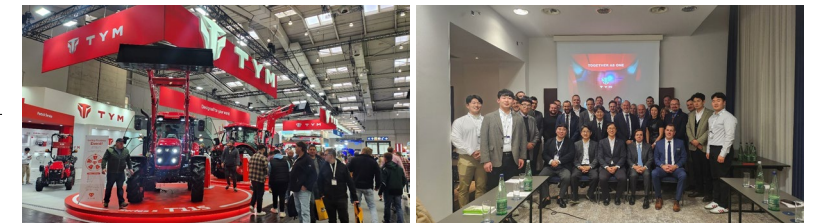
STAKEHOLDER COMMUNICATION

TYM operates various channels to communicate with employees, customers, suppliers, shareholders/investors, and local communities, and strives to reflect their opinions in management activities.

Stakeholders	Communication Channels	Major Communication Activities
<p>Customers</p>  <p>250 domestic dealerships 326 overseas dealerships Final consumers</p>	<p>Workshops for dealerships Customer Care Center (CCC) Customer satisfaction surveys Websites</p>	<p>2023 North American Subsidiary National Dealer Meeting Industry's first online customer service chatbot</p>
<p>Employees</p>  <p>1,025 domestic employees 155 overseas employees</p>	<p>Labor-management meetings Cyber Audit Center HR Counseling Center Suggestion Management System</p>	<p>Regular labor-management meetings Communication between employees Improvement of work environment through suggestions</p>
<p>Suppliers</p>  <p>280 domestic suppliers</p>	<p>Cyber Whistleblowing System</p>	<p>Grievance handling through installation of a reporting system in supplier-specific programs</p>
<p>Shareholders /Investors</p> 	<p>Institutional and individual investors</p> <p>Corporate disclosures General shareholder's meetings Regular Investor Relations (IR) Investors Briefing Sessions</p>	<p>Regular disclosure Adopted electronic voting system from February 2024 Held 62 Investors Briefing Sessions</p>
<p>Local Communities</p> 	<p>Local governments, etc.</p> <p>Social Contribution Activities (Support for young farmers returning to rural areas, local environmental cleanup activities, tour repair service for agricultural machineries, cash/in-kind donations)</p>	<p>Tractor support for young farmers returning to rural areas Local environmental cleanup activities Mobile repair service for agricultural machinery Blood donation and certificate donation Rice donation</p>



TYM North America top performance dealers invitation



AGRITECHNICA 2023 held in Hannover, Germany Strategy presentation held with EU partners



TYM tractor, exhibited at GCSM (Global Conference on Sustainable Agriculture Mechanization)

Interview with Stakeholders

Before publishing the ESG report, TYM conducted a stakeholder survey to listen and respond to stakeholder feedback on ESG management and to incorporate their views in our report.

“

I provide consulting services on corporate ESG strategy development and supply chain management. It was when I provided ESG services for TYM's suppliers that I first come into contact with TYM and since then, I've got deeply interested in TYM promoting ESG initiatives while participating in developing their supply chain management indicators. Although TYM is still classified as a mid-sized company not yet in the large enterprise group, it has been a public company for 50 years and is expanding daily, which I think their ESG management performance should be evaluated at the large enterprise level. I have noticed that TYM's employees are indeed striving to promote ESG at the global level. In particular, the fact that the company conducts its own materiality assessment by gathering opinions from internal and external stakeholders and through sophisticated analysis indicates that TYM's ESG management is ready to reach a very high level. TYM is working to address Scope 3 greenhouse gas emissions. This aligns with global trends and is crucial for TYM's future growth thus I see this positively in terms of ESG. However, Scope 3 management is not something that an individual company can perfectly measure and manage, but requires support from the national systems in many areas and sometimes relies on statistical analytical method of estimating. Even if the current results don't meet your goal, I advise you to continue managing without haste. Visible results will come with sufficient time and accumulated data. ESG management is not just TYM's responsibility but requires effort from the entire industry ecosystem TYM belongs to. I'm aware that TYM is making efforts in supply chain management by announcing policy declarations through Code of Conducts and supporting through providing education and assessment. I hope you continue to improve so that your supply chain ESG management policy can be established to a level where all suppliers understand and practice TYM's ESG policy.

”

Gil, Ho-jeong, CEO of *Strategy and Innovation*

“

TYM is striving for sustainable growth through active ESG management practices and doing its best to comply with fair trade guidelines. Among various achievements in ESG initiatives, social contribution programs such as support for young people returning to rural areas and promoting childbirth provide practical support to grow together with the local community and create social value. Although it takes additional time and costs and has subjective aspects that cannot be quantified, I believe that responsible corporate management as a global corporate citizen addressing external and social issues is building a positive corporate image and greatly helping to lay the foundation for sustainable growth and attract external investment. I think we should continue our efforts to minimize environmental impact not only through the application of eco-friendly parts but also through energy-saving elements and recycling that can occur in the production process. While it's important to set goals and try to achieve results, we need habitual behaviors ingrained in our bodies, and I think we could achieve better results if we reflect this in our working patterns.

”

Kim Sung-won, Team Leader, Small sized Tractor Division,
TYM Central Technology Research Institute

“

I believe TYM has improved product quality with sustainable products such as telematics and autonomous driving systems, and has made significant progress in social contribution activities, including the consistent 'Free Tractor Support Project for Young Farmers Returning to Rural Areas' and the '2024 Childbirth Promotion Campaign' launched in 2024. I hope TYM will continue to expand its unique products and promotion, and further enhance communication with dealerships.

”

Ko Il-seok, CEO, TYM Iksan Dealership branch

“

For sustainable growth, TYM is exercising ESG into practice by forming a specialized team, emphasizing important non-financial values about how the company impacts society as well as taking care of the financial indicators. As part of active participation and practice, TYM continuously conducts fair trade guidelines and ethical pledges, social contribution activities at each business site, and annually conducts Q-Academy projects and provide supports through ESG consulting projects for mutual growth with suppliers. Although practicing ESG takes time and expense, TYM makes many efforts as a global corporate citizen, especially in energy saving, waste reduction, and recycling to reduce greenhouse gas emissions in our manufacturing process. I think that if ESG is integrated into daily lives of individuals' as members of society, it can lead to a 'better tomorrow than today', and active efforts for continuous improvement would be needed too.

”

Seo Kyung-won, Team Leader, Quality Planning Team, TYM Quality Division

“

Although I was aware of the importance of ESG through various mass media, like most small and medium-sized enterprises, we had missed out on many aspects due to lack of personnel and busy work. However, by participating in the 'ESG Support Project for Suppliers' conducted by TYM with the Commission for Corporate Partnership, we were selected as the 'TYM Excellent ESG Supplier' as we improved on many deficient areas. For continuous participation and maintenance, I think it's necessary to build a system that's easy to apply, that takes into account the lack of human and material resources in small and medium-sized enterprises.

”

Choi Sung-eun, Executive Director, Hwan-ung Machinery (Supplier)

SUSTAINABLE PROGRESS & PERFORMANCE



- 21 CUSTOMERS
- 30 SHAREHOLDERS
- 34 EMPLOYEES
- 37 SUPPLY CHAINS
- 41 LOCAL COMMUNITY

01

CUSTOMERS



Sustainable Products Material Issue

Regulations on sustainable products are strengthened globally and interest in the circular economy is growing more than ever. Recently, sustainable products considering economic value creation, environmental consideration, and social responsibility have been in the spotlight of stakeholders. From the product planning stage, TYM is actively applying materials that can minimize the impact on the environment and the human body and collaborating with experts in various ways to expand gradually. In the future, TYM intends to achieve its 2040 Carbon Net-Zero goal by expanding various sustainable product-related technologies.

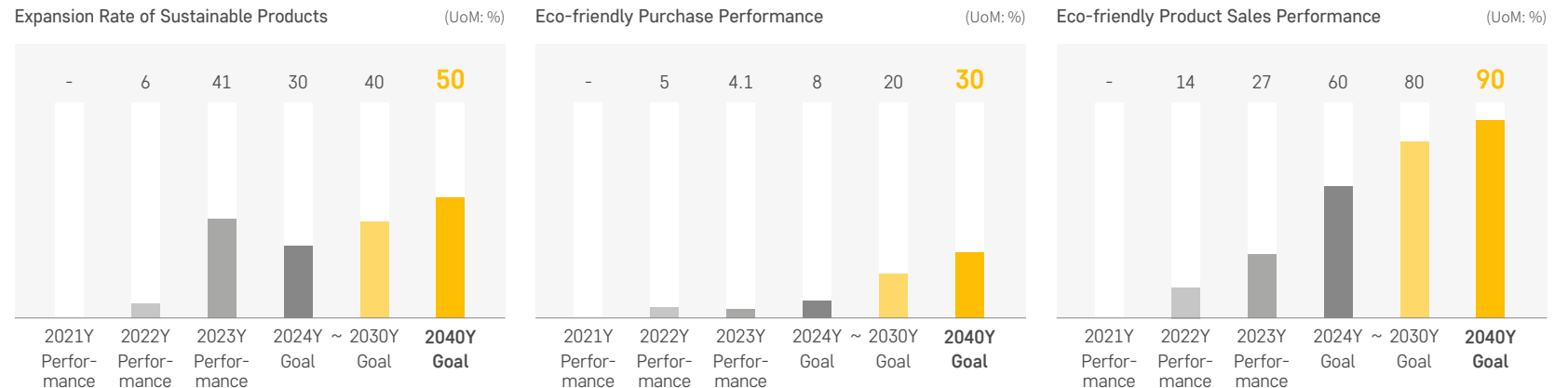
| Product Environmental Regulation Response |

TYM established and is proceeding the product environment regulation process and computer system in accordance with the precautionary response and necessity of domestic and international product environment laws such as the RoHS¹⁾, resource circulation law²⁾, CPSIA³⁾, etc. and chemical substance-related laws such as the REACH⁴⁾, chemical evaluation law⁵⁾, and chemical pipe law⁶⁾. In order to prevent the possibility of containing harmful substances in the product in advance, ensure safety through recognition of harmful substances distribution channels, meet various regulatory requirements of harmful substances in the international community at the

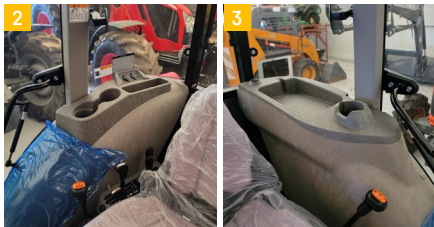
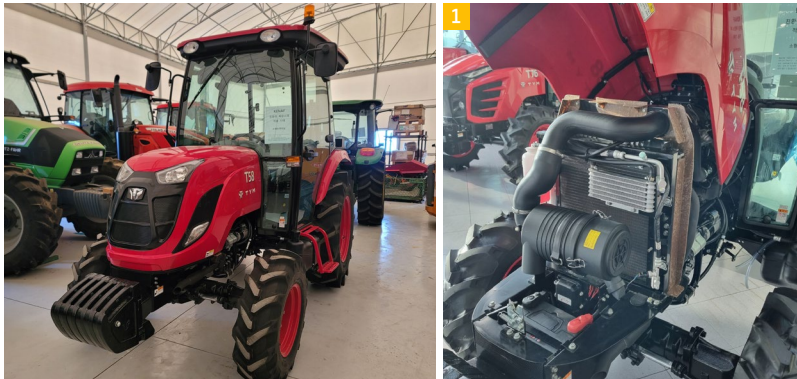
- 1) RoHS (Directive on the restriction of the use of hazardous substances in electrical and electronic equipment): Guidelines for restriction on the use of certain hazardous substances in electrical and electronic equipment established by the European Union (EU). Restricts the use of 20 harmful substances in the human body, including four phthalates – lead, mercury, cadmium, hexavalent chromium, PBB and PBDE
- 2) Resource Circulation Act: Act in force to curb the use of harmful substances in electric and electronic products and automobiles and to recycle their waste to an appropriate level
- 3) CPSIA (The Consumer Product Safety Improvement Act): Improve customer product safety
- 4) REACH (Registration, Evaluation, Authorization & Restriction of Chemicals): EU chemical laws that register, evaluate, permit and restrict according to the amount and risk of chemical substances
- 5) Act on Registration and Evaluation of Chemical Substances: Act that manages chemicals and products that contain them
- 6) Chemical Substances Control Act: Act to strengthen standards for handling hazardous chemicals for systematic management of chemical substances

same time and maintain consistency with the rapidly changing hazardous substance environment, we are strengthening our status as an eco-friendly global company through systematic management of the supply chain. Environmental regulations are increasingly tightening around the world, and consumers' preference for eco-friendly products is also rising. TYM is committed to securing a high level of global competitiveness through continuous investment in eco-friendly materials. We have established partnerships with DYETEC – a textile industry specialized production technology research institute –

Mid- to Long-term Goals by Key Indicators for Expanding Sustainable Products



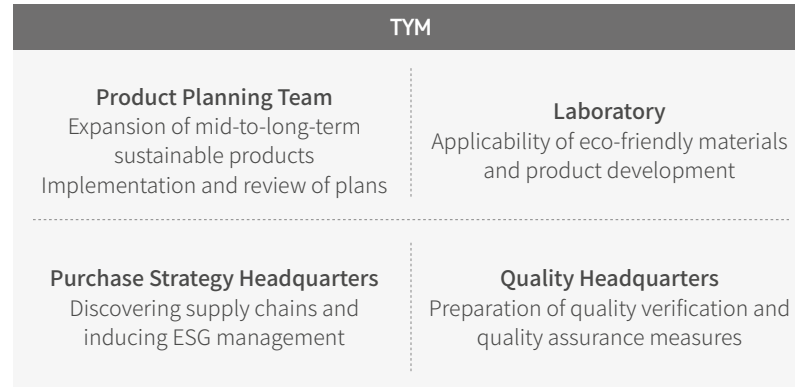
In February 2022 regarding the development of eco-friendly material parts to start applying kenaf and PP lightweight composite materials to our T394 tractor for the first time in the industry. Kenaf grows with only water and without fertilizer or pesticides which helps reduce greenhouse gas emissions as it absorbs carbon dioxide five to seven times greater than of other plants during cultivation process. Such lightweight composite materials are environmentally friendly as it reduces carbon emissions by absorbing carbon dioxide during the kenaf cultivation period and improves fuel efficiency due to weight reduction. In order to expand/apply eco-friendly materials to T58 and T574 tractors, TYM will produce samples of eco-friendly to-be-applied products such as shroud and fender covers with suppliers and expand them to mass production through customer response surveys. In addition, our eco-friendly parts suppliers have obtained eco-friendly certification BP (BioBased Product) from the Biomaterial Packaging Association for the third-party certification of eco-friendly and identification of parts.



1 Shroud 2 Right/Upper/Fender of Cover 3 Right/Lower/Fender of Cover



Development of Eco-friendly Material Parts Plan



Promotion of Foreign Cooperation

Related Organizations
 Government agencies, Industry-academia cooperation, KITECH, etc.



Expanding ESG Management

- Expanding the range of TYM ESG management**
- Expand sustainable products · Develop eco-friendly products
 - Induce ESG activities in supply chains

| Development of Eco-Friendly Tractors |

TYM Central Technology Research Institute continues to invest in various R&D activities to secure technology related to eco-friendly tractor development. Building on the momentum of electrifying agricultural machinery, we have developed electric tractors in collaboration with Korea Electric Power Corporation to secure the technology needed for electrification. In November 2022, TYM also unveiled the concept of the carbon-free EV tractor T57ev to the public at '2022 Carbon Neutral EXPO' and '2023 Climate Industry Expo' held in Ilsan.



Eco-Friendly CNG Tractor

Technological Innovation

As the aging population in the agricultural sector, climate change, and fine dust pollution continues to impact the agricultural environment, we are focusing on technological development to achieve intelligent, eco-friendly, and information-driven agricultural machinery. TYM has established the DX(Digital Transformation) Headquarters, is building a customer-centric digital process, and released the 'MYTYM S.A.M' application based on telematics. We have also passed the national-type inspection conducted by the Korea Agricultural Technology Promotion Agency in May 2023 for 'T130' tractor and 'RGO-690' rice transplanter and succeeded in commercializing autonomous agricultural machinery for the first time in the industry. Through such continuous technological innovation, TYM seeks to step forward as a global company to build a runway toward future agriculture.

| 'MYTYM-D.A.V.E', an Autonomous Driving System for Agricultural Machinery |

TYM is committed to developing autonomous agricultural machinery so that agricultural workers such as senior citizens, young people, and women can use agricultural machinery more safely and conveniently in various working

environments to boost income. In order to develop and mass-produce self-driving (D.A.V.E)¹⁾ agricultural machinery, we established "TYMIC," a smart precision agricultural company and continued research in developing internally developed technologies, not only software such as inertial navigation devices, path generation, and path tracking, but also hardware such as autonomous controllers and consoles. In recognition of TYM's self-driving technology, Tractor(T130) and rice transplanter(RGO-690) passed the national-type inspection of the autonomous driving system in 2023 for the first time in the industry in Korea. We are aiming to commercialize several self-driving agricultural machines such as combine harvesters and cultivators and develop completely autonomous agricultural machines using artificial intelligence (AI) to build a precise agricultural system.

1) D.A.V.E: Digital Automated Vehicular Experience

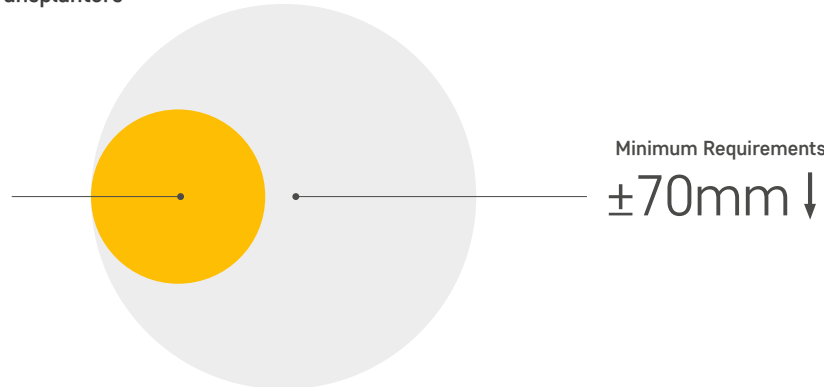


First domestic product to achieve national certification

National examination Specs on the autonomous driving systems for straight-line performance of rice transplanters (based on 100M)

TYM Technical Level

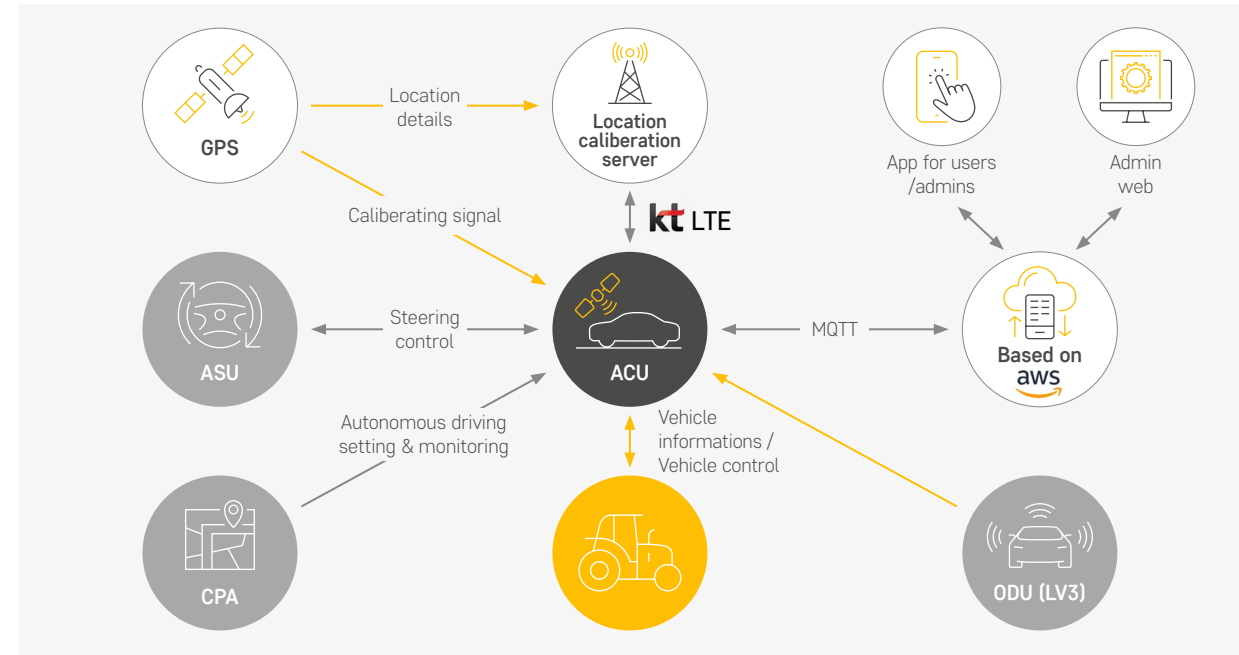
20mm-32mm ↓



Minimum Requirements

±70mm ↓

TYMICT Autonomous Driving System



ACU
(Autonomous driving Control Unit)

- Location and detailed information by using GPS and IMU
- Transmission and reception of RTCM calibration signals using LTE communication
- Autonomous driving control
- CoA (Controller for Autonomous driving)
- MoA (Module for Autonomous driving)

ASU
(Autonomous Steering Unit)

- Control the steering of the autonomous driving tractor by getting commands from ACU

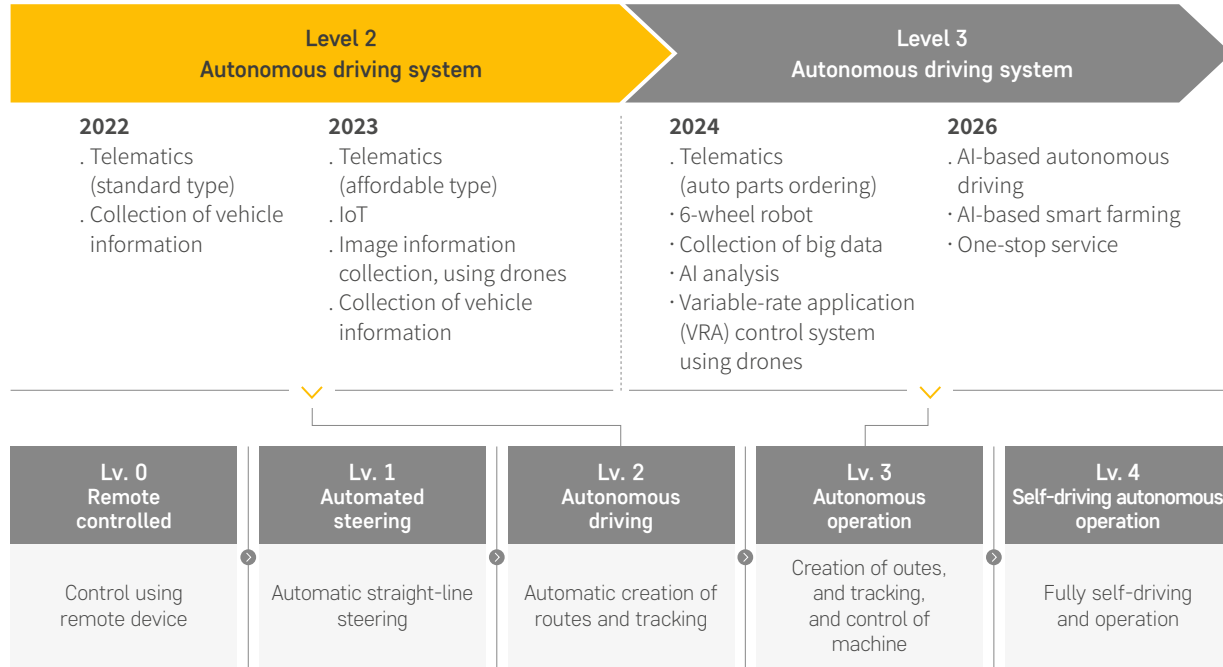
CPA
(Console Panel for Autonomous driving)

- Input of Autonomous driving settings and display the information on the working status
- Front and rear cameras and multi-media functions

ODU
(Obstacle Detect Unit)

- Detect banks (bumps) or other obstacles by using sensor
- Utilising for the preparation for Lv3

Autonomous Driving Technology Roadmap*



Domestic technology level of autonomous driving agricultural machinery

- Level 2
- Driver only takes action in case of system malfunctions and poor farming conditions

* The autonomous driving technology is segregated into 5 levels from 0 to 4, as presented by the Rural Development Administration



RGO-690



T130

‘MYTYM-S.A.M’, the Telematics-based Mobile Application |

TYM launched a telematics¹⁾-based ‘MYTYM-S.A.M²⁾’ mobile application service that enables real-time tractor management through smartphone which provides services such as remote control, safety security, vehicle management, road guidance, and work log for customers. The remote-control allows vehicle ignition function controls and adjusts holding time as much as desired. The safety features provide real-time information to customers on vehicle rollovers, safety zones, thefts and diagnoses on 10 different types of vehicle conditions before driving and provides vehicle management functions to inform when to replace consumables. Customers can check working time, average speed, work area, driving route, and predict future work time based on the statistics of the work log and use it as a reference when establishing agricultural plans for the following year. 'MYTYM - S.A.M' provides an administrator web and app for stores in addition to user apps centered around cloud servers, providing both customers and stores with vehicle information at the same time, enabling quick and accurate two-way communication. Starting with the launch of "MYTYM - S.A.M," we plan to actively operate artificial intelligence big data-based technology to make way into precision ag solutions, such as automatic plant factory control and crop yield prediction.

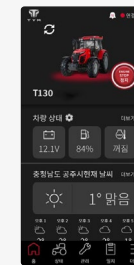
1) Next-generation wireless internet that combines wireless communication and GPS for vehicles
 2) S.A.M: Smart Agricultural Management

MYTYM

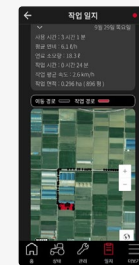
- Launch of the smart control system on tractors, a telematics-based mobile application in 2022
- Attaching TBOX on tractors for use



MYTYM S.A.M telematics system



Remote start

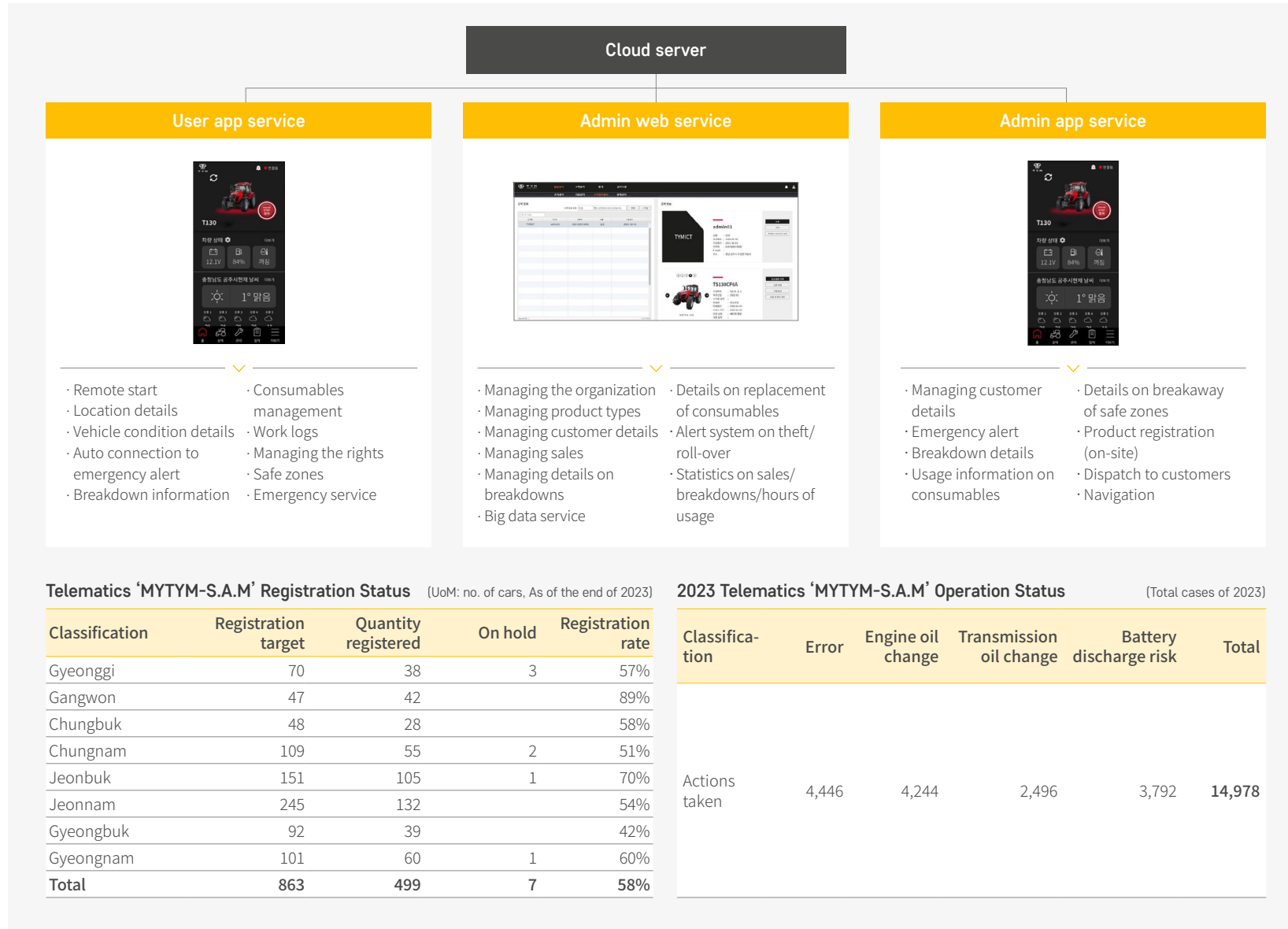


Record work location and route



Vehicle condition report

TYM Telematics Service Structure



Establishment of DX Headquarters

TYM established the DX Headquarters in April 2022 for the transition to digital agribusiness. Through the DX Headquarters, we plan to enhance product intelligence, optimize product manufacturing processes, and promote service advancement, and build a digital organizational culture and infrastructure. The DX Headquarters are tasked with strengthening digital manufacturing competitiveness and digital customer service contacts, and building a cloud-based digital infrastructure.

| The Main Tasks of the DX Headquarters |

- 1 Smart Product**
Creating new customer value based on integrated PLM deployment, connecting with other systems and smartization
- 2 Smart Manufacturing**
Minimizing time waste in operation through continuous operational innovation based on data such as UWB RTLS (GeoDX), IoT-based MES (DTOL) and APS (Asprova)
- 3 Smart Service**
Enhancing customer experience and satisfaction through the establishment of integrated parts catalogs and order systems (TPIS), and building a customer-centric services and parts supply structure

Based on our differentiated value chain, we expect to align horizontal and vertical integration between facility and sensor data, systematically manage customer-centered demand and supply, discover and implement various digital customer contacts, improve customer satisfaction, increase work efficiency through a digital-based work environment to build value to meet customer needs. Starting off with the establishment of the DX Division, we are working on digital transformation to prepare in earnest for the future of TYM.

| DX Roadmap |

1 Introduction of DX (2022-2024)

Building the foundation of DX

- Building and Stabilizing Key Periodic Systems
 - ERP, PLM, MES, CRM, etc.
- Establishment of DX big picture by each division/affiliate
 - Think Big
- Discover and carry out performance production tasks for each business division/affiliate
 - Start Small
- Internalization with Quick Success Experience
 - Act Fast

2 The Spread of DX (2025-2027)

Enhancing Digital Connectivity

- Strengthen customer-centric End-to-End process connectivity
 - SCM, SRM, etc.
- Division/affiliates DX task performance production horizontal deployment
 - Scale-up
- Strengthen big data analysis and AI capabilities
- Internalize DX driving capabilities

3 The Soar of DX (2028-2030)

Discovering a monetization model

- Contribute to sales through external commercialization of performance-proven DX solutions
 - Profit Center
- Establishing an in-house venture or expanding investment

Economic Performance and Consumer Approach

Recently, global agriculture has gradually changed from the past labor-intensive industries to applying advanced technologies due to rising labor costs and rural labor shortages that are inversely proportional to the growing population. In North America, where people spend more time at home amid the last Covid-19 situation, demand to directly manage arable land surged due to the demand from Hobby Farm and the economic downturn, which led TYM quickly respond to local needs resulting in great growth and results in the North American market, mainly for small tractors. TYM continues to expand its communications with dealers to accurately and quickly reflect customer voices which cultivated the result of achieving the "Dealer's Choice Award" hosted by the North American Equipment Dealers Association (NAEDA) for four consecutive years since 2020. Our North American subsidiary, TYM North America held a National Dealer Meeting named 'TYM Next Generation' for our dealers in North American and Canadian on January 1, 2023 and unveiled the global market strategy and new products following our integration with Branson. We have also announced our plans to continue sharing and investing in our practical knowledge and ability for products and services in the global market, including the \$20 million investment in manufacture facility in Georgia and the opening of Atlanta office, which we have already opened the new Atlanta office in February 2023. We will continue to strive to become a company in the future that leads the agricultural machinery market by strengthening communication with stakeholders with global competitiveness in service and quality.



Atlanta office opening ceremony

Customer Satisfaction

We strive to provide the best products and services to meet customer expectations. In order to offer a market-competitive quality system and develop next-generation products that meet customer needs, we periodically conduct customer satisfaction surveys to reflect and improve customer feedback in a timely manner.

| Strengthen Quality and Service Organizations |

We have promoted the Quality Assurance Team to the Headquarters in July 2023 to strengthen the quality system and organization to satisfy global requirements, and are operating a four-step inspection stage to prevent products that do not meet our standards from being shipped.

We have advanced our engineer program to make our technical qualifications competitive and foster technical talent. We provide training to techni-



Ranked 1st in the Dealer's Choice Award for 4 consecutive years

cal specialists who operate agricultural machinery and activate enterprise training around TYM Institute of Technology (TTI) which will advance professional competencies and advanced technologies of engineers to lead to quality of service to customers. We have also organized the 'Senior Engineer Technology Contest' to enhance service competition to customers. The real life service engineers compete through simulation assessment such as service attitudes and personality as well as maintenance engineering and all-round factors and are assessed to rank the best to reward the Masters, Craftsmen, and Specials, and gift special benefits. The technology contest motivates engineers to enhance skills and allows engineers who are rewarded the rankings to participate in nurtures of new service engineers, which creates a virtuous circle of nurturing so that we foster many high-quality engineers, create innovation and improve quality.



Dealership Engineer Technical Competition

| Customer Care Center(CCC) |

TYM opened CCC (Customer Care Center) in 2022 to provide accurate and prompt services through communication with customers. We have combined the TYM Customer service desk which was previously dispersed in various regions and it set inquiry features such as product purchases, consulting on maintenance and inspection, collecting VOC (voice of customer), and registering inquiry types. In October 2023, we introduced the Chatbot Service which expands these services to mobile and online. The Chatbot Service automatically provides basic and technical information on products and manuals as well as business-related inquiries, and has specifically been simplified so that seniors can easily access and inquire by connecting maintenance videos. We take further steps to make customer satisfaction follow-up calls to reflect and improve customer feedback in a timely manner through CCC.



국내 업계 최초 챗봇 서비스

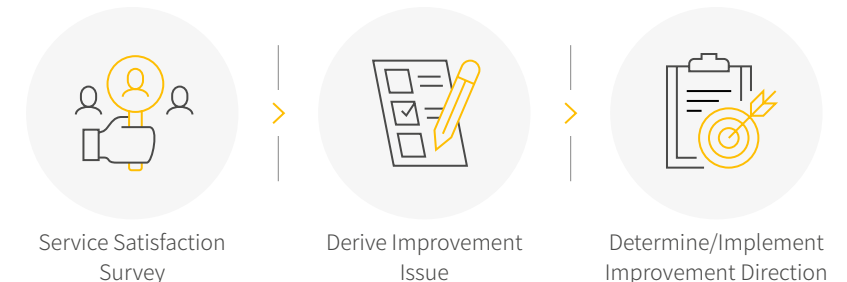
| Customer Satisfaction Survey |

TYM conducts customer satisfaction and market surveys regularly or as needed. We use customer satisfaction scores as internal key performance indicators to recognize and solve problems from the customer's perspective and to predict customer requirements so that they can be reflected in product development and production. Our Product Planning Team conducts market research, Domestic/foreign Business Headquarters conduct customer satisfaction surveys, and CCC (Customer Care Center) periodically conducts service satisfaction surveys. For accurate and detailed surveys, they conduct online and visit surveys by dividing dealers, branches, and customers. Surveys are widely carried out not only in the product functions and services, but also in overall areas such as design, quality, and improvements.

2023 Service Satisfaction Survey Results (First/Second half)

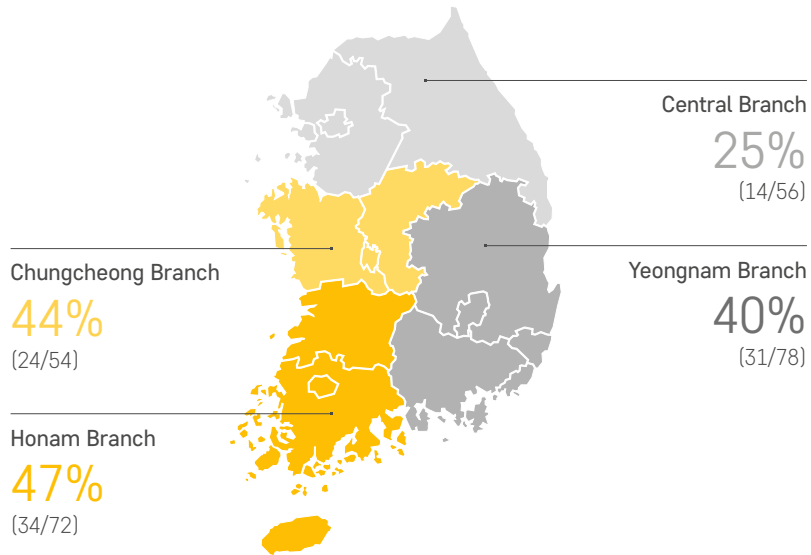
Classification	Contents
2023 Service satisfaction (Total average of satisfaction, kindness, fulfillment of promises, etc.)	87.8 (Rated Out of 100)
Subsequent remedial actions for complaints	Pre-announcement of expected date of maintenance and supply, reflection of satisfaction survey results in dealer assessment, strengthening inspection on factory dispatch

Service Satisfaction Improvement Flow







Domestic Dealers VOC (Voice of Customer) Survey

Survey Purpose	To collect on-site voices through domestic dealerships VOC and improve
Survey Period	June 12, 2023-June 30, 2023 (3 weeks)
Survey Method	Visited Dealerships (Total 103)
Survey Responses	7 Groups, 21 Persons
Survey Results	Derived issues and measures on improvement in areas such as preemptive sales policy, strengthening training on cross-selling products, strengthening internal capabilities, enhancing product line-ups, the need to improve brand promotion



| TYM Dealerships Brand Center |

The TYM Dealerships Brand Center which newly opened in October, 2023 is a web platform built to support our essential dealerships for them to provide better service to their customers and accurately deliver the value of TYM. It is also designed to act as a manual for new-joiner dealerships' to use and when looking up for new services. Dealerships can download product information, marketing materials, and design formats and check on how to utilize them, as well as getting customized support through the Dealerships Help Desk when needed.

 <p>TYM Identity</p> <p>This is a guide about TYM's brand identity and basic direction. Find out how to use the elements that are the face of TYM, such as logos and messages by target</p>	 <p>Dealer Guidelines & Data</p> <p>Dealers can view TYM's integrated image materials and usage guidelines and download files.</p>
 <p>Dealer Help Desk</p> <p>This is an inquiry board where you can ask for consultation or ask for necessary information for accurate brand use.</p>	 <p>How to Utilize it</p> <p>Learn about the importance of dealer brand centers and how to use them effectively</p>

Product Safety

We always push forward to create safe products with innovative technology that exceeds customer expectations and impress customers. Moreover, we offer a range of convenient features for customer safety.

| Safety-conscious Product Design |

Basic safety measures are integrated into product designs for safe use of customers. For example, the tractor is designed to only be started when the user is seated and the power to the implements connected to the tractor is turned off. Covers are designed to prevent the operator's hands from being sucked into the engine room, which ensures safety considerations from design. External elevating control switches were also installed on both the left and right sides of the rear fender of the tractor to enable safe fastening of the machine regardless of its location, and LED lamps and sides were added to ensure a clear view. In 2022, we signed an agreement with Aceview, a mobility company to apply advanced safe driving technology into core products such as tractors, specifically the 3D Around View Monitoring System (AVM). With the 3D Around View Monitoring system, users are now able to monitor the surroundings of the agricultural machinery in real-time, ensuring safety of both the user and the equipment in challenging driving and working conditions.

| Operating the Product Safely |

We provide user training on operating instructions, user guidelines, periodic inspections, safety and quality assurance when delivering products to customers to ensure customers operate products safely. TYM's official YouTube channel provides customers with details on main functions of each product, useful product handling method for actual practice, precautions for product operation and DIY techniques. To help customers use product safely for a long time, we provide the maintenance inspection schedule on our website to advise on items, timing, and methods for maintenance inspection required according to a specific usage time. We tour each area before the farming season (spring and fall) every year to provide maintenance services for tractors, combine harvesters and rice transplanters to minimize agricultural machinery from being broken during season and to provide convenience.

TYM Tractors - YouTube



Results of Tour Repair Service for Agricultural Machinery during Busy Farming Season

	Mobile repair area	Input personal and vehicles	Tour schedule	Inspection units	Maintenance units	Consumed items in Qty	Consumed items in amount
Spring 2023	46 cities/ counties	16 persons 8 vehicles	February 27, 2023- March 24, 2023	185	118	14,951 thousand KRW	407
Fall 2023	44 cities/ counties	16 persons 8 vehicles	August 21, 2023- September 15, 2023	234	165	22,566 thousand KRW	264

02

SHARE- HOLDERS



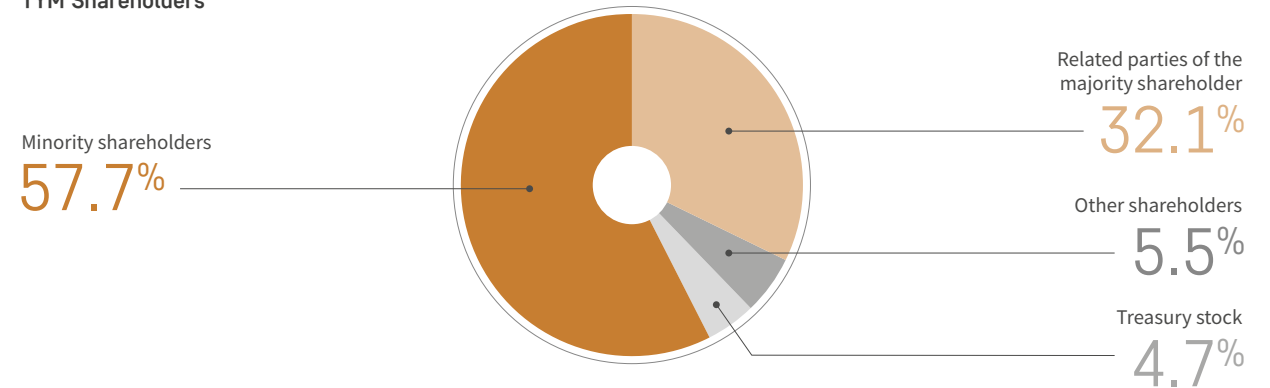
Transparency of Governance

Sound and transparent corporate governance is the foundation for enhancing long-term corporate value and building trust with stakeholders. We have established a solid governance structure and a responsible board-centered management system based on expertise, independence and diversity to achieve sustainable growth desired by all stakeholders, investors, customers, employees, suppliers, and communities.

| Shareholder Structure |

TYM is a company publicly listed in the Korean Composite Stock Price Index (KOSPI), which the majority shareholder and related parties own 32.1% of the company, minority shareholders own 57.7% and other shareholders own 5.5%, and 4.7% treasury stock to themselves, as of December 31, 2023. The total number of shares are 45,050,956 (common shares), and the market capitalization is 2,486.8 billion KRW.

TYM Shareholders



| Board Composition and Activities |

TYM has formed the board with 4 internal directors and 3 external directors to ensure balanced management through corporate social responsibility by executive and non-executive directors with expertise and independence. The CEO and Heads of major departments form groups of internal directors, reflect opinions of various stakeholders presented from the general meeting of shareholders and investor relations (IR) into major decision-making processes. External directors who are competent in investment, finance, and legal areas provide unbiased oversight on management. To ensure transparency and diversity in governance structure and to strengthen the supervisory function of management activities, we have appointed an additional female non-executive director at the 2023 regular shareholders' meeting to increase the proportion of outside directors to 50% among board members and to ensure that two out of four outside directors are composed of women. The Management Planning Team supports the outside directors to be assisted by external professionals when necessary. A total of 10 board meetings were held in 2023, and a total of 20 agenda items including the approval for the adoption of e-voting system were decided.

Composition of TYM's Board of Directors

(As of December 31, 2023)

Role	Type	Name	Gender	Career highlights	Position	Current tenure
Internal director	Full-time	Kim, Hiyong	Male	Former) Vice President, Byuksan Group Former) Vice President of the Korea Chamber of Commerce and Industry Former) Vice President of the Korea Business Council for Sustainable Development (KBKSD) and the Federation of Korean Industry	Chair of the Board, CEO	19.03.29-22.03.28, 22.03.29-25.03.28 (re-elected)
Internal director	Full-time	Kim, Dohoon	Male	Former) CEO of Acrogaia Associates Former) Managing Director at Nomura Securities	CEO	20.10.30-26.03.29
Internal director	Full-time	Kim, Sowon	Female	Former) PR Director, TYM	Chief Strategy Officer (CSO)	20.03.28-26.03.29
Internal director	Full-time	Jang, Hanki	Male	Former) Head of Central Technology Research Institute, TYM Former) Technology Institute Director, Doosan Infracore Ph.D. from KAIST	Chief Technology Officer (CTO)	23.03.30-26.03.29
External director	Part-time	Kim, Sangsoo	Male	Current) Quality Management Director, Woori Accounting Corporation Current) Member of the Ethics Investigation and Review Committee of the Korean Institute of Certified Public Accountants Current) Member of the National Litigation and Appeal Deliberation Committee of the Supreme Prosecutor's Office (Korea) Former) Audit Director, Samjong KPMG	-	21.03.29-24.03.28
External director	Part-time	Lee, Youngcheol	Male	Current) An Advisory at Hyundai Investments Co., Ltd. Current) Non-executive director, Najin Industry Co., Ltd. Former) CEO of Hyundai Investments Co., Ltd. Former) Head of Asset Management, Hyundai Marine & Fire Insurance Co., Ltd.	-	22.08.19-25.08.18
External director	Part-time	Nam, Kyunghye	Female	Current) Finance Director, Diageo Korea Former) Marketing Finance Manager, LG Telecom Former) Internal Auditor, Philippine Airlines	-	21.03.29-24.03.28
External director	Part-time	Son, Yeongeun	Female	Current) Partner Attorney, Lee & Ko Former) Prosecutor at Seoul Central District Prosecutor's Office	-	23.03.30-26.03.29

| Committees within the Board of Directors |

Our board delegates specialized authority to committees of the Board of Directors to enhance the professionalism and efficiency of board operations. We have composed the Management Committee with 4 internal directors for responsible and quick decision-making on overall delegated management, and added external directors to the other board committees to strengthen oversight. Furthermore, TYM has voluntarily established the Audit Committee to ensure a high level of independence although it is not legally required, and composed the members of the Audit Committee with 4 external directors and the Nomination Committee with 1 internal and 2 external directors.

| ESG Committee |

As corporate sustainability becomes a key factor in determining the future, the role and responsibility of the sustainable management promotion system are becoming more important than ever. As of 2023 Annual Report, TYM has formed an ESG committee consisting of one internal director and three external directors to accurately identify major issues such as environment, society, and governance in the rapidly changing surrounding environment and reflected them in our sustainability strategy faster than ever. The ESG Strategy Team, a support organization of the ESG Committee, works to establish sustainability strategy goals by promoting cooperation and external cooperation across Departments, reviewing the direction of the strategy and supervising the progress to integrate sustainability without losing momentum. In 2023, ESG Committee was held three times in total, reporting a total of nine agendas promoting various tasks.

Roles of Committees within the Board of Directors



Major Initiatives of ESG Committee

	Support for the promotion of Carbon-Neutral Leading Plant Project		Details of TYM Group ESG promotion activities (reported three times)
	TYM Group Greenhouse Gas Emissions Management Plan		Participation in the Carbon Neutrality EXPO
	2023 ESG major activity plans (reported twice)		KCGS ESG Evaluation Results and Future Plans

| Corporate Governance Charter |

TYM strives to protect the rights and interests of not only shareholders but every stakeholder associated with the company, and supports the sustainable growth of all stakeholders, including shareholders, investors, creditors, customers, executives and employees, partners, and local communities. TYM has established the Corporate Governance Charter with the commitment to management innovation to continually strengthen competitiveness and to establish sound governance. The TYM Corporate Governance Charter specifies the principles and standards of authority and responsibility for our shareholders, Board and Audit Committee to protect the rights of various stakeholders, which are publicly disclosed on our website for all stakeholders to access.

| Enhancing Shareholder Value |

As part of enhancing shareholder value, TYM has decided to repurchase approximately 5 billion KRW worth of treasury stock in mid-2023, and has implemented a more active shareholder return policy such as paying out 2.2 billion KRW worth of interim dividends during 2023 and approving 4.7 billion KRW worth of year-end dividends in 2023. TYM aims to realize management value that encourages cooperation with shareholders through our dividend policy and explores various measures to enhance shareholder value, including strengthening communication with shareholders through IR and e-voting system. TYM held 62 Investor Relations (IR) in 2023 for investment analysts and institutional investors, and made transparent disclosures on our business environment and future strategies. The virtual conference call that was held on January 10, 2023 to introduce our business plans almost reached 90 viewers which demonstrated the high level of interest. With Covid-19 become an endemic, we are now holding in-person meetings and conference calls at all times, and continue to communicate with shareholders and investors through direct lines for Investor Relations (IR). We are dedicated to fully guarantee shareholders' right to know as we operate a separate IR page to disclose public disclosures and information on our performance.

| Management Remuneration |

Executive compensation is paid within the limits approved in the general meeting of shareholders, which includes compensation for both executive and external directors. The approved limit for executive compensation in 2023 was 5 billion KRW, and 3.4 billion KRW was paid out. The compensation for internal directors is determined by the combination of the base salary and performance-based bonuses. External directors are compensated based on the internal regulations to ensure the independence of their duties and they are not paid performance-based incentives.

In March 2023, we have granted our major executives in each sector a stock option worth around 1 billion KRW to foster sustainable growth and new businesses by securing key personnel, and we will continually strengthen responsible management and motivation for executives and employees through various methods.

Ethics Management

| TYM Ethics Management |

Ethics management has become a core business philosophy for any company's sustainability, especially in these fast-changing social and economic times, and its importance increases day by day. To install a culture of business ethics in employees, we posted our Code of Conduct on the ethics charter, ethical management, and the prevention of corruption and bribery on our website. In January 2023, TYM identified the level of ethical awareness of all employees and invited outside experts to conduct the Ethical Management Practice Training with a focus on the issues derived. We have also requested the management of our major suppliers to pledge ethical practice from 2023 to raise awareness and participate in ethical management and we plan to provide ethics training not only to our employees but also to the employees of suppliers in the future.

| Grievance Handling System |

TYM operates the Cyber Audit Center on its website, where both internal and external stakeholders can freely report any violations of the Code of Conduct that addresses unreasonable business practices, unfair business activities, corruption, and various grievances raised by stakeholders. Our Audit Team investigates the reported matters received under real name or anonymity based on the information reported and carries out improvement activities in response to the reported issues. TYM also linked the Cyber Audit Center to the groupware to enhance accessibility for employees and establish a healthy reporting culture.

We also operate Cyber Whistleblowing System for suppliers in suppliers' order management system (TYM VAN SYSTEM) to increase access to various grievance counseling. In 2023, there were zero grievance counseling cases received through the Whistleblowing System.

TYM has stated the explicit provisions for the protection of whistleblowers, including punishment for retaliatory actions against whistleblowers and prohibition of any form of reprisal or adverse treatment. In 2023, ten issues were reported to the Cyber Audit Center, which all have been processed and resolved.

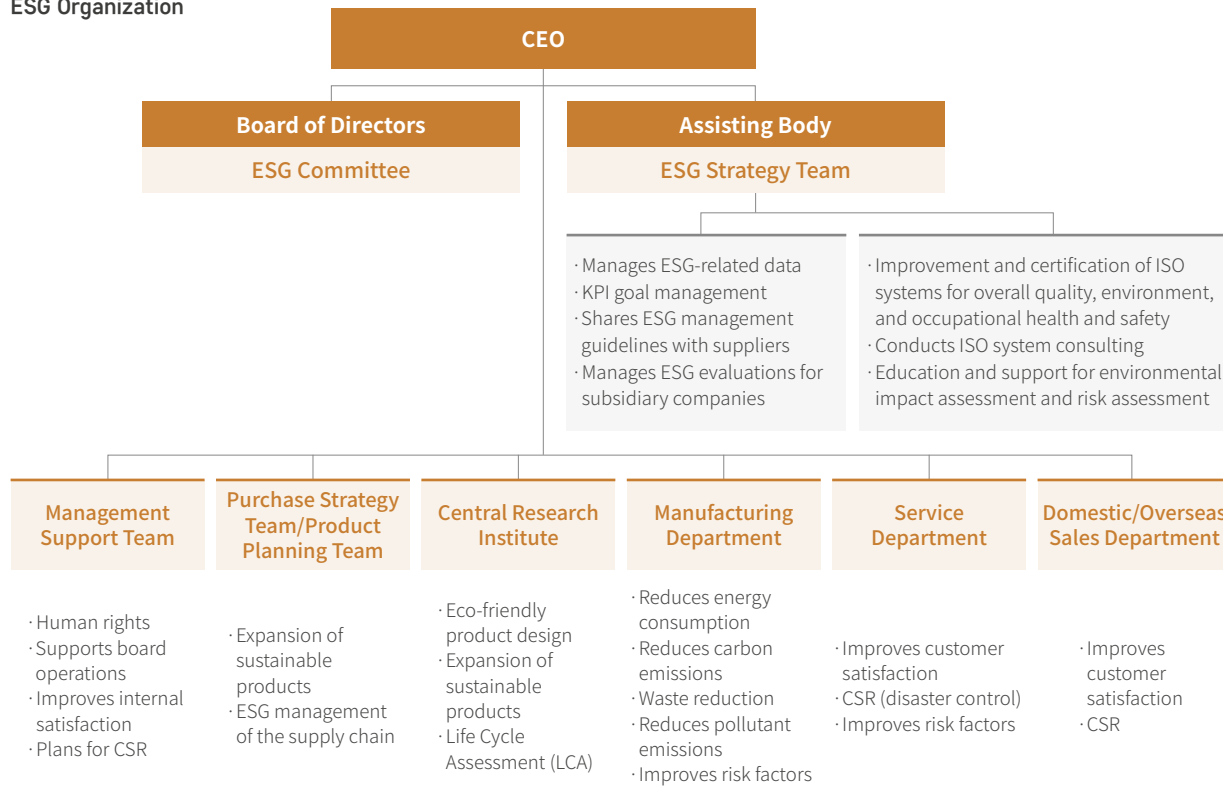
Risk Management System

TYM has a risk management system that identifies internal and external issues of the company on a yearly basis for each business unit, derives a risk pool, and performs preventive and post-management for identified risks through SWOT analysis.

| Financial Risk Management |

Financial risk is managed by the Finance and Accounting Department in accordance with policies approved by the Management Committee, which the Finance and Accounting Department collaborates closely with related departments of affiliated companies to identify, evaluate, and control financial risks. The Management Committee reviews and approves policies regarding overall risk management, risks on foreign exchange, interest rate, and credit, and the use of derivatives and non-derivatives, and investments exceeding liquidity.

ESG Organization



1) LCA: Life-cycle assessment

| Non-Financial Risk Management |

TYM is exposed to volatile domestic and international business environments besides financial risks, due to the long-term impact of the Russia-Ukraine war, which could lead to inflation and economic downturns. We assess and respond to risks specific to each business unit, including market conditions, legal and regulatory changes, supply chains, competition, customers, and technology, in order to adapt to the rapid internal and external changes and threats, and we pursue sustainable growth through such efforts. TYM manages internal and external risks through Management Committee, manages and supervises major ESG issues inside and outside the company through regular meetings of our ESG Committee, and set direction for overall ESG initiatives of the organization. ESG Strategy Team regularly reviews sustainability strategies, policies, and issues from a corporate perspective and supports ESG Committee manage regulations and make decisions. Furthermore, they support company and suppliers develop policies based on evaluation and guidance derived by timely diagnosis on risks related to our sustainability policies.

Data Privacy and Cybersecurity

| Organizations and Roles Related to Data Privacy |

We have an organization that protects data responsible for operating stable business in a safe environment throughout product development and manufacture. The team facilitates smooth and systematic implementation of data protection and has been expanded their role and responsibility further by combining them with the Internal Audit Team in order to leverage cybersecurity oversight. We share and discuss issues raised by the Cybersecurity Team with management and related departments for appropriate decision-making and actions to be taken at management-level.

| Data Privacy and Cybersecurity Management System |

We protect all data on our management, operations and personal data of customers and employees, and the composition and provision of services as we treat them as assets. We plan to establish and operate a data protection management system as a means to protect and manage these assets through more systematic procedures and measures, and we plan to continuously increase and make efforts to minimize risks, maximize efficiency, and ensure employees' of cybersecurity.

| Raising Awareness and Strengthening Competence |

In order to improve the awareness of management and employees on data protection, we are preparing a customized training program that stimulates active participation and interest by providing real-life cases as well as standards on data control and technical contents by major areas, and we request NDAs for all employees to prevent data security incidents.

| Cybersecurity Incident Prevention and Response |

We plan to reorganize and upgrade our response procedures on data breaches to monitor security threats against key internal information from leaking and unusual attempts to access data, and to take prompt action in outbreak situations. We specifically prepare to invest in data privacy solutions, especially as automated systems become essential in responding flexibly to increasingly diversified, intelligent and advanced attack techniques, and we will strengthen our efforts to protect key data assets from internal and external threats.

03

EMPLOYEES



| Talent Development | Material Issue

TYM recognizes that talent development and fostering are important investments that will have a significant impact on future sustainability and creates an environment where members can respond creatively to change and drive innovation. We are further strengthening human resources development through various activities to maintain an appropriate balance between work and life and to lead fair evaluation, compensation and welfare. In 2023, a total of 1,017 hours and 880 members were trained to improve their skills and job capabilities, including agricultural machinery education, sales practice training, and engineer technology training, and we will continue to do our best for individuals to strengthen capabilities and maximize creative abilities.

| Labor-Management Relations |

TYM guarantees the freedom of association and collective bargaining rights. We actively support the formation of labor unions, allow them to freely join labor unions according to collective agreements, and do not restrict association activities according to procedures. 76% of our employees join the TYM labor union.

| Labor-Management Consultative Bodies |

TYM holds regular labor-management consultative meetings in which representatives of the labor union and the management participate. The labor-management council consists of an equal number of members representing workers and employers, and regularly holds meetings every three months and extra meetings if necessary. In 2023, the regular labor-management consultative meeting was held once every quarter and four times a year. Management status were shared and discussions were held covering a wide range of topics such as labor-management harmony for the company's growth, welfare and benefits such as the working environment, and industrial safety. In addition, TYM has set up three labor-management consultative meetings by functions managing, machine technician and filter technician as well as regular meetings to enable consultations tailored to the features of each job category.

Proportion of the
union membership

76%



Proportion of Female
Non-executive Directors

50%



| Diversity and Inclusion |

TYM considers diversity and inclusion as one of the core values that enhance the company's flexibility, crisis response capabilities, and sustainable growth. Our Board leverages a mix of expertise and gender, and we also increase gender equity in our employees which are all a part of our efforts to engrave diversity and inclusion in organizational culture. We are committed to hiring diverse talent regardless of gender, race, or disability.

We pursue gender diversity in terms of governance, appointing two of four outside directors as women in 2023. As of the end of 2023, we have a total of 113 female executives and employees, showing a return rate of 81% from parental leave.

| Work-Life Balance |

TYM strives to achieve work-life harmony by introducing various systems in compliance with the Labor Standards Act so that they do not exceed the maximum 52 hours of work per week.



Flexible Commuting System

Employees can choose their own commuting hours (between 8 AM and 9 AM) and work for 8 hours, which allows them to adjust working hours according to the individual's personal lifestyle.



Shortened Working Hours for Pregnant Employees

We reduce 2 working hours for pregnant employees, enabling them to focus on their health management and prepare for childbirth.



Club Activities

In order to relieve work stress and strengthen communication, we actively support club activities to ensure that the work and life of employees are balanced.

Employee Health and Safety

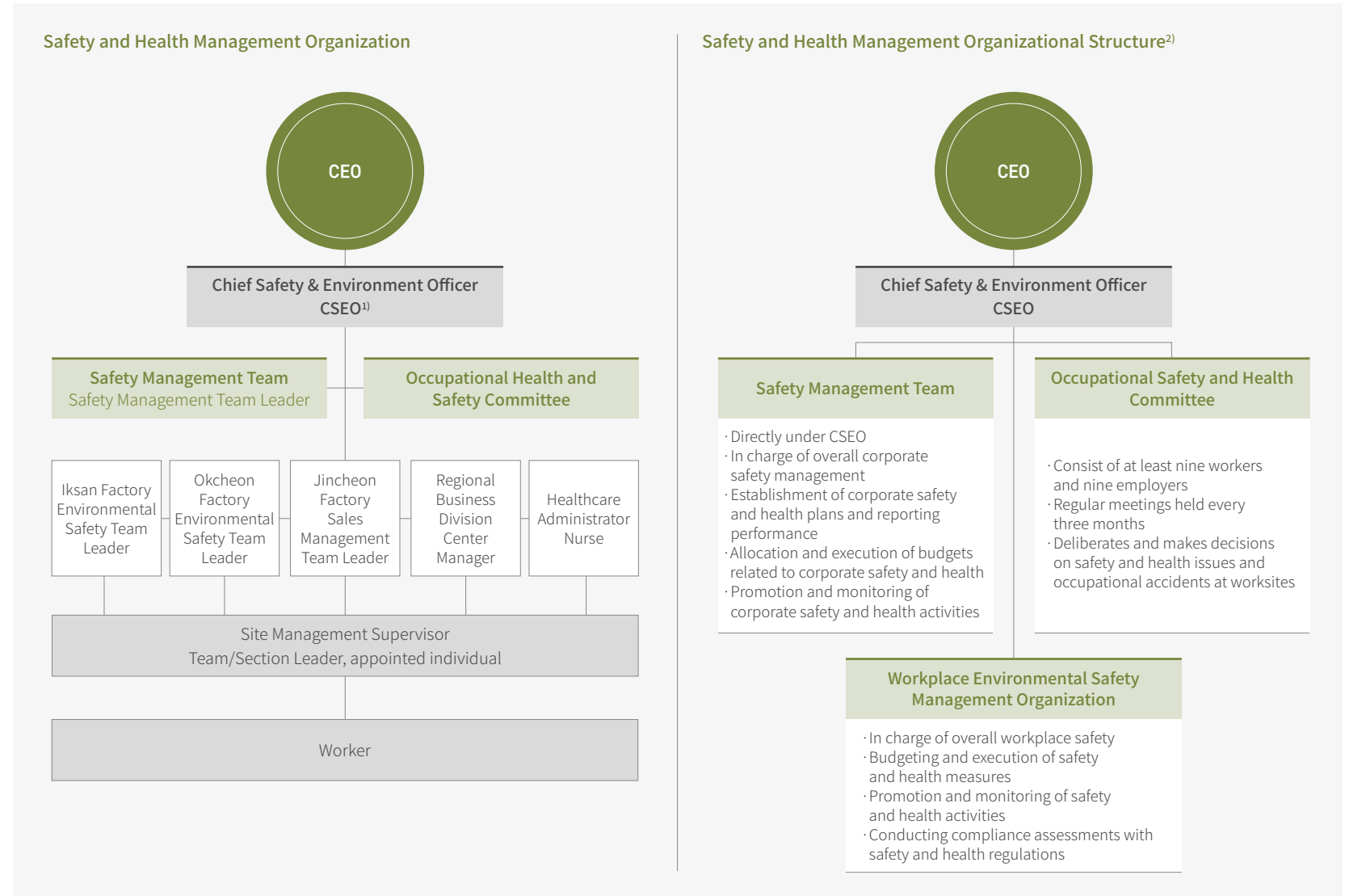
TYM strives to improve health and safety of its executives and employees. Safety and health guidelines and management systems are established to manage safety and health risks, and safety education and training are provided on a regular basis. TYM aims to achieve zero industrial accidents through continuous training, safety inspection and risk assessment at worksites. TYM Iksan plant particularly manages and monitors high-risk groups such as blood pressure, diabetes, dyslipidemia (hyperlipidemia), liver disease and obesity from March 2023, through individuals' personal health record book, only for those who wish to participate, and those who suffer from liver disease and obesity are recommended to participate in social sports programs such as yoga, control diet and drinking, and quit smoking and as those disease tend to be highly related to lifestyle habits.

| Safety and Health Management System, and Risk Management |

TYM conducts deliberations and decisions through the Occupational Safety and Health Committee, which falls under the responsibility of the Chief Safety and Environment Officer, in case of safety and health-related issues. The Occupational Safety and Health Committee is composed of 9 members or less of workers and users each, and regular meetings are held every 3 months. The Committee strives to address safety and health issues and occupational accidents promptly and efficiently within the workplace.

The Safety and Health Management Organization, which reports directly to the top management, is responsible for overseeing the safety of each workplace. The Chief Safety and Environment Officer establishes occupational accident prevention plans and reports them to the CEO. In the case of Iksan and Okcheon factories, they have established response processes for safety accidents and situation-specific response process systems to ensure appropriate actions are taken in the event of a safety accident. They also establish and operate response manuals to prevent safety and health risks that may arise from emergency situations.

TYM Occupational Safety and Health Committee and Safety and Health Management Structure



1) CSEO: Chief Safety & Environment Officer 2) As of June 2023

| Systematic Management and Monitoring through Personal Health Record Books |

Interview with Kim Sae-byeok, Health Manager, Iksan

For the systematic management of Iksan employees who have diseases classified in high-risk groups, we have encouraged them to organize a healthy work life through their personal health record books since March 2023, and we recommend that those with medical conditions participate in the No Smoking Clinic and In-house Social Sports Program. Employees are very satisfied and actively participate which we plan on keeping pace.



Interview with Lee Min-ja, Health Manager, Okcheon

Okcheon Plant promotes health programs in alliance with the Okcheon Health Center under Okcheon Jurisdiction with the support of professional instructors and healthy lifestyle initiatives. No Smoking Clinic and Red Circle (knowing the number of one's blood vessels) Program increase motivation and participation through consulting sessions with experts once a month, and education on quitting smoking and alcohol, and preventing cerebrovascular disease led by professional instructors recorded a high satisfaction score of 4.8 out of 5. Appointments with doctors and blood tests are also conducted periodically and results are continuously monitored and follow-up actions are taken through Korean Industrial Health Association. We provide training on job stress and communication every year for the mental health of employees, and we serve as Mind Clinic by sending safety and health messages on prevention of diseases and safety accidents to all employees every Friday.

| Occupational Health and Safety Policy |

We prioritize the health and safety of workers to create a disaster-free work-site and strive to fulfill social responsibilities by complying with laws and regulations related to safety and health. The Safety and Health Management System (ISO 45001) was established at the Iksan plant in 2021 and certificate of achieved in March 2022, and was expanded to the Okcheon plant in February 2023. Safety and health activities are demonstrated in worksites following the safety and health processes and guidelines.

2023 Corporate Environmental and Safety Health Goals

	Separate discharge and storage of general and designated wastes by nature		Prevention of COVID-19 from spreading in worksites and minimize work gaps
	5% reduction in wastewater sludge emissions compared to the manufacturing amount		Derivation of improvement process / item by conducting risk assessment on work processes
	5% reduction in waste wood emissions compared to the manufacturing amount		Improvement of carbon emissions by 5% compared to the manufacturing amount through energy-saving activities
	Hydrocarbon emission concentration of 30 ppm or less		Conduct training on emergency preparedness and response
	Reducing wastewater generation by 5% compared to the manufacturing amount		Discovering and putting social contribution activities into action by worksite
	Diagnosing musculoskeletal disordered employees and providing education programs on prevention		Implementing KPIs on ESG activities
	Disaster-free workplace maintenance		

| Employee Health Management Activities |

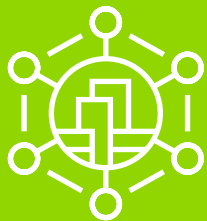
At TYM's manufacturing facility, responsible individuals conduct daily on-site safety inspections, create daily safety checklists and manage them. They also regularly report on risk assessments and improvement activities. TYM defines 'Near-miss hazards' and 'Near-miss incidents' as situations that can potentially cause injuries or illnesses within the workplace. To prevent major occupational accidents, TYM implements systematic measures to improve potential risk factors and occurrences of these near-miss hazards or incidents. Identified potential risks are reported, and their severity and frequency of events are evaluated to assign risk grades. Additionally, TYM operates a reward system based on the risk report grades. The assessment of risk levels is conducted quarterly through the Potential Hazard Exploration Report, considering the frequency of occurrence and the intensity of risk based on the criteria outlined in the 'Hazard Assessment Process' of ISO 45001, and subsequently assigns a risk grade. To prevent similar accidents from recurring, preventive measures are established, and supervisory staff conduct training as part of post-incident response. In case of near-miss hazards, the corresponding cases are posted on-site to be easily visible to workers, and reported to the top management, depending on the accident's severity and the incident reporting procedures. TYM conducts regular risk assessments once a year to minimize the risk of serious incidents that may occur within the workplace. They diagnose processes with harmful or hazardous elements at the worksite and engage in continuous improvement activities. They are subject to inspections by the Ministry of Labor. By identifying and evaluating dangerous potential components and addressing issues, TYM aims to prevent loss of life, property damage, accidents, and contributes to enhancing effective safety awareness among workers by formulating improvement measures specific to each process.

Reward criteria for Potential Risk Exploration Reports

Grades	Rating	Rewards	Criteria
A	16-20	100,000 KRW	Needs change in process due to high risk and repetition
B	12-15	50,000 KRW	Needs improvement due to potential disasters
C	8-11	20,000 KRW	Needs casual improvement or training
IDEA	4-7	10,000 KRW	Improvement recommended
Rejected	1-3	-	-

04

SUPPLY CHAINS



Supply Chain Sustainability Material Issue

With the unpredictable changes in the market due to the high interest rates and commodity prices, companies are facing limitations which makes it crucial to maintain decent relationship and achieve mutual growth with suppliers. TYM aims to select suppliers based on a fair selection and contract guidelines and support various ESG-related activities to ensure that suppliers have the necessary capabilities for sustainable development. Also, in order to establish a transparent cooperative relationship, we have made a commitment to ethical management in our contracts for suppliers to comply with the Code of ethics.

TYM conducted its own regular assessment (QCD+ESG) of 47 suppliers in 2023, and conducted ESG worksite evaluation on 27 of the 98 core suppliers selected by the Commission for Corporate Partnership. TYM actively supports suppliers to make improvements on key issues derived from the evaluation.

TYM Supply Chain Overview

(UoM: no. of suppliers, billions KRW)

Classification	2021	2022 ¹⁾	2023
Total no. of suppliers	173	380	334
Total purchase amount from suppliers	2,547	5,580	3,657

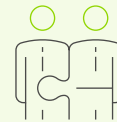
1) Due to the merger of Kukje Machinery Co., Ltd, the amount is a combined total for the suppliers of Iksan and Okcheon factories.

TYM Supplier ESG Evaluation Status and Goals

Classification	2022	2023	2024
QCD evaluation ²⁾	59	47	98
ESG evaluation	-		

2) Quality, Cost, Delivery

TYM Guidelines for Suppliers



1 Guideline on the signing of the contract for mutual growth

Securing transaction transparency and safety and realizing practical mutual development by sharing various information necessary for transactions with supplier companies



2 Guideline on selection and management of suppliers

Following TYM's ISO procedures, evaluating new businesses, evaluating existing ones, guiding and developing suppliers, following up on new developments, etc.



3 Guideline on implementation and management of an Internal Deliberation Committee for sub-contract transactions

Establishing and operating an Internal Deliberation Committee for preventing unfair trade and ensuring fairness in transactions



4 Guideline on the operation of suppliers

Enhancing transparency and fairness in the selection and operation processes of supplier companies to establish a fair transaction order

| TYM Code of Conduct for Suppliers |

TYM has established the Supplier Code of Conduct to support their growth and development as trusted companies in society. TYM recommends that all suppliers gradually comply with laws and regulations and apply the Supplier Code of Conduct to the company's business activities in adhering to ethical, environmental, labor/human rights, safety/health, and management system practices.

TYM Code of Conduct for Suppliers

	Ethical management	<ul style="list-style-type: none"> · Transparent management and anti-corruption measures · Prevention of conflicts of interest · Prevention of unfair trade practices 	<ul style="list-style-type: none"> · Prevention of counterfeit and unauthorized distribution of parts · Information protection · Responsibility in materials purchase
	Environmental management	<ul style="list-style-type: none"> · Establishment of environmental management systems · Management of energy use and GHG emissions 	<ul style="list-style-type: none"> · Water resource management · Management of air pollutants · Waste management · Chemical substance management
	Safety/Health	<ul style="list-style-type: none"> · Establishment of safety and health management systems · Safety management of machinery, equipment, and facilities 	<ul style="list-style-type: none"> · Emergency response · Accident management · Safety diagnosis
	Management systems	<ul style="list-style-type: none"> · Recommended disclosure of corporate mission statements · Appointment of person in charge · Risk assessment · Education and communication 	<ul style="list-style-type: none"> · Information management · Operation of grievance handling system · Management of trading partners (subcontractors) · Compliance with Law and regulations
	Labor rights	<ul style="list-style-type: none"> · Prohibition of discrimination · Provision of wages and benefits · Management of working hours · Humanitarian treatment 	<ul style="list-style-type: none"> · Guarantee freedom of association · Prohibition of child labor · Prohibition of forced labor

| Program for Mutual Growth with Suppliers |

TYM maintains a balanced level of quality with its suppliers. TYM shares infrastructure and know-how to establish suppliers' self-quality assurance capability and enhance competitiveness, and operates the Q-Academy program to provide quality education. TYM conducts annual quality prevention education for all suppliers and invites external experts to conduct quality "Mind" training every three years. In the 2023 Quality Mind training, 101 quality managers and representatives of 84 suppliers completed the training, and overall satisfaction rate on education (92% very satisfied and satisfied, 8% unsatisfied) and application to work (89% very satisfied and satisfied, 11% unsatisfied) also showed outstanding scores which we succeeded in gathering favorable response. We will try to further reflect feedback of suppliers on training derived from the 2023 Q-Academy until the upcoming session.

Key Contents of 2023 Q-Academy

1 Quality Control Overview	2 Quality Control of Suppliers	3 Inspection Quality Control	4 Process Quality Control
			
Education on Quality Prevention		Education on Quality Mindset	
<ul style="list-style-type: none"> · Target: Entire supplier (Quality Manager and Person in charge) · Timing: 4th quarter (Annually) · Method: Internally processed 		<ul style="list-style-type: none"> · Target: Top 30 TSES companies · Timing: 1st quarter (Once every 3 years) · Method: External professional instructor 	
<ul style="list-style-type: none"> - Shares TYM's quality policy - Highlights the importance of preventive activities 		<ul style="list-style-type: none"> - Shares examples of quality issue improvements - Shares CTQ processes and management standards 	
<ul style="list-style-type: none"> - Studies of global organizations - Three perspectives of quality 		<ul style="list-style-type: none"> - Case studies of quality management in advanced companies 	
<p>* Latest Q-Academy session was conducted on Step 2 education</p>			
STEP 1		STEP 2	



2023 TYM partners Q-Academy

| Supplier Support System |

TYM implements the Corporate Purchase Financing Loan and Accounts Receivable Mortgage policy to support small and medium-sized suppliers that face difficulties in fund management due to domestic market downturn.

• **Accounts Receivable Mortgage**

TYM runs a policy where suppliers can obtain loans by pledging their accounts receivable, allowing for early payment collection. This policy is conducted through online banking transactions, providing convenience and cost reduction in finance.

• **Corporate Purchase Financing Loan**

Instead of issuing notes for payment, TYM arranges loans from banks to make cash payments. This enables suppliers to receive payment for goods at an earlier stage.

| Supplier Selection and Management |

New Supplier Selection

TYM evaluates whether to engage in transactions with the targeted supplier based on the new supplier evaluation form. Factors considered in selecting suppliers including organizational structure, quality, production capacity, environmental and occupational health and safety capabilities. Suppliers are eligible for contracting with TYM only if the total evaluation score in each area exceeds a certain threshold.

Supplier Management and Evaluation

TYM has introduced and operates the advanced supplier evaluation system called 'TSES' (TYM Supplier Evaluate System) starting mid-2023. The purpose of TSES is to enhance the QCD¹⁾ competitiveness of key suppliers through TSES operation and post-management procedures, and to proactively manage TYM's supply chain ESG risks by reflecting ESG assessment results. TSES evaluation gives greater weight to evaluation criteria related to ESG management such as labor rules and standards, environmental aspects, occupational health and safety, and social responsibility. Rewards and incentives are provided to outstanding TSES-rated suppliers based on the evaluation grades²⁾, while penalties such as requirement of improvement plans are imposed to suppliers given lower ratings. Through the TSES system, TYM strives to ensure fair management and evaluation of suppliers, derive appropriate improvement measures and post-management approaches, and promote sustainable growth and positive business effects from an ESG perspective.

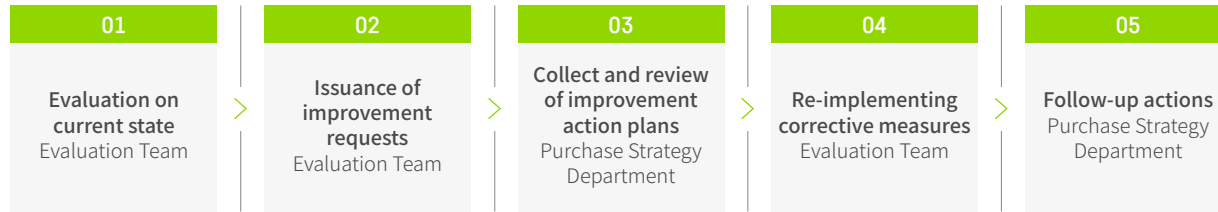
1) Quality, Cost, Delivery

2) The evaluation rating is divided into five evaluation categories (S,A,B,C,D)

Annual TSES Execution of Evaluations and Follow-up Actions for Improvement

Select Companies	Selection Criteria 1) Major suppliers of TYM	2) Companies that require guidance and nurturing through TSES
TSES Evaluation Criteria and Weighting	QCD + ESG Evaluation 1) Evaluation on current state (50%): On-site evaluation (QCD + ESG) <small>* Evaluation Check Sheet for suppliers</small>	Performance evaluation (50%): Quality + Purchase performance evaluation <small>* Quality and purchase performance evaluation conducted monthly</small>
Execution of Evaluations and Follow-up Actions on Activities for Improvement	<ul style="list-style-type: none"> • Evaluation on current state: April to October (7 months) - 5 companies per month * Participation: Purchase (1) + Quality (1) • Performance evaluation: Once a month - Based on criteria for quality and purchase performance evaluation 	<ul style="list-style-type: none"> • Follow-up actions and post-evaluation management for major findings in the evaluation of current state (ORC Sheet Management) - Purchase Strategy Department

Procedures for Follow-up Actions on Activities for Improvement

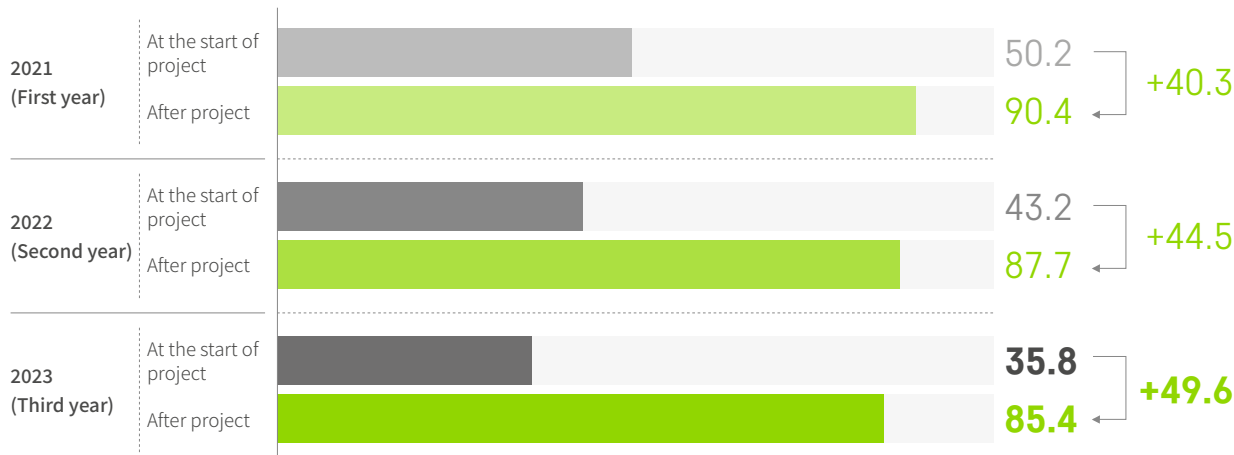


| ESG Support for Suppliers |

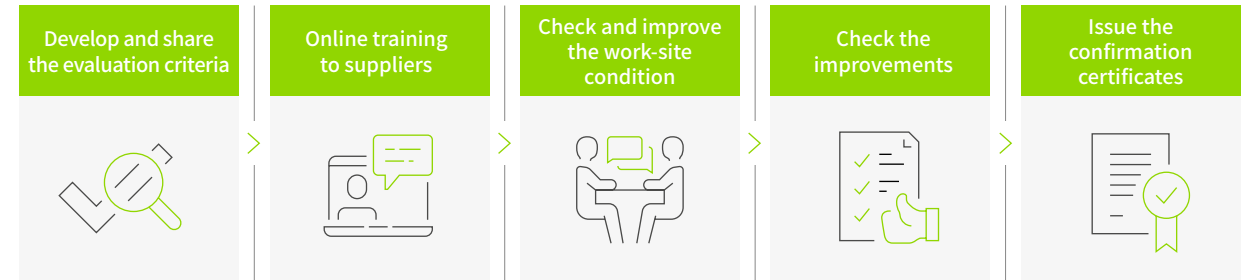
Since 2021, TYM has actively engaged in conducting ESG management support projects for its suppliers, organized by the Commission for Corporate Partnership. From 2021 to 2023, we are diagnosing and improving ESG risks on a total of 66 suppliers. The primary objective of these ESG support projects for suppliers is to manage ESG risks within our supply chain and establish ESG management systems that align with global standards. This project entailed a collaboration with professional consulting firms to enhance suppliers' understanding of ESG management, address identified weaknesses through thorough analysis, and develop universally applicable and effective indicators in line with global standards. As a result of the active participation from TYM's suppliers, their ESG performance notably improved by 49.6% in 2023. TYM plans to update the suppliers' ESG guidelines, advance evaluation indicators, and expand participating partners, considering the changing domestic and international environmental factors. By doing so, TYM intends to provide comprehensive support for supplier ESG management, continuously aligning it with TYM's ESG strategy.

ESG Criteria Compliance Rate

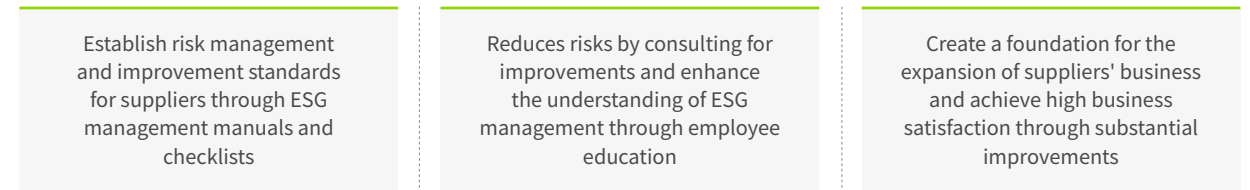
(UoM: %)



Timeline of ESG Support Projects for Suppliers



Benefits of ESG Support Projects for Suppliers

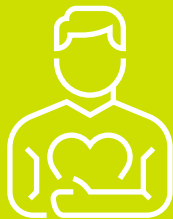


| Supplier Occupational Health and Safety Council |

TYM holds a monthly Occupational Health and Safety Council with suppliers. The council discusses accident investigations and measures to prevent recurrence and accident prevention plans, occupational health and safety education, and health management for members. TYM supports risk assessment for safety and health-related suppliers and enhances their safety and health level through on-site technical guidance and monitoring. The council addresses and discusses a wide range of measures against potential threats to safety and health, and checks the results. In 2023, Occupational Health and Safety Council was held every month, focusing on planning and discussing the key achievements about activities on safety and health preventive measures in manufacturing processes, joint inspections, musculoskeletal hazard investigations, equipment inspections and replacements, and check-ups on compliance.

05

LOCAL COMMUNITY

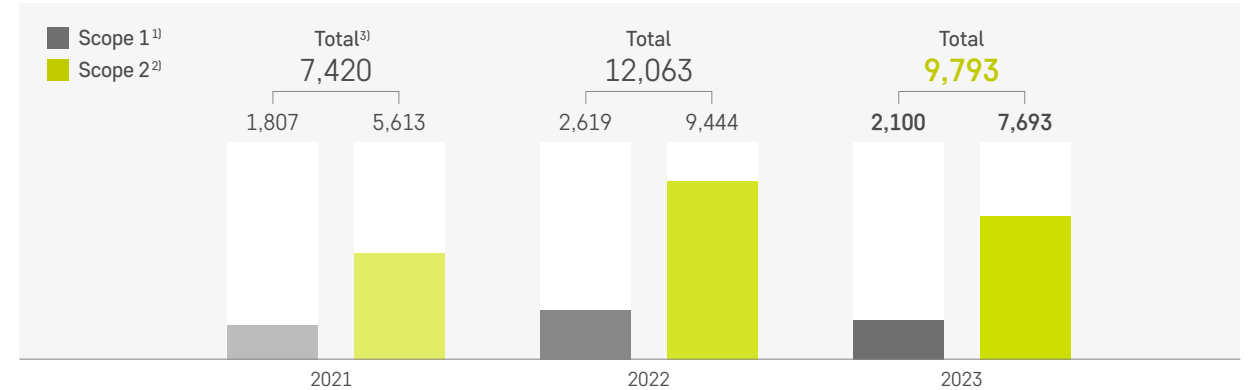


Climate Change Response Material Issue

Severe global warming causes floods, droughts, and extreme weather conditions worldwide, leading to cascading ecosystem destruction. In 2016, 195 countries agreed through the Paris Climate Agreement to maintain the rise in global average temperature well below 2°C above pre-industrial levels and pursue efforts to limit it to 1.5°C. Companies worldwide are striving to curb the rise in average temperature, and TYM has also set 2040 CARBON NET ZERO as one of its three core ESG goals. We have established achievable targets to participate in the international community's response to climate change and are implementing various activities to meet these goals.

Worksite GHG Emissions

(UoM: tCO₂e)



1) Direct GHG emissions: LPG and LNG usage 2) Indirect GHG emissions: Electricity usage
3) GHG emissions from Kukje Machinery Co., Ltd are included due to the merger from 2022.

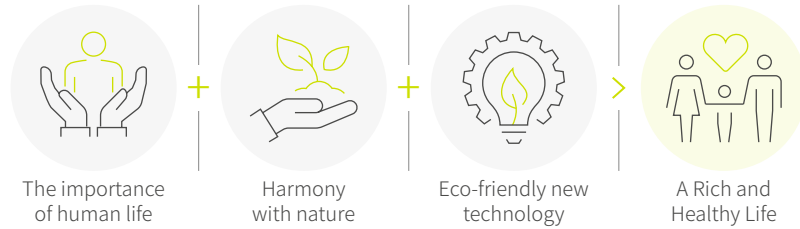
Environmental Management System

TYM prioritizes the importance of the environment in our corporate management and leads in environmental management. We have obtained ISO 14001 Environmental Management System certification and set and implement annual targets to minimize energy usage efficiency and waste generation throughout the entire product lifecycle, from production to disposal. Furthermore, through dedicated environmental safety teams at each business site, we conduct internal inspections to verify the effectiveness of these measures and ensure the operational effectiveness through third-party certification audits.

ISO 14001 Certification

Business site	Certification body	Validity period
Iksan/ Okcheon Factory	DNV	February 2023-February 2026

Environmental Management Approach



Environmental Management System

STEP 1 PLAN	<ul style="list-style-type: none"> · Establish environmental improvement goals and detailed objectives · Identify environmental aspects and assess environment impact risks and opportunities (internal and external issues) · Stakeholder needs and expectations, identity legislation and stakeholder requirements
STEP 2 DO	<ul style="list-style-type: none"> · Environmental education, internal and external disclosure of environmental information · Operation of environmental improvement programs
STEP 3 CHECK	<ul style="list-style-type: none"> · Periodic internal environmental audits · Measure and assess the effectiveness of improvement objectives · Organize catch-up plan
STEP 4 ACTION	<ul style="list-style-type: none"> · Corrective action to improve environmental nonconformities · Prevent recurrence

| Carbon Neutral Leading Plant Project |

In 2022, TYM was selected as the first in the industry for the inaugural year of the Carbon Neutral Leading Plant project, initiated by the Ministry of Trade, Industry and Energy, due to our efforts in modernizing the tractor production line at the Iksan plant and concretizing our carbon emission reduction goals. To achieve carbon neutrality, TYM invested a total of 8.7 billion KRW (5.7 billion self-funded, 3 billion government support) over two years until 2023. Through projects such as energy savings in production processes, establishment of eco-friendly painting lines, and production process efficiency improvements, we have significantly reduced our carbon emissions.

Completed tasks for the Carbon Neutral Leading Plant project establishment

Year	Completed task
1st Year (2022)	Installation of high-efficient compressors
	Installation of high-efficient LED lights
	Installation of high-efficient cooling/heating system
2nd Year (2023)	Installation of AGV (Automated Guided Vehicle)
	Demolition of short equipment and paint line
	Enhancement and advancement of MES and FEMS
	Installation of TM robot paint line

Notes) 1. AGV: Automated Guided Vehicle
 2. MES: Manufacturing Execution Systems
 3. FEMS: Factory Energy Management System
 4. TM: Transmission Assembly



AGV

| International Climate Industry Expo |

Following the 2022 Carbon Neutral EXPO, TYM participated in the 2023 International Climate Industry Expo for the second consecutive year. We shared our leading carbon-neutral technologies in agricultural machinery and the results of our eco-friendly projects with the public, creating a new platform to introduce potentially unfamiliar agricultural machinery.



Carbon Neutrality EXPO

Energy Management

TYM has established an integrated and scientific management system to utilize energy more effectively and improve efficiency. We have set mid-to-long term goals and are continuously pursuing energy savings. These efforts lead to resource conservation, cost reduction, and greenhouse gas reduction, strengthening our sustainability and social responsibility.

| In-house Energy Saving Activities |

TYM is implementing company-wide energy management activities to reduce energy consumption and maximize efficiency. We have formed an in-house task force to promote energy-saving practices that all employees can participate in daily life, fostering a culture of energy conservation.

| Establishment of Energy Management System |

TYM is actively building eco-friendly factory infrastructure after signing an MOU with 'Sensolution', a specialist in eco-friendly construction, to achieve gradual energy savings in production facilities. Since 2021, TYM has been implementing FEMS (Factory Energy Management System) 1) at the Iksan plant to build high-efficiency energy production facilities. FEMS has established smart energy factory infrastructure based on an energy management system that can measure, control, and monitor energy usage in real-time by analyzing energy consumption for each production process in the workplace. It also helps identify and manage power losses. In 2022, an energy management system was also implemented at the Okcheon plant, and in 2023, using FEMS, we have analyzed energy consumption at the Iksan and Okcheon plants, identified areas for improvement, monitored equipment issues to prevent and improve current leakage, and worked on improving power factor (contracted power).

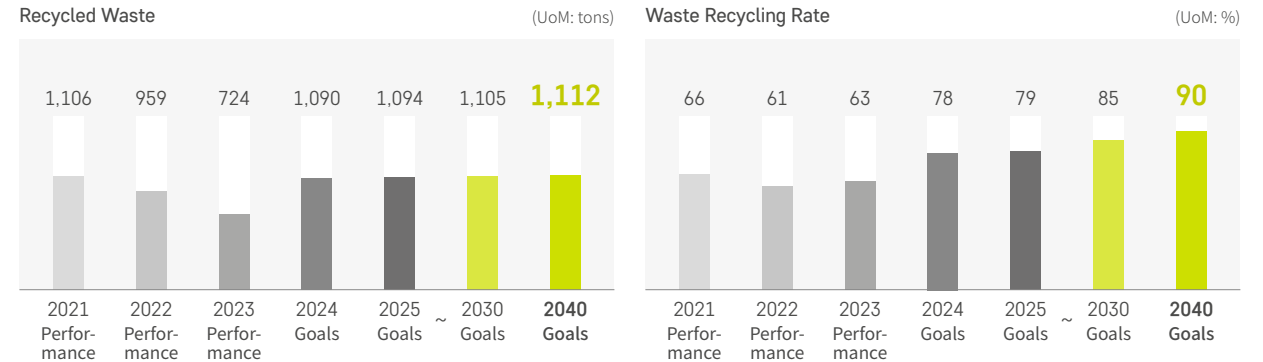
1) A management system involves setting goals to improve energy efficiency for users or suppliers and systematically and continuously managing human, physical, and management resources according to specific procedures and methods to achieve the goals.



Recycling and Circular Economy

The circular economy is an economic system that aims to efficiently utilize resources and minimize waste, thereby reducing negative impacts such as climate change and the destruction of natural ecosystems. TYM is committed to reducing its environmental impact by replacing packaging materials for products and parts with eco-friendly materials. It promotes various in-house eco-friendly activities to manage the company's environmental impact and build a sustainable business model.

Waste (General + Designated)



| Eco-friendly Packaging |

As part of environmental protection efforts, TYM strives to reduce resource consumption by utilizing recyclable or renewable resources. We use eco-friendly materials such as paper, vegetable oil-based ink printing, and degradable kraft tape for packaging products and goods throughout production and transportation stages. For paper packaging, we use appropriately sized boxes and envelopes for small shipments to reduce overpackaging and unnecessary resource use. TYM has also encouraged suppliers to use reusable materials for incoming goods packaging. Wooden pallets, which generate a lot of waste wood, have been replaced with recyclable regenerated pallets or steel pallets for logistics transport. For paper boxes, we use recoverable single-layer corrugated boxes and reusable standard boxes, and for wrapping, we use reusable box vinyl, and through these movements, we consider not only resource conservation and sustainability but also the health and safety of product users and workers.

| In-house Eco-friendly Activities |

TYM has upgraded the fueling process for forklifts, which led to a reduction of waste and operating time of equipment. Using 200-liter plastic drums required additional work to transport the drums with forklifts before switching to a 1500-liter fueling station. After the switch, the need for forklift operations was eliminated, and repeated reuse of fueling stations became possible, as well as minimizing the environmental impact.

Internally, TYM has launched and actively encourages the use of TYM Welcome Kits for employees. By providing tumblers and eco-bags with TYM logos and designs, and diaries printed with FSC-certified materials and soy-based ink, we are increasing favorability towards our company from employees while reducing the use of disposable items such as paper cups and shopping bags.

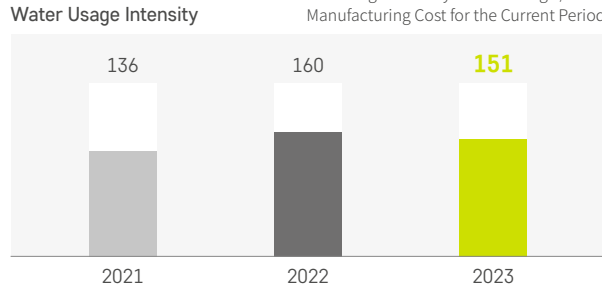
Activities to Manage the Environmental Impact

| Water Resource Management |

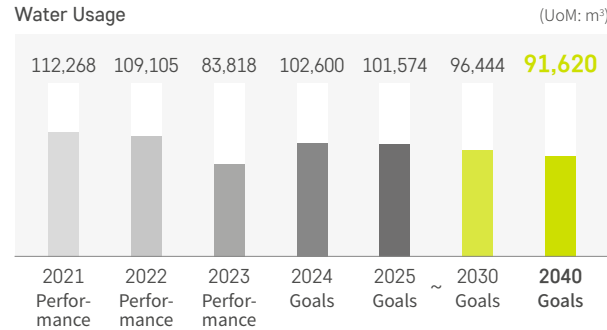
To minimize impact on ecosystems, TYM has established internal standards on wastewater throughout processes and general municipal water that are stricter than legal wastewater discharge standards, and we discharge water after purification processes with chemical treatment. We self-measure and manage whether water pollution levels meet internal management standards and ensure compliance through regular facility inspections.

Water Usage Intensity

(UoM: tons/billion KRW)
Water Usage Intensity = Water Usage / Total Manufacturing Cost for the Current Period



Water Resources



TYM Wastewater Management Standards¹⁾

(UoM: ppm)

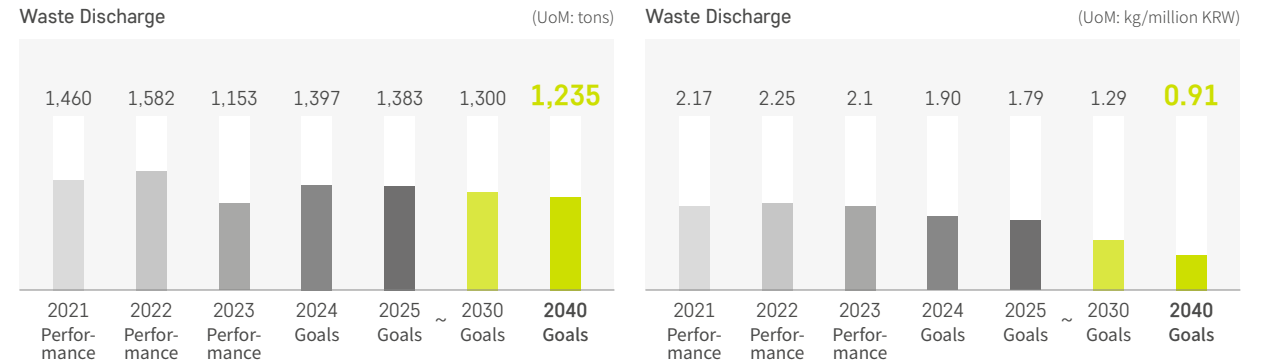
Classification	pH	Zn	Fe	Mn
Legal standards	5.8-8.6	Below 5	Below 10	Below 10
TYM management standards	6.2-8.2	Below 3	Below 6	Below 6

1) Jincheon Factory does not discharge industrial wastewater, and the above standards apply only to TYM Iksan and Okcheon factories.

| Waste Management |

TYM reduces waste by improving suppliers' raw material delivery processes. In addition to supporting iron pallets free of charge, we promote the use of reusable pallets and the reuse of waste pallets between Agro-Industrial Complex Committee suppliers. These efforts aim to minimize the disposal of wooden waste. We also have transitioned from using paper boxes to recoverable danpla baxes and standard component boxes for delivery, reducing wastes generated from paper boxes. TYM has installed and operates waste storage facilities for the separation and treatment of waste generated in the production process, and continuously monitors the waste treatment status.

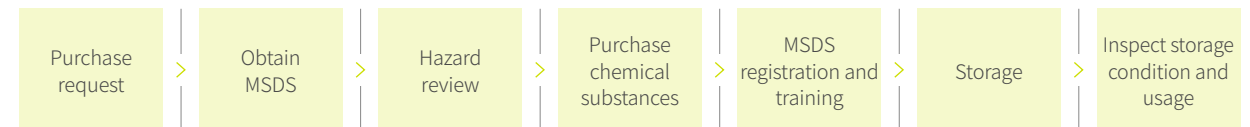
Waste (General + Designated)



| Hazardous Chemical Management |

TYM has established and adheres to a chemical management process based on our environmental safety and health policy. This protects workers who use chemicals from harmful risks and prevents negligence resulting in environmental pollution. We also conduct emergency response drills and training which consider urgent situations, and implement chemical reduction activities through production process improvements to create a pleasant workplace with minimized pollutants. In 2023, we conducted a total of three training sessions on hazardous substances at our Iksan and Okcheon plants. By educating about hazardous chemical leak incident cases and prevention measures, we strive to identify harmful risk factors in advance and stay prepared for potential incidents.

TYM Chemical Management Process



| Air Pollution Management |

TYM controls air pollutants emissions by applying internal standards stricter than legal standards and continuously measures and monitors all gases or particles emitted into the air. In 2022, we implemented FEMS (Factory Energy Management System) to continuously monitor all gases or particles released into the atmosphere. Additionally, to meet legal emission management standards, we replace the activated carbon in air pollution prevention facilities once every four months. We measure specific air pollutants such as nitrogen oxides (NOx) twice a month, and dust and THC (Total Hydrocarbons) once every six months.

Despite these efforts, TYM received the following penalties or monetary sanctions between 2021 and 2023. We will strive to continuously reduce the generation of air pollutants and ensure efficient management through constant monitoring.

Year	Agency	Penalty/Action	Monetary Sanctions	Reason
2021	Jeonbuk Regional Environmental Office	Fined	1 million KRW	Exceeded air emission standards
		Fined	1 million KRW	Failed to confirm changes in waste treatment plan certification
2022	Jeonbuk Regional Environmental Office	Fined	2 million KRW	Exceeded air emission standards
2023	Jeonbuk Regional Environmental Office	Suspended 10-day operation	-	
		Penalty	15 million KRW	Exceeded air emission standards
		Fined	1.6 million KRW	

Biodiversity

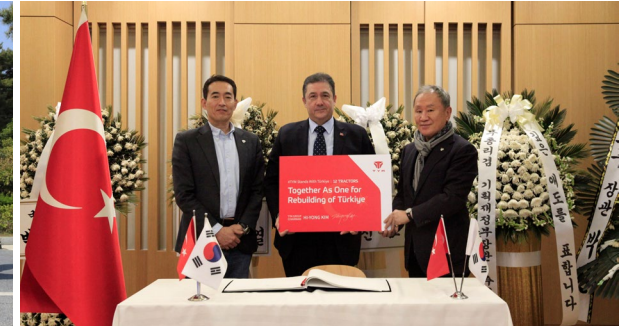
| Ecological Restoration Activities |

TYM operates its business based on agriculture which the benefit that nature provides. We promote various activities to preserve biodiversity and fulfill our role as a member of the local community by acknowledging the impact of ecosystem changes on us.

In May 2023, 65 employees from the Iksan and Okcheon regions participated in waste clean-up activities at the Mireuksaji Ecological Trail in Iksan and the Abandoned Road in Ibaek-ri, Okcheon. Employees took part in collecting agricultural and household waste, including waste vinyl, pesticide empty bottles, and fertilizer bags, repairing the surrounding environment. We plan to continue actively implementing efforts to preserve biodiversity through various environmental protection activities in the future.



Environmental protection activity at the Iksan Mireuksaji Ecological Trail



Ceremony for donating tractors and machineries to Türkiye

Social Contribution

TYM realizes social value through active response to social issues and interaction with society. We strive to pursue sustainable mutual benefits by integrating not only the economic value created through social contribution activities but also social value. TYM's social contribution activities are based on supporting the ecosystem and the farmers where we operate our business, and we are expanding our scope to include various activities for global communities.

| Aid Supplies for Türkiye Earthquake |

TYM donated aid supplies worth 250 million KRW (167,176 euros), including tractors and machineries, to the Turkish Embassy to help people who suffered from the large-scale earthquake in Türkiye. The donated tractors were delivered to AFAD, Türkiye's official disaster crisis management agency, and used for disaster recovery and rescue in earthquake-ravaged areas. TYM also actively supported parts through its European supply chain to ensure smooth after-sales service to increase the local utilization of the donated agricultural machinery.

| Donation of Agricultural Machinery for Ukraine |

TYM has been donating agricultural machinery to help rebuild Ukraine economy, which has been damaged by the war that started in 2022. Following last year's donation, in 2023, we donated tractors and machineries worth 340 million KRW. These products can be used for various purposes in agricultural activities as well as construction sites, expected to greatly help in rebuilding Ukrainian regions and restoring locals' daily lives. In our second donation, we also sent major parts to enable immediate maintenance and repair of the machines.

The donated products are expected to be used for the restoration of the Kherson region, which was successfully recaptured in November 2022. TYM continues to support Ukraine with thorough after-sales efforts, such as continuously supplying essential parts through Poland. In the future, we will fulfill our social responsibility as a global corporate citizen by actively supporting those in need, regardless of whether they are domestic or overseas.



Tractor donation ceremony for Ukraine



2023 Tractor donation ceremony for young farmers returning to rural areas

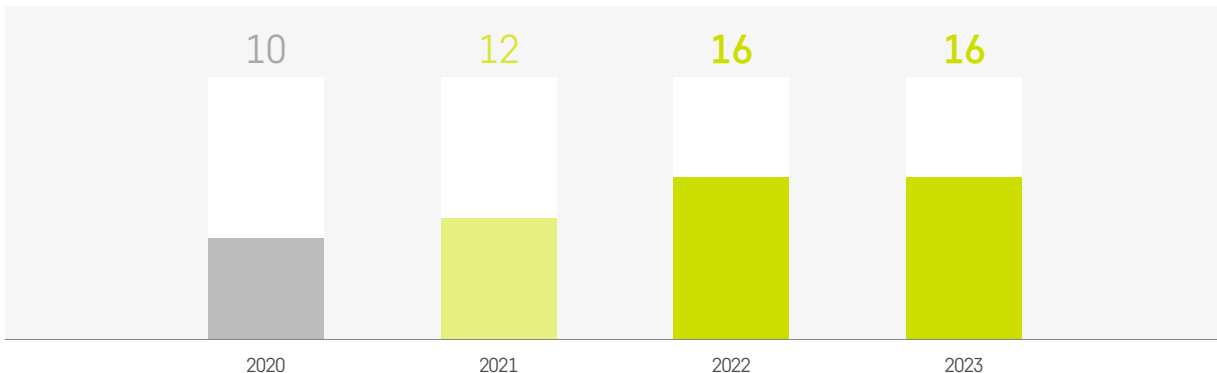
| Donation Project of Tractors for Young Farmers Returning to Rural Areas |

TYM supports young farmers returning to rural areas by providing free tractors to support their dreams and help them settle into stable agricultural management. Starting with 10 tractors in 2020, we reached the 4th round in 2023, providing 16 small and medium-sized tractors that are very useful for young farmers returning to rural areas. In 2023, due to a significant increase in applicants compared to the previous year, we added an interview for a more in-depth judging. We plan to gradually expand the scale of tractor donations to encourage young farmers who will open the future of agriculture, which is the foundation of our country, Korea. We will also explore and expand support actions for a stable settlement in farming.

Donation Project of Tractors for Young Farmers Returning to Rural Areas

(UoM: tractors)

No. of Tractors donated



| 2023 TYM FUTURE CUP Competition |

TYM held the 2nd Tractor Design Competition '2023 TYM FUTURE CUP' to raise public interest in agriculture, discover diverse visions of future digital mobility, and provide contestants with prize money and employment opportunities. We set the theme as 'Design Your Attractor', creating a platform to realize digital agriculture with attractive and future-oriented mobility ideas. The grand prize went to 'TIMO', a compact electric tractor with a separable front/main body for different working environments in open fields and smart farms, which addresses the issue of decreasing agricultural population. TYM will continue to strive for cooperation and support in various fields to increase sustainable interest in agriculture and showcase the future agricultural world.



2023 TYM FUTURE CUP Awards Ceremony

| Job Creation |

TYM's Jincheon plant was selected as the 'Excellent Company for Creating Senior Jobs in Chungbuk 2023' by Chungcheongbuk-do, in recognition of its efforts to create quality jobs for various age groups considering the ageing of rural population. The Chungcheongbuk-do Senior Job Creation Company Certification System selects on companies that employ a certain percentage of seniors aged 60 or older. We plan to gradually expand quality jobs in cooperation with local communities, not only at the Jincheon plant but also at other sites, to create a positive social cycle starting with this excellent company certification.



Selection Ceremony for Excellent Companies in Creating Senior Jobs in Chungcheongbuk-do

| Blood Donation |

Maintaining an appropriate blood supply is crucial as blood cannot be stored for long periods. In September 2023, TYM conducted the 'TYM Employee Blood Donation Relay Campaign' to help address blood shortage issues. All 52 blood donation certificates collected through the campaign were donated to the 'Korea Childhood Leukemia Foundation'. From 2024, the campaign will be conducted regularly in the first half (February to March, already completed) and second half (July to August) of the year, coinciding with blood supply shortage periods. TYM will actively support fulfilling its social responsibility in response to the decreasing blood donation population, which has become a social issue.



Blood Donation

| Support for Agricultural Machinery Specialist Training |

In April 2023, TYM signed an industry-academic cooperation agreement with Jeonju Vision University in order to nurture and train specialists that are oriented to agricultural machineries. Through this agreement, TYM supports by providing instructors and practical training materials from TYM Technical Training Institute (TTI) to help Jeonju Vision University run a curriculum based on evaluation of qualification linked to professional agricultural machinery. We are contributing to the local community by offering priority employment for graduates who complete the curriculum, aligning with local industry development policies. This agreement is also expected to be an important opportunity to address the chronic shortage of field workers who function agricultural machinery rather than research workers, as it is the first collaboration between the industry and academy in the agricultural machinery industry aimed at nurturing on-site technical personnel.

TYM will continue to actively pursue activities that can contribute to society in various ways, including contributing to the local community and nurturing professional on-site technical personnel.

| Testing Products and Returning to Society |

TYM performed product performance testing and social contribution simultaneously by planting rice with RGO-690, Korea's first autonomous rice transplanter, and donating the rice harvested with our own combine to vulnerable groups in local community. Through this rice donation activity, we plan to expand our method of giving profits back to local community, combining and expanding with the internalization on ESG management.



| Sharing Happiness Foundation |

TYM created a Sharing Happiness Foundation through a matching grant method, where the company adds the same amount to the sum voluntarily collected by employees from a portion of their monthly salaries. We donated 20 million KRW to Sharing Happiness United Foundation of Okcheon-gun.

APPENDIX



- 49 FINANCIAL PERFORMANCE
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FINANCIAL PERFORMANCE

(Based on Consolidated Financial Statements)

Classification	UoM	2021	2022	2023
Financial Performance				
Sales	millions KRW	841,456	1,166,139	836,475
Sales Growth Rate	%	117.97	38.59	-28.27
Net Profit	millions KRW	39,502	98,186	60,427
Net Profit Growth Rate	%	615.58	148.56	-38.46
Total Assets	millions KRW	707,428	782,128	849,111
Total Assets Growth Rate	%	7.70	10.56	8.56
Export Sales	millions KRW	523,254	819,090	611,668
Export Sales / Total Sales	%	62.18	70.24	73.12
Domestic and Export Sales				
Sales - Domestic	%	37.82	29.76	26.88
Sales - Export	%	62.18	70.24	73.12

Classification	UoM	2021	2022	2023
Sales by Business Units				
Sales - Agricultural Machineries	%	95.38	96.33	91.62
Sales - Filters	%	4.29	3.67	8.38
Sales - Others	%	0.33	-	0.003
Sales by Region				
Sales - Domestic	%	37.8	29.8	26.9
Sales - North America	%	51.8	62.7	64.6
Sales - Other Regions	%	10.4	7.5	8.5

SOCIAL PERFORMANCE

(As of Year-end Annual report)

Total Employment Status

Classification	UoM	2021	2022	2023
Total Number of Employees	persons	620	1,157	1,025
Employment Type	Permanent	542	933	945
	Temporary	78	224	80
Gender	Male	534	1,040	912
	Female	86	117	113
Age	Under 30 years old	114	199	125
	30 to under 50 years old	282	638	620
	50 years old and above	224	320	280
Job Position	Executive ¹⁾	18	14	17
	Manager and above ¹⁾	106	157	151
	Below manager	496	986	857

Employment in Overseas Worksites

No. of Dispatched Employees	persons	4	6	5
No. of Local Employees	persons	50	121	150
Total No. of Employees at Overseas Sites	persons	54	127	155
Total No. of Managers at Overseas Sites	persons	11	23	12
No. of Local Managers	persons	8	18	11
% of Local Managers	persons	73	78	92

Diversity

Female Talent Development	% of females ²⁾	14	10	11
	% of female managers ³⁾	3	0.02	2
Disabled Individuals	persons	10	16	17
National Veterans	persons	8	7	7
Foreigners	persons	2	2	3

1) Senior Managers and Managers are classified as managers and above

2) The percentage of female employees to the total number of employees

3) The percentage of female managers to the total number of managers (including managers and executives)

Hires

Classification	UoM	2021	2022	2023
New Hires	persons	207	145	149
Gender	Male	185	122	115
	Female	22	23	34
Age	Under 30 years old	89	50	35
	30 to 49 years old	93	64	79
	50 years old and above	25	31	35
Average Years of Service for Employees (Korea)	years	13	10.76	11.65

Turnovers and Dismissals

Classification	UoM	2021	2022	2023	
Voluntary Turnover Rate	Total	6.3	3.0	2.3	
	Gender	Male	5.8	3.3	1.9
		Female	9.1	1.3	5.4
	Age	Under 30 years old	13.5	7.9	5.8
		30 to 49 years old	7.3	3.1	2.4
	50 years old and above	2.3	0.3	0.5	
Involuntary Turnover Rate	Total	2.3	1.9	3.8	
	Gender	Male	2.3	1.9	4.0
		Female	2.1	2.0	2.2
	Age	Under 30 years old	0.9	2.6	6.5
		30 to 49 years old	0.7	1.0	2.5
	50 years old and above	4.7	3.2	5.3	
Turnover Rate	Male	8.2	5.2	5.9	
	Female	11.2	3.3	7.6	
	Total	8.7	4.9	6.1	

* Turnover rate: According to the Statistics Korea standard, the number of employment insurance terminations during the measurement period / (number of subscribers at the beginning of the measurement period + number of subscribers at the end of the measurement period) ÷ 2

** Involuntary turnover: Recommended resignation, contract expiration, voluntary retirement, mandatory retirement, death, transfer to affiliated companies

*** Age group: Full age as of the end of the corresponding year

Maternity/Paternity and Parental Leaves

Classification		UoM	2021	2022	2023
Maternity/ Paternity Leaves	No. of employees that took leaves		11	15	28
	Maternity leave	persons	1	3	1
	Paternity leave		10	12	27
	Return-to-work rate after taking leaves	%	100	100	100
Parental Leaves	No. of employees that took leaves		2	5	16
	Maternity leave	persons	1	5	6
	Paternity leave		1	0	10
	Return-to-work rate after leaves	%	100	100	81
	Turnover rate within 12 months after return		0	0	0

Labor

Classification		UoM	2021	2022	2023
Working Hours	Per person annually	hours	2,421.1	2,453.6	2,338.4
	Weekly average		46.6	47.2	45.0
	Number of flexible work system users	persons	89	99	109
Labor Union	No. of members eligible for labor union membership	persons	524	759	837
	No. of members who joined the labor union		277	618	632
	Membership rate	%	53	81	-

Mutual Growth with Suppliers

Classification		UoM	2021	2022	2023
No. of Suppliers					
Total No. of Suppliers		companies	173	380	334
No. of Major Suppliers ¹⁾		companies	36	73	59
Purchase from Suppliers					
Total Purchase from Suppliers		millions KRW	254,659	557,958	365,703
Purchase from Major Suppliers ¹⁾		millions KRW	223,871	493,796	312,134
Purchase from Suppliers - Domestic ²⁾		millions KRW	133,566	400,412	242,417
Purchase from Major Suppliers ¹⁾		millions KRW	107,198	347,578	196,124
% of Purchase from Major Suppliers - Domestic ¹⁾		%	80	86.8	80.9
Purchase from Suppliers - Foreign ³⁾		millions KRW	121,093	157,546	123,286
Purchase from Major Suppliers - Foreign ¹⁾		millions KRW	116,672	146,218	116,010
% of Purchase from Major Suppliers - Foreign ¹⁾		%	96	92.8	94.1
Supply Chain ESG Assessment for Suppliers					
ESG Consulting for Major Suppliers		companies	18	21	27
1st tier Suppliers (QCD+ESG) Assessment		companies	-	38	20

1) Major suppliers refer to those with transactions exceeding 1 billion KRW and are limited to major domestic suppliers.

2) Domestic: Goods and services produced or supplied domestically or purchased with domestic capital.

3) Foreign: Goods and services not produced or supplied domestically or purchased with foreign capital (as defined by the Public Procurement Service).

[Financial Performance](#) | [Social Performance](#) | [Environmental Performance](#) |

[2023 TYM ESG Performance vs. Targets](#) | [Affiliation Status](#) |

[Independent Assurance Statement](#) | [GRI Index](#)

Competency Enhancement Training

No.	Training Classification	Session	Training Hours	No. of Trainees	Training Hours per Person	Training Cost per Person	Remarks
1	Basic Job Competency Training	31	588	508	21	207,818	-
2	Job Competency Improvement Training	12	162	372	14	153,363	-
3	Dealer/Buyer Technical Training	18	270	520	16	97,012	-
4	Farmer Safety Technology Training	4	48	120	12	-	No Cost Incurred
5	Supplier Safety/Technical Improvement Training	2	52	69	18	219,948	-
6	Ethical Management and Compliance	-	1	385	1	-	Webinar
7	Workplace Sexual Harassment and Bullying Prevention Training	-	1	418	1	-	Webinar

Others

Classification	UoM	2021	2022	2023
Social Contribution by Donation Types				
Cash Donations	millions KRW	114	399	150
Equivalent Value of In-kind Donations	millions KRW	328	619	668
Customer Information and Data Leakage				
No. of Data Leaks (Breaches)	cases	-	-	-
No. of Personally Identifiable Information (PII) Leaks	cases	-	-	-

Workplace Safety Management

Classification	UoM	2021 ¹⁾	2022	2023
Industrial Accident Rate	%	0.15	0.09	0.09
Lost Time Injury Frequency Rate (LTIFR)	per 200,000 working hours	0.16	0.09	0.19
No. of Injured Employees from Industrial Accidents	persons	1	1	2

1) Data for 2021 is compiled prior to the merger with International Agricultural Machinery; figures from 2022 onward are compiled after integration

Management System Certification

Classification	Certification Body	Validity Period
ISO 9001	DNV	February 23, 2023-February 22, 2026
ISO 14001	DNV	February 23, 2023-February 22, 2026
ISO 45001	DNV	March 3, 2022-March 2, 2025

2023 Corporate Environmental, Occupational Health and Safety Goals and Performance

Goals	Performance
Separation and Storage of General and Designated Waste by Type	Additional installation of recycling bins and separate disposal
Reduce Sludge Discharge from Wastewater Treatment by 5% Compared to Manufacturing Value	Reduction of sludge discharge from wastewater treatment 0.135 → 0.128 kg/million won (5.2% reduction)
Reduce Waste Wood Discharge by 5% Compared to Manufacturing Value	Conversion from wood to recoverable pallets 1.12 → 0.83 kg/million won (26% reduction)
Discharge Hydrocarbon Emissions Below 30 ppm	Maintain emissions below 30 ppm through periodic replacement of activated carbon
Reduce Wastewater Generation by 5% Compared to Manufacturing Value	Self-measurement and reduction of wastewater generation
Selection of Musculoskeletal Disorder Subjects and Operation of Prevention Education Program	Conducted musculoskeletal disorder education
Maintain Zero-Accident Workplace	Identify potential risks and conduct risk assessments
Prevent COVID-19 Spread in Workplace and Minimize Work Disruptions	Self-isolation (paid leave) for confirmed COVID-19 cases
Derive Improvement Processes/Items through Risk Assessment of Work Processes	Completed risk assessments for Iksan and Okcheon
Improve Carbon Emissions by 5% Compared to Manufacturing Value through Energy-Saving Activities	12,063 → 9,793 tCO ₂ eq (19% improvement)
Conduct Emergency Preparedness and Response Drills	Conducted emergency response drills by department
Identify and Implement Social Contribution Activities for Each Business Site	Implemented social contributions in Iksan and Okcheon (10 times)
Implement ESG Management Activity KPIs	Compile and calculate/supplement ESG KPIs (twice/year)

ENVIRONMENTAL PERFORMANCE

Classification	UoM	2021	2022	2023
Greenhouse Gas Emissions				
Total GHG Emissions	tCO ₂ eq	7,420	12,063	9,793
GHG Intensity	tCO ₂ eq/billions KRW	18	18	18
Direct GHG Emissions (Scope 1)	tCO ₂ eq	1,807	2,619	2,100
Indirect GHG Emissions (Scope 2)	tCO ₂ eq	5,613	9,444	7,693
Energy Consumptions				
Direct Energy Consumption	MJ	35,648,987	49,525,986	37,396,879
LNG (City/Town Gas)	MJ	35,588,631	34,454,356	12,707,733
LPG	MJ	60,356	15,071,631	24,689,146
Intensity of Direct Energy Consumption	MJ/billions KRW	86,989	72,850	67,261
Indirect Energy Consumption	MJ	115,561,805	193,545,091	160,726,733
Electric Energy ¹⁾	MJ	115,561,805	193,545,091	160,726,733
Intensity of Indirect Energy Consumption	MJ/billions KRW	281,989	284,695	289,077
Water Usage				
Total Water Consumption ²⁾	m ³	55,732	109,105	83,818
Iksan (Tap Water) ³⁾	m ³	48,107	48,344	30,009
Okcheon (Tap Water) ³⁾	m ³	-	24,457	21,228
Okcheon (Groundwater) ³⁾	m ³	-	28,898	23,101
Jincheon (Tap Water) ⁴⁾	m ³	3,339	2,204	4,509
Jincheon (Groundwater) ⁴⁾	m ³	4,286	5,202	4,971
Water Use Intensity	m ³ /billions KRW	136	160	151
Tap Water	m ³	51,446	75,005	55,746
Groundwater	m ³	4,286	34,100	28,072

Classification	UoM	2021	2022	2023
Waste and Recycling⁵⁾				
Waste Disposal	tons	791	1,582	1,153
Waste Intensity	tons/billions KRW	1.9	2.3	2.1
Total General Waste	tons	655	1,278	908
Total Designated Waste	tons	136	304	245
Recycling Waste	tons	520	959	724
Recycling Rate	%	66	61	63
Total Environmental Costs				
Total Environmental Cost	millions KRW	446	359	300
Waste Treatment Service Cost	millions KRW	390	286	233
Levies and Charges	millions KRW	41	72	59
Other Costs	millions KRW	15	1	8
Environmental Regulatory Compliance				
No. of Environmental Law Violation	cases	2	1	1
Fines on Environmental Law Violation	millions KRW	1	2	16.6

1) Electricity usage includes headquarters and branch offices in addition to Iksan, Okcheon, and Jincheon sites

- Other data is the sum of Iksan, Okcheon, and Jincheon sites

2) Due to the merger with International Agricultural Machinery in 2022, water usage data from the Okcheon site is reflected from 2022 onwards

3) Wastewater treatment and monitoring methods for Iksan/Okcheon sites

- Discharge to sewage treatment facility after physicochemical treatment in the factory's wastewater treatment plant

- Discharge water quality monitored through commissioned measurements (twice/year) and self-measurements (twice/month)

4) The Jincheon site does not discharge wastewater and has no separate water quality management standards

5) Waste and recycling status

- Waste discharge collection scope: Iksan, Okcheon, Jincheon sites

- Source of waste discharge data: Allbaro System

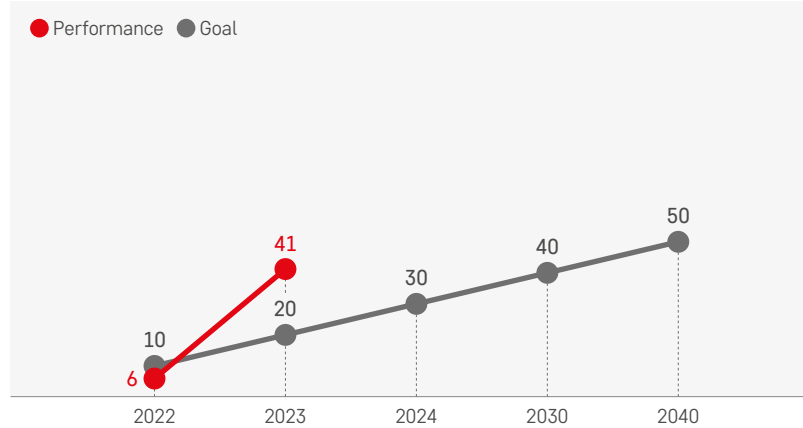
- Recycling status for general/designated waste types

Item		2021	2022	2023
General waste	Amount generated (tons)	655	1,278	908
	Amount recycled (tons)	516	834	609
	Recycling rate (%)	79	65	67
Designated waste	Amount generated (tons)	136	304	245
	Amount recycled (tons)	4	125	115
	Recycling rate (%)	3	41	47
Recycling rate for general + designated waste (%)		66	61	63

2023 TYM ESG Performance vs. Targets

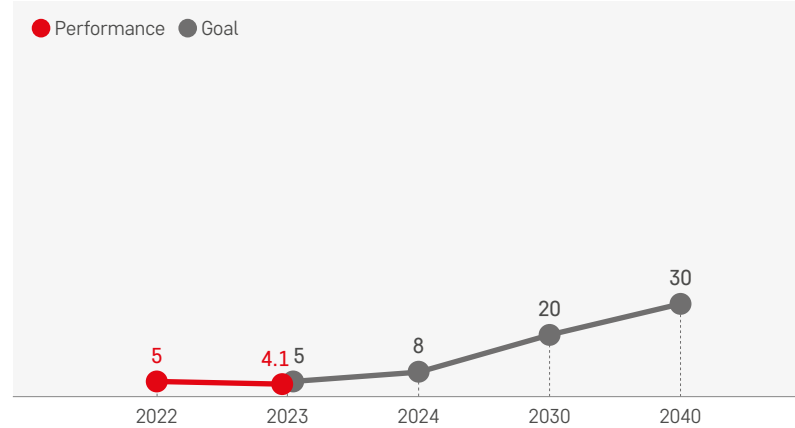
Sustainable Product Expansion Rate

(UoM: %)



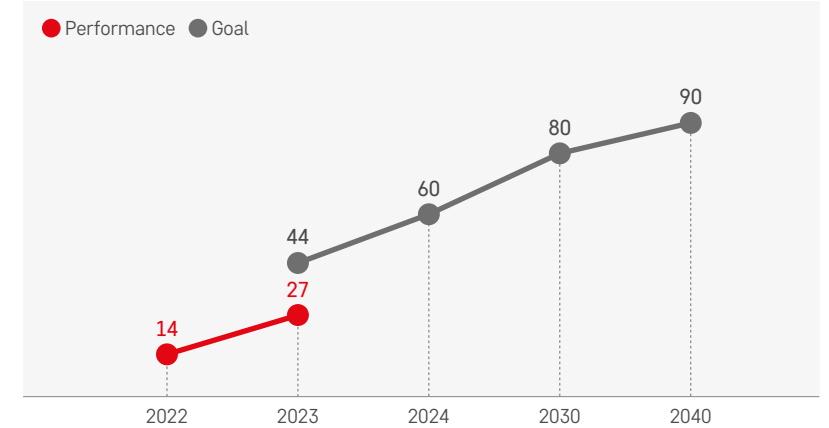
Eco-friendly Purchasing Performance

(UoM: %)



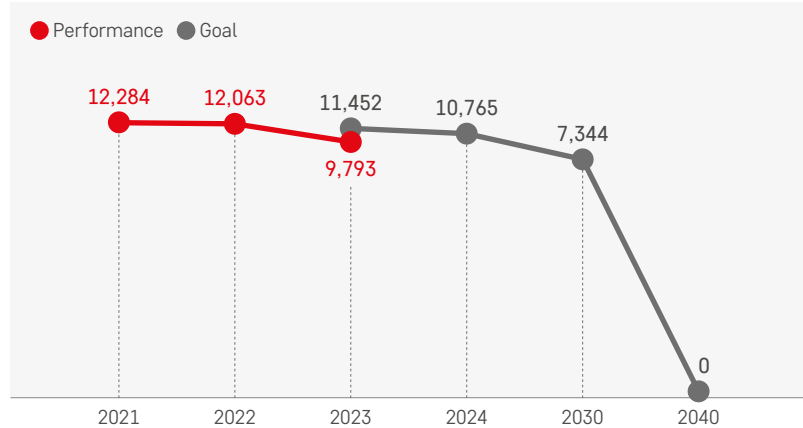
Eco-friendly Product Sales Performance

(UoM: %)



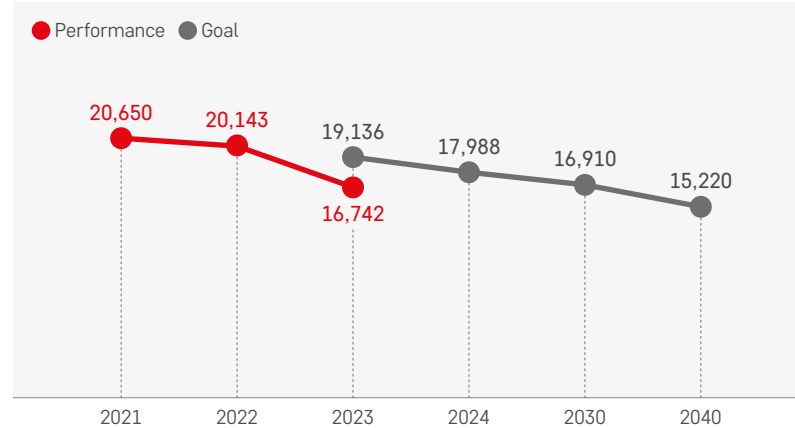
Greenhouse Gas Scope 1 & 2

(UoM: tCO₂e)



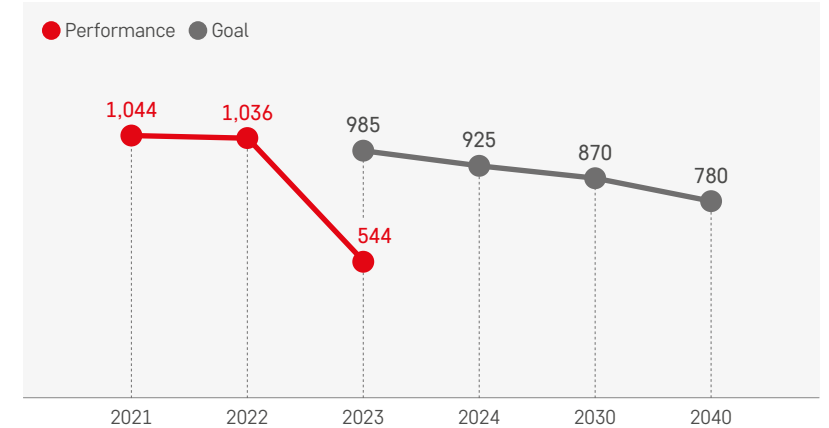
Electricity Usage

(UoM: MWh)



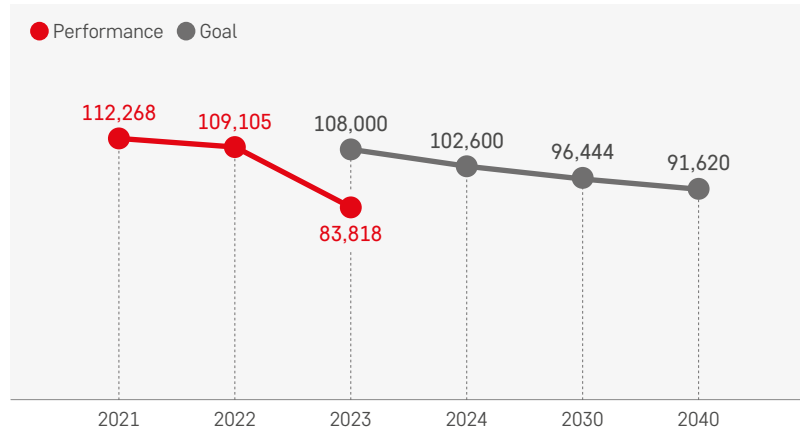
Gas Usage

(UoM: 1,000 Nm³)



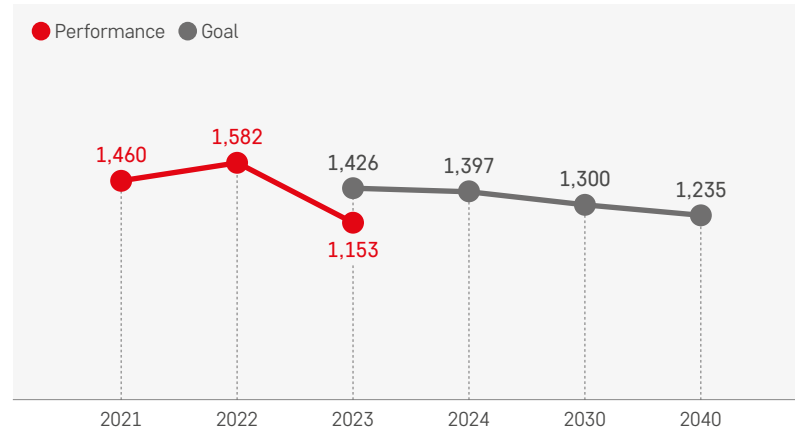
Water Usage

(UoM: m³)



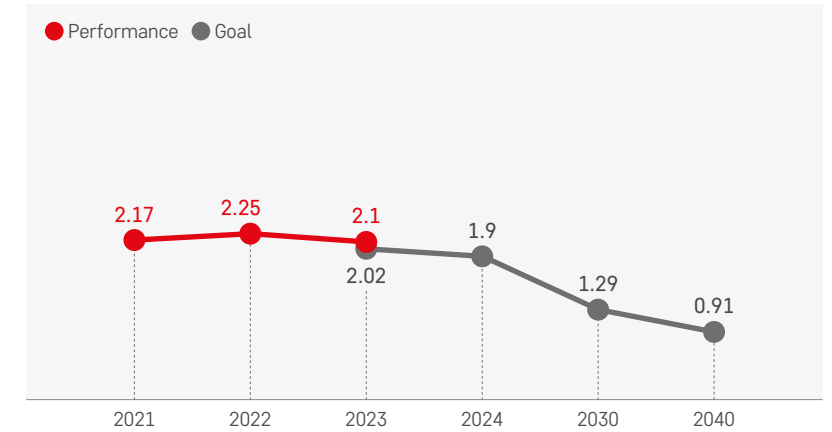
Waste Discharge (General + Designated) - ton

(UoM: ton)



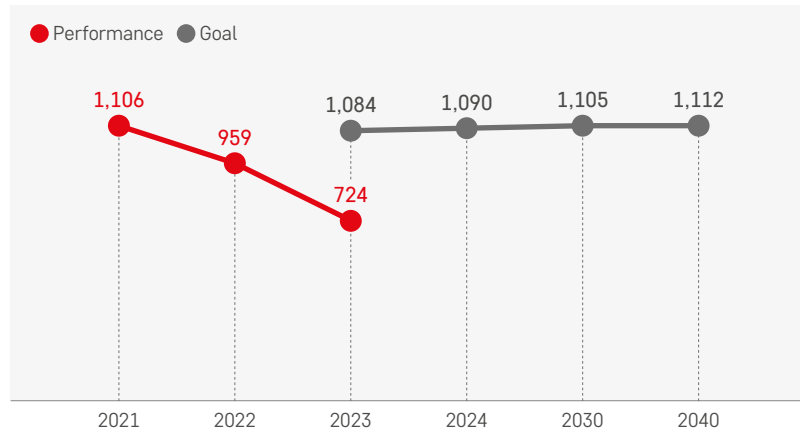
Waste Discharge (General + Designated) - Per Unit

(UoM: kg/millions KRW)



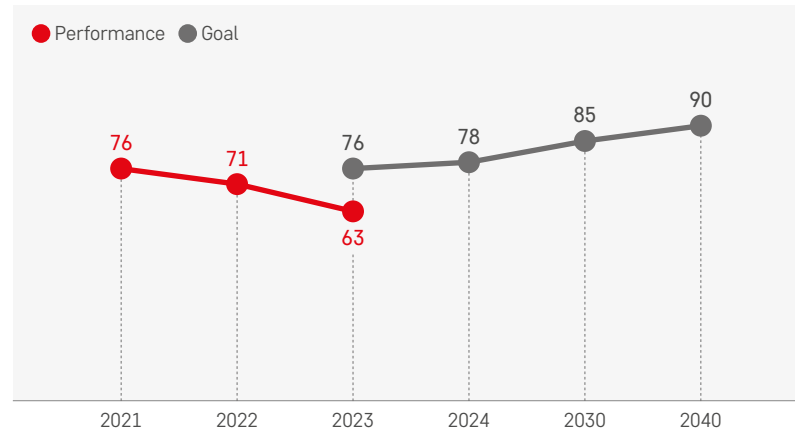
Recycled Waste

(UoM: ton)



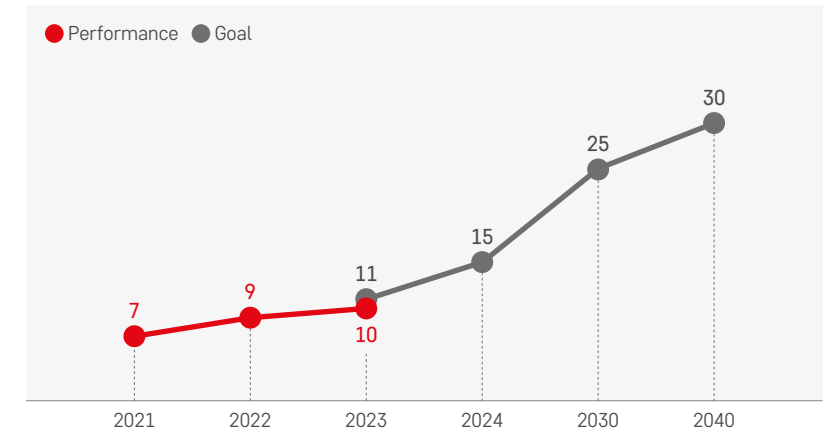
Waste Recycling Rate

(UoM: %)



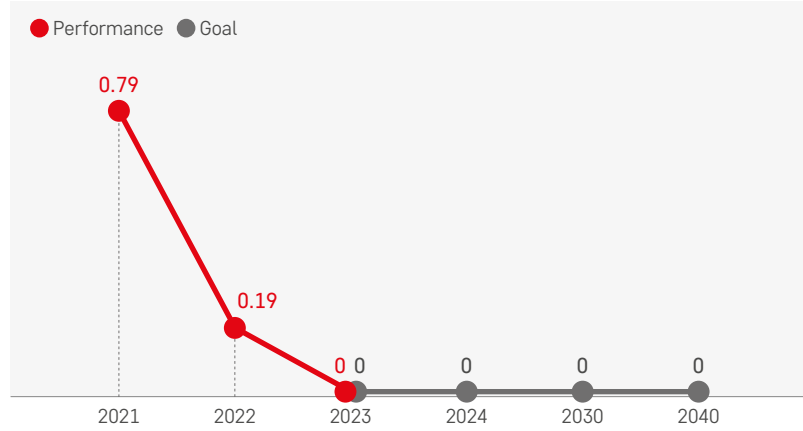
Social Contribution Activities

(UoM: cases)



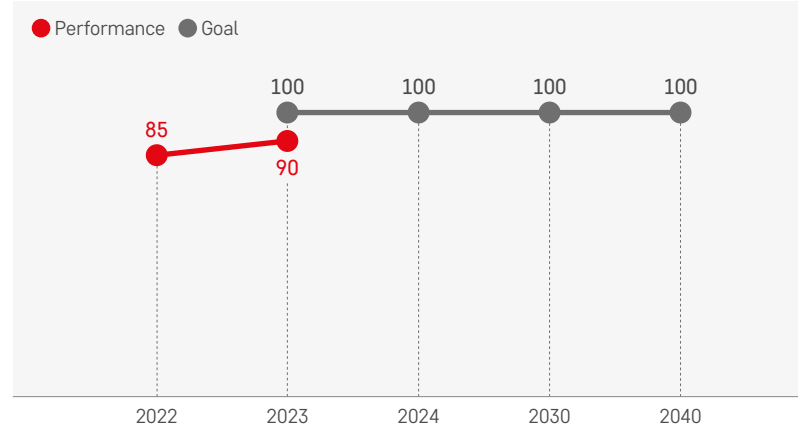
Integrated Accident Rate

(UoM: %)



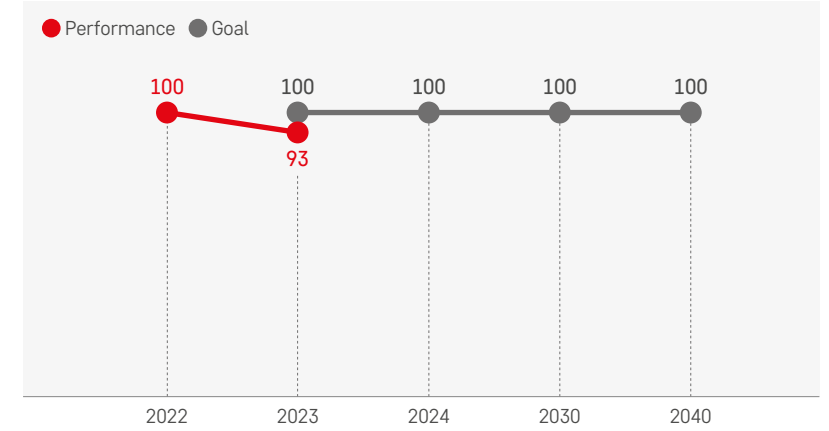
Risk Factor Improvement Rate

(UoM: %)



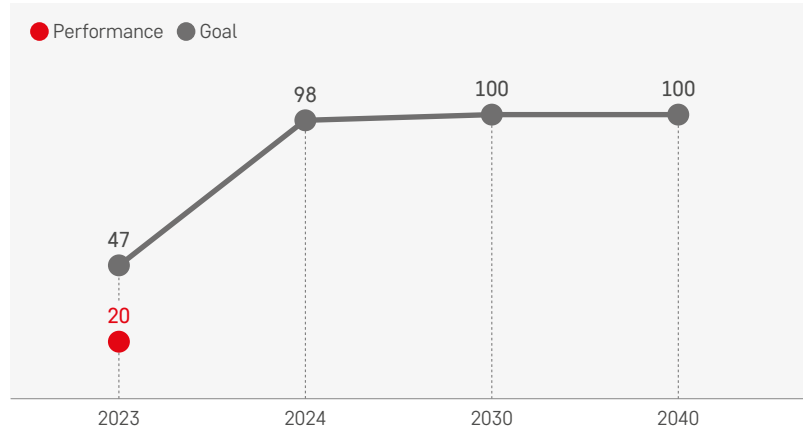
New Supplier Code of Conduct Compliance Pledge

(UoM: %)



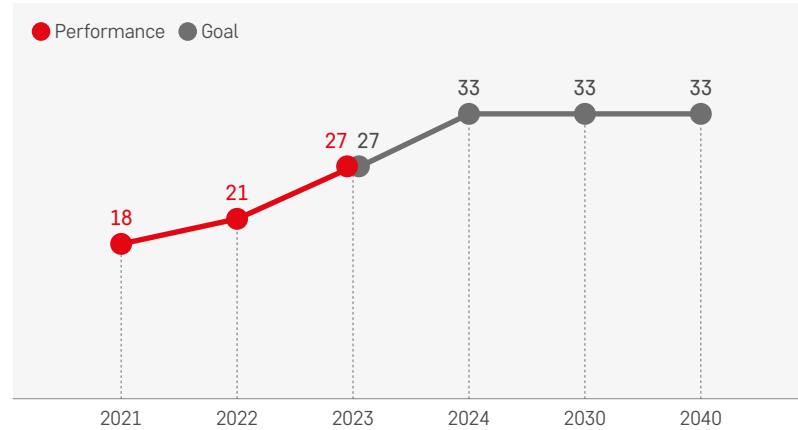
First-tier Supplier (QCD+ESG) Assessment

(UoM: companies)



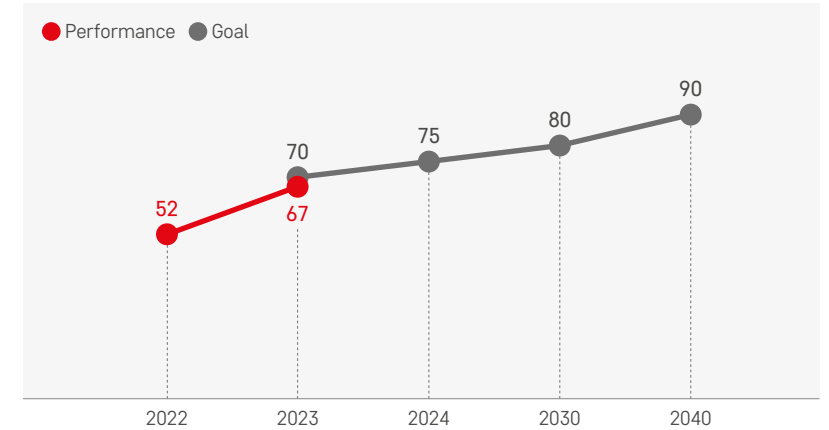
High-risk/Key Supplier ESG On-site Assessment

(UoM: companies)



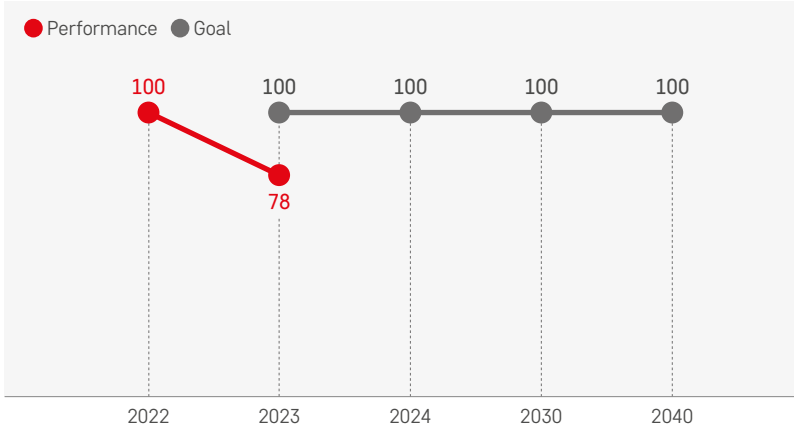
Internal Employee Satisfaction

(UoM: %)



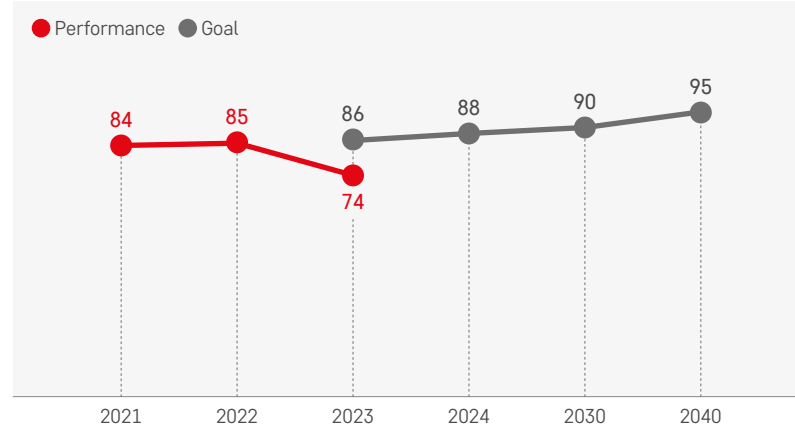
HR Issue Improvement Rate

(UoM: %)



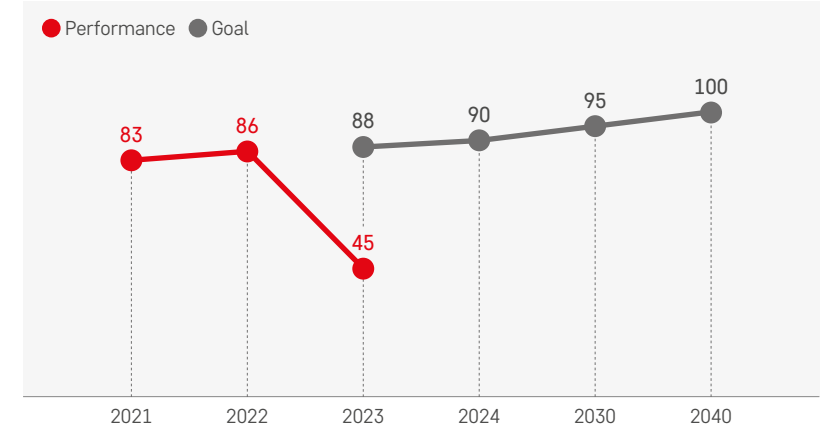
Domestic Customer Satisfaction Survey

(UoM: %)



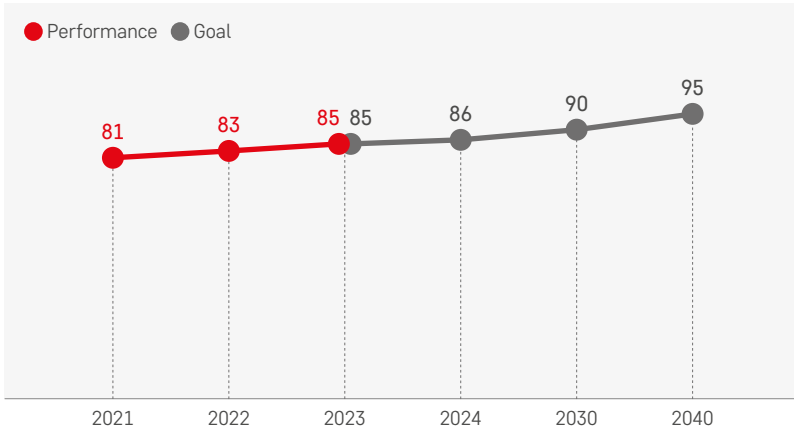
Domestic Customer Satisfaction Survey Improvement Rate

(UoM: %)



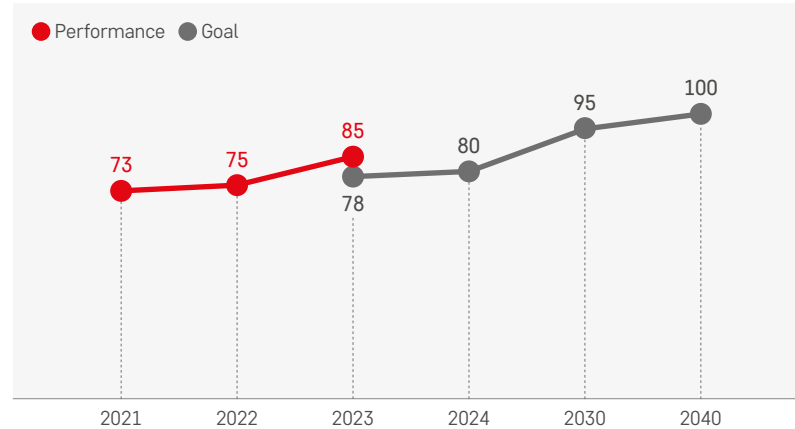
Overseas Customer Satisfaction Survey

(UoM: %)



Overseas Customer Satisfaction Survey Improvement Rate

(UoM: %)



Affiliation Status

The Federation of Korean Industries	Federation of Middle Market Enterprises of Korea	Korea Listed Companies Association	Korea Chamber of Commerce and Industry	Korea-Japan Economic Association
Korea Industry Intelligentization Association	Korea Agricultural Machinery Industry Cooperative	Korea Industrial Safety Association	Korean Standards Association	Korea Industrial Technology Association
Korea International Trade Association	Korea Customs Logistics Association	Korean Society for Agricultural Machinery	Korea Electric Engineers Association	Korea Fire Safety Institute

Independent Assurance Statement

DNV Business Assurance Korea, Ltd. ('DNV', 'we', or 'us') has been commissioned by TYM (hereafter referred to as the 'TYM' or the 'Company') to undertake an independent limited assurance on the Company's 2023 ESG Report (hereafter referred as 'the Report') for the calendar year ending 31 December 2023. The intended users of this assurance statement are the management and stakeholders of TYM.

Standards of Assurance

This assurance engagement has been carried out in limited assurance in accordance with DNV's VeriSustain protocol V6.0, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. DNV has reviewed the Report's adherence to the VeriSustain protocol V6.0.

DNV's Verisustain protocol requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited or/and reasonable assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on TYM website for the current reporting period.

Scope of Assurance

We have carried out an independent limited assurance on the Report. The assurance scope includes domestic operation sites and part of overseas operation sites:

- We have reviewed the GRI Topic Disclosures relevant to the Material Topics which have been identified as material through the materiality assessment undertaken by TYM.

Opinion, observation and recommendations

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not adhere to the principles of VeriSustain described below. In terms of reliability of specified sustainability performance information, nothing came to our attention to suggest that these data have not been properly collated from information reported at operational level, nor that the assumptions used were inappropriate. Nothing came to our attention to cause us to believe that TYM's Report is not prepared, in all material respects, in accordance with the GRI Standards.

Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain applicable to the relevant information described in the 'Scope of Assurance':

- **Stakeholder Inclusiveness: the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability**

TYM identifies customers, employees/executives, business partners, shareholders/investors, and local communities as key stakeholder groups and reports various communication channels with each stakeholder and their major interests. DNV confirms that major interests of each stakeholder have been reflected in the materiality assessment process through conducting survey for internal and external experts with high understanding of TYM and ESG issues.

- **Materiality: the process for determining the issues that are most relevant to an organization and its stakeholders**

TYM conducted a materiality assessment, taking into account the impacts which the Company's operations have on both the environment and society. This assessment includes review of materiality issues of the previous year, media research, and survey for related stakeholders, thus leading to 8 materiality issues after final decision by TYM focus group (composed of managing directors and above). DNV confirms that the Company's strategy and activities in relation to material issues are reflected in the Report. DNV recommends that the Company reflect financial impact with its current environmental/social impact in conducting materiality assessment.

- **Sustainability Context: the presentation of the organization's performance in the wider context of sustainability**

TYM reports the ESG vision and strategy which reflect the Company's ESG management direction, and furthermore discloses the related goals, activities, and performances. The Company sets expansion of sustainable product, carbon neutrality, and supply chain management as 3 key ESG goals and mid- and presents ensuing long-term roadmap, in order to help better understanding of stakeholders. DNV can confirm that the Company's achievements and activities in the context of sustainability are disclosed in the Report.

- **Completeness: How much of all the information that has been identified as material to the organization and its stakeholders is reported**

The Company discloses background with regard to selecting material issues which reflect expectation of stakeholders and the related activities. The reporting scope is limited to domestic operation sites such as TYM's HQ and domestic factories (Iksan and Okcheon), but part of data can cover subsidiaries of domestic and overseas subsidiaries. If the scope of reporting is different from the above, it is explained in the Report accordingly. The assurance team confirms that the material topics selected through the materiality assessment are completely reflected according to the physical and periodic reporting boundaries

- **Reliability and quality: the accuracy and comparability of information presented in the Report, as well as the quality of underlying data management systems**

The assurance team has sampled data and tested accuracy and reliability of the sustainability performance data of the Company. We interviewed the responsible for the subject data handling and reviewed the data gathering process with the supporting documents and records. Based on the test, the intentional error or misstatement is not noted. Data owners were able to demonstrate to trace the origin of the data and to interpret the processed data in a reliable manner. The data was identifiable and traceable. The Company reports the sustainability performance of the last three years and can be compared over time. Any errors or unclear expressions found during the verification process were corrected prior to the publication of the Report. It is DNV's recommendation that the Company not only report positive performance and impact but also negative impact (such as negative issues found in supply chain audit and remediation measures) in a balanced way.

Our competence, independence and quality control

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences. DNV conducted GHG verification for the Group and its subsidiaries in 2023 and we assess that this activity does not have impact on independence and impartiality of the assurance of this Report.

Limitations

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The engagement excludes the sustainability management, performance, and reporting practices of the Company's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement.

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Responsibilities of the Directors of TYM and of the assurance providers

The Company's management has sole responsibility for the integrity of the Report and this responsibility includes designing, implementing, and maintaining internal controls over collection, analysis, aggregation and preparation of data, fair presentation of the information and ensuring that data is free from material misstatement.

DNV's responsibility is to plan and perform the work to obtain assurance about whether the relevant information described in the 'Scope of Assurance' has been prepared in accordance with the reporting requirements and to report to TYM in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

Our statement represents our independent opinion and is intended to inform the management and stakeholders of TYM. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

Basis of our Opinion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of TYM. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. Our limited assurance procedures included, but were not limited to, the following activities:

- Peer and media review to identify relevant sustainability issues for TYM in the reporting period;
- Review of the disclosures according to reporting requirements with a focus on the process and the result of materiality assessment, Topic Standards Disclosures and relevant management processes;
- Understanding of the key systems, processes and controls for consolidating, collecting, managing and reporting disclosures and KPIs in the Report;
- Review documentary evidence and management representations supporting adherence to the reporting principles and requirements, with a focus on understanding and testing, on a sample basis, key data sets

- On-site visit at the TYM Head Office in Seoul, Republic of Korea to review the processes and systems for preparing site level sustainability data and implementation of sustainability strategy and carried out sample based assessment of site-specific data disclosures.
- Conduct interviews with representatives from the ESG team and relevant departments with overall responsibility of monitoring, data consolidation and reporting of the selected information

For and on behalf of DNV Business Assurance Korea Ltd.

Seoul, Republic of Korea

26 June 2024



Chang Rok Yun
Lead Verifier

Yun Tak Cho
Verifier

Sang Yeon Park
Reviewer

This report has been translated into English solely for the convenience of international readers. The official version of this assurance statement is the signed English version; in case of any doubt regarding interpretation between this document and the Korean version of the statement, the Korean statement shall prevail.

DNV Business Assurance Korea Ltd. is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. Supply Chain and Product Assurance - DNV

GRI INDEX

GRI Standards	No.	Disclosures	Contents & Notes
1. The organization and its reporting practices	2-1 (Not Applicable)	Organizational details	Introduction
	2-2 (Not Applicable)	Entities included in the organization's sustainability reporting	About This Report
	2-3 (Not Applicable)	Reporting period, frequency and contact point	About This Report
	2-4 (Not Applicable)	Restatements of information	Not Applicable
	2-5 (Not Applicable)	External assurance	Appendix - Independent Assurance Statement
2. Activities and workers	2-6	Activities, value chain and other business relationships	Introduction
	2-7	Employees	Appendix - Social Performance
	2-8	Workers not regarded as employees	Legal Prohibition (No authority to control related personnel under the Subcontracting Act)
3. Governance (Decision-making and structure)	2-9	Governance structure and composition	Corporate Governance Report
	2-10	Nomination and selection of the highest governance body	Website - Charter of Corporate Governance
	2-11	Chair of the highest governance body	Transparency of Governance
	2-12	Role of the highest governance body in overseeing the management	Transparency of Governance
	2-13	Delegation of responsibility for managing impacts	Transparency of Governance
	2-14	Role of the highest governance body in sustainability reporting	Transparency of Governance
	2-15	Conflicts of interest	Transparency of Governance, Annual Report
	2-16	Communication of critical concerns	Transparency of Governance
	2-17	Collective knowledge of the highest governance body	Not applicable due to lack of relevant training
	2-18	Performance evaluation of the highest governance body	Not Applicable
	2-19	Remuneration policies	Not Applicable
2-20	Process to determine remuneration	Transparency of Governance	
2-21	Annual total compensation ratio	Annual Report	

GRI Standards	No.	Disclosures	Contents & Notes
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	CEO Message
	2-23	Policy commitments	Ethical Management (Charter of Ethics), Respect for Human Rights (Charter of Human Rights, Human Rights Policy), Supply Chain Sustainability (Supplier Code of Conduct) TYM website (Environmental Management Code of Practice)
	2-24	Embedding policy commitments	Ethical Management (Charter of Ethics), Respect for Human Rights (Charter of Human Rights, Human Rights Policy), Supply Chain Sustainability (Supplier Code of Conduct) TYM website (Environmental Management Code of Practice)
	2-25	Processes to remediate negative impacts	Stakeholder Communication, Ethical Management (Whistleblowing)
5. Stakeholder engagement	2-26	Methods for seeking guidance and expressing concerns	Stakeholder Communication, Ethical Management (Whistleblowing)
	2-27	Compliance with laws and regulations	Appendix - Environmental Performance Appendix - Social Performance
	2-28	Membership associations (and Initiatives)	Appendix - Affiliation Status
	2-29	Approach to stakeholder engagement	Stakeholder Communication
	2-30	Collective bargaining agreements	Respect for Human Rights Appendix - Social Performance
	3-1 (Not Applicable)	Process to determine material topics	Materiality Assessment
Material Topics	3-2 (Not Applicable)	List of material topics	Key ESG Issues
	3-3 (by material topic)	Example 1. Development of Eco-friendly Products/Services	Sustainable Products
		Example 2. Strengthening Corporate Competitiveness/Sustainability	Greenhouse Gas Reduction
		Example 3. Management of Supplier Sustainability	Climate Change Response
			Customer Satisfaction
			Quality Management
	Supply Chain Sustainability		
	Technological Innovation		
	Human Resource Development		

Financial Performance | Social Performance | Environmental Performance |
 2023 TYM ESG Performance vs. Targets | Affiliation Status |
 Independent Assurance Statement | [GRI Index](#)

GRI Standards	No.	Disclosures	Contents & Notes
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	TYM Value Chain Appendix - Financial Performance
	201-2	Financial implications and other risks and opportunities arise from climate change	
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report
	201-4	Government subsidies	Climate Change Response
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wag	
	202-2	Proportion of senior management hired from the local community	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	
	203-2	Significant indirect economic impacts	
	204-1	Proportion of spending on local suppliers	
	205-1	Operations assessed for risks related to corruption	Ethical Management
	205-2	Communication and training about anti-corruption policies and procedures	Ethical Management
	205-3	Confirmed incidents of corruption and actions taken	Ethical Management (Whistleblowing)
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
	207-1	Approach to tax	
GRI 207: Tax 2019	207-2	Tax governance, control, and risk management	
	207-3	Stakeholder engagement and management of concerns related to tax	
	207-4	Country-by-country reporting (Subsidiaries paying taxes by country)	

GRI Standards	No.	Disclosures	Contents & Notes
GRI 301: Materials 2016	301-1	Materials used by weight or volume	
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Appendix - Environmental Performance
	302-2	Energy consumption outside of the organization	
	302-3	Energy intensity	Appendix - Environmental Performance
	302-4	Reduction of energy consumption	
	302-5	Reductions in energy requirements of products and services	Sustainable Products
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Resource Management
	303-2	Management of water discharge-related impacts	Water Resource Management
	303-3	Water withdrawal	
	303-4	Water discharge	
	303-5	Water consumption	Water Resource Management Appendix - Environmental Performance 2023 TYM ESG Performance vs. Targets

[Financial Performance](#) | [Social Performance](#) | [Environmental Performance](#) |

[2023 TYM ESG Performance vs. Targets](#) | [Affiliation Status](#) |

[Independent Assurance Statement](#) | [GRI Index](#)

GRI Standards	No.	Disclosures	Contents & Notes
GRI 304: Biodiversity 2023	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity
	304-3	Habitats protected or restore	Biodiversity
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate Change Response Appendix - Environmental Performance 2023 TYM ESG Performance vs. Targets
	305-2	Energy indirect (Scope 2) GHG emissions	Climate Change Response Appendix - Environmental Performance 2023 TYM ESG Performance vs. Targets
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	Climate Change Response Appendix - Environmental Performance
	305-5	Reduction of GHG emissions	
	305-6	Emissions of ozone-depleting substances (ODS)	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Activities to Manage the Environmental Impact

Note) The new GRI 101: Biodiversity 2024 officially takes effect from January 1, 2026

GRI Standards	No.	Disclosures	Contents & Notes
GRI 306: Waste 2020	306-1 (Topic Management Disclosure Items)	Waste generation and significant waste-related impacts	Waste Management
	306-2 (Topic Management Disclosure Items)	Management of significant waste-related impacts	Waste Management
	306-3	Waste generated	Waste Management Appendix - Environmental Performance 2023 TYM ESG Performance vs. Targets
	306-4	Waste diverted from disposal (Waste converted from disposal)	Waste Management Appendix - Environmental Performance 2023 TYM ESG Performance vs. Targets
	306-5	Waste directed to disposal	Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Activities to Manage the Environmental Impact
	308-2	Negative environmental impacts in the supply chain and actions taken	Activities to Manage the Environmental Impact
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Appendix - Social Performance
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Work-Life Balance Employee Health and Safety
	401-3	Parental leave	Appendix - Social Performance

GRI Standards	No.	Disclosures	Contents & Notes
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	
	403-1	Occupational health and safety management system	Safety and Health Management System, and Risk Management Occupational Health and Safety Policy
	403-2	Hazard identification, risk assessment, and incident investigation	Employee Health Management Activities
	403-3	Occupational health services	Employee Health Management Activities
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Health Management Activities
	403-5	Worker training on occupational health and safety	Safety and Health Management System, and Risk Management Hazardous Chemical Management
	403-6	Promotion of worker health	Safety and Health Management System, and Risk Management Employee Health Management Activities Systematic management and monitoring through health notebooks
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Policy Appendix - Social Performance
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Policy
	403-9	Work-related injuries	Employee Health Management Activities Systematic management and monitoring through health notebooks Appendix - Social Performance 2023 TYM ESG Performance vs. Targets
403-10	Work-related ill health	Employee Health Management Activities Systematic management and monitoring through health notebooks Appendix - Social Performance 2023 TYM ESG Performance vs. Targets	

GRI Standards	No.	Disclosures	Contents & Notes
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Appendix - Social Performance
	404-2	Programs for upgrading employee skills and transition assistance programs	Strengthen Quality and Service Organizations Appendix - Social Performance
	404-3	Percentage of employees receiving regular performance and career development reviews	Strengthen Quality and Service Organizations
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance (decision-making and implementation) bodies and employees	Appendix - Social Performance
	405-2	Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	

GRI Standards	No.	Disclosures	Contents & Notes
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	
	413-2	Operations with significant actual and potential negative impacts on local communities	Social Contribution
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supplier Management Process
	414-2	Negative social impacts in the supply chain and actions taken	Supplier Management Process
GRI 415: Public Policy 2016	415-1	Political contributions	

GRI Standards	No.	Disclosures	Contents & Notes
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Safety
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	
	417-2	Incidents of non-compliance concerning product and service information and labeling	
	417-3	Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	