



TYM ESG REPORT 2022

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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ABOUT THIS REPORT

Report Overview

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

The TYM's ESG Report for 2022 is structured around major issues derived from the materiality assessment process to provide necessary and practical information to stakeholders. This report also includes relevant comprehensive financial and non-financial performances.

Reporting Period

The reporting period is from January 1, 2022, to December 31, 2022. Significant performances occurring after the reporting period is also included until the first half of 2023, to provide timely information. In terms of key quantitative performances, the data of the past three years (2020-2022) are provided, while some performances are provided with the data of more than the past three years of data so to help the understanding of long-term trends for the stakeholders.

Publication Date

July 2023

Reporting Cycle

Annually

Reporting Scope

The scope of this report includes TYM's domestic operations, including its headquarters, Iksan, Okcheon and Jincheon factory, as well as overseas subsidiaries, including the USA branch. In case the information is outside of the scope, it is separately marked and explained.

Please note the expansion of the reporting scope compared to the previous year due to the merger with Kukje Machinery Co., Ltd. within the reporting period, which makes the current report include the performance of the business site (Okcheon factory) ran by Kukje Machinery Co., Ltd.

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 separate financial statements in accordance with Korean International Financial Reporting Standards (K-IFRS) for the period from January 1, 2022 to December 31, 2022, and separate explanations are provided for data prepared based on consolidated basis.

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 the appendix (Pg. 51).

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CEO Message



TYM will sow the seeds of change through proactive ESG management, and we will create a sustainable future together with our stakeholders.

Dear respected stakeholders of TYM, we sincerely thank you for your unwavering trust and love for TYM.

In 2022, the world experienced continued uncertainties in the domestic and international business environment, including energy issues caused by the prolonged Russia-Ukraine conflict, global food crises, persistent inflationary pressures, and economic slowdowns. In such environment, the global agricultural machinery industry faced a fundamental paradigm shift as it evolved into a high-tech industry called 'smart farming' due to long-term food crises and a decline in agricultural labor.

TYM made efforts in such circumstances to enhance its internal capabilities and position for future growth through the merger with Kukje Machinery Co., Ltd. As a result, TYM achieved remarkable sales performance, surpassing 1.116 trillion KRW, the highest in our history, and exceeding 122 billion KRW in operating profit, a 246% increase compared to the previous year.

Since declaring ESG management for the first time in the domestic agricultural machinery industry in 2021, TYM has been fully committed to internalizing ESG management in 2022. Efforts are being made to improve the low-carbon and energy efficiency of the facilities through participation in the Carbon Neutrality Leading Plant Project. We are also actively engaging in cooperative ESG support programs for suppliers to promote sustainable development that mutually benefits our supply chain. Furthermore, TYM is enhancing the activities of the ESG Committee and is striving to improve corporate governance by strengthening diversity in board composition.

In 2023, TYM will continue to lead the way under our corporate vision of "Innovative Legacy for the Next Generation," sharing innovative assets and working together to create a sustainable future for future generations alongside our own.

First, we will actively participate in addressing climate change.

TYM is driving substantial changes to achieve our core goal of "Carbon Net Zero 2040." We have set specific targets for gradual reduction steps leading up to 2040 and are establishing the foundation for carbon reduction throughout TYM's value chain. We strive to set an example and to be proactive in greenhouse gas reduction and climate change response.

Secondly, we will take the lead as a global brand through continuous technological innovation.

The global agricultural machinery market is evolving towards autonomous and unmanned solutions. TYM has received national certification for the autonomous driving systems of our T130 tractor and RGO-690 utility vehicle in 2023, making us the first in the industry. We will further enhance our capabilities in autonomous driving technology through in-house development and increased R&D investment, positioning ourselves as a leading global advanced agricultural machinery brand.

Thirdly, we will build a happy workplace and achieve customer satisfaction.

TYM is committed to creating a happy workplace by implementing reasonable compensation system that satisfies our employees, and improving the work environment to foster creativity and communication. Our new headquarters will embody an ideal workplace envisioned by employees, providing the best work environment where everyone can take pride. Moreover, in this environment where our members can fully demonstrate their capabilities, we will strengthen our customer satisfaction skills, actively communicate with customers based on trust, and deliver a unique TYM experience.

Dear respected stakeholders,

TYM believes that ESG management is how we fulfill our commitment to stakeholders and grow together. We promise to actively manage ESG risks, practice responsible management based on board-centered governance, and share the value we create through proactive and transparent communication with our stakeholders. We kindly request your warm support and unwavering endorsement in our journey at TYM, which we will continue to shape together.

KIM, HI YONG | Chairman and CEO
KIM, DO HOON | President and CEO

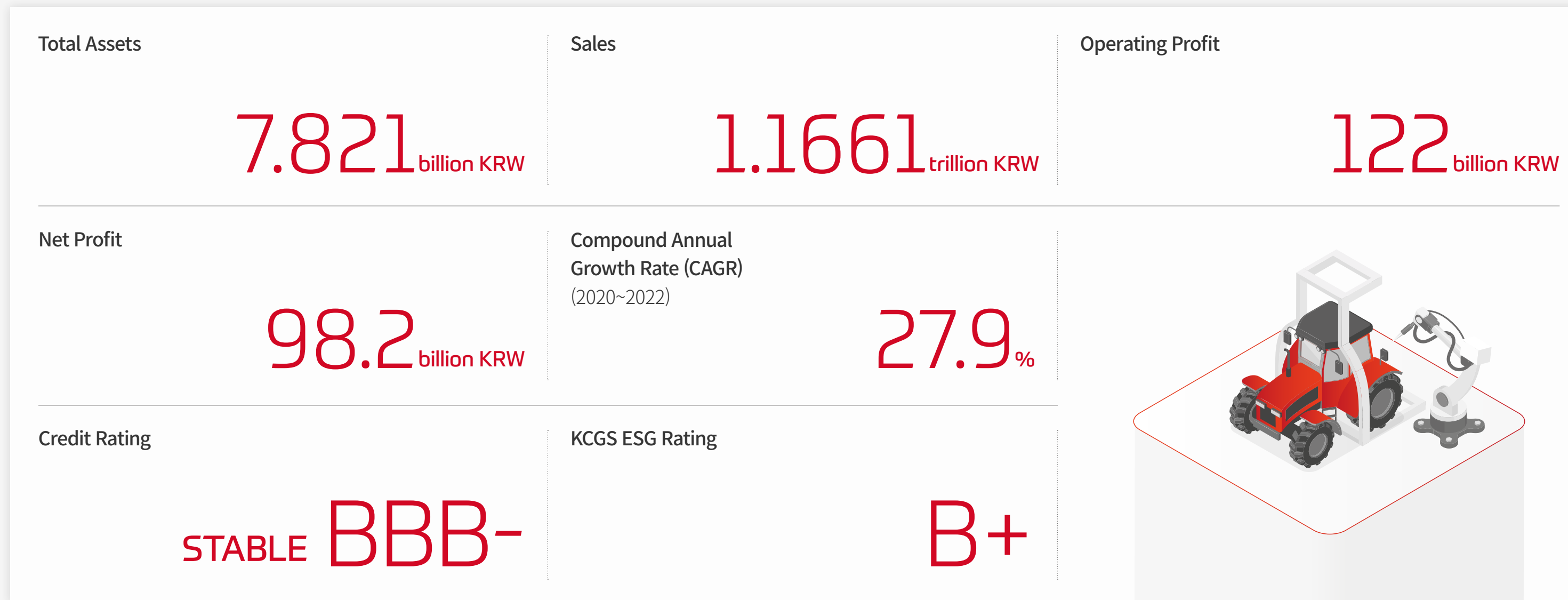


Introduction

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. To leap forward as a global specialist in agricultural machinery, TYM changed the company name from Tongyang Moolsan Co. Ltd. to TYM Corporation in 2021. 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, formerly known as GMT), TYM has advanced into 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 global agriculture that leads market needs by securing global competitiveness by internalizing its know-how of success in the North American market.

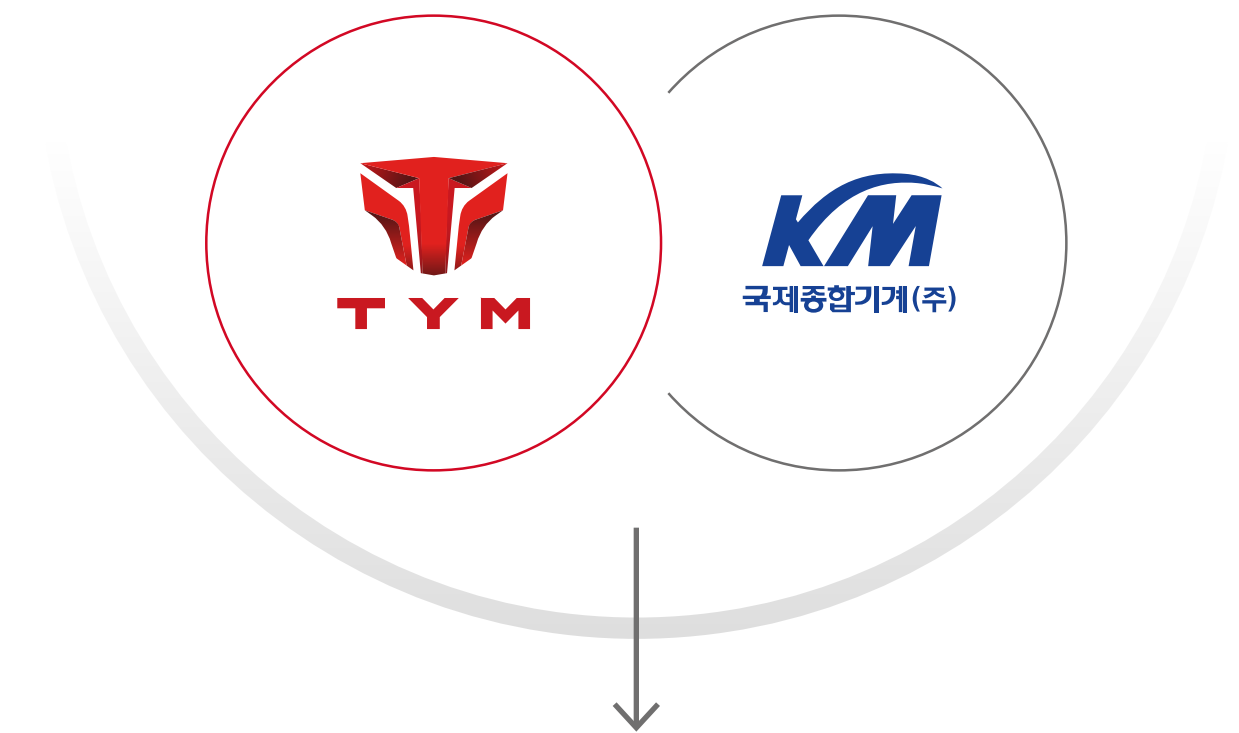
Company Name	TYM Corporation
Headquarters	Daeyong Building, 7, Eonju-ro 133-gil, Gangnam-gu, Seoul, South Korea
CEO	Kim, Hi Yong, Kim, Do Hoon
Date of Establishment	September 28, 1951
Business Areas	Agricultural Machinery and Cigarette Filters Manufacture/Sales
No. of Employees	1,157
Website	tym.world



* The above financial information is on a consolidated basis

Kukje Machinery Co., Ltd. Merger

TYM has officially launched as one TYM Group by merging with its subsidiary Kukje Machinery Co., Ltd. By joining forces with Kukje Machinery Co., Ltd., which has a long history and solid manufacturing capabilities, TYM aims to create synergies in manufacturing and operations, enhance efficiency, secure new sources of growth, and become a future-oriented brand that delivers innovative value.



- ### Key Achievements in 2022
- Achieved record-breaking sales of 1 trillion KRW for the first time
 - Increased cost competitiveness through integration of manufacturing process
 - Increased operating leverage due to expanded production scale
 - Enhanced cost competitiveness and systematized engine supply through in-house engine production
 - Achieved the highest operating profit margin amongst domestic agricultural machinery companies

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 industry players. TYM's main production facilities include agricultural machinery production plants in Iksan and Okcheon, which produce and sell agricultural machinery such as tractors, combine harvesters, and utility vehicles, as well as a filter production plant in Jincheon, which produces and sells carbon composite filters and acetate filters for cigarettes. The produced agricultural machinery is sold through dealerships of regional business divisions. Sales and delivery related to the North American corporation are managed by TYM NORTH AMERICA and the Overseas Business Division.












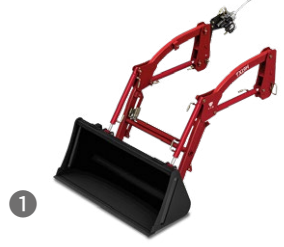



(As of the end of June 2023)

1) TYM merged with Kukje Machinery Co., Ltd. as of July 1, 2022

2) TYM North America merged with Branson Machinery, LLC as of January 1, 2023

3) ROOT changed its company name from GMT during current reporting period

4) Anhui Light Industries International Co., Ltd. has been excluded due to it undergoing liquidation

	TYM ¹⁾				TYM NORTH AMERICA ²⁾	ROOT ³⁾	TYM ICT	
Classification								
Business Areas	Agricultural Machinery		Engines	Cigarette Filters	Agricultural Machinery	Equipment	Smart Solution	
Key Products	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 side dressing fertilization and seedling cultivation, resulting in labor and production cost savings	Diesel Engines Eco-friendly engines with low fuel consumption, high power, and easy handling	Carbon Composite Filters, Acetate Filters Produces various activated carbon filters such as capsule filters for electronic cigarettes and mask filters	Tractors	Crop Farming Equipment, Compact Tractor Manufacture	Research on autonomous driving, telematics, smart farming, and precision agriculture
	① T130 (Tractor) ② T76 (Tractor) ③ K110E (Tractor) ④ K75 (Tractor)	① HJ6135 (Combine Harvester) ② CX6130 (Combine Harvester)	① PRJ83DLGF (Rice Transplanter) ② RGO-650 (Rice Transplanter)	① A1100		① T25, T47, T57, T22, T49 ② 2515, 5835	① Loader ② Backhoe ③ Mower	Autonomous driving system Telematics
		 	 				  	

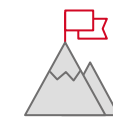
TYM's Story

TYM has grown steadily over the past 70 years as a first-generation agricultural machinery manufacturer, aiming for human enrichment, life, and nature. With fresh ideas and continuous innovation, we will continue to deliver positive value to all stakeholders and develop TYM's success story in the next 70 years and beyond.

Introduction

Establishment of the company and securing foundation for growth

- 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

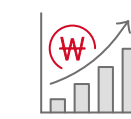


First-generation manufacturer of agricultural machinery

Growth

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

- 2000 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.



Growth as an agricultural machinery exporter

Leap

Leap as a global professional agricultural machinery company

- 2019 Acquired ROOT (formerly known as GMT)
- 2020 Adopted the professional management system, Established TYMICT
- 2021 Changed company name to TYM
- 2022 Merged with Kukje Machinery Co., Ltd., Acquired ISO45001 certification, Launched the North American subsidiary office in Atlanta



Develops autonomous agricultural machinery and leads the future of agriculture



The TYM logo symbolizes strength through the tiger and solidity through the bold red text which embodies TYM's passion for leaping towards the broader future and technological innovation ahead.

Global Network

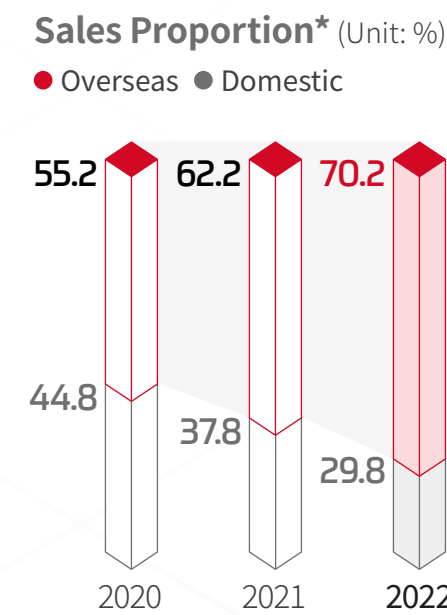
TYM operates one overseas corporation, four regional business units, and 624 dealerships (*1) in 37 countries worldwide to strengthen export competitiveness and establish itself as a global professional agricultural machinery company. We continue to make ongoing investments in the major North American market, and in order to secure a foothold in the European market, we announced plans to establish the first local subsidiary in Germany in 2023. TYM delivers the best inspiration to customers providing reliable and perfect quality and we consider their various working environments and ways of using tractors.

Establishment of Integrated North American Subsidiary

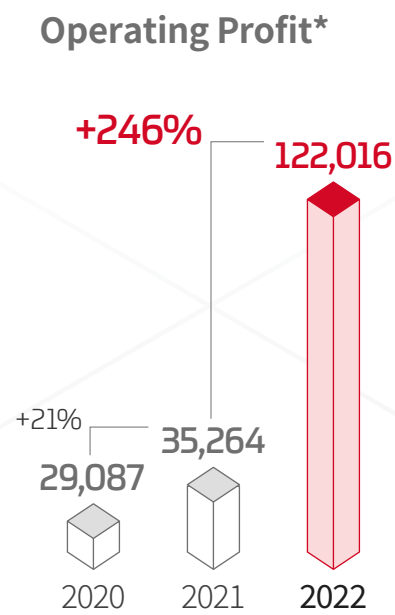
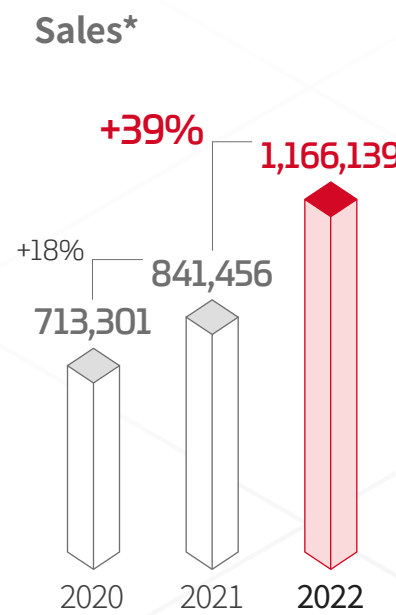
Since establishing a local sales subsidiary in North Carolina, USA, in 2004, TYM has been actively engaged in activities to take a leap as a global company.

Opening of Atlanta Office in Georgia

In February 2023, TYM opened a new office for the integrated North American subsidiary, "TYM North America," in Atlanta, Georgia, the largest export market. This is the first office to be established following the five assembly plants within North America, and TYM plans to leverage this headquarter as a strategic hub to strengthen its business strategy through the development and recruitment of top talent from the southeastern region's largest urban centers. We also expect organic cooperation and synergistic effects with our factory located near the Atlanta office, the most significant segment in our North American market. We aim to secure competitiveness as a leading agricultural machinery brand in North America by developing services tailored to local consumers and strengthening our capacity for exploring business models.



* on a consolidated basis (Unit: Millions KRW, %)



Asia
Dealerships **3**

Europe
Dealerships **32**

Oceania
Dealerships **6**

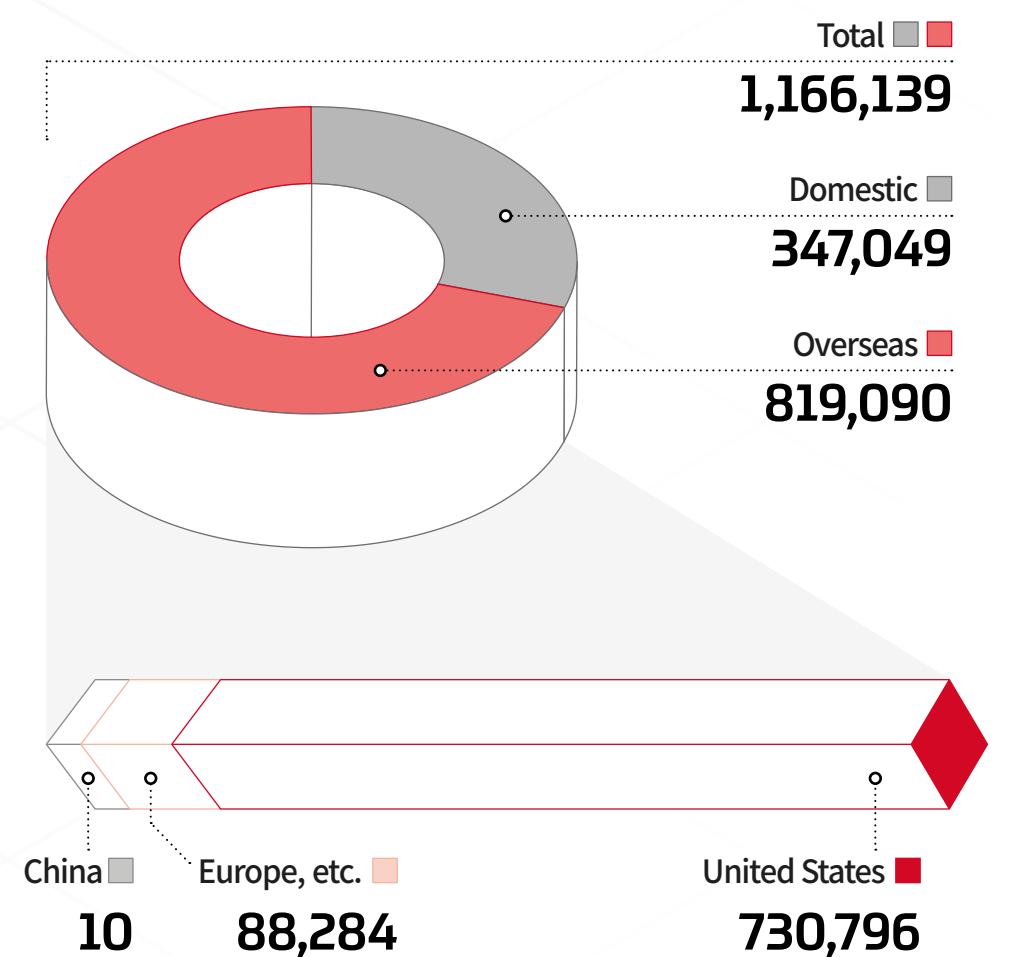
Korea

- Headquarters **1**
- Regional Business Units **4**
- Dealerships **261**
- Factories **3**
- R&D Centers **1**

North America

- Subsidiaries **1**
- Dealerships **322**

Sales by Region (Unit: Millions KRW, on a consolidated basis)



OUR BUSINESS

TYM Value Chain 10



TYM Value Chain

TYM Value Chain

1 Purchase from Suppliers

558 billion KRW

2 Investment

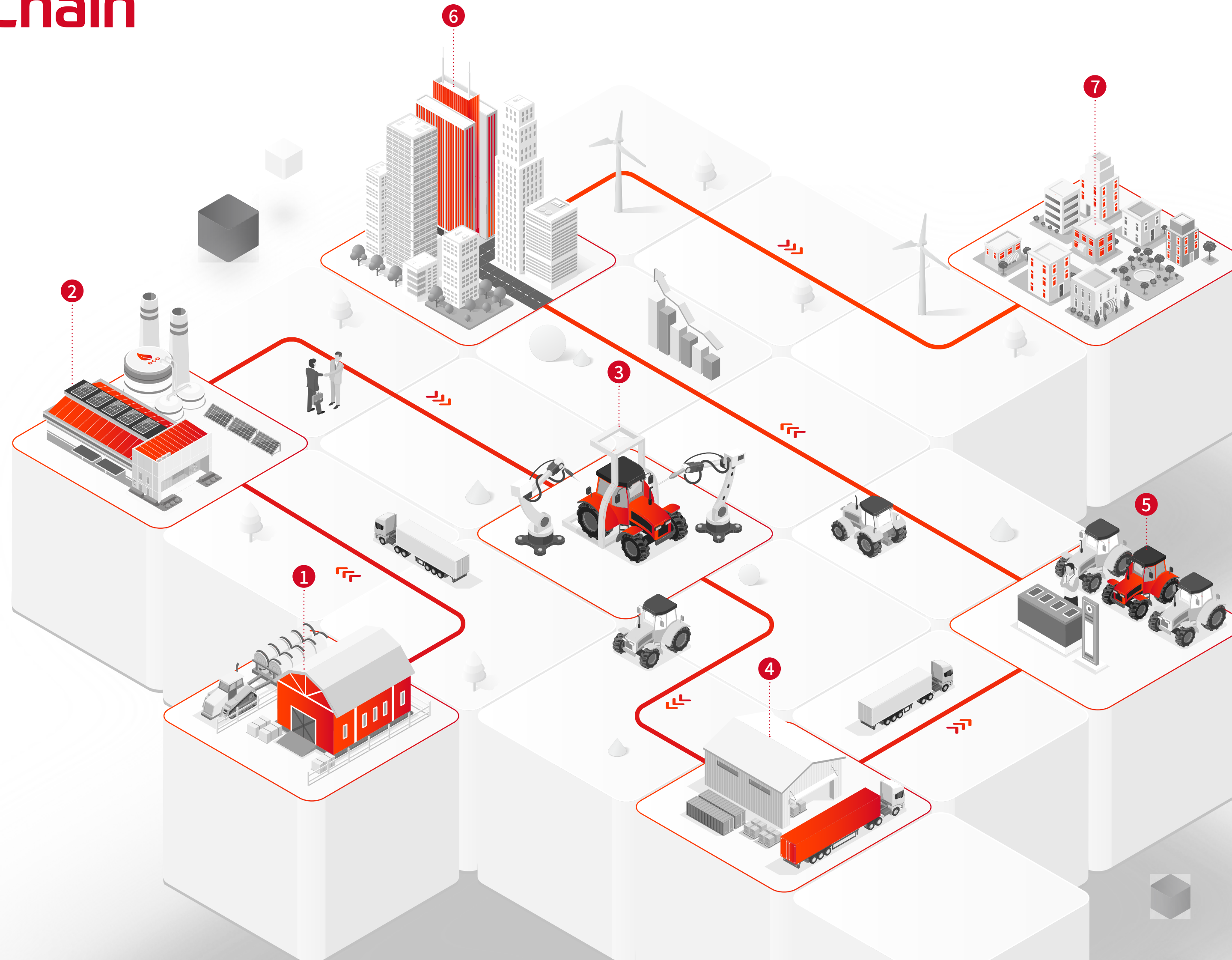
Investment on Eco-friendly Facilities 7.7 billion KRW

3 Manufacture

Tractors	40,317 units
Combine Harvesters	828 units
Rice Transplanters	1,350 units
Engines	8,535 units
Filters	6,270 million ea

4 Transportation

Packaging cost	1.5 billion KRW
Shipping cost	1.1 billion KRW



5 Sales

Tractors	41,129 units
Combine Harvesters	724 units
Rice Transplanters	1,390 units
Engines	1,222 units
Filters	4,796 million ea

6 Economic Performance

Revenue	758.1 billion KRW
Operating Profit	87.7 billion KRW
Net Profit	98.5 billion KRW

7 Distribution of Economic Performance

Employee Compensation	73.9 billion KRW
Community Donations	1.02 billion KRW
Shareholders and Investors	12.8 billion KRW
Shareholder Returns (dividends and share buybacks)	
Interest Expenses	3.8 billion KRW

SUSTAINABILITY HIGHLIGHT

ESG 2022 At a Glance 12 — ESG Vision 13 — Materiality Assessment 15

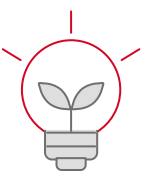
Key ESG Issues 16 — Stakeholder Communication 17

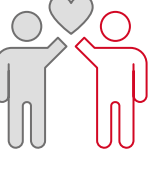


ESG 2022 At a Glance

ECONOMY	
Sales Unit ¹⁾	Proportion of Exports
43,243	70.4%
Sales	Operating Profit
758.1 billion KRW	87.7 billion KRW
R&D Investment	Share buybacks
13.7 billion KRW	8.8 billion KRW

GOVERNANCE	
Proportion of Non-executive Directors on the Board	Proportion of Female Non-executive Directors
50%	67%

ENVIRONMENT			
Greenhouse Gas Emissions	Energy Consumption	Water Usage	Waste Recycling Rate
12,063 tCO ₂ eq	243,071,077 MJ	109,105 m ³	61%
Sustainable Products	Sales of Eco-friendly Products	Eco-friendly Investments	
6%	117.7 billion KRW	7.7 billion KRW	

SOCIAL			
Engagement of ESG consulting with supplier companies	Improvement of ESG Support Projects for Suppliers	Donation of Free Tractors to Local Communities	Other Hirings ²⁾
21 companies	44.5%	16 units	25 individuals (16 individuals with disabilities, 7 national veterans, 2 foreigners)
Donation to Ukraine	Occupational Health and Safety Management Certification	Investment in Talent Development	
500 million KRW (Tractors 10 units & 100 million KRW)	ISO45001 (Iksan and Okcheon Factories)	500 million KRW	

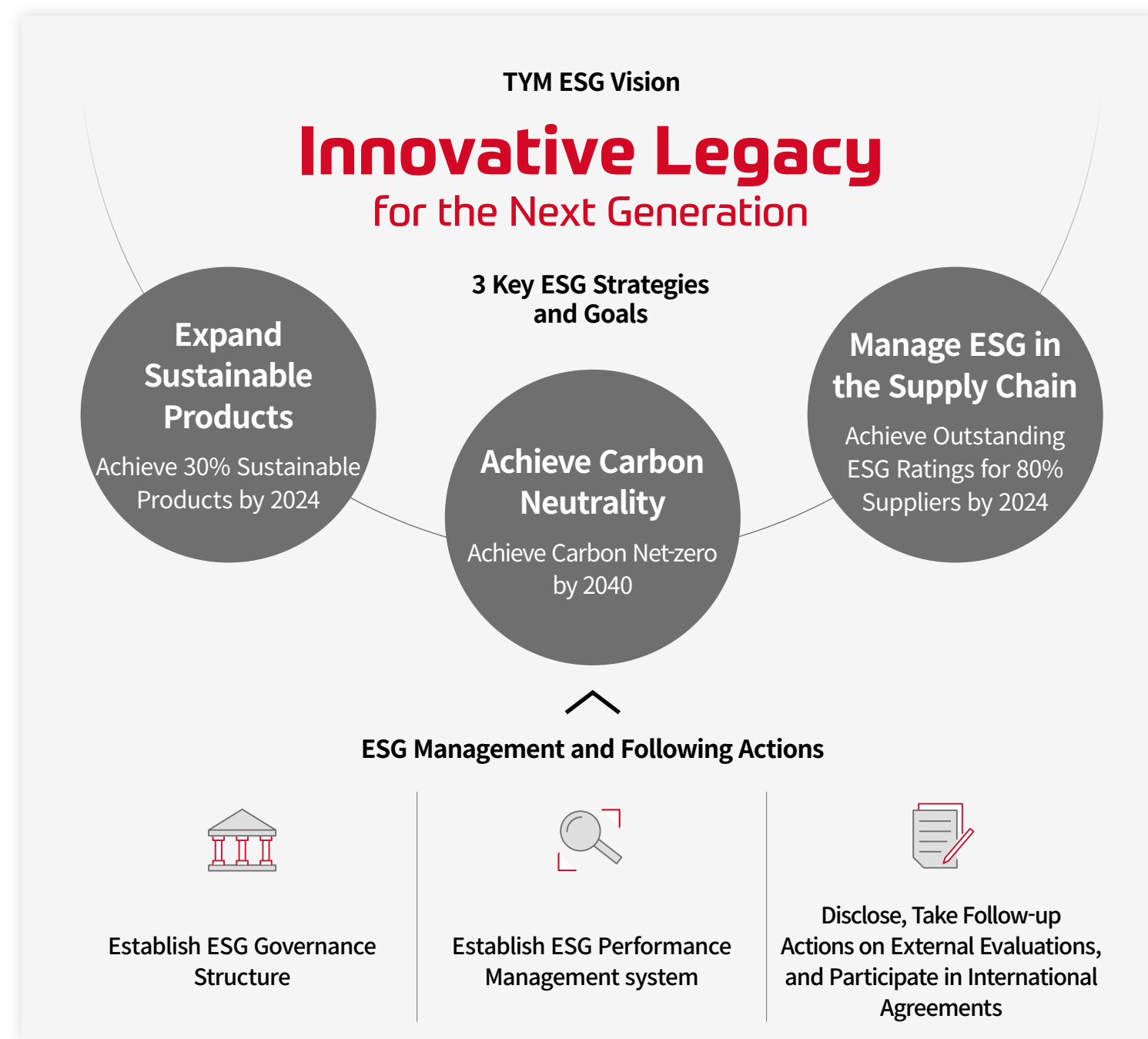
1) Combined sales units of tractors, combine harvesters, and rice transplanters. 2) Other Hirings include individuals with disabilities, national veterans and foreigners.

ESG Vision

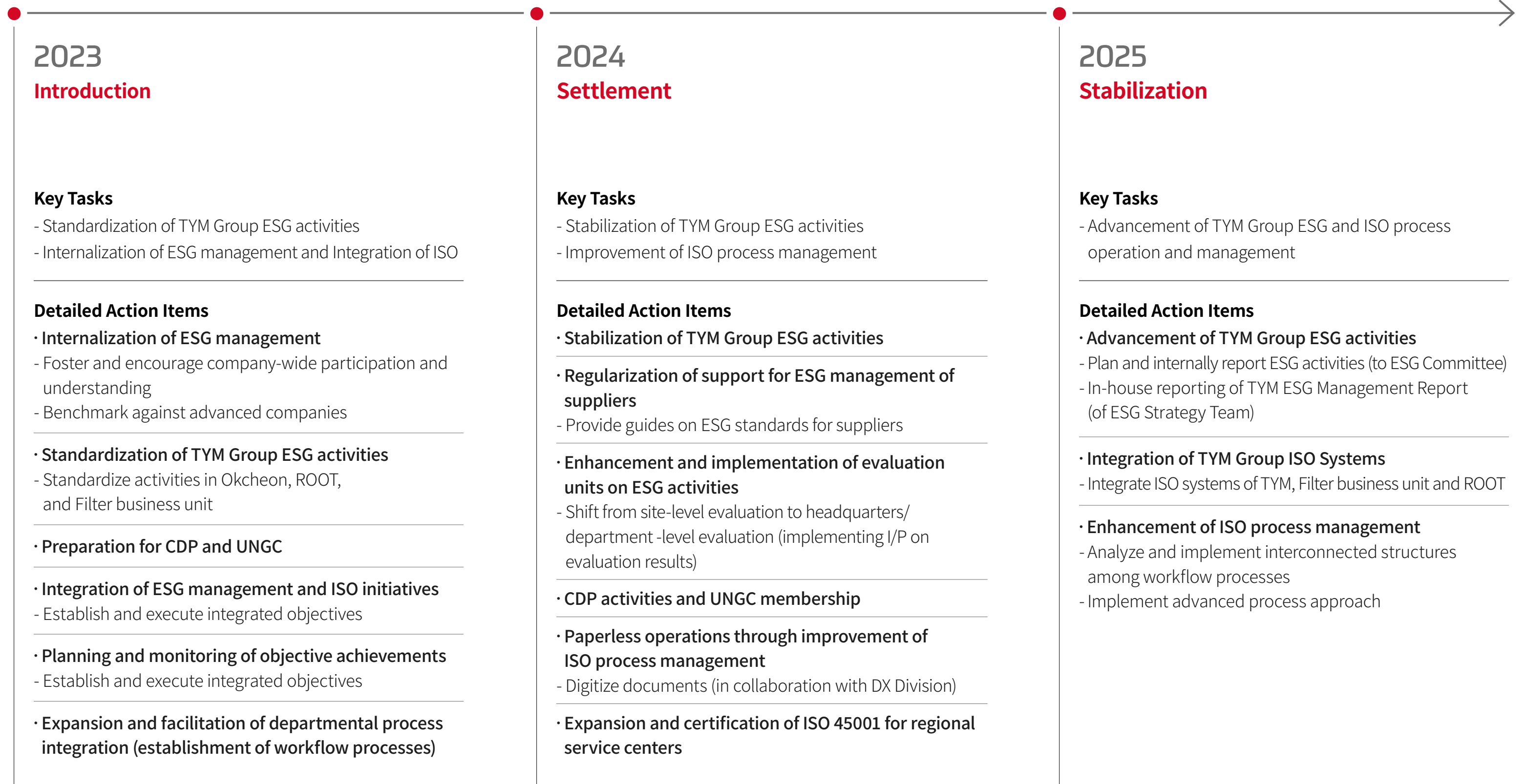
TYM’s ESG vision, ‘INNOVATIVE LEGACY FOR THE NEXT GENERATION,’ embodies the meaning of sharing TYM’s innovative assets and creating the future together through sustainable growth, enabling the next generation to grow together with our generation in a better world.

TYM Vision-related Activities

To realize its ESG vision, TYM has declared three key strategies and goals: expanding sustainable products, achieving carbon neutrality, and managing ESG in the supply chain. We have solidified our strategic objectives for 2022 and actively incorporated them into our business activities, aiming to achieve our vision and sustainable growth.



Mid- to Long-term Implementation Roadmap on ESG Vision

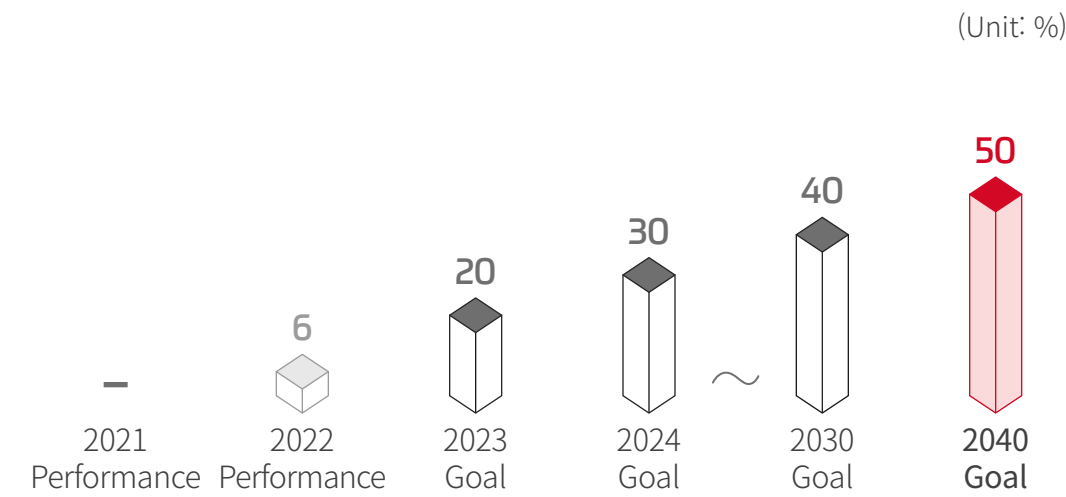


What are TYM's Sustainable Products?

TYM's Sustainable Products consider the impact on the environment and society from the development stage while pursuing consumer convenience and safety. TYM has set mid- to long-term goals throughout the entire process from product planning, then raw material purchase, to product sales in order to expand sustainable products, and through a circular structure where improved product planning leads to better sales, TYM is able to achieve sustainable growth. In 2022, significant achievements were made including the application of LFI technology, development of eco-friendly oils and materials, and the integration of sustainable technologies such as autonomous driving and telematics.

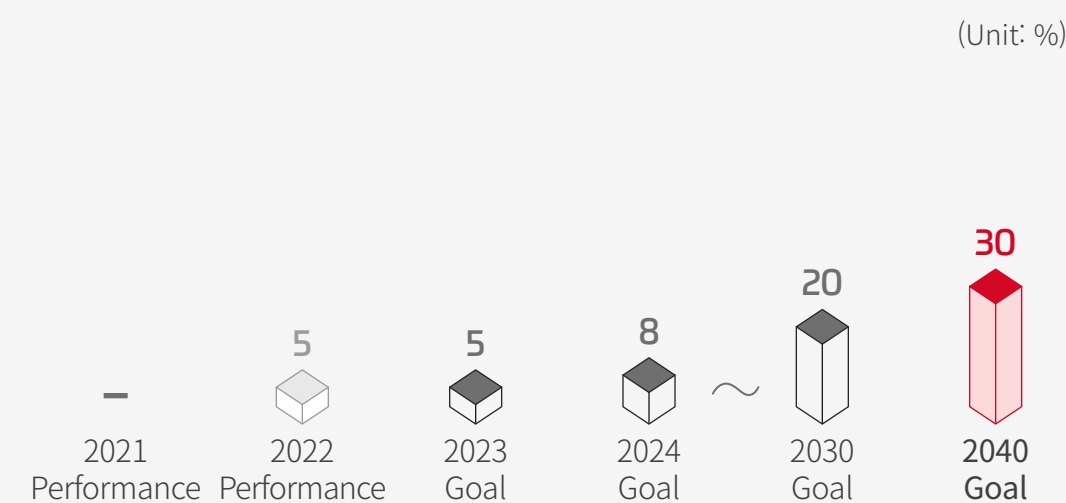
Planning

Expand the proportion of sustainable products to 50% by 2040



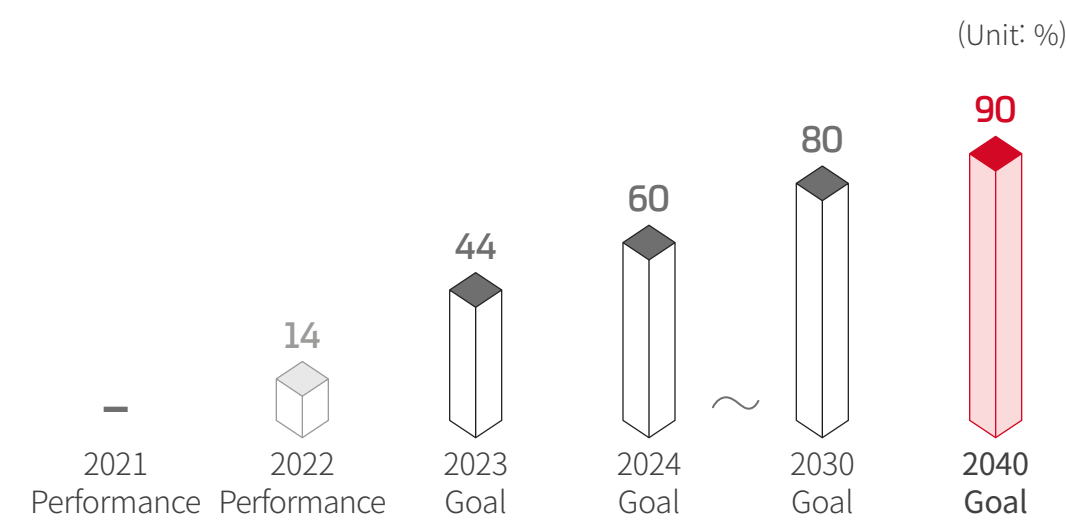
Purchase

Expand the proportion of eco-friendly purchases of raw material to 30% by 2040



Sales

Expand the proportion of sustainable product sales to 90% by 2040

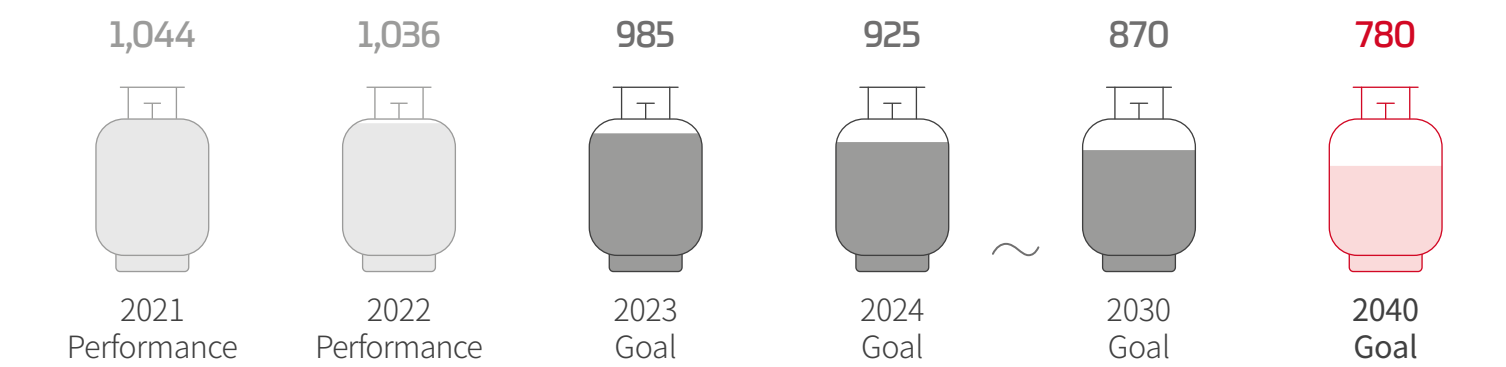


What is TYM's Carbon Neutrality?

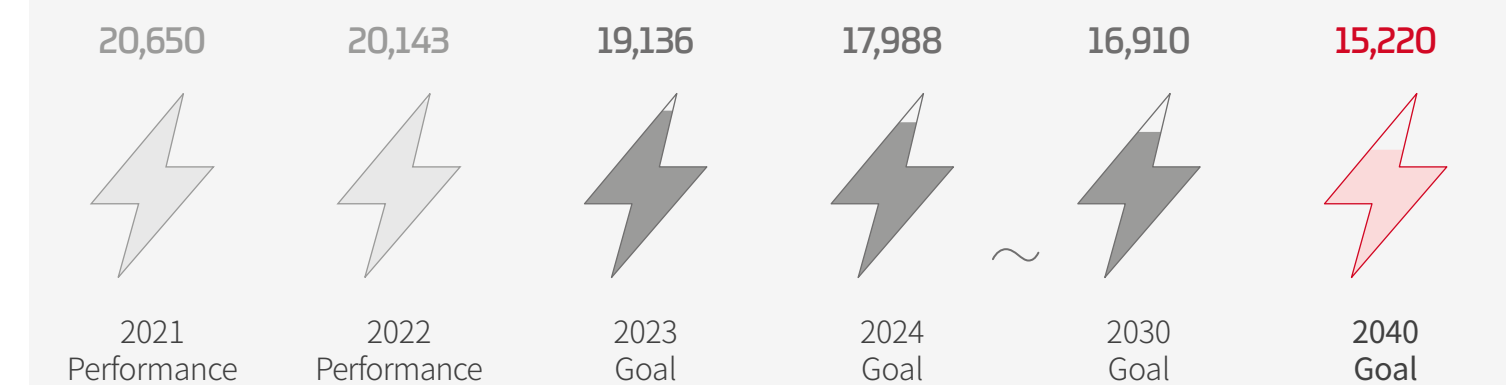
Carbon neutrality means reducing greenhouse gas emissions from various corporate activities and offsetting or removing the remaining emissions to achieve a net zero carbon emissions. To achieve TYM's Carbon Neutrality, it has implemented the Factory Energy Management System (FEMS) in the manufacturing sector to improve energy efficiency, reduce carbon emissions through gas and electricity usage reduction and monitoring, decarbonize production processes, expand eco-friendly products, and collaborate with internal and external stakeholders. In 2022, we established the base for carbon neutrality by changing the coating line and adopting FEMS.

TYM's Key Reduction Targets for Carbon Net Zero

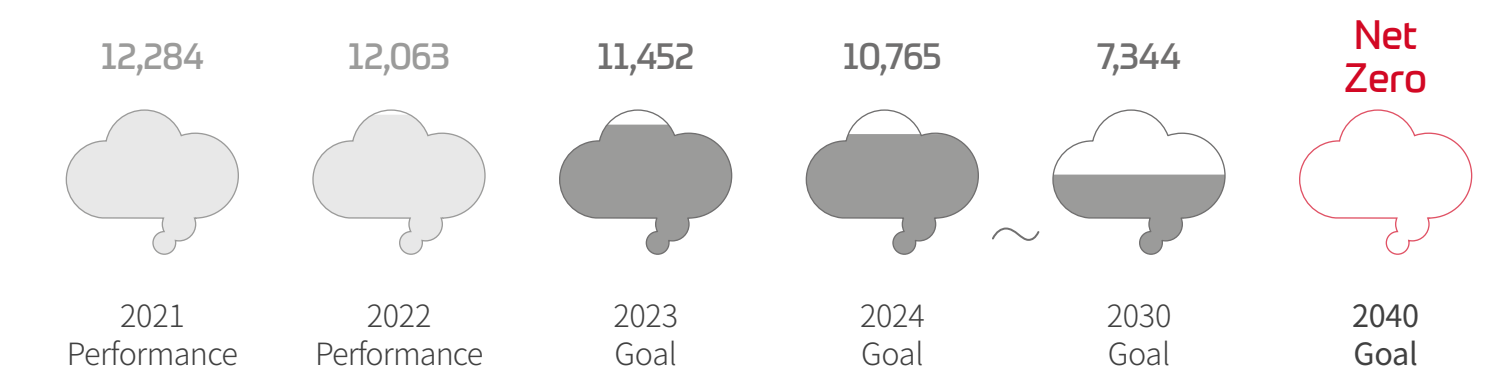
Gas Usage Reduce from 1,036 Nm³ in 2022 to 780 Nm³ by 2040 (Unit: Nm³)



Electricity Usage Reduce from 20,143 MWh in 2022 to 15,220 MWh by 2040 (Unit: MWh)



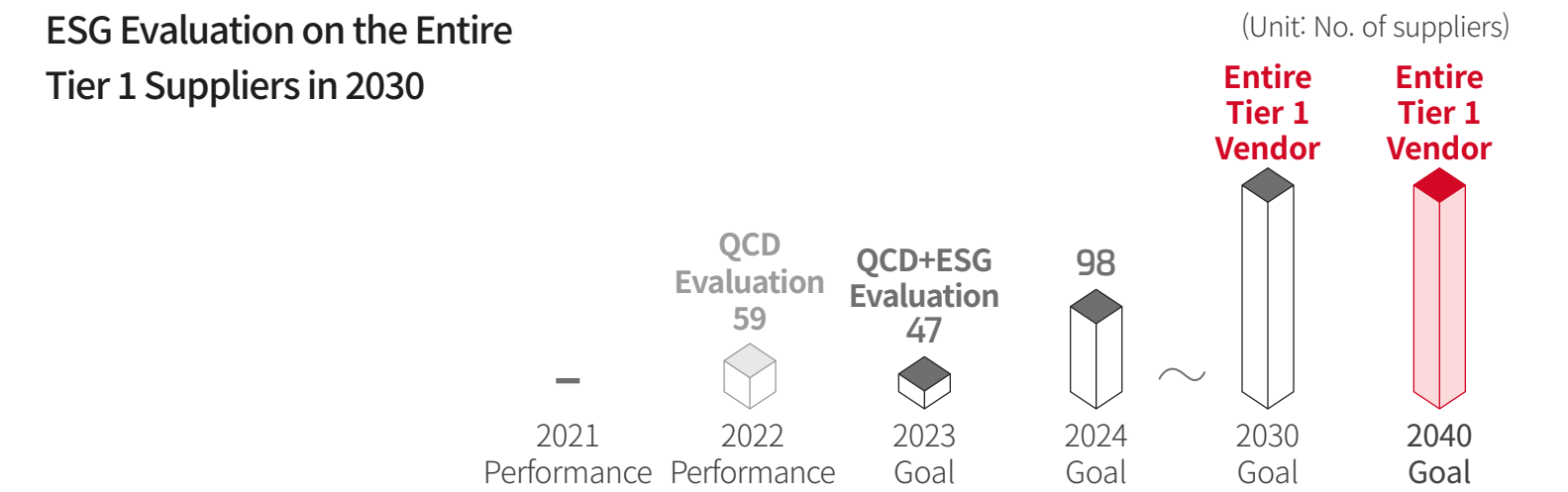
Greenhouse Gas Emissions Reduce from 12,063 tCO₂eq in 2022 to zero by 2040 (Unit: tCO₂eq)



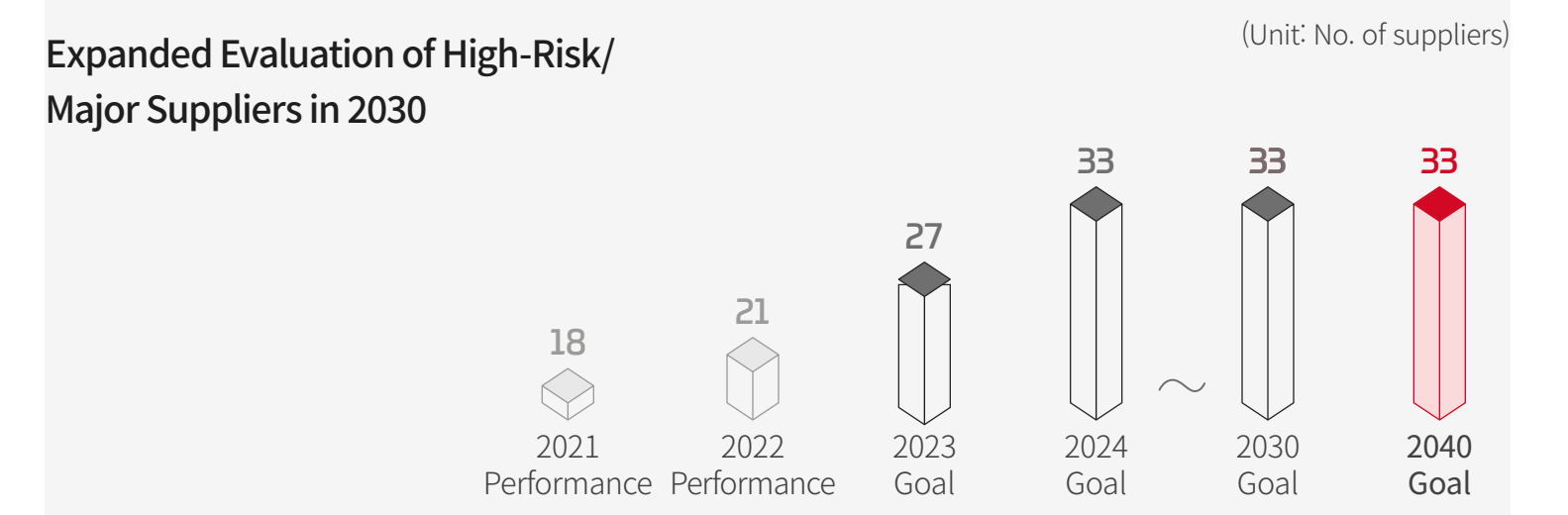
What is TYM's Supply Chain ESG Management?

TYM's Supply Chain ESG Management aims to strengthen the competitiveness of suppliers and manage them to fulfill their responsibilities towards the environment and society, in order to build a sustainable business ecosystem through symbiotic growth. By identifying and improving potential risks in suppliers' business, recommending compliance with codes of conduct, and conducting supplier evaluations, TYM can fulfill its social responsibility and operate and manage an eco-friendly and sustainable supply chain. In 2022, TYM achieved mutual growth with its suppliers through ESG evaluations and expansion, mutually beneficial Q-Academy with suppliers, and the establishment of Suppliers' Occupational Health and Safety Council.

ESG Evaluation on the Entire Tier 1 Suppliers in 2030



Expanded Evaluation of High-Risk/Major Suppliers in 2030



Materiality Assessment

Materiality Assessment Process

TYM identifies sustainability-related issues that companies should prioritize in their management and disclosure every year based on the Global Reporting Initiative Standards (GRI). The selection of key issues is derived through a double materiality assessment, considering both the perspective of the impact on the environment and society (Social/Environmental, Impact to Stakeholders) and the impact within the company (Financial, Impact to Business). The materiality assessment process consists of three stages: Issue Pool Composition, Materiality Assessment, and Selecting and Prioritizing Key Issues.

STEP 01

Issue Pool Composition

- Review of material issues from the previous year
- Media analysis
- Analysis of ESG disclosures and evaluation requirements (MSCI, SASB, GRI Standards, KCGS, etc.)
- Benchmarking analysis of similar industries
- Analysis of domestic and international ESG trends
- Stakeholder surveys

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STEP 02

Material Assessment

- Assessment of financial (inward) impact materiality
- Assessment of environmental and social (outward) impact materiality

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STEP 03

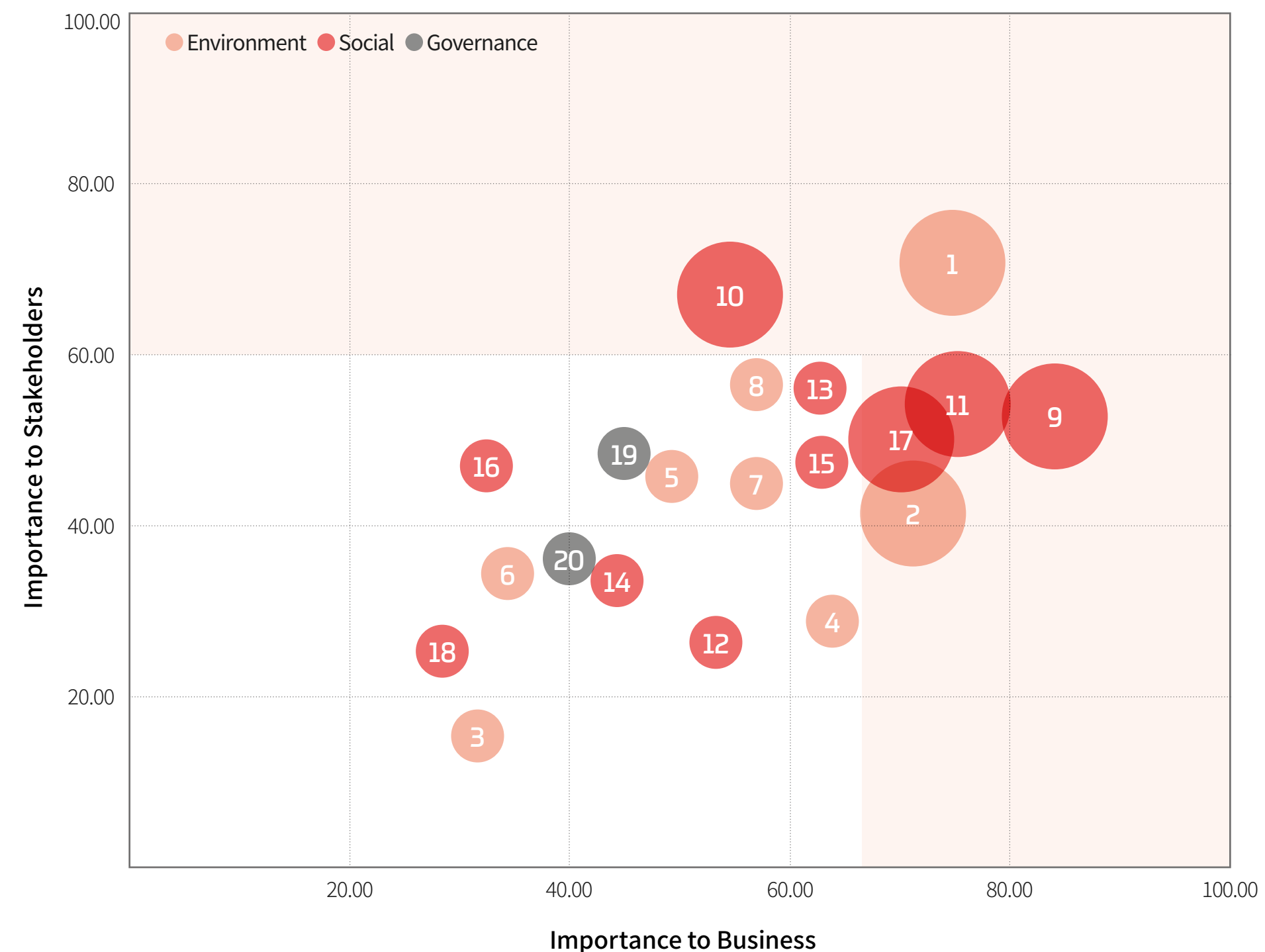
Selecting and Prioritizing Key Issues

- Selecting key topics based on the results of the materiality assessment
- External expert review and reporting to management

Material Assessment Results

TYM has selected six key issues: Sustainable Products, Responding to Climate Change, Supply Chain Sustainability and three more issues, considering both the environmental and social significance and the financial significance among the 20 identified issues in the 2022 Material Assessment.







2022 TYM Materiality Assessment Matrix >



No.	Issues in 2022	Material Issues in 2021
1	Sustainable Products	Sustainable Products
2	Responding to Climate Change	Responding to Climate Change
3	Biodiversity	
4	Recycling and Circular Economy	
5	Energy Efficiency	
6	Water Management	
7	Waste Management	
8	Hazardous Chemical Management	
9	Customer Satisfaction	Sustainable Supply Chains
10	Supply Chain Sustainability	Technological Innovation
11	Economic Performance and Consumer Approach	Social Contribution
12	Human Resource Development	
13	Employee Health and Safety	
14	Social Contribution	
15	Technological Innovation	
16	Respect for Human Rights	
17	Product Safety	
18	Diversity and Inclusion	
19	Ethical and Compliance Management	
20	Transparency in Corporate Governance	

Key ESG Issues



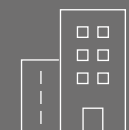


Key ESG Issues






		TYM Approach	TYM Activity	Related pages
02	Responding to Climate Change 	TYM has set '2040 CARBON NET ZERO' as one of the three key ESG tasks and is actively engaged in various activities related to it.	<ul style="list-style-type: none"> · TYM Environmental Management System based on ISO14001 · Factory Energy Management System (FEMS) · Establishment of eco-friendly AGV line · Participation in Carbon Neutral EXPO · Carbon Neutral Leading Plant Project 	39p
01	Sustainable Products 	TYM considers 2022 as the first year of eco-friendly agricultural machinery manufacture and focuses on securing eco-friendly technologies to be applied to production facilities and components. TYM will define sustainable products for each product stage and try to expand the proportion of sustainable products to 50% in the long term.	<ul style="list-style-type: none"> · Development of eco-friendly plating and oil · Application of LFI method · Application of kenaf in interior components of tractors · Development of eco-friendly tractors: Electric UTV, electric tractors, E-Powertrain, CNG engine development, etc. 	20~25p
10	Supply Chain Sustainability 	TYM is establishing the foundation for healthy and mutual growth based on cooperation with suppliers.	<ul style="list-style-type: none"> · Expansion of ESG support program for suppliers · Q-Academy (mutually beneficial program for suppliers) · TYM Suppliers Evaluation System (TSES) · Occupational Health and Safety Council for Suppliers 	35~37p
09	Customer Satisfaction 	TYM actively communicates with customers and strives to improve quality and service continuously to meet customer needs.	<ul style="list-style-type: none"> · Customer Care Center (CCC) · Quality inspection process based on QM Module system · Engineer service quality improvement education: TYM Technical Training Institute (TTI) · TYM Technology Contest for engineers · Customer satisfaction survey 	25~26p
11	Economic Performance and Consumer Approach 	TYM responds actively to changes in the global agricultural market and strives to increase sales, particularly in the North American market.	<ul style="list-style-type: none"> · Increase in sales in the North American market · Commencement of construction for assembly plant in Georgia, North America · Opening of a new office in North America 	12p
17	Product Safety 	TYM makes efforts to create safe products that incorporate state-of-the-art technology beyond customer satisfaction and provide various conveniences for safe use of products.	<ul style="list-style-type: none"> · Safety-conscious product design · Application of Around View System · Provide videos of product operation on TYM YouTube · Agricultural machinery repair service 	26p

Stakeholder Communication

Stakeholders and Communication Channels

TYM runs various communication channels to engage with stakeholders and actively incorporate stakeholder opinions into management. TYM stakeholders include employees, customers, suppliers, shareholders and investors, and local communities.

	Details	Key Issues	Communication Channels	
			Individual	Common
Customers 	Domestic: 261 dealerships Overseas: 363 dealerships Final consumers	<ul style="list-style-type: none"> Improving customer satisfaction and handling complaints Quality management Reasonable pricing Development of sustainable products 	<ul style="list-style-type: none"> Workshops for dealerships Customer Care Center (CCC) Customer satisfaction surveys 	
Employees 	Domestic: 1,157 Overseas: 127	<ul style="list-style-type: none"> Establishing mutually beneficial labor-management relationships Improving workplace safety Enhancing job satisfaction and welfare Handling employee grievances 	<ul style="list-style-type: none"> Labor-management meetings Cyber Audit Center HR Counseling Center 	
Suppliers 	380 companies	<ul style="list-style-type: none"> Technical support Customer health and safety management Strengthening mutual cooperation 	<ul style="list-style-type: none"> Meetings with suppliers 	
Shareholders /Investors 	Institutional and individual investors	<ul style="list-style-type: none"> Sharing transparent management information Maximizing shareholder value Enhancing investor interests 	<ul style="list-style-type: none"> Corporate disclosures General shareholder's meetings Regular Investor Relations (IR) Investors Briefing Sessions 	
Local Communities 	Local governments, etc.	<ul style="list-style-type: none"> Corporate citizenship activities Charitable donations 	<ul style="list-style-type: none"> Social contribution activities (Support for wildfire damage in Gangwon Province, Donation of tractors for young farmers returning to rural areas, etc.) 	

- TYM website 
- TYM social media   
- ESG Report 

Stakeholder communication refers to the interaction and communication between a company and its various stakeholders. TYM actively communicates with stakeholders to build transparency and trust, and seeks to convey our direction and efforts. At the same time, we actively listen to feedback and suggestions regarding diverse activities related to sustainability, which leads us to derive appropriate feedback and improvement measures. Through communication with stakeholders, TYM identifies potential risk factors that may affect our sustainable growth in advance and develops optimal response measures, uncovering new business opportunities and generating strong growth drivers. TYM conducted a survey on its stakeholders (employees, suppliers, experts and customers) to identify their main concerns and views in prior to 2022 Sustainability Report. We aimed to incorporate these concerns and views as key issues in our sustainable efforts, and to share the company's sustainable efforts and achievements with stakeholders, promoting more responsible management activities. We have included the voices of stakeholders in our ESG Report.



Interview with Stakeholders

TYM communicates with stakeholders through various communication channels, and we conducted stakeholder surveys to gather opinions of stakeholders on the company’s ESG management in advance to publishing our Sustainability Report, allowing us to capture the voices of our stakeholders. We appreciate those who willingly responded to the survey and provided specific opinions.

- Employees
- Experts
- Suppliers

I feel that the company is correctly recognizing the importance of ESG management and strengthening its understanding and determination when I witness TYM’s various ESG management activities. I believe that ESG management and corporate culture must be actively promoted and be accompanied to commit an enterprise-wise ESG management. We must make continuous efforts to foster a healthy corporate culture at TYM.

Park, Jang-ha
Power System Team,
TYM Central Technology Research Institute

TYM appears to be performing well in systematically and continuously operating ESG initiatives, such as ESG consulting support for suppliers, donation of tractors for young farmers returning to rural areas, and operations of disaster control tower, when compared to other companies in the industry. I suggest that TYM is not only concerned with the company’s own interests but also makes efforts in distributing benefits to the stakeholders for enhancing TYM’s value.

Cho, Sung-jin
Domestic Business Division, TYM

I believe that TYM needs a control tower that can respond to act on hazardous substances of the U.S and EU, and that can lead co-operation among the Research Institute, Purchasing and Quality Teams. Continuous plans to increase the usage rate of eco-friendly materials and the integration with mid- to long-term product development plans for the ongoing legislation movements in the EU are necessary. TYM’s sustainable management activities seem to be achieving positive results in ESG evaluations, reflecting the deep understanding and commitment of management. However, there are cases which the understanding within individual departments and the ESG working conditions do not fully align with management’s intentions. It would be beneficial if improvements could be made in these areas.

Jeong, Sam-seok
Medium to Large sized Tractor Division, TYM

I support and endorse TYM’s active movements to pursue ESG management as they are first to do so in the Korean agricultural machinery industry for sustainable growth. TYM’s most notable ESG-related initiatives include sustainable product development and manufacture based on environmental and social responsibilities in response to climate change, as well as bold investments and execution for supporting ESG activities of suppliers towards building a sustainable supply chain and mutually beneficial partnership. TYM would have to prioritize the continuous expansion of the ongoing Carbon Neutral Leading Plants Project to achieve carbon neutrality. This can be done through implementing eco-friendly and low-energy facilities to achieve consistent improvements in energy efficiency. Continuous management and monitoring on carbon emission reduction performance would have to be accompanied as well.

Lee, Eun-young
DNV (External Certification Body)

TYM’s support for suppliers through ESG initiatives such as the development of ESG indicators and support for education and consulting demonstrate an ideal ESG supply chain management policy. TYM’s ESG management will be able to take a step forward if it appropriately recognizes and develops tasks to be performed, such as Scope 3 measurement of greenhouse gases and responding to LCA (Life Cycle Assessment), which quantitatively analyzes and evaluates environmental impacts throughout the entire process from raw material collection to manufacturing, distribution, use and disposal in accordance with the EU’s ESRS announcement.

Gil, Ho-jeong
Strategy and Innovation (ESG Consulting Firm)

I believe that TYM manages their suppliers quite effectively. We have benefited greatly from TYM’s outstanding activities such as selecting and sponsoring well-performed suppliers, educational programs to improve suppliers’ professionalism, as well as support for improving our working conditions. I think that if TYM continues to provide education for those in charge of ESG in supplier companies about TYM’s well-performed ESG activities and naturally increase suppliers’ interest in ESG, TYM and suppliers would achieve mutual success.

Jinbu Corporation
(TYM Suppliers)

If TYM could make a fair evaluation on suppliers’ QCD (Quality, Cost, Delivery), a fundamental indicator of profitability in the manufacturing industry, and actively promote policies that provide opportunities for participation in the OEM (Original Equipment Manufacturer) market through competition among suppliers in the same industry, I believe that TYM and us suppliers could grow together for a sustainable future.

BOA Corporation
(TYM Suppliers)

SUSTAINABLE PROGRESS & PERFORMANCE

Customers 20 — Shareholders 27 — Employees 30

Supply Chains 35 — Local Community 38



01 Customers



Key Achievements in 2022

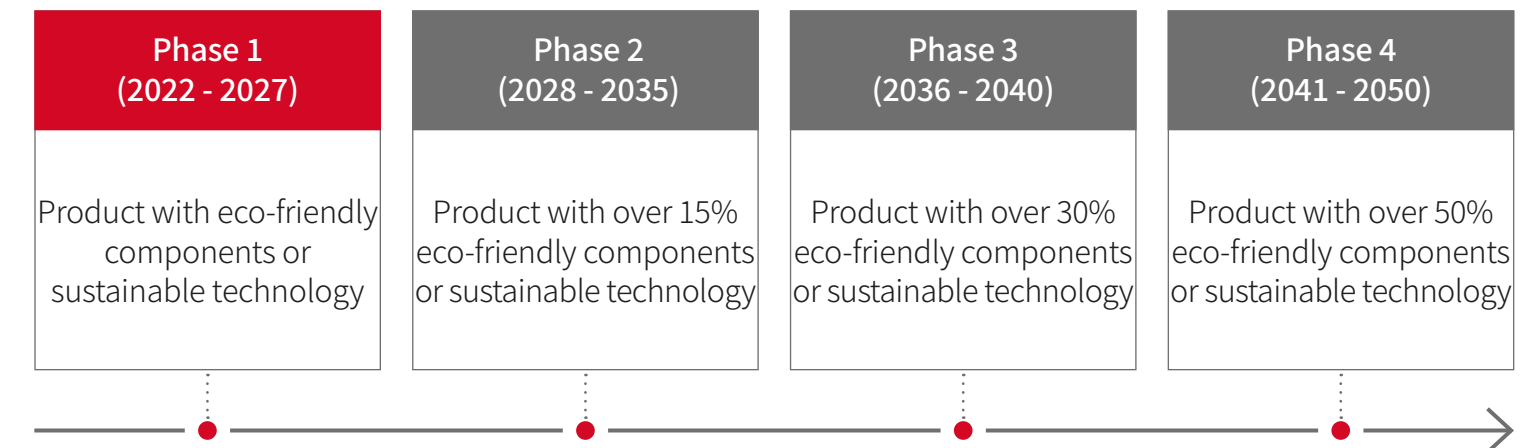
- Business alliances for eco-friendly production methods and advanced material technology
- Development of eco-friendly tractors
- Development of autonomous agricultural machinery
- Establishment of a DX (Digital Transformation) Division
- Launch of the 'MYTYM' app service based on telematics
- 68% increase in North American sales and commencement of construction for an assembly plant in Georgia, North America
- Customer Care Center (CCC)
- Agricultural machinery repair service in Spring and Fall (twice a year)

Sustainable Products

As regulations on environmental information of products are strengthened worldwide and interest in the circular economy grows, companies are empowering social significance to eco-friendly products. TYM has designated 2022 as the first year of eco-friendly agricultural machinery production, focusing on securing eco-friendly technologies for production facilities and components, as well as product development. TYM aims to embody its environmental management philosophy, which is motivated by harmony with nature, importance of human life, and new eco-friendly technologies, and to accelerate sustainable development by establishing the foundation for a healthy life through sustainable products.

TYM defines Sustainable Products as those that consider the impact on the environment and society starting from the development process and pursue consumer convenience and safety. To expand the development and production of sustainable products, TYM has defined product stages into four phases and plans to expand the proportion of sustainable products from 6% in 2022 to 50% by 2050.

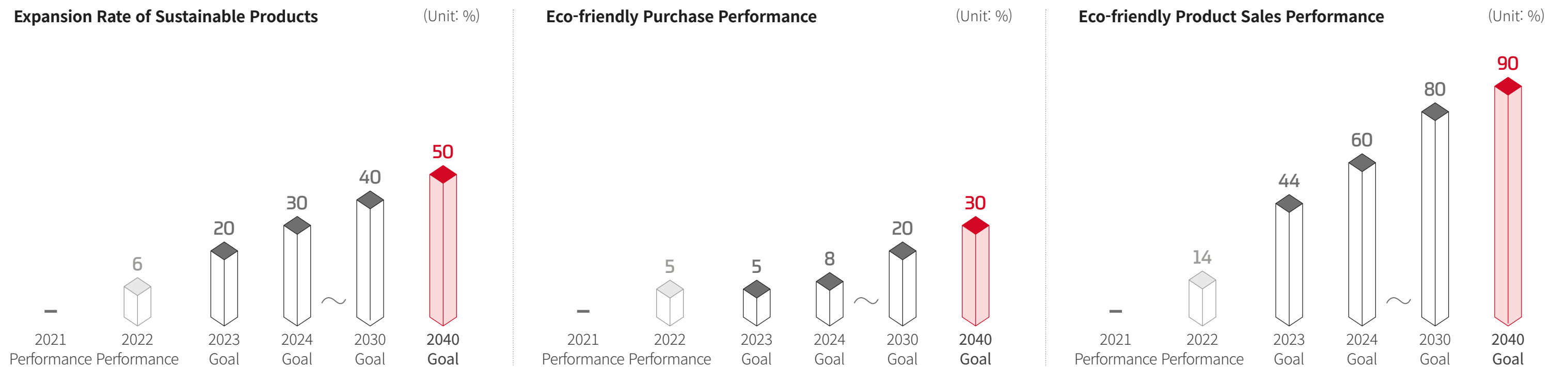
TYM expands the range of sustainable products by consuming eco-friendly parts such as eco-friendly oil, LFI technology and eco-friendly materials, and by applying sustainable technology such as autonomous driving and telematics. TYM aims to expand the application of eco-friendly components and advance sustainable product technologies in the long term, to achieve carbon neutrality by 2040 eventually.



Eco-friendly Plating

Hexavalent chromium compounds used in conventional zinc plating have recently been categorized as carcinogenic by the WHO and the related environmental regulations are being gradually strengthened globally. In 2019, TYM became the first Korean agricultural equipment manufacturer to proactively respond to global eco-friendly trends by changing the specifications for zinc from traditional hexavalent zinc plating to trivalent zinc plating for all items. With this shift, TYM is now able to provide a pleasant work environment that protects workers and suppliers from cancer and other health risks as well as operate an eco-friendly business with reduced water and air pollution.

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



‘Bio THF400’, the Environmentally Friendly Lubricant

TYM has developed the transmission fluid ‘Bio THF400’ for agricultural machinery with plant-based ingredients, making it the first in the industry to do so, which contributes to improving fuel efficiency and minimizing carbon emissions. Specifically, it is made from renewable plant-based materials such as soybeans, coconuts, rapeseed and palm, ensuring excellent biodegradability and expecting significant reduction in carbon dioxide emissions.

The agricultural machinery transmission fluid ‘Bio THF400’ consists of environmentally friendly based oil, contains 65% bio-based ingredients which has been verified as a Biobased product under the BioPreferred® Program managed by the U.S. Department of Agriculture (USDA). As the certification enables TYM to enjoy the benefits of environmentally friendly products from federal agencies in the U.S., we expect to enhance opportunities for exports to the United States.

Eco-friendly Coating Technology

TYM has replaced the conventional FRP (Fiber Reinforced Plastics) method which used paint coatings, with the environmentally friendly non-coating LFI (Long Fiber Injection) method. This change aims to reduce carbon dioxide emissions and wastewater, as well as improve fuel efficiency through light weighting. In January 2022, TYM signed a business alliance with Kolon Glotech for collaboration in eco-friendly methods and materials technology and completed the development for components using the LFI method and commenced the mass production from January 2023. TYM plans to gradually adopt LFI method into our products in components such as fenders, roofs, and hoods.



Bio THF400 Oil, a transmission fluid made with plant-based ingredients

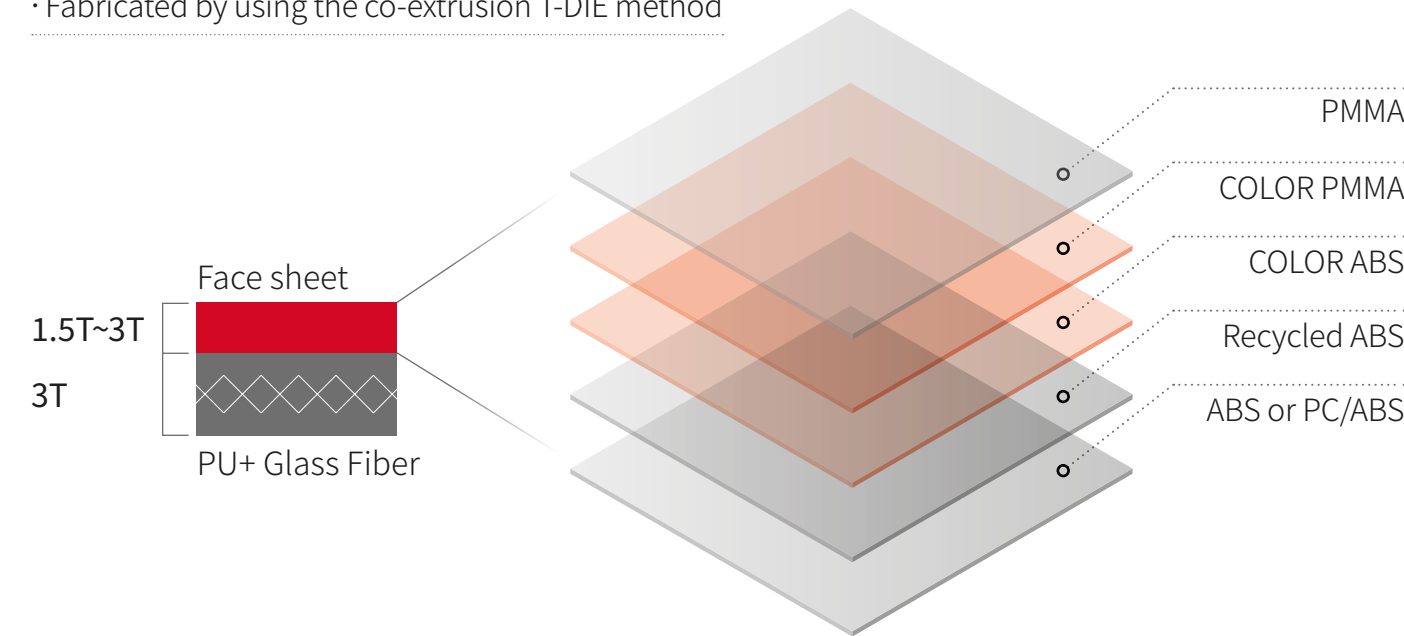


Tractor hood manufactured with LFI method

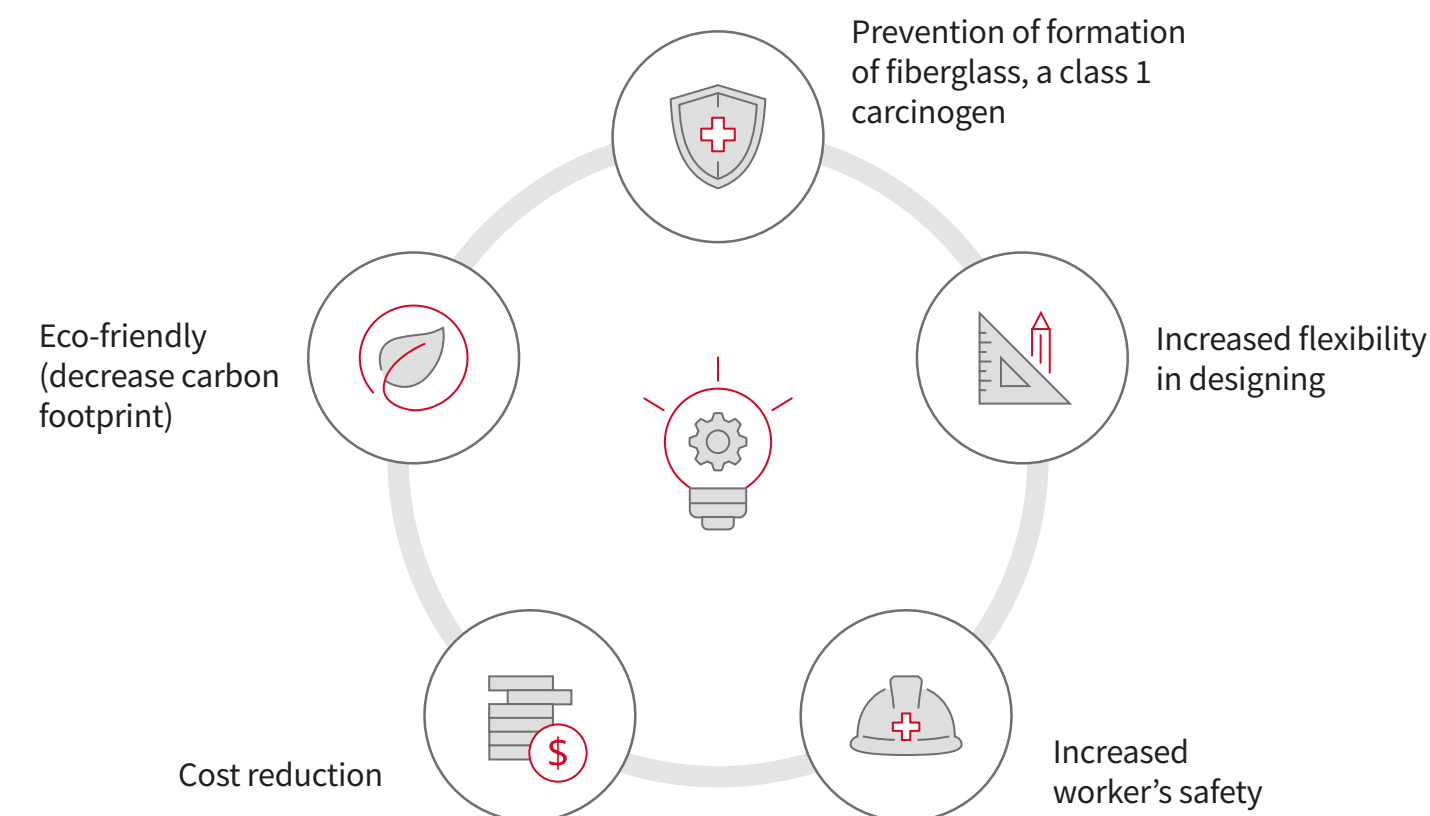
LFI Method

Face Sheet Structure

- Comprised of 4-5 multilayers
- Fabricated by using the co-extrusion T-DIE method



Advantages of the LFI Method



Development of Eco-friendly Material Parts

Environmental regulations on products are becoming stricter worldwide, and consumer preference for environmentally friendly products is also increasing. TYM makes efforts to develop eco-friendly products with global competitiveness through continuous investment in components using eco-friendly material. In February 2022, TYM signed a business partnership agreement with DYETEC, a research institute of specialized fiber industry manufacture technology, for the development of eco-friendly material components. TYM expects to be able to apply approximately 50 tons of eco-friendly composite materials (Kenaf/ Polypropylene (PP)) annually through this partnership.

Through its efforts in developing environmentally friendly material components, TYM has released the K3 Tractor, first in the industry to feature kenaf-based materials replacing plastic or leather interior materials with environmentally friendly lightweight composite materials. Kenaf can be farmed using only water without the need for fertilizers or pesticides and has 5-7 times higher carbon dioxide absorption rate than other plants during cultivation. It also does not produce methane or nitrous oxide from livestock breeding, thereby suppressing GHG emissions. Lightweight composite materials are highly environmentally friendly, reducing carbon emissions through carbon dioxide absorption during the kenaf cultivation period and fuel efficiency improvements due to light weighting. TYM plans to gradually expand the application of lightweight composite materials throughout product range, starting with the K3 Tractor.



Interior materials using kenaf-based ingredients



MOU with DYETEC for the development of eco-friendly materials for tractors

Plans for the Development of Eco-friendly Material-based Components

TYM	<ul style="list-style-type: none"> · Product Planning Team (Plan and review of mid to long-term expansion plan for sustainable products) · Research Institute (Development of eco-friendly material applicability and product development) · Purchasing Strategy Department (Exploring supply chain and promoting ESG management) · Quality Department (Establishing quality verification and assurance)
Promotion of External Cooperation	<ul style="list-style-type: none"> · Related Organizations (Government agencies, Industry-Academia Cooperation, Korea Institute of Industrial Technology, etc.)
Expansion of ESG Management	<ul style="list-style-type: none"> · Expansion of TYM ESG management · Expansion of sustainable products · Development of eco-friendly products · Encouragement on ESG activities in the supply chain

Development of Eco-friendly Tractors

TYM Central Technology Research Institute is engaged in various R&D activities to secure preemptive technologies related to the development of eco-friendly tractors. In collaboration with the Korea Electric Power Corporation, TYM has secured the core technologies required for electric tractor production, aiming for the electrification of agricultural machinery. Additionally, TYM has entered into a business agreement with DEUTZ, a global engine company based in Germany, to develop an e-Powertrain that incorporates environmentally friendly systems such as electric drive motors and interchangeable batteries. TYM unveiled the concept model of industry's first carbon-free EV Tractor (T57ev), developed in collaboration with the Korea Electric Power Corporation in November 2022, and is currently developing a production model. We plan to further advance the development of hydrogen fuel cell electric models with our accumulated technology.



Concept model of the EV Tractor (T57ev)



MOU signed with DEUTZ Motors for e-Powertrain



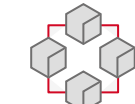
Technological Innovation

As the aging population in the agricultural sector, climate change, and fine dust pollution continues to impact the agricultural environment, TYM focuses on technological development to achieve intelligent, eco-friendly, and information-driven agricultural machinery. TYM has established the DX (Digital Transformation) Division and launched the 'MYTYM' application service based on telematics technology. Moreover, through continuous efforts towards the commercialization of autonomous agricultural machinery, our Tractor (T130) and Rice transplanter (RGO-690) have successfully passed the national approval examination for autonomous driving systems in 2023, becoming the first in the industry to do so. Through this continuous technological innovation, TYM aims to leap forward as a leading global technology company that pioneers the future of agriculture in the Fourth Industrial Revolution.

Establishment of DX Division

TYM established the DX (Digital Transformation) Division in April 2022 to transform the company-wide structure into a digital agricultural company. Through the DX Division, we plan to achieve product intelligence, process optimization, and service advancement; and build a digital organizational culture and infrastructure. The main tasks of the newly established DX Division are to strengthen digital manufacturing competitiveness, to enhance digital customer service contact points, and to build a cloud-based digital infrastructure.

DX Division's Main Tasks

- 1 **Smart Product:** Enhancing customer value and agricultural productivity through autonomous driving and operation, utilizing data analysis, and providing smart control services through telematics systems 
- 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 the differentiated value chain, TYM expects 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, and 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

<p>2022~2024 Introduction of DX</p> <p>Establish bases of DX</p> <ul style="list-style-type: none"> Building and stabilizing key IT systems (ex. ERP, PLM, MES) Establish Mid to long-term plans for DX by business units and affiliated companies 	<p>2025~2027 Proliferation of DX</p> <p>Reinforce digital connectivity</p> <ul style="list-style-type: none"> Strengthen customer-centric end-to-end process connectivity (ex. SCM, CRM, SRM) Create result in the operation units and affiliated companies Secure and reinforce big data analysis and AI capacity 	<p>2028~2030 Leaping of DX</p> <p>Identify business models for monetization</p> <ul style="list-style-type: none"> Externalize DX solution commercially Establish an internal venture project or expand the investment
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Launch of 'MYTYM', the Telematics-based Mobile App

In 2022, TYM launched a telematics¹⁾-based 'MYTYM' mobile app service that enables real-time tractor management with a smartphone. Through the 'MYTYM' mobile app service, we provide services such as remote control, safety security, vehicle management, road guidance, and work log to customers. The remote-control function allows control of the vehicle ignition functions and adjusts holding time as much as desired. The safety features provide real-time information to customers about vehicle rollovers, safety zones, and thefts. It also provides 10 vehicle condition diagnoses before driving and provides vehicle management functions to inform when to replace consumables. Operation information such as work time, average speed, work area, and operation route is provided through the work log, and future work time is predicted based on statistics according to the work log to help establish agricultural plans for the following year. 'MYTYM' consists of user apps for customers, as well as administrator web and app for dealers, all centered around a cloud server. This allows a simultaneous and accurate two-way communication of information related to vehicle between customers and dealers, enabling swift and efficient communication. With the launch of 'MYTYM', TYM plans to actively leverage big data based artificial intelligence technology to venture into precision agriculture, such as automated control of plant factories and crop yield prediction.

1) A next-generation wireless internet service on vehicles that combines wireless communication and GPS technology

MYTYM

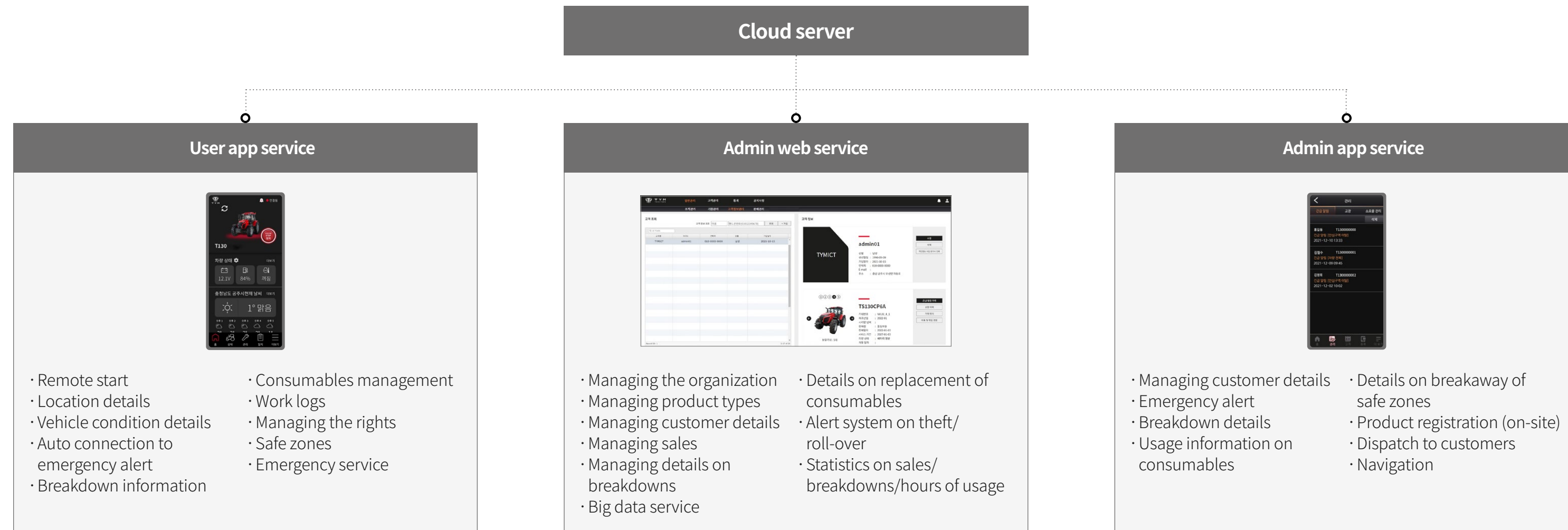
- Launch of the smart control system on tractors, a telematics-based mobile application in 2022
- Attaching TBOX on tractors for use

Remote start

Record work location and route

Vehicle condition report

TYM Telematics Service Structure



Telematics Operation Status

(As of May 31, 2023, Unit: Cases)

Classification	Cumulative from the previous day			Current day				Cumulative					
	Occurrences	Total actions taken	After actions taken	Occurrences	O/B (Actions taken)			After actions taken	Occurrences	O/B (Actions taken)			
					MMS	CALL	Acton count			MMS	CALL	Action count	
Error code	972	15	972	20	-	-	-	20	992	10	5	15	992
Engine oil	216	1,151	47	-	-	-	-	-	216	1,135	16	1,151	47
Transmission oil	95	695	11	-	-	-	-	-	95	695	-	695	11
Battery	399	1,223	419	-	-	-	-	-	399	1,083	140	1,223	419
Total	1,682	3,084	1,449	20	-	-	-	20	1,702	2,923	161	3,084	1,496

Telematics Registration Status

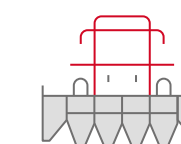
(As of May 31, 2023, Unit: Units)

Classification	Gyeonggi	Gangwon	Chungbuk	Chungnam	Jeonbuk	Jeonnam	Gyeongbuk	Gyeongnam	Total
Registration target	13	8	11	38	64	84	26	27	271
Quantity registered	11	8	10	36	51	62	25	25	228
On hold	1	-	1	2	-	-	-	1	5
Registration rate	92%	100%	100%	100%	80%	74%	96%	96%	86%

Development of Autonomous Driving Agricultural Machinery >

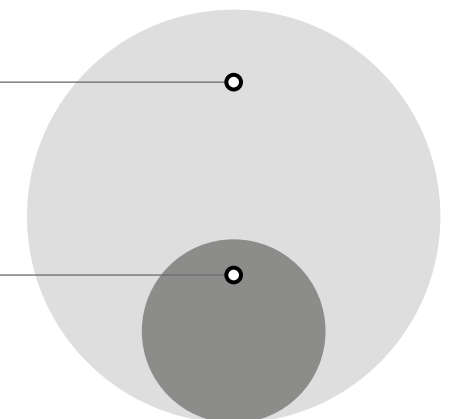
TYM is dedicated to the development of autonomous driving agricultural machinery to provide various user groups such as young, female and elderly farmers with safer and more convenient use of agricultural machinery in diverse work environments, thus increasing economic income. To advance the development and mass production of autonomous driving agricultural machinery, TYM has established the precision agriculture specialist company 'TYMICT' and is continuing research to achieve the goal of independent technology development. TYM has developed not only software such as inertial navigation devices, path generation, and path following, which are core technologies of autonomous driving systems but also hardware such as autonomous driving controllers and consoles. Based on its autonomous driving technology, TYM became the first domestic industry to pass the national examination of the autonomous driving systems for our Tractor (T130) and Rice transplanter (RGO-690) in 2023, and we aim to commercialize various autonomous agricultural machinery including tractors, rice transplanters, combine harvesters, and farm equipment, as well as develop fully automated agricultural machinery based on artificial intelligence (AI) to establish precision agricultural systems. TYM received favorable feedback by showcasing the 2023 model T130 with significantly expanded economic benefits, safety, efficiency, and convenience with autonomous driving functionality at the 2022 Korea International Exhibition of Machinery, Equipment, Science & Technology for Agriculture (KIEMSTA) held at Daegu EXCO.

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



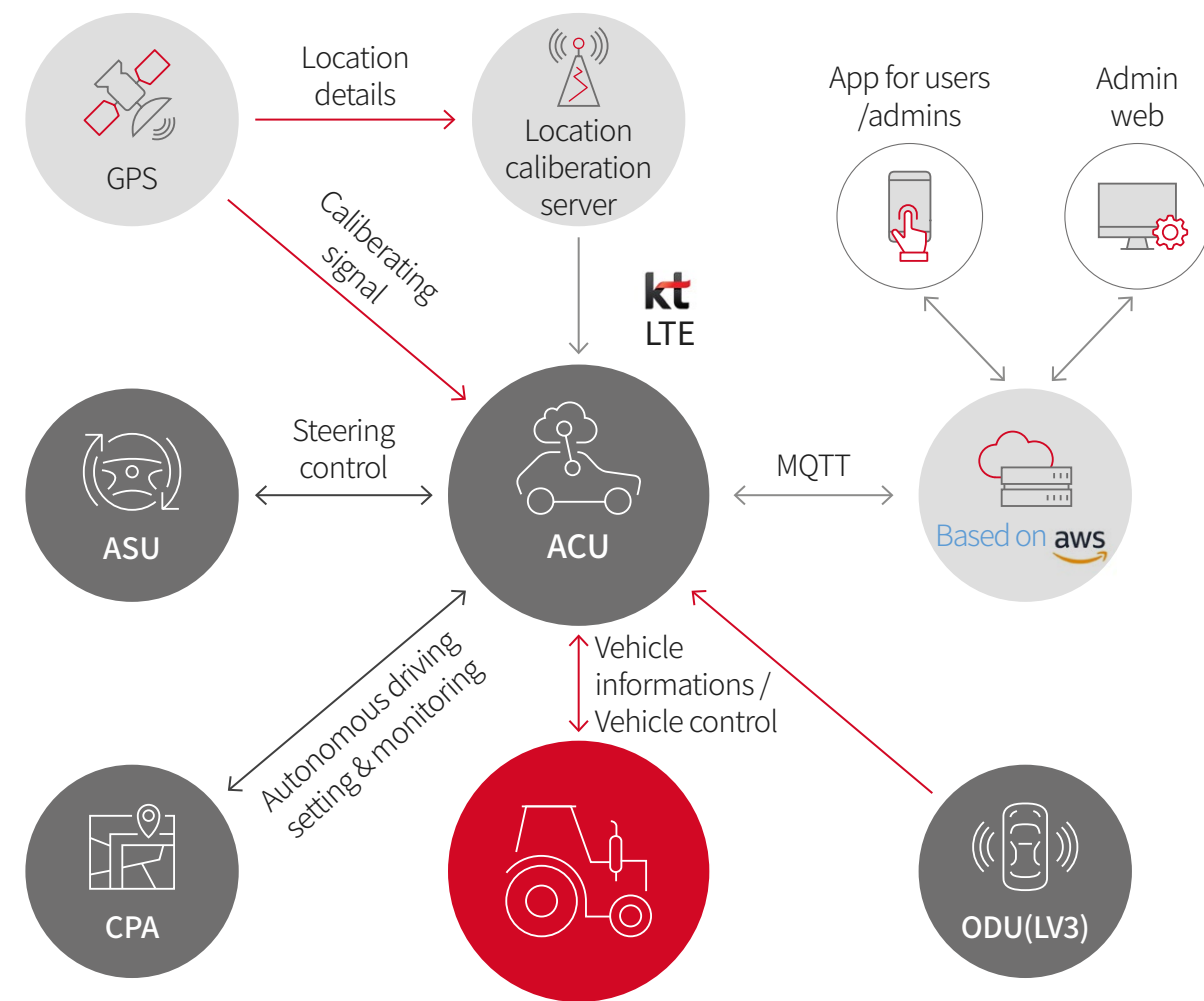
Minimum Requirements
±70mm ↓

TYM Technical Level
20mm~32mm ↓



TYMICT Autonomous Driving System

TYMICT Autonomous Driving System



- 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)

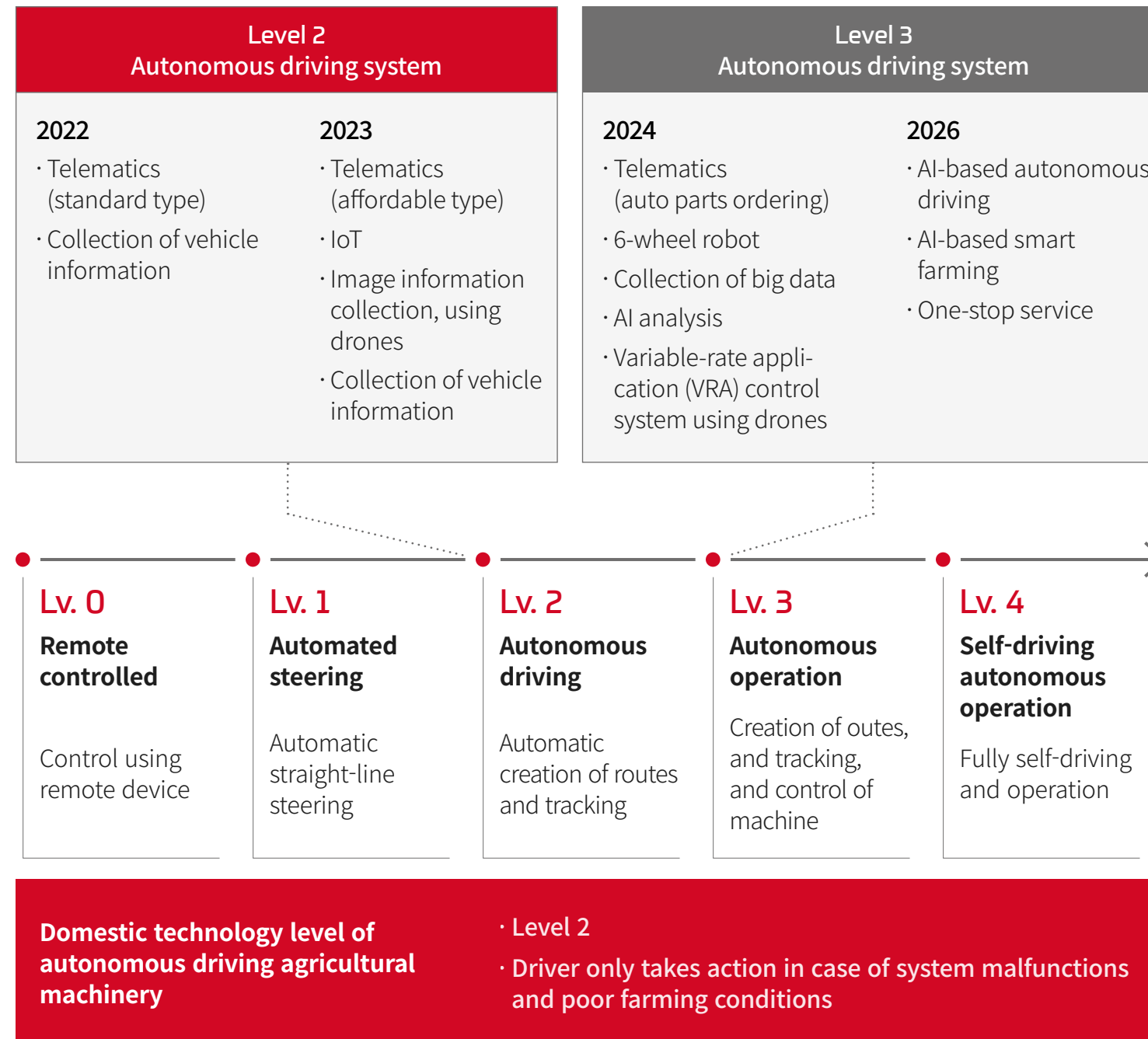
- Control the steering of the autonomous driving tractor by getting commands from ACU

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

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

Click the button to view the product image.

Autonomous Driving Technology Roadmap*



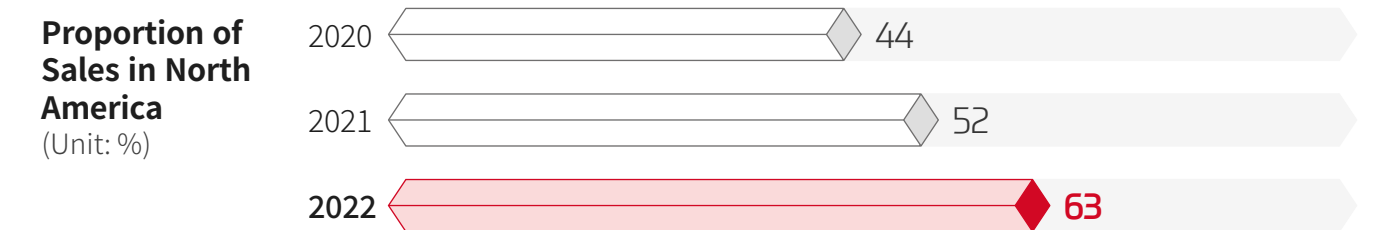
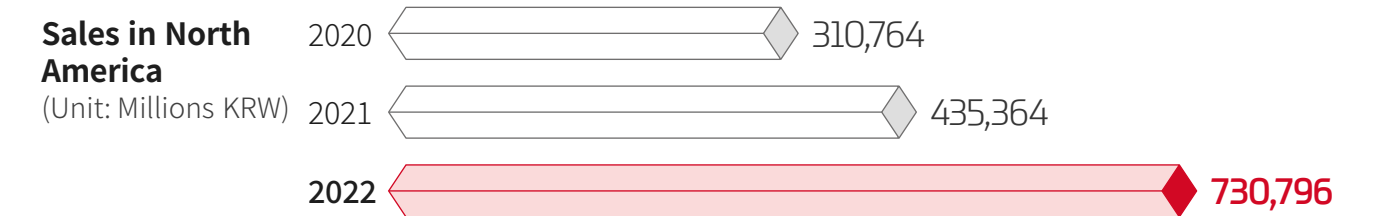
*The autonomous driving technology is segregated into 5 levels from 0 to 4, as presented by the Rural Development Administration

Economic Performance and Consumer Approach

The global market for agricultural machinery is gradually shifting from traditional labor-intensive operations to incorporating advanced technology due to rising labor costs and a shortage of rural labor. Particularly in the United States where the market is mature and the agricultural mechanization rate exceeds 90%, the COVID-19 pandemic has led to an increase in demand for hobby farming as people spend more time at home, along with a trend of self-farming without outsourcing lawn or farmland due to deepened economic recession. TYM has quickly grasped these changes in the global agricultural market and is increasing sales primarily in the North American market.

TYM has promoted aggressive marketing strategies such as the 'Mark Down the Model' sales discount promotion, where consumers receive the same amount of cash discounts as the numbers in the name of the tractors, and introduced digital catalogs and 3D product rendering software, enabling dealers to directly provide the vivid image of products to customers through tablet PCs. TYM expanded communication between dealers, establishing a Learning Management System (LMS) to enhance overall service technology and quality. We make efforts to enhance user convenience by incorporating features such as wireless charging of smartphones, Bluetooth speakers, and attaching on-board refrigerators in certain models. North American sales increased by 10.9% compared to the previous year due to various efforts, taking up 62.7% of total sales revenue in 2022. Sales revenue achieved a significant increase of approximately 68% compared to the previous year.

Revenue Scale in North America



TYM plans to expand our global market share through overseas worksites and secure mid to long-term growth momentum. To achieve this, TYM commenced construction of an assembly factory in Georgia, USA, in May 2022 with the goal of completing it by 2024, and expect the new factory would produce 20,000 tractors annually. Additionally, TYM has opened a new office in North America to reinforce its business strategy functions and develop specialized promotion and marketing strategies for the North American market. Once the production assembly factory in Georgia is completed, it is expected that the North American office would generate cooperative effects through organic cooperation in customer service management and other areas.



Expansion of Overseas Worksites through North American Facility Investment



Grand Opening of the North American Office

Planning and Layout of the Training Center

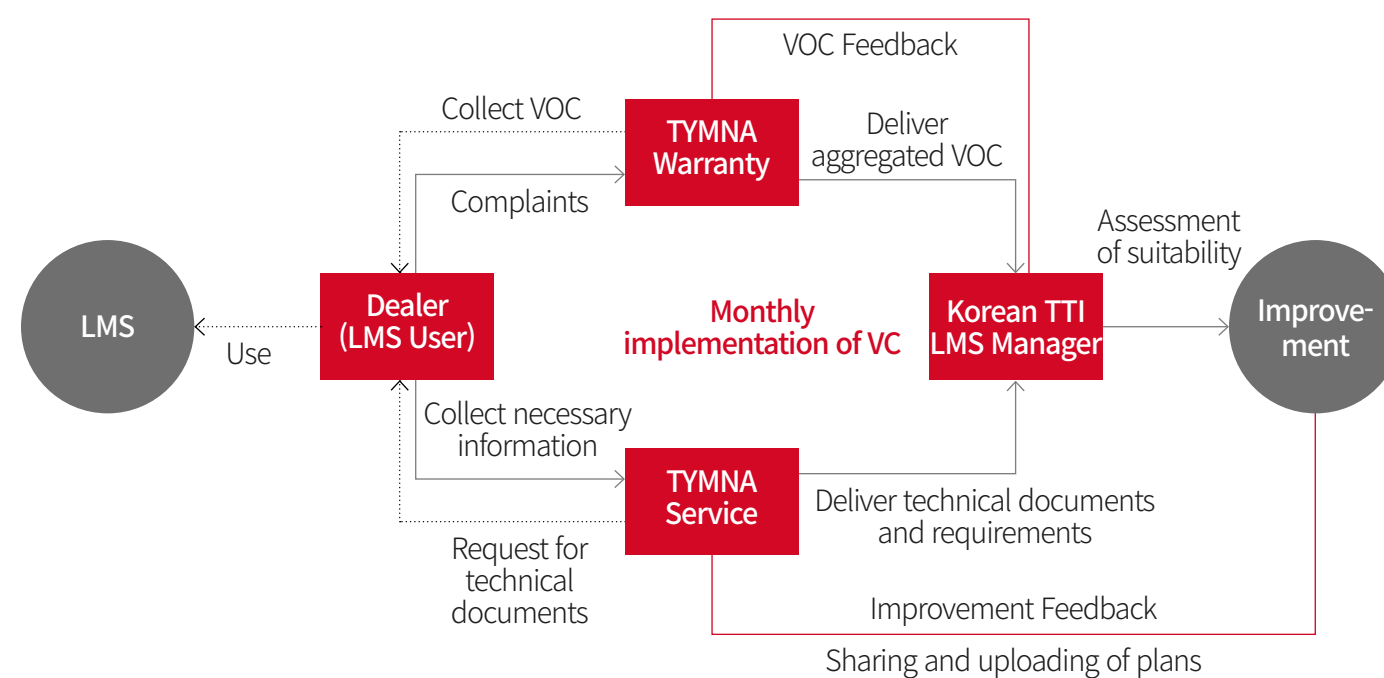
Before

· 3 training facilities identically sized with a coexistence of high and low bays
Advantages: Convenient for small-scaled technical education as designed simultaneously for practice and theory
Disadvantages: Limited capacity and decreased concentration during theoretical training due to odor and noise from practical training area / Lack of scalability in actual practical training due to inability to install simulators or specific JIGs

After

1. Theory-focused training facility with 40-50 capacity (simultaneous training for technical education and sales/marketing, etc.)
2. Simulator and JIG installation allowing group practice and installation of overall hoists for specialized technical practice training
3. Specialized training facility designed simultaneously for practice and theory
* Designed in consideration of expansion for flexible usage according to needs
4. Service bay - flexible usage

Response Process of TYM North America Learning Management System (LMS)



Customer Satisfaction

TYM established the Customer Care Center (CCC) for a continuous improvement with a customer-centric approach, to actively communicate with our customers. To provide the best products and services that meet the fundamental needs of customers, TYM establishes strict quality control by building quality systems and nurturing distinctive technical talents. We periodically assess customer satisfaction by using customer satisfaction scores as an internal key performance indicator, aiming to develop next-generation products and services that meet customer requirements based on customer experience.

Customer Care Center (CCC)

TYM launched the Customer Care Center (CCC) in mid-2022 to provide integrated, prompt, and accurate services to customers, listen to feedback, and address customer concerns. The CCC performs various roles including consultation on products and purchases, consultation on maintenance and inspection, follow-up actions on Voice of Customer (VoC), and providing types of customer inquiries. TYM aims to represent the overall voice of customers, which extends to products, quality, service, and marketing areas beyond handling simple complaints. TYM plans to support convenient and remote maintenance and inspection of products by introducing video consultations in the future, and develop an emergency reception and reservation system to enhance substantial customer convenience.

Strict Quality Control

TYM establishes specified quality standards and operates the quality inspection process by setting the QM-Module system in our ERP system. Our quality inspection is segregated into four parts: warehousing inspection, process inspection, product inspection, and shipment inspection. Our quality control system ensures that only verified parts are transported to the production line through warehousing inspection of parts and we make sure that inspection is executed on all products in each process and a final quality inspection is completed before product release. TYM enhances the engineering program and develops distinguished technical qualifications and talents. The TYM Technology Institute (TTI) nurtures technical experts specialized in agricultural machinery and activates corporate training to ensure that the specialized skill and advanced technology of engineers lead to service quality for customers. Additionally, we are holding the Engineer Technology Contest to inspire pride as a technician and the enthusiasm for technical improvement by differentiating the technical qualifications of TYM engineers, and to develop their competency. The competition does not only evaluate technical skills but also comprehensive factors such as service mindset and personal qualities, which classifies the engineers and rewards benefits on technical capacity based on their grades, such as Master, Craftsman, Special Grade, etc. TYM promotes innovative on-site activities and continuous quality improvement through our the Engineer Technology Contest.



TYM Engineer Technology Contest

Customer Satisfaction Survey

TYM uses customer satisfaction scores as internal key performance indicators to address issues from a customer-centric perspective and ensure that customer demands are reflected in product development and production. Product Strategy Department conducts market research and customer satisfaction surveys periodically, and online and on-site surveys are conducted separately for dealerships and regional business division for accurate market research and customer satisfaction survey. The customer satisfaction survey covers not only the overall product satisfaction on quality and design but also suggestions on preferences and improvements for tractor functions.

2022 Customer Satisfaction Survey

Survey purpose	TYM Customer Satisfaction Survey	KM Customer Satisfaction Survey
Survey period	2022.01.08 - 2022.02.08	2022.05.10 - 2022.05.17
Survey method	Online survey	Online survey
Survey responses	51 clients (America, Europe, Oceania)	46 clients (America, Europe, Asia, etc.)
Survey results	<ul style="list-style-type: none"> Service satisfaction Needs for improvement on knowledge and response speed of service engineers, improvement of claims process, and online information Parts satisfaction Needs for improved communication and timely supply regarding the availability of parts Price satisfaction Feedback on significant price increases, burden due to shipping, and higher prices compared to competitors 	<ul style="list-style-type: none"> Service satisfaction High satisfaction with customer service, but needs for enhanced availability of product and parts Quality satisfaction High satisfaction with product quality, but needs for enhanced quality related to assembly, parts, etc. Price satisfaction Average satisfaction on prices due to prices similar to competitors, resulting in low competitiveness

KM Customer Satisfaction - America

(Rated out of 7)

Year	Supply of Products	Product Quality	Technological support	Supply of parts	Quality of parts	Return/exchange policy	Management	Warranty	Marketing	Manufacturer	Average
2022	5.1	6.3	5.7	5.9	6.4	5.9	5.4	5.7	6.0	5.3	6.11

KM Customer Satisfaction - Europe, Asia, etc.

(Rated out of 5)

Year	Brand repetition	Customer service	Marketing	Quality	Development	Price	Purchase agreement	Shipping	Supply of parts	Warranty	Average
2022	3.9	3.9	2.9	4.4	3.3	3.0	4.4	4.0	3.9	3.3	3.7

TYM Customer Satisfaction

(Rated out of 5)

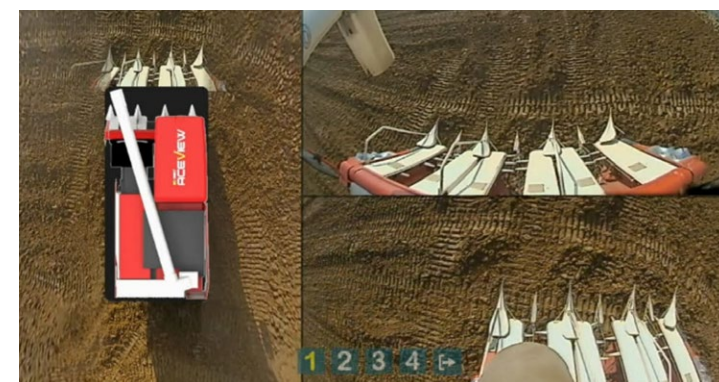
Classification	Buyers	Product satisfaction	Price	Service	Supply of parts	Product order service	Marketing support	Sales representative support	Average
America	TYM-USA	4.3	3.9	3.7	3.1	4.0	3.6	4.2	3.8
Europe	Sotrac	4.7	4.7	4.9	4.6	5.0	3.7	5.0	4.7
	TYM-Traktoren	2.7	2.3	3.3	2.6	4.0	4.0	4.0	3.3
	AGRICORTES	3.0	2.7	3.6	3.4	4.3	2.3	4.0	3.3
	TYM CENTRAL	3.7	2.0	4.1	2.8	4.4	4.0	4.7	3.7
	CNUUDE BV	3.7	3.3	3.9	2.0	3.9	3.7	5.0	3.6
Oceania	Inlon	4.3	3.0	4.6	1.2	4.6	5.0	4.7	3.9
	AGTEKLTD.	4.7	1.7	2.0	1.8	4.6	1.3	3.0	2.7
	MAUS	3.7	2.7	4.4	2.6	4.1	3.3	3.7	3.5

Product Safety

TYM is striving to create safe products with cutting-edge technology so that we can exceed customer expectations and impress customers without being complacent. Moreover, we offer a variety of conveniences 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 in the seat, 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. In addition, in 2022, we entered into a business agreement with the 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.



3D Around View Monitoring system Applied to Combine Harvesters 1



3D Around View Monitoring system Applied to Combine Harvesters 2

Utilizing the Product Safely

TYM conducts user training on function operation, appropriate usage, periodic inspections, and safety and quality assurance when delivering products to customers to ensure customers to operate the products safely. We also provide customers of video contents on our official YouTube channel, elaborating key features of each product and demonstrating helpful operating methods and precautions in practice. DIY videos are uploaded on the TYM North America channel.

For long-term and safe use of products, TYM provides a maintenance and inspection schedule on our website, informing customers on the necessary maintenance and inspection items, timing, and methods according to daily or specific usage hours. We also provide maintenance services for tractors, combine harvesters, rice transplanters and other machineries prior to each farming season (spring/fall), by touring different regions to minimize machinery breakdowns during the farming season and to make our customer experience better.

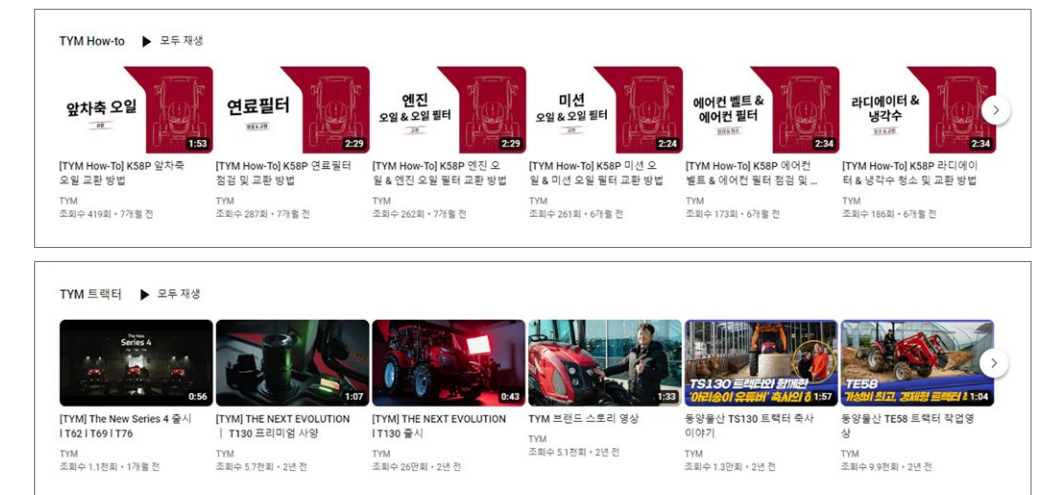
Results of Tour Repair Service for Agricultural Machinery during Busy Farming Season

	Spring 2022	Fall 2022
Mobile repair area	125 cities/counties	44 cities/counties
Input personal and vehicles	16 persons / 8 vehicles	16 persons / 8 vehicles
Tour schedule	February 28, 2022 - March 25, 2022	August 15, 2022 - September 9, 2022
Inspection units	233	223
Maintenance units	236	139
Consumed items in amount	26,207 thousand KRW	26,669 thousand KRW
Consumed items in Qty	535	479

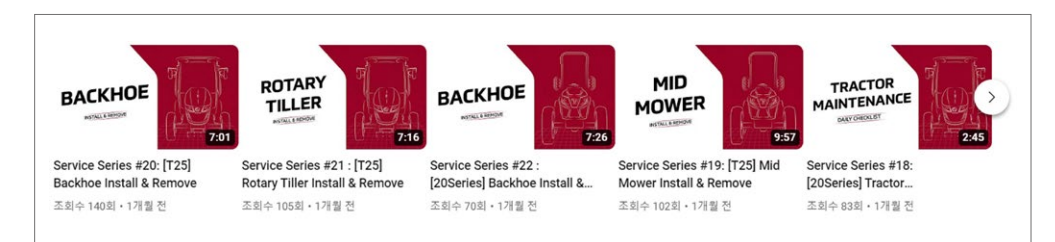
TYM Tractors - YouTube



TYM YouTube Channel Domestic



TYM YouTube Channel International



02 Shareholders



Key Achievements in 2022

Risk management on sustainability through ESG Committee

Activated the electronic voting system

Share repurchases and interim dividends

Gender diversity on board of directors

Reorganization of the Cyber Audit Center

Transparency of Governance

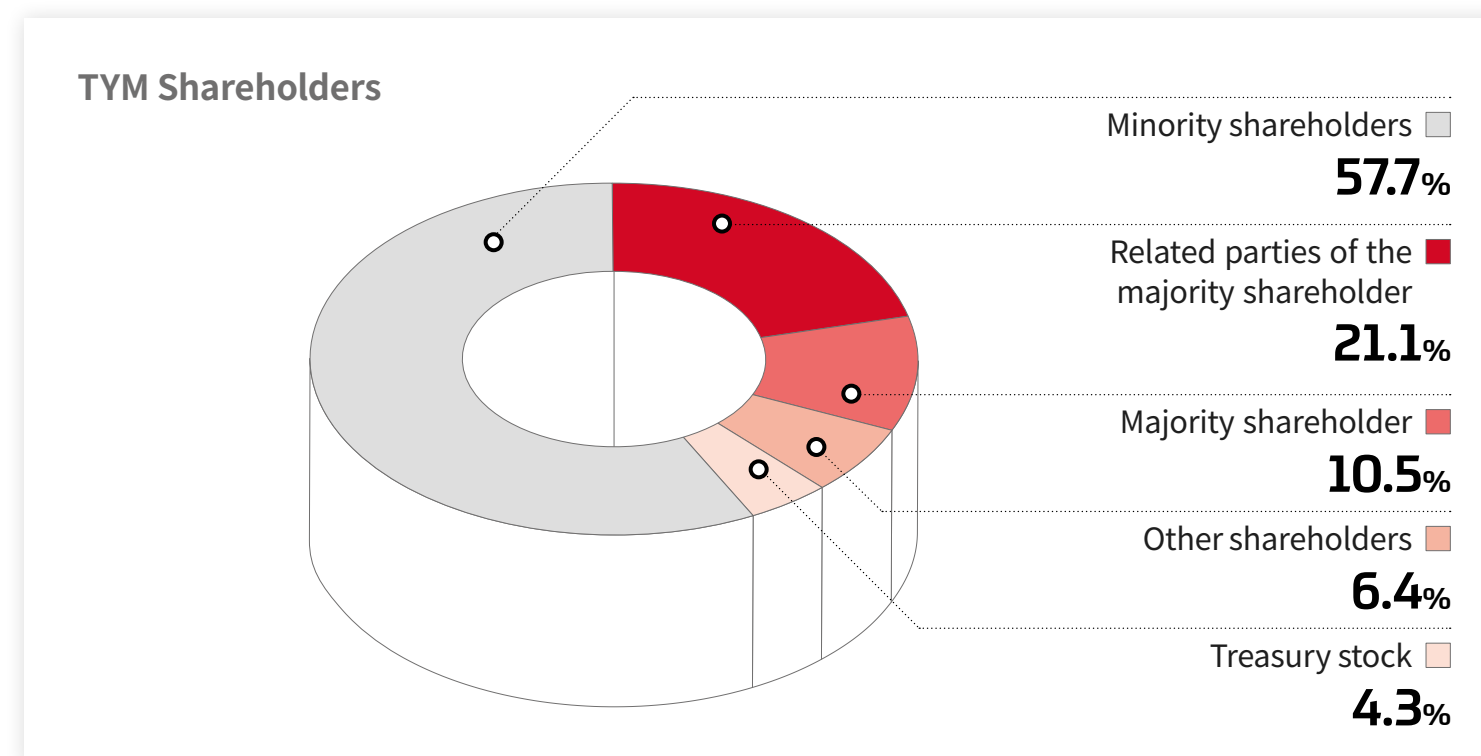
Transparent and sound corporate governance is essential to protect the rights of not only shareholders but also every stakeholder that is related to the company. TYM is committed to establishing a sound governance structure based on professionalism, independence, and diversity to achieve sustainable growth desired by all stakeholders, including shareholders, investors, customers, employees, suppliers, and the local community. By adopting a bottom-up approach that encourages direct participation of members in all decision-making processes, TYM is flexible in adapting to changes, and operates committees within the board that consists of experienced members who have expertise and independence to contribute to enhance our corporate value in all areas.

Shareholder Structure

TYM is a company publicly listed in the Korean Composite Stock Price Index (KOSPI), which the majority shareholder and related parties own 31.5% of the company, minority shareholders own 57.7% and other shareholders own 6.4%, and 4.3% treasury stock to themselves, as of December 31, 2022. The total number of shares are 152,353,747 (common shares), and the market capitalization is 438.78 billion KRW.

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.



Furthermore, to enhance transparency and diversity of the governance structure and strengthen the supervisory function of management, TYM additionally appointed one female external director at the general meeting of shareholders in 2022, increasing the proportion of external directors to 50% in board, with two out of four external directors being women. The board of directors held a total of 15 meetings in 2022 and deliberated on 29 agendas, including the merger of Kukje Machinery Co., Ltd.

Composition of TYM's Board of Directors

(As of March 31, 2023)

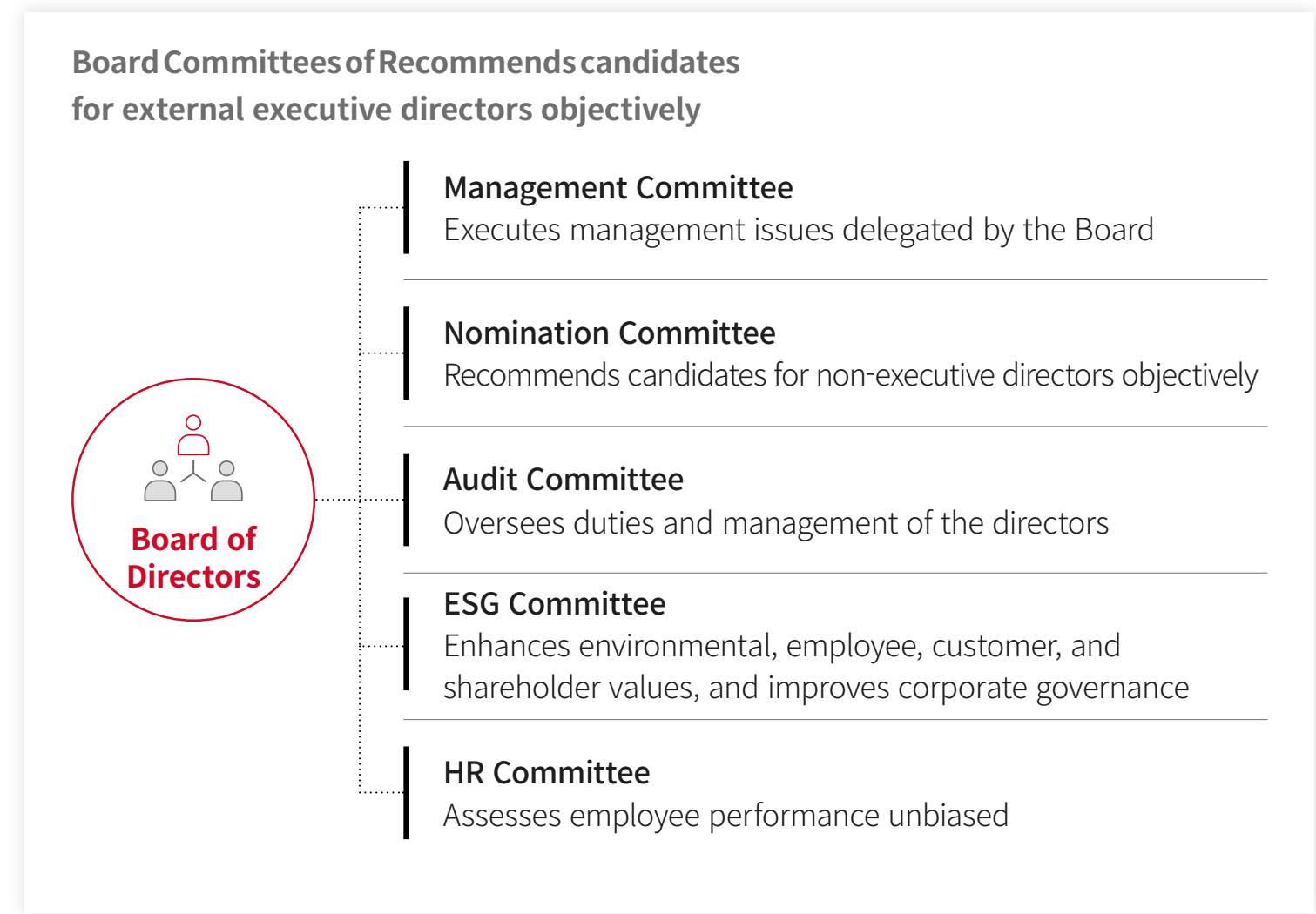
Role	Type	Name	Gender	Career highlights	Position	Current tenure
Internal director	Full-time	Kim, Hiyong	Male	Former) Vice President, Byuksan Group Former) Vice President of the Korea Chamber of Commerce and Industry Former) Vice President of the Korea Business Council for Sustainable Development (KBCSD) 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)	21.04 ~ 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	Nam, Kyunghee	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	Lee, Youngcheol	Male	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	Son, Yeongeun	Female	Current) Partner Attorney, Lee & Ko Current) Adjunct Professor at Ewha Law School Current) Adjunct Professor at University of Seoul Law School		23.03.31 ~ 26.03.30

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 for TYM, and composed all members of the Audit Committee and the Nomination Committee with external directors.

ESG Committee

As sustainable management becomes the key element to influence company growth, the role and responsibility of the sustainability promotion system are becoming increasingly important. TYM has formed the ESG Committee with one executive director and three non-executive directors (as of the 2022 Annual Report), and is promptly identifying and extensively discussing key issues related to the environment, society, and governance, critical to sustainable management, in a rapidly changing external environment. The ESG Strategy Team that supports the ESG Committee, implements and supervises the established sustainable management strategy through cooperation and external collaboration across the Divisions, providing the momentum for the company’s sustainable management practices. The ESG Committee has become more active, holding 3 meetings and reporting 14 agendas in 2022, and is currently pursuing various initiatives.



Major Initiatives of the ESG Committee >

- Implementation and monitoring of key performance indicators (KPIs) for 26 ESG Tasks**
- Development and implementation of improvement plans on FEMS (Factory Energy Management System)**
- Support for ESG management in supply chains and assessment of ESG practices on suppliers**
- Design and establishment of ESG self-assessment platform for supply chains**
- Support for the Carbon Neutral Leading Plants Project**
- Promotion of waste recycling such as used lubricant oil and wooden pallets**
- Participation in the 2022/2023 Carbon Neutrality EXPO**
- External support activities**
 - (1) Donation of 100 million KRW in cash and 10 tractors to Ukraine
 - (2) Support for farmers affected by wildfires
 - (3) Donation of obsolete PCs

Corporate Governance Charter

TYM strives to protect the rights and interests of not only shareholders, but every stakeholder associated with the company. We support the sustainable growth of all stakeholders, including shareholders, investors, creditors, customers, employees, suppliers, and local communities. In order to strengthen sustainable competitiveness and establish sound corporate governance, TYM has established the Corporate Governance Charter. 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. It is publicly disclosed on the website for all stakeholders to access.

Enhancing Shareholder Value

As part of enhancing shareholder value, TYM has decided to repurchase approximately 4 billion KRW worth of treasury stock from the end of 2022 to mid-2023, and has implemented a more active shareholder return policy such as paying out 3 billion KRW worth of interim dividends in 2022 and approving 58 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 electronic voting. In 2022, TYM held 92 Investor Relations (IR).

Remuneration of Management

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 2022 was 5 billion KRW, and 4.402 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.

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. To install a culture of business ethics in employees, we provided regular education on compliance and have our employees sign a pledge for the Code of Ethics. In near future, we will also provide education on compliance to our suppliers’ employees and have them sign a pledge to the Code of Ethics.

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 based on the information reported and carries out improvement activities in response to the reported issues. In the future, TYM plans to link the Cyber Audit Center to the groupware to enhance accessibility for employees and establish a healthy reporting culture.

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 2022, five 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

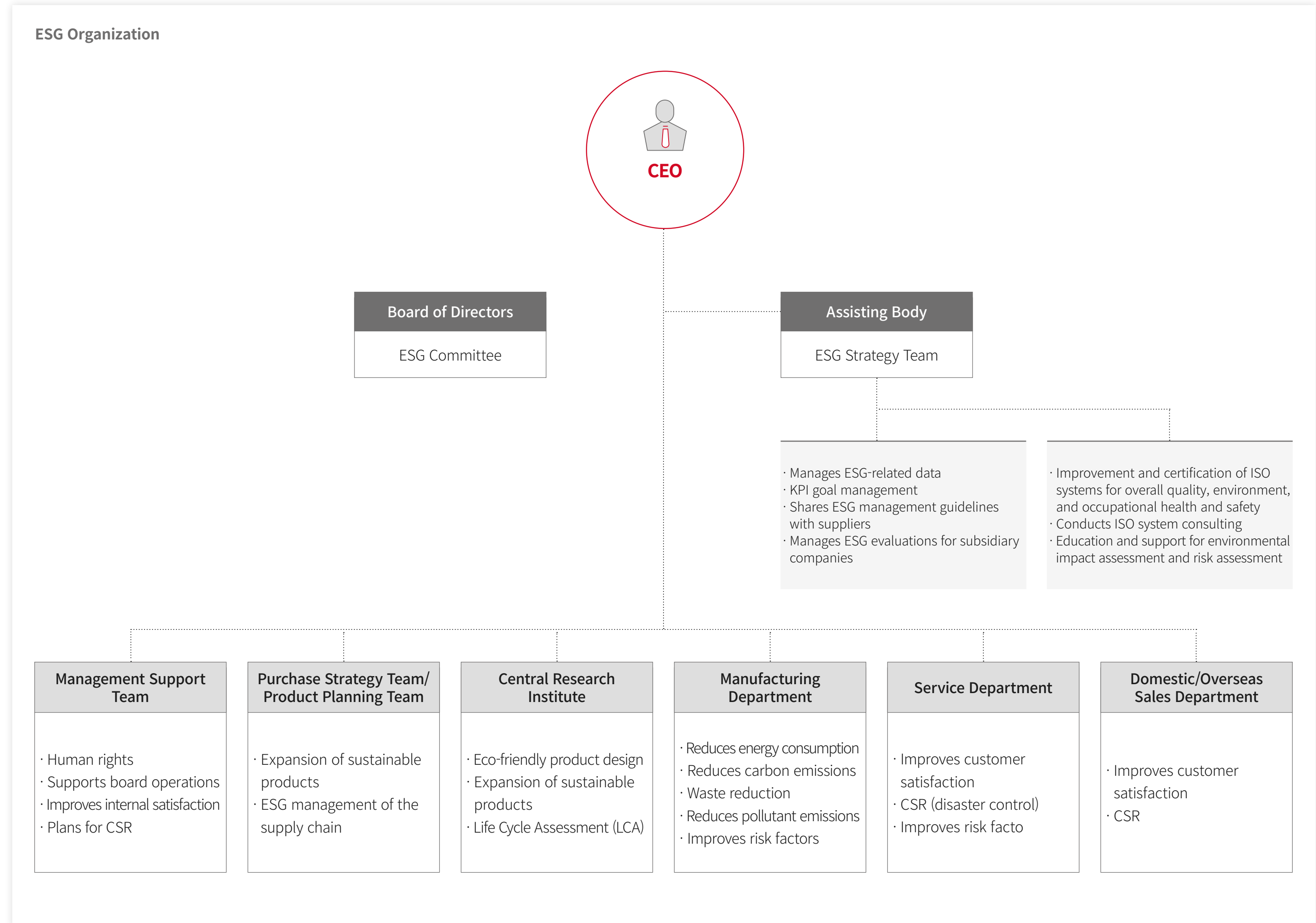
Financial risk is managed by the Finance and Accounting Department in accordance with policies approved by the Management Committee, which the Finance and Accounting Department collaborates closely with related departments of affiliated companies to identify, evaluate, and mitigate financial risks. The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

Non-Financial Risk Management

TYM is exposed to volatile domestic and international business environments besides financial risks, due to the long-term impact of COVID-19 and 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 and oversees internal and external ESG issues through regular meetings of the ESG Committee, which is facilitated by the Management Committee. These meetings aim to incorporate ESG considerations into management decisions and set directions for overall ESG initiatives of the organization. Furthermore, the ESG Strategy Team which reports directly to the CEO, regularly reviews the company's sustainable management strategy, policies and issues from a corporate perspective. They support the management and decision-making of the ESG Committee, conduct evaluations and guidance for our suppliers, and promptly diagnose risks related to the company's sustainability and focus on enhancing the execution and implementation of strategies and initiatives related to the challenges identified.

ESG Key Tasks

 <p>Establishes ESG promotion strategies of TYM Group</p>	 <p>Supports and executes ESG promotion activities</p>
 <p>Compilates, analyzes, and reports ESG KPIs</p>	 <p>Discloses ESG activities (reports, website, etc.)</p>



03 Employees



Key Achievements in 2022

- Regular labor-management meetings
- Expansion of the certification in Safety and Health Management System (ISO 45001) (Iksan and Okcheon business plants)
- Establishment of HR Counseling Center for employees
- Reward system through proactive measures for serious accidents prevention (such as identification and reporting of potential hazards)
- Educational system through TYM Technology Institute (TTI)
- Implementation of safety awareness programs, including education on significant aspects of the Serious Accidents Punishment Act
- Various in-house campaigns and company-wide accident-free activities to foster a safety culture
- Employee survey on the new headquarter layout ideas
- Stock grants for all employees

Human Resource Development

TYM's core philosophy centers around the ideology of 'Together as one,' with a vision of uniting people to create a cohesive TYM through talent development and nurturing. We are committed to providing transparent and comprehensive education and opportunities to all individuals, empowering them to showcase their abilities and grow based on their accomplishments. As we adapt to dynamic changes, we encourage creativity and take the lead in fostering innovation. Moreover, TYM places a strong emphasis on talent development through a range of activities that promote work-life balance, foster a respectful work environment, and offer equitable evaluation, compensation, and welfare for all members.

TYM has set a ambitious long-term objective of raising internal employee satisfaction from 52% in 2022 to 90% by 2040. We are dedicated to ensuring that all team members feel at ease within the work environment and are committed to making continuous efforts until every employee achieves a healthy work-life balance. In 2022, we achieved a 100% improvement rate in personnel-related issues, and our goal is to maintain this level of performance consistently until 2040. TYM aims to elevate employee satisfaction and establish a competitive employment environment through these endeavors.

Employee Education

TYM is expanding its educational programs to enable employees to take the lead in innovation in various fields including future agriculture, with new way of thinking.

Education Programs for Practitioners

TYM provides various educational programs tailored to different roles, including maintenance technology education for engineers, sales management education for sales professionals, and TYM Agricultural Machine STEP education, which covers all aspects of agricultural machinery. Notably, the

	Target Audience	Educational Content
Maintenance Technology	TYM Engineers	<ul style="list-style-type: none"> · Training on application of autonomous driving transplanter · Maintenance training for tractors, combine harvesters, etc. · Training on simplification of TS130, etc.
Sales Management	Sales Professionals	<ul style="list-style-type: none"> · Sales management, receivables management, agent management, cost management, etc.
STEP	All Employees	<ul style="list-style-type: none"> · Basic driving and functions of the equipment, basic inspection and management, detailed features, demonstration of the equipment, etc.
Enhancement of Common Competencies	Staff to Team Leaders	<ul style="list-style-type: none"> · Education programs are conducted to define and enhance the required competencies (communication, creativity, problem-solving) for each Personnel

"Autonomous Driving Tractor Maintenance Technology Training Program" was designed to enhance the service response skills of engineers and received recognition by winning the Best New Technology Award in the 2021 National Occupational Skills Development and Training Competition organized by the Human Resources Development Service of Korea. This achievement highlights the program's excellent performance and success.

Introduction of TTI

In addition, TYM operates the TTI (TYM Technology Institute), which focuses on providing education in the technical aspects of service and production roles. Through our in-house LMS (Cyber Education Center), we enhance accessibility and awareness of education among employees, establishing a system where individuals can selectively choose suitable courses. Our in-house HR team has introduced the "External Education Application Process" and the "Internal Talent Recommendation System" as measures to expand employee education conditions and talent development. These initiatives aim to operate various programs to enhance individuals' capabilities.

Operation of Education Task Force through Hiring Education Specialists

In 2022, TYM recruited education specialists and initiated the management of an internal training program as a Task Force (TF). In the future, we plan to conduct leadership training for employees and provide education tailored to different job positions. TYM invested approximately 198 million KRW in talent development in 2022, allocating 151 million KRW for Administrative Personnel training and 9 million KRW for Manufacturing Personnel training.

Work-Life Balance

TYM complies with labor standards and implements diverse supporting activities to achieve a balance between work and personal life for employees. We emphasize family-friendly management by introducing flexible commuting hours and shortened working hours for pregnant workforces, and we provide support for various club activities to relieve stress and manage work-life balance harmoniously.

- 1 **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.
- 2 **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.
- 3 **Club Activities:** We actively support employee club activities to alleviate work-related stress and promote healthy relationships among employees, facilitating a harmonious balance between work and lifestyle.

Reasonable Compensation

A sustainable company ensures that employee rewards are tied to the company's performance. TYM has bolstered its compensation approach by implementing a stock grant system, which provides employees with treasury stocks at no cost. In 2022, TYM distributed a total of 200 shares of treasury stocks to all 1,155 employees, amounting to 520.9 million KRW. This initiative was undertaken to mark TYM's establishment following the M&A with Kukje Machinery Co., Ltd. and aimed to boost employee morale, foster a sense of ownership, and expand welfare benefits through various restitution policies.

Following the integration and establishment of TYM, the company transitioned from a wage-based compensation to a salary-based compensation. By implementing salary-based compensation, TYM has emphasized performance and established a reasonable compensation system that aligns with performance.

Employee Welfare

TYM guarantees a pleasant working environment for its employees and enhances their quality of life through various systems that improve quality of life.

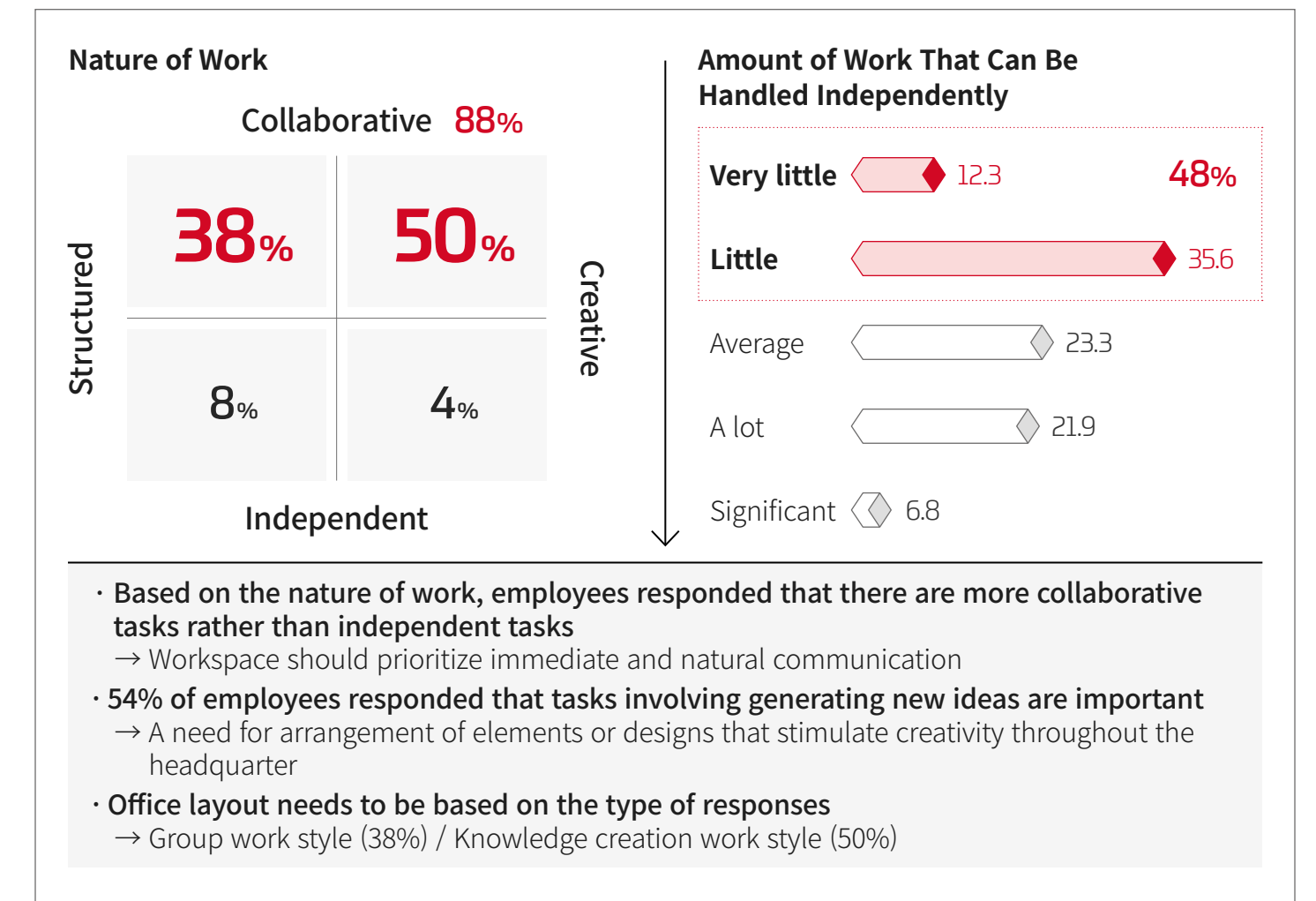
- ① **Employees' Health Enhancement Scheme:** In the factory, an infirmary has been set up, and nurses are stationed to prepare for and prevent safety accidents for employees. Furthermore, we contribute to our employees' health by operating an in-house gym in the factory and covering the cost of the gym (at headquarters)
- ② **Child-care Support:** We have a leave scheme for raising children, such as giving 90 days of leave before and after childbirth as well as 10 days of leave for the childbirth by employee's spouse. We are also focusing on enhancing the quality of life for executives and employees by offering a college scholarship program to employees with college-aged children.
- ③ **Housing Support:** We provide company housing or monthly rent support to employees who work in other regions, as well as a housing loan scheme.
- ④ **Other Schemes:** We have an on-site cafeteria and library, as well as a long-term employee reward system and a support scheme for employee recreational facilities.

Improvement of Work Environment >

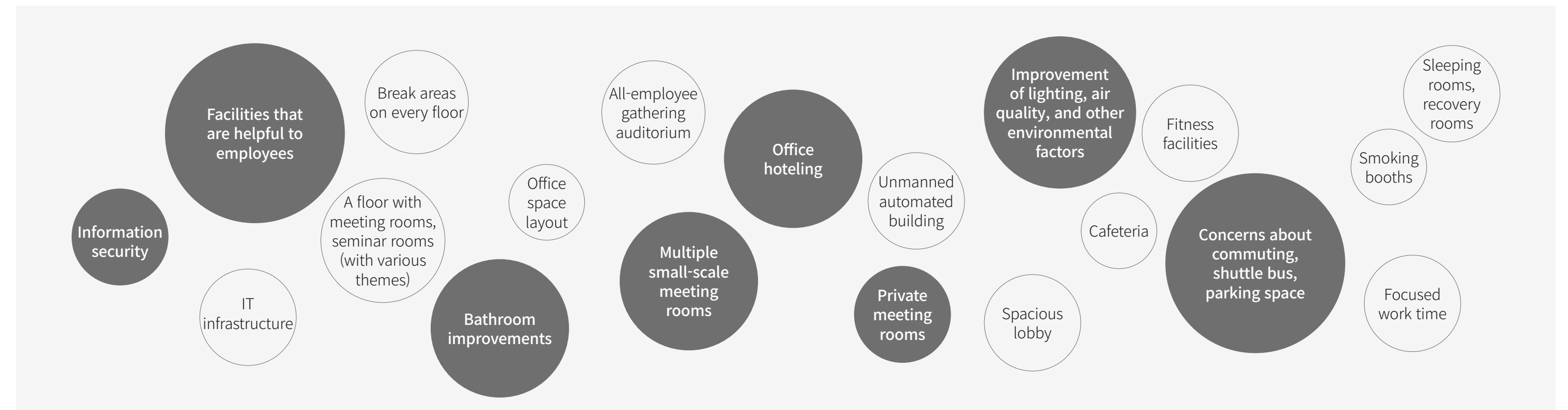
An excellent work environment not only improves employees' productivity but also boosts their satisfaction and sense of accomplishment in their roles. TYM is dedicated to offering the finest work environment for its staff by designing our new headquarters as a place they desire to work at and eagerly anticipate. To achieve this, TYM conducted a survey among employees to gather their input on work style and preferences for office space, aiming to create a blueprint for the layout of the Yong-san Headquarters based on their feedback. The objective is to construct a new, employee-friendly headquarters that actively integrates the valuable opinions of our workforce.

Survey Results on the Yongsan Headquarter Layout

Way of Working	<p>1. Work classification</p> <ul style="list-style-type: none"> · Knowledge creation tasks: High interaction, generate new ideas · Group tasks: High interaction, perform precise processes <p>2. Work types</p> <ul style="list-style-type: none"> · Collaborative tasks that require active communication · Individual tasks requiring high concentration
+	
Preferred Form of Office	<p>3. Employee seating: Team-based partitioning, privacy protection</p> <p>4. Meeting spaces: Approachability, comfortable atmosphere</p> <p>5. Break areas: Café lounge, private relaxation space</p> <p>6. Work support areas: Separate dedicated spaces for focused work</p>
v	
Office Layout Directions	<ul style="list-style-type: none"> · Office space that enables immediate and natural communication · Office building that stimulates users' creativity · Supportive environment for individual immersion required for focused work · Social and relaxation spaces that create a company that employees will enjoy



Additional Employee Feedback



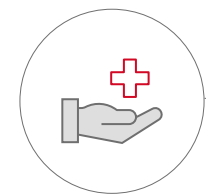
Employee Health and Safety

TYM diligently addresses any potential adverse effects on employee health within the workplace. We have implemented robust safety and health policies along with organizational structures to mitigate risks. Through safety training and various campaigns focused on preventing serious accidents and handling hazardous substances, we aim to establish a workplace free from accidents and prioritize employee health and safety. In 2022, TYM achieved an industrial accident rate of 0.19%, and we are determined to maintain a track record of zero accidents from 2023 onwards.

Employee Health Management Activities

To proactively manage employee health, TYM operates a medical room with resident nurses. We maintain records and manage health logs for individuals accessing the premises.

Health and Safety Management Activities



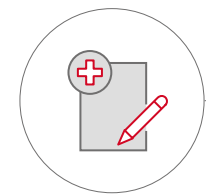
Health Promotion

- Annual general health check-ups conducted once a year (including spouses aged 35 and above), and specialized health check-ups
- Discount benefits provided for sports facilities



Occupational Illnesses Prevention

- Biannual examination of the working environment in the workplace



Prevention of Musculoskeletal Disorders

- Triennial investigation of hazardous factors related to musculoskeletal burden in the workplace
- Preparation of reports on results and development of improvement plans based on the findings

Employee Safety 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, 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
Returned	1~3	-	-

Occupational Health and Safety Policy

TYM aims to create a safe and accident-free workplace by protecting workers from work-related accidents. As part of this effort, TYM has obtained ISO 45001 certification for its major production facilities, Iksan and Okcheon factories, to establish a safety and health management system that prevents worker injuries and illnesses and provides a safe working environment.

In 2022, TYM established six primary risk-related information regarding workplace accidents and hazards in work processes and related goals and management criteria based on overall environmental and occupational health and safety. Each relevant team in the Iksan and Okcheon facilities has been designated responsible for the established goals and management criteria, and plans are in place to pursue the set goals throughout 2023.

2022 Corporate Environmental, Occupational Health and Safety Goals >

	Major risk	Key stakeholders	Goals	Management criteria
Environmental	General and designated waste mixture	Employees, Local community	Disposal and storage of general and designated waste by type	Categorization and disposal of waste by type
	Sludge discharge during the water-waste treatment	Employees, Local community	5% reduction in emissions compared to manufacturing amount	Waste performance management
	Disposal of waste wood materials	Employees, Local community	5% reduction in emissions compared to manufacturing amount	Waste performance management
	Generation of hydrocarbons	Employees, Local community	Emissions below 30ppm	Air pollution management
	Generation of wastewater	Employees, Local community	5% reduction in emissions compared to manufacturing amount	Water pollution management
	Carbon emissions due to energy usage	Employees, Local community	5% improvement in manufacturing amount through energy-saving activities	Energy consumption management
	Promotion of ESG management	Employees, Local community	Implementation of ESG management activities, including achieving KPIs such as waste reduction	Management of Key Performance Indicators (KPIs) for each initiative
Social	Occurrence of musculoskeletal disorders	All employees	Selection of individuals at risk for musculoskeletal disorders and operation of prevention education programs	Improvement of working environment for musculoskeletal disorders
	Incidents within the workplace	Employee (factory workers)	Maintenance of an accident-free worksite	Accident prevention management · Conducting safety inspections (risk assessments) and safety education
	Confirmed cases of COVID-19	All employees	Prevention of COVID-19 spread and minimization of work disruption within the workplace	Management of COVID-19 cases
	Identification of risk factors in work processes	Employee (factory worker)	Identification of improvement process items through risk assessment	Risk assessment and management of significant hazards
	Physical and human losses due to emergency situations	All employees	Emergency preparedness and response training	Emergency drills/training
Putting social contribution activities into action	Local community	Discovery and implementation of social contribution activities by each workplace (Hiking trail Cleaning Project, Local River Purification Project, etc.)	Discovery and implementation of social contribution activities	

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 procedures to prevent safety and health risks that may arise from emergency situations.

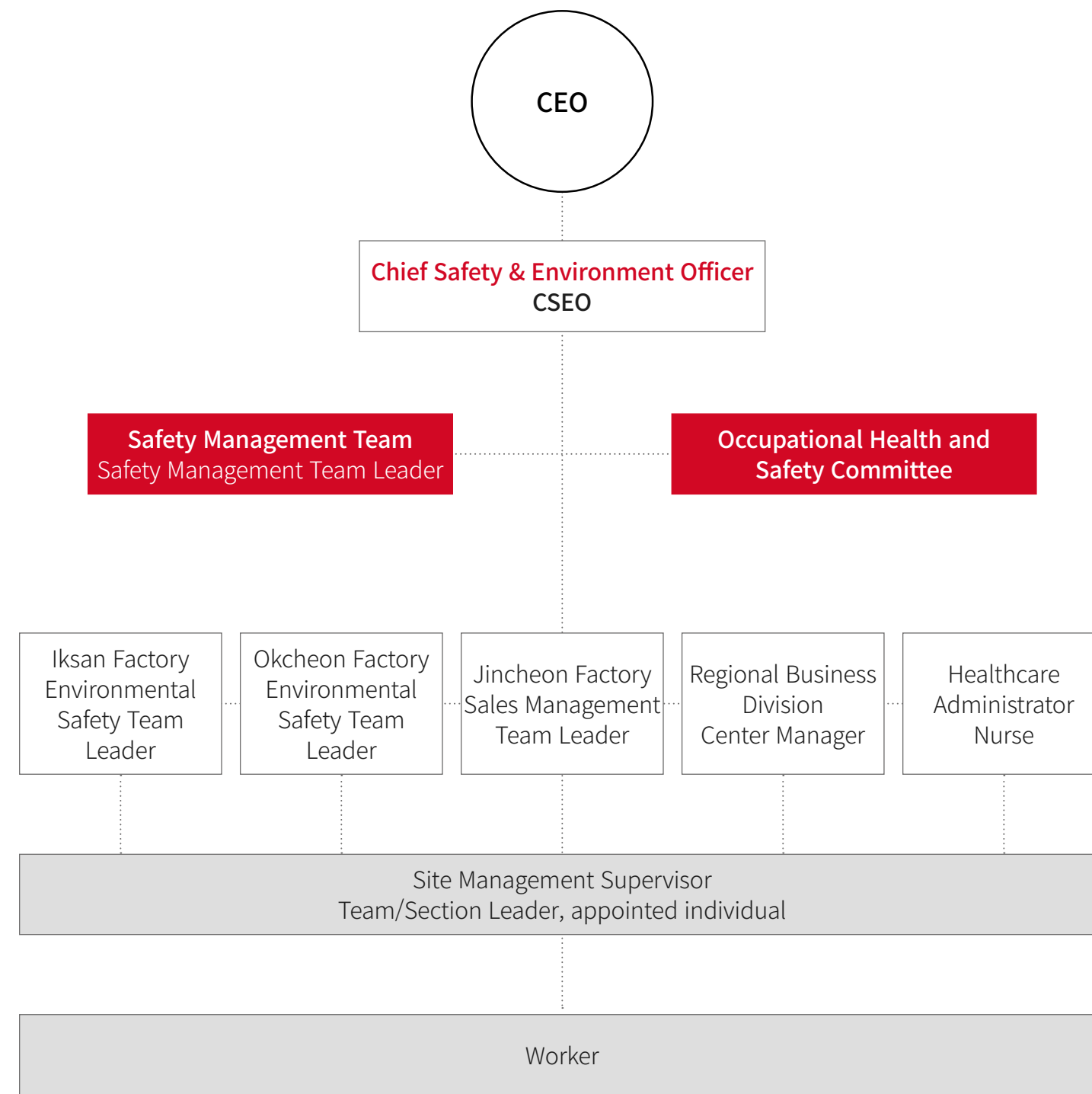
Safety Education and Training of Employees

TYM prioritizes ensuring the safety of its employees and conducts various safety education and preventive management activities to cultivate safety consciousness and eliminate risk factors in the workplace.

TYM operates and implements safety and health education programs such as new employee training in accordance with the Occupational Safety and Health Act, specialized training for forklift operators, and training for handling hazardous chemicals. Additionally, emergency response training is conducted to raise awareness and enable prompt responses in case of emergency situations such as fire incidents or COVID-19.

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




Safety and Health Management Organization



Safety and Health Management Organizational Structure¹⁾



Employee Education Performance in 2022

Education	Contents	Sessions
 Hazardous substances	<ul style="list-style-type: none"> · Education on hazardous substance (dichloromethane) · Chemical addiction case studies and prevention plans · Safety education on hazardous chemicals · Education for workers handling hazardous chemical (mandatory education) · Understanding MSDS (Material Safety Data Sheet) 	5 sessions (Iksan)
 Safety consciousness	<ul style="list-style-type: none"> · Preventive measures for workplace accidents based on the revised Occupational Safety and Health Act and actual cases (from a functional job perspective) · Understanding the content of the newly enacted Serious Accidents Punishment Act and establishing pre-compliance and post-response measures (from a managerial job perspective) 	4 sessions (Iksan, Okcheon, Jincheon, Nonsan)
 Safety and health	<ul style="list-style-type: none"> · Contingency plans for emergencies such as COVID-19 · Preventive measures for winter hazards, prevention of ice-related accidents, etc. · Occupational accident prevention campaigns 	As necessary

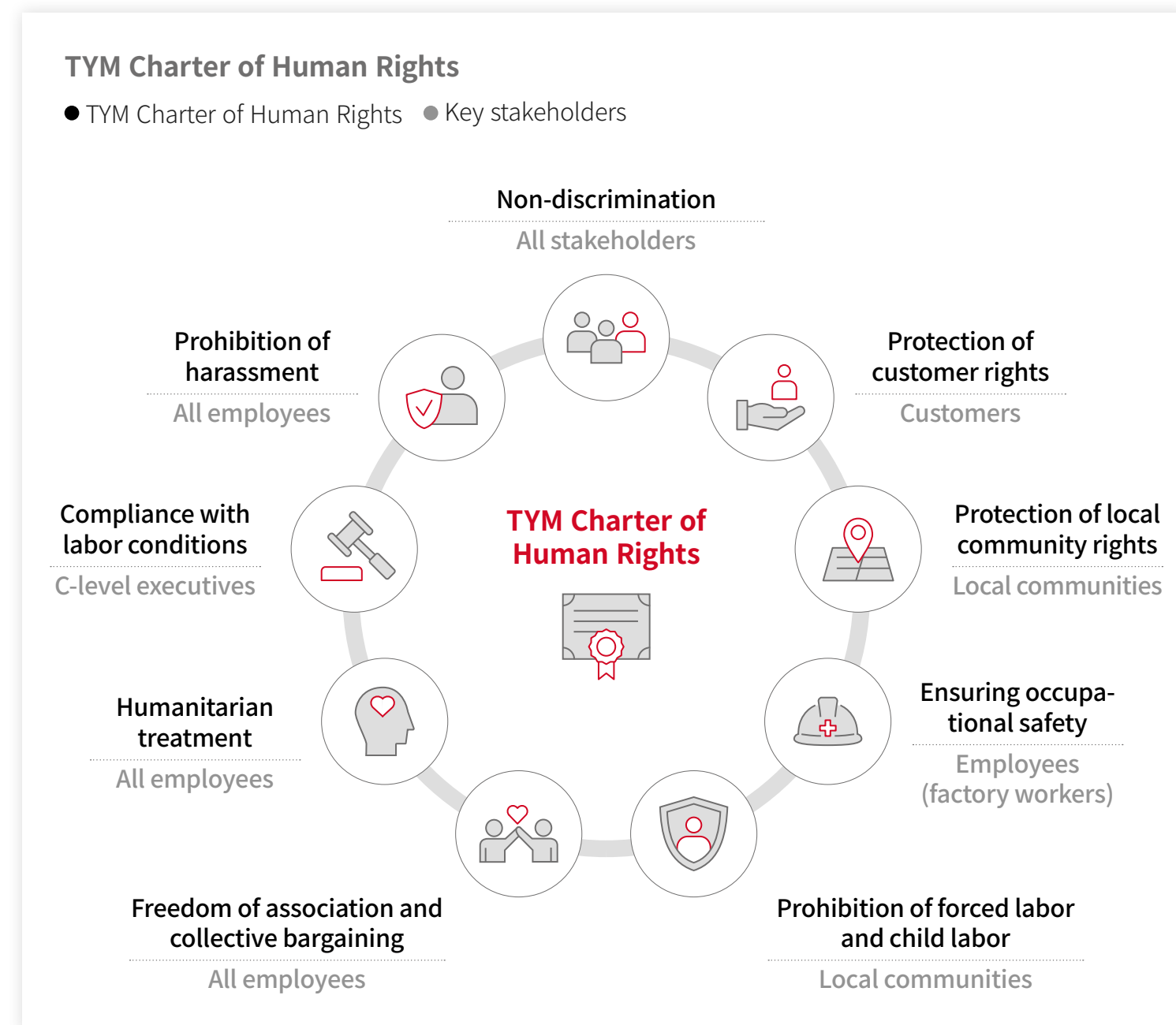
1) As of June 2023

Respect for Human Rights

TYM respects the labor rights of all stakeholders in all its business activities, adhering to the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights (UNGPs). By declaring the TYM Human Rights Charter, which is the foundation of respect for human rights, and encouraging a culture of respect for human rights throughout the organization, TYM aims to prevent human rights violations and promotes respect for human rights.

Charter of Human Rights

To ensure transparent decision-making and promote a culture of respect for human rights throughout the organization, TYM has established the Charter of Human Rights, which is publicly available on its website. TYM and all employees carry out their duties based on this Charter, and we encourage all stakeholders, including TYM employees, to act in accordance with the Charter to facilitate effective communication.



Human Rights Policy

TYM adheres to the regulations related to non-discrimination as stipulated in labor standards laws. In order to ensure that there is no unfair discrimination based on race, gender, religion, etc., TYM explicitly states and complies with employment rules and personnel regulations regarding recruitment, wages, and promotions.

Employment/Personnel Regulations

- **Working Hour:** the company adheres to the legal working hours prescribed by labor standards laws.
- **Minimum Wage:** the company ensures that wages paid are above the minimum wage, as required by relevant laws and regulations.
- **Prohibition of Child Labor:** the company does not employ individuals under the age of 15.
- **Human Rights Education:** TYM conducts mandatory workplace training programs on sexual harassment prevention, improving awareness of disabilities, and other necessary legal education for all employees, including temporary workers on an annual basis.

Labor-management Culture and Status of Labor-management Consultative bodies

TYM respects the rights of employees regarding the fundamental aspect of a labor-management culture based on respect for human rights. The Labor-management Council of TYM is composed of an equal number of representatives from workers and the company, with participation of worker and company representatives. Regular labor-management meetings are held on a quarterly basis and ad-hoc meetings are organized when necessary. In 2022, regular labor-management meetings were held four times on a quarterly basis. These meetings focused on close cooperation and communication, recognizing the contributions of both labor and management, seeking appropriate agreements for enhancing the future value of the company. Furthermore, to establish a constructive and mutually beneficial labor-management relationship, in addition to the regular labor-management meetings, TYM has established labor unions for managerial workers, functional workers in Iksan factory (multiple labor unions), functional workers in Okcheon factory, and functional workers in the filter factory. This allows for labor-management consultations tailored to the characteristics of each job category.

Freedom of Association and Collective Bargaining

TYM guarantees the freedom of association and collective bargaining rights for its employees. It actively supports the formation of labor unions and ensures that employees have the unrestricted choice to join or not join a labor union according to collective agreements. TYM does not impose any restrictions on the exercise of union activities according to proper procedures. As of 2022, the labor union membership rate at TYM stands at 81% of eligible personnel. TYM makes every effort to maintain a cooperative and friendly relationship with the labor union.

Grievance Handling System

In 2022, TYM introduced an internal intranet-based inquiry center as a platform to hear and address the voices of employees. This center guarantees the anonymity of the inquirers and accepts inquiries and opinions concerning any work or life-related grievances. It collects feedback on personnel allocation, improvement requests, compensation systems, and other related topics. The inquiries received by the center are taken seriously, and the HR Team implements substantial improvement measures in response. In the same year, the HR Counseling Center received 22 suggestions, all of which were thoroughly processed and acted upon.

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. Efforts are made to implement a flexible organizational culture that prohibits discrimination based on gender, nationality, disabilities, etc., and recognizes differences.

Diversity Hiring

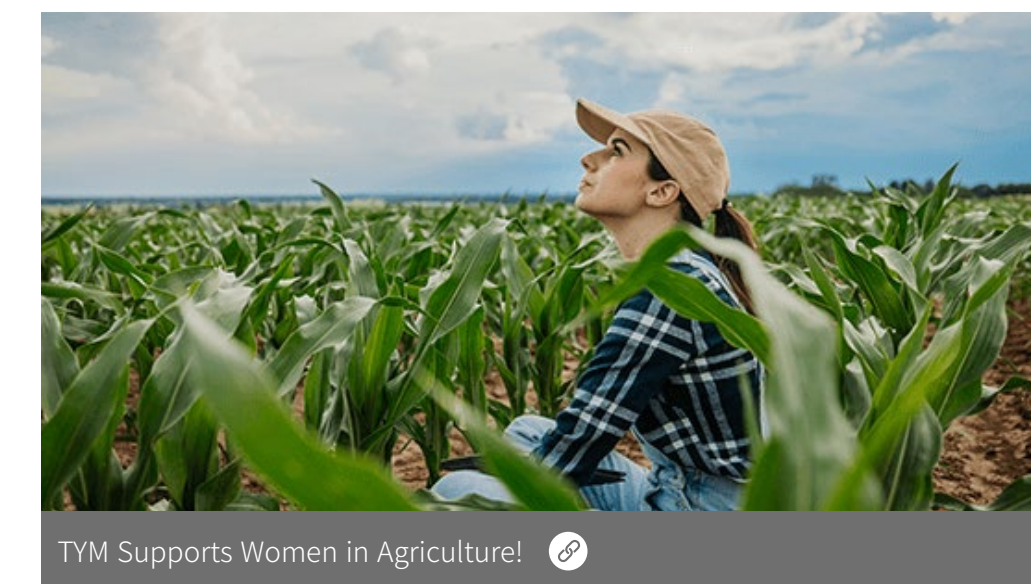
TYM does not discriminate against foreigners, individuals with disabilities, national veterans, or by regions when hiring employees. TYM employs individuals from various regions nationwide, and a total of 25 employees categorized as special employment and other hirings¹⁾ were hired in 2022.

1) Other Hirings include individuals with disabilities, national veterans and foreigners.

Gender Diversity

In March 2023, in honor of International Women's Day, TYM released a publication on its website, highlighting women's rights and their significant role in agriculture. The article celebrated the valuable contributions of women in the agricultural sector. TYM firmly believes in the importance of gender equality and fostering an inclusive culture, recognizing that these factors are pivotal in driving the company's transformation and growth.

TYM increased the proportion of female directors to promote gender diversity in governance by appointing two out of three outside directors as females in 2022. As of the end of 2022, a total of 121 female employees works at TYM, and the return rate from maternity leave shows 100%.



Gender Equality Achievements

Gender diversity in non-executive directors

50%

Fostering women professionals

Hired the first female team leader*

*Marketing Team Leader

04 Supply Chains



Key Achievements in 2022

ESG support projects for suppliers

Q-Academy for major suppliers

Supplier evaluation system, TSES (TYM Supplier Evaluate System)

Supply Chain Sustainability

With the unpredictable changes in the market due to the post-COVID era, high interest rates and high commodity prices, companies are facing limitations. To respond to these market conditions, it is crucial to establish a desirable relationship and achieve mutual growth with suppliers. TYM aims to select partners 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 has established and implemented specific initiatives to achieve our strategic goal of “80% ESG excellent rating suppliers by 2024” which is one of our three core strategies. Out of a total of 380 suppliers, we have selected 98 suppliers and Operated for gradual achievement and development by setting practice tasks and evaluation.

1) Incentives/Penalties are granted based on the evaluation grades (S, A, B, C, D)

TYM Supply Chain Overview

(Unit: No. of suppliers, Billions KRW)

Classification	2020	2021	2022
Total no. of suppliers	171	173	380 ²⁾
Total purchase amount from suppliers	189.8	254.7	558.0

2) The amount is a combined total for the suppliers of the Iksan and Okcheon factories.

TYM Supplier ESG Evaluation Status and Goals

Classification	2022	2023	2024
QCD evaluation ³⁾	59	47	98
ESG evaluation	-	-	-

3) Quality, Cost, Delivery

TYM Guidelines for Suppliers >

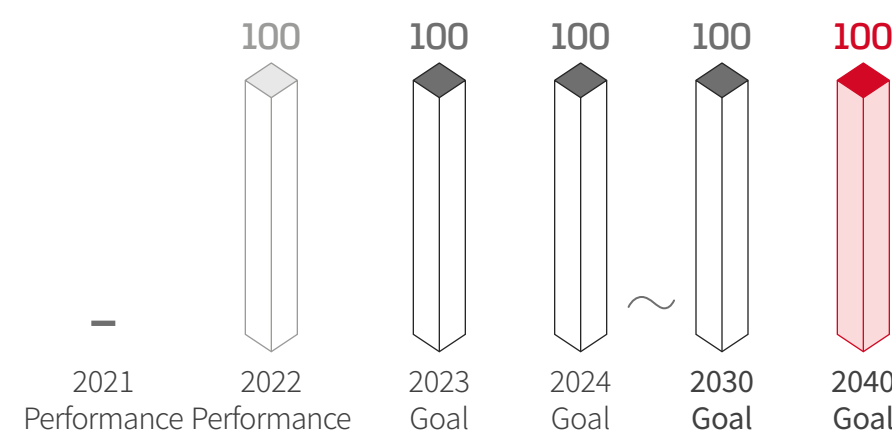
- Guideline on the signing of the contract for mutual growth:** Securing transaction transparency and safety and realizing practical mutual development by sharing various information necessary for transactions with supplier companies 
- Guideline on selection and management of suppliers:** Following TYM's ISO procedures, evaluating new businesses, evaluating existing ones, guiding and developing suppliers, following up on new developments, etc. 
- 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 
- 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 

Mid- to Long-term Goals for Key Indicators in Sustainable Supply Chain

Compliance Pledge for New Suppliers

(Unit: %)

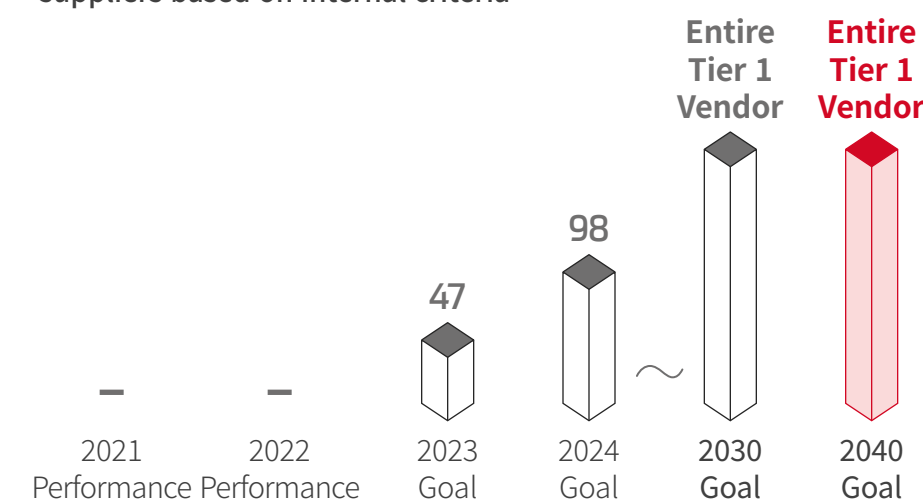
Compliance pledge of newly contracted official suppliers in the current year



First-tier Supplier QCD+ESG Evaluation

(Unit: No. of suppliers)

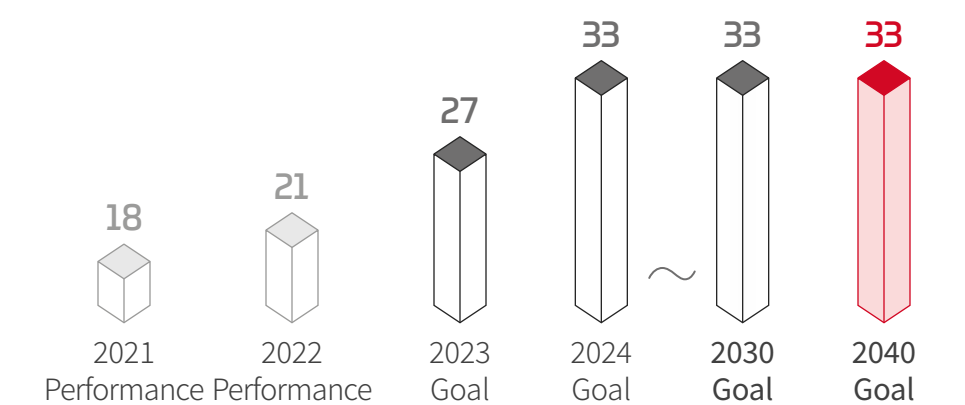
Evaluation conducted for selected domestic first-tier suppliers based on internal criteria



High-risk/Major Supplier ESG On-site Evaluation

(Unit: No. of suppliers)

On-site evaluations conducted for high-risk/major suppliers selected based on internal criteria (Conducted on a 3-year cycle)



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.

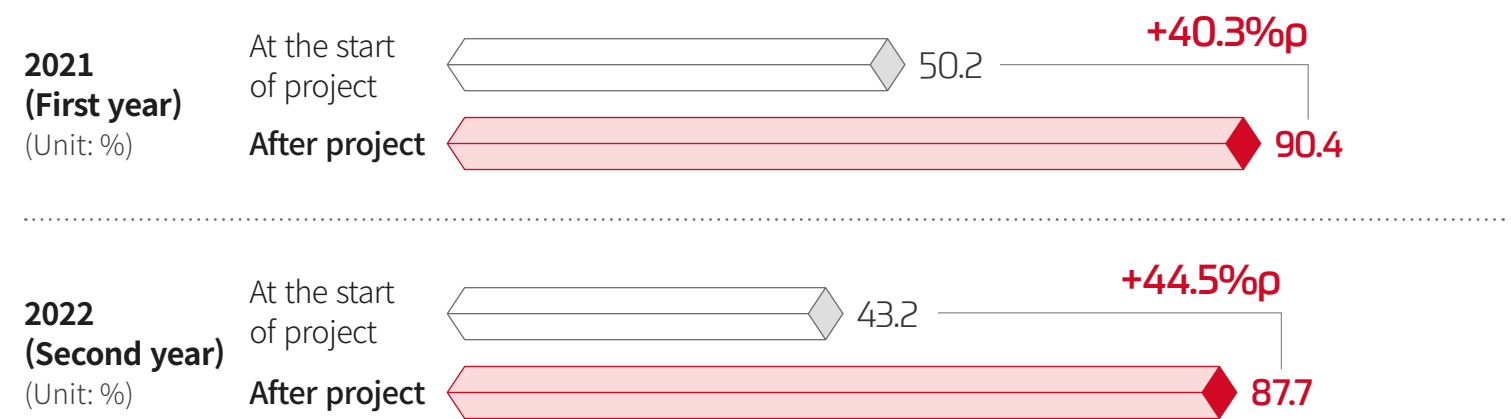
TYM Supplier Code of Conduct

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

ESG Support for Suppliers >

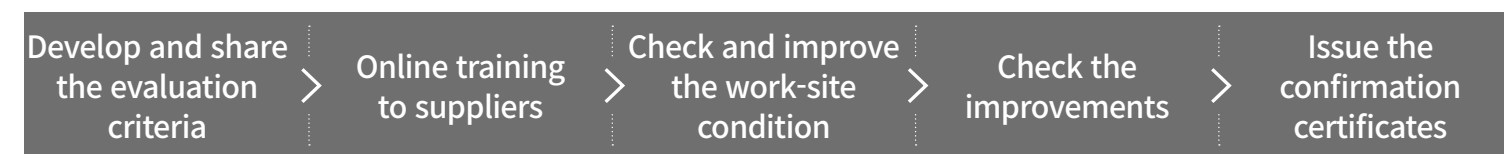
Since 2021, TYM has been actively engaged in conducting ESG management support projects for its suppliers, organized by the Commission for Corporate Partnership. In 2022, the project witnessed a significant expansion, encompassing 21 major suppliers from June to December, compared to 18 suppliers in the previous year. 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 44.5% in 2022.

ESG Criteria Compliance Rate



TYM plans to update the suppliers’ ESG guidelines, considering the changing domestic and international environmental factors and reflecting updated indicators. The company also aims to expand the participation of suppliers in the project. Additionally, TYM intends to provide comprehensive support for supplier ESG management, continuously aligning it with TYM’s ESG strategy.

Timeline of ESG Support Projects for Suppliers



Benefits of ESG Support Projects for Suppliers >

- Establish risk management and improvement standards for suppliers through ESG management manuals and checklists
- Reduces risks by consulting for improvements and enhance the understanding of ESG management through employee education.
- Create a foundation for the expansion of suppliers’ business and achieve high business satisfaction through substantial improvements

Supplier Selection and Management Process

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

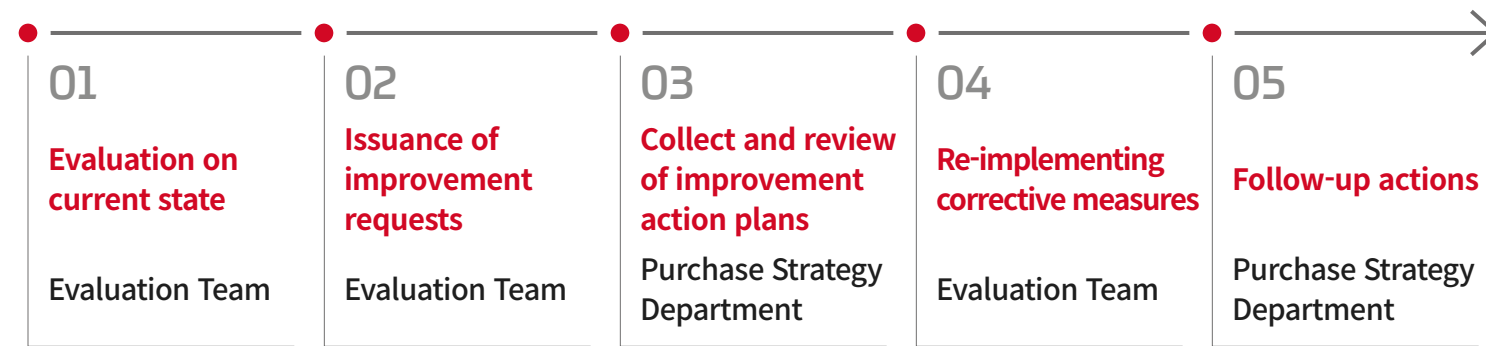
TYM has introduced and operates the advanced supplier evaluation system called ‘TSES’ (TYM Supplier Evaluate System) starting mid-2023. The purpose of TSES is to enhance the QCD²⁾ competitiveness of key suppliers through TSES operation and post-management procedures, and to proactively manage TYM’s supply 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 grades³⁾, 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.

2) Quality, Cost, Delivery
3) The evaluation rating is divided into four evaluation categories.

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	<p>QCD + ESG Evaluation</p> <p>1) Evaluation on current state (50%): On-site evaluation (QCD + ESG) * Evaluation Check Sheet for suppliers</p> <p>2) Performance evaluation (50%): Quality + Purchase performance evaluation * Quality and purchase performance evaluation conducted monthly</p>
Execution of Evaluations and Follow-up Actions on Activities for Improvement	<p>• Evaluation on current state: April to October (7 months) -5 companies per month * Participation: Purchase (1) + Quality (1)</p> <p>• Performance evaluation: Once a month -Based on criteria for quality and purchase performance evaluation</p> <p>• Follow-up actions and post-evaluation management for major findings in the evaluation of current state (ORC Sheet Management) -Purchase Strategy Department</p>




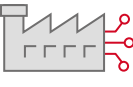
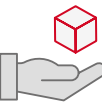
Procedures for Follow-up Actions on Activities for Improvement

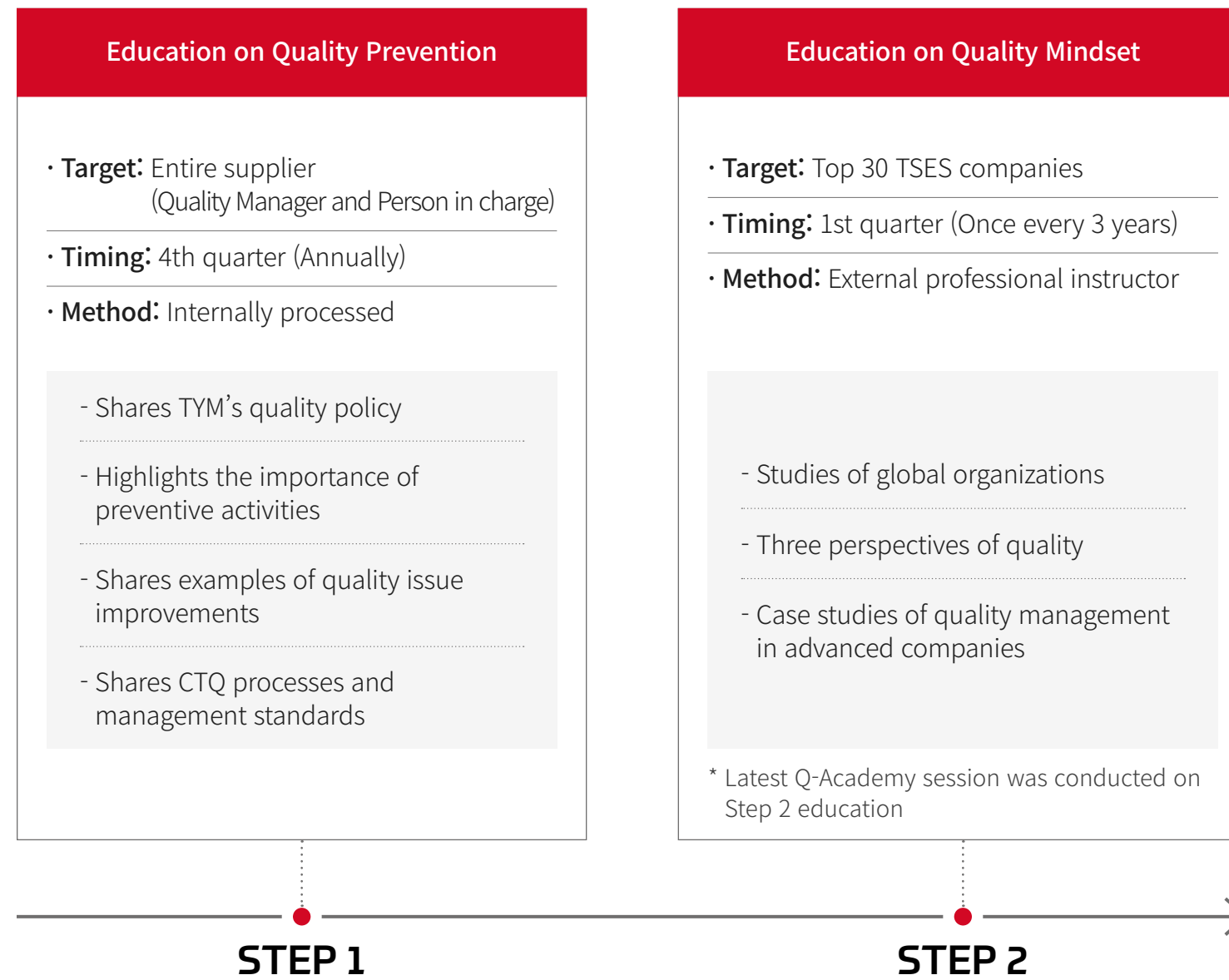


Program for Mutual Growth with Suppliers

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 2022, 22 quality representatives and managers from 15 suppliers completed the training, achieving high overall satisfaction and excellent scores in practical application, leading to positive responses.

Key Contents of 2022 Q-Academy

-  Introduction to TYM's 2022 quality policy and supplier quality management
-  Introduction to Serious Accidents Punishment Act and response measures
-  Significance of regular inspections
-  Study of global companies - Quality management in the smart factory era
-  Introduction of quality management practices in advanced companies - Toyota / Advanced domestic companies



2022 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 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. In 2022, Occupational Health and Safety Council was held monthly, focusing on activities on safety and health preventive measures in manufacturing processes, joint inspections, musculoskeletal hazard investigations, equipment inspections and replacements, and continuous management and compliance with COVID-19 protocols.

05 Local Community



Key Achievements in 2022

- Ecosystem restoration activities for local community around Iksan and Okcheon factories (2023)
- Emergency support activities for flooded areas affected by the typhoon Hinnamnor
- Support for relief supplies in Turkey
- Donation of agricultural machineries to Ukraine
- Support activities for wildfire damage in Gangwon Province
- Donation project of tractors for young farmers returning to rural areas
- Establishment of EnMS (Energy Management System) for eco-friendly conversion of factories (SenSolution)
- Carbon Neutral Leading Plant Project
- Eco-friendly packaging
- Environmental cleanup activities for local community contribution
- Operation of chemical management process (MSDS)

Responding to Climate Change

The climate change we face today is the most severe global crisis caused by global warming. In 2016, 195 countries signed the Paris Climate Agreement, a global agreement to reduce greenhouse gas emissions. Companies worldwide are trying to mitigate the increase in the Earth's average temperature. In 2021, South Korea enacted the Framework Act on Carbon Neutrality and Green Growth (Carbon Neutrality Act) to respond to the climate crisis and set a goal to achieve carbon neutrality by 2050. TYM has selected 2040 CARBON NET ZERO as one of the three key ESG goals to play a leading role as a social enterprise, has established specific targets to achieve carbon neutrality, and is implementing various activities.

Change of Electrodeposition Coating Line

TYM is gradually closing short facilities, electrodeposition, and material painting lines, and introducing and enlarging the application of the paint-free LFI(Long Fiber Injection) method to advance assembly-painting lines in the Iksan Factory. By gradually closing the electrodeposition and material painting lines, TYM expects to achieve approximately 30% energy savings and plans to introduce eco-friendly AGV (Automated Guided Vehicle) lines in 2022 and progressively expand them and convert them to energy-saving processes.

Worksite GHG Emissions

	2020	2021	2022 ³⁾
Scope 1 ¹⁾	1,573	1,807	2,619
Scope 2 ²⁾	5,920	5,613	9,452
Total	7,493	7,420	12,063

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 in 2022.



AGV Test Site 1



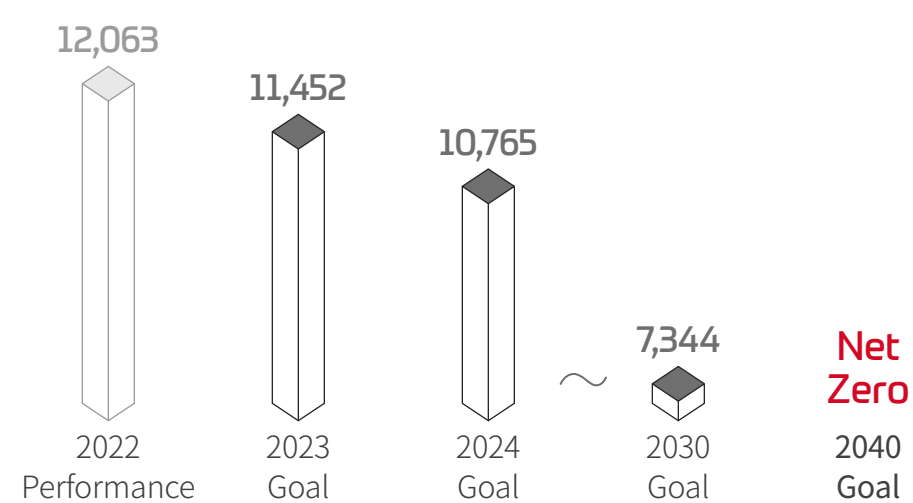
AGV Test Site 2

Mid- to Long-term Goals by Key Indicators for Achieving Carbon Neutrality >

Climate Change

Greenhouse gases scope 1&2 emissions

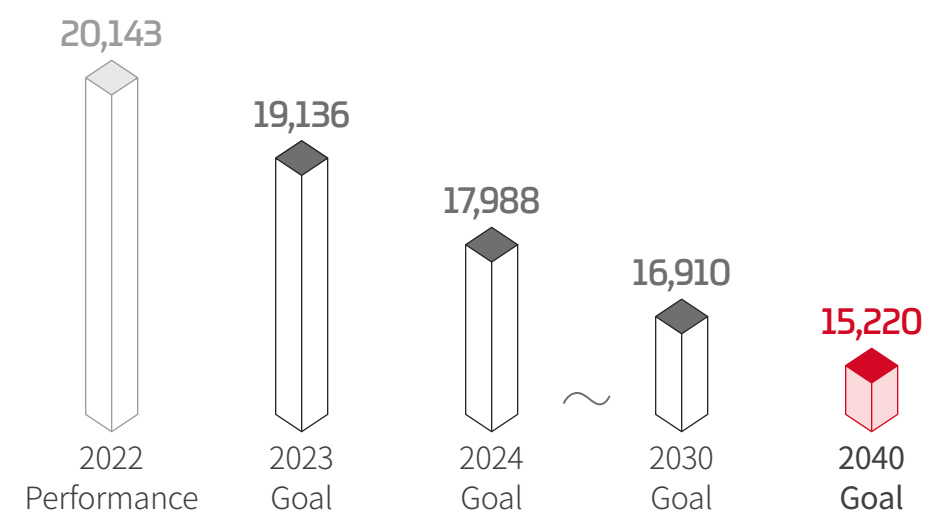
(Unit: tCO₂e)



Energy

Electricity usage

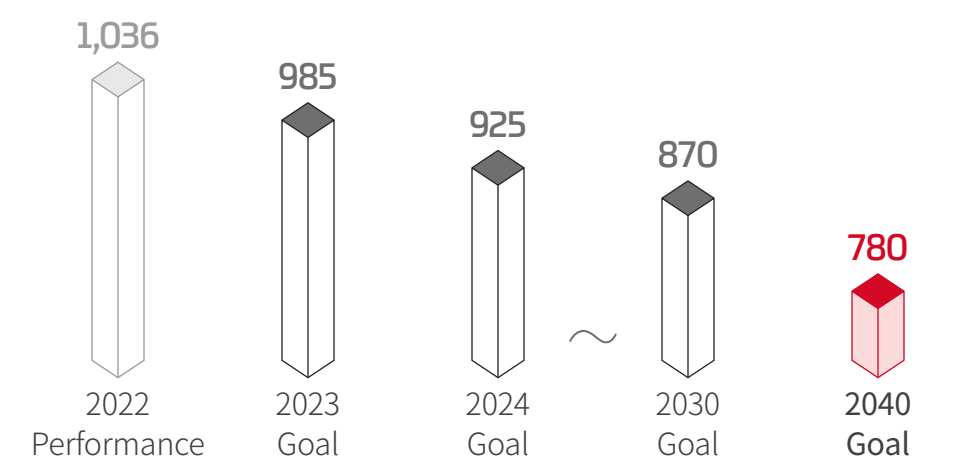
(Unit: MWh)



Energy

Gas usage

(Unit: 1,000 Nm³)



Carbon Neutrality Leading Plant Project

Along with efforts in advancing the tractor manufacture line facilities in Iksan Factory and incarnating carbon emission reduction goals, TYM has been selected as industry's first representative in the inaugural year of the construction project for carbon neutrality leading plant in 2022, launched by the Ministry of Trade, Industry and Energy. The project aims primarily at energy-saving in the manufacturing process and is conducted by 2023 with a total investment of 8.7 billion KRW, including 5.7 billion KRW from the company's self-funding and 3 billion KRW from government support.

Carbon Neutrality Leading Plant Project Status

Project	Progress status			
	Status	Progress ¹⁾	Expected completion date	
1st Year (2022)	Installation of high-efficient compressors	Completed	100%	
	Installation of high-efficient LED lights	Completed	100%	
	Installation of AGV (Automated Guided Vehicle)	Completed	95%	November 2023
	Installation of high-efficient cooling/heating system	Completed	100%	
	Demolition of short equipment	Completed	100%	
2nd Year (2023)	Installation of TM paint line	In progress	77%	November 2023
	EMS enhancement and renovation	In progress	46%	November 2023
	Demolition of paint line	In progress	38%	August 2023
	Demolition of hoists	In progress	0%	November 2023

1) As of June 2023

Participation in Carbon Neutrality EXPO

TYM participated in the "2022 Carbon Neutrality EXPO" held at KINTEX in Ilsan as part of its efforts to expand business performance. TYM shared the process and achievements of its ongoing eco-friendly projects in collaboration with various suppliers that possess technological expertise in leading carbon neutrality in agricultural machinery through the EXPO.



2022 Carbon Neutrality EXPO

Environmental Management System

TYM is in the lead of environmental management as a company that proactively responds to environmental issues while adhering to environmental management guidelines. Its major factories, Iksan and Okcheon, have obtained ISO 14001 for environmental management systems. TYM expands relevant activities yearly, including improving energy efficiency that encompasses product manufacture and usage. In addition, to ensure sound operational systems, TYM has established an environmental safety team and a dedicated environmental task force. Internal audits and evaluations by third-party certification bodies are conducted to verify these measures' effectiveness and ensure the efficiency of operations.

ISO 14001 Certification

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

Environmental Management Approach

The importance of human life

+

Harmony with nature

+

Eco-friendly new technology

>

A Rich and Healthy Life

Environmental Management System

Step1 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
Step2 Do	<ul style="list-style-type: none"> Environmental education, internal and external disclosure of environmental information Operation of environmental improvement programs
Step3 Check	<ul style="list-style-type: none"> Periodic internal environmental audits Measure and assess the effectiveness of improvement objectives Organize catch-up plan
Step4 Action	<ul style="list-style-type: none"> Corrective action to improve environmental nonconformities Prevent recurrence

Eco-friendly Investment

TYM is actively implementing eco-friendly investments by establishing systems such as FEMS (Factory Energy Management System) and EnMS (Energy Management System), installing carbon-neutral paint lines to reduce environmental pollution, and introducing AGVs (Automated Guided Vehicles) for automated transportation.

Eco-friendly investment in 2022 >

	Investment Items	Investment Amount ¹⁾
	<ul style="list-style-type: none"> Exhaust gas collector HVAC (Heating, Ventilation, and Air Conditioning) system High-efficient LED replacement 	1,245 Millions KRW
	<ul style="list-style-type: none"> FEMS (Factory Energy Management System) EnMS (Energy Management System) MW (Modern Workspace) MES (Manufacturing Execution System) project 	2,892 Millions KRW
	<ul style="list-style-type: none"> Improvement and enhancement of powder coating line's drying furnace and pre-treatment equipment (Iksan, Okcheon) Installation of GAS SYSTEM for manual powder coating line drying furnace (Iksan, Okcheon) New installation of TM painting line Enhancement of EMS High-efficient inverters and compressors Advancement of AGV 	3,402 Millions KRW
	<ul style="list-style-type: none"> Construction of the new Chungnam Regional Headquarter 	144 Millions KRW
	<ul style="list-style-type: none"> Architectural design for Gyeongbuk Metropolitan Service Center Water treatment plant insulated warehouse for Chungnam Regional Business Division 	41 Millions KRW

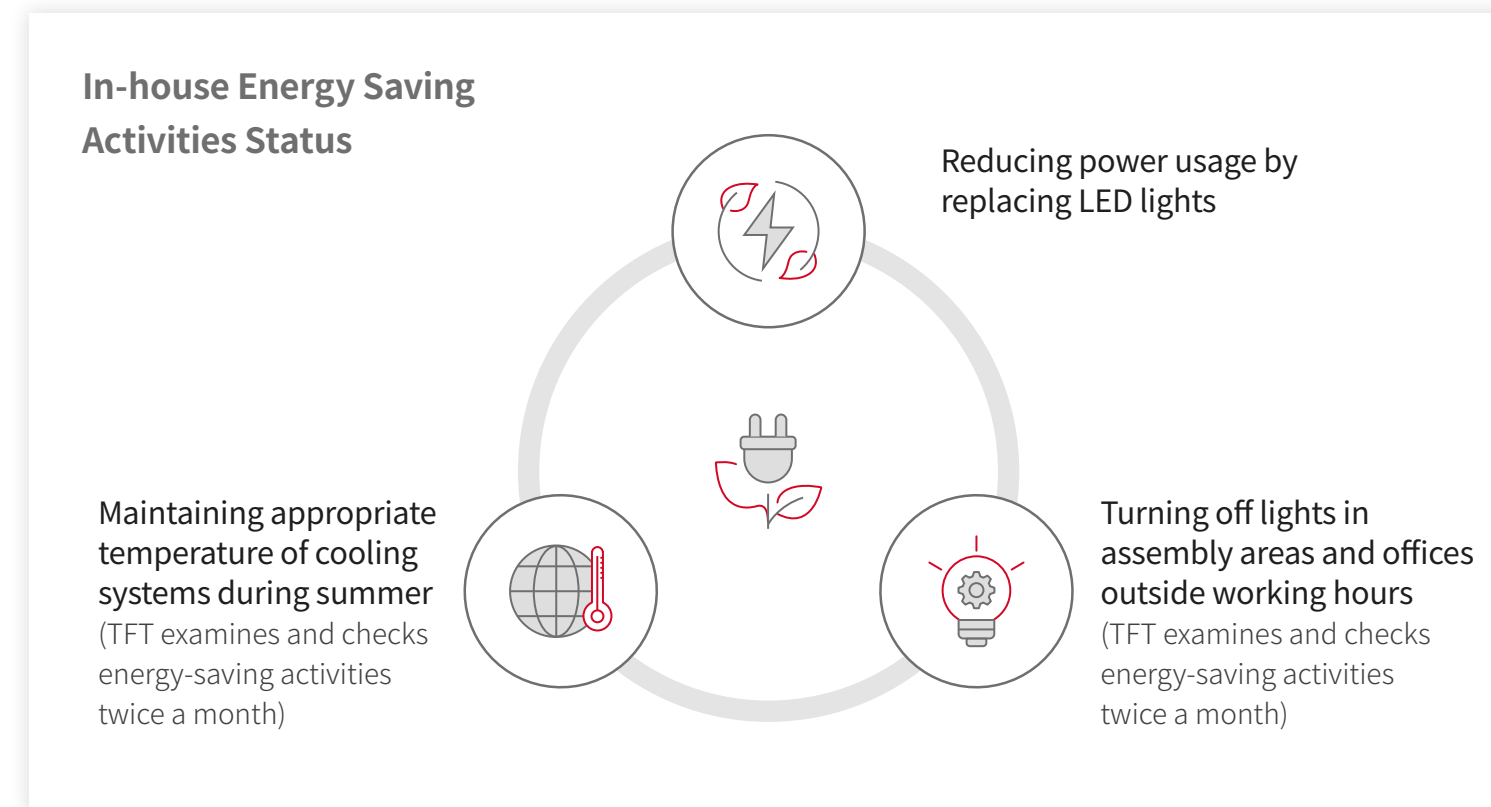
1) The investment amount is calculated based on the acquisition cost.

Energy Efficiency

Energy efficiency refers to the effective utilization of energy to reduce resource consumption and minimize environmental impact. It includes activities of companies to optimize energy consumption, adopt eco-friendly energy resources and reduce GHG emissions. TYM's efforts to improve energy efficiency provide various benefits such as resource conservation, cost savings, and GHG reduction, and they simultaneously contribute to strengthening our company's sustainability and social responsibility.

In-house Energy Saving Activities

TYM implements company-wide energy management activities to reduce energy consumption and maximize efficiency. We have established an in-house Energy Task Force (TFT) to promote the energy-saving culture that all members can participate in.

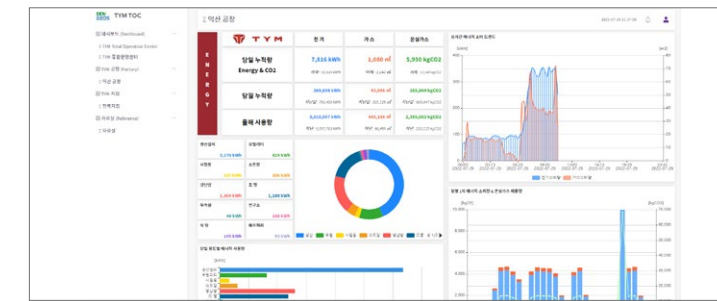


Establishment of Energy Management System

TYM is actively building the infrastructure for eco-friendly factories through a phased transition to low-energy manufacturing facilities after signing an MOU with SenSolution, an eco-friendly construction specialist. TYM has been adopting FEMS (Factory Energy Management System)¹⁾ in Iksan factory in collaboration with SenSolution since 2021. FEMS is an energy management system that enables real-time measurement, control, and monitoring of energy usage in each manufacturing process within worksites, allows analysis of energy consumption, and helps identify and manage power losses. It is effective in identifying and addressing power loss.

Okcheon factory also adopted the energy management system in 2022. TYM aims to utilize FEMS to analyze and improve energy consumption in both Iksan and Okcheon sites, identify points of improvement in energy efficiency, monitor equipment issues to prevent and enhance leakage current and improve power factor (contract power) in 2023.

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.



FEMS

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.

Eco-friendly Packaging

TYM reduces resource consumption by utilizing recyclable or renewable materials for packaging during manufacturing and transporting processes. Eco-friendly materials such as paper, plant-based printing oil, and biodegradable kraft tape are used for packaging products and goods. Appropriately sized boxes for paper packaging and envelopes reduce over-packaging and unnecessary paper usage for small shipments. TYM also encourages its suppliers to use reusable packaging materials. Wooden pallets that generate a significant amount of waste are replaced with reusable pallets for goods transportation. Recyclable danpla boces and, reusable paper boxes instead of paper boxes, Exclusive wrapping box vinyl instead of wrapping vinyl are designed and used for resource conservation and sustainability, as well as 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.

TYM has released TYM merchandise kits and encourages employees to use them actively. Tumblers and reusable bags with the TYM logo and design are provided to employees to increase affection for TYM and reduce disposable products such as paper cups and shopping bags.

Traditional paper catalogs and brochures have been replaced with a proprietary catalog application on tablet PCs in customer interactions. Catalog application recommends products tailored to the customers' specific needs, environments, and landscapes, providing a comprehensive view of products, which also enhances convenience compared to traditional paper brochures.



TYM Brand Kits



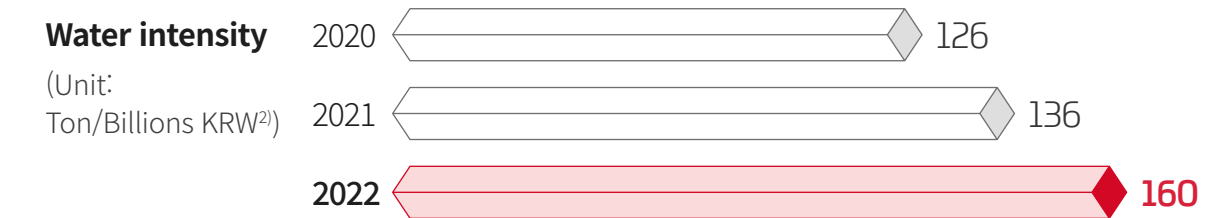
Catalog Application Screen

Activities to Manage the Environmental Impact

Water Resource Management

TYM has established internal standards that are more stringent than legal wastewater discharge limits for residential water and processed wastewater. Wastewater streams undergo purification processes, including chemical treatment, to meet the internal water quality standards before discharge. TYM operates a self-monitoring system and manages wastewater to ensure compliance with internal water quality standards, inspects aging wastewater treatment facilities, and plans to replace ones that have gone obsolete.

Water Usage Intensity Level



2) Water intensity = Water usage / Total manufacturing cost for the period

TYM Wastewater Management Standards¹⁾

Classification	pH	Zn	Fe	Mn
Legal standards	Below 5.8~8.6ppm	Below 5ppm	Below 10ppm	Below 10ppm
Internal standards	Below 6.2~8.2ppm	Below 3ppm	Below 6ppm	Below 6ppm

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 boxes and standard component boxes for delivery, reducing wastes generated from paper boxes. Wrapping materials and plastic used for delivery packaging have been replaced with standard boxes and eco-friendly materials to minimize the disposal of waste synthetic resin.

TYM establishes and operates waste storage facilities for the separation and disposal of waste generated in the production process and monitors waste disposal activities. We record the data for waste storage and discharge in our system. We conduct monthly monitoring and pay attention to designated wastes such as paint and lubricant wastes, as well as general wastes including plastic resin, wood, dust, and activated carbon.

Waste Disposal Status

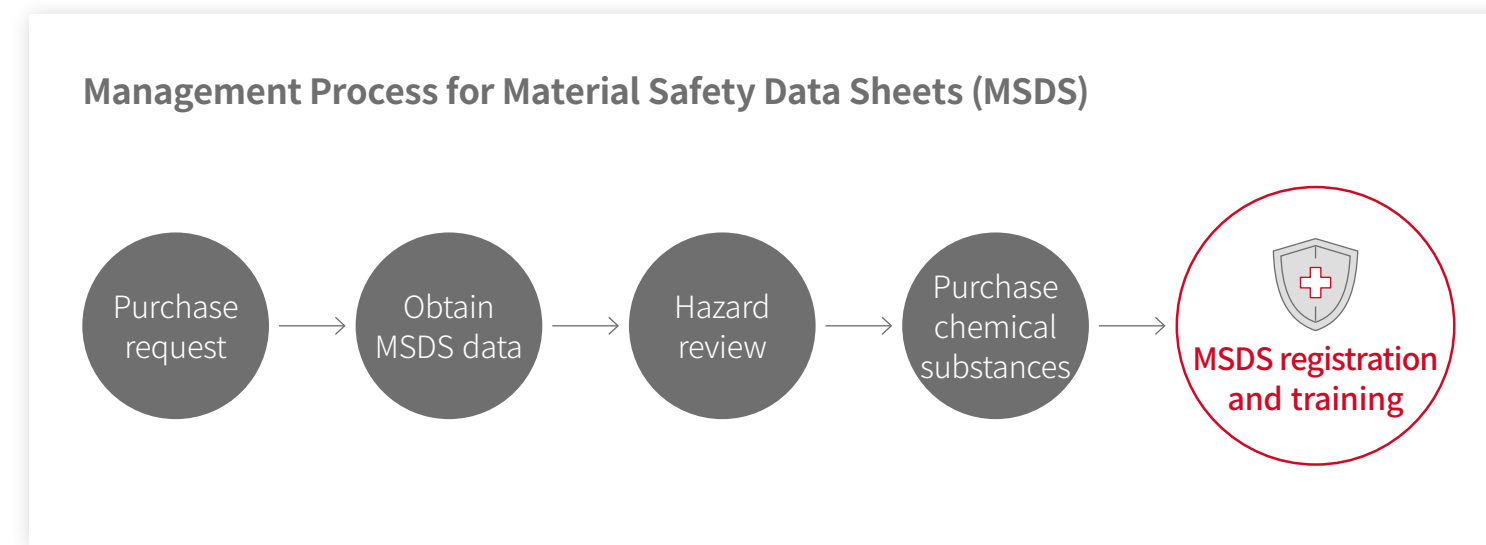


In 2023, TYM plans to collect approximately 5 tons of oil waste free of charge and recycle about 30 tons of wooden pallets to recycling companies, local residents, and suppliers and prepares to proceed with the disposal of boxes and scrap metal waste.

Hazardous Chemical Management

TYM strictly adheres to the chemical management process based on the environmental health and safety policy and conducts emergency response training that considers emergencies. We create safe and pleasant worksites through activities that reduce chemical through process improvement and minimize pollutant emissions.

In 2022, we conducted five training sessions on hazardous chemicals at the Iksan factory, explaining dangerous chemical leakage incidents and providing education on preventive measures to identify and prepare for potential risks in advance.



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. Through a constant monitoring system and accumulated data with optimized processes, we reduce the level of air pollutants.

The environmental safety team performs self-measurements of air pollution prevention facilities twice a month, and some items are measured through outsourcing companies and recorded in the company data cloud. We immediately take action to lower the concentration once the air pollutant concentration exceeds the internal management standards. If necessary, we improve air quality management procedures through process analysis.

To meet the legal standards for air pollutant emissions, TYM replaces the activated carbon in air pollution prevention facilities every four months and installs air emission measurement devices in pollution prevention facilities to measure nitrogen oxides (NOx). In 2022, the filler, droplet remover, and monitoring window were replaced to repair the air pollution prevention facilities of the primer painting and TM painting lines. We also eliminated wash water leakage by repairing polling that absorbs pollutants such as dust, odor, and demisters that prevent contaminants and wash water from emitting through pipes.

TYM Total Air Pollutants Emissions in 2022

(Unit: kg/yr)

Dust	Nitrogen Oxides (NOx)	Sulfur Oxides (SOx)	Formaldehyde	Total Hydrocarbons (THC)	Zinc Compounds	Total Emissions
973	1,123	13	15	5,645	0	7,768

Biodiversity

Since the unanimous agreement on the biodiversity pact at the UN Climate Change Conference of Parties (COP15*), which aims to designate 30% of Earth as protected areas by 2030, companies worldwide have placed significant emphasis on promoting biodiversity and restoring natural ecosystems. TYM's business is closely connected to various ecosystems, encompassing soil, air, water, animals, and plants. Agricultural activities heavily rely on the benefits of nature and are deeply intertwined with these ecosystems. Therefore, enhancing biodiversity in agricultural ecosystems is crucial for improving TYM's sustainability. In line with this commitment, TYM is actively engaged in various initiatives to contribute to the preservation of the global environment and fulfill its role as a responsible member of the community.

* COP15: COP (Conference of Parties) is the major decision-making body of the UNFCCC (United Nations Framework Convention on Climate Change), which aims to limit climate change in accordance with the overall objectives of the UNFCCC. COP15 refers to the 15th Conference of Parties.

Ecological Restoration Activities

TYM constantly considers the impact of our business on local community and environment, and pioneers a business environment that coexists with biological resources. During mid-2023, TYM sent a team of 65 executive employees to Iksan and Okcheon regions to carry out waste clean-up initiatives along the Mireuksaji Ecological Trail in Iksan and the Abandoned Road in Ibaek-ri, Okcheon. The participating executives and employees took part in collecting agricultural and household waste, including waste vinyl, pesticide empty bottles, and fertilizer bags. Additionally, they actively engaged in repairing and restoring the surrounding environment on their own. This campaign aims to restore a clean natural ecological environment by revitalizing disconnected terrestrial ecosystems, green spaces, and polluted areas, creating a favorable habitat for flora and fauna. As members of the local community, TYM participates in this campaign once per quarter to actively take responsibility for ecosystem restoration and global environmental protection. We will also continue to actively engage in various activities for natural environmental restoration and make ongoing efforts to conserve biodiversity.



Iksan Worksite: Mireuksaji Ecological Trail Cleaning Project (May 9)



Okcheon Worksite: Gunbuk Ibaek-ri Abandoned Road Cleaning Project (May 12)

Social Contribution

TYM realizes social value through active response to social issues and interaction with society. We harmonize social and economic value creation by returning the economic value we generate to society through social contribution, aiming for mutually sustainable benefits. TYM's social contribution currently covers the support for the ecosystem and farmers of the local community, and we are gradually expanding the coverage to include the global community and make a more significant social impact.

Key Contributions for Local Communities

Emergency Support for Typhoon Hinnamnor Disaster Areas

TYM provided emergency agricultural machinery inspection and free repair service for consumables in Gyeongsangbuk-do, including Pohang and Gyeongju, the hardest hit areas of Typhoon Hinnamno. We searched for the best recovery methods, such as considering free rentals to farmers whose machinery got broken entirely and ensuring prompt handling of inquiries related to typhoon damages through TYM Customer Center. We actively supported by participating in service and repair visits on agricultural machinery of Gyeongbuk Agricultural Cooperative's Agricultural Machinery Technicians Council, deeply empathizing with farmers experiencing difficulties due to natural disasters.

Aid Supplies for Turkey Earthquake

TYM donated relief supplies such as tractors and machinery worth more than 200 million KRW for people who suffered from the large-scale earthquake in Turkey. Donated tractors were delivered to Turkey's Disaster and Emergency Management Organization (AFAD) and used for disaster recovery and rescue in earthquake-ravaged areas. Furthermore, TYM actively supported the European branches by increasing local utilization of agricultural machinery to ensure everything goes efficiently.



Aid Supplies for Turkey Earthquake

Donation for Ukraine

Since the onset of the conflict with Russia in Ukraine in 2022, TYM has been unwavering in its commitment to supporting the affected community. To aid in the economic recovery and infrastructure restoration efforts, TYM generously donated three tractors and provided additional financial assistance, totaling 4-5 billion KRW, to the Embassy of Ukraine. Our company actively extends support both domestically and internationally, wherever there is a need, aiming to alleviate the hardships faced by refugees and address food shortages. Fulfilling our responsibility and mission as a global company, TYM strives to make a positive impact on the lives of those affected by the crisis.



Donation of Agricultural Machinery for Ukraine 1



Donation of Agricultural Machinery for Ukraine 2

Support for Wildfire Damage in Gangwon Province

In March 2022, TYM implemented an emergency disaster control tower system to aid customers affected by wildfires in specific disaster areas, such as Uljin in Gyeongbuk Province and Samcheok, Donghae, and Gangneung in Gangwon Province. TYM provided support, including free repairs and replacements of agricultural machinery, to help customers prepare for the harvest season. In areas with extensive damage where machine restoration was challenging, TYM offered free tractors and rental services to ensure continuous farm management until the damages were fully recovered. The practical assistance granted by TYM aimed to assist farmers during the difficult recovery period.

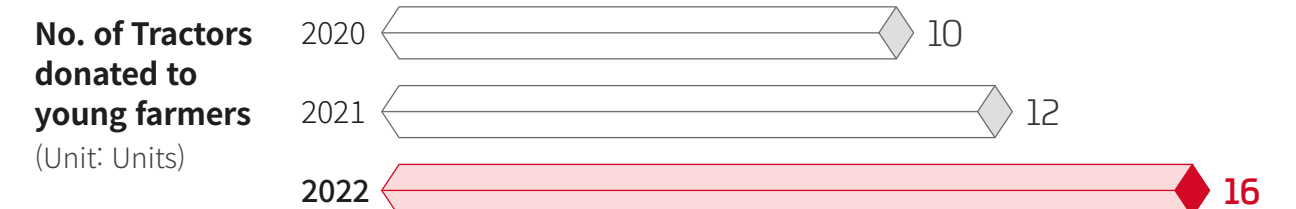
Donation Project of Tractors for Young Farmers Returning to Rural Areas

TYM is dedicated to supporting the aspirations of young farmers who return to rural areas by providing tractor donation projects to help them establish more stable agricultural businesses. In 2022, the project garnered significant interest, with over 2,000 applicants from across the country, resulting in a highly competitive selection process with a rate of one to one hundred and twenty. To further our commitment, TYM expanded the donated tractor units to a total of 16. We intend to continue increasing the scale of our donations, recognizing the challenges that young farmers encounter in the initial stages of their ventures. As a company striving to empower the future of agriculture with young farmers at its core, TYM remains dedicated to fulfilling our social responsibilities.



Tractors for Young Farmers Returning to Rural Areas

Donation Project of Tractors for Young Farmers Returning to Rural Areas



Others - Talent Development in Local communities, Free Repair Campaign, etc.

Furthermore, TYM seeks to contribute in various ways to society, including being the first Korean company to donate 20 million KRW to the Van Fleet Foundation in the United States, donating 20 million KRW to the Youth Hope Tree Project to support students facing difficulties in their studies due to family situation, promoting tractor repair campaign free of charge, and signing an MOU with the Korean Agency for Disabled Information to donate 119 used PCs (laptops, desktops, etc.).



APPENDIX

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*Due to the merger with Kukje Machinery Co., Ltd. in 2022, the major performance of the Okcheon Factory has been newly included in the 2022 data, which may result in significant fluctuations compared to the previous year.

Financial Performance

Reporting Scope: Headquarters and three domestic plants (Iksan, Okcheon, Jincheon)

Classification	Unit	2020	2021	2022
Financial Performance				
Sales	millions KRW	387,284	442,515	758,099
Sales growth rate	%	6.27	12.48	41.63
Net profit	millions KRW	6,131	45,312	98,527
Net profit growth rate	%	49.00	86.47	54.01
Total assets	millions KRW	426,065	506,984	737,709
Total assets growth rate	%	6.34	15.96	31.28
Export sales	millions KRW	207,223	278,355	533,545
Export sales / total sales	%	53.51	62.90	70.38
Domestic and Export Sales				
Sales – domestic	%	46.49	37.10	29.62
Sales – export	%	53.51	62.90	70.38
Sales by Business Units				
Sales – machineries	%	84.04	91.67	94.36
Sales – filters	%	14.96	8.16	5.64
Sales – culture business unit	%	0.90	0.09	0.00
Sales – metal business unit	%	0.09	0.08	0.00
Sales by Region				
Sales – domestic	%	46.49	37.10	29.62
Sales – North America	%	41.01	51.80	61.85
Sales – Asia	%	2.54	1.28	0.66
Sales – other regions	%	9.96	9.82	7.86

Classification	Unit	2020	2021	2022
Economic Value Distributed				
Dividends	millions KRW	-	-	5,857
Salary and welfare expenses	millions KRW	47,630	46,859	73,938
Purchase of goods and services	millions KRW	311,846	354,844	447,305
Government – corporate tax and other taxes	millions KRW	2,400	14,889	15,412
Customer – social contribution expenses	millions KRW	352	442	1,018
Rent, depreciation, etc.	millions KRW	9,923	9,216	10,482
Retained earnings	millions KRW	82,416	147,827	229,550
Revenue, interest income, etc.	millions KRW	387,968	442,910	758,602

Social Performance

Reporting Scope: Headquarters and three domestic plants (Iksan, Okcheon, Jincheon)

Total Employment Status

Classification	Unit	2020	2021	2022
Total Employment				
Total number of employees	persons	592	620	1,157
Employment type - permanent	persons	570	542	933
Employment type - temporary	persons	22	78	224
Gender - male	persons	490	534	1,040
Gender - female	persons	102	86	117
Female talent development - % of females ¹⁾	%	17	14	10
Female talent development - % of female managers ²⁾	%	-	3	0.02
Age - Under 30 years old	persons	78	114	199
Age - 30 to under 50 years old	persons	284	282	638
Age - 50 years old and above	persons	230	224	320
Job Position - executive ³⁾	persons	10	18	14
Job Position - manager and above ³⁾	persons	85	106	157
Job Position - below manager ³⁾	persons	497	496	986
Employment in Overseas Worksites				
No. of dispatched employees	persons	4	4	6
No. of local employees	persons	39	50	121
Total No. of employees at overseas sites	persons	43	54	127
Total No. of managers at overseas sites	persons	11	11	23
No. of local managers	persons	8	8	18
% of local managers	%	73	73	78
Special Employment and Others				
Employment of disabled individuals	persons	11	10	16
Employment of national veterans	persons	8	8	7
Employment of foreigners	persons	1	2	2
Total	persons	20	20	25

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

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

3) Senior Managers and Managers are classified as managers and above.

Hires/Turnovers and Dismissals/Retirements

Classification	Unit	2020	2021	2022
Total new hires	persons	82	207	145
Gender - male	persons	68	185	122
Gender - female	persons	14	22	23
Age - Under 30 years old	persons	39	89	50
Age - 30 to under 50 years old	persons	37	93	64
Age - 50 years old and above	persons	6	25	31
Employee turnover				
Total No. of employee turnover	persons	150	210	174
Gender - male	persons	113	168	160
Gender - female	persons	37	42	14
Age - Under 30 years old	persons	17	44	53
Age - 30 to under 50 years old	persons	65	93	83
Age - 50 years old and above	persons	68	73	38
Dismissals and retirement				
No. of Dismissals	persons	-	-	1
No. of Retirements	persons	-	21	20

Maternity/Paternity and Parental Leaves

Classification	Unit	2020	2021	2022
Maternity/Paternity and Parental Leaves				
No. of Employees that took Maternity/Paternity Leaves	persons	8	11	15
Maternity leave	persons	1	1	3
Paternity leave	persons	7	10	12
Return-to-work rate after childbirth	%	100	100	100
No. of Employees that took Parental Leaves	persons	3	2	5
Parental leave - Female	persons	1	1	5
Parental leave - Male	persons	2	1	0
Return-to-work rate after parental leave	%	100	100	100
Turnover rate within 12 months after return	%	33	0	0

Mutual Growth with Suppliers

Classification	Unit	2020	2021	2022
No. of Suppliers				
Total no. of suppliers	companies	171	173	380
No. of major suppliers ¹⁾	companies	31	36	73
Purchase from Suppliers				
Total purchase from suppliers	millions KRW	189,836	254,659	557,958
Purchase from major suppliers ¹⁾	millions KRW	165,986	223,871	493,796
Purchase from suppliers – domestic ²⁾	millions KRW	89,317	133,566	400,412
Purchase from major suppliers ¹⁾	millions KRW	68,689	107,198	347,578
% of Purchase from major suppliers – domestic ¹⁾	%	77	80	86.8
Purchase from suppliers – foreign ³⁾	millions KRW	100,519	121,093	157,546
Purchase from major suppliers – foreign ¹⁾	millions KRW	97,297	116,672	146,218
% of Purchase from major suppliers – foreign ¹⁾	%	97	96	92.8

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).

Others

Classification	Unit	2020	2021	2022
Labor Union Membership				
No. of members eligible for labor union membership	persons	529	524	759
No. of members who joined the labor union	persons	171	277	618
Union membership rate	%	32	53	81
Human Rights Education				
Sexual harassment prevention education	hours	1	1	1
Industrial Accidents				
No. of injured employees from industrial accidents	persons	-	1	1
Industrial accident rate	%	-	0.2	0.085
Social Contribution by Donations types				
Cash donations	millions KRW	110	114	399
Equivalent value of in-kind donations ¹⁾	millions KRW	242	328	619
Customer Information and Data Leakage				
No. of data leaks (breaches)	cases	-	-	-
No. of personally identifiable information (PII) leaks	cases	-	-	-

1) Product/service donations, projects/partnerships, etc., are converted into equivalent values.

Environmental Performance

Reporting Scope: Headquarters and three domestic plants (Iksan, Okcheon, Jincheon)

Classification	Unit	2020	2021	2022
Greenhouse Gas Emissions				
Total GHG emissions	tCO ₂ eq	7,493	7,420	12,063
GHG intensity ¹⁾	tCO ₂ eq/billions KRW	19	18	18
Direct GHG emissions (Scope 1) ²⁾	tCO ₂ eq	1,573	1,807	2,619
Indirect GHG emissions (Scope 2) ²⁾	tCO ₂ eq	5,920	5,613	9,444
Energy Consumptions				
Direct energy consumption	MJ	31,442,690	35,648,987	49,525,986
LNG (City/Town gas)	MJ	31,344,237	35,588,631	34,454,356
LPG	MJ	98,453	60,356	15,071,631
Intensity of direct energy consumption	MJ/billions KRW	81,017	86,989	72,850
Indirect energy consumption	MJ	130,932,278	115,561,805	193,545,091
Electric energy	MJ	130,932,278	115,561,805	193,545,091
Intensity of indirect energy consumption	MJ/billions KRW	337,365	281,989	284,695
Water Usage				
Water consumption	m ³	48,866	55,732	109,105
Water use intensity ¹⁾	m ³ /billions KRW	126	136	160
Tap water	m ³	40,876	51,446	75,005
Groundwater	m ³	7,990	4,286	34,100
Waste and Recycling				
Waste disposal	tons	820	791	1,582
Waste intensity ¹⁾	tons/billions KRW	2.1	1.9	2.3
Municipal waste ³⁾	tons	727	655	1,278
Designated waste	tons	93	136	304
Recycling waste	tons	604	520	959
Recycling rate	%	74	66	61

Classification	Unit	2020	2021	2022
Total Environmental Costs				
Total environmental cost ⁴⁾	millions KRW	291	446	359
Waste treatment service cost	millions KRW	247	390	286
Levies and charges ⁵⁾	millions KRW	38	41	72
Other costs ⁶⁾	millions KRW	6	15	1
Environmental Regulatory Compliance				
No. of environmental law violations	cases	1	2	1 ⁷⁾
Fines on environmental law violations	millions KRW	-	1	2 ⁷⁾

1) Intensity by type is calculated based on emissions (or usage) per unit of total manufacturing cost and is multiplied by 1 billion KRW for reporting purposes.

2) GHG emissions were calculated in accordance with the Guidelines for Reporting and Certification of GHG Emissions under the GHG Emissions Trading Scheme (No. 2021-17 of the Ministry of Trade, Industry and Energy).

3) Municipal waste includes general waste and food waste.

4) Excluding green purchasing and GHG emissions rights purchases.

5) Waste disposal charges from the Korea Environment Corporation.

6) Premium on environmental liability insurance

7) TYM has been warned and fined for leakage of pollutants due to leakage of pollutants due to deterioration and corrosion of prevention facility in 2022

Activities aligned with the UN SDGs



Goal 1. No Poverty

- Donation of agricultural machinery for Ukrainian war refugees and Turkish earthquake refugees



Goal 2. Zero Hunger

- Promoting sustainable agriculture through technological innovation of agricultural machinery with intellectualization and informatization such as telematics and autonomous driving
- Support for farmers with wildfires damages in Gangwon Province by providing free repair services, replacement, and agricultural machinery rental services.
- Tractor donations for young farmers returning to rural areas to promote young farmer fosters.



Goal 3. Good Health and Well-being

- Promoting work-life balance through flexible working hours, reduced working hours for expectant mothers and club activities
- Improving employees' quality of life through health check-ups, childcare support, and providing housing
- Conducting various internal educational programs, and company-wide accident-free campaigns to encourage a safety culture.



Goal 4. Quality Education

- Various capacity-building programs such as trainings for enhancing job competency and leadership development training to empower creativity and skills of employees
- Enhancing accessibility and awareness of education through technical training for Service and Manufacturing Personnel in TYM Technology Institute (TTI) and in-house LMS (Cyber Education Center) for employees
- Implementing programs for capacity enhancement of individuals through external education application processes and internal talent recommendation systems



Goal 5. Gender Equality

- Promoting gender diversity through increase in proportion of female executive and non-executive directors on the board



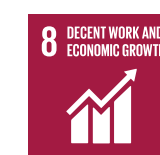
Goal 6. Clean Water and Sanitation

- Efforts to reduce water pollutants and reduce water consumption based on an in-house standard that is stricter than the legal wastewater discharge standards



Goal 7. Affordable and Clean Energy

- Establishing eco-friendly factories through adopting Energy Management Systems (EnMS) and Facility Energy Management Systems (FEMS) for efficient energy management
- Establishing energy saving culture through company-wide in-house activities to save energy in lighting and temperature control
- Implementing energy-saving processes by introducing eco-friendly AGVs (Automated Guided Vehicles) for plating and parts painting lines



Goal 8. Decent Work and Economic Growth

- Establishing a reasonable compensation system through the introduction of salary-based compensation and enhancing the compensation system through stock grant
- Efforts to improve the work environment through the construction of a new headquarters reflecting employees' opinions
- Establishing the inquiry center for employees to address grievances, inquiries, and suggestions for improvements in the workplace.



Goal 9. Industry, Innovation and Infrastructure

- Risk management and improvement of suppliers through the establishment of the Supplier Code of Conduct, ESG support programs, and TYM Suppliers Evaluation System (TSES)
- Sharing infrastructure and know-how for mutual growth with suppliers and providing quality management lectures through Q-Academy
- Supplier support system such as early collection of payments for mutual prosperity



Goal 10. Reduced Inequalities

- Equal employment opportunities for foreigners, individuals with disabilities, national veterans, and employees in any regions, as well as disclosing employment status regarding special employment and minority groups
- Enacting policies of prohibiting discrimination based on race, gender, religion, etc. in areas of recruitment, wages, and promotions, in order to comply with Antidiscrimination laws on Labor Standards Act
- Protecting employee rights through the operation of labor-management consultative bodies and ensuring freedom of association and collective bargaining
- Addressing employee grievances related to inequalities such as irrational and unfair instructions, etc. through the Cyber Audit Center



Goal 12. Responsible Consumption and Production

- Manufacturing sustainable products through the development of eco-friendly plating methods, LFI techniques, development of eco-friendly oils and components, and eco-friendly implements on tractors
- Manufacturing sustainable products with technological innovations, including telematics and autonomous driving systems
- Promoting reduction in resource consumption through utilization of recyclable or renewable resources.



Goal 13. Climate Action

- Proactively addressing climate change through continuous management and monitoring of carbon emissions reduction



Goal 15. Life on Land

- Monitoring activities for designated wastes such as paint and lubricant wastes, as well as general wastes including waste synthetic resin, wood, dust, and spent carbon.
- Conducting chemical substance reduction activities through chemical management and process improvement in accordance with environmental safety and health policies
- Ecological restoration activities by employees of disconnected terrestrial ecosystems and revitalizing polluted areas near the Iksan and Okcheon worksites



Goal 16. Peace, Justice, and Strong Institutions

- Publicly disclosing the Charter of Ethics, Charter of Human Rights, Code of Practice for Ethical Management, and Code of Practice for Anti-Corruption and Bribery on the TYM website to establish an ethical management culture
- Whistleblowing system to report and combat unreasonable business practices, unfair business activities and corruption.
- Stating explicit provisions for the protection of whistleblowers, including punishment for retaliatory actions against whistleblowers and prohibition of any form of reprisal or adverse treatment

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 Industry Safety
Association

Korean Standards
Association

Korea Industrial Technology
Association

Korea International Trade
Association

Korea Customs Logistics
Association

Korea Trade-Investment
Promotion Agency

Korea Trade Insurance
Corporation

Korean Society for Agricultural
Machinery

The Korea Heat Energy
Engineers Association

Korea Electric Engineers
Association

Korea Mechanical Construction
Contractors Association

Korea Fire Safety Institute

TYM ESG Vision Tasks

Key Performance Indicators (KPI) of ESG Tasks

Tasks	KPI	Unit	Performance		Short-term Goals		Mid- to Long-term Goals	
			2021	2022	2023	2024	2030	2040
Sustainable Products	Expansion Rate of Sustainable Products	%	-	6	20	30	40	50
Eco-friendly Purchase	Eco-friendly Purchase Performance	%	-	5	5	8	20	30
Eco-friendly Product Sales	Eco-friendly Product Sales Performance	%	-	14	44	60	80	90
Climate Change	GHG – Scope 1&2 emissions	tCO ₂ eq	12,284	12,063	11,452	10,765	7,322	Net zero
Energy	Electricity usage	MWh	20,650	20,143	19,136	17,988	16,910	15,220
	Gas usage	1,000 Nm ³	1,044	1,036	985	925	870	780
Water Resources	Water Usage	m ³	112,268	109,105	108,000	102,600	96,444	91,620
Waste (General + Designated)	Waste Generation	ton	1,460	1,326	1,320	1,313	1,274	1,210
	Waste Generation (in KRW)	ton/millions KRW	0.23	0.21	0.20	0.19	0.13	0.07
	Recyclable Waste	ton	1,106	941	1,000	1,020	1,080	1,090
	Waste Recycling Rate	%	76	71	76	78	85	90
Corporate Social Responsibility (CSR) Activities	Voluntary Social Contribution Activities	cases	7	9	11	15	25	30
Total industrial accident rate	Industrial Accident Rate in Domestic Worksites and Intra-Company	%	0.79	0.19	zero incidents	zero incidents	zero incidents	zero incidents
Improvement Rate of Risk Factors	Identification and Improvement of Potential Risks	%	-	85	100	100	100	100
Compliance Pledge for New Suppliers	Compliance pledge of newly contracted official suppliers in the current year	%	-	100	100	100	100	100
First-tier Supplier ESG Evaluation	Evaluation conducted for selected domestic first-tier suppliers based on internal criteria	companies	-	59	47	98	Entire Tier 1 Vendor	Entire Tier 1 Vendor
High-risk/Major Supplier ESG On-site Evaluation	On-site evaluations conducted for high-risk/major suppliers selected based on internal criteria (Conducted on a 3-year cycle)	companies	18	21	27	33	33	33
Employee Satisfaction Rate	Employee Satisfaction Survey and Improvement	%	-	52	70	75	80	90
Improvement Rate of Personnel Issues	Identification and Improvement of Personnel Issues	%	-	100	100	100	100	100
Domestic Customer Satisfaction Survey	Domestic Customer Satisfaction	%	84	85	86	88	90	95
Improvement Rate of Domestic Customer Satisfaction Survey	Promoting and Improving Domestic Customer Satisfaction	%	83	86	88	90	95	100
Overseas Customer Satisfaction Survey	Overseas Customer Satisfaction	%	81	83	85	86	90	95
Improvement Rate of Overseas Customer Satisfaction Survey	Promoting and Improving Overseas Customer Satisfaction	%	73	75	78	80	95	100

Independent Assurance Statement

TYM Co., Ltd. (“the Company” or “TYM”) commissioned DNV Business Assurance Korea, Ltd. (“DNV”, “we” or “us”), part of DNV Group, to undertake independent assurance of the Company’s 2022 ESG Report (the “Report”).

Our Opinion

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not properly describe TYM’s adherence to the Principles described below. In terms of reliability of the performance data, 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. We believe that TYM is reporting in accordance with the GRI Standards.

We have reviewed the topic-specific disclosures of GRI Sustainability Reporting Standards 2021, which were identified in the process of materiality assessment:

No.	Material topics	Topic Standard
1	Product Safety	416-1~2
2	Economic Performance and Consumer Approach	201-1~4
3	Responding to Climate Change	305-1~2, 4~7
4	Supply Chain Sustainability	308-1~2, 414-1~2
5	Customer Satisfaction and Sustainable Products	Non-GRI

Without affecting our assurance opinion, we also provide the following observations:

Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.

TYM defines employees, customers, suppliers, shareholders, investors and local communities as their major stakeholder groups and reports on each group’s definitions and major interests and communication channels. In particular major interests from them have been selected and prioritised from the materiality assessment process participated by internal and external stakeholders (employees, suppliers, experts, and customers) with high level of understanding on TYM and ESG issues. DNV recommends including in the Report how major interests of stakeholders be reflected in the materiality assessment as well as in the Company’s daily operation and management.

Materiality

The process for determining the issues that are most relevant to an organization and its stakeholders.

TYM conducted double materiality assessment, taking into consideration external impact on environment and society, and internal impact on the Company. Six material topics were selected after reviewing issues of the previous year, media coverage analysis, peer group review, and stakeholders survey. DNV confirms that material topics chosen from this assessment were reflected in the Report.

Sustainability Context

The presentation of the organization’s performance in the wider context of sustainability.

TYM set up ESG vision and strategic topics which include ESG management direction, and reports the related objectives, detailed activities, and concrete performance. In particular, the Report helps understanding of stakeholders by presenting 1) expansion of sustainable products, 2) carbon neutrality by 2040, and 3) supply chain management as three core goals as well as mid- to long-term roadmap to achieve these goals. It is DNV’s recommendation that the Company define sustainable products more concretely and reflect it in the Report.

Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported.

TYM discloses background on selecting material issues and related activities which reflect expectations of stakeholders. TYM enhances completeness of the Report by disclosing performance of 2022 and future plan of material topics such as responding to climate change. The reporting boundary has been set to include the Company’s headquarters, domestic factories (Iksan, Okcheon, and Jincheon) and other domestic and overseas branches for particular data. If the scope of reporting is different from the above, it is explained in the Report accordingly. The financial data includes that of factory of Okcheon due to merger of Kukje Machinery Co.,Ltd. It is recommended that more systematic management be pursued by expanding management of non-financial data to overseas branches. The assurance team confirmed that the material topics selected through the materiality assessment were 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.

Scope and Approach

We performed our work using DNV’s assurance methodology VeriSustain™ Principles (the “Principles”) which is based on our professional experience, international assurance best practices including the International Standard on Assurance Engagements 3000 (“ISAE 3000”), and the Global Reporting Initiative Sustainability Reporting Standards (“GRI Standards”).

We evaluated the Report for adherence to the Principles of stakeholder inclusiveness, materiality, sustainability context, completeness, and reliability. We used the GRI Quality of Information Principles (Balance, Clarity, Accuracy, Reliability, Timeliness and Comparability) as criteria for evaluating performance information, together with TYM’s data protocols for how the data are measured, recorded and reported. The engagement excludes the sustainability management, performance and reporting practices of TYM’s subsidiaries, associated companies, suppliers, contractors and any third-parties which are out of the reporting scope of this Report. We did not interview external stakeholders as part of this assurance engagement. Review of economic performance based on the financial data from the audited consolidated financial statements and the announcement disclosed at the website of Korea Financial Supervisory Service (<http://dart.fss.or.kr>) as well as TYM’s website (<https://tym.world/ko/>) is not within the scope of our work.

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We are providing a ‘limited level’ of assurance. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the company were applied. The baseline data for environmental and social performance are not verified, while the aggregated data at the corporate level are used for the verification.

Basis of Our Opinion

The assurance was carried out from May to June 2023. We undertook the following activities as part of the assurance process:

- Challenged the sustainability-related statements and claims made in the Report and assessed the robustness of the underlying data management system, information flow and controls;
- Site visits to TYM HQ in to review process and system for preparing sustainability data and implementation of sustainability strategy;
- Conducted interviews with representatives from the ESG team;
- Conducted document reviews, data sampling and interrogation of supporting databases and associated reporting system as they relate to selected content and performance data;
- Reviewed the process and the result of materiality assessment.

**For and on behalf of
DNV Business Assurance Korea Ltd.**

Seoul, Korea
June 28, 2023



Chang Rok Yun
Senior Auditor and Lead Auditor

Sang Rye Chang
Senior Auditor

Jae Hee Kim
Technical Reviewer

Responsibilities of the Directors of TYM and DNV

The Directors of TYM have sole responsibility for the preparation of the Report. Our statement represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or coresponsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Competence and Independence

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. This engagement work was carried out by an independent team of sustainability assurance professionals.

DNV - Business Assurance

DNV Business Assurance Korea Ltd. is part of DNV Group, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.
www.dnv.co.kr/assurance

GRI Index

GRI Standards / Other sources	No.	Disclosures	Contents	Notes
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	Introduction	
	2-2	Entities included in the organization's sustainability reporting	About this report	
	2-3	Reporting period, frequency and contact point	About this report	
	2-4	Restatements of information	N/A	N/A
	2-5	External assurance	Appendix - Independent Assurance Statement	
	2-6	Activities, value chain and other business relationships	Introduction	
	2-7	Employees	Appendix - Social Performance	
	2-8	Workers not regarded as employees		Omission (Confidentiality constraints)
	2-9	Governance structure and composition	Transparency in Corporate Governance	
	2-10	Nomination and selection of the highest governance body	Corporate Governance Charter on TYM website	
	2-11	Chair of the highest governance body	Transparency in Corporate Governance	
	2-12	Role of the highest governance body in overseeing the management	Transparency in Corporate Governance	
	2-13	Delegation of responsibility for managing impacts	Transparency in Corporate Governance	
	2-14	Role of the highest governance body in sustainability reporting	Transparency in Corporate Governance	
	2-15	Conflicts of interest	Transparency in Corporate Governance, TYM Annual Report	The company reports members serving on multiple boards, cross-shareholding with suppliers or other stakeholders, controlling shareholders, transactions with related parties, and debt and liabilities in their Annual Report
	2-16	Communication of critical concerns	Transparency in Corporate Governance	
	2-17	Collective knowledge of the highest governance body	TYM Annual Report	
	2-18	Performance evaluation of the highest governance body		Omission (Information unavailable)
	2-19	Remuneration policies	Transparency in Corporate Governance	
	2-20	Process to determine remuneration	Transparency in Corporate Governance	

GRI Standards / Other sources	No.	Disclosures	Disclosures	Notes
General Disclosures				
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio		Omission (Confidentiality constraints)
	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)	
	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	
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	TYM 2022 Materiality Assessment	
	3-2	List of material topics	TYM 2022 Key ESG Issues	
	3-3	Management of material topics	TYM 2022 Key ESG Issues, First page of each ESG Issue	

GRI Standards / Other sources	No.	Disclosures	Contents	Notes
Material Topics				
Economic Performance				
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		Omission (Information Incomplete)
	201-3	Defined benefit plan obligations and other retirement plans	TYM Annual Report	
	201-4	Government subsidies	Responding to Climate Change (Carbon Neutral Leading Plant Project)	
Emissions				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Responding to Climate Change Appendix - Environmental Performance Appendix - TYM Tasks for ESG Vision	
	305-2	Energy indirect (Scope 2) GHG emissions	Responding to Climate Change Appendix - Environmental Performance Appendix - TYM Tasks for ESG Vision	
	305-4	GHG emissions intensity	Responding to Climate Change Appendix - Environmental Performance	
	305-5	Reduction of GHG emissions	TYM ESG Vision Energy Efficiency Appendix - Environmental Performance	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Impact Management Activities	
Supplier Environmental Assessment				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supplier Selection and Management Process	
	308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Selection and Management Process	
Supplier Social Assessment				
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supplier Selection and Management Process	
	414-2	Negative social impacts in the supply chain and actions taken	Supplier Selection and Management Process	

GRI Standards / Other sources	No.	Disclosures	Contents	Notes
Material Topics				
Customer Health and Safety				
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	N/A	Have not occurred
Customer Satisfaction and Sustainable Products				
Non-GRI			Customer Satisfaction Sustainable Products	
Potential Issues				
Anti-corruption				
GRI 205: Anti-corruption 2016	205-1	Evaluation of operations for corruption-related risks	Ethical Management	
	205-2	Communication and Education on Anti-Corruption Policies and Procedures	Ethical Management	
	205-3	Confirmed incidents of corruption and actions taken	Ethical Management (Whistleblowing)	
Anti-competitive Behavior				
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethical Management	
Energy				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Appendix - Environmental Performance	
	302-3	Energy intensity	Appendix - Environmental Performance	
	302-4	Reduction of energy consumption	TYM ESG Vision Change of Electrodeposition Coating Line Construction Project for Carbon Neutrality Leading Plant Eco-friendly Investment In-house Energy Saving Activities	
	302-5	Reductions in energy requirements of products and services	Sustainable Products	

GRI Standards / Other sources	No.	Disclosures	Contents	Notes
Potential Issues				
Water and Effluents				
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	
	303-5	Water consumption	Appendix - Environmental Performance Appendix - TYM Tasks for ESG Vision	
Biodiversity				
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity	
	304-3	Habitats protected or restored	Biodiversity	
Waste				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management	
	306-2	Management of significant waste related impacts	Waste Management	
	306-3	Waste generated	Waste Management Appendix - Environmental Performance Appendix - TYM Tasks for ESG Vision	
	306-4	Waste diverted from disposal	Waste Management Appendix - Environmental Performance Appendix - TYM Tasks for ESG Vision	
	306-5	Waste directed to disposal	Waste Management	
Employment				
GRI 401: Employment 2016	401-1	Employment and employee turnover	Appendix - Social Performance	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Welfare	
	401-3	Parental leave	Gender Diversity Appendix - Social Performance	

GRI Standards / Other sources	No.	Disclosures	Contents	Notes
Potential Issues				
Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Safety and health management system and risk management TYM Occupational Safety and Health Committee and Safety and Health Management Structure	
	403-2	Hazard identification, risk assessment, and incident investigation	Employee Safety Management Activities	
	403-3	Occupational health services	Employee Health Management Activities	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Safety Management Activities	
	403-5	Worker training on occupational health and safety	Employee Safety Education and Training	
	403-6	Promotion of worker health	Employee Health Management Activities	
	403-7	Preventing and reducing occupational health and safety impacts directly associated with business relationships.	Occupational Health and Safety Policy Employee Safety Education and Training	
	403-8	Workers covered by an occupational health and safety management system	Employee Health Management Activities	
	403-9	Work-related injuries	Employee Health Management Activities Appendix - Social Performance Appendix - TYM Tasks for ESG Vision	
	403-10	Work-related ill health	Employee Health Management Activities Appendix - Social Performance Appendix - TYM Tasks for ESG Vision	
Training and Education				
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Education	
Diversity and Equal Opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Gender Diversity	
Local Communities				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Key Contributions for Local Communities	
Public Policy				
GRI 415: Public Policy	415-1	Political contributions	Appendix - Social Performance	