

TYM ESG REPORT 2024



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

1. Report Overview

TYM publishes ESG report to share and communicate with various stakeholders its performance and mid-to-long-term vision for sustainable growth and value creation across the economic, social, and environmental sectors. TYM's 2024 ESG Report is structured around key issues identified through a materiality assessment process to provide stakeholders with relevant and practical information, and includes relevant comprehensive financial and non-financial performance data.

2. Reporting Period

The reporting period is from January 1, 2024, to December 31, 2024, but certain significant results that occurred through the first half of 2025 have also been included to provide timely information. For key quantitative performances, data from the past three years (2022-2024) have been presented, while some indicators include data spanning more than three years to help stakeholders understand the long-term trends.

3. Publication Date and Reporting Cycle

August 14, 2025 / Annual publication

4. Reporting Scope

The scope of this report primarily covers TYM's domestic operations in Korea, including its headquarters and its manufacturing sites in Iksan and Okcheon, while certain data also include overseas subsidiaries, such as the subsidiary in the United States. Where the reporting scope differs, it is clearly indicated and explained.

5. Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 , with reference to the Principles of the UN Global Compact. Financial performance within the report is based on separate financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS) for the period from January 1, 2024 to December 31, 2024, and any data presented on a consolidated basis is separately identified and explained.

6. Report Assurance

This report has been assured by DNV, a third-party assurance provider, to ensure the objectivity, accuracy, and reliability of its contents and data. The assurance was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 and provides limited assurance based on VeriSustain™, DNV's assurance methodology aligned with international assurance standards. The assurance statement can be found in the Appendix (Pg. 51–52).

7. Relevant information






-  [TYM Corporation Official Website](#)
-  [TYM Corporation Product Website](#)
-  [TYM Corporation Investor Relations Website](#)
-  [TYM Corporation Sustainability Website](#)
-  [TYM Corporation ESG Resources Page](#)

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CEO MESSAGE

Dear valued stakeholders of TYM, we would like to express our sincere gratitude for your continued support and encouragement.

In recent years, global uncertainty has persisted due to the pandemic, geopolitical conflicts, and growing concerns over food security. As we look ahead to 2025, the outlook remains unpredictable. Across the globe, the demand for greater efficiency and productivity in agriculture continues to rise. In response, the agricultural machinery industry is rapidly advancing, driven by intensifying competition in autonomous machinery, sustainable solutions, and smart farming technologies. Despite these challenges, TYM has continued to advance through ongoing innovation—enhancing autonomous driving technologies, developing hydrogen-powered tractors, and strengthening internal capabilities through initiatives such as systematic chemical substance management and mutual growth programs with partner companies. These efforts are part of our broader commitment to sustainable development.

Reduction & Circulation

To achieve our goal of carbon net-zero by 2040, TYM has established environmental management systems at each site and is steadily reducing carbon emissions through energy efficiency improvements and the adoption of renewable energy. We have also implemented stricter internal standards for wastewater discharge than those mandated by law to manage water resources responsibly. Furthermore, we are promoting a circular economy by maximizing resource efficiency and minimizing waste to reduce negative impact on natural ecosystems and build a more sustainable business environment.

Definitive Customer Satisfaction

On the social front, our top priority remains pursuing customer-centric sustainable management. We have conducted a thorough review of our past business practices to assess whether we truly delivered value from the customer's perspective. Beginning in 2025, we will implement a company-wide TYM Quality Management (TQM) system to continuously improve and enhance customer satisfaction. Quality is the foundation of customer trust and an essential factor in fostering mutual growth with both internal and external stakeholders. By solidifying this foundation, we aim to further strengthen trust in the TYM brand.

Transparency & Trust

TYM is integrating ESG management into company-wide operations and actively managing ESG risks by setting ESG KPIs and mid-to-long-term implementation goals. We have appointed external directors with independence and expertise to ensure a balanced approach to transparent and sustainable management activities. In addition, we are enhancing shareholder value through proactive shareholder return policies, including a year-end dividend of KRW 4.7 billion, and strengthening communication with investors regarding our business environment and future strategies.

Moving forward, TYM will continue to pursue our ESG vision—"Innovative Legacy for the Next Generation"—through an unwavering commitment to enhancing stakeholder satisfaction, taking genuine action in response to climate change, and ensuring transparent and compliant management practices. We sincerely ask for your continued support and encouragement on this journey.

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



INTRODUCTION

Company Overview

Established in 1951, TYM operates two core businesses: agricultural machinery—including tractors, combines, and rice transplanters—and tobacco filters. In June 1973, TYM was listed on the Korea Exchange stock market and has changed the company name from Tongyang Moolsan Co. Ltd. to TYM Corporation in 2021 to accelerate its transformation into a global agricultural machinery specialist. In 2022, TYM merged with Kukje Machinery, a company with proprietary engine manufacturing technology. It also owns subsidiaries such as TYMICT, which focuses on telematics and autonomous driving technologies, and ROOT, which manufactures implements. These strategic moves have enabled TYM to evolve into a cutting-edge agricultural machinery company with capabilities in main body, engine, implement production, and autonomous technology. Leveraging our success in the North American market, TYM has strengthened its global competitiveness. In November 2024, we have established our European subsidiary, TYM EUROPE B.V., in Amsterdam, Netherlands, a key logistics hub in Europe. Through the commitment to meeting diverse global market needs and developing sustainable technologies, TYM continues to rise as a future icon of agriculture.

Company Name	TYM Corporation
Headquarters	52, Jangmun-ro, Yongsan-gu, Seoul, Republic of Korea
CEO	Kim, Hi Yong, Kim, Do Hoon
Date of Establishment	September 28, 1951
Business Areas	Agricultural Machinery and Tobacco Filter Manufacture/Sales
No. of Employees	1,025
Website	group.tym.world

TYM AT A GLANCE

Total Assets

KRW **836.6** billion

Sales

KRW **788.8** billion

Operating Income

KRW **16.1** billion

Net Income

KRW **18.2** billion

Credit Rating

(As of the end of 2024)















STABLE BBB-

KCGS ESG Rating

B+

Business Overview

TYM has established a vertically integrated corporate structure across its major affiliates, enabling a differentiated business model that encompasses the production of agricultural machinery bodies, engines, implements, and autonomous driving technologies. This integrated system positions TYM as a distinctive leader in the agricultural machinery industry. The filter division also continues to achieve stable growth by maintaining long-term partnerships with key global clients. TYM’s main production facilities include agricultural machinery plants in Iksan and Okcheon, which manufacture tractors, combines, and rice transplanters, as well as a filter plant in Jincheon that produces and sells carbon composite and acetate filters for tobacco products. The agricultural machinery produced at these facilities is distributed through regional dealerships. Sales and distribution for the North American market are managed by TYM NORTH AMERICA and the Global Business Division.

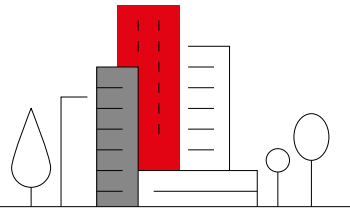
Classification	TYM					TYM NA	ROOT	TYM ICT
								
Business Areas	Agricultural Machinery			Engines	Tobacco Filters	Agricultural Machinery	Agricultural Equipment	Smart Solution
	Tractors Equipped with productivity and functioning for various working environments such as weeding, cultivation, livestock farming, and construction	Combine Harvesters Equipped with a large diameter and long threshing drum for harvesting functions	Rice Transplanters Capable of autonomous driving, side-dressing fertilization, and sparse planting, resulting in labor and production cost reduction effects	Eco-friendly engine that balances high power output and efficiency	Carbon Composite Filters, Acetate Filters: Produces various activated carbon filters such as capsule filters for electronic tobaccos	Tractors	Agricultural implements for tractors	Research on autonomous driving and telematics
Key Products	<div><div><div>① T130</div><div>② T115</div><div>③ T4058P</div><div>④ 5075E</div></div><div></div></div>	<div><div><div>① CX6130</div><div>② HJ6135</div></div><div></div></div>	<div><div><div>① RGO-690</div><div>② PRJ83</div></div><div><div></div></div></div>	<div><div><div>① T2400</div></div><div></div></div>		<div><div><div>① T25, T47, T49, T57, T115</div><div>② 2515, 5835</div></div><div></div></div>	<div><div><div>① Backhoe</div><div>② Loader</div><div>③ Mower</div></div><div><div></div></div></div>	<div>Autonomous driving system Telematics</div> <div></div>

TYM' STORY

As a first-generation agricultural machinery manufacturer with tradition and experience, TYM has stood alongside farmers for over 70 years. Through continuous innovation for the next generation, we are committed to sharing TYM's distinctive values with all stakeholders.

Introduction

Establishment of the company and securing foundation for growth



1950 – 1990

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

First-generation manufacturer of agricultural machinery

Growth

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



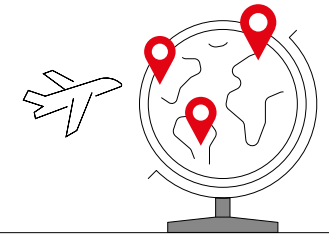
2000 – 2010

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

Growth as an agricultural machinery exporter

Leap

Leap as a global professional agricultural machinery company



2020 – Present

- 2020** Adopted the professional management system, Established TYMICT
- 2021** Changed company name to TYM
- 2022** Merged with Kukje Machinery Co., Ltd., Acquired ISO45001 certification
- 2023** Launched the North American subsidiary office in Atlanta
- 2023** Received the \$400 Million Award Certificate for Outstanding Export Performance
- 2024** Opened the 'Northeast Campus' manufacturing facility in Bloomsburg, USA, established the European subsidiary 'TYM EUROPE B.V.' in the Netherlands

Develops autonomous agricultural machinery and leads the future of agriculture

Global Network

TYM operates one overseas subsidiary, four domestic branches, and 576 domestic and international dealerships in 37 countries worldwide. We are continuously investing in the North American market, which is our main focus, and we have established our first local subsidiary in the Netherlands in 2024 to support our expansion into the European market. To maximize customer satisfaction, TYM is committed to delivering reliable quality and developing eco-friendly, high-efficiency products.

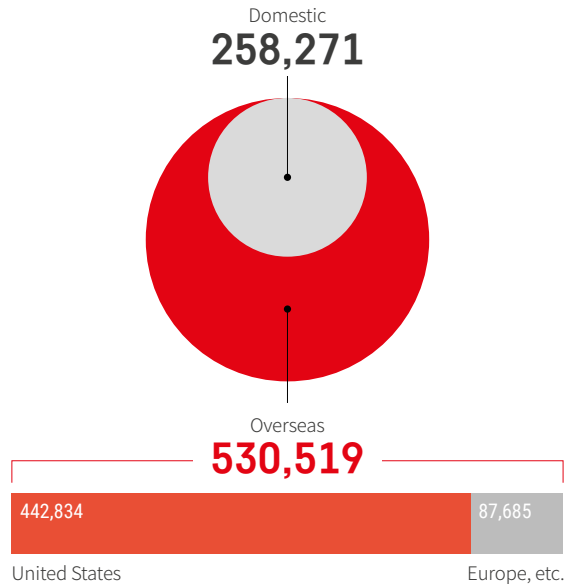
Establishment of European Subsidiary in Amsterdam

TYM has established a robust dealer network across 27 key European countries and views Europe as a high-potential market with strong purchasing power. To enable a more strategic approach, TYM established a local subsidiary in the region. The European subsidiary is headquartered in Amsterdam, the Netherlands—a location recognized as a premier logistics hub in Europe for both economic and environmental advantages. By enhancing customer accessibility and building an operational system capable of delivering finished products and parts across Europe within 48 hours, TYM is steadily laying the groundwork for its growth as a global company.



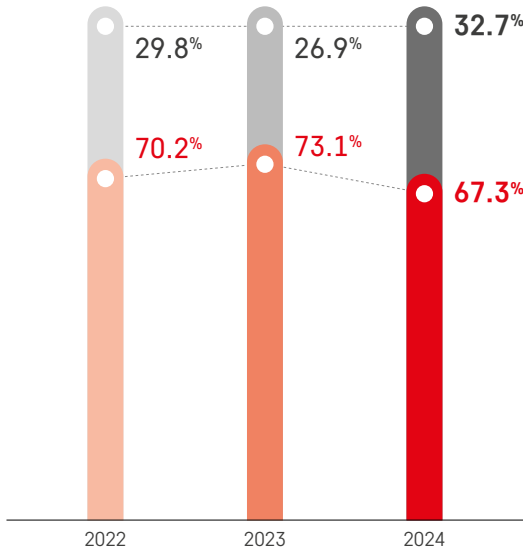
Sales by Region

(UoM: Millions KRW, on a consolidated basis)



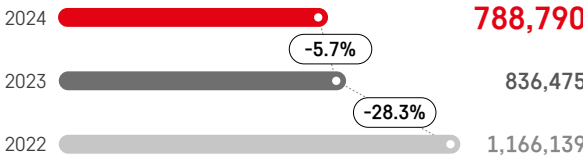
Proportion of Export Sales

● Overseas ● Domestic



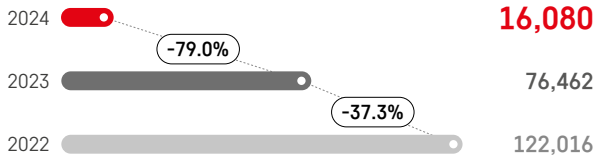
Sales by Year

(UoM: Millions KRW, on a consolidated basis)



Operating Income by Year

(UoM: Millions KRW, on a consolidated basis)



OUR BUSINESS

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TYM VALUE CHAIN

1
Purchase from Suppliers

KRW 297.1 billion

2
Investment

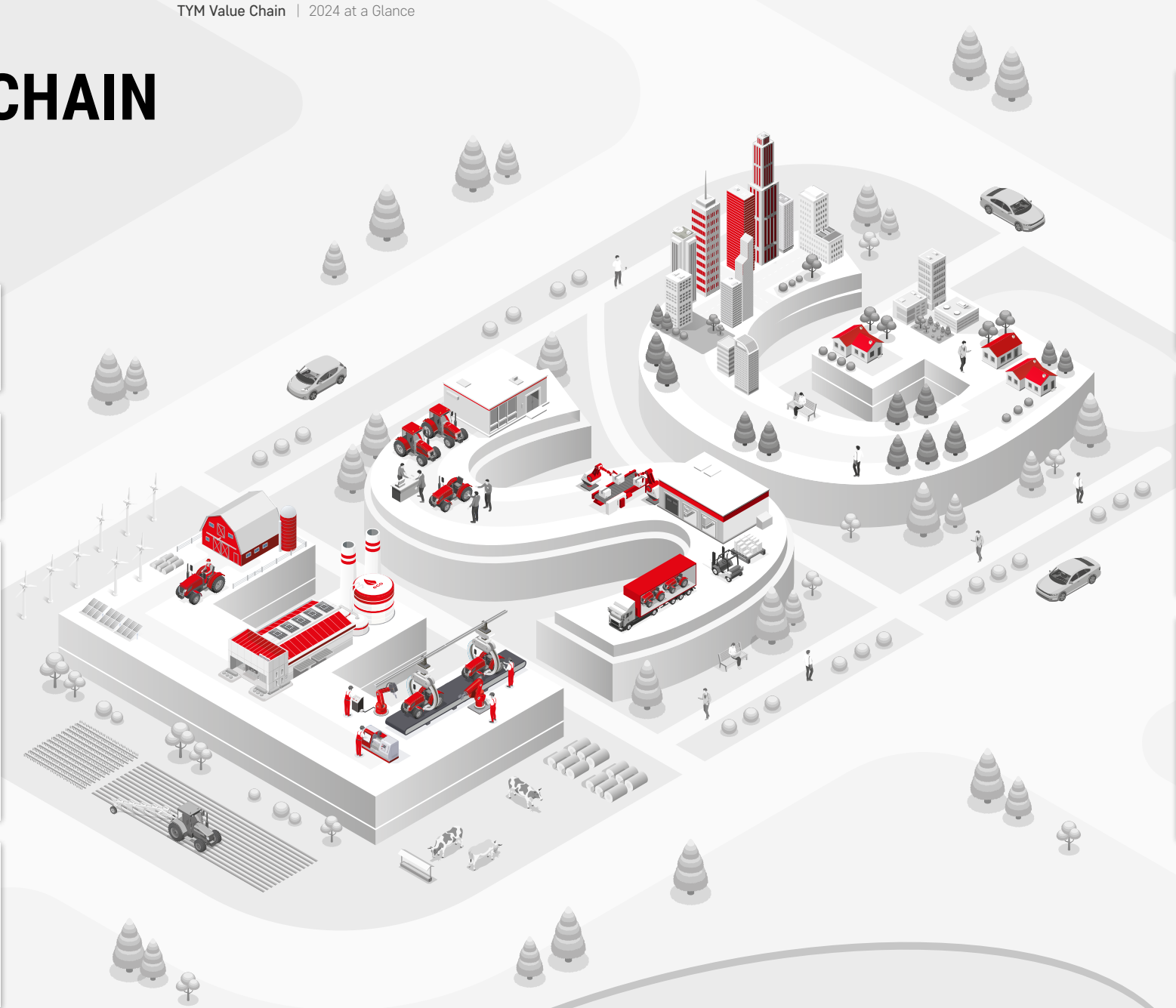
Investment on eco-friendly facilities KRW 15.5 billion

3
Manufacture

Tractors 20,009 units
Combine Harvesters 263 units
Rice Transplanters 700 units
Filters 8,021 million

4
Transportation

Packaging cost KRW 3.9 billion
Shipping cost KRW 27.2 billion



5
Sales

Tractors 20,224 units
Combine Harvesters 460 units
Rice Transplanters 833 units
Filters 8,140 million

6
Economic Performance

Revenue KRW 788.8 billion
Operating Income KRW 16.1 billion
Net Income KRW 18.2 billion

7
Distribution of Economic Performance

Community Donations KRW 170 million
Employee Compensation KRW 66.9 billion
Shareholders and Investors KRW 6.9 billion

2024 AT A GLANCE

ECONOMY

Sales Unit

20,224 Unit

Sales

KRW 788.8 billion

R&D Investment

KRW 19.3 billion

Proportion of Exports

67.3 %

Operating Income

KRW 16.1 billion

GOVERNANCE

Proportion of External Directors on the Board

50 %

ENVIRONMENT

Greenhouse Gas Emissions

9,646 tCO₂eq

Energy Consumption

195,646 GJ

Water Usage

89,260 m³

Waste Recycling Rate

93.4 %

Sales of Eco-friendly Products

KRW 204.4 billion

Eco-friendly Investments

KRW 15.5 billion

Environmental Management System Certification

ISO 14001

SOCIAL

ESG Consulting, Due Diligence, and Evaluation for Suppliers

11 companies

Improvement Outcomes of ESG Support Programs for Partner Companies

39.3 ¹⁾ %

Quality/Occupational Health and Safety Management System Certifications

ISO 9001,
ISO 45001

1) Improvement Rate Based on Financial Risk Criteria

SUSTAINABILITY HIGHLIGHTS



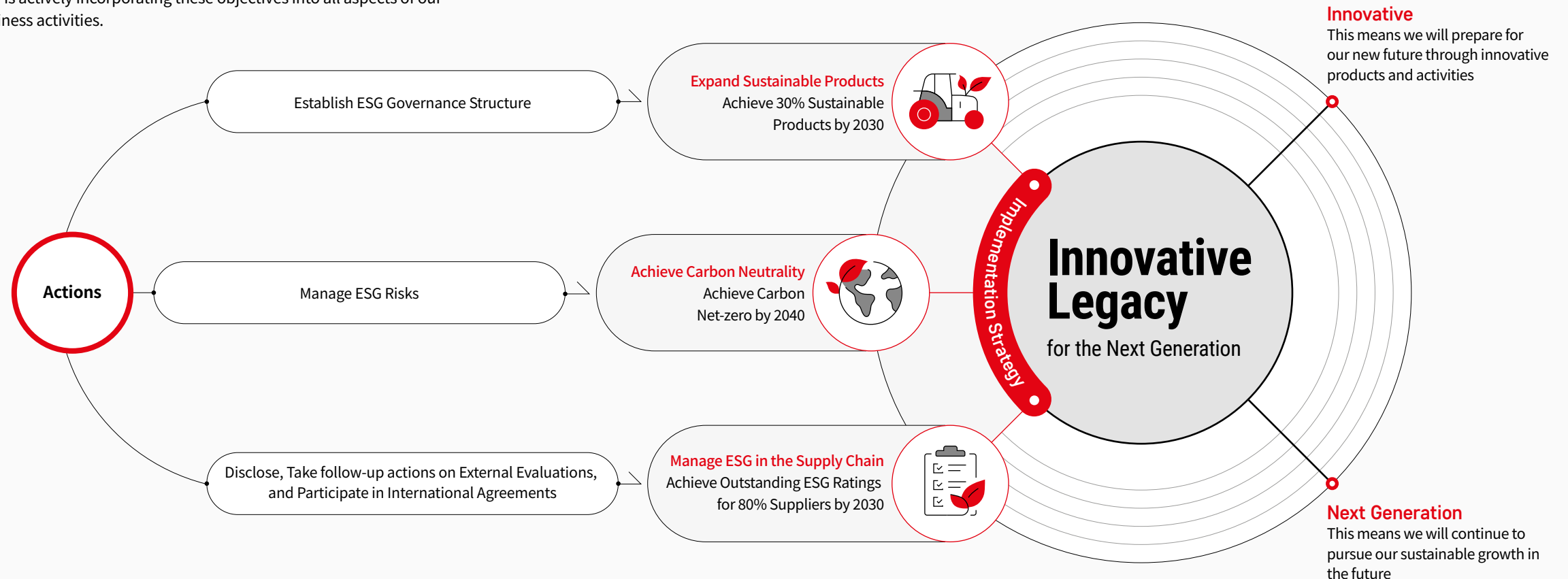
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ESG VISION

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

TYM Vision-related Activities

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



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



1) TCMS (TYM Chemicals Management System): TYM Product Hazardous Substance Management System

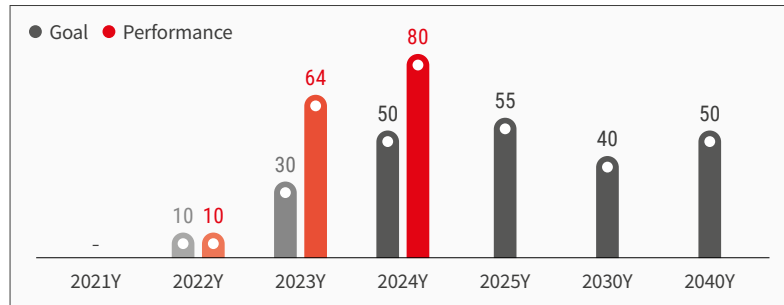
TYM's Sustainable Products

TYM's sustainable products are designed with careful consideration of their environmental and social impact, while prioritizing consumer convenience and safety. To expand sustainable products, we have set mid-to-long term goals that encompass the entire product lifecycle—from planning and raw material procurement to sales. This allows sustainable growth through a circular structure where the results of existing product sales lead to improved product planning.

Since 2022, we have achieved several key milestones, including the development of eco-friendly transmission oil, the gradual expansion of sustainable material applications, the advancement of autonomous and telematics technologies, and the development of hydrogen-powered tractors.

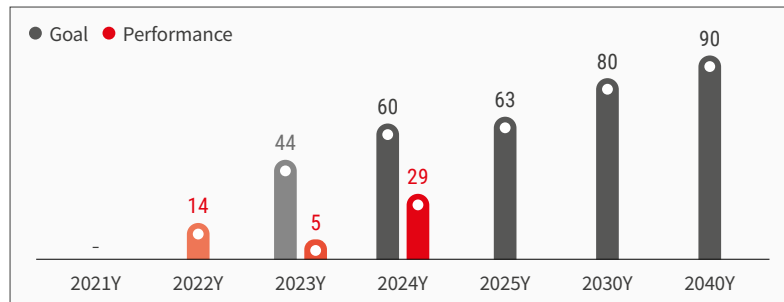
Progress Rate of Sustainable Product Technology Development

(UoM: %)



Sales Performance of Sustainable Products

(UoM: %)



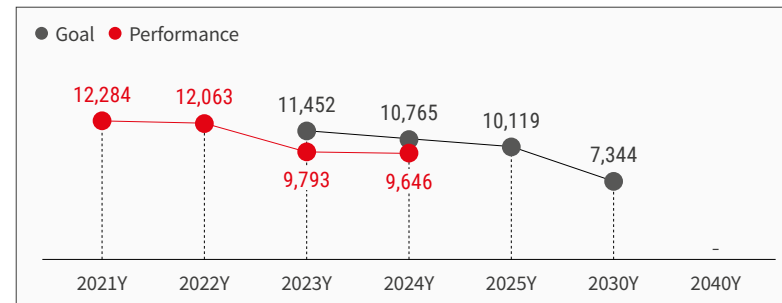
TYM's Carbon Neutrality

TYM defines carbon neutrality as the reduction of greenhouse gas (GHG) emissions generated through various business activities, and offsetting the remaining emissions through absorption or removal efforts, ultimately achieving net-zero carbon emissions.

To reach the goal of carbon neutrality by 2040, TYM has been progressively implementing the Factory Energy Management System (FEMS) at its sites in 2022. This system enables real-time monitoring of electricity, gas, and water usage, supporting ongoing efforts to improve energy efficiency and reduce emissions. From 2022 to 2023, TYM participated in the Carbon Neutral Leading Plant Support Program led by the Ministry of Trade, Industry and Energy. Through this initiative, the company laid the groundwork for carbon neutrality by improving energy efficiency, introducing Automated Guided Vehicle (AGV) systems, and automating the TM painting process. In line with these internal efficiency efforts, TYM began measuring and managing carbon emissions from 98 key suppliers in 2024. We also plan to establish mid- to long-term policies to support energy efficiency improvements across our supply chain.

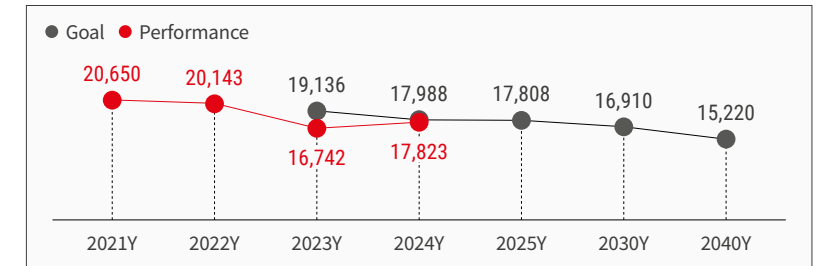


Scope 1 & 2 GHG Emissions

(UoM: tCO₂eq)


Electricity Consumption (Headquarters, Iksan, Okcheon, Jincheon, Branches)

(UoM: MWh)

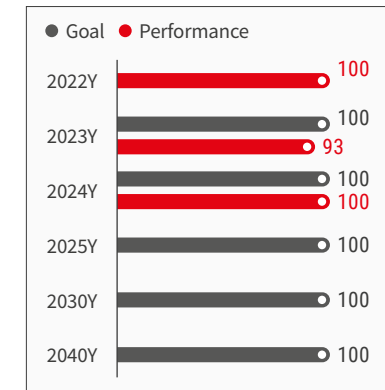


TYM's Supply Chain ESG Management

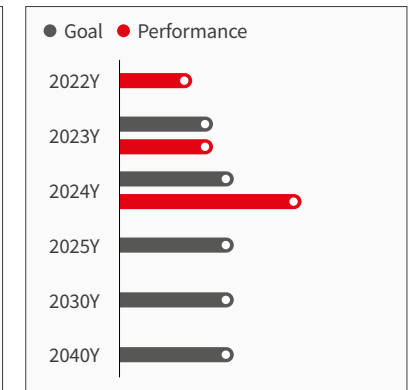
TYM strives to reduce overall environmental, social, and governance risks of our suppliers for continuous growth. We strengthen the sustainability of our supply chain by regularly identifying and improving potential risks in suppliers, ensuring compliance with codes of conduct, and evaluating the quality management status and ESG compliance of suppliers. Since 2022, TYM has actively supported supplier development through a range of initiatives, including ESG consulting, ESG diagnostic assessments, the Q-Academy capacity-building program, and the Supplier Safety and Health Council. These efforts reflect TYM's dedication to mutual growth with its partner companies while strengthening the sustainability of its supply chain.

New Supplier Code of Conduct Compliance Pledge

(UoM: %)



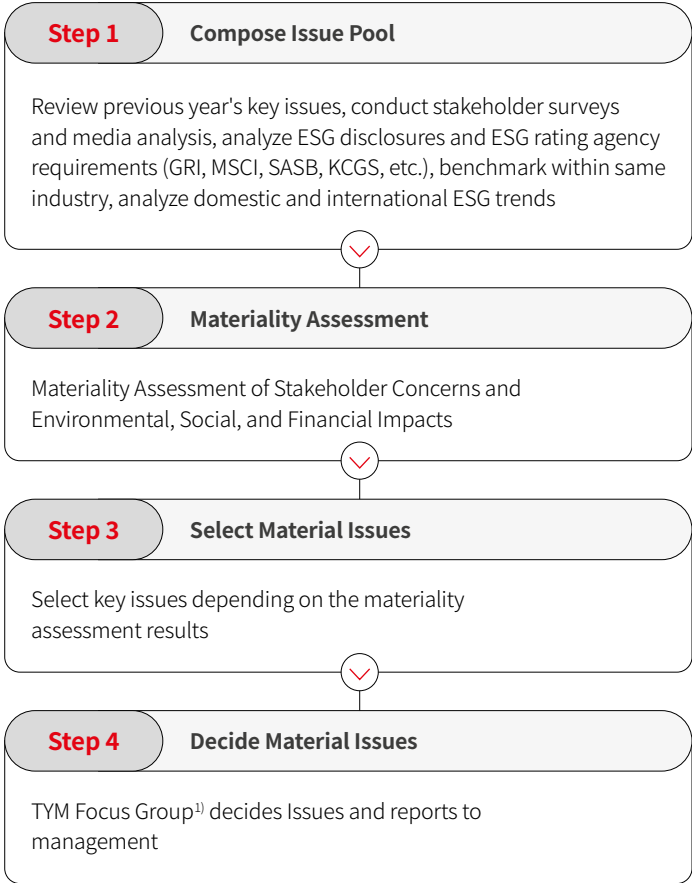
High-risk/Key Supplier ESG On-site Assessment



Double Materiality Assessment

TYM conducts a double materiality assessment based on the Global Reporting Initiative (GRI) Standards to identify and manage key issues that may impact sustainability. This process evaluates both the issues deemed material by stakeholders and those recognized as significant by TYM. By incorporating these insights into our mid- to long-term goals, we aim to continuously enhance our sustainable management practices and ensure alignment with stakeholder expectations and global standards.

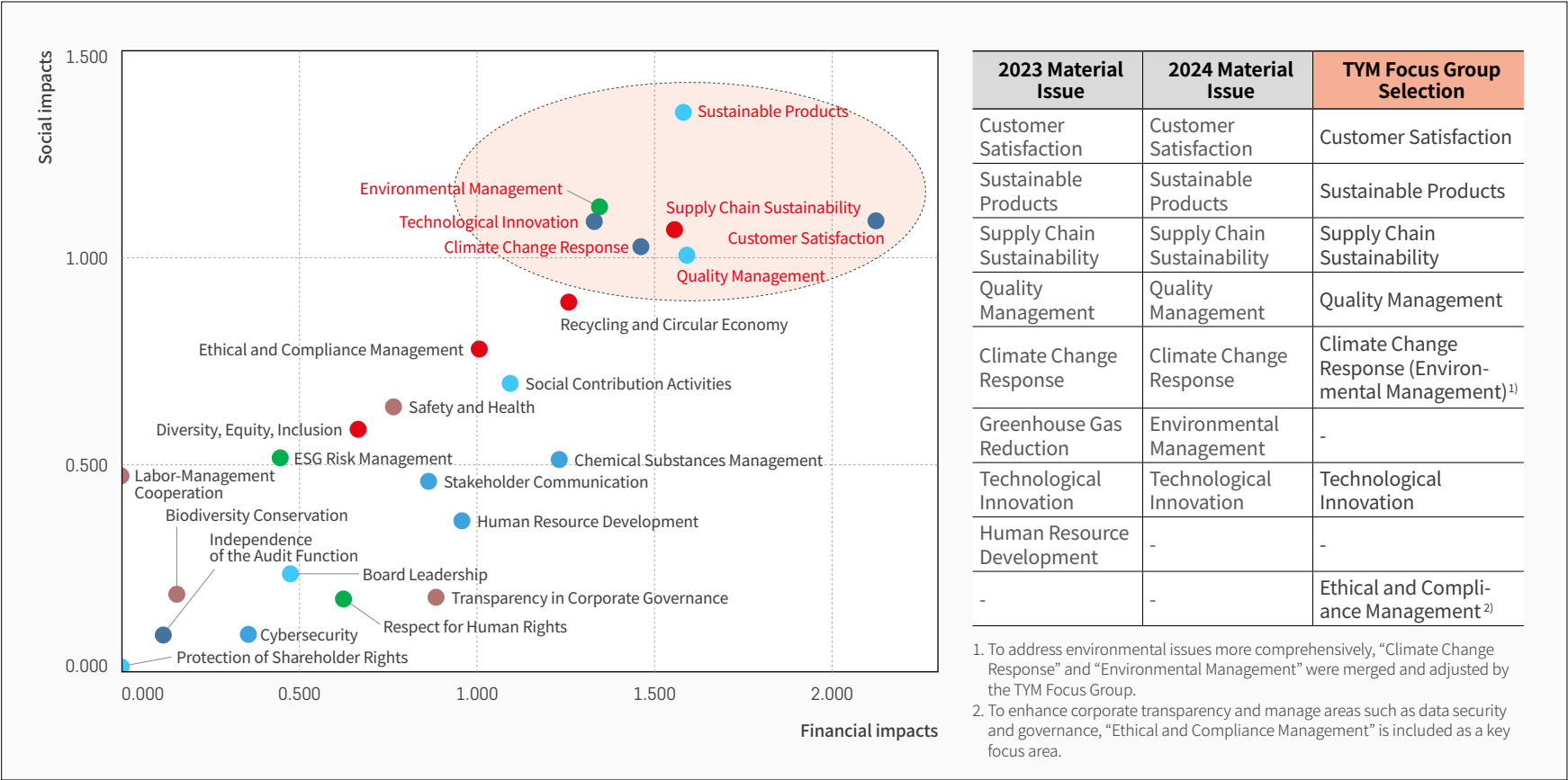
Double Materiality Assessment Process






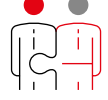



1) TYM Focus Group: A decision-making council for material issues, composed of C-Level executives and division heads or above

Double Materiality Assessment Results

In collaboration with a wide range of internal and external stakeholders, TYM reviewed and analyzed current ESG trends and issues to curate a pool of relevant topics for 2024. The TYM Focus Group then deliberated on these topics and finalized a list of seven key material issues.



Key ESG Issues


	Key Issue	TYM Approach	TYM Activities
	Customer Satisfaction	TYM is actively communicating with both existing and potential customers, continuously enhancing quality and service through a customer-centric approach.	<ul style="list-style-type: none"> · AI Callbot · Participation in Exhibitions · Awards Ceremony for Dealer Engineers · Invitation Event for Top North American Dealers
	Sustainable Products	To increase the sustainability of production facilities and products, we are focusing on developing and applying eco-friendly technologies and products. We plan to expand the proportion of sustainable products to 50% by 2040.	<ul style="list-style-type: none"> · Eco-Friendly Tractors · Use of Eco-Friendly Materials
	Quality Management	TYM has obtained the global quality management system (ISO 9001) certification and implements quality management that prioritizes quality throughout the process, including safe product design, raw material procurement, product processing, and product shipment.	<ul style="list-style-type: none"> · Customer Care Center · Strengthening of Quality and Service functions
	Supply Chain Sustainability	TYM places the highest priority on mutual growth with its supply chain and recognizes its critical importance. We provide multifaceted support to strengthen sustainability across the supply chain.	<ul style="list-style-type: none"> · Code of Conduct for Business Partners · Supplier Management and Evaluation · Mutual Growth Program with Partner companies (Q-Academy)
	Climate Change Response (Environmental Management)	TYM's business is rooted in agriculture, an industry that is highly sensitive to climate change. We are actively responding to climate change by reducing GHG emissions from our operations.	<ul style="list-style-type: none"> · Use of Renewable Energy · Recycling and Circular Economy · Biodiversity Conservation
	Technological Innovation	TYM is dedicated to continuous technological innovation to create products that bring satisfaction to both the planet and its users.	<ul style="list-style-type: none"> · Domestic Certification of Autonomous Driving Technology
	Ethical and Compliance Management	We strictly comply with laws and ethical standards, fulfilling our corporate role and social responsibilities.	<ul style="list-style-type: none"> · Code of Ethics · Grievance Handling System · Ensuring the Independence of the Audit Function

Stakeholder Communication

TYM identifies its key stakeholders as customers, shareholders and investors, employees, partner companies, and local communities. We actively incorporate the concerns and expectations of each stakeholder group into our management activities. Moving forward, we will continue to strengthen transparent and ongoing communication with diverse stakeholders, fulfill our corporate social responsibilities through compliance with laws and codes of conduct, and proactively prevent potential issues.

	Stakeholders	Definition of Stakeholders	Communication Channels	Major Issue
	Customers	Stakeholders who receive TYM's products and services	Exhibitions, Customer Care Center (CCC), Customer Satisfaction Surveys, Website	Product quality, data protection, ethical business practices, communication
	Shareholders, Investors	Stakeholders providing financial capital	General Shareholders' Meeting, Public Disclosures, IR Briefings	Sound governance, increased corporate value, risk management, transparent disclosure
	Employees	The primary agents of TYM's business operations	Employee Surveys, Labor-Management Council, Grievance Handling Channels	Healthy corporate culture, welfare & benefits, labor relations, fair evaluation and compensation
	Suppliers	Stakeholders providing parts and services essential for operations	Supplier Meetings	Fair trade, mutual growth, effective communication
	Local Communities	Residents and community members in areas affected by TYM's business operations	Social Contribution Activities	Environmental protection, local economic development, job creation, social contributions
	Government and Local Authorities	Stakeholders influencing TYM's operations through laws, regulations, and policies	Public Hearings, Policy Dialogues	Regulatory and policy compliance, employment policies, industry trends

SUSTAINABLE PROGRESS & PERFORMANCE



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01

Environment



Climate Change Response

Severe global warming has led to widespread natural disasters such as floods, droughts, and abnormal weather patterns around the world— which in turn cause cascading damage to ecosystems. In response, 195 countries reached a consensus through the Paris Climate Agreement in 2016 to keep the rise in global average temperature well below 2°C above pre-industrial levels, and to pursue efforts to limit the increase to 1.5°C. Companies around the world are taking action to curb temperature rise, and TYM is actively contributing to these efforts. We have designated “2040 Carbon Net Zero” as one of our three core ESG goals and are actively participating in the global response to climate change by setting realistic targets and implementing a wide range of initiatives.

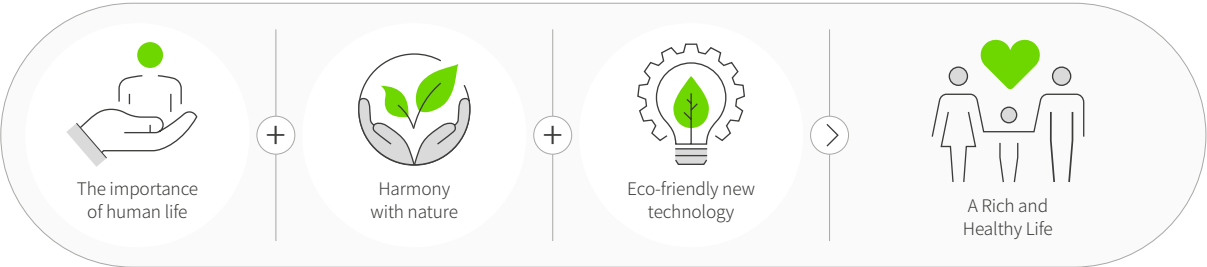
Environmental Management System

At TYM, environmental stewardship is a top management priority. We are committed to proactive environmental management and have obtained ISO 14001 certification for our environmental management system. Every year, we set specific goals to improve energy efficiency and minimize waste throughout the entire product lifecycle—from production to disposal. To ensure the effectiveness of these efforts, each site operates an Environmental Safety Team responsible for conducting internal audits and third-party certification audits. These processes help verify the operational integrity and effectiveness of our environmental and safety management practices.

ISO 14001 Certification

Business Site	Certification Body	Validity Period
Iksan/ Okcheon sites	DNV	February 2023 - February 2026

Environmental Management Approach



Environmental Management System



Renewable Energy Use

In August, TYM completed the construction of its new headquarters in Dong-bingo-dong, Yongsan-gu, and finalized the relocation. Environmental considerations were prioritized from the initial design stage. The rooftop of the newly built office is equipped with solar power generation systems, which supply a portion of the building's electricity consumption with renewable energy.

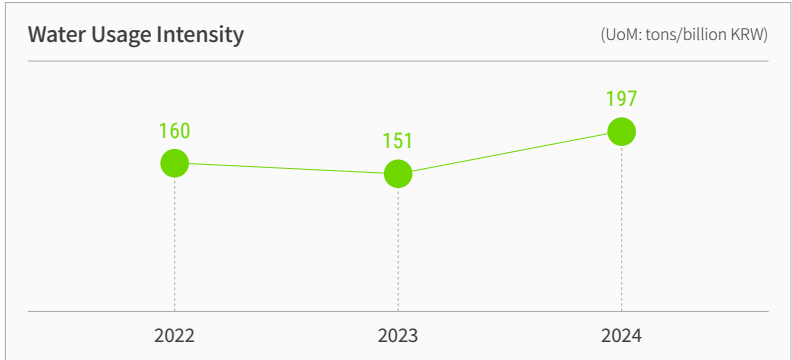
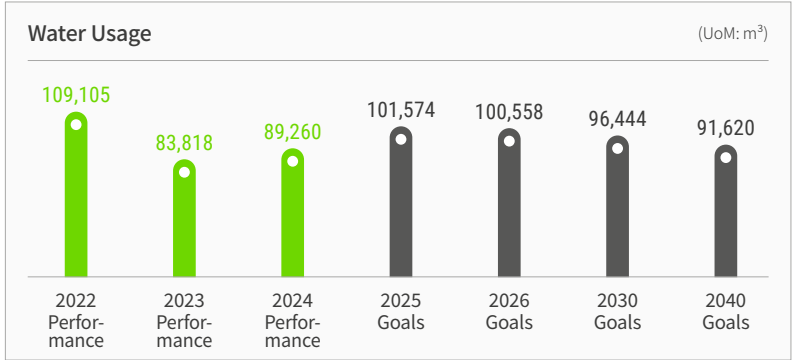
Climate change risks are increasingly emphasized worldwide, and the impact of climate-related issues is growing. TYM will continue to proactively respond to these challenges by monitoring and analyzing energy consumption at each site, implementing effective reduction measures, and gradually expanding the use of renewable energy—contributing to the protection of the global environment.



Water Resources Management

To minimize impact on ecosystems, TYM has established internal wastewater discharge standards that are stricter than those required by law. Both process wastewater and general domestic wastewater are treated through chemical and purification processes before being discharged. We conduct self-monitoring and management of water quality to ensure compliance with internal standards, and regular inspections of treatment facilities are conducted to maintain discharge levels within the prescribed limits.

Water Resources



Water Usage Intensity = Water Usage / Total Manufacturing Cost for the Current Period

TYM Wastewater Management Standards¹⁾

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

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

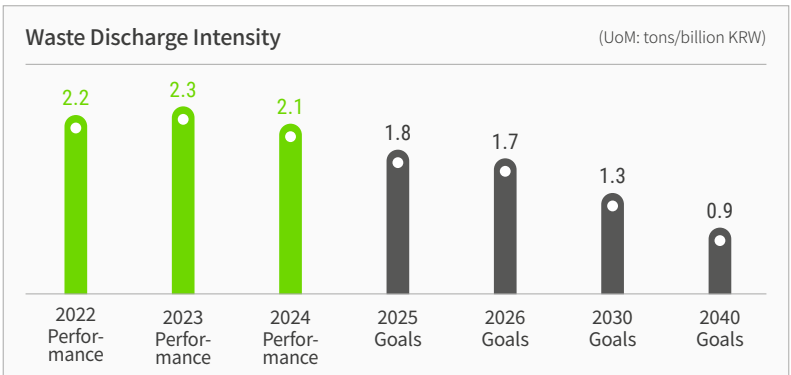
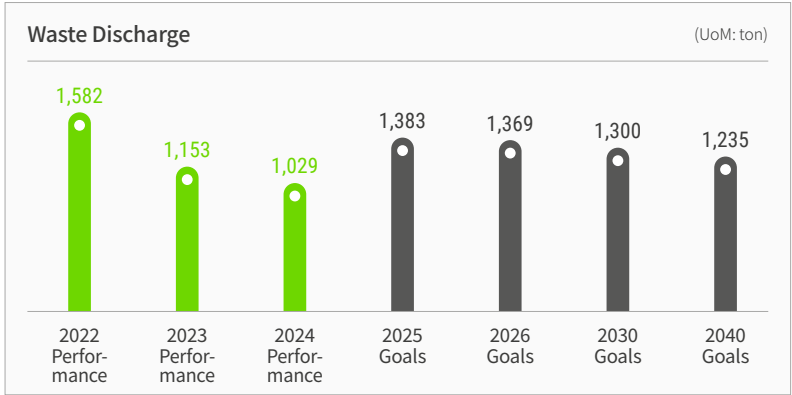
Waste Management

TYM conducts environmental impact assessments at all business sites every three years in accordance with its environmental impact management process. Through this process, it identifies high-impact waste materials, including upstream waste such as wooden pallets and packaging materials generated during raw material deliveries from suppliers, and downstream waste such as paint sludge and packaging materials generated during production and shipment of products and components.

TYM actively works to reduce waste emissions by identifying high-impact areas and improving raw material delivery methods in collaboration with its suppliers. We encourage the use of standardized pallets, provide steel pallets free of charge, and promote the reuse of recyclable pallets through partnerships with companies in local industrial complexes. These efforts aim to significantly reduce the volume of discarded wooden pallets. We have also replaced traditional disposable cardboard boxes with reusable corrugated plastic boxes and standard parts boxes, thereby minimizing paper-based waste. For packaging materials used during delivery, such as wrapping film and plastic, we now use reusable alternatives to further reduce plastic waste.

To manage waste generated during production processes, TYM operates dedicated waste storage facilities and monitors the performance of contracted waste disposal companies on a monthly basis.

Waste (General + Designated)



Air Pollution Management

TYM applies internal air pollution control standards that are stricter than those required by law. To continuously monitor all gases and particulates emitted into the atmosphere, we implemented the Factory Energy Management System (FEMS) in 2022. To meet legal emission control requirements, TYM replaces the activated carbon filters in air pollution prevention facilities every four months. Specific air pollutants such as nitrogen oxides (NOx) are measured twice a month, while particulate matter and total hydrocarbons (THC) are monitored semiannually by certified external agencies.

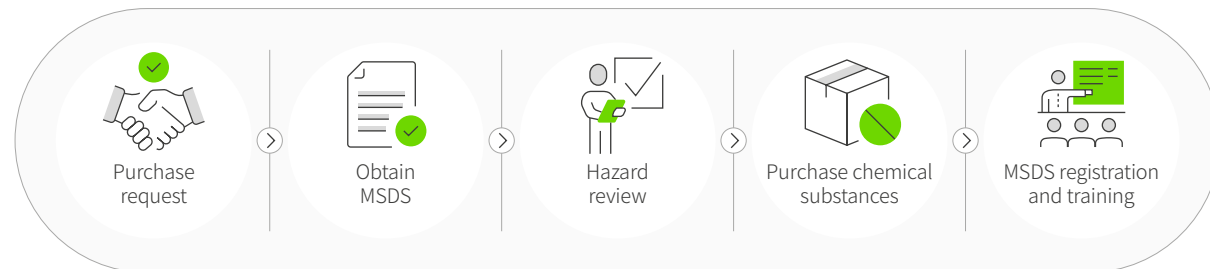
Classification	NOx	SOx	Dust	THC	Measurement Method
Internal Management Standard	150 ppm	200 ppm	30 mg/Sm³	40 ppm	1. NOx, SOx, THC: Automatic Measuring Equipment 2. Dust: Gravimetric Method
2024 Annual Average Emissions –Iksan site	0 ppm	0 ppm	3.3 mg/Sm³	11.5 ppm	
2024 Annual Average Emissions –Okcheon site	20.8 ppm	0 ppm	3.8 mg/Sm³	7.6 ppm	

Despite these efforts, TYM received penalties or financial sanctions between 2021 and 2023 for the following incidents. We will continue to remain committed to reduce air pollutant emissions through ongoing monitoring and to ensure more effective and efficient environmental management going forward.

Year	Agency	Penalty/Action	Monetary Sanctions	Reason
2022	Jeonbuk Regional Environmental Office	Fined	KRW 2 million	Exceeded air emission standards
2023	Jeonbuk Regional Environmental Office	Suspended 10-day operation	-	Exceeded air emission standards
		Penalty	KRW 15 million	
		Fined	KRW 1.6 million	
2024		N/A	N/A	

Chemical Substances Management and Product Environmental Regulation Response

In line with its Environmental, Health, and Safety (EHS) Policy, TYM operates and complies with a structured chemical substance management process. Employees who handle chemicals receive regular training and participate in emergency response drills to prepare for potential incidents. Through improvements in manufacturing processes, TYM is committed to reducing the use of hazardous substances and minimizing pollutant generation. These efforts are part of our broader goal to maintain a safe and comfortable working environment across all business sites.



Product Environmental Regulation Response

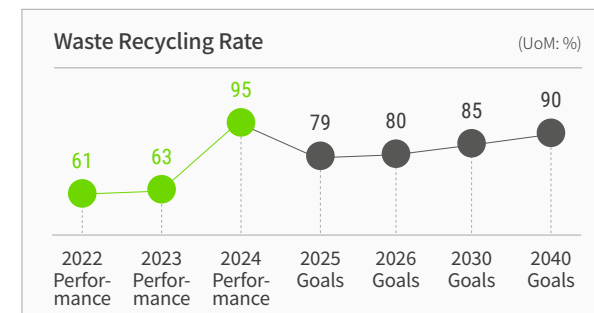
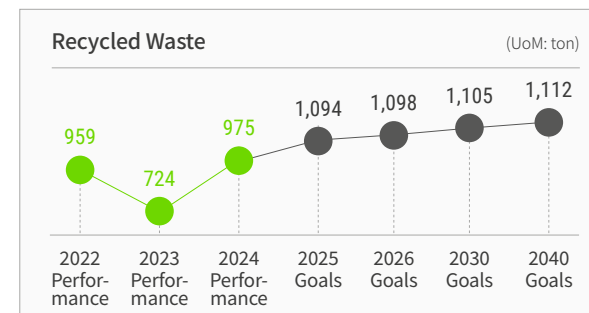
TYM is committed to customer satisfaction by offering environmentally friendly products and services that take into account not only visible factors but also "invisible hazards" throughout the entire product life cycle. To this end, we have established a sustainable management strategy that incorporates product environmental regulations, social responsibility, and ethical management. TYM complies with domestic and international product environmental regulations and customer requirements, places strong emphasis on the development of eco-friendly products using sustainable raw materials through the phased establishment and implementation of our hazardous substance management policy. Relevant departments shall adhere to the following principles:

- Design products with consideration for domestic and international environmental regulations from the initial stage of development, taking into account the entire lifecycle, including disposal. Actively promote the elimination of hazardous substances from products.
- Comply with all laws, regulations, and customer requirements related to hazardous substances in products, both domestically and internationally.
- Follow the product hazardous substance management process and strive for continuous improvement.
- Identify the chemical substances contained in products and provide necessary information to stakeholders.
- Ensure that the product hazardous substance compliance policy is communicated to employees and suppliers, and is disclosed to relevant stakeholders.

Recycling and Circular Economy

A circular economy is an economic system aimed at maximizing resource efficiency and minimizing waste generation. By enhancing resource utilization and reducing consumption, it helps mitigate the negative impacts of climate change and ecosystem degradation. To minimize its environmental footprint, TYM is replacing traditional packaging materials for products and parts with eco-friendly alternatives, thereby reducing waste. In addition, the company promotes a variety of internal environmental improvement activities to manage its environmental impact and build a more sustainable business model.

Waste Recycling



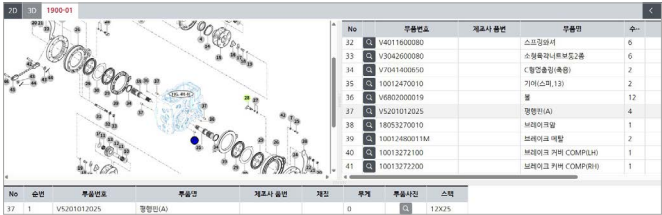
Eco-friendly Packaging

As part of its environmental protection efforts, TYM is committed to reducing resource waste by using recyclable or renewable materials. During the production and transportation stages, the company utilizes eco-friendly packaging materials such as paper, plant-based ink, and biodegradable kraft tape. To minimize excessive packaging and unnecessary resource use, TYM also uses right-sized boxes for paper packaging and envelopes for small shipments. TYM encourages its suppliers to adopt reusable packaging materials as well. To reduce waste from wooden pallets, the company promotes the use of recyclable pallets or steel pallets for logistics. Traditional cardboard boxes have been replaced with reusable corrugated plastic boxes and standardized returnable parts boxes, and reusable plastic wraps are now used for inbound packaging. These efforts not only support resource conservation and sustainability but also take into account the health and safety of both end-users and on-site workers.

In-house Eco-friendly Activities

TYM has upgraded its urea refueling process to reduce waste and minimize forklift operation time. Previously, the process relied on 200-liter plastic drums, which required forklifts for transportation. This system has now been replaced with a 1,500-liter refueling unit, eliminating the need for forklift use and allowing for the repeated reuse of the refueling equipment—thereby minimizing environmental impact. Additionally, the Iksan site has introduced high-efficiency equipment, including inverters for heating and cooling systems.

To further enhance energy efficiency, additional ceiling fans have been installed in the plant’s control room. TYM has implemented the TYM Parts Catalogue System (TPCS) to digitize its parts catalog, which was previously distributed to dealers in printed form. This system allows users to easily access and respond to parts information across various platforms and environments, enhancing both convenience and responsiveness. In addition, TYM has transitioned from handwritten contracts to digitally signed electronic contracts, addressing security vulnerabilities associated with paper documents while achieving resource savings and improving administrative efficiency. To promote sustainable practices within the company, TYM has introduced a Welcome Kit for employees and actively encourages its use. The kit includes a tumbler and an eco-bag featuring the TYM logo and design, as well as a diary printed with soy ink on FSC-certified paper. By providing these items, TYM not only strengthens employees’ sense of connection and affinity with the company but also contributes to reducing the use of disposable products such as paper cups and shopping bags.



TPCS



Welcome Package

Sustainable Products

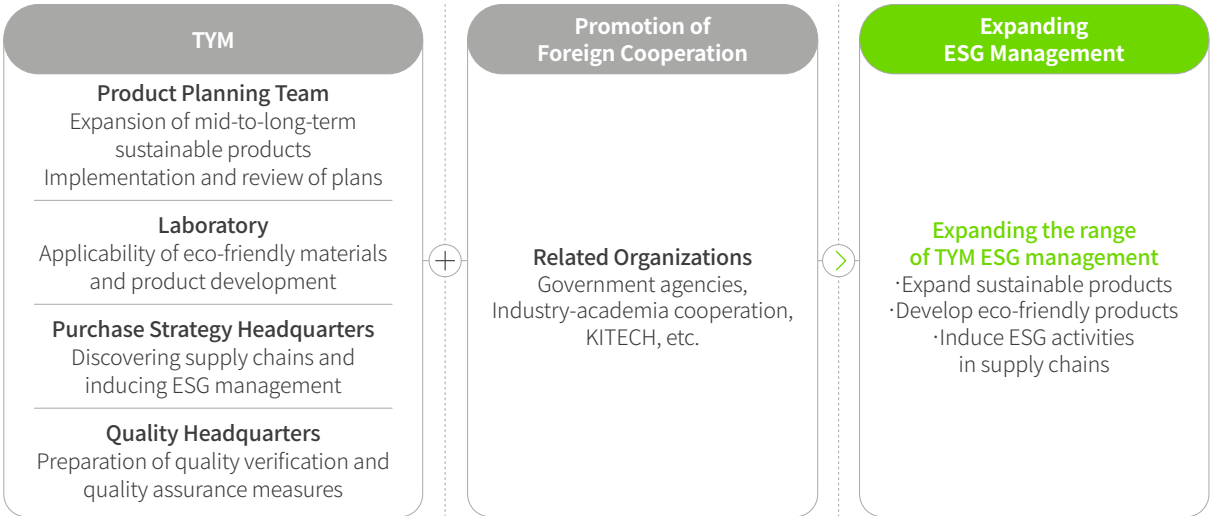
As global interest and preference for sustainable products and circular economy practices continue to rise, TYM is committed to creating economic value while fulfilling its environmental and social responsibilities. From the product planning stage, TYM actively applies materials that minimize environmental and human health impacts. TYM also collaborates with experts across various fields to expand these efforts. Moving forward, TYM aims to further diversify its sustainable product technologies as part of its commitment to achieving Carbon Net-Zero by 2040.

Application of Eco-friendly Materials

As environmental regulations tighten globally and consumer preference for eco-friendly products continues to grow, TYM is actively investing in sustainable materials to secure a strong global competitive edge. In February 2022, TYM signed a strategic partnership with DYETEC, a specialized research institute in textile production technologies, to jointly develop eco-friendly material components. Through this collaboration, TYM became the first in the industry to apply kenaf and polypropylene (PP) lightweight composite materials to the interior components of its T394 tractor. Kenaf is a sustainable plant that grows with only water—requiring no fertilizers or pesticides—and absorbs five to seven times more CO₂ than most other plants during cultivation, making it highly effective for greenhouse gas reduction. These lightweight composite materials

are environmentally friendly, as they contribute to carbon reduction through CO₂ absorption during cultivation and improve fuel efficiency by reducing overall vehicle weight. TYM has expanded the use of kenaf and PP composites to components such as shrouds and fender covers in tractor models including the T58 and T574. Building on the progress made in 2024, the company plans to further broaden the scope of application in 2025. In addition, TYM’s eco-friendly parts suppliers have obtained BP (BioBased Product) certification from the Biomaterial Packaging Association, ensuring third-party verification and traceability of sustainable components.

Development of Eco-friendly Material Parts Plan



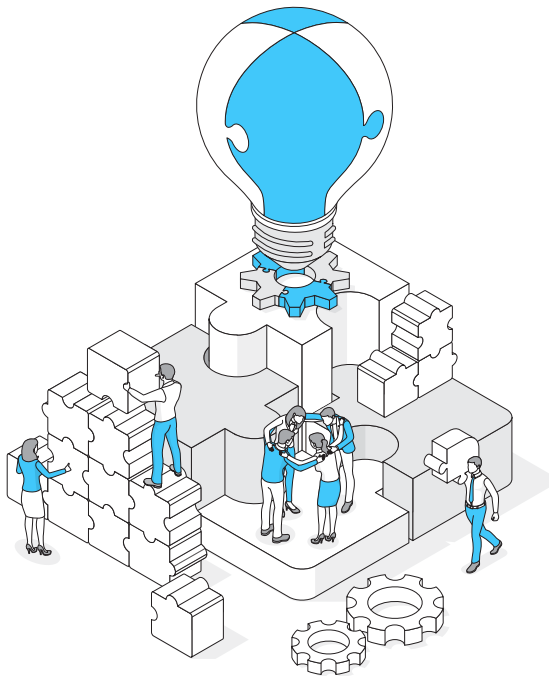
Biodiversity Conservation

Ecological Restoration Activities

TYM's business is rooted in agriculture—an industry that thrives on the blessings of nature. Recognizing the impact of ecological changes and the importance of biodiversity, TYM actively engages in various initiatives to preserve biodiversity and fulfill its role as a responsible member of the local community.

As part of its commitment to biodiversity conservation, 38 employees from the Iksan site participated in environmental cleanup campaigns held in May and November 2024. These activities took place along the Mireuksaji Ecological Trail and at the Seodong Ecotourism Site in Iksan. Employees engaged in hands-on cleanup efforts by collecting waste and restoring the surrounding environment. TYM will continue to promote environmental protection activities that enhance employees’ sense of responsibility and contribute to the preservation of biodiversity as a committed member of the local community.

02 Society



Customer Satisfaction

At TYM, we believe that customers—who are essential elements for a company’s existence—deserve safe products and exceptional service. To build a sustainable business, we are continuously working to enhance safety-focused design, strengthen the capabilities of our engineers, and provide differentiated customer experiences through digital customer service platforms aimed at maximizing satisfaction.

Dealer Service Engineer Award Program

In April 2024, TYM held the inaugural “Top Dealer Service Engineer Program” award ceremony at the Iksan Plant. Eight outstanding engineers were selected and awarded a total prize of KRW 30 million, certificates of excellence, and the TYM integrated diagnostic tool (T-Scan). The program was designed to strengthen the service capabilities of our dealer network and improve customer satisfaction. A total of 126 service engineers from dealerships across the country participated, going through one written test and two rounds of practical assessments to showcase their individual skills. The written exam evaluated knowledge in areas such as general maintenance, engine, transmission, hydraulics, electrical systems, and model-specific features. The practical assessment tested diagnostic and repair skills for tractors, combines, rice transplanters, engines, and electrical systems. It also included a personality and service evaluation component, which assessed customer service capabilities, alignment with TYM’s service policy, communication skills, and understanding of dealership missions and values. Looking ahead, this program will be held every two years to help engineers further deepen their expertise and service professionalism. By reinforcing our close-knit dealer network, we aim to continuously advance both product quality and customer service excellence.

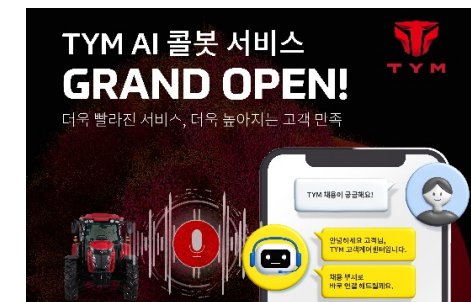


Award Ceremony for the First Dealer Service Engineer Technical Competition

AI Callbot Service

Following the industry’s first launch of a chatbot service in October last year, we have once again led the agricultural machinery sector by introducing an AI Callbot Service—the first of its kind in the industry. This AI-powered call system provides automated assistance to customers by connecting them to the appropriate departments or offering direct contact information. The AI Callbot Service was developed jointly by our Customer Care Center (CCC) and the DX Business Division as part of our efforts to enhance digital customer support. The Callbot handles general customer inquiries, significantly reducing response time and allowing human agents to focus on more complex technical issues—ultimately improving overall service quality. This innovation now enables 24/7 availability for general inquiries. During business hours, the system also provides real-time call transfer to the relevant departments through a direct call service.

As part of our company-wide digital transformation strategy, we continue to upgrade the CCC to function as a proactive contact center— aimed at resolving customer inquiries within 24 hours and delivering solutions that exceed expectations.



AI Callbot Service

Tour Repair Service for Agricultural Machinery

Every year, TYM, together with major agricultural machinery manufacturers such as Daedong and LS Mtron, conducts a nationwide mobile repair service tour before the spring farming season and the autumn harvest season. This initiative aims to ensure that farmers can carry out their work without disruption by providing free on-site safety inspections, repairs, and maintenance services for tractors, combines, and rice transplanters. While repair and maintenance services are offered free of charge at the site, actual costs for parts replacement and transportation are billed separately. In cases where repairs cannot be performed on-site, the equipment is transported to nearby service centers or manufacturing facilities for servicing.

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

	2024 Spring	2024 Fall
Mobile Repair Area	45 cities/counties	45 cities/counties
Input Persons and Vehicles	16 persons 8 vehicles	16 persons 8 vehicles
Tour Schedule	February 26, 2024 - March 22, 2024	August 12, 2024 - September 6, 2024
Inspection Units	172	220
Maintenance Units	233	190
Consumed Items in Amount	23,912 KRW thousand	32,173 KRW thousand

North America Top Dealer Invitation Event

The TYM Day for Top Performance Dealers was held last October to foster direct communication between TYM employees and dealer groups, enhancing mutual understanding and establishing a solid foundation for the sustainable growth of our North American operations. The event brought together 22 representatives from 11 dealers—selected from approximately 350 dealers in the North American region for their outstanding sales performance and strategic growth potential—along with TYM North America staff. Participants had the opportunity to test drive and evaluate upcoming new products, while TYM shared its global growth strategy and vision. Through this event, TYM aims to deepen dealers’ product knowledge and plans to incorporate additional feedback collected into future product and service improvements. Furthermore, the event strengthened a sense of belonging and trust among TYM headquarters, TYM North America, and the dealer network, establishing a solid partnership that serves as a stepping-stone for enhanced competitiveness.



The TYM Day for Top Performance Dealers

Product Safety

Safety-conscious Product Design

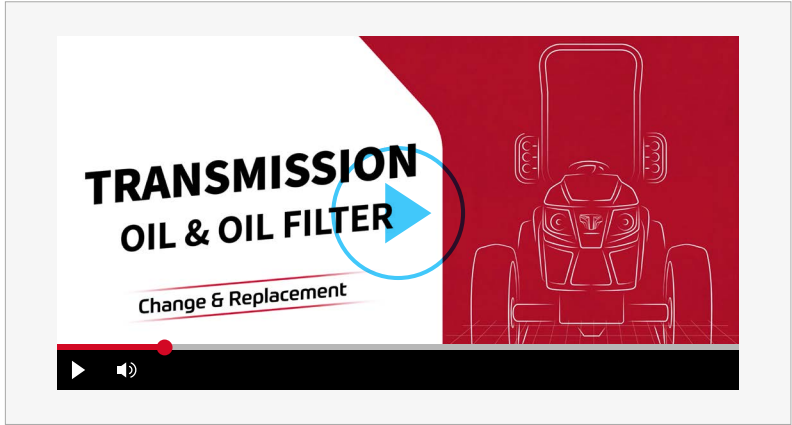
To ensure customers can operate products safely, TYM incorporates essential safety features from the product design from the outset. For example, agricultural machinery is designed to start only when the operator is seated in the driver’s seat, and tractors are configured to start only when the power to attached implements is turned off.

Safety covers are installed to prevent the operator’s hands from entering the engine compartment, and a battery disconnect switch is included to allow emergency power shutdown. Additionally, to enable safe attachment of implements regardless of position, external lift control switches are installed on both the left and right rear fenders of the tractor. For improved visibility, LED lamps and side work lights have been added to enhance operational safety.

Operating the Product Safely

To ensure customers can operate products safely and effectively, TYM provides end-user training at the time of product delivery. This training covers functional operation, usage guidelines, periodic inspection procedures, safety measures, and warranty information. TYM also shares detailed explanations of key product functions, practical operation tips, important safety precautions, and DIY maintenance methods through its official YouTube channel. These resources help users understand both recommended and cautionary handling practices during actual field operations. To support long-term safe use, TYM offers a maintenance schedule on its official website, detailing inspection items, timing, and methods based on daily use or operating hours. Furthermore, ahead of peak farming seasons in spring and autumn, TYM conducts regional service tours to provide maintenance for tractors, combines, and rice transplanters. These proactive services help minimize equipment failures during critical agricultural periods and enhance customer convenience.

TYM Tractors - YouTube






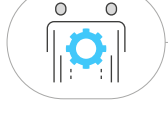

Supply Chain Sustainability

Amid unpredictable market changes, companies are increasingly facing operational limitations, making it essential to foster strong relationships and pursue mutual growth with suppliers. TYM is committed to selecting suppliers through fair evaluation and contracting processes, while actively supporting various ESG-related initiatives to help suppliers build the capabilities necessary for sustainable development. To maintain transparent relationships, TYM requires all suppliers to sign and comply with an ethics pledge at the time of contracting. This approach reinforces trust and accountability across the supply chain and contributes to long-term shared value creation.

TYM Supplier Code of Conduct

To support the growth and development of its suppliers into trusted and responsible businesses, TYM has established a Supplier Code of Conduct. This code encourages all partner companies to comply with applicable laws and regulations governing business operations, while also upholding standards in ethics, environmental responsibility, labor and human rights, health and safety, and management systems. TYM recommends that all suppliers integrate the principles of the Supplier Code of Conduct into their operations, fostering a more sustainable and ethical supply chain.

TYM Code of Conduct for Suppliers

	Ethical Management	<ul style="list-style-type: none">Transparent management and anti-corruption measuresPrevention of conflicts of interestPrevention of unfair trade practices	<ul style="list-style-type: none">Prevention of counterfeit and unauthorized distribution of partsInformation protectionResponsibility in materials purchase
	Environmental Management	<ul style="list-style-type: none">Establishment of environmental management systemsManagement of energy use and GHG emissions	<ul style="list-style-type: none">Water resource managementManagement of air pollutantsWaste managementChemical substance management
	Safety/Health	<ul style="list-style-type: none">Establishment of safety and health management systemsSafety management of machinery, equipment, and facilities	<ul style="list-style-type: none">Emergency responseAccident managementSafety diagnosis
	Management Systems	<ul style="list-style-type: none">Recommended disclosure of corporate mission statementsAppointment of person in chargeRisk assessmentEducation and communication	<ul style="list-style-type: none">Information managementOperation of grievance handling systemManagement of trading partners (subcontractors)Compliance with Law and regulations
	Labor Rights	<ul style="list-style-type: none">Prohibition of discriminationProvision of wages and benefitsManagement of working hoursHumanitarian treatment	<ul style="list-style-type: none">Guarantee freedom of associationProhibition of child laborProhibition of forced labor

New Supplier Selection

TYM evaluates potential suppliers using a standardized New Supplier Evaluation Form to determine eligibility for business partnerships. Key evaluation criteria include organizational structure, quality management, production capacity, and capabilities in environmental and occupational health and safety (EHS). Notably, environmental performance accounts for 20% of the total evaluation score. Suppliers are assessed across four levels based on whether they have implemented eco-friendly systems and practices in their production activities. A supplier is approved as a new TYM partner only if its total score in all evaluation categories exceeds a designated threshold. In 2024, cross-functional teams—including Quality, Procurement, and Safety Management—jointly evaluated and selected two new suppliers through this process.

Supplier Management and Evaluation

In 2023, TYM introduced and began operating its proprietary supplier evaluation system, TSES (TYM Supplier Evaluation System), to advance its existing supplier management and assessment processes. The primary goal of TSES is to strengthen the QCD¹⁾ (Quality, Cost, Delivery) and overall competitiveness of key suppliers²⁾, while proactively managing ESG risks in TYM's supply chain by incorporating ESG performance assessments. The TSES evaluation framework places significant emphasis on ESG-related criteria, including compliance with labor laws and employment regulations, environmental responsibility, occupational health and safety, and social accountability. Based on the evaluation grade³⁾, suppliers rated as excellent receive incentives such as monetary rewards, while those with lower ratings are required to establish improvement plans and may be subject to penalties. Through the TSES system, TYM ensures fair and transparent supplier management and evaluation, while identifying appropriate improvement measures and follow-up actions. This approach supports sustainable growth and promotes positive ESG outcomes throughout the supply network.

1) Quality, Cost, Delivery

2) Criteria for Selecting Key TYM Suppliers: Key suppliers are selected from among those that account for over 80% of TYM's total procurement volume, based on factors such as industry-specific characteristics and the level of business dependency.

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

Incentives and Penalties by Evaluation Grade |

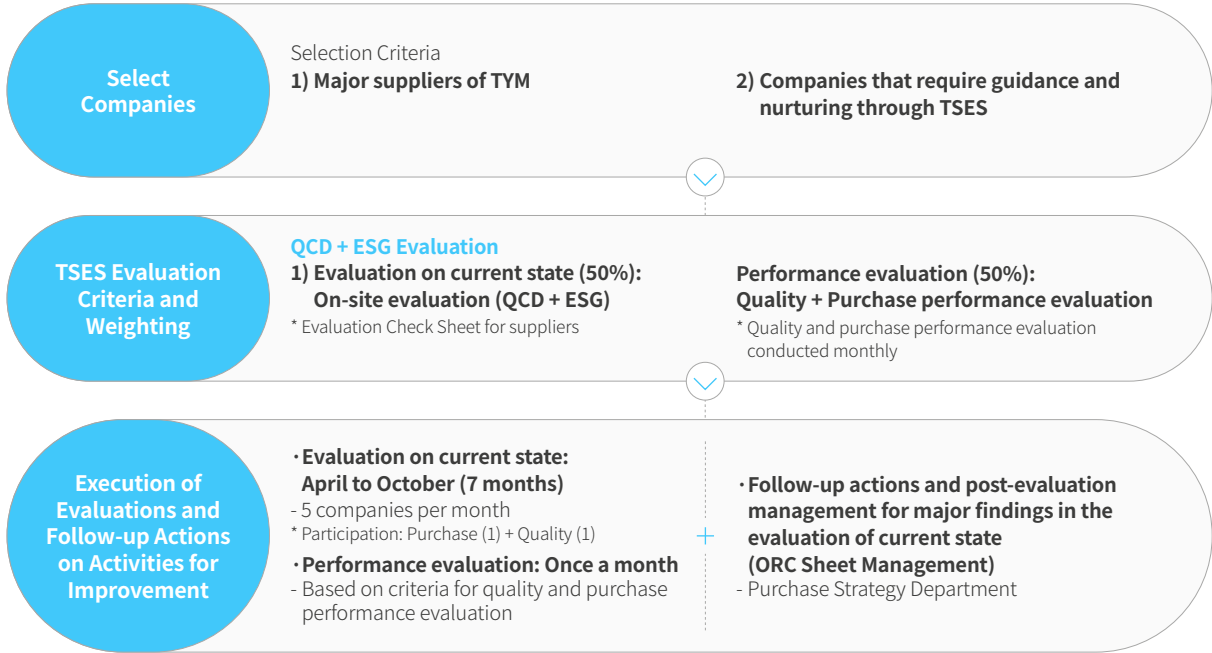
Grade	S	A	B	C	D
Incentives / Penalties	1. TYM Certificate of Excellence 2. Incentive reward (approx. KRW 5 million)	1. TYM Outstanding Supplier Certificate 2. Incentive reward (approx. KRW 2 million)	Status maintained	Submission of improvement action plan required	1. Official warning (announcement of improvement plan) 2. Dual sourcing and volume adjustment

Status and Targets for Supplier TSES Evaluation |

(UoM: No. of Suppliers)

Year	2023	2024	2025 (Goal)
Number of Suppliers Assessed under TSES	20	31	47

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



Procedures for Follow-up Actions on Activities for Improvement

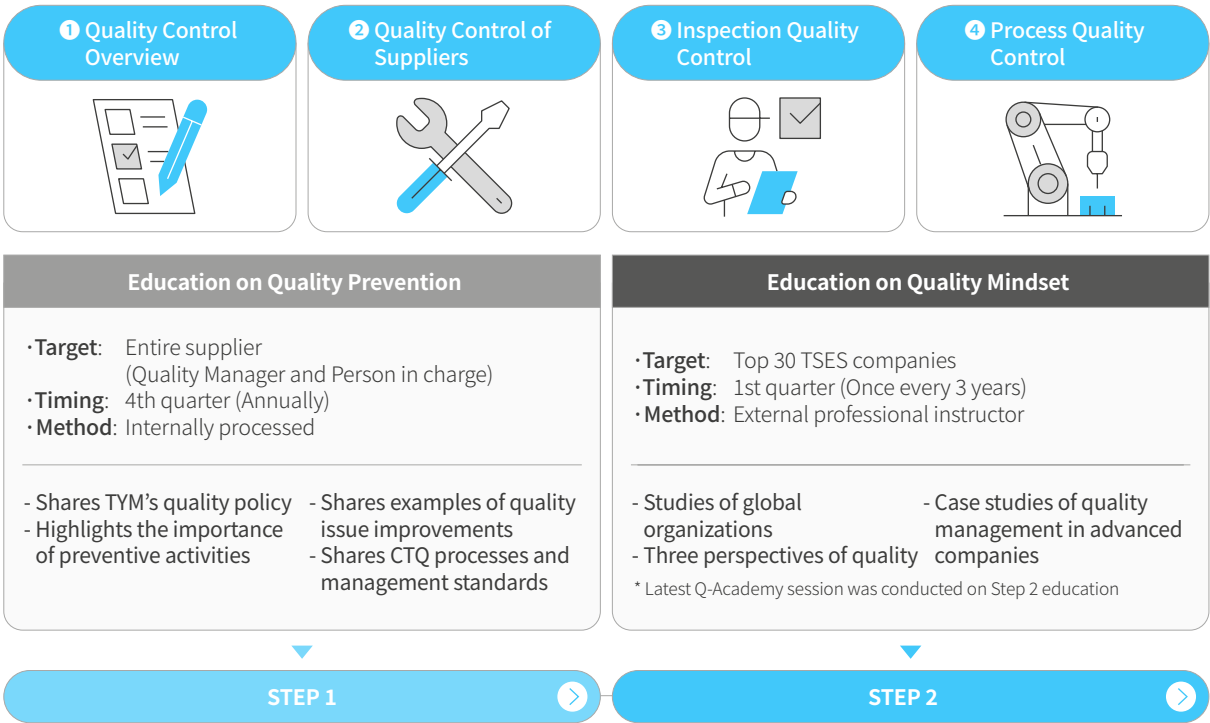


Mutual Growth Programs with Suppliers

TYM is committed to maintaining a balanced level of quality across its supplier network. To support this, the company operates the Q-Academy program, which is designed to share infrastructure and expertise that enhance suppliers' self-managed quality assurance capabilities and overall competitiveness. TYM conducts annual preventive quality training for all suppliers and organizes a specialized “Quality Mindset” training session every three years, led by external experts. In 2024, a total of 52 participants—including CEOs, executives, and quality managers from 35 partner companies—completed the Q-Academy program. The training covered topics such as nonconformance case sharing, process improvement strategies, and listening sessions to understand supplier challenges, all aimed at reinforcing quality stability and preventive practices.

Feedback and improvement requests gathered from suppliers during this year's Q-Academy will be actively reviewed and reflected in the next session to further strengthen supplier capabilities.

Key Contents of 2024 Q-Academy



Supplier Support System

To support small and medium-sized suppliers facing financial challenges due to domestic market slowdowns, TYM operates corporate purchasing loan programs and accounts receivable collateral loan programs. These initiatives are designed to ease cash flow constraints and help ensure the financial stability of partner companies.

Accounts Receivable-Collateral Loan Program

This program allows suppliers to secure low-interest loans using their accounts receivable as collateral, enabling early collection of payment for delivered goods. Transactions are conducted via online banking, enhancing convenience and reducing financial costs.

Corporate Purchasing Loan Program

Instead of issuing promissory notes for payments, TYM facilitates cash payments by arranging bank loans. This enables suppliers to receive payment for goods earlier, improving liquidity and financial stability.

ESG Support for Suppliers

Since 2021, TYM has participated in the supplier ESG management support program led by the Korea Commission for Corporate Partnership. From 2021 to 2024, TYM assessed ESG risks and supported improvement efforts for a total of 77 suppliers. The goal of this initiative is not only to manage ESG risks within the supply chain but also to help suppliers establish ESG management systems that meet global standards. The program was conducted in collaboration with professional consulting firms to enhance suppliers’ understanding of ESG and to develop practical, globally aligned indicators. Based on these indicators, assessments were conducted to identify vulnerabilities, which were then addressed through targeted improvement measures. Key issues identified through the program and TYM’s own audits included the lack of environmental management goals and systems, insufficient mechanisms for measuring, recording, and reporting electricity and fuel consumption for GHG reduction, and the absence of environmental impact assessments. To address these issues, TYM provided management templates and expert guidance to help suppliers set environmental goals and track energy and greenhouse gas emissions, fostering greater awareness of environmental responsibility. Thanks to the active participation of suppliers, ESG performance across the supply chain improved by 39.3%¹⁾ in 2024.

1) Improvement Rate Based on Financial Risk Criteria

Looking ahead, TYM plans to continuously update its ESG guidelines, enhance its evaluation criteria, expand supplier participation, and align these efforts with its broader ESG strategy to support sustainable and responsible supply chain management.

TYM Supply Chain Overview

(UoM: No. of Suppliers, billions KRW)

	2022	2023	2024
Total No. of Suppliers	380	334	298
Total Purchase Amount from Suppliers	5,580	3,657	2,971

TYM Supplier ESG Evaluation Status and Goals

(UoM: No. of Suppliers)

구분	2022	2023 ²⁾	2024 ³⁾	2025(Goal) ⁴⁾
QCD Evaluation ¹⁾	59	27	21	33
ESG Evaluation	21			

- 1) Quality, Cost, Delivery
- 2) Since 2023, TYM has integrated QCD and ESG evaluations into a unified assessment process.
- 3) In 2024, ESG management evaluations were conducted for 11 suppliers by a professional ESG consulting firm, and for 10 suppliers through TYM’s internal on-site audits.
- 4) The original 2025 target of 98 suppliers has been revised to focus on field verification (via professional consulting + TYM’s own site audits), with 33 suppliers now reflected in the updated goal.

Technological Innovation

In response to evolving agricultural challenges such as labor shortages due to aging rural populations, climate change, and fine dust pollution, TYM is actively developing technologies to advance the intelligence, eco-friendliness, and digitalization of agricultural machinery. Led by the Digital Transformation (DX) Division, TYM is building a customer-oriented digital infrastructure and has launched the MYTYM S.A.M app service based on telematics technology. In May 2023, TYM became the first in the industry to successfully commercialize an autonomous rice transplanter, the RGO-690, which passed the national type inspection conducted by the Korea Agriculture Technology Promotion Agency. Through continuous technological innovation, TYM aims to become a global leader in shaping the future of agriculture.



MYTYM S.A.M Telematics System

Autonomous Driving System (Turning and Implement Control) Certified in Korea

In May, TYM’s T130 tractor successfully passed the domestic performance test for autonomous driving systems—specifically the “Turning and Implement Control” functionality test—administered by the Korea Agriculture Technology Promotion Agency. This follows TYM’s industry-first certification in 2023 of the RGO-690 rice transplanter as Level 2 autonomous equipment (equivalent to Level 3 under the Rural Development Administration criteria). With this achievement, TYM has once again demonstrated its technological leadership—this time in the tractor category. Korea’s national autonomous agricultural machinery standards, newly established in 2022 by the Korean Agency for Technology and Standards are classified into five levels: Level 1: Driver-assisted automatic farming, Level 2: Partially automated farming, Level 3: Conditionally automated farming, Level 4: Fully automated farming and Level 5: Fully autonomous farming. The T130 tractor was certified at Level 2, meaning it can autonomously generate and follow paths, execute turning maneuvers, and automatically control implements—enabling partially automated agricultural operations. Under the previous standards set by the Rural Development Administration, this corresponds to Level 3. Notably, the T130 is equipped with an RTK (Real-Time Kinematic) autonomous driving system, delivering exceptional precision with a land leveling accuracy of 2cm and a working deviation of just 4–5cm. For reference, under the national standard, the domestic certification excludes the top 5% of deviation data and requires overall accuracy within ±7 cm.

TYM plans to further expand the application of autonomous systems to a broader range of tractors and agricultural equipment, while actively investing in digital agriculture technologies as a key growth driver for the future.



First Autonomous Agricultural Machinery in Korea to Achieve National Certification

ITSM Implementation

We introduced IT Service Management (ITSM) to enhance work efficiency, productivity, and transparency. The manual document approval process—which previously took an average of 2 to 3 days—has been replaced with a digital approval system, significantly reducing processing time and saving paper resources. Additionally, change histories are now automatically recorded, enabling better traceability. Pre-assigned personnel are now more clearly responsible for specific tasks, reinforcing ownership across the process and improving workflow efficiency.

Generative AI-Based Digital Agriculture

In June, we signed a Memorandum of Understanding (MOU) with TYMICT and SK C&C to promote the commercialization of digital agriculture centered on autonomous farming machinery powered by generative AI. Under this partnership, the three companies will collaborate on services such as machine condition prediction and monitoring through machine learning and inference on operational data, sensor fusion within agricultural equipment, and the development of intelligent autonomous farming operations—including for orchard applications. This proactive technological collaboration positions us to respond quickly to market and technological shifts while accelerating our digital agriculture initiatives and strengthening our global competitiveness.



Signing of MOU for Generative AI-Based Digital Agriculture

Development of CNG Tractor

We developed the T6092 CNG tractor in collaboration with the Uzbek government to support local agricultural machinery initiatives. The tractor was showcased at UzAGRO Expo 2024 in Tashkent, Uzbekistan, where it received positive feedback from the Ministry of Agriculture and key stakeholders. Based on the T1003 model, the T6092 has been newly designed with an alternative fuel system. It is equipped with a 92-horsepower engine, a 660-liter CNG tank, and a 20-liter gasoline tank—allowing it to operate on gasoline during transport and on compressed natural gas (CNG) during agricultural work. CNG tractors offer sustainability benefits by reducing engine friction, which results in less frequent maintenance and lower upkeep costs for farmers. TYM will continue to pursue technological innovation to advance sustainable agriculture.



CNG Tractor T6092

Labor-Management Cooperation

Labor-Management Relations

TYM fully respects and upholds the rights to freedom of association and collective bargaining. The company actively guarantees the right to form of labor unions and ensures that are free to join unions without restriction, in accordance with collective agreements. TYM does not limit any lawful acts of association carried out in accordance with legal procedures. As of now, 87% of TYM employees are union members.

Labor-Management Consultative Bodies

TYM holds regular labor-management council meetings with participation from both management and employee representatives. The council is composed of an equal number of representatives from labor and management, and holds regular meetings every three months, with additional ad-hoc meetings convened as necessary., with additional ad-hoc meetings held as necessary. In 2024, four regular meetings were held—one per quarter— during which a broad range of topics were discussed and coordinated, including business performance updates, strategies for labor-management harmony, workplace environment improvements, employee welfare, and industrial safety. In addition to the main council, TYM operates three separate labor-management councils tailored to specific job categories—management staff, mechanical technicians, and filter technicians— to enable discussions tailored to each group's needs. These efforts reflect TYM's commitment to fostering a forward-looking and mutually beneficial labor-management relationship.


Diversity, Equity and Inclusion

TYM believes that a corporate culture rooted in diversity and inclusion enhances organizational agility and crisis response capabilities, and is a key driver of sustainable growth. As part of this commitment, TYM appoints external directors with expertise across various fields and has made active efforts to maintain a high representation of female employees—demonstrating its ongoing commitment to embedding diversity and inclusion into its corporate culture.

TYM is dedicated to attracting talent regardless of gender, race, or disability status. As of the end of 2024, a total of 114 female employees were working at TYM, and the return-to-work rate after parental leave in 2023 was 90%, demonstrating the company’s support for work-life balance and inclusive employment practices.


Number of Female Employees

114



Return-to-Work Rate after Parental Leave

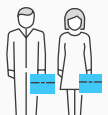
90%



Work-Life Balance

TYM complies with the Labor Standards Act by ensuring that employees do not exceed the maximum 52-hour workweek. To support a healthy work-life balance, the company has implemented various systems and initiatives that promote flexible and sustainable working conditions.

Flexible Commuting System



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

Shortened Working Hours for Pregnant Employees



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

Club Activities



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

Social Contribution

TYM is committed to generating social value by actively engaging with society and responding to social issues. Through its social contribution initiatives, the company seeks to integrate both economic and social value to pursue sustainable mutual benefit. TYM’s social contribution efforts are rooted in supporting the agricultural ecosystem and farmers, which form the foundation of its business. These efforts are also expanding to include a broader range of activities that benefit global communities.

	No. of Recipients	Monetary Amount
Donation of Agricultural Machinery to Ukraine	-	KRW 591 million
Childbirth Encouragement Grant	19	KRW 262 million
Free Agricultural Machinery Support for Retirees Returning to Farming	1	
Testing Products and Social Contribution	-	KRW 2.8 million
2 Blood Donation Relay Campaigns	141	-
Total (5)		

Donation of Agricultural Machinery for Ukraine

Since 2022, TYM has been donating agricultural machinery to support the economic recovery of Ukraine, which has been severely impacted by the ongoing war. In 2024, following last year’s efforts, we donated tractors and implements worth approximately KRW 590 million. These donations are expected to play a key role in recovery efforts across severely affected areas, supporting not only farming operations but also urban reconstruction activities such as construction and public maintenance. We are also committed to thorough after-sales support, ensuring a stable supply of essential parts via Poland to maintain sustained operation. Looking ahead, we will continue to provide support wherever it is needed—both domestically and globally—fulfilling our role as a responsible global corporate citizen.

Childbirth Incentive Program

In March 2024, TYM strengthened its employee welfare system to help address the national issue of declining birth rates. We held the first “2024 Childbirth Incentive Grant Ceremony”, granting a total of KRW 262 million to 24

employees. The incentive structure offers KRW 10 million for the birth of a first child, KRW 30 million for a second child, and KRW 100 million for a third or subsequent child. A new policy was also introduced to allow cumulative incentives for multiple births. This initiative reflects our commitment to supporting the well-being of our employees and contributing to broader societal value through active participation in national pro-natal policies.

Free Agricultural Equipment for Retiring Employees Returning to Farming

Since 2024, TYM have expanded its “Youth Farmer Tractor Support Program”—originally aimed at revitalizing rural communities—to include TYM employees who retire and return to farming. The program supports a smooth and stable transition into farming life for those retiring from the company. Eligible applicants must have served at least five years at TYM and apply within one year of their retirement. The first beneficiary was Mr. Jae-Yeon Jung, who retired in June 2024 after 36 years in the Quality Assurance Team 2. He received a K48 tractor valued at KRW 20 million, known for its durability and operational efficiency, to support his transition to a farming career.

Product Testing and Community Contribution

In 2024, we continued our efforts to combine product testing with social contribution. Using Korea’s first autonomous rice transplanter RGO-690, we personally conducted rice planting and later harvested the crops with our own combine. We donated 100 bags of rice (10kg each, valued at KRW 2.8 million) to vulnerable households via the Okcheon County Office. This initiative not only served as a practical performance test for our products but also embodied our ESG principles through meaningful community engagement. We plan to broaden our approach to community contribution by making ESG-driven giving a more regular part of our operations.



Donation of Rice Harvested by Autonomous Rice Transplanter

Blood Donation Relay Campaign

Maintaining an appropriate blood supply is crucial as blood cannot be stored for long periods. To help address ongoing blood shortages, we organized the “TYM Blood Donation Relay Campaign” for employees twice in 2024—in April and September. A total of 141 blood donation certificates (80 in the first half and 61 in the second half of the year) were collected through the campaign and donated to the Korea Association for Children with Leukemia and Cancer. This initiative is part of our ongoing commitment to addressing the decline in blood donations, a growing social concern. We plan to continue holding blood donation campaigns regularly, particularly during periods of critical shortage, as part of our broader efforts to fulfill our social responsibilities.



Employee Blood Donation Campaign

Safety and Health

TYM places the utmost importance on environmental protection and occupational health and safety, recognizing them as core priorities in corporate management. The company is committed to establishing a sustainable management system that fosters a strong culture of environmental, health, and safety (EHS) practices. Each TYM site operates under a structured safety and health management system. Under the direct leadership of the Chief Safety & Environment Officer (CSEO), the Safety Management Team continuously identifies potential hazards, assesses risks, and makes improvements to create a safer and healthier working environment.

Safety and Health Management System, and Risk Management

TYM ensures that all matters related to occupational health and safety are deliberated and decided through the Industrial Safety and Health Committee, which operates under the Chief Safety & Environment Officer (CSEO). The committee is composed of up to nine representatives each from labor and management, and convenes regular meetings every three months. It plays a key role in addressing workplace safety and industrial accident issues promptly and effectively. The Safety and Health Management Organization, which reports directly to top management, is responsible for overseeing safety at all TYM sites. The CSEO develops industrial accident prevention plans and reports them directly to the CEO. At the Iksan and Okcheon sites, TYM has implemented detailed incident response protocols and scenario-based response maps, including for in-house partner companies.

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



These systems ensure appropriate and timely responses to safety incidents. Additionally, TYM has established and operates emergency response procedures to proactively mitigate health and safety risks during potential crisis situations.

Occupational Health & Safety Management Activities

Occupational Health and Safety Council Meetings	Monthly	Risk Assessments	Annually
Joint Safety Inspections with In-house Partner Companies	Quarterly	Safety Training for In-house Partner Companies	Monthly
Basic First Aid Training	Annually	Hazardous Chemical Safety Training	Annually
Fire Evacuation and Response Drills	Annually	-	-

Safety and Health Management Organizational Structure²⁾




1) CSEO: Chief Safety & Environment Officer 2) As of January 2024

Occupational Health and Safety Policy

TYM prioritizes the health and safety of its employees and is committed to establishing a zero-accident workplace. By complying with all relevant occupational health and safety laws and internal policies, the company fulfills its social responsibilities. In 2021, TYM implemented the ISO 45001 Occupational Health and Safety Management System at its Iksan site and obtained certification in March 2022. This system was further extended to the Okcheon site, which received certification in February 2023. Safety and health activities across all sites are carried out in accordance with established processes and guidelines, ensuring systematic and effective management of occupational risks.

2024 TYM Corporate Environmental and Safety Health Goals

	Accident Prevention and Risk Mitigation		Carbon Emissions from Energy Usage		Regular Environmental, Health, and Safety Inspections and Improvements
	Implementation of Social Contribution Activities		Prevention of Material and Human Losses in Emergency Situations		Expansion of Sustainable Products
	Management of Musculoskeletal Disorders		Procurement of Sustainable Products		Management of General and Designated Waste
	Sales of Sustainable Products		Hazard Identification and Control in Work Processes		Waste Generation Management
	Emergency Preparedness and Response				

TYM's 3-Phase Roadmap for Occupational Health and Safety Management

TYM operates its manufacturing sites based on an established Occupational Health and Safety (OHS) Management System. All manufacturing plants are certified under ISO 45001, the international standard for OHS, and evaluated the annual EHS assessment. This assessment helps identify potential risks, verify compliance with relevant regulations, and evaluate facility management. TYM is dedicated to fostering a culture of safety awareness and strengthening EHS competencies across the organization.

Phase	Safety Culture Introduction	Safety Culture Growth	Safety Culture Maturity
Period	2024–2026	2027–2028	2030 Onward
Strategy	Build foundational safety culture by strengthening awareness and capabilities organization-wide	Systematize and internalize OHS activities to drastically reduce serious industrial accidents	Establish autonomous safety management culture where all employees protect own safety
Key Initiatives	<ul style="list-style-type: none">Transform OHS mindset and cultureMaintain and expand ISO 45001 certificationEnhance OHS competenciesStreamline OHS communication channelsPromote safety campaigns	<ul style="list-style-type: none">Standardize company-wide OHS levelsStrengthen proactive safety activitiesDiversify OHS education methodsIntroduce digital OHS management systemExpand safety culture	<ul style="list-style-type: none">Ongoing executive leadership and participationZero accidents and zero legal violationsEstablish autonomous safety systemsParticipate in global OHS standardizationSustain and improve safety culture
Goals	<ul style="list-style-type: none">By 2024: Reduce accident rate by 30% YoYBy 2025: 100% safety training completion rate, ≥80% employee survey response rate, ≥70% improvement rateBy 2026: 30% increase in reporting of potential risk, 100% improvement of identified hazards	<ul style="list-style-type: none">By 2027: Operate digital OHS management system across all sitesBy 2028: Conduct 100+ safety behavior observation activitiesBy 2029: Achieve 100% standardization of OHS levels	<ul style="list-style-type: none">By 2030: Achieve zero industrial accidents (Zero Harm)Establish long-term OHS strategy for 2030–2040

TYM Occupational Health and Safety Goals for 2025

ZERO Industrial Accidents	Fostering a Safety Culture	Elimination of Workplace Hazards	Compliance with EHS Laws and Regulations
<ul style="list-style-type: none">Implement the “Zero Accident Campaign” (3rd phase: 365-day cycle starting from March 2025)Maintain industrial accident rate at 0%Reduce minor on-site incidents by 30% compared to the previous year through regular safety patrols	<ul style="list-style-type: none">Conduct regular training and employee surveys to instill a safety-first culturePerform at least two emergency response drills per siteMaintain certification of ISO 45001 (OHS Management System)	<ul style="list-style-type: none">Achieve 100% improvement rate for identified hazardsSet 4th of every month as “Safety Inspection Day” company-wideIntegrate and streamline internal suggestion systems into two unified channels	<ul style="list-style-type: none">Ensure zero violations during inspections and audits conducted by external agenciesConduct company-wide regulatory compliance assessments twice per year

Employee Health Management Activities

At TYM manufacturing plants, designated personnel conduct daily on-site safety inspections and maintain records using a standardized daily safety checklist. In addition, regular risk assessments and improvement are reported to ensure ongoing safety enhancement. TYM defines “near-miss incidents” and “near-miss errors” as situations that have the potential to result in injury or illness within the workplace. To prevent serious industrial accidents, TYM proactively identifies potential risk factors—including near-miss scenarios—and collects Potential Hazard Identification Reports to evaluate and address hazards. A reward system is in place based on risk grade assigned to each report. These reports are evaluated quarterly in accordance with the ISO 45001 risk assessment process, which includes comprehensive evaluation of both the likelihood of occurrence and the severity of potential harm. Based on this evaluation, each report is assigned a risk grade to guide appropriate response and mitigation efforts.

To prevent recurrence of similar incidents, TYM establishes preventive measures and ensures that supervisors provide relevant training to employees. In the case of near-miss incidents, relevant examples are posted in visible areas on-site to raise awareness among workers. Depending on the severity of the incident, reports are submitted to top management in accordance with the company’s accident reporting procedures. TYM conducts comprehensive risk assessments annually to minimize the risk of serious industrial accidents. Processes involving hazardous or dangerous elements are regularly inspected and continuously improved, and the company undergoes inspections by the Ministry of Employment and Labor to ensure compliance and safety. By identifying, evaluating, and managing potential hazards and risks, TYM aims to prevent injuries, property damage, and operational disruptions. Tailored improvement measures are implemented for each process, contributing to enhanced safety awareness among workers.

Reward criteria for Potential Risk Exploration Reports

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

Respect for Human Rights

We are committed to upholding the Universal Declaration of Human Rights and the 10 Principles of the UN Global Compact, and we strictly prohibit any form of forced labor or child labor within our operations. Discrimination of any kind—based on gender, race, ethnicity, nationality, religion, or disability—is strictly prohibited under our zero-tolerance policy, and confirmed cases are dealt with firmly. We fully comply with statutory working hours and ensure all employees receive fair wages above the legal minimum. In addition, we provide sufficient opportunities for skills development and strive to create a working environment that supports employees’ well-being and personal development.

TYM publicly discloses its Charter of Human Rights, Charter of Ethics, Code of Practice for Ethical Management, and Code of Practice for Anti-Corruption and Bribery on its official group website. Regular training and awareness programs are conducted to reinforce these principles among all employees.

Talent Development

TYM recognizes that talent development is a critical investment that significantly impacts long-term sustainability. The company is committed to creating an environment where employees can respond creatively to change, lead innovation, and grow based on performance. To strengthen talent development, TYM promotes a healthy work-life balance and ensures fair performance evaluations, competitive compensation, and comprehensive welfare programs. In 2024, a total of 5,902 training hours were provided to 2,310 participants, covering areas such as agricultural machinery, sales operations, and engineering skills—focusing on enhancing technical and job-related competencies. TYM will continue to invest in strengthening individual capabilities and fostering an environment where employees can fully realize their creative potential.

Cybersecurity

Organizations and Roles Related to Data Privacy

TYM has established and operates an information security organization to ensure stable business operations—including product development and manufacturing—in a secure environment.

To enable smooth and systematic execution of information security tasks, TYM has separated information security functions from general IT operations, thereby expanding the role and importance of security operations. The organization was also restructured through the appointment of a Chief Information Security Officer (CISO), allowing TYM to strengthen its capabilities and evolve into a more specialized and professional information security organization. We continuously share and discuss various issues and concerns arising from the operation of the information security organization with management and relevant departments, enabling decision-making and implementation at the executive level.

Information Security Management System

We protect all data related to our management, business operations, personal information of customers and employees, and service composition delivery, and provision of services, as we treat them as valuable assets. We are committed to safeguarding and managing these assets systematically by establishing an enterprise-wide security governance structure, formulating a comprehensive security strategy, and strengthening our data privacy and incident response systems. Through these efforts, we aim to ensure the protection of both customer and employee data.

Raising Awareness and Strengthening Competence

To raise employee awareness of information security, we are developing customized training programs that not only cover key control standards and technical aspects in key areas, but also incorporate real-life case studies to encourage active engagement. In addition, all employees are required to sign confidentiality agreements as a preventive measure against potential security incidents.

Cybersecurity Incident Prevention and Response

We are restructuring and gradually enhancing our incident response procedures to effectively monitor security threats—such as the leakage of critical internal information and unauthorized external access attempts—and to ensure swift and appropriate action when such incidents occur.

As cyber threats become increasingly diverse and sophisticated, the implementation of robust security systems has become essential. In response, we are strategically investing in information protection solutions and enhancing our comprehensive and proactive response system to safeguard critical information assets against both internal and external threats.

Quality Management

TYM has obtained ISO 9001, the global quality management system certification, and implements a quality-first management approach across all processes—including safe product design, raw material procurement, product processing, and product shipment. To address customers' specific needs, we operate a dedicated Customer Care Center (CCC), which analyzes customer satisfaction and continuously enhances product and service quality.

Strengthen Quality and Service Organizations

In October 2023, we restructured our Service Department—which had previously operated as an integrated unit—into separate Domestic and Global Service Divisions to enhance the quality of customer satisfaction. We also established specialized teams—including the Customer Care Center (CCC), Smart Service Team, and New Business Service Team. This reorganization allows for more segmented technical and personnel responses, enabling us to better meet customers' increasingly detailed needs through specialized professionals. We have promoted the Quality Assurance Team to the Quality Division in July 2023 to strengthen the quality system and organization to satisfy global requirements, and are operating a four-phase inspection process to prevent products that do not meet our standards from being shipped.

TYM is advancing its engineering development programs to differentiate technical qualifications and foster skilled talent. Centered around the TYM

Technology Institute (TTI), the company cultivates agricultural machinery specialists and promotes corporate training to ensure that engineers' advanced capabilities translate into high-quality customer service. To further enhance service competitiveness, TYM hosts the “Top Engineer Technical Competition,” a contest designed to identify the most outstanding service engineers who interact directly with customers in the field. The competition evaluates not only technical repair skills but also customer service mindset and character through simulation-based assessments. Top performers are awarded honorary titles—Master, Artisan, or Top-class engineer—and receive special incentives.

Through the technical competition, TYM fosters motivation for skill enhancement among engineers. Those awarded honorary titles actively contribute to the training of general service engineers, assisting to build a virtuous cycle of talent development that enables the company to produce and retain a larger pool of highly skilled engineers. This system also promotes continuous innovation and enhances service quality.

Customer Care Center (CCC)

Since 2022, TYM has been operating the Customer Care Center (CCC) to deliver accurate and prompt services through enhanced communication with customers. The CCC consolidates previously dispersed regional service channels into a centralized system, and provides support for product purchases, maintenance, and inspections. It also plays a key role in collecting Voice of Customer (VOC) feedback, managing inquiries, and logging service request types to improve operational efficiency and customer satisfaction.

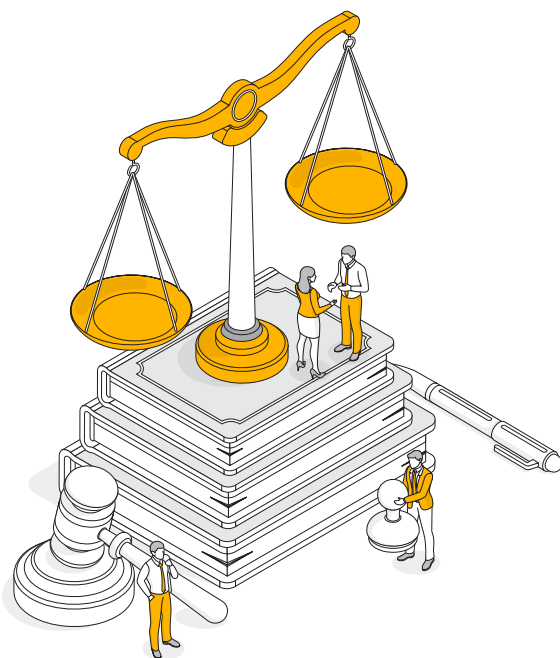
In October 2023, TYM expanded its customer support capabilities by launching a mobile and online chatbot service. This service enables users to receive automated guidance on a wide range of topics, including inquiries related to business sites, product information, manuals, and technical details. For maintenance-related questions, the chatbot provides not only text-based responses but also links to instructional videos, simplifying access for elderly users and enhancing overall usability. Additionally, through the operation of the CCC, TYM conducts follow-up “Happy Calls” to incorporate customer feedback in a timely manner and continuously improve its services.

Customer Satisfaction Survey

TYM regularly conducts customer satisfaction and market surveys, both on a scheduled basis and as needed. Customer satisfaction scores are utilized as key internal performance indicators to identify and resolve issues from the customer's perspective, and to anticipate customer needs so they can be reflected in product development and manufacturing. Market research is led by the Product Planning Team, while customer satisfaction surveys are conducted by the Domestic and Global Business Divisions, and service satisfaction surveys are managed by the Customer Care Center (CCC). To ensure accuracy and depth, surveys are carried out both online and in person, with separate targeting of dealers, branches, and end customers. These surveys cover a wide range of areas including product functionality, service quality, design, overall quality, and areas for improvement.

03

Governance



Review and Management of ESG Risks

TYM is exposed to an increasingly volatile business environment due to prolonged geopolitical tensions such as the Russia-Ukraine war, inflation, economic downturns, and growing concerns over food security. In response, the company conducts risk assessments and response activities across its business units, addressing changes in markets, regulations, supply chains, competitors, customers, and technology. These efforts are aimed at navigating internal and external uncertainties while pursuing sustainable growth. TYM manages enterprise-wide risks through its Management Committee and oversees key ESG issues via the ESG Committee, which sets the company's overall ESG direction. Additionally, the ESG Strategy Team, reporting directly to the CEO, regularly reviews sustainability strategies, policies, and emerging issues from a company-wide perspective, while supporting the governance of ESG Regulations and decision-making processes of the ESG Committee. The ESG Strategy Team also plays a critical role in identifying and managing sustainability-related risks by evaluating and guiding suppliers. This enables both TYM and its partner companies to establish short- and long-term policies that address identified challenges in a timely and strategic manner.

Financial Risk Management

Financial risk management at TYM is carried out by the Finance and Accounting Division under the Business Strategy Headquarters, in accordance with policies approved by the Management Committee. The division works closely with operational departments across the consolidated group to identify, assess, and control financial risks. The Management Committee reviews and approves policies related to overall risk management, including specific areas such as foreign exchange and interest rate exposure, credit risk, the use of derivative and non-derivative financial instruments, and investments that exceed liquidity levels.

Ethical and Compliance Management

Ethics and compliance management is an essential management philosophy to practice sustainable corporate management through a sound corporate culture, and its importance is steadily increasing. TYM publicly discloses its Charter of Ethics, Code of Practice for Ethical Management, and Code of Practice for Anti-Corruption and Bribery on its website to establish a proper management culture. Regular internal audits are conducted across all departments to assess the effectiveness of organizational processes and to prevent potential risks.

In May 2024, TYM conducted a company-wide survey to gauge the level of ethical awareness among all employees. The survey recorded a comprehensive score of 86.6 based on the FKI-BEX (The Federation of Korean Industries Business Ethics Index), with a participation rate of 49%. This positive evaluation from employees highlights our strong ethical culture. Based on the issues identified in the survey, the Audit Team conducted an 'Anti-Corruption and

Employee Ethics Training’ program aimed at eradicating unethical behaviors and improving awareness across all employees. Since 2023, TYM has also been collecting Ethics Pledges from key suppliers to raise ethical awareness among management and encourage their active participation in ethical management. Moving forward, we plan to expand ethics and compliance training programs to include not only our employees but also the employees of our partner companies.

Grievance Handling System

TYM operates an Cyber Audit Center through its official website, allowing internal and external stakeholders to freely report any violations of the company’s Code of Conduct. The platform handles issues such as unfair business practices, misconduct, corruption, and various grievances. Reports can be submitted under real name or anonymously, and the Audit Team investigates based on the submitted information, followed by appropriate corrective actions. To further promote a transparent and responsible reporting culture, TYM has also linked the Center to the groupware system to enhance accessibility for employees.

To enhance accessibility for grievance reporting among suppliers, TYM operates a Cyber Audit Center within the supplier order management system (TYM VAN SYSTEM). In 2024, there were zero grievance counselling cases reported through this channel.

TYM stipulates the whistleblower protection policy, including punishment against those who attempt to identify whistleblowers and a strict prohibition on retaliation or unfair treatment of whistleblowers. In 2024, a total of five whistleblower reports were submitted to the Cyber Audit Center, all of which were addressed and resolved.

Board Leadership

Board Composition and Activities

TYM practices responsible management through its internal directors and ensures balanced governance by appointing external directors with expertise and independence. The Board of Directors is composed of four internal directors—including the CEO and key division heads—and four external directors. Internal directors incorporate stakeholder feedback received through shareholder meetings and investor relations (IR) activities into major business decisions. External directors, who are experts in fields such as investment, finance, and legal affairs, provide objective oversight of management activities. To enhance transparency and diversity in corporate governance, and to strengthen oversight functions, TYM appointed an additional external director at the 2023 Annual General Meeting, increasing the proportion of external directors to 50%, with a total of four external directors. TYM Management Planning Team supports external directors to be assisted by external professionals when needed. In May, the company conducted a training session titled “Understanding the Internal Control over Financial Reporting (ICFR)” to strengthen the expertise of its highest governance body. In 2024, nine board meetings were held and 22 agenda items were resolved, including the approval of e-voting system.

Board of Directors

Role	Type	Gender	Name	Career Highlights	Total Months of Service	Position	Tenure
Internal director	Full-time	Male	Hiyong Kim	• Vice President, Byuksan Group • Vice President of the Korea Chamber of Commerce and Industry • Vice President of the Korea Business Council for Sustainable Development (KBCSD) and the Federation of Korean Industry	394	Chairman	2025.03–2028.03
Internal director	Full-time	Male	Dohoon Kim	• CEO of Acrogaia Associates • Managing Director at Nomura Securities	50	President and CEO	2023.03–2026.03
Internal director	Full-time	Female	Sowon Kim	• Head of TYM Management Support Division • PR Director, Tongyang Moolsan Co. Ltd.	57	CSO	2023.03–2026.03
Internal director	Full-time	Male	Hanki Jang	• Technology Institute Director, Doosan Infracore • Executive Director of Innovation of Management Division at Doosan Corporation	21	CTO	2023.03–2026.03
External director	Part-time	Male	Keunyoung Kang	• Managing Partner at Samyool • Suho Law Firm	9	-	2024.03–2027.03
External director	Part-time	Male	Seokho Kim	• Partner Accountant at Hanvit Accounting Corp. • Partner of Audit Headquarters at Mazars	9	-	2024.03–2027.03
External director	Part-time	Male	Youngcheol Lee	• Advisory at Hyundai Investments Co., Ltd. • Non-executive Director, Najin Industry Co., Ltd. • CEO of Hyundai Investments Co., Ltd. • Head of Asset Management, Hyundai Marine & Fire Insurance Co., Ltd.	28	-	2022.08–2025.08
External director	Part-time	Male	Kiyoung Choi	• CEO of Snowflake Korea • Co-CEO of M3 Systems • CEO of Google Cloud Korea • Adobe Korea MD/President	9	-	2024.03–2027.03

(As of December 31, 2024)

Committees within the Board of Directors

In accordance with Charter of Boards, TYM operates specialized committees under the Board of Directors to enhance both expertise and efficiency in governance. The Management Committee, composed of four internal directors, is responsible for making timely decisions on overall delegated management. Other board committees include external directors to strengthen oversight functions. To ensure a high level of independence, TYM has voluntarily established an Audit Committee, despite not being mandated to do so under the Korean Commercial Act. The Audit Committee is composed entirely of four external directors. Additionally, the External Director Nomination Committee consists of one internal director and two external directors.

Composition of the Board of Directors and Key Committees

● Chair ○ Member

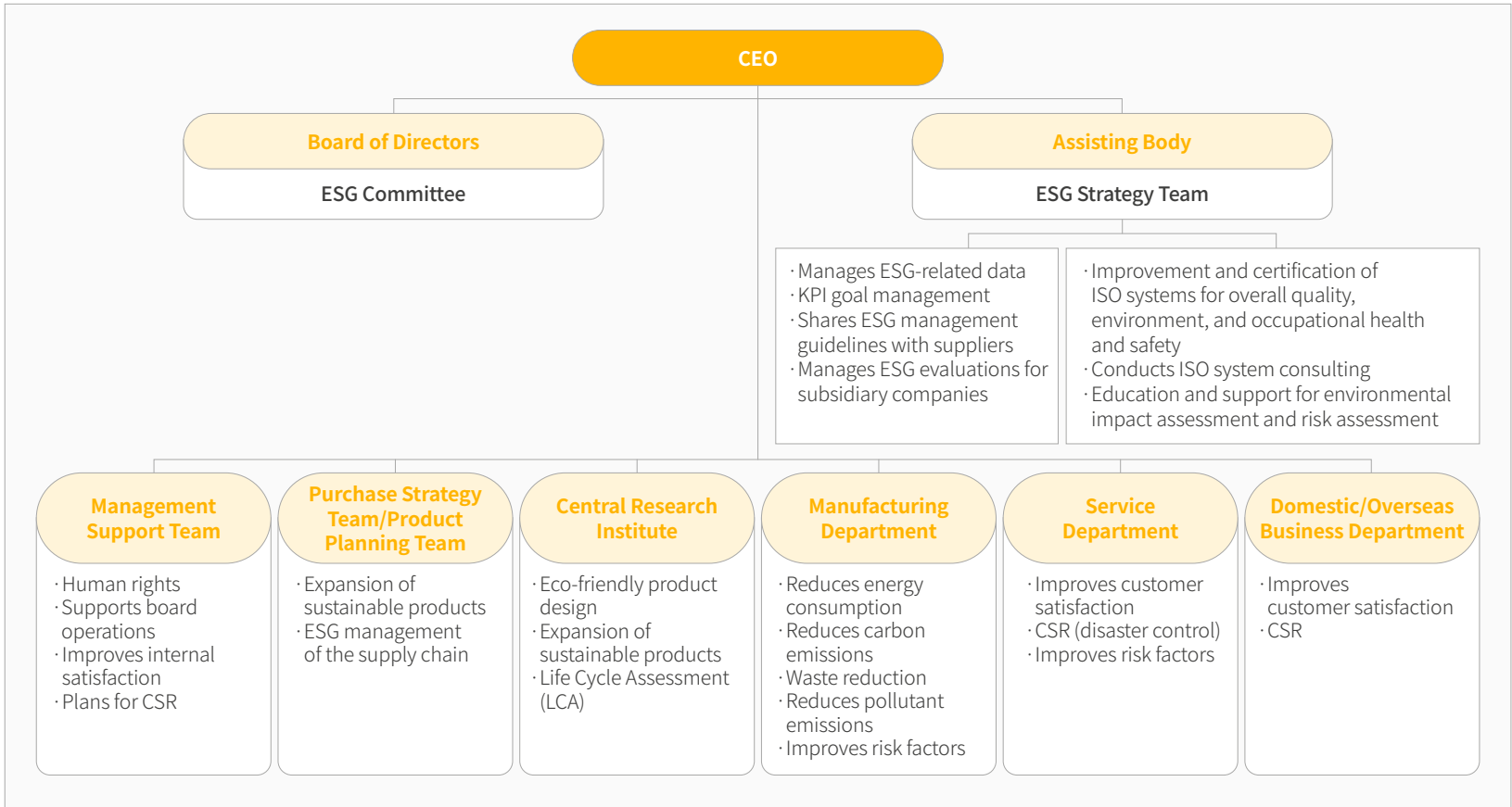
Directors	Name	Committees				
		Board of Directors	Management Committee	Audit Committee	External Director Nomination Committee	ESG Committee
Internal	Hiyong Kim	●	●	-	-	-
	Dohoon Kim	○	○	-	-	●
	Sowon Kim	○	○	-	-	-
	Hanki Jang	○	○	-	-	-
External	Keunyoung Kang	○	-	○	○	○
	Seokho Kim	○	-	●	○	○
	Youngcheol Lee	○	-	○	●	○
	Kiyoung Choi	○	-	○	○	○

ESG Committee

As corporate sustainability becomes a key determinant of future success, the roles and responsibilities of sustainability governance systems are more critical than ever. As of the 2024 business report, TYM has established an ESG Committee composed of one internal director and four external directors. This committee actively identifies and responds to key environmental,

social, and governance issues in a rapidly changing external environment, ensuring their timely integration into the company's sustainability strategy. Supporting the ESG Committee, the ESG Strategy Team collaborates across departments and with external stakeholders to set strategic sustainability goals, review strategic direction, and monitor progress. These efforts ensure that TYM's sustainability initiatives remain focused and effective. In 2024, the ESG Committee held two meetings and reviewed a total of four agenda items, advancing a variety of initiatives.

ESG Organization



1) LCA: Life-cycle assessment

Key Agendas of the ESG Committee

No.	Date of Meeting	Agenda	Approval Status
1	May 10, 2024	2024 ESG Strategy Team Key Business Plan Report	Reported
		Resolution on Material Issues from ESG Materiality Assessment	Approved
2	July 16, 2024	2024 ESG Progress Report	Reported
		Approval of Second Half Action Plan	Approved

Management Remuneration

Director compensation at TYM is provided within the limits approved by the General Shareholders’ Meeting, covering both internal and external directors. For 2024, the approved compensation ceiling was KRW 5 billion, of which KRW 3 billion was disbursed. Compensation for internal directors consists of a base salary and performance-based incentives. In contrast, external directors receive fixed compensation based on internal regulations to ensure independence, and are not eligible for performance-based bonuses. Additionally, for key executives in roles such as production and procurement (at the division head level or above), ESG performance indicators are incorporated into performance evaluations. TYM remains committed to strengthening responsible management and employee motivation through various initiatives.

Protection of Shareholder Rights

Enhancing Shareholder Value

As part of its commitment to enhancing shareholder value, TYM approved the repurchase of treasury stock of approximately KRW 6 billion in November 2024. The company also distributed an interim dividend of KRW 2.1 billion and resolved a year-end dividend of KRW 4.7 billion, demonstrating a proactive shareholder return policy. Through its dividend policy, TYM aims to create shared value with shareholders and continues to explore various initiatives to strengthen shareholder engagement, including IR and the e-voting system. In 2024, TYM held 29 investor relations (IR) sessions for investment analysts and institutional investors, transparently sharing its business environment and future strategies. The company also conducts regular one-on-one meetings and conference calls, and maintains a dedicated IR hotline to facilitate ongoing communication with shareholders and investors. Additionally, TYM operates a separate IR page to ensure full disclosure of public filings and financial performance, upholding shareholders’ access to information.

Dividend Summary

Classification	Type of Shares	2020	2021	2022	2023	2024
Net Income (KRW million)	-	3,535	26,871	98,186	60,427	18,209
Payout Ratio (%)	-	-	10.9	8.9	11.4	25.5
Dividend Yield (%)	Common Shares	-	1.1	2.1	2.8	2
Cash Dividend per Share (KRW)	Common Shares	-	20	60	160	110
Total Dividend (KRW million)	Common Shares	-	2,920	8,771	6,909	4,650

Transparency of Governance

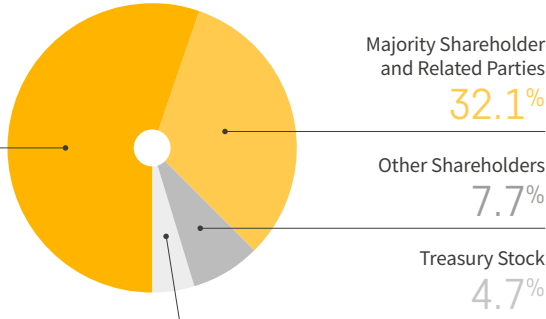
TYM recognizes that sound and transparent corporate governance is the foundation for enhancing long-term corporate value and building trust with stakeholders. To achieve sustainable growth that meets the expectations of all stakeholders—including shareholders, investors, customers, employees, suppliers, and local communities—TYM is committed to establishing a robust governance structure and a board-led system of responsible management based on expertise, independence, and diversity.

Shareholder Structure

TYM is a listed company on the Korean Composite Stock Price Index (KOSPI). As of December 31, 2024, the shareholding structure is as follows: the majority shareholder and related parties hold 32.1%, minority shareholders hold 55.5%, other shareholders hold 7.7%, and 4.7% treasury shares to the company. The total number of outstanding common shares is 45,050,956, with a market capitalization of KRW 197.77 billion.

TYM Shareholders

Minority Shareholders
55.5%



Corporate Governance Charter

TYM is committed to protecting the rights and interests of all stakeholders—not only shareholders, but also investors, creditors, customers, employees, suppliers, and local communities—while supporting their sustainable growth. Reflecting its dedication to continuous innovation and sound governance, TYM has established a Corporate Governance Charter. The Charter outlines the principles and standards regarding the roles and responsibilities of shareholders, the Board of Directors, and audit function, with the aim of safeguarding stakeholder rights. It is publicly disclosed on the company’s website, ensuring accessibility for all stakeholders. Corporate Governance Charter

Independence of the Audit Function

Although TYM is not legally required to establish an audit committee under the Korean Commercial Act—as its total assets are below KRW 2 trillion—the company has voluntarily established an internal audit committee to enhance management transparency and protect shareholder rights. The Audit Committee audits the company’s financial statements and business activities, and plays a critical role in supervising and monitoring the management and major shareholders. All members of the Audit Committee are external directors (four in total) and are appointed at the general shareholders’ meeting to ensure independence from both the Board and the executive management. To support the activities of the Audit Committee, a dedicated Audit Team has been established and operates under its supervision. In accordance with the Audit Committee regulations, the committee holds the authority to consent to the appointment and dismissal of the head of the internal audit department, as well as to evaluate their performance.

APPENDIX



41	FINANCIAL PERFORMANCE	46	2024 TYM ESG PERFORMANCE VS. TARGETS
42	SOCIAL PERFORMANCE	50	AFFILIATION STATUS
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		53	GRI INDEX

FINANCIAL PERFORMANCE

Classification	UoM	2022	2023	2024
Financial Performance				
Sales	millions KRW	1,166,139	836,475	788,790
Sales Growth Rate	%	38.59	-28.27	-5.70
Net Income	millions KRW	98,186	60,427	18,209
Net Income Growth Rate	%	148.56	-38.46	-69.87
Total Assets	millions KRW	782,128	849,111	836,568
Total Assets Growth Rate	%	10.56	8.56	-1.48
Export Sales	millions KRW	819,090	611,668	530,519
Export Sales / Total Sales	%	70.24	73.12	67.26
Domestic and Export Sales				
Sales – Domestic	%	29.76	26.88	32.74
Sales – Export	%	70.24	73.12	67.26

Classification	UoM	2022	2023	2024
Sales by Business Units				
Sales – Agricultural Machineries	%	96.33	91.62	89.84
Sales – Filters	%	3.67	8.38	10.13
Sales – Others	%	-	0.003	0.03
Sales by Region				
Sales – Domestic	%	29.8	26.9	32.7
Sales – North America	%	62.7	64.6	56.1
Sales – Other Regions	%	7.5	8.5	11.2

SOCIAL PERFORMANCE

Total Employment Status

Classification		UoM	2022	2023	2024
Total Number of Employees		persons	1,157	1,025	1,029
Employment Type	Permanent	persons	933	945	951
	Temporary ¹⁾		224	80	78
Gender	Male	persons	1,040	912	915
	Female		117	113	114
Age	Under 30 Years Old	persons	199	125	100
	30 to Under 50 Years Old		638	620	621
	50 Years Old and Above		320	280	308
Job Position	Executive	persons	14	17	19
	Manager and Above ²⁾		157	151	170
	Below Manager		986	857	840

Employment in Overseas Worksites

No. of Dispatched Employees	persons	6	5	8
No. of Local Employees	persons	121	150	149
Total No. of Employees at Overseas Sites	persons	127	155	157
Total No. of Managers at Overseas Sites	persons	23	12	19
No. of Local Managers	persons	18	11	15
% of Local Managers	%	78	92	79

Non-affiliated Workers

No. of Non-affiliated Workers	Male	persons	150	95	101
	Female		47	48	43

Diversity

Female Talent Development	% of Females ³⁾	%	10	11	11
	% of Female Managers ⁴⁾		0.02	2	4
Disabled Individuals	persons		16	17	17
National Veterans	persons		7	7	6
Foreigners	persons		2	3	3

1) Employees classified as temporary: Employees under fixed-term employment contracts

2) Senior managers and managers are classified as managers and above.

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

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

Hires

Classification		UoM	2022	2023	2024
New Hires		persons	145	149	110
Gender	Male	persons	122	115	95
	Female		23	34	15
Age	Under 30 Years Old	persons	50	35	32
	30 to 49 Years Old		64	79	55
	50 Years Old and Above		31	35	23
Average Years of Service for Employees (Korea)		years	10.76	11.65	11.49

Turnovers and Dismissals

Classification			UoM	2022	2023	2024
Voluntary Turnover Rate	Total		%	9.2	8.7	5.9
	Gender	Male		9.7	7.2	5.7
		Female		4.4	20.8	7.0
	Age	Under 30 Years Old		26.1	21.8	20.8
		30 to 49 Years Old		8.8	9.2	5.8
		50 Years Old and Above		0.9	1.9	1.9
Involuntary Turnover Rate	Total		%	5.8	13.3	6.0
	Gender	Male		5.7	13.9	5.5
		Female		7.0	8.7	9.6
	Age	Under 30 Years Old		8.5	25.4	22.0
		30 to 49 Years Old		2.8	8.7	2.3
		50 Years Old and Above		10.1	16.9	8.8
Turnover Rate	Male		%	15.3	21.1	11.2
	Female			11.4	29.4	16.6
	Total			14.9	22.0	11.8

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

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

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

**** An error was found in the 2022 and 2023 data, and the overall turnover rates have been corrected accordingly.

Maternity/Paternity and Parental Leaves

Classification		UoM	2022	2023	2024
Maternity/ Paternity Leaves	No. of Employees That Took Leaves	persons	15	28	12
	Maternity Leave		3	1	0
	Paternity Leave		12	27	12
	Return-to-Work Rate After Taking Leaves	%	100	100	100
Parental Leaves	No. of Employees That Took Leaves	persons	7	9	10
	Maternity Leave		6	6	2
	Paternity Leave		1	3	8
	Return-to-Work Rate After Leaves	%	57	78	90
	Turnover Rate within 12 Months After Return		43	22	10

Labor

Classification		UoM	2022	2023	2024
Working Hours	Per Person Annually	hours	2,453.6	2,338.4	2,347
	Weekly Average		47.2	45.0	45.0
	Number of Flexible Work System Users	persons	99	109	113
Labor Union	No. of Members Eligible for Labor Union Membership	persons	759	837	761
	No. of Members Who Joined the Labor Union		618	632	663
	Membership Rate	%	81.4	75.5	87.1

Competency Enhancement Training

No.	Training	Session	Training Hours	No. of Trainees (persons)	Total Training Fee (KRW)	Training Hours per Person	Training Fee per Person (KRW)
1	Basic Job Competency Training	25	389	362	57,638,283	16	159,222
2	Job Competency Improvement Training	13	112	320	24,642,320	9	77,007
3	Dealer/Buyer Technical Training	18	208	547	35,213,880	12	64,376
4	Farmer Safety Technology Training	2	24	50	-	12	-
5	External Job-Related Training	-	1,624	200	56,823,600	8.12	284,118
6	External Language Training	-	630	13	3,831,254	48	294,712
7	Online Training via LMS Content			235	58,714,000	-	249,847
8	Legally Mandated Training (e.g., Workplace Harassment Prevention)	-	2,915	583	-	5	-

Others

Classification		UoM	2022	2023	2024
Social Contribution by Donation Types					
Cash Donations		millions KRW	1,020	823	174
Equivalent Value of In-Kind Donations		millions KRW	619	668	541
Customer Information and Data Leakage					
No. of Data Leaks (Breaches)		cases	-	-	-
No. of Personally Identifiable Information (PII) Leaks		cases	-	-	-
Training-Related Investment					
Deployment of Training Equipment		millions KRW	-	-	161

Workplace Safety Management

Classification	UoM	2022	2023	2024
Industrial Accident Rate ¹⁾	%	0.09	0.09	0.56
Lost Time Injury Frequency Rate (LTIFR) ²⁾	per 200,000 working hours	0.09	0.19	0.59
No. of Injured Employees from Industrial Accidents ³⁾	persons	1	3	3

1) Based on data from the Korea Occupational Safety and Health Agency (KOSHA)
2) Lost-Time Injury Frequency Rate (LTIFR): Number of lost-time injuries / Total hours worked × 200,000 hours; the number of lost-time injuries per 200,000 working hours (including accidents and illnesses)
3) Based on the date of the incident
4) No work-related ill health occurred in 2024

Management System Certification

(As of the end of 2024)

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

Other Sanctions Status

No. of Sanctions	Details
2	Refer to the Business Report (for matters related to sanctions, etc.)

Mutual Growth with Suppliers

Classification	UoM	2022	2023	2024
No. of Suppliers				
Total No. of Suppliers	companies	380	334	298
No. of Major Suppliers ¹⁾	companies	73	71	68

Purchase from Suppliers				
Total Purchase from Suppliers	millions KRW	557,958	365,703	297,108
Purchase from Major Suppliers	millions KRW	493,796	312,134	248,470
Purchase from Suppliers – Domestic ²⁾	millions KRW	400,412	242,417	209,485
Purchase from Major Suppliers ¹⁾	millions KRW	347,578	196,124	166,709
% of Purchase from Major Suppliers – Domestic ¹⁾	%	86.8	80.9	79.6
Purchase from Suppliers – Foreign ³⁾	millions KRW	157,546	123,286	87,623
Purchase from Major Suppliers – Foreign ¹⁾	millions KRW	146,218	116,010	81,761
% of Purchase from Major Suppliers – Foreign ¹⁾	%	92.8	94.1	93.3

Supply Chain ESG Assessment for Suppliers				
ESG Consulting for Major Suppliers	companies	21	27	21
Suppliers TSES ⁴⁾ Assessment	companies	38	20	31

1) Major suppliers refer to those with transactions exceeding KRW 1 billion 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).
4) TSES: TYM Supplier Evaluation System

Supplier Types

Classification	UoM	Domestic	Foreign
Total No. of Suppliers	companies	254	44
No. of Major Suppliers	companies	56	12

ENVIRONMENTAL PERFORMANCE

Classification	UoM	2022	2023	2024
Greenhouse Gas Emissions ¹⁾				
Total GHG Emissions	tCO ₂ eq	12,063	9,793	9,646
GHG Intensity	tCO ₂ eq/billions KRW	18	18	21
Direct GHG Emissions (Scope 1)	tCO ₂ eq	2,619	2,100	1,754
Indirect GHG Emissions (Scope 2)	tCO ₂ eq	9,444	7,693	7,892
Indirect GHG Emissions (Scope 3) ²⁾	tCO ₂ eq	-	-	9,147
Energy Consumptions ¹⁾				
Direct Energy Consumption	MJ	49,525,986	37,396,879	30,732,512
LNG (City/Town Gas)	MJ	34,454,356	12,707,733	7,188,908
LPG	MJ	15,071,631	24,689,146	23,543,604
Intensity of Direct Energy Consumption	MJ/billions KRW	72,850	67,261	67,693
Indirect Energy Consumption	MJ	193,545,091	160,726,733	164,913,418
Electric Energy ³⁾	MJ	193,545,091	160,726,733	164,913,418
Intensity of Indirect Energy Consumption	MJ/billions KRW	284,695	289,077	363,245
Renewable Energy Consumption	MJ	-	-	81,898
Renewable Energy Usage Rate	%	-	-	0.05
Water Usage				
Total Water Consumption ⁴⁾	m ³	109,105	83,818	89,260
– Iksan (Tap Water) ⁵⁾	m ³	48,344	30,009	24,235
– Okcheon (Tap Water) ⁵⁾	m ³	24,457	21,228	25,143
– Okcheon (Groundwater) ⁵⁾	m ³	28,898	23,101	26,645
– Jincheon (Tap Water) ⁶⁾	m ³	2,204	4,509	7,480
– Jincheon (Groundwater) ⁶⁾	m ³	5,202	4,971	5,757
Water Use Intensity	m ³ /billions KRW	160	151	197
Tap Water	m ³	75,005	55,746	56,858
Groundwater	m ³	34,100	28,072	32,402

Classification	UoM	2022	2023	2024
Total General Waste ⁷⁾				
Waste Disposal	tons	1,582	1,153	1,029
Waste Intensity	tons/billions KRW	2.3	2.1	2.3
Total General Waste	tons	1,278	908	877
Total Designated Waste	tons	304	245	152
Recycling Waste	tons	959	724	976
Recycling Rate	%	61	63	95
Total Environmental Costs				
Total Environmental Cost	millions KRW	359	300	231
Waste Treatment Service Cost	millions KRW	286	233	180
Levies and Charges	millions KRW	72	89	50
Other Costs	millions KRW	1	8	1
Environmental Regulatory Compliance				
No. of Environmental Law Violations	cases	1	1	0
Fines on Environmental Law Violations	millions KRW	2	16.6	0

- 1) Methodology for Calculating Energy Consumption

- Energy consumption is calculated based on the calculation formula outlined in Annex 6 of the Guidelines for Reporting and Verification of Emissions under the Emissions Trading Scheme.

- Activity data sources:

a. Gas and electricity – based on utility bills (statements)

b. Fuel consumption – based on fueling receipts

- The Greenhouse Gas Emissions Trading Scheme Order – Annex 12

- The organizational boundary is set using the control approach.

- Energy units (Joules and Megajoules) are converted in accordance with the Energy Calorific Value Conversion Standard under the Enforcement Rule of the Energy Act.
- 2) Scope 3 indirect emissions have been tracked since January 2024.

- Emission sources included in the calculation: Category 3 - Fuel-and energy-related activities

- WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard

- The Corporate Value Chain (Scope3) Accounting and Reporting Standard
- 3) Electricity usage includes headquarters and branch offices in addition to Iksan, Okcheon, and Jincheon sites

- Other DATA is the sum of Iksan, Okcheon, and Jincheon sites
- 4) Due to the merger with International Agricultural Machinery in 2022, water usage data from the Okcheon site is reflected from 2022 onwards
- 5) Wastewater treatment and monitoring methods for Iksan/Okcheon sites

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

- Discharge water quality monitored through commissioned measurements (twice/year) and self-measurements (twice/month)
- 6) The Jincheon site does not discharge wastewater and has no separate water quality management standards
- 7) Waste and recycling status

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

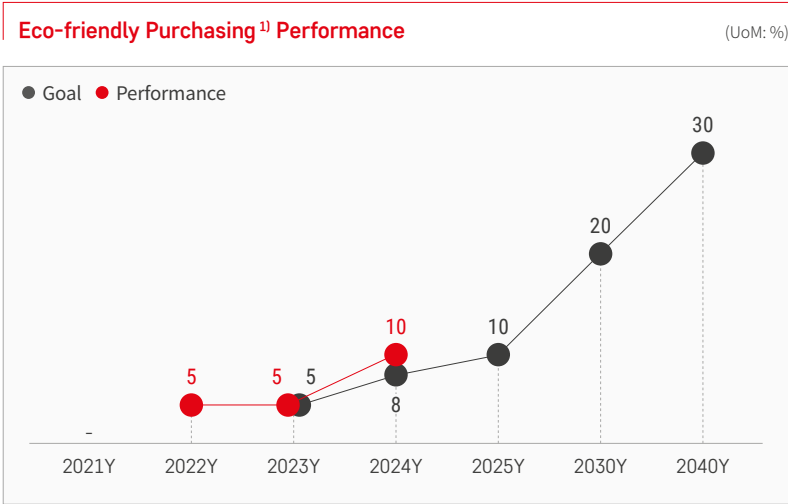
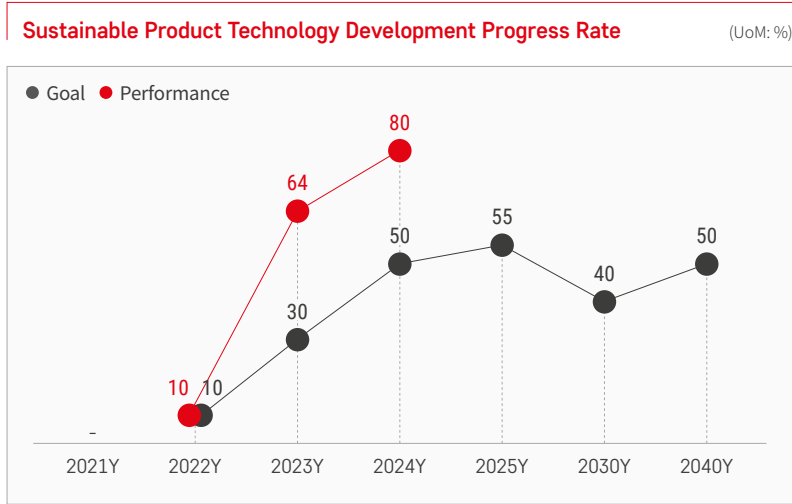
- Source of waste discharge data: Allbaro System

- In 2024, the Jincheon site identified previously unclassified recyclable waste streams, resulting in an increased recycling rate.
- 2024 Waste by Type

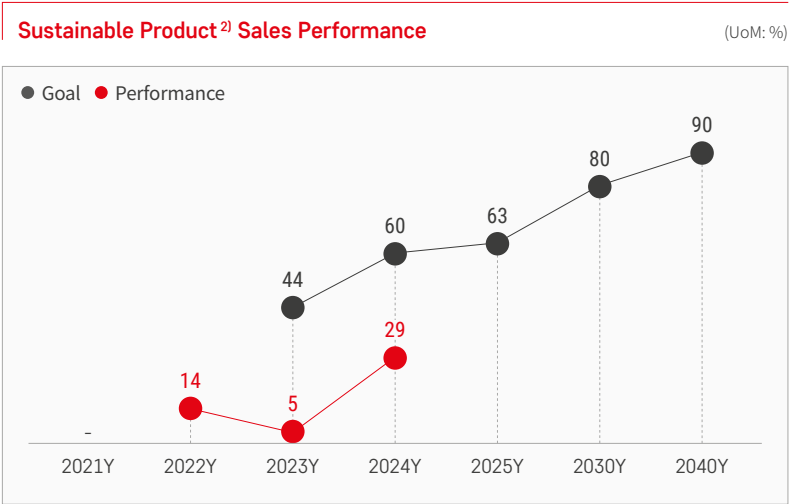
(UoM: ton)

Item	Waste	Type	Discharge (2024)	
			Treatment Method	Total
General Waste	Waste Synthetic Resin	Solid	Recycled	478.77
	Waste Synthetic Resin	Solid	Incinerated	10.02
	Waste Wood	Solid	Recycled	281.98
	Wastewater Sludge	Solid	Recycled	54.4
	Waste Activated Carbon	Solid	Recycled	38.2
	Crawler	Solid	Recycled	8.11
	Dust	Solid	Landfilled	5.32
Designated Waste	Waste Lubricating Oil	Liquid	Recycled	79.52
	Waste Paint	Liquid	Recycled	11.43
	Waste Paint	Solid	Incinerated	37.54
	Waste Paint (Powder)	Solid	Recycled	23.32
Total				1,028.61
Total Recycled Waste				975.73
Recycling Rate				94.86%

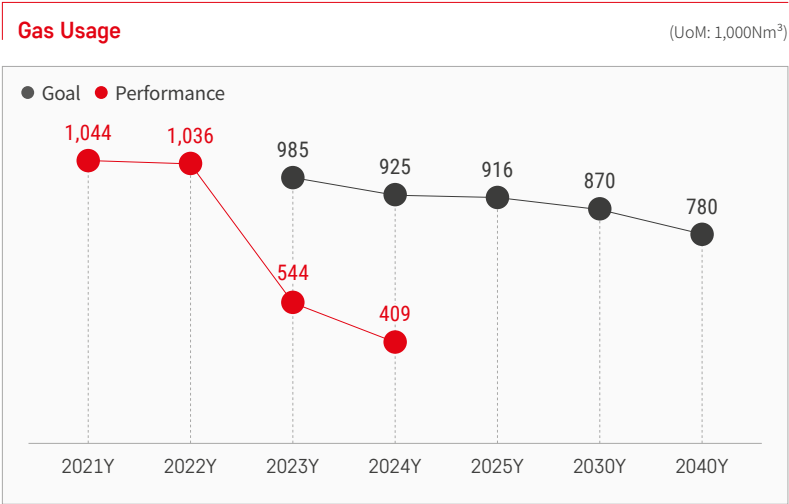
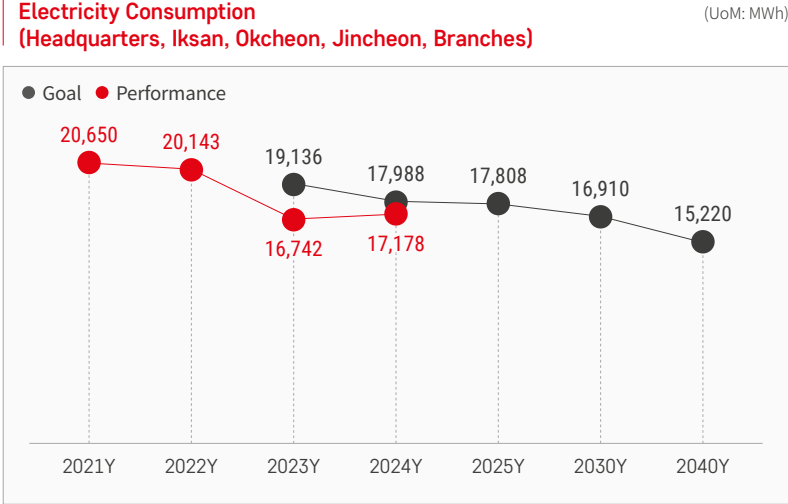
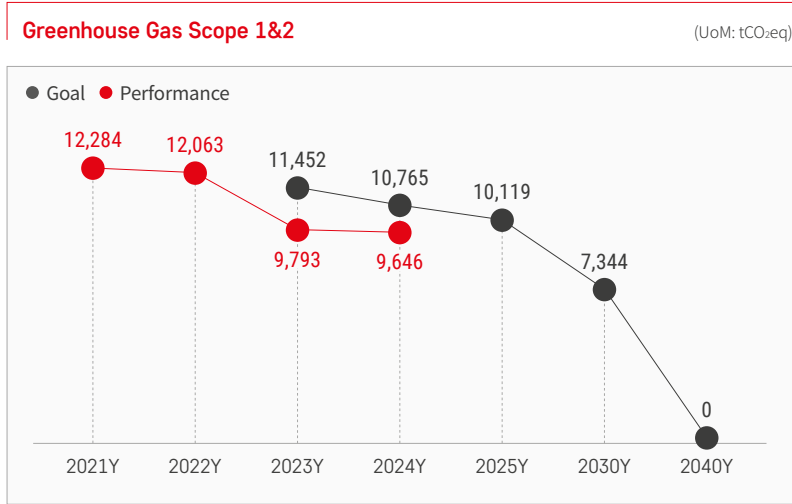
2024 TYM ESG Performance vs. Targets

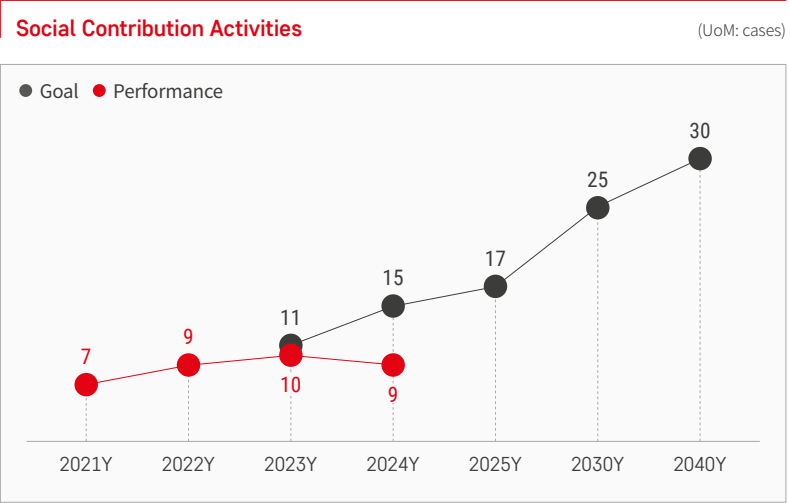
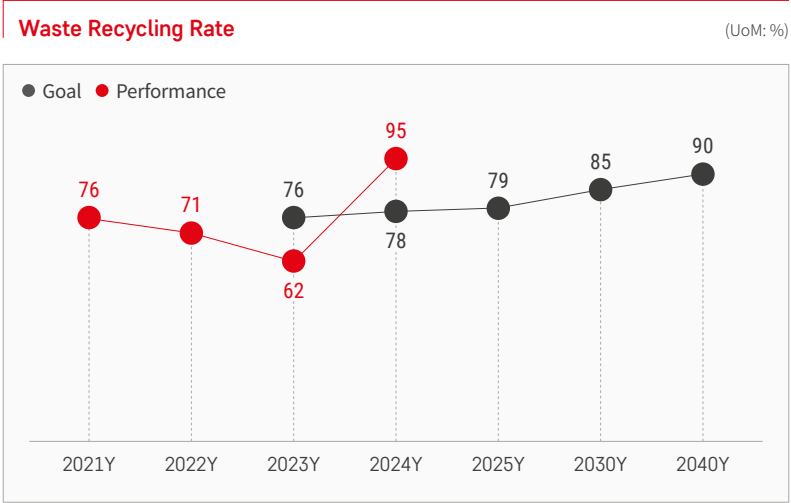
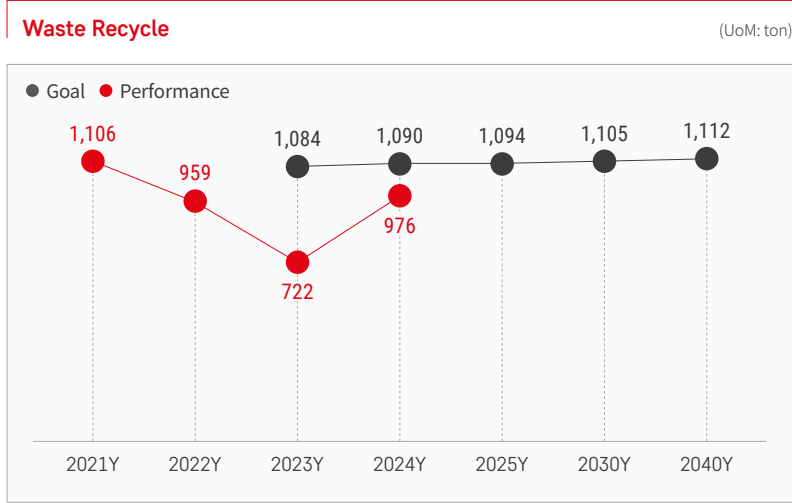
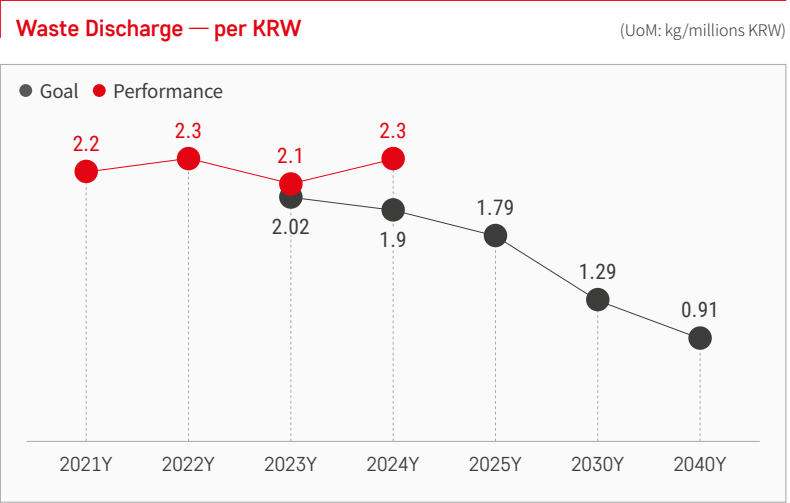
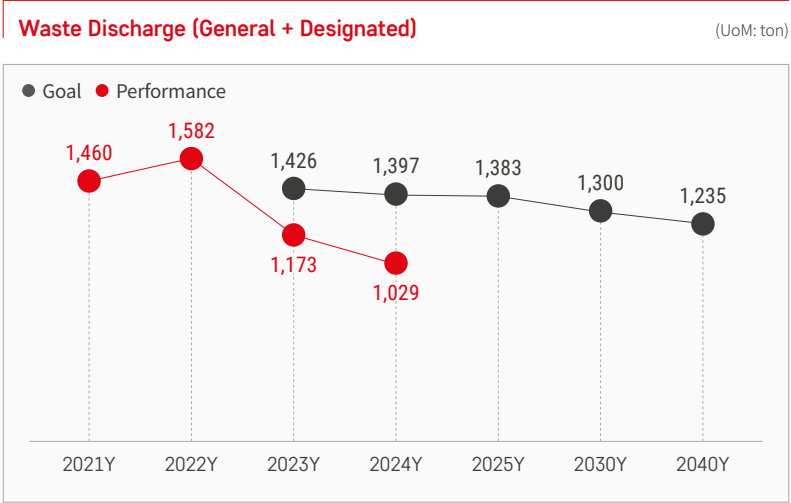
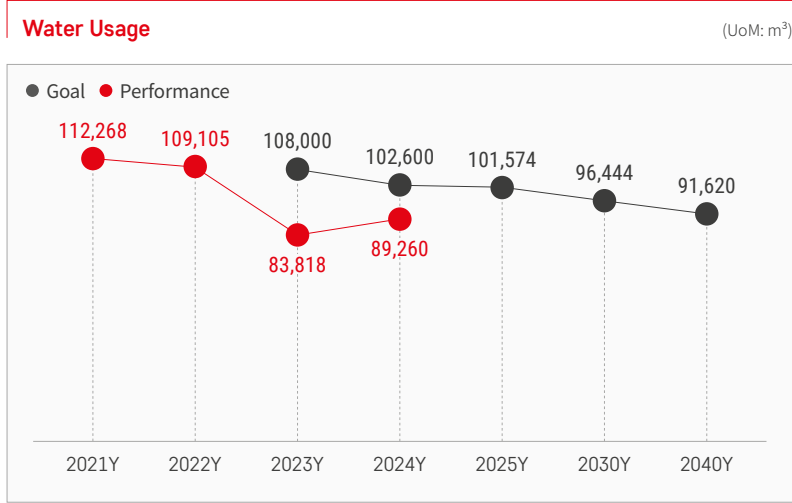


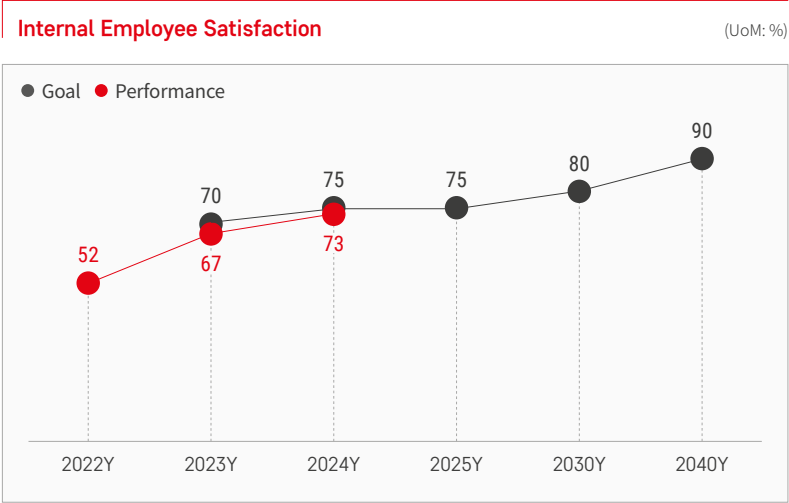
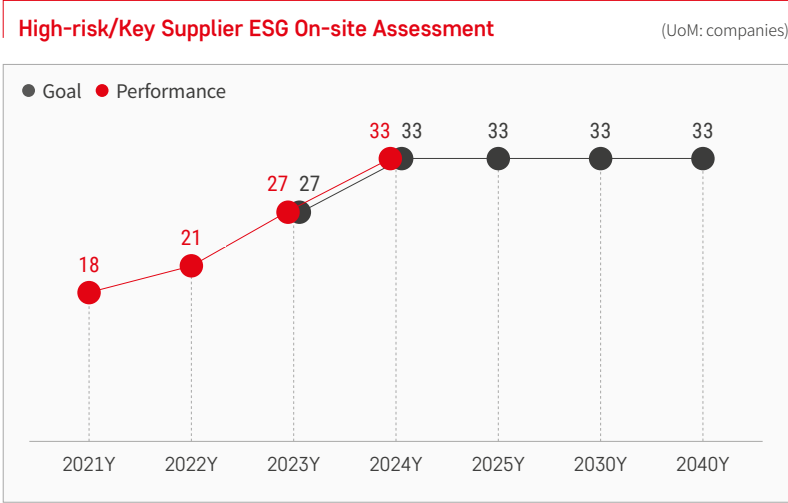
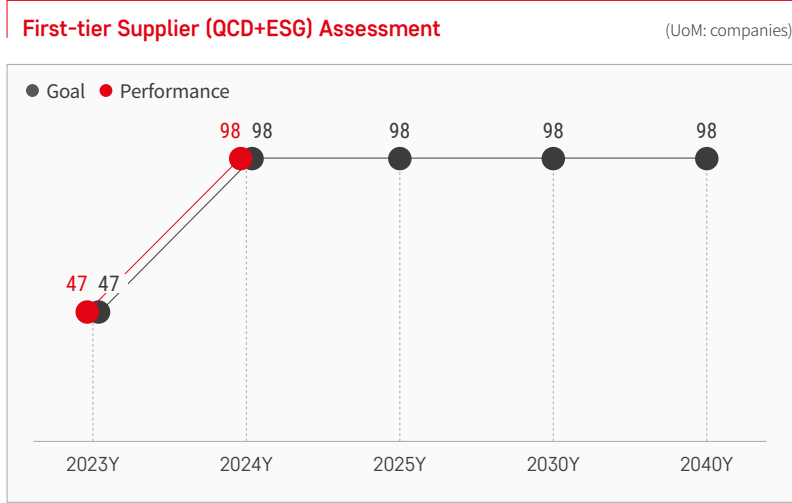
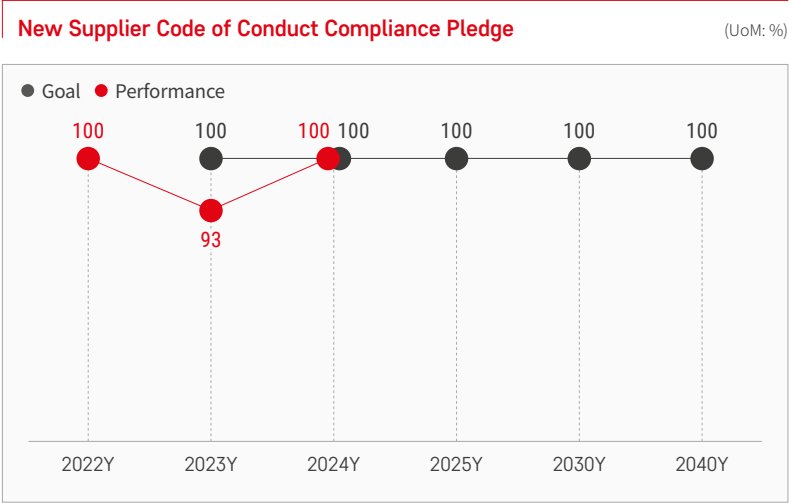
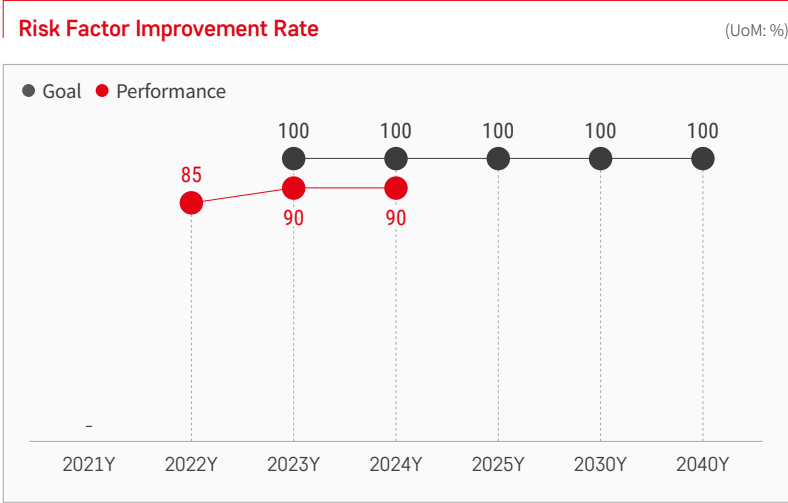
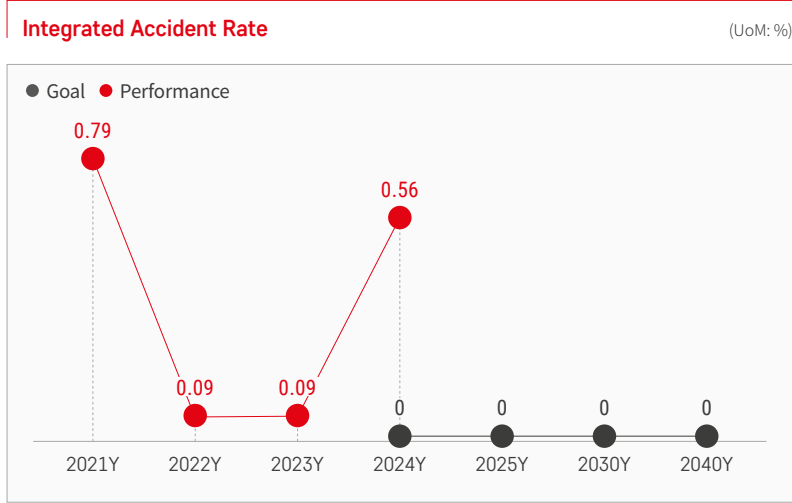
1) Scope of eco-friendly purchasing (as of end-2022): STAGE-V engines, LFI hoods, cellulose (kenaf-based) interior materials, telematics, autonomous driving systems

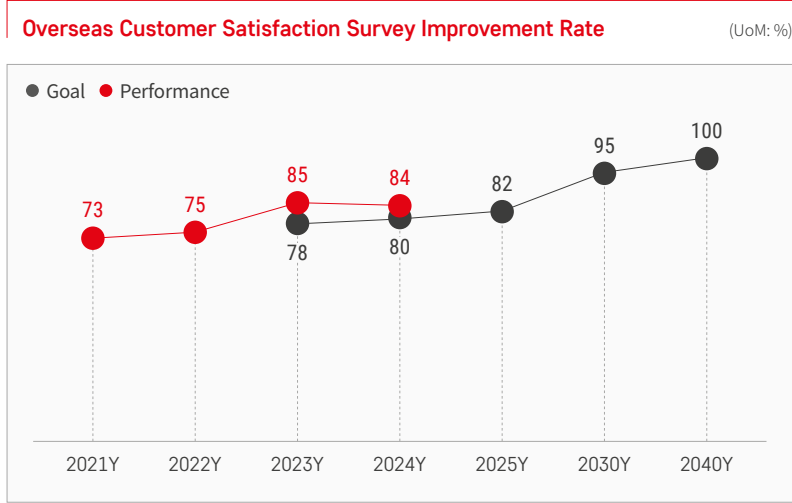
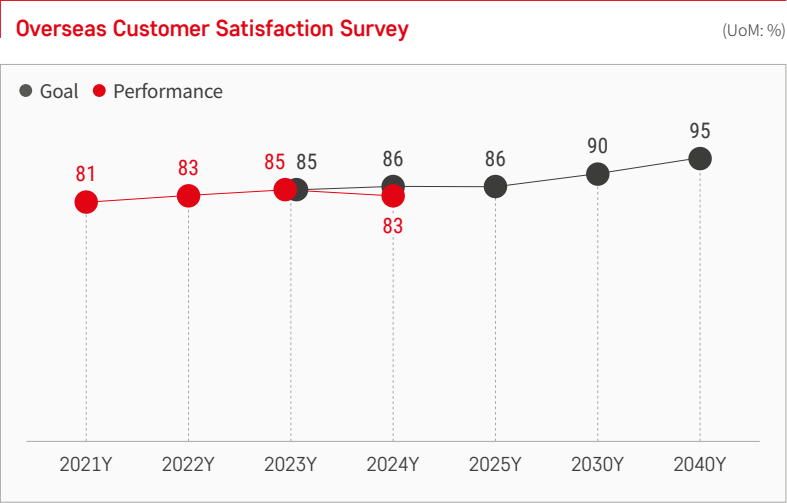
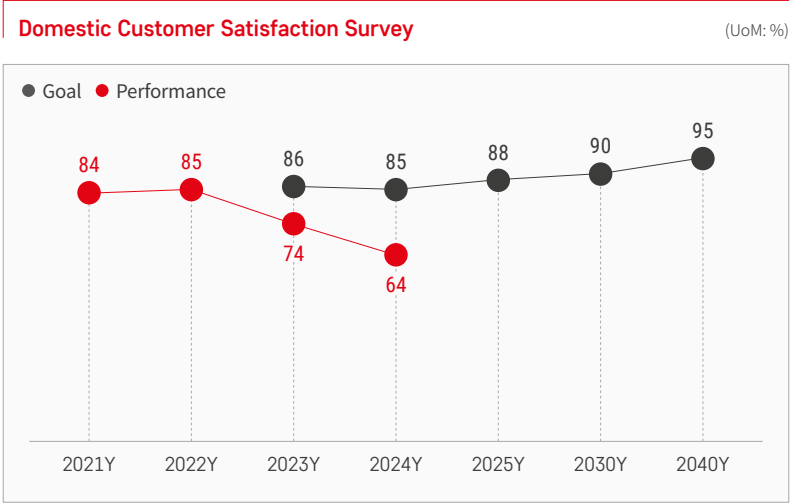
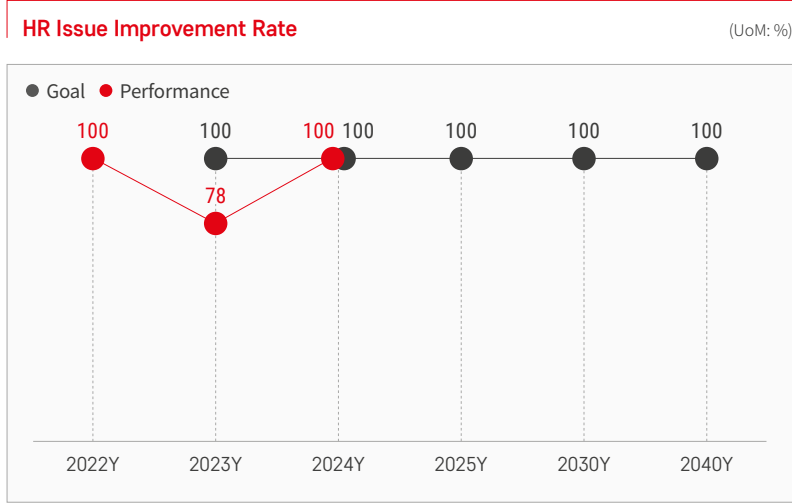


2) Products to which eco-friendly components are applied









Affiliation Status

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

Independent Assurance Statement

DNV Business Assurance Korea, Ltd. (‘DNV’ or ‘We’) has been commissioned by TYM (hereafter referred to as ‘TYM’ or ‘the Company’) to undertake an independent limited assurance on the Company’s 2024 ESG REPORT (hereafter referred as ‘the Report’) for the calendar year ending 31 December 2024. The intended users of this assurance statement are the management and stakeholders of TYM.

Standards of Assurance

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

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

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on TYM website for the current reporting period.

Scope of Assurance

We have carried out an independent limited assurance on the Report and an independent verification for selected performance indicators for the year ending 31 December 2024, which include the following: selected data from TYM headquarters and its subsidiary. Where reporting boundaries differ, this has been separately disclosed.

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

Opinion, observations and recommendations

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

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

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

TYM defines customers, employees, partners, shareholders, investors, local communities, governments and municipalities as key stakeholders and reports major interests and communication channels by each stakeholder. In particular, TYM conducted a survey of internal and external experts with a high understanding of TYM and ESG during the materiality assessment process, and reflected it in prioritizing material issues.

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

TYM conducted a materiality assessment focusing on the impact of the Company on the environment and society. The Company conducted a review of material issues from the previous year, stakeholder surveys, media analysis, analysis of disclosure and requirements of ESG, benchmarking of peer industries, analysis of domestic and international ESG trends, thus selecting 7 material issues through the final TYM focus group decision. DNV confirmed that the Company’s strategy and related activities are reflected in the Report for the material issues selected through the materiality assessment. In particular, TYM has selected ethics and compliance management as a new material issue of this year, which is a timely topic to the Company.

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

TYM establishes an ESG vision and its strategic tasks that contain the Company’s ESG management development direction, and reports on its goals, detailed activities, and specific achievements. In particular, the Company set mid- to long-term goals such as building a greenhouse gas inventory, expanding sustainable products, managing supply chains, upgrading ESG KPIs, and training ESG in-house human resources, and presenting related roadmaps, whose activities lead to help stakeholders understand the Company’s sustainability. DNV has confirmed that the Company reflects the organization’s performance and its relation in the context of sustainability in its Report.

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

TYM specifically discloses the background and related activities with regard to the selection of material issues that reflect the expectations of stakeholders. The reporting boundary basically covers domestic business sites such as TYM’s headquarters, Iksan plant, and Okcheon plant in the Republic of Korea, where TYM operates, and in some cases, it includes domestic and foreign subsidiaries such as in the United States. If the reporting scope is different, it is explained separately. The verification team confirmed that the material issues selected through the materiality assessment were fully reflected in accordance with the physical and temporal 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 staff for verifying information and data in the Report including data handling process and reviewed the data gathering process with the supporting documents and records. Based on the assessment, 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. DNV recommends balanced reporting by disclosing not only the Company's positive performance and impact, but also its negative impacts, especially the status of handling of negative issues found during supply chain audits.

Our competence, independence and quality control

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences. DNV also verified TYM's 2024 greenhouse gas emissions, which we consider does not affect our independence or impartiality in relation to this assurance engagement.

Limitations

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected. The engagement excludes the sustainability management, performance, and reporting practices of the Company's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement. We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Responsibilities of the Directors of TYM and of the assurance providers

The Company's management has sole responsibility for the integrity of the Report and this responsibility includes designing, implementing, and maintaining internal controls over collection, analysis, aggregation and preparation of data, fair presentation of the information and ensuring that data is free from material misstatement. DNV's responsibility is to plan and perform the work to obtain assurance about whether the relevant information described in the 'Scope of Assurance' has been prepared in accordance with the reporting requirements and to report to TYM in the form of an independent assurance conclusion, based on the work performed and the evidence obtained. Our statement represents our independent opinion and is intended to inform the management and stakeholders of TYM. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

Basis of our Opinion

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

- Peer and media review to identify relevant sustainability issues for TYM during the reporting period.
- Review of the disclosures according to reporting requirements with a focus on the process and the result of materiality assessment, Topic Standards Disclosures, and relevant management processes.
- Understanding and evaluation of the key systems, processes, and controls for consolidating, managing, and reporting the information and KPIs included in the Report.
- Review of documentary evidence supporting adherence to the reporting principles and requirements.
- Conduct interviews with representatives from the ESG team and relevant departments with overall responsibility for monitoring, data consolidation, and reporting of sustainability-related information.
- On-site visit at the TYM Head Office in Seoul, Republic of Korea to review the processes and systems for preparing site-level sustainability data and implementation of the sustainability strategy, and to carry out a sample-based assessment of site-specific data disclosures.

For and on behalf of DNV Business Assurance Korea Ltd.
Seoul, Republic of Korea
13 June 2025



Chang Rok Yun
Lead Verifier



Yun Tak Cho
Verifier



Sang Yeon Park
Reviewer

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

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

GRI INDEX

GRI Standard	No.	Disclosure	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	Not Applicable
	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 who are not employees	Appendix - Social Performance
	2-9	Governance structure and composition	Board Leadership
	2-10	Nomination and selection of the highest governance body	Website - Charter of Corporate Governance
	2-11	Chair of the highest governance body	Board Leadership
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Leadership, Human Rights Management, Environmental Management System, Supply Chain Sustainability
	2-13	Delegation of responsibility for managing impacts	Board Leadership
	2-14	Role of the highest governance body in sustainability reporting	Board Leadership
	2-15	Conflicts of interest	Board Leadership, Annual Report, Website - Charter of Corporate Governance
	2-16	Communication of critical concerns	Board Leadership, Annual Report
	2-17	Collective knowledge of the highest governance body	Annual Report
	2-18	Evaluation of the performance of the highest governance body	Not Applicable
	2-19	Remuneration policies	Board Leadership
	2-20	Process to determine remuneration	Board Leadership (Management Remuneration)
	2-21	Annual total compensation ratio	Board Leadership (Management Remuneration)
	2-22	Statement on sustainable development strategy	CEO Message
	2-23	Policy commitments	Supply Chain Sustainability Charter of Human Rights ⓘ Code of Ethics ⓘ Code of Practice for Ethical Management ⓘ Information Security Policy ⓘ Code of Practice for Anti-Corruption and Bribery ⓘ

GRI Standard	No.	Disclosure	Contents & Notes
General disclosures			
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Climate Change Response, Supply Chain Sustainability, Respect for Human Rights, Ethical and Compliance Management Charter of Human Rights ⓘ Code of Practice for Ethical Management ⓘ Code of Practice for Anti-Corruption and Bribery ⓘ Environmental Management Code of Practice ⓘ Supplier Code of Conduct ⓘ
	2-25	Processes to remediate negative impacts	Ethical and Compliance Management, Grievance Handling System
	2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Communication, Ethical and Compliance Management
	2-27	Compliance with laws and regulations	Appendix - Environmental Performance, Appendix - Social Performance
	2-28	Membership associations	Appendix - Affiliation Status
	2-29	Approach to stakeholder engagement	Stakeholder Communication
	2-30	Collective bargaining agreements	Labor-Management Cooperation, Appendix - Social Performance
Material topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Double Materiality Assessment
	3-2	List of material topics	Double Materiality Assessment Results
	3-3	Management of material topics	Key ESG Issues, Customer Satisfaction, Sustainable Products, Supply Chain Sustainability, Quality Management, Climate Change Response, Technological Innovation, Ethical and Compliance Management
Economic performance			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	TYM Value chain, Appendix - Financial Performance
	201-4	Financial assistance received from government	Annual Report - Major Contracts and Research and Development Activities

GRI Standard	No.	Disclosure	Contents & Notes
Material topics			
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate Change Response, Appendix - Environmental Performance, Appendix - 2024 TYM ESG Performance vs. Targets
	305-2	Energy indirect (Scope 2) GHG emissions	Climate Change Response, Appendix - Environmental Performance, Appendix - 2024 TYM ESG Performance vs. Targets
	305-3	Other indirect (Scope 3) GHG emissions	Climate Change Response, Appendix - Environmental Performance
	305-4	GHG emissions intensity	Climate Change Response, Appendix - Environmental Performance
	305-5	Reduction of GHG emissions	Climate Change Response, Appendix - Environmental Performance
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Pollution Management, Appendix - Environmental Performance
Supplier environmental assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Sustainability
	308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Sustainability
Supplier social assessment			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Sustainability
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Sustainability
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	Not Applicable
Customer Satisfaction and Sustainable Products			
Non-GRI			Customer Satisfaction, Sustainable Products

GRI Standard	No.	Disclosure	Contents & Notes
Potential topics			
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Ethical and Compliance Management
	205-2	Communication and training about anti-corruption policies and procedures	Ethical and Compliance Management
	205-3	Confirmed incidents of corruption and actions taken	Ethical and Compliance Management, Supply Chain Sustainability, Annual Report
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Appendix - Environmental Performance
	302-2	Energy consumption outside of the organization	Appendix - Environmental Performance
	302-3	Energy intensity	Appendix - Environmental Performance
	302-4	Reduction of energy consumption	Appendix - Environmental Performance Appendix - 2024 TYM ESG Performance vs. Targets
Water and effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Resources Management
	303-2	Management of water discharge-related impacts	Water Resources Management
	303-5	Water consumption	Water Resources Management, Appendix - Environmental Performance, Appendix - 2024 TYM ESG Performance vs. Targets
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 - 2024 TYM ESG Performance vs. Targets
	306-4	Waste diverted from disposal	Waste Management, Recycling and Circular Economy, Appendix - Environmental Performance, Appendix - 2024 TYM ESG Performance vs. Targets
	306-5	Waste directed to disposal	Waste Management, Recycling and Circular Economy, Appendix - Environmental Performance, Appendix - 2024 TYM ESG Performance vs. Targets

GRI Standard	No.	Disclosure	Contents & Notes
Potential topics			
Employment			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Appendix - Social Performance
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity, Equity and Inclusion, Safety and Health
	401-3	Parental leave	Diversity, Equity and Inclusion, Appendix - Social Performance
Occupational health and safety			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Safety and Health
	403-2	Hazard identification, risk assessment, and incident investigation	Safety and Health
	403-3	Occupational health services	Safety and Health
	403-4	Worker participation, consultation, and communication on occupational health and safety	Safety and Health
	403-5	Worker training on occupational health and safety	Safety and Health
	403-6	Promotion of worker health	Safety and Health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Health
	403-8	Workers covered by an occupational health and safety management system	Safety and Health
	403-9	Work-related injuries	Safety and Health, Appendix - Social Performance, Appendix - 2024 TYM ESG Performance vs. Targets
	403-10	Work-related ill health	Safety and Health, Appendix - Social Performance, Appendix - 2024 TYM ESG Performance vs. Targets

GRI Standard	No.	Disclosure	Contents & Notes
Potential topics			
Training and education			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Appendix - Social Performance
	404-2	Programs for upgrading employee skills and transition assistance programs	Strengthening of Quality and Service functions, Appendix - Social Performance
Diversity and equal opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Appendix - Social Performance