



INNOVATIVE LEGACY

FOR THE NEXT GENERATION

TYM SUSTAINABILITY REPORT 2025



TYM

ABOUT TYM

ABOUT THIS REPORT

1. Overview

TYM publishes its Sustainability Report to share and communicate with a wide range of stakeholders its performance and mid-to-long-term vision for sustainable growth and value creation across the economic, social, and environmental sectors. The 2025 report is structured around key issues based on the same materiality assessment results as the previous year, and comprehensively presents both financial and non-financial performance.

2. Reporting Period

The reporting period is from January 1, 2025, to December 31, 2025. For significant information arising after the reporting period, certain content through the first half of 2026 has been included to provide timely information. Key quantitative performance is presented together with results from the past three years (2023–2025), while some performance data spans more than three years to facilitate the understanding of long-term trends.

3. Publication Date and Reporting Cycle

July 06, 2026 / Annual publication

4. Reporting Scope

The reporting scope primarily covers TYM's headquarters in the Republic of Korea, where the company operates, along with its Iksan and Okcheon plants. Certain data also include domestic and overseas subsidiaries, such as the subsidiary in the United States. Where the reporting scope differs, it is separately identified and explained.






5. Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, with reference to the principles of the UN Global Compact. Financial performance in this report is based on separate financial statements prepared in accordance with K-IFRS (Korean International Financial Reporting Standards) for the period from January 1 to December 31, 2025. Where certain data are prepared on a consolidated basis, they are separately identified and explained.

6. Report Assurance

This report has been assured by DNV, an independent third-party assurance provider, to ensure the objectivity, accuracy, and reliability of its content and data. The assurance was conducted as a limited assurance engagement in accordance with VeriSustain™, DNV's assurance protocol that reflects international assurance standards including ISAE 3000. The assurance results can be found in the Appendix (pp. 55-56).

7. Related Information

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




8. Report Inquiries

- TYM Corporation, Management Support Team
- Address: 52, Jangmun-ro, Yongsan-gu, Seoul, Republic of Korea
- Email: esg@tym.world

9. Additional Information

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

Interactive PDF Guide

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CEO MESSAGE

Dear valued stakeholders of TYM,

The year 2025 placed a heavy burden on the industrial and trade environment, as America First policies and the wide-ranging tariff and trade pressures that followed took hold. Amid strategic competition among major powers, resources and food were turned into weapons, and deepening geopolitical conflicts accelerated a fragmentation that reshaped the world around us. Global warming, meanwhile, has become a primary driver of unpredictable and extreme weather such as droughts, floods, and heat waves, striking at the very heart of agriculture and reshaping where and how crops can grow. In response, agriculture and the agricultural machinery market are moving beyond their labor-intensive past toward a sustainable future, one into which autonomous driving, AI, precision agriculture, and weather forecasting systems are being woven at a remarkable pace.

Against this challenging backdrop at home and abroad, TYM has stayed its course and delivered tangible results, securing competitiveness in the global market to create economic value, realizing customer value grounded in quality management, and pursuing lasting shared growth with local communities.

To bring its ESG vision, "Innovative Legacy for the Next Generation," to life, TYM never relents in developing products that are kinder to the environment than conventional internal combustion engines. Tractors demand immense instantaneous power and must endure the harshest of working conditions, and the technical constraints are formidable. Yet our sincere commitment to the planet endures, carried forward through the advancement of autonomous driving technology and the development of hydrogen, CNG, and biodiesel tractors.

To elevate customer value, TYM set fundamental quality innovation in motion in February 2025, strengthening its former Quality Division into the TQM (TYM Quality Management) Division and establishing a new TQM Innovation Team. With this, we are examining and improving quality on a zero base in every dimension, from product to service to parts. Through customer invitation events, we listen directly to the Voice of Customer (VOC) from the customers who stand at the center of our work, reflecting their insights in our products to deliver ever greater value. In North America, TYM earned first place in overall satisfaction in the tractor

category of the 2025 North America Dealer's Choice Award, hosted by the North American Equipment Dealers Association (NAEDA), following a rigorous evaluation across 12 items including product quality, parts service, supply stability, and after-sales support.

To embed sustainability throughout the company and manage ESG risks, TYM sets and acts on ESG KPIs and mid-to-long-term goals, and sustains a balanced governance structure by appointing outside directors of proven expertise and independence. We are also advancing an active shareholder return policy through steady dividends, and this year we further enhanced shareholder value by retiring KRW 22 billion worth of treasury shares.

This is the future TYM is building, a world that remains a sustainable home for humanity and a haven where a better tomorrow can take root. We humbly ask for your continued support and encouragement as TYM moves toward that sustainable tomorrow.

Kim, Hi Yong, Chairman and CEO
Kim, So Won, President and CEO



INTRODUCTION

Company Overview

Established in 1951, TYM operates agricultural machinery businesses including tractors, combine harvesters, and rice transplanters, as well as a tobacco filter business, as its core operations. In June 1973, it was listed on the securities market of the Korea Exchange, and in 2021 it changed its corporate name from Tong Yang Moolsan Co., Ltd. to TYM to advance as a global agricultural machinery specialist. In 2022, TYM merged with Kukje Machinery Co., Ltd., which possessed proprietary engine manufacturing technology, and by holding TYMICT, which researches telematics and autonomous driving technologies, and ROOT, which manufactures implements, as subsidiaries, it has grown into an advanced agricultural machinery company with capabilities spanning main body, engine, and implement production as well as autonomous driving technology. Building on its success in the North American market, TYM has secured global competitiveness, and in November 2024 it completed the establishment of its European subsidiary, TYM EUROPE B.V., in Amsterdam, the Netherlands, a prime location for European logistics. In this way, TYM is rising as an icon of future agriculture by responding to the diverse needs of the global market and developing sustainable technologies.

Company Name	TYM Corporation
Headquarters	52, Jangmun-ro, Yongsan-gu, Seoul, Republic of Korea
CEO	Hiyong Kim, Sowon Kim
Date of Establishment	September 28, 1951
Key Business Areas	Agricultural Machinery and Tobacco Filter Manufacture/Sales
No. of Employees	1,089 (as of December 31, 2025)
Website	group.tym.world

TYM AT A GLANCE

(on a consolidated basis)

Total Assets

KRW **852.4** billion

Revenue

KRW **929.4** billion

Operating Income

KRW **64.1** billion

Net Income

KRW **40.1** billion

Credit Rating

(Korea Ratings, as of June 20, 2025)

BBB- Stable

KCGS ESG Rating

C
















Sustainvest ESG Rating

A

Business Overview

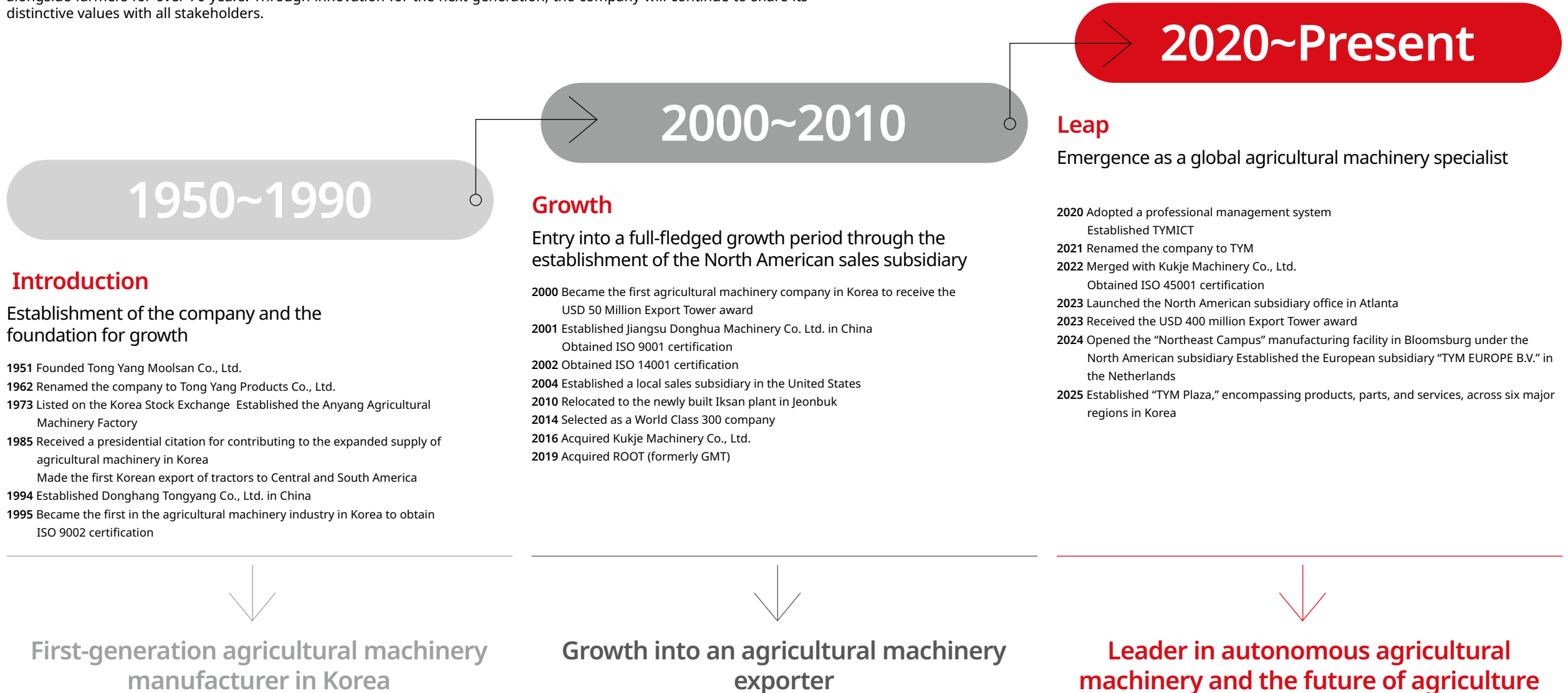
By forming a vertically integrated structure across its major affiliates, TYM operates a distinctive agricultural machinery business model that has secured production capabilities for agricultural machinery bodies, engines, and implements, as well as autonomous driving technology. The filter business also continues its solid growth by maintaining ongoing partnerships with key global clients. TYM's main production sites are its agricultural machinery factories in Iksan and Okcheon, which produce

agricultural machinery such as tractors, combine harvesters, and rice transplanters, and its filter factory in Jincheon, which produces and sells tobacco filters such as carbon composite filters and acetate filters. The agricultural machinery produced is sold through regional dealerships. Sales and distribution of agricultural machinery for the North American market are handled by TYM NORTH AMERICA and the Global Business Division.

	TYM			TYM NA		TYM EUROPE B.V.	ROOT	TYM ICT
Classification								
Business Areas	Agricultural Machinery		Engines	Tobacco Filters	tractors	tractors	Agricultural Equipment	Smart Solution
	Tractors machines for towing implements or supplying power in a wide range of environments, such as farming, tillage, livestock, and construction	Combine Harvesters machines for harvesting, threshing, and sorting crops such as rice, beans, and barley	Rice Transplanters machines for transplanting seedlings grown from seed	Eco-friendly engines that combine high output and efficiency	Various activated carbon filters, including carbon composite filters, acetate filters, and electronic cigarette filters		Tractor implements	Autonomous driving, telematics, and precision agriculture research
Key Products	1 T130 2 T115 3 T76 4 T4058 	1 TH1200 2 CX6130 3 HJ6135 	1 RGO-690 2 PRJ83  	1 D3400T 	1 T25 2 T3025, T474 3 T574, T4058 4 T5075 	1 T255 2 F50 3 5025   	Autonomous driving system, telematics 	

TYM HISTORY

As a first-generation agricultural machinery manufacturer in Korea, with tradition and experience, TYM has stood alongside farmers for over 70 years. Through innovation for the next generation, the company will continue to share its distinctive values with all stakeholders.



1950~1990

Introduction

Establishment of the company and the foundation for growth

- 1951 Founded Tong Yang Moolsan Co., Ltd.
- 1962 Renamed the company to Tong Yang Products Co., Ltd.
- 1973 Listed on the Korea Stock Exchange Established the Anyang Agricultural Machinery Factory
- 1985 Received a presidential citation for contributing to the expanded supply of agricultural machinery in Korea Made the first Korean export of tractors to Central and South America
- 1994 Established Donghang Tongyang Co., Ltd. in China
- 1995 Became the first in the agricultural machinery industry in Korea to obtain ISO 9002 certification



First-generation agricultural machinery manufacturer in Korea

2000~2010

Growth

Entry into a full-fledged growth period through the establishment of the North American sales subsidiary

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



Growth into an agricultural machinery exporter

2020~Present

Leap

Emergence as a global agricultural machinery specialist

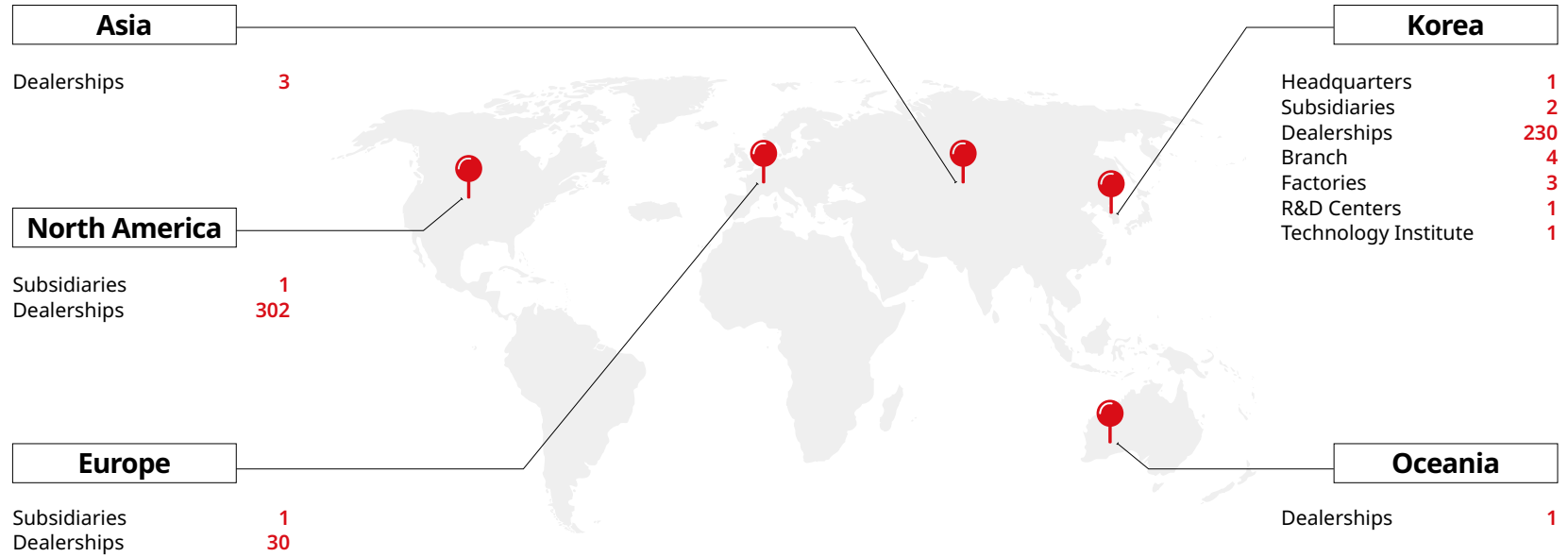
- 2020 Adopted a professional management system Established TYMICT
- 2021 Renamed the company to TYM
- 2022 Merged with Kukje Machinery Co., Ltd. Obtained ISO 45001 certification
- 2023 Launched the North American subsidiary office in Atlanta
- 2023 Received the USD 400 million Export Tower award
- 2024 Opened the "Northeast Campus" manufacturing facility in Bloomsburg under the North American subsidiary Established the European subsidiary "TYM EUROPE B.V." in the Netherlands
- 2025 Established "TYM Plaza," encompassing products, parts, and services, across six major regions in Korea



Leader in autonomous agricultural machinery and the future of agriculture

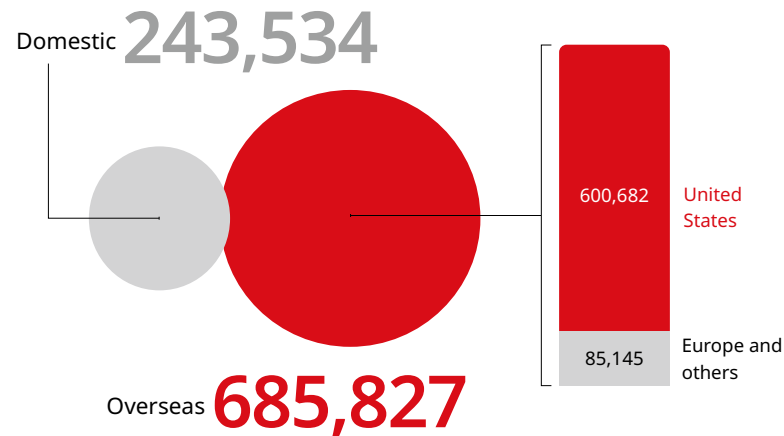
Global Network

TYM operates two overseas subsidiaries, four domestic branches, and 566 domestic and overseas dealerships across 37 countries worldwide. North America remains the company's primary market and the focus of its ongoing investment, and in November 2024 TYM established its first local subsidiary in the Netherlands to enter the European market. In addition, the company further strengthened customer-centered management by opening TYM Plaza, which encompasses products, parts, and services, across six major regions in Korea. Going forward, TYM will continue to focus on reliable quality and the development of eco-friendly, high-efficiency products to maximize the satisfaction of all customers.



Revenue by Region

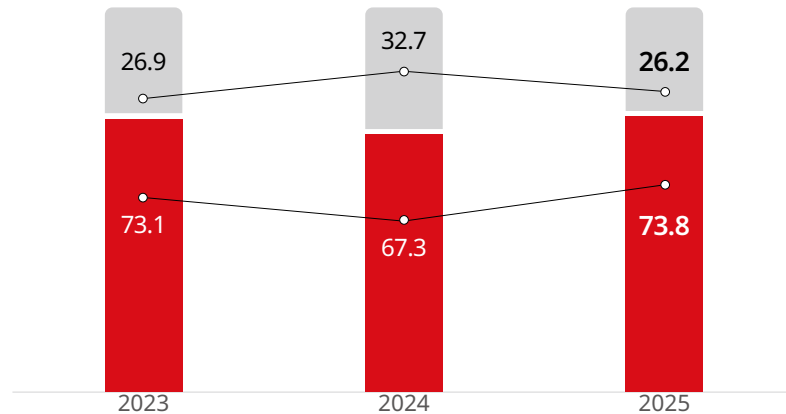
(on a consolidated basis, unit: KRW million)



Export Revenue Ratio

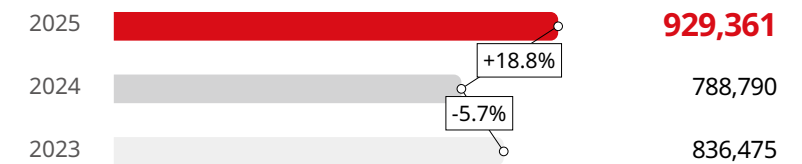
(on a consolidated basis, unit: %)

● Overseas ● Domestic



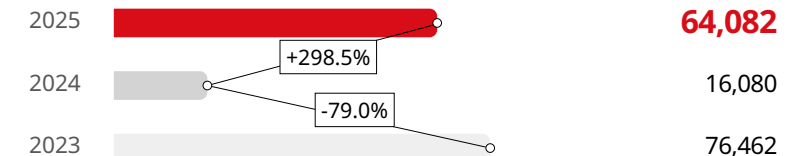
Revenue by Year

(on a consolidated basis, unit: KRW million)



Operating Income by Year

(on a consolidated basis, unit: KRW million)



OUR BUSINESS



10 TYM VALUE CHAIN
11 2025 AT A GLANCE

TYM VALUE CHAIN

1 Purchase from Suppliers

KRW **375.9** billion

2 Investment

Sustainable Investment of KRW **2.1** billion¹⁾

3 Production

Tractors **22,252** units

Combine Harvesters **522** units

Rice Transplanters **844** units

Filters **8,091,445** C/S

4 Transportation

Packaging Cost KRW **4.1** billion

Shipping Cost KRW **1.5** billion



5 Sales

Tractors KRW **678.3** billion

Combine Harvesters KRW **35.9** billion

Rice Transplanters KRW **21.6** billion

Filters KRW **79.6** billion

6 Economic Performance

Revenue **929.4** billion

Operating Income **64.1** billion

Net Income **40.1** billion

7 Distribution of Economic Performance

Community Donations **1.05** billion

Employee Compensation **82.3** billion

Shareholders and Investors **11.6** billion

1) Sustainable Investment : environmentally friendly investments such as web catalogs and eco-friendly building certifications

2025 AT A GLANCE

ECONOMY

Units Sold

25,764 units

Revenue

KRW 929.4 billion

R&D Investment

KRW 22.2 billion

Export Ratio

73.8 %

Operating Income

KRW 64.1 billion

ENVIRONMENT

Greenhouse Gas Emissions

12,419 tCO₂eq

Energy Consumption

236,959 GJ

Water Consumption

95,174 m³

Waste Recycling Rate

61.2 %

Sustainable Product Revenue

KRW 132.3 billion

Sustainable Investment

KRW 2.1 billion

Environmental Management System Certification

ISO 14001

SOCIAL

Supplier ESG Assessment

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Quality Management System Certification

ISO 9001

Occupational Health and Safety Management System Certification

ISO 45001

GOVERNANCE

Ratio of Outside Directors on the Board

50 %

Compliance with Key Corporate Governance Indicators¹⁾

53.3 %

1) Based on the May 2025 Corporate Governance Report



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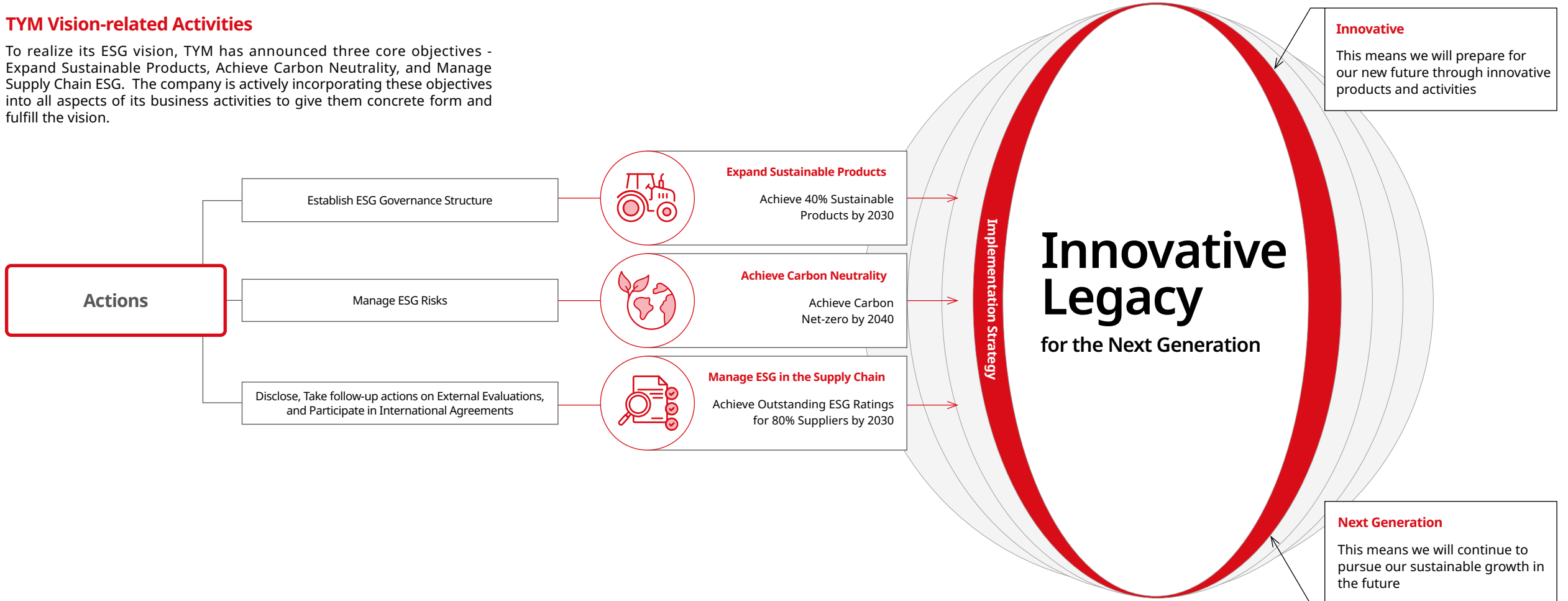
SUSTAINABILITY HIGHLIGHTS

ESG VISION

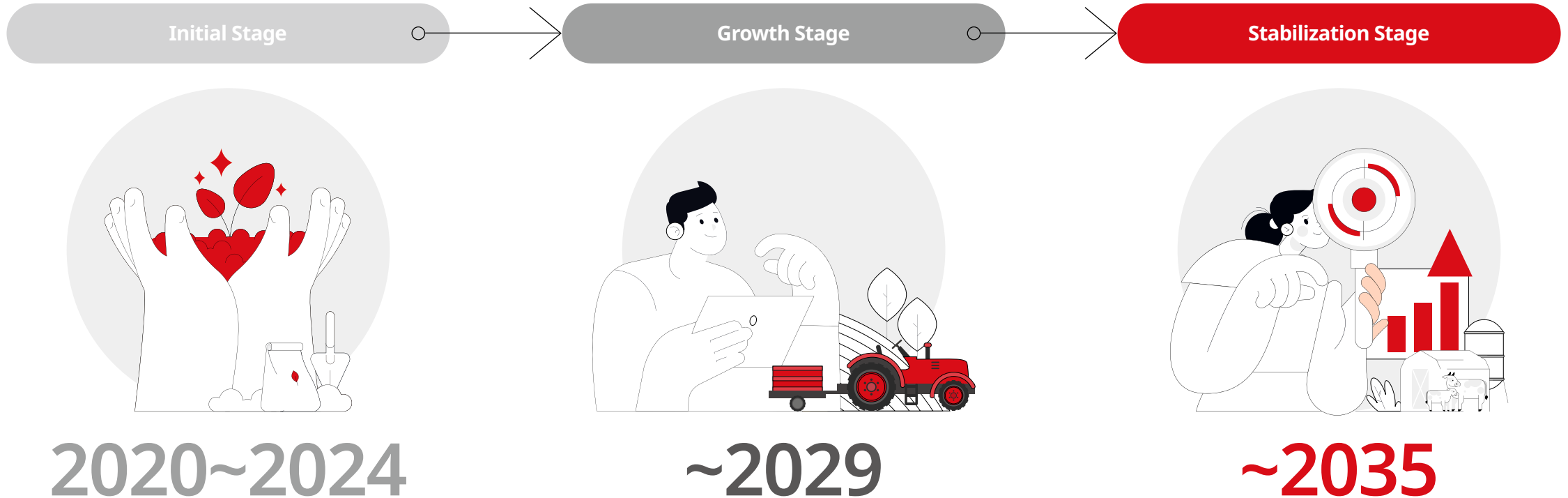
TYM's ESG vision, "Innovative Legacy for the Next Generation," embodies its commitment to sharing TYM's innovative assets and building the future together through sustainable growth, so that future generations can grow alongside our own in a better world.

TYM Vision-related Activities

To realize its ESG vision, TYM has announced three core objectives - Expand Sustainable Products, Achieve Carbon Neutrality, and Manage Supply Chain ESG. The company is actively incorporating these objectives into all aspects of its business activities to give them concrete form and fulfill the vision.



TYM ESG Mid-to-Long-term Implementation Road Map



Initial Stage

Growth Stage

Stabilization Stage

2020~2024

~2029

~2035

Key Tasks

- Internalize ESG management and standardize related activities
- Establish and monitor ESG KPIs and pursue continuous improvement
- Establish management standards and compile greenhouse gas emissions (Scope 1, 2)
- Establish a Product Environmental Regulation Response System (TCMS¹⁾)

- Establish a company-wide greenhouse gas inventory
- Expand sustainable products to 35%
- Advance ESG KPIs and reflect them in performance evaluation
- Expand and stabilize the TCMS scope
- Introduce renewable energy

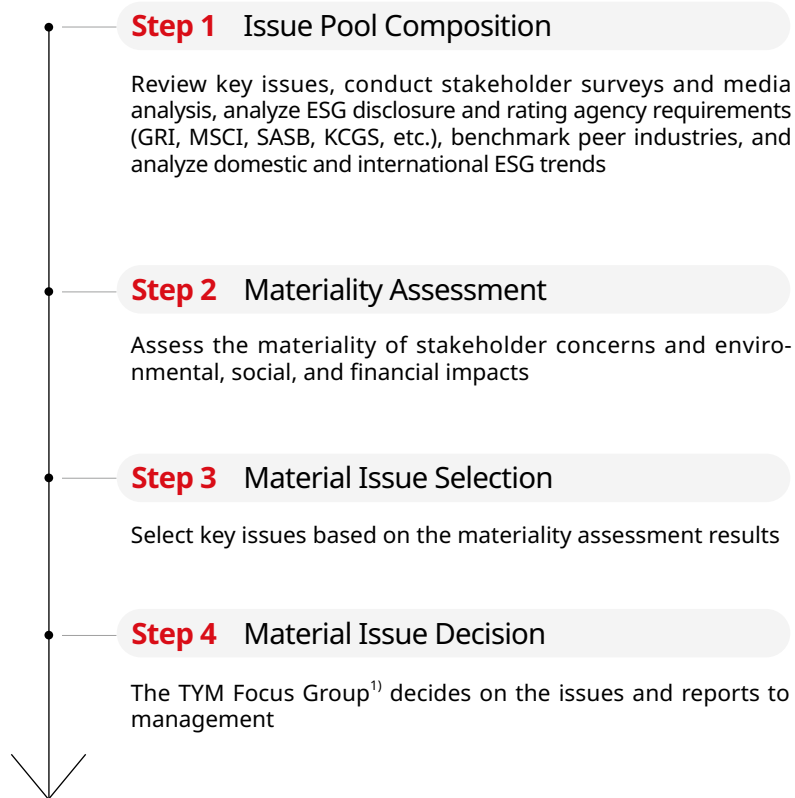
- Mandate ESG report disclosure
- Declare RE100 and carry out the system transition
- Advance supply chain ESG risk management

1) TCMS (TYM Chemicals Management System): a system for managing hazardous substances in TYM's products

DOUBLE MATERIALITY ASSESSMENT

TYM conducts a double materiality assessment based on the GRI (Global Reporting Initiative) Standards, the sustainability reporting guidelines, to identify and manage the key issues that may affect its sustainability. By identifying both the issues that stakeholders consider material and those that TYM considers material to its business, and reflecting them in its mid-to-long-term goals, the company will continuously enhance its sustainability management.

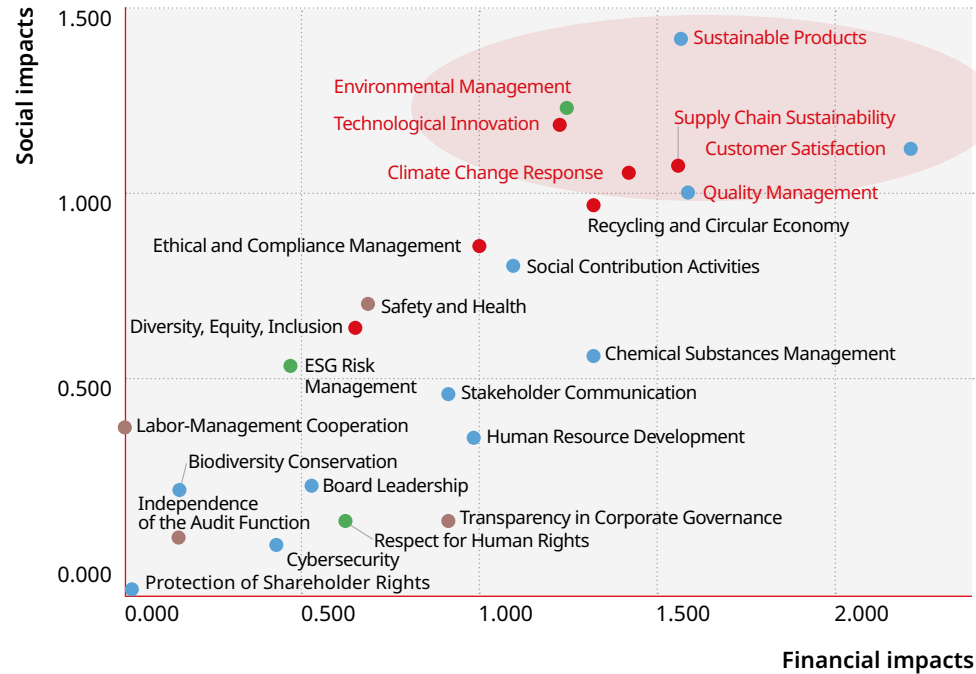
Double Materiality Assessment Process



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 ESG management trends and issues to curate the issue pool for 2024. Considering that each issue cannot be improved or resolved through short-term activities, TYM selected the same material issues for 2025 as in 2024 in order to establish a mid-to-long-term response system.










2024 Material Issue	TYM Focus Group Selection	2025 Material Issue
Customer Satisfaction	Customer Satisfaction	Customer Satisfaction
Sustainable Products	Sustainable Products	Sustainable Products
Supply Chain Sustainability	Supply Chain Sustainability	Supply Chain Sustainability
Quality Management	Quality Management	Quality Management
Climate Change Response	Climate Change Response (Environmental Management) ¹⁾	Climate Change Response (Environmental Management) ¹⁾
Environmental Management	-	-
Technological Innovation	Technological Innovation	Technological Innovation
-	-	-
-	Ethical and Compliance Management ²⁾	Ethical and Compliance Management ²⁾

1) "Climate Change Response" and "Environmental Management" were merged and adjusted by the TYM Focus Group to address environmental issues comprehensively.







2) "Ethical and Compliance Management" is included as a key focus area to intensively manage corporate transparency, security, and related areas.

KEY ESG ISSUES

Key Issue	TYM Approach	TYM Activities
 Customer Satisfaction	TYM actively communicates with both existing and potential customers and continuously improves customer-centered quality and service.	<ul style="list-style-type: none"> • AI Callbot • Participation in Exhibitions • Awards Ceremony for Dealership Engineers • Invitation Events for Top North American Dealers
 Sustainable Products	To enhance the sustainability of its production facilities and products, TYM focuses on securing and applying eco-friendly technologies and developing eco-friendly products, and plans to expand the share of sustainable products to 50% by 2040.	<ul style="list-style-type: none"> • Eco-Friendly Tractors • Use of Eco-Friendly Materials • Establishment and operation of a product environmental regulation response system (TCMS: TYM Chemicals Management System)
 Quality Management	TYM has obtained global quality management system (ISO 9001) certification and conducts quality management that prioritizes quality across the entire 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 Organizations
 Supply Chain Sustainability	TYM places the highest priority on shared growth with its supply chain and recognizes its importance. The company provides multifaceted support to strengthen the sustainability of its supply chain.	<ul style="list-style-type: none"> • Supplier Code of Conduct • Supplier Management and Evaluation • Supplier Shared-Growth Program (Q-Academy)
 Climate Change Response (Environmental Management)	TYM's business is rooted in agriculture, which is highly sensitive to climate change. The company actively responds to climate change by reducing greenhouse gas emissions generated at its plants.	<ul style="list-style-type: none"> • Use of Renewable Energy • Recycling and Circular Economy • Biodiversity Conservation
 Technological Innovation	TYM is dedicated to continuous technological development to create products that satisfy both the planet and its users.	<ul style="list-style-type: none"> • Autonomous Driving Technology • Telematics • Biodiesel Tractors • CNG Tractors
 Ethical and Compliance Management	TYM complies with laws and ethics and fulfills its corporate role and social responsibility.	<ul style="list-style-type: none"> • Code of Ethics • Grievance Handling System • Independence of the Audit Function

STAKEHOLDER COMMUNICATION

TYM identifies its key stakeholders as customers, shareholders and investors, employees, suppliers, and local communities, and identifies the issues relevant to each to reflect them in its management activities. Going forward, TYM will give concrete form to transparent and continuous communication with its diverse stakeholders, and fulfill its corporate social responsibility by preventing potential problems and complying with laws and codes of conduct.

Stakeholders	Definition of Stakeholders	Communication Channels	Major Issues
 Customers	Stakeholders who receive TYM's products and services	Exhibitions, Customer Care Center, Customer Satisfaction Surveys, Website	Quality, information protection, ethical management, communication
 Shareholders and Investors	Stakeholders who provide financial capital	General Meeting of Shareholders, Management Disclosures, IR Briefings	Governance soundness, enhancement of corporate value, risk management, transparent disclosure
 Employees	The primary agents of TYM's management activities		
 Suppliers	Stakeholders who supply the parts and services needed for management activities	Supplier Meetings	Fair trade, shared growth, smooth communication
 Local Communities	Residents of areas where worksites are located and community stakeholders affected by business activities	Social Contribution Activities, Biodiversity Conservation Activities, etc.	Environmental protection, contribution to the local economy, job creation, social contribution
 Government and Local Authorities	Stakeholders who influence TYM's management activities by enacting laws and determining regulatory levels, etc.	Public Hearings, Meetings, etc.	Response to laws and policies, job creation, industry trends

SUSTAINABLE PROGRESS & PERFORMANCE

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01

ENVIRONMENT



Climate Change Response

Accelerating global warming has left regions across the world grappling with floods, droughts, and abnormal temperatures, which in turn trigger the cascading destruction of ecosystems. Through the 2016 Paris Climate Agreement, 195 countries agreed to hold the rise in global average temperature to well below 2°C above pre-industrial levels, and to pursue efforts to limit the increase to 1.5°C. Yet at COP30, the 30th Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC), held in 2025 on the tenth anniversary of the Paris Agreement, UN Secretary-General António Guterres acknowledged that the 1.5°C target had not been met. At this turning point, COP30 President André Corrêa do Lago called for the submission of new Nationally Determined Contributions (NDCs) in the spirit of a global *mutirão*.¹⁾ As the world strengthens multilateralism to curb rising temperatures, TYM is doing its part, having established “2040 Carbon Net-Zero” as one of its three core ESG goals and set achievable targets through which it joins the international community’s response to climate change.

1) *mutirão*: a traditional Brazilian indigenous practice of solidarity and cooperation, a system of mutual aid in which all members of a community voluntarily come together to work, pooling collective effort to complete a large project.

Environmental Management System

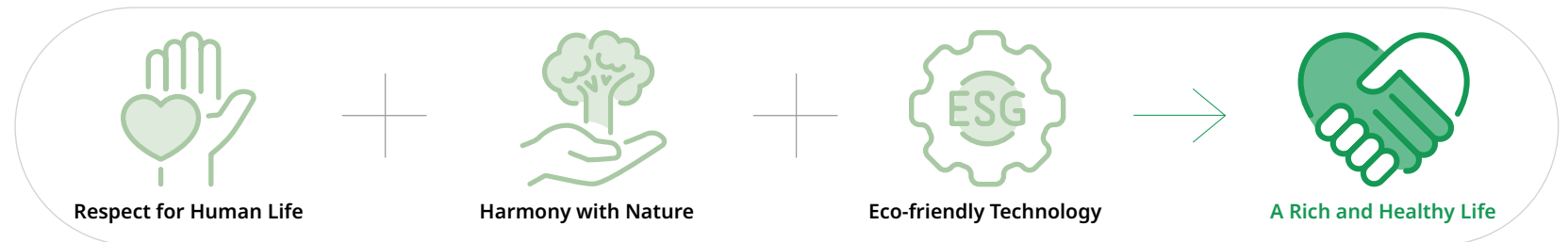
At TYM, environmental stewardship is the top priority in corporate management, and the company leads the way in environmental management. Having obtained ISO 14001 environmental management system certification, TYM sets and pursues annual targets for related activities, such as improving energy efficiency and minimizing waste generation across the entire process from production to disposal. Through its Safety Management Team, which is dedicated to environment and safety at each worksite, TYM conducts internal audits to verify the effectiveness of its environmental management system, and ensures the effectiveness of its operations by obtaining certification audits from a third-party certification body. Furthermore, in March 2025, TYM provided dissemination training for ISO Key-man¹⁾ on climate change matters that stakeholders are expected to require under each of the ISO 9001, 14001, and 45001 standards.

1) ISO Key-man : personnel responsible for carrying out departmental duties, monitoring compliance, and pursuing continuous improvement in order to meet the requirements of ISO standards and internal standard documents.

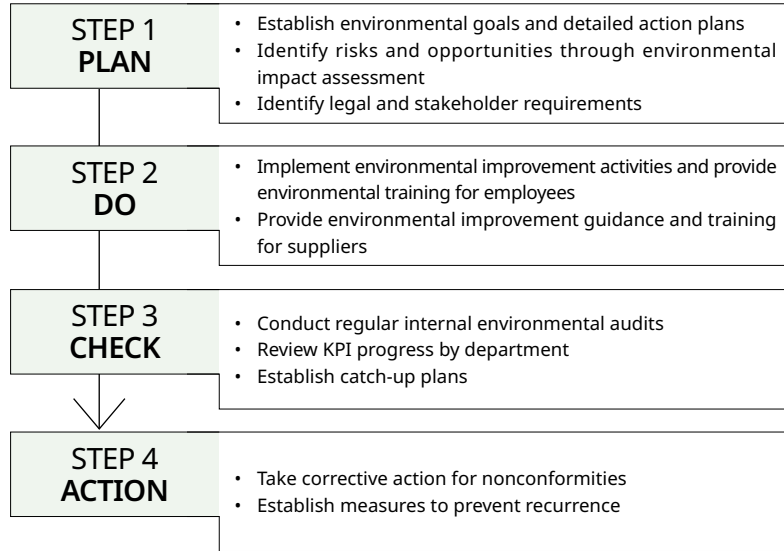
ISO 14001 Certification

Worksite	Certification Body	Validity Period
Iksan / Okcheon Plants	DNV	February 2026 - February 2029

TYM’s Approach to Environmental Management

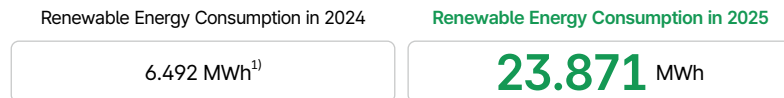


Environmental Management System

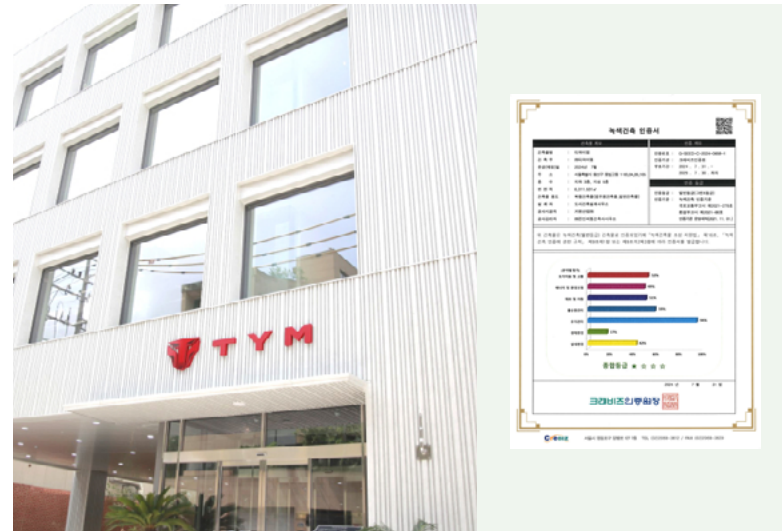


Renewable Energy Use

In August 2024, TYM completed and relocated to its new headquarters building in Dongbinggo-dong, Yongsan-gu. Designed with environmental considerations from the earliest stages, the new building has obtained G-SEED (Green Standard for Energy and Environmental Design) certification and is equipped with rooftop solar power generation facilities, which meet a portion of its electricity consumption with renewable energy. By using solar-generated power, TYM has achieved greenhouse gas reductions equivalent to the amount of electricity generated. Climate change risks are being emphasized worldwide, and the impact of climate-related issues is steadily growing. Going forward, TYM will respond swiftly to the effects of climate change by reviewing and analyzing energy consumption at each worksite to pursue effective energy reduction activities, and will expand the introduction of renewable energy from 2026 to contribute to the protection of the global environment.



¹⁾ Cumulative total for September–December 2024; revised due to an error in the previous year's aggregation (8.531 → 6.492)



Yongsan Headquarters

G-SEED Certificate

Eco-friendly Vehicles

TYM's primary business is the manufacture of agricultural machinery, and the nature of this work entails frequent business trips and long travel distances across the country. Accordingly, to prevent air pollution and conserve fossil energy, the company is gradually transitioning its vehicle fleet from conventional internal combustion engine vehicles to eco-friendly vehicles.¹⁾ As of 2025, the fleet comprises a total of 160 vehicles, of which 82 are eco-friendly. Going forward, TYM will continue to bear in mind the importance of the environment and strive to preserve it in the communities where it operates.

¹⁾ Eco-friendly vehicles: electric vehicles, solar-powered vehicles, hybrid vehicles, hydrogen electric vehicles, and the like, as defined under Article 2 of the Act on Promotion of Development and Distribution of Environment-friendly Motor Vehicles.

Water Resources Management

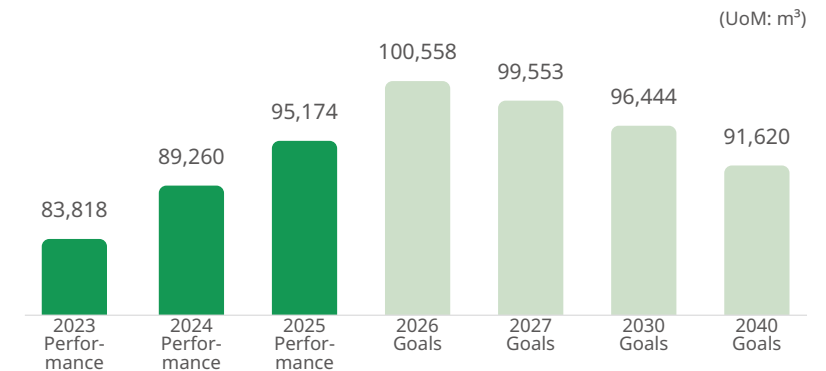
To minimize its impact on ecosystems, TYM strictly complies with legal wastewater discharge standards for both the process wastewater and the general domestic wastewater it generates, discharging it only after purification through processes such as chemical treatment. TYM also conducts regular facility inspections to keep levels within the standard limits, ensuring that its internal management standards are continuously maintained.

TYM Water Pollution Management Standards

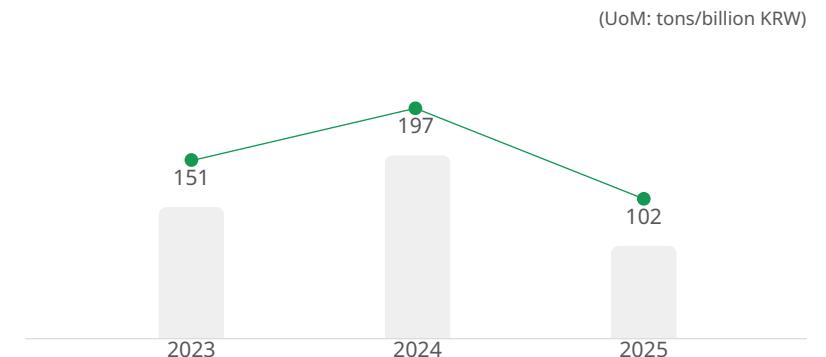
Category	Total Organic Carbon (TOC)	Suspended Solids (SS)	Total Nitrogen (T-N)	Total Phosphorus (T-P)
Legal Standard	75 or below	120 or below	60 or below	8 or below
TYM Management Standard	75 or below	120 or below	60 or below	8 or below

*The Jincheon plant does not generate industrial wastewater and is therefore not applicable. The standards above are the industrial wastewater management standards for the Iksan and Okcheon plants.

Water Consumption



Water Usage Intensity



Waste Management

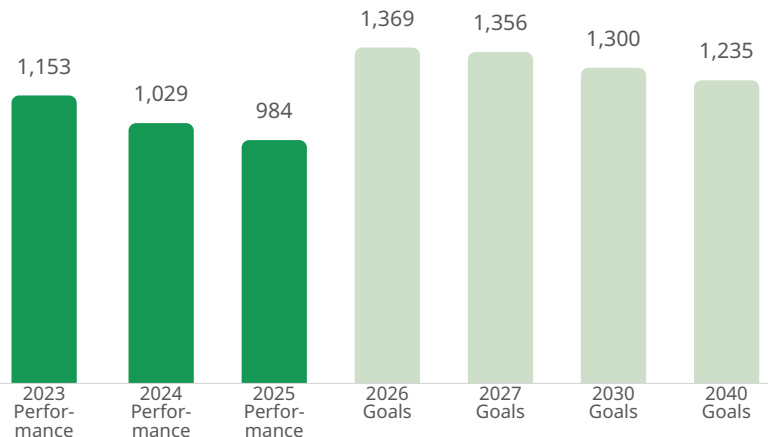
In accordance with its environmental impact process, TYM conducts environmental impact assessments at all of its worksites every three years. The company identifies as high-environmental-impact waste both the wooden pallets and packaging waste generated upstream, in processes such as supplier deliveries, and the paint sludge and packaging materials generated downstream, in the production process and the shipment of products and parts.

Based on the environmental impacts identified, TYM carries out activities to reduce waste generation by improving the way suppliers deliver raw materials. It encourages deliveries on standard pallets, provides steel pallets free of charge, promotes the use of reusable, recycled pallets, and pursues the reuse of wooden pallets among member companies of the Agricultural and Industrial Complex Council, thereby minimizing the generation of waste wood.

The company has also switched from paper boxes to returnable danpla (corrugated plastic) boxes and standard parts boxes for its deliveries, reducing paper waste. In addition, the disposable wrapping and plastic film previously used for inbound packaging have been replaced with reusable alternatives, reducing plastic waste. Separately, to sort and process the waste generated in its production processes, TYM operates a dedicated waste storage facility and monitors the results of its waste treatment contractors on a monthly basis.

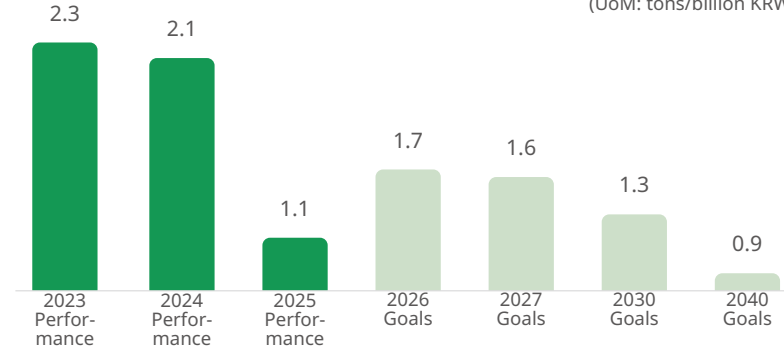
Waste Generation (General + Designated)

(UoM: ton)



Waste Intensity

(UoM: tons/billion KRW)



Air Pollution Management

TYM applies internal management standards that are stricter than those required by law to control its air pollutant emissions, and in 2022 it established a Factory Energy Management System (FEMS) to continuously monitor all gases and particles released into the atmosphere. In addition, to meet statutory emission management standards, TYM replaces the activated carbon in its air pollution prevention facilities once every four months, and through certified external agencies it regularly measures specific air pollutants such as nitrogen oxides (NOx) twice a month, and dust and total hydrocarbons (THC) twice a year.

Classification	Nitrogen Oxides (NOx)	Sulfur Oxides (SOx)	Dust	Total Hydrocarbons (THC)	Measurement Method
Internal Management Standard	150 ppm	200 ppm	30 mg/Sm ³	40 ppm	1. NOx, SOx, THC: Automatic Measuring Equipment 2. Dust: Gravimetric Method
2025 Annual Average Emissions – Iksan Plant	0 ppm	0 ppm	3.28 mg/Sm ³	6.07 ppm	
2025 Annual Average Emissions – Okcheon Plant	0.01 ppm	0 ppm	0.04 mg/Sm ³	0.08 ppm	

Chemical Substances Management and Product Environmental Regulation Response

In accordance with its Environmental, Health, and Safety (EHS) Policy, TYM operates and complies with a chemical substances management process. Personnel who handle chemical substances undergo periodic training to prepare for potential emergencies and conduct emergency response drills. By improving its manufacturing processes, TYM works to reduce its use of chemical substances and minimize the generation of pollutants, striving to create safe and pleasant worksites.

Product Environmental Regulation Response System (TCMS)

Faced with expanding environmental regulations such as CP65 and PFAS, customer demands for material content information, and shifting consumer awareness of eco-friendly products, TYM recognized the limits of gathering information and carrying out such work at the department level. Accordingly, as a company-wide, large-scale system for collecting extensive material content information became necessary to enable joint response with its supply chain, TYM began building its Product Environmental Regulation Response System (TCMS)¹⁾ in November 2024 and completed it in 2025.

The system collects material content information, together with material composition documents such as MSDS, MDS, and Mill/Sheets, for more than 15,000 components based on the Bill of Materials (BOM), and it streamlines the identification, registration, and use approval of regulated substances within its database. Suppliers can also register information themselves, securing a foundation for continuous management.

1) TCMS : TYM Chemicals Management System

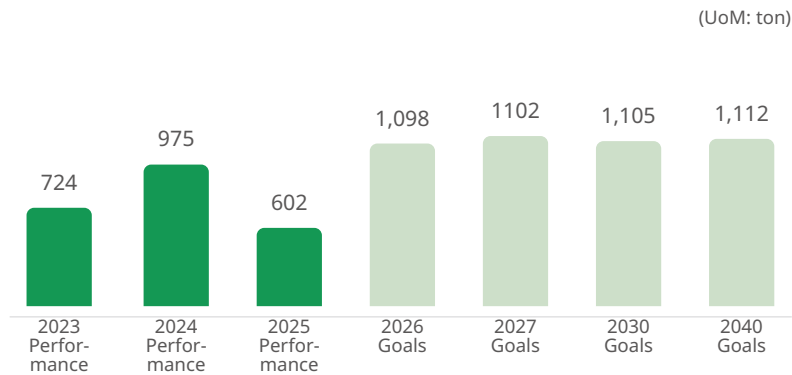
Hazardous Substance Management Standards

Category	Definition
Level A-I (Prohibited Substances)	Substances regulated under the EU RoHS Directive, prohibited for use in products, - e.g., Pb, Cd, Hg
Level A-II (Restricted Substances)	Substances restricted by national laws or international agreements other than the EU RoHS Directive - e.g., TSCA-PBT5, TPCH, CP65
Level B-I (Voluntary Reduction Substances)	Substances that are not yet clearly regulated but have become consumer or social concerns, and substances that TYM voluntarily phases out over a set period - e.g., PVC, Sb, Be, combustion-type flame retardants, and phthalates

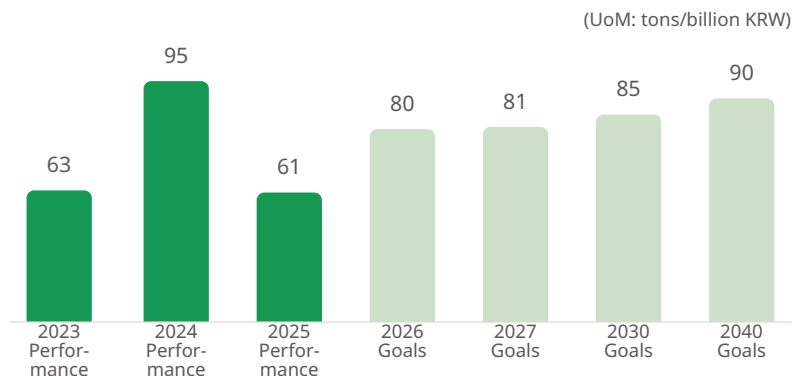
Recycling and Circular Economy

A circular economy is an economic system that aims to use resources efficiently and minimize waste. By improving resource efficiency and minimizing resource consumption, it seeks to reduce the negative effects of climate change and the destruction of natural ecosystems. To minimize its environmental impact, TYM not only reduces waste generation by replacing the packaging materials of its products and parts with eco-friendly materials, but also manages its environmental footprint and builds a sustainable business model by pursuing a range of internal environmental improvement activities.

Recycled Waste



Waste Recycling Rate



Eco-friendly Packaging and Reuse

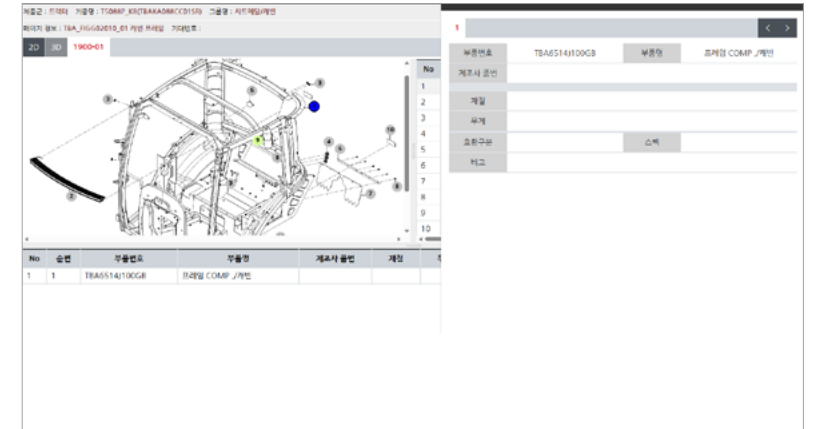
As part of its environmental protection efforts, TYM strives to reduce resource waste by using recyclable or renewable resources. For the packaging of products and goods generated during the production and transportation stages, the company uses eco-friendly materials such as paper, vegetable-based ink printing, and biodegradable kraft taping. For paper packaging, it works to reduce excessive packaging and unnecessary resource use by using appropriately sized boxes and, for small shipments, envelopes. TYM also encourages the use of reusable materials for the packaging of goods received from suppliers. Wooden pallets, which generate large amounts of waste wood, are replaced with reusable, recycled pallets or steel pallets for logistics transport. Paper boxes have been replaced with returnable danpla (corrugated plastic) boxes and reusable standard boxes, and wrapping film with reusable plastic film, ensuring not only resource conservation and sustainability but also the health and safety of product users and workers.

Internal Eco-friendly Activities

TYM has achieved waste reduction and shorter forklift operating times by upgrading its urea-solution refueling process. Previously, using the 200-liter plastic drums required for urea-solution refueling meant that the drums had to be moved by forklift. By switching to a 1,500-liter dispenser, TYM has eliminated forklift use and made repeated reuse of the dispenser possible, minimizing its environmental impact. In addition, the Iksan plant has newly introduced high-efficiency equipment such as inverters for heating and cooling, and has installed additional ceiling fans in its prototype room to improve efficiency.

TYM has also introduced TPCS (TYM Parts Catalogue System), an electronic catalogue system that digitized the parts catalogues previously supplied to dealerships in printed form, allowing users to access, review, and respond to them easily in a variety of environments. Contracts previously managed manually have also been switched to electronic contracts (electronic documents) using electronic signatures, with 2,987 contracts signed electronically in 2025. This has addressed the security vulnerabilities of paper documents while conserving resources and improving management efficiency.

Within the company, TYM has launched a TYM Welcome Kit for employees and actively encourages its use. By providing employees with tumblers bearing the TYM logo and design, as well as eco-friendly diaries printed with FSC-certified materials and soybean-oil ink, TYM enhances employees' goodwill toward the company while reducing the consumption of single-use items.



TPCS Screen



TYM Welcome Kit

Sustainable Products

Around the world, consumer interest in and preference for sustainable products and the circular economy are rising. Such products and practices create economic value while taking environmental and social responsibility into account. From the product planning stage, TYM actively applies materials and components that minimize impact on the environment and human health, and is gradually expanding these efforts through collaboration with experts. Moving forward, TYM aims to achieve its 2040 Carbon Net-Zero target by further diversifying its sustainable product technologies.

Biodiesel Tractor 'F50RD'

TYM developed the biodiesel tractor 'F50RD' to suit the conditions of Indonesia, where the climate is hot and humid and machines are operated for long hours. Biodiesel is a fuel made by chemically processing vegetable or animal oils so that it can be used like diesel. Whereas fossil fuels release new carbon dioxide each time they are used, biodiesel emits only the carbon dioxide that the plants absorbed as they grew. It also has a low sulfur content, which helps reduce fine dust, and its lubricity is superior to that of conventional diesel, which can help extend engine life. In countries where the adoption of new and renewable energy such as hydrogen is relatively slow due to infrastructure constraints, biodiesel plays an important role in energy self-sufficiency. It is contributing in particular to reducing carbon dioxide emissions in Indonesia, the world's largest producer and exporter of palm oil.



F50RD Tractor

Biodiversity Conservation

Ecological Restoration Activities

Agriculture, which depends on harmony with nature, is the foundation of TYM's business, and the company shares the importance of nature conservation with all its stakeholders. Recognizing the effects of changes in ecosystems, TYM pursues a range of activities to conserve biodiversity while fulfilling its role as a member of the local community. Since 2024, TYM's Iksan plant has donated the proceeds from its in-house cafeteria to the incorporated association "Green Iksan Campaign Headquarters" each year, contributing KRW 13 million in 2024 and KRW 10 million in 2025. The donations are used for Iksan City's "Five Million Tree-Planting" campaign, funding the creation of green spaces in Sudosan Neighborhood Park, including the planting of trees and the installation of marker stones. Beyond donations, in June 2025, 24 employees of the Iksan plant carried out waste-collection activities in and around the tree-planting area created with the company's donations in Sudosan Neighborhood Park. Meanwhile, in November 2025, 30 employees of TYM's Okcheon plant joined 59 members of the Geumgang Social Cooperative to collect waste and clean up the surrounding environment along the waterfront of the Geumgang River basin near Cheongpungjeong in Gunbuk-myeon, Okcheon-gun. Going forward, TYM will continue to raise its employees' sense of responsibility as members of the local community through a variety of environmental protection activities, and will actively pursue efforts to conserve biodiversity.



Environmental Protection Activities at the Okcheon Plant

02

SOCIAL



Customer Satisfaction

TYM's business is rooted in agricultural machinery, which is closely connected to nature through its foundation in agriculture. Such machinery must deliver great power in irregular and harsh environments, so reliable quality and user-centered safe design are directly linked to customer satisfaction and minimize potential negative impacts on the environment and people. Accordingly, TYM regards customers as key stakeholders who determine the company's sustainability, and strives to systematically manage the safety and quality standards of the products and services that customers encounter. By securing safety at the design stage, strengthening the professional capabilities of its technical personnel, and building a digital-based customer support system, TYM enhances service quality across all customer touchpoints, and it continues improvement activities to build long-term, trust-based customer relationships.

Customer Invitation Events

TYM recognizes customers as key stakeholders and continues direct communication activities to systematically reflect customer feedback in product and service improvements. In 2025, the company held large-scale customer invitation events three times, the first in the industry to do so, creating a forum to hear the Voice of Customer (VOC) directly and to share opinions on overall product safety, quality, and service. In particular, at the first event held in February, TYM officially declared "Quality Reform," placing product quality and customer satisfaction as its top values. As a follow-up, it established the TQM¹⁾ Division to move beyond the existing quality system and build a quality management system spanning all internal and external areas, including management, quality, production, purchasing, and sales.

The customer invitation events moved away from one-way communication centered on product displays and were run as participatory programs combining customer experiences with Q&A sessions. A range of customer opinions was collected, such as "developing domestic high-horsepower models," "expanding optional features," "diversifying certified pre-owned models," and "expanding cost-effective products," and these were shared company-wide, including with management. Such valuable opinions will be reflected in future design, quality improvement, and service enhancement.

Building on these customer-participatory communication activities, TYM is strengthening its product safety and quality management systems and pursuing sustainable business operations by forming long-term, trust-based customer relationships.

1) TQM: an abbreviation of both Total Quality Management and TYM Quality Management, encompassing the meaning of comprehensive quality management.



Customer Invitation Event, February 2025

TYM Technical Advisory Committee

To swiftly advance the “Quality Reform” declared at the customer invitation event, TYM launched the “TYM Technical Advisory Committee” in March 2025. Such committees are typically served by renowned academic authorities or technology developers, but the TYM Technical Advisory Committee focuses on obtaining valuable, practical advice gained in the field through direct communication with farmers, the foundation of agriculture. To this end, it is composed of 36 seasoned farmers from across the country, each with at least 15 years of experience in farming and operating agricultural machinery. The advisory members are organized into groups of three to seven per province, taking into account factors such as the crops they mainly cultivate and the size of their markets. They participated in the advance testing and marketability improvement of new 2026 products, allowing the experience of actual users to be reflected in the products.



TYM Technical Advisory Committee Appointment Ceremony, March 2025

TYM Engineer Technical Competition

Held every two years, the “TYM Engineer Technical Competition” marked its third year in 2025, bringing together industry-leading TYM engineers to compete in skills such as agricultural machinery maintenance and customer service. Judging covered three areas in total, namely maintenance ability, expertise, and basic competencies. Awards were given based on an evaluation of three elements. The first was maintenance proficiency, assessed through the disassembly and diagnosis of engines, transmissions, hydraulics, and electrical systems. The second was a task in which participants described their work procedures, in order to gauge their grasp of technical terminology and maintenance methods. The third was their explanations and program comprehension, reflecting expertise and clarity in the service domain. A select few engineers, chosen through fierce competition in a contest organized into the tiers of Master Craftsman, Craftsman, and Specialist, go on to participate in training and mentoring programs for junior engineers based on their seasoned expertise, which in turn contributes to improving TYM’s overall service quality. Going forward, TYM will make company-wide efforts to continuously enhance its engineers’ comprehensive capabilities and further raise satisfaction with service quality.



TYM Engineer Technical Competition, March 2025

Mobile 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 for tractors, combine harvesters, and rice transplanters ahead of the spring farming season and the autumn harvest, so that farmers can carry out their work without disruption. Safety inspections and repair and maintenance services are provided free of charge on-site, while the actual costs of parts replacement and transportation are billed separately. When repairs cannot be performed on-site, the equipment is moved to a nearby service center or production facility for servicing.

Results of Mobile Repair Service During Peak Farming Seasons

	Spring 2025	Autumn 2025
Service Region	40 cities and counties	39 cities and counties
Personnel and Vehicles Deployed	16 personnel 8 vehicles	14 personnel 8 vehicles
Date	Feb 24, 2025 – Mar 21, 2025	Aug 4, 2025 – Aug 29, 2025
Units Inspected	199 units	175 units
Units Repaired	242 units	222 units
Parts Cost	KRW 32,721 thousand	KRW 22,951 thousand

North American Dealer Technical Training and Achievements

In the North American market, which accounts for a large share of its agricultural machinery revenue, TYM provided “TYM STEP Training” for dealers along with region-specific customized training.

Operated at the Northeast Campus in Bloomsburg, Pennsylvania, “TYM STEP Training” is a four-tier global technical certification program. It systematically develops maintenance skills and problem-solving abilities by linking online theoretical learning through a Learning Management System (LMS) with offline hands-on practice and assessment. The STEP 3 course was held in the first half of 2025 and the STEP 4 course in the second half, and those who completed STEP 4 became eligible to participate in the Chief Engineer Program (CEP),¹ TYM's master engineer system. This has led to the discovery of outstanding technicians and the cultivation of talent, strengthening customer service satisfaction from a long-term perspective.

In addition, taking into account North America's vast geography and the flagship models of each region, TYM provided customized training across five regions: East, Central, North, South, and West. The training focused on improving dealers' understanding of and ability to respond to new products such as the T4058, as well as their maintenance proficiency for each region's flagship models, thereby enhancing customer satisfaction and strengthening market competitiveness.

These continuous efforts to improve service quality bore fruit at the North America Dealer's Choice Award, hosted by the North American Equipment Dealers Association (NAEDA), the largest agricultural machinery distribution network in North America, in which approximately 4,000 member dealers across the United States and Canada participate directly in the evaluation. TYM ranked first in overall satisfaction in the tractor category in 2025. As the award is determined through an in-depth evaluation across 12 items in total, including product quality, availability, parts service, and after-sales support, it reflects the trust and high satisfaction of dealers, who are important stakeholders.

¹ CEP (Chief Engineer Program): a system that evaluates three areas in total, namely maintenance ability, expertise, and basic competencies, and confers the title of Master or Specialist on those who achieve excellent scores in all areas, granting prize money, certification, and qualification as a regional instructor for TYM NA for two years. It is equivalent to the domestic “TYM Engineer Technical Competition.”



North American Dealer Technical Training

CNG Tractor 'T6092'

Uzbekistan is actively pursuing a shift to compressed natural gas (CNG) fuel in order to use its abundant natural gas resources, reduce emissions of air pollutants such as fine dust and sulfur oxides, and lower its energy dependence. Accordingly, in cooperation with Jeonbuk Technopark, TYM is developing and supplying the CNG tractor “T6092” to Uzbekistan as part of an Official Development Assistance (ODA) project. The T6092 uses a Bi-Fuel system that combines a 660-liter CNG tank with a 20-liter gasoline tank, consuming CNG first and then switching to gasoline, and its fuel efficiency is approximately 77% higher than that of the company's existing diesel tractors of the same horsepower class. Having sequentially completed all procedures related to the Uzbekistan government's safety verification and certification, the tractor has also earned high marks at a local exhibition as it works across agricultural sites in Central Asia.



T6092 Tractor

Development of an Autonomous Lawn Mower

TYM is pursuing technological innovation that simultaneously enhances customers' operational efficiency and service quality through the development of a Physical AI-based autonomous lawn mower.

Based on a memorandum of understanding (MOU) with Samsung C&T's Resort Group, in November 2025 the company signed a definitive agreement to develop an “autonomous lawn mower” optimized for golf course operating environments, aiming to automate and refine turf management while effectively easing customers' maintenance burden.

This intelligent golf course management solution combines AI technology capable of obstacle detection and avoidance as well as fully autonomous operation with Samsung C&T's on-site operational expertise. It represents part of TYM's efforts to proactively respond to customer demand for more efficient, higher-quality turf management, with the goal of improving the safety and convenience of customers' work.

Such smart management solutions are expected to serve as a stepping stone for expansion beyond golf courses into a range of industries, including public facilities and leisure and sports fields. Going forward, TYM will continue to pursue technological advancement and quality improvement that reflect customers' on-site needs, striving to realize customer satisfaction through deep tech and to strengthen long-term partnerships.



Physical AI Lawn Mower Development Agreement Signing Ceremony

Quality Management

TYM has obtained global quality management system (ISO 9001) certification and conducts quality management that prioritizes quality across the entire process, including safe product design, raw material procurement, product processing, and product shipment. In 2025, to meet the high expectations of its internal and external stakeholders, TYM strengthened its former Quality Division into the TQM1) Division and is pursuing the overall enhancement of quality across management, sales, production, purchasing, and service. In addition, to respond to detailed customer needs, the company separately operates a Customer Care Center (CCC), through which it analyzes customer satisfaction and improves quality and service.

1) TQM : an abbreviation of both Total Quality Management and TYM Quality Management, encompassing the meaning of comprehensive quality management.

Strengthening Quality Management

At the customer invitation event this past February, TYM declared “Quality Reform” with the goal of achieving flawless quality across all areas and rising to become the “No. 1 company in customer satisfaction.” As a follow-up, beginning in May 2025, the company reorganized its former Quality Division under the CPO into a TQM Division reporting directly to the CEO, and established a new TQM Innovation Team. At the same time, under the goal of “enhancing TYM’s quality competitiveness by building a sustainable TQM,” the team completed an in-house diagnosis of quality management through in-depth interviews with around 140 people in total, including 120 personnel from 58 internal departments as well as 2 subsidiaries and 3 suppliers. The diagnosis covered all areas of the company, including management, sales, the R&D center, production, quality, purchasing, service, and IT. It measured the current level of quality management in detail by consolidating 105 items across three areas and dividing the results into five levels, from Level 1 (Beginning) to Level 5 (Leading). As a result, a total of 348 key issues were identified, including 257 at the company itself, 61 at subsidiaries, and 30 at suppliers. A mid-to-long-term roadmap has been established, and phased activities are underway, such as improvement actions for the key issues. TYM will continue to strive for ongoing quality improvement until its customers, its key stakeholders, are satisfied.

Quality Innovation Roadmap

	2025 3Q~4Q	2026 1Q~4Q	2027 1Q~2Q
Company-wide Quality Diagnosis	<ul style="list-style-type: none"> Quality diagnosis Identification and selection of improvement tasks Establishment of a mid-to-long-term roadmap 	-	-
Quality Innovation Activities	<ul style="list-style-type: none"> Implementation of quality innovation tasks 	<ul style="list-style-type: none"> Implementation of quality innovation tasks Analysis of task performance 	<ul style="list-style-type: none"> Implementation of quality innovation tasks Analysis of task performance
Quality Capability Enhancement	<ul style="list-style-type: none"> Diagnosis and design of capability enhancement 	<ul style="list-style-type: none"> Implementation of capability enhancement activities Analysis of capability enhancement performance 	<ul style="list-style-type: none"> Implementation of capability enhancement activities Analysis of capability enhancement performance
Change Management	<ul style="list-style-type: none"> Activities to manage employee change (conducted year-round) 		

Strengthening Service Quality

Since October 2023, to qualitatively strengthen customer satisfaction, TYM has divided its previously integrated service department into domestic and overseas service departments, taking regional characteristics into account. Under these departments, the company established and now operates the Customer Care Center (CCC), the Smart Service Team, and the New Business Service Team, among others, further refining its technical and personnel response and building a dedicated organization that can respond to detailed customer needs.

In addition, since July 2023, TYM has operated “T-CARE,” a service that goes directly to customers who need it for products sold in Korea. T-CARE is provided free of charge for two years from the date of purchase, offering a basic inspection of up to 37 items, such as oil leaks, operation, and exterior condition, along with precise diagnosis using the integrated T-Scan diagnostic device when necessary. Engine oil and filters are also replaced free of charge once a year during this period. In particular, by listening directly to the Voice of Customer (VOC) from actual users in the field, TYM reflects this feedback in its quality stabilization and product improvement activities.

Product Safety

Safety-Conscious Product Design

From the design stage, TYM incorporates basic safety features so that customers can use its products more safely. Agricultural machinery starts only when the operator is seated in the driver’s seat, and a tractor starts only when the power to the attached implement is switched off. A cover prevents the operator’s hands from entering the engine room, and a battery cutoff switch allows the battery to be disconnected in an emergency. In addition, external lift control switches are installed on both the left and right sides of the tractor’s rear fender, enabling safe attachment of implements regardless of position, and the design allows the end of the loader bucket to be seen from the driver’s seat during loader operation. Panorama LED work lights and side and rear LED work lights have also been added to ensure visibility and safety in any environment.

Safety Management During Product Use

To help customers use its products safely, TYM provides training for actual users on functional operation and usage methods, periodic inspection tips, safety, and quality assurance when products are delivered. On TYM’s official YouTube channel, the company also provides explanations of each product’s main functions, useful and cautionary operating methods for actual work, and DIY methods, so that customers can use their products safely over the long term. To this end, TYM provides a maintenance and inspection schedule on its website, offering guidance on the items, timing, and methods of maintenance needed daily or after certain operating hours. In addition, ahead of the peak farming seasons (spring and autumn) each year, TYM tours each region to provide maintenance services for tractors, combine harvesters, rice transplanters, and more, minimizing equipment breakdowns during the farming season and providing convenience to customers.

TYM Tractor Maintenance and Inspection



Supply Chain Sustainability

In recent years, a growing number of companies have struggled to respond to unpredictable changes in the market, and addressing such conditions requires building sound relationships and pursuing shared growth with suppliers. By establishing fair selection and contracting guidelines for suppliers, TYM builds partnerships and supports their ESG-related activities, helping them develop their capabilities and achieve sustainable growth. To maintain transparent partnerships, TYM also makes and upholds a pledge to practice ethical management when entering into contracts.

TYM Supplier Code of Conduct

TYM has established a Supplier Code of Conduct to help its suppliers grow and develop into companies that earn greater trust from society. TYM recommends that all of its suppliers comply with the laws and regulations applicable to corporate management activities, and that the Code be genuinely applied and put into practice in the areas of ethics, the environment, labor and human rights, safety and health, and management systems.

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

Selection of New Suppliers

Using a new supplier evaluation sheet, TYM evaluates every prospective supplier against clear criteria to determine whether to proceed with the business relationship. The criteria considered when selecting suppliers include ESG factors such as organizational structure, quality, production capacity, and environmental and occupational health and safety capabilities. In particular, the environmental area accounts for 20% of the total evaluation score, assessing across four broad levels whether a company conducts its production activities with eco-friendly systems in place for the environment and occupational health and safety. A company is selected as a new TYM supplier only when the sum of its evaluation scores in each area exceeds a certain threshold. In 2025, multiple relevant departments, including the Quality, Purchasing, and Safety Management teams, evaluated and selected four new suppliers.

Supplier Management and Evaluation

In 2023, TYM introduced and now operates TSES (TYM Supplier Evaluation System), its own supplier evaluation system that advances its previous supplier management and evaluation processes. Through TSES operation and follow-up management of improvement activities, the system aims to strengthen the QCD²⁾ competitiveness of key suppliers¹⁾ and to proactively manage ESG risks in TYM's supply chain by incorporating ESG evaluations. TSES evaluations place significant weight on ESG management items such as work rules, the Labor Standards Act, the environment, occupational health and safety, and social responsibility. In particular, TYM assesses suppliers' environmental impact by evaluating factors such as whether they calculate greenhouse gas emissions and carry out reduction activities, and whether they establish environmental management policies and manage performance. Based on the evaluation category,³⁾ TSES provides incentives such as monetary rewards to high-performing suppliers, while imposing penalties on lower-category suppliers, such as requesting them to establish improvement measures. Each year, approximately one-third (about 33%) of key suppliers are evaluated on a rotating basis, ensuring that every key supplier is assessed at least once every three years. Based on fair management and evaluation, TYM will continue to develop appropriate improvement measures and follow-up management plans and provide them to its suppliers, so as to promote their sustainable growth and positive management outcomes in terms of ESG.

1) Criteria for selecting TYM's key suppliers: selected from among suppliers accounting for at least 80% of TYM's total purchases, taking into account industry-specific characteristics and dependence.
 2) QCD: Quality, Cost, Delivery
 3) Evaluations are divided into five categories (S, A, B, C, D).

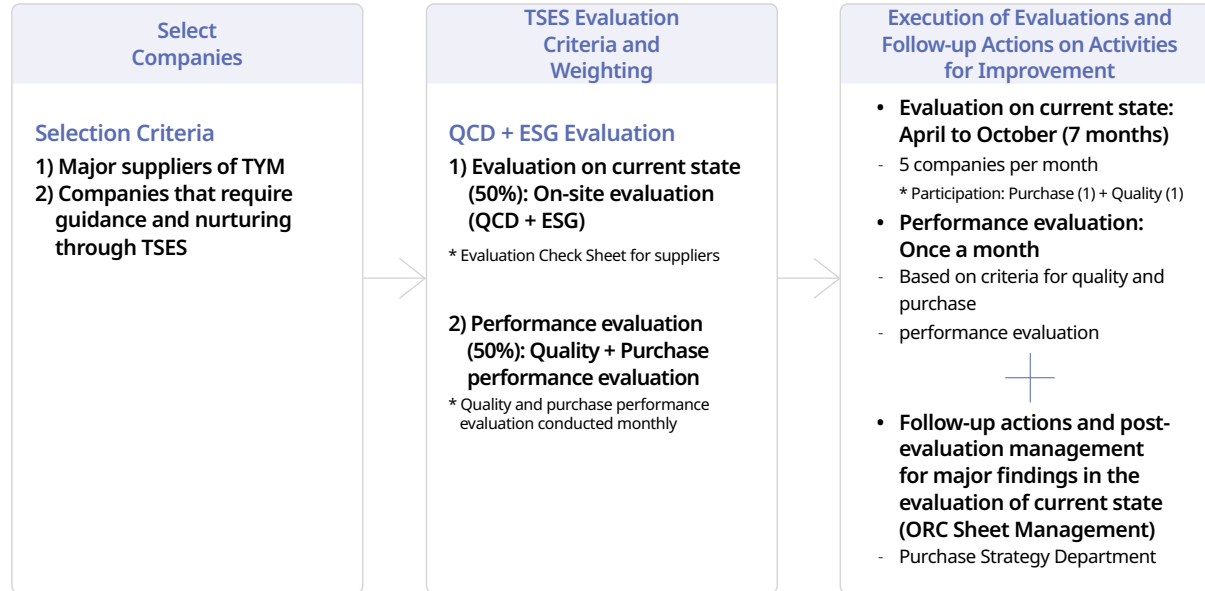
Incentives and Penalties by Category

Category	S	A	B	C	D
Details	1. TYM Best Supplier certification plaque 2. Monetary reward (worth KRW 5 million)	1. TYM Excellent Supplier certification plaque 2. Monetary reward (worth KRW 2 million)	Status quo maintained	Submission of improvement measures	1. Warning (announcement of improvement measures) 2. Dual sourcing and volume adjustment

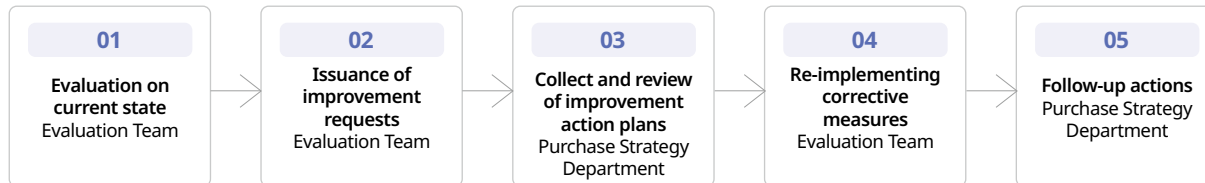
Supplier TSES Evaluation Status and Goals

Year	2023	2024	2025	2026 (Goal)
Number of Suppliers Evaluated under TSES	20	31	42	42

Annual TSES Timeline



Procedures for Follow-up Actions on Activities for Improvement



Supplier Support Programs

TYM operates a Corporate Purchase Loan program and an Accounts Receivable Financing program to support small and medium-sized partner companies that face difficulties in managing their funds due to a contraction in domestic demand.

• Accounts Receivable Financing

TYM operates a program that allows suppliers to borrow against their accounts receivable at low interest rates, enabling them to recover payment for deliveries early. Transactions through online banking provide convenience and reduce financing costs.

• Corporate Purchase Loan

Instead of paying for goods by promissory note, TYM pays in cash using a loan from its transaction bank, enabling suppliers to recover payment for goods early.

Technological Innovation

The agricultural environment is changing rapidly, with labor shortages caused by the aging of farming households and shifts in crops due to global warming. TYM focuses on technological development to make its agricultural machinery intelligent, eco-friendly, and digitally connected. In manufacturing as well, it has adopted an AI autonomous manufacturing system and AI unmanned inspection to build a more precise production environment. Led by the DX (Digital Transformation) Division, the company is establishing a digital process foundation, and it has launched the telematics-based "MYTYM S.A.M" app service. In May 2023, TYM became the first in the industry to commercialize an autonomous rice transplanter, the "RGO-690," which passed the national type inspection conducted by the Korea Agriculture Technology Promotion Agency (KOAT). In May 2024, its "Turning and Implement Control" autonomous driving system passed the domestic comprehensive evaluation test. Through such continuous innovation, TYM aims to grow into a global company that leads the future of agriculture.

AI Autonomous Manufacturing System

TYM's Iksan plant is participating, as a representative of the machinery industry, in the "AI Autonomous Manufacturing Leadership Project," a public-private collaborative R&D project launched under the leadership of the Ministry of Trade, Industry and Energy. It is the first in the agricultural machinery industry to pursue the adoption of an AI process on the production line. Running for about four years from September 2024 to December 2027, with KRW 12.2 billion invested, including national and local government funding, the project combines robots, equipment, and other resources into the manufacturing process based on AI, and then maximizes manufacturing quality and production efficiency through automation and unmanned operation. In addition, by combining mixed-model production with build-to-order production in the manufacture of agricultural machinery, which is characterized by high-variety, low-volume production, the project is expected to bring efficiency to inventory management as well.

Beginning with an AI-based unmanned inspection process, AI autonomous manufacturing technology is scheduled to be introduced sequentially into logistics and transport in 2027. If implemented as designed, the hourly output of the 25-horsepower tractor production line will increase to 2.1 units, a 30% improvement over the previous level, and the number of personnel deployed per line is expected to decrease from 11 to 7.

AI Unmanned Inspection

Quality inspection, which previously required skilled inspectors 8 to 10 hours a day to inspect up to 20 units, became capable of inspecting 26 units a day with the introduction of an AI unmanned inspection system in June 2025.

The AI inspection system, composed of cameras and sensors, is scheduled to be deployed in actual processes from 2026 onward. Having learned from more than 14,000 photos of various tractor defect examples since 2024, it detects defects at a high speed of 53.4 frames per second, with an accuracy of 99%. TYM will continue to make efforts to properly utilize AI from the manufacturing stage through to shipment, further enhancing efficiency and accuracy, and to translate such achievements into customer satisfaction.

Labor-Management Cooperation

Labor-Management Culture

TYM guarantees workers' labor rights, including the freedom of association and the right to collective bargaining. Every worker has the right to freely join the labor union according to the collective bargaining agreement and the right to engage in association activities in accordance with due process. As of 2025, 82.1% of TYM's employees are members of the labor union.

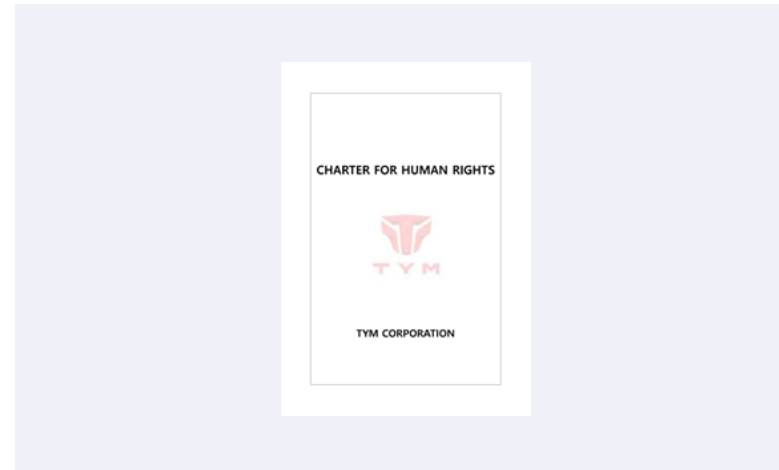
Operation of the Labor-Management Council

TYM holds regular Labor-Management Council meetings in which management and employee representatives participate. The Council is composed of an equal number of members representing employees and the employer, and it holds regular meetings every three months, as well as ad hoc meetings as needed. In 2025 as well, the Council convened four times, once per quarter, holding broad discussions and consultations on a wide range of topics, including the sharing of business status, matters related to the working environment and other employee benefits, and matters concerning occupational safety. In addition, for future-oriented and mutually beneficial labor-management relations, TYM operates not only the regular Labor-Management Council but also three job-specific councils, namely for management staff, mechanical technicians, and filter technicians, enabling labor-management consultation tailored to the characteristics of each.

Diversity, Equity, and Inclusion

TYM believes that a corporate culture of diversity and inclusion enhances the flexibility of its thinking and its ability to respond to crises, and that equitable compensation is a core value for achieving sustainable corporate growth. The company appoints outside directors with expertise in various fields and strives to attract diverse talent regardless of gender, race, or disability. As a result of these efforts, as of the end of 2025, a total of 107 female employees were working at TYM, accounting for 10% of the workforce. This is higher than the 7.9% ratio of female workers in the machinery industry in 2024 as surveyed by Statistics Korea, reflecting a level of female employment above the industry average. In addition, as of the end of 2025, the return-to-work rate after parental leave was 84%.

Charter for Human Rights



Work-Life Balance

TYM strictly complies with the Labor Standards Act and ensures that working hours do not exceed 52 hours per week. The company has introduced a range of programs to help employees achieve a balance between work and life.



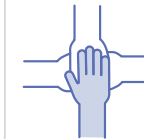
Flexible Working Hours

Under this system, employees report to work at a time of their choosing between 8:00 and 9:00 a.m. and then work for eight hours, allowing them to adjust their working hours to fit their individual lifestyles.



Reduced Hours for Expectant Mothers

Employees who are pregnant are given a two-hour reduction in working hours, enabling them to focus on managing their health and preparing for childbirth.



Club Activities

To relieve employees' work-related stress and strengthen communication, TYM actively supports club activities, helping employees achieve a balanced work and personal life.

Social Contribution

Rooted in agriculture, which is essential to human survival, TYM realizes social value as a corporate citizen by actively responding to social issues. Through its social contribution activities, the company transforms the economic value generated by its business into social value, pursuing a sustainable return of profits. TYM's social contribution activities are grounded in support for farmers and the ecosystem in which it operates its business, and it is further expanding their scope to encompass a range of activities for the global community.

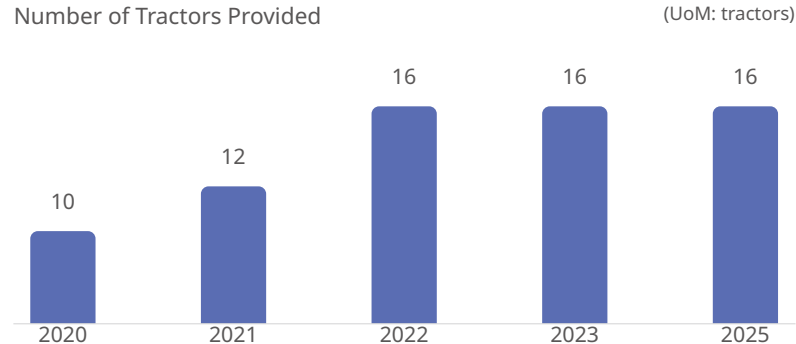
Category	Beneficiaries	Amount
Tractor Support Program for Young Returning Farmers	16	KRW 453 million
Free Donation of Agricultural Machinery to Ukraine		KRW 217 million
Childbirth Incentives	41	KRW 820 million
Blood Donation Relay Campaign	115	
Product Performance Testing and Giving Back to Society		KRW 2.8 million
Free Agricultural Machinery Support for Retirees Returning to Farming		KRW 48 million
Free Donation of a Rice Transplanter to Seogwipo Industrial Science High School and Related Training		KRW 33 million

Tractor Support Program for Young Returning Farmers

TYM operates a free tractor support program to actively support the dreams of young returning farmers and help them settle into stable farm management. Starting with 10 tractors in 2020, the program reached its fifth round in 2025, providing 16 small and medium-sized tractors, which are highly useful for young returning farmers, free of charge. In 2025 in particular, TYM collaborated with the Ministry of Agriculture, Food and Rural Affairs to carry out the screening of applicants and the operation of the program fairly and systematically. This included the redefinition of selection criteria for beneficiaries, the formation of an evaluation committee comprising government officials and experts, and public-private joint promotion of the event. As a result, a total of 300 people applied,

recording a competition ratio of 19 to 1. The applicants submitted a range of plans for social use, such as operating shared agricultural machinery using the tractors and supporting farm work for elderly members of local communities, demonstrating the value and scalability of the program. Going forward, TYM will continue to support young farmers, who serve as an important driving force for the sustainability of agriculture and the revitalization of local communities, and will work to expand practical support measures for their stable settlement in farming.

Status of Tractor Support Program for Young Returning Farmers



In 2024, the support program was not carried out, as it was a period of restructuring for collaboration with the Ministry of Agriculture, Food and Rural Affairs.



Tractor Donation Ceremony for the Young Returning Farmers Support Program

Free Donation of Agricultural Machinery to Ukraine

TYM has been donating agricultural machinery to help rebuild Ukraine, which has suffered from the war that began in 2022. Following its 2024 donation, the company donated tractors worth KRW 220 million in 2025, and since 2022 it has provided humanitarian support a total of five times through cash and in-kind donations exceeding KRW 1.5 billion. In heavily war-damaged areas, this machinery can serve a variety of purposes, from farming to construction and other urban maintenance work, and it is therefore expected to greatly help rebuild local communities and restore residents' daily lives. TYM also makes thorough after-sales efforts, such as continuously supplying essential parts via Poland, so that the donated tractors remain fully operational. Whether at home or abroad, TYM will actively provide support wherever it is needed, fulfilling its social responsibility as a global corporate citizen.



Free Donation of Agricultural Machinery to Ukraine

Childbirth Incentives

In March 2024, TYM held its first “2024 Childbirth Incentive Ceremony” to help address low birthrates, a serious social problem in Korea, providing a total of KRW 262 million in incentives to 24 employees. Introduced in 2024, the Childbirth Incentive program had reached a total of 65 recipients and cumulative payments exceeding KRW 1 billion as of the end of 2025. The incentive is KRW 10 million for a first child, KRW 30 million for a second child, and KRW 100 million for a third child, supporting childbirth and child-rearing through these incentives. By celebrating employees’ childbirths and actively participating in the nation’s childbirth-encouragement policies, TYM will continue to expand social contribution activities that help address the challenges facing our society.

Blood Donation Relay Campaign

Since blood cannot be stored for long periods, maintaining an adequate supply is important. To help ease blood shortages, TYM carried out the “TYM Employee Blood Donation Relay Campaign” a total of six times between January and February and August and September 2025. The 115 blood donation certificates collected through the campaign (59 in the first half and 56 in the second half) were donated in full to Childhood Cancer Korea. The campaign will continue on a regular basis, timed to periods when blood supplies run low. In response to the declining donor population, which has become a social issue, TYM will actively do its part to fulfill its social responsibility.



Certificates of Appreciation for Blood Donation (First and Second Half)

Product Performance Testing and Giving Back to Society

To pursue sustainable shared growth with the local community, TYM’s Okcheon plant donated 100 bags of rice (10 kg each, worth KRW 2.8 million), grown by its own employees, to the Community Chest of Korea in Okcheon-gun, Chungbuk. This donation is a community-sharing activity that has continued for three years since 2023, with employees taking part in the entire process, from rice planting to crop management and harvesting. During harvesting, employees used the conventional TH1200 combine harvester, drawing on the company’s expertise as an agricultural machinery manufacturer. The donated rice was used to support vulnerable groups in the area through the Okcheon County Office. TYM plans to broaden the ways it gives back to the local community so that its positive influence can spread further to neighbors in need.



Rice Donation Ceremony in Okcheon-gun

Free Agricultural Machinery Support for Retirees Returning to Farming

In 2024, TYM expanded its “Tractor Support Program for Young Returning Farmers” program, which it had been carrying out to promote rural development, to include its own employees. The aim is to support the stable early settlement of employees who return to farming after leaving the company, with free support provided only to applicants who have at least five years of service and apply within one year of their departure. In 2025, two K48 tractors, worth KRW 24 million and known for their durability and operational efficiency, were provided.

Free Donation of a Rice Transplanter to Seogwipo Industrial Science High School and Related Training

In March 2025, TYM donated an “RGO-690” autonomous rice transplanter to the Department of Self-Employed Life Industry at Seogwipo Industrial Science High School, a public school located on Jeju Island. The donation will be used at this specialized high school, which cultivates professionals in the agricultural and life-industry field, in a program to revive Jeju’s declining rice farming. In addition, the following June, hands-on training was held at a practice site covering about 4,000 pyeong (approximately 13,200 m²) in the Sinpyeong-ri area of Seogwipo, with about 30 students and staff of Seogwipo Industrial Science High School taking part. As the first official training event since the donation, participants experienced a range of smart agricultural machinery technologies, including autonomous driving functions, and gained experience with advanced agricultural technology by carrying out rice planting in an actual paddy. TYM will take the lead in enhancing the sustainability of agriculture not only through technological development but also through cooperation with educational institutions and local communities.



Hands-on Training at Seogwipo Industrial Science High School

Safety and Health

TYM places environmental, health, and safety (EHS) considerations at the top of its corporate management priorities, and is making significant efforts to establish an EHS culture by building a sustainable management system. To this end, each worksite has an occupational health and safety management framework in place, and under the leadership of the Safety Management Team, which reports directly to the Chief Safety and Environment Officer (CSEO), the company continuously identifies potential hazards and assesses and mitigates risks to create a better workplace.

Occupational Health and Safety Management Framework and Risk Management

When an issue related to occupational health and safety arises, TYM deliberates and resolves it through the Occupational Health and Safety Committee under the CSEO. The Occupational Health and Safety Committee is composed of up to nine members each from the workers' and the employer's sides, and it holds regular meetings every three months. The committee works to ensure that occupational health and safety and industrial accident issues at worksites are handled quickly and efficiently. The occupational health and safety management organization, which reports directly to top management, oversees safety at each worksite, and the CSEO establishes occupational accident prevention plans and reports them to the CEO. The Iksan and Okcheon plants have established accident response processes and situation-specific response process maps at each worksite, including in-house partner companies, so that appropriate responses can be made in the event of a safety accident. In addition, the company establishes and operates response processes to prevent, in advance, occupational health and safety risks that may arise from emergencies.

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	-	-

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

Safety and Health Management Organization



Safety and Health Management Organizational Structure²⁾










1) CSEO: Chief Safety & Environment Officer
2) As of January 2025

Occupational Health and Safety Policy

Placing workers' health and safety first, TYM strives to create accident-free worksites and to fulfill its social responsibility by complying with occupational health and safety laws and related regulations. In 2021, the company introduced and established an occupational health and safety management system (ISO 45001) at its Iksan plant, obtaining certification for the system in March 2022. It later extended the system to the Okcheon plant, which obtained certification in February 2023. The company carries out related activities at its worksites in accordance with its occupational health and safety processes and guidelines.

2025 TYM Company-Wide Environmental, Health, and Safety Goals

 Achieving a safety culture score of 80	 Preventing accidents proactively (30% reduction in accidents year-on-year)
 Preventing accidents proactively (100% improvement of identified hazards)	 Securing initial emergency response capabilities
 Achieving zero musculoskeletal disorders	 Reducing waste generation by 5% year-on-year
 Implementing social contribution activities	

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

TYM operates its manufacturing worksites based on an established occupational health and safety management system. All of these worksites have obtained ISO 45001 certification, an international standard, and undergo regular environmental and safety diagnostics each year. Through these diagnostics, the company identifies potential risks and checks regulatory compliance, facility management, and more. It also strives to instill environmental, health, and safety awareness in all of its members and to embed the related capacity building throughout the organization.

	Safety Culture Introduction	Safety Culture Growth	Safety Culture Maturity
	2024~2026	2027~2028	2030~
Strategy	Laying the groundwork for embedding a safety culture throughout the organization by raising OHS awareness and strengthening capabilities	Drastically reducing serious industrial accidents by systematizing and internalizing OHS activities	Achieving an organization in which all employees protect their own safety by embedding an autonomous safety culture and prevention system
Key Initiatives	<ul style="list-style-type: none"> Transform OHS mindsets toward greater vigilance Maintain and expand ISO 45001 Strengthen OHS capabilities Streamline OHS communication channels Promote safety campaigns 	<ul style="list-style-type: none"> Standardize company-wide OHS levels Strengthen preventive OHS activities Diversify OHS education methods Introduce a digital OHS management system Expand the safety culture 	<ul style="list-style-type: none"> Ensure continued participation and leadership from management Achieve zero accidents and regulatory violations Establish an autonomous safety management system Participate in global OHS standardization Embed and continuously improve the safety culture
Goals	<ul style="list-style-type: none"> 2024: 30% reduction in accident rate year-on-year 2025: 100% safety training completion rate, ≥80% survey response rate, ≥70% improvement rate 2026: 30% increase in potential hazard reports, 100% improvement of identified hazards 	<ul style="list-style-type: none"> 2027: Operation of a company-wide digital OHS management system 2028: 100+ worker safety behavior observation activities 2029: 100% standardization of company-wide OHS level 	<ul style="list-style-type: none"> 2030 onward: <ol style="list-style-type: none"> 1) Zero industrial accident rate (accident-free) 2) Establishment of a 2030~2040 mid-to-long-term OHS plan

2025 Performance and 2026 Goals in Occupational Health and Safety

Category	Key Performance in 2025	Key Plans for 2026
OHS Framework Establishment	Conducted competency evaluations of OHS specialists and operated the management framework → Maintained zero serious industrial accidents and achieved 1,095 accident-free days at several worksites	Enhance the capabilities of dedicated OHS personnel and pursue the introduction of a digital OHS management system → AAchieve 1,460 days in the ongoing accident-free campaign (4th round: 365 days × 4 years)
Safety Inspections and Facility Improvements (Removal of Hazards and Risks)	Installed protective devices on equipment and carried out equipment repairs → Strengthened equipment safety and secured a foundation for accident prevention	Introduce wearable robots for site-centered improvements to the working environment and intensively manage high-risk areas → Achieve zero blind spots for potential risks
OHS Education and Training	Additionally designated and operated supervisors and OHS specialists → Expanded emergency response education and training and strengthened on-site response capabilities	Enhance the effectiveness of statutory and job training → Reorganize the occupational safety and health education system
OHS Equipment and Supplies	Completed the installation of additional defibrillators at all branches → Built an emergency response system and raised response levels	Establish an efficient supply and management system for essential protective equipment by process → Build a site-tailored protective equipment management system
Employee Health Promotion	Conducted a company-wide investigation of musculoskeletal risk factors and reflected improvement measures → Laid a foundation for preventing work-related diseases through improvements to the working environment	Expand employee health promotion programs utilizing local government health infrastructure → Strengthen the health management system centered on preventing occupational diseases
OHS Management of In-House Partner Companies	Operated risk assessments for in-house partner companies and identified high-risk factors → Improved high-risk work and raised the level of on-site safety management	Operate safety management standards for in-house partner companies and implement work permit management for outsourced construction → Build a management system for high-risk work by in-house partner companies and outsourced construction
OHS Campaign Activities	Conducted a safety culture survey and operated rewards for achieving accident-free goals → Raised safety awareness and secured participation across all employees	Operate themed safety campaigns and expand on-site practice activities → Spread worker-centered OHS practices

Occupational Health and Safety Prevention Activities

Through occupational health and safety prevention activities that encompass strengthened on-site safety inspections and regulatory document reviews, the systematic identification of potential hazards and management of the related data, and the establishment of a practical recurrence prevention system, TYM identifies and manages hidden hazards early. These activities are aimed at raising employees' risk awareness and embedding a proactive risk management culture across all of its worksites.

In 2025, based on inspection results, TYM analyzed the status of hazard management across the company and improved 87% of the 490 hazards identified, and it has established and is implementing specific plans for areas requiring further improvement. In particular, the company has set the following as its key areas for improvement: reorganizing the hazard identification framework in line with the expanded scope of company-wide management, upgrading common management standards that reflect the characteristics of each worksite and process, building an intensive management process for accident-prone and high-risk processes, and enhancing management efficiency by introducing a digital occupational health and safety management system.

Through a virtuous "inspection-analysis-improvement" cycle, TYM will enhance the effectiveness of its occupational health and safety activities and build a sustainable company-wide occupational health and safety management system.

Category	Unit	Iksan	Okcheon	Jincheon	Branches	ROOT	TYMICT	R&D Center	Total	
OHS Activities	Status Inspections / Ad Hoc Inspections	cases	51	70	20	138	13	18	17	327
	Potential Hazard Identification Proposals	cases	51	58	-	11	33	1	9	163
	Subtotal	cases	102	128	20	149	46	19	26	490
Hazards Improved	cases	92	101	17	134	42	16	25	427	
Improvement Progress Rate ¹⁾ by Worksite	%	90	79	85	90	91	84	96	87	

1) Improvement progress rate: (number of hazards improved) / (number of OHS activities)

Company-Wide Employee Suggestion Program

The TQM¹⁾ Division operates a suggestion program to develop the creative ideas and thinking of all employees and to encourage beneficial improvements to the working environment. By promoting participation from all employees, this suggestion program enables everyone to actively drive positive changes in the working environment, and it grants rewards across eight grades. Winners of outstanding adopted suggestions and case presentation contests are reflected in performance evaluations in accordance with the reward procedures under the collective agreement or the rules of employment. Screening is structured into two stages for efficiency, namely a first review (expedited) and a second review (by a screening committee), and a suggestion management system within the company groupware has been established and is operated so that anyone can easily submit and review suggestions.

1) TQM: an abbreviation of both Total Quality Management and TYM Quality Management, encompassing the meaning of comprehensive quality management.

Reward Criteria for Suggestions

Grade	Not adopt- ed	Grade 5	Grade 4	Grade 3	Grade 2	Grade 1	Special	Annual Savings of KRW 100 Million or More
Reward (KRW 1,000)	-	10	20	30	500	1,000	2,000	1.0%

※ For annual savings of KRW 100 million or more, the recipient may choose between the "Special" grade reward and 1.0% of the annual savings.

Respect for Human Rights

TYM actively supports the UN Universal Declaration of Human Rights and the Ten Principles of the UN Global Compact, and it strictly prohibits forced labor and child labor. The company operates a Grievance Committee, with the head of the HR Team and the chairman of the labor union serving as its communication channels. It strictly prohibits discrimination based on gender, race, ethnicity, nationality, religion, or disability, as well as sexual harassment, workplace bullying, and ostracism, among all employees in the workplace, and applies a zero-tolerance policy to any identified cases of such conduct. In 2025, no grievances were filed with the Grievance Committee. In addition, TYM complies with statutory working hours in accordance with the law, pays fair compensation above the minimum wage based on performance and effort, and provides ample training opportunities and a working environment that support employees' capacity development and quality of life.

TYM discloses its Charter for Human Rights, Charter for Ethics, Code of Practice for Ethical Management, and Code of Practice for Anti-Corruption and Bribery on the TYM Corporation official website, and it provides regular training on them for employees.

Talent Development

TYM recognizes that developing and cultivating talent is an important investment with a significant impact on its future sustainability. The company is creating an environment in which its members can build the capabilities to respond creatively to change and lead innovation, and grow on the basis of their performance. It is further strengthening talent development through a range of activities that allow employees to maintain a sound work-life balance and enjoy fair evaluation, compensation, and welfare. In 2025, TYM provided a total of 940 hours of training to 2,611 employees to enhance technical and job competencies, including agricultural machinery training, sales practice training, and engineer technical training. Going forward, it will continue to do its best to strengthen employees' capabilities and help each individual bring out their full creative potential.

Information Security

Organization and Roles for Information Protection

TYM has established and operates an information protection organization so that it can conduct stable business, including product development and production, in a secure environment.

To enable the smooth and systematic performance of information protection work, the company separated information protection duties from operational duties, expanding the role and weight of information protection. It also newly appointed a Chief Information Security Officer (CISO) and reorganized the function into a more specialized information protection organization.

Issues and matters arising in the course of operating the information protection organization are continuously shared and discussed with management and the relevant departments, so that decisions can be made and applied at the management level.

Information Protection Management System

TYM treats all company-related information as important assets to be protected, including management and sales information, the personal information of customers and employees, and information on the composition and provision of services. To protect and manage these assets systematically, the company is committed to establishing company-wide security governance, formulating security strategies, and refining its personal information protection and security incident response systems, keeping customer and employee data safe.

03

GOVERNANCE



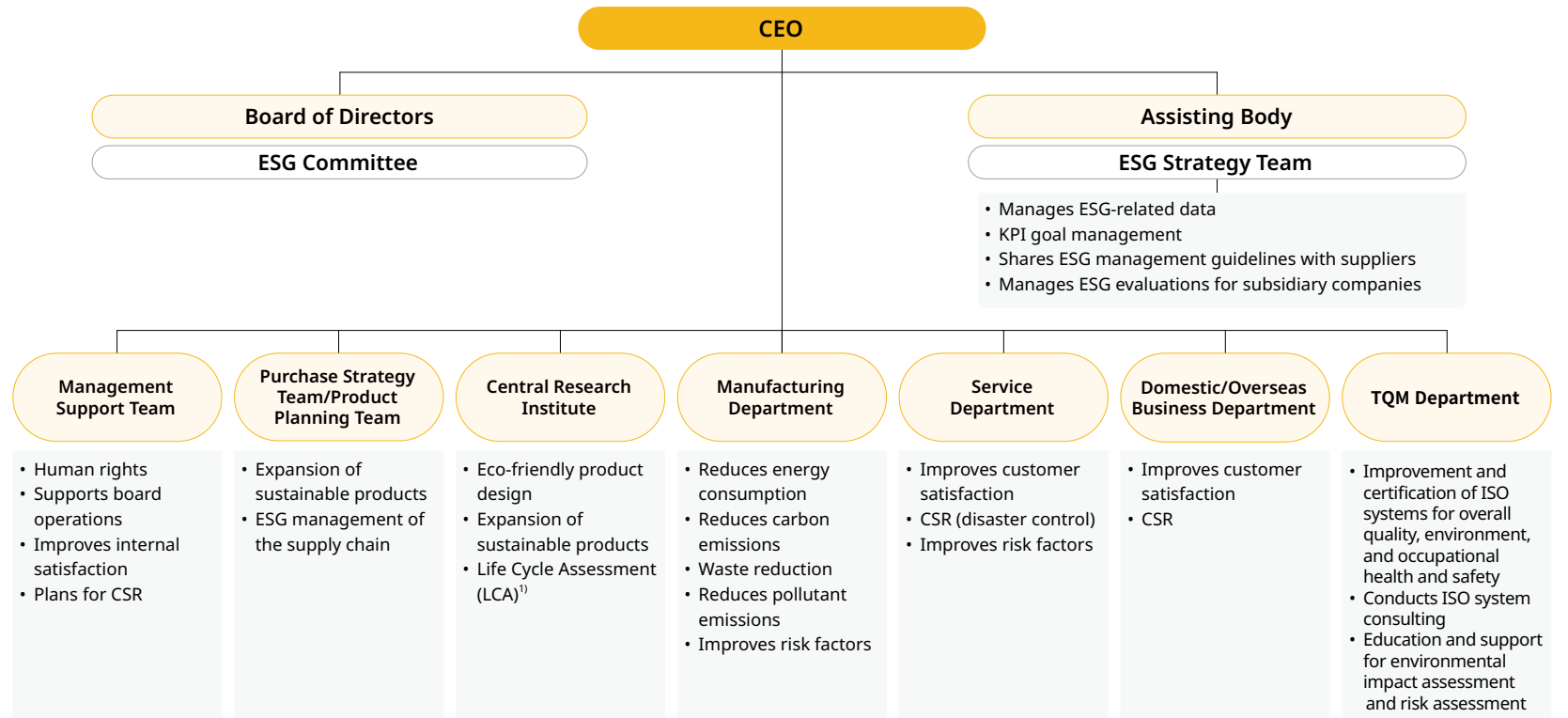
Review and Management of ESG Risks

TYM is exposed to an unstable business environment at home and abroad. To respond to this environment in advance, the company conducts risk assessments and response activities for each business unit across a wide range of areas, including markets, laws and regulations, supply chains, competitors and customers, and technology, thereby pursuing sustainable growth.

The company manages internal and external risks through the Management Committee, and through the ESG Committee it oversees key ESG issues inside and outside the company and sets the company-wide direction for ESG initiatives.

In addition, through the Management Support Team under the Business Strategy Division, TYM regularly reviews sustainability strategies, policies, and issues from a company-wide perspective and supports the regulation management and decision-making of the ESG Committee. The team also supports activities such as supplier evaluation and guidance, assessing risks related to the company's sustainable management in a timely manner so that both the company and its suppliers can establish short-, mid-, and long-term policies to address the issues identified through these assessments.

TYM Group ESG Steering Organization



1) LCA: Life-cycle assessment

Financial Risk Management

Financial risk management at TYM is carried out by the Finance and Accounting Office under the Business Strategy Division, in accordance with policies approved by the Management Committee. The Finance and Accounting Office 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.

Ethics and Compliance Management

Ethics and compliance management is an essential philosophy for achieving corporate sustainability grounded in a sound corporate culture, and it is becoming increasingly important. To establish a proper management culture, TYM publicly discloses its Charter for Ethics, Code of Practice for Ethical Management, and Code of Practice for Anti-Corruption and Bribery on the TYM Corporation official website, and it conducts regular internal audits across all departments to assess the effectiveness of organizational processes and to prevent potential risks.

Year	Audits	Subject of Audit	Personnel Covered	Notes
2023	4	All regional divisions	96	Central, Chungcheong, Honam, Yeongnam
		TTI	8	
		Purchase Strategy Division	74	
		Corporate credit cards	All employees	
2024	5	Quality Division	56	
		TYM NORTH AMERICA	137	Expatriates, management staff, field workers
		Central R&D Center	91	
		Root	89	
		Corporate credit cards	All employees	
2025	4	DX Division	17	
		Global Business Division	34	
		Production Division 1	148	
		Corporate credit cards	All employees	

In May 2024, TYM conducted a company-wide survey to gauge employees' level of ethical awareness, recording an overall score of 86.6 based on the FKI-BEX (The Federation of Korean Industries Business Ethics Index), with a participation rate of 49%. Reflecting the issues identified and employees' feedback, the company provides ethics management training every year. In June 2025, the Audit Team led an ethics management training session to raise awareness of ethical management and prevent corruption, achieving a participation rate of 79%, up 15% from the previous year. In addition, since 2023, TYM has collected ethics practice pledges from its major suppliers, encouraging supplier executives to embrace and join in ethical management. Going forward, the company plans to provide ethics and compliance training not only for its own employees but also for the employees of its suppliers.

Grievance Handling System

TYM operates a Cyber Audit Center on the TYM Corporation official website, allowing internal and external stakeholders to freely report any violations of the company's Code of Conduct. The platform handles unfair business practices, misconduct, corruption, and various grievances raised by internal and external stakeholders. Reports can be submitted under a real name or anonymously, and the Audit Team investigates based on the submitted information and takes corrective action. To foster a sound reporting culture among employees, the company has linked the Cyber Audit Center to its internal groupware to enhance accessibility. For suppliers as well, a Cyber Audit Center is operated within the supplier order management system (TYM VAN SYSTEM) to make grievance reporting more accessible. TYM has codified whistleblower protection provisions, including punishment for those who attempt to identify whistleblowers and a strict prohibition on retaliation or unfair treatment of whistleblowers. In 2025, three reports were submitted to the Cyber Audit Center, all of which were addressed and resolved.

Category	2023	2024	2025
Reports	10	5	3
Handled	10	5	3
Completion Rate	100%	100%	100%

Board Leadership

Board Composition and Activities

All members of TYM's Board of Directors are appointed by resolution of the general meeting of shareholders, and for outside directors, the company has established the Nomination Committee for Outside Directors to appoint directors with deep experience in various fields. The Board is composed of four internal directors and four outside directors, ensuring that responsible management by internal directors is balanced by the checks of outside directors with expertise and independence. Internal directors, including the CEO and the heads of key divisions, incorporate the feedback of various stakeholders received through shareholder meetings and investor relations (IR) activities into resolutions on major business matters, while outside directors, who are experts in fields such as investment, finance, and legal affairs, oversee management activities from an objective perspective. Furthermore, to enhance transparency and diversity in corporate governance and to strengthen oversight functions, TYM appointed an additional outside director at the 2023 Annual General Meeting, increasing the proportion of outside directors to 50% of the Board, with a total of four outside directors. The company has also codified restrictions on the exercise of voting rights by interested parties in its Board regulations to prevent conflicts of interest. TYM's Management Planning Team provides support so that outside directors can receive assistance from external experts when needed in the performance of their duties, and in June 2025, a training session on the Internal Control over Financial Reporting (ICFR) was held to strengthen the expertise of the highest governance body. In 2025, the Board held a total of eight meetings and resolved 18 agenda items, including the 2024 occupational health and safety performance and 2025 plans, the appointment of the CEO, and the decision to retire treasury shares.

Corporate Governance Report



TYM Board of Directors

Role	Type	Gender	Name	Career Highlights	Total Months of Service (Months)	Position	End of Tenure
Internal director	Full-time	Male	Hiyong Kim	<ul style="list-style-type: none"> 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 Industries 	409	Chairman and CEO	March 28, 2028
Internal director	Full-time	Female	Sowon Kim	<ul style="list-style-type: none"> CEO of TYMICT Head of TYM Management Support Division PR Director, Tongyang Moolsan Co., Ltd. 	72	President and CEO	March 27, 2029
Internal director	Full-time	Male	Hanki Jang	<ul style="list-style-type: none"> Technology Institute Director, Doosan Infracore Executive Director of Innovation of Management Division at Doosan Corporation 	36	CTO	March 27, 2029
Internal director	Full-time	Male	Jongwook Lee	<ul style="list-style-type: none"> Head of TYM Business Strategy Division Head of TYM Management Planning Office 	12	Division Head	March 28, 2028
Outside director	Part-time	Male	Keunyoung Kang	<ul style="list-style-type: none"> Managing Partner at Samyool Suho Law Firm 	24	-	March 29, 2027
Outside director	Part-time	Male	Seokho Kim	<ul style="list-style-type: none"> Partner Accountant at Harvit Accounting Corp. Partner of the Audit Division at Mazars Sebit Korea 	24	-	March 29, 2027
Outside director	Part-time	Male	Kiyong Choi	<ul style="list-style-type: none"> CEO of Snowflake Korea Co-CEO of M3 Systems CEO of Google Cloud Korea Adobe Korea MD/President 	24	-	March 29, 2027
Outside director	Part-time	Female	Dooah Lee ²⁾	<ul style="list-style-type: none"> Attorney, Lee Dooah Law Office Standing Auditor, Korea Financial Telecommunications & Clearings Institute Member, Ethics Review Advisory Committee of the National Assembly 	-	-	March 27, 2029

(As of April 1, 2026)

1) CEO Dohoon Kim retired upon expiration of his term in March 2026.

2) Outside director Dooah Lee was newly appointed in March 2026.

Committees within the Board of Directors

In accordance with the Regulations of the Board of Directors, TYM operates specialized committees under the Board to enhance both expertise and efficiency. The Management Committee is composed of four internal directors to ensure accountable and timely decision-making on overall delegated management matters, while the other committees include outside directors to strengthen oversight. To ensure a high level of independence, TYM has voluntarily established an Audit Committee, despite not being required to do so under the Korean Commercial Act. The Audit Committee is composed of four outside directors, and the Nomination Committee for Outside Directors consists of one internal director and four outside directors.

Composition of the Board of Directors and Key Committees

● Chair ○ Member

Role	Name	Committees				
		Board of Directors	Management Committee	Audit Committee	Nomination Committee for Outside Directors	ESG Committee
Internal directors	Hiyong Kim	●	●	-	-	-
	Sowon Kim	○	○	-	○	-
	Hanki Jang	○	○	-	-	-
	Jongwook Lee	○	○	-	-	●
Outside directors	Seokho Kim	○	-	●	○	○
	Keunyoung Kang	○	-	○	○	○
	Kiyong Choi	○	-	○	●	○
	Dooah Lee	○	-	○	○	○

(As of April 1, 2026)

ESG Committee

As corporate sustainability becomes a decisive factor in shaping a company's future, the role and responsibility of its sustainability framework matter more than ever. As of the 2025 annual report, TYM's ESG Committee consists of one internal director and three outside directors. The Committee accurately identifies key environmental, social, and governance issues facing the company in a rapidly changing environment and promptly reflects them in its sustainability strategy. The Management Support Team, which supports the Committee, works with departments across the company and with external partners to set sustainability targets, review the direction of the strategy, and monitor progress, keeping the company's sustainability efforts on track and moving forward. In 2025, the ESG Committee met once, with two agenda items reported, and it continues to carry out a wide range of activities.

Key Agenda Items of the ESG Committee

No.	Date of Meeting	Agenda	Status
1	February 25, 2025	Report on 2024 Evaluation Results	Reported
Outside director		Resolution on Key ESG Initiatives for 2025	Approved

Executive Remuneration

Director remuneration is provided within the ceiling approved at the general meeting of shareholders, and the approved amount covers remuneration for both internal and outside directors. The director remuneration ceiling approved for 2025 was KRW 5 billion, of which KRW 3.2 billion was disbursed. Internal directors are paid a base salary plus performance-based incentives. To safeguard their independence, outside directors receive fixed remuneration as set by internal regulations and no performance-based bonuses. In addition, for senior executives in key positions such as production and procurement (division head level and above), ESG performance indicators are set and incorporated into their performance evaluations. TYM will continue to strengthen accountable management and enhance employee motivation in a variety of ways.

Protection of Shareholder Rights

Enhancing Shareholder Value

As part of its efforts to enhance shareholder value, TYM resolved in May 2025 to buy back approximately KRW 10 billion of its own shares. The company also paid an interim dividend of KRW 2 billion during the year and approved a year-end dividend of KRW 9.6 billion for 2025, pursuing an increasingly active shareholder return policy. Through its dividend policy, the company seeks to create management value shared with its shareholders, and it continues to explore various ways to enhance shareholder value by strengthening communication with shareholders, including investor relations events and the wider use of electronic voting. In 2025, TYM held 43 investor relations sessions for securities analysts and institutional investors, transparently disclosing its business environment and future strategy. One-on-one meetings and conference calls are held on an ongoing basis, and the company maintains communication with shareholders and investors through a dedicated IR line. It also operates a separate IR page that provides access to its disclosures and earnings information, working to fully guarantee shareholders' right to know.

Dividend Summary

Category	Share Type	2021	2022	2023	2024	2025
Net Income (KRW million)		26,871	98,186	60,427	18,209	40,119
Payout Ratio (%)		10.9	8.9	11.4	25.5	28.8
Dividend Yield (%)	Common shares	1.1	2.1	2.8	2	4
Cash Dividend per Share (KRW)	Common shares	20	60	160	110	290
Total Dividends (KRW million)	Common shares	2,920	8,771	6,909	4,650	11,560

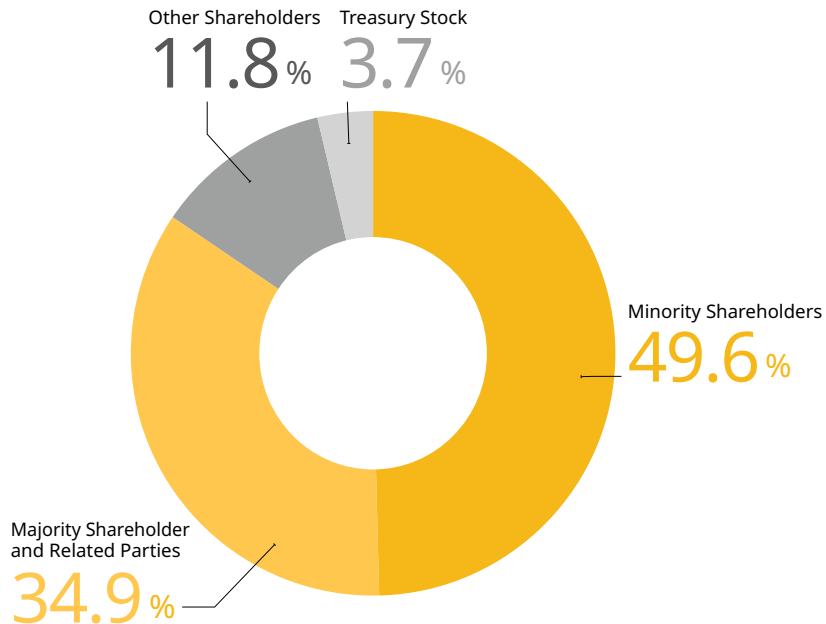
Governance Transparency

TYM recognizes that sound and transparent corporate governance is the foundation for enhancing long-term corporate value and building trust with stakeholders. To achieve the sustainable growth that all of its stakeholders seek, including shareholders, investors, customers, employees, suppliers, and local communities, the company is building a robust governance structure grounded in expertise, independence, and diversity, along with a board-centered system of accountable management.

Shareholder Structure

TYM is listed on the KOSPI market. As of December 31, 2025, its largest shareholder and related parties held 34.9% of its shares, minority shareholders 49.6%, other shareholders 11.8%, and treasury shares accounted for 3.7%. The total number of shares issued is 41,400,000 common shares, with a market capitalization of KRW 260.4 billion.

TYM Shareholder Composition



Corporate Governance Charter

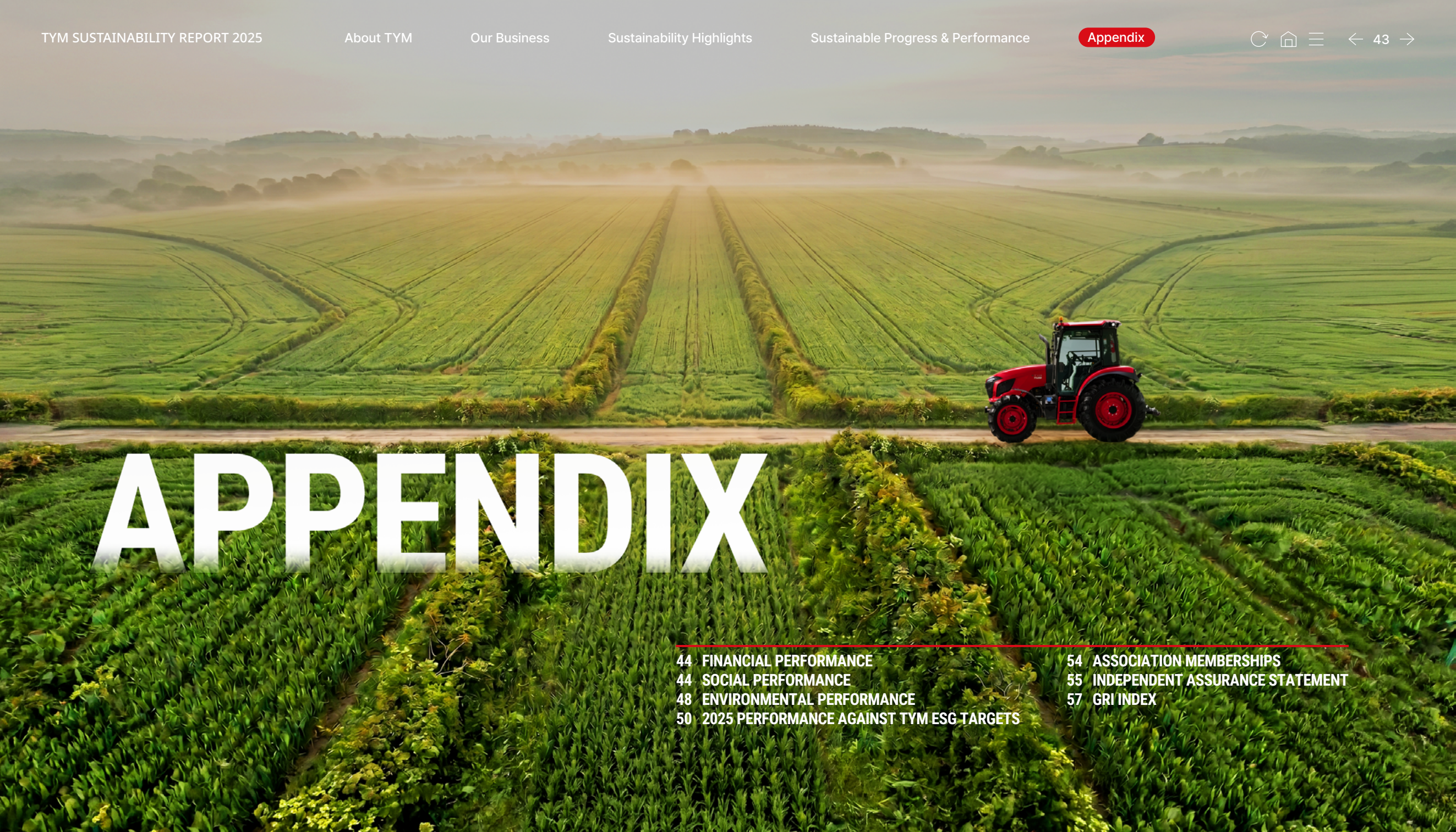
TYM strives to protect the rights and interests of not only its shareholders but all stakeholders related to the company, supporting the sustainable growth of shareholders, investors, creditors, customers, employees, suppliers, and local communities. The company established its Corporate Governance Charter to embody its commitment to management innovation for continued competitiveness and to sound corporate governance. The Charter sets out the principles and standards for the authority and responsibilities of TYM's shareholders, Board of Directors, and audit bodies to protect the rights of its diverse stakeholders, and it is disclosed on the TYM Corporation official website for all stakeholders to view.

[Link to the Corporate Governance Charter](#)



Independence of the Audit Body

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 Audit Committee as its internal audit body to enhance management transparency and protect shareholder rights. The Audit Committee audits the company's accounting and business activities and maximizes its role in supervising and serving as a check on major shareholders and management. Its members are appointed at the general meeting of shareholders, and to ensure independence from the Board and executive management, the Committee is composed entirely of outside directors (four in total). A dedicated Audit Team has also been established and operates to support the Audit Committee, which, in accordance with its regulations, holds the right to consent to and evaluate the appointment and dismissal of the head of the internal audit department.



APPENDIX

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FINANCIAL PERFORMANCE

Classification	UoM	2023	2024	2025
Financial Performance				
Revenue	KRW million	836,475	788,790	929,361
Revenue Growth Rate	%	-28.27	-5.70	17.82
Net Income	KRW million	60,427	18,209	40,119
Net Income Growth Rate	%	-38.46	-69.87	120.33
Total Assets	KRW million	849,111	836,568	852,366
Total Assets Growth Rate	%	8.56	-1.48	1.89
Export Revenue	KRW million	611,668	530,519	685,827
Export Revenue / Total Revenue	%	73.12	67.26	73.80
Domestic and Export Revenue				
Revenue - Domestic	%	26.88	32.74	26.20
Revenue - Export	%	73.12	67.26	73.80
Revenue by Business Unit				
Revenue - Agricultural Machinery	%	91.62	89.84	91.39
Revenue - Filters	%	8.38	10.13	8.56
Revenue - Others	%	0.003	0.03	0.05
Revenue by Region				
Revenue - Domestic	%	26.9	32.7	26.2
Revenue - North America	%	64.6	56.1	64.6
Revenue - Other Regions	%	8.5	11.2	9.2

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

2) Employees at the senior and principal levels are classified as manager and above.

3) The number of workers employed by other employers and engaged at the reporting company's worksites (through dispatch, subcontracting, service contracts, etc.)

4) Ratio of female employees to the total number of employees

5) Ratio of female managers to the total number of managers (including managers and executives)

SOCIAL PERFORMANCE

Employee Status

Classification	UoM	2023	2024	2025
Total Number of Employees				
	persons	1,025	1,029	1,089
Employment Type	Permanent	945	951	930
	Temporary ¹⁾	80	78	159
Gender	Male	912	915	983
	Female	113	114	106
Job Position	Manager and Above ²⁾	168	189	220
	Below Manager	857	840	869
Employment at Overseas Worksites				
No. of Dispatched Employees	persons	5	8	8
No. of Local Employees	persons	150	149	166
Total No. of Employees at Overseas Worksites	persons	155	157	174
Total No. of Managers at Overseas Worksites	persons	12	19	27
No. of Local Managers	persons	11	15	24
% of Local Managers	%	92	79	89
Non-affiliated Workers³⁾				
No. of Non-affiliated Workers	Male	95	101	106
	Female	48	43	48
Diversity				
Female Talent	% of Females ⁴⁾	11	11	10
Development	% of Female Managers ⁵⁾	2	4	2
Employees with Disabilities	persons	17	17	17
National Veterans	persons	7	6	6
Foreign Nationals	persons	3	3	3

SOCIAL PERFORMANCE

Annual Total Compensation Ratio

Annual Total Compensation Ratio ¹⁾	1852.50%
Annual Total Compensation Increase Ratio ²⁾	95.29%

1) Calculation method: annual total compensation of the organization's highest-paid individual / median annual total compensation of all employees (excluding the highest-paid individual)

2) Calculation method: percentage increase in the annual total compensation of the organization's highest-paid individual / median percentage increase in the annual total compensation of all employees (excluding the highest-paid individual)

Recruitment

Classification		UoM	2023	2024	2025
New Hires		persons	149	110	190
Gender	Male	persons	115	95	175
	Female		34	15	15
Age Group	Under 30 Years Old	persons	35	32	67
	30 to 49 Years Old		79	55	82
	50 Years Old and Above		35	23	41
Average Years of Service for Employees (Korea)		years	11.65	11.49	11.40

Turnover and Retirement

Classification		UoM	2023	2024	2025
Total			8.7	5.9	7.0
Voluntary Turnover Rate	Gender	%	7.2	5.7	5.7
	Female		20.8	7.0	1.2
Age Group	Under 30 Years Old	%	21.8	20.8	1.6
	30 to 49 Years Old		9.2	5.8	4.4
	50 Years Old and Above		1.9	1.9	0.9

Classification		UoM	2023	2024	2025
Total			13.3	6.0	7.6
Involuntary Turnover Rate	Gender	%	13.9	5.5	6.8
	Female		8.7	9.6	0.7
Age Group	Under 30 Years Old	%	25.4	22.0	1.0
	30 to 49 Years Old		8.7	2.3	1.4
	50 Years Old and Above		16.9	8.8	5.1
Turnover Rate	Male	%	21.1	11.2	12.5
	Female		29.4	16.6	2.0
	Total		22.0	11.8	14.5

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

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

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

Maternity/Paternity and Parental Leave

Classification		UoM	2023	2024	2025
Maternity/Paternity Leave	No. of Employees That Took Leave	persons	28	12	42
	Maternity Leave		1	0	1
	Paternity Leave		27	12	41
Return-to-Work Rate After Leave		%	100	100	100
Parental Leave	No. of Employees That Took Leave	persons	9	1	19
	Female		6	2	9
	Male		3	8	10
Return-to-Work Rate After Leave ¹⁾		%	78	90	85
Turnover Rate within 12 Months After Return			22	10	15

1) Return-to-work rate after parental leave: Ratio of employees who returned to work among those whose parental leave ended in 2025

SOCIAL PERFORMANCE

Labor

Classification		UoM	2023	2024	2025
Working Hours	Per Person Annually	hours	2338.4	2347.0	2,278.5
	Weekly Average		45.0	45.0	43.8
	Number of Employees Using Flexible Working Hours	persons	109	113	112
Labor Union	No. of Members Eligible for Labor Union Membership	persons	837	761	804
	No. of Members Who Joined the Labor Union		632	663	660
	Membership Rate	%	75.5	87.1	82.1
No. of Regular Labor-Management Council Meetings		times	4	4	4

Competency Enhancement Training

No.	Training Category	Sessions	Training Hours (h)	No. of Trainees (persons)	Total Training Fee (KRW)	Training Hours per Person	Training Fee per Person (KRW)
1	Technical Competency Improvement Training	19	370	293	74,470,035	19	254,164
2	Job Competency Improvement Training	9	133	235	22,943,200	15	97,631
3	Dealer/Buyer Technical Training	30	322	922	54,801,042	11	59,437
4	Orientation for New Hires	9	45	37	-	5	-
5	Workshop for New Hires	2	32	48	29,660,000	16	617,000
6	Training for Promoted Employees	2	32	46	26,928,000	16	564,000
7	Statutory Training	1	5	570	1,653,000	5	2,900
8	Ethics Management Training	2	1	460	-	0.5	-

Occupational Health and Safety Training

No.	Training Category	Total Training Hours (h)	No. of Participants (persons)
1	Fire Drills	179	179
2	First Aid Training / Drills	501	292
3	Fire Preparedness Drills	101	75

ISO Key-man¹⁾ Competency Training

Training	Content	Date	Participants	Hours	Format
ISO Management System Performance and Improvements	Sharing of ISO certification audit results and corrective actions on findings	March 20, 2025	27	3	In-person
Climate Change Policy and Response	Climate change policies, risks, and plans for incorporating opportunities	March 20, 2025	27	0.5	In-person
Status of ISO Process Enactment and Revision	Review of current status and 2025 plans	March 20, 2025	27	0.5	In-person
Team Activities and Processes	Hands-on practice (team activities and process understanding)	March 21, 2025	27	1	In-person
Environmental and OHS Management	Hands-on practice (non-routine risk assessment, environmental impact assessment)	March 21, 2025	27	2	In-person
Objective Management	Action plans for achieving objectives	March 21, 2025	27	1	In-person
Chemical Substance Management	MSDS training methods and preparation of training logs	March 21, 2025	27	0.5	In-person

1) ISO Key-man: Personnel responsible for monitoring the performance and compliance status of each department and for carrying out continuous improvement activities, with the aim of meeting the requirements of ISO standards and internal standard documents

Others

Classification	UoM	2023	2024	2025
Social Contribution Expenditure by Donation Type				
Cash Donations	KRW million	823	174	1,046
Equivalent Value of In-Kind Donations	KRW million	668	541	751
Customer Personal Information and Data Leakage				
No. of Data Leaks (Breaches)	cases	-	-	-
No. of Leaks of Personally Identifiable Information (PII)	cases	-	-	-
Training-Related Investment				
Establishment of Training Equipment	KRW million	-	161	23
Consortium Support	KRW million	-	-	615

SOCIAL PERFORMANCE

Occupational Safety Management

Classification	UoM	2023	2024	2025
Occupational Accident Rate ¹⁾	%	0.09	0.56	0.19
Lost-Time Injury Frequency Rate (LTIFR) ²⁾	per 200,000 hours worked	0.09 ³⁾	0.59	0.29
No. of Employees Injured in Occupational Accidents ³⁾	persons	3	3	3

1) Based on occupational accident rate data from the Korea Occupational Safety and Health Agency for January–September 2025 (results for January–December 2025 are scheduled to be published in May 2026)

2) Lost-Time Injury Frequency Rate: number of lost-time incidents / total hours worked × 200,000 (i.e., the number of lost-time incidents, including injuries and illnesses, per 200,000 hours worked)

3) Based on the date of the accident

4) No work-related ill health occurred in 2025

5) The 2023 figure has been corrected due to a simple clerical error

Management System Certifications

(As of February 2026)

Classification	Certification Body	Certification Validity Period
ISO 9001	DNV	February 23, 2023 - February 22, 2026 February 23, 2026 - February 22, 2029
ISO 14001	DNV	February 23, 2023 - February 22, 2026 February 23, 2026 - February 22, 2029
ISO 45001	DNV	March 3, 2025 - March 2, 2028

Legal Violations

No. of Sanctions	Fine (KRW)	Details
1	160,000	Violation of the Construction Machinery Management Act
1	400,000	Violation of the Occupational Safety and Health Act

Other Sanctions

Year of Occurrence	No. of Sanctions	Details
2024	2	Refer to the Business Report (for matters related to sanctions, etc.)
2025	-	N.A.

Shared Growth with Suppliers

Classification	UoM	2023	2024	2025	Supplier Type (No. of companies)	
No. of Suppliers					Domestic	Global
Total No. of Suppliers	companies	334	298	312	250	62
No. of Key Suppliers ¹⁾	companies	71	68	74	63	11
Purchases from Suppliers						
Total Purchases from Suppliers	KRW million	365,703	297,108	375,920		
Purchases from Key Suppliers	KRW million	312,134	248,470	325,399		
Purchases from Domestic Suppliers ²⁾	KRW million	242,417	209,485	255,792		
Purchases from Key Domestic Suppliers ¹⁾	KRW million	196,124	166,709	215,468		
Ratio of Purchases from Key Domestic Suppliers ¹⁾	%	80.9	79.6	84.2		
Purchases from Foreign Suppliers ³⁾	KRW million	123,286	87,623	120,128		
Purchases from Key Foreign Suppliers ¹⁾	KRW million	116,010	81,761	109,931		
Ratio of Purchases from Key Foreign Suppliers ¹⁾	%	94.1	93.3	91.5		
Supply Chain ESG Assessment						
Tier 1 Supplier (QCD+ESG) Assessment	companies	20	31	42		

1) Key suppliers are those with transactions of KRW 1 billion or more, and the number of key suppliers is limited to key 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 loan funds (excerpt from the Public Procurement Service's definition of foreign procurement)

ENVIRONMENTAL PERFORMANCE

Classification	UoM	2023	2024	2025
Greenhouse Gas Emissions¹⁾				
Total GHG Emissions (Scope 1+2)	tCO₂eq	9,793	9,646	12,443
GHG Intensity	tCO ₂ eq/KRW billion	18	21	13
Direct GHG Emissions (Scope 1)	tCO ₂ eq	2,100	1,754	3,383
Indirect GHG Emissions (Scope 2)	tCO ₂ eq	7,693	7,892	9,060
Indirect GHG Emissions (Scope 3) ²⁾	tCO ₂ eq	-	9,147	10,518
Energy Consumption¹⁾				
Direct Energy Consumption³⁾	MJ	37,396,879	30,732,512	56,611,854
Gasoline	MJ			387,233
Diesel	MJ			12,932,854
Kerosene	MJ			587,200
LNG (City Gas)	MJ	12,707,733	7,188,908	13,239,587
LPG	MJ	24,689,146	23,543,604	29,464,979
Direct Energy Intensity	MJ/KRW billion	67,261	67,693	60,873
Indirect Energy Consumption	MJ	160,726,733	164,913,418	189,319,018
Electricity ⁴⁾	MJ	160,726,733	164,913,418	189,319,018
Indirect Energy Intensity	MJ/KRW billion	289,077	363,245	203,569
Renewable Energy Consumption	MJ	-	81,898	85,936
Renewable Energy Usage Rate	%	-	0.05	0.03
Water Consumption				
Total Water Consumption⁵⁾	m³	83,818	89,260	95,174
Iksan (Tap Water) ⁶⁾	m ³	30,009	24,235	34,622
Okcheon (Tap Water) ⁶⁾	m ³	21,228	25,143	21,140
Okcheon (Groundwater) ⁶⁾	m ³	23,101	26,645	27,900

Classification	UoM	2023	2024	2025		
Jincheon (Tap Water) ⁷⁾	m ³	4,509	7,480	5,877		
Jincheon (Groundwater) ⁷⁾	m ³	4,971	5,757	5,635		
Water Intensity	m ³ /KRW billion	151	197	102		
Tap Water	m ³	55,746	56,858	61,639		
Groundwater	m ³	28,072	32,402	33,535		
Waste and Recycling						
Waste Generation	tons	1,153	1,029	984		
Waste Intensity	tons/KRW billion	2.1	2.3	1.1		
Waste Type	State	Treatment Method				
Total General Waste	tons	908	877	833		
Waste Synthetic Resin	Solid	Recycled	tons	0.0	478.8	168.6
Waste Synthetic Resin	Solid	Incinerated		476.0	10.0	317.8
Waste Wood	Solid	Recycled		295.8	282.0	236.9
Wastewater Sludge	Solid	Recycled		87.7	54.4	53.8
Waste Activated Carbon	Solid	Recycled		36.0	38.2	43.7
Waste Synthetic Rubber ⁸⁾	Solid	Recycled		5.6	8.1	1.3
Dust	Solid	Landfilled		7.0	5.3	11.2
Total Designated Waste	tons	245	152	151		
Waste Oil ⁹⁾	Liquid	Recycled		119.6	79.5	53.2
Waste Paint	Liquid	Recycled		44.7	11.4	21.5
Waste Paint	Solid	Incinerated	tons	80.5	37.5	52.8
Waste Paint (Powder)	Solid	Recycled		0.0	23.3	23.6
Recycled Waste	tons	724	976	602.6		
Recycling Rate	%	63	95	61		

ENVIRONMENTAL PERFORMANCE

Classification	UoM	2023	2024	2025
Total Environmental Costs				
Total Environmental Costs	KRW million	330	231	257
Outsourced Waste Treatment Cost	KRW million	233	180	191
Levies and Charges	KRW million	89	50	64
Other Costs	KRW million	8	1	3
Environmental Regulatory Violations				
No. of Environmental Law Violations	cases	1	0	0
Fines on Environmental Law Violations	KRW million	16.6	0	0

1) Methodology for calculating energy consumption

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

- Activity data

- Gas and electricity: utility bills (statements)
- Fuel consumption: fueling receipts
- Basis for calculating intensity: revenue

- Annex 12 of the Guidelines for Reporting and Verification of Emissions under the Greenhouse Gas Emissions Trading Scheme

- The organizational boundary is set using the operational 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 (Scope 3) Accounting and Reporting Standard

3) Gasoline, diesel, and kerosene have been recorded since 2025.

4) Only electricity consumption includes the headquarters and branches in addition to the Iksan, Okcheon, and Jincheon plants.

- All other data is the sum of the Iksan, Okcheon, and Jincheon plants.

- This electricity is from non-renewable energy sources.

5) Method for compiling water consumption: utility bills (consumption and billed amount)

6) Wastewater treatment and monitoring methods at the Iksan and Okcheon plants

- Discharged to a sewage treatment facility after physicochemical treatment at the factory's wastewater treatment plant

- Discharge water quality is monitored through outsourced measurements (twice a year) and self-measurements (twice a month)

7) The Jincheon plant does not discharge wastewater and has no separate water quality management standards.

8) Waste synthetic rubber includes waste tires and crawlers.

9) Waste oil includes waste lubricating oil and waste insulating oil.

10) Waste and recycling status

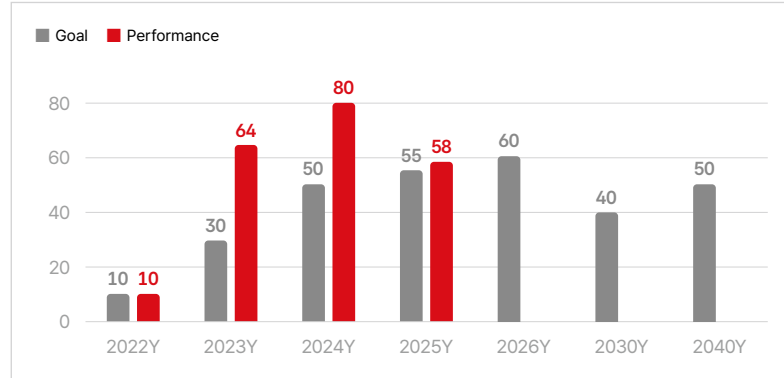
- Waste collection scope: Iksan, Okcheon, and Jincheon plants

- Source of waste data: Allbaro System

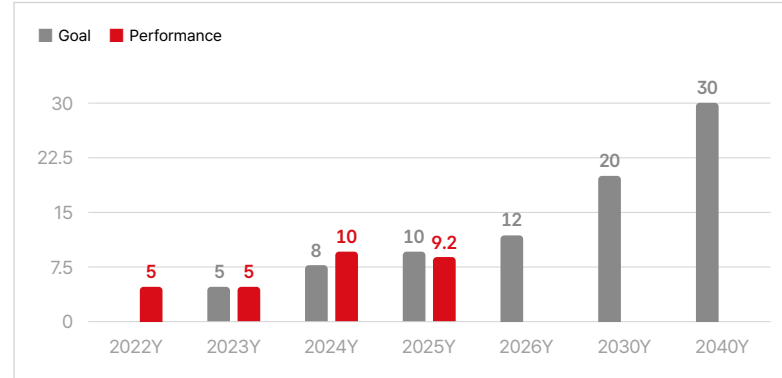
- In 2024, the Jincheon plant identified previously unclassified recyclable waste among its existing waste, resulting in an increased recycling rate.

2025 PERFORMANCE AGAINST TYM ESG TARGETS

Sustainable Product Technology Development Progress Rate (UoM: %)

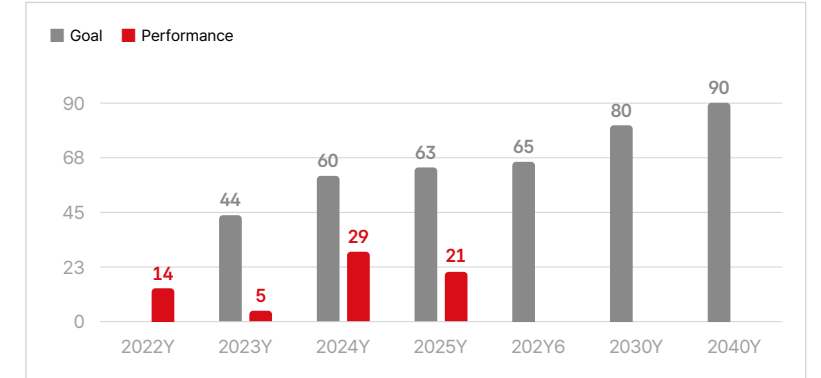


Sustainable Procurement Performance¹⁾ (UoM: %)



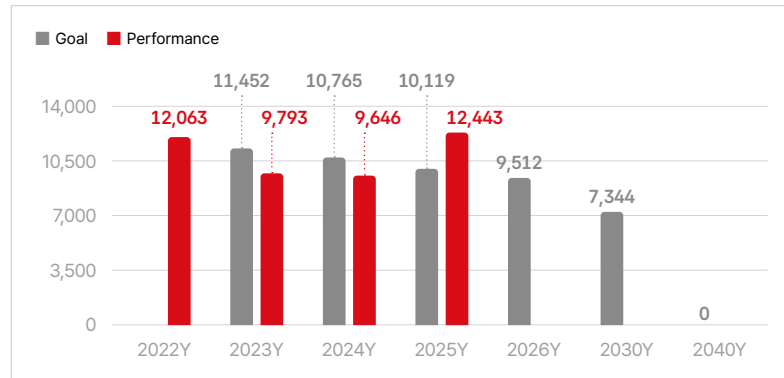
1) Items subject to sustainable procurement (as of the end of 2022): STAGE-V engines, LFI hoods, cellulose (kenaf-based) interior materials

Sustainable Product Sales Performance²⁾ (UoM: %)



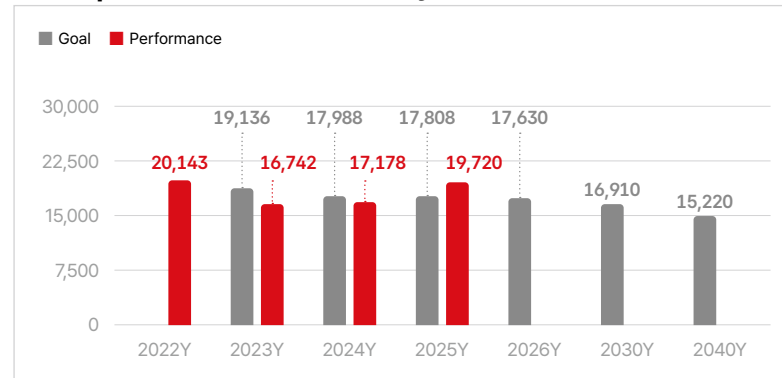
2) Products incorporating sustainably procured components

GHG Scope 1 & 2 Emissions³⁾ (UoM: tCO2eq)

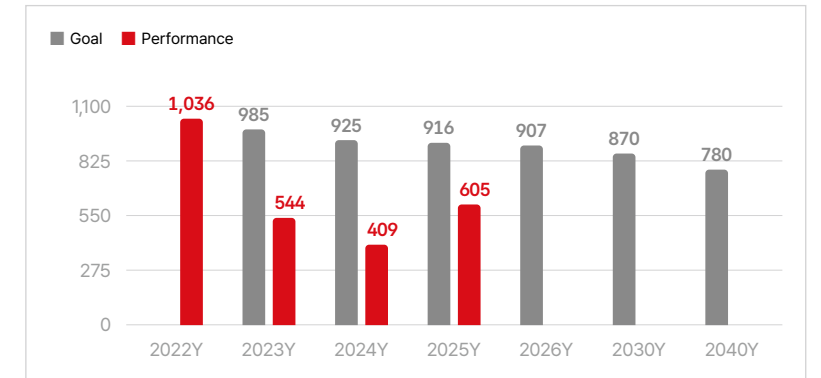


3) GHG reduction target: an annual reduction of approximately 7% from the base-year (2022) emissions

Electricity Consumption (Headquarters, Iksan, Okcheon, Jincheon, Branches) (UoM: MWh)



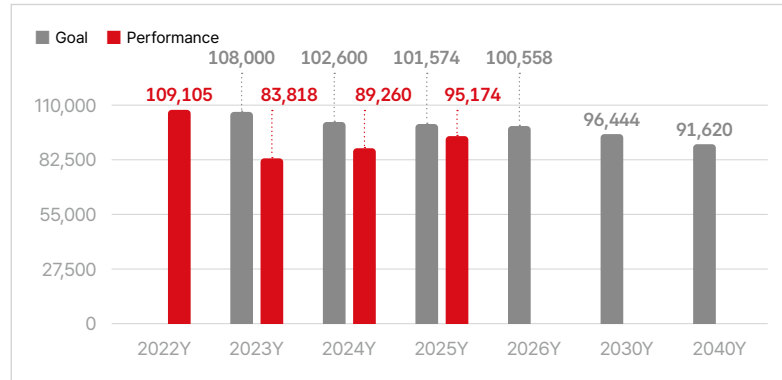
Gas Consumption (UoM: 1,000Nm³)



2025 PERFORMANCE AGAINST TYM ESG TARGETS

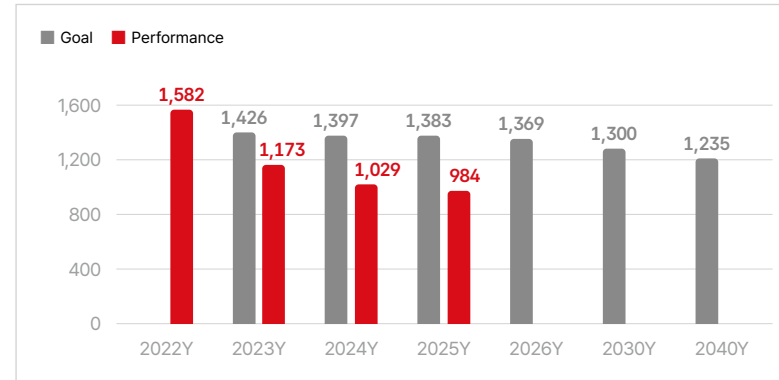
Water Consumption

(UoM: m³)



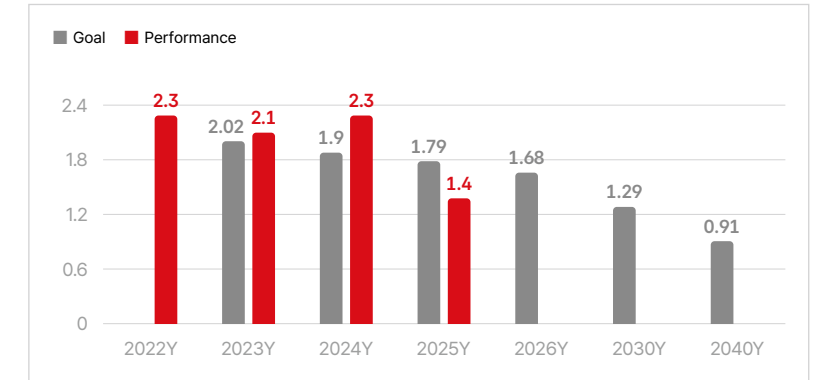
Waste Generation (General + Designated)

(UoM: ton)



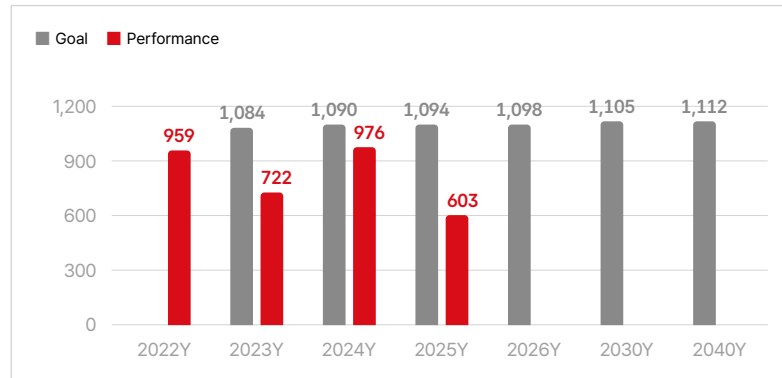
Waste Intensity

(UoM: kg/millions KRW)



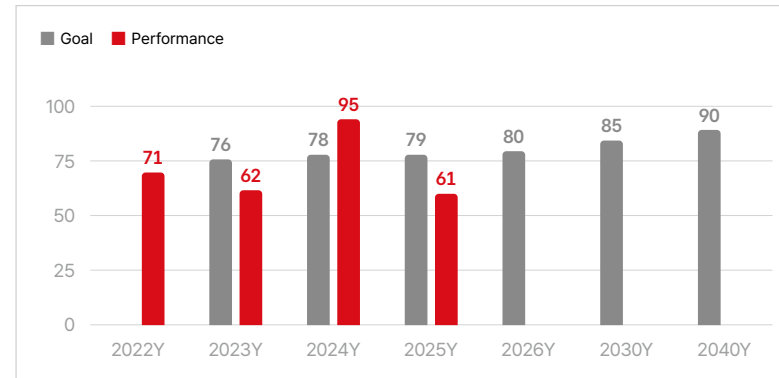
Recycled Waste

(UoM: ton)



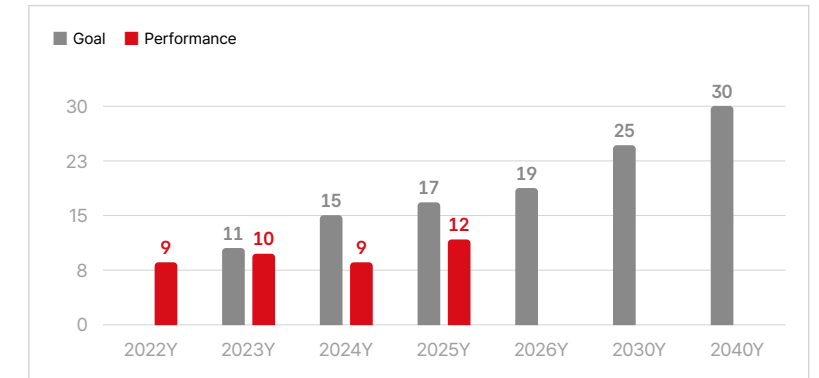
Waste Recycling Rate

(UoM: %)



Social Contribution Activities

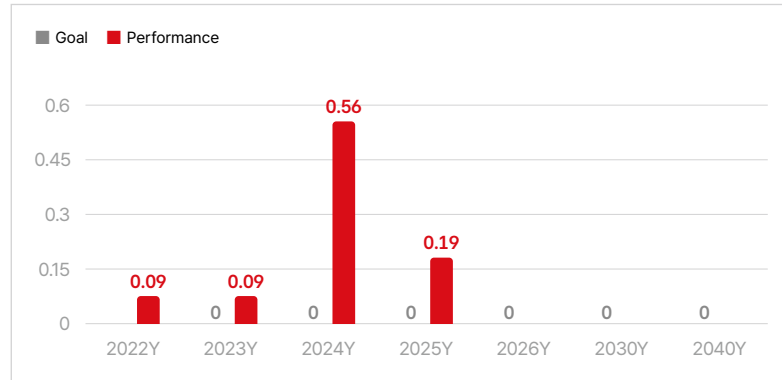
(UoM: cases)



2025 PERFORMANCE AGAINST TYM ESG TARGETS

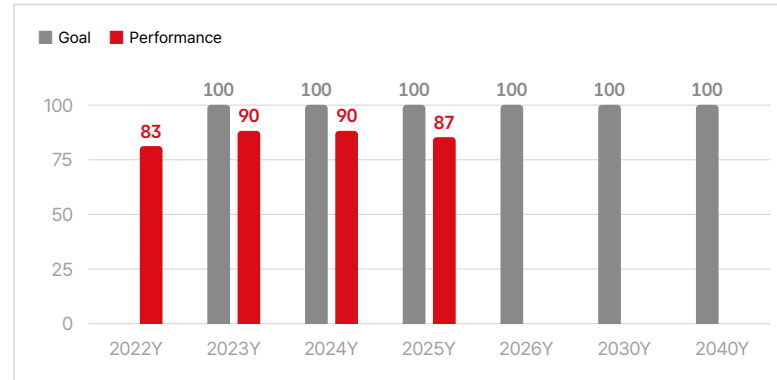
Integrated Accident Rate

(UoM: %)



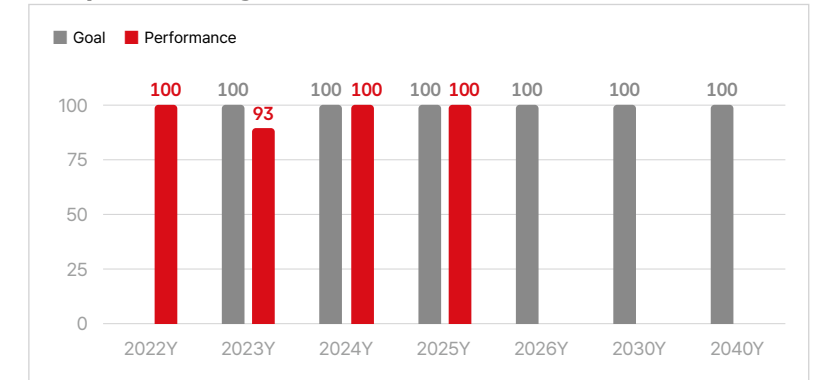
Risk Factor Improvement Rate

(UoM: %)



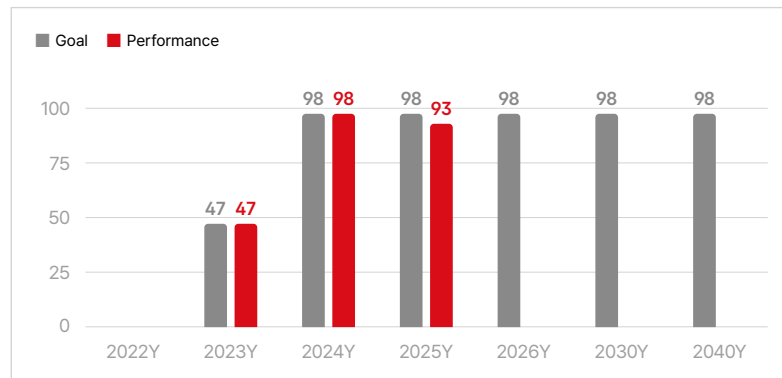
New Supplier Code of Conduct Compliance Pledge

(UoM: %)



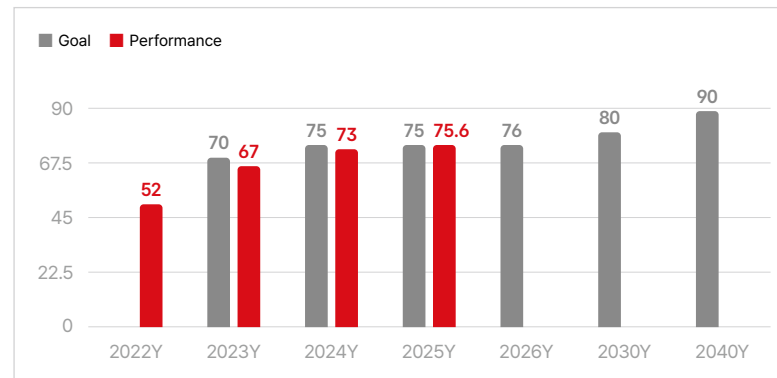
Tier 1 Supplier (QCD+ESG) Assessment

(UoM: companies)



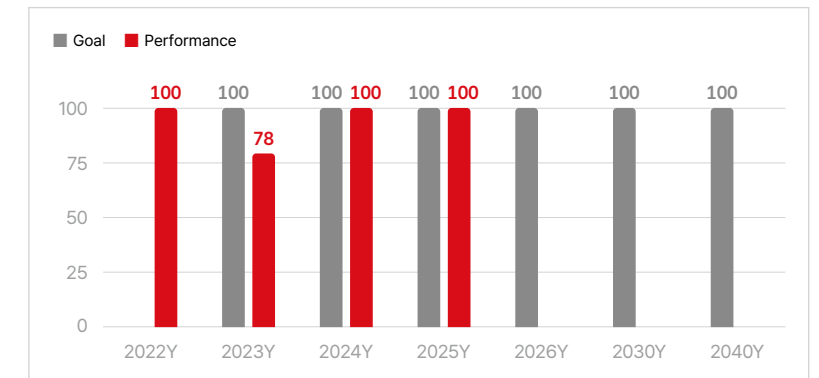
Internal Employee Satisfaction Rate

(UoM: %)



HR Issue Improvement Rate

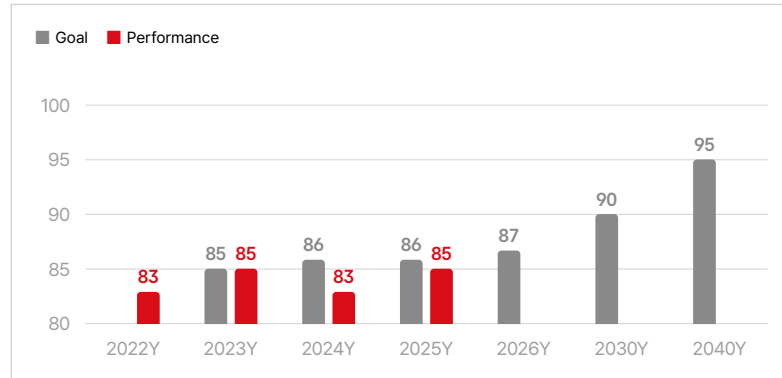
(UoM: %)



2025 PERFORMANCE AGAINST TYM ESG TARGETS

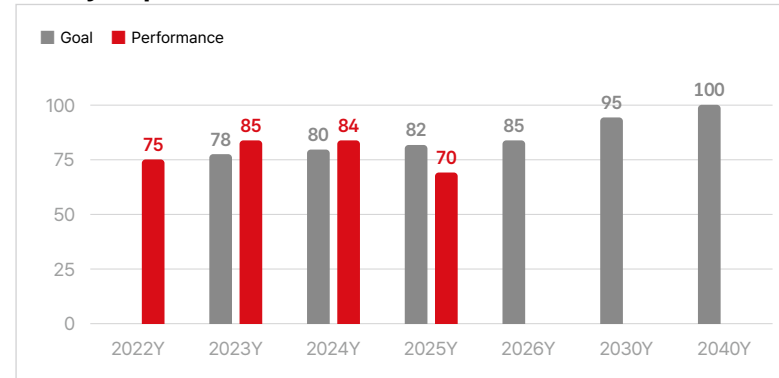
Overseas Customer Satisfaction Survey

(UoM: %)



Overseas Customer Satisfaction Survey Improvement Rate

(UoM: %)



ASSOCIATION MEMBERSHIPS

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 Agricultural Machinery
Industry Cooperative

Korea Industrial Safety
Association

Korea 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 TYM Sustainability Report 2025 (hereafter referred to as 'the Report') for the calendar year ending 31 December 2025. 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 2025, 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. In order to have mid-to long-term management system, TYM this year selected same materiality topics as the ones of the previous year.

Materiality:

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

TYM has conducted a materiality assessment for the analysis of the Company's environmental, social, and financial impacts. Through issue reviews, stakeholder surveys, media analysis, and the analysis of ESG disclosure and ESG rating company's requirements, the Company identified seven material issues in 2024; recognizing that these issues require a mid-to long-term response framework, the Company selected them as the

same material issues for 2025. DNV confirmed that the Company reflects its approach strategies and related activities regarding the material issues selected through the materiality assessment in its reports.

Sustainability Context:

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

TYM has established three core objectives—"expansion of sustainable products, carbon neutrality, and supply chain ESG management"—to achieve its ESG vision, "Innovative legacy for the next generation," and has selected a mid-to long-term roadmap and key tasks. The Company has entered the growth phase of the mid-to long-term roadmap and reports performance results for each core objective and key task in its Report. Regarding supply chain management, TYM currently focuses only on first-tier suppliers; however, it is recommended that the scope be expanded to include multiple-tier suppliers in the future to enable more in-depth management.

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

1) International Auditing and Assurance Standard Board

2) International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised)

Independent Assurance Statement

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. We have no other contract with TYM except this sustainability report assurance.

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

5 June 2026



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, Annual Report	
	2-3	Reporting period, frequency and contact point	About This Report	
	2-4	Restatements of information	Appendix - Social Performance(Occupational Safety Management)	2023 LTIR data revised due to a clerical error
	2-5	External assurance	Appendix - Independent Assurance Statement	
	2-6	Activities, value chain and other business relationships	Introduction, Supply Chain Sustainability	
	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	Board Leadership 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	
	2-13	Delegation of responsibility for managing impacts	Board Leadership Annual Report	
	2-14	Role of the highest governance body in sustainability reporting	Board Leadership	
	2-15	Conflicts of interest	Board Leadership Annual Report Corporate Governance 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	Board Leadership	
	2-18	Evaluation of the performance of the highest governance body	Incomplete	Procedure Not Established
	2-19	Remuneration policies	Board Leadership	
	2-20	Process to determine remuneration	Board Leadership(Executive Remuneration)	

GRI Standard	No.	Disclosure	Contents	Notes	
General disclosures					
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Board Leadership(Executive Remuneration) Appendix - Social Performance		
	2-22	Statement on sustainable development strategy	CEO Message		
	2-23	Policy commitments	Website - Charter of Human Rights Website - Code of Practice for Ethical Management Website - Code of Practice for Anti-Corruption and Bribery Website - Supplier Code of Conduct Website - Environmental Management Code of Practice		
	2-24	Embedding policy commitments	Supply Chain Sustainability Respect for Human Rights Website - Charter of Human Rights Website - Code of Practice for Ethical Management Website - Code of Practice for Anti-Corruption and Bribery Website - Supplier Code of Conduct Website - Environmental Management Code of Practice		
	2-25	Processes to remediate negative impacts	Ethical and Compliance Management(Grievance Handling System) Website - Ethical Management Website - Charter of Ethics		
	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 - ASSOCIATION MEMBERSHIPS		
	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	
3-3		Management of material topics	Customer Satisfaction Sustainable Products Supply Chain Sustainability Quality Management Climate Change Response Technological Innovation Ethical and Compliance Management	non-GRI non-GRI 308-1~2, 414-1~2 416-1~2 305-1~5 non-GRI 205-1~3	

GRI INDEX

GRI Standard	No.	Disclosure	Contents	Notes
Material topics				
Climate Change				
GRI 102 : Climate Change 2025	102-7	Scope 3 GHG emissions	Appendix - Environmental Performance	
	102-8	GHG emissions intensity	Appendix - Environmental Performance	
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	
Emissions				
GRI 305 : Emissions 2016	305-1	Scope 1 GHG emissions	Climate Change Response Appendix - Environmental Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
	305-2	Scope 2 GHG emissions	Climate Change Response Appendix - Environmental Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
	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	
Supplier environmental assessment				
GRI 308 : Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Sustainability	
	308-2	New suppliers that were screened using environmental criteria	Supply Chain Sustainability Product Environmental Regulation Response System(TCMS)	
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	Customer Satisfaction Quality Management	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	Not Applicable

GRI Standard	No.	Disclosure	Contents	Notes
Material topics				
Customer Satisfaction and Sustainable Products				
Non-GRI			Customer Satisfaction Sustainable Products Technological Innovation Ethical and Compliance Management	
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	
	302-3	Energy intensity	Appendix - Environmental Performance Renewable Energy Use	
	302-4	Reduction of energy consumption	Appendix - Environmental Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	

GRI INDEX

GRI Standard	No.	Disclosure	Contents	Notes
Potential topics				
Water and effluents				
GRI 303 : Water and Effluents 2018	303-2	Management of water discharge-related impacts	Water Resources Management	
	303-5	Water consumption	Water Resources Management Appendix - Environmental Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG 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 - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
	306-4	Waste diverted from disposal	Waste Management Appendix - Environmental Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
	306-5	Waste directed to disposal	Waste Management Recycling and Circular Economy Appendix - Environmental Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
Employment				
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	Appendix - Social Performance	
	401-3	Parental leave	Appendix - Social Performance	Not Applicable

GRI Standard	No.	Disclosure	Contents	Notes
Potential topics				
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 - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
	403-10	Work-related ill health	Safety and Health Appendix - Social Performance Appendix - 2025 PERFORMANCE AGAINST TYM ESG TARGETS	
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	Board Composition and Activities Appendix - Social Performance	