



TYM
ESG Report 2021

INNOVATIVE LEGACY

for the Next Generation





INNOVATIVE LEGACY

FOR THE NEXT GENERATION

Key Changes in the 2021 Report

The 2021 ESG Report focuses mainly on the sustainability management topics for each major stakeholder of TYM.

Inquiry on the Report

Please feel free to contact us with any inquiries regarding the report.
TYM ESG Strategy Team
TEL +82-2-3014-2861
E-Mail esg@tym.world

Interactive Guide

[Cover](#) [Table of contents](#) [Previous page](#)

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

ABOUT THIS REPORT

Report Overview

TYM publishes the ESG report to share and communicate with various stakeholders its sustainable growth in overall areas; economy, social and environment and mid-to-long-term vision for sustainable growth and value creation in the economy, society, and environment. The TYM's ESG Report for 2021 is structured around major issues derived from the materiality assessment process to provide necessary and practical information to stakeholders. This report also includes relevant comprehensive financial and non-financial performances.

Reporting Period

The reporting period is from January 1, 2021, to December 31, 2021. Significant performances occurring after the reporting period is also included until the first half of 2022, to provide timely information. In terms of key quantitative performances, the data of the past three years (2019-2021) are provided, while some performances are provided with the data of more than the past three years of data so to help the understanding of long-term trends for the stakeholders.

Reporting Cycle

Annual

Reporting Scope

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

Reporting Standards

This report has been prepared in compliance with the Global Reporting Initiative (GRI) standards and refers to the principles of the United Nations Global Compact (UNGC). The financial performance is prepared on a stand-alone basis under the Korean International Financial Reporting Standards (K-IFRS). The data prepared on a consolidated basis are marked and explained separately.

Report Assurance

This report has been assured by DNV, a third-party assurance agency, to ensure the objectivity, accuracy, and reliability of the contents and the data of the report. The report review is based on International Standard on Assurance Engagements (ISAE) 3000 and provides a limited assurance based on VeriSustain, DNV's assurance methodology. The assurance report is found in the appendix (Pg. 40)

[Appendix](#)

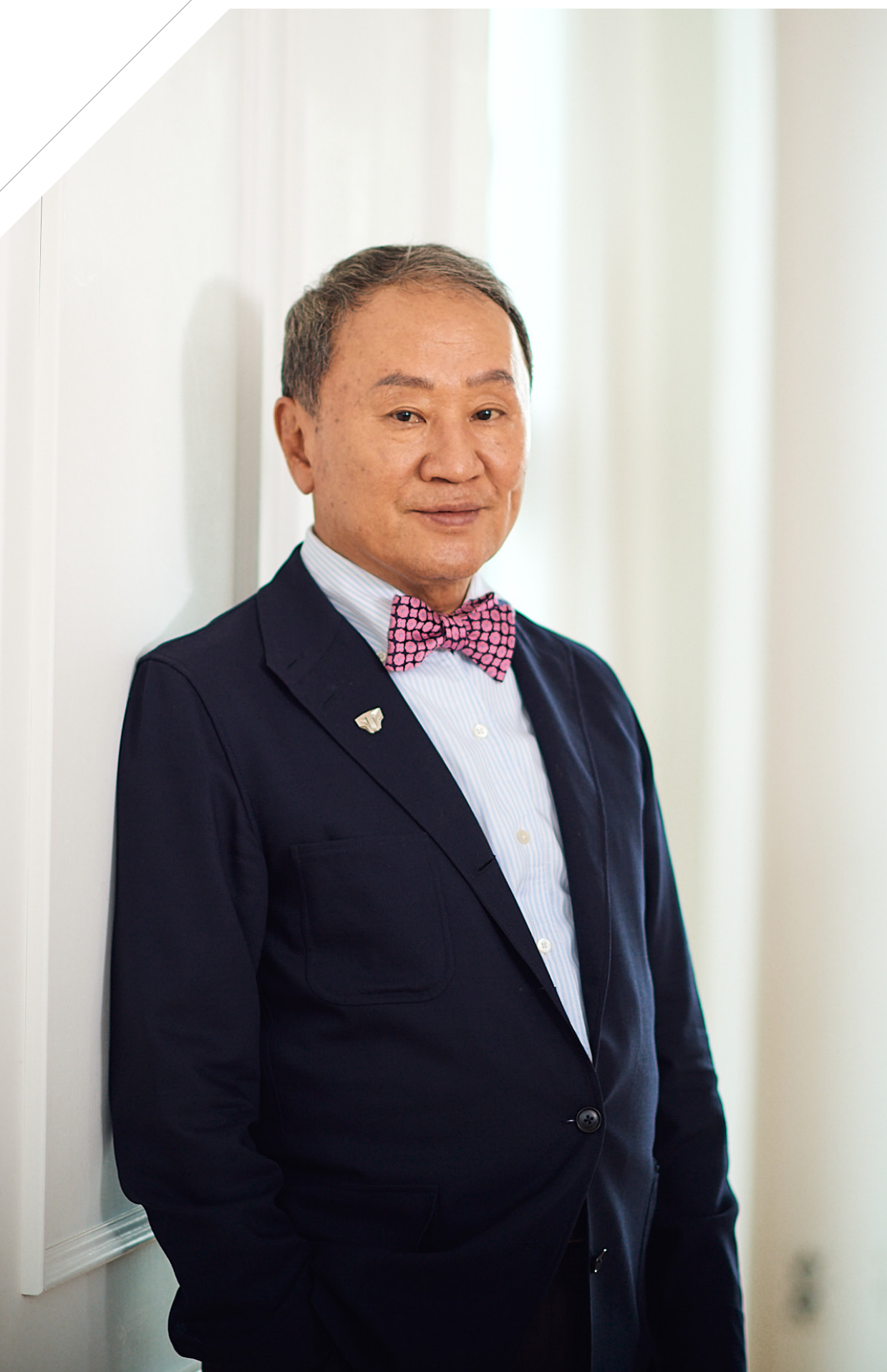


TABLE OF CONTENTS

<h2>ABOUT TYM</h2> <hr/> <ul style="list-style-type: none">About This ReportTable of ContentsCEO MessageIntroduction of TYM <p>02</p>	<h2>OUR BUSINESS</h2> <hr/> <ul style="list-style-type: none">TYM Value Chain <p>08</p>	<h2>SUSTAINABILITY HIGHLIGHT</h2> <hr/> <ul style="list-style-type: none">2021 ESG OverviewESG VisionMateriality AssessmentKey ESG IssuesCommunications with Stakeholders <p>10</p>	<h2>SUSTAINABLE PROGRESS & PERFORMANCE</h2> <hr/> <ul style="list-style-type: none">CustomersShareholdersEmployeesSupply-ChainsLocal Community <p>17</p>	<h2>APPENDIX</h2> <hr/> <ul style="list-style-type: none">Activities Associated with the UN SDGsSocial PerformanceEnvironmental PerformanceAssociation StatusIndependent Assurance StatementGRI Index <p>34</p>
--	---	---	--	--



CEO MESSAGE



Chairman & CEO Hiyong Kim

We sincerely thank you for your interest and love for TYM's sustainable growth over the past 70 years.

Following last year, social and economic uncertainty due to COVID-19 continues this year, such as rising raw material prices and the semiconductor crisis. As a result of preemptively responding to changes in demand in the global agricultural market, TYM recorded a remarkable growth of 40.1% in sales in North America, achieving a significant achievement of KRW 841.5 billion in sales and KRW 35.3 billion in operating profit, on a consolidated basis, last year. TYM will continue to leap forward as a global TYM through aggressive investment and concentration on capabilities, including a decision to invest in facilities worth \$20 million in the US market to become a top 3 brand in the North American market.

To achieve sustainable growth for the next 70 years beyond the past 70 years, TYM recognizes that it is essential not only to enhance customer value by strengthening our core capabilities but also to strive to create a sustainable society as a corporate citizen and to communicate actively with all of our stakeholders. Accordingly, we declared ESG management for the first time in the Korean agricultural machinery industry in 2021 and established a new ESG committee and a dedicated ESG department to establish a sustainable management organization system for TYM.

In 2022, closer to the post-COVID-19 era, TYM will take the lead in sharing innovative assets and creating a sustainable future under our vision, 'Innovative Legacy for the Next Generation', for our next generations to grow, together with us, in a better world.

First, we will lead the market through technological innovation and move forward as the global TYM.

The aging population of the agricultural market and the increasing global requirements for climate change are calling for a paradigm shift in the agricultural machinery market. TYM will lead the development of autonomous tractors based on the development of ICT technology, telematics, and big data technology, and will continue to make efforts for a healthy district by developing eco-friendly tractors through e-powertrain technology.

Second, we will become the company that walks together with our stakeholders.

TYM puts customer value first and is moving towards the realization of customer satisfaction. To that end, we will strengthen our communication channels with our customers to incorporate their voices into our products. Moreover, we will also strive for the healthy growth of internal and external stakeholders for the realization of customer value. We will create a healthy working culture by strengthening the safety and health activities at the workplace, and continue to strengthen co-prosperity with the suppliers. In addition, we will transparently disclose and communicate the results of our ESG activities through the ESG reports.

Third, as a global corporate citizen, TYM will take the lead in social contribution.

TYM contributes to the achievement of the UN Sustainable Development Goals (SDGs) and supports the Global Compact's ten principles in four areas: human rights, labor, environment, and anti-corruption. To achieve the UN SDGs of food security and strengthening of sustainable agriculture, and to align with the business direction of global TYM, TYM participated in the international organization's efforts to help Ukraine by donating tractors. TYM will continue to take the lead in various social contribution activities not only domestically but also internationally as a corporate citizen.

Dear Stakeholders,

The reason TYM has been able to overcome numerous crises and continue to grow over the past 70 years is because of the constant interest and support from all of you. TYM will continue to move forward as a company that pursues sustainable growth together and communicates actively with all the stakeholders based on trust. We ask for your unwavering support and encouragement this year as well.

Chairman & CEO | Hiyong Kim
President & CEO | Dohoon Kim



President & CEO Dohoon Kim



INTRODUCTION OF TYM

Summary

Founded in 1951, TYM engages in the business areas of agricultural machinery, including tractors, combine harvesters, transplanters, and tobacco filters. We were listed on the Korea Exchange in June 1973 and developed to become a specialized manufacturer of system units, engines, and machines of agricultural equipment by acquiring Kukje Machinery and their engine manufacturing technology and GMT implementation manufacturer. Aiming to become a global producer of agricultural machinery, we changed our name from TongYang Moolsan to TYM in 2021. We are getting ready for the future through continued innovation together with the development of new technologies, including autonomous driving systems. TYM has decided to merge with Kukje Machinery Co Ltd. for sustainable growth by enhancing management efficiency and strengthening competitiveness, which is expected to be completed in July 2022.

Company Name	TYM Corporation
Headquarters	7, Eonju-ro 133-gil, Gangnam-gu, Seoul, Republic of Korea
CEO	Hiyong Kim, Dohoon Kim
Year of Establishment	1951
Business Areas	Manufacture and sales of agricultural machinery and tobacco filters
Number of Employees	620
Website	www.tym.world



Total Assets

KRW
707.4
billion

Sales

KRW
841.5
billion

KRW
35.3
billion

Operating Profit

KRW
39.5
billion

Net Profit during the Term

BB+
(Stable)

Credit Rating
(NICE Investors Service)

• The above financial information is on a consolidated basis

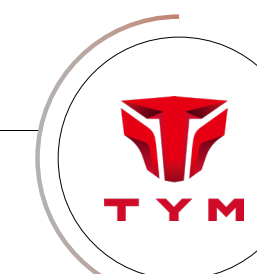
Introduction of the Businesses

TYM has the only agricultural machinery business structure in Korea that has both the agricultural machinery body, engine and work machine production capacity, and autonomous driving technology through vertical integration of the main group companies.

Business Areas

Main Products

Manufacture of agricultural machinery (Tractors, Combine harvesters, Transplanters)



[Domestic] T130 (Tractor), TX76 (Tractor)
HJ6135 (Combine harvester)
PRJ83DLGF (Rice transplanter)
[Overseas] T25, T47, T57, T22, T49

Sales of agricultural machinery in America (Tractors, Combine harvesters, Transplanters)



[Overseas] T25, T47, T57, T22, T49

Manufacture and sales of agricultural machinery (Tractor, Transplanters)
Manufacture of Diesel Engines



LUXEN1100E (Tractor)
LUXEN750 (Tractor)
KC6130-CXA (Combine harvester)
RGO-650 (Transplanters)

Selling agricultural machines in America



[Overseas] 2515, 5835

Manufacture of machinery for field crops and small tractors



Loader
Backhoe
Mower

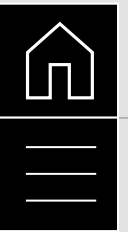
Research on autonomous driving, telematics, smart farm, and precision agriculture



Autonomous driving system
Telematics

¹⁾ Anhui Light Industries International Co., Ltd. is a subsidiary of TYM.

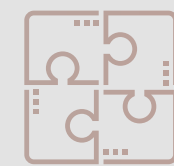
• As of the end of June 2022



TYM's History

Since its foundation, TYM has been steadily moving forward to enhance the prosperity of human lives and nature based on the company's foundation of manufacturing and selling agricultural machinery; and is continuously growing to deliver TYM's value to the world beyond Korea.

Founding and Challenges



Establishing a Foundation for Growth



Growing by Leaps and Bounds



Becoming a Global Leader



1951
Founded TongYang Moolsan Co., Ltd.

1962
Changed company name to Tonyang Products Co., Ltd

1973
Listed on Korea Exchange

1979
Merged with and acquired Geukdong Filtron

1985
Received the presidential citation for contributing to the growth of domestic agriculture

Exported the first Korean tractors to Central and South America

1993
Established the Central Technical Research Institute (CTRI)

1994
Established Donghang TongYang Co., Ltd. in China

1995
Became the first company to acquire ISO 9002 certification in the agricultural machinery industry

2000
Became the first agricultural machinery company to receive the \$50 million Export Tower award

2001
Established Jiangsu TongYang Co., Ltd. in China

Acquired ISO 9001 certification

2002
Acquired ISO 14001 certification

2004
Established TYM-USA Inc.

2010
Relocated the agricultural machinery factory to Iksan, Jeollabuk-do

2014
Selected as one of the World Class 300 companies

2016
Acquired Kukje Machinery Co., Ltd.

2019
Acquired GMT Co., Ltd.

2020
Adopted a professional management system

2021
Changed company name to TYM

2022
Merge with Kukje Machinery Co., Ltd.

Acquired ISO 45001 certification

1950 1960 1970

1980 1990

2000

2010 ~



1960~1979

This logo visualized the Korean initials of TongYang (ㄷ and ㅇ) as shapes of an eternal mountain (山) and yang (阳), conveying the message of the company's infinite development.



1980~2003

This logo demonstrated the company's willingness to create a beautiful living space like the evergreen mountain and the spirit of taking on challenges for tomorrow.



2004~2020

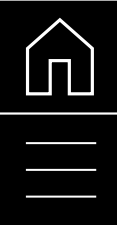
We changed our company name to TYM to take our next step as a global manufacturer of agricultural machinery.



2021~

Developed a new logo with the new company name to reflect the designs and styles of our products. The red symbol visualizes a tiger, and the bold lettering conveys passion for innovation, leading technology, and a new future.

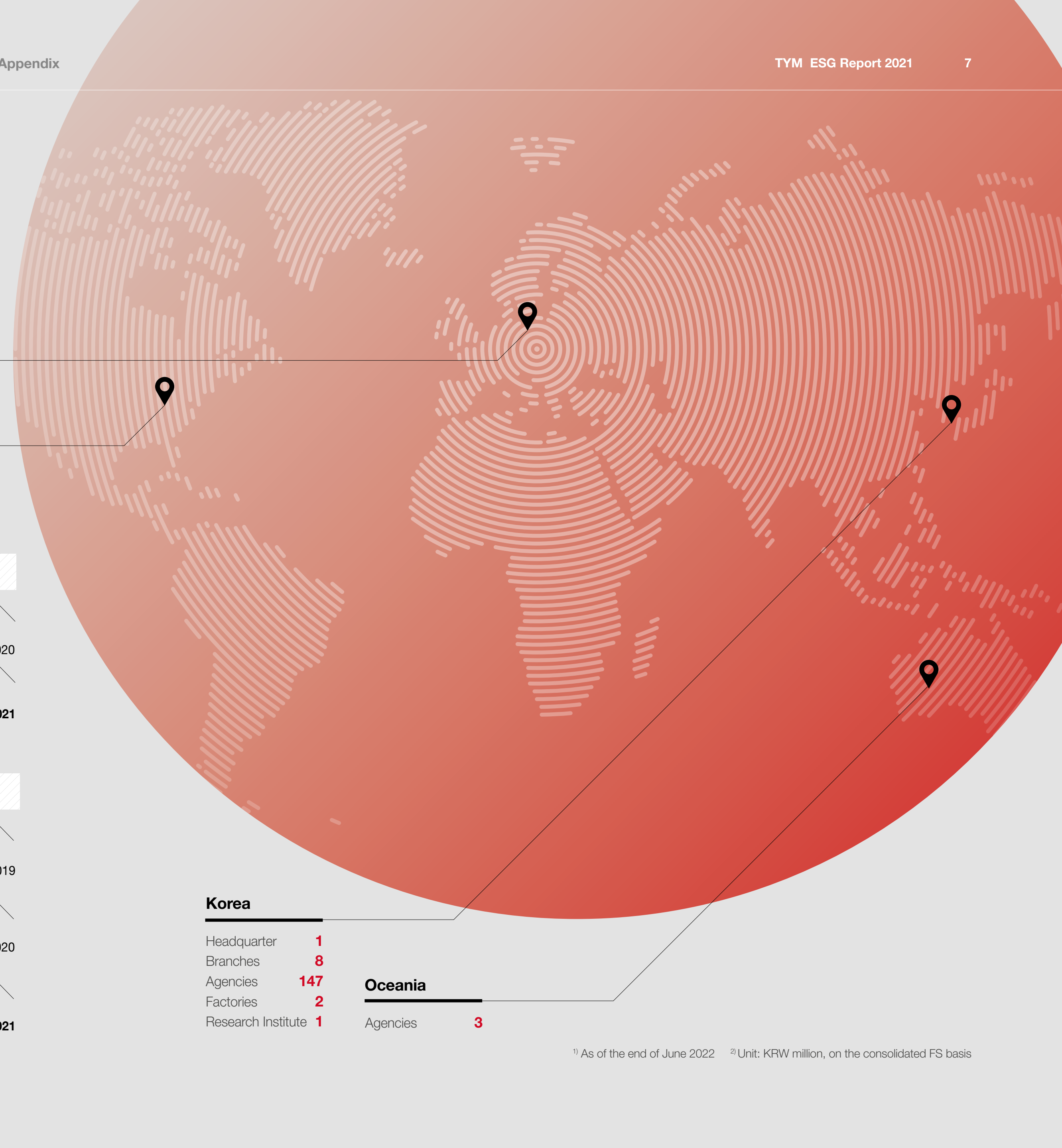
Changes in TYM's Corporate Identity through the Years



Global Network

TYM is strengthening its global export competitiveness through one overseas corporation, 8 branches, and 307 agencies¹⁾ in 21 countries around the world, and is leaping forward as a world-class agricultural machinery specialist.

TYM takes into account the different working environments of its customers and the intended use of the tractor. We provide the perfect quality products that can be trusted and relied on in order to give the best satisfaction at all angles to our customers.



Europe

Agencies **14**

North America

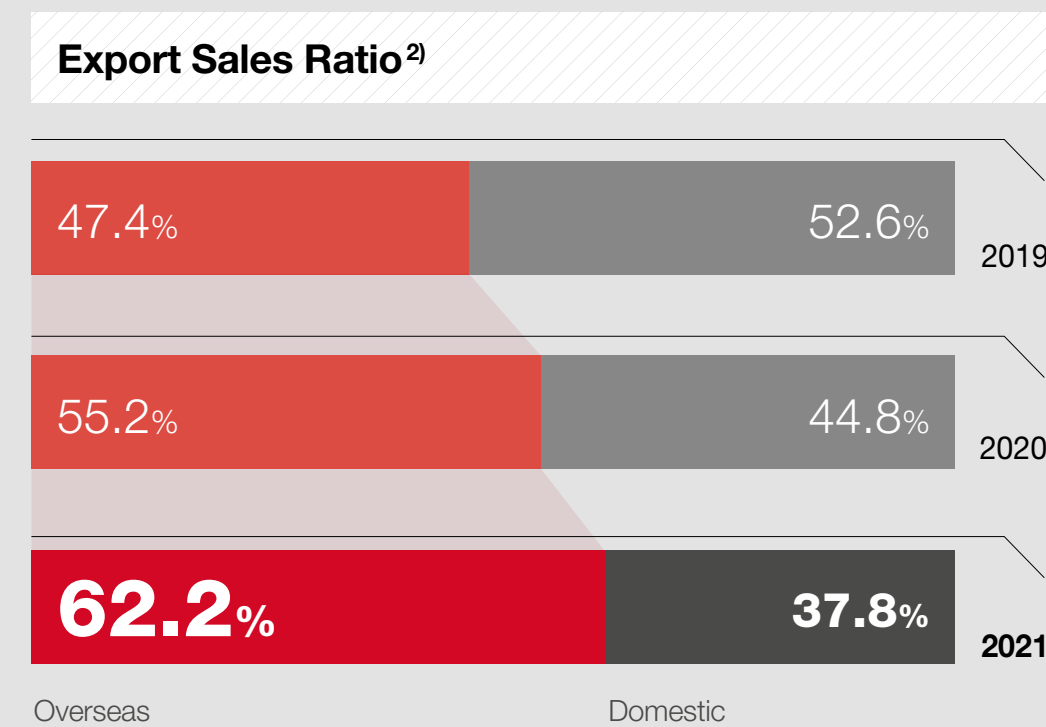
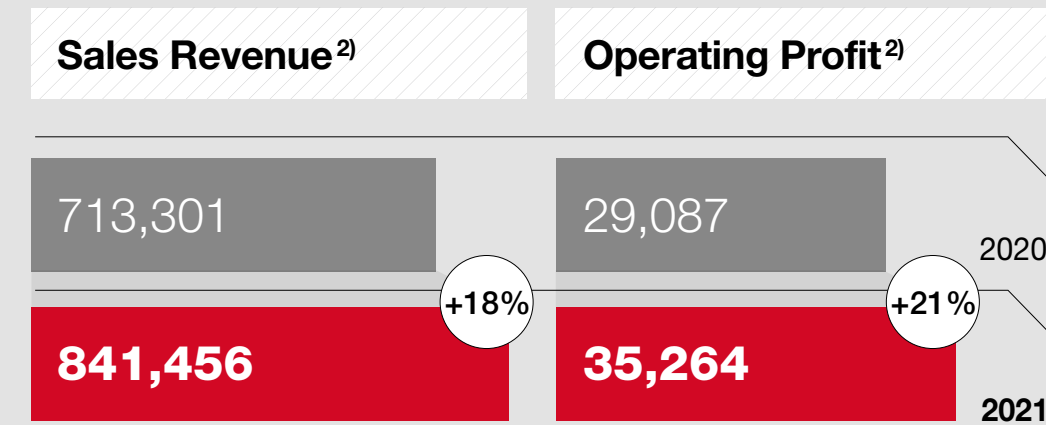
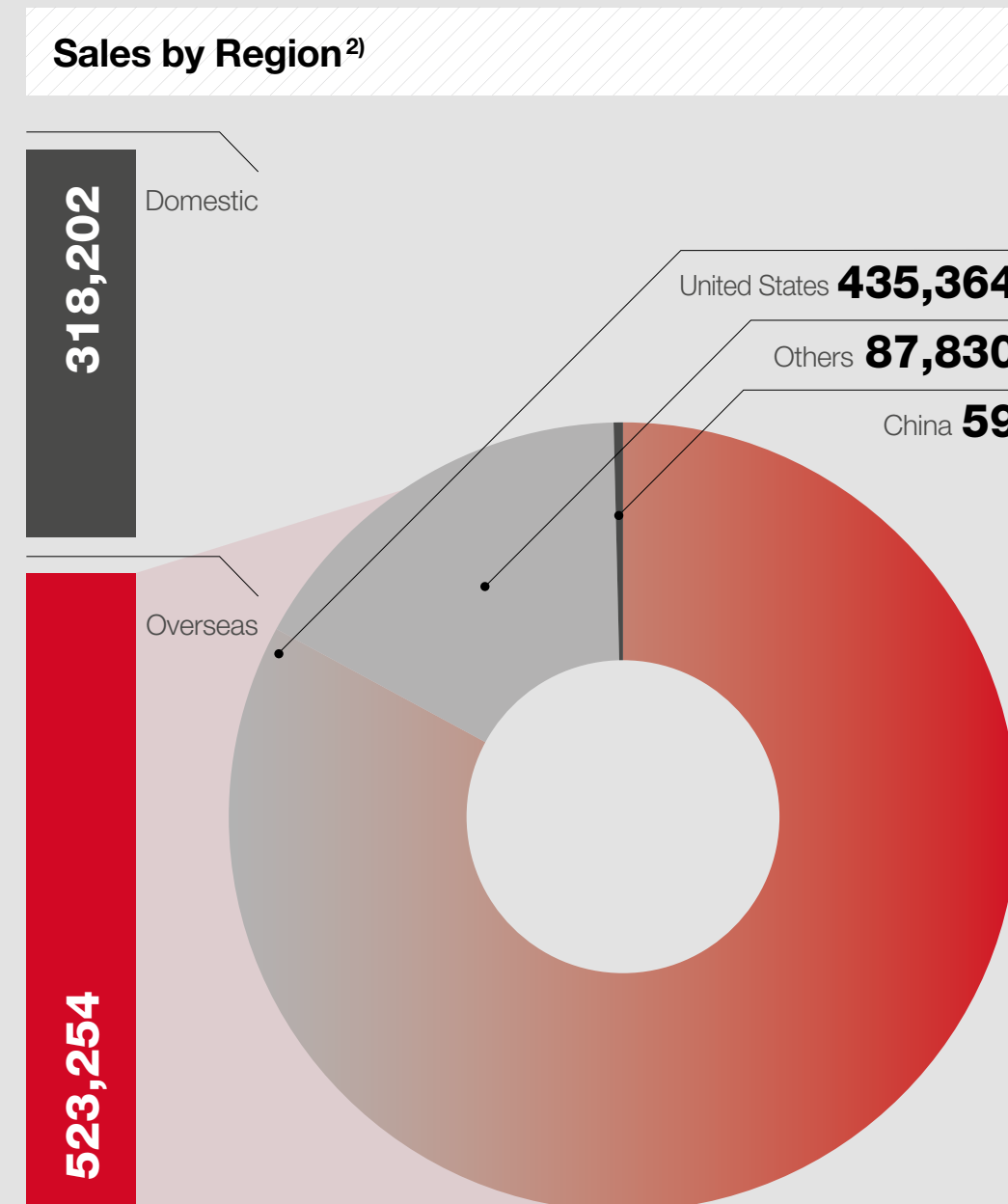
Corporation **1**
Agencies **143**

Korea

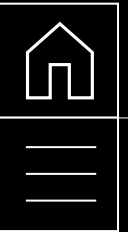
Headquarter **1**
Branches **8**
Agencies **147**
Factories **2**
Research Institute **1**

Oceania

Agencies **3**

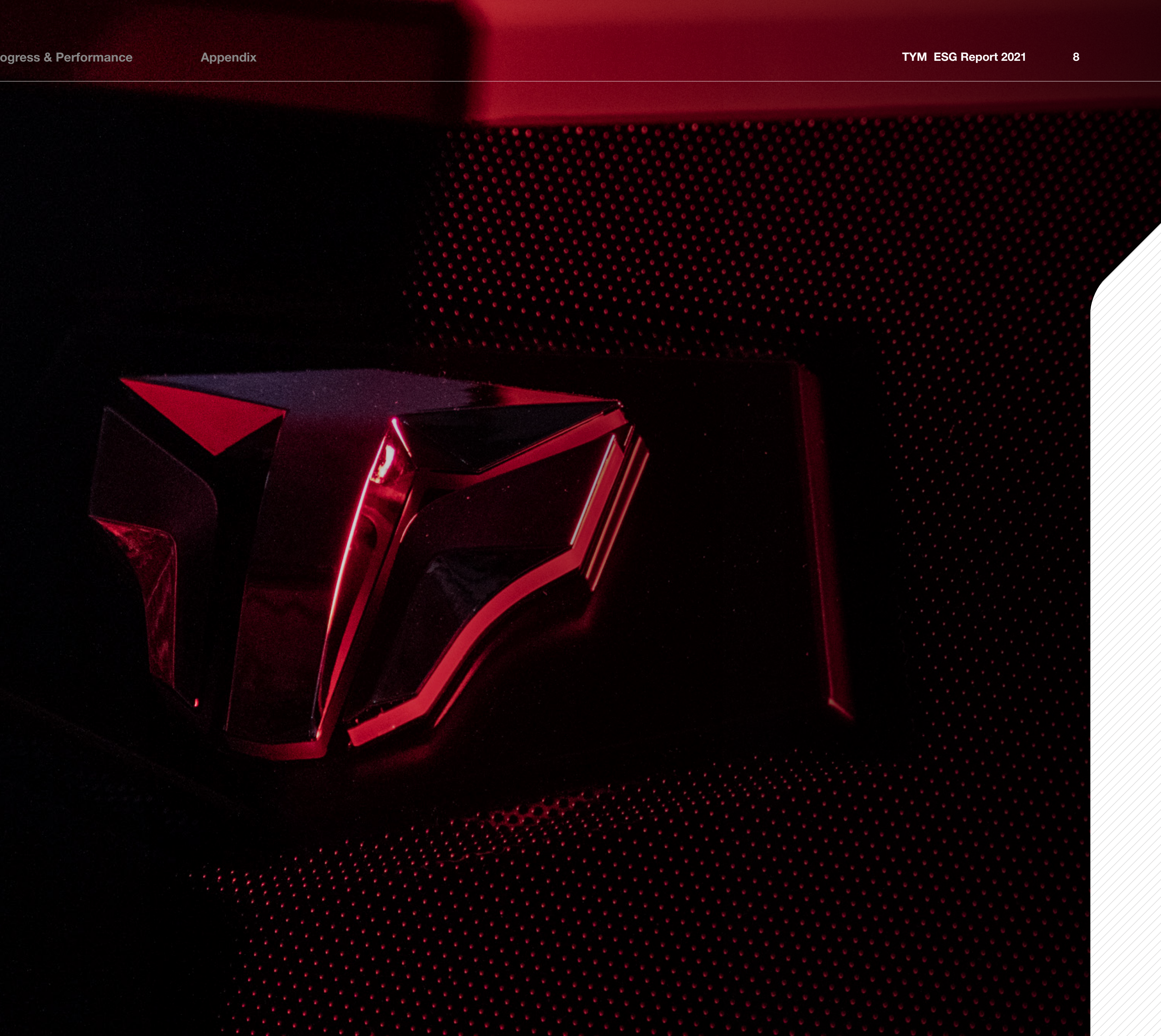


¹⁾ As of the end of June 2022 ²⁾ Unit: KRW million, on the consolidated FS basis



OUR BUSINESS

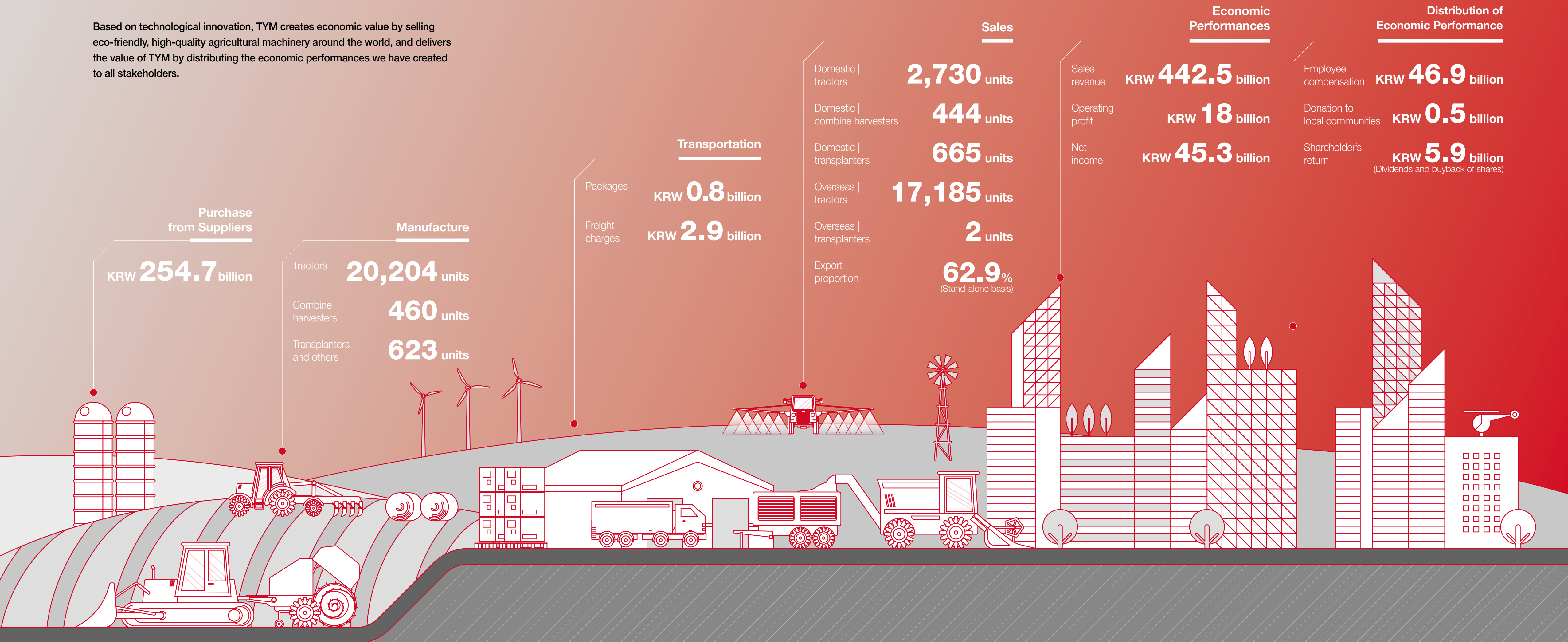
09 ——— TYM VALUE CHAIN

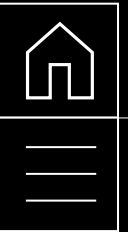




TYM VALUE CHAIN

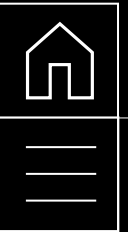
Based on technological innovation, TYM creates economic value by selling eco-friendly, high-quality agricultural machinery around the world, and delivers the value of TYM by distributing the economic performances we have created to all stakeholders.





SUSTAINABILITY HIGHLIGHT

11	2021 ESG OVERVIEW
12	ESG VISION
13	MATERIALITY ASSESSMENT
14	KEY ESG ISSUES
15	COMMUNICATIONS WITH STAKEHOLDERS



2021 ESG OVERVIEW

Economy

Sales units¹⁾

21,026 units

Export proportion

62.9%

Sales revenue

KRW **442.5** billion

Dividends

KRW **2.9** billion

Operating profit

KRW **18** billion

Share buybacks

KRW **3** billion

R&D investments

KRW **2.8** billion

Environment

GHG emission (Scope 1+2)

6,773 tCO₂e

Waste recycling rate

66%

Energy consumption

11,646,896 m³

Eco-friendly packaging replacement rate

100%
(filling materials, paper packing tapes)

Water usage

55,732 m³

Introduction of eco-friendly recycled pallets

100 units

Waste discharge

791 ton

Social

Engagement of ESG consulting with supplier companies

18 suppliers

Donation of masks to local communities

20,000 masks

ESG improvement performance of suppliers

KRW **5.3** billion

Safety and health management certification

ISO 45001

Free community tractor/combine support

15 units

Development of Employer's Vocational Skills Award

First Place in New Technology

Governance

Credit rating

BB+
(Nice Investors Service)

KCGS ESG overall evaluation rate

A

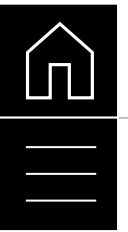
Reinforcement of Board of Directors function

ESG Committee

Industry Minister's commendation

Chairman Hiyong Kim

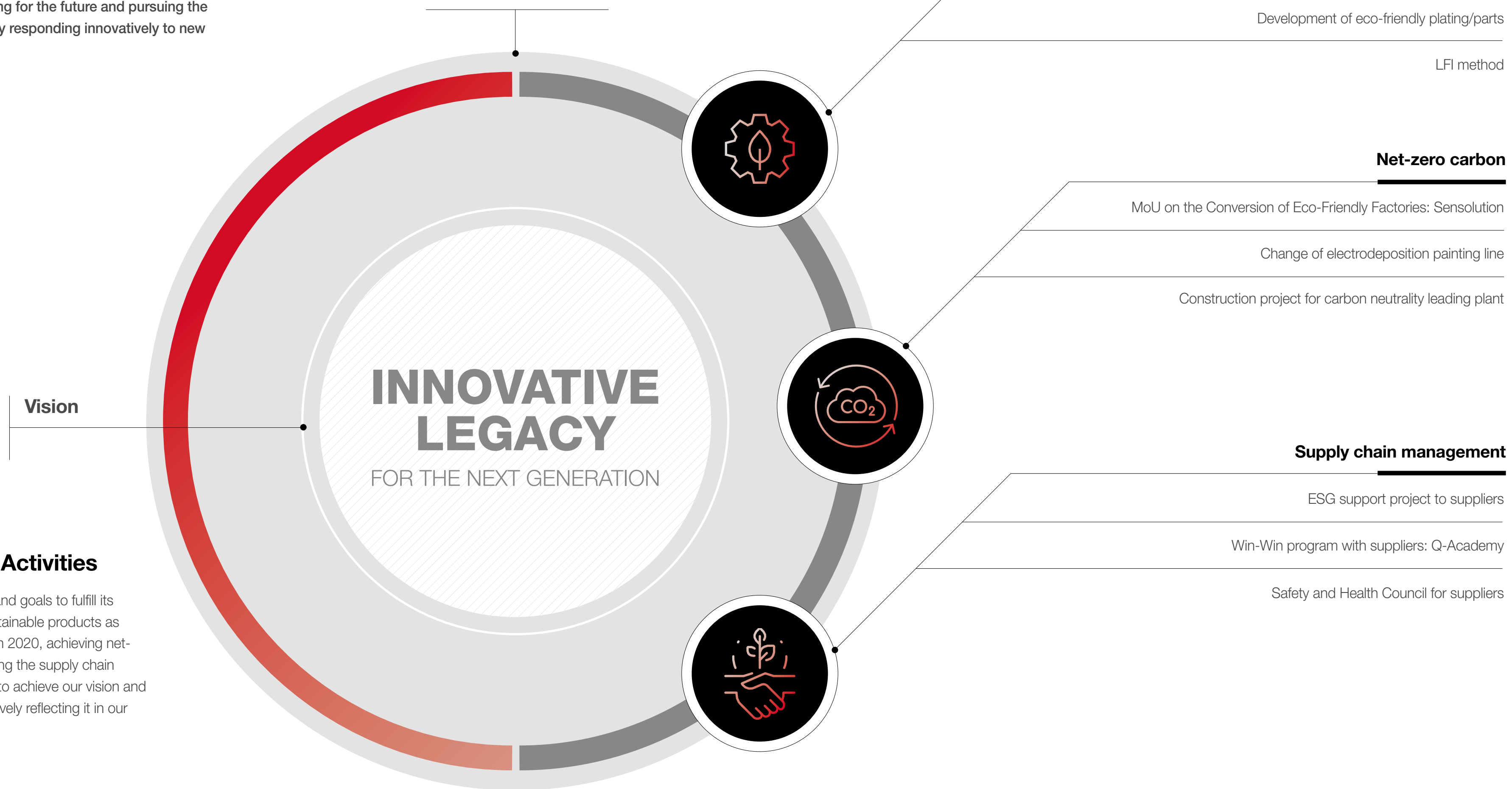
¹⁾ Sum of the tractor, combine harvesters, and transplanter sales



ESG VISION

TYM's ESG vision of an "Innovative Legacy for the Next Generation" conveys the message of preparing for the future and pursuing the company's sustainable growth by responding innovatively to new ESG factors.

3 Key Strategies



Key Related Activities in 2021

TYM Vision-related Activities

TYM has set three key strategies and goals to fulfill its ESG vision—developing more sustainable products as mentioned in the first ESG report in 2020, achieving net-zero carbon by 2040, and managing the supply chain efficiently. We are moving forward to achieve our vision and achieve sustainable growth by actively reflecting it in our management activities in 2021.



MATERIALITY ASSESSMENT

Materiality Assessment Process

TYM conducted a materiality assessment to select material topics for the reporting year 2021. The materiality assessment was conducted in three steps: forming a pool of issues, assessing materiality, and selecting material issues.

Step1 Forming a Pool of Issues

From January 1, 2021, to March 28, 2022, we formed a pool of 20 issues through media research related to the company, the key issues of global benchmarking peer groups, the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), and domestic and international ESG trends.

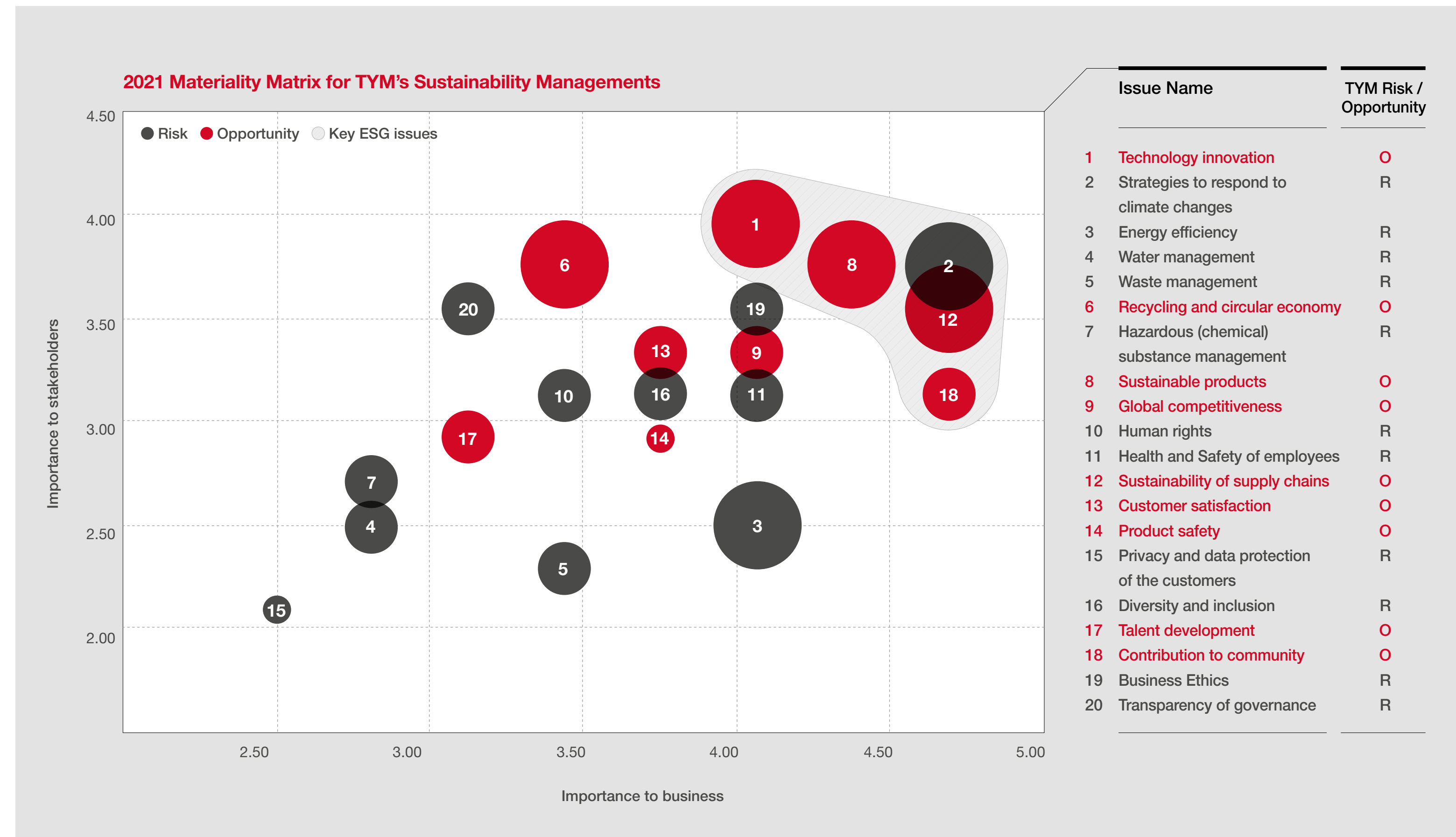
Step2 Assessing Materiality

We assessed the materiality of the items selected in the issue pool and considered their impact on the company's activities, stakeholders, society, economy, and the environment. We considered business matters such as profit, cost, reputation and risk management, and compliance as well as stakeholders, including customers, suppliers, government, shareholders, employees, and local communities. The impact of the value chain, including society, economy, and environment, was also another point that we examined.

Step3 Selecting Material Issues






Based on the materiality matrix, and a thorough review process by related internal managers and external experts, we have completed the selection of material issues for 2021.

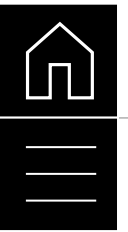
Material Assessment Results





KEY ESG ISSUES

Key ESG Issues			Risk & Opportunity	Activities for ESG Issues	Relevant Page No.
Key ESG Issues	02	Response to Climate Change 	<p>Climate change is a threat that worsens human health and the food system and creates a socio-economic crisis and is a major task that must be solved through global cooperation for the sustainable development of mankind.</p>	<ul style="list-style-type: none"> • TYM environmental management system based on ISO14001 • In-house energy-saving TFT activities • Eco-friendly factory conversion business agreement: Sensolution • Construction project for carbon neutrality leading plant: change of electrodeposition painting line 	31-32p →
	01	Technological Innovation 	<p>TYM is focusing on technology development to realize intelligent, eco-friendly and informatization of agricultural machinery as the agricultural environment changes, such as the problem of manpower supply and demand due to the aging of farm households and global warming and particulate matter.</p>	<ul style="list-style-type: none"> • Establishment of DX (Digital Transformation) Division • Telematics-based mobile app service 'MYTYM' • Development of autonomous driving agricultural machinery 	19-20p →
	08	Sustainable Products 	<p>As regulations on environmental information of products are tightened around the world and interest in circular economy increases, companies are making great efforts to create sustainable products that take into account economic value, environmental consideration, and social responsibility. TYM also strives to develop sustainable products and expand production.</p>	<ul style="list-style-type: none"> • Development of eco-friendly tractors: development of Electric UTV, Electric Tractors, E-Powertrain, CNG Engines, etc. • Development of eco-friendly plating/parts • LFI method 	18p →
	12	Sustainable Supply Chain 	<p>TYM recognizes that strengthening our suppliers' competitiveness is the foundation for our growth and strives to grow healthy with all our suppliers.</p>	<ul style="list-style-type: none"> • ESG support project to suppliers • Win-Win program with suppliers: Q-Academy • Safety and Health Council for suppliers 	28-29p →
	18	CSR Activities 	<p>As a member of society, TYM continues to carry out CSR activities based on the active participation of executives and employees, under the belief that the role of a company is to constantly strive and concern for the affluent life of all as members of society.</p>	<ul style="list-style-type: none"> • Major social contribution activities for local communities <ul style="list-style-type: none"> - Donation of agricultural machinery to Ukrainian farmers - Support for forest fire damage in Gangwon-do - Free support project for tractors to migrant young farmers - MoU signed for Iksan Local Pension - Urea solution support 	30p →

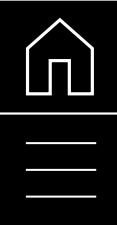


COMMUNICATIONS WITH STAKEHOLDERS

TYM works with various stakeholders to listen to their opinions, and we make sure to reflect them throughout the company's activities. We define our stakeholders as our employees, customers, suppliers, shareholders, creditors, and local communities. We listen to different opinions from each stakeholder group through a variety of communication channels and reflect on our business activities.

		Details	Key Issues	Communication Channels (Individual Channels)	Communication Channels (Common Channels)
Stakeholders and Communication Channels	Customers¹⁾ 	<ul style="list-style-type: none"> • Domestic: 147 agencies • Overseas: 160 agencies • Final consumer 	<ul style="list-style-type: none"> • Improvement of customer satisfaction and complaint handling • Quality control • Reasonable pricing • Development of sustainable products 	<ul style="list-style-type: none"> • Workshop for agencies • Customer care centers (CCC) • Customer satisfaction survey 	<p>Domestic</p> <ul style="list-style-type: none"> • TYM website • TYM social media channels • ESG report <hr/> <p>Overseas</p> <ul style="list-style-type: none"> • TYM website • TYM social media channels • ESG report
	Employees 	<ul style="list-style-type: none"> • Domestic: 566 persons • Overseas: 54 persons 	<ul style="list-style-type: none"> • Establishment of win-win labor-management relations • Improvement of workplace safety • Improvement of job satisfaction and welfare • Handling of employee grievances 	<ul style="list-style-type: none"> • Labor-Management Committee • Cyber Audit Office 	
	Suppliers 	<ul style="list-style-type: none"> • Total 173 companies 	<ul style="list-style-type: none"> • Technical support • Customer health and safety management • Strengthened mutual growth 	<ul style="list-style-type: none"> • Meetings with suppliers • TYM Health and Safety Committee • Q-Academy 	
	Shareholders / Investors 	<ul style="list-style-type: none"> • Organizational and individual investors 	<ul style="list-style-type: none"> • Share of transparent management information • Maximization of shareholders' value • Increase in investor benefits 	<ul style="list-style-type: none"> • Corporate disclosures • General shareholder's meeting • Regular Investor relations • Briefing sessions for investors 	
	Local Communities 	<ul style="list-style-type: none"> • Local governments, etc. 	<ul style="list-style-type: none"> • The practice of Corporate citizenship • Practice of donations 	<ul style="list-style-type: none"> • Social contribution activities (Donation of tractors to Ukraine, support for forest fire victims in Gangwon-do, Donation of tractors to migrant young farmers, etc.) 	

¹⁾ Number of agencies: as of the end of June 2022



Employee

Seongjoon Kim

Team Leader
(TYM Strategy Team)



External Specialist

Hojung Gil

CEO of Strategy and
Innovation Co., Ltd.



Local Community

Younghwan Lee

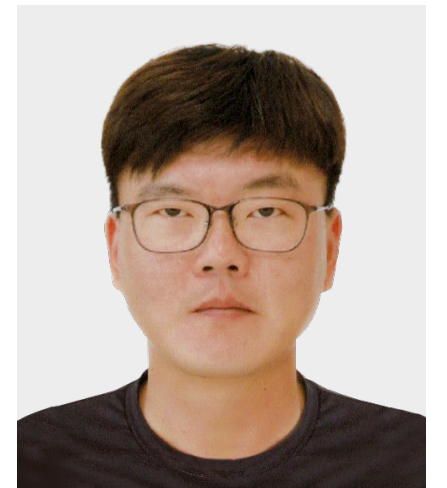
Chief Officer at Donghae City
Agricultural Technology Center



Customer

Ilseok Ko

Representative Director of
TYM Iksan Branch



Interview with Stakeholders

“

A variety of changes in TYM since its announcement of ESG management made me feel that the company is seeking to fundamentally develop in accordance with the era of 'sustainable growth'. I am proud of our company's contribution to helping fire victims in Samcheok and Gangneung in Gangwon Province and Uljin in Gyeongsangbuk-do and donated cash and tractors to help refugees and alleviate food shortages in Ukraine. Aside from that, I think the company is paying close attention to the health and quality of life of its employees, such as implementing work-from-home by preemptively responding to the COVID-19 pandemic and transforming the cafeteria into a popular restaurant for employees by changing food service provider. I hope that we can continue to work together as a sustainable partnership in which the company and employees grow together through active communication.

”

“

Small and medium-sized suppliers often think that corporate sustainability management is done by large companies, and it has nothing to do with them. Often, there are cases where there are no employment rules that must exist, or there is no system for what items to be managed. TYM's ESG support project, which was conducted by TYM and us, Strategy and Innovation, was carried out to provide practical and realistic help to the suppliers in establishing and internalizing an ESG management system. I believe TYM has achieved a great result as all 18 suppliers are expected to receive Excellent ESG SME-company confirmation from The Korea Commission for Corporate Partnership. For the first time in a medium-sized company, I think it would have been a great challenge for TYM to decide to consult with the suppliers for mutual growth and sustainable growth, and I think this would be an example for other companies. I will continue to support TYM's bright future that will grow together with the suppliers.

”

“

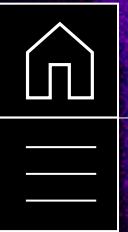
The Agricultural Technology Center in Donghae City offers policy management, technology dissemination, livestock prevention, and educational tours to farmers in Donghae City. In March of this year, TYM contacted us - under the supervision of the Gangwon sales office - to offer support to two tractors. We provided tractors for rent to farmers in the fire-damaged area without any charges. There have been several positive responses from the field that the model that you applied for this time has a system that is easy to use while only requiring simple training. Some farmers asked if they can purchase the rented tractor directly in the future. I always appreciate your continuous support of Gangwon-do whenever difficulties occur such as typhoons, heavy snowfall, or forest fires.

”

“

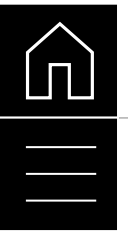
Thank you TYM for your continuous efforts for customer satisfaction. As a result of the establishment of TYM's customer care center, I believe the burden of agency-level work on customer inquiries and service processing has been greatly reduced. Please continue to listen to the various sounds of customers such as product improvement and performance improvement and reflect on them. Through TYM's official YouTube channel, I learned about the free donation of tractors for young farmers, and it was very meaningful and impressive. Future ESG messages from TYM could also be actively delivered through social media channels such as YouTube.

”



SUSTAINABLE PROGRESS & PERFORMANCE

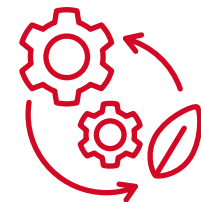
	CUSTOMERS		EMPLOYEES
18	SUSTAINABLE PRODUCT	25	CULTURE OF RESPECT FOR HUMAN RIGHTS
19	TECHNOLOGY INNOVATION	25	LABOR-MANAGEMENT CULTURE
21	GLOBAL COMPETITIVENESS	26	HEALTH AND SAFETY OF OUR EMPLOYEES
21	CUSTOMER SATISFACTION	27	TALENT DEVELOPMENT AND QUALITY OF WORK LIFE OF OUR PEOPLE
22	PRODUCT SAFETY		
	SHAREHOLDERS		SUPPLY-CHAINS
23	TRANSPARENCY OF GOVERNANCE	28	SUSTAINABLE SUPPLY-CHAINS
24	ETHICS MANAGEMENT		
24	RISK MANAGEMENT SYSTEM		LOCAL COMMUNITY
		30	CSR ACTIVITIES
		31	RESPONDING TO CLIMATE CHANGE CRISIS
		33	RECYCLING AND CYCLE ECONOMY
		33	ENVIRONMENTAL IMPACTS MANAGEMENT ACTIVITIES



01 Customers

Key Achievements in 2021

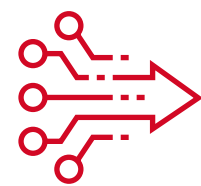
The eco-friendly construction method and material technology business alliance (Kolon Glotech Inc.)



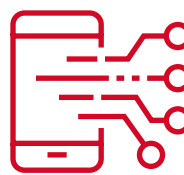
Business partnership for the development of eco-friendly, new material parts (Dytech Research Institute)



Establishment of DX (Digital transformation) Division (in 2022)



Launch of 'MYTYM' app service based on telematics (in 2022)



40% increase in North American sales



Customer Care Center (CCC) (2022)



Agricultural machinery repair service in the fall



Sustainable Product

As regulations on environmental information of products are tightened around the world and interest in circulation increases, companies are making great efforts to create economic value, consideration for the environment, and production of sustainable products. TYM, too, strives to develop and expand the production of sustainable products.

TYM is expanding its sustainable product range through eco-friendly plating method, application of the LFI method, and development of eco-friendly material for parts. One of TYM's long-term goals is to manufacture sustainable battery-powered electric tractors without charging infrastructure. TYM intends to move forward toward the implementation of 2040 Carbon Net-Zero by continuously expanding technologies for sustainable products.

Eco-friendly Plating

Hexavalent chromium compounds used in conventional zinc plating have recently been categorized as carcinogenic by the WHO¹⁾ and the related environmental regulations are gradually strengthened globally. In 2019, TYM became the first Korean agricultural equipment manufacturer to proactively respond to global eco-friendly trends by changing zinc galvanizing specifications from traditional trivalent zinc plating to hexavalent zinc plating for all items. With this shift, TYM is now able to provide a pleasant work environment that protects workers and suppliers from cancer and other health risks as well as operate an eco-friendly business with reduced water and air pollution.

Application of LFI²⁾ Technology

TYM plans to replace the FRP³⁾ method, which used conventional paint for fenders, roofs, and hoods among tractor parts, with the LFI method, which mixes long fibers and thermosetting resin and coats the back side of the face sheet by spraying. To this end, in January 2022, we signed a business agreement with Kolon Glotech for an eco-friendly construction method and material technology business partnership. TYM will gradually adopt parts with the LFI method in various products.

¹⁾ World Health Organization ²⁾ Long Fiber Injection ³⁾ Fiber Reinforced Plastics

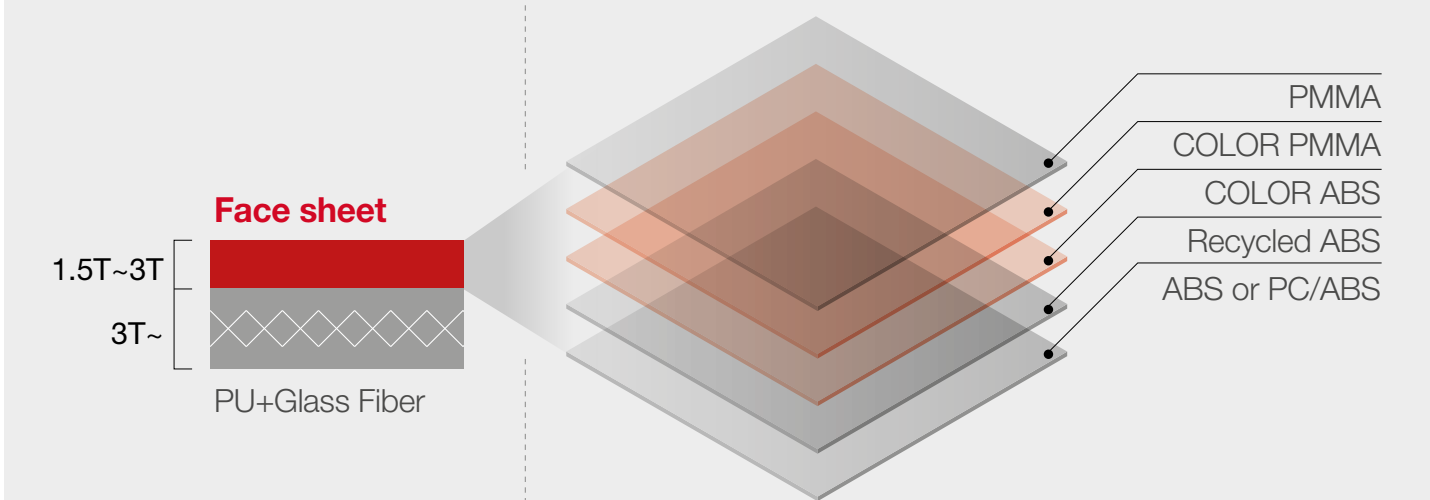
SDGs



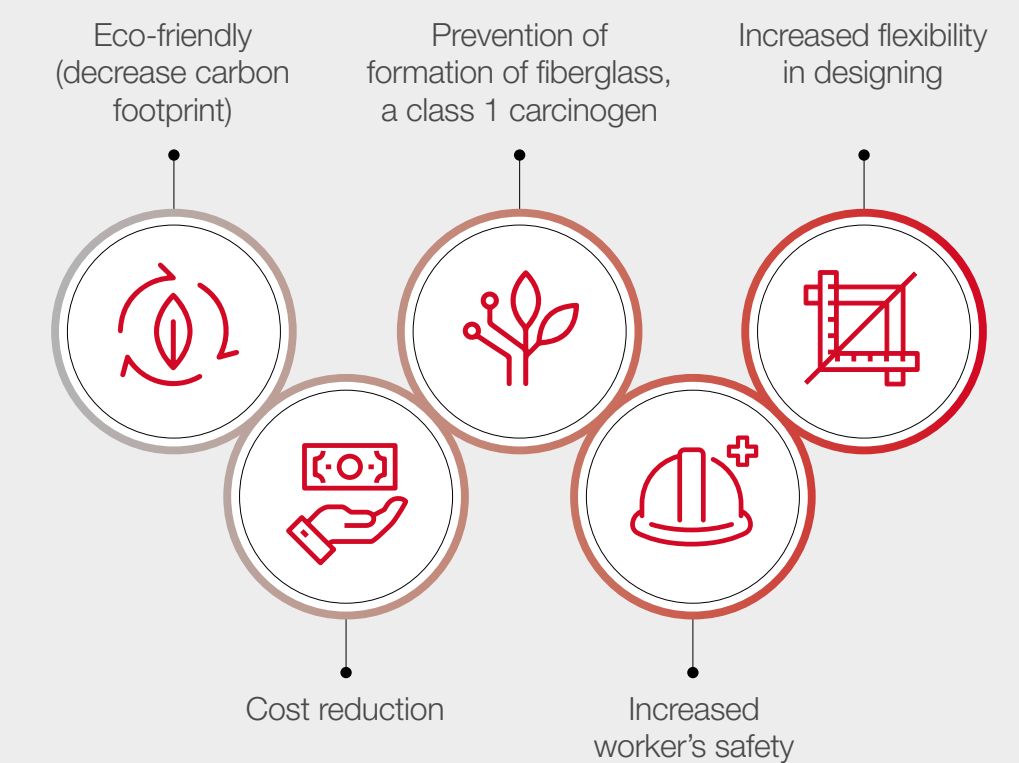
LFI Method

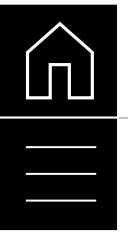
Face sheet structure

- Face sheet: comprised of total 4 to 5 layers
- Fabricated by using co-extrusion t-die method



Advantages of LFI Method

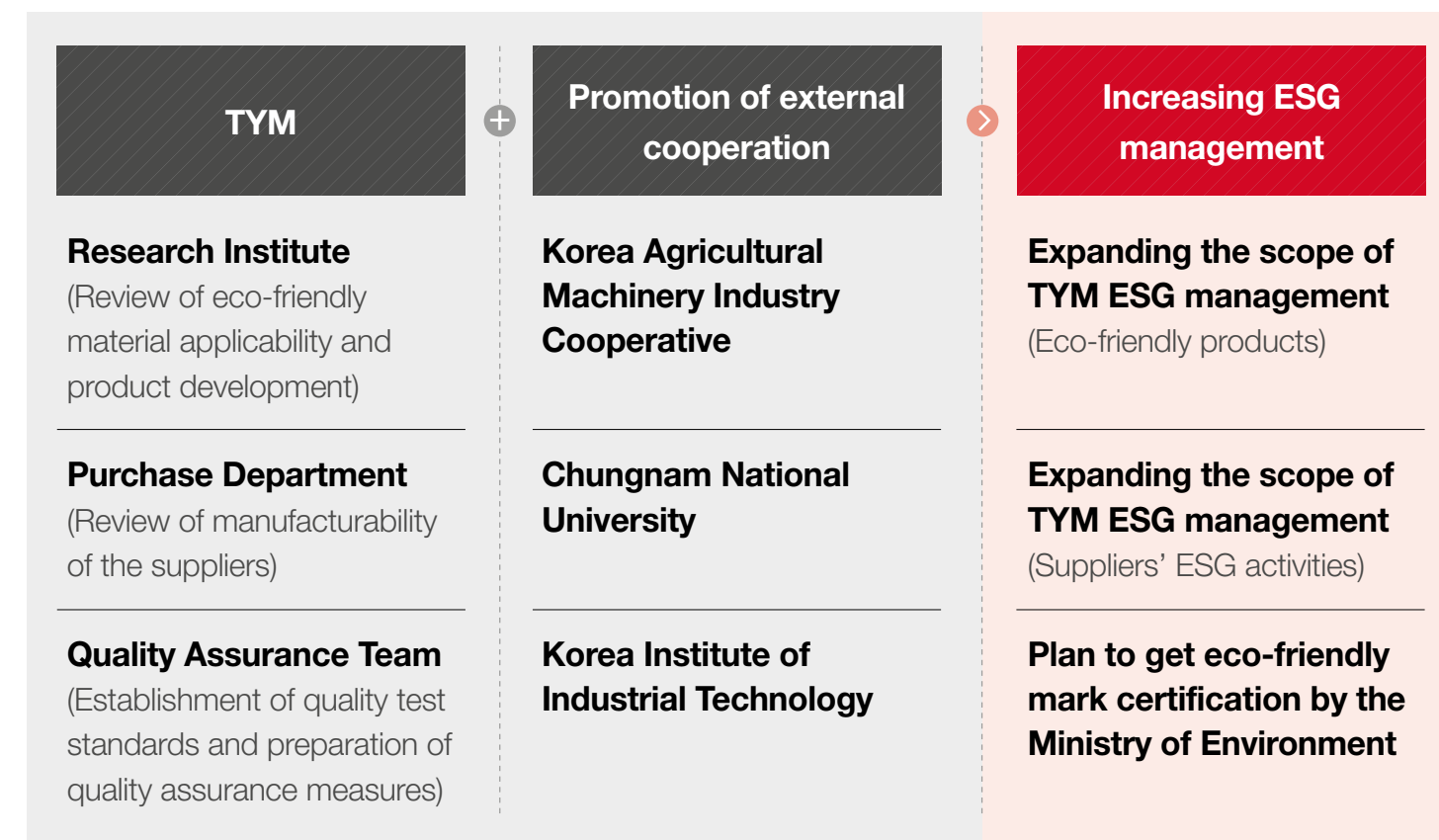




Development of Eco-friendly Material Parts

Environmental regulations on products are tightening around the world, and consumers' preference for eco-friendly products is also increasing. TYM is also developing eco-friendly material parts in line with this trend. TYM is developing eco-friendly and new material parts by signing a business partnership agreement with DYETEC, a specialized production technology research institute for the textile industry. Moreover, we are in the process of developing eco-friendly cabin parts by adding kenaf, and is scheduled for the mass production in 2022.

Plan for Developing Eco-friendly Parts



MoU with DYETEC for development of eco-friendly materials for tractors



MoU signed with Deutsche Motors for e-Powertrain



Development of Eco-friendly Tractors

TYM Central Technology Research Center is conducting various R&Ds to secure preemptive technologies related to the development of eco-friendly tractors.

Development Status for Eco-friendly Tractors

Classification	Status	Application plan
Electric UTV⁴⁾, Electric Tractor	<ul style="list-style-type: none"> Completed development of electric transmission, main platform, electric motor inverter battery, and controller wiring under an agreement with Korea Electric Power Corporation 	<ul style="list-style-type: none"> In 2022: under the development of upgrading 20Kw class electric tractor In 2023: scheduled for trial supply In 2024: scheduled for initiating sales in North America
e-powertrain	<ul style="list-style-type: none"> Development of e-powertrain with eco-friendly systems such as electric drive motors and replaceable batteries 	
Development of CNG⁵⁾ Engine and Bio-engine	<ul style="list-style-type: none"> Selection of Uzbekistan ODA⁶⁾ project for eco-friendly CNG supply: Developing 80hp class CNG engines International joint R&D development project with Indonesia: Under the development of bio-engine 	<ul style="list-style-type: none"> In 2023: process field test In 2024: planning for mass production
Eco-friendly tractors	<ul style="list-style-type: none"> Participation in the development of 110Kw large tractor based on eco-friendly hydrogen fuel cell 	<ul style="list-style-type: none"> In 2026: scheduled for trial supply
Development of Auto Power Shift technology	<ul style="list-style-type: none"> Apply the transmission and develop Auto Power Shift technology that minimizes fuel consumption through optimal shifting and system control → Aim to reduce GHG emissions through energy efficiency 	<ul style="list-style-type: none"> In 2023: planned to be applied to large tractors, and the application line will be expanded in the future
Development of Eco-friendly transmission oil	<ul style="list-style-type: none"> Effect of developing eco-friendly oil for the first time in the domestic agricultural machinery industry 	<ul style="list-style-type: none"> In 2022: planned for the filed validation test and get certification for United States Department of Agriculture and domestic environmental labeling.

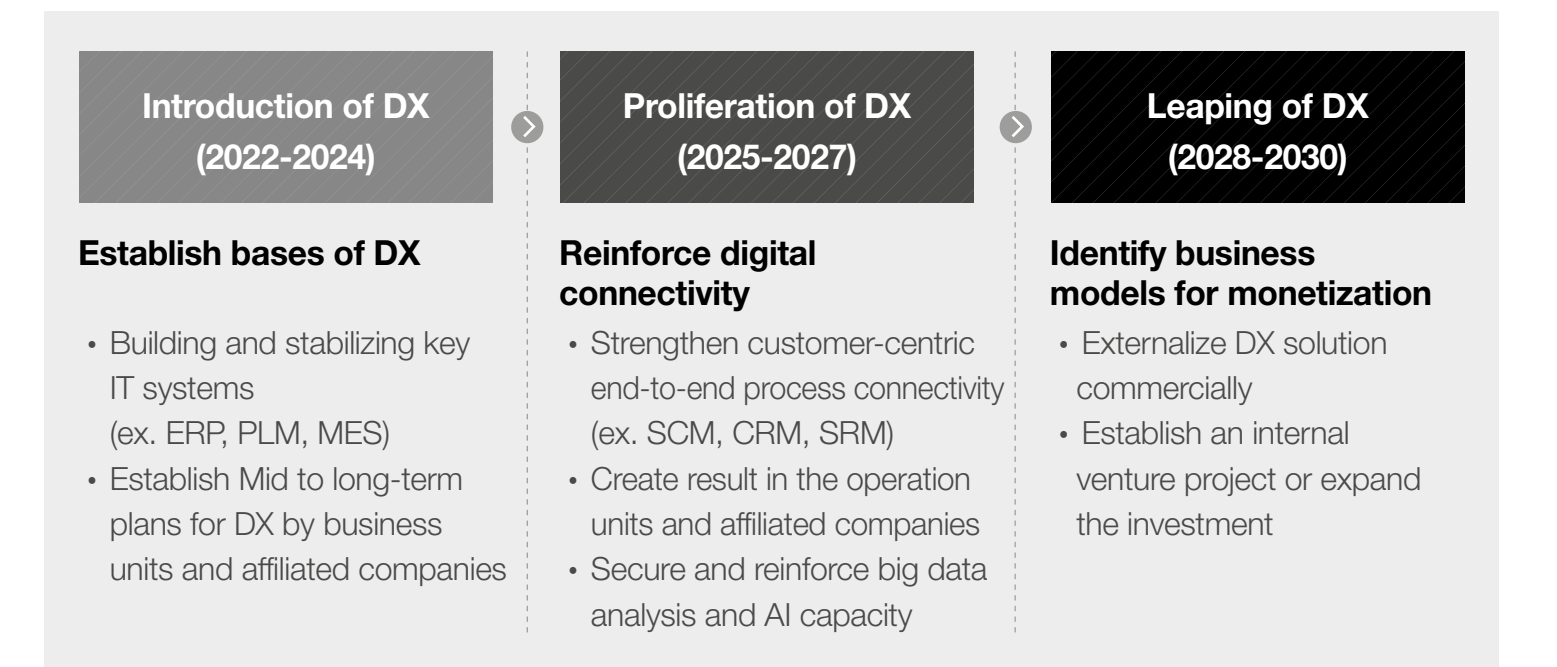
Technology Innovation

TYM is focusing on technology development to realize intelligent, eco-friendly and informatization of agricultural machinery as the agricultural environment changes, such as the problem of manpower supply and demand due to the aging of farm households and global warming and particulate matter. Recently, TYM has established DX (Digital Transformation) Division and launched the mobile app service 'MYTYM' based on Telematics⁷⁾. Moreover, we continuously strive to commercialize the autonomous driving agricultural machinery market. Through this continuous technological innovation, we aim to become an advanced technology company in the world, leading the future of agriculture in the era of the 4th industrial revolution.

Establishment of DX (Digital Transformation) Division

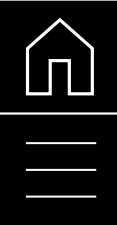
TYM established the DX (Digital Transformation) Division in 2022 to transform the company-wide structure into a digital agricultural company. Through the DX division, we plan to achieve product intelligence, process optimization, and service advancement; and build a digital organizational culture and infrastructure. The main tasks of the newly established DX division are strengthening digital manufacturing competitiveness, strengthening digital customer service contact points, and building a cloud-based digital infrastructure. Based on the differentiated value chain, we expect horizontal and vertical integration between facility and sensor data, systematically manage customer-centered demand and supply, discover and implement various digital customer contacts, improve customer satisfaction, increase work efficiency through a digital-based work environment, and meet customer needs. Starting with the establishment of the DX Business Department, we are working on digital transformation, preparing in earnest for the future of TYM.

DX Roadmap



⁴⁾ Utility Terrain Vehicle ⁵⁾ Compressed Natural Gas ⁶⁾ Official Development Assistance

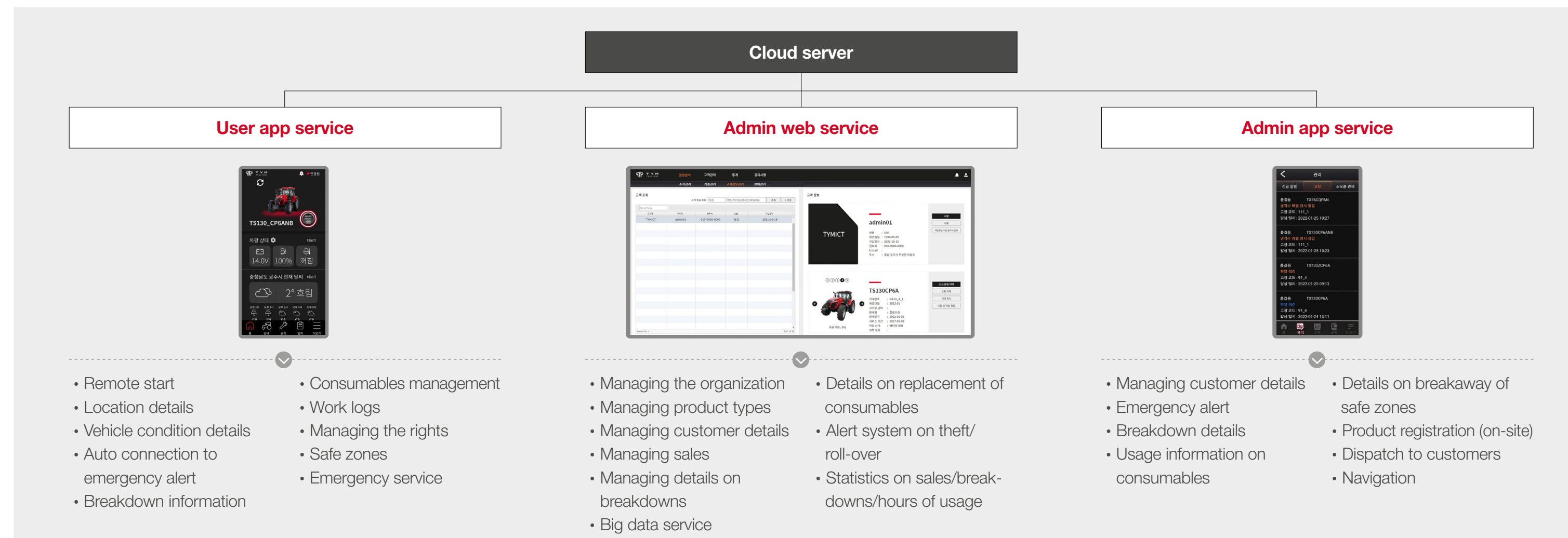
⁷⁾ Next-generation vehicle wireless Internet service combining wireless communication and GPS technology



Launch of the Telematics-based Mobile App, 'MYTYM'

In 2022, TYM launched a telematics2-based 'MYTYM' mobile app service that enables real-time tractor management with a smartphone. Through the 'MYTYM' mobile app service, we provide services such as remote control, safety security, vehicle management, road guidance, and work log to customers. The remote-control function allows control of the vehicle ignition functions and adjusts holding time as much as desired. The safety features provide real-time information to customers about vehicle rollovers, safety zones, and thefts. It also provides 10 vehicle condition diagnoses before driving and provides vehicle management functions to inform when to replace consumables. Operation information such as work time, average speed, work area, and operation route is provided through the work log, and future work time is predicted based on statistics according to the work log to help establish agricultural plans for the following year. MYTYM consists of a user app for customers as well as an admin web and app for dealerships, centered on the cloud server, and provides vehicle-related information to customers and dealers at the same time, enabling quick and accurate two-way communication. Starting with the launch of 'MYTYM', TYM plans to advance into precision agriculture, such as automatic plant factory control and crop yield prediction, by actively utilizing big data-based artificial intelligence technology.

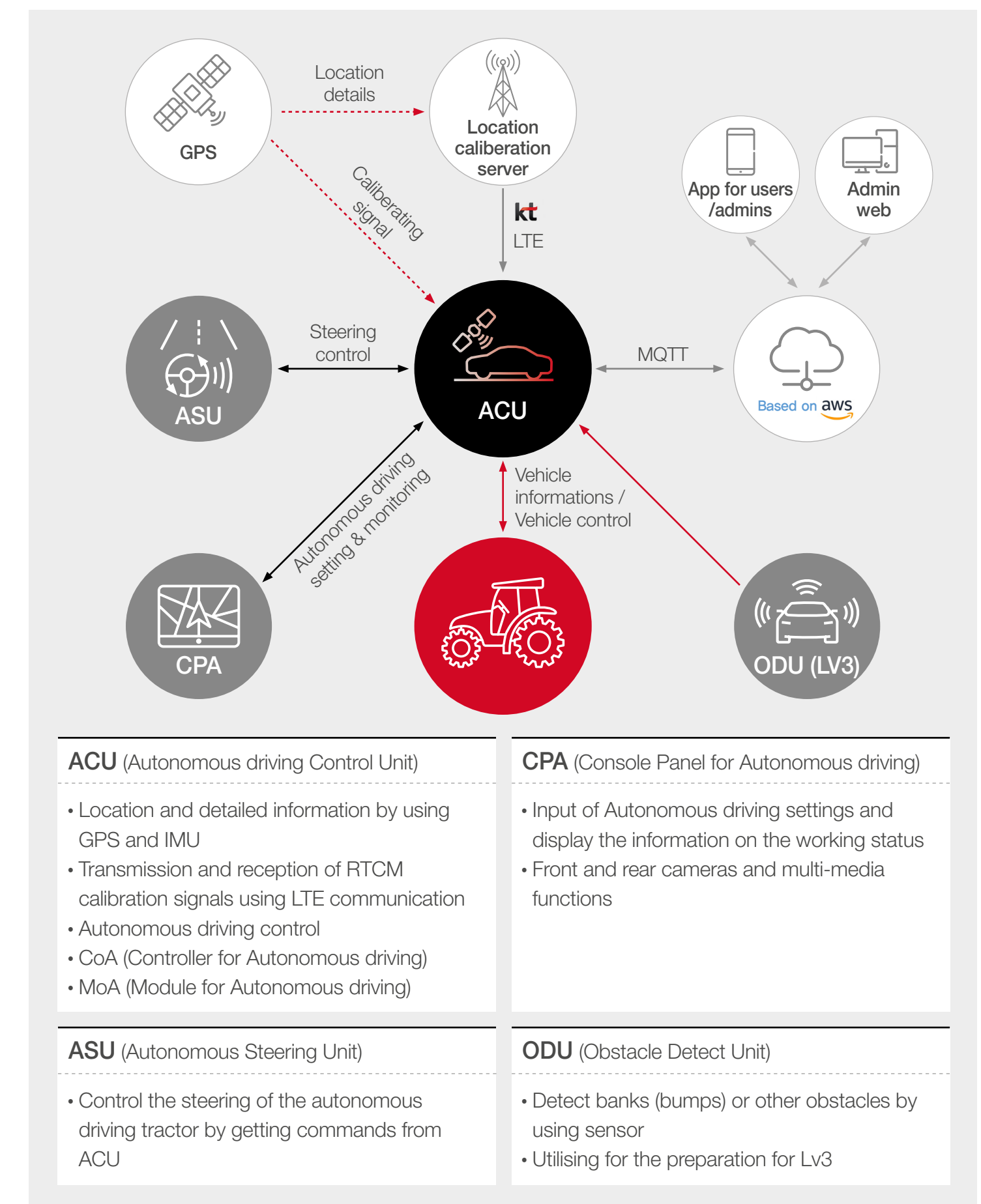
TYM Telematics Service Structure



Development of Autonomous Driving Agricultural Machinery

TYM is making steady efforts to develop autonomous driving agricultural machinery to solve the problem of labor shortage in the aging society. We are accelerating the commercialization of autonomous driving agricultural machines using telematics technology with our subsidiary TYMICT. TYM established 'TYMICT', a company specializing in smart precision agriculture, to begin the development and mass production of autonomous driving agricultural machines, and has continued its research to commercialize the Level 1 autonomous driving tractor and Level 2 autonomous driving transplanter and develop its technology. In 2022, we are planning to complete a performance test of Level 1 autonomous driving in the first half of the year, then we will start trial supply in the second half of the year. In 2023, we are planning to initiate sales for the products that have Level 1 autonomous driving technology. Moreover, we are currently developing a Level 2 autonomous driving technology which we are expecting to complete trial supply in 2023 and start commercialization in 2024. In the case of transplanters with Level 2 autonomous driving technology, we aim to test supply in 2022 and start the official sales in 2023.

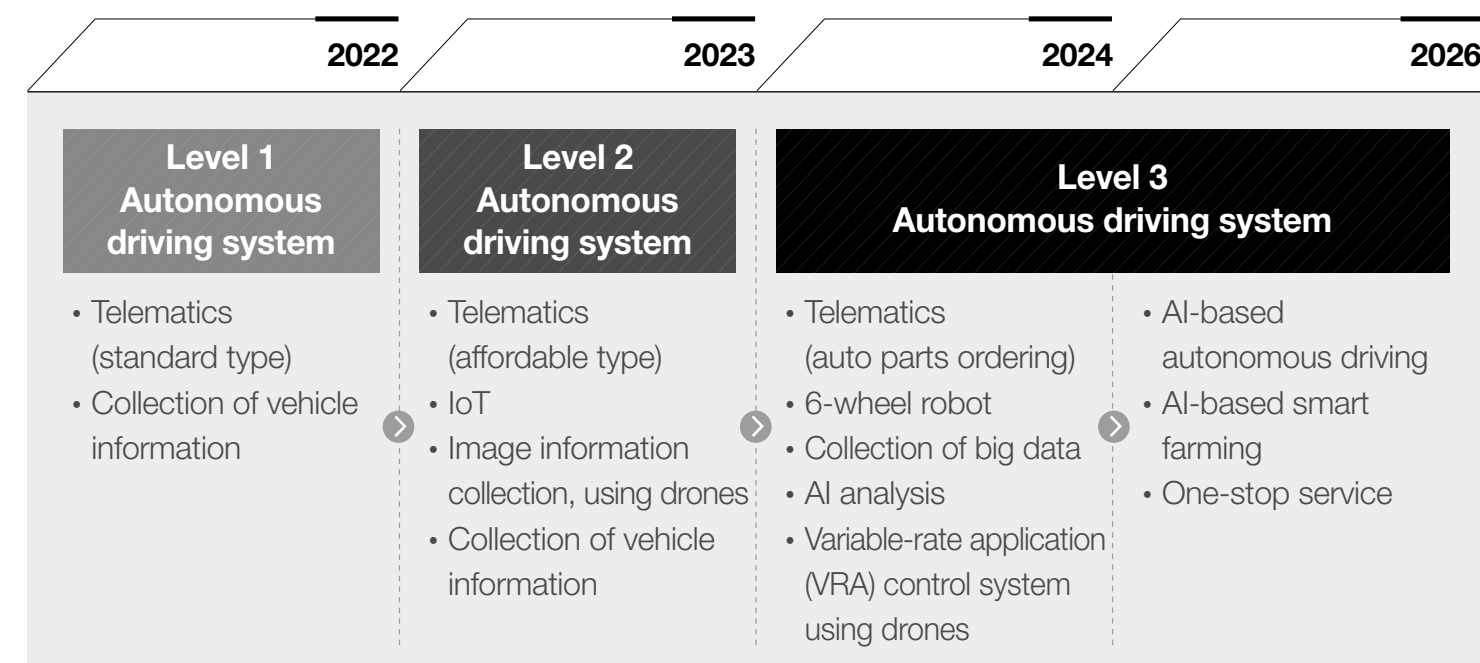
TYMICT Autonomous Driving System



Click the button to view the product image.



Roadmap of TYM Autonomous Driving Technology



Global Competitiveness

Due to rising labor costs and a shortage of rural manpower, the global agricultural machinery market is gradually moving from traditional labor-intensive projects to advanced technologies. Furthermore, the U.S. market has changed because of COVID-19, which has increased the amount of time spent at home and gardening demand. TYM quickly identified these changes in the global agricultural market and made efforts to increase sales mainly in the North American market.

TYM received favorable responses from customers by conducting aggressive marketing such as 'Mark Down the Model', a discount sales program that pays cash to customers as much as the number in the tractor model name. As the first company in the agricultural industry, we have introduced a digital catalog of the products and a three-dimensional product rendering program, enabling the dealers to provide vivid product information to their customers by using tablet pc. In addition, the T25 released in 2021 was developed as a smart tractor in line with the global agricultural machinery market; and is equipped with technologies that greatly improve user convenience such as Bluetooth speakers and toolboxes as well as wireless charging of smartphones.

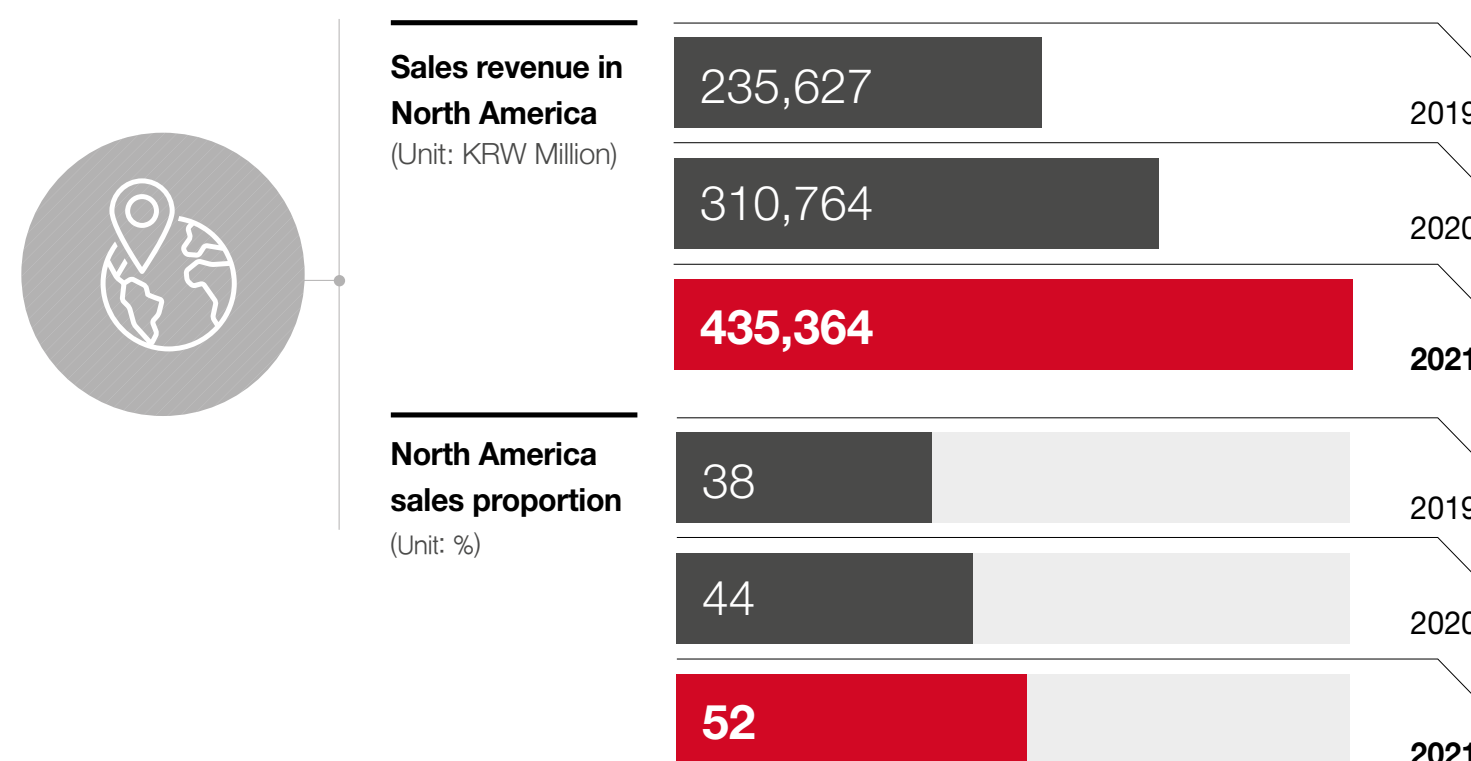
As a result of these efforts, North American retail sales grew by an average of 10% over three years, and in 2021, North American sales increased by approximately 40% compared to the previous year. The global agricultural machinery market is gradually changing from the traditional labor-intensive business of the past to the application of advanced technology due to the increase in labor costs and the shortage of manpower in rural areas. TYM plans to develop smart tractors suitable for the global agricultural machinery market and supply new products to the North American and European markets in order to expand agricultural machinery exports centered on the North American market even after COVID-19.

⁸⁾ Voice of Customer

T25



Revenue Scale in North America



Customer Satisfaction

TYM is committed to providing the best products and services to meet the expectations of our customers. To this end, strict quality control is implemented through the establishment of an ERP system, communication channels with customers have been improved, and customer satisfaction is periodically investigated for customer feedback.

Strict Quality Control

The quality standards of TYM are specified in the inspection procedures and we are operating the quality inspection process by setting the QM-Module system in our ERP system. Our quality inspection has four parts: warehousing inspection, process inspection, product inspection, and shipment inspection. Our quality control system ensures that only verified parts make it to the production line by using a warehousing inspection of parts and conducting an inspection of all products during each process and a final quality inspection before they are released. In addition, we are holding an engineer technology contest to inspire pride as a technician and the will to improve the technology by differentiating the technical qualifications of TYM engineers, and to develop engineers' talents. By evaluating not only the engineers' professional competency and advanced technology, but also comprehensive factors such as customer service mindset and personality, and classifying them into masters, craftsmen, special grades, etc., to select engineers and pay technical allowances for each grade. Through the Engineer Technology Contest, we are promoting on-site innovation activities and promoting continuous quality improvement.

Customer Care Center (CCC)

TYM decided to provide one-stop service quickly and accurately by unifying communication channels with customers, which were scattered across regions, into a Customer Care Center (CCC) in 2022. The Customer Care Center performs various roles such as product and purchases consultation, maintenance and inspection consultation, VoC[®] process, and inquiry type registration. TYM seeks to represent the overall voice of customers through the Customer Care Center, which extends beyond the concept of simple complaints to products, quality, service, and marketing. In the future, for innovation for sustainable customer care, we plan to introduce video consultation to provide convenient non-face-to-face product maintenance and inspection consultation and introduce an emergency dispatch inquiry and reservation system so that it can lead to practical improvements in customer convenience.

Customer Satisfaction Survey

TYM conducts regular market and customer satisfaction surveys at its Product Strategy Division and conducts online and in-person surveys by dividing agencies and branches for accurate market research and customer satisfaction surveys. In the customer satisfaction survey, not only overall product satisfaction such as quality satisfaction and design satisfaction but also preferences and improvements for each tractor function are carried out widely. The survey results are shared throughout the company and reflected in product production and sales marketing.



Customer Satisfaction Survey on Large Horsepower Class Tractor

Survey purpose	Satisfaction survey of upgraded large horsepower class tractors in 2021
Survey period	20th Aug 2021 ~ 27th Aug 2021
Survey method	Online survey
Target model	T130, T110
Response rate	85%
Survey result	<ul style="list-style-type: none"> • Overall satisfaction with large horsepower class tractors <ul style="list-style-type: none"> - T110: 50% - T130: 51% - Satisfaction with the service: 67% • Satisfaction with new functions <ul style="list-style-type: none"> - Smart key: 61% - Telescopic side mirrors: 64% - Full LED work lamp: 78% - Wireless charger and cup holder: 56% - Rear glass defrosters: 54% • Requests and requirements of customers <ul style="list-style-type: none"> - T110: Improvement required for gear shifting, front mudguard, horizontal control, front camera performance, etc. - T130: Improvement required for gear shifting, front camera, and monitor performance - Request for a new model release - Requirement to improve product durability - Request for service stabilization such as smooth A/S parts procurements

Product Safety

TYM is striving to create safe products with cutting-edge technology so that we can exceed customer expectations and impress customers without being complacent with customer satisfaction. Moreover, we offer a variety of conveniences for customers to ensure their safety.

Safety-conscious Product Design

To help customers use the product more safely, we include basic safety features when designing the product. It is designed to start only when the operator is seated in the driver's seat, and it is designed to start the tractor only when the power of the operator connecting to the tractor is turned off. To prevent accidental injury or danger during use, a cover has been installed to prevent hand ingress into the engine room.

Utilizing the Product Safely

TYM conducts tutorials on safety, quality assurance, how to use the machine, how to inspect it regularly, and safety and quality guarantees to customers upon product delivery so that customers can use the product safely. In addition, TYM also uses TYM's official YouTube channel to share the key features of each product, useful product operating tips, and some precautions to be aware of during actual work. The TYM website offers a maintenance schedule template that guides maintenance items, periods, and methods for long and safe use of products to guide customers on the items, timing, and method of maintenance and inspection required daily or according to a specific usage time. We also tour farming regions in the busiest seasons (spring and fall) to offer maintenance services for tractors, combine harvesters, and transplanter; to assist in minimizing machine breakdowns during the season, and to increase customer convenience.

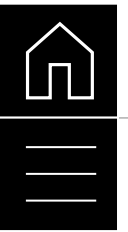
Results of Tour Repair Service for Agricultural Machinery during Busy Farming Season

Details	2021
Mobile repair area	125 cities/county
Input personnel and vehicles	16 persons /8 vehicles
Tour schedule	2021.08.17-2021.09.10
Inspection units	248
Maintenance units	274
Consumed items in Qty	128
Consumed items in amount	KRW 6,062 thousand

TYM Youtube Channel



< > : More video images ▶ : Link to Youtube



02 Shareholders

Key Achievements in 2021

Sustainability management risk management through implementation and management of the ESG committee

Adoption of an electronic voting system



Purchase of own shares and interim dividends

Securing gender diversity of the Board of Directors



Reorganization of the cyber audit office



SDGs



Transparency of Governance

To support the sustainable growth of all stakeholders—including shareholders, investors, creditors, customers, employees, suppliers, and local communities—every company is required. TYM is building a sound governance structure based on professionalism, independence, and diversity for sustainable growth desired by all stakeholders, including shareholders, investors, customers, employees, suppliers, and local communities. We flexibly respond to changes by taking a bottom-up approach in which members participate in all decisions, and we establish and operate a committee within the board that can contribute to enhancing corporate value based on expertise and independence through the election of directors with abundant experience in management.

Shareholder Structure

TYM is a listed company in which the largest shareholders and special affiliated persons hold 31.6% of the

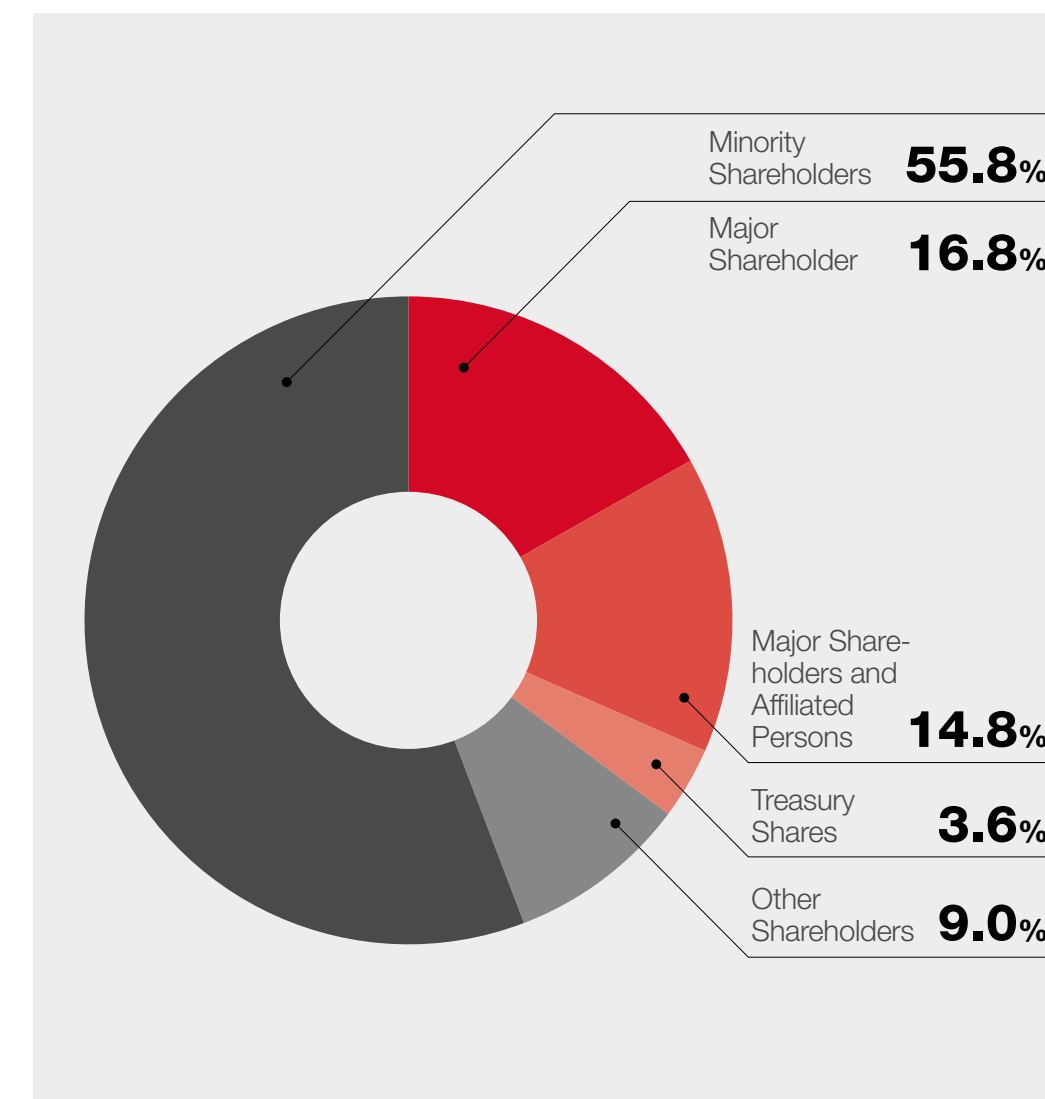
shares, minority shareholders hold 55.8%, and other shareholders hold 9% (as of December 31, 2021). The total number of ordinary shares is 151,529,572, and the market capitalization is KRW 267.45 billion.

Composition of the Board of Directors and Its Activities

As of Dec. 2021, there are four internal directors and three external directors on the Board of Directors. The Board of Directors actively reflects the opinions of shareholders and investors raised at the general shareholder's meeting and IR, etc., and makes resolutions on the crucial execution matters of the company such as management, investment, financing, business planning, and the board supervises the managers.

For transparency and safety of the governance, we appoint external directors with expertise in diverse areas. In 2021, we appointed three external directors with expertise in different areas; two of them are female. The Board of Directors held a total of 11 meetings in 2021, with a total of 17 agendas and resolutions, including the appointment of external directors, and the merger with KAM Holdings.

TYM Shareholders Status



Composition of TYM's Board of Directors (As of Dec. 31, 2021)

Responsibility	Type	Name	Gender	Background	Position	Term
Internal director	Full time	Hiyong Kim	Male	Former) Vice President of Byuksan Group	Committee Chair, CEO	19.03.29-22.03.28, 22.03.29-25.03.28 (re-elected)
				Former) Vice President of the Korea Chamber of Commerce and Industry Development (KBCSD) and the Federation of Korean Industry		
Internal director	Full time	Dohoon Kim	Male	Former) CEO of Acrogaia Associates Former) Managing Director at Nomura Securities	CEO	20.10.30-23.10.29
Internal director	Full time	Sowon Kim	Female	Former) PR Director of TYM	Management Support Division Head	20.03.28-23.03.27
Internal director	Full time	Sik Kim	Male	Former) Materials Purchase Division Head of TYM Former) Overseas Marketing Team Leader of TYM	Product Strategy Division Head	20.10.30-23.10.29
External director	Part-time	Sangsoo Kim	Male	Current) Quality Management Director at Woori Accounting Corporation Current) Member of the Ethics Investigation and Review Committee of the Korean Institute of Certified Public Accountants		21.03.29-24.03.28
				Current) Member of the National Litigation and Appeal Deliberation Committee of the Supreme Prosecutor's Office (Korea) Former) Audit Division Director at Samjong KPMG		
External director	Part-time	Kyunghee Nam	Female	Current) Finance Director at Diageo Korea Former) Marketing Finance Manager LG Telecom Former) Internal Auditor at Philippine Airlines		21.03.29-24.03.28
External director	Part-time	Youngeun Son ¹⁾	Female	Current) Partner Attorney at Lee & Ko Current) Adjunct Professor at Ewha Law School Former) Prosecutor at the Seoul Eastern District Prosecutors' Office Former) Prosecutor at the Seoul Central District Prosecutors' Office		21.03.29-24.03.28

¹⁾ As of the end of June 2022, she resigned voluntarily due to personal reasons.

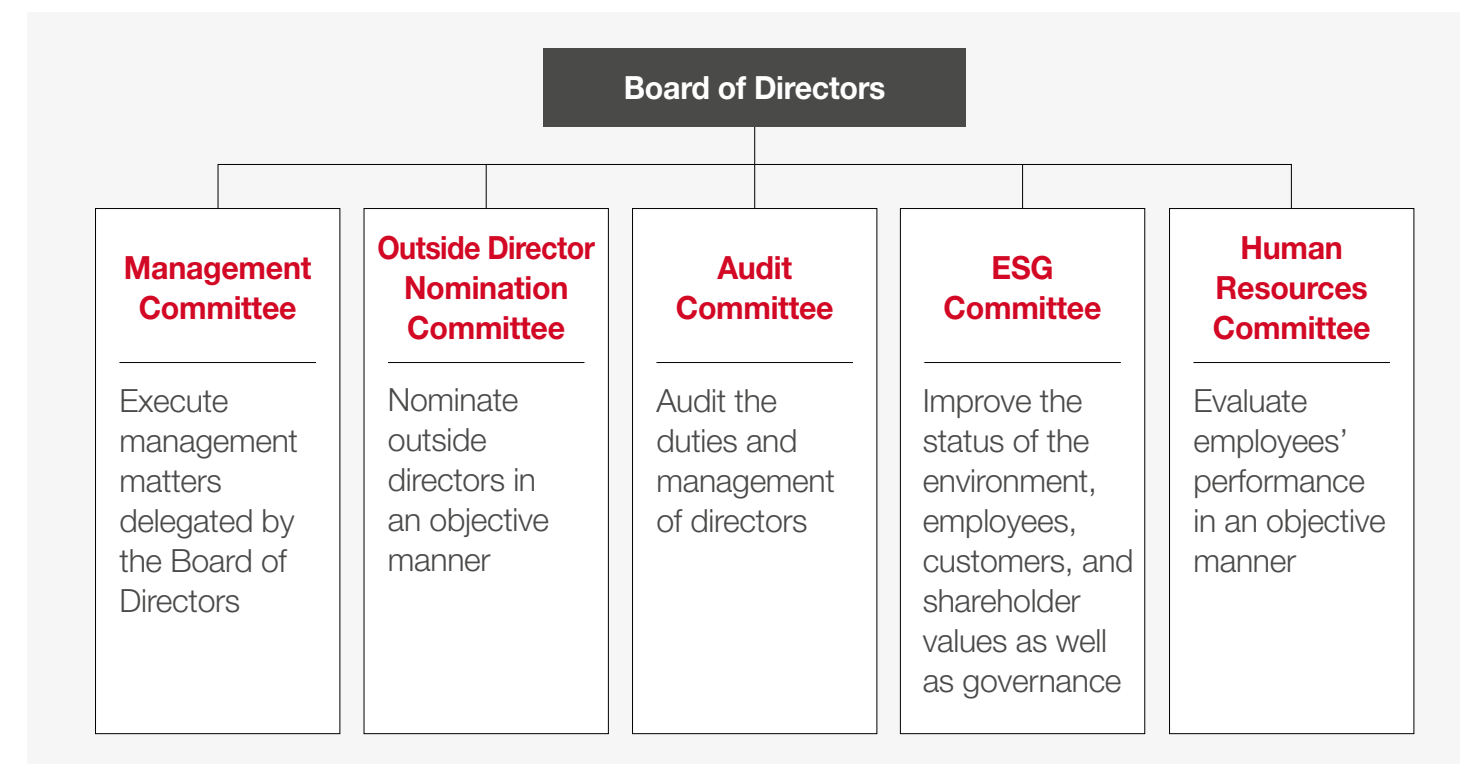


Committees within the Board of Directors

TYM delegates professional authority to committees of the Board of Directors according to its Articles of Incorporation. We launched new committees in 2021 to further enhance the expertise and efficiency of the Board of Directors. Installation of an audit committee is not mandatory according to the Commercial Act; nevertheless, we voluntarily installed an Audit Committee as well as an External Director Nomination Committee composed of 100% External directors to ensure the committees' independence. In 2021, we launched an ESG Committee composed of one External director and three Internal directors to timely identify the core ESG issues and apply them to our strategies for sustainable management. The ESG Committee held a total of 3 meetings in 2021, with a total of 6 agendas resolved.

Committees of the Board of Directors

(As of June 30, 2021)



Key ESG Committee Agendas in 2021

- Report on the progress of response to KCGS ESG evaluation
- Report on major achievements of environmental improvement in the Iksan factory
- Report on plans for ESG tasks
 - (1) Establishment of FEMS (Factory Energy Management System)
 - (2) Development of eco-friendly materials
 - (3) Business support for suppliers

Corporate Governance Charter

TYM's corporate governance structure exists to protect the rights and interests of not only shareholders but also all stakeholders related to the company. TYM established a Corporate Governance Charter to establish trust with all stakeholders and to ensure fair and transparent management. A TYM Corporate Governance Charter, which is published on the website, specifies the rights and responsibilities of TYM's shareholders, boards of directors, and audit bodies to protect the rights of various stakeholders.

Enhancing Shareholder Value

As part of enhancing shareholder value, TYM conducted a share buyback worth KRW 3 billion in 2021 and is striving to implement a more active shareholder return policy and protect the status of minority shareholders by implementing an interim dividend and establishing an electronic voting system.

Remuneration of Management

The wages of directors are within the remuneration limit approved during the general shareholders' meeting. The approved amount includes the wages of Internal and External directors. The remuneration limit set during the 2021 general shareholders' meeting was KRW 2.5 billion. A total of KRW 1.88 billion was paid to the directors.

Remuneration of internal directors is paid by combining the basic annual salary and bonus for their performance. External directors are paid according to our internal rules to ensure independence. There are no separate bonuses paid in relation to their performance.

Ethics Management

TYM Related link for TYM's business ethical management

TYM's Ethics Management

Ethics management has become a core business philosophy for any company's sustainability, especially in these fast-changing social and economic times, and its importance increases day by day. To install a culture of business ethics in employees, we posted our Code of Conduct on the ethics charter, ethical management, and the prevention of corruption and bribery on our website.

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

Whistleblowing System

TYM operates a Cyber Audit Office through our website that can freely report all matters that violate the code of conduct for the installation of ethical management culture, and handles irrational business practices, unfair work, corruption, and various grievances of employees. The Audit team conducts an investigation based on the reports and makes appropriate corrections. In the future, TYM will provide a link of the Cyber Audit Office to groupware to increase accessibility for the employees and thus establish a sound reporting culture.

The company guarantees whistleblower protection by stipulating in the whistleblowing policy the punishment of anyone who discloses information on whistleblowers and the prohibition of punishment or disadvantages for whistleblowers. There were no cases received through the whistleblowing system in 2021.

Risk Management System

Each year, TYM conducts risk pooling by identifying the internal and external issues of the company by business area and provides an analysis of strengths, weaknesses, opportunities, and threats (SWOT) to prevent the identified risks and to perform follow-up management.

Financial Risk Management

The Finance and Accounting Department handles matters related to financial risk management in accordance with the policies approved by the Management Committee. The department cooperates with related departments of consolidated companies to identify, assess, and avoid financial risks. The Management Committee, on the other hand, revises and approves the overall written policies on risk management and other specific areas, such as exchange risks, interest rate risks, credit risks, use of derivatives and non-derivatives, and investments that exceed liquidity.

Non-financial Risk Management

Through diverse activities, TYM aims to grow sustainably while responding to fast-changing internal and external changes. In addition to financial risks, we assess non-financial risks, including market risks and laws and regulations; global risks, supply chain risks, competitor and customer risks, and technological changes, as well as internal management risks and risks resulting from the implementation of COVID-19. In addition to holding regular meetings of the ESG committee and establishing a direction for company-wide ESG promotion, TYM internalizes the management of major issues related to environmental, social, and governance issues in the company and outside the company. Additionally, the ESG Strategy Team, which is directly under the CEO, reviews sustainability management strategies, policies, and issues from a company-wide perspective support ESG committee decision-making and regulation management, and guides and evaluate our suppliers. By detecting related risks early on, we strengthen the momentum and execution power of implementing strategies and setting relevant tasks.



03 Employees

Key Achievements in 2021

Holding of regular labor-management council



Implementation of a Safety and Health Management System (ISO45001) and acquisition of certificates



Reward system through preventive activities (potential risk discovery reports, etc.) for major disasters



Achieved First Award in New Technology category at Employer Vocational Competency Development Training National Best Case Contest



Culture of Respect for Human Rights

TYM complies with the Universal Declaration of Human Rights, and the United Nations Corporate and Human Rights Implementation Guidelines, and strives to practice respect for the human rights of all stakeholders in all management activities. By establishing the TYM Charter of Human Rights and encouraging a culture of respect for human rights throughout the organization, we aim to better serve our customers and ensure transparent decision-making.

Charter of Human Rights

TYM has established and announced the Charter of Human Rights to ensure transparent decision-making by encouraging human rights culture throughout the organization. The Charter of Human Rights is disclosed on the website. The TYM Charter of Human Rights states that there shall be no discrimination, no harassment in the workplace, compliance with working conditions, humanitarian treatment, freedom of association and collective bargaining, prohibition of forced labor and child labor, industrial safety, protection of residents, and protection of customers.

Human Rights Policy and Education

Recruitment/HR Policy- TYM recruits personnel according to the prohibition of discrimination under the Labor Standards Act and complies with the internal regulations on recruitment and personnel to prevent unreasonable discrimination due to race, gender, or religion for matters related to recruitment, wages, and promotion.

Recruitment/HR Policy

Working hours	TYM complies with the legal working hours as stated in the Labor Standards Act.
Minimum wage	TYM remunerates above the minimum wage by the Minimum Wage Act and other relevant laws and regulations.
Prohibition of child labor	TYM does not hire children and adolescents under the age of 15.
Human rights education	TYM annually conducts education to all employees, including contract employees, on the prevention of sexual harassment in the workplace and enhances awareness regarding persons with disabilities, which are courses mandated by law.

SDGs



Labor-Management Culture

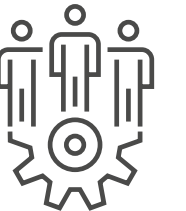
TYM guarantees workers' labor rights, including the freedom of association and the right to collective bargaining. Every worker has the right to freely join the labor union according to the collective bargaining agreement and the right to engage in association activities according to appropriate procedures. Our labor union is 53%, technical employees.

Operation of Labor-Management Committee

TYM holds a regular Labor-Management Committee meeting attended by management and labor representatives. The committee, which consists of an equal number of management and labor representatives, convenes regularly every three months and additional meetings are held on the requirement. In 2021, we held four quarterly committee meetings, and the major agendas included measures for labor-management agreement for the company's growth through management updates; employee benefits, including the work environment; and occupational safety. Apart from the regular Labor-Management Committee, we have three more labor-management committees for each working position—including managers, machine technicians, filter technicians, etc.—to enable adequate discussions by operation. Through the operation of committees, we strive for future-oriented and win-win labor-management relations.



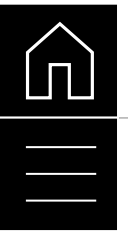
Labor union membership ratio



Grievance Handling

TYM operates a Cyber Audit Office on the website, where employees can report various difficulties and stressful situations at work or in their daily lives. For the protection of the informants and victims, the complaints received by the Cyber Audit Office are automatically mailed to the person in charge and the head of the audit team. The team investigates the facts and makes sure that the complaints are transparently and properly handled, and the audit team will directly notify the relevant department of minor issues to improve them and report serious issues to the management for the follow-up according to the management's decision.

Furthermore, a Grievance Handling Committee is formed of three members of the Labor-Management Committee, who handle grievance cases regarding gender discrimination, sexual harassment in the workplace, parental leave, and more. The employee concerned is informed of the result within 10 days of receipt of the complaint.



Diversity and Inclusion

Based on our belief that a culture of inclusion is a key value for enhancing a company's flexibility, crisis management, and sustainable growth, we are committed to securing professionalism and diversity in the Board of Directors. Appointment of external directors with expertise in various fields, increasing the proportion of female internal and external directors, and having a high ratio of female employees are also part of TYM's efforts to establish a corporate culture of diversity and inclusion.

Health and Safety of Our Employees

TYM strives to improve health and safety at work in every way possible. We manage health and safety risks through Health and Safety policy and management system and conduct regular and additional employee education and training on safety. We aim to record zero occupational accidents through continuous safety education and training, safety inspections, and risk assessments.

Health and Safety Regulations

TYM strives to create accident-free work sites by prioritizing the health and safety of employees and fulfilling our social responsibility by complying with relevant laws and regulations. In 2021, the safety and health management system (ISO45001) was implemented at the Iksan plant, and the system's certificate was obtained in March 2022. We are implementing safety and health activities within the workplace in accordance with regulations such as safety and health procedures and guidelines.



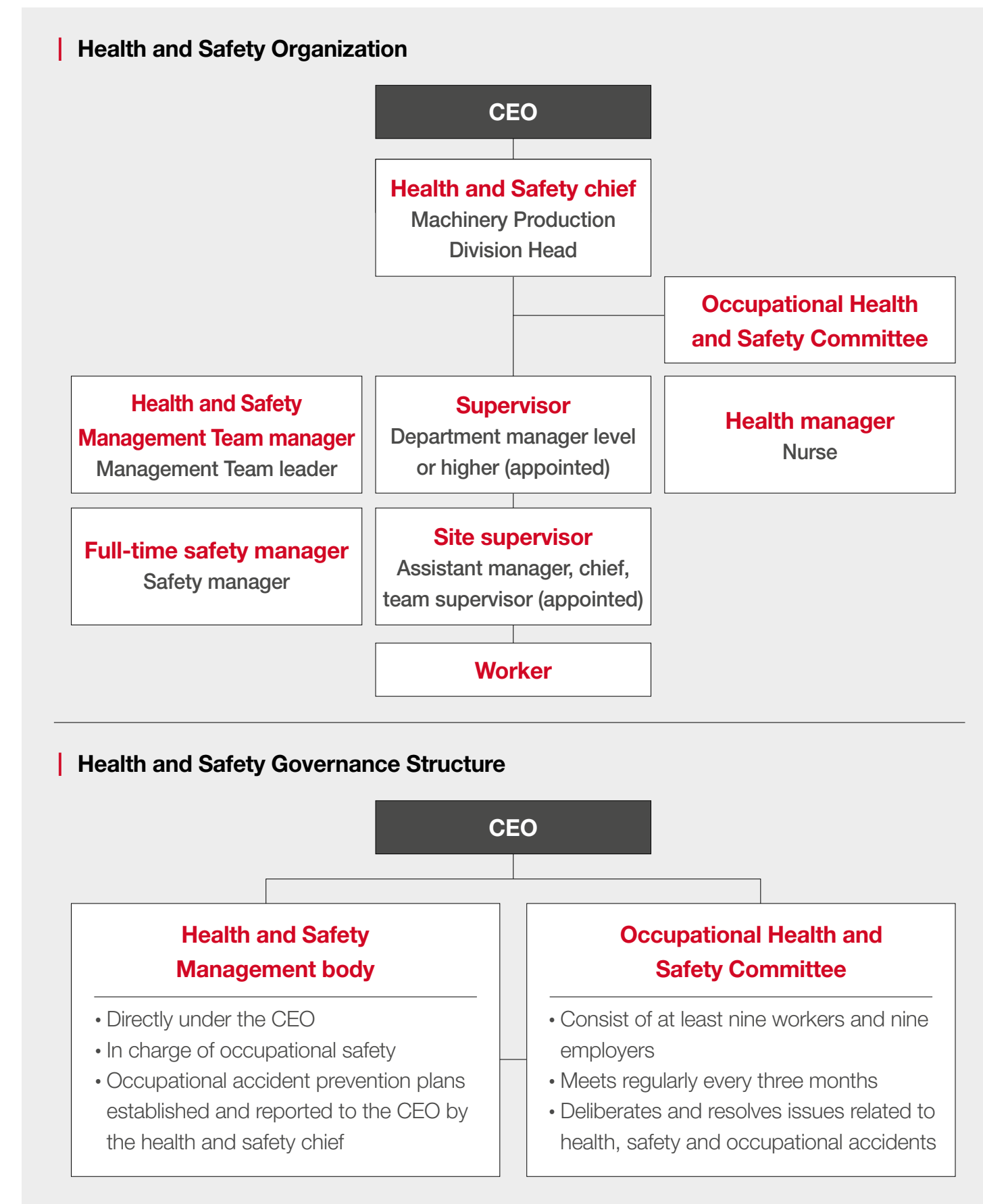
Certification for 'Occupational Health and Safety Management System' (ISO45001)



Health and Safety Management System and Risk Management

Through the Occupational Health and Safety Committee under the CEO, TYM deliberates and makes resolutions on agendas related to the health and safety of business sites and occupational accidents. The committee, which meets regularly every three months (quarterly), is formed of at least nine workers and nine employers and has designated health and safety managers in accordance with the Occupational Safety and Health Act. Also, under the CEO's direct control, the health and safety management body takes full responsibility for occupational safety, and it has a health and safety chief who develops strategies for occupational accidents and reports to the top managers.

TYM Occupational Health and Safety Committee and Health and Safety Management Body

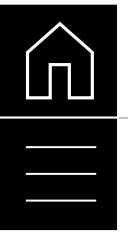


Health and Safety Management Activities

TYM is managing the Health and Safety of the employees by having a manager in charge who inspect sites and create daily safety checklists. They periodically report risk assessment results and activities for improvement. TYM prevents serious industrial accidents in advance by improving potential accident factors, and near-misses in the workplace. In order to prevent accidents due to workers' negligence and defects in on-site equipment, and to prevent serious accidents in the workplace, we are evaluating the risks by managing a 'Potential Risk Discovery Report' on the potential risk factors on the near misses in the workplace. In the case of 'Oops accident', preventive measures to prevent the recurrence of similar accidents are established, training is provided by supervisors, the relevant cases are posted in the workplace so that field workers can see them, and the accidents are reported to the top management according to the disaster reporting procedure, considering the seriousness of the accident. In the case of the Potential Risk Discovery Report, we evaluate the risk in consideration of the frequency of occurrence and the intensity of risk according to the 'Risk Assessment Procedures' of ISO 45001 four times a year every quarter, then calculate the grade according to the evaluation score and award for each grade. TYM also conducts a risk assessment regularly every year to minimize the risk of serious accidents in the workplace and is reviewed by the Ministry of Labor By identifying, evaluating, and managing potential harmful/risk factors and problems within the process, we plan to prevent loss of life and property and various accidents, and to establish improvement measures suitable for the characteristics of the process, thereby contributing to the effective improvement of safety awareness of workers.

Reward Criteria for the Potential Risk Discovery Report

Ranking	Rating	Rewards	Ranking basis
A	16~20	KRW 100,000	Need to change the process for its high risk and repetitions
B	12~15	KRW 50,000	Need improvement or creation of process as there is chance of disaster
C	8~11	KRW 20,000	Need light improvement or training
IDEA	4~7	KRW 10,000	Improvement recommended
Returned	1~3	-	-



Education and Training on Safety

TYM conducts safety education and training to enhance employees' awareness of safety and to reduce risk of the safety hazards.

In accordance with Occupational Safety and Health Act, we conduct safety and health education and training such as training for new joiners, special training for forklift drivers, and training for hazardous chemical handlers. Moreover, as part of raising awareness of safety among all employees and preventing safety accidents, we provide company-wide safety training materials and implement safety rules and campaigns. In addition, we hold simulation training twice a year, in collaboration with relevant organizations, in order to comply with the emergency protocol for fires and chemical leaks.

Activities for Managing Employee's Health

TYM conducts regular health screenings once a year to encourage a healthy work environment for all employees, and measures the workplace environment to prevent occupational illnesses twice a year. To reduce severe accidents and prevent musculoskeletal diseases in the workplace, we have been conducting musculoskeletal risk factor investigations every three years since 2019. A report is prepared on the results of the investigation into the harmful factors that lead to musculoskeletal burden work, and improvement plans are developed accordingly.

As part of our efforts to prevent health care for all employees, we operate a medical room where nurses stay and maintain daily health records for visitors to the medical room. In addition, we offer discounts for cooperative sports facilities.

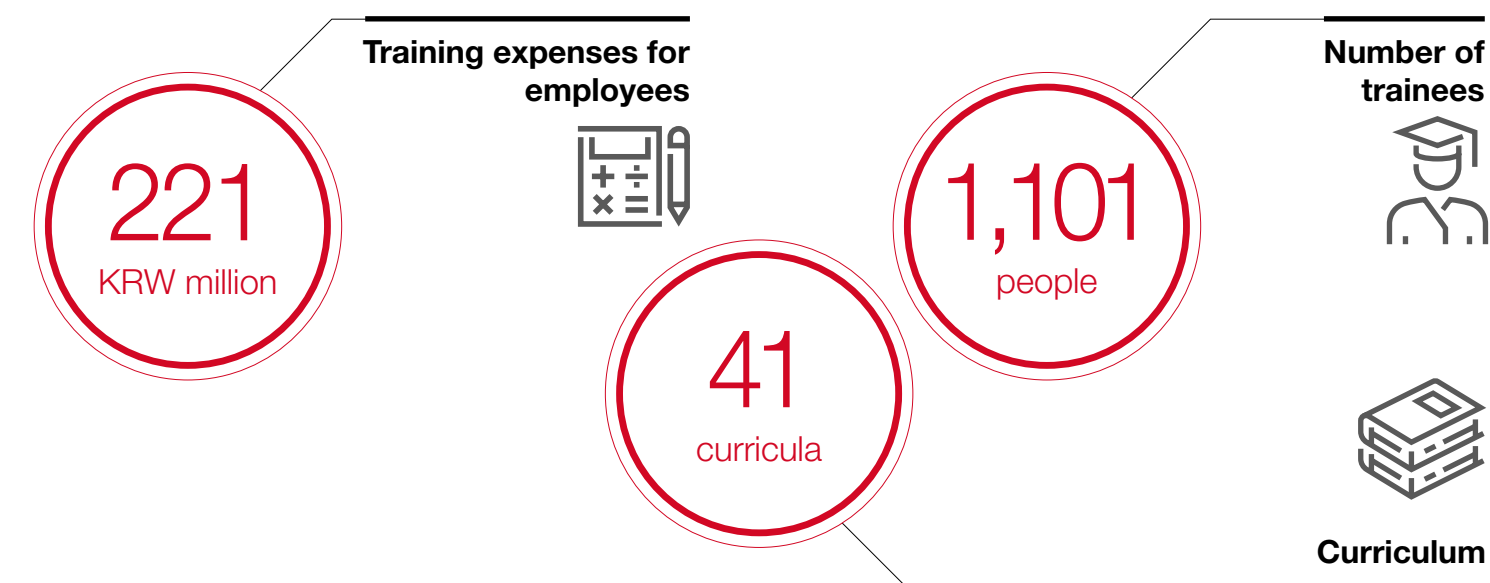
Talent Development and Quality of Work Life of Our People

TYM aims to foster professionals who are creative in responding to changes and driving innovations. In addition to vocational training, we're conducting educational programs such as leadership program and training which helps all of our employees to freely demonstrate individual creativity and skills. Additionally, various schemes are being implemented in order to promote a happy working environment so that employees can concentrate on their work and achieve a harmonious work-life balance.

Talent Development

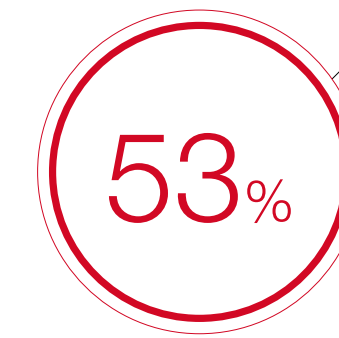
With an emphasis on education and training, we aim to develop talented individuals to address changes in the agricultural machinery industry through education and training in multiple fields, including future agriculture. In addition to maintenance technology training for engineers, we are conducting sales management training for sales executives, as well as agricultural machinery STEP training to gain a comprehensive understanding of agricultural machinery. In the 2021 National Best Practice Competition for Employers Vocational Skills Development Training, hosted by the Human Resources Development Service of Korea,

TYM won first place in the new technology category for the 'autonomous driving rice transplanter maintenance technology application training course' for engineers. This training focused on autonomous driving agricultural machinery understanding, diagnosis, and maintenance for high-skilled engineers in light of growing industry technology trends, customer demands, and technology demands. A major goal of this training is to develop engineers' ability to respond to new technology equipment service requests. TYM also conducts educational programs to improve common competencies within the organization to increase employees' communication, creative thinking, and active problem-solving abilities in order to effectively respond to the rapidly changing times. In 2021, we conducted leadership training at all organizational levels.

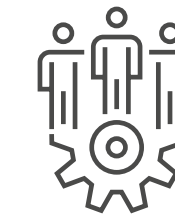


Employee Training Curriculum

Types	Training for	Training details
Maintenance skills	TYM engineers	<ul style="list-style-type: none"> • Training on application of autonomous driving transplanters • Maintenance training for tractors, combine harvesters, etc. • Training on simplification of TS130, etc.
Sales management	Sales personnel	<ul style="list-style-type: none"> • Sales management, receivables management, agent management, cost management,
STEP	All employees	<ul style="list-style-type: none"> • Basic driving and functions of the equipment, basic inspection and management, detailed features, demonstration of the equipment
Improving common skills	Staff level to team leader level	<ul style="list-style-type: none"> • Define the necessary skills (communication, creativity, problem-solving) for each level and conduct training programs to enhance them



Labor union membership ratio



To develop talent, TYM invested about KRW 221 million in 2021 and trained 1,101 internal and external employees in 41 training courses.

Work-life Balance

The flexible working hours introduced at TYM, in accordance with Labor Standards Act requirements, for employees' harmonious work-life balance.

1) Flexible working hours

In this company, employees have the freedom to report to work from 8 a.m. to 9:00 a.m. and be on duty for eight hours a day; employees can adjust their working hours to suit their schedules.

2) Reduced working hours for pregnant employees

We are allowing pregnant employees to focus on personal health care and maternity preparation by implementing a two-hour reduction in working hours.

3) Clubs for employees

We encourage and support our employees' club activities in order to reduce work stress and boost communication between them, helping to achieve a better work-life balance.

The Welfare Systems

TYM provides a wide variety of schemes to improve employees' quality of life and create a pleasant working environment.

1) Employees' health enhancement scheme

In the factory, an infirmary has been set up, and nurses are stationed to prepare for and prevent safety accidents for employees. Furthermore, we contribute to our employees' health by operating an in-house gym in the factory and covering the cost of the gym (at headquarters).

2) Child-care support

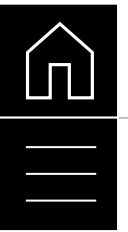
We have a leave scheme for raising children, such as giving 90 days of leave before and after childbirth as well as 10 days of leave for the childbirth by employee's spouse. We are also focusing on enhancing the quality of life for executives and employees by offering a college scholarship program to employees with college-aged children.

3) Housing support

We provide company housing or monthly rent support to employees who work in other regions, as well as a housing loan scheme.

4) Other schemes

We have an on-site cafeteria and library, as well as a long-term employee reward system and a support scheme for employee recreational facilities.



04 Supply-Chains

Sustainable Supply-Chains

TYM seeks to expand healthily with all trading suppliers by adhering to fair trade regulations, which is accomplished by complying with the four TYM supplier guidelines. Based on the four guidelines, TYM is responsible for the creation of a fair trade environment by preventing huge damages and costs caused by strengthening unfair trade regulations on external markets and encouraging and promoting free and transparent competition in the market. Besides, we are laying the groundwork for shared growth through win-win programs for suppliers, as well as strengthening supplier sustainability and win-win cooperation through ESG support projects for suppliers.

TYM Guidelines for Suppliers

Guideline on the signing of the contract for mutual growth	Securing transaction transparency and safety and realizing practical mutual development by sharing various information necessary for transactions with supplier companies
Guideline on selection and management of suppliers	Following TYM's ISO procedures, evaluating new businesses, evaluating existing ones, guiding and developing suppliers, following up on new developments, etc.
Guideline on implementation and management of an Internal Deliberation Committee for sub-contract transactions	Establishing and operating an Internal Deliberation Committee for preventing unfair trade and ensuring fairness in transactions
Guideline on the operation of suppliers	Enhancing transparency and fairness in the selection and operation processes of supplier companies to establish a fair transaction order

ESG Support to Suppliers

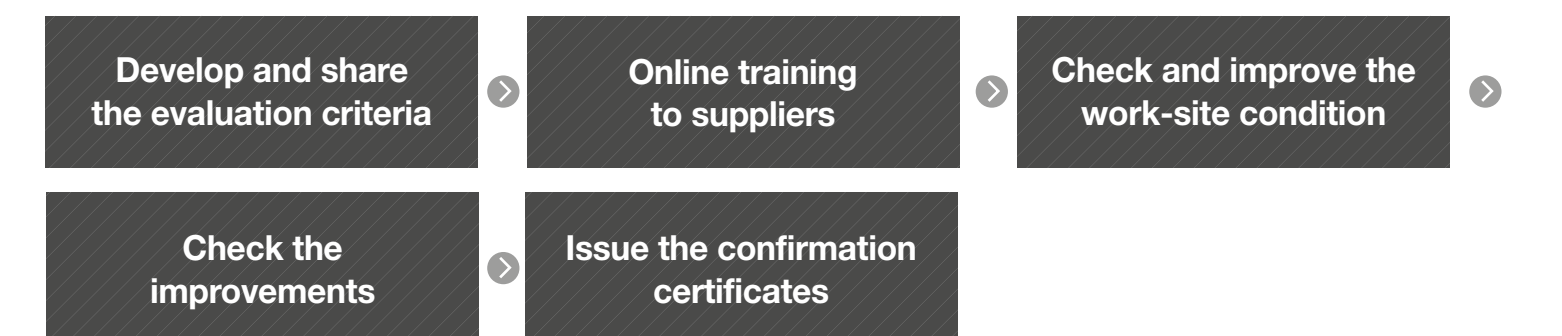
TYM has conducted ESG support projects organized under Shared Growth Committee with 18 major suppliers since August 2021. TYM's ESG support project was designed to manage ESG risks in its supply chain and improve the ESG management of its suppliers. TYM selected a professional consulting company to design and build ESG indicators. On this basis, ESG guideline training was provided to target suppliers, as well as ESG self-check. On-site visits were also conducted to suppliers who completed self-check and shared matters that required improvement. The ESG improvement result through this ESG support project, if converted into an amount, is estimated to be KRW 5.4 billion.

As part of the ESG management promotion goals, TYM intends to ensure that by 2024 all major sup-

¹⁾ it is a value derived from the sum of fines and penalties that may have been imposed on suppliers if not improved through ESG support projects.

pliers achieve excellent ratings and meet global ESG management standards by strengthening supplier sustainability management and risk management. Our goal for 2023 is to select 46 more suppliers, in addition to the 18 already selected, and conduct consulting on TYM's suppliers using the ESG guidelines by the Shared Growth Committee.

Time-line for ESG Support Projects to Suppliers



Performance details	Aug.-21	Sep.	Oct.	Nov.	Dec.	Jan.-22	Feb.
Finalize participating companies, sign MoU	█						
Finalize the criteria (including trial assessment)		█					
Selection of target suppliers		█					
Train suppliers			█				
Self-check		█					
Selection of suppliers for on-site consulting			█				
Work-site inspection and consultation			█				
Check the improvements					█		
Report the results and issue the confirmation certificates							█

Key Achievements in 2021

ESG support project for our suppliers

Conducted Q-Academy to major suppliers





The Expected Effect of ESG Support Project to Suppliers

- Benefits from performance-sharing tasks by TYM
- Excellent ESG company confirmation and getting the signboard
- Preferential treatment for participation in technology development (R&D) projects and export support projects organized by the Ministry of Trade, Industry, and Energy
- Shinhan Bank's interest rate offer to the best ESG companies



Supplier Selection Process

TYM has 173 suppliers as of 2021, and 80% of the total purchase amount is contributed by the top 20 suppliers. Suppliers are selected based on quality, unit price, delivery date, actual condition evaluation score, and management ability. Qualitative factors such as unit price, delivery time, and so on are converted into scores that are used to select suppliers, and in the year 2022 onwards, we have given greater emphasis to the ESG factor when evaluating the suppliers.

Based on the sum of performance evaluations and actual condition evaluations, an overall evaluation grade is calculated from the best company to the company that needs core management, and improvement requirements for each supplier are communicated, in a concise manner, to encourage the suppliers to improve their quality assurance capacity and the level of ESG management.

	2019	2020	2021
Total supplier companies	177	171	173
Purchase amount by suppliers (KRW millions)	162,567	189,836	254,659

2022 Actual Condition Evaluation and Results of Suppliers in Gyeongsangnam-do

Type	Assessment rank	Assessment rate	Things to be improved
Supplier A	Need improvement	54	<ul style="list-style-type: none"> • Reviewing the realization of process management standards • Need to remove loading of objects in front of fire extinguishers • Risk assessment recommended
Supplier B	Best	91	<ul style="list-style-type: none"> • Instrument calibration management register is incomplete • Need regular inspection for fire extinguishers • Need to clean the floor in the factory for preventing sliding accident
Supplier C	Best	93	<ul style="list-style-type: none"> • Need to improve instrument calibration management register
Supplier D	Best	96	<ul style="list-style-type: none"> • Need regular inspection for fire extinguishers

Win-Win Program with Suppliers

Q-Academy is conducted twice a year for its major suppliers by TYM. However, in 2021, it was conducted only once in the second half due to COVID-19. It is an educational program developed by TYM designed to share its quality management infrastructure and know-how, as well as to help its suppliers practically. By using Q-Academy, TYM introduce the quality policy and prevention activities of TYM in 2021 and explain how supplier companies are improving their quality. We invite professional instructors to provide preventative training on quality problems so suppliers can develop their quality assurance capabilities and become more competitive. Furthermore, we listen to the difficulties and suggestions of our suppliers and reflect them in our purchasing and quality policies. In collaboration with affiliated educational institutions, TYM plans to develop differentiated quality management education programs and spread them to suppliers to lay the foundation for shared growth.

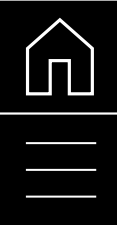
TYM strives to maintain and manage the quality level of its suppliers and to cultivate and enhance awareness of the importance of quality. Several detailed guidance items, such as production condition management, inspection tests, quality management systems, ESG management, etc, are inspected and evaluated through the QA-System construction guidance activities to supplier companies and shared with them. We guided three suppliers in the construction of their QA-Systems in 2021.

Supplier Support Scheme

As a means to support small and medium-sized suppliers who find it difficult to manage funds, TYM has implemented a credit guarantee loan system to offer suppliers low-interest loans secured by accounts receivable so that the delivery price can be recovered sooner.

Safety and Health Council for Suppliers

Every month, TYM hosts a health and safety council with its suppliers. The council discusses accident prevention plans, safety and health education, and health care of members as well as investigation and recurrence prevention measures in the event of an accident. TYM supports risk assessment to health-related suppliers, improves the level of health and safety through on-site technical guidance and monitoring, and discusses a wide range of measures to address potential safety and health threats. Safety and Health Councils were held every month in 2021 to improve and discuss safety and health promotion activities such as COVID-19 control prevention, general health checkups, comprehensive health checkups, work environment measurements for 2021, and crane safety checks.



05 Local Community

Key Achievements in 2021

Donation of agricultural machinery to Ukrainian farmers (in 2022)



Support for forest fire damage in Gangwon-do (in 2022)



Free support project for tractors to migrant young farmers



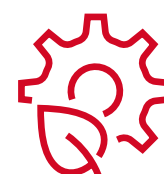
MoU signed for Iksan Local Pension



Urea solution support



Commencement of construction for FEMS implementation for conversion to eco-friendly factories



Eco-friendly packaging



Waste reduction through improvement of the delivery method of raw material from suppliers



CSR Activities

In our view, it is the responsibility of the company to make a positive impact on society, and sustainable growth is only possible when employees and executives participate in the process. Our focus is on helping farmers - our main customers - as part of our corporate social responsibility. Furthermore, we are committed to taking the lead internationally and in Korea in various social contribution activities in line with the global TYM mission.

Major CSR Activities for Local Communities

1) Donation of agricultural machinery to Ukrainian farmers

Due to war with Russia in 2022, Ukraine has mobilized agricultural tractors, paralyzing grain production, and raising concerns about a global food crisis. TYM donated KRW 100 million and ten tractors and attachments, worth approximately KRW 400 million, to the Ukrainian Embassy to provide humanitarian aid to Ukraine, which is struggling with refugees and food shortages.

2) Support for forest fire damage in Gangwon-do

Our disaster control tower system assists customers quickly and systematically in the event of disasters or calamities. Forest fires in Gangwon Province in the year 2022 necessitated the setting up of emergency support centers in the areas of Uljin, Samcheok, and Donghae, which were designated as special disaster zones. To those who use TYM's products, we have provided wages, free repairs of equipment parts, and free oil and filter replacements. Additionally, free rental support was provided for agricultural machinery destroyed in the fire. Additionally, farmers affected by the forest fire will be able to purchase TYM products with interest-free payments.



SDGs



3) Free support project for tractors to migrant young farmers and follow-up activities

With the 'Free Tractor Donation Project for Migrated Young Farmers', TYM has been providing support for young farmers to settle down in farming and contribute to future agricultural development. It was first conducted in 2020 with free tractors donated to 10 young farmers. A total of 12 units were donated this year. A young farmer selected for the 2020 tractor donation project is creating a meaningful virtuous cycle of donation by donating flour to a social enterprise grown on a tractor supported by TYM.

Status of Free Support Project for Tractors to Migrant Young Farmers

Classification	2020	2021
Quantity of tractor support given to young farmers	10 Units	12 Units

4) MoU signed for Iksan Local Pension

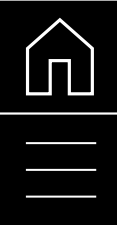
As part of its participation in public-private cooperative activities to develop rural areas, TYM actively contributes to the realization of social values in local communities. TYM has signed a Memorandum of Understanding (MOU) on the 'Local Pension Scheme' with Iksan City, the National Pension Service (NPS), and the Small, Medium, and Large Enterprises Agricultural and Fishery Cooperation Foundation. Local Pension Scheme is a project aimed at providing overall welfare for elderly residents of the village, aged 70 or older, and the purpose is to supplement retirement income and improve quality of life through income generated from supporting facilities and equipment provided with Iksan City. Elderly people who register in the scheme can receive a certain fixed local pension every month until their death, which is collected from the usage of the facilities. TYM aims to improve the quality of life for seniors and support healthier aging through these activities.

5) Urea solution emergency support activities

As part of our CSR activities and customer satisfaction services, we provided emergency support for urea solutions for our customers suffering from a lack of urea solutions due to the worsening supply of urea solutions. By converting some of the solutions used in the production process, we provided approximately 1,400 liters of urea solution to our customers through eight regional headquarters across the country.

6) Other activities

TYM carried out various CSR activities such as providing free tractor repairs to farmers in Gangwon-do that were affected by heavy snowfall, contributed KRW 30 million to crisis households in Iksan, and donated KRW 20 million to the Florida Van Fleet Foundation.



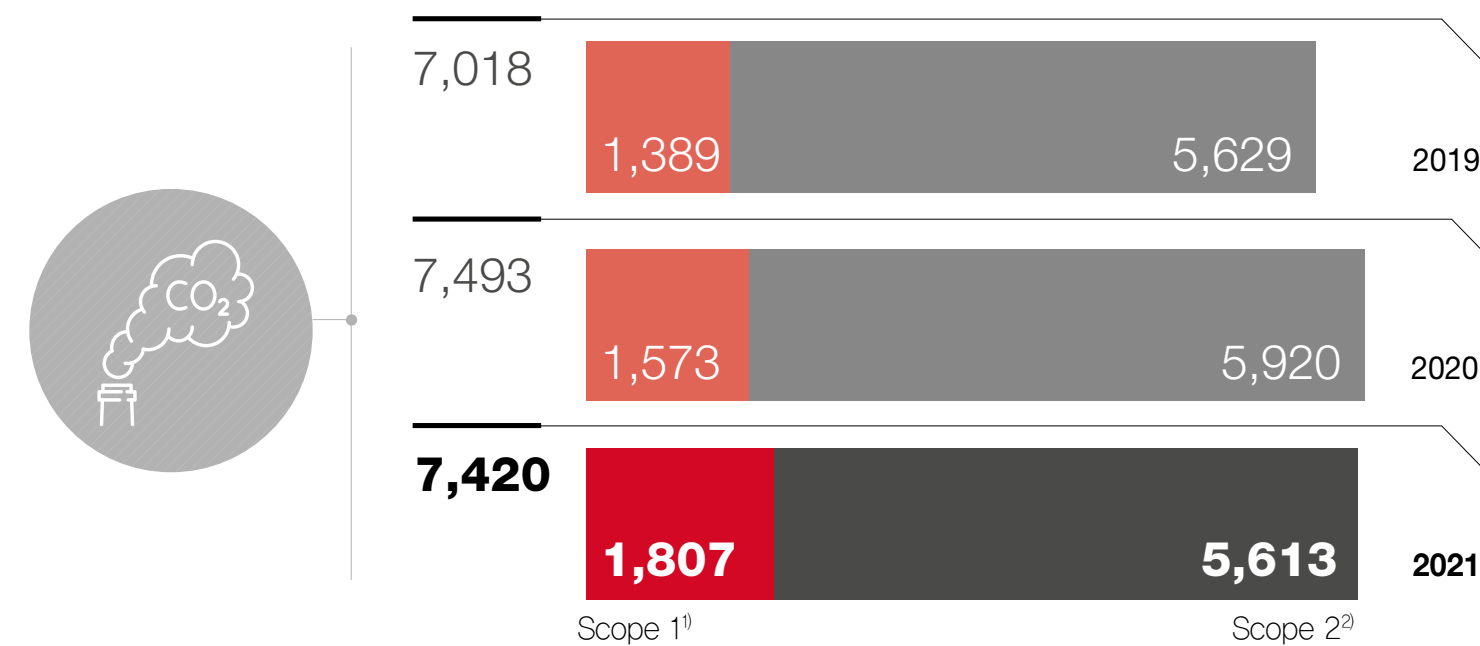
Responding to Climate Change Crisis

There is no doubt that climate change poses a serious threat to human health and food systems and causes socio-economic crises. It is a task that must be solved in cooperation worldwide in order to achieve sustainable development for mankind. Globally, the international society is urging the reduction of greenhouse gases, carbon neutrality, and energy conservation as possible responses. A member of society, TYM strives to identify climate change risk factors, and practices related activities such as reducing energy use, expanding renewable energy sources, and enacting stricter in-house air pollution management standards than legal standards.

In order to address climate change, TYM has implemented energy management, eco-friendly factories, electrodeposition painting lines, constructing carbon-neutrality leading plants, and continuous monitoring and management of its carbon emission reduction performance.

Greenhouse Gas Emission Status at Workplaces

(Unit: tCO₂e)



¹⁾ Direct Emission: LPG and LNG usage ²⁾ Indirect Emission: Electricity usage ³⁾ A management activity system in which energy users or energy suppliers set management

In-house Energy Saving Activities

TYM continues to carry out energy management activities to decrease energy use and maximize efficiency. A TFT has been developed within the company to encourage habituation to save energy. Consequently, greenhouse gas emissions fell by approximately 8% from 2020 to 2021 as a result of these efforts.

In-house Energy Saving Activities Status

Turning off the lights during off-hours at the assembly site and office
(TFT examines and checks energy-saving activities twice a month)

Maintaining the appropriate temperature of the air conditioner in the summer the air conditioner in the summer
(maintain 26~28°C during summer season)

Managing power usage by installing an additional integrated power meter

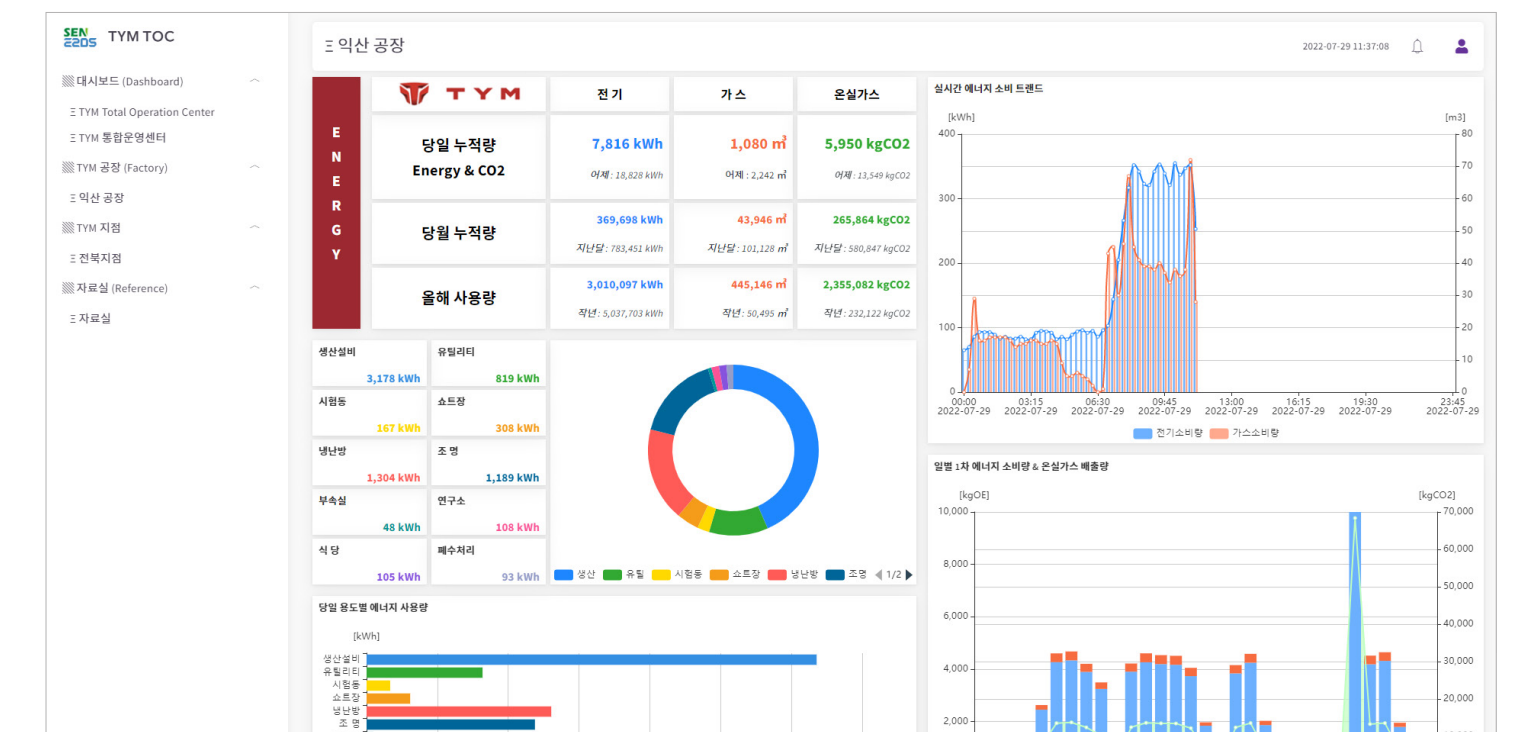
Providing switch-type multi-sockets that are switched off by employees

Reducing power usage by replacing LED lights, etc.

MoU Signed for Sensolution

For the transition to an eco-friendly factory, TYM has signed a Memorandum of Understanding with Sensolution, an eco-friendly construction company that specializes in eco-friendly construction. Currently, FEMS (Factory Energy Management System³⁾) is being constructed to gradually transform major businesses such as the Iksan plant into low-energy and eco-friendly production facilities, and the optimization solution is being developed through analyzing energy usage per production process. Using an energy management system based on a smart energy factory infrastructure, it will become possible to detect and manage power loss by measuring, controlling, and monitoring energy use status by the process. It is encouraging the installation of solar power facilities in parking lots at the workplace as well as replacing high-efficiency cooling/heating devices in the medium and long term.

FEMS





Change of Electrodeposition Coating Line

At the Iksan plant, TYM plans to increase assembly and painting lines' efficiency by gradually closing short facilities, electrodeposition, and material painting lines, and introducing and enlarging the application of the paint-free LFI method. As of now, electrodeposition and parts painting lines account for 29% of the total energy usage at the Iksan plant, and through the gradual closure of these lines, it is expected that the total energy usage will be reduced by about 30%. By 2024, TYM plans to remove electrodeposition and parts painting lines and replace them with energy-saving processes through the establishment of eco-friendly Automated Guided Vehicle (AGV) lines.

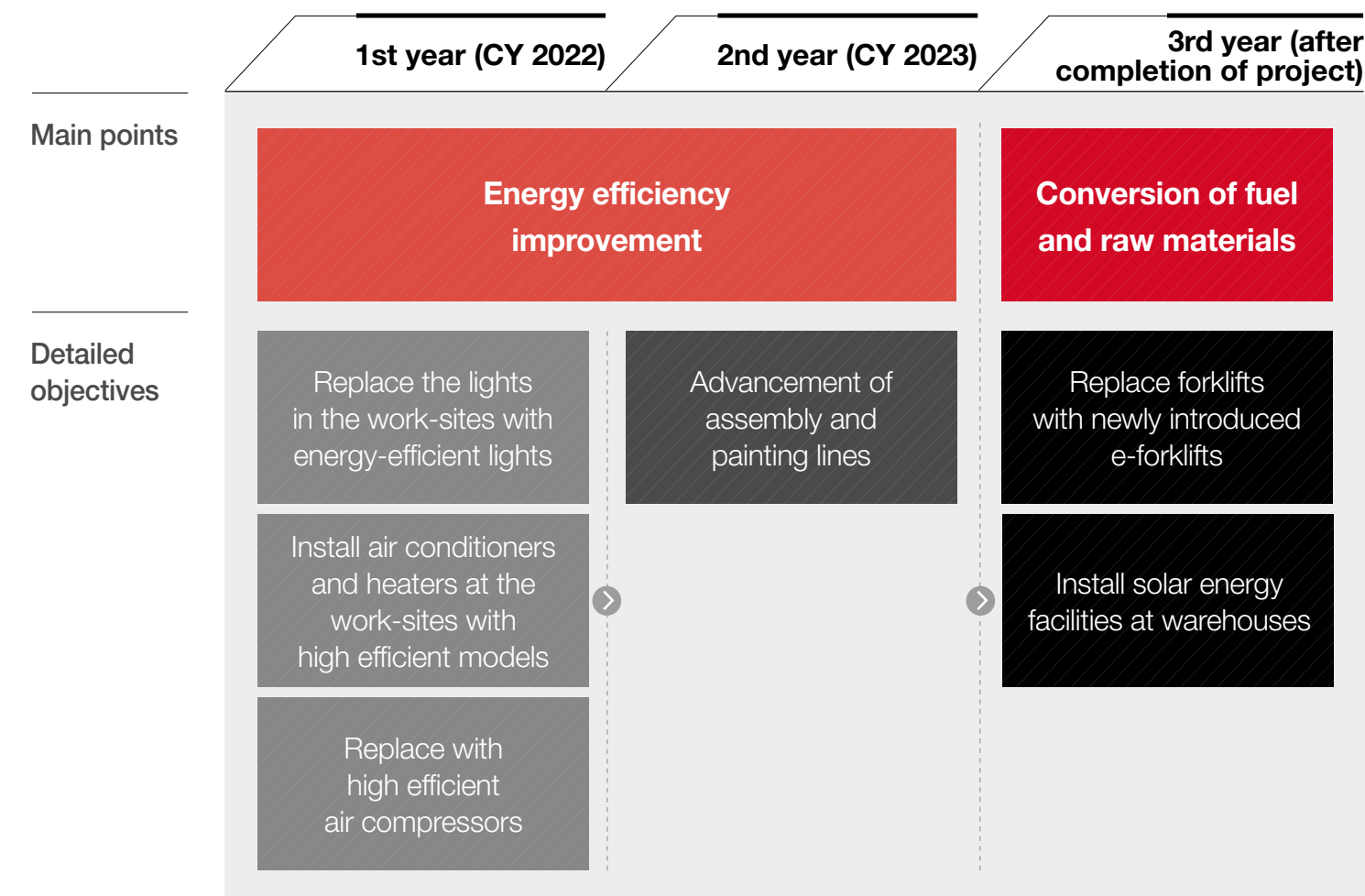
Construction Project for Carbon Neutrality Leading Plant

For the realization of carbon neutrality, one of the TYM's three main strategies for ESG, we started the Carbon Neutral Leading Plant Construction Project in 2022 with the support of the Korea Institute of Production and Technology, which aims to gradually build eco-friendly and low-energy facilities for the Iksan plant's manufacturing process. The project has two key plans: 'improving energy efficiency' and 'conversion of fuel and raw materials' which is for the realization of the carbon neutrality leading plant and then, we will set six detailed plans. With these plans, this project will be carried out until the end of 2024. We also plan to accumulate data on carbon emissions through monitoring and analysis through FEMS. We are planning to apply it to our affiliates.

Major tasks for Carbon Neutrality Leading Plant Construction

Classification	Major tasks	Detailed plan and objectives
Save energy in the production process	Replace the lights in the work-sites with energy-efficient lights	• Fluorescent/metal lights → LED lights
	Install air conditioners and heaters with high efficiency on the work-site	• Install air circulating air conditioner and heater in the ceiling of the factories
	Replace with high efficient air compressor	• General model → high efficient energy-saving compressor
	Advancement of assembly-painting lines	• Closure of painting line • Implementation of an automation system for AGV in the production line • Implementation of the robotized T/M painting line
Conversion of fuel and raw materials	Introduce of e-forklifts	• Battery forklifts → electric (lithium ion equipment) forklifts
	Install solar energy facilities	• Solar energy facility at warehouses

Expected Timeline for Construction Project for Carbon Neutrality Leading Plant



Environment Management System

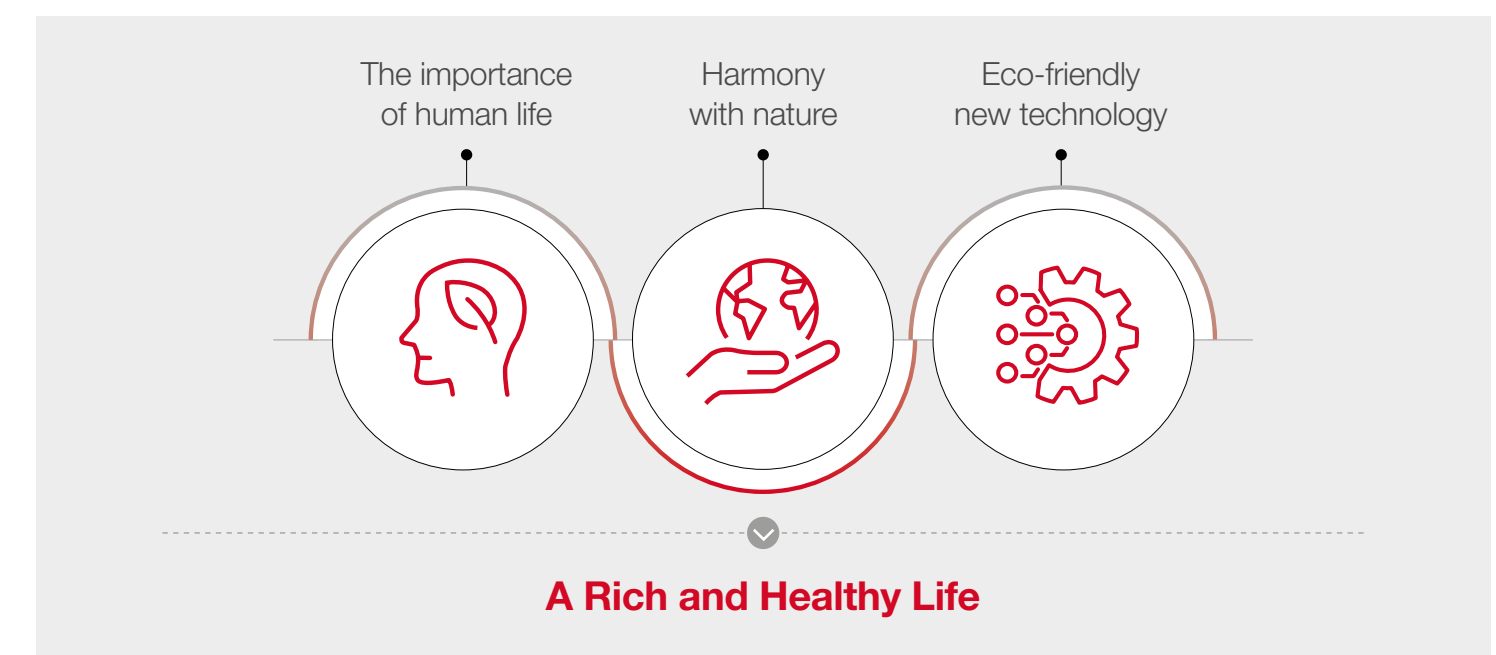
TYM is committed to being an environmentally friendly company and complies with environmental legislation, such as the Framework Act on Environmental Policy, the Air Conservation Act, and the Waste Management Act. As part of TYM's environment management system, an environmental safety team is established to provide a dedicated working group for the environment and to operate the system through the environmental management system. TYM conducts an internal audit to verify the effectiveness of its environmental management system, and a third-party certification authority is reviewing it.

ISO 14001 Certification

Business site	Certification authority	Certification period
TYM Iksan Factory	DNV Assurance Agency	February 2020-February 2023

*The ISO 14001 certification was obtained in 2002 and has been used continuously since then.

Environmental Management Approach



Environmental Management System

Step1	Plan	<ul style="list-style-type: none"> Establish environmental improvement goals and detailed objectives Identify environmental aspects and assess environment impact risks and opportunities (internal and external issues) Stakeholder needs and expectations, identify legislation and stakeholder requirements
Step2	Do	<ul style="list-style-type: none"> Environmental education, internal and external disclosure of environmental information Operation of environmental improvement programs
Step3	Check	<ul style="list-style-type: none"> Periodic internal environmental audits Measure and assess the effectiveness of improvement objectives Organize catch-up plan
Step4	Action	<ul style="list-style-type: none"> Corrective action to improve environmental nonconformities Prevent recurrence



Recycling and Cycle Economy

In addition to various eco-friendly activities, TYM strives to reduce waste generated during production and sales by replacing packaging materials with eco-friendly materials.

Eco-friendly Packaging

TYM is committed to reducing the use of environmentally sensitive materials for packaging. We plan to use eco-friendly materials such as paper and eco-friendly wrapping paper, vegetable-based ink, and degradable kraft packaging tape for material packaging. We aim to reduce paper use by reducing over-packaging by using boxes that fit the size of paper and paper bags for small shipments.

The packaging material for goods we receive from our supplier company has also been switched to recyclable materials. Pallets made of wood that generate a lot of wood waste are replaced with reusable recycled pallets to reduce waste. In place of paper boxes, we switched to a reusable standard plastic crate and a returnable Danpla box. Packaging vinyl was changed to dedicated box vinyl instead of disposable plastic.

In-house Green Activities

TYM achieved a reduction in waste and forklift operation time by improving urea solution refueling. Previously, we used a forklift to move the drums as we were using 200L plastic drums, which generated waste. As a result of upgrading the urea solution pump to a 1500L, we no longer need forklifts and recycle urea continuously, thereby reducing waste discharge.

Furthermore, TYM is trying to reduce the use of disposable items such as paper cups and shopping bags by developing environmental brand kits with tumblers and eco-bags and is reducing environmental pollution by offering customer service via a tablet PC catalog app rather than paper catalogs. The product catalog app from TYM presents products with relevant specifications for each customer's work purpose, work environment, and terrain, and shows not only the front design of the product but also the bottom design, increasing customer convenience compared to the paper catalog.



¹⁾ Jincheon factory does not discharge industrial wastewater. The above wastewater management standard applies to TYM's Iksan factory.

Environmental Impacts Management Activities

Air Pollution Management

We have stricter environmental management standards for air pollutants at TYM than those required by law. The Environmental Safety Team conducts self-measurement of air pollution prevention facilities twice a month by air environment management procedures and records and manages some items in the measurement register. A corrective and preventive action procedure is carried out if the air pollution measurement results exceed the in-house management standard. The procedure is improved if necessary, through process analysis. At TYM, activated carbon at air pollution prevention facilities is replaced once a four-month cycle, installed air emission measuring instruments to measure nitrogen oxides (NOx) and furnace boilers are replaced to meet the legal requirements for emission management. In the future, we are planning to replace additional facilities such as fillings for the dust collectors and the droplet remover.

Water Resource Management

TYM has set a target to reduce water consumption by 5% compared to the previous year. The company has established internal wastewater discharge standards for domestic and process wastewater. These standards are stricter than the legal wastewater discharge standards, and they are discharged after purification through drug treatment. In addition, water pollution is measured and managed in accordance with internal wastewater discharge standards, and old wastewater treatment facilities are to be replaced. Moreover, the closure plan for the electrodeposition painting line is expected to reduce water consumption significantly.

TYM's Wastewater Management Standards¹⁾

	pH	Zn	Fe	Mn
Legal standard	Below 5.8-8.6ppm	Below 5ppm	Below 10ppm	Below 10ppm
In-house standard	Below 6.2-8.2ppm	Below 3ppm	Below 6ppm	Below 6ppm

Water Usage Intensity Level



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

Waste Management

TYM has set a target to reduce waste discharge by 5% compared to the previous year. The TYM conducts waste reduction activities by improving the raw material delivery methods of its suppliers. In addition to supporting iron pallets free of charge, we promote the use of reusable pallets and the reuse of waste pallets between Agro-Industrial Complex Committee suppliers. By doing so, we aim to decrease the amount of waste wood discharged into the environment. A returnable danpla box and standard plastic crate have been substituted for the paper boxes, reducing the amount of waste generated by paper boxes. To reduce waste synthetic resin discharge, we replaced wrapping and vinyl used in warehousing packaging with standard boxes and eco-friendly materials.

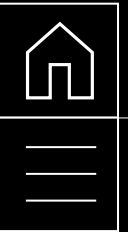
TYM establishes and operates a waste storage facility for the waste segregation and disposal of waste generated in the production process and monitors the current status of waste disposal. Waste storage and discharges are recorded in the system. Moreover, each month we monitor designated wastes such as paint waste and lubricant waste, as well as general wastes such as synthetic resin waste, wood waste, dust, and activated carbon.

Waste Discharge Status



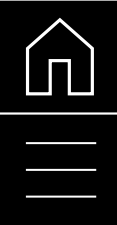
Hazardous Chemical Substance Management

Through the selection and compliance with appropriate management standards for hazardous chemicals, TYM protects workers from harmful risks and prevents property losses such as environmental pollution caused by careless handling. Hazardous chemical management involves a review and registration process, education and use of harmful chemicals, inspections, and record management. In the third quarter of 2022, we will prepare a scenario for the leakage of hazardous chemicals and conduct emergency training.



APPENDIX

35	ACTIVITIES ASSOCIATED WITH THE UN SDGS
36	SOCIAL PERFORMANCE
38	ENVIRONMENTAL PERFORMANCE
39	ASSOCIATION STATUS
40	INDEPENDENT ASSURANCE STATEMENT
42	GRI INDEX



ACTIVITIES ASSOCIATED WITH THE UN SDGS



Goal 1 | No Poverty

- Donation of agricultural machinery to help Ukrainian refugees and food supply problems caused by the war in Ukraine



Goal 2 | Zero Hunger

- Contribution to sustainable agriculture through technological innovation that promoted intelligence and informatization of traditional agricultural machinery



Goal 3 | Good Health and Well-being

- Improving the quality of life of executives and employees through protection, safety, and health management activities, providing work-life balance, and a welfare system



Goal 4 | Quality Education

- Organizing various competency-improvement educational programs such as vocational training, leadership program, and training which helps all of our employees to freely demonstrate individual creativity and skills



Goal 5 | Gender Equality

- Securing gender diversity of the Board of Directors by increasing the number of female internal/external directors



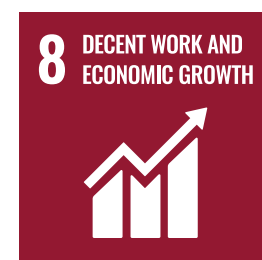
Goal 6 | Clean Water and Sanitation

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



Goal 7 | Affordable and Clean Energy

- Energy management activities to reduce energy consumption and efficiency maximization
- Construction Project for Carbon Neutrality Leading Plant



Goal 8 | Decent Work and Economic Growth

- Increasing decent jobs through management of the protection of employee rights, safety and health, work-life balance, and welfare schemes



Goal 10 | Reduced Inequalities

- Handling of employees' grievances regarding inequality, such as unreasonable and unfair workloads, through the Cyber Audit Office



Goal 12 | Responsible Consumption and Production

- Production of sustainable products through eco-friendly plating method, application of LFI method, development of eco-friendly material parts, and development of eco-friendly tractors



Goal 13 | Climate Action

- Actively responding to climate change through activities such as energy management, construction of the eco-friendly factory, change of electrodeposition painting line, the introduction of air pollutant reduction facilities, and continuous management and monitoring for reduction of carbon emission reduction



Goal 16 | Peace, Justice, and Strong Institutions

- Published the Code of Conduct on the Charter of Ethics, the Charter of Human Rights, the Code of Practice for Ethical Management, and the Code of Conduct for Prevention of Corruption and Bribery to establish an ethical management culture



SOCIAL PERFORMANCE

• Data subjects: TYM headquarter and two domestic factories (Iksan and Jincheon)

Total Employment Status

Classification	Unit	2019	2020	2021
Total employment				
Total number of employees	persons	666	592	620
Employment type - Permanent	persons	645	570	542
Employment type - Temporary	persons	21	22	78
Gender - Male	persons	544	490	534
Gender - Female	persons	122	102	86
Fostering talented females - Ratio of female employees ¹⁾	%	18	17	14
Fostering talented females - Ratio of female managers ²⁾	%	-	-	3
Age - Under 30	persons	66	78	114
Age - 30 to 49	persons	327	284	282
Age 50 or above	persons	273	230	224
Employment in overseas offices				
Number of dispatched employees	persons	10	4	4
Number of locally hired employees	persons	35	39	50
Total number of employees at overseas sites	persons	40	43	54
Total number of managers at overseas sites	persons	10	11	11
Total number of local managers	persons	7	8	8
Percentage of local managers	%	70	73	73
Special employment and minorities				
Persons with disabilities	persons	14	11	10
Patriots and veterans	persons	10	8	8
Recruitment of foreign nationals	persons	-	1	2

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

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

Hires/Employee Turnover and Dismissal/Retirements

Classification	Unit	2019	2020	2021
New hires				
Total new hires	persons	41	82	207
Gender - Male	persons	30	68	185
Gender - Female	persons	11	14	22
Age - Under 30	persons	16	39	89
Age - 30 to 49	persons	23	37	93
Age 50 or above	persons	2	6	25
Employee turnover				
Total number of employee turnover	persons	66	150	210
Gender - Male	persons	48	113	168
Gender - Female	persons	18	37	42
Age - Under 30	persons	16	17	44
Age - 30 to 49	persons	38	65	93
Age 50 or above	persons	12	68	73
Dismissal and Retirement				
Number of dismissals	persons	-	-	-
Number of retirements	persons	1	-	21



Maternity/Paternity and Childcare Leaves

	Classification	Unit	2019	2020	2021
Maternity/Paternity and childcare leaves					
Number of employees who took maternity/paternity leaves		persons	18	8	11
Maternity leave		persons	3	1	1
Paternity leave		persons	15	7	10
Rate of return to work after childbirth		%	100	100	100
Number of employees who took childcare leaves		persons	-	3	2
Childcare leave - Female		persons	-	1	1
Childcare leave - Male		persons	-	2	1
Rate of return after the use of childcare leave		%	-	100	100
Rate of leaving the company in less than 12 months after returning from childcare leave		%	-	33	0

Shared Growth with Suppliers

	Classification	Unit	2019	2020	2021
Number of suppliers					
Total number of suppliers		companies	177	171	173
Number of major suppliers ¹⁾		companies	29	31	36
Amount purchased					
Total purchase amount from suppliers		KRW million	162,567	189,836	254,659
The purchase amount from major suppliers ¹⁾		KRW million	138,239	165,986	223,871
Purchase amount from domestic suppliers		KRW million	75,843	89,317	133,566
Purchase amount from major domestic suppliers ¹⁾		KRW million	55,765	68,689	107,198
Percentage of purchases from major domestic suppliers ¹⁾		%	74	77	80
Purchase amount from overseas suppliers		KRW million	86,725	100,519	121,093
Purchase from major overseas suppliers ¹⁾		KRW million	82,474	97,297	116,672
Percentage of purchases from major overseas suppliers ¹⁾		%	95	97	96

¹⁾ Suppliers that trade more than KRW billion.

Others

	Classification	Unit	2019	2020	2021
Labor union membership					
Number of people who can join the labor union		persons	587	529	524
Number of people with labor union membership		persons	184	171	277
Percentage of people who have labor union membership		%	31	32	53
Human rights training					
Sexual harassment prevention training		hours	2	1	1
Injuries					
Injured employees		persons	-	-	1
Injury rate		%	-	-	0.2
Social contribution expenditure by donation					
Cash donations		KRW million	297	110	114
In-kind contributions ²⁾		KRW million	9	242	328
Customer information and data leakages					
Number of data breaches		cases	-	-	-
Number of Personally Identifiable Information (PII) leaks		cases	-	-	-

²⁾ Donation of products or services, project/partnership equivalents



ENVIRONMENTAL PERFORMANCE

• Data subjects: TYM headquarter and two domestic factories (Iksan and Jincheon) and branches

	Classification	Unit	2019	2020	2021 ¹⁾
GHG emissions					
Total GHG emissions		tCO ₂ e	7,018	7,493	7,420
GHG intensity ²⁾		tCO ₂ e/KRW billion	19	19	18
Direct (Scope 1) GHG emissions ³⁾		tCO ₂ e	1,389	1,573	1,807
Indirect (Scope 2) GHG emissions ³⁾		tCO ₂ e	5,629	5,920	5,613
Energy consumption status					
Direct energy consumption		Nm ³	627,025	709,990	826,671
Natural gas		Nm ³	625,575	708,442	825,722
LPG		Nm ³	1,450	1,548	949
Indirect energy consumption		kWh	12,073,120	12,696,516	12,037,688
Electric energy		kWh	12,073,120	12,696,516	12,037,688
Water usage status					
Water usage		m ³	48,431	48,866	55,732
Water usage intensity ²⁾		m ³ /KRW billion	131	126	136
Municipal water		m ³	39,574	40,876	51,446
Groundwater		m ³	8,857	7,990	4,286
Waste and recycling status					
Waste disposal		Tons	789	820	791
Waste disposal intensity ²⁾		Ton/ KRW billion	2.1	2.1	1.9
Household waste		Tons	683	727	655
Designated waste		Tons	106	93	136
Recycled waste		Tons	550	604	520
Percentage of recycling of waste		%	70	74	66

	Classification	Unit	2019	2020	2021
Total environmental costs					
Total environmental costs ⁴⁾		KRW million	351	291	446
Cost of using waste disposal service		KRW million	318	247	390
Levies/Charges ⁵⁾		KRW million	28	38	41
Other costs ⁶⁾		KRW million	5	6	15
Details of violation of environmental regulations					
No. of environmental violations of legal obligations		cases	1	1	2
Amount of fine for the violation		KRW million	2	-	1

¹⁾ Branches are included in the scope from FY 2021.

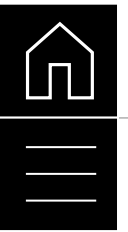
²⁾ Intensity by type is calculated by dividing the amount of emissions by the total manufacturing cost for the period.

³⁾ The GHG emissions are calculated following the guidelines for Reporting and Certification of Emissions of the GHG Emission Trading System (Notification No. 2021-17 of the Ministry of Trade, Industry and Energy).

⁴⁾ Based on the amount excluding green purchase and greenhouse gas emission rights

⁵⁾ Waste disposal charges by Korea Environment Corporation

⁶⁾ Premium on the environmental liability insurance



ASSOCIATION STATUS

Korea Chamber of Commerce and Industry	Korea Listed Companies Association	Korea Agricultural Machinery Industry Cooperative	Korea Industrial Safety Association	The Federation of Korean Industries	Korea International Trade Association
The Korean Society of Tobacco Science	Korea Industrial Safety Association Jeonbuk Branch	Jeonbuk Employers Federation	Korea Customs Logistics Association	The Korea Heat Energy Engineers Association	Fire Safety Management Institute for Hazardous Substances in Iksan
Chungbuk Employers Federation	Korean Standards Association	Korea Electric Engineers Association	Chungbuk Sejong Environmental Preservation Association	Federation of Middle-Market Enterprises of Korea	Korea Industrial Technology Association
Korea Mechanical Construction Contractors Association	Korea Fire Safety Institute	Korea Industrial Health Association	Korea Association of Standards & Testing Organizations	Korea Society for Agricultural Machinery	Korea Industry Intelligitization Association



INDEPENDENT ASSURANCE STATEMENT

TYM Co., Ltd. (“the Company” or “TYM”) commissioned DNV Business Assurance Korea, Ltd. (“DNV”, “we” or “us”), part of DNV Group, to undertake independent assurance of the ESG Report 2021 (the “Report”).

Our Opinion



On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not properly describe TYM’s adherence to the Assurance Principles described below. In terms of reliability of the performance data, nothing came to our attention to suggest that these data have not been properly collated from information reported at operational level, nor that the assumptions used were inappropriate. We believe that the Report adopts the ‘Core’ option of the GRI Standards.

Based on non-financial data, sustainability activities and performance data of 2021 generated from the Company, DNV has assessed the adherence to the Reporting Principles for defining report content set forth in the GRI Sustainability Reporting Standards 2020 and assessed the quality of sustainability performance information. DNV has found that the material topics which are identified by the Company’s materiality assessment process are linked to relevant topic-specific disclosures of GRI Standards 2020 as follows;

No.	GRI Disclosure	Topic Standard
1	Response to Climate Change	305-1, 305-2
2	Sustainable Products	Non-GRI
3	Sustainable Supply Chain	414-2
4	CSR Activities	413-1
5	Technology Innovation	Non-GRI

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

Stakeholder Inclusiveness

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

TYM defined customers, employees, suppliers, shareholders/investors, and local community as their major stakeholder groups. The communication activities with the selected stakeholders and their key issue of interest are described in the report. TYM reflected the raised issues from stakeholders in the materiality assessment process. DNV expects that material topics of next reporting could be taken from the participation of various stakeholders.

Materiality

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

TYM has conducted the materiality assessment to prepare the Report. The relevant 20 issue pool has been derived by reviewing the issues from international initiatives and global ESG-related survey/assessment institutions, and benchmarking in the same industry, the analysis of internal and external ESG-related issues. Considering the impact on the company’s activities, stakeholders and society, economy and the environment, the issue pools are evaluated by the external expert and internal review and subsequently 5 prioritized issues are reported as Material topics. DNV confirmed the relevant material topics prioritized from the process are addressed in the report.

Sustainability Context

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

Based on the ESG vision of ‘Innovative Legacy for the Next Generation’, TYM has set three ESG strategies and mid-and long- team goals. Also, TYM introduces the sustainability activities connected to their business area in aligned with the UN Sustainable Development Goals (SDGs) and shows the social, economic, and environmental performance in the aspects of corporate value chain in the report. DNV expects that TYM could disclose the evaluation plan and progress of each ESG tasks in the future reporting.

Completeness

The depth of information that has been identified as material to the organization and its stakeholders is reported.

TYM provides stakeholders with information on risks and opportunities, their major activities, and performances during the reporting period. The reporting boundary is set to include sustainability activities and outcomes from domestic operation sites of TYM. DNV confirmed that the Material topics selected through the materiality assessment are not missed in terms of the spatial and time boundaries.



Report Quality

The accuracy and comparability of information presented in the Report, as well as the quality of underlying data management systems.

DNV has sampled data and tested accuracy and reliability of the sustainability performance data of the Company. We interviewed the responsible for the subject data handling and reviewed the data gathering process with the supporting documents and records. Based on the test, the intentional error or misstatement is not noted. Data owners were able to demonstrate to trace the origin of the data and to interpret the processed data in a reliable manner. The data was identifiable and traceable. The Company reports the sustainability performance of the last five years and can be compared over time. Any errors or unclear expressions found during the verification process were corrected prior to the publication of the Report.

Scope and Approach

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

We evaluated the Report for adherence to the principles of stakeholder inclusiveness, materiality, sustainability context, completeness. We used the GRI Quality of Information Principles (Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness) as criteria for evaluating performance information, together with TYM's data protocols for how the data are measured, recorded, and reported.

The engagement excludes the sustainability management, performance and reporting practices of TYM's subsidiaries except TYM, associated companies, suppliers, contractors and any third-parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement. Economic performance based on the financial data is cross-checked with internal documents, the audited consolidated financial statements and the announcement disclosed at the website of Korea Financial Supervisory Service (<http://dart.fss.or.kr>) as well as TYM's website (www.tym.world). The review of financial data taken from these sources is not within the scope of our work.

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We are providing a 'limited level' of assurance.

Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the company were applied. The baseline data for environmental and social performance are not verified, while the aggregated data at the corporate level are used for the verification.

Basis of Our Opinion

The assurance was carried out from May to July 2022. We undertook the following activities as part of the assurance process:

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

For and on behalf of DNV Business Assurance Korea Ltd.

Seoul, Korea

August 11, 2022

Jang Sup Lee, Country Representative
DNV Business Assurance Korea Ltd.



Responsibilities of the Directors of TYM and DNV

The Directors of TYM have sole responsibility for the preparation of the Report. Our statement represents our independent opinion and is intended to inform all stakeholders.

DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement.

DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or coresponsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Competence and Independence

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. This engagement work was carried out by an independent team of sustainability assurance professionals.

DNV - Business Assurance

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

www.dnv.co.kr/assurance



GRI INDEX

Topic	No.	Index name	Page	Notes
Organizational profile	102-1	Name of the organization	2p	
	102-2	Activities, brands, products, and services	5-9p	Excluding filter business
	102-3	Location of headquarters	5p	
	102-4	Location of operations	5p, 7p	
	102-5	Ownership and legal form	23-24p	
	102-6	Markets served	7p	
	102-7	Scale of the organization	5p	
	102-8	Information on employees and other workers	25-27p, 36-37p	
	102-9	Supply chain	28-29p, 37p	
	102-10	Significant changes to the organization and its supply chain	5p	
	102-11	Precautionary principle or approach	24p	
	102-12	External initiatives	35p	
	102-13	Membership of associations	39p	
Strategy	102-14	Statement from senior decision-maker	4p	
	102-15	Key impacts, risks, and opportunities	13p	
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	24p, The information is available on the website	
	102-17	Mechanisms for advice and concerns about ethics	24-25p	
Governance	102-18	Governance structure	23-24p	
	102-19	Delegating authority	24p	
	102-22	Composition of the highest governance body and its committees	23-24p	
	102-23	Chair of the highest governance body	23p	

Topic	No.	Index name	Page	Notes
	102-24	Nominating and selecting the highest governance body	24p	
	102-26	Role of the highest governance body in setting purpose, values, and strategy	24p	
	102-31	Review of economic, environmental, and social topics	24p	
	102-33	Communicating critical concerns	24p	
	102-40	List of stakeholder groups	15p	
Stakeholder engagement	102-41	Collective bargaining agreements	25p	
	102-42	Identifying and selecting stakeholders	15p	
	102-43	Approach to stakeholder engagement	15p	
	102-44	Key topics and concerns raised	15-16p	
Reporting practice	102-45	Entities included in the consolidated financial statements	5p	
	102-46	Defining report content and topic boundaries	13-14p	
	102-47	List of material topics	13-14p	
	102-48	Restatements of information	29p, 37p	Excluding the suppliers, without any trades
	102-49	Changes in reporting		Not applicable
	102-50	Reporting period	2p	
	102-51	Date of most recent report		July 2021
	102-52	Reporting cycle	2p	
	102-53	Contact point for questions regarding the report	2p	
	102-54	Claims of reporting in accordance with the GRI standards	2p	Core option
	102-55	GRI content index	42-43p	
102-56	External assurance	40-41p		



Topic	No.	Index name	Page	Notes
Economic performance	201-1	Direct economic value generated and distributed	9p	
	201-3	Defined benefit plan obligations and other retirement plans		Refer to business report
Indirect economic impacts	203-1	Infrastructure investments and services supported	30-33p	
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior anti-trust, and monopoly practices		No violations
Energy	302-1	Energy consumption within the organization	38p	
	302-3	Energy intensity	38p	
Water and effluents	303-1	Interactions with water as a shared resource	33p	
	303-2	Management of water discharge-related impacts	33p	
	303-5	Water consumption	33p, 38p	
Emissions	305-1	Direct (scope 1) GHG emissions	31p, 38p	Not separately classified by greenhouse gas source
	305-2	Energy indirect (scope 2) GHG emissions	31p, 38p	Not separately classified by greenhouse gas source
	305-4	GHG emissions intensity	31p, 38p	
Waste	306-1	Waste generation and significant waste-related impacts	33p	
	306-2	Management of significant waste-related impacts	33p	
	306-3	Waste generated	33p, 38p	
	306-4	Waste diverted from disposal	33p, 38p	
Environmental compliance	307-1	Non-compliance with environmental laws and regulations	38p	
Employment	401-1	New employee hires and employee turnover	36p	
	401-3	Parental leave	37p	
Occupational health and safety	403-1	Occupational health and safety management system	26p	
	403-2	Hazard identification, risk assessment, and incident investigation	26p	
	403-3	Occupational health services	22p	

Topic	No.	Index name	Page	Notes
	403-4	Worker participation, consultation, and communication on occupational health and safety	26p	
	403-5	Worker training on occupational health and safety	26-27p	
	403-6	Promotion of worker health	27p	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26-27p	
	403-9	Work-related injuries	26-27p	Excluding suppliers
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	23p, 25p, 36p	
Freedom of association and collective bargaining	407-1	Operation and suppliers in which the right to freedom of association and collective bargaining may be at risk	25p	
Human rights assessment	412-2	Employee training on human rights policies or procedures	25p	
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	30-33p	
Supplier social assessment	414-2	Negative social impacts in the supply chain and actions taken	29p	
Public policy	415-1	Political contributions	37p	
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	22p	
Marketing and labeling	417-1	Requirements for product and service information and labeling	20p, 22p	
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	37p	