

REGULATIONS OF THE ESG COMMITTEE



TYM CORPORATION

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Article 1 (Purpose)

The purpose of the Regulations is to specify the guidelines for the performance of the duties of the Environmental, Social and Corporate Governance Committee (the “ESG Committee”) and requirements for its operation such that the Committee can perform its duties in an appropriate and efficient manner.

Article 2 (Duty, Authority and Functions of the Committee)

- (1) The ESG committee raises the soundness of the Company with a transparent governance structure, analyzes the company's impact on the environment and society, and draws a positive impact so that the company can achieve long-term sustainable growth. Social and Corporate Governance (hereinafter collectively “ESG”) are to be managed strategically and systematically.
- (2) The ESG committee discovers and identifies various topics and issues related to the company's ESG operation, checks the company's sustainable management strategy and direction, and continuously evaluates and reviews related performance and problems.
- (3) The ESG committee performs the function of an advisory body to respond to the advice of the board of directors and the CEO on the Company's sustainable management strategy and major investments and long-term or short-term business plans for it.

Article 3 (Organization)

- (1) Members of the ESG Committee (the “Member”) shall be appointed at the board of directors.
- (2) The ESG Committee shall be composed of two or more outside directors and one inside director.
- (3) The appointment and dismissal of members shall be made by the resolution of the board of directors.
- (4) ESG practical operation is carried out by forming a consultative body with the ESG Part.

Article 4 (Chairperson)

- (1) The ESG Committee shall designate the Chairperson who represents the ESG Committee by the resolution of the ESG Committee.
- (2) The Chairperson shall supervise the overall duties of the ESG Committee and may assign separate duties to each Member in order to increase efficiency of operation of the Committee.
- (3) If the Chairperson is absent or unable to execute his/her duties, a Member designated by the ESG Committee shall perform the Chairperson's duties.

Article 5 (Term of Office of the Members)

- (1) The term of office of the members shall be until the expiration of the term of office of the directors. However, if there is a significant change in circumstances, the term of office of the members may be adjusted by the resolution of the board of directors.
- (2) A member may be reappointed, and the term of office of a member filled with a vacancy shall be until the expiration date of the director's term of office.

Article 6 (Types)

- (1) The ESG Committee's meeting shall be classified into ordinary and extraordinary meetings.
- (2) The ordinary meeting of the Committee shall be held biannually.
- (3) The extraordinary meeting of the Committee shall be convened, as necessary by the chairperson deems.

Article 7 (Person Authorized to Convene a Meeting)

- (1) The ESG Committee's meeting shall be convened by the Chairperson. In the absence of the chairperson, the provisions of Article 4, Paragraph 3 shall apply.
- (2) Any Member may request the convening of a meeting by notifying the Chairperson of the agenda and the reason for convening the meeting. If the Chairperson denies such request without any valid reason, the Member who has made such request may convene the meeting.

Article 8 (Convocation Procedure)

- (1) In convening a meeting, the date of meeting shall be decided and notified to each Member no later than one week before the date of the meeting.
- (2) The ESG Committee, with the consent from all the Members, may have a meeting at any time without following the procedures under Paragraph (1) above.
- (3) The ESG Committee may decide to postpone or continue the meeting, and in this case, the convening procedure may be omitted.

Article 9 (Method of Resolution)

- (1) A resolution by the ESG Committee shall be adopted by the majority of the Members present at a meeting where the majority of the incumbent Members are present.
- (2) The ESG Committee may allow all or part of the Members to participate in resolutions by means of telecommunication that simultaneously transmits and receives voices of all the Members, without attending the meeting in person. In this case, such Members shall be deemed to be present in person at the meeting of the Committee.
- (3) Members who have a special interest in the resolutions of the ESG Committee cannot exercise their voting rights.
- (4) The number of members who are unable to exercise their voting rights pursuant to Paragraph 3 shall not be counted in the number of members present.

Article 10 (Agenda to be Submitted)

- (1) Below is a list of agenda to be submitted to the ESG Committee:
 - i. Setting the basic direction for the company's sustainable management strategy
 - ii. ESG stakeholder communication
 - iii. Board report on ESG promotion activities
- (2) The ESG committee may seek the assistance of experts at the company's expense.

Article 11 (Attendance of Related Persons, etc.)

The ESG Committee may request related executives, employees and external persons to attend the meeting, if necessary for the performance of its duties. If the ESG Committee deems it necessary, it may seek advice from experts, etc. for carrying out research projects at the Company's expense.

Article 12 (Relationship between the Board of Directors and the Representative Director)

- (1) The board of directors or the representative director may request the ESG committee to review and provide opinions on the company's sustainable management strategy, and major investments and mid/long-term business plans for it.
- (2) The ESG Committee shall report or submit the results of deliberation and/or opinions on the company's sustainable management strategy and major investments and mid/long-term business plans for this to the Board of Directors or the representative director.
- (3) The board of directors or the representative director is not bound by the results and opinions of the ESG Committee.

Article 13 (Meeting Minutes)

- (1) Minutes of every meeting of the ESG Committee shall be recorded.
- (2) The meeting minutes shall include the agenda, proceedings, result of the meeting, names of the Members against each resolution, and the reason for their objection thereto, and the Members present at the meeting shall sign or affix their seals on the minutes.

Article 14 (Secretary)

- (1) The ESG Committee may have a secretary.
- (2) The secretary is under the direction and supervision of the chairperson, assists the members, and is in charge of overall Committee affairs.

Article 15 (Obligation to notify)

The ESG Committee must notify each director of the board of directors within 3 days from the date of resolution if there is a resolution.

Article 16 (Expenses)

The company shall bear the expenses necessary for the ESG Committee meeting and other operations.

Article 17 (Revision of Regulations)

- (1) Amendments to these regulations shall be subject to a resolution of the Board of Directors.
- (2) Matters not stipulated in these regulations shall be governed by the company's articles of incorporation, the Board of Directors regulations and related laws.

ADDENDA

The Regulations shall become effective from 7 April 2021

