

The Regulation on the Director Recommendation Committee

Chapter 1 General Provisions

Article 1 (Background) Kukkiwon shall establish the Director Recommendation Committee (hereinafter referred to as "the Committee") in order to recommend candidates for directors according to Article 9 of the Articles of Association. <Amended on Dec 09, 2020>

Article 2 (Purpose) This Regulation is aimed at prescription of overall matters pertaining to organization and operation of the Committee in order to secure fairness and equity in recommendation of directors to be conducted by Kukkiwon.

Article 3 (Function) The Committee shall review and resolve the following:

1. Matters pertaining to open recruitment of Kukkiwon director candidates <Amended on Dec 09, 2020>
2. Matters pertaining to acceptance and screening of Kukkiwon director candidate (applicant) application for registration <Amended on Dec 09, 2020>
3. Matters pertaining to selection of directors and recommendation to the Board of Directors; and,
4. Other matters necessary for selection and recommendation of director candidates.

Chapter 2 Establishment and Operation of the Committee

Article 4 (Setup of the Committee) ① Kukkiwon shall set up the Committee without delay if it is necessary to assign a director due to termination of tenure or other reasons. <Amended on Dec 09, 2020>

② Pursuant to paragraph 1, the chairman of the Kukkiwon (or a vicarious performer, hereinafter the same shall apply) must determine the number of directors to be elected and notify the Director Recommendation Committee and may include the areas of recruitment pursuant to paragraph 2 of Article 9 of the Articles of Association. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

③ Pursuant to paragraph 2, the committee shall recommend candidates twice the number of directors notified by the chairman to the board of directors and must dissolve within 5 days from the date of the director candidate's election as a director. However, the date of dissolution may be extended according to the decision of the board of council. <Amended on Dec 09, 2020>

Article 5 (Organization) ① The Committee shall consist of the following 10 people in accordance with paragraph 6 of Article 9 of the Articles of Association. <Amended on Jan

22, 2020> <Amended on Dec 09, 2020>

1. Three (3) persons recommended by Kukkiwon. <Amended on Jan 22, 2020>
 2. One (1) person recommended by World Taekwondo;
 3. One (1) person recommended by the Korea Taekwondo Association;
 4. One (1) person recommended by the Taekwondo Promotion Foundation;
 5. One (1) person recommended by the Korea Taekwondo Association for the Disabled;
 6. One (1) person recommended by the Korea Women Taekwondo Federation;
 7. One (1) person recommended by the Korean Bar Association;
 8. One (1) person recommended by the Korea Sports Press Union;
 9. Deleted <2020. 12. 09.>
 10. Deleted <2020. 12. 09.>
- ② The member referred to in subparagraph 1 of paragraph 1 shall be recommended by the chairman of the Kukkiwon, and the member referred in paragraph 1 shall be appointed by the chairman of the Kukkiwon. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>
- ③ There shall be one (1) chairman of the Committee. The chairman shall be elected by mutual vote among the members.
- ④ Deleted <2020. 1. 22.>
- ⑤ Members shall be no younger than 19 (including those passing January 1st of the year when they become 19).
- ⑥ Executives and staff members of Kukkiwon shall not be members of the Committee.
- ⑦ The members shall not be recommended as director candidates.
- ⑧ The members pertaining to each subparagraph of paragraph 1 shall not overlap with other members of other subparagraphs under paragraph 1.
- ⑨ Each organization recommending a member based on subparagraph 1 through 8 of paragraph 1 shall recommend a person who has a direct relationship with the respective organization.
- ⑩ Deleted <2020. 12. 09.>
- ⑪ The chairman of the Kukkiwon must set a reply period of 10 days or less and request a recommendation to relevant organizations to form the members of paragraph 1. <Amended on Dec 09, 2020>
1. Deleted <2020. 12. 09.>
 2. Deleted <2020. 12. 09.>
- ⑫ Deleted <2020. 12. 09.>
- ⑬ If any member receives an overlapping recommendation under subparagraph 1 through 8 of paragraph 1, the Board of Directors will request the overlapping recommender (organization) for a new recommendation upon inquiring the member's intent. <Amended on Dec 09, 2020>
- ⑭ Deleted <2020. 12. 09.>
- ⑮ Deleted <2020. 12. 09.>
- ⑯ If an unqualified person is recommended, an immediate request for re-recommendation must be made, and the final appointed member cannot be replaced with another member. However, if a member dies, a replacement can take place. <Amended on Dec 09, 2020>
- ⑰ A member must submit an Agreement to Collection and Use of Personal Data and Provision to Third Parties **【Attachment No.1 Form】**. <Amended on Dec 09, 2020>

Article 6 (Duties of Members) ① The chairman of the Committee shall represent the Committee and supervise the duties.

② Members shall set up the Committee and attend the Committee to screen and resolve matters pertaining to their duties.

③ If the chairman of the Committee cannot carry out their duties due to unavoidable reasons, the oldest person among the members shall take over the duties by proxy.

Article 7 (Disqualification of Members) ① Those who are relevant to Article 12 of the Articles of Association of Kukkiwon shall not be members. <Amended on Dec 09, 2020>

② If a member pertains to paragraph 1 or has been found to be relevant to paragraph 1, they shall be dismissed.

Article 8 (Tenure of Members) Tenure of a member shall continue from the date of commissioning to the date of dissolution of the Committee.

Article 9 (Convening of the Commission, etc.) ① The chairman of the Committee may convene the committee as necessary. However, the chairman of the Kukkiwon must call for the first meeting of the committee. <Amended on Dec 09, 2020>

② If the chairman of the Committee does not convene the Committee without a justifiable reason, a majority of affirmative votes by the registered members of the Committee shall suffice to open a meeting.

③ Deleted <2020. 1. 22.>

④ The Committee shall be opened with a majority of registered members attending. Unless specified otherwise herein, a majority of affirmative votes by the attending members shall suffice to make a resolution.

⑤ The chairman of the Committee shall have a vote.

Article 10 (Disclosing of Matters Related to the Committee, etc.) ① The Committee shall remain closed to guarantee fairness of screening and resolutions.

② Members must keep confidential regarding all matters learned during the screening process, such as personal and private information of the candidate (applicant), as well as reviews and decisions of the committee, and must not disclose the contents to others. <Amended on Dec 09, 2020>

③ The coordinator must write the minutes of the meeting, including the summary of the meeting progress and the results of the meeting, report it to the chairman of the Committee, and keep it archived. <Amended on Dec 09, 2020>

Article 11 (Avoidance, Evasion, etc.) ① The chairman and members of the committee cannot participate in the committee's review and decision (including applicant screening) if they fall under any of the following subparagraphs. <Amended on Dec 09, 2020>

1. If the director candidate is a relative (referring to a relative under Article 777 of the Civil Act).

2. If the director candidate is a current employee of the organizations which the chairman or the member was recommended from and affiliated with. <Amended on Jan 22, 2020>
<Amended on Dec 09, 2020>

② If a member pertains to paragraph 1, they may reveal the fact in writing and request for avoidance. Otherwise, they may avoid meetings and screenings of relevant director applicants and candidates.

Article 12 (Dismissal of Members) The chairman of the Kukkiwon may dismiss members of the Committee if they pertain to any of the following. However, if pertaining to subparagraph 4 through 6, they shall be dismissed: <Amended on Dec 09, 2020>

1. Unlawful activities related to duties;
2. When recognized to be inappropriate due to negligence of duties, degradation of dignity, illnesses, or other reasons;
3. When recognized to be unsuited to carry out their duties due to actions that degrade the dignity of membership, such as violation of positive laws;
4. In the case of not complying with the Paragraph 2 of Article 10
5. In the event that a member wishes to resign and has submitted a resignation; and/or,
6. Failure to avoid or evade despite pertaining to Article 11.

Article 13 (Coordinator) ① The committee will have one coordinator to handle the affairs of the committee, and the chairman of the Kukkiwon will appoint one from the employees in consultation with the president(or a vicarious performer) of Kukkiwon. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

- ② The coordinator shall be responsible for the following:
1. Administrative support for organization and operation of the Committee;
 2. Office affairs of the Committee; and,
 3. Other matters necessary for operation of the Committee.
- ③ The Committee may assign a certain number of administrative assistants in addition to the coordinator prescribed in paragraph 1, and may provide compensation, etc.

Article 14 (Payment of Meeting Expenses) Kukkiwon may pay the necessary meeting expenses, etc. within its budget as for members of the Committee. <Amended on Dec 09, 2020>

Chapter 3 Recommendation of Director Candidates, etc.

Article 15 (Recruitment of Director Candidates, etc.) ① For the open recruitment of director candidates, the committee must notify on the Kukkiwon website for at least 14 days and must receive application for registration of the applicants during the notification period. <Amended on Dec 09, 2020>

② If two or more areas of recruitment have been decided pursuant to paragraph 2 of Article 4, a duplicate application should not be allowed. <Amended on Dec 09, 2020>

③ If director candidates have been recruited through open job offers but the number of applicants fails to reach two (2) times the number of the planned number of directors, recruitment shall take place once more following the procedures and methods that are same to those of the first recruitment opening. In this case, the notification period may be contracted based on a decision by the Committee. <Amended on Dec 09, 2020>

④ When re-recruiting based on paragraph 3, applications submitted prior to the second job offering shall be regarded to have been received. <Amended on Dec 09, 2020>

Article 16 (Disqualification of Director Candidates, etc.) ① The reason for disqualification of the director candidate are as follows: <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

1. A person who falls under the grounds for disqualification pursuant to Article 12 of

Articles of Association of Kukkiwon. <Amended on Dec 09, 2020>

2. A current executive or employee of an organization elected as an ex officio director pursuant to paragraph 2 of Article 8 of Articles of Association. <Amended on Dec 09, 2020>

② If a director candidate pertains to paragraphs 1 or has been found to be pertaining to paragraphs 1 right upon their recommendation to the Board of Directors, they shall lose their directorship.

Article 17 (Registration of Applicants, etc.) ① Anyone applying to the open recruitment as a director candidate as provided in Article 15 shall request for registration based on the method decided by the Committee over the notification period. <Amended on Dec 09, 2020>

② Any applicants under paragraph 1 shall submit the following documents:

1. Director Candidacy Application Form [Attached Form No. 2];

2. Resume

3. Individual Register (Resident Register)

4. Job Performance Plan [Attached Form No. 3]; <Amended on Dec 09, 2020>

5. A document pertaining to whether the director candidate has ever been subject to punishment, issued in accordance with a form [Attached Form No. 4] by Taekwondo organizations or sports agencies (limited to relevant people); <Amended on Dec 09, 2020>

6. Written Oath Confirming Absence of Disqualifying Matters of Executives [Attached Form No. 5];

7. An Agreement to Collection and Use of Personal Data and Provision to Third Parties [Attached Form No. 6];

8. Final education certificate, career certificate, related licenses, and other documents that can prove education, career, and qualifications (limited to relevant people); and,

9. Other materials requested by the Committee for screening.

③ Pursuant to subparagraph 1 to 9 of paragraph 2, only documents written in the national language (Korean) and English are recognized. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

④ Document referred to in subparagraph 5 of paragraph 2 are valid only when issued by the relevant organization (institution) during the notification period determined by the committee. <Amended on Dec 09, 2020>

⑤ The committee can add a blank to fill in with the relevant field in various documents prescribed by the regulation when an area of recruitment has been included pursuant to Article 4 paragraph 2. <Amended on Dec 09, 2020>

⑥ The committee will not accept the application for registration of an applicant who does not have the document compliant with subparagraph 1 to 9 of paragraph 2. <Amended on Dec 09, 2020>

⑦ After accepting the application for registration of an applicant, the committee shall issue a confirmation of receipt [Attachment No.7 Form] via e-mail for the director candidate's application for registration during the submitted document verification period. <Amended on Dec 09, 2020>

⑧ The committee may request the relevant institutions to investigate matters related to the applicant's qualification of registration, such as checking the applicant's criminal history, after the applicant finished application of registration. <Amended on Dec 09, 2020>

⑨ The committee will invalidate the registration of the applicant even after the applicant

finished application for registration when the documents pursuant to subparagraph 1 to 9 of paragraph 2 are not submitted or found to be different from facts. <Amended on Dec 09, 2020>

⑩ If the Committee has invalidated an applicant's registration, the reason for invalidation shall be prescribed and delivered to the applicant immediately.

⑪ The documents outlined in paragraph 2 that have been received by the Committee shall not be returned.

Article 18 (Screening of Applicants, etc.) ① The committee must fairly screen the applicants who registered application for registration pursuant to Article 17. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

② For the screening in paragraph 1, each member must conduct a document screening for each individual applicant according to the screening criteria (evaluation categories, allocated scores, evaluation table, etc.) based on the documents of applicants who registered application for registration. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

③ The committee shall establish standards for screening necessary for the document screening in paragraph 2, and until the screening standards are finalized, the personal and private information of the individual applicant who has registered application for registration must not be checked or shared. <Amended on Dec 09, 2020>

④ If there is a member of the Committee who is unlikely to conduct screening fairly, they may ask for avoidance with a reason presented. In this case, the chairman of the Committee shall decide whether the member may avoid based on the resolution of the Committee.

⑤ If the Committee screens applicants and decides that there are no eligible applicants, the procedure of open recruitment of Kukkiwon director candidates shall take place again based on a resolution by the Board of Directors. <Amended on Dec 09, 2020>

Article 19 (Selection and Recommendation, etc. of Candidates) ① The committee shall select the director candidates twice the number of directors to be appointed pursuant to Article 4 paragraph 2.

② The committee shall calculate the evaluation score by summing the scores of evaluation subcategory assigned from each member through document screening pursuant to Article 18 paragraph 2

③ Director candidates are selected in the order of the highest final evaluation score obtained by calculating an arithmetic mean of the scores, excluding the highest score (1 person) and the lowest score (1 person), from evaluation scores produced by each member pursuant to paragraph 2.

④ If it is difficult to select a director candidate due to the same final evaluation score of two or more applicants, the selection will be made in order of the highest score in the prioritized evaluation subcategory from the screening criteria determined by the committee.

⑤ Director candidate selected pursuant to paragraphs 3 and 4 shall be finalized with the approval of the majority of the registered member.

⑥ The committee shall be deemed to have made a recommendation of the director candidate referred in paragraph 5 to the board of directors when submitting the recommendation list according to **【Attachment No.8 Form】** to the chairman of the Kukkiwon within 5 days. [Wholly Amended on Jan 22, 2020., Dec 9, 2020]

Article 20 (Duty of Neutrality, etc. of Executives and Employees of Kukkiwon) ① Executives and

employees of Kukkiwon shall not engage unfairly in recommendation and selection of candidates and shall not influence other screening activities. However, if an employee of Kukkiwon is involved in a relevant work as a coordinator of an administrative assistant, it shall not be regarded as any unfair influence on the recommendation and selection. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

② The Committee may request investigation and disciplinary action to the Kukkiwon Reward and Punishment Committee (Personnel Committee) or press charges to a judicial authority if an executive or employee of Kukkiwon leaks information regarding the evaluation of the applicants, selection and recommendation of candidates, etc. without receiving approval from the Committee or internal authorization of Kukkiwon, or commits violations equivalent to the above. However, this matter only applies when there are sufficient evidences.

Article 21 (Miscellaneous) Any matters not prescribed in the Articles of Association of Kukkiwon and the Regulation on the Director Recommendation Committee in relation to operation, etc. of the Committee shall be decided based on a resolution by the Committee. <Amended on Jan 22, 2020> <Amended on Dec 09, 2020>

Article 22 (Interpretation of Language) In case of discrepancy or if there are any differences in interpretation between the original Korean version and the English version regarding this regulation and various documents related to this regulation, the Korean version shall prevail.

Article 23 (Revision of Regulation) When revising this Regulation, the approval of the Board of Directors shall be obtained.

Addenda (July 3, 2019)

Article 1 (Enforcement Date) This Regulation shall take effect on the date of resolution by the Board of Directors.

Article 2 (Interim Measures) Despite this Regulation, operation of the first Director Recommendation Committee may be decided separately by decreasing the period of open recruitment of candidates for directors based on a resolution by the Board of Directors.

Article 3 (Restrictions on Members Holding Additional Positions) A member of the Director Recommendation Committee set up hereunder shall not be a member of the Election Commission that is run at the same time.

Addenda (Jan 22, 2020)

Article 1 (Enforcement Date) This Regulation shall take effect on the date of resolution by the Board of Directors.

Addenda (Dec 09, 2020)

Article 1 (Enforcement Date) These regulations shall take effect from the day the articles of association decided by the board of directors are approved by the Minister of the Ministry of Culture, Sports and Tourism. <Amended on Dec 09, 2020>