

Guidelines for Children Education Support Allowance

Established Jan. 1, 1995

Amended Jan. 1, 2009

Amended Feb. 1, 2002

Amended Jan. 28, 2015

Article 1 (Purpose) The purpose of these guidelines is to set detailed standards for providing education support allowance for the children of board members, faculty and staff of the POSTECH Foundation and schools managed by the Foundation (hereinafter referred as Managed Schools).

Article 2 (Subject of Payment) The subject of education support allowance is as follows:

1. Board members and staff of the Foundation (excluding unpaid workers, contract workers, temporary or one-day workers)
2. Head, faculty and staff members of the Managed Schools (excluding visiting faculty, collegiate faculty, assistantship, unpaid contract workers, temporary or one-day workers)

Article 3 (Standard of Payment) The standard of payment of the education support allowance is as follows:

1. When providing the education support allowance in accordance with the standards stated below to board members of the Foundation or Managed Schools, heads of Managed Schools, or staff of the Acceleratory Laboratory who have children attending high school, the Regulations on Allowances, etc. for Public Officials shall apply mutatis mutandis.
 - (a) If children are attending special high schools, an allowance shall be paid within the tuition fee of Pohangjecheol High School: Provided that the payment shall not exceed twice the tuition fee of a general public school in Seoul.
 - (b) If children are attending high schools beside the ones stated in paragraph (a) (including high schools in foreign countries), an allowance shall be paid within the tuition fee of a general public high school in Seoul.
 - (c) Scholarships shall be paid for within 12 quarters (once for admissions fee) per child for high school courses.
 - (d) Scholarships shall be paid in the full amount of the tuition fee (admissions fee + school fee + school support fee or school operation support fee) within the limit stated in paragraphs (a) and (b).
2. If the children of board members or staff of the Foundation, or head, board or faculty members of Managed Schools are enrolled in universities defined by the Ministry of Education (including two-year universities) or universities in foreign countries, the Education Support Allowance shall be given as follows:
 - (a) The Children Education Support Allowance shall be paid to no more than two children. Provided that, if the third child is a twin of the first or second child, payment shall be limited to three children.
 - (b) The amount paid for the allowance shall be the admissions fee, school fee and school support fee among the tuition fees. If a child is attending a university in a foreign country, the allowance amount that shall be paid will be based on the fees of the corresponding field (major) at Yonsei University.
 - (c) The payment period of the allowance shall be the standard number of years required for graduation of the university child is attending. The child who receives the allowance

may be changed within the total payment period (eight times for 4-year universities and 12 times for 6-year universities). Provided that if the recipient child is changed, the admissions fee shall be excluded from the amount of allowance.

- (d) The payment date shall be the payday in February (for the first semester) and August (for the second semester). If the contents of the tuition fee are unknown due to inevitable circumstances, the previous semester's amount shall be paid and then adjustments shall be made at the next month's payday.
- (e) The allowance shall be paid to the subject of payment who is currently working at the Foundation or Managed Schools on the day allowance is paid. Redemption of allowances already paid shall not be possible, except for miscalculations, etc.
- (f) The allowance shall not be paid to the faculty or staff member who has worked for less than a year from the allowance payment day. Work length restrictions, however, shall not apply to board members of the Foundation or Managed Schools, and associate professors and higher faculty members. In the case of staff members, the working period within the POSCO Group shall be included in the working years.

Article 4 (Restrictions on Dual Benefits) ① If both parents work on the board of directors, or as faculty or staff members of the Foundation or Managed Schools, the Children Education Support Allowance shall be provided to only one person.

② When a person who resigned from the Foundation or Managed Schools is rehired, the Children Education Support Allowance or scholarships from the Employee Welfare Fund received before the resignation shall be seen as already given after being rehired based on these guidelines.

Addendum

These guidelines shall be established and implemented as of January 1, 1995.

Addenda

1. These guidelines shall be amended and implemented as of September 1, 1999.
2. Matters regarding the education support allowance for children in universities not set forth in these guidelines shall follow the guidelines for giving scholarships from the Employee Welfare Fund of the POSTECH Educational Foundation.

Addendum

These guidelines shall be amended and implemented as of February 1, 2002.

Addenda

1. These guidelines shall be amended and implemented as of September 1, 2009.
2. (Interim Measures) Subitem (a) of Article 3(1) shall be applied to children enrolled from 2009. However, previous standards shall apply to children who entered special middle or high

schools in 2008 until graduation from the same high school.

Addendum

These guidelines shall be amended and implemented as of January 28, 2015 and apply to children enrolled in 2016 and thereafter.

