

THE 115TH

KC NEWSLETTER

DATE OF ISSUE APRIL 2020

ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM



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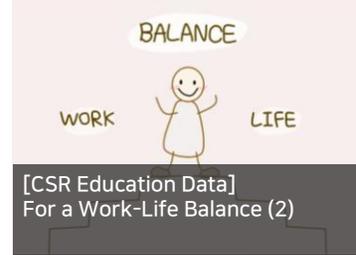
KC Green Holdings, hosts the 47th Regular General Meeting of Stockholders



KC Cottrell, hosts the 10th Regular General Meeting of Stockholders



Major personnel in the KC Network companies



[CSR Education Data] For a Work-Life Balance (2)



[CSR Education Data] A reminder of waste sorting



Preventing COVID-19, "Social Distancing" Campaign

JANUARY 02 2020

KC Green Holdings, holds a kick-off meeting for the year 2020



On January 2, KC Green Holdings held the kick-off meeting for the year 2020 on the 11th floor of its head office in Sangam-dong.

At the meeting, KC's new corporate social responsibility (CSR) activity "Not Using Disposable Paper Cups" was introduced as the company's first environmental campaign. During the meeting, all employees also resolved to take responsibility as members of an environmental company, promising to replace all disposable items within the communal spaces with multiple-use items as well as declaring and signing the "Declaration for the Creation of an Eco-Friendly Office."

This was followed by an award ceremony for an employee in 15 years of continuous service (Jaeyoun Yoon) and an outstanding employee (Sanghoon Hwang). At the following new year's greeting, Chairman Taeyoung Lee defined the last 10 years since the launch of KC Green Holdings as a holding company as the time to build the company's basic structure and make preparations for the future and stated three major tasks to get ready for the next 10 years.

He asked all employees to make ceaseless efforts to reorganize business portfolios, establish sustainable management as the company's basic management framework by actively spreading and practicing it so that all its network companies would be able to adopt it naturally, and to endeavor to create a flexible organizational culture in order to cultivate a lively and healthy KC culture and spread it into its affiliates. The Chairman finished his message placing an emphasis on open communications among the employees as well as developing their capabilities and providing education to achieve those tasks.



Finally, Chairman Lee was awarded with a certificate of merit for his 30 years of service at KC Green Holdings. All employees applauded for his leadership that dedicated to the growth of the company and its employees. Chairman Lee expressed his impressions about the last 30 years and asked the staffs to continue to enhance their individual capabilities for the company's sustainable growth while crediting them for enabling KC's current position. The new year's kick-off meeting then ended with all employees shaking hands and exchanging new year's greetings. (end)

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JANUARY 06 2020

KC Green Holdings, conducts a winter internship program



KC Green Holdings has annually conducted an internship program for young people to fulfill its social responsibility for unemployment, one of the major social issues these days. Five interns who participated in the program were assigned to the company's strategic&management team and KC EnviroServices, and experienced work lives while carrying out their assignments given for eight weeks between January 6 and February 28.

The winter internship program started with an introduction to the company and interview with Chairman Lee. After this, the interns visited KC network companies for two days and three nights and enhanced their understanding of the environmental industry through hands-on workers' explanations and field trips.



They were then given individual and common tasks according to their respective majors. The individual tasks included strategies for launching the lithium-ion battery recycling business, environmental business proposals that would enable our responses to Vietnam's economic growth, market outlooks for the biogasification of food wastes in Korea, waste plastic recycling business, and the establishment of IR strategies for enhancing corporate values. The common tasks included the production of promotional videos for KC Green Holdings.



All interns made successful presentations on their individual and common tasks. Particularly, Chairman Lee noted, "This internship program was excellent in the selection of assignments and preparations. We will receive feedback by sharing the presented data with the representatives of our affiliates in the related areas." At the completion ceremony held on February 28, interns shared their thoughts on this program, "The internship program was well-structured and provided a meaningful opportunity to perceive differences between academic learning and practical business and shape new perspectives." KC Green Holdings hopes that this internship program was a significant experience for the talent who would engage in the environmental industry ahead. (end)

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Samcheok Eco Materials, installs new mixing equipment



Last February, Samcheok Eco Materials completed the new installation of a pelletizer, which is a new mixing system used in the production line for fine aggregate.

The pelletizer is a machine that produces pellets and the fine aggregate produced by this machine is a high molecular substance that is not easily blown into the air. In addition, it has certain advantages over the conventional systems, such as producing pellets for 24 consecutive hours as well as two times the normal output of the conventional systems.

All production workers at KC Green Materials are also trying to find ways to respond to unforeseen contingencies through the intensive control of vibrations and temperatures in the new equipment.

Accordingly, Samcheok Eco Materials is expected to achieve better economic outcomes through the new installation (end).

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FEBRUARY 18 2020

KC Glass & Materials, holds the 2020 winter experiential internship program



KC Glass & Materials conducted the 2020 winter experiential internship program to provide a hands-on work experience opportunity to prospective graduates who were seeking employment and discover core talents who would lead the company's future. Two students (Jihwan Gang, Minoh Gwon), who had been selected via interviews from the students recommended by each university, participated in the seven-week course run between January 6 and February 21.

These interns were first given the time to adjust to the company through a three-day educational orientation. After gaining a better understanding of the environmental manufacturing industry, which could be somewhat unfamiliar to them, and the company's current state and businesses, the two interns were assigned to the production team's technical support section and the business management team's financing & planning section, respectively.

They gained hands-on experiences by carrying out tasks related to their respective majors under the instructions of the mentors in charge of each section, who were section manager Moonsoo Gwon in the technical support section and assistant manager Dongjin Kim in the business management team, and by receiving education on the overall corporate life. Along with this, they conducted research on their individual assignments to be presented upon the end of their internship.

On February 21, the last day of the seven-week internship program, the interns presented the results of their individual assignments in the presence of related employees and executives, including CEO Jeongwan Kim, and received their feedback. Lastly, they were awarded with an internship certificate.

After the end of the program, the intern Minoh Gwon was hired as a full-time worker in the business management team after undergoing a final interview. He said, "I applied for this position because I was able to picture a sustainable future of KC Glass & Materials during the seven-week period that exposed me to the company's non-hierarchical culture that cultivates considerate attitudes in labor-management relations and candid communications between the staffers." He also promised to do his best to become a competent worker who would contribute to the growth of KC Glass & Materials.

KC Glass & Materials is set to improve any shortcomings found in this internship session and continue to offer its internship program to students as an opportunity to acquire hands-on experience. The experience and advice gained from this program will likely help them build successful careers in the society. (end)

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MARCH 20 2020

KC Cottrell, CEO Seo appointed as the third chairman of the KEIA



On March 20, 2020, Dongyoung Seo, CEO of KC Cottrell, was appointed as the third chairman of the Korea Environment Industry Association.

The Korea Environment Industry Association was established in 2012 upon approval by the Minister of Environment according to the “Environmental Technology and Industry Support Act”. Since then, the association has been promoting various projects aimed at assisting environmental companies in strengthening their capabilities and advancing into overseas markets by supporting the growth of small and medium-sized environmental businesses into exporters, providing education to develop environmental specialists, conducting overseas market research, and sending market development teams. Moreover, as an association of businesses which represents the environmental industry, it is acting as a bridge between the government and companies by proposing institutional improvements to the government.

In the past, SK construction CEO Gwangcheol Choi and POSCO Engineering & Construction CEO Changeon Han had served as the first and second chairmen, respectively. At the 1st regular board meeting for the year 2020, the association elected Dongyoung Seo, CEO of KC Cottrell, as the third chairman.

CEO Seo stated through his acceptance speech, “To enable the environmental industry to respond to the changing times and make a new leap forward, I will put forth efforts to pay constant attention to the voices of our corporate members, think over reasonable alternatives to be unbiased in our responses to various current issues, and become a solid partner of the corporate members through persuasive policy suggestions.”
(end)



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MARCH 25 2020

Samcheok Eco Materials, donates COVID-19 relief goods



On March 25, CEO Kisuh Park and employees at Samcheok Eco Materials visited Samcheok City Hall and delivered 5 million won worth of relief goods to Mayor Yangho Kim.

The donated relief items will be used for the region's vulnerable groups hard hit by COVID-19 and medical professionals.

CEO Park said, "We hope that this donation by Samcheok Eco Materials will be a little help to Samcheok's residents and medical workers who are suffering from the COVID-19 outbreak, and also this crisis will come to an end as soon as possible."

With this donation as a momentum, Samcheok Eco Materials is likely to strengthen its bonds with Samcheok City as a local business, which will result in reduced civil complaints and business risks. (end)

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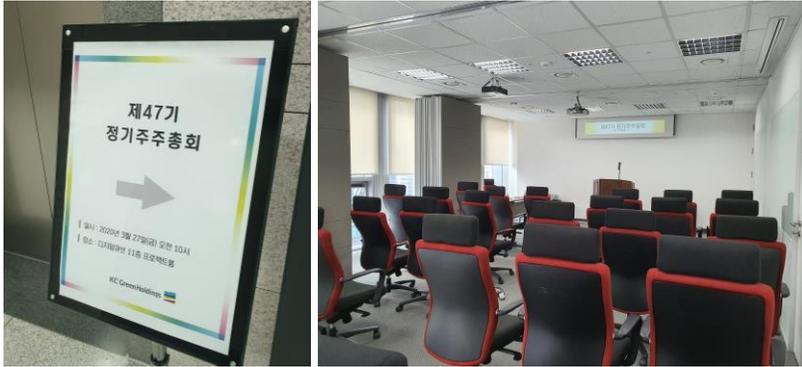


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MARCH 27 2020

KC GreenHoldings, hosts the 47th Regular General Meeting of Stockholders



On March 27, KC Green Holdings held the 47th Regular General Meeting of Stockholders on the 11th floor of its head office in Sangam-dong.

At this meeting, the company's three reporting items (audit, sales, and operations of the internal accounting control system) for the 2019 business year and five agenda items (approval of financial statements and consolidated financial statements, appointment of a outside director, appointment of an auditor, directors' compensation limits, and auditors' compensation limits) were approved.

CEO Taeyoung Lee said through his greetings, "Last year, domestic and overseas situations such as the US-China trade dispute, Japan's export control, and amendments of the Enforcement Decree of the Commercial Act and the Act on External Audit of Stock Companies put greater pressure on the business environment. Despite these circumstances, our company has ensured its stability through each business unit's sharpened focus on its own areas."

As a result of these efforts by business unit, we have achieved 13.7 billion won in operating revenue, 8.4 billion won in operating profit, and 1.4 billion won in net profit on an unconsolidated basis, and 698.9 billion won in operating revenue, 21.5 billion won in operating profit, and 14.3 billion won in net profit on a consolidated basis.

KC Green Holdings presented agendas on the "reappointment of outside director Gyeonghun Lee" who demonstrated his competence required for a management specialist and the "new appointment of auditor Haingmin Kwon" who was deemed to play a significant role in protecting stockholders' rights and interests. As a result, both agendas were approved as drafted.

CEO Lee said, "In 2020, the US trade protectionism policy and the prolonged US-China trade dispute are likely to slow down global trade. In addition, the rising interest-rate trend is projected to dampen exports and consumption." "Our company and all its employees and executives will promote sustained growth by developing new businesses based on the stabilization of our existing businesses and a challenging spirit." he added and extended his gratitude to the stockholders and investors in attendance.

Meanwhile, the 47th Regular General Meeting of Stockholders enhanced the stockholders' convenience in exercising their voting rights through an electronic voting system in order to strengthen stockholders' rights. In addition, before the agendas were presented, CEO Taeyoung Lee came forward to explain the current conditions of each business unit and answer the questions of stockholders who joined the event. (end)

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MARCH 27 2020

KC Cottrell, hosts the 10th Regular General Meeting of Stockholders



On March 27, 2020, KC Cottrell held the 10th Regular General Meeting of Stockholders on the 11th floor of its head office in Sangam-dong. At this meeting, KC Cottrell's five agenda items were presented and approved as originally planned, along with its reports for the 2019 business year on auditing, sales, current operations of the internal accounting control system, and so on.

To push for the environmental equipment business using equipment based on the Internet of Things (IOT), KC Cottrell proposed an agenda on revising the articles of association in a manner that adds the business-related content to the company's target businesses, and this agenda was approved as drafted. Moreover, the appointment of a new executive director was put on the agenda and approved, resulting in the election of KC Cottrell vice chairman Taewoo Kim as a new executive director.

CEO Dongyoung Seo, who chaired the meeting, stated that all employees and executives will stand together and overcome the COVID-19-induced economic crisis by strengthening the company's competitiveness through producing the practical outcome of a business model shift and operating its businesses in line with trends of the fourth industrial revolution.

As of 2019, KC Cottrell achieved 300.5 billion won in net sales, 8.5 billion won in operating profit, and 600 million won in net profit based on a consolidated basis. (end)



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On February 1, Vice chairman Taewoo Kim at KC Cottrell took office as the CEO of KC Solar Energy. CEO Taewoo Kim renamed the company as KC Solar&Energy as of March 25 as part of the efforts to promote the company's business expansion from the current focus on solar power projects into the overall energy sector and to grow the company further.

Notably, as of March 20, he also took on the role of CEO and vice chairman at Yuyang Technologies.



As of March 27, Director Dongho Baek at KC Cottrell Vietnam was inaugurated as the CEO and executive vice president of KC EnviroServices. After joining KC Green Holdings in 2013, he had served as the company's strategic & management team leader and the director of KC Cottrell Vietnam.



On the same date, Auditor Haingmin Kwon became a new auditor of KC Green Holdings. Since joining Korea Telecom (current KT) in 1984, he had served the company for about 27 years, holding positions such as the privatization planning team leader, head of the vision management department, head of the financial management department, as well as CEOs of KTF and KT Powertel. Later, he worked at Daelim University College as an administrative director and Skylife as an outside director.



On March 27, Gwanggyu Han was appointed as the CEO of Seongju Biochips and Eumseong Biochips. CEO Han joined the National Livestock Cooperatives Federation in 1988. After 10 years of service at the organization, he engaged in the transport, livestock, and forestry industries. In January 2019, he entered Seongju Biochips and Eumseong Biochips as a director.



Meanwhile, Gaprae Cho, vice president for Clestra Hauserman Korea, was inaugurated as the company's president and CEO on March 31. (end)

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For a Work-Life Balance (2)

In Korea, the public perception of the night-shift culture and overtime is an area that requires the most urgent improvement to create a balance between work and life. It was inevitable for Korean workers to work more and harder to realize rapid economic growth. This naturally entrenched a culture in which most Korean companies take overtime for granted and formed the perception that working overtime equals working a lot and hard.

~~Working overtime is working hard?~~
~~Working overtime is working a lot?~~ **NO!**

However, OECD statistics show that work hours are not proportionate to labor productivity. Korea has the third longest average work hours behind Mexico and Chile. However, the country ranks 25th in labor productivity among the 34 OECD member countries.

Average annual working hours per worker in OECD countries

Ranking	Country	Hours
1	Mexico	2,327
2	Chile	2,064
3	Republic of Korea	2,057
4	Estonia	1,885
...		
31	Austria	1,440
32	Belgium	1,430
33	Netherlands	1,347
34	Germany	1,302
	OECD Average	1,706

Hourly labor productivity in OECD countries

Ranking	Country	USD
1	Luxembourg	69.0
2	Norway	63.8
3	United States of America	56.9
4	Belgium	52.5
5	Netherlands	52.3
...		
25	Republic of Korea	29.9
33	Chile	19.9
34	Mexico	15.1
	OECD Average	40.5

Indeed, although Korean workers cited “the excessive amount of work” as the main cause of overtime, they more frequently worked unnecessary overtime due to other reasons such as corporate culture and work styles.

For example, they answered, “Duties were divided unfairly”, “Overtime is considered natural in the office”, and “Frequent meetings and formal tasks interfere with the work.”

The Ministry of Employment and Labor is providing the following recommendations to improve the organizational culture of working unnecessarily long hours.

Leaving work on time

Create an atmosphere in which workers are free to leave the office at the regular time once finishing their planned tasks, without trying to read the minds of their bosses or colleagues.

Refraining from contacting employees regarding work after they leave the office

Guarantee “the right to be unconnected” by minimizing phone calls, text messages, and contacts via SNS because even the simplest contact can be sensed as an extension of work by the contacted person outside of the office.

Improving one’s concentration on work

Create an atmosphere that helps workers concentrate on their tasks without unnecessary daily meetings or reporting by implementing the core working hour system if necessary, as well as the production of checklists and the autonomous seat system.

However, these are only the basic recommendations. To ensure a genuine balance between work and life, each company should identify the main causes of the disruption of a work-life balance and resolve them one by one without excessive reliance on the government’s policy. (end)

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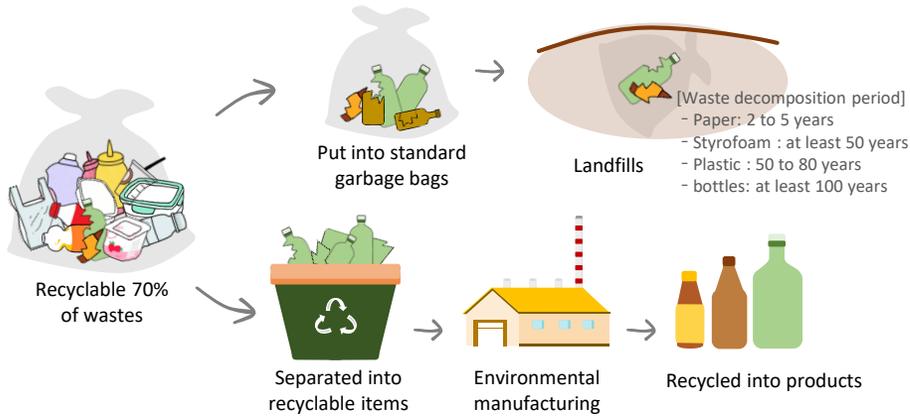
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A reminder of waste sorting

1. Problems arising from poor waste sorting

The volume-rate garbage disposal system and the recyclable waste sorting system, which were introduced in 1995, have contributed to reducing the amount of wastes and increasing the recycling volume. However, an examination of wastes inside the standard plastic garbage bags put out in Korea shows that 70% of them can be separated for recycling, but are still landfilled and incinerated.



The proper sorting of wastes can annually save nearly 500 million standard garbage bags and about 300 billion won of purchasing costs for these bags.



standard plastic garbage bag

- Korea annually purchases about 1 billion standard garbage bags.
- This translates into an annual expense of about 570 billion won



- Each household annually purchases about 39 standard garbage bags.
- This translates into an annual expense of about 24,000 won.

2. Precautions for waste sorting

Check the labels of wastes carefully when separating them into recyclable items.

① Key four elements for waste sorting

- Emptying: empty out each container's content before putting it out.
- Rinsing: wipe or rinse foreign substances, leftovers, etc. that are stuck in the recyclable items.
- Segregation: Separately remove different materials in each item, such as lids and labels.
- Not mixing: Segregate by type and material.

② Items that should be put out as general garbage

Stone fruit seeds, meat/fish bones, teabags, medicinal herbs, intestines, chive/green onion roots, garlic/onion/ginger stalks, hard shells (walnuts, chestnuts, pineapples, fish and shellfish), egg shells, bottle caps, toothpicks, foil, straws, spoons, etc.

3. Tips on reducing the amount of generated wastes itself

- ✓ Using products whose contents can be refilled (e.g. detergents, shampoos)
- ✓ Reducing the use of disposable items
- ✓ Reducing the frequency of ordering delivery food (to reduce packaging materials)
- ✓ Trying to use a single delivery service provider and order multiple items at once

Because resources on the earth are finite, it is important to recover resources from wastes through their segregation. As this resource recovery starts from each individual's waste sorting, we should take a step closer to environmental conservation by properly understanding the key elements of waste sorting and waste disposal methods. (end)

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Preventing COVID-19, "Social Distancing" Campaign

1. COVID-19

This refers to a respiratory infectious disease by a new type of coronavirus (SARS-CoV-2), which first broke out in Wuhan, China, and then spread throughout the world. A patient infected with COVID-19 undergoes an incubation period of 1 to 14 days (estimate), and then exhibit major symptoms such as fever (37.5°C), coughs and breathing difficulty. However, asymptomatic infections are also found infrequently. In severe cases, this disease causes pneumonia, kidney failure, and death.

2. The current stage of public hygiene control for the prevention of COVID-19

Because no vaccines are currently available to treat COVID-19, "hygiene control" is considered the most important factor for its prevention. This is aimed at preventing infectious diseases through reduced physical contact between people and thorough personal hygiene. Accordingly, KC Green Holdings is implementing the following public hygiene control measures.

Instructions for employees	Strongly encourage the use of masks within office spaces, Refrain from moving between floors, Use personal dishes, Telecommute if you have symptoms
Placement of hand sanitizers	Place hand sanitizers all over the entrances, meeting rooms, and office spaces
Monitoring of health conditions	Complete a health checklist twice a day (to check the matter of having suspected symptoms)
Hygiene control in common spaces	Spray disinfectants in common and enclosed spaces (at least once a day)
Thorough cleaning of rest areas	Wash dishes for common use, scrubbers, sinks, etc. more thoroughly
Environmental management of office spaces	Put up posters related to the prevention of COVID-19, Minimize the dense seating of staffers by arranging a fixed seat per person, Ventilate the spaces twice a day
Provision of personal hygiene items	Provide a KF94 mask per person (once a month), Place general filter-based masks (one mask per person for those who request), Provide disinfection tissues (per person)

3. The Prevention of COVID-19: Social Distancing

With rapid increases in the number of confirmed COVID-19 patients, the "Social Distancing" campaign is now conducted to prevent infections in our community. This campaign involves avoiding crowded events or gatherings, going out less frequently, and expanding teleworking. Citizens are also advised to comply with the basic precautionary rules such as washing hands with soap in running water, coughing while covering the nose and lips with a sleeve, and wearing a mask when going out.

At present, the government is recommending social distancing as the most effective preventive measure. We ask our employees to participate in this campaign actively and strengthen their own hygiene control to keep each individual and our society healthy. (end)



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KC Cottrell, hosts the 10th Regular General Meeting of Stockholders

Major personnel in the KC Network companies

[CSR] For a Work-Life Balance (2)

[CSR] A reminder of waste sorting

Preventing COVID-19, "Social Distancing" Campaign



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