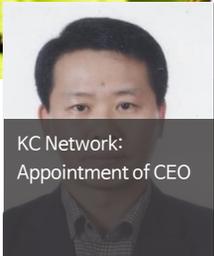


THE 120TH

KC NEWSLETTER

DATE OF ISSUE JULY 2021

ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM



KC Network:
Appointment of CEO



KC GreenEnergy
Begins Delivery of
Thermal Coal from
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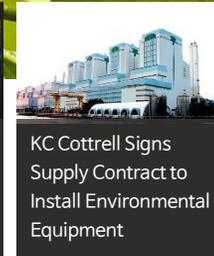
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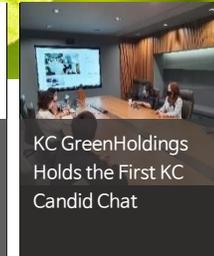
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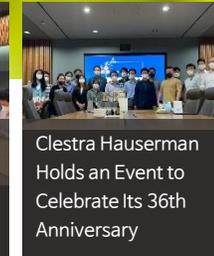
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KC Glass & Materials
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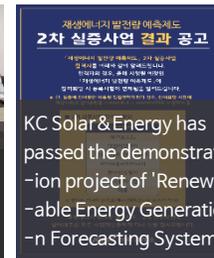
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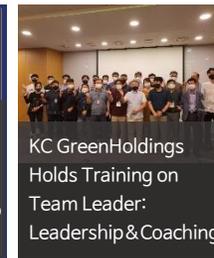
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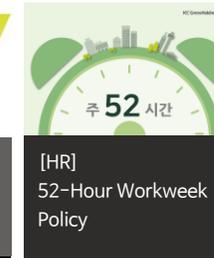
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[CSR]
Communication in
the Workplace



[CSR]
Zero Plastic



[HR]
52-Hour Workweek
Policy

KC Network: Appointment of CEO

April 1, 2021



Sungeun Cha was appointed as CEO of Changchun KC Envirotech on April 1st.

CEO Cha joined KC Cottrell in 1987 and worked at KC for 34 years, holding positions at the Technology Department, the Technical Sales Department, the Overseas EPC Division, and others. He's currently an adviser for KC Cottrell.

Mr. Cha's decades of industry experience are expected to help Changchun KC Envirotech advance to the forefront of operational excellence. (End)

KC GreenEnergy Begins Delivery of Thermal Coal from Sewage Sludge

April 9, 2021



KC GreenEnergy produced thermal coal from sewage sludge and delivered it for the first time on April 9th. Under the supervision of CEO Sanggyeong Nam, his employees actively worked together to discover the necessary process to produce quality thermal coal suitable for delivery as well as the factor that would reduce production costs. That led to the success in producing thermal coal of a quality that met the standards to be delivered to Korea East-West Power Co., Ltd.

Over the span of three months, KC GreenEnergy finished delivering the total quantity that had been contracted to be delivered, and they were recognized for their excellence in quality and compliance with the delivery schedule compared to other companies in the industry. Thus, they accomplished in delivering 10% more than the previously agreed upon quantity.

KC GreenEnergy acquired ISO 9001 which is the standard of quality management systems to improve quality with the aim to recycle the public waste resource that is sewage sludge in a more environmentally-friendly way. KC GreenEnergy is preparing for the next step in growing into a leading company that recycles sewage sludge through getting the Good Recycled certification and going through the process of applying for a patent. (End)

KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

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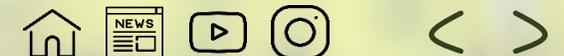
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ISSUER : Sustainable Management Team

INQUIRIES : yuseung@green-kc.com

KC GreenHoldings



KC GreenHoldings Plants Trees as an Activity to Improve the Environment April 2, 2021



KC GreenHoldings, which is striving to promote an eco-friendly office, held a "Tree-planting CSR Activity" in Noeul Park (located in Sangam-dong, Seoul) with employees who work for KC Network companies (KC Cottrell, KC EnviroServices, KC Solar&Energy, and Clestra Hauserman) at the company building in Sangam-dong.

The eco-friendly office initiative, which started in 2020, is one of KC's representative CSR activities, and it encourages actions like stopping the usage of disposable items and individually wrapped products as well as conserving electricity and paper in order to promote an environmentally-friendly office. The eco-friendly office initiative helped save resources, reduce carbon emission, and reduce expenses for KC GreenHoldings, and part of the money saved from reducing expenses was used to purchase young trees and other necessary items for the tree-planting activity.

Before participating in the main event of the CSR activity, the 30 or so KC employees who participated in the activity first watched "Peace Lesson," an educational video produced by the Noeul Park Citizens Association, separately to prevent the spread of COVID-19. Over the course of three hours, employees planted acorns and seeds of the Manchurian walnut tree, and moved a previously planted two-year-old Manchurian walnut tree into the nearby woods. They planted about 100 Manchurian walnut trees and created 60 or so seed banks.

Chairman Taeyoung Lee concluded the event by stating, "Everything KC Network companies do is related to the environment, and although the work you do may be different from one another, it's ultimately work that KC does, so it's for the betterment of the future of Earth. Therefore, I hope you take pride in your work, as what you do everyday is for the good of the Earth, similar to the act of you planting the tree today," and "I hope today's CSR activity helped engrave KC's philosophy in your mind."



Meanwhile, the money saved from the eco-friendly office initiative will be linked to the environmental campaigns from last year which were "avoid using paper cups" and "reduce paper usage" and be used to make relevant environmental donations. Money from the "reduce paper usage" initiative was used to make donations related to the tree-planting, and in addition to the trees planted by KC in Noeul Park, donations were made to plant 50 trees in Mapo-gu and 100 trees in Bukhansan National Park. (End)



△ 25 hawthorns and 25 three-flowered maple trees have been planted



△ 100 winged euonymus have been planted in Bukhansan National Park (Photo source: Green Consumers' Network in Uijeongbu)

KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

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KC GreenHoldings

KC Cottrell Resolves paid-in capital increase

April 15, 2021

KC Cottrell



On April 15, KC Cottrell convened a board meeting to vote on a 4.6 million-share paid-in capital increase decision with the aim of securing operating funds.

The shares are offered at 5,750 KRW (5.02 USD) per share, aiming to aggregate 26.4 billion KRW (23.1 million USD) in total.

The newly issued shares are to be distributed first to both the existing shareholders and the employee's stock ownership association, then the unclaimed shares will be offered to the public. The dividends are scheduled to be claimed on June 4th, 2021, and the dividend payout ratio is 0.28 share per 1 share.

The scheduled date of the subscription is from the 8th to the 9th, and the scheduled date for general public subscription is from the 13th to the 14th in the event of a real-time shareholder. The scheduled listing date for new shares is July 28.

Korea Investment & Securities Co., Ltd. will deliver the advisory service and oversee the deal along with Hi Investment & Securities Co., Ltd. as an underwriting and trading partner.

Meanwhile, KC Cottrell is expected to use the raised fund on plans such as operating newly launched large-scale projects. (End)

KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

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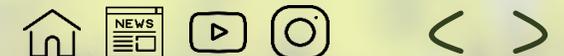
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KC GreenHoldings



KC GreenHoldings Holds 2021 Online Training for Promoted KC Employees April 20, 2021



KC GreenHoldings held two-day training sessions for promoted KC employees, first on April 20th to 21st and then on 27th to 28th.

This training session was a way to resolve the concerns of companies which could not train employees being promoted for internal and external reasons as well as individuals who wished for training relevant to their promotion. It was designed to focus on helping promoted employees understand their role and offer an opportunity for employees to come in contact with other employees of the network who they were not close to so they could exchange essential information and knowledge necessary to enjoy a meaningful and valuable office time at work.

29 employees from 5 companies participated, and the training provided necessary information and knowledge to promoted employees while being able to be enjoyed together by including content such as a role & responsibilities course per position for promoted employees; courses on smart work & time management to effectively manage the 52-hour work week, followership, and understanding millennials; and coaching.

There was concern about it being KC's first online training session, but the evaluation of the overall training was largely positive and included comments such as, "I was able to do the training while being mentally comfortable because I was in a comfortable place," "There was a lot of content that could be applied to work," and "Despite being online, we had a satisfactory time communicating."

An Official from KC GreenHoldings stated, "I hope this training helped the participants become well-aware of the roles each position has and that through strengthening basic competencies, they can find a direction in which the company and the individual can move forward together," and that "starting with the training for promoted employees, we plan to introduce many educational programs in which KC employees can participate and communicate." (End)

Evaluation of training for KC promoted employees



KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

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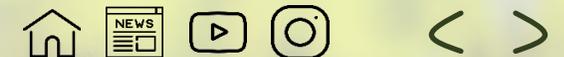
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KC GreenHoldings planned a humanities lecture that would help KC employees be quick and receptive toward change in a fast-changing era.

The humanities lectures will be held twice a year, and the first topic was "digital transformation." Professor Sangjin Oh from aSSIST University gave a lecture for an hour and a half on highlighting the direction that change should take for individuals and organizations that will use technology prior to the technology being introduced.

Taking COVID-19 into account, this lecture was held both offline and online at the same time, and offline attendees complied with strict guidelines to prevent the spread of COVID-19 such as wearing masks and sanitizing hands before the lecture. The online broadcast utilized WebEx and although the connection was choppy in the beginning, the plan is to remedy the technical issues in the future so that the lectures can run smoothly.

The results of a feedback survey filled by the 40 attendees after the lecture showed that they were highly satisfied with the lecture contents and having attended the lecture. The plan is to actively reflect the results of the survey so that more employees can attend the lecture planned in the second half of the year in a better environment.

Hopefully this lecture was an opportunity for attendees to think about and come up with answers for what kind of abilities the attendees will develop in the digital era. (End)

Q1. Satisfaction with the contents of the lecture



1. Satisfied beyond expectations

- 2. It was different than expected but helpful, 36%
- 3. The contents were as expected, 24%

Q2. Satisfaction with the method of attendance



1. It was nice

- 2. It was average, 44%
- 3. It was uncomfortable, 4%

KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

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KC Cottrell Signs Supply Contract to Install Environmental Equipment at Dangjin Thermal Power Plant No. 1 to 4

May 13, 2021



KC Cottrell Signs Supply Contract to Install Environmental Equipment at Dangjin Thermal Power Plant No. 1 to 4

On May 13th, KC Cottrell signed a purchase agreement with Korea East-West Power Co., Ltd. with the condition that environmental equipment be installed at Dangjin Thermal Power Plant No. 1 to 4.

This project is a renovation of the environmental equipment at the four coal-fired power plant which has a capacity of 500MW, and includes installing denitrification systems, desulfurization systems, dust collection systems, gas reheater with no leaks, and others.

The contract is worth 145.3 billion KRW (126.8 million USD) and is a project that is 44.31% of KC Cottrell's total sales of the prior period. It is expected to be completed on June 30th, 2023.

It is expected that KC Cottrell will lead the market in the atmosphere equipment sector and become a trusted company specializing in the environment by successfully carrying out the contracted project. (End)

KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

KC GreenEnergy Begins Delivery of Thermal Coal from Sewage Sludge

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KC GreenHoldings 



KC GreenHoldings held the first "KC Candid Chat" on May 27th at the company building in Sangam both offline and online. This was a communication event between different generations for employees of the KC Network.

KC Candid Chat was planned with the goal of strengthening communication in KC between different generations by solving the biggest cause of generational conflict—lack of information—by creating an opportunity in which each person could comfortably say what they were thinking, and use that information to understand each other's differences and communicate smoothly.

KC Candid Chat's theme was 'organization, system and culture,' and all participants were given time to express their thoughts. One or two people from each KC Network company participated, and were selected by taking into consideration diverse factors such as their age, gender, and position.

The topic related to organizations was "does the organization try to solve generational conflict," while the topic related to systems was, "is working from home a form of work that is essential to the organization?" and the topic related to culture was "Is TPO* only a marketing strategy and do employees have to wear comfortable clothes to improve work efficiency?" The participants were given time to talk freely about these topics.

After the event, an anonymous survey was conducted to find out the thoughts of KC employees about these topics, and opinions of 57 people were submitted. This data will be shared in the future through methods like groupware.

KC GreenHoldings is continuing to make efforts to improve the culture of the organization through strengthening communication. A KC GreenHoldings official explained, "Our plan is to continue to provide and diversify opportunities to communicate in the future so that all employees can communicate smoothly as that is one of KC's key values." (End)

*TPO: Wearing clothes suitable to the occasion. The fashion industry emphasized this as a marketing segmentation strategy that segments according to time, place, and occasion.

III. 제1회 KC담담챗 종합 결과



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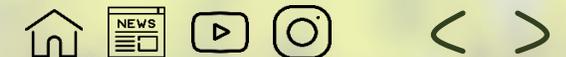
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Clestra Hauserman Holds an Event to Celebrate Its 36th Anniversary

JUNE 3, 2021



Clestra Hauserman stated that it held an event for its 36th anniversary to encourage all of its employees and strengthen their resolve with respect to the history and efforts made thus far on June 3rd.

The anniversary event was held at the company building in Sangam and lasted about one and a half hours, starting with a congratulatory message from President Gap Rae Cho. After awarding long-serving employees, all of the employees cut cake together.

This anniversary event helped all employees feel a sense of belonging and enhance the growth of the company and individuals, and thus made the anniversary more meaningful. (End)

KC EnviroServices Holds M&A Signing Ceremony for Acquiring Green Pinus

JUNE 7, 2021



KC EnviroServices held a M&A signing ceremony for the acquisition of Green Pinus on June 7th.

Green Pinus, which was newly established in Changwon in 2013, manages various environmental projects such as the environmental management of Korea Aerospace Industries(KAI)' factory in Sangcheong and being an agency for air and water quality self-measurements.

With the expectation that demand for measuring/analyzing the air/water pollutants will increase due to the strengthening of environmental regulations, KC EnviroServices acquired Green Pinus's equipment, technology, manpower, business foundation, and more through this M&A.

It is expected that with this, KC EnviroServices will build a stable support system for self-measuring incinerators, and will create various business opportunities in the self-measurement agency market as well as contribute to a safe environment. (End)

KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

KC GreenEnergy Begins Delivery of Thermal Coal from Sewage Sludge

KC GreenHoldings Plants Trees as an Activity to Improve the Environment

KC Cottrell Resolves paid-in capital increase

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KC GreenHoldings



This year is the 50th anniversary of KC Glass & Materials which was founded in 1971. It held a 50th anniversary celebration on June 8th in the second-floor education center, and pledged to develop the company so that it can celebrate its 100th anniversary in the future. To prevent the spread of COVID-19, all attendees sanitized their hands and wore masks, and complied with preventative guidelines.

This event was an occasion to look back on the past and be aware that the company could continue to grow and prosper through difficult business conditions and many crises throughout the last 50 years because of the devotion and love of employees who have always done their best from their positions. To recognize this, plaques of appreciation and prizes were awarded to employees who served 30 years and 20 years as well as model employees, and they also received flowers to congratulate them from their co-workers. Lastly, the KC Grand Prize was awarded, and the production team's technical support had the honor of winning first place.

During the commemorative speech, CEO Junki Kang expressed his thanks by stating, "The last 50 years of KC Glass & Materials are infused with your sacrifice and efforts, and I'd like to first thank you all for your hard work. I expect a reduction in sales and business conditions to worsen due to COVID-19 this year as well, but we will be able to wisely overcome this with our competence, and by aiming to grow the company's value to society and pursuing future value through discovering power for new growth, I hope that KC Glass & Materials can celebrate its 100th anniversary in the future."

The attendees watched a special lecture on "noble sacrifice" as the last item on the program, and they concluded the ceremony by chanting the High-5 chant.

KC Glass & Materials will continue to secure forces that can sustain growth by expanding its reinvestment to its social value, and thrive as a company that will offer co-prosperity and hope to the community and the future generation. (End)



KC NEWSLETTER

2021 2Q KC NEWS

KC Network: Appointment of CEO

KC GreenEnergy Begins Delivery of Thermal Coal from Sewage Sludge

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[HR] 52-Hour Workweek Policy



ISSUER : Sustainable Management Team

INQUIRIES : yuseung@green-kc.com

KC Solar&Energy Holds Seminar on Removing Barriers That Block Communication

JUNE 10, 2021



To help employees put themselves in each other's shoes to sympathize with and understand problems arising from communication because of the difference between generations or the difference in communication styles between co-workers (something which has also become an issue socially), a "Removing Barriers That Block Communication Seminar" was held on June 10th in a meeting room within the company that was attended by all employees.

The seminar was conducted in three parts. In the first part, results from a survey about communication that had been conducted prior to the seminar were shared. In the second part, the attendees chose how they would respond to three situations that commonly occur in the workplace and had an open discussion. The third part was structured so that through activities such as playing a bingo game called "Find the person who's talented at sympathizing!" and watching an educational video on another topic, the team managers could sympathize with the team member's point of view and vice versa.

The results of the survey showed that 71% of respondents answered "disagree" to the question of "do you experience a lot of generational difference in the workplace?" which revealed that there were not many problems arising from generational differences due to the fact that the employees are on the younger side. However, 75% of respondents answered "disagree" to the questions "is information being exchanged effectively between departments?" and "are meetings run in a horizontal manner?" The high percentage revealed that there are a lot of communication problems during work.

An official from KC Solar&Energy gave a review of the seminar, stating that, "It became a place where during the course of the seminar, which lasted four hours, all the employees could express their opinions without any employee being sidelined, and we could talk freely, whether it was to agree with another person's opinion or refute it. During this seminar, we could talk and think again about the problems we perceived".

KC Solar&Energy plans to improve the communication methods that work well in the organization even more. As for areas that are lacking, the company will consider various measures that could facilitate communication and resolve them through understanding and respect among members. It is expected that these continuous efforts will create smooth communication and an enjoyable work environment. (End)

Part 2. 그래! 결심했어! 당신의 선택은?

Q3. 상급자가 나에게 업무 지시를 내리고 있다.
하지만 이 지시내용이 명확하게 이해가 되지 않는다.
상급자가 불명확하게 지시를 내리고 있는 상황,
당신의 선택은?

선택 1 : 상급자도 아직 확실히 모르는데...
일단 스스로 방법과 해답을 찾아보고
그 결과를 상급자에게 보고한다.

선택 2 : 자의적인 해석으로 끝까지 진행했다가 상급자 의도와 틀리면
불필요한 에너지만 소모하는 행위일 뿐...
중간중간 수시로 보고해서 상사 의도를 파악 후 보고서를 만들자!

KC NEWSLETTER

2021 2Q KC NEWS

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[CSR] Communication in the Workplace

[CSR] Zero Plastic

[HR] 52-Hour Workweek Policy



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KC GreenHoldings



Yuyang Technologies Holds the 11th Perpetual Workplace Peace Declaration

JUNE 10, 2021



On June 10th, the "11th Perpetual Workplace Peace Declaration" was held in a meeting room at Yuyang Technologies' headquarters, and management as well as the employee workplace council and all department heads attended.

The Workplace Peace Declaration has been held every year since 2011 for the joint growth and development between the management and union.

Due to COVID-19, the event was hosted informally, and CEO Taewoo Kim and the representative of the workplace council strongly recognized that all employees are forever partners. Representing the intentions of all employees, they exchanged statements—signed by the representatives of the management and union—that declared a perpetual peace between management and the union and pledged to establish a culture of trust. (End)



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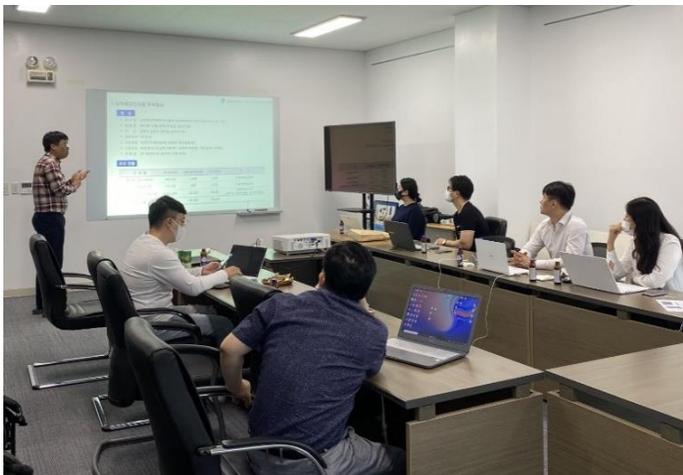
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KC GreenHoldings 



To strengthen communication with affiliated companies, KC GreenHoldings has been visiting KC network companies one by one starting from last year in order to deliver information that needs to be shared. This year, the Sustainable Management Team and the Finance Management Team went to visit Yuyang Technologies and KC GreenMaterials.

The Sustainable Management Team introduced KC's management philosophy, explained the importance of sustainability management, shared information about KC CSR and the communication event which are company-wide activities, and then shared electronic systems for evaluation, interviews, personality test, contracts, and others as a HR-Tool for sustainability management.



The Finance Management Team prepared and gave information about factors that might become issues this year, and had a Q&A session on that topic.

Yuyang Technologies and KC GreenMaterials introduced and explained about the business to some of KC GreenHoldings' employees who were visiting for the first time.

KC GreenHoldings is planning to share this information with KC Network companies one by one by arranging opportunities to communicate. The plan is to strengthen unity amongst KC Network companies as the holding company by continuing to strengthen these kinds of supports. (End)

KC NEWSLETTER

2021 2Q KC NEWS

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JUNE 25, 2021

KC NEWSLETTER

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KC GreenHoldings

재생에너지 발전량 예측제도 2차 실증사업 결과 공고

「재생에너지 발전량 예측제도」 2차 실증사업

합격자를 아래와 같이 알려드립니다.

합격자의 경우, 올해 시행될 예정인

「재생에너지 발전량 예측제도」에

참여희망 시 등록시험이 면제됨을 알려드립니다.

※ 단, 실증에 참여했던 예측형 집합전력자원의 경우, 참여희망 시점에 해당자원의 설비용량을 20MW초과 ~ 30MW이하로 구성해야 함

■ 2차 실증사업 합격자 명단

사업자명
대건소프트
대연씨앤아이
안좌스마트팜앤솔라시티
케이씨솔라앤에너지
한국남동발전
한국동서발전
해줌

※ 명단은 가나다 순으로 배치(예측오차율 순서가 아님)

「재생에너지 발전량 예측제도」 2차 실증사업에
참여해주신 모든 사업자분들에게 다시 한번 감사드립니다.

전력거래소

Government agencies like the Korea Power Exchange are currently aiming to introduce the "renewable energy generation forecasting system" this October in order to stabilize and run electrical power systems effectively by using new renewable energy.

The renewable energy generation forecasting system is a new profit-generating business system that compares the forecasted energy generation with the actual energy generation daily by the hour. If the error rate is 8% or less, it gives incentives at the commercial power supply price.

To become eligible to be a renewable energy generation forecasting system business, you must register as an electricity intermediary company and pass an error rate test for one month or more.

From May 1st to May 31st, KC Solar&Energy participated in the second round of the demonstration project for the renewable energy generation forecasting system which was ran by the Korea Power Exchange. Using the big data energy generation forecasting system that KC Solar&Energy developed in-house (SEIP, Solar Energy Intelligence Program), forecasts of how much energy was generated by 14 power plants (total generation capacity was 13MW) were made, and as a result, the company was accepted as it satisfied the requirements. Thus, when the renewable energy generation forecasting system is implemented, the company is qualified to carry out this project right away as a business without a test.

Meanwhile, KC Solar&Energy is continuing to develop and supplement the forecasting program (SEIP) so that the commercialization of the forecasting business is successful. It is also focusing on approaching it sales-wise to form collective resources which are 20MW or more using the power plants that are eligible for this project which are less than 1MW. An official stated, "As this project can become an extra source of stable and sustainable income for KC Solar&Energy, we plan to commercialize it more actively and successfully." (End)

[CSR] Communication in the Workplace

The fundamental cause of problems in the workplace which have become issues like generational conflict in the workplace and bullying in the workplace can be attributed to communication. To be more exact, the cause of these problems isn't a lack of communication or an absence of communication but rather the way communication is done. If that's the case, how should we communicate?

1. Acknowledge things as they are instead of trying to relate

It's natural that as society has changed rapidly, there is a big difference in the environment that each generation has grown up in, and that the values of each generation are all different. However, the problem is looking at that difference in a negative way. We must acknowledge people different from us as they are, such as instead of thinking "why are they like that?" in a negative perspective, think "it's possible to think that way." It would be very nice if people could relate to and understand the values of other generations, but just by acknowledging another person's different values as they are can make the other person feel like they are being respected.

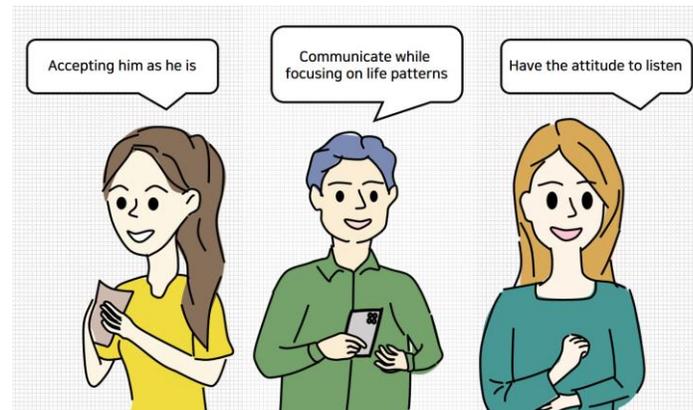
2. Communicate about life patterns rather than life cycles

Asking about someone's personal schedule might feel like an invasion of privacy rather than a show of interest to the other person. Instead of asking what someone did yesterday or what plans they have for the weekend, start the conversation by asking what they usually do in the free time as that can increase understanding about the other person and break down communication barriers.

3. Listen

One of the strengths of Jaesuk Yoo, who is called the nation's emcee, is his great ability to listen to other people's words and relate to them. A good conversation starts with the attitude to listen to other people's words. That is because if you listen carefully to the other person's words, you can say something that fits the context and thus the so-called *tiqui-taca** is possible. It is especially important that you listen at work. Conversation between friends is a socializing activity without a particular goal. However, co-workers are people you have met because of work and necessity, so you must have the attitude to listen.

What kind of communication am I doing? What about our organization? (End)



**Tiqui-taca* is a Spanish term describing a ping pong ball going back and forth, and can also mean a soccer tactic in which short passes are made between players. Recently, it's been used to describe conversations in which people quickly exchange words because they've hit it off.

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[CSR] Zero Plastic

[HR] 52-Hour Workweek Policy



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[CSR] Zero Plastic

In 2019, the World Wide Fund for Nature (WWF) released research findings that the amount of microplastic that a person ingests per week on average is about the equivalent weight of a credit card, and although many people were surprised and paid close attention when they saw the press release, there was not much change to the usage of plastic. In April of this year, it was reported that a water bottle with spoiled water was discovered in the stomach of a live anglerfish purchased from a market in Mokpo in South Jeolla Province. Perhaps in the near future we might have to check if there is plastic every time we eat seafood. Even if that's the case, people still won't realize the seriousness of the issue of plastic.

1. How plastic came to be

Plastic was introduced when billiards became popular as people looked for a material that could replace the ivory that was used in billiard balls. Plastic then went through various stages until it became the diverse plastic that we know today. When plastic was first developed, it was only used as a substitute material for natural materials, but these days, plastic is also being developed as materials that don't exist in nature.

2. Plastic is not harmless to the human body

90% or more of the microplastic that is ingested is expelled out of the body through bowel movements, but a small 10% remain in the body and can move around in the body. While it passes through the digestive tract, endocrine-disrupting chemicals are released and the cells in the intestines might absorb the microplastic. It can also permeate into blood and move around the entire body, negatively impacting sensitive organs. How are we going to reuse plastic?

In an interview with VIDEOMUG, Green Peace plastic campaign manager Migyeong Kim stated that "The biggest problem is the culture in which people use ordinary plastic and biodegradable plastic once before throwing it away." Throwing it away means giving up on it being cycled. Recycling is the act of trying to keep the cycle going artificially, and while recycling is necessary for the ecosystem of the Earth, it especially needs to be recycling that applies the principles of resource circulation. Utilizing it again means extending its usage and can include using it again, fixing it and using it, using only part of it, and using only the materials somewhere else.

The author of the book 『At This Rate, The Only Thing Left on Earth Will Be Plastic』 says this, "The solution is to not use plastic, and if it has to be used, recycling is the only solution. And you must be very aggressive about it." (End)



Note/Source : (Video) YouTube EBS Collection, Science, Plastic A to Z (from background to environmental issues, 2020, Youtube News TVCHOSUN, Plastic Bottled Water Bottle 'Bewildered', 2021, 『At This Rate, The Only Thing Left on Earth Will Be Plastic』, 2020

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[HR] 52-Hour Workweek Policy Will Be Implemented for Companies With 5 or More People Starting From July 1st, 2021



July 1st, 2018

A 52-hour workweek policy will be introduced and implemented for all businesses with 5 or more people starting from July 1st, 2021. This is a full expansion of the policy which started as one applicable to businesses with 300 or more people starting from July 1st, 2018, then to businesses with 50 to 299 people starting from Jan. 1st, 2020, and now 5 or more people starting from July 1st this year.



January 1st, 2020

This 52-hour workweek policy has been implemented to give people free time during the evenings after work and is a workweek system that has reduced the legal limit on working hours per week from the original 68 hours to 52 hours (legal limit of 40 hours + 12 hours of extended hours of work).



July 1st, 2021

If a company goes against this 52-hour workweek policy, the businessowner may face imprisonment for up to two years or pay a 20 million KRW (17,462 USD) penalty.

Some KC network companies are dealing with this 52-hour workweek policy through various means such as implementing an attendance management system and flexible work arrangements, and hiring new recruits. A 52-hour workweek gives workers benefits such as guaranteed days off and prevents overwork, but on the other hand, for companies, the reduction in work hours realistically means a lot of financial burden such as a reduction in productivity and an increase in costs. Therefore, coming up with an appropriate plan through concessions and compromise between management and employees is necessary.

Classification	Details	Conditions in which it is applied	Possible for (examples)
Flexible working hours system	This is a workweek system in which in return for increasing working hours on weeks (days) that there is a lot of work, the amount of working hours will be decreased in other weeks (days) so that the average working hours falls under the legal limit on working hours (40 hours per week)	- 2 weeks (rules of employment) - 3 months, 6 months (written agreement with a labor representative)	Production project
Selective working hours system	A workweek system in which the worker is not subject to working 8 hours a day but can freely choose what time to begin and end work by flexibly adjusting the amount of working hours a day as long as it's within 40 hours a week	- According to rules of employment and such - Written agreement with a labor representative	Office positions Research positions
Deemed working hours system	A workweek system in which when it's difficult to practically apply for working hours because of reasons like business trips that have the worker working outside of the workplace, the prescribed working hours are considered to be worked	- Written agreement with a labor representative	Sales positions
Discretionary work system	A system in which if it is required to leave the method of work to the discretion of the employee due to the nature of the work, the number of hours determined through an agreement between the management and employee is considered to have been worked (only possible for lines of work such as R&D, IT, and broadcasting as determined by the law)	- Written agreement with a labor representative	Research positions IT

△ [Reference]

KC GreenHoldings plans to do its best to support the network companies so that they can prevent in advance and appropriately deal with not just the 52-hour work week but issues related to work. (End)

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