





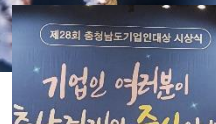
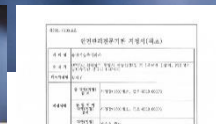


















THE 122ND

KC NEWSLETTER

DATE OF ISSUE JANUARY 2022

ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM

 <p>Lodge Cottrell takes on the Erection of Stacks</p>	 <p>KC Solar&Energy Achieves 96% Solar Power Generation Prediction Rates</p>	 <p>Lilama EME Begins Commercial Operation of New Domestic Waste Incinerator</p>	 <p>KC GreenMaterials' Ceremony to Celebrate Achieving 1 Million Tons of Coal Ash Recycling</p>	 <p>KC GreenHoldings held 'Junior Mindset Growth' Education Program</p>	 <p>KC Cottrell Conducts Safety and Health Management System Consulting</p>	 <p>KC Glass&Materials Selected as the 28th Chungcheongnam-do Exemplary Longevity Company</p>	 <p>Yuyang Technologies Designated as 'Safety Management Expert Institution'</p>	 <p><Work as A Team> Lecture for KC Executives and Employees</p>	 <p>2021 Sexual Harassment Prevention Session for KC Officers</p>	 <p>KC EnviroServices Inspection of actual conditions to prepare for the implementation of the fine dust management system</p>	 <p>Chae Bong-seok Inaugurated as CEO of Taekyung ENG</p>
 <p>KC Cottrell's 48th Anniversary of its Founding</p>	 <p>KC GreenHoldings holds KC Reading King Contest</p>	 <p>KC GreenHoldings holds ESG Management Quiz Contest for Executives and Employees</p>	 <p>KC EnviroServices Holds Plogging Event for Personal and Environmental Health</p>	 <p>Clestra Hauserman SA Acquires POLIPANEL GROUP Cleanroom</p>	 <p>Yuyang Technologies Holds Closing Ceremony for 2021</p>	 <p>KC Solar&Energy Completes BHI Co., Ltd. Jangji Solar Power Generation Facility</p>	 <p>KC Glass&Materials Launches Automatic Fire Extinguishing Solution FlameRanger Sales Business</p>	 <p>KC Networks Reinforce and Prepare for Safety and Health by Acquiring 'Industrial Safety Instructor</p>	 <p>[HR] Changes in Administrative Interpretation by the Ministry for Annual Paid Leave</p>	 <p>[ESG] Environmentally-friendly Management Case - Samsung Electronics</p>	 <p>[CSR] SMALL ACTION for the ENVIRONMENT - (1) Starting from Home</p>

Lodge Cottrell takes on the Erection of Stacks

As previously mentioned in our last news report Lodge Cottrell have been undertaking some major changes in its work ethics away from its normal APC and general maintenance business. Not only into the High Pressure, Boiler installation and maintenance industry but now into the Erection of Stacks, and also their maintenance.



◀ Setting up of the First of 3 Crane Lifts at Trans Waste Hull

▷ 3 x 22 metre Stacks Erected and completed



Again, under the leadership of Mark Ramsdale and Greg Hunt Senior Lift Supervisor well over 20 stacks have now been installed with great success, not only in the UK but also on the remote Island of Isle of Iskay in Scotland and Ireland.



26 metre Stack for Sterling Pharmaceuticals



◀ 84.7 metre Stack Inspection for Enfinium - Parc Adfer

▷ Stack structural shell cleaned, superficial Corrosion removed and areas painted



Erecting boiler and building stacks, along with maintenance is not a straight forward process. Detailed lift plans have to be produced to ensure the correct size crane is used and full detailed safety instructions completed.

As expected, wind is a major factor when erecting stacks but also having a head for heights helps. Under the control of Greg, the erecting of a stack is just another day at the office (End)



The Erection Team in Action



Erection of Stack on the Isle of Iskay



Greg Hunt Senior Lift Supervisor

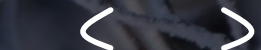
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ISSUER : Sustainable Management Team



INQUIRIES : yuseung@green-kc.com



On October 1st, the Korea Power Exchange implemented the 'Renewable Energy Generation Prediction System Project' to stabilize their power system for efficient operations and to utilize renewable energy power plants, including solar power.

KC Solar&Energy passed the 'test for measuring whether error rates are less than 10%' prior to the implementation of the prediction system project. They also participated in the 25MW collective resource group (30 locations in total) as an exemption from the error rate test.

From October to December, KC Solar&Energy achieved a high power generation prediction rate with an average error rate of approximately 4%. In particular, in December, despite weather fluctuations such as unexpected heavy snow, this prediction rate was achieved. Therefore, the technology of the Big Data Generation Prediction Program (SEIP) developed by KC Solar&Energy was verified.

In addition, it was difficult to expand the business scale as only power plants with a capacity of 1 MW or less were allowed to participate in the past. However, recently, the law was amended to allow power generation resources with a capacity of 1 MW or more to participate. Thus, KC Solar&Energy is preparing to have solar power plants under its management and operation (O&M) to participate in the abovementioned project.

As this project is a sustainable and stable source of income to the company as well as O&M, KC Solar&Energy intends to do its best to achieve the goal of forming a collective resource group with a predicted capacity of 200 MW or more in 2022 to scale up this project. (End)

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Lilama EME Begins Commercial Operation of New Domestic Waste Incinerator

October 3, 2021



On October 3rd, the commercial operation of a new Domestic waste incinerator began at Lilama EME; it is now possible to incinerate and treat approximately 48 tons of domestic waste per day with a processing capacity of 2 tons per hour.

It took about two years to begin commercial operations. KC GreenHoldings established a strategic goal to expand the 'domestic waste treatment/resources recovery project' to overseas markets, and to this end, it targeted the Vietnamese market specifically. In 2019, KC EnviroServices acquired the shares of Lilama EME and entered the Vietnamese market in earnest to promote the construction of new incinerators considering the characteristics of the local environmental market.

Lilama EME's new incinerator has improved incineration capacity and operating efficiency compared to the existing Vietnamese facilities, and it reduces discharged air pollutants to below environmental standards. In addition, it is more meaningful as it was designed and built by KC EnviroServices. Based on this experience, KC EnviroServices plans to effectively promote the construction of new incinerators and the development of additional projects for KC Green (KC Xanh) in northern Vietnam (Thai Nguyen).

Meanwhile, KC EnviroServices has recently acquired 69.97% of shares of Lilama EME in Quang Ngai, central Vietnam, in November 2019. Lilama EME has a total of 125 executives and employees and is treating domestic/industrial/harmful/medical waste through incineration, water treatment, and landfill. In addition, it is the largest comprehensive waste treatment company in central Vietnam with a sludge pyrolysis facility and landfill site (121,000m³). (End)

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KC GreenHoldings



KC GreenMaterials' Ceremony to Celebrate Achieving 1 Million Tons of Coal Ash Recycling

October 21, 2021



On October 21st, Samcheok Eco Construction Materials held a ceremony to celebrate achieving 1 million tons of coal ash recycling.

Samcheok Eco Construction Materials announced that it had achieved 1 million tons of recycling due to various efforts such as facility improvements, KS standards revision, and the environmental certification of manufactured products through cooperation with Samcheok BitDreem Headquarters.



Achieving 1 million tons of coal ash recycling is meaningful since it addresses local issues and a stable power supply is made possible. This is expected to serve as a good practice case of ESG management.

Meanwhile, KC GreenMaterials (Samcheok Eco Construction Materials) is the first company in Korea to specialize in the recycling of fluidized bed coal ash. Furthermore, it recycles coal ash from power plants into concrete and cement admixtures through hydration and refining processes. (End)

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KC GreenHoldings

KC GreenHoldings held 'Junior Mindset Growth' Education Program

October 25, 2021



KC GreenHoldings held the 'KC Junior Mindset Growth' common education program at Seoul Square for staff of KC affiliates in Korea on October 25th.

The 'KC Junior Mindset Growth' program aims to guide staff to quickly and stably be incorporated as members of the organization, recognize their individual value, grow, and build networking skills to communicate easily with other affiliates.

22 people from 7 affiliated companies participated in the program and it was conducted over 8 hours in three courses: △Building up a collaboration system, △Learning about diversity to improve communication skills, and △Planning organizational and personal visions.

The juniors who participated in the education left positive reviews: 'It was good to have my mindset refreshed. I was able to learn how to solve problems through group activities. The education offered time to communicate with affiliates and build networks.'

The education manager at KC GreenHoldings said, "I was able to feel the vivid vibe watching KC juniors learning with members they met for the first time, and I expect that they will successfully blend into the KC organization as juniors. We plan to pay more attention and provide support to the education sector so that safe and helpful education can be provided" (End)



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KC GreenHoldings



KC Cottrell announced that it recognized the importance of safety and health prior to the enforcement of the 'Severe Disaster Punishment Act', which takes effect in January 2022, and also conducted safety and health management system consulting as a measure for continuous management/operation.

The safety and health management system establishes, implements, and sets goals for operational safety and health management so that all members – from management to employees – can achieve safety and health goals. They can do this by developing appropriate corrective and quantitative evaluation indicators for safety and health goal setting as well as detailed plans.

Consulting by the Ministry of Employment and Labor highly evaluated its 'periodic execution of SEQ meetings in which all departments participate' and 'discussing safety and health activity performance'. In addition, it was also noted that it is necessary to continuously improve and check safety and health issues through meetings. Additionally, the results of the meetings on safety and health must not only be applied to departmental operations but also be shared with all departments. This ensures that all personnel exerts their efforts regarding safety and health, the necessary resources can be allocated, and the authority and responsibilities of members can be assigned.

Accordingly, KC Cottrell plans to share the results of the safety and health meeting with all departments. It also plans to do its best to ensure that all employees of the company are interested in safety and health, as well as work in a safe and pleasant environment through the continuous improvement and checking of additional safety and health corrections. (End)

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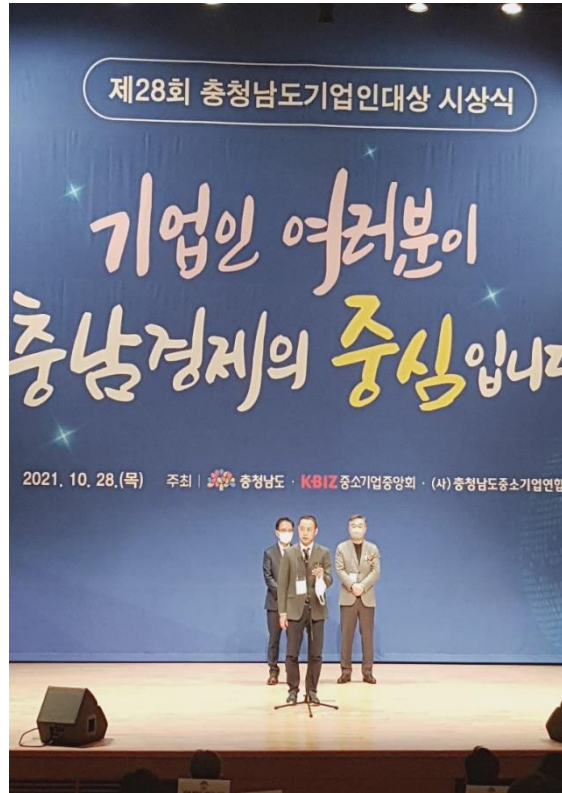


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KC Glass & Materials Selected as the 28th Chungcheongnam-do Exemplary Longevity Company

October 28, 2021



KC Glass & Materials was selected as an exemplary longevity company for the '28th Chungcheongnam-do Entrepreneur Awards' held at the Arts Center of the Chungnam Provincial Office on October 28th. KC Glass & Materials received a commendation and letter of designation from the governor of Chungcheongnam-do.

The exemplary longevity company award has been awarded since 2002 as a provincial policy to support sustainable growth by discovering local companies that have contributed to the revitalization of the local economy. This is particularly among companies that have registered factories in Chungnam Province and have been operating for more than 30 years.

KC Glass & Materials was selected as an exemplary longevity company in recognition of its contribution to the revitalization of the local economy through stable growth, employment, and sales expansion over the past 50 years.

Three corporations in the province, including KC Glass & Materials, were selected as exemplary water purification companies and they will be entitled to additional benefits. This includes an additional 1.0% preferential treatment for interest preservation for the business stabilization fund, three-year probation of local tax audits, support for domestic marketing and overseas market development, and credit guarantee support.

CEO Kang Jun-ki said, "I would like to express my gratitude to the officials of Cheonan City and Chungnam Province who did not spare any support for system improvement to facilitate corporate activities. We will continue to challenge and innovate based on our labor-management corporation culture to make this company operate and flourish for 50 more years and beyond." (End)

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제2021-010019호

안전관리전문기관 지정서(최초)

기관명	유양기술주식회사	
소재지	(57714) 전라남도 광양시 신금산단1길 29 (옥곡면 신금리, ㈜유양기술)(옥곡면 신금리 1507-52)	
대표자성명	김태우	
지정사항	총 대행(지정)한 개	사업장(150)개소, 근로자(10,000)명
	관할 지역 대행(지정)한 개	사업장(150)개소, 근로자(10,000)명
	대행(지정)지역	광주광역시

※ 준수사항
1. 안전관리전문기관은 고용노동부장관 또는 지방노동관서의 지시·제출요구 및 점검에 적극 협조해야 한다.
2. 안전관리전문기관으로 지정받은 기관은 「산업안전보건법」에서 정하는 사항을 준수하여야 한다.
3. 그 밖의 기타사항

※ "지정사항" 및 "준수사항"에는 지정기관의 종류에 따라 필요한 사항을 추가로 적거나 필요 없는 사항은 삭제합니다.

『산업안전보건법』 제21조에 따라 안전관리전문기관으로 지정합니다.

2021. 11. 3.

광주지방고용노동청장

On November 3dr, Yuyang Technologies was designated as a ‘safety management expert institution’ by the Gwangju Regional Employment and Labor Office of the Ministry of Employment and Labor under Article 15 of the Occupational Safety and Health Act.

Yuyang Technologies recently established a safety technology department for general safety companies. This recruits professional technical personnel in the industrial safety field and nurtures experts through systematic education. It has been additionally designated as a 'safety management expert institution (general/construction)' in October 2020 '.

“Now we are a comprehensive safety consulting company that leads not only customers but also the domestic safety industry by improving safety levels through guidance and inspection at work sites. This is done by performing safety diagnosis tasks for KC affiliates and Korea Southern Power, as well as providing safety diagnosis solutions.”, said Yuyang Technologies. (End)

〈Work as A Team〉 Lecture for KC Executives and Employees

November 5, 2021



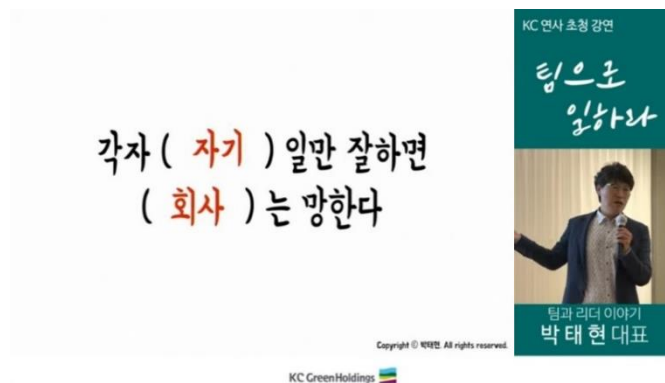
KC GreenHoldings has been holding humanities lectures twice a year since 2021 to cultivate flexibility and the capacity for acceptance in relation to various external changes. Following the 〈Digital Transformation〉 held in May, this November, 〈Work as a Team〉 was held under the theme of a healthy organizational culture.

Taehyun Park, the CEO of the Team and Leader who gave the lecture, explained what a healthy organization looks like and how to communicate for the growth and development of the organization. He also talked about what actions an individual should take as a member of the organization to make changes for the collective.

In a survey conducted with some attendees of the lecture, positive responses such as 'I found some useful content that could be applied to our organization' and 'I wanted to spread the lecture content and actively apply it', accounted for 86%. Regarding future content that they would like to hear, 'organizational culture', 'humanities' and other answers were provided.

Following the last session, this lecture was conducted both offline and online so that affiliates in other regions could participate. A new way of broadcasting live on YouTube reflected the feedback regarding a review on the last session that online transmission was not smooth.

KC GreenHoldings plans to reflect the various feedback of its members and correct as needed to ensure that quality lectures can be shared with many members. (End)



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[CSR] SMALL ACTION for the ENVIRONMENT - (1) Starting from Home



ISSUER : Sustainable Management Team

INQUIRIES : yuseung@green-kc.com

KC GreenHoldings

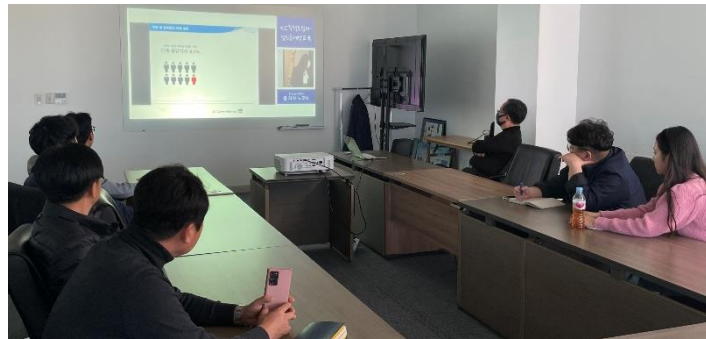
2021 Sexual Harassment Prevention Session for KC Officers

November 5, 2021



On the 17th, KC GreenHoldings conducted “sexual harassment prevention education” for KC officers in the lounge on the 12th floor of the Sangam office building.

This session was conducted once again in response to the opinions of respondents who requested that 'sexual harassment prevention education for officers' be provided in the 'KC Workplace Sexual Human Rights Survey' conducted last year. Labor attorney Yoon Ji-ae from Samjeong Labor Law Firm was in charge.



Labor attorney Yoon Ji-ae, who was invited as a lecturer, held a quiz on gender recognition sensitivities with the officers to check the actual situation of sexual harassment in the workplace as well as lectured on:
△The definition of sexual harassment in the workplace, △Case-by-case analysis of types of sexual harassment in the workplace, △Measures to prevent sexual harassment, etc.

An official from KC GreenHoldings said, “I hope that a correct and healthy sexuality awareness culture will be introduced within KC by improving the awareness of sexual human rights of those officers. We will do our best to spread healthy and clean sexuality awareness and build a respectful and considerate organizational culture.”

Meanwhile, the educational session was broadcast online on YouTube Live so that all officers and employees, including officers of KC affiliates in other regions, could participate. (End)



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KC GreenHoldings

KC EnviroServices Inspection of actual conditions to prepare for the implementation of the fine dust management system.

November 17, 2021



The Ministry of Environment is implementing the fine dust seasonal management system (December 2021 to March 2022) policy for the upcoming winter when air pollution is severe due to fine dust, such as volatile organic chemicals, nitrogen oxides, and sulfur oxides.

Prior to its full-scale implementation, the site of KC EnviroServices (Changwon Division) in the Busan, Ulsan as well as the Gyeongnam Industrial Complexes of KC EnviroServices were visited by the head of the Nakdong River Basin Environment Agency (Lee Ho-joong) on November 17th. The operation and management status of air pollutant emission facilities was inspected.

Through this inspection, air pollutant chimney measurements for volatile organic chemicals and heavy metals were conducted to confirm compliance with emission standards and whether air pollution prevention facilities were properly operating. The Nakdong River Basin Environment Agency will continue to monitor and conduct special controls until March next year. (End)

Chae Bong-seok Inaugurated as CEO of Taekyung ENG

November 18, 2021



On November 18th, 2021, KC EnviroServices acquired 51% of the shares of Taekyung ENG.

This acquisition preemptively responds to structural changes in the waste treatment market (expanding recycling) and to secure a long-term business foundation for advancing into the recycling business.

Thereafter, as of December 9th, Chae Bong-seok was appointed as the CEO of Taekyung ENG.

CEO Chae Bong-seok joined KC EnviroServices in 2002 and served as a sales team leader for the Yeosu business division and general sales executives, altogether serving at KC EnviroServices for over 20 years. Based on his long service experience at KC, it is expected that he will demonstrate his competence in the sustainable development of Taekyung ENG and KC. (End)

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KC GreenHoldings



KC Cottrell held a commemorative event on November 25th to commemorate the 48th anniversary of its founding.

This event was held with a minimum number of people to observe quarantine rules, with only CEO Kim Tae-woo, retiring and long-term employees, and outstanding employee award recipients attending.

As the presenter, CEO Kim Tae-woo expressed his gratitude for the devotion of retiring employees to the company's development during their service, prayed for their future development and happiness, and praised the hard work of long-term employees who showed sincere work ethic during their service. He also encouraged outstanding employees who contributed to the development of the company with their excellent work performance.

Closing the event, CEO Kim Tae-woo said, 'I am grateful to all the executives and staff for showing high work performances even in difficult circumstances due to the COVID-19 crisis. It will be important to continue to show strong mental strength and outstanding work performance, and to further dedicate ourselves to the goal of the 50th anniversary of the founding.' He concluded his congratulatory speech with motivation for the future development of the company. (End)

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KC GreenHoldings holds KC Reading King Contest

November 30, 2021



참가 기간: 2021년 9월 1일 ~ 11월 30일 (3개월)

작성 내용: 그룹웨어 투움당 독서 게시판에 1) 책의 표지와 2) 책을 읽는 중에 하신 사인을 첨부하고 3) 마음에 드는 구절과 내용 4) 추천 내용 5) 책의 어떤 사항이 도움이 되었는지와 이 책을 읽어서 느낀 점 등을 각각 한 줄씩 작성해주세요. 다른 사람이 먼저 글을 작성했을 경우 2, 3번을 덧붙여 남겨주세요. 열심히 활동해 주신 분들을 선정하여 더욱 활발한 독서 생활을 위한 선물을 증정합니다.

KC GreenHoldings selected “Reading” as the theme for the September GWP poster to celebrate autumn as a season for reading and held the ‘KC Reading King Contest’ for three months from September 1st to November 30th.

This event was held in line with the keywords of ‘talent with positive power’ and ‘self-development and growth’ among KC’s corporate missions and was designed to encourage employees to read and participate through groupware bulletin boards.

A total of 72 books were shared during the Reading King Contest and members freely commented on each recommended book to communicate with each other. Go Chang-oh, Deputy Manager of KC EnviroServices, was selected as the KC Book King.

Moreover, KC GreenHoldings is running a variety of programs to energize the organization and encourage employees to actively develop themselves. Last year’s program was ‘KC Praise Each Other Relay’. (End)

KC GreenHoldings holds ESG Management Quiz Contest for Executives and Employees

December 1, 2021



Since 2012, KC GreenHoldings has been making efforts to internalize the sustainability management report by emphasizing the importance of sustainable management (ESG management).

Following the GWP theme of last March, ‘What is sustainable management?’, in November, “Sustainable management enhances the value of our company” was selected as the GWP theme, and an ESG management quiz contest was held for executives and employees.

The quiz consisted of questions about the definition of ESG as well as relevant activities of KC, with 36 members from 7 affiliated companies participating.

The Sustainability Management Team of KC GreenHoldings said, “We plan to explore various ways to internalize ESG management by continuously exposing it to members. I hope this quiz served as an opportunity to think about how ESG can be applied to work in 2022.” (End)

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KC EnviroServices Holds Plogging Event for Personal and Environmental Health

December 3, 2021



KC EnviroServices, which has been continuously conducting social contribution activities in accordance with its philosophy and company policy, established the ES Volunteer Group to conduct regular social contribution activities.

On December 3rd, as the first activity of the ES Volunteer Group, "Plogging for personal health and our environment at the same time" was held. All executives and employees of KC EnviroServices Seoul Office participated.

The plogging event was held over about 10km from the Seoul office, passing through the Nanji Camping Site and Goyang Daedeok Ecological Park to Haengjusanseong Fortress. The ES Volunteer Group ended up collecting a total of 150 L of garbage on that day. Employees who participated in the event said, "The weather was cold but it was a warm-hearted event.", "I am happy that I could do a meaningful thing with my colleagues.", and so on.

The ES Volunteer Group plans to conduct regular volunteer activities in the first and second half of the year and is also planning various volunteer activities to be done as members of the local community. (End)

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COMM NEWS
CLESTRA

14/12/21



Clestra Cleanroom & PPG Cleanroom join forces to deliver a brighter future

From left to right : Vincent Paul-Petit - CEO Clestra, Miroslav Tonovski - CEO PPG Cleanroom, Yucel Kaner - COO PPG Cleanroom, Michel Hertzog - Executive Director - Clestra Cleanroom, Matthieu Tampé - Deputy CEO / Operation Clestra.



NAYA®, the latest PPG Cleanroom innovation.



Press release.

After 15 years of sustainable cooperation, Clestra Cleanroom and PPG Cleanroom have gone a step further joining forces to create a leading European company in the cleanroom area. To be able to provide a fast and quality response to the needs of a fast-growing international market is the reason behind this decision and our principal goal.

The merger foresees that Clestra group shall gradually acquire control over PPG Cleanroom, thus creating synergies with its Clestra Cleanroom division.

On its end, PPG Cleanroom (formerly POLI PANEL GROUP Co) is a specialist in cleanrooms design, construction, building and validation.

Its latest innovation, NAYA®, an autonomous, modular, and convertible cleanroom unit, is entirely in line with Clestra group's strategy of building ready-to-use modules for facilities as a way to minimize and overcome site constraints.

Its teams are based in Turkey, Northern Macedonia and Slovenia.

A press release in English is available to **learn more about this merger.**

Clestra Hauserman SA has taken over Cleanroom from POLIPANEL GROUP Co (hereinafter referred to as PPG), taking it one step further as a European company to lead the cleanroom field.

The merger aims to respond more quickly to the needs of a fast-growing global market. PPG – specializing in cleanroom design, manufacturing, fabrication, and approval – has been designing and implementing pollution control environments for over 35 years and collaborating with Clestra for the past 15 years.

Through the merger, Clestra is expected to provide a wide range of products to the Western, Central European, and Middle Eastern markets, strengthen its market position, as well as leverage its North American and Asian networks to penetrate global markets.

In addition, this merger is expected to enhance complementarity and synergy between the two companies in the following aspects to strengthen Clestra's competitiveness:

- Acquiring a strong engineering team to design cleanrooms based on EU GMP/FDA requirements and consulting;
- Assurance of project quality and completion through unique industry capabilities;
- Efficient structural design;
- Providing high-spec competitive products and turnkey solutions;
- Responding to/preparation for large-scale global markets.

(End)

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Yuyang Technologies Holds Closing Ceremony for 2021

December 28, 2021



On December 28th, 2021, the '2021 Closing Ceremony' was held in the conference room of Yuyang Technologies' headquarters with management, employee council, and heads of departments.

At this closing ceremony, certificates were awarded to employees and teams who faithfully performed in each field, including safety and health activities in 2021.

The Gwangyang Steelworks Partners Association received a commendation for excellent employees and Jeon Jae-dong, head of the autonomous inspection department, was selected as the 'Yuyang employee of the Year' to commemorate 2021.

The Yuyang employee of the year will be entitled to a travel voucher worth 2 million won, travel expenses of 500,000 won, 5 days of vacation, and 1 salary step upgrade. (End)

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KC GreenHoldings

KC Solar&Energy Completes BHI Co., Ltd. Jangji Solar Power Generation Facility

December 28, 2021



On December 28th, 2021, KC Solar&Energy completed a solar power plant that was promoted by leasing the roof of BHI's Jangji plant.

Through self-investment, KC Solar&Energy now directly owns a total of three solar power plants by adding BHI Jangji solar power following Hwaseong Phase 1 (1MW) and Hwaseong Phase 2 (4.2MW).

BHI Jangji Solar Power Plant obtained a selling price of SMP+REC at 142 won through RPS fixed price bidding. As a result, it has established itself as a power plant that has generated stable electricity sales for 20 years. In addition, higher profits are expected since it has procured a project fund with a low interest rate of 1.75% by utilizing the industrial complex solar power plant financial support project.

KC Solar&Energy plans to actively promote the solar power development project in Haman-gun by utilizing business infrastructure built through this project to expand the roof solar power business to nearby businesses located in the industrial complex and to develop EPC further in 2022. (End)

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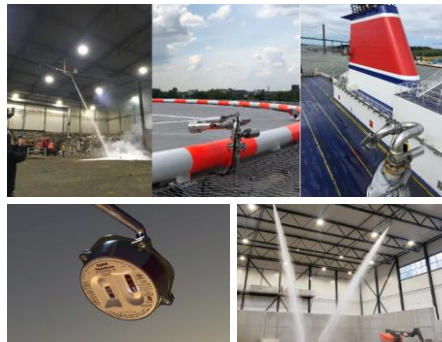
KC Glass & Materials Launches Automatic Fire Extinguishing Solution FlameRanger Sales Business

KC Glass & Materials is nurturing core businesses that will drive future growth by actively promoting new businesses based on the core competencies of existing bottle and glass businesses; and in so doing, seeks continuous growth.

As part of this, from March 2021, the FlameRanger automatic fire extinguishing solution (hereinafter referred to as "FlameRanger") was introduced from the Swedish company Unifire AB to be supplied to business areas that need 24-hour monitoring and automatic fire extinguishing in case of fires. Some of these are domestic resource recycling companies and sites that use solid fuels (SRF).

Existing automatic fire monitoring solutions react too sensitively to welding or small sparks, or, in the case of a fire, excessive fire extinguishing is performed for the entire area where equipment is installed. Thus, the continuous inconvenience of users and problems have been reported to the industry. In addition, domestic products similar to FlameRanger were released under product names like automatic spray guns and automatic water guns for automatic fire monitoring solutions in the past. However, they have not been welcomed by customers due to the poor performance of fire monitoring, product durability issues, and lack of fire extinguishing functions for the automatic tracking and aiming of fires.

On the other hand, FlameRanger combines high-performance and high-quality nozzle technology, Johnson Control's 256*256 high-definition LED sensor technology, and IT technology to automatically determine the 3D location of the fire. Moreover, this automatically operates the fire extinguishing nozzle until the fire is completely extinguished; thereby controlling excessive fire extinguishing operations and enabling efficient on-site management. In addition, it provides system status information 24/7 so users can intervene and remotely control it. Additionally, it is equipped with a fully automated fire detection function 24 hours a day, helping to respond more quickly in case of a fire.



Within six months of operating the FlameRanger sales business with the abovementioned features, KC Glass & Materials installed the set at two companies; a domestic recycling company and a domestic leading solid fuel user. Since the excellence of the product was recognized, it is in the process of signing installation contracts with a number of companies. Company-wide efforts have been added on top of this excellence in business operation to secure exclusive domestic supply rights in the second half of 2021. In the upcoming year of 2022, we will establish ourselves as a supplier of product strategies that further highlight the characteristics and functions of the FlameRanger to respond to the complex demands of various customer groups with high-tech, high-functionality, and high-quality products. (End)

* Unifire: Established in 1969 as a Swedish global company famous for its high-performance and robot automated nozzles. Since 2002, it has been supplying FlameRanger to various industries that require high-performance fire extinguishing solutions, such as resource recycling in European countries and the US Navy. Through continuous R&D and remote technical support, the field of application is being expanded despite the COVID-19 virus crisis.

* Product Inquiry: KC Glass & Materials Sales Team, Senior Manager Oh Jae-hyuk (+82-41-410-6217)

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KC Networks Reinforce and Prepare for Safety and Health by Acquiring 'Industrial Safety Instructor'



Affiliates of KC GreenHoldings are exposed to relatively many risks due to the nature of their businesses that deal with industrial facility manufacturing and waste incineration/pulverization. Thus, safety and health are recognized as top priority issues and risks for KC executives and employees.

Accordingly, to manage safety and health issues at the company-wide level, a safety and health council composed of safety and health officers from affiliates was formed to share major safety and health issues through regular meetings. Moreover, if necessary, special education is provided to prevent industrial accidents.

As part of this effort, KC Cottrell and Yuyang Technologies also acquired an 'industrial safety instructor' qualification provided by the Human Resources Development Service of Korea.

Director Kim Seong-bae, a member of the department of safety and technology of Yuyang Technologies who already holds a construction safety engineer qualification, obtained the 11th occupational safety instructor (machine safety) qualification. Additionally, senior manager Kim Jeong-hoon, a member of the KC Cottrell quality management team, acquired qualifications as a machine safety engineer and industrial safety instructor.

Machine safety engineer is a qualification system that aims to train professional manpower in charge of industrial safety management, such as safety regulation measures and inspection of relevant facilities. This serves to protect life and property from safety accidents that are always a risk in various production sites.

Industrial safety instructors are qualified to identify and improve existing safety problems in the workplace through professional guidance and advice, help production line personnel with safety measures according to manufacturing methods or newly introduced engineering methods at the production site, perform safety evaluations and provide technical guidance regarding industrial safety.

As the importance of safety has been emphasized via the enactment of the Severe Accident Punishment Act, for example, it is expected that safety problems will be improved in the preparation for industrial accident risks. This is through risk prevention, safety planning, and safety management for the prevention of industrial accidents. Furthermore, the practical improvement of appropriate safety measures will be made possible from the inside. (End)

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[HR] Changes in Administrative Interpretation by the Ministry of Employment and Labor for Annual Paid Leave

The Ministry of Employment and Labor announced that “the administrative interpretation of ‘15 days of annual leave given to workers who have worked 80% or more in one year’, according to Article 60 Paragraph 1 of the Labor Standards Act, will be changed and come into effect from December 16th, 2021.”

In the meantime, employment lasting for one year (365 days) and in cases of more than 80% of attendance, 15 days of annual leave was given. 15 days' worth of unused annual leave could be claimed as an allowance when retiring immediately after one year (365 days) of service even though annual leave itself will not be granted. However, from now on, even if employment continues for one year with more than 80% of attendance, 15 days annual leave will occur only if there is employment the day after the first year of work (366th day), and unused annual leave allowance can be claimed. This interpretation was changed to the current one according to the Supreme Court ruling on Oct. 14th, 2021. Additionally, if a one-year fixed-term employment contract is signed and employment does not continue the day after the completion of one year of service, only an unused annual leave allowance corresponding to 11 days can be claimed (if no annual leave was used). Furthermore, if you work for 366 days and retire, you can claim an unused leave allowance for up to 26 days' leave, in which case 15 additional days' leave is allowed.

In addition, reflecting the purpose of this change in administrative interpretation, the same standard applies to one day of annual leave given for each month's work when the duration of continuous service is less than one year and occurs on the day following the end of work for one month.

Even if regular employees retire on December 31st, they do not have an employment relationship on the next day of the last year. Thus, annual leave according to an attendance rate of 80% or more for the last year does not occur.

We hope that the changes in the administrative interpretation of annual leave will be referred to in the payment of annual allowances for contract and regular employees upon their retirement. It is further hoped that the plan to actively utilize the annual leave use promotion system will be promoted to ensure that workers' right to rest can be guaranteed and serve its original purpose without being used as a means of monetary compensation. (End)

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[ESG] Environmentally-friendly Management Case - Samsung Electronics

Environmentally-friendly management for a company among ESG management means that a company engages in the following activities. Although a company is not responsible for carrying out all the activities, it is necessary to minimize the impact on the environment by carrying out E-management activities that apply to a company wherever possible.

Among other activities, Samsung Electronics is practicing environmentally-friendly management by increasing the proportion of eco-friendly certified products (environmentally friendly labeling). The Ministry of Environment grants a 'Low Carbon Certification' to products that are produced with carbon emissions reduced by 3.3% or more compared to the production of previous products that have obtained an Environmental Product Declaration (EPD). Samsung Electronics' 'Portable SSD T7 Touch' is the first semiconductor product in Korea to acquire a 'Low Carbon Certification'.

Environmentally-friendly management goals	Establishment of environmentally-friendly management goals, promotion system for environmentally-friendly management
Raw and subsidiary materials	Management of consumption of raw and subsidiary materials, use of recycled raw and subsidiary materials
Greenhouse Gas	Reduction of GHG Emissions, verification of GHG Emissions
Energy	Reduction of energy use, use of renewable energy
Water	Reduction of water consumption, water reservoir protection, reuse water ratio
Waste	Waste reduction, waste recycling
Pollutant	Reduction of air/water pollutant emissions
Environmental Laws/Regulations	Environmental laws/regulations compliance
Environmentally-friendly Labeling	Percentage of Green Certified Products and Services

To reduce carbon emissions, Samsung Electronics developed eco-friendly pulp packaging materials to replace conventional plastics to reduce the amount of carbon generated during the manufacturing stage of product packaging materials. In addition, efforts were made to reduce greenhouse gas emissions within the workplace by improving process gas treatment efficiency and streamlining the operation of existing facilities. As a result, carbon emissions were reduced by 5.1% compared to the previous production. (End)



◁ Picture of Samsung Electronics' Product

Environmentally-friendly management of Samsung Electronics.

1. Product packaging replacement: Plastic > Eco-friendly pulp material
2. Improving efficiency in process gas treatment

= Carbon emission reduction by 5.1% ↓

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“SMALL ACTION, BIG THOUGHT” Trivial but daily changes can create a butterfly effect and make a huge difference. (omitted). Small actions are not about politics but a game and culture. It is also a way of communicating with society and the community of people living in the present. Small action is about taking action to change the world even for yourself, and starting with easy, small and simple things rather than big ones.

[Life Trend 2022] By Kim Yong-seop

In current times when it is impossible to delay any more time to assist the environment, TV programs, celebrities, politicians, celebrities, etc. all make efforts to raise awareness of environmental issues.

SMALL ACTION was initiated by people with the MZ generation at the center who are aware of and sympathize with the seriousness of environmental problems. 'Washing hair with a shampoo bar, taking a container for food take-outs, plogging, beachcombing, upcycling products, etc.'; carrying out these activities and sharing them through SNS, they can start to change the world and have a positive impact on society in general.

So what are some small actions that we can take for the environment? In this newsletter, we'll describe some actions you can take at home.

1. Use soap such as shampoo bar/conditioner bar/detergent bar/body wash bar - zero-waste from body products.
2. Use natural products: dishcloths, scrubbers - zero-waste in the kitchen.
3. Prohibit the use of disposable products at home (regularly, at least once a week) - only reusables must be used in the house.
4. Donate clothes you don't wear - a minimalist lifestyle.
5. Experience vegan food (regularly, at least once a week) - zero-waste food.

(End)

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