

THE 124TH

KC NEWSLETTER

DATE OF ISSUE JULY 2022

ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM

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KCVCS, Selected for Air Pollutant Management R&D

KCVCS was selected for the “Ascon Manufacturing Facility Air Pollutant Management Research Project” and the “Semiconductor Hazardous Gas Air Pollutant Management Research Project”.

In April, it was selected for the “Research and Development of Demonstration Technology for Intelligent Management of Air Pollutants Emissions from Ascon Plants” by the Korea Environmental Industry and Technology Institute (Ministry of Environment), and the research is to be conducted with Professor Choi Seon-woo of Kangwon National University. The research will be conducted over three years from April 1, 2022, to December 31, 2024, with a total research fund amount of KRW 2.3 billion.

In addition, in the same month, it was selected for the “Liquid Metal-based Simultaneous Multi-Type GHG Treatment System Technology Development Project” by the Korea Institute of Industrial Technology Evaluation and Management (Ministry of Trade, Industry, and Energy). The research project is for three years, from April 1, 2022, to December 31, 2024, and the total amount of the research fund is 3.7 billion won.

Moreover, a contract with the “Samsung Electronics Giheung Semiconductor Factory to manufacture pilot facilities” was signed and the pilot facilities will be manufactured by the end of this year. (End)

KC GreenMaterials Donated Firefighting Equipment

APRIL 8, 2022



KC GreenMaterials(Samcheok Eco Construction Materials) donated two high-pressure pumps for forest fires and two hose reels to the Wondeok 119 Safety Center of the Samcheok Fire Station.

Bang Byeong-jun, director of the 119 Safety Center Wondeok, said, "I would like to express my sincere gratitude to KC GreenMaterials, who donated high-pressure pumps for forest fires even during difficult times."

The donated pumps will be used by the Wondeok Men's Volunteer Fire Department at the Samcheok Fire Station in case of a forest fire.

An official from KC GreenMaterials said, "We hope that the high-pressure pumps will be useful to prevent damage from the large-scale wildfires and droughts in the Gangwon area and will help relieve these local issues." (End)

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KC Green Holdings



KC EnviroServices Acquired ISO 45001 Certification

APRIL 14, 2022



KC EnviroServices Construction Business Office acquired the safety and health management system (ISO 45001) certification.

As the Construction Business Office (which used to be part of the Yeosu Business Office), became a separate division, the application of the existing management system certification was limited, and to address this issue, the safety and health management system certification process was started.

The Construction Business Office plans to respond to the establishment of a safety and health management system in response to those cases that are stipulated as a violation of the Serious Accident Punishment Act in the event of a serious accident through the certification of the safety and health management system, and more actively respond to the prevention of serious accidents and on-site safety accidents.

In addition, KC EnviroServices plans to promote certification for the environmental management system (ISO 14001) and quality management system (ISO 9001) in accordance with the construction business Office. (End)

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2022 KC Executive Workshop Held

APRIL 15, 2022



KC Green Holdings held the KC Executives Workshop on April 15th for the first time in three years. As this is the first executive workshop held since the outbreak of the COVID-19, the workshop started by introducing new KC affiliates and newly recruited and promoted executives.

After lunch, an explanation of the KC Awards, which will be held in 2022, and the awarding followed. The KC award consisted of two categories: management KPI and safety and health evaluation. Management KPIs were evaluated by reflecting 40%, 40%, and 20% of the previous year's financial performance, strategic/operational performance, and sustainable management performance, respectively while for the safety and health sector, the safety and health management system and safety and health management activities of the previous year were evaluated, and a grand prize and excellence awards were awarded respectively.



KC Safety & Technology and KC Glass & Materials won the grand prize and excellence award in the management KPI section, respectively, and KC Safety & Technology and KC Cottrell (MS) received the grand prize and excellence award in the safety and health section, respectively.

In the following session, after listening to special lectures on <The Understanding of ESG Management and Response to it> by Jeong Ye-mo, who was appointed as the Outside Director of KC Cottrell this year, and <The Innovative Spirit Learning from Hamel> by Professor Son Kwan-seung, it was time to listen to the 2021 performance through Power BI.



The 2022 KC affiliate executive workshop was concluded by hearing Chairman Lee Tae-young speaking about the history of KC Green Holdings (as the 50th anniversary is in 2023) and our tasks to celebrate the upcoming 50th anniversary in the future. (End)

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2022 KC Training for Those who Get Promoted

APRIL 21, 2022



In April, KC Green Holdings conducted training for those promoted by KC affiliates.

This training is the second common training for KC promoters following last year's and was a face-to-face group training in line with the somewhat relaxed COVID-19 response policy. From the 21st to the 22nd, the chief-deputy manager level training was held over two days, and from the 25th to the 26th the manager-team leader level training was held.



The chief-deputy manager level education consisted of the main courses on the role and responsibility of the position, strategic communication, work planning ability, and improvement of followership while manager-team leader level education consisted of the main courses on the roles and responsibilities of the position, finding the right leadership for the individual, empathic leadership, and understanding the Labor Standard Act. The core values of KC were reflected in all the courses as the training content so that the core values of KC could be cultivated, and necessary information and knowledge were learned through various team-building methods.

30 employees of KC affiliates participated in the training, and the training for each position was evaluated with high satisfaction with 4.4 and 4.8 points on a 5-point scale. The evaluation included comments such as "I was able to think about myself and learn about the importance of communication and communication methods" and "It was time to think about my role and responsibilities as a middle manager".

Through this training for promoted employees, we hope that those who get promoted in KC can clearly recognize and perform their roles by position, perform for the company and as an individual by strengthening their basic capabilities, and also get inspired with a sense of belonging by improving collaborative relationships and establishing a human network for performance creation. (End)

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ES Volunteer Group, Conducts Regular Volunteer Activities

APRIL 29, 2022



On April 29th, the executives and employees of the Seoul office participated in the plogging event held by the ES Volunteer Group.

This plogging event took place over a distance of about 10km starting from the Seoul office, through Mangwon Hangang Park and Peace Park, and returning to the Seoul office. On this day, the ES Volunteer Group collected waste equivalent to two 75L garbage bags.

The executives and employees who participated in the event said, “It was raining in the morning and I anticipated it would be difficult to do volunteer work, but when I started volunteering, the weather became clear and it was good to be able to do the plogging smoothly. It is unfortunate to see a similar amount of garbage being collected even though the course was different from the last time, and I am looking forward to the next service.”

The ES Volunteer Group was established for the purpose of regular social contribution activities in accordance with the KC philosophy and company policy. The activity is held in the first and second half of every year. The ES Volunteer Group plans to carry out various volunteer activities as members of the local community. (End)

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KC Green Holdings, Held a Lecture on the <New Management Paradigm, ESG>

MAY 17, 2022

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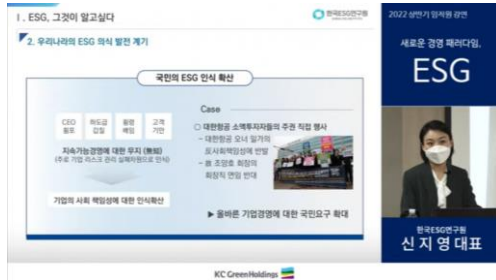
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KC Green Holdings



KC Green Holdings planned a lecture for employees on the topic of ESG, which has recently emerged as a core paradigm of corporate management following <Digital Transformation> and <Work as a Team> in 2021.

Shin Ji-young, CEO of Korea ESG Research Institute, who gave the lecture, lectured for 2 hours on what ESG is, stakeholders that companies must understand for ESG management, and changes in the global environment that leave companies with no choice but to do ESG management. The lecture content was summarized (below) and concluded.

- ① Sustainability management/ESG is a business strategy that considers the economy, society, and environment in a balanced way, and is a market principle that generalizes customer consumption value..
- ② As it is directly connected to investment, loans, and export, it is a practical task that all growing companies have to face.
- ③ ESG management is the establishment of a systematic system for non-financial information in the economic and social sectors of a company.

For the second half of the year, we are going to plan a humanities lecture and we hope that this ESG lecture has given KC members a chance to increase their understanding of ESG management. (End)

2022 KC Comradeship Project Held

MAY 23, 2022



KC Green Holdings is conducting group lessons, the “KC Comradeship Project”, for new employees of KC affiliates who have recently joined KC regardless of their rank.

The KC Comradeship Project was planned in 2019 and progressed to the second event, but was delayed by two years due to the outbreak of the COVID-19 the following year. This May was the third time it was carried out in three years. 36 people who recently joined the company from the second half of 2019 to 2021, participated.

On the first day of the KC Comradeship Project, which was held for 2 days and 1 night, Chairman Lee Tae-young introduced KC groups, business philosophy, and trend sharing on environmental business, followed by ice-breaking time and then core values internalization education. And on the second day, they formed a team and performed the activities provided in each space of the training room, and had time to learn each other's core values through a praise game.

Through this KC Comradeship Project, we hope that it has been a time of getting away from the busy work environment, for re-energizing and regaining vitality in the workplace while forming a bond between participants and forming a sense of unity with the company and co-workers. (End)

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KC Green Holdings

KC Glass & Materials Participated in the Exhibition Specializing in Environmental Technology and Carbon Neutrality

JUNE 8, 2022



KC Glass & Materials participated in the 'International Environmental Industry Technology & Green Energy Exhibition' (hereinafter "ENVEX2022") that was held at COEX Hall A in Seoul from June 8th to June 10th to activate the marketing of the Robot Water Cannon, an automatic fire extinguishing solution, and to understand customer needs.

ENVEX2022 is an exhibition held every year for domestic environmental companies to expand their overseas and domestic market sales. Starting with the first event in 1979, it has a 40-year history of hosting. This year the 43rd event is being held and will be visited by more than 400,000 people in charge of domestic and overseas related business each year to exchange policies and knowledge.

In this exhibition, KC Glass & Materials presented real products of FR50 (for 50 meters), FR80 (for 80 meters), and flame detectors. In particular, the remote control and automatic operation of FR50 and FR80 through smartphones drew the attention of many visitors during the exhibition.

Officials from large facilities and equipment companies such as waste recycling companies, power plants, and petrochemical plants who are struggling to prepare for safety-related regulations and countermeasures showed especially great interest. Company officials said, "While the existing basic firefighting equipment such as sprinklers is insufficient to respond to the strengthened safety and firefighting regulations, your robot water cannon that is capable of 24-hour automatic monitoring and automatic watering seems to be a great alternative."

Director Oh Jae-hyeok, who is in charge of participation in the exhibition, said, "Thanks to the enthusiastic interest and response from many visitors and company managers, it was a great opportunity to promote the Robot Water Cannon to the outside world and we will keep doing our best to expand our sales channels by conducting active marketing activities."

KC Glass & Materials is currently expanding the field of application by devising an automatic watering system solution that has doubled safety reinforcement capability in high temperature and outdoor sites, and more companies are planning to introduce and build a robot water cannon system to contribute to fire prevention and to respond to strengthened safety regulations. (End)

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KC GreenMaterials Held a Taebaek Mountain Hiking Contest

JUNE 10, 2022



On June 10, KC GreenMaterials hosted the 'Taebaek Mountain Hiking Contest' to commemorate the overcoming of COVID-19.

The hiking contest took place on a 1.5km course up to the Yuilsa Temple among the courses of Mt. Taebaek, located in Hyeol-dong, Taebaek-si, and Gangwon-do.

We hope that this event has served as a positive time of refreshment for each individual in addition to improving personal physical strength and strengthening ties between employees. (End)

KC Glass & Materials, Wins Ministerial Award for Best Worker

JUNE 21, 2022

At the Chungnam Small Business Contest, a regional event of the Small and Medium Business Contest, which celebrated its 33rd anniversary this year, the KC Glass & Materials Production Team Captain, Park Kyung-soo, was awarded the Minister of SMEs and Startups Award in the exemplary worker category.

The Minister's award for exemplary workers is an award given to exemplary workers who have contributed to the development of the company and the improvement of the quality of life of workers, from job performance capability, improvement/technology, development/productivity, and improvement/contribution to labor-management harmony. Captain Park Kyung-soo, who served for 17 years, received the Minister's award for 'exemplary worker' as he was recognized for his exceptional contribution to the improvement of the quality of life of workers and the development of the company by practicing the values of labor-management cooperation, communication, and "win-win" as a representative member of the labor-management council, along with automation of the inspection and packaging process and improvement of productivity.

Captain Park Kyung-soo said, "I believe this award is given to all executives and employees (not only to me), who are striving for the continuous development of KC Glass & Materials. And I will continue to do my best to promote the sound development of the company through the improvement of job competency and labor-management cooperation and win-win growth." (End)

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KC Green Holdings

KC Green Holdings, Signed MOU to Establish an ICT-based Multi-use Cup Circulation System

JUNE 13, 2022



On the 13th, KC Green Holdings signed a business agreement with SK Telecom, South Power, and SP S&A for the 'ICT-based multi-use cup recycling system construction project' at the Busan Southern Power Headquarters.

This agreement is meaningful in that it is in line with the recycling economy business division of KC Green Holdings, in order to solve the waste problem caused by the increase in the use of disposable products after COVID-19 and to meet the new government's 'complete recycling economy through reuse' national task.

The ICT-based multi-use cup circulation system is a system that refunds in cash or points when you return the multi-use cup for which you pay an additional KRW 1,000 on beverage purchases at coffee shops, etc, to the return machine.

The unmanned return machine learns the designated cup image by applying Vision AI technology, determines whether the multi-use cup is eligible, and processes the deposit refund. Returned multi-use cups are hygienically cleaned through a seven-step process and supplied back to the coffee shops.

Through this project, KC Green Holdings, together with Korea Southern Power, SK Telecom, and SP S&A, expects that waste recycling and carbon dioxide reduction will be achieved, labor burden and cost burden of single-use cups at franchise stores will be reduced, and social values such as job creation related to washing multi-use cups will be created. (End)

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KC EnviroServices, Started Commercial Operation of New Industrial Waste Incinerator

JUNE 28, 2022



As the KC Environmental Services Changwon business Office started the commercial operation of a new industrial waste incinerator, it was made possible to incinerate and treat about 96 tons of industrial waste per day with a processing capacity of 4 tons per hour.

It took about 1 year and 6 months, with an investment of 25 billion won (including a government subsidy of 620 million won) until the start of commercial operation and it was constructed by applying the latest technology, such as the introduction of the automatic combustion system (ACC).

The new incinerator of the Changwon Division has improved in incineration capacity and operation efficiency compared to the existing incinerator units 1 and 2, and the emission of air pollutants is reduced compared to the previous ones.

In addition, it is expected to contribute to an increase in operating profit by reducing energy costs and securing new customers through in-house electricity generation using steam from a new incinerator (turbine generator installation - government subsidy of 1.87 billion won) and sales of surplus steam. (End)

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KC Solar & Energy Held a Cultural Event and Workshop



KC Solar & Energy planned and promoted various activities in accordance with the government's COVID-19 mitigation policy to change and overcome the somewhat stagnant atmosphere due to restrictions on events held due to the COVID-19.

First, in May, executives and employees took a leather craft class as a cultural event where they could gather in one place. Through this class, all the executives and employees made their own pocket wallets engraved with their initials.

Then, in June, a two-day, one-night workshop was held on Daebudo Island. The workshop consisted of external activities such as communication about KC Solar & Energy's future business and wind power plant tours, as well as internal activities such as team-versus-team quiz games and individual competitions, using Dalgona candy, after forming a team for unity and communication among employees.

This workshop was held again at the same place where the workshop was held 10 years ago and a variety of programs and prizes entertained every participant.

KC Solar & Energy plans to actively promote various activities to enhance job satisfaction and a sense of belonging through various opportunities during company time rather than just focusing on work. (End)

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INQUIRIES : YUSEUNG@GREEN-KC.COM

ISSUER : SUSTAINABLE MANAGEMENT TEAM

[HR] ILO, Added Occupational Safety and Health to Basic Labor Rights in Basic Agreements

On June 10, the International Labor Organization (ILO) held the 110th International Labor General Assembly and included a “safe and healthy working environment” in the basic labor rights.

In addition, adding two agreements in the field of occupational safety and health as basic agreements means that the International Labor Organization has presented occupational safety as a new goal and value.

Korea has already ratified the newly added Framework Convention in 2008, so there is no need for a new ratification procedure, however, the period for the implementation inspection has been shortened (6 years → 3 years) due to the upgrade of the basic agreement, it is necessary to check whether the agreement is being properly implemented.

As concerns about industrial safety are increasing around the world, such as the enforcement of the Serious Accident Punishment Act in Korea this year, it is expected that active interest and support from the government, as well as companies, will be needed to create a healthy and safe workplace for employees.

It will be necessary for KC affiliates to prioritize the creation of a safe and healthy work environment, starting with the implementation of the improvements shown in the safety diagnosis and level evaluation conducted by KC Safety & Technology from the end of last year to the beginning of this year. (End)

ILO Basic Labor Rights

- ① Effective recognition of freedom of association and the right to collective bargaining
- ② Elimination of all forms of forced labor
- ③ Effective elimination of child labor
- ④ Elimination of discrimination in employment and occupation
- ⑤ Safe and healthy work environment (added)

Basic Agreement

- | | |
|--|----------------|
| ① Agreement on freedom of association and protection of the right to organize (No. 87) | - Ratified |
| ② Agreement on the application of principles to the right to organize and collective bargaining (No. 98) | - Ratified |
| ③ Agreement on forced labor (No. 29) | - Ratified |
| ④ Agreement on equal remuneration for men and women for work of equal value (No. 100) | - Ratified |
| ⑤ Agreement on discrimination in employment and occupation (No. 111) | - Ratified |
| ⑥ Agreement on minimum age for employment (No. 138) | - Ratified |
| ⑦ Agreement on the elimination of harsh forms of child labor (No. 182) | - Ratified |
| ⑧ Agreement on the elimination of forced labor (No. 105) | - Not Ratified |
| ⑨ Agreement on occupational safety and health and work environment (No. 155) (Added) | - Ratified |
| ⑩ Agreement on occupational safety and health promotion system (No. 187) (Added) | - Ratified |

KC NEWSLETTER

2022 2Q KC NEWS

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KC EnviroServices Acquired ISO 45001 Certification

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2022 KC Training for Those who Get Promoted

ES Volunteer Group, Conducts Regular Volunteer Activities

KC Green Holdings, Held a Lecture on the (ESG)

2022 KC Comradeship Project Held

KC Glass & Materials Participated in the Exhibition

KC GreenMaterials Held a Taebaek Mountain Hiking Contest

KC Glass & Materials, Wins Ministerial Award for Best Worker

KC Green Holdings, Signed MOU to Establish an ICT-based Multi-use Cup Circulation System

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[CSR] The Most Eco-friendly Action is to Reuse

The time it takes for waste to decompose varies depending on the material but is approximately 50 years or more. As simple and efficiency-oriented daily life has become a lifestyle for individuals, waste, including disposable items, has overflowed. As the problem of the amount of waste continued to be mentioned, companies began to promote and sell products with qualifiers such as 'environmentally friendly', 'environmental plastic', and 'environmentally-friendly packaging'.



Often, eco-friendly products are plastic substitutes that biodegrade about 3 months after use. Biodegradable products have become suitable for citizens' value consumption standards as they are rapidly regenerated within a short period. As such, eco-friendly products have eco-friendly elements compared to existing products. However, the problem is that if we believe only these advantages and use a lot of eco-friendly products like disposables at the current rate, eco-friendly waste will overflow eventually, making it not environmental at all.

In addition, considering that carbon is also generated in the production process of eco-friendly products, the most eco-friendly action is to reuse.

It can be said that industrialization and the improvement of human living standards have caused the current environmental problems. It is very difficult to give up convenience, and in this important aspect, to lower the climate temperature. It is now the homework of companies to find a way to achieve both convenience and carbon reduction.

Trash Busters provides reusable products by replacing single-use products when companies and organizations hold events. They then collect them and go through a six-step washing system so that consumers can practice reuse without compromising consumer convenience.

KC Green Holdings also signed a business agreement in June to introduce a system for establishing a circulation system for multi-use cups in cafes. With this system, consumers can use the cups provided by the cafe (to use both in-store and take-out) even if they do not carry personal cups, and cafes can increase the recovery rate with a deposit system. In addition, the 7-step sanitization process eliminates hygiene concerns about the reusable cup. (End)

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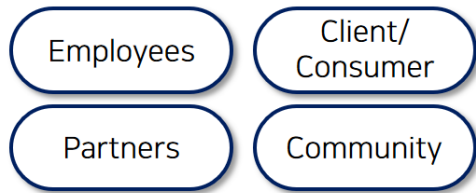
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[CSR] Socially Responsible Activities of Corporates

ESG refers to three things that a company must consider in its business activities to be sustainable: environment, society, and governance. Among them, the social domain is related to most stakeholders.

Social domain stakeholders of ESG



The social domain is concerned with whether the company is providing quality jobs, providing safe products and services to customers, making fair deals with business partners, trying to solve problems as a member of the local community with an interest in the issues of the local community to which the company belongs. Related stakeholders include employees, partners, customers, and the local community.

Therefore, considering the social domain means reducing corporate risks by understanding how they interact with employees, partners, customers, and local communities.

Among them, as an example of corporate social responsibility activities related to business partners, Nespresso's well-known 'AAA Sustainable Quality Program' can be cited. Nespresso is a coffee brand of Nestle that supports investment in technology, education, and infrastructure necessary for coffee farmers to increase productivity with good quality while positively impacting coffee farmers by not exploiting labor as the amount of coffee farming is high in third world countries. In the short term, it may seem like a cost, but in the long run, it can be seen as an investment, not an expense, as Nespresso is able to be reliably provided with high-quality coffee beans.

As such, ESG can be said to have established a systematic system that can form friendly relationships with stakeholders related to the company and eliminate risks preemptively, and in order to strengthen ESG, it is necessary to identify stakeholders related to the company first. (End)

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