

THE 129TH

KC NEWSLETTER

DATE OF ISSUE OCTOBER 2023

ISSUER SUSTAINABLE MANAGEMENT TEAM

2023 3Q KC NEWS LIST

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- ▶ [CSR] Reasons Why We Experience Stress
- ▶ [ESG] Net Zero and Building a Greenhouse Gas Inventory

In January 2010, we executed a spin-off of our manufacturing division to mitigate business risks and boost efficiency across our affiliated companies. We changed our company name to KC GreenHoldings and adopted our current holding company structure.

KC Safety & Technologies Holds Its 25th Anniversary Workshop



To celebrate its 25th Foundation Anniversary and the 13th Workplace Peace Declaration, KC Safety & Technologies is hosting a series of workshops from July to October for all employees. Employees will attend one of four sessions.

The most recent workshop took place over a 2-night, 3-day stay on Jeju Island, with the primary goal of allowing employees to recharge both physically and mentally. The workshop, tailored to rejuvenate the participants, included a visit to the Sanghyowon Botanical Garden and focused on fostering employee unity and harmony through communication.

To date, three out of the four scheduled workshop sessions have been conducted, with the final session scheduled for October. (End.)

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KC GreenHoldings



ISSUER: SUSTAINABLE MANAGEMENT TEAM

INQUIRIES: yuseung@green-kc.com

KC GreenHoldings Conducts ESG Training on Environmental and Supply Chain Responsiveness for Partner Companies

JULY 6, 2023



On July 6th, KC GreenHoldings conducted ESG training for companies within the KC Network and its partner companies.

KC GreenHoldings places a high value on sustainability, mutual growth, and coexistence with partner companies, particularly in the areas of environmental, social, and governance. With these values in mind, the recent ESG training focused on supply chain management, an aspect considered important in ESG.

The training covered various topics such as an overview of ESG and strategies tailored for small and medium-sized companies to establish their own ESG systems; environmental management strategies that use carbon emissions management and data; strategies to build a responsive supply chain management system; and the trends in government ESG policies and how companies can adapt to them.

The sustainable management team responsible for the training said, "Through the joint participation of KC Network and our partner companies in this training, we aspire to foster opportunities for them to work toward continued collaboration, growth, and a deeper understanding and dedication to social responsibility and sustainability." To KC-associated companies, they added, "We encourage you to utilize this joint participation with partner companies to manage mutual growth and coexistence metrics within the sustainable management KPI index." (End.)

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KC Conducts Employee Safety Training (Fire Extinguisher Simulator)

JULY 24, 2023



KC GreenHoldings held a fire extinguisher simulator training session on the 12th floor of its Sangam office building. The training aimed to enhance employees' preparedness for fire emergencies in daily life, as fires can occur throughout the year for various reasons and can quickly escalate into significant fires if not promptly dealt with.

On July 24th, the all-day training was divided into 30-minute sessions per team, and approx. 130 employees from KC GreenHoldings, KC Cottrell, KCVCS, KC EnviroServices, Clestra Hauserman, and KC Solar&Energy participated.

Participants learned about different types of fire extinguishers and their appropriate use cases: how to use indoor fire extinguishers and hydrants, and basic evacuation procedures. Afterward, they gained hands-on experience using training fire extinguishers to extinguish virtual fires displayed on a screen.

As part of its ongoing KC CSR initiative, KC GreenHoldings has conducted CPR and fire extinguisher simulator training this year. Building upon the educational materials and hands-on training provided thus far, KC GreenHoldings also intends to hold a training session in September, where employees can use VR equipment to simulate evacuations in virtual emergency scenarios. (End.)

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Nol-Tec Systems Celebrates 40th Anniversary

AUGUST, 2023



Nol-Tec Systems celebrated its 40th anniversary in style this past August with an event that brought together current and former employees alike, including the majority of the original 10 employees who started the company in 1983.

The event, held at The Freight House in Stillwater, Minnesota, was attended by about 100 current and former employees and their partners. Attendees enjoyed drinks and hors d'oeuvres throughout the night.

The event, which was designed to celebrate the company's long history of providing innovative solutions to its customers, included a welcome address from Nol-Tec Systems president and CEO, Todd Larson. Todd thanked the attendees for their commitment to the company and spoke of the many successes that had taken place over the past 40 years. This address was accompanied by a congratulatory video from TaeYoung Lee to top off the evening.

Following the remarks, the night turned to a more celebratory atmosphere as former employees gathered to share stories with others from their time with the company. There was plenty of laughter and smiles as guests reconnected and reminisced about their experiences.

The celebration was a huge success and a testament to the strong relationships that have been built. Nol-Tec Systems is proud to have reached this milestone and looks forward to continued success in the years to come. (End.)

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Release of the 2023 Sustainability Management Report

AUGUST 16, 2023



On August 16th, KC GreenHoldings published its 12th annual Sustainability Report.

The 2023 Sustainability Management Report, coinciding with the company's 50th anniversary, not only shares the efforts KC GreenHoldings has made over the past 50 years to strengthen its core values—the environment and people—but also discusses ten issues deemed important by the company (Employee health and safety, Efficient use of resources, Economic value creation, Stable employment, Reducing pollutant emissions, Product liability, Risk Management, Ethical management, Employee competency building, Management environment response), along with related activities. Furthermore, the report provides an overview of the individual companies and business sectors within the KC Network, providing a comprehensive view of KC GreenHoldings' current operations.

To prevent environmental pollution and paper waste associated with print production, the report transitioned to a digital-only format in 2022. The report can be downloaded from the KC GreenHoldings website. (End.)

※ Inquiries on Sustainability Management Report: YEO NARARE, Manager of Sustainable Management Team (+82-2-320-6351)

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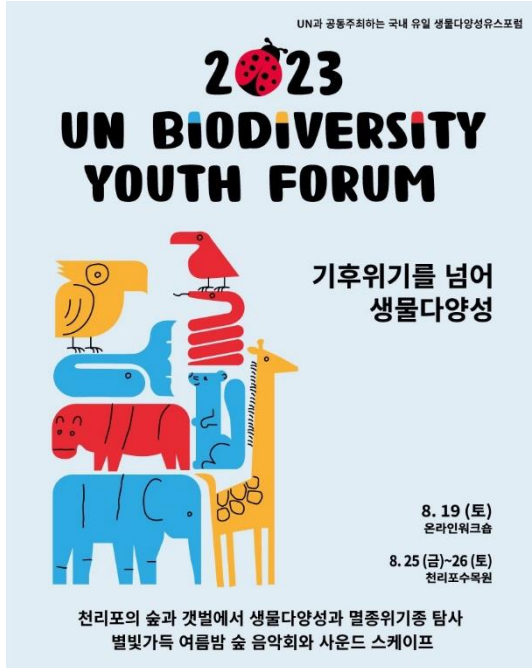
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KC GreenHoldings Sponsors Ecomom Korea UN Biodiversity Youth Forum

AUGUST 25, 2023



KC GreenHoldings was an official sponsor for the UN Biodiversity Youth Forum, which took place on August 25th, lasting throughout an entire night and two full days at the Chollipo Arboretum.

Co-organized by the environmental education group Ecomom Korea, the United Nations Environment Programme (UNEP), and the International Union for Conservation of Nature (IUCN), the 2023 UN Biodiversity Youth Forum aimed to foster consensus among future generations regarding the importance of biodiversity conservation and to develop practical youth-driven solutions. The event attracted approx. 130 young participants, ranging from fourth graders in elementary school to third-year students in middle school. The discussions centered around the official agenda of "Overcoming the Climate Crisis and Achieving Biodiversity," examining strategies to combat biodiversity loss in diverse ecological preservation areas such as forests, oceans, and mud flats, and they also presented concrete action plans. They also had an opportunity to embark on an ecological exploration of Chollipo Arboretum and engage in a beach plogging activity.

As a sponsorship benefit, the child of an employee from an affiliated company was also allowed to participate, adding an extra layer of significance to the event. KC GreenHoldings hopes that the forum will inspire numerous young people to take a keener interest in the climate crisis and biodiversity, empowering them to become future eco-leaders. (End.)

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KC GreenMaterials Participates in RETECH 2024

AUGUST 30, 2023



KC GreenMaterials (Samcheok Eco-Construction Materials) participated in the 16th International Trade Fair for Waste Management, Recycling & Environmental Technologies, which took place from August 30th to September 1st at the KINTEX in Ilsan.

The company, specializing in repurposing fly ash generated by power plants into materials for concrete and cement admixtures through hydration and purification processes, participated in the trade fair to highlight its environmental influence and technological expertise, suitable for the demands of the circular economy era.

During the event, KC GreenMaterials showcased its products, introducing visitors to its technology and emphasizing its role as a resource circulation company.

The company said its participation facilitated the discovery of collaborative opportunities with other businesses and organizations in the industry, while also allowing it to broaden its professional network. They also noted that the trade fair was a valuable platform for discussions on circular economy solutions and pledged to persist in seeking business opportunities through innovative environmental technologies.

The trade fair attracted over 7,000 attendees and featured 220 companies and organizations. (End.)

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KC Safety & Technologies Secures Additional Designation as a Safety Management Specialist Organization

AUGUST 31, 2023

제2023-010053호

안전관리전문기관 지정서(최초)

기 관 명	케이씨안전기술(주)	
소 재 지	(17808) 경기도 안성시 서운신기길 16-180 2층(서운면 신기리 253)	
대표자성명	김정환	
지정사항	총 대행(지정)한 계	사업장(150)개소, 근로자(10,000)명
	관 할 지 역 대행(지정)한 계	사업장(150)개소, 근로자(10,000)명
	대행(지정)지역	충북지방고용노동청 및 소속지청 관내

※ 준수사항
 1. 안전관리전문기관은 고용노동부장관 또는 지방노동관서의 장의 자료제출요구 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.

2023. 8. 31.

충북지방고용노동청장

On August 31st, KC Safety & Technologies was granted an additional designation as a Safety Management Specialist Organization from the Jungbu Regional Office of Employment and Labor, as per Article 15 of the Occupational Health and Safety Act.

In October 2021, the company was initially awarded its first Safety Management Specialist Organization designation by the Gwangju Office, enabling it to oversee safety management for up to 150 workplaces and 10,000 employees in Gwangju, Seoul, Daejeon, Daegu, and Busan. The new license from Jungbu extends its scope, enabling it to oversee safety for up to 300 workplaces and 20,000 employees in regions under the jurisdiction of the Jungbu Regional Office.

KC Safety & Technologies collaborates with the Korea Occupational Health and Safety Agency to improve safety standards, offering safety assessment solutions to small businesses through guided workplace inspections that include technical assistance and consulting. To grow as a comprehensive safety company, KC Safety & Technologies is actively recruiting skilled professionals in industrial safety and developing experts through structured training programs. (End.)

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Taesung Plant Inspection Hosts its Togetherness Sports Festival



Taesung Plant Inspection hosted its Togetherness Sports Festival for the latter half of the year, which is also an event for communication, following the one held in the first half of the year.

The festival took place in Ulju County, Ulsan, providing an opportunity for employees to come together, socialize, and celebrate the achievement of maintaining an accident-free workplace while recognizing each other's contributions.

What made the event especially meaningful was that the team members independently organized the outdoor activities and participated voluntarily. Conversations between the management and staff at the event revolved around both individual and corporate growth, as well as mutual benefits.

The event left all employees committed to fostering a work culture at Taesung Plant Inspection where individual job satisfaction and growth play a pivotal role in the overall success of the company. (End.)

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KC Cottrell Secures Eco-Friendly Boiler Contract with Moorim P&P

SEPTEMBER 12, 2023

KC Cottrell



On September 12th, KC Cottrell successfully secured a contract with SGC eTec E&C and Moorim P&P to provide, install, and conduct a trial run of electric precipitator equipment for Moorim P&P's eco-friendly boiler upgrade project in Ulsan.

With this contract, Moorim P&P plans to replace two outdated generating units at its Ulsan factory with units of the same capacity (54MW). Moorim P&P already converts black liquor, a biomass byproduct of the pulp production process, into renewable energy in the form of electricity and steam for their manufacturing. The introduction of the new eco-friendly boilers and high-efficiency electric precipitators is expected to cut energy costs. It's also predicted to contribute to achieving carbon neutrality and reducing fine dust emissions in compliance with government policies.

KC Cottrell aims to successfully execute the project to solidify its unique position as the only domestic company experienced in providing electric precipitators for eco-friendly recovery boilers. The company intends to sustain its revenue-driven growth by supplying more high-efficiency electric precipitators across various industrial sectors, thereby aligning with global eco-friendly trends. (End.)

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KC Solar&Energy Participates in Eco Fair Korea

SEPTEMBER 20, 2023



KC Solar&Energy, selected as an investor in the Gyeonggi Industrial Complex RE 100 project in the second quarter, actively participated in Eco Fair Korea, organized by Gyeonggi Province, which took place for three days from September 20th to 22nd.

Eco Fair Korea, now in its 6th year since its first expo in 2017, is an environmental technology expo organized by Gyeonggi Province to develop the environment industry and support the market. This year's theme, "Our Broken Earth", featured 34 detailed exhibits spanning three exhibition spaces, to provide attendees with a visual experience of climate change issues, and to facilitate a better understanding of climate change and the climate crisis.

As KC Solar&Energy was selected for Area D (covering northern and southern Gyeonggi) out of the four areas within the Gyeonggi Industrial Complex RE 100 project, it used this event to highlight its active commitment to low carbon green growth and to achieving RE100 through the utilization of green technologies and clean energy solutions. It also showcased its differentiated services, based on its technology and experience with the entire process, encompassing development projects, to investment, EPC, and O&M, particularly evident in projects utilizing factory roofs.

By participating in the fair, KC Solar&Energy reaffirmed its commitment to actively investing in support projects associated with Gyeonggi Province's RE100 project, and to reiterate its goal of securing 100MW of rooftop solar power plant capacity in industrial complexes through EPC and O&M by 2026. (End.)



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KC Conducts Employee Safety Training (VR Experience)

SEPTEMBER 21, 2023



KC GreenHoldings conducted its final employee safety training session of the year. This latest session, building upon training programs conducted in February and July, involved a VR experience. The session took place at the company's Sangam building and included the participation of approx. 60 employees.

The importance of safety training has been emphasized by recent accidents resulting from human error, as well as the widespread fires and earthquakes triggered by global climate change. With this in mind, the training aimed to equip employees with the necessary skills to respond to emergencies safely by providing them with a virtual experience of unpredictable safety accidents.

During the training, the employees encountered four different scenarios: depressurization inside an aircraft with proper evacuation procedures; evacuating during a subway fire; evacuating during an apartment fire; and evacuating during an earthquake while indoors.

KC GreenHoldings intends to continue improving the employees' ability to safely deal with emergencies by providing diverse methods and training content. (Continuation.)

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KC Conducts Employee Safety Training (VR Experience)

In 2023, KC CSR employee safety training learned about the following situations, Please remember the safety rules for each situation once more and refer to them so that they can respond to safety accidents immediately. (End)

1 Cardiac Arrest

- ① Assess the person's responsiveness.
- ② Call 119 and request an Automated External Defibrillator (AED) from the vicinity.
- ③ Administer chest compressions.
(5cm depth, 100 compressions per minute).
- ④ Utilize the AED.

3 Fire Emergency

- ① Activate the fire alarm to alert others nearby.
- ② Secure a fire extinguisher and approach the fire.
- ③ Remove the safety pin, point the nozzle towards the fire point, and press the handle to release it.
(While evacuating from a fire, crouch as low as possible and use a wet towel to cover your nose and mouth.)

5 Indoor Earthquake

- ① Turn off the gas and electricity in the event of an earthquake.
- ② Shield your head with cushions or similar items.
- ③ Seek shelter under a sturdy table to protect your body.
- ④ If the earthquake intensifies, evacuate to an open outdoor area instead of staying indoors.
- ⑤ During evacuation, use the stairs and not the elevator.

2 Subway Fire

- ① Immediately alert the train operator about the fire
- ② Extinguish the fire using the onboard fire extinguisher.
- ③ Activate the manual override valve beneath the seat by turning the lever.
- ④ Open the doors and evacuate through the emergency exit while wearing a gas mask.

4 Aircraft Depressurization

- ① Secure an available seat and fasten your seat belt.
- ② Put on your oxygen mask first, and then assist any nearby children with theirs.
- ③ Assume the shock prevention position
(Bend your head down and rest it against the seat in front of you, with both hands covering the back of your head).
- ④ In the event of an emergency landing, open the emergency exit door and evacuate via the slide.

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KC NEWSLETTER

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[HR] Evaluation criteria for workplace safety management

One of the five legally mandated training programs (industrial health and safety education; workplace disability awareness improvement education, workplace sexual harassment prevention education, personal information protection education, and retirement pension education) is industrial health and safety education. This program must be conducted annually in workplaces with five or more employees.

In today's increasingly specialized and segmented modern society, companies operate businesses with various departments responsible for different tasks, and these departments collaborate. It's common for companies to distinguish between production and non-production departments, and create distinct workplaces for each. Demanding identical safety management for both a production facility and an office-based workplace might seem illogical, even though they are part of the same business. As such, Article 3 of the Occupational Health and Safety Act, along with Paragraph 1 and Appendix 1 of the same act, specify that certain provisions of the act do not apply to 'workplaces exclusively used by employees engaged in office work.'

The Ministry of Employment and Labor has administratively interpreted the criteria for 'workplaces exclusively used by employees engaged in office work' as "those primarily responsible for document processing tasks. By strategizing for the company, as well as planning, management, and support tasks, they exercise control and oversee their company. They do not engage in direct industrial activities.' It's important to note that if office workers also perform non-office tasks (such as sales), the workplace does not qualify as one only used by workers doing office work as per the stipulations of the Occupational Health and Safety Act.

For KC-affiliated companies, none qualify as 'workplaces exclusively used by employees engaged in office work.' Therefore, each workplace must exercise due diligence in managing safety to mitigate the risk of accidents. (End.)

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[CSR] Climate Change and Changes in Life

Each year, people continue to ask, “Why is the weather like this?” Climate change has altered the climate patterns that we were familiar with. These shifts are not just limited to rising temperatures. Climate change has a far-reaching impact on various facets of human existence.

The Boiling Earth Changes the Monsoons in Korea

This year, amid the record-breaking heat of the hottest summer on record, the UN Secretary-General announced that we have transitioned from the era of Global Warming to one of Global Boiling, signifying that the Earth is literally boiling. In Korea, the rapidly changing climate has altered the monsoon patterns. This has resulted in more localized, torrential downpours resembling tropical squalls, with heavy rain persisting even after the monsoon season. Due to these changes and others, some scholars argue that the term "monsoon" may no longer adequately capture the nature of recent summer precipitation, and call it a "rainy season" instead.

Climate Change Affecting Even Ritual Food Offerings

Not too long ago, there was a controversy surrounding the sudden skyrocketing of fruit prices just before the Chuseok holiday. In particular, the wholesale prices of apples, a staple fruit for Chuseok ritual tables, have increased from under 40,000 won for 10 kg to over 80,000 this year. Unseasonably high temperatures in spring prompted apple blossoms to bloom ahead of schedule, but temperatures dropped below freezing in April, causing frost damage. Compounding this issue, frequent summer rains led to an anthracnose outbreak, causing a significant reduction in the apple harvest.



Ski Resort in France Closed Due to Lack of Snow

CNN reported that a ski resort near Mont Blanc in the French Alps has permanently closed due to rising temperatures and insufficient snowfall. Snow, which traditionally fell from December to late March, only fell for four weeks last winter. As a result, the ski resort operated for fewer than five weeks in January and February, incurring an estimated financial loss of 500,000 euros (approx. 708.5 million won).

In a similar vein, efforts to slow down climate change, which has a broad impact on our daily lives, can begin with continued attention to the issue and making minor adjustments to our routines. (End.)

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[CSR] Reasons Why We Experience Stress

Stress is not something that is defined in scientific terms. Rather, stress models are determined initially based on the situations that trigger them. There can be countless stress models depending on one's perspective of stress. One commonly recognized stress model is the "Fight or Flight" response. In their natural state, humans have to choose between fighting or fleeing when faced with a threat. However, these primal responses are not feasible in the situations faced by modern humans. For example, in a workplace conflict, the options of physically fighting or walking out are not viable solutions. Such situations, where one must simply endure, become stressors that contribute to stress models.

A major stress model for modern individuals is job-related stress. Factors such as workload, task overload, and decision-making responsibilities influence job-related stress levels. Jobs where the workload is light and there is greater autonomy yield lower levels of job-related stress. However, generally, it is difficult to adjust factors like workload and decision-making responsibilities, which results in high levels of work-related stress. This is because, unlike in the 'Fight or Flight' model mentioned earlier, individuals cannot choose either of these options and must cope while continuing to work.

If severe levels of stress persist, it becomes difficult to alleviate, which means it can become the root cause of various illnesses and be hazardous to your health. For those with cardiovascular diseases who also suffer from depression, the mortality rate increases by 3 to 4 times, regardless of the severity of the depression. Furthermore, sudden bursts of extreme anger triggered by stress can lead to 'stress-induced cardiomyopathy,' causing heart damage. Therefore, stress alleviation is crucial.

In modern society, it's challenging to tackle the underlying problems of stress, so it's necessary to mitigate them through indirect methods. One way to alleviate workplace stress is taking the initiative in your work, which can empower you with decision-making authority. Creating your own tasks through innovative thinking can counterbalance the stress of a high workload, which in turn reduces stress. Other indirect methods of stress reduction include well-known approaches like moderate exercise, going on walks, engaging in hobbies, and using meditation or breathing techniques to get rid of emotions like anger and frustration.

However, it's important to note that if your stress levels seem unusually elevated, it's crucial to visit a healthcare facility and consult with a specialist to accurately measure your stress levels and receive treatment. (End.)

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[ESG] Net Zero and Building a Greenhouse Gas Inventory

In October 2021, South Korea committed to reducing its national greenhouse emissions by 40% compared to 2018 levels, with a deadline set for 2023. In March 2023, the country also unveiled its first carbon neutrality implementation plan for achieving the 2030 greenhouse reduction target, called the 'First National Basic Plan for Carbon Neutrality and Green Growth.' There are primarily two approaches to achieving this goal: either reducing the absolute volume of the emissions or absorbing carbon.

Specific reduction targets have been set for each sector. In particular, the industrial sector faces an 11.4% reduction target for greenhouse emissions, placing a heavier burden on these companies to curtail their emissions. As companies are obliged to cut down their greenhouse gas emissions, the first step for effective and strategic reduction is to quantify their greenhouse emissions. For this, a greenhouse gas inventory must be constructed. A greenhouse gas inventory involves collecting data on every emission source to determine where and how much greenhouse gasses are being emitted, much like maintaining a household budget to minimize expenses.

The greenhouse gas inventory can be built as follows:



Large corporations have already started their transition to net zero. We also need to prepare for managing our greenhouse gas emissions to achieve the national goal of carbon neutrality. (End.)

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