



Beyond Green, Colorful Green

KC GreenHoldings
The 130th KC Newsletter

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Details about KC GreenHoldings and Its Subsidiaries' Activities in the Fourth Quarter of 2023:

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Clestra Hauserman: Completion of Project featuring the New Product

In November, Clestra Hauserman completed the installation of its recently launched product, the Operable Wall, at 'BEIERSDORF' in Yeouido, Seoul.

The Operable Wall, introduced in July 2023, is a versatile product designed to transform spaces, offering two types: hybrid glazed and solid panel combinations. It allows a single room to be divided into smaller units or used as an expansive conference room. Importantly, all components are manufactured in the Clestra Hauserman factory, facilitating on-site assembly without the need for additional materials.

The completion of this project is expected to significantly contribute to improved performance in 2024, complemented by the successful launch of the new product. (End)

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Celebration of Facility Expansion at KC Greenmaterials' Gangneung Branch

The inauguration ceremony for the expansion of facilities, including coal ash processing, silos, and dispatch facilities, at KC GreenMaterials' Gangneung Branch took place on November 3rd.

President Jongkyoo Kim of KC GreenHoldings, who attended the ceremony, underscored how the company's commitment to the circular economy has enhanced economic value and resulted in consistent growth. He emphasized that this growth is rooted in KC's core values of 'Leadership by Everyone, Open Communication, and mutual respect'. In recognition of the successful and secure completion of a challenging project, he expressed gratitude to the employees of KC GreenMaterials.

During the commemorative speech, CEO Kisuh Park of KC GreenMaterials conveyed appreciation to the staff, highlighting the importance of collective growth achieved through collaborative efforts across all departments and districts.

The new installations comprise two mixing facilities, each capable of handling 30 tons per hour, one 500m³ silo, and one loading chute for product dispatch. With this expansion, the Gangneung Branch anticipates an increase in annual coal ash processing from 90,000 to 150,000 tons. Additionally, the expected rise in concrete admixture sales will contribute to further expansion in coal ash processing operations, leading to increased revenue in the future. (End)



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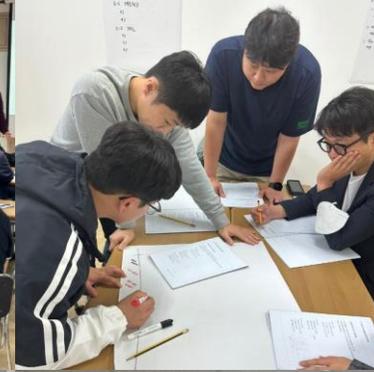
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KC GreenHoldings Conducts Job Training for KC Network Employees

KC GreenHoldings recently organized the second round of training focused on "Report Writing and Presentation Skills" for KC Network employees.

This training aimed to further enrich the knowledge of participants who had previously completed the basic and advanced courses held in June.

The training encompassed various topics, including problem-solving approaches for report writing, identification of issues and specific improvement tasks, practical report planning and writing, as well as presentation planning and execution.

The Sustainable Management Team, responsible for conducting the training, expressed optimism regarding heightened work efficiency resulting from improved report writing and presentation skills. The ultimate goal is to achieve clearer and more logical communication within the organization. (End)

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오전 11:31 The KC Cottrell Labor Union Organizes Flea Market

The KC Cottrell Labor Union recently organized a flea market after a four-year hiatus. This marked the first in-person event since the onset of the COVID-19 pandemic, and it was successful, thanks to the active participation and support from the employees.

During the event, the labor union gathered items for sale, and employees offered their personal unused or second-hand goods, along with food. To ensure fairness, prices were disclosed on the day of the event, and all purchases were completed on the same day.

KC Cottrell's flea market is an annual tradition aimed at promoting unity among its members, who voluntarily participate in this event at their workplace. (End)



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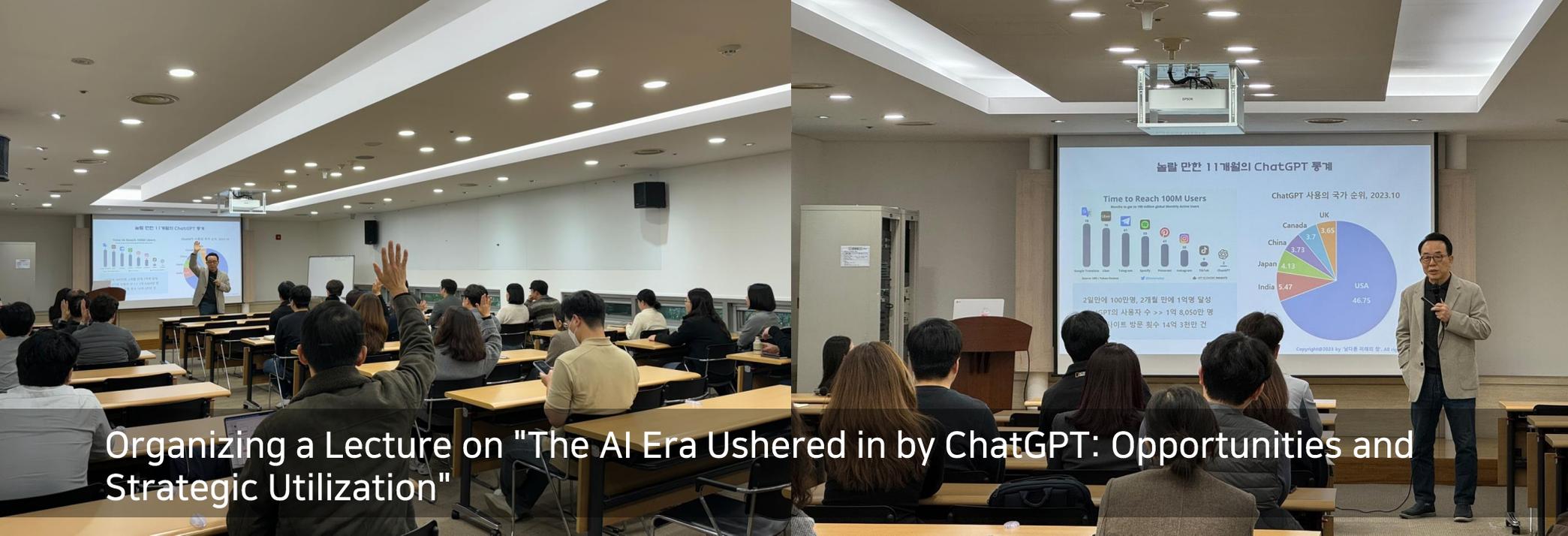
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Organizing a Lecture on "The AI Era Ushered in by ChatGPT: Opportunities and Strategic Utilization"

Following the May event, KC GreenHoldings hosted its sixth humanities lecture, this time centered on ChatGPT. In November, Professor Lee Kyung-sang from the KAIST Graduate School of Science and Technology presented "The Generative AI Era: Transforming ChatGPT into a Secret Weapon of Innovation." The lecture highlighted how our lives and work have changed since the innovative emergence of ChatGPT.

Professor Lee discussed common pitfalls in using generative AI, such as ChatGPT, in comparison to conventional search engines like Google or Naver. He emphasized the significance of optimizing the service by employing prompts effectively to obtain desired responses. Furthermore, the lecture showcased diverse global case studies, illustrating how enterprises and other countries leverage ChatGPT.

The audience, content with the presentation akin to the May event, expressed a high level of satisfaction in the post-lecture survey, specifically requesting guidance on prompt-writing methods. KC GreenHoldings plans to continue education and lectures on ChatGPT and AI-related topics in 2024. (End)



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KC Solar&Energy Hosts Cultural Event in the Second Half of the Year

KC Solar&Energy held a cultural event on December 20th, marking the cultural day of the second half of the year. The event included a musical performance for all employees to enjoy, followed by a year-end banquet during lunchtime. After the meal, a prize-giving ceremony was conducted through a lucky draw, in which all employees participated.

Employees attending the event expressed that it was a satisfying occasion, providing a pleasant break from the daily work stresses and allowing them to enjoy a musical, which is not a common occurrence.

KC Solar&Energy plans to conclude 2023 by addressing shortcomings and setting collective goals for the new year, 2024. (End)

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Lilama EME Recognized as an Excellent Company in Quảng Ngãi

On October 11th, Lilama EME was selected as one of the top 30 excellent companies in the region by Quảng Ngãi. The Quảng Ngãi region is situated in Central Vietnam and hosts leading Vietnamese enterprises like Hoa Phat, the country's top steel manufacturer, and BSR, a state-owned oil refinery. This recognition positions Lilama EME as an outstanding company among the region's prominent enterprises. In addition to being chosen as an excellent company, Lilama EME received commendation plaques and prize money from the local People's Committee.

An official stated, "Establishing a stable relationship with the local community in the environmental business sector is paramount above all else." They added, "We aim to evolve into the foremost waste management facility in Central Vietnam moving forward." Currently, Lilama EME is expanding its landfill and plans to actively pursue the expansion of incinerators and new recycling initiatives in the future.

Moreover, preceding the award, on October 4th, the regional council of Quảng Ngãi visited Lilama EME's facility to inspect their waste management infrastructure, expressing gratitude for the secure waste handling within the area. This visit was covered by local broadcasting and newspapers. (End)

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KC Glass & Materials Selected as the 8th Honorable Long-Standing Company



KC Glass & Materials was selected as one of the companies for the 8th Honorable Long-Standing Company Award, organized by the Ministry of SMEs and Startups and the Korea Federation of SMEs.

This recognition evaluates various criteria such as over 45 years of business history, job creation, export growth, societal contributions, and corporate reputation. Being among the 0.3% of 14,292 Korean companies with over 45 years of history, KC Glass & Materials was selected after evaluations in June, securing its position as an Honorable Long-Standing Company in 2023.

In 2023, six prestigious companies were selected, and the award ceremony took place on November 9th at the Yeongdeungpo venue in Seoul. On that day, CEO Junki Kang stated, "We will leverage our 50 years of technical expertise and glass recycling system to propel ourselves as a global corporation."

Honorable Long-Standing Companies receive exclusive plaques and enjoy various governmental benefits in policy funding, R&D, exports, and the selection of industrial function officers. KC Glass & Materials aims to continue participating in governmental support programs and utilizing these benefits to foster sustained growth. (End)

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KC GreenHoldings Conducts 5th Environmental Improvement Activity: Plogging



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Improperly discarded garbage on beaches often gets swept into the ocean by typhoons or waves, becoming a significant threat to marine ecosystems. Additionally, urban littering can disrupt the ecological balance of urban wildlife and even cause flooding by clogging drains during the rainy season. Waste not only ruins aesthetics but also triggers disasters and damages ecosystems, making waste reduction and “proper” disposal crucial.

Since 2020, KC GreenHoldings has been conducting Beachcombing activities, collecting trash to cleanse the environment along the West and South Sea coasts. In 2023, they expanded their efforts to include urban litter by conducting plogging along the Namsan Trail during the autumn season. In about an hour and a half, they filled four 10-liter capacity plastic bags. The types of garbage collected varied, similar to their Beachcombing efforts, with a significant amount of empty beverage bottles, disposable plastic cups, and snack wrappers.

Hoping for a more responsible consumption culture that ensures proper disposal, KC GreenHoldings plans to continue environmental cleanup activities twice a year, in both the first and second halves of 2024. (End)

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KC Network Hosts Community Charity Event

<KC GreenMaterials: Kimchi-Making Event for Neighbors in Wondeok-eup>

On November 20th, KC GreenMaterials participated in the “2023 Wondeok-eup Kimchi-Making Event for Neighbors” held at the community center of the Wondeok-eup Office in Samcheok, Gangwon Province. Several local organizations joined the event alongside KC GreenMaterials. The kimchi made on the day was delivered to elderly residents living alone in Wondeok-eup.

<NWL Pacific: Donation for Community Support in Seoun-myeon>

On December 21st, NWL Pacific welcomed the year-end by donating 3 million won to Seoun-myeon in Anseong-si, Gyeonggi-do, for community support. The donation aims to address welfare blind spots in the Seoun-myeon area. CEO Hyunseok Kim expressed joy in being able to give back to the Seoun-myeon community and hoped that the donation would be used effectively. (End)

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[IT] Corporate Work Innovation: ChatGPT

ChatGPT, emerging at the end of 2022, swiftly garnered a global user base owing to its versatile applicability across various fields. Predicted to usher in significant changes to corporate work practices in 2024, it is poised to redefine work culture and efficiency beyond mere technological advancements.



△ The image created through Chat GPT and Midjourney

ChatGPT influences various business areas, facilitating data analysis, decision-making, and even the generation of creative content. Businesses employing this technology can process information more swiftly and accurately, allowing a shift towards creative and strategic tasks rather than repetitive daily chores.

In 2024, proactive responses from companies will be crucial regarding AI innovations, such as ChatGPT. Therefore, there's a need to boost investment in AI technology and learning, offer education, and contemplate reorganizing organizational structures and workflows to accommodate the changes brought about by AI-based automation in the work environment. Additionally, alongside AI adoption, it's essential to establish policies related to the ethical use of AI, strengthen responsibilities concerning data security, and enhance the protection of personal information.

※ Information regarding ChatGPT and related matters will be shared through the KC Groupware Board. (End)

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[HR] Annual Leave System and Promotion Effectiveness



KC GreenHoldings and its affiliates, along with numerous other companies, disburse leave allowances annually in January for the unused annual leave from the previous year. This initiative aims to assess the effectiveness of the mandatory annual leave usage system and promotional systems based on the Labor Standards Act.

The Labor Standards Act, established alongside the introduction of the 40-hour workweek on September 15, 2003, delineates regulations for promoting annual leave usage. Twenty years since its inception, many businesses have actively utilized this system. However, there are a significant number of cases where companies enforce mandatory annual leave usage through collective agreements or internal regulations instead of promotional systems.

To exempt users from the obligation of compensating employees for unused leave under the annual leave promotion system, it is essential to take certain actions to encourage paid leave usage among employees. The first involves prompting designated periods for leave, while the second requires encouraging the actual utilization of leave. If the user initiates measures to promote leave usage, and an employee fails to utilize the leave within the stipulated period, absolving the user from compensating for the unused leave is considered justified, provided it's not attributable to the user's fault. If, despite efforts to encourage leave usage, an employee fails to utilize the leave, it expires due to the elapsed usage period (Labor Standards Act Article 60, Paragraph 7).

In instances where companies do not implement the annual leave promotion system but create and enforce collective agreements or memoranda titled "mandatory annual leave" or "obligatory annual leave," Article 5, Paragraph 60 of the Labor Standards Act stipulates that "leave should be provided when requested by the employee." Hence, collective agreements specifying mandatory annual leave usage without adherence to the promotional procedures are unequivocally void due to violations of the Labor Standards Act.

The intent behind establishing the annual leave promotion system is not only to alleviate users' labor costs but also to promote the use of annual leave, ensuring employees' right to rest. Therefore, effectively utilizing this system is deemed advantageous for KC affiliates and members based on each company's context. (End)

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[Environment] Effective Microorganisms

The term "EM" encompasses EM Purification, EM Fermented Solutions, EM Soap, EM Detergents, EM Enzymes, and others—referring to Effective Microorganisms frequently encountered in daily life. Comprising approximately 80 microorganisms like yeast, lactic acid bacteria, mold fungi, and actinomycetes, EMs are recognized for their exceptional properties in eliminating odors, purifying water, preventing metal and food oxidation, and fermenting leftover food. EMs find versatile applications not only in daily life but also in environmental improvement.

EM Fermented Solutions serves multiple purposes in everyday life, boasting eco-friendly traits absent in chemical products.

Feature	EM Usage in Daily Lives
Deodorization	Sprinkling EM on shoes, shoe racks, drains, bathrooms, and food waste eliminates odors. Daily use in drains and bathrooms prevents mildew and aids in water quality improvement.
Cleansing	Mixing EM Fermented Solutions and detergent in a 1:1 ratio during dishwashing removes grease effectively, reducing detergent usage. Diluting EM for washing vegetables and fruits neutralizes toxic residues.
Sterilization/Disinfection	Using EM Fermented Solutions for cleaning refrigerators, washing cars, and cleaning glass furniture effectively removes odor and tough stains. Additionally, spraying it on bedding or carpets and letting it dry eradicates dust mites and enhances fabric elasticity.

EMs prove effective in addressing odor issues in livestock farming and water purification.

Feature	Environmental EM Utilization
Odor Resolution	Spraying EM Fermented Solutions in livestock areas reduces foul odors. Effects become noticeable in 2-3 days for poultry, 3-4 weeks for cattle, and 2-3 months for pig farming.
Water Purification	Mixing EM with clay, fermenting it to create EM earthballs, and throwing them into riverbeds enables the microorganisms to decompose harmful substances, purifying water.

KC GreenHoldings plans to create EM earthballs for environmental improvement activities in May 2024, to enhance river water quality through this initiative. (End)

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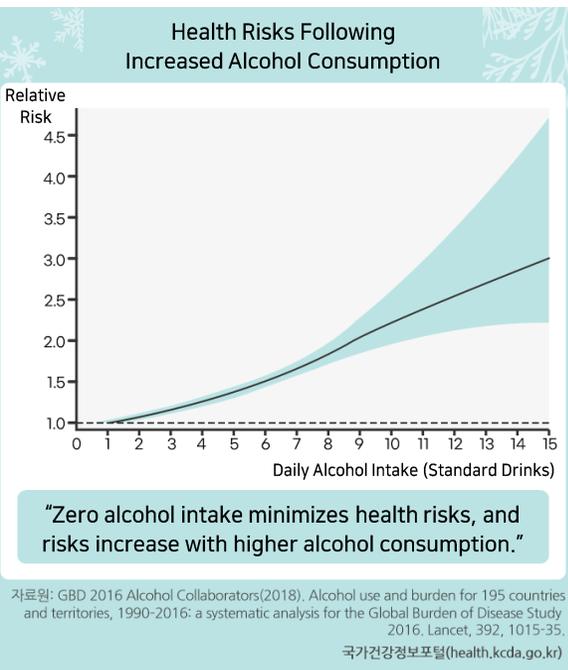


[Safety] Alcohol Consumption During Year-End Festivities



During year-end gatherings, people often share toasts and drinks to celebrate the past year and welcome the new one. Alcohol accompanies the food, warming bodies, and uplifting spirits, adding to the joyous atmosphere.

For a long time, moderate alcohol consumption has been believed to be beneficial for blood circulation and overall health. There used to be a concept of 'moderate drinking,' allowing up to two drinks per day for men and one for women, endorsed by the International Agency for Research on Cancer.



However, these guidelines have been abandoned. The World Health Organization declared that the ideal drinking level is zero, and studies, including the 2016 Global Burden of Disease (GBD), have shown that even one drink poses health risks. The harmful effects of alcohol depend on the pure alcohol quantity consumed, not just the price or type. Hence, even when drinking, one should only consume an amount safe enough to walk home alone afterward.

[Habits That Quicken Intoxication]

Eating carbohydrates before drinking slows down alcohol absorption compared to drinking on an empty stomach. It's advisable to avoid beverages with added carbonation (carbon dioxide) while drinking, as they accelerate alcohol absorption.

[Healthy Drinking Culture]

The tradition of toasting (geonbae) in Korean drinking culture sometimes pressures non-drinkers to consume alcohol. To foster a healthier environment, creating chants that involve clinking glasses with water based on participants' preferences during gatherings is a more inclusive approach.

One lesser-known reason alcohol can be detrimental to health is its classification as a carcinogen. The International Agency for Research on Cancer designated alcohol as a Group 1 carcinogen, indicating it has been proven to cause cancer in humans. Therefore, cultural acceptance and understanding must promote an individual's choice to drink based on their health status, free from coercion in social drinking settings. (End)

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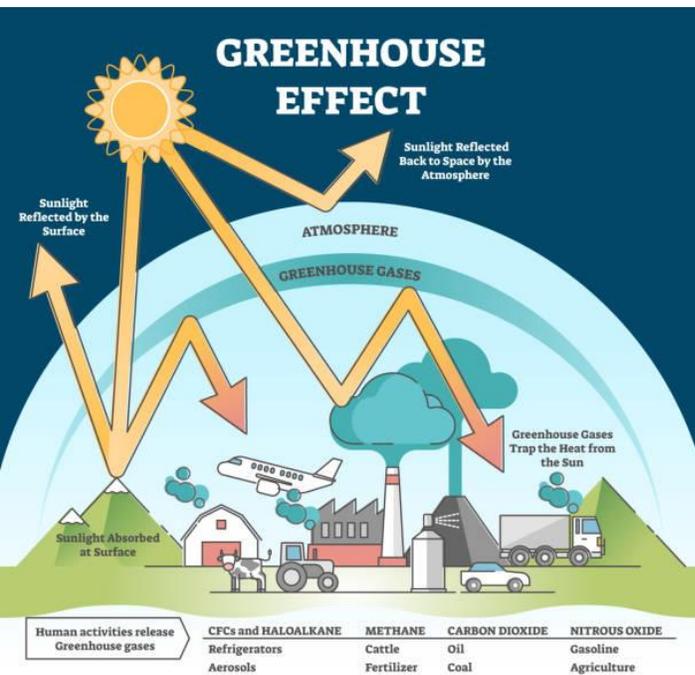
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[ESG] Impact of Greenhouse Gas Emissions on the Earth



On December 12, 2015, 195 countries adopted the Paris Agreement during the 21st United Nations Framework Convention on Climate Change. This agreement aims to gradually reduce greenhouse gas emissions to prevent a global temperature rise of more than 2 degrees Celsius compared to pre-industrial levels. Since the adoption of the Paris Agreement, countries have voluntarily set reduction targets and are actively working to decrease emissions.



Why is global temperature control and carbon emission reduction vital?

Greenhouse gases don't solely have negative effects on the Earth. Originally, these gases existed in the atmosphere, allowing sunlight to enter Earth while preventing the escape of heat, thereby maintaining the planet's optimal temperature. However, increased greenhouse gas levels due to human activities hinder this process, leading to rising temperatures. Elevated global temperatures result in:

- 1. Climate Change:** Rising temperatures not only affect the atmosphere but also impact ocean temperatures, altering climate patterns and increasing the frequency of extreme weather events.
- 2. Ecological Changes:** Flora and fauna are highly influenced by climate shifts. Climate change can lead to migration or an increased risk of extinction, threatening ecosystems globally.
- 3. Agricultural and Food Impacts:** Unpredictable weather patterns due to climate change adversely affect agriculture. Increased temperatures can disrupt crop growth and harvesting cycles.

As the Earth is interconnected, carbon emissions leading to a rise in global temperatures affect the entire planet. International, national, corporate, and individual efforts are required to mitigate these effects. (End)

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