

HANSOL GROUP SUSTAINABILITY REPORT 2020

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ABOUT THIS REPORT

This is Hansol Group’s first sustainability report. Hansol Group is fulfilling its social responsibilities by balancing its economic, environmental and social impact in various business fields. We have selected 12 sustainability topics through materiality assessment and discuss the company’s efforts on social responsibility in detail.

REPORT STANDARDS

This report has been created in accordance with the core methods of GRI Standards, a guideline for sustainable management, and reflects ISO 26000.

REPORT SCOPE AND PERIOD

This report includes sustainability management activities and achievements of our ten affiliated companies* in addition to Hansol Holdings. It contains activities and achievements from January 1, 2019 to December 31, 2019 and important qualitative outcomes in the first half of 2020.

*Hansol Holdings Co., Ltd., Hansol Paper Co., Ltd., Hansol Papertech Co., Ltd., Hansol PNS Co., Ltd., Hansol HomeDeco Co., Ltd., Hansol Logistics Co., Ltd., Hansol Technics Co., Ltd., Hansol EME Co., Ltd., Hansol Inticube Co., Ltd., Hansol Chemical Co., Ltd.

VERIFICATION

Financial information is based on the consolidated standard in accordance with the Korean International Financial Reporting Standards (K-IFRS) and non-financial information has been verified by an independent agency, Lloyd’s Register.

INQUIRIES ABOUT THE REPORT

For further information on Hansol Group’s sustainability management activities and outcomes, please contact us.

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CEO Message

**Dear stakeholders,
I would like to express my sincerest gratitude to you for your generous support and encouragement.**

Hansol Holdings aims to secure competitive advantages through differentiation and achieve maximum value through continuous growth together with customers and stakeholders.

We have established our business principles which are to be customer-oriented, to create new values, to implement better methods and gain competitive advantages; and organizational principles which are immersion, transparency and speed; and these are shared and practiced among staff and employees. Based on the business principles outlined above, it is our promise at Hansol Holdings to continuously innovate, and to concentrate our abilities on increasing corporate value and creating economic value as we strengthen our competitive edges in business and discover promising new growth engines. We will draw on highly challenging innovative projects that will maximize the competitive advantages in the current business of our subsidiaries, while continuously improving our innovation system that will help our members implement the innovations. Not only will we strengthen our company-wide portfolio-session, but also discover promising ventures and startups through collaboration with external PEs and VCs while creating various new business opportunities by actively searching for ideas inside and outside the company.

In line with this, we will create a corporate culture where our three organizational principles which are immersion, transparency, and speed, form the basis of the spirit and behavior of our staff and employees and are actively exercised in all realms of our management activities. In order to actualize corporate transparency through our advanced governance, Hansol Holdings has established an audit committee consisting of publicly listed subsidiaries and voluntarily discloses our corporate governance. At the same time, we are making efforts to actively communicate with our stakeholders by forming a non-executive director candidate nomination committee and a non-executive director candidate shareholder nomination system; and in recognition of such efforts, we received grade A for governance in the Korea Corporate Governance Service ESG ratings.

Hansol Holdings has set organizational competitiveness through immersion as the direction of its organizational culture and is striving to establish a business culture built on mutual respect. We believe that true immersion is only attainable when a culture of mutual respect is established internally and externally in an organization. Therefore, internally, we are focusing on, building a creative and free work environment through horizontal organization, and striving to establish a sense of respect by building a workplace where individuals can grow with the organization through various systems and operations. Also, externally, we are focusing on gaining respect as a company through social contribution activities.

Starting with the first publication of our sustainability report, we at Hansol Holdings promise better communication with you, our stakeholders, and promise to exercise our four business principles which are to be customer-oriented, create new values, implement better methods, and gain competitive advantages as well as our three organizational principles which are immersion, transparency and speed, in order to promote sustainable management by generating both social and economic value.

We look forward to your continued interest and support for Hansol Holdings' continued Growth.

Thank you.

CEO of Hansol Holdings **Jae-Hee Lee**



About Hansol Group

Group Outline

(As of the end of 2019)

Date of Incorporation
January 1965

Website
www.hansol.com

Group Assets*
KRW 4,044,956 Million

Group Sales*
KRW 3,972,736 Million

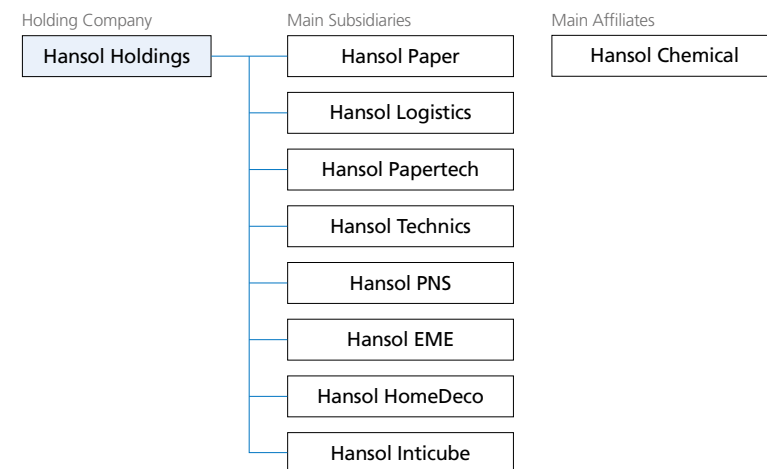
No. of the Group's Staff & Employees*
4,322 employees

*Based on Domestic Corporation

Group Status

(As of the end of April 2020)

Hansol established the holding company in 2015 and is leading the industry in various business areas. Based on its differentiated competitive advantages and expertise, Hansol is solidifying its position in the global market. From developing raw materials that are the foundation of industry to cutting-edge technology, Hansol is leading the future as it strives to maintain its differentiated competitive advantages in various fields.

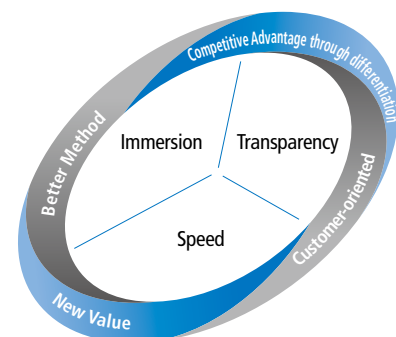


HMS

(Hansol Management System)

Our Mission

Achieve competitive advantages through differentiation, implement maximum value and commit to sustainable development with customers.



Our Principles

Always being customer-oriented.
New values determine the future.
Our method is the better method.
Differentiated competitive advantages is our survival strategy.

History

1965 • Established Saehan Paper Industry Co., Ltd.
• Samsung Group acquires Saehan Paper Industry Co., Ltd.

1968 • Corporation renamed to Jeonju Paper Co., Ltd.

1981 • First in Korea to achieve 1 million tons in paper production

1982 • Marked 10,000ha in plantation area, an industry first

1987 • Korea's first thermal paper developed

2000 • Hansol Logistics launches global logistics platform business
• Hansol Paper announces new vision to become the best paper manufacturer in Asia

2001 • Established Hansol EME
• Hansol Logistics develops world's first intelligent delivery system

2002 • Hansol Group launches new system under chairman Dong-Kil Cho

2004 • Hansol Paper, awarded the Export Tower Award for 400 Million USD on the 41st Trade Day

2005 • 40th Anniversary & Vision Declaration Ceremony

2006 • Hansol Paper, awarded Grand Prize in Consumer Trust
• Hansol HomeDeco, receives 'F4 Star' certification given to the world's best eco-friendly construction materials (Japanese Ministry of Land, Infrastructure, Transport)
• Hansol Logistics, certified as the primary total logistics enterprise (by the Ministry of Construction & Transportation, Ministry of Maritime Affairs & Fisheries)

2007 • Hansol Paper, obtains international forest certification (FSC)
• Hansol Paper, becomes the exclusive supplier of express shipping envelopes for the U.S. Postal Service

2008 • Acquisition of Hansol Inticube

2009 • Hansol Paper, no.4 for printer paper industry in Asia

Since its incorporation in 1965, Hansol has been on a journey of challenges surmounting limits and pioneering the future. This is a look back into the footsteps and historical moments of that journey which made Hansol the company it is today.

1972 • First in Samsung Group to be listed on the Korea Stock Exchange

1979 • Established the first Paper Research Institute in the industry

1991 • Separation from Samsung Group; declaring an independent management system
• Established Hansol HomeDeco

1992 • Established Hansol Chemical
• Completion ceremony of Hansol Paper, Janghang Factory

1995 • Established Hansol Culture Foundation
• Completion of white duplex board machine no. 31 in Daejeon for Hansol Paper
• Completion of Hansol HomeDeco, Iksan Factory
• Established Hansol Technics, Hansol PNS

1996 • Completion of Hansol Technics, Jincheon Factory
• Hansol HomeDeco, launching afforestation business in New Zealand

1999 • Hansol HomeDeco, launching ceremony of Chammaru flooring

2011 • Acquisition of Hansol Papertech

2012 • Established Hansol Chemical, Chinese Corporation (Hansol Electronics Materials(Xi'an))

2013 • Opens Museum San
• Hansol HomeDeco, launching cogeneration system

2014 • Hansol Chemical, world's first in QD mass production

2015 • Hansol Group changes to a holdings company & launches Hansol Holdings Announces Hansol Management System HMS
• Hansol Technics, launches mobile phone manufacturing service (EMS)

2016 • Hansol Chemical acquires Tapex

2019 • Hansol HomeDeco, established Vietnam corporation
• Hansol Technics, launching LCM business

1960

1970

1980

1990

2000

2010

2020

HANSOL HOLDINGS

Company Status

Est. Date	January 1965
No. of Employees	44 employees
Website	www.hansol.com
Headquarters	Fl. 25, Pine Avenue Building B, 100, Eulji-ro, Jung-gu, Seoul

Our Vision

Achieve competitive advantages through differentiation, implement maximum value and commit to sustainable development with customers.

Business Area

Management advice & consultation, management of investment assets and brands

Sales

(Unit: KRW 1 million)

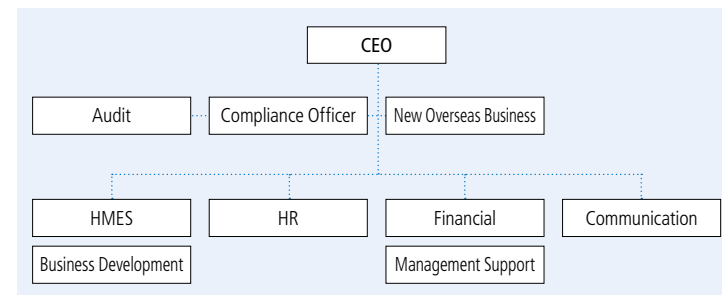
2017	27,406
2018	25,283
2019	26,352

*Hansol Holdings Separate Statement

Hansol Holdings is a pure holding company aiming to strengthen the competitive advantages of its subsidiaries and maximize synergy. Its priority is to maximize the value of its shareholders and build a transparent business environment. Along with enhancing the brand value of 'Hansol' through systematic brand management, Hansol Holdings builds a diversified business portfolio and exercises efficient resource distribution. In addition, it provides business consultation services for its affiliates to ensure smooth flow of management activities and to gain competitive advantages. Hansol Holdings promises to continue to focus its resources and capabilities on building business models with competitive edges and lead the Group's innovation and growth.

Organization

(As of the end of 2019)



HANSOL PAPER

Company Status

Est. Date	January 2015
No. of Employees	1,153 employees
Website	www.hansolpaper.co.kr
Headquarters	Fl. 23&24, Pine Avenue Building B, 100, Eulji-ro, Jung-gu, Seoul

Vision

The global paper-based materials company with better value for our customers

Business Area

Printing&writing paper, carton board, specialty paper, thermal paper

Sales

(Unit: KRW 1 million)

2017	1,601,421
2018	1,976,605
2019	1,912,588

*Hansol Paper Consolidated Statement

To enhance transparency of governance and specialty in paper industry, Hansol Paper was divided into Hansol Paper for business division and Hansol Holdings for investment division in 2015. Hansol Paper and its various paper products have contributed to cultural and industrial development throughout the nation. Now it is Korea's only comprehensive paper manufacturer that produces printing&writing paper, carton board, specialty paper, and thermal paper in its four plants in Janghang, Daejeon, Cheonan, Sintanjin. It is raising its brand value through thorough quality management, continuous product development and strong customer service. It continues to focus on high-tech paper-based material with added value, and is expanding its global network and becoming a world-class paper manufacturer.



HANSOL PAPERTECH

Company Status

Est. Date	February 2000
No. of Employees	137 employees
Website	www.hansolpapertech.com
Headquarters	80 Daechi 7-gil Daejeon-myeon, Damyang-gun, Jeollanam-do

Vision

Liner board small giant with differentiated customer partnership

Business Area

Manufactures corrugated container boards including liner board, test liner board, and corrugated medium paper

Sales

(Unit: KRW 1 million)

2017	118,234
2018	102,781
2019	99,509

*Hansol Papertech Separate Statement

Hansol Papertech is strengthening its competitive advantages as a company specializing in corrugated paper production. Hansol Papertech is advancing into different parts of the world such as South East Asia, and China, to generate stable profit while developing into a high-quality corrugated paper manufacturer achieving customer satisfaction based on its competitive advantages.



HANSOL PNS

Company Status

Est. Date	February 1975
No. of Employees	215 employees
Website	www.hansolpns.com
Headquarters	Fl. 5, Ilheung Bld., 213, Toegye-ro, Jung-gu, Seoul

Vision

No. 1 integrated paper distributor serving customers through differentiated logistics

Business Area

Paper distribution, IT service

Sales

(Unit: KRW 1 million)

2017	223,778
2018	248,351
2019	233,892

*Hansol PNS Separate Statement

Hansol PNS (Packaging and Solution) is Korea's first large-scale paper distribution company, leading through continuous innovation and growth in capacity since its foundation. With its accumulated know-how, Hansol PNS has built its own integrated distribution system to provide a one-stop integrated purchase system customized to the customer. Also, through its own IT system and by outsourcing, it is exerting its competence in the areas of IT services and solutions including applied software development and maintenance·repair of systems to provide service optimized to the business and environment of the customer.



Paper Distribution

Printing&writing paper / Duplex board / Specialty paper / Imported paper



IT Service

IT Outsourcing / System Integration / IT Solution / RPA Building & Consulting



HANSOL HOMEDECO

Company Status

Est. Date	December 1991
No. of Employees	264 employees
Website	www.hansolhomedeco.com
Headquarters	Fl. 27, 15, Boramae-ro 5-gil, Dongjak-gu, Seoul

Vision

Creating customer value by building an enjoyable space

Business Area

Interior Material: Flooring, wall, door, molding, sheets
Furniture Component: MDF, processed boards
Others: Overseas afforestation, new renewable energy

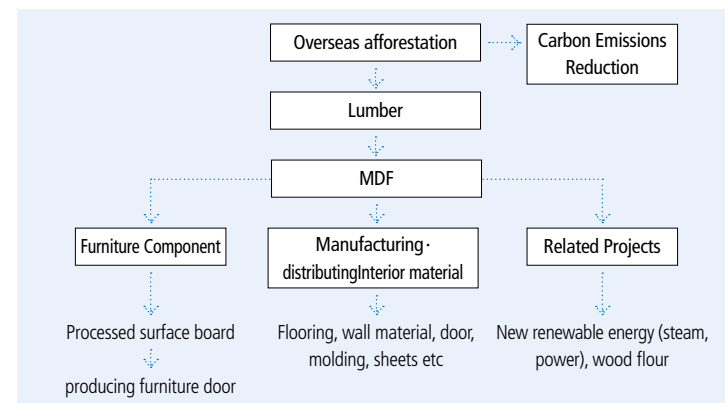
Sales

2017	254,330
2018	296,885
2019	263,886

*Hansol HomeDeco Consolidated Statement

Hansol HomeDeco specializes in total interior material, offering various construction material and products of world-class quality and design. Also, it has formed a value chain for the wood industry from overseas afforestation to lumber, furniture components, interior material manufacturing and distribution, while continuously expanding its eco-friendly business in areas such as wood flour and new renewable energy. Hansol HomeDeco is dedicated to securing new growth engines for the future by maximizing synergy between businesses and enhancing energy independence and eco-friendly products.

Value Chain



HANSOL LOGISTICS

Company Status

Est. Date	August 1973
No. of Employees	358 employees
Website	www.hansollogistics.com
Headquarters	Fl. 22, Pine Avenue Building B, 100, Eulji-ro, Jung-gu, Seoul

Vision

Value-up 1.2.3.

1 trillion in sales, 20 billion in ordinary profit,
3 times the company value

Business Area

Global logistics (sea & air), container transportation,
truck transportation, W&D

Sales

2017	355,266
2018	434,161
2019	460,730

*Hansol Logistics Consolidated Statement

Hansol Logistics is a logistics company based on industry-specific operational know-how and systems with infrastructure in major bases. Hansol Logistics offers differentiated services to its customers in various logistics areas which include containers, trucking, rail transport and global logistics, W&D and consulting. Based on its know-how and experience acquired in the domestic market, it is becoming a global distributor as it continues to expand its network in China, India, South East Asia alike.



Global Logistics(Sea & Air)
Competitive fares based on large-scale supply



Container Shipping
Provides integrated import/export logistics services through pre-planning of containers



Trucking
Customized transport service based on national networks and transportation resources



W&D
Provides efficient logistics center services based on various references and a rich distribution data system



HANSOL TECHNICS

Company Status

Est. Date	August 1966
No. of Employees	657 employees
Website	www.hansoltechnics.com
Headquarters	Fl. 5, Pine Avenue Building B, 100, Eulji-ro, Jung-gu, Seoul

Vision

Global Top-tier Electric/Electronic, Future Technology Solutions Provider

- Jump-up 330: Tripled company value / 30% revenue growth

Business Area

Electric · electronics power module, wireless charging, solar module & generation, LED material production, mobile phone parts & EMS



*Hansol Technics Consolidated Statement

Hansol Technics is highly competitive in the areas of TVs, household appliances, wireless charging, solar power, LED material and mobile phone manufacturing systems (EMS). While concentrating on its PMD, ES, mobile phone business, Hansol Technics is responding quickly to the changes in the field of electronic materials with promising future growth potential and profitability and is rising as a leading IT company.



PMD Business

TV and home appliance power module and mobile phone wireless charging module



ES Business

Renewable energy photovoltaic module and wafer processing



Mobile Phone Business

Smartphone circuit board and SET assembly



New Business Development

Electrical and electronic parts area



HANSOL EME

Company Status

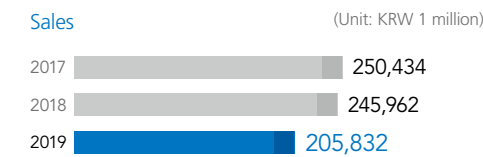
Est. Date	August 2001
No. of Employees	507 employees
Website	www.hansoleme.com
Headquarters	Fl. 3&4, 68, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi

Vision

Doubled business value through specialized EPC + O&M Full Value Chain

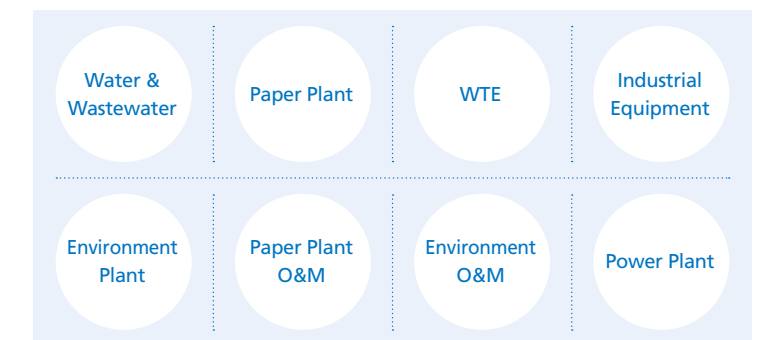
Business Area

Engineering, purchasing, procurement, construction, O&M in areas of incineration · power plant, complex environment plant, paper plant



*Hansol EME Consolidated Statement

Hansol EME provides complex engineering services with differentiated capacity and experience in various areas such as private · public incineration · power plants, complex environment plants, overseas public infrastructure business, paper plants, and construction. Hansol EME is gaining grounds in South East Asia, the Middle East, South America, Europe and Africa while providing top-tier service based on its unique technology such as its biogas liquified biomethane (LBM) technology which was the first of its kind to be developed in Asia.



HANSOL INTICUBE

Company Status

Est. Date	December 2003
No. of Employees	221 employees
Website	www.hansolinticube.com
Headquarters	Fl. 14, 396 World Cup buk-ro, Mapo-gu, Seoul

Vision

Achieving 300 billion KRW of enterprise value in 2023 with leading AI contact center industry of next generation and new growth business promotion

Business Area

Digital contact center, AI communication, communication cloud, mobile solutions

Sales

(Unit: KRW 1 million)

2017	46,302
2018	63,736
2019	58,966

*Hansol Inticube Separate Statement

Hansol Inticube is leading the industry by providing total services from building and maintaining contact centers to operation·diagnosis·consultation. Big Data solutions where data gathered through the contact center are analyzed and returned to the customers as insight through innovative services, is its key competence. Hansol Inticube has shown stable and continuous growth in the mobile solutions sector and is establishing its position as a lead provider of contact center solutions based on its next-generation technology.



Digital Contact Center

Optimized contact center system buildup consulting and maintenance



AI Communication

Virtual consultation applied big data and AI technology based platform



Communication Cloud

Cloud based contact center for unified operation and management of various customer's communication channels



Mobile Solution

Provide intellectualized mobile smart network equipment



HANSOL CHEMICAL

Company Status

Est. Date	March 1980
No. of Employees	500 employees
Website	www.hansolchemical.com
Headquarters	Fl. 7&8, K Tower, 513, Teheran-ro, Gangnam-gu, Seoul

Vision

Global specialty chemicals and materials player delivering innovative value for our customers

Business Area

IT chemicals, fine chemicals, eco-friendly chemicals

Sales

(Unit: KRW 1 million)

2017	521,574
2018	581,947
2019	587,561

* Hansol Chemical Consolidated Statement

Hansol Chemical is a cutting-edge fine chemicals company leading the market since its incorporation in 1980s with its outstanding chemical products based on continuous innovation. With large scale production facilities in Jeonju, Ulsan, and Xi'an, China, it is spreading out its business from fine chemicals to electronic materials. Hansol Chemical is continuously growing and taking over new markets in the IT and environment sectors.



Fine Chemicals

Hydrogen peroxide, latex, papermaking chemicals, high molecule coagulants, sodium hydrosulfite, BPO



Electronic Materials

Electronic materials, thin-film materials, secondary cell materials



SUSTAINABILITY FUNDAMENTALS

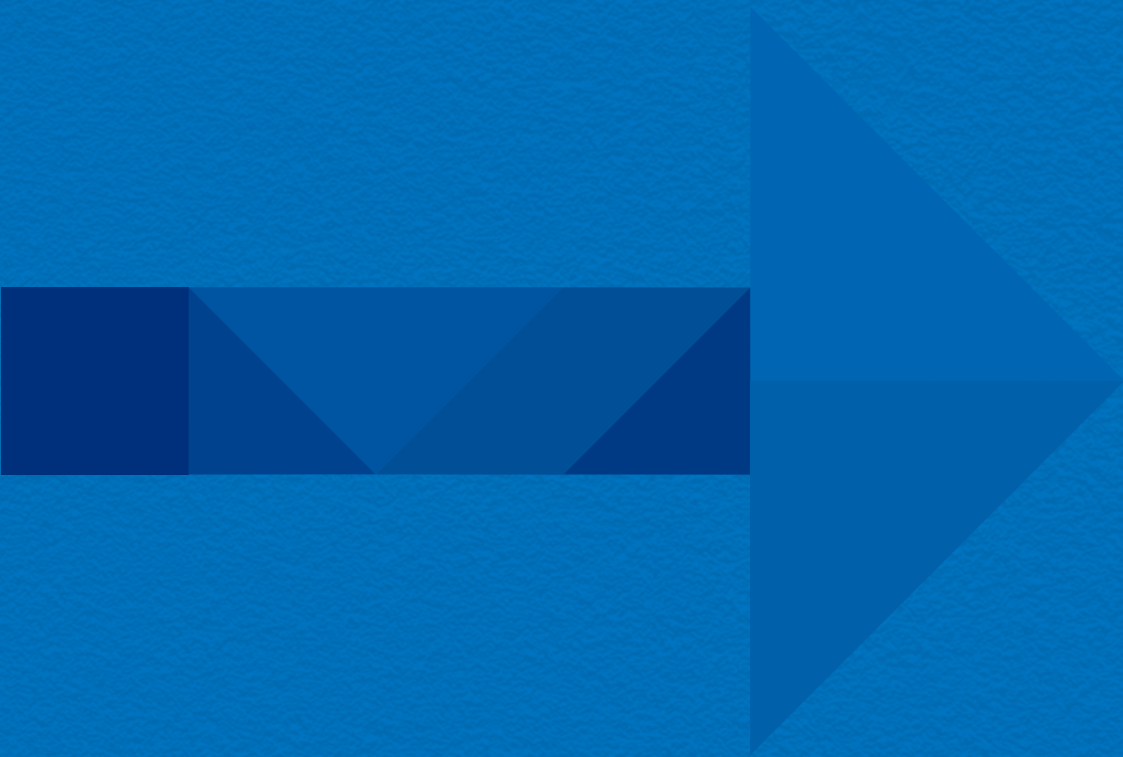
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IMMERSION

Concentration and unity for outstanding performance

No matter how good the organization's ideological system and strategy are, it is difficult to produce the best results if its members do not sincerely sympathize and practice. In order to produce outstanding results, all its members must be motivated and focused on their work.

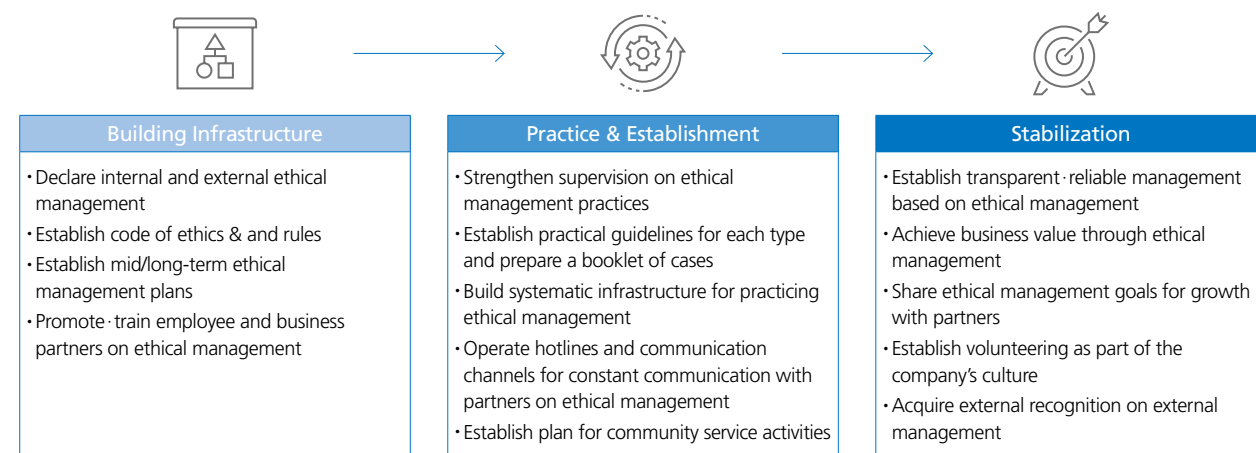
With joy and unity through immersion, we should actively challenge and achieve higher goals, so to create a business culture in which individuals and organization grow together.



Ethics · Law-Abiding Management

Since its foundation, Hansol Group has recognized ethical management as its top corporate virtue and strives to practice transparent management and fulfill its social responsibilities to become a company that is trusted and respected by its stakeholders. It has established a mid/long-term plan for ethical management and encourages all employee to comply with its pledge of ethics.

Ethical Management Direction

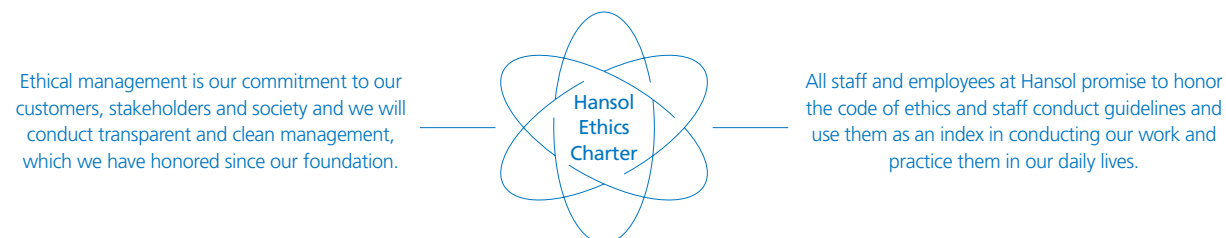


Code of Ethics

Ethics Charter	Code of Ethics	Ethics Guidelines
Ethical management pledge undertaken by staff	Pledge to shareholders and professional stance	Staff & employee conduct guidelines

Hansol Ethics Charter

Through its ethics charter, Hansol Group expresses its willingness to conduct ethical management and continues to pursue transparent and clean spirit. The ethics charter is Hansol Group's promise towards its stakeholders which include customers and shareholders on its ethical responsibility as a member of Hansol.



Ethical Conduct Guidelines

All staff and employees at Hansol Group face situations that require extensive decision-making in their daily work when they meet with stakeholders. Hansol Group has established and shared guidelines with employees to help them understand the fundamentals of our regulations and ethics. All employees must comply with the guidelines under the training and supervision of the ethical management division. Any violation of this guideline, depending on the significance of the matter, shall be subject to strict disciplinary action in accordance with the HR regulations and rewards/punishment regulations.

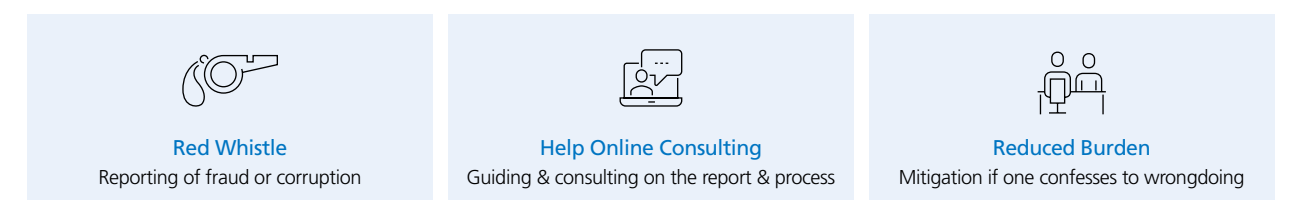
Code of Ethics

Hansol Group is proud for maintaining a clear and transparent organizational culture without any corruption. In order to maintain our tradition as relationships become more complex, and the competitive nature of the society becomes intense, we have reinforced our ethical management.

	Commitment to our Shareholders & Investors	<ul style="list-style-type: none">• To respect all reasonable requests and proposals and protect the rights of our shareholders and investors.• To provide fair and equal treatment to all shareholders including minority shareholders.• To establish mutual trust by faithfully disclosing accurate management information in a timely matter.• To increase corporate value and shareholder profit through sustained business innovation and growth strategies.
	Commitment to Our Customers	<ul style="list-style-type: none">• To provide the best products and services with customer value as the top priority in management.• To provide accurate information on products and services and strictly comply with commitments.• To protect the benefits, safety and personal information of our customers and never act unfairly.
	Commitment to Our Competitors & Partners	<ul style="list-style-type: none">• To promote competition in good faith with competitors and comply with the fair-trade order and related laws.• To pursue mutual development by pursuing mutual trust and partnership through fair trade with partners.
	Commitment to Our Staff & Employees	<ul style="list-style-type: none">• To create space for self-realization by respecting autonomy and creativity and always providing fair opportunities for improvement of abilities.• To not discriminate against anyone on the basis of education, origin, gender, age, religion, or disability.• To promote a healthy and developmental corporate culture based on mutual trust and understanding.
	Commitment to the society	<ul style="list-style-type: none">• To comply with all regulations as a citizen and member of society, and to comply with all international laws and regulations.• To contribute to the national economy and social development though improvement of productivity, creation of jobs, faithful payment of taxes and social contribution.• To strive to protect nature and create a clean environment.

Internal Reporting System

Hansol Group allows staff, partners, purchasers, customers, shareholders and all in · external stakeholders to report of any fraud or corruption among employees. It manages various channels such as e-mail, phone, mail, and websites through which it shares the status and outcomes of reports. Also, it has a strict protection system for the reporter, and keeps all information confidential in order to protect the reporter from any disadvantages that may arise from filing a report. If a staff member confesses to committing any fraud, the company provides an opportunity for rectification, while reducing the burden through mitigation.



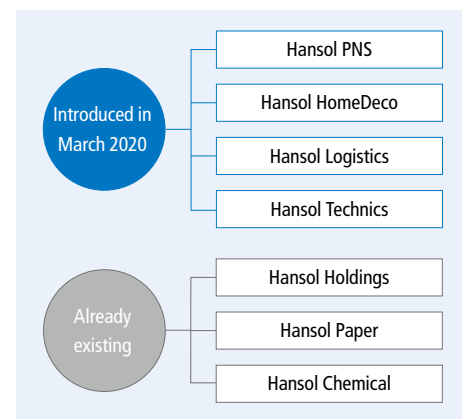
Governance

Hansol Group is devoted to creating a governance structure that secures corporate growth, transparency, integrity, and stability to increase shareholder value and protect their rights and interests. Therefore, in 2019, the company expanded its subsidiary audit committees, and began voluntarily disclosing the corporate governance reports of KOSPI-listed companies of the Group. Also, Hansol Holdings is reviewing and introducing further policies such as publishing a mid/long-term shareholder return policy and introducing a nomination system for non-executive director candidates. In this way, Hansol Group is proactively responding to the demand for disclosure of information and institutional reform regarding governance.

Enhanced Governance Transparency Through More Group Audit Committees

The current commercial law states that any listed company with over KRW 2 trillion in assets must establish an audit committee. In 2019, in order to enhance the transparency of its governance, Hansol Group introduced audit committees for its listed subsidiaries even though they were not subject to mandatory installation. Thus, in addition to the three companies with an audit committee system, four companies have switched to forming an audit committee system. Therefore, we expect to see enhanced independence of the audit work, transparent management and enhanced reliability of the group.

Operation of the Audit Committee (7 companies)



Voluntary Disclosure of the Corporate Governance Report

With ongoing discussions on improving corporate governance in Korea, institutional reform and proactive response by companies are necessary. The voluntary disclosure of the corporate governance report system came into effect in 2017, and Hansol Holdings and Hansol Paper complied with this. In 2018, six major KOSPI listed affiliates of the Group (Hansol Holdings, Hansol Paper, Hansol Technics, Hansol HomeDeco, Hansol Logistics, Hansol PNS) have also taken part in voluntary disclosure which continued on to 2020. Hansol Group's major affiliates promise to enhance the transparency of information and proactively respond to global ESG investment trends by continuously sharing the company governance report.

Improved ESG Evaluation by Korea Corporate Governance Service

Hansol Group is gaining positive external feedback regarding its affiliate's non-financial value as a result of its efforts to innovate governance structure. Hansol Paper in 2018 and Hansol Logistics in 2019 have been awarded the Excellent Corporate Governance Award by the Korea Corporate Governance Service (KCGS), and most of its affiliates are continuously improving their ratings in the governance sector. Hansol Group promises to establish a Group-wide management system for continuous improvement of its systems in governance, environment and social sectors.

Korea Corporate Governance Service Governance (G) Grade

Name	2017	2018	2019
Hansol Holdings	B	B+	A
Hansol Paper	B+	A	A
Hansol PNS	B	C	B+
Hansol Technics	B+	B	A
Hansol HomeDeco	B	B+	A
Hansol Logistics	B	B	A
Hansol Inticube	-	C	B
Hansol Chemical	B+	B+	C

* Hansol EME and Hansol Papertech are unlisted companies, thus are not subject to evaluation.

As of the end of 2019, the board of directors of Hansol Holdings consists of a total of seven people: four executive directors and three non-executive directors (43% of the total number of members). The non-executive directors exceeds ¼ of the total as required by law and because of the large range of specialties and backgrounds of the members, effectiveness is enhanced. Also, the many non-executive members with proven independence, strengthen the function to check executives.

Hansol Holdings | Publishes a mid/long-term shareholder return policy

Hansol Holdings has published a mid/long-term shareholder return policy in June 2019 to increase the shareholder value and strengthen the predictability of shareholder returns. In this regard, it plans to use 30~40% of annual free cash flow (FCF) based on separate financial statements, as financial resources for shareholder return policies within the profit available for dividends from 2019 to 2021. It includes cash dividends and treasury stock purchases · incineration and so on.

Hansol Holdings | Non-executive director candidate nomination committee and shareholder nomination system

Hansol Holdings has introduced a non-executive director candidate nomination committee to enhance independence and transparency of the board of directors. Non-executive directors must not have any grounds for disqualification required by related laws such as the commercial law and enforcement decree and can only be nominated if they satisfy the company's five appointment principals: professionalism, ethics, fidelity, suitability and fairness. The majority of the non-executive director candidate nomination committee consists of non-executive directors which ensures sufficient independence, and in January of 2020, a 'non-executive director candidate shareholder nomination system' was introduced to provide an opportunity for all shareholders to participate in nominating a non-executive director.

Hansol Holdings | Managing the Audit Committee

Hansol Holdings audit committee is an internal audit organization. The audit committee conducts accounting and business audits, reviews · resolves issues delegated by the board of directors, and supervises the execution of duties for reasonable judgment of the executives. The whole audit committee of Hansol Holdings consists of non-executive directors which ensure objectivity and independence, and when needed, external professionals are invited to join the audit committee for expert advice and external opinions.

Board of Directors				
Four executive, three non-executive directors				
Audit Committee				
Three non-executive directors				
Non-Executive Director Candidate Nomination Committee				
Two non-executive, one executive directors				
Board of Directors Operation				
	Unit	2017	2018	2019
No. of Board Meetings	Times	5	10	9
Voted Matters	Cases	10	21	26
Prior Review	%	100	100	100
Amended Matters	Cases	0	0	0
Reported Matters	Cases	3	6	11
Meeting Attendance	%	85.7	97.1	93.7
Non-executive Director Attendance	%	66.7	100	100
Board Members (As of the 1st quarter of 2020)				
Category	Name	Task	Appointment Date	
Executive Director	Jae-Hee Lee	Chief Executive Officer & Director	2015.01.02	
	Dong-Kil Cho	Director	1997.02.26	
	Hoon Chon	Director	2019.03.26	
	Min-Hyuk Koh	Director	2020.03.30	
Non-executive Director	Il-Tae Son	Audit Committee	2018.03.29	
	Sung-Sup Lee	Audit Committee	2018.03.29	
	Nam-Uh Rhee	Audit Committee	2020.03.30	

Risk Management

Hansol Group operates a risk management system in order to respond quickly and systematically to risks. When a risk occurs all members of Hansol Group act according to the three principles of response which are ‘fast, accurate and honest’. The initial reporting stage has been removed, allowing one to report immediately to each dedicated department according to the risk management organization. Facts are clearly investigated to consider future legal-administrative as well as social responsibilities that could follow. In order to effectively manage risk factors, regular risk management and response training for staff is conducted; also damages caused by risks are minimized through close cooperation between each department and affiliates.

Hansol Group Risk Response Procedure

Hansol Group monitors the status of all risks in order to observe significant signs of danger and effectively respond to the risk. When an accident occurs, immediate action is taken by ‘fast, accurate and honest’ internal sharing. In order to manage risks that have a material effect on management, risk response procedures have been established and are in operation. For risks that have already occurred, recurrence prevention measures are in place in order to prevent similar risks from reoccurring.



Hansol Holdings | Major Risk Management System

Hansol Holdings conducts company-wide risk management systems centered on each working organization. Major potential risks are identified, and risks that need to be constantly monitored and managed are categorized into financial and non-financial risks; each responsible organization according to the risk type prevents risks through constant monitoring, and minimizes any damages. Depending on the significance of the risk, final management direction is determined by the top executive or reported to the board directors, if needed. In this way Hansol Holdings deals with each risk factor proactively.

Risk Identification & Team in Charge

Category	Risk Type	Risk Factor	Team in Charge
Financial Risks	Market Risk	Exchange risk, interest rate	Financial Team
	Liquidity Risk	Profitability, debt ratio, credit etc.	
Non-financial Risks	Operational Risk	Strategy, competitors, change in technology, investment, economy, industrial environment, and all factors that can affect the overall business	HMES Team
	Ethical Risk	Ethical compliance, corruption, compliance	Financial Team
	Safety Risk	Environment, health and safety etc.	HR Team
	Labor & Management Risk	Employment, discrimination, labor and management conflicts	
	Reputational Risk	Negative media coverage, sustainability reputation	Communication Team

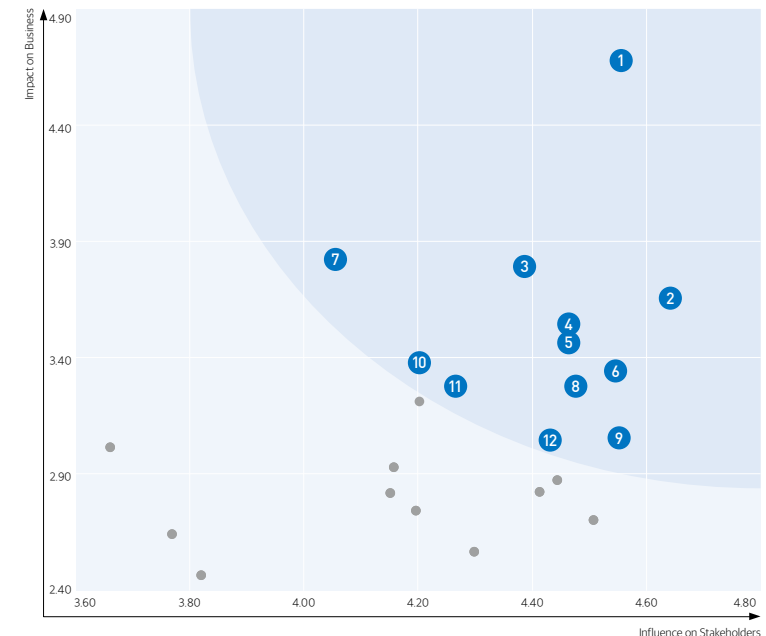
Stakeholder Participation & Materiality Assessment

Hansol Group identified 12 major sustainability management issues to be dealt with by the company through media analysis, benchmarking, and internal-external stakeholder surveys. Stakeholders include the government, partners, community, environmental groups and relevant organizations, and Hansol Group has transparently reported its major activities and outcomes on the material issues identified.

Communication Channels with Major Stakeholders			
Stakeholder	Communication Channel		Major Interests
Staff & Employees	<ul style="list-style-type: none"> Community board Labor-management conference Business Information Session Conversation with executives 	<ul style="list-style-type: none"> Employee portal Employee training Employee satisfaction survey In-house broadcasting Workshops 	<ul style="list-style-type: none"> Fair rewards, safe work environment, mid/long-term vision, professional training, communication between staff & employees, welfare benefit, labor-management relations
Partner Companies	<ul style="list-style-type: none"> Growth & partnership workshops Meetings Surveys 	<ul style="list-style-type: none"> Growth & partnership day Growth & partnership meetings 	<ul style="list-style-type: none"> Growth & partnership, win-win management, sustainable management
Shareholders & Investors	<ul style="list-style-type: none"> Shareholders meetings Management brochures Investor meetings Non-executive director candidate shareholder nomination system 	<ul style="list-style-type: none"> Public disclosure, business performance announcement Annual report Sustainability report Corporate Governance Report 	<ul style="list-style-type: none"> Transparent business activities, transparent disclosure and improved governance Improved business portfolio
Government & Local governments	<ul style="list-style-type: none"> Ministry of Environment Ministry of Economy & Finance FSC, ISO 	<ul style="list-style-type: none"> Participating in policy research Joint collaboration programs 	<ul style="list-style-type: none"> Fulfilling corporate obligations and contributing to sustainable growth of the nation through creating jobs, tax compliance, law abidance; complying with restrictions; tackling climate change; participating in public policies; complying with workplace safety.
Customers	<ul style="list-style-type: none"> Website Facebook Brochure Blog YouTube 	<ul style="list-style-type: none"> Promotional al videos Customer satisfaction survey Inviting customers Exhibition, fairs 	<ul style="list-style-type: none"> Enhance quality & service, communication with clients, brand value
Community -NGOs	<ul style="list-style-type: none"> Social contribution Communicate with locals near the workplace 	<ul style="list-style-type: none"> Sustainability report 	<ul style="list-style-type: none"> Reduce waste- wastewater, manage harmful material at workplace, create and maintain jobs, help society, boost local economy

Materiality Assessment Results

Report Section	Material Issues	Page
Securing Customer Trust	② Investing in new technology and R&D	27-28
	③ Improving product responsibility and customer satisfaction	29
	④ Discovering new business areas and enhancing marketing	27-28
Safe Work Environment	① Creating a safe workplace	31-33
Promoting Eco-friendly Management	⑪ Reducing GHG emissions and energy use in response to climate change	35-39
	⑨ Managing safe disposal of waste- wastewater- chemicals	
Respecting Diversity of Members	⑥ Respecting human rights and diversity of employees	44-47
	⑤ Developing employee competency	43
Benefiting the Community	⑩ Managing sustainable supply chain	49
	⑫ Strengthening communication and collaboration with partner companies	
	⑦ Contributing to local community through continuous social activities	50-53
	⑧ Strengthening ethical management and eradicating all corruption	18-19



SUSTAINABILITY ISSUES

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TRANSPARENCY

Sincere sharing of procedures and results

Transparent corporate culture, the great legacy of our Hansol Group, is the pride and life creed of Hansol people.

Hansol's transparent corporate culture means open communication to customers, employees, shareholders, and the local community, and that is ethical way of business and responsible attitude for the results. To this end, all employees must perform their duties autonomously, and clear responsibilities and compensations must be followed for the results.

Also, the public and private distinction should be strictly made to create mutual respect and trust synergy by laying the foundation of fair and reasonable corporate culture.



Securing Customer Trust

Sustainability Performance

Hansol Group
Customer data leaks, thefts, losses
0 cases

Hansol Holdings
V Frontiers Program
Initial funding for 4 startups

Hansol Inticube
Customer satisfaction rate achieved 100%
(LG U+ Mobile Business Satisfaction Survey)

Sustainability Context

In the rapidly changing market environment one of the main factors for the sustainability of a company is customer trust. Prompt response to changes to maintain top quality as well as considering the customer's opinions are essential to securing customer trust.

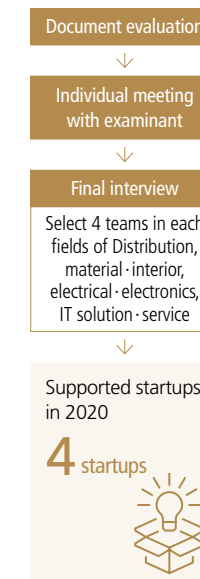
Our Approach

Hansol Group is developing new materials such as nanocellulose, and investing in startups with promising technology to secure new growth engines in light of the fourth industrial revolution. The company is also conducting yearly satisfaction surveys to reinforce its quality control process and enhance customer satisfaction through high quality products and service.



1.1. Securing New Growth Engines

V Frontiers Selection Process



Hansol Holdings | Hansol V Frontiers

Hansol Group is boosting the competitive advantages of its existing businesses while at the same time focusing on investing in new promising technologies and projects. While focusing on new technology development, the company is establishing omnidirectional new business strategies such as promoting JV (Joint Ventures). As part of this effort, it is operating the 'Hansol V Frontiers' program, a platform that enables the discovery of innovative startups, in collaboration with 'Blue Point Partners' a professional technology startup accelerator. The program aims to build a solid industrial ecosystem by revitalizing early-stage startups with sufficient ideas and technology but insufficient investment capacity.

Hansol Group uses this to discover and foster · support promising domestic startups, as well as provide collaboration opportunities with the Group's affiliates to create synergy. This has potential to develop into a platform for growth and partnership between startups and large companies as it gives Hansol Group the opportunity to secure innovative business ideas while giving promising startups the opportunity to connect their ideas into real businesses.

Hansol Paper | Nanocellulose (DURACLE®)

Hansol Paper combined its various technical capability to pulp which is the main material of

paper and started basic research to manufacture nanocellulose in 2010. And, in 2018, Hansol Paper completed technical development that is applicable to variety industrial fields and built pilot facility. Nanocellulose, is cellulose, an eco-friendly polymer and the main component of the plant cell wall, broken down into 1 billionth of its size. Because it has high heat resistance and can prevent penetration of gas or oil, it is a new future material with infinite uses in IT equipment, vehicles and the medical field. Hansol Paper has developed nanocellulose-based products to overcome the limitations of paper and commercialized new material as well as paper milling technology application products to raise its competitive advantage as a materials company.

Hansol Technics | Liquid Crystal Display Module (LCM) Business

Through continuous pursuits of new businesses, Hansol Technics has launched its liquid crystal display module (LCM) in 2019. In order to build a basis for LCM mass production, it established Hansol Electronics Vietnam Hochimincity in Vietnam, and is developing a solid LCM production infrastructure through recruiting experts, and conducting systematic training for local recruits. Hansol Technics promises to continue research, development and to discover differentiated projects and collaborate with R&D partners to secure competitive advantages.



Hansol V Frontiers Recruitment Ad



Hansol Technics, Landscape view of Liquid Crystal Display Module(LCM) Plant

Hansol HomeDeco | Enters the Vietnam Flooring Market

Hansol HomeDeco entered the Vietnamese market in 2019. With the rapidly growing market environment in Vietnam's construction industry, laminate flooring market is expected to grow an average annual rate of over 20%. Hansol HomeDeco plans to make new investments to proactively respond to the growing demand and secure market competitiveness by building production facilities in Vietnam. Hansol HomeDeco promises to lead the Vietnamese flooring market with its top quality and design products based on its know-how acquired from its experience in the domestic flooring market.

Hansol HomeDeco | WELLSTONE (Rock Panel) Processing

Hansol HomeDeco WELLSTONE processing business is one of the company's new growth engines. WELLSTONE refers to MDF type high density plate products made of 'rock fiber' extracted from minerals such as granite. It is eco-friendly and safe with excellent processability and incombustibility. Also, because the construction period does not take long and various designs are available, high demand is expected in areas such as interior and exterior material for safety facilities. In the short run, the WELLSTONE market is expected to grow as a substitute for tiles in line with the trend of dry installation of bathrooms. Its growth is expected to be long-term as well, as its range of use expands into areas such as flooring and exterior material.



Examples of using Rock Panel

Hansol Inticube | AI Communication (ISAC)

In line with the rapidly evolving technology, Hansol Inticube has presented a next generation communication platform brand, ISAC (Intelligence Solution for Advanced Communication) for the contact center market.

Based on its knowhow acquired as a leader in the contact center market for the past 20 years, Hansol Inticube has developed AI-based communication cloud and virtual consulting services integrating new technologies such as AI, Big Data, and cloud. Through this, it provides an optimum businesses environment so that customers can acquire business-related insights in the relevant fields. Hansol Inticube will continue to grow by proactively responding to changing markets.

Hansol Chemical | Thin Film Materials

Hansol Chemical, with the goal to be a 'company based on technology that customers desire' started its precursor research and development in January 2007. Its pursuit of research and development led to the establishment of its R&D center, and it is now recognized for its top technology, receiving requests for partnership from university research teams and global semi-conductor companies. Since its first sales, Hansol Chemical's thin film products have been showing an annual growth of over 20%, and is pressing on as the company's main business. Hansol Chemical shall continue to enhance its competitive advantages in the semi-conductor materials market, and promises to achieve sustained growth through market advancement into various sectors.



Hansol Inticube AI Communication (ISAC)

1.2. Increasing Customer Satisfaction

Hansol Technics Quality meeting operation process



Hansol EME
Quality control manager training attendance
100%

Hansol EME
Quality control training for managers
7 cases / year

Hansol Technics | Enhancing Quality Control

Hansol Technics has built a systematic process across all stages from raw material management to shipment of final products for quality. Problems drawn from its quality control processes are shared with the whole division and relevant partners for effective quality control. Through monthly meetings, it manages quality goal indexes, and prevent quality accidents by process monitoring and problem extraction. Quality competitiveness is being enhanced through strengthened process diagnosis, quality development, and product technology collaboration with partners.

Hansol HomeDeco | Flooring Installation Services

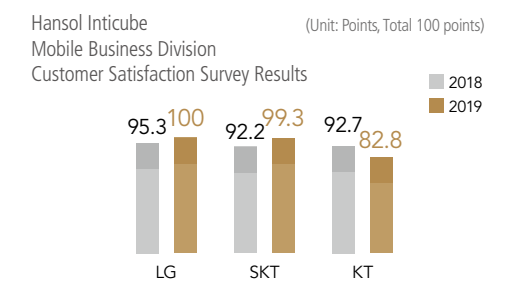
Hansol HomeDeco understands that installation methods affect quality of the floor, and has established installation service standards. It is promoting customer satisfaction through partnerships with specialized company. When launching new products, it carries out construction training for partnering companies and it has established a systematic customer service system to reduce the occurrence of quality risks. It also proceeds site inspection by visiting installation sites to discuss the schedule as well as to provide follow-up services for customers' satisfaction.

Hansol Inticube | ITSM (IT Service Management) Process

Hansol Inticube has established quality control system through internal audits and external certification. It reached its internal integrated audit goals and renewed ISO 9001 certificate in the first half of 2019. Also, it has established ITSM process to improve the service quality of the CRM solution business and applied it in the second half of the year. Hansol Inticube has established annual plan and is making efforts to manage it systematically for the customers.

Hansol Inticube | Conducting Customer Satisfaction Index Survey (CSI)

Hansol Inticube conducts customer satisfaction index surveys each year to raise customer satisfaction. Customer satisfaction surveys are carried out through various channels such as face-to-face interviews, web surveys, phone calls, SMS or e-mail. Survey outcomes are compared with previous results years to identify improvements by each business divisions. Deduced improvements are then used to create measures for better customer service. Hansol Inticube will strive to improve service by collecting and applying opinions from customers.



Hansol EME | Quality Management

For Hansol EME belonged in the plant industry, quality is directly related to safety, thus strict quality control is crucial. Hansol EME has formed a basis for risk management and is continuously improving its integrated management system to improve its quality competence such as maintaining ISO 9001. It carries out semi-annual regular and irregular inspections at seven domestic sites and a quality safety joint inspection at four overseas sites. Also, it has placed quality control managers in each site to embed the importance of quality management. It offers quality control training for all employees and strives to incorporate quality through professional training for quality control managers, quality control construction technician training, and plant industry association training.

Hansol HomeDeco Flooring Installation Service Process



Safe Work Environment

Sustainability Performance



Hansol Group
ISRS-based safety assessment for all affiliates



Hansol Logistics
Korea's first logistics company to acquire ISO 45001



Hansol Technics
Safety training complete for 455 employees in Thailand corporate

Sustainability Context

Creating a safe workplace for employees is fundamental to a sustainable organization. Due to recent national disasters and major incidents, there is rising social interest particularly regarding the safety of labor environments of partner companies. Therefore, it has extended the scope of its safety management to partners so they can work in a safer environment.

Our Approach

Hansol Group has established fundamental countermeasures for safety management in accordance with the outcome of its safety diagnosis in 2019 to promote company-wide health and safety management based on International Safety Rating System (ISRS). Through this, it regularly monitors its worksites, determines matters for improvement and incorporates a culture of safety through safety training by workplace and job characteristics.



2.1. Building a Health & Safety system

Hansol Group
ISO 45001
certificate

3 companies



* Hansol Logistics,
Hansol Technics,
Hansol EME

Hansol Group | Fundamental

Countermeasures for Safety Management

Hansol Group cooperates with professional external organization and conducts company-wide safety management project to create fundamental countermeasures for safety management of the Group and prevent disasters and accidents. In 2019, it conducted assessments on health and safety management systems and safety culture of its affiliates based on International Safety Rating System¹⁾ (ISRS) and implemented detailed improvements and strict monitoring. It plans to improve its safety culture by safety leadership training for executives and managers. Hansol Group promises to strive for safety through diversified supports for its goal for zero serious disasters by successfully implementing this project.

Hansol Logistics | Acquires International Standard Certification ISO 45001

In 2019, Hansol Logistics strengthened its international standard of health and safety system as the first Korean logistics company by acquiring the health and safety management system ISO 45001. This is a result of the efforts made by all employee and partners in preventing industrial accidents and various risks. Hansol Logistics will continue to devote to systematic risk factor diagnosis and management to create safer work environment for the workers.

1) International Safety Rating System (ISRS): Health and safety system assessment tool based on research on over 1.75 million accident cases

2) KOSHA(Korea Occupational Safety and Health Agency) 18001: National standard of safety and health management system regulated by Korea Occupational Safety and Health Agency

3) OSHAS(Occupational Health and Safety Assessment Series) 18001: International standard of safety and health management system regulated by 13 European organization's consent of cooperation



Hansol Logistics Certified for its Health and Safety Management System

Hansol EME | Q-HSE Management

Hansol EME considers a safe work environment as top priority and minimizes relevant risks by implementing a systematic plan. In 2019, it acquired the ISO 45001 certification therefore established a foundation for its safety management. It has analyzed accidents occurred in the recent 5 years by period and type to prepare countermeasures and introduced the 'Safety Inspection Day' to cultivate in-house safety awareness through special inspections. In addition, it is making all efforts and devoting to safety management to prevent potential accidents of all workers.

Hansol Papertech | Health & Safety Management System

Hansol Papertech maintains a health and safety management system based on KOSHA 18001²⁾, OSHAS 18001³⁾ as a measure to prevent safety accidents. For systematic management of safety and to prevent accidents, it has established a detailed implementation guideline for safety management and regular assessment, in order to improve employee's safety while achieving logical management. Hansol Papertech will continue its field-oriented management, listening to those in the workplaces to reduce potential risk factors to create a safe work environment.

Components of a Health and Safety Management System



Hansol EME Q-HSE Management

Average number of annual accidents 8.8 cases (including general accidents such as falls or collisions)	Accidents of new employees or employees who worked for 1~3 years	Accidents caused by obstacles such as crushing, falling or collisions
<ul style="list-style-type: none"> Review placement of workers and work methods in the worksite Review regular self safety inspection methods Identify risk characteristics at worksites and establish improvement plans Monitor autonomous safety & emotional safety management in the worksite 	<ul style="list-style-type: none"> Train compliance of basic rules of safety management Emphasize need and importance of safety management Create plans, procedures and guidelines for safe work and conduct training on utilization 	<ul style="list-style-type: none"> Propose technical, managerial, and training countermeasures Provide and analyse accident data and cases in the same industry and conduct training

2.2. Incorporating a Culture of Safety

Hansol Paper | Enhanced Safety Management

A serious accident was occurred in Janghang Factory of Hansol Paper on April 2019. Therefore it strives to prevent recurrence of it and is actively engaging in spreading a safety culture. It plans to invest KRW 6.4 billion in four workplaces for safety of equipment until 2021. Also, its executives are developing field safety activities by safety inspections supervised by the plant manager twice a month, safety meetings held by CTO, and benchmarking from domestic overseas companies recognized for safety measures. Additionally, it has established the safety policy of “no type of work is more important than your safety” and is making efforts to create a workplace that is safe for all employees through continuous promotion and training on core safety rules for each process.

Hansol HomeDeco | Efforts for a Safe Work Environment

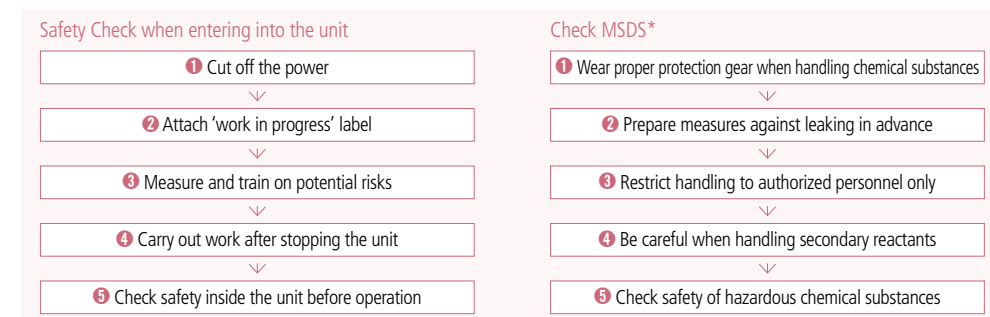
Hansol HomeDeco considers employees' safety as top priority in the workplace. It has created a work safety procedure manual for each process in accordance with the KOSHA 18001 certificate acquired in 2003, and built a safety system to carry out the work according to the manual. It is also making efforts to

incorporate a safety culture through safety campaigns where each year, each team and partner company establishes and publishes its own health and safety firefighting plans. In 2019, Hansol HomeDeco's Iksan plant and Hansol Paper's Shintanjin plant held a joint fire drill to improve emergency response that becomes more frequent during winter. Hansol HomeDeco will further build relationships with its partners in order to ensure safety of its workers and continue to expand its support programs.

Hansol Technics | Internalized Culture of Safety for Overseas Corporates

Hansol Technics is making effort to establish a management system and safety culture for its overseas corporates. In 2019, it conducted specialized safety training for each process for the local employees at corporates in Thailand. Also, it has internalized the safety culture that matches the level of that in Korea by conducting emergency training and translating the emergency management regulations into Thai and distributing it. In addition, it has installed photoelectron safety devices and leak prevention facilities for urethane storage to reinforce its safety facilities in the workplace and is providing support to ensure safe environment.

Hansol Paper Enhanced Safety Management



* MSDS(Material Safety Data Sheet): A document written necessary information to manage and safely use the chemicals



Hansol Paper Safety resolution conference



Hansol HomeDeco Joint Fire Drill



Hansol Technics Thailand Plant Safety Training



* 437 employees of Hansol Chemical, 90 employees of partner companies

Hansol Logistics | Reinforced Health and Safety Management Organization

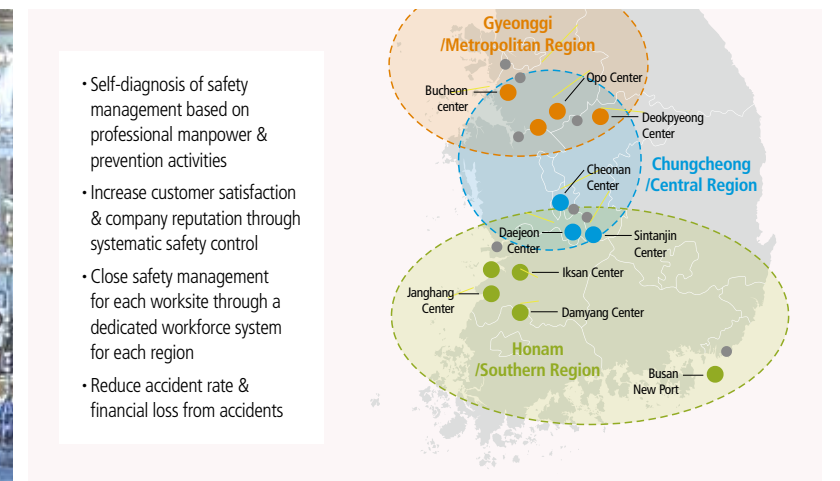
In accordance with the amended Occupational Safety & Health Act that came into effect as of January 2020, health and safety control in workplaces have strengthened. In order to comply with the relevant laws, incorporate a health and safety management system for the corporate and reinforce its management system, Hansol Logistics has transformed and expanded its health and safety management organization. It has assigned dedicated safety officers to each region of the worksite to support safety management tailored to the characteristics of each workplace, and is conducting company-wide training and health checks, and risk assessments, and is consolidating and analyzing the results to prevent potential health and safety problems. Also, it has appointed safety managers, general managers, and management supervisors to clarify authority and responsibilities within the health and safety management system. The health and safety management organization supports the activities of the safety manager for systematic health and safety management.

Hansol Chemical | Emergency Response Activities

Hansol Chemical has conducted company-wide emergency training, joint training and emergency rescue training, special disaster prevention personnel training for prevention of safety accidents in its plants in Jeonju and Ulsan. For the annual company-wide emergency training and emergency rescue training, staff from two partnering companies joined the plants' employees to create a safe environment for everyone. Also, the Ulsan plant carried out private-public joint training to prevent leaking of toxic material and conducted firefighting training in conjunction with the joint control center of the Ministry of Environment and the district fire station chemical rescue team. Hansol Chemical will continue to conduct various training to prepare for emergencies for the safety of its employees as well as the safety of residents near the plant.



Hansol Chemical Safety Emergency Response Activities



Hansol Logistics Expected effects of workforce dedicated to safety

Promoting Eco-friendly Management

Sustainability Performance

Hansol Paper
 **Greenhouse gas organization company-wide energy committee**

Hansol HomeDeco
 **Overseas afforestation reached 10,000 ha**

Hansol Chemical
 **2019 Recycle rate reached 75%**

Sustainability Context

As environment problems such as fine dust problems, climate changes emerge, the government is strengthening its regulations on environment policies. And companies are making efforts to reduce the environmental impact it has through environment control and eco-friendly technology development. Companies are going beyond compliance with environment regulations, reducing pollutants or saving energy, and exercising more responsibility through reusing resources and expanding their environment energy businesses.


Our Approach

Since its foundation, Hansol Group has planned and implemented a systematic master plan for eco-friendly management. Through its eco-friendly management system which satisfies international standards, it monitors compliance with environmental regulations in all worksites and establishes implements eco-friendly management in accordance with the vision and characteristics of each affiliate which include afforestation and new renewable energy. Also, continuous research and development on eco-friendly products is making it possible to produce safe products for people and the environment.



3.1. Reducing Environmental Impact and a Response to Climate Change

Hansol Holdings, Hansol Papertech, Hansol PNS | Introduction of Environmental Management System (EMS)
 Hansol Holdings has introduced an Environmental Management System (EMS) based on its ISO 14001 in 2019 to achieve sustainable environmental management. For effective EMS operations, it has set up an environmental management organization headed by the CEO and established environmental policies and goals and shared it with its in-external stakeholders to build a foundation for effective EMS operations. Along with Hansol Holdings, its subsidiaries, Hansol PNS and Hansol Papertech have also introduced an environmental management system in 2019, and have successfully acquired the international environmental certification, ISO 14001. Hansol Group promises to continuously expand group-wide environmental management.

Hansol Group
 ISO 14001
 certificate
9 companies


* Hansol Paper,
 Hansol Papertech,
 Hansol PNS,
 Hansol HomeDeco,
 Hansol Logistics,
 Hansol Technics,
 Hansol Inticube,
 Hansol EME,
 Hansol Chemical



Hansol Papertech ISO 14001 certificate



Hansol PNS ISO 14001 certificate

Hansol Holdings | Environment Policy

Hansol Holdings recognizes that eco-friendly management is the essence to sustainable growth, and published a 2019 environmental policy for the implementation of environmental management and introduced an environmental management system (EMS) to improve its environmental management level.

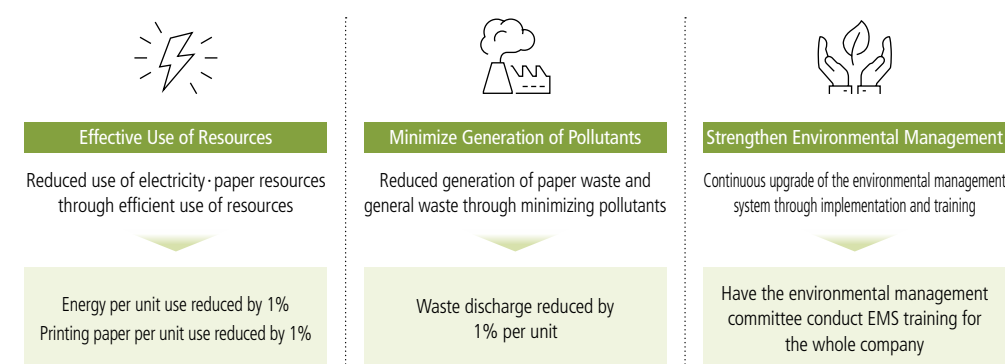
Hansol Holdings Environment Policy

 <p>Efficient use of resources and protecting the environment</p> <p>We lead in protecting the environment by preventing pollution through minimizing waste and efficient use of energy and resources.</p>	 <p>EMS operation & continuous Improvement</p> <p>Our employees are aware of the environmental policies and establish and implement achievable goals to continuously improve environmental outcomes and rectify non-conformities and make improvements to continuously enhance the environment management system.</p>
 <p>Communication with shareholders & satisfying obligations</p> <p>Through continuous communication with stakeholders, we regularly review the direction of our environmental goals and detailed goals and explain our management standards that reflect the needs of stakeholders as well as the environmental obligations.</p>	 <p>Practicing transparent environmental management</p> <p>By sharing environmental policies and eco-friendly management information with our stakeholders we encourage participation and exercise transparent environmental management.</p>

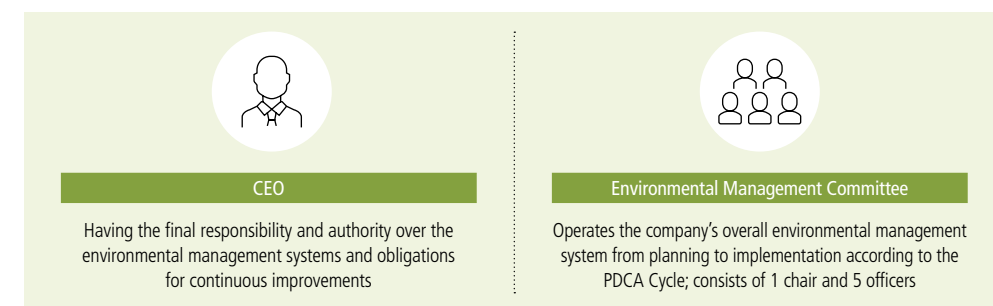
Hansol Holdings | EMS (Environmental Management System)

Hansol Holdings operates in accordance with the environmental management system based on PDCA Cycle to achieve environmental management and continuous improvement of EMS. Environmental management committee, which is consisted of communication team and relevant officers is planning and implementing environmental goals of Hansol Holdings. Hansol Holdings regularly monitors detailed activities, energy use, generation of environmental substances and conducts annual internal environmental audits to achieve its environmental goals. Also, each year, it conducts environmental management review and reflects the outcomes in the following year's goals to maintain a system to continuously improve the company's EMS.

Environmental Management Goals



Environmental Management Organization



Annual Environmental Management System Operation Cycle



Hansol Paper | Environmental Management Control System

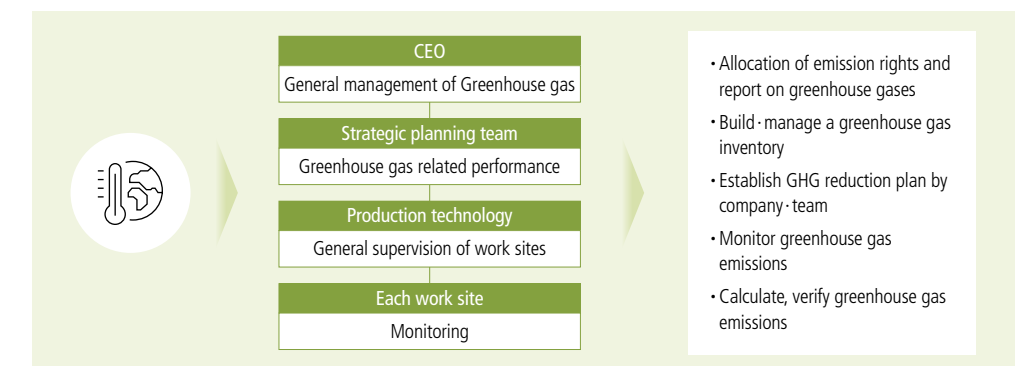
Hansol Paper was the first in the industry to 'declare the environment charter' in 1993 and has been conducting environmental management ever since. Even before reduction of greenhouse gasses became mandatory, it has made efforts to reduce energy costs and greenhouse gasses and implemented systematic environmental management introducing a computerized management system allowing each plant to monitor its environmental management. Also, headed by the CEO, it has created an organization dedicated to managing greenhouse gasses and a company-wide energy committee to proactively deal with climate change. Hansol Paper conducts regular and occasional audits semi-annually, manages environmental performance once a month, and rewards divisions that have exceeded their goals to encourage voluntary practice. Where an issue has risen in a plant, it requires a corrective action plan to be established within one month, and

to implement the corrective actions within the following month. Also, all staff are required to complete training on environment-related laws and national environmental policies as well as participate in environmental policy training by Hansol Paper to strengthen responsiveness and prevent environment accidents.

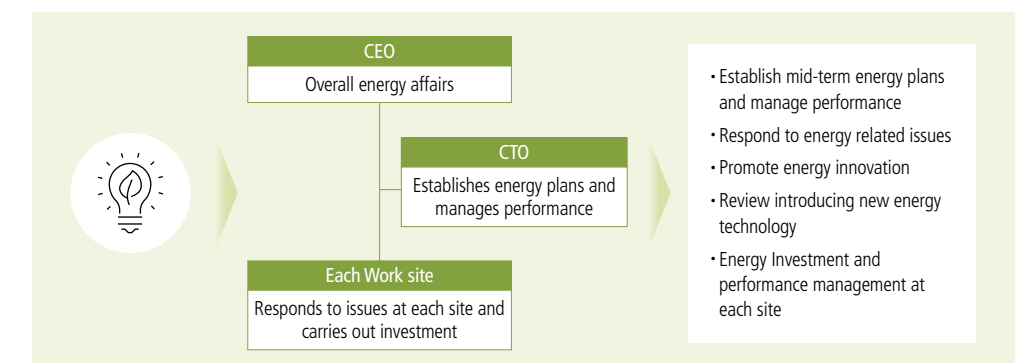
Hansol Paper | Wastewater Treatment Improvement

Hansol Paper's concentration on water resources has increased with as various environmental issues have arisen. In order to efficiently use water resources, Hansol Paper is making various improvements such as physically, chemically and biologically treating and purifying wastewater generated by its production plants. Through this, water resources are reused according to its purpose; as a result of its efforts to reduce water pollutants, Hansol Paper's average water pollutant (COD, BOD) generation in the whole site has been maintained at a steady value, well below regulations.

Greenhouse Gas Management Organization



Company-wide Energy Committee



Hansol Group
FSC certified
4 companies



* Hansol Paper,
Hansol Papertech,
Hansol PNS,
Hansol HomeDeco

Hansol HomeDeco
Certificated Emissions
Reduction(CER) sales
in 2019
NZ\$552 thousand



Hansol PNS | Eco-Friendly Management Through Compliance with FSC·CoC

Hansol PNS conducts its policies to reduce impact on the environment by using products that are forest business certified by the forest stewardship council (FSC) in accordance with the chain of custody (CoC) standards. FSC·CoC certification is highly reliable and evaluates all forests in the world based on 10 principles and 56 criteria in terms of 3 aspects which are environment, society, economy. By purchasing certified products, customers can support global forest management and afforestation. Hansol PNS strictly differentiates and manages certified and noncertified products in all stages from purchasing and ordering to shipment and selling. Also, Hansol PNS conducts annual regular training for employees conducting work on product certification and storage managers and is leading the way in eco-friendly management. Hansol PNS promises to continue to do its best to deliver eco-friendly management values to our customers.

Hansol HomeDeco | Overseas Afforestation Projects

Since the beginning of its overseas afforestation project as the first in Korea in 1993, Hansol HomeDeco has entered New Zealand in 1996 and planted 10,000 ha of industrial wood and is continuing its long-term investment until now for over 20 years. From the beginning of its project, while maintaining a business

partnership with the New Zealand natives it has been promoting Korea as a private ambassador with a spirit of cooperation and win-win partnership. In addition, we are generating sustainable profits through forest carbon credits generated from forest land. In this time where the protection trade for raw material is becoming stronger worldwide, the overseas afforestation project will become Hansol HomeDeco's future growth engine through proactive securing of wood resources. Hansol HomeDeco's overseas afforestation project is planting the value of nature and reaching beyond corporate business becoming the nation's competitive edge.

Hansol HomeDeco | Eco-friendly New Renewable Energy Projects

Hansol HomeDeco is conducting its new renewable energy projects using by-products such as wood chips, saw dust and biomass material created in the process of making its main products such as boards and flooring. High-pressure steam generated through this operates the turbine for cogeneration, and the wastewater recycle system is significantly reducing the use of industrial water. Since starting the operation of the power plant in 2013, Hansol HomeDeco has expanded its power production size twice, in 2015 and 2017. Currently, it is selling eco-friendly electricity generated by its three cogeneration plants and has reached KRW 4 billion in sales in 2019.



Hansol HomeDeco Forest in New Zealand



Hansol HomeDeco Iksan Plant Waste Heat Recovery System

Hansol Chemical
2019 waste
recycle rate
reached **75%**



Hansol Chemical | Reduction of Waste·Wastewater Generation

Hansol Chemical is preventing waste leaking by building additional waste storage spaces and installing CCTVs. In 2019, it applied high purity refining equipment to its production to focus on reducing waste generation and increasing recycle rate. Therefore, the recycle rate that was only 24% in 2014 rose to about 75% in 2019. Also, a dissolved air flotation tank has been installed in the wastewater treatment facility to improve issues that occur while operating the settling tank. This will help prevent environmental accidents by enabling immediate responses to emergencies that may occur while operating the wastewater treatment facility.

Hansol Chemical | Installation of LNG Reformer for Hydrogen Production

Hansol Chemical is sparing no effort to invest in the environment, while rising as an eco-friendly company by enforcing its internal environmental management standards through the operation of an integrated management system. In 2019, it invested KRW 11 billion to create an LNG Reformer for Hydrogen Production to reduce greenhouse gases. Through this, operation efficiency improved from 2,400Nm³/hr to 4,000Nm³/hr; improving greenhouse gas emissions compared to fuel. Thus, it is not only saving energy but also successfully reducing greenhouse gases. Hansol Chemical plans to continue to strengthen its environmental management until 2021 through investing in equipment such as replacing old insulation material and introducing external steam.



Hansol Chemical Dissolved Air Flotation Tank



Hansol Chemical LNG Reformer for Hydrogen Production

3.2. Eco-friendly Product Design

Hansol HomeDeco
Domestic flooring sales
Ranked in No. 1 (6.3km²)



* In 2019

Hansol Paper | Protego®

Hansol Paper, which is the largest paper manufacturer in Korea, is continuously striving to develop eco-friendly products. As a result, it succeeded in developing 'Protego' with barrier properties like plastic and aluminum. 'Protego' has overcome the limitations of paper which is vulnerable to blocking oxygen and moisture; it has various uses such as food packaging for coffee or dried foods, for cosmetics such as facial masks, and pet food packaging. Also, because its carbon emission is significantly lower than plastic and aluminum packaging, and it can be recycled, it is highly eco-friendly. As the world becomes more conscious in terms of plastic use, and domestic and international regulations on plastic are becoming stricter, the value of 'Protego' is rising as an eco-friendly product that will replace plastic packaging.

Hansol HomeDeco | Eco-Friendly Flooring Material

Hansol HomeDeco is making efforts to develop eco-friendly flooring products. SB flooring developed in 2016 uses products made of Super-E0 grade material which is Korea's most eco-friendly grade. Because it removed four volatile organic compounds (toluene xylene, methylene, styrene), it is harmless to the body. Because of its eco-friendliness, it has been approved and 'recommended as safe for atopic eczema' by the Corporation Aggregate Korea Atopy Association; it has also acquired the 'anti-mold zero grade' by the Korea Conformity Laboratories for its ability to prevent growth of various germs. SB flooring uses olefin sheets that only release water and carbon dioxide and no other harmful substances in fire. EB coating which is an eco-friendly surface treatment technology, is also applied so that it does not release total volatile organic compounds(TVCO) and formaldehyde which are harmful to the environment.



Hansol Paper Products using Protego®



Hansol HomeDeco SB Marble Flooring

Hansol HomeDeco
Highest eco-friendly grade

Super-E0 first to develop in Korea



Hansol HomeDeco | Using Recycled Material, MDF

MDF, is Hansol HomeDeco's representative eco-friendly product made of recycled chips and waste wood with many applications in furniture and construction interior material. Hansol HomeDeco has replaced wood imports with MDF production to reduce incineration of old wood while preventing pollution. Also, in accordance with the 'health & eco-friendly housing construction standards' which came into effect in 2015, it is working toward minimizing the amount of formaldehyde released which is the main cause of the new house syndrome. Hansol HomeDeco uses only eco-friendly material from processed surface boards with MDF, to furniture doors, and has developed products with the Korea's most eco-friendly grade, Super-E0. It has also acquired ISO 9001, ISO 14001, KS mark, and it continues to secure both high quality and service.

Hansol Chemical | World's First Eco-friendly QD Production

In November 2014, Hansol Chemical has solidified its status as a global electronic materials company by being the first in the world to build·supply eco-friendly quantum dot (QD) mass production equipment using its own technology. In September 2015, in order to deal with the increased demand of QD sheets, the company expanded its QD production facilities and through continuous improvement of quality it is now dominating the global QD market. To prepare for future growth in demand and improve its competitive advantage, Hansol Chemical has been adding more QD facilities since February 2020. Now entering the era of full-scale QD display, Hansol Chemical is promoting sustainable growth through reaching various fields of QD applications while proactively responding to the eco-friendly QD market.



Hansol HomeDeco Completed kitchen using Hansol Story Board (Pattern: Hairline Silver)




Hansol Chemical QD Research



Respecting Diversity of Members

Sustainability Performance

Hansol Group
 **Innovative HR system HMS-CORE for building talent**

Hansol Group
 **Enhance employee RESPECT**

Hansol Paper
 **4th Asian Women's Index Award on work-family balance**

Sustainability Context

Discovering and developing outstanding talents is fundamental to sustainable growth. Building a HR system to provide fair opportunity and assessment to everyone and task-oriented education program to improve personal skills are important factors to enhance work efficiency and satisfaction. Efficient and innovative organizational culture is also considered significant as 52-hour workweek policy is applied.

Our Approach

Hansol Group has restructured its organization for company-wide transformation of its HR system and established an advanced talent development system and measures to improve respect for its employees. In a society that demands for a wide variety of perspectives and abilities, we support our staff through training programs to help each individual grow as talented people who demonstrate their individual capabilities, and help members communicate the organizational principles. Also, selective work hours, PC OFF system, staff psychology consultation programs help to support each member in pursuing a healthy work-life balance.



4.1. Fair Recruitment & Talent Development

Hansol Group | HR System Transformation

In 2019, Hansol Group has transformed its HR system in response to the changes made to the management environment. By analyzing each affiliate's business characteristics and macro-environment, and by identifying HR trends and employees' expectations, it has identified three demands: 'role-based position system', 'differentiative compensation' and 'evaluation centered around feedback'. Through this, Hansol Group supports autonomous growth based on each individual's responsibility and competency, and strives to secure global-level organizational competitiveness through immersion.

Hansol Group | HMS (Hansol Management System)-CORE Development System

When becoming a holding company in 2015, Hansol Group built the HMS-CORE model in order to achieve maximum value through 'securing competitive advantages through differentiation'. In 2019, it modified its training program to reinforce its business and organizational principles and is now making effort to secure talents with HMS-CORE. HMS which is the behavioral principles and formula for success that Hansol members should strive for and CORE which is desirable talent model of Hansol, is joined to form HMS-CORE; this implies the skills in terms of four aspects which are individual, organizational, internal and external, that a member of Hansol should acquire and practice. This is used for recruitment, diagnosis and evaluation to develop talent fit for the group. Hansol Group will support to develop its employees through continuous innovation of its talent development system.

Hansol Group | Learning cloud

Hansol Group opened an education portal called 'Learning Cloud' in line with the digital transformation in business environment. Hansol Learning Cloud has moved away from being a simple training provider, to allowing the learner to establish and create a training environment that fit themselves. It is a self-directed learning platform where the learner can build, share and recreate own contents. The Learning Cloud will help its employees take initiative in participating in education and contribute to effectively enhancing required skills.

Hansol Inticube | Training to Enhance Competency of employee

Hansol Inticube conducts intensive training with three purposes in 2019: 'strengthening incorporation of technological skills' 'reinforcing leadership skills' and 'promoting voluntary sharing of knowledge.' It created 66 courses for HMS-CORE-based training, which is the company-wide talent development system, to incorporate proper behavior as a member of Hansol. In order to build an amicable corporate culture, it conducts various training for each position such as initiation programs for new recruits, team leadership training, executive collaboration leadership training etc. In addition, all employee has participated in IT training to improve their technology skills and for anyone interested in enhancing their expertise in new technology, there has been the opportunity to take part in new technology specialist development training. In this way, Hansol Inticube continues to develop and provide diverse training programs to promote sharing of knowledge.

HR System Transformation

Switch to role-based position system	Enforce differentiation of rewards	Reinforce evaluation centered on coaching · feedback
<ul style="list-style-type: none"> Integrate and simplify positions around actual roles (3 stage position system) Amend criteria and requirements for each integrated position Remove promotion by required amount of years and expand opportunities to promotion by selection 	<ul style="list-style-type: none"> Expand differentiation of rewards based on CL job group performance Amend company-wide criteria on incentives 	<ul style="list-style-type: none"> Improve the evaluation system and ease relative grading Reinforce logical and fair evaluation monitoring

Securing global-level organizational competitiveness through immersion








<ul style="list-style-type: none"> Manage a flexible workforce by integrating skill-based positions Evaluate based on outstanding performance Discuss based on promotion evaluation points Establish a development plan customized to individual needs 	<ul style="list-style-type: none"> Introduce cumulative evaluation (differentiation of rewards based on performance) Enhance performance-based feedback and utilize it in promotion evaluation Secure new growth engines and introduce an innovative business culture Systematic HR management & computerized processes
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4.2. Communicative Organizational Culture

Hansol Group | Method for Enhancing Employee Respect

Policies that respect for employees play an important role in sustainable development of a company. Hansol Group sets the Hansol Management System (HMS) as a compass to direct its growth as a long-lasting company. It has identified seven core factors in terms of employee's respect and established a ‘method for enhancing employee respect’ so that the actual workers of HMS will have a sense of pride and and self-esteem in their work.

Method for Enhancing Employee Respect

	Recognition	Praises that recognize the value of the employee's contributions	<p>Immediate awards Team leader selects and immediately awards an outstanding employee of the month</p> <p>Sharing gratitude and compliments Share gratitude and compliment each other at the daily morning visual planning time and meetings</p> <p>RESPECT Survey Increase content on leadership training & acquire feedback through surveys and conduct further training</p>
	Empowerment	Providing training and resources for high level of autonomy and success	<p>Inspection of delegation decision rules Periodic inspection of delegation decision rules to empower each individual.</p> <p>Enhance job training Establish a yearly training plan by the needs of the employees and improve the quality of training through feedback.</p> <p>Dress down day Gives freedom and helps create a comfortable work environment</p>
	Supportive Feedback	Constructive and sincere concrete feedback in a timely manner	<p>Reinforce evaluation interviews Enhance fairness by systemization of evaluation interviews</p> <p>Strengthen evaluation feedback Enhancing fairness by systemized evaluation interview process</p>
	Partnering	Participate in decision making processes as a true partner	<p>Meeting with the CEO Hold meetings for all employees to meet with the CEO and chief of the workplace (at least once a year)</p> <p>Proposal Room for all Expanded HMS Speed Hotline CEO Proposal Room to collect everyone's opinions</p> <p>RESPECT Survey Monitor and improve manager leadership level through surveys</p> <p>Encourage cooperation between divisions Information exchange by class and operation of a customized community board for sharing information</p>
	Expectation	Share clearly established visions & goals of the organization	<p>Regularize company-wide training Conduct training for the whole company at least once every 2 years</p> <p>Better communication Conduct visual planning, business strategy meetings, information sessions on present conditions each quarter.</p> <p>Enhance fairness in evaluation Inspect individual performance evaluation items and conduct evaluation revolved around quantitative evaluation (KPI)</p> <p>Challenging and enhancing position Differentiation of weight on evaluation goals and performing challenging tasks by position</p>
	Consideration	Being considerate and caring for each other	<p>Quarter-day leave for healing Paid leave available with the minimum unit of two hours</p> <p>Group EAP Provide professional consulting on stress, health, child education for the whole workplace</p> <p>Healing Workplace Program Search for improvements to be made in the work environment and reflect and conduct it in the management plan each year</p> <p>As One Day Promote sports or cultural events each quarter to enhance morale and communication in the workplace</p> <p>Family-friendly programs Regularize annual family inviting events to build a sense of pride in Hansol</p> <p>Encourage childbirth Three days paid leave for infertility treatment</p>
	Trust	Trust and having confidence in the abilities and skills of the employee	<p>Transparent organization culture Eradicate corruption by unethical behavior online reporting channel(Red Whistle)</p> <p>Increased trust towards the company Continuous improvement of HR management and continuous sharing of updates</p>


Hansol Group
Grievance committee

all affiliate conducts



Hansol Inticube
'Dong-Go-Dong-Rak'
lunchbox meeting
attendance rate

74%



Hansol HomeDeco
Share & Communication
Talk attendance rate

70%



Hansol Group | Grievance Committee

Hansol Group respects human rights and complies with relevant regulations, and has established internal policies to put in practice. In 2019, in line with the enactment of the prohibition of harassment in the workplace, it added new relevant provisions to the employment rules. Phone, E-mail or the groupware boards are available for victims of harassment in workplaces or anyone to report of harassment and request for measures to be taken. Hansol Group formulates its solution principles centered around the victim and after the measures are taken, monitors whether terms of agreements have been implemented, follow up on any further harassment, to prevent future recurrence.

Hansol HomeDeco, Hansol Inticube | Create a Communicative Organizational Culture

Hansol HomeDeco and Hansol Inticube strive to share common goals by improving communication between employees and executives. Hansol HomeDeco holds monthly meetings for each headquarter·plant chaired by the CEO and chief of workplace to share the present conditions, strategy and vision. Also, for the annual As One Day event, the CEO meets with the whole employees to share about various in·external matters and answer questions through Share & Communication Talk. Hansol Inticube holds a ‘Dong-Go-Dong-Rak’ lunch box meeting. This meeting that has been held twice a month in 2019 for staff, had a 74% attendance rate. Invited employees shared opinions, hardships, individual visions to build a bond over a lunch box meal with the CEO. Hansol HomeDeco and Hansol Inticube will carry out its role as a partner, and conduct activities to promote better communication that will allow the company and individual grow together.



Hansol Inticube 'Dong-Go-Dong-Rak' Event Poster



Hansol HomeDeco Share & Communication Talk Event

4.3. Employee Welfare & Benefits

Hansol Group | Continuous improvements to Enhance employees Welfare

Hansol Group encourages family-friendly management, and strives to create a pleasant work experience, through enhancing the welfare for employees. It has implemented a selective work hour system, PC OFF system, in-house EAP, and various programs that consider not only its staff and employees but also their families. This is also to create a better work environment for the employees so they can create a healthy work life balance. In accordance with the prohibition of harassment in the workplace, it added new provisions to the employment rules and conducted relevant training for all its staff and is promptly responding to the rapidly changing environment to protect the rights of employees and create a better work environment.

Hansol Group | EAP (Employee Assistance Program) Staff Health Management

Hansol Group recognizes that a healthy mental health is important for a happy and healthy life therefore provides psychological consultation programs in connection with external professional facilities. The scope ranges from work-related matters, to personal problems in any area of life that can affect the stress management of employees. Recently, it has expanded its scope to include family by providing family consultation to help provide employees of Hansol Group with a healthy and happy life.

Hansol Group | Selective Work Hours System

Hansol Group has suspended its staggered work hours and introduced a selective work hours system to promote autonomy. The selective work hours system gives the employee freedom to select their start and finish time where within the agreed working hours, one can select own work hours per day and apply these hours for two weeks or four weeks time.

Hansol Group introduces the selective work hours system to promote work life balance, and help improve employees' concentration on tasks that will eventually lead to enhancing the competitive advantages of the whole organization.

Hansol Group | PC OFF System

Hansol Paper, Hansol HomeDeco, Hansol Logistics and Hansol PNS operate a PC OFF system to ensure a work life balance of their employees. They operate a Family & Fun Day system and create an atmosphere for people to end their days on time; For a successful PC OFF system, they play the music at the end of the work on Tuesdays and Thursdays to help employees adjust to the new system. In this way, they are helping staffs adjust easily to a 40-hour work week and create an organization culture that respect the life of the individuals.

Hansol Paper | Fourth Asian Women Index Award, Work-Life Balance Sector

Hansol Paper respects the diversity of employees and operates a supportive system which includes shortened work hours during the entire duration of the pregnancy and child rearing period so that women are not discriminated against, preventing them from building their career. As a result, the company was awarded the 'Fourth Asian Women Index Award in the work-life balance sector' at 'the 2019 Asian Women Leaders Forum' held by Asia Business Daily. Hansol Paper makes sure there is no discrimination of gender in the top manager positions. To improve the female talents, Hansol Paper plans to improve the employment rate of women and operates MBA programs and global training to help to promote female leaders.

Hansol Chemical | Family Friendly Approved company

Hansol Chemical is continuously working to create a balance between work and life in accordance with the family-friendly management of the Group and since 2016 it has been keeping its recognition as a family-friendly company. The family-friendly certification is presented by the Ministry of Gender Equality in accordance with Article 15 of the Act on the Promotion of Creation of Family-Friendly Social Environment and awarded to companies operating a family-friendly system including support for childbirth and child rearing, flexible work hours, and creating a family-friendly work culture. Hansol Chemical will continue to evaluate and improve these relevant systems as a family-friendly company.

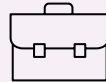


Hansol Inticube | Family Events

Hansol Inticube conducts policies that consider its staff and their families. It hosts kids camps for its employees and their families who work hard for the growth of the company. For employees with elementary or middle school children, it holds waterpark camps and snowboard·ski camps twice a year so that families can enjoy and make memories, so Hansol Inticube operates policies considering not only its employees but also their family.

Hansol EME | Health Promotion of employee

Hansol EME have huge responsibility for health of its employee due to the nature of its industry. Therefore, it carries out various strict measures following an annual plan consisting of health examinations between April and October, intensive flu prevention plan in September and October, and regular health examinations for elderly workers and those with work related health problems. Also, it requires submission of a risk factor survey table on work that potentially burden the musculoskeletal system for new worksites or employees to prevent musculoskeletal diseases.

Hansol Group EAP(Employee Assistance Program) Staff Health Management

 <p>Work</p>	 <p>Psychology</p>	 <p>Family</p>
<p>Job stress, Career development, Communication issues, Burn-out syndrome</p>	<p>Anxiety caused by depression or emotional labor, PTSD</p>	<p>Improving relationship with children, Improving marital relationships, Helping children's behavioural disorders</p>



Hansol Chemical Family-Friendly Certification



Hansol Inticube Employees' children Ski Camp

Benefiting the Community

Sustainability Performance

Hansol Paper
2019 share the 1% collection
KRW 300 million

Hansol Paper
Beneficiaries of paper donations
233 students

Hansol Chemical
2019 water campaign
471 beneficiaries

Sustainability Context

As a member of the community, companies are obliged to fulfill their responsibilities for various stakeholders. More companies are actively establishing a systematic social contribution strategy that utilizes the company's characteristics and expertise to mitigate community issues, going beyond one-time volunteer activities. Also, there is a rise in social demand on spreading a culture built on partnership for growth through technology collaboration, fair trade, and funds.

Our Approach

Hansol Group has been contributing in creating a divers and rich art environment in the community through social contribution centered around culture and arts. It engages in social contribution activities the utilizing expertise of affiliates that can be conducted daily such as donating paper to students, and donating part of the salary through the Matching Grant and Share the 1% systems. It also works with NGOs to continuously pursue social contribution activities overseas.



5.1. Growth & Partnership

Hansol Technics
Attended partners
of the partner
invitation meeting

40 companies



Hansol Paper | System for Partnered Growth

Hansol Paper helps its partners enhance build on their competitive advantages to achieve sustainable growth. It has divided its activities into four categories: technology, purchasing, funding and training, to provide support that is customized to each partner's needs. Also, Hansol Paper is making various effort to achieve partnered growth with its partners such as hosting annual partnered growth committee meetings and sharing performance.

Hansol Technics | Partner Invitation Meeting

In order to create a culture of partnered growth and share partnered growth policies, Hansol Technics held an invitation meeting. In 2019, about 40 partners joined to declare fair trade compliance, where Hansol Technics shared its partnered growth goals and activities, and explained prohibited cases on corrupt requests and bribery. Additionally, Hansol Technics shared

its purchase strategy for 2019 to strengthen the sense of solidarity with its partners and create opportunities for partnered growth.

Hansol Paper | Environmental Management of Partners

Hansol Paper recognizes that the company's competitive advantage comprises sustainable management skills, and the company works to achieve partnered growth and environmental management through sharing environmental policies and goals with its partners. In order to help partners implement eco-friendly management activities, it supports training and monitors established environmental improvement goals and implementation outcomes. While paying incentives to partners that achieve a higher grade according to the diagnosis, it proposes improvements for partners with a lower grade. Hansol Paper promises to use multilateral ways to help its partners grow and enhance their competitive advantage.

Hansol Paper Environmental Management of Partners




Hansol Technics Partner Invitation Meeting

5.2. Continuous Social Contribution

Hansol Paper
Beneficiaries of
paper donations in
2019

233 students



Hansol Paper
2019 Firefly
volunteer members

969 volunteers



Hansol Paper
2019 Firefly
volunteer funds

KRW **458** million



Hansol Cultural Foundation | Museum San

Hansol Group has founded the Hansol Cultural Foundation in 1995 for social contribution to the culture and arts field and with the eagerness to 'contribute to cultural development' and has been developing talents in arts by supporting promising artists. Also, while hosting domestic and international cultural exchanges and exhibitions, it has agreed to work with the Ministry of Culture, Sports and Tourism to promote 'Culture Day' which is a governmental campaign and is striving to revive nation-wide cultural consumer activities. In 2013, it opened Museum San as a cultural space for artists to communicate with the audience and introduce artwork that represents Korean modern art and displays the value of Korean paper. Hansol Group will continue to make cultural value available for anyone to enjoy a diverse cultural life.

Hansol Paper | Paper donated for the graduation exhibition at universities with visual design departments

Hansol Paper strives to enhance the Korean

design industry as a leader in the paper manufacturing industry. It conducts various activities such as contests for finding new designers with excellent items, and since 2018 it has been supporting over 20 universities with visual design related departments. Hansol Paper also donates premium printing paper (insper M-rough, smooth, eggshell) to contribute to the development of talents that will lead the future design industry in Korea.

Hansol Paper | Firefly Volunteer Group

Hansol Paper is continuously sharing with socially disadvantaged groups in the community around its worksite. It formed a Firefly Volunteer group which has established a sisterhood relationship with disabled facilities, single mother facilities, facilities for broken families, elderly families and households headed by children and carries out volunteer activities during its monthly visits. The Janghang plant has shared apples with 23 senior citizen centers during Chuseok and visited affiliated families to share rice, dried fish and household supplies.



Landscape view of Museum San



Hansol Paper Firefly Volunteer Group

Hansol Chemical
Participants of
matching grant
system in 2019

329 participants



Hansol Technics | Jincheon Health Care Volunteer Event

Hansol Technics conducts various social contribution activities for partnered growth and development with the community near the workplace. In 2019, it conducted a health care volunteer event for the local residents of Deoksan-myeon Jincheon-gun together with the large-SME(Small and medium enterprises) Agriculture and Fishery Foundation and Haetsalmaru corporate. There were around 100 volunteers involving Korean medicine doctors, and hair designer. It was made possible for as many people as possible to join and benefit from the event. Therefore, for residents of 40 villages that were too far from the clinic, a bus was rented so they could attend. As a result, a total of about 500 residents benefited from medical support and received great feedback.

Hansol Chemical | Matching Grant System and New Employee CSR

Hansol Chemical encourages employees to join in activities of giving back to the society and aims to create an in-house culture for this. The 'matching grant' system, where the company donates the same amount that is donated by employees, has begun to boost the willingness of employees to participate in social contribution activities and to further support the socially disadvantaged. Funds collected through this are donated to the community or used to fund volunteer activities.

The new employee CSR event is a novel fundraising event planned by new employees which allow them to take part in social contribution activities and understand the value of sharing. During the event, new employees are challenged to break the fundraising record with fresh ideas. In this way, this brings new vitality to Hansol Chemical's organizational culture.



Hansol Technics Health Care Volunteer Event



Hansol Chemical Briquette Volunteer Activity



(No. of attendees * hours)



Hansol PNS, Hansol Inticube | Wallpapering Volunteer Activities and Habitat for Humanity

Every year, Hansol PNS and Hansol Inticube participate in 'wallpapering volunteer activities' and 'Habitat for Humanity' programs. In the first half of 2019, they carried out wallpapering at 'Seongsan Green House', which is a care facility for people with intellectual disabilities. In the second half of the year, they volunteered for 'Habitat for Humanity' at Mokcheon-eup, Cheonan-si, in Chungnam. 38 people including new employees supported to build houses and paper the walls, while Hansol PNS and Hansol Inticube sharing their social responsibilities.

Hansol EME | Share the Love 1%

Hansol EME is leading the way to build unity in the world based on its business philosophy that companies must fulfill its social responsibilities as a member of society. In 2005, it formed an in-house volunteer group 'evergreen sharing' and has been securing funds through voluntary sharing of 1% of the monthly salaries of employees through the 'Share the Love 1%' program. In 2019, the company donated rice and bedding to Janghang-eup in Seochon-gun, and Subuk-myeon in Damyang-gun near the worksite. Hansol EME plans to continue its various activities that allow sustainable growth partnered with the local community.



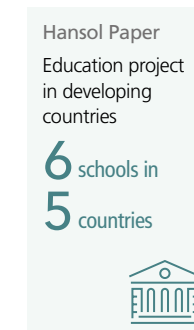
Hansol PNS, Hansol Inticube Wallpaper Volunteer Team



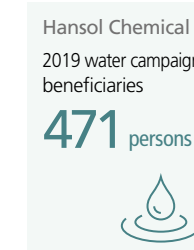
Hansol PNS, Hansol Inticube Habitat for Humanity Volunteer Team



Hansol EME Share the Love 1% Activities



* In 2019 (accumulative)



* 260 male students,
204 female students,
7 teachers

Hansol Paper | Education Projects for Children in Developing Countries

Hansol Paper has been supporting education projects in Asia and Africa together with Save the Children since 2013 to provide education to children in developing countries. The project basically involves building schools, supporting the building·repairing of classrooms, teacher's rooms, building dormitories, and hygiene facilities and cafeterias. It is also helping build libraries and donating books to help improve reading in children. Since establishing its first overseas school, 'God is Our Light' in Sierra Leone in 2014, it has built six schools in five countries including 'Chua Ta' school in Vietnam. Hansol Paper promises to lead in providing better opportunities so that more children can have quality education in a safe environment.

Hansol Chemical | Water Campaign

Hansol Chemical, with the aim to be a 'company that contributes to humanity' is enhancing its

interest in global environmental issues and taking part in making changes. The 'water campaign' shows the willingness of Hansol Chemical and the hope of its staff to resolve the global 'water and sanitation' issues. In the recent five years since 2015, Hansol Chemical has raised KRW 140 million through company-wide fundraising events such as marathons and auctions.

It has built potable water networks, and is conducting health and hygiene training and first aid training in African villages with 'Team and Team' an international relief development NGO to help develop sustainable CSR activities so that villagers can have potable water and health and hygiene.

Since 2015, it has completed support work for six villages and two schools in Africa altogether benefiting about 9000 locals. It is continuing the 'Hansol Chemical WASH self-sustainable school Season 2' in 2020 for Lorengo Primary School in Turkana County, Kenya.

Hansol Chemical Water Campaign History

2016

Hansol Chemical WASH self-sustainable village Season 1

Self-sustainability of villagers in 3 villages (Hewani, Bularahma, Umoja) near Tana River County, Kenya WASH self-sustainable skill training, drinking water facility projects, health & hygiene training, 3 new ground water facilities, 6 pumps repaired, 6 toilets built, hygiene kits sent to 340 families

2018

Hansol Chemical WASH self-sustainable school Season 1

Makutano Primary School Turkana County, Kenya/ built solar drinking water facility system, hygiene facilities; hygiene training & campaigns; potable water supply system at 100m deep; 4 new toilets; replaced existing toilet door and lock; installed a waste disposal site

2015

Drinking water facility for Kafubu West Primary School in Zambia

Improved drinking water and bathroom facilities for the school

2017

Hansol Chemical WASH self-sustainability village Season 2

One toilet built, fundamental WASH training, training on hand washing & soap making, first aid training for 3 villages (Galilee, Chamwanamuma, Maremba) in Tana River County, Kenya

2019

Hansol Chemical WASH self-sustainable school Season 2

Lorengo Primary School Turkana County, Kenya/built a potable water supply network; built toilets & hygiene facilities; health and hygiene training & campaigns



Hansol Paper 6th project, Chua Ta school, Vietnam



Hansol Chemical Water Campaign

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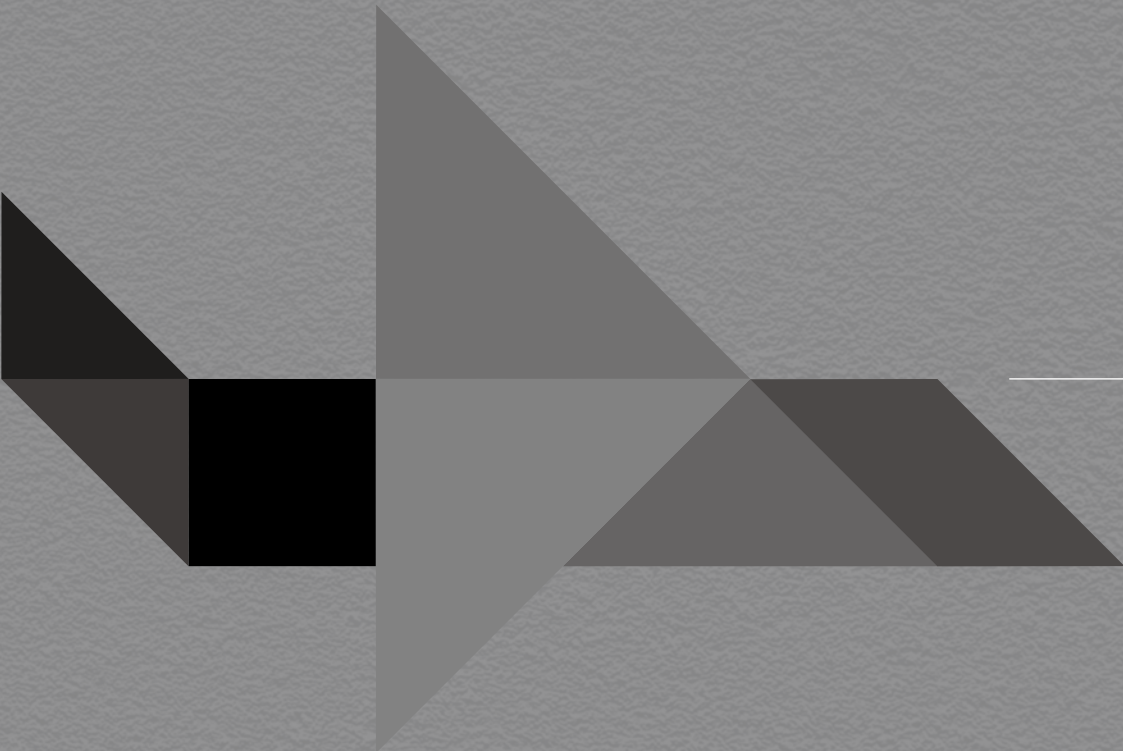
SPEED

Rapidness based on simplicity and practicality

Slow decision making often disappoints customers and discourages organizational members. We need to create a Hansol culture of fast decision-making and implementation that makes internal and external customers impressed.

Speed is based on "Simplicity" and "Practicality". 'Simpleness' should focus more on practical things than formality. It means reducing excessive or useless work including unnecessary meetings, reporting, methods of work, organization, and so on, and concentrating efforts on essence and core work. The 'practicality' should prioritize the work expertise and rational way of thinking of each employee. The management and HR departments must always fill the organization with such competent personnel.

Speed is a rapid capture of 'timing'. It means reacting faster to customer wants than the competitor in solving the customer's problems, making offers in advance before the customer's requests. Speed also contributes to accelerating the business, while moving up the timing of performance and minimizing the cost of time delays.



Data Center

Hansol Holdings

Board of Directors Performance

Category		Unit	2017	2018	2019
Board of Directors Operation	No. of Board Meetings	Times	5	10	9
	Voted Matters	Cases	10	21	26
	Prior Review	%	100	100	100
	Amended Matters	Cases	0	0	0
	Reported Matters	Cases	3	6	11
	Meeting Attendance	%	85.7	97.1	93.7
	Non-executive Director Attendance	%	66.7	100	100
Diversity of Board Members	Female		0	0	0
	Male		7	7	7
	Less than 30	Persons	0	0	0
	30~50		0	0	1
	Over 50		7	7	6

Economic Performance

Category		Unit	2019
Business Performance	Total Turnover		26,352
	Business Profit	KRW 1 million	11,528
	Net Profit During Term		7,151

Environmental Performance

Category		Unit	2019
Serious Harmful (Chemical) Substance Spillage	No. of Cases	Cases	0
	Amount	Ton	0
Violation of Environmental Law & Regulations	Fine	KRW	0
	No. of Lawsuits	Cases	0
	Non-monetary Sanctions	Cases	0
Environmental Training	Training Hours	Hours	43
	No. of Attendees	Persons	7

Social Performance

Category			Unit	2019
Total No. of Staff & Employees				44
Staff & Employees (By employment type)	Executive	Total		12
		Female		0
		Male		12
	Permanent	Total		31
		Female		4
		Male		27
	Temporary	Total	Persons	1
		Female		0
		Male		1
	Unaffiliated Personnel			0
Staff & Employees (By work shift type)	Full-Time		41	
	Part-Time		3	
Staff & Employees (By location)	Korea		44	
	Overseas		0	
New Employees	Female		1	
	Male		3	
	Less than 30	Persons	0	
	30~50		4	
	Over 50		0	
Job Stability	Average Length of Service	Male	Years	13
		Female		8
	Turnover rate		%	3.4
Industrial Accidents	No. of Industrial Accidents		Cases	0
	Industrial Accident Rate		%	0
	No. of Deaths		Persons	0
	No. of Injuries			0
	Working-Hour Loss		Hours	0

Category			Unit	2019
Talent Development	Total Budget		KRW 1 million	301
	No. of Beneficiaries		Persons	41
	Training Cost per Employee		KRW 1 thousand	3,087
	Avg. Training Hour per Employee		Hours	19
	Female Percentage		%	9.1
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	128
Diversity of Employees		Female (Avg. Wage)		73
		No. of Disabled		0
		No. of Elderly (55 or over; excl. executives)		1
	Employment of Socially Disadvantaged	No. of Foreigner	Persons	0
		No. of High School Graduates		3
		No. of Veterans		0
		Percent of Disabled		0
		Percent of Elderly		2.3
	Employment of Socially Disadvantaged	Percent of Foreigner	%	0
		Percent of High School Graduates		6.8
	Percent of Veterans		0	
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	41
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0
Human Rights Policy and Procedure	Human Rights Training Hours		Hours	41
	Sexual Harassment Prevention Education Hours		Hours	82
	Other education		Hours	82
	Social Contribution	Investment in Social Contribution		KRW 1 million

Hansol Paper

Economic Performance

Category		Unit	2019
Business Performance	Total Turnover		1,912,588
	Business Profit	KRW 1 million	105,301
	Net Profit During Term		40,024
Research & Development	R&D Investment		4,405
	R&D Expense/Sales	%	0.27
	No. of Researchers	Persons	33

Environmental Performance

Category			Unit	2019
Raw Material Use	Raw Material Use		Ton/Year	1,249,883
Recycled Raw Material Use	Recycled Material Usage		Ton/Year	573,178
	Percent of Recycled Material Usage (Recycled Raw Material)		%	45.9
Total Energy Use			TJ	16,191
Total Water Use (Usage, Korea)				23,652,386
Waterworks	Waterworks Usage		Ton/Year	4,922,932
Groundwater	Goundwater Usage			9,556,941
Sea Water	Sea water Usage			1,466,614
Water Reuse	Water Reuse		Ton/Year	8,076,427
	Water Reuse Rate		%	34.1
Greenhouse Gas Emissions	Emissions	Direct Emissions (Scope 1)	tCO ₂ eq	358,293
		Indirect Emissions (Scope 2)		594,176
Air Pollutant Emissions	Emissions*	SOx		250.0
		NOx	Kg	158,401
		Dust		57,160
		HCl		13,455
Wastewater Discharge	Discharged		Ton/Year	16,853,455
Water Pollutant Discharge	Discharged	BOD	ppm	19.62
		COD		32.71
		SS		6.80
Waste	Total Waste Generated (Disposed, Korea)			231,580
	Incineration			161,894
	Landfill			7,734
	Recycle			177,237
	Others			-
	Waste Recycled Rate			77
Serious Harmful (Chemical) Substance Spillage	No. of Cases		Cases	0
Violation of Environmental Law & Regulations	Amount		Ton	0
	Fine		KRW 1 million	0
Environmental Cost & Investment	No. of Lawsuits		Cases	0
	Non-monetary Sanctions		Cases	0
Environmental Training	Investment in Environment		KRW 1 million	9,566
	Environment Management Cost		KRW 1 million	17,822
Training	Training Hours		Hours	6,836
	No. of Attendees		Persons	698

* Except data of Sintanjin plant

Social Performance

Category		Unit	2019
Total No. of Staff & Employees		Persons	1,153
Staff & Employees (By employment type)	Executive	Total	Persons 26
		Female	Persons 0
		Male	Persons 26
	Permanent	Total	Persons 1,112
		Female	Persons 89
		Male	Persons 1,023
	Temporary	Total	Persons 15
		Female	Persons 13
		Male	Persons 2
	Unaffiliated Personnel		Persons 0
Staff & Employees (By work shift type)	Full-Time	Persons 1,152	
	Part-Time	Persons 1	
Staff & Employees (By location)	Korea	Persons 1,144	
	Overseas	Persons 9	

Category			Unit	2019
New Employees	Female		Persons	11
	Male		Persons	74
	Less than 30		Persons	54
	30~50		Persons	29
	Over 50		Persons	2
Job Stability	Average Length of Service	Male	Years	18.0
		Female		9.0
Industrial Accidents	Turnover Rate		%	2.5
	No. of Industrial Accidents		Cases	1
	Industrial Accident Rate		%	0.1
	No. of Deaths		Persons	0
	No. of Injuries		Persons	1
	Working-Hour Loss		Hours	600
Talent Development	Total Budget		KRW 1 million	1,900
	No. of Beneficiaries		Persons	1,147
	Training Cost per Employee		KRW 1 thousand	1,656
	Avg. Training Hour per Employee		Hours	70
Diversity of Staff & Employees	Female Percentage		%	8.7
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	73
		Female (Avg. Wage)		48
	Employment of Socially Disadvantaged	No. of Disabled		30
		No. of Elderly (55 or over; excl. executives)		74
		No. of High School Graduates	Persons	0
		No. of Foreigners		0
		No. of High School Graduates		722
	Employment of Socially Disadvantaged	No. of Veterans		23
		Percent of Disabled		2.62
Percent of Elderly			6.45	
Percent of Foreigner		%	0	
Percent of High School Graduates			62.95	
Growth & Partnership	Supplier	Percent of Veterans		2.01
		Total No. of Partners	Numbers	44
		Total Purchases from Partners	KRW 1 million	201,251
Fair Trade	Violation of Fair Trade		Cases	0
	Fine		KRW 1 million	0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	991
Anti-corruption Violation Cases	Anti-corruption Violation Cases		Cases	0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0
Maternity Leave	No. of Persons	Total		7
	Utilizing Maternity Leave	Male	Persons	0
		Female		7
	No. of Returnees	Total		5
	Working 12 Months or More	Male	Persons	0
Child Care Leave		Female		5
	No. of Persons	Total		10
	Utilizing Child Care Leave	Male	Persons	3
		Female		7
	No. of Returnees	Total		8
Human Rights Policy and Procedure	Working 12 Months or More	Male	Persons	3
		Female		5
	Average Length of Leave		Days	149.5
	Workplace Anti-bullying Training Hours	Total hours		1,146
	Sexual Harassment Prevention	Total hours		1,146
Social Contribution	Education Hours			
	Other Education		Total hours	1,146
	Investment in Social Contribution		KRW 1 million	458
	Total Volunteer Hours		Hours	12,000
Social Contribution	Avg. Volunteer Hours per Employee		Hours	10.5
	Direct/Indirect Beneficiaries		Persons	1,873

Hansol Papertech

Economic Performance

Category		Unit	2019
Business Performance	Total Turnover	KRW	99,509
	Business Profit	KRW 1million	4,318
	Net Profit During Term		2,610

Environmental Performance

Category		Unit	2019
Raw Material Use	Raw Material Usage	Ton/Year	291,721
	Recycled Material Usage	Ton/Year	285,359
Recycled Raw Material Use	Percent of Recycled Material Usage (Recycled Raw Material)	%	97.8
Total Energy Use		TJ	66,071
Total Water Use (Usage, Korea)			2,126,345
Waterworks	Waterworks Usage	Ton/Year	6,433
Groundwater	Goundwater Usage		468,884
Sea Water	Sea water Usage		-
Water Reuse	Water Reusage	Ton/Year	279,583
	Water Reuse Rate	%	14.7
Environmental Training	Training Hours	Hours	256
	No. of Attendees	Persons	112

Social Performance

Category		Unit	2019
Total No. of Staff & Employees		Persons	137
	Executive	Total	Persons 6
		Female	Persons 0
		Male	Persons 6
		Total	Persons 125
Staff & Employees (By employment type)	Permanent	Female	Persons 4
		Male	Persons 121
	Temporary	Total	Persons 2
		Female	Persons 0
	Male	Persons 2	
		Persons 4	
		Persons 4	
Staff & Employees (By work shift type)	Full-Time	Persons	137
	Temporary	Persons	0
Staff & Employees (By location)	Korea		Persons 137
	Overseas		Persons 0
	Female		0
	Male		11
New Employees	Less than 30		Persons 7
	30~50		4
	Over 50		0
Job Stability	Average Length of Service	Male	Years 9.7
		Female	Years 10.9
Industrial Accidents	Turnover Rate	%	3.1
	No. of Industrial Accidents	Cases	3
	Industrial Accident Rate	%	1.5
	No. of Deaths	Persons	0
	No. of Injuries	Persons	3
Talent Development	Working-Hour Loss	Hours	279
	Total Budget	KRW 1 million	174
	No. of Beneficiaries	Persons	120
	Training Cost per Employee	KRW 1 thousand	1,417
	Avg. Training Hour per Employee		Hours 78

Category			Unit	2019
Diversity of Staff & Employees	Female Percentage		%	2.9
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	57
		Female (Avg. Wage)		44
	Employment of Socially Disadvantaged	No. of Disabled	Persons	0
		No. of Elderly (55 or over; excl. executives)		0
		No. of Foreigner		0
		No. of High School Graduates		12
	Employment of Socially Disadvantaged	No. of Veterans	%	0
		Percent of Disabled		0
		Percent of Elderly		0
		Percent of Foreigner		0
		Percent of High School Graduates		8.8
		Percent of Veterans		0
	Growth & Partnership	Supplier	Total No. of Partners	Numbers
Total Purchases from Partners			KRW 1 million	12,228
Fair Trade	Violation of Fair Trade		Cases	0
	Fine		KRW 1 million	0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	115
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0
Maternity Leave	No. of Persons Utilizing Maternity Leave	Total	Persons	2
		Male		2
		Female		0
	No. of Returnees Working 12 Months or More	Total	Persons	2
		Male		2
Child Care Leave		Female	Persons	0
	No. of Persons Utilizing Child Care Leave	Total		0
		Male		0
		Female	Persons	0
	No. of Returnees Working 12 Months or More	Total		0
		Male		0
		Female	0	
Human Rights Policy and Procedure	Average Length of Leave		Days	0
	Workplace Anti-bullying Training Hours		Total hours	135
	Sexual Harassment Prevention Education Hours		Total hours	270
	Other Education		Total hours	270
Social Contribution	Investment in Social Contribution		KRW 1 million	19

Hansol PNS

Economic Performance

Category		Unit	2019
Business Performance	Total Turnover		233,892
	Business Profit	KRW 1 million	3,983
	Net Profit During Term		3,156

Environmental Performance

Category		Unit	2019
Green House Gas Emissions	Emissions	Direct Emissions (Scope 1)	tCO ₂ eq 152
		Indirect Emissions (Scope 2)	192
	Total Waste Generated (Disposed, Korea)		1,004
Waste*	Incineration		0
	Landfill		0
	Recycle		1,004
	Others		0
	Waste Recycled Rate		% 100
	Serious Harmful (Chemical) Substance Spillage		No. of Cases 0
Violation of Environmental Law & Regulations	Amount		Ton 0
	Fine		KRW 1 million 0
	No. of Lawsuits		Cases 0
Environmental Training	Non-monetary Sanctions		Cases 0
	Training Hours		Hours 84
	No. of Attendees		Persons 56

* Except general waste from the headquarter

Social Performance

Category		Unit	2019(Paper)	2019(IT)
Total No. of Staff & Employees		Persons	83	132
	Executive	Total	Persons 4	1
		Female	Persons 0	0
		Male	Persons 4	1
	Permanent	Total	Persons 78	131
		Female	Persons 18	37
		Male	Persons 60	94
Staff & Employees (By employment type)	Temporary	Total	Persons 1	0
		Female	Persons 0	0
		Male	Persons 1	0
Staff & Employees (By work shift type)	Unaffiliated Personnel	Persons 0	0	0
		Persons 83	132	
Staff & Employees (By location)	Full-Time	Persons	83	132
	Temporary	Persons	0	0
New Employees	Korea		Persons 83	131
	Overseas		Persons 0	1
	Female		2	14
	Male		2	24
Job Stability	Less than 30		Persons 1	16
	30~50		3	22
	Over 50		0	0
	Average Length of Service		Male 10.3	9.7
	Turnover Rate	Female	Years 7.6	4.7
		% 8.0	9.2	
	No. of Industrial Accidents		Cases 0	0
	Industrial Accident Rate		% 0	0
Industrial Accidents	No. of Deaths		Persons 0	0
	No. of Injuries		Persons 0	0
	Working-Hour Loss		Hours 0	0
	Total Budget		KRW 1 million 70	102
Talent Development	No. of Beneficiaries		Persons 83	130
	Training Cost per Employee		KRW 1 thousand 843	787
	Avg. Training Hour per Employee		Hours 40	87.6

Category		Unit	2019(Paper)	2019(IT)		
Diversity of Staff & Employees	Female Percentage		%	21.7	28.0	
Industrial Accidents	No. of Industrial Accidents		Cases	0	0	
	Industrial Accident Rate		%	0	0	
	No. of Deaths		Persons	0	0	
	No. of Injuries		Persons	0	0	
	Working-Hour Loss		Hours	0	0	
Talent Development	Total Budget		KRW 1 million	70	102	
	No. of Beneficiaries		Persons	83	130	
Development	Training Cost per Employee		KRW 1 thousand	843	787	
	Avg. Training Hour per Employee		Hours	40	88	
Diversity of Staff & Employees	Female Percentage		%	21.7	28.0	
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	59	61	
		Female (Avg. Wage)		37	44	
	Employment of Socially Disadvantaged	No. of Disabled			1	0
		No. of Elderly (55 or over; excl. executives)			4	0
		No. of Foreigner		Persons	0	1
		No. of High School Graduates			8	3
	Employment of Socially Disadvantaged	No. of Veterans			0	1
		Percent of Disabled			1.2	0
		Percent of Elderly			4.8	0
Percent of Foreigner		%	0	0.8		
Fair Trade	Violation of Fair Trade		Cases	0	0	
	Fine		KRW 1 million	0	0	
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	73	132	
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0	0	
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0	0	
Maternity Leave	No. of Persons Utilizing Maternity Leave	Total		0	5	
		Male	Persons	0	3	
	Female	Total		0	2	
		Male	Persons	0	0	
Child Care Leave	No. of Returnees Working 12 Months or More	Female		0	0	
		Male	Persons	0	0	
	Total		2	3		
		Male	Persons	0	0	
	Female	Total		2	0	
		Male	Persons	0	0	
Human Rights Policy and Procedure	Average Length of Leave		Days	0	361	
	Workplace Anti-bullying Training Hours		Total hours	80	103	
Social Contribution	Sexual Harassment Prevention Education Hours		Total hours	80	132	
	Other Education		Total hours	240	103	
	Investment in Social Contribution		KRW 1 million	46	19	

Hansol HomeDeco

Economic Performance

Category	Unit	2019
Business Performance	Total Turnover	263,886
	Business Profit	KRW 1 million -1,666
	Net Profit During Term	-4,558
Research & Development	Total R&D Expense for Current Term	KRW 1 million 84
	R&D Expense/Sales	% 0.03
	No. of Researchers	Persons 0

Environmental Performance

Category		Unit	2019
Raw Material Use	Raw Material Use	Ton/Years	305,616
Recycled Raw Material Use	Recycled Material Usage	Ton/Years	103,494
	Percent of Recycled Material Usage (Recycled Raw Material)	%	33.9
Total Energy Use		TJ	1,159
Total Water Use (Usage, Korea)			654,167
Waterworks	Waterworks Usage	Ton/Years	357,925
Groundwater	Groundwater Usage		157,712
Water Reuse	Water Reuse Amount	Ton/Years	138,530
	Water Reuse Rate	%	21.2
Green House Gas Emissions	Emissions	Direct Emissions (Scope 1)	tCO ₂ eq 14,281
		Indirect Emissions (Scope 2)	49,471
Air Pollutant Emissions	Emissions	SOx	1,142.9
		NOx	70,312.0
		Dust	29,651.3
		HCl	6,461.8
Wastewater Discharge	Discharged	Ton/Years	134,472
Water Pollutant Discharge	Discharged	BOD	20
		COD	58
		SS	15
Waste	Total Waste Generated (Disposed, Korea)		141,532
	Incineration		17,146
			1,540
			122,846
			0
			87
Waste Recycled Rate		%	
Environmental Cost & Investment	Investment in Environment	KRW 1 million	-
	Environmental Management Cost	KRW 1 million	1752
Environmental Training	Training Hours	Hours	594
	No. of Attendees	Persons	297

Social Performance

Category		Unit	2019
Total No. of Staff & Employees		Persons	264
Staff & Employees (By employment type)	Executive	Total	Persons 7
		Female	Persons 0
		Male	Persons 7
	Permanent	Total	Persons 257
		Female	Persons 20
		Male	Persons 237
	Temporary	Total	Persons 0
		Female	Persons 0
		Male	Persons 0
	Unaffiliated Personnel		Persons
Staff & Employees (By work shift type)	Full-Time	Persons	264
	Temporary	Persons	0
Staff & Employees (By location)	Korea	Persons	260
	Overseas	Persons	4

Category			Unit	2019
New Employees	Female			0
	Male			18
	Less than 30		Persons	11
	30~50			4
	Over 50			3
Job Stability	Average Length of Service	Male	Years	11
		Female		8
	Turnover Rate		%	11.0
Industrial Accidents	No. of Industrial Accidents		Cases	3
	Industrial Accident Rate		%	1.2
	No. of Deaths		Persons	0
	No. of Injuries		Persons	3
	Working-Hour Loss		Hours	1,369
Talent Development	Total Budget		KRW 1 million	250
	No. of Beneficiaries		Persons	259
	Training Cost per Employee		KRW 1 thousand	965
	Avg. Training Hour per Employee		Hours	41
	Female Percentage		%	8.0
	No. of Female Manager		Persons	2
	Percent of Female Manager		%	1.5
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	57
		Female (Avg. Wage)		46
Diversity of Staff & Employees	Employment of Socially Disadvantaged	No. of Disabled		1
		No. of Elderly (55 or over; excl. executives)		2
		No. of Foreigner	Persons	0
		No. of High School Graduates		32
		No. of Veterans		1
	Employment of Socially Disadvantaged	Percent of Disabled		0.4
		Percent of Elderly		1
		Percent of Foreigner	%	0
		Percent of High School Graduates		12
		Percent of Veterans		0.4
Growth & Partnership	Supplier	Total No. of Partners	Numbers	5
		Total Purchases from Partners	KRW 1 million	6,823
Fair Trade	Violation of Fair Trade		Cases	0
	Fine		KRW 1 million	0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	264
	Percent of Persons Who Completed Ethics Training		%	100
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0
Maternity Leave	No. of Persons Utilizing Maternity Leave	Total		7
		Male	Persons	5
		Female		2
	No. of Returnees Working 12 Months or More	Total		7
		Male	Persons	5
		Female		2
Child Care Leave	No. of Persons Utilizing Child Care Leave	Total		2
		Male	Persons	1
		Female		1
	No. of Returnees Working 12 Months or More	Total		0
		Male	Persons	0
		Female		0
	Average Length of Leave		Days	122

Hansol Logistics

Economic Performance

Category	Unit	2019
Business Performance	Total Turnover	460,730
	Business Profit	KRW 1 million 9,520
	Net Profit During Term	5,909

Environmental Performance

Category	Unit	2019
Serious Harmful (Chemical) Substance Spillage	No. of Cases	Cases 0
	Amount	Ton 0
Violation of Environmental Law & Regulations	Fine	KRW 1 million 0
	No. of Lawsuits	Cases 0
	Non-monetary Sanctions	Cases 0

Social Performance

Category			Unit	2019
Total No. of Staff & Employees			Persons	358
Staff & Employees (By employment type)	Executive	Total	Persons	8
		Female	Persons	0
		Male	Persons	8
	Permanent	Total	Persons	328
		Female	Persons	55
		Male	Persons	273
	Temporary	Total	Persons	22
		Female	Persons	15
		Male	Persons	7
	Unaffiliated Personnel		Persons	0
Staff & Employees (By work shift type)	Full-Time	Persons	358	
	Temporary	Persons	0	
Staff & Employees (By location)	Korea	Persons	348	
	Overseas	Persons	10	
New Employees	Female		12	
	Male		33	
	Less than 30	Persons	13	
	30~50		31	
	Over 50		1	
Job Stability	Average Length of Service	Male	Years	8
		Female	6	
	Turnover Rate		%	5.7
Industrial Accidents	No. of Industrial Accidents		Cases	1
	Industrial Accident Rate		%	0.3
	No. of Deaths		Persons	0
	No. of Injuries		Persons	1
	Working-Hour Loss		Hours	240
Talent Development	Total Budget		KRW 1 million	290
	No. of Beneficiaries		Persons	340
	Training Cost per Employee		KRW 1 thousand	852
	Avg. Training Hour per Employee		Hours	78

Category			Unit	2019
Diversity of Staff & Employees	Female Percentage		%	19.7
	No. of Female Manager		Persons	10
	Percent of Female Manager		%	6.9
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	57
		Female (Avg. Wage)		40
	No. of Disabled			0
	Employment of Socially Disadvantaged	No. of Elderly (55 or over; excl. executives)		0
		No. of Foreigner	Persons	0
		No. of High School Graduates		92
		No. of Veterans		3
	Employment of Socially Disadvantaged	Percent of Disabled		0
		Percent of Elderly		0
		Percent of Foreigner	%	0
		Percent of High School Graduates		25.8
		Percent of Veterans		0.8
	Growth & Partnership	Supplier	Total No. of Partners	Numbers
Total Purchases from Partners			KRW 1 million	260,864
Fair Trade	Violation of Fair Trade		Cases	0
	Fine		KRW 1 million	0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	350
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0
Maternity Leave	No. of Persons Utilizing Maternity Leave	Total		10
		Male	Persons	8
	No. of Returnees	Female		2
		Total		10
	Working 12 Months or More	Male	Persons	8
		Female		2
Child Care Leave	No. of Persons Utilizing Child Care Leave	Total		6
		Male	Persons	0
	No. of Returnees	Female		6
		Total		6
	Working 12 Months or More	Male	Persons	0
		Female		6
Human Rights Policy and Procedure	Average Length of Leave		Days	77
	Sexual Harassment Prevention Education Hours		Total hours	316
Social Contribution	Other Education		Total hours	316
	Investment in Social Contribution		KRW 1 million	70

Hansol Technics

Economic Performance

Category	Unit	2019
Business Performance	Total Turnover	972,243
	Business Profit	KRW 1 million 25,466
	Net Profit During Term	6,444
Research & Development	Total R&D Expense for Current Term	KRW 1 million 17,549
	R&D Expense/Sales	% 2.97
	No. of Researchers	Persons 134

Environmental Performance

Category	Unit	2019
Raw Material Use	Raw Material Use	Ton/Years 24
Total Energy Use	TJ	281
Total Water Use (Usage, Korea)		51,881
Waterworks	Waterworks Usage	Ton/Years 40,211
Groundwater	Goundwater Usage	-
Sea Water	Sea water Usage	-
Water Reuse	Water Reuse Amount	Ton/Years -
	Water Reuse Rate	% 0
Green House Gas Emissions	Emissions	Direct Emissions (Scope 1) tCO ₂ eq 293
		Indirect Emissions (Scope 2) 13,350
		SOx 0
Air Pollutant Emissions	Emissions	NOx Kg 1
		Dust 0
		HCl 0
Wastewater Discharge	Discharged	Ton/Years 38,594
Water Pollutant Discharge	Discharged	BOD 12
		COD ppm 14
		SS 19
Waste	Total Waste Generated (Disposed, Korea)	1,455
		Incineration 21
		Landfill 497
		Recycle 627
		Others 309
	Waste Recycled Rate	% 43
Serious Harmful (Chemical)	No. of Cases	Cases 0
Substance Spillage	Amount	Ton 0
Violation of Environmental Law & Regulations	Fine	KRW 1 million 0
	No. of Lawsuits	Cases 0
	Non-monetary Sanctions	Cases 0

Social Performance

Category	Unit	2019
Total No. of Staff & Employees	Persons	657
Executive	Total	Persons 11
	Female	Persons 0
	Male	Persons 11
	Total	Persons 575
	Female	Persons 123
Staff & Employees (By employment type)	Male	Persons 452
	Total	Persons 71
Temporary	Female	Persons 25
	Male	Persons 46
	Unaffiliated Personnel	Persons 0
Staff & Employees (By work shift type)	Full-Time	Persons 657
	Temporary	Persons 0
	Female	44
	Male	150
New Employees	Less than 30	Persons 95
	30~50	87
	Over 50	12

Category	Unit	2019
Job Stability	Average Length of Service	Male Years 8.6
		Female 9.5
	Turnover Rate	% 14.0
Industrial Accidents	No. of Industrial Accidents	Cases 1
	Industrial Accident Rate	% 0.2
	No. of Deaths	Persons 0
	No. of Injuries	Persons 1
	Working-Hour Loss	Hours 0
Talent Development	Total Budget	KRW 1 million 280
	No. of Beneficiaries	Persons 703
	Training Cost per Employee	KRW 1 thousand 465
	Avg. Training Hour per Employee	Hours 43
	Female Percentage	% 22
No. of Female Manager		Persons 4
	Percent of Female Manager	% 1.8
Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million 56.2
	Female (Avg. Wage)	43.3
Diversity of Staff & Employees	No. of Disabled	10
	No. of Elderly (55 or over; excl. executives)	27
	No. of Foreigner	Persons 0
	No. of High School Graduates	249
	No. of Veterans	4
	Percent of Disabled	1.5
	Percent of Elderly	4.1
	Percent of Foreigner	% 0
	Percent of High School Graduates	37.9
	Percent of Veterans	0.6
Fair Trade	Violation of Fair Trade	Cases 0
	Fine	KRW 1 million 0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge	Persons 389
	Percent of Persons Who Completed Ethics Training	% 100
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases	Cases 0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses	Cases 0
Maternity Leave	No. of Persons	Total 1
	Utilizing Maternity Leave	Male Persons 1
		Female 0
	No. of Returnees	Total 1
	Working 12 Months or More	Male Persons 0
Child Care Leave		Female 1
	No. of Persons	Total 7
	Utilizing Child Care Leave	Male Persons 3
		Female 4
	No. of Returnees	Total 5
Human Rights Policy and Procedure	Working 12 Months or More	Male Persons 0
		Female 1
	Average Length of Leave	Days 156
	Sexual Harassment Prevention Education Hours	Total hours 656
	Other Education	Total hours 656
Social Contribution	Investment in Social Contribution	KRW 1 million 22.6
	Direct/Indirect Beneficiaries	Persons 450

Hansol EME

Economic Performance

Category	Unit	2019
Business Performance	Total Turnover	205,832
	Business Profit	KRW 1 million -2,975
	Net Profit During Term	-7,985
Research & Development	Total R&D Expense for Current Term	KRW 1 million 101
	R&D Expense/Sales	% 0.05
	No. of Researchers	Persons 2

Environmental Performance

Category	Unit	2019
Serious Harmful (Chemical) Substance Spillage	No. of Cases	Cases 0
	Amount	Ton 0
Violation of Environmental Law & Regulations	Fine	KRW 1 million 12
	No. of Lawsuits	Cases 0
	Non-monetary Sanctions	Cases 0

Social Performance

Category	Unit	2019
Total No. of Staff & Employees	Persons	507
Executive	Total	Persons 5
	Female	Persons 0
	Male	Persons 5
	Total	Persons 418
	Female	Persons 16
Staff & Employees (By employment type)	Permanent	Male Persons 402
		Female Persons 84
	Temporary	Female Persons 3
		Male Persons 81
	Unaffiliated Personnel	Persons 0
Staff & Employees (By work shift type)	Full-Time	Persons 507
	Temporary	Persons 0
Staff & Employees (By location)	Korea	Persons 487
	Overseas	Persons 20
	Female	0
	Male	58
New Employees	Less than 30	Persons 27
	30~50	24
	Over 50	7
	Average Length of Service	Male Years 11
		Female 7
Job Stability	Turnover Rate	% 0.3
	No. of Industrial Accidents	Cases 3
	Industrial Accident Rate	% 0.3
	No. of Deaths	Persons 1
	No. of Injuries	Persons 4
Industrial Accidents	Working-Hour Loss	Hours 4,488
	Total Budget	KRW 1 million 155
	No. of Beneficiaries	Persons 506
	Training Cost per Employee	KRW 1 thousand 308
	Avg. Training Hour per Employee	Hours 60
Diversity of Staff & Employees	Female Percentage	% 3.8
	No. of Female Manager	Persons 1
	Percent of Female Manager	% 0.5
	Gender-based	Male (Avg. Wage) KRW 1 million 54
	Salary and Wage	Female (Avg. Wage) 38

Category	Unit	2019
Diversity of Staff & Employees	No. of Disabled	2
	No. of Elderly (55 or over; excl. executives)	42
	No. of Foreigner	Persons 1
	No. of High School Graduates	198
	No. of Veterans	5
	Percent of Disabled	0.4
	Percent of Elderly	8.3
	Percent of Foreigner	% 0.2
	Percent of High School Graduates	39.1
	Percent of Veterans	1.0
Fair Trade	Violation of Fair Trade	Cases 0
	Fine	KRW 1 million 0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge	Persons 507
	Percent of Persons Who Completed Ethics Training	% 100
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases	Cases 0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses	Cases 0
	No. of Persons	Total 1
Maternity Leave	Utilizing Maternity Leave	Male Persons 0
		Female 1
	No. of Returnees	Total 1
	Working 12 Months or More	Male Persons 0
		Female 1
Child Care Leave	No. of Persons	Total 2
	Utilizing Child Care Leave	Male Persons 1
		Female 1
	No. of Returnees	Total 1
	Working 12 Months or More	Male Persons 0
Human Rights Policy and Procedure		Female 1
	Average Length of Leave	Days 156
	Workplace Anti-bullying Training Hours	Total hours 3,280
	Sexual Harassment Prevention Education Hours	Total hours 3,280
	Other Education	Total hours 3,280
Social Contribution	Investment in Social Contribution	KRW 1 million 12

Hansol Inticube

Economic Performance

Category		Unit	2019
Business Performance	Total Turnover		58,966
	Business Profit	KRW 1 million	-1,013
	Net Profit During Term		-889
Research & Development	Total R&D Expense for Current Term	KRW 1 million	1,562
	R&D Expense/Sales	%	2.65
	No. of Researchers	Persons	12

Environmental Performance

Category		Unit	2019
Serious Harmful (Chemical) Substance Spillage	No. of Cases	Cases	0
	Amount	Ton	0
Violation of Environmental Law & Regulations	Fine	KRW 1 million	0
	No. of Lawsuits	Cases	0
	Non-monetary Sanctions	Cases	0

Social Performance

Category			Unit	2019
Total No. of Staff & Employees			Persons	221
Staff & Employees (By employment type)	Executive	Total	Persons	5
		Female	Persons	0
		Male	Persons	5
	Permanent	Total	Persons	210
		Female	Persons	54
		Male	Persons	156
	Temporary	Total	Persons	6
		Female	Persons	1
		Male	Persons	5
Unaffiliated Personnel			Persons	0
Staff & Employees (By work shift type)	Full-Time	Persons	221	
	Temporary	Persons	0	
Staff & Employees (By location)	Korea	Persons	221	
	Overseas	Persons	0	
New Employees	Female			14
	Male			27
	Less than 30	Persons		20
	30~50			20
	Over 50			1
Job Stability	Average Length of Service	Male	Years	8.7
		Female		6.8
	Turnover Rate		%	0.1
Industrial Accidents	No. of Industrial Accidents		Cases	0
	Industrial Accident Rate		%	0
	No. of Deaths		Persons	0
	No. of Injuries		Persons	0
	Working-Hour Loss		Hours	0
Talent Development	Total Budget		KRW 1 million	240
	No. of Beneficiaries		Persons	193
	Training Cost per Employee		KRW 1 thousand	1,244
	Avg. Training Hour per Employee		Hours	69
Diversity of Staff & Employees	Female Percentage		%	24.9
	No. of Female Manager		Persons	20
	Percent of Female Manager		%	36.0
	Gender-based Salary and Wage	Male (Avg. Wage)	KRW 1 million	48
		Female (Avg. Wage)		39

Category			Unit	2019
Diversity of Staff & Employees	Employment of Socially Disadvantaged	No. of Disabled		3
		No. of Elderly (55 or over; excl. executives)	Persons	15
		No. of Foreigner		0
		No. of High School Graduates		4
		No. of Veterans	2	
	Employment of Socially Disadvantaged	Percent of Disabled		1.4
		Percent of Elderly		6.8
		Percent of Foreigner	%	0
		Percent of High School Graduates		1.8
		Percent of Veterans		0.9
Growth & Partnership	Supplier	Total No. of Partners	Numbers	235
		Total Purchases from Partners		
			KRW 1 million	18,925
Fair Trade	Violation of Fair Trade		Cases	0
	Fine		KRW 1 million	0
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	221
	Percent of Persons Who Completed Ethics Training		%	100.0
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0
Maternity Leave	No. of Persons	Total	Persons	5
		Utilizing Maternity Leave		Male
		Female	3	
	No. of Returnees	Total	Persons	5
		Working 12 Months or More		Male
		Female	3	
Child Care Leave	No. of Persons	Total	Persons	2
		Utilizing Child Care Leave		Male
		Female	2	
	No. of Returnees	Total	Persons	1
		Working 12 Months or More		Male
		Female	1	
Average Length of Leave		Days	227	
Human Rights Policy and Procedure	Workplace Anti-bullying Training Hours		Total hours	162
	Sexual Harassment Prevention Education Hours		Total hours	221
	Other Education		Total hours	162
Social Contribution	Investment in Social Contribution		KRW 1 million	24
	Total Volunteer Hours		Hours	80
	Avg. Volunteer Hours per Employee		Hours	10
	Direct/Indirect Beneficiaries		Persons	20

Hansol Chemical

Economic Performance

Category		Unit	2019
Business Performance	Total Turnover		587,561
	Business Profit	KRW 1 million	111,416
	Net Profit During Term		91,031
Research & Development	Total R&D Expense for Current Term	KRW 1 million	10,764
	R&D Expense/Sales	%	2.68
	No. of Researchers	Persons	134

Environmental Performance

Category			Unit	2019
Raw Material Use		Raw Material Use	Ton/Years	102,420
Total Energy Use			TJ	2,556
Total Water Use (Usage, Korea)			Ton/Years	2,174,239
Waterworks		Waterworks Usage		31,376
Green House Gas Emissions	Emissions	Direct Emissions (Scope 1)	tCO ₂ eq	71,019
		Indirect Emissions (Scope 2)		62,515
Air Pollutant Emissions	Emissions	SOx		198
		NOx		159
		Dust	Kg	251.8
		HCl		117
Wastewater Discharge	Discharged		Ton/Years	425,040
Water Pollutant Discharge	Discharged	BOD		156
		COD	ppm	77
		SS		44
		Total Waste Generated (Disposed, Korea)		
Waste		Incineration		1,102
		Landfill	Ton	176
		Recycle		4,322
		Others		182
		Waste Recycled Rate	%	75
Serious Harmful (Chemical) Substance Spillage	No. of Cases	Cases		0
	Amount	Ton		0
Violation of Environmental Law & Regulations	Fine	KRW 1 million		0
		No. of Lawsuits	Cases	0
		Non-monetary Sanctions	Cases	0
Environmental Cost & Investment	Investment in Environment	Environmental Investment	KRW 1 million	835
		Environmental Management Cost	KRW 1 million	1,297
Environmental Training	Training Hours		Hours	13,984
	No. of Attendees		Persons	437




Social Performance

Category		Unit	2019
Total No. of Staff & Employees		Persons	500
Staff & Employees (By employment type)	Executive	Total	Persons 9
		Female	Persons 1
		Male	Persons 8
	Permanent	Total	Persons 446
		Female	Persons 49
		Male	Persons 397
	Temporary	Total	Persons 45
		Female	Persons 0
		Male	Persons 45
	Unaffiliated Personnel		Persons 0
Staff & Employees (By work shift type)	Full-Time	Persons 500	
	Temporary	Persons 0	
Staff & Employees (By location)	Korea	Persons 498	
	Overseas	Persons 2	
New Employees	Female		3
	Male		23
	Less than 30	Persons	17
	30~50		9
	Over 50		0





Category			Unit	2019	
Job Stability	Average Length of Service	Male	Years	10	
		Female		5	
	Turnover Rate		%	5.2	
Industrial Accidents	No. of Industrial Accidents		Cases	0	
	Industrial Accident Rate		%	0	
	No. of Deaths		Persons	0	
	No. of Injuries		Persons	0	
	Working-Hour Loss		Hours	0	
Talent Development	Total Budget		KRW 1 million	740	
	No. of Beneficiaries		Persons	500	
	Training Cost per Employee		KRW 1 thousand	1,480	
	Avg. Training Hour per Employee		Hours	16	
	Female Percentage		%	10.0	
Diversity of Staff & Employees	No. of Female Manager		Persons	9	
	Percent of Female Manager		%	8.2	
	Gender-based Salary and Wage	Male (Avg. Wage)		KRW 1 million	85
		Female (Avg. Wage)			57
		No. of Disabled		5	
	Employment of Socially Disadvantaged	No. of Elderly (55 or over; excl. executives)		Persons	22
		No. of Foreigner			0
		No. of High School Graduates			150
		No. of Veterans			4
		Percent of Disabled			1.0
Employment of Socially Disadvantaged	Percent of Elderly		%	4.2	
	Percent of Foreigner			0	
	Percent of High School Graduates			28.7	
	Percent of Veterans			0.8	
Fair Trade	Violation of Fair Trade		Cases	0	
	Fine		KRW 1 million	0	
Anti-corruption Policy and Procedure	No. of Employees Participating in the Ethics Pledge		Persons	500	
	Percent of Persons Who Completed Ethics Training		%	100	
Anti-corruption Violation Cases	No. of Anti-corruption Violation Cases		Cases	0	
Data Security Violation Cases	No. of Customer Data Leaks, Thefts, Losses		Cases	0	
Maternity Leave	No. of Persons Utilizing Maternity Leave	Total	Persons	7	
		Male		7	
	No. of Returnees	Female	Persons	0	
		Total		7	
	Working 12 Months or More	Male	7		
		Female	0		
Child Care Leave	No. of Persons Utilizing Child Care Leave	Total	Persons	4	
		Male		0	
	No. of Returnees	Female	4		
		Total	4		
	Working 12 Months or More	Male	0		
		Female	4		
	Average Length of Leave		Days	203.5	
Human Rights Policy and Procedure	Sexual Harassment Prevention Education Hours		Total hours	500	
	Other Education		Total hours	500	
	Investment in Social Contribution		KRW 1 million	65	
Social Contribution	Total Volunteer Hours		Hours	1,212	
	Avg. Volunteer Hours per Employee		Hours	2.5	
	Direct/Indirect Beneficiaries		Persons	1,200	





GRI Content Index





General Disclosures (GRI 102: General Disclosures 2016)

GRI Standard	Disclosure		Page in report	Verification	ISO 26000	UN SDGs
Organizational Profile 2016	102-1	Name of organization	4	●	6.3.10/ 6.4.1-6.4.2/ 6.4.3/6.4.4/ 6.4.5/6.8.5/ 7.8	
	102-2	Activities, major brands, products & services	6-15	●		
	102-3	Headquarters location	About this report	●		
	102-4	Workplace location	74	●		
	102-5	Organization ownership & legal form	4	●		
	102-6	Market area	6-15	●		
	102-7	Organization size	4	●		
	102-8	Information on staff/employees and workers	56-65	●		
	102-9	Organization supply chain	49	●		
	102-10	Significant changes to the organization and supply chain	No significant change	●		
	102-11	Prevention approaches & principles	22	●		
	102-12	External initiative	71	●		
	102-13	Committee membership	75	●		
Strategy 2016	102-14	Name of Top Decision Maker	2	●	4.7/6.2/7.4.2	
Ethics and integrity 2016	102-16	Organization's value, principle, standard and code of conduct	18-19	●	4.4/6.6.3	
	102-17	Ethics and integrity	18-19	●		
Governance 2016	102-18	Governance	20-21	●	6.2/7.4.3/7.7.5	
Stakeholder engagement 2016	102-40	List of stakeholder groups	23	●	5.3	
	102-41	Percent of total employees of the collective agreement	100% of employees covered by collective agreements	●		
	102-42	Stakeholders identification and selection	23	●		
	102-43	Stakeholder method of participation	23	●		
	102-44	Key issues and interests proposed through stakeholder participation	23	●		
	102-45	Entity list included in the organization's consolidated financial statement	4, 4p of 2019 Hansol Holdings Business Report	●	5.2/7.3.2/ 7.3.3/7.3.4	7.5.3/7.6.2
	102-46	Definition of topic boundaries and report details	About this report, 23	●		
	102-47	Material topics list	23	●		
	102-48	Amended information from previous reports	First publication of the report in 2020	●		
	102-49	Changes to the scope of subjects and material topics	First publication of the report in 2020	●		
	102-50	Report period	About this report	●		
	102-51	Date on which the most recent report was published	First publication of the report in 2020	●		
	102-52	Report cycle	About this report	●		
	102-53	Contact regarding reports	About this report	●		
	102-54	Report method according to GRI Standards	About this report	●		
	102-55	GRI Content Index	66-70	●		
	102-56	External verification	72-73	●		

Topic-specific Disclosures

GRI Standard	Disclosure	Page in report	Verification	ISO 26000	UN SDGs								
Topic 1: Creating a Safe Workplace													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary				 							
	103-2	The management approach and its components	30		●								
	103-3	Evaluation of the management approach											
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	56-65		●	6.4.6/6.8.8							
2019													
GRI 403: Occupational Health and Safety 2016	Category	Unit	Holdings	Paper	Papertech	PNS		HomeDeco	Logistics	Technics	EME	Inticube	Chemical
						Paper	IT						
	No. of Industrial Accidents	Cases	0	1	3	0	0	3	1	1	3	0	0
	Industrial Accident Rate	%	0	0.1	1.5	0	0	1.2	0.3	0.2	0.3	0	0
	No. of Deaths	Persons	0	0	0	0	0	0	0	0	1	0	0
	No. of Injuries	Persons	0	1	3	0	0	3	1	1	4	0	0
	Working-Hour Loss	Hours	0	600	279	0	0	1,369	240	0	4,488	0	0
Topic 2: Investing in New Technology and R&D													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary											
	103-2	The management approach and its components	26		●								
	103-3	Evaluation of the management approach											
	-	R&D investment and manpower			57, 60, 62, 63, 64, 65		●						
2019													
-	Category	Unit	Paper		HomeDeco	Technics	EME	Inticube	Chemical				
	R&D Investment	KRW 1 million	4,405		84	17,549	101	1,562	10,764				
	R&D Expense/Sales	%	0.27		0.03	2.97	0.05	2.65	2.68				
	No. of Researchers	Persons	33		0	134	2	12	134				
Topic 3: Strengthening Ethical Management and Eradicating All Corruption													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary											
	103-2	The management approach and its components	18-19		●								
	103-3	Evaluation of the management approach											
	419-1	Non-compliance with laws and regulations in the social and economic area	56-65		●	4.6/6.7.1-6.7.2/6.7.6							
2019													
GRI 419: Socioeconomic Compliance 2016	Category	Unit	Holdings	Paper	Papertech	PNS		HomeDeco	Logistics	Technics	EME	Inticube	Chemical
						Paper	IT						
	Violation of Fair Trade	Cases	0	0	0	0	0	0	0	0	0	0	0
	No. of Anti-corruption Violation Cases	Cases (Persons)	0	0	0	0	0	0	0	0	0	0	0
	No. of Customer Data Leaks, Thefts, Losses	Cases	0	0	0	0	0	0	0	0	0	0	0

GRI Standard	Disclosure	Page in report	Verification	ISO 26000	UN SDGs								
Topic 4: Respecting Human Rights and Diversity of Employees													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary				 							
	103-2	The management approach and its components	42		●								
	103-3	Evaluation of the management approach											
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	56-65		●	6.3.7/6.3.10/ 6.4.3/6.4.4							
	2019												
	Category	Unit	Holdings	Paper	Papertech	PNS PaperIT	HomeDeco	Logistics	Technics	EME	Inticube	Chemical	
	Male Average Wage	KRW 1	128	73	57	59	61	57	57	56	54	48	85
	Female Average Wage	million	73	48	44	37	44	46	40	43	38	39	57
	2019												
	Category	Unit	Holdings	Paper	Papertech	PNS PaperIT	HomeDeco	Logistics	Technics	EME	Inticube	Chemical	
	Total Budget	KRW 1 million	301	1,900	174	70	102	250	290	280	155	240	740
	No. of Beneficiaries	Persons	41	1,147	120	83	130	259	340	703	506	193	500
	Training Cost per Employee	KRW 1 Thousand	3,087	1,656	1,417	843	787	965	852	465	308	1,244	1,480
Avg. Training Hour per Employee	Hours	19	70	78	40	88	41	78	43	60	69	16	
Topic 5: Developing Employee Competency													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary											
	103-2	The management approach and its components	42		●								
	103-3	Evaluation of the management approach											
GRI404: Training and Education 2016	404-1	Average hours of training per year per employee	56-65		●	6.4.7							
	2019												
	Category	Unit	Holdings	Paper	Papertech	PNS PaperIT	HomeDeco	Logistics	Technics	EME	Inticube	Chemical	
	Total Budget	KRW 1 million	301	1,900	174	70	102	250	290	280	155	240	740
	No. of Beneficiaries	Persons	41	1,147	120	83	130	259	340	703	506	193	500
Training Cost per Employee	KRW 1 Thousand	3,087	1,656	1,417	843	787	965	852	465	308	1,244	1,480	
Avg. Training Hour per Employee	Hours	19	70	78	40	88	41	78	43	60	69	16	
Topic 6: Discovering New Business Areas and Enhancing Marketing													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary											
	103-2	The management approach and its components	26		●								
	103-3	Evaluation of the management approach											
-	-	Startup investment	27		●								

GRI Standard	Disclosure	Page in report	Verification	ISO 26000	UN SDGs								
Topic 7: Contributing to Local Community through Continuous Social Activities													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary			   								
	103-2	The management approach and its components	48	●									
	103-3	Evaluation of the management approach											
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	56-65	●	6.3.9/6.5.1-6.5.3/6.8								
	2019												
	Category	Unit	Holdings	Paper	Papertech	PNS Paper	IT	HomeDeco	Logistics	Technics	EME	Inticube	Chemical
	Investment in Social Contribution (Incl. Donations)	KRW 1 million	65	458	19	46	19	27	70	23	12	24	65
	Percentage of workplaces involved in community	%	100	100	100	50	100	100	0	67	100	100	100
	Topic 8: Improving Product Responsibility and Customer Satisfaction												
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary										
		103-2	The management approach and its components	26	●								
		103-3	Evaluation of the management approach										
	-	-	Customer satisfaction monitoring	29	●								
Topic 9: Managing Safe Disposal of Waste·Wastewater·Chemicals													
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary											
	103-2	The management approach and its components	34	●									
	103-3	Evaluation of the management approach											
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	57, 59, 62, 65	●	6.5.3								
	2019												
	Category	Unit	Paper	PNS(Paper)	HomeDeco	Technics	Chemical						
	Total Waste Generated (Disposed, Korea)		231,580	1,004	141,532	1,455	5,782						
	Incineration		161,894	0	17,146	21	1,102						
	Landfill	Ton	7,734	0	1,540	497	176						
	Recycle		177,237	1,004	122,846	627	4,322						
	Others		-	0	0	309	182						
	Waste Recycled Rate	%	77	100	87	43	75						
	Topic 12: Responsible Consumption and Production												

GRI Standard	Disclosure	Page in report	Verification	ISO 26000	UN SDGs
Topic 10: Managing Sustainable Supply Chain					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary			
	103-2	The management approach and its components	48	●	
	103-3	Evaluation of the management approach			
-	-	Hansol Paper managing environmental issues of partner companies	49	●	
Topic 11: Reducing GHG Emissions and Energy Use in Response to Climate Change					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary			
	103-2	The management approach and its components	34	●	
	103-3	Evaluation of the management approach			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	57, 59, 60, 62, 65	●	
	305-2	Energy indirect (Scope 2) GHG emissions		●	
Topic 12: Strengthening Communication and Collaboration with Partner Companies					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary			
	103-2	The management approach and its components	48	●	
	103-3	Evaluation of the management approach			
-	-	Supporting partner companies	57, 58, 60, 61, 64	●	

Sustainable Development Goals, SDGs

UN SDGs	Related Activities	Page in report
 1 NO POVERTY	End poverty in all its forms everywhere	• Hansol Paper Firefly Volunteer Group 50
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all people at all ages	• Hansol Group EAP (Employee Assistance Program) Staff Health Management • Hansol EME Staff health promotion activities • Hansol Technics Jincheon Health Care Volunteer Activities 46-47, 51
 4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	• Hansol Group HR system transformation • Hansol Group Building HMS CORE development system • Hansol Group Learning cloud, Visual learning system • Hansol Paper Education projects for children in developing countries 43, 53
 5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	• Hansol Paper Fourth Asian Women Index Award -Work & Life Balance Sector 47
 6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	• Hansol Paper Wastewater treatment improvement • Hansol Chemical Water campaign 37, 53
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable, and modern energy for all	• Hansol HomeDeco Eco-friendly new renewable energy projects 38
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustainable economic growth, full and productive employment and decent work for all	• Hansol Group HR system transformation • Hansol Holdings Measures for improved respect of employees • Hansol HomeDeco, Hansol Inticube Creating communicative organizational culture • Hansol Group Selective work hours, flexible work hours 43-46
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote sustainable industrialization	• Hansol Inticube AI communication (ISAC) 28
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	• Hansol PNS, Hansol Inticube Wallpaper volunteer activities, Habitat & Humanity 52
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	• Hansol Paper Environmental Management Control System • Hansol Chemical Reduction of Waste · Wastewater Generation • Hansol Chemical Installing LNG hydrogen reforming facility • Hansol Paper Protego® • Hansol HomeDeco Eco-friendly flooring • Hansol HomeDeco Using Recycled Material, MDF 37, 39, 40-41
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	• Hansol Holdings, Hansol Papertech, Hansol PNS Introducing eco-friendly management systems • Hansol Paper Create organizations in response to climate change • Hansol Paper Managing environment with partner 35, 37, 49
 15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt biodiversity loss	• Hansol PNS Eco-Friendly Management Through Compliance with FSC · CoC • Hansol Homedeco Overseas Afforestation Projects 38
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and inclusive societies for sustainable development, and build effective, accountable and inclusive institutions at all levels	• Hansol Group Ethics · Law-Abiding Management • Hansol Technics Partner invitation meetings 18-19, 49
 17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership between business, congress and countries for sustainable development	• Hansol Paper System for Partnered Growth • Hansol Paper Environmental Management of Partners 49

Third Party Verification Statement

LR Independent Assurance Statement

Relating to Hansol Holdings Co., Ltd.’s Sustainability Report for the 2019 calendar year



This Assurance Statement has been prepared for Hansol Holdings Co., Ltd. in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

Lloyd’s Register Quality Assurance Limited (LR) was commissioned by Hansol Holdings Co., Ltd. to provide independent assurance on its ‘Hansol Group Sustainability Report 2020’ (‘the report’) against the assurance criteria below to a “moderate level of materiality” using “accountability’s AA1000AS (2008)” where the scope was a Type 2 engagement.

Our assurance engagement covered Hansol Holdings Co., Ltd and its 9 subsidiary companies (Hansol Paper Co., Ltd., Hansol Papertech Co., Ltd., Hansol PNS Co., Ltd., Hansol HomeDeco Co., Ltd., Hansol Logistics Co., Ltd., Hansol Technics Co., Ltd., Hansol EME Co., Ltd., Hansol Inticube Co., Ltd., Hansol Chemical Co., Ltd.; and hereafter Hansol Holdings)’ operations and activities in Korea and specifically the following requirements:

- Evaluating adherence to AA1000¹⁾ AccountAbility Principles of Inclusivity, Materiality and Responsiveness
- Confirming that the Report is in accordance with:
- GRI Standards : Core option²⁾
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
- GRI 300 (Environmental): GRI 305-1, GRI 305-2, GRI 306-2
- GRI 400 (Social): GRI 403-2, GRI 404-1, GRI 405-2, GRI 413-1, GRI 419-1

1) www.accountability.org
2) www.globalreporting.org

Our assurance engagement excluded the data and information of Hansol Holdings’ suppliers, contractors and any third-parties mentioned in the report.

LR’s responsibility is only to Hansol Holdings. LR disclaims any liability or responsibility to others as explained in the end footnote. Hansol Holdings’ responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of Hansol Holdings.

LR’s Opinion

Based on LR’s approach nothing has come to our attention that would cause us to believe that Hansol Holdings has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as all errors or omissions identified during the assurance engagement were corrected
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LR’s approach

LR’s assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing Hansol Holdings’ approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through reviewing documents and associated records.

Observations

Further observations and findings, made during the assurance engagement, are:

• Stakeholder inclusivity	We are not aware of any key stakeholder groups that have been excluded from Hansol Holdings’ stakeholder engagement process.
• Materiality	We are not aware of any material issues concerning Hansol Holdings’ sustainability performance that have been excluded from the report. It should be noted that Hansol Holdings has established extensive criteria for determining which issue/aspect is material and that these criteria are not biased to the company’s management.
• Responsiveness	Hansol Holdings reported not only the interested issues from its stakeholders but also the core indicators related to UN Sustainable Development Goals. Hansol Holdings also has the response system to correspond with queries of its stakeholders.
• Reliability	Hansol Holdings has reliable data management systems. However, some of the subsidiary companies’ data was omitted in the GRI Index 305-1,305-2 and 306-2 in this first sustainability report. This is considered to be enhanced for the next issues.

LR’s standards, competence and independence

LR implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LR ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LR for Hansol Holdings and as such does not compromise our independence or impartiality.

9th July 2020

Hee-Jeong Yim LR Lead Verifier

On behalf of Lloyd’s Register Quality Assurance Limited

17th Floor, Sinsong Building, 67 Yeouinaru-ro, Yeongdeungpo-gu, Seoul, Korea

LR reference: SEO00000685



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Domestic Business Networks

Hansol Holdings	Head Office	25F, Unit B, Pine Avenue Bldg., 100, Eulji-ro (Euljiro 2-ga), Jung-gu, Seoul
	Head Office	23-24F, Unit B, Pine Avenue Bldg., 100, Eulji-ro (Euljiro 2-ga), Jung-gu, Seoul
	Janghang Plant	149, Jangsan-ro, Janghang-eup, Seocheon-gun, Chungcheongnam-do
Hansol Paper	Daejeon Plant	50, Sinilseo-ro 68beon-gil, Daedeok-gu, Daejeon
	Cheonan Plant	4186, Sejong-ro, Gwangdeokmyeon, Dongnam-gu, Cheonan-si, Chungcheongnam-do
	Sintanjin Plant	60, Sinilseo-ro 126beon-gil, Daedeok-gu, Daejeon
Hansol Papertech	Head Office	80, Daechi 7-gil, Daejeon-myeon, Damyang-gun, Jeollanam-do
Hansol PNS	Head Office (Paper Distribution)	5F, Ilheung Bldg., 213, T Bldg. 213, Toegye-ro, Jung-gu, Seoul
	Head office (IT Service)	13-14F, Nuritkum Square Business Tower, 396, World Cup buk-ro, Mapo-gu, Seoul
	Paju Integration Center	108, Jikji-gil, Paju-si, Gyeonggi-do
Hansol HomeDeco	Head Office	27F, Specialty Construction Center, ShinDaeBang-dong, 15, Boramae-ro 5-gil, Dongjak-gu, Seoul
	Honam Office (Iksan Plant)	54, Seokam-ro 17-gil, Iksan-si, Jeollabuk-do
Hansol Logistics	Head Office	5F, Unit B, Pine Avenue Bldg., 100 Eulji-ro, Jung-gu, Seoul
	Dukpyung Center	626, Deokpyeong-ro, Maejang-myeon, Icheon-si, Gyeonggi-do
	Shin Kunsan Depot	197, Naeheung 2-gil, Gunsan-si, Jeollabuk-do
	Gunsan Branch	194, Seohae-ro (Soryong-dong), Gunsan, Jeollabuk-do Gunsan Port No. 5 Wharf
	Damyang Center	80, Daechi 7-gil, Daejeon-myeon, Damyang-gun, Jeollanam-do Within Hansol Papertech
	Daejeon Center	50, Sinilseo-ro 68beon-gil, Daedeok-gu, Daejeon
	Busan Center	11F, Jung-ang Building, 89, Haegwan-ro, Jung-gu, Busan
	Busan New Port Center	2F, Bogo-CSN, 22, Sinhang 3-ro (Yongwon-dong), Jinhae-gu, Changwon-si, Gyeongsangnam-do
	Samsung C&T Corporation Fashion Business Team	M1-F, Kendall Square Bucheon Logistics Park, 30 Sinheung-ro 511beongil, Bucheon-si, Gyeonggi-do
	Metropolitan Area Business Team	M2-F, Kendall Square Bucheon Logistics Park, 80, Sinheung-ro 511beon-gil, Bucheon-si, Gyeonggi-do
	Sintanjin CY Center	CY Sintanjin, 24-3, Pyeongchon-dong, Daedeok-gu, Daejeon
	Sintanjin Center	60, Sinilseo-ro 126beon-gil, Daedeok-gu, Daejeon
	Oppo Center	34-16, Jangji 9-gil, Gwangju-si, Gyeonggi-do
	Suwon Center	M2F, 55, Omokcheon-ro 132beon-gil (Gosaek-dong), Gwonseon-gu, Suwon-si, Gyeonggi-do
	Iksan Center	54, Seokam-ro 17-gil, Iksan-si, Jeollabuk-do
	Janghang Center	149, Jangsan-ro, Janghang-eup, Seocheon-gun, Chungcheongnam-do
	Cheonan Center	4186, Sejong-ro, Gwangdeok-myeon, Dongnam-gu, Chungcheongnam-do
Hansol Technics	Head Office	5F, Unit B, Pine Avenue Bldg., 100 Eulji-ro, Jung-gu, Seoul
	Jincheon Plant	55, Hansam-ro, Deoksan-eup, Jincheon-gun, Chungcheongbuk-do
	Ochang Plant	140, Gwahaksaneop 1-ro, Oksan-myeon, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do
Hansol EME	Head Office	3-4F, Ubiquoss building, 68, Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do
	Cheonan Project Team	4186, Sejong-ro, Gwangdeok-myeon, Dongnam-gu, Cheonan-si, Chungcheongnam-do
	Daejeon Project Team	50, Sinilseo-ro 68beon-gil, Daedeok-gu, Daejeon
	Janghang Project Team	149, Jangsan-ro, Janghang-eup, Seocheon-gun, Chungcheongnam-do
Hansol Inticube	Head Office	13-14F, Nuritkum Square Business Tower, 396, World Cup buk-ro, Mapo-gu, Seoul
Hansol Chemical	Head Office	7-8F, K Tower, 513, Teheran-ro (158-23, Samseong-dong), Gangnam-gu, Seoul
	Jeonju Plant	873, Gwahak-ro, Bongdong-eup, Wanju-gun, Jeollabuk-do
	Ulsan Plant	116, Napdo-ro, Nam-gu, Ulsan-si

Membership

Hansol Holdings

Korea Listed Companies Association
Korea IR Service
Korea Enterprises Federation

Hansol Paper

Korea Chemicals Management Association
Korea Industrial Technology Association
Korean Industrial Health Association
Korea Listed Companies Association
Korea Management Association
Korea Enterprises Federation
Korea Technical Association of The Pulp and Paper Industry
Daejeon Chungnam Environmental Preservation Association
Construction Association of Korea
Fair Competition Federation
Korea Business Council for Sustainable Development
Korea Society of Packaging Science & Technology
Korea Exchange
Korea IR Service
Korean Standards Association
Korean Society of Toxicology
Korea Package Design Association
Korea Corrugated Packaging Case Industry Association
The Korea chamber of Commerce & Industry
Korea Paper Manufacturers’ Association
the Federation of Korean Industries
Korea Environmental Industry & Technology Institute
Korea Eco Green Product Association
Korea Technical Association of The Pulp and Paper Industry
Japan Technical Association of the Pulp and Paper Industry

Hansol Papertech

Korea Paper Association
Korea Fire Safety Institute
Korea International Trade Association

Hansol PNS

Korea International Trade Association
Korea Information & Communication Contractors Association
Korea Listed Companies Association
The Korea chamber of Commerce & Industry

Hansol HomeDeco

Korea Industrial Safety Association
Korean Industrial Health Association
Korea Fire Safety Institute
Korean Standards Association
Korea Industrial Safety Association
Korea Specialty Contractors Association
Korea Wood Panel Association
Jeonbuk Environmental Preservation Association
Korea Waste Recycling Association
Korea Exchange
Korea Electric Engineers Association

Hansol Logistics

KoreaTrucking Association
Korea Freight Forwarders Association
Korea Railroad Logistics Association
Korea Customs Logistics Association
Korea International Freight Forwarders Association
Korea International Trade Association
International Air Transport Association
Korea Pier Logistics Association
Korea AEO Association
The Korea chamber of Commerce & Industry
Korea Listed Companies Association

Hansol Technics

Korea Environmental Preservation Association
Korea Industrial Safety Association
Korean Industrial Health Association
Korea Fire Safety Institute
Korean Nurses Association
Korea Photovoltaic Industry Association
Chungbuk New&Renewable energy Industry Association

Hansol EME

Construction Association of Korea
International Construction Association of Korea
Korea Construction Engineers Association
Korea Engineering & Consulting Association
Korea Electrical Contractors Association
Korea Fire Facility Association
Korea Electric Engineers Association
Korea Fire Safety Institute
Korea Specialty Contractors Association
Korea Water and Wastewater Works Association
Seongnam Chamber of Commerce and Industry

Hansol Inticube

Korea Information & Communication Contractors Association
Korea Software Financial Cooperative
Korea International Trade Association
KOSDAQ Listed Companies Association
Korea Artificial Intelligence Association
Korea Chamber of Commerce and Industry

Hansol Chemical

Korea Chamber of Commerce and Industry
Korea International Trade Association
Semiconductor Equipment and Materials International
Korea Industrial Safety Association
Korea Fire Safety Institute
Ulsan Environment Association
Korea Energy Engineers Association
Jeonbuk Environmental Engineers Association
Wanju Environmental Engineers Association



HANSOL GROUP SUSTAINABILITY REPORT 2020

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