

Communication on Progress(COP)

[Period : 2015.02~2016.04]

HUMAX
2016.05



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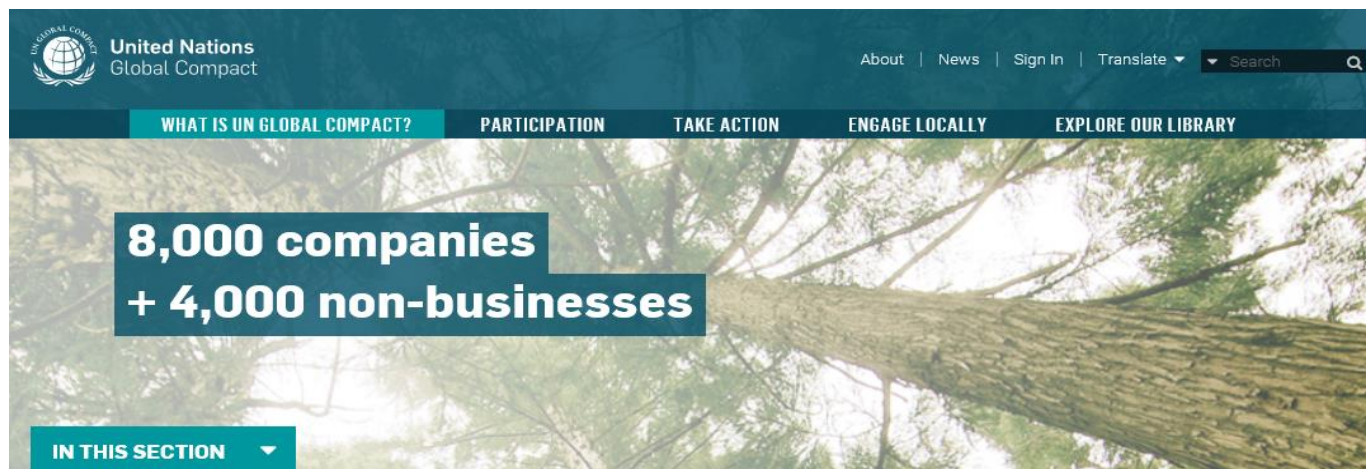
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[APPENDIX. 1] COMMITMENT

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1. UNGC Declaration Statement



HUMAX Co., Ltd.

www.humaxdigital.com

COMPANY INFORMATION

Overview

Country: Korea, Republic of

Org. Type: Company

Sector: Electronic & Electrical Equipment

Global Compact Status: Active

Employees: 784

Ownership: Privately Held

[Letter of Commitment](#) ▶

Participant Since

09 February 2015

Next COP due on: 09 February 2016



23.01.15

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that HUMAX supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. HUMAX will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,


Mr. KIM TAE HUN
CEO, HUMAX Co., Ltd.

1.1 CEO Statement



Dear stakeholders,

HUMAX strives to make effort towards sustainable management including Corporate Social Responsibility and focuses on creating positive impact around the world through continuous communication with stakeholders. HUMAX has been a signatory to the UN Global Compact(UNGC) since 2015, and we release the first COP(Communication On Progress), which shows our commitment and achievements in sustainable management that we have been committed since the establishment of HUMAX

HUMAX explains how we have fulfilled over four areas; Human Rights, Labor, Environment and Anti-Corruption from February 2015 to April 2016 through this report. HUMAX reaffirms our support on the 10 principles of UN Global Compact, and makes efforts to spread it into the value chain as well as observe them.

I hope this report will help you, our stakeholders, continue your support and involvement and enhance trust on HUMAX which is taking steps toward new growth

2016.05.

HUMAX Co., Ltd.

CEO Kim Tae-hun

A handwritten signature in black ink, appearing to read 'Kim Tae-hun'.

2. Vision & Mission

SUSTAINABLE DEVELOPMENT for the HUMANITY

Sustainability of HUMAX
“The world’s premier provider of content delivery systems”

Creating performance in ‘Economy, Environment and Society’

Economic
Profitability

➤ Innovation
Management

Environmental
Sustainability

➤ Eco-friendly
Management

Social
Soundness

- People-oriented management
- Transparent management
- Win-win growth management
- CSV management

Satisfying Stakeholders’ Needs and Building Mutual Trust

3. Company Profile_ 3.1 Overview



COMPANY

HUMAX Co., Ltd.

CEO

Kim Tae-hun

FOUNDED

Feb. 1989

UNGC PARTICIPATED

Feb. 2015

KOSDAQ LISTED

Apr. 1997

MAJOR PRODUCT

- Digital Set-Top Box (Satellite, Cable, Terrestrial)
- Video Gateway (Home Gateway Server)
- Broadband Gateway
- IoT Gateway

EMPLOYEES

1,416

GLOBAL NETWORK

Sales Subsidiary : 18 (Including 2 Manufacturing Subs)
Production Base : 12

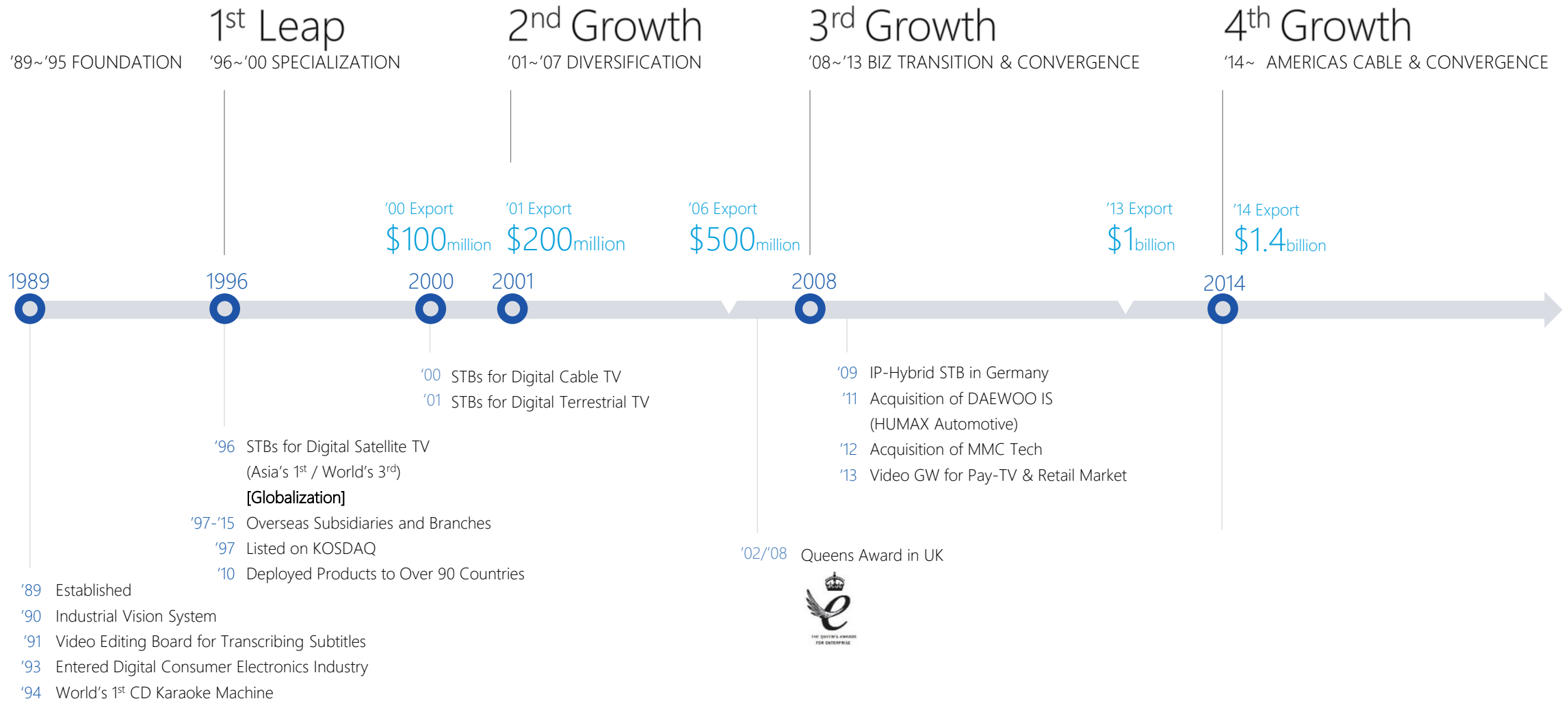
HEADQUARTER ADDRESS

HUMAX Village, 216 Hwangsaeul-ro, Bundang-gu, Seongnam-si,
Gyeonggi-do, 13595, KOREA

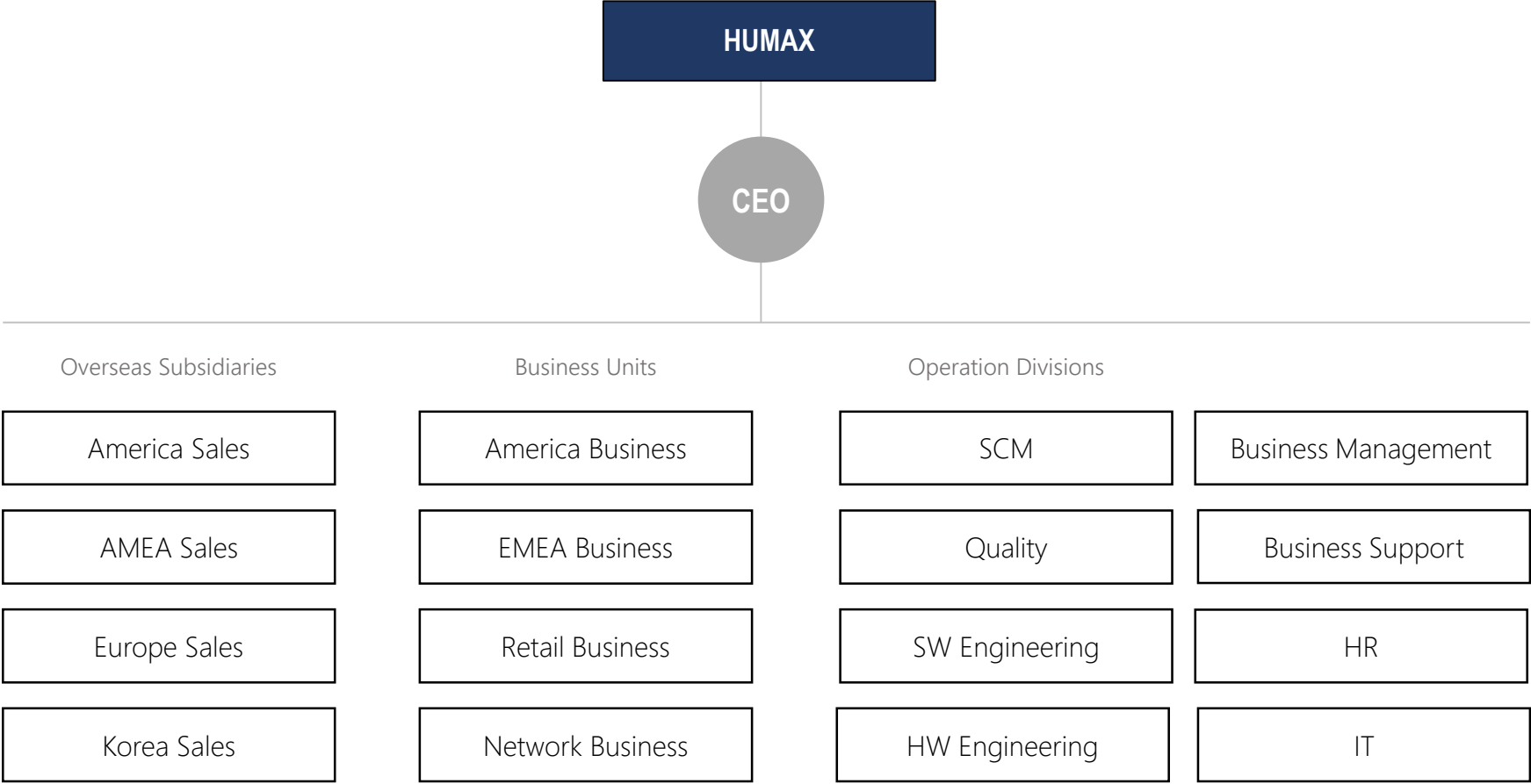
HOMEPAGE

www.humaxdigital.com

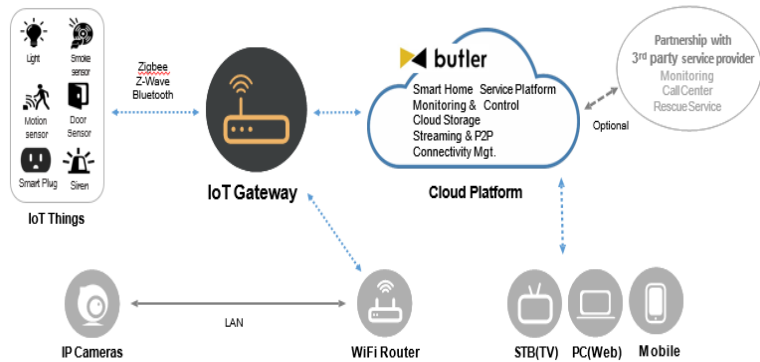
3. Company Profile_ 3.2 Growth



3. Company Profile_ 3.3 Group



3. Company Profile_ 3.4 Business



CONNECTED HOME

IoT Gateway

+

Broadband Gateway

+

Video Gateway

+

Digital STB

HUMAX

VIRTUAL MANAGEMENT

- Always connected Cloud
- Cloud account management
- Simple Setup (Online Guide)
- Services/Devices Live QoS
- Auto Recognition & Setting
- Security - Parental Control

SERVICE

- Audio Service (Mono Speaker)
- Upgrade Service
- IOT Service Platform



- > Subscription Free TV
- > Scroll Back TV
- > Catch up and On-Demand
- > 3 x Digital Tuners
- > Pause, Rewind and Record Live TV
- > Home Networking and Media Sharing
- > Remote Control App
- > Easy Set Up



PRISM UX

TV Interface- IF DESIGN AWARD 2015, Discipline Communication



무선방송



지상파방송



케이블방송



IP Hybrid

4. The Ten Principles of the UN Global Compact

Human Rights

Principle1. Business should support and respect the protection of internationally proclaimed human rights; and
Principle2. make sure that they are not complicit in human rights abuses.

Labor

Principle3. Business should Uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle4. the elimination of all forms of forced and compulsory labor;
Principle5. the effective abolition of child labor; and
Principle6. the elimination of discrimination in respect of employment and occupation.

Environment

Principle7. Business should Support a precautionary approach to environmental challenges;
Principle8. undertake initiatives to promote greater environmental responsibility; and
Principle9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle10. Business should Work against corruption in all its forms, including extortion and bribery.

4. The Ten Principles of the UN Global Compact_ 4.1 Highlights

Human Rights / Labor

HUMAX's kindergarten



Cafe (BEAR. BETTER)



Environment

GCC(Game Changing Challenge)

Better Future Supplier Forum

We launched the Better Future Supplier Forum (BFSF) in 2012 to share best practice with suppliers on sustainability.

The suppliers taking part in the Forum manufacture consumer products such as our Home Hub and Set Top Box, or provide network products and services. HUMAX won the Consumer Game Changing Challenge for various new sustainability initiatives.



CDP Supply chain



| Company name | Disclosure score |
|--------------------------|------------------|
| HUMAX ELECTRONICS CO LTD | 92 |
| CDP supply chain average | 60 |

| Company name | Performance band |
|--|------------------|
| HUMAX ELECTRONICS CO LTD | C |
| CDP supply chain average (for companies that qualify for a performance band) | D |

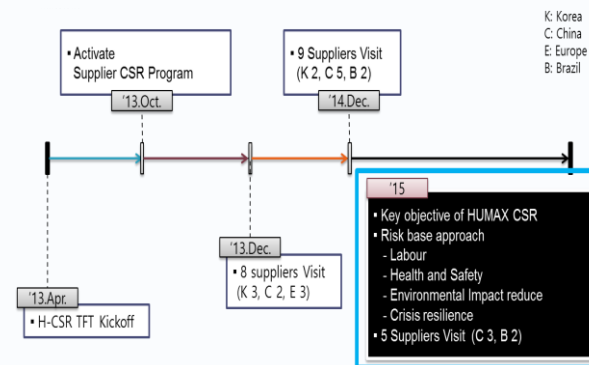
Anti-Corruption



BSI 'Anti-Corruption Management system' Conference



Sustainable Supply chain



Humax CSR Supplier Audit Program

- Completed : 22 suppliers
- Core Module : Labor, H&S, Environment
- Advanced Module: Ethics, Management System and Risk Management

| Supplier | Total | Labor | HnS | Environment | Ethics |
|---|-------|-------|-----|-------------|--------|
| A Corp.(W) Jan China Connector, Cable | 52 | 16 | 36 | | |
| B Corp.(S) Jan China Connector, Cable | 70 | 21 | 45 | 4 | |
| C Corp.(T) Apr China PSU | 52 | 15 | 37 | | |
| D Corp.(T) Apr Brasil Case(Bottom, Top) | 35 | 22 | 13 | | |
| E Corp.(CB) Apr Brasil EMS | 35 | 13 | 19 | | 3 |

4. The Ten Principles of the UN Global Compact_ 4.2 comprehensive

| 10 PRINCIPLES | | | COMMITMENT | | | SYSTEM | ACTIVITIES | PERFORMANCE |
|-----------------|--------------|--|---|---|---|-----------------------------------|--|--|
| | | | CSR Policy | Code of Ethics | Others | | | |
| Human Rights | Principle 1 | Human rights protection | III. Respect for human rights IV. Occupational Health and Safety | V. Human rights and Corporate Social Responsibility | Employment Rules | HR Management System | 1. Parental / Family and Medical Leave 2. Title not indicating position 3. Welfare benefit - Health program - Family program - Building remodeling 4. Strengthen capability programs - Language course - HED(HUMAX Excellence Development) | 1. Rate of return : 100% 2. Implemented since Feb. 2016 3. Welfare benefit - Transferred to 'Group Insurance' - Kids camp : 505 people - Kindergarten (opened in Mar. 2016) - Healing zone (remodeling/ rooftop, lady's lounge) 4. Strengthen capability programs - 131 people - 6 times per year |
| | Principle 2 | Human rights abuses | | | Conflict Minerals Policy (under an enactment) | - | Due diligence on responsible supply chain for conflict minerals | Submission of CMRT |
| Labor | Principle 3 | Freedom of association, collective bargaining | | | Labor-Management Regulations | Labor Management Council | Labor-management committee | Quarterly |
| | Principle 4 | Forced labor | | | Employment Rules | HR Management System | 1. Flexible working 2. Company wide vacation 3. Supplier CSR | 1. Implemented since 2016 2. Implemented since 2014 3. CSR audit: 5 Suppliers / CSR self-checklist survey: 152 Suppliers |
| | Principle 5 | Child labor | | | Employment Rules | HR Recruitment System | 1. No workers under 18 2. Supplier CSR | 1.1. No workers under 18 1.2. Average age of employees : 33.7 2. CSR audit: 5 Suppliers / CSR self-checklist survey: 152 Suppliers |
| | Principle 6 | Discrimination in respect of employment and occupation | | | Employment Rules | HR Management System | 1. Gender equality 2. Equal employment opportunity | 1.1 Employment of women increased 1.2 16% (Number of women employees/ Number of total employees) 1.3 6% (Number of women executives / Number of total executives) 1.4 Parental Leave : 11 people (women:9, men:2) 2. Operate BEAR.BETTER / Recruitment of foreign worker Overseas recruitment |
| Environment | Principle 7 | Precautionary approach to environment | V. Reduce environmental impact | - | Environmental Policy | Environmental Management System | 1. Building environmental management system 2. CDP 3. GCC 4. Carbon footprint certifications 5. Uni-matelize Project 6. Building GHG inventory 7. Supplier CSR | 1. ISO14001 certification 2. 92/C (Disclosure/Performance) 3. Won 4. 2 STB models obtained certifications 5. Participated in Government Support Project 6. Head-quarter / EMS: 2 / Vendor: 1 7. CSR audit: 5 Suppliers / CSR self-checklist survey: 152 Suppliers |
| | Principle 8 | Promoting environmental responsibility | | | Quality Policy | | | |
| | Principle 9 | Environmentally friendly technology | | | Climate Change Policy | | | |
| Anti-Corruption | Principle 10 | Elimination of corruption | VI. Fair trade and Win-win growth | VI. Business ethics and practice | Anti-Corruption Policy (under an enactment) | Anti-Corruption Management System | 1. ABC project (BS10500) 2. Clean HUMAX | 1. Participated in a Pilot Project (The 1st time in KOREA) 2. Expand objects from employees to value chain |

4. The Ten Principles of the UNGC_ 1)Human Rights

| | |
|------------|--|
| COMMITMENT | <p>[CSR Policy] [Code of Ethics] [Employment Rules] [Supplier CSR Policy]</p> <ul style="list-style-type: none"> HUMAX actively supports 'Human rights' by participating UN Global Compact since 2015. CSR Policy / Principle2 states that 'HUMAX makes effort to respect and enhance internationally proclaimed human rights. Code of Ethics 'V. Human rights and Corporate Social Responsibility' states that 'HUMAX makes effort to respect human rights and labor practices'. |
| SYSTEM | <p>[HR Management System]</p> <ul style="list-style-type: none"> HUMAX operates working conditions and various welfare benefit to give psychological stability to employees, and conducts 'Title not including position' to establish the corporate culture where everyone do one's best to play the role and responsibility. |

| ACTIVITIES | | PERFORMANCE |
|-------------------------------------|---|--|
| Parental / Family and Medical leave | <ul style="list-style-type: none"> Add provisions and encourage to use the leave to make that employees can take care of their families comfortably | <ul style="list-style-type: none"> In 2015, when revising Employment rules 'Article20(Parental leave)' and 'Article21(Family and Medical leave)' were added <ul style="list-style-type: none"> Article20(Parental leave) : The company shall not dismiss unfairly treat employees by the reason of parental leave, and shall not dismiss employees during their leave period Article21(Family and Medical leave) : The company shall not dismiss employees nor unfairly treat them such as deterioration of working conditions Number of employees using Parental leave 11 (Women:9 / Men:2) reinstatement rate: 100% |
| Title not including position | <ul style="list-style-type: none"> In order to establish horizontal corporate culture, plan 'Title not including position' Conduct preliminary survey and pilot test for soft landing of the 'Title not including position' | <ul style="list-style-type: none"> Result of the survey <ul style="list-style-type: none"> Result 1) 'Nim(님)' vs 'English name' → 'Nim(님)' is favorable Result 2) The lower the position is, the lower the usage rate is → Seniors need to be considerate towards juniors to make them use 'Nim(님)' comfortably Result 3) The usage rate is low in engineering department → Team leaders need to make efforts to use it by taking the lead It has been implemented from Feb. 2016 based on the survey result |

4. The Ten Principles of the UNGC_ 1)Human Rights


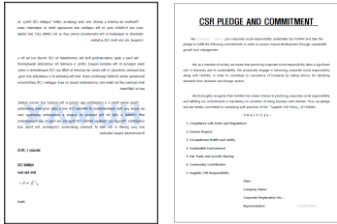
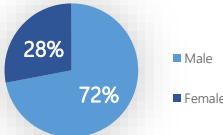
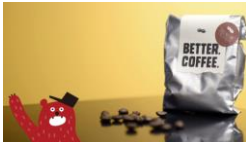

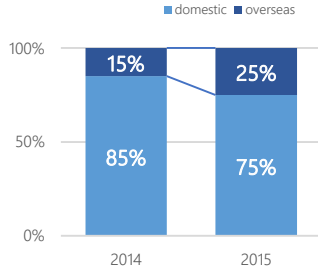
| ACTIVITIES | PERFORMANCE |
|--|--|
| <p>Welfare benefit</p> | <ul style="list-style-type: none"> • Transferred to 'Group Insurance' <ul style="list-style-type: none"> - Change insurance coverage and benefits in order to secure stable life of members by protecting employees against unexpected accident of themselves and his/her families(death/injury/critical illness) • Club and Fitness center • Kids camp <ul style="list-style-type: none"> - Provide independent leisure hours with various programs such as etiquette school, experience learning program and history expedition program, etc. to children of employees - 8 times / 505 children participated • Kindergarten (opened in Mar. 2016) • Prepare healing zone such as rooftop and women's lounge, and art gallery through remodeling of building <div>       </div> <div> <p><Rooftop lounge></p> <p><Club / Fitness center></p> <p><HUMAX Kindergarten></p> <p><Art gallery / Book cafe></p> <p><Cafe></p> </div> |
| <p>Strengthen capability programs</p> | <ul style="list-style-type: none"> • HED (HUMAX Excellence Development) <ul style="list-style-type: none"> - In-company conference to share knowledge under the subject 'Technology, Market, Work & People' - Total 6 times (CEO of Mad Square, Vice President of Google , CEO of Agile consulting, CEO of Magic Eco, IDAS design professor of Hong-ik University, Brain scientist of KAIST) • Language course <ul style="list-style-type: none"> - 131 employees participated (1st period: 73 / 2nd period: 58)  |

4. The Ten Principles of the UNGC_ 2)Labor

| | |
|------------|--|
| COMMITMENT | <p>[CSR Policy] [Code of Ethics] [Labor-Management Regulations] [Employment Rules]] [Supplier CSR Policy]</p> <ul style="list-style-type: none"> CSR Policy, 'III. Respect for human rights' states that HUMAX guarantees human rights and prohibits forced and child labor. 'IV. Occupational Health and Safety' and Code of Ethics, 'V. Human rights and Corporate Social Responsibility' state that the company shall provide equal opportunity to all employees and never allow any discrimination and harassment. |
| SYSTEM | <p>[HR Management System] [HR Recruitment System] [Labor-Management Committee]</p> <ul style="list-style-type: none"> HUMAX guarantees freedom of association, freedom to join a labor union, and collective bargaining. HUMAX operates 'flexible working' and 'company-wide vacation'. HUMAX runs the performance management system to secure its growth and sustainability, and guarantees fair compensation and non-discriminated promotion by establishing a goal for the next year in Dec. every year. HUMAX does not engage in discrimination in hiring and employment practices. |


| ACTIVITIES | | PERFORMANCE | | | | | | | | | | | | | | | | | | | |
|--|---|---|--|--------|------------|---------------------|---------|-----|------|---------|-----|------|---------|-----|------|------|-----|-------|-----------|-----|------|
| Principle3 Labor-Management Council | <ul style="list-style-type: none">Labor-Management Council is operated to strengthen communication and build trust among employees. | <ul style="list-style-type: none">Labor-Management Council is held one time quarterly, and if representative of labor or management raises agenda, extraordinary meeting is heldIn-company communication 'KKETALK 1.0' was conducted for 15 times from March to August 2014 in order to strengthen the communication among employees Out of 128 improvement items raised from the communication, total 101 items (accumulated number) were solved except 17 items which require long-term solution | <div><p>['KKETALK1.0' improvement No. of solved items]</p><table><thead><tr><th>Period</th><th>Percentage</th><th>No. of solved items</th></tr></thead><tbody><tr><td>2014.10</td><td>35%</td><td>(44)</td></tr><tr><td>2014.12</td><td>55%</td><td>(70)</td></tr><tr><td>2015.1Q</td><td>68%</td><td>(87)</td></tr><tr><td>2015</td><td>79%</td><td>(101)</td></tr><tr><td>Long-term</td><td>21%</td><td>(17)</td></tr></tbody></table></div> | Period | Percentage | No. of solved items | 2014.10 | 35% | (44) | 2014.12 | 55% | (70) | 2015.1Q | 68% | (87) | 2015 | 79% | (101) | Long-term | 21% | (17) |
| Period | Percentage | No. of solved items | | | | | | | | | | | | | | | | | | | |
| 2014.10 | 35% | (44) | | | | | | | | | | | | | | | | | | | |
| 2014.12 | 55% | (70) | | | | | | | | | | | | | | | | | | | |
| 2015.1Q | 68% | (87) | | | | | | | | | | | | | | | | | | | |
| 2015 | 79% | (101) | | | | | | | | | | | | | | | | | | | |
| Long-term | 21% | (17) | | | | | | | | | | | | | | | | | | | |
| Principle4 Flexible working & Company wide vacation | <ul style="list-style-type: none">Make all employees to lead work-life balance and raise work efficiency. | <ul style="list-style-type: none">In 2016, responsible working system is adopted to select and adjust working hours flexibly according to the legal working hours(weekly 40 hours)In 2015, as enterprise leave days is applied, total 7 days were designated as enterprise leave days including bridge day, year-end and beginning of the year in order for every member to take rest through the enterprise leave days | | | | | | | | | | | | | | | | | | | |
| Principle5 Child labor | <ul style="list-style-type: none">Compliance with the Labor Standards Act | <ul style="list-style-type: none">Since we strictly prohibit child labor pursuant to the Labor Standards Act, Do not employ or use children in any type of child labor. Current average age of workers is 37.7 | | | | | | | | | | | | | | | | | | | |

4. The Ten Principles of the UNGC_ 2)Labor








| ACTIVITIES | | PERFORMANCE |
|--|--|---|
| <div>Principle4 & Principle5</div> <div>Sustainable supply chain</div> | <ul style="list-style-type: none">Fulfill supplier CSR self-checklist survey (investigate the status of compulsory/child labor in supply chain)Conduct Supplier CSR AuditManage Win-win growth Academy for suppliers | <ul style="list-style-type: none">Identify the status of retaining foreign workers any government-issued identification and child/youth labor through supplier CSR self-checklist surveyCompleted 5 suppliers audit in 2015OHSAS18001 and KOSHA18001 education course (12 suppliers completed courses) <div><div><p><HUMAX CSR Statement></p></div><div><p><CSR Pledge and Commitment></p></div></div> |
| <div>Principle6</div> <div>Gender equality</div> | <ul style="list-style-type: none">Recruitment No. of female employees increasedProvide nondiscriminatory promotion opportunityProvide parental leave to both men and women | <ul style="list-style-type: none">Ratio of women executives: 6%, Ratio of women employees: 16%Women employees out of total new employees: 28%The number of parental leave : 11 people (women:9/ men:2) <div><div>[Ratio of new employees]</div></div> |
| <div>Equal employment opportunity</div> | <ul style="list-style-type: none">Create employment opportunity for disabled through Bear. BetterIncrease overseas recruitment | <ul style="list-style-type: none">In 2015, Bear. Better, cafe which is a social enterprise, is open.<ul style="list-style-type: none">Hire 6 employees with developmental disabilityIn 2014, 3 engineers from Vietnam were employed. Foreign worker opportunities have been enhanced<ul style="list-style-type: none">Recruitment ratio of foreign worker : 25%, 13 employees (10% increased compared to 2014)The R&D center was established in Vietnam <div><div></div><div><div>[Ratio of new employment]</div></div></div> |

4. The Ten Principles of the UNGC_ 3)Environment

| | |
|------------|--|
| COMMITMENT | <p>[CSR Policy] [Environmental Policy] [Climate Change Policy(under an enactment)] [Supplier CSR Policy]</p> <ul style="list-style-type: none"> HUMAX supports precautionary approach to environmental degradation, pursues eco-friendly management, and announces we strive to conduct improvement activities continuously. To do so, we not only response to industrial environment issues jointly but also secure competitiveness of 'Sustainable Products' by building 'global carbon environmental management system' and 'Low carbon/eco-friendly Partnership associated to supply chain'. |
| SYSTEM | <p>[Integrated Environmental Impact Management System]</p> <ul style="list-style-type: none"> HUMAX manages continuous environmental impact through ISO14001, and conducts integrated management from the viewpoint of applying environmental regulations to products in order to comply with environmental laws and regulations. In order to comply with environmental laws and regulations, we basically observe RoHSII, WEEE, ErP, REACH, VA regulations, and conduct environmental impact assessment for the existing and new suppliers. |

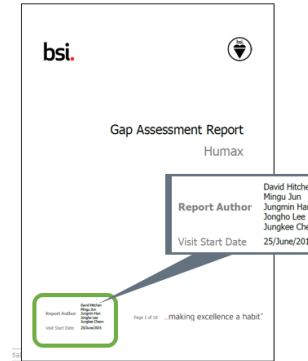


| ACTIVITIES | | PERFORMANCE | | | | | | | | | | | | | | | | | |
|--|---|--|------------------|------------------|--------------|------------------|--------------------------|------|--------------------------|-----|--|-----|--|-----|--|-----|----|-----|--|
| CDP (Carbon Disclosure Project) | <ul style="list-style-type: none"> Inform GHG(Greenhouse Gas) emissions which is main factor of Climate Change and report short & long term strategies Analyze the business activities to reduce GHG emission and set up the reduction target | <ul style="list-style-type: none"> Reduction target (Absolute) : HUMAX has a plan to reduce 9% of GHG emissions by 2020 compared to 2012 The result of 2015CDP : Disclosure score : 92 / Performance Band : C <table> <tr> <th>Company name</th><th>Disclosure score</th><th>Company name</th><th>Performance band</th></tr> <tr> <td>HUMAX ELECTRONICS CO LTD</td><td>92</td><td>HUMAX ELECTRONICS CO LTD</td><td>C</td></tr> <tr> <td>CDP supply chain average</td><td>60</td><td>CDP supply chain average (for companies that qualify for a performance band)</td><td>D</td></tr> </table> | Company name | Disclosure score | Company name | Performance band | HUMAX ELECTRONICS CO LTD | 92 | HUMAX ELECTRONICS CO LTD | C | CDP supply chain average | 60 | CDP supply chain average (for companies that qualify for a performance band) | D | | | | | |
| Company name | Disclosure score | Company name | Performance band | | | | | | | | | | | | | | | | |
| HUMAX ELECTRONICS CO LTD | 92 | HUMAX ELECTRONICS CO LTD | C | | | | | | | | | | | | | | | | |
| CDP supply chain average | 60 | CDP supply chain average (for companies that qualify for a performance band) | D | | | | | | | | | | | | | | | | |
| GCC (Game Change Challenge) | <ul style="list-style-type: none"> Participated in the GCC project which is a competition with innovation product ideas that could reduce the carbon emissions supervised by BT(British Telecom) Build TFT with whole departments such as marketing, R&D, SCM, EMS, logistics, and CS | <ul style="list-style-type: none"> HUMAX establishes a standard of sustainable products HUMAX won the contest with the product which applies 12 sustainable ideas The effect of sustainable product <ul style="list-style-type: none"> - Carbon emission amount: 70.65% reduced - EU-ETS : £ 1,735,652 (3,110,774,366 Korean won) - Energy consumption(electricity): 186,763,200kWh reduced <table> <tr> <th>Unit</th><th>basis</th><th>GCC</th><th>Reduced amount</th></tr> <tr> <td>Gross amount(g)</td><td>1089</td><td>777</td><td>312</td></tr> <tr> <td>Electric power consumption (kWh/5 years)</td><td>314</td><td>90</td><td>233</td></tr> <tr> <td>Carbon emission amount (kgCO₂eq/EA)</td><td>210</td><td>61</td><td>148</td></tr> </table>  | Unit | basis | GCC | Reduced amount | Gross amount(g) | 1089 | 777 | 312 | Electric power consumption (kWh/5 years) | 314 | 90 | 233 | Carbon emission amount (kgCO ₂ eq/EA) | 210 | 61 | 148 | |
| Unit | basis | GCC | Reduced amount | | | | | | | | | | | | | | | | |
| Gross amount(g) | 1089 | 777 | 312 | | | | | | | | | | | | | | | | |
| Electric power consumption (kWh/5 years) | 314 | 90 | 233 | | | | | | | | | | | | | | | | |
| Carbon emission amount (kgCO ₂ eq/EA) | 210 | 61 | 148 | | | | | | | | | | | | | | | | |

4. The Ten Principles of the UNGC_ 3) Environment

| ACTIVITIES | | PERFORMANCE | | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|--|---|--------------|--------|----------|--------------|------|----|-------|-------|------|-----|-------|-------|------|-----|-------|-------|------|-----|-------|-------|
| Uni- materialization project | <ul style="list-style-type: none">Participated in ‘Uni-materialization government support project’ which develop sustainable products to manage resource and raw-materials through improvement of materials and product structure <p>* Uni-materialization : activities to reduce environmental impact throughout lifecycle of product</p> | <ul style="list-style-type: none">100% recycled plastic is used as exterior materialExpect resource reduction effect by reducing parts weight 7%(32.15g) (Before: 484g / After: 451g, Parts : instrument, plate bottom)The number of screws reduced(3→1EA)to shorten assembly and disassembly hours <div><div><p>Number of materials : 3 Weight: 484g</p></div><div><p>Number of materials : 2 (▼) Weight: 451g (▼32.15)</p></div></div> | | | | | | | | | | | | | | | | | | | | |
| Carbon footprint label certification | <ul style="list-style-type: none">Proceed carbon footprint label certification operated by the Ministry of Environment in order to independently verify GHG emissions | <ul style="list-style-type: none">Obtained the ‘Set-top Box’ carbon footprint certification for the fist time in Korea <div><div><p>제품명 : IP 셋톱박스(UK200) 제조기업 : (주)로맥스 인증번호 : E-2015-1-024 유효기간 : 2015.11.10~2018.11.09 인증기관 : 한국환경정책·평가연구원 탄소배출량 기준 : IP 셋톱박스(UK200) 1대 기준</p></div><div><p>제품명 : IP 셋톱박스(BP-4000) 제조기업 : (주)로맥스 인증번호 : E-2015-1-023 유효기간 : 2015.11.10~2018.11.09 인증기관 : 한국환경정책·평가연구원 탄소배출량 기준 : IP 셋톱박스(BP-4000) 1대 기준</p></div><div></div></div> | | | | | | | | | | | | | | | | | | | | |
| Greenhouse gas inventory | <ul style="list-style-type: none">Identify the source of directly and indirectly accumulated greenhouse gas emission, define the boundary of organization to measure, calculate and report the greenhouse gas emission according to the internally agreed standards | <ul style="list-style-type: none">Establish greenhouse gas inventory building and reduction plan and report it through CDPThe status of building greenhouse gas inventory<ul style="list-style-type: none">HUMAX : headquarter (Verified by the third party)EMS : 2 plants (Korea:1, Poland:1)Vendor : 1 plant (Korea:1)Reduction activities of HUMAX HQ<ul style="list-style-type: none">LED: 1,600 tCO₂eq reduced(10 years)Ultra-notebook : 45 tCO₂eq reduced(5 years) <p>*():Life expectancy</p> <div><div><table><thead><tr><th>Year</th><th>Direct</th><th>Indirect</th><th>Gross amount</th></tr></thead><tbody><tr><td>2012</td><td>85</td><td>3,589</td><td>3,674</td></tr><tr><td>2013</td><td>102</td><td>3,536</td><td>3,638</td></tr><tr><td>2014</td><td>111</td><td>3,313</td><td>3,424</td></tr><tr><td>2015</td><td>114</td><td>3,520</td><td>3,634</td></tr></tbody></table></div><div></div></div> | Year | Direct | Indirect | Gross amount | 2012 | 85 | 3,589 | 3,674 | 2013 | 102 | 3,536 | 3,638 | 2014 | 111 | 3,313 | 3,424 | 2015 | 114 | 3,520 | 3,634 |
| Year | Direct | Indirect | Gross amount | | | | | | | | | | | | | | | | | | | |
| 2012 | 85 | 3,589 | 3,674 | | | | | | | | | | | | | | | | | | | |
| 2013 | 102 | 3,536 | 3,638 | | | | | | | | | | | | | | | | | | | |
| 2014 | 111 | 3,313 | 3,424 | | | | | | | | | | | | | | | | | | | |
| 2015 | 114 | 3,520 | 3,634 | | | | | | | | | | | | | | | | | | | |
| Sustainable supply chain | <ul style="list-style-type: none">Fulfill supplier CSR self-checklist survey (investigate the status of compulsory/child labor in supply chainConduct Supplier CSR AuditManage Shared Growth Academy for suppliers | <ul style="list-style-type: none">Identify the status of pollution emission amount and certificates related to environment through supplier CSR self-checklist surveyCompleted 5 suppliers audit in 2015ISO14001 education course (12 suppliers completed the course) | | | | | | | | | | | | | | | | | | | | |

4. The Ten Principles of the UNGC_ 4)Anti-Corruption

| | |
|------------|--|
| COMMITMENT | <p>[CSR Policy] [Code of Ethics] [Anti-Corruption Policy(under an enactment)] [Supplier CSR Policy]</p> <ul style="list-style-type: none"> CSR Policy ' VI. Fair trading and Win-win growth management' states that all forms of bribery, corruption, extortion and embezzlement relate to corporate activities are prohibited, and establish fair competitive environment through Code of Ethics "VI. Responsibilities and obligations for stakeholders' and all laws related to the 'Monopoly Regulation and Fair Trade Act' should not be violated. Anti-corruption principle is under an enactment in order to faithfully observe the requirements of stakeholders and applicable laws and regulations related to anti-corruption. |
| SYSTEM | <p>[Anti-Corruption Management System (under an enactment)]</p> <ul style="list-style-type: none"> We conducted self-diagnosis based on BS10500 in order to construct anti-corruption management system, and progressed Gap Assessment through external expert and prepared CAP (Corrective Action Plan). |

| ACTIVITIES | | PERFORMANCE |
|--|---|--|
| ABC project (Anti-Bribery and Corruption) | <ul style="list-style-type: none"> Prevent corruption activities, and proceed related project (BS10500) with independent experts to establish a system | <ul style="list-style-type: none"> Participate in government's anti-corruption pilot project for the first time in Korea <ul style="list-style-type: none"> Self ASSESSMENT : 55.6% compliance ASSESSMENT : 44.4% compliance (Gap :11.2%) Establish a plan to achieve anti-corruption goal <ul style="list-style-type: none"> Build ABMS and establish anti-corruption principles and stakeholders participation procedures Establish anti-corruption risk management procedure and implement and operate ABMS Participate in a round-table conference to convert to international standard ISO37001 <div>   </div> |
| Clean HUMAX | <ul style="list-style-type: none"> Anonymous communication channel is built to receive independent and objective feedbacks | <ul style="list-style-type: none"> The scope of using Clean HUMAX is expanded from employees to value chain <div>  </div> |

Labor-Management Rule

[illegible]

Supplier CSR Policy

HUMAX의 협력사는 책임 있는 광물 조달의 원칙이 HUMAX와의 거래관계에서 필수적인 요건일
을 명확히 이해해야 하며, 협력사의 제품과 서비스 전반에서 사용하는 탄탈륨, 티, 텅스텐, 금에 대한 책
일 있는 광물 조달을 증명할 수 있는 관리체계를 수립·유지하는 데에 충분한 경영노력을 기울여야 하고,
협력사의 HUMAX의 운영 요구에 성실히 협력하여야 한다.

1. Construction and implementation of Environmental Management System which enables HUMAX to minimize negatively affecting the environment across all processes.
2. Establishment of standards in compliance with environmental laws, regulations, and codes of practice.
3. Continuous improvement of environment-friendly management skills.
4. Reinforcement of environmental awareness through training and education.
5. Production of environment-friendly products for efficient use of resources.

"Humax Quality Policy is to provide products and services which meet customer requirements and expectations."

Quality Policy

Quality is the fundamental value of our business and we continuously strive to enhance customer satisfaction.

- 1 Strive for zero defects across all processes.
- 2 Continuously improve quality by managing each process effectively with fact-based decisions and analysis.
- 3 Ensure each individual is accountable for his or her actions.
- 4 Develop practical processes and adhere to them.

All employees at HUMAX understand this Quality Policy and are committed to building and maintaining Quality Management System which meet customer needs.

Kim, Tae Hun
Chief Executive Officer

Climate Change Policy

HUMAX is dedicated to combating climate change through multi-disciplinary actions, including being responsible for regulations and customer demands. We will continue to develop new and more effective eco-friendly products and services to reduce greenhouse gas emissions. This is all part of HUMAX's ongoing efforts to provide high value to our customers while contributing to the sustainability of the global environment.

HUMAX's Partners understand that enforcing low-carbon and eco-friendly management policy are essential part of doing business with HUMAX. HUMAX's Partners are to improve processes throughout its production and sales network to reduce greenhouse gas emissions and provide HUMAX with greenhouse gas information.

반부패 원칙 (Anti-Bribery Policy):

LIBRARY has been taken care of by the author and the publisher.

출력소는 반부패 관련 국내외 제반 법규, 이해관계자 요구를 충실히 준수하며 이는 특히 공정거래법, 부정경쟁방지법, Anti Bribery Act 2010, FCPA, ISO26000, EICC, UN Global Compact, 그리고 제반 국제 요구사항을 포함합니다.

참고사항 부속서건물 별저지 건물과 함께 사전에 계약하고, 그밖에도 본수장은 부속 서건의 방화벽(또는) 벽을 양지, 노크, 대저파기 등
0510500-2011 문주출구로 명료한 관련 시스템문 수주 및 운영하고자 하며 이를 통해 화재로 인한 손실 발생까지 줄입니다.

deal with any bribery which does occur. This policy applies to the entire HUMAX workforce, subsidiaries/affiliates and operations including agents, partners, contractors, suppliers and any other third parties acting on behalf of HUMAX and any of its

• 법규 및 규범, 요구사항 준수;

- 목표 및 성과에 대한 이해관계자들의 의사소통.

- 사업과 관계한 의사결정시, 부패 위험 고려

- 부패 위험 요소를 위한 조치 마련 :
Put in place measures for the reducing of any bribery threat as detailed in the ABMS ;

- 반부패 정책의 인지 및 책임 준수를 위한 일직원 교육 이행 :
Implement the training of employees to ensure that they are aware of the company policy and their own responsibilities

회사의 경영활동 주요한 책임으로 **원부담**의 중요성을 인식하고 있습니다. 따라서, ABMS를 지속적으로 점검하고, 유지하며, **지속적**을 통해 개선해 나갈 것입니다.

The management of HUMAX recognises the importance of Anti-bribery operation as a key business responsibility. As a result, we continuously monitor, maintain and improve the ABMS by the timely implementation of any preventive and corrective actions as may be necessary.

CEO Kim, Tae Hoon
2015.08.15.

[illegible]

II. 국내원천 소득 환수

표. 일반사항 ----- I. General Standard

VL. 공통경제 및 경쟁력

[illegible]

순수를 기본으로 천연존중, 안전하고 건강한 내부환경, 환경영향 최소화, 공정거래의 동반성
지역사회 발전 기여, 그리고 참여자의 기업적 사회적 책임을 실현의 축전을 그 바탕으로 한다.

HUMAX는 협력사의 자립의 사회적 책임 역할을 촉진하고 자립화가 원동력인 "Supplier CI Program"을 통해 협력사의 건전 단계에서 사회적 책임의 이행 수준을 극대화하고 매우 정지적

의 지속적용 가능성을 촉진한다.

HUMAX는 본 "Support CSR Policy"를 통해 환경보호를 가리키는 개념의 사회적 책임을 위한
기 실천과제를 제시하며 지속적으로 환경사업의 활성 여를 실천하며 지속적으로 그 성과를 중
시하고 있으며, www.humax.co.kr

三、总结

HUMAX의 경우에도 사회의 구성요소로서 책임을 다하는 기업적 도덕 경영 기풍계현
 부가 기업활동과 관련된 모든 국내외 협조회 회계규정을 엄격히 준수하고 사회봉사활동을 적극
 하는 행위를 하지 않음등을 본행이 적의 기업 활동과 관련하여 어떠한 형태의 부정, 부
 당한 행위를 하지도 요구하지도 운영하지도 않음은 물론이고 만약 어떠한 사실을 인지하

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[APPENDIX. 2] MAKING the CONNECTION(1)

| Global Compact Principles | | Global Reporting Initiative(GRI G4) Index | Page |
|---------------------------|---|--|--------------------|
| Human Rights | Principle1. Human rights protection | 1. Human Rights <ul style="list-style-type: none"> G4-HR12 : Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms 2. Society <ul style="list-style-type: none"> G4-SO2 : Operations with significant actual and potential negative impacts on local communities | 11 / 12 13 / 14 |
| | Principle2. Human rights abuses | 1. Human Rights <ul style="list-style-type: none"> G4-HR11 : Significant actual and potential negative human rights impacts in the supply chain and action taken | 11 / 12 15 |
| Labor | Principle3. Freedom of association, collective bargaining | 1. Human Rights <ul style="list-style-type: none"> G4-HR4 : Operations and Suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights | 12 / 16 |
| | Principle4. Forced labor | 1. Human Rights <ul style="list-style-type: none"> G4-HR6 : Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor | 12 / 16 17 |
| | Principle5. Child labor | 1. Human Rights <ul style="list-style-type: none"> G4-HR5 : Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor | 12 / 16 17 |
| | Principle6. Discrimination in respect of employees and occupation | 1. Organizational Profile <ul style="list-style-type: none"> G4-10 : The number of employees per employee category (employment contract, gender, region etc.) 3. Labor Practices and Decent Work <ul style="list-style-type: none"> G4-LA1 : Total number and rates of new employee hires and employee turnover by age group, gender and region G4-LA3 : Return to work and retention rates after parental leave, by gender G4-LA9 : Average hours of training per year per employee by gender, and by employee category G4-LA11 : Percentage of employees receiving regular performance and career development reviews, by gender and by employee category | 12 / 16 17 |
| Environment | Principle7. Precautionary approach to environment | 1. Economic <ul style="list-style-type: none"> G4-EC2 : Financial implications and other risks and opportunities for the organization's activities due to climate change 2. Environmental <ul style="list-style-type: none"> G4-EN3 : Energy consumption within the organization G4-EN15 : Direct greenhouse gas(GHG) emissions(SCOPE 1) G4-EN16 : Energy Indirect greenhouse gas(GHG) emissions(SCOPE 2) G4-EN17 : Other indirect greenhouse gas(GHG) emissions(SCOPE3) G4-EN27 : Extent of impact mitigation of environmental impacts of products and services | 11 / 12 18 / 19 |

[APPENDIX. 2] MAKING the CONNECTION(2)

| Global Compact Principles | | Global Reporting Initiative(GRI G4) Index | Page |
|---------------------------|--|---|--------------------|
| Environment | Principle8. Promoting environmental responsibility | 1. Environmental <ul style="list-style-type: none"> G4-EN3 : Energy consumption within the organization G4-EN5 : Energy intensity G4-EN6 : Reduction energy consumption G4-EN12 : Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas G4-EN15 : Directive greenhouse gas(GHG) emissions (SCOPE 1) G4-EN16 : Energy Indirective greenhouse gas(GHG) emissions (SCOPE2) G4-EN17 : Other indirective greenhouse gas(GHG) emissions (SCOPE3) G4-EN18 : Greenhouse gas(GHG) emissions intensity G4-EN19 : Reduction of greenhouse gas(GHG) emissions G4-EN22 : Total water discharge by quality and destination (N/A) G4-EN24 : Total number and volume of significant spills (N/A) G4-EN29 : Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations (N/A) G4-EN33 : Significant actual and potential negative environmental impacts in the supply chain and actions taken | 11 / 12 18 / 19 |
| | Principle9. Environmentally friendly technology | 1. Environmental <ul style="list-style-type: none"> G4-EN6 : Reduction of energy consumption G4-EN19 : Reduction of greenhouse gas(GHG) emissions G4-EN27 : Extent of impact mitigation of environmental impacts of products and services | 11 / 12 18 / 19 |
| Anti-Corruption | Principle10. Elimination of Corruption | 1. General Standard Disclosures <ul style="list-style-type: none"> G4-S6 : The organization's values, principle, standards and norms of behaviors such as codes of conduct and codes of ethics G4-S7 : The internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines G4-S8 : The internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines 2. Society <ul style="list-style-type: none"> G4-SO3 : Total number and percentage of operations assessed for risks related to corruption and the significant risks identified G4-SO4 : Communication and training on anti-corruption policies and procedures G4-SO5 : Confirmed incidents of corruption and action taken G4-SO6 : Total value of political contributions by country and recipient/beneficiary (N/A) | 11 / 12 15 / 20 |

THANK YOU