Environment,

Safety & Health
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About this Report

**Purpose of the Report** Dongbu HiTek has released environment report according to the guidelines by the Ministry of Environment. This report shows sustainable environment activities and social contribution activities that Dongbu HiTek has done in 2013 and is designed for the persons concerned including customers, communities, NGO, and investment institutes.

**Period & Scope of Report** This report includes environmental activities occurred in the fabs (Bucheon Fab and Sangwoo Fab) from Jan. 2014 to Dec. 2014 and environmental data of the past 3 years to compare the status of environment.

**Reference** This report is written based on [2007 Environment Report Guideline]

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CEO Message

“Global System Semiconductor Company Providing the best sustainable value in the world “

Amid the lasting uncertainty led by the US’s currency policy last year, we experienced difficulties due to unstable currency in Korea and emerging countries and decreased consumption. Despite all this, Dongbu HiTek has achieved business target by setting up SCM system and improving cost structure and business fundamentals and has also laid a groundwork for a sustainable company. In 2015, we will enhance our global competitiveness through <increasing technical competitiveness>, <preparation for future growth>, <improving business fundamentals>, and <establishing cooperative culture>, and pursue sustainable growth.

The world is now going through fast-paced changes towards global, digital, and smart age. Amid such changes, Dongbu HiTek has taken various social responsibilities in addition to seeking profits and providing world-best quality. A company’s business activity is not just to create business profits and return this to the society, but also genuinely to create social values in all “value chain”. Dongbu HiTek wants to be reborn as a company creating socially shared values. We believe a company should grow along with the society that it belongs to, and 2014 Sustainability Report includes all our multilateral efforts of turning us into a sustainable company pursuing social value as well as business value. Hope this report serves as an opportunity to communicate and share Dongbu HiTek’s corporate philosophy and vision.

Going forward, we will not forget that the company success has founded on the interest and passion of all stakeholders, and take your input as guidelines in the future. We promise you that we will continue to challenge ourselves and innovate. Always thanks for your support and encouragement.

Chang-Sik Choi
CEO, Dongbu HiTek co., Ltd
Company Overview

Dongbu, the Korean conglomerate, had set up Cosil (now LG Siltron), a company producing semiconductor wafer, in 1983, and developed ‘high-purity and polycrystalline silicon’ for the second time in the world.

Based on accumulated technology and business experience in semiconductor material, the conglomerate set up Dongbu Electronics (now Dongbu HiTek) in 1997 to enter semiconductor business.

Dongbu HiTek has actively expanded its business by establishing a strategic alliance with Toshiba on technology transfer and product supply, and taking over Anam semiconductor.

We newly established Dongbu HiTek in 2007 and laid a foundation to grow into a futuristic high-tech system semiconductor company. In 2008, we reorganized business model into a high-profit business structure by developing 0.18μm BCDMOS process technology for the first time in the world to lead the world semiconductor market.

### HISTORY

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>Released 0.13um BCDMOS process</td>
</tr>
<tr>
<td>2013</td>
<td>Released 0.13um eFlash (E-TOX) process</td>
</tr>
<tr>
<td>2012</td>
<td>Launched 0.18um High Performance Analog CMOS process</td>
</tr>
<tr>
<td>2010</td>
<td>Became world’s no.1 company in specialized foundry</td>
</tr>
<tr>
<td>2008</td>
<td>Launched industry’s first 0.18um BCDMOS process</td>
</tr>
<tr>
<td>2007</td>
<td>Sharpened focus on specialized foundry processing; renamed Dongbu HiTek</td>
</tr>
<tr>
<td>2004</td>
<td>Commenced CMOS foundry processing at the 0.13um node</td>
</tr>
<tr>
<td>2002</td>
<td>Acquired ‘Anam Semiconductor’ (Obtained cutting-edge technologies and extended capacity)</td>
</tr>
<tr>
<td>2000</td>
<td>Completed Fab2 construction (Entered into strategic alliance with Toshiba)</td>
</tr>
<tr>
<td>1997</td>
<td>Established ‘Dongbu Electronics’</td>
</tr>
<tr>
<td></td>
<td>Completed Fab1 construction (Entered into strategic alliance with Texas Instruments)</td>
</tr>
</tbody>
</table>
Dongbu HiTek’s foundry business is designed to produce customized products for our customers based on cutting-edge semiconductor manufacturing process from 90 nm to 0.35 μm.

Dongbu HiTek produces power semiconductor, display driver IC (DDI), high-voltage semiconductor, ASIC, digital signal processing (DSP), microcontroller (MCU), etc. In particular, our CIS, DDI, and Flash technology enhances our business competitiveness with the world-first 0.18 μm BCDMOS process and mass production experiences.

Committed to continuous growing, Dongbu HiTek push ahead with developing low-energy, high-tech, compact, next-generation green semiconductors.

Dongbu HiTek know that the success of our customers is that of ours, we will do our best to grow with our customers.

<table>
<thead>
<tr>
<th>Business Area</th>
<th>System IC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>90nm, 0.11 μm, 0.13 μm, 0.15 μm, 0.18 μm, 0.25 μm, 0.35 μm</td>
</tr>
<tr>
<td>Process</td>
<td>BCDMOS, Analog CMOS, HV CMOS, e-Flash, CIS, Mixed-Signal, etc</td>
</tr>
<tr>
<td>Production Capability</td>
<td>96,000 wafers (8inch wafers/month)</td>
</tr>
<tr>
<td>Employee</td>
<td>2,208 persons</td>
</tr>
</tbody>
</table>
Dongbu HiTek is headquartered in Seoul, and operates high-tech Fabs in Bucheon, Gyeonggi Province, and Emsung, Choongbuk Province, to produce cutting-edge system IC based on 90nm ~ 0.35 μm process technology.

### FAB1 (Bucheon)
- **Capacity**: 53,000 wafers/month
- **Technology**: 0.35, 0.25, 0.18, 0.15μm
- **Key Process**: Analog & Power, High Voltage CMOS, Mixed-Signal
- **Wafer Size**: 200mm (8 inch)
- **Location**: Bucheon, Gyeonggi-do

### FAB2 (Sangwoo)
- **Capacity**: 43,000 wafers/month
- **Technology**: 0.25, 0.18, 0.13, 0.11, 0.09μm
- **Key Process**: Analog & Power, Mixed-Signal, NVM, CIS, High Voltage CMOS, sFlash
- **Wafer Size**: 200mm (8 inch)
- **Location**: Eumsung, Chungcheongbuk-do

Dongbu HiTek has set up a operation network in Silicon Valley/Dallas (US), Taipei (Taiwan), Tokyo (Japan), London (UK), Shanghai/Beijing/Shenzhen (China) to expand the business with semiconductor companies in world.
Sustainable Management

Based on 3 core values (differentiated thinking, creating customer value, taking initiative), Dongbu HiTek is moving towards becoming the world-best value-creating company. The core values serve as a basis for our company’s business activity and decision making and is what all Dongbu HiTek members should respect. Dongbu HiTek will share and internalize the core values, and set up an advanced organizational culture to enhance community spirit and bring people together, befitting its global stance. The future of Dongbu HiTek starts based on open minds and global capabilities of all the employees.

The customer is first
We provide the best quality and service as our customers are at the center of all values.

Bold Execution
We do not settle for the present, but do achieve our goals through differentiated thinking and ‘can-do’ spirit.

Communication & Initiative
We produce the best performance by communicating with our partners and taking initiatives.
As a responsible corporate citizen, Dongbu HiTek tries to become a trustworthy company to all stakeholders through ethical business activities and fair trade. To this end, we take the lead in creating a leading ethical culture.

Ethics Management – Code of Conduct

Based on the management philosophy to become an "Excellent Company", Dongbu HiTek aims to fulfill spirit of ‘order’, ‘trust’, and ‘devotion’. Moreover, the company believes that its core values of ‘customers first’, ‘learning & self-development’, and ‘self-discipline’ will further strengthen its position as a ‘trustworthy company’ to our customers, as well as a ‘good workplace’ to the community members.

In order to practice the ethical management, Dongbu HiTek enacts a declaration of ethical management and an ethics code, which all members will use as a yardstick for judging decision-making and acts in management activities.

Declaration of Ethical Management

- As a members of Dongbu HiTek, we maintain our dignity and pride and try to continuously develop based on the company core values.
- We, a member of Dongbu HiTek, place the highest value on customer satisfaction and must keep our promise with our customers.
- We, a member of Dongbu HiTek, do our best to protect the interests of our stakeholders and investors by continuously pursuing growth and development under the transparent management. system
- We, a member of Dongbu HiTek, have a duty to observe the ethics code, all laws and the company rules, as well as a duty to protect any tangible and intangible assets of company. Moreover, we should not obtain unfair profits from the company.
- We, a member of Dongbu HiTek, strive to improve job performance and efficiency to become the best professional in our own field.
- The Company, Dongbu HiTek, guarantees company member’s participation in sound social activities, and contributes to social and economic development by improving the social environment.
ESH Vision

Dongbu HiTek makes effort to practice low-carbon green business from production to green corporate culture. ESH Business Commission led by CEO set up the strategic direction of green business and Green FAB TFT provides and leads the direction of practice with regards to the environment/safety including climate change response by each process and pollutant reduction. In addition, we set up a strategic direction and plans and practice them in order to enhance green process and set up green infra with an aim to establish green culture until 2016.

~ 2010 2013 2016 2020

Green People  Green Culture  Green Innovation

- GHG Reduction
- Green Procurement
- System Up-grade
  (Environment Accounting, CDP Publication)
- HS Free Declaration (PFOS, Halogen)
- Pollutant Reduction (PFCs, Energy/Water, Waste etc.)
- WSC ESH-TF
- Promoting low-carbon and eco-friendly corporate culture

- Monitoring System Set-up
- Emergency Response Plan

Green Company

1. Accident
   - Internal standard 100%
2. Green Fab
   - Reduction 5%
3. Eco Products
   - HS Free

Step 1_Recognition  Step 2_System  Step 3_Education  Step 4_Action
After acquiring Process Safety Management (PSM) certification, Dongbu HiTek has operated Environment Safety Health (ESH) management system including environment management system (ISO 14001) and safety health business system (OHSAS 18001). After setting up and practicing a goal, we keep track of status and improve it through what we call a PDCA (Plan - Do – Check - Action) cycle.

Dongbu HiTek has set up dedicated ESH organization and various consultative bodies where all Dongbu HiTek members participate and communicate to practice ESH business policy and action plans.
Response to Climate Change

Due to a regulatory risk including global climate change regulations and domestic introduction of energy/greenhouse gas target system and emission trading system, Dongbu HiTek has come up with a strategic and active system for climate change response. We actively not just participated nation-level energy/climate change response but also concluded a voluntary agreement for PFC reduction (Semiconductor Industry Association). In cooperation with WSC semiconductor member countries, we set up a 10% PFC reduction target by 2010 based on the 1997 level and achieved voluntary target in 2010.

Greenhouse Gas Emission Status

- **GMS(GHG Management System)**
  Since 2007, Dongbu HiTek has operated greenhouse gas inventory after the company was selected as a ‘management company for greenhouse/energy targets by 2010’. In 2011, it adopted computer-based management system to manage not just the use/emission of greenhouse/energy but also emission reductions.

- **Analysis on Greenhouse Gas Emission by Fab**
  Fab1(46% on average) and Fab2(53% on average) are major greenhouse gas emitting sites of Dongbu HiTek. The design R&D center in Seoul and branches in Cheonahn and Gumi account for only 1% of the total emissions. Major emission sources include process emission and electricity (indirect emission). They account for 45% and 55% on average respectively showing that indirect emission led by electricity is higher than process emission.
Effort for Climate Change

- **Basis for Energy Reduction**

Dongbu HiTek has established a system within ISO14001, designed for energy management diagnosis and practice to allow energy and cost reduction through a systematic energy management.

In addition, Dongbu HiTeck created a company-wide energy TFT to promote the government’s greenhouse gas policy and cost reduction activities and support activities of finding emissions reduction items and the effect, performance indicator management, and reduction practices.

- **Process Gas Reduction**

Based on the 2010 level, Dongbu HiTek set up a target of reducing emission by 30% by 2020 and initiated various activities to achieve the goal such as reduction potential analysis for reduction items and new item exploration and the operation of TFT. In particular, Dongbu HiTek makes efforts to reduce PFCs process gas which has high GWP.

Dongbu HiTek is a system IC foundry company. Since system ICs are designed and manufactured depending on customers’ request, a change of manufacturer requires customer’s approval. Therefore changing process gas in system IC foundry is much more challenging than changing it in memory semiconductor. However, our continued efforts made it possible to reduce the process constantly.
Environmental Management System _ Water Quality

- **Water Pollutant Management Standard**
  Dongbu HiTek has conducted a environmental review on new equipment adoption, process change, and existing equipment relocation to reduce water pollutant release and intensively manage water pollutants. In addition, we set up and operate an internal standard, TMS (Tele Monitoring system: monitoring system of released water) which is stricter than laws.

  Water Pollutant Release by Year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>SS</td>
<td>0.23</td>
<td>0.25</td>
<td>0.20</td>
</tr>
<tr>
<td>COD</td>
<td>0.33</td>
<td>0.23</td>
<td>0.24</td>
</tr>
</tbody>
</table>

  Waste Water Release by Year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4,254</td>
<td>4,110</td>
<td>4,561</td>
</tr>
</tbody>
</table>

* Unit (kg/Movement·cm²×10⁶)

Environmental Management System _ Air

- **Air Pollutant Management**
  Dongbu HiTek applies an optimal processing methodology depending on wet process/oxidation/adsorption of gasses released during semiconductor production process and set up an internal standard, stricter than laws, to minimize environmental effect.

  Air Pollutant Release by Year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.06</td>
<td>0.07</td>
<td>0.05</td>
</tr>
</tbody>
</table>

* Unit (kg/Movement·cm²×10⁶)

Dongbu HiTek excludes all ozone layer-depleting substances specified in Montreal Protocol. In addition, the internal policy prohibits an additional adoption and use of halon for fire control and new fire extinguishing agent starting from new and changed facilities.
Environment Management System

Toxic Chemical Use by Year

* Unit (ton/ Movement·cm²×10⁶)

- 2012: 0.10
- 2013: 0.12
- 2014: 0.10

Toxic Chemical Use

Dongbu HiTek holds a regular training to safely handle and manage chemical materials. Also, it conducts inspection activities to prevent environmental accidents and holds emergency drills to prevent accidents. In the meantime, Dongbu HiTek works to reduce the release of pollutants by constantly reducing the use of chemical materials through process improvement and optimization and sharing the result. We institutionalized review and approval system on the use of new chemical materials and register MSDS to the system to share the information on a property of matter all the time.

Waste Release & Recycling

Waste Release by Year

* Unit (ton/ Movement·cm²×10⁶)

- 2012: 0.10
- 2013: 0.12
- 2014: 0.10

Dongbu HiTek operates a center for a separate waste discharge and recycling of parts to enhance reuse of waste, and constantly reduces waste by exploring and improving issues on the sites. We actively adopted new recycling technology to use waste as a new resource and promoted technical support and environment business technique at regular meetings and trainings with waste-processing vendors.

Recycling by Year

* Unit (ton/ Movement·cm²×10⁶)

- 2012: 0.10
- 2013: 0.12
- 2014: 0.10
Dongbu HiTek strives to create a stimulating work culture that cultivates innovative talents while nurturing an optimal work/life balance and continuous growth. The company carries out best practices in this regard, including fair and thoughtful evaluations of employee performance.

High priorities are placed on making Dongbu HiTek a great place to work. Toward this end, the company promotes honest and timely communications as well as a family-oriented employee atmosphere.

**Right People for the Company**

**STEP 01.** Ensuring non-discriminatory human resources
**STEP 02.** Fostering global talent
**STEP 03.** Fair evaluation and compensation

**STEP 01.** Various benefit package
**STEP 02.** Corporate Culture of Communication and Trust
**STEP 03.** Safe and healthy work environment
**Sustainable People**

**Nondiscriminatory Talent Acquisition**

Based on the business philosophy, Dongbu HiTek gives fair opportunities to all employees and provide reasonable evaluation and compensation based on individual’s capability and performance. We recruit excellent talents in advance by expanding internship programs and hire talents with global capabilities to enhance organizational capabilities.

<table>
<thead>
<tr>
<th>Total</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,037</td>
<td>1,126</td>
<td>911</td>
</tr>
</tbody>
</table>

(Unit: person / as of 01/22/2015)

**Employee Education System**

- **Creating business performance and strengthening global competitiveness**

- **Change Management**
  Preemptive response to changes by sharing corporate culture and core values

- **Fostering Core Talents**
  Fostering global talents and next-generation leaders equipped with the world-best competitiveness

- **Strengthening Individual Capabilities**
  Adopting capability evaluation to develop and strengthen individual capabilities

- **Fostering Talents**
  Dongbu HiTek’s education system designed to foster talents consists of on-the-job education, basic/language training, and special training. We also provide various education programs including social referral training and cyber training to enhance employee performance, self development support, and sexual harassment prevention training.

- **Fostering Core Talents**
  Dongbu HiTek set up a roadmap to educate expertise by function, and provides various educational program to nurture highly qualified professionals. Special training sessions help foster core talents who can contribute to enhancing the company’s competitiveness. Functional School Courses provides basic knowledge and recent trends on HR strategy, production management, finance, etc. to enhance specialty of duties.
Sustainable People

Safe Workplace

Dongbu HiTek moves towards ‘An Excellent HSE Culture Fab’ by enhancing a sense of HSE (Health, Safety, Environment) among all employees to realize a safe and healthy fab. To this end, we make every effort to put a systematic management for safety and health by enhancing autonomous safety checkup, holding emergency response drills, strengthening risk evaluation, and strengthening chemical management system.

Employee Safety Management

Dongbu HiTek integrates and operates safety & health management system and environment management system to streamline process and operate systematically. Also, for a safety and healthy workplace, Dongbu HiTek adopted Recordable Case Injury Rate and DART Rate run by US OSHA and globalized accident rate management to reflect the result in performance review of each organization.

Therefore all employees got to realize that safety management is the first priority to enhance productivity and started to engage in activities to improve it.

Going forward, Dongbu HiTek will work to improve company-wide ESH standard and process and update and manage established information.

- **Days away, restricted, or transferred cases**
  
  DART: Accident rate that can cause foregone working days among all recordable accidents based on 100 people

- **Recordable injury cases**
  
  RC: All accident rate recordable yearly based on 100 people

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**Graphs:**

- **Left Graph:**
  - General industry: Blue bars
  - SC industry: Red bars
  - DBH: Green bars

- **Right Graph:**
  - General industry: Blue bars
  - SC industry: Red bars
  - DBH: Green bars
Facility Safety Management

Dongbu HiTek observes internal safety regulations to set up a safe workplace and work to establish an active safety culture in all fabs. We make every effort to prevent accidents and create a safe workplace by removing potential risk factors. We created an emergency scenario by each crisis situation and conducted regular drills to respond to emergencies.

[Preventive System]

1. Understanding risk factors
   Facility Deterioration/ not following rules

2. Improvement Activity
   Safety Training/Facility Monitoring
   Continued Facility Check

3. Setting up responses
   Review Facility Management System
   Set up a measure to observe rules

4. Monitoring
   Record & Evaluation
   Rule & Process

[Company-wide emergency drill & fire drill]

[Drills for Emergency]
Safety-related Activity Result

- **Certification of the best PSM company (Grade P)**

As a company abiding PSM (Process Safety Management), Dongbu HiTek works to operate autonomous safety management system for safety prevention and realize a safe and healthy workplace through the employee’s improvement activities.

PSM is a system designed to prevent major industrial accident led by risky facilities, and leakage/fire/explosion of risky materials. Dongbu HiTek has maintained Grade P, the best management grade, since 1998 in the process safety management evaluation. That is a result of continuous efforts that all employees made to prevent accidents. In particular, Dongbu HiTek created “Safety Work Procedure” for all the process in the company to observe it and reviewed potential risks for each process to make sure all employees execute safe operations.

We reflected safety items in about 3,000 process-based work procedures. All procedures are registered as regulations and managed. Also, we removed all risk factors of breakdowns and accident and secured safety of employees as all safety items are reflected in all procedures.

- **Safety Health On-line Education**

Dongbu HiTek has set up and operated an online system for safety and health to effectively educate on Occupational Safety and Health Act and has started safety and health education for all employees. We plan to create a customized educational contents for each safety and health education course to enhance awareness on laws and the mindset on laws and safety and health.
Employee Health-related Activity

Dongbu Hitek created a healthy and lively corporate culture by providing 3 rules (health management, physical examination, sanitary management) to enhance health of all employees and laid a foundation for autonomous health management among employees by providing personal health information through IHMP (Individual Health Management Program).

- **Health Management**
  - musculoskeletal disease prevention activities, cardiovascular disease risk evaluation, mother’s room operation, mother’s break room, antismoking clinic operation, club activity, operation of designated hospitals

- **Physical Examination**
  - general health checkup, complete health examination for 40 or older people, special health checkup, flu shot, Love Day (blood donation), prevention activity of deteriorating eyesight, consultation management, body fat measurement, anthelminthic supply, physical therapy clinic operation, measuring blood pressure and cholesterol

- **Sanitary Management**
  - nutrition counseling, sanitary inspection of restaurants, water quality check on water purifier in vending machine, work environment check, new influenza prevention activity

- **Work Environment Review**
  - Dongbu HiTek conduct work environment measurement in the first/second half of the year to protect health of employees and establish healthy work environment. We keep harmful factors in work place such as noise and chemicals within the level allowed by the law and continue to improve work environment based on requests received by employees regularly to enhance the quality of life for all employees.
Sustainable People

Best Company to Work

Dongbu HiTek operates various benefit packages to respect employee’s individual life and guarantee a balanced work and life. In addition, we work towards creating a corporate culture of communication and trust and foster a family-oriented corporate culture.

### Benefit Package Status

<table>
<thead>
<tr>
<th>Category</th>
<th>What to support</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Support</td>
<td>Dormitory Operation</td>
<td>Provides dormitory to workers at Sangwoo Factory for stable Residence</td>
</tr>
<tr>
<td>Leisure activities support</td>
<td>Leisure activity support</td>
<td>Offers employees to use various resorts domestically at low price to relax and refresh mind and body</td>
</tr>
<tr>
<td>Club activity support</td>
<td></td>
<td>Supports healthy leisure activities, including soccer, basketball, baseball, badminton, inline skating, bowling and flower arranging</td>
</tr>
<tr>
<td>Subsidiary facilities</td>
<td></td>
<td>Provides employee restaurant, fitness club, karaoke, PC room, billiards/pocketball, ping pong club, etc.</td>
</tr>
<tr>
<td>General health checkup</td>
<td></td>
<td>Supports healthy working life with annual regular health checkup</td>
</tr>
<tr>
<td>Medical support</td>
<td>Nursery support</td>
<td>Implements fetus checkup holiday for pregnant employees</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Operates internal nursery in Bucheon and Sangwoo for employees with children under age 5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Implements internal Children’s Day event for employee’s children under 13 on every Children’s Day</td>
</tr>
<tr>
<td>Expenses for congratulations and condolences</td>
<td>Expenses for congratulations and condolences payment</td>
<td>Gives congratulations and condolences payment during 60th birthday, wedding, and funeral of employees and their families to share happiness and sadness together</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Supports congratulations and condolences flowers</td>
</tr>
<tr>
<td>Gifts on anniversaries</td>
<td></td>
<td>Shares meanings of special days like Korean Thanksgiving Day, Lunar New Year’s Day, Labor’s Day, Company Establishment Day by giving presents</td>
</tr>
<tr>
<td>Others</td>
<td>Child tuition support</td>
<td>Supports entire tuition fee of elementary/middle/high schools/ university, school support fees, and registration fee for employees’ children</td>
</tr>
<tr>
<td></td>
<td>Free legal consultation</td>
<td>Helps to minimize legal inconvenience from daily lives through regular free legal consultations</td>
</tr>
</tbody>
</table>
Based on earth-first mentality and mid-term green business target, Dongbu HiTek releases various eco-friendly products. We improve energy efficiency and reusability of products through ‘Eco Design Process’ and ‘Eco Product Supply Chain’ which evaluates eco-friendly features from the stage of planning, design, and development, and constantly reduce toxic chemicals. Going forward, we promise to provide customers with new values as we release various eco-friendly products.

Through LCA (Life Cycle Assessment), Dongbu HiTek wants to quantify all resources and energy used in all process as well as pollutants, and analyze and evaluate the environment effects. As of now, all emissions are quantified and managed in all production and waste processes. We estimate, analyze, and evaluate the significance of factors in environment effects to manage them with priorities. We plan to improve it constantly.
Eco-friendly Products

- **BCDMOS**

  In order to realize ‘Green IT’, Dongbu HiTek develops and produces various semiconductors such as LED driver, motor driver, DC-DC converter, power management IC, and class Damplifier, based on its world-level analog technology. In particular, it concentrates on developing eco-friendly products based on low power and high voltage. Dongbu HiTek developed not just 0.35um BCDMOS process, but also 0.18um BCDMOS process for the first time in the industry and achieved recognition on its technology. As it completed the development of UHV700V process, it took a step forward to realizing Green IT technology.

- **Analog CMOS**

  Dongbu HiTek supports analog IC design based on its 0.18um node technology. The 0.18um process provided by Dongbu HiTek is a modular process so that it allows customers to select a device they want. It is a eco-friendly technology that brings about advantages such as reduction of pollutants and cost.

- **CMOS Image Sensor**

  A CMOS image sensor is a core part in digital devices switching lights entering the sensor into an electrical signal to realize images on electric devices. It displays high technology in the fast growing markets of a camcorder, digital camera, cellphone, etc. and is a eco-friendly product based on low-power, small-size, and low-cost. Based on 0.18um~0.11um node, Dongbu HiTek provides N+/PW photo Diode, color Filter, micro lens, etc. and mass produces eco-friendly CIS chips in the form of CIF, VGA, Mega-Pixel, etc. Recently, it entered the image sensor market of CCTV, which is a core part of security businesses.
Dongbu HiTek set up eco-friendly production process and selectively purchases eco-friendly products after evaluating vendors and materials at a purchasing stage for all raw materials and packing materials. Also, it manages them in green purchase computing system.

Eco-friendly materials reflect international environment regulations such as RoHS and REACH, domestic environment laws, and customer requirement. The evaluation on vendors is conducted regularly on all vendors to foster their capabilities on eco-friendly system setup, toxic chemical management, and process management. The evaluation on materials requires content list, analysis report on chemical materials, and green purchase certificates.
Co-prosperity

The concept of co-prosperity where large companies and vendors create new performance and grow together through mutual cooperation in the form of vendor support, fostering, and mutual cooperation has become an important topic. As a partner, Dongbu HiTek works toward leading the growth of its vendors by supporting education and technology development of vendors.

Mutual Cooperation

- **Contractor Selection**

  When selecting a vendor, Dongbu HiTek makes public all information on selection, procedures, and result in the electronic purchase system. Therefore all vendors are given a fair opportunity to participate and close a deal through a fair procedure. Also, the vendor selection standard specifies law-abiding requirement such as anticorruption and fair trade.

- **Contractor Partnership**

  Dongbu HiTek conducts a comprehensive evaluation regularly on selected and registered vendors. The evaluation standard includes ethical business, and environment/safety and we manage risks in advance in line with credit evaluation system to secure the stability of supply. Also, we schedule site visits and meetings with vendors on a regular basis for continued communication and input. At the same time, we created ethical standard and held fair trade trainings to strengthen ethics of employees.

- **Contractor Safety Management**

  Dongbu HiTek shares major safety/health status and creation and revision of relevant laws at monthly safety consultation meetings.
Contractor Safety Management

With the initiative of large companies in 2012, Dongbu HiTek set up a consultative body of mutual cooperation to support and secure safety and health of vendors. It establishes and operates programs for mutual cooperation. In 2014, 2 residing vendors acquired the certificate of best risk analysis workplace to enhance risk analysis for all processes.

The consultative body of mutual cooperation holds a joint inspection each quarter and shares major safety and health status and creation and revision of relevant laws at a monthly meeting.
Sharing Business

For a sustainable social growth and a better human life, Dongbu HiTek not just provides better products to customers, but also takes the initiative in sharing with alienated neighbors and local communities.

Social Contribution - Improving Community Environment

- **1 Company 1 River / 1 Trail**
  
  Dongbu HiTek helps to keep the local environment clean and natural for nearby communities by looking after rivers and trails. The company mainly focuses on cleaning rivers and trails that local residents often visit.

  - 1 Company 1 River (2 times/year)
  - 1 Company 1 Trail (2 times/year)

- **1 Company 1 Mountain**

  Dongbu HiTek has created green-space rest areas for local residents to improve air quality and reduce greenhouse gas.

  - Location: Paradise Botanical Garden in Bucheon
  - Donated 80 Japanese cornlian cherry trees
Social Contribution _ Love Sharing to Local Residents

- **Love Rice Donation Event**
  ‘Damuldan’, a volunteering group at Dongbu HiTek, takes the lead in supporting neighbors in need, partnering with sister groups and local agencies.

- **Soup Kitchen & Nursing Home Volunteering**
  Dongbu HiTek employees regularly reach out to the less privileged in various ways, including a Kimchi sharing event, holiday gift support, and soup kitchens.

- **Knowledge Sharing for the Future Generation**
  As a part of knowledge sharing, Dongbu HiTek regularly communicates and supports Seosung School, located in a remote area of China.