BEYOND THE LIMITS

2024 SK GAS SUSTAINABILITY REPORT

SK gas

About This Report

Cover Story



As a company leading a sustainable future through low- and zero-carbon energy, SK Gas has symbolized harmonious coexistence with the environment and its commitment to sustainability through the image of a leaf—representing life and growth.

Scan the QR Code

You can access more detailed information about SK Gas using various mobile devices such as smartphones and tablets.

Report Overview

SK Gas has published an annual sustainability report since 2020 to engage in communication with various stakeholders. This is the sixth sustainability report published by SK Gas and is intended to transparently disclose the company's sustainability efforts and key achievements while facilitating stakeholder engagement.

Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. It also follows the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the standards of the Sustainability Accounting Standards Board (SASB) to reflect material issues relevant to the characteristics of the industry.

Reporting Period

This report covers SK Gas' major activities and achievements from January 1 to December 31, 2024. For quantitative performance indicators, data from the past three years (2022–2024) has been included to allow trend analysis. In cases involving information deemed material to stakeholders, activities prior to 2024 and up to the publication date in 2025 have also been included.

Reporting Scope

Financial data encompasses consolidated figures for all affiliated entities. Environmental, social, and governance (ESG) data, however, is based on SK Gas' standalone figures, including the headquarters and all business sites (Ulsan Terminal, Pyeongtaek Terminal, G.Hub) and excluding subsidiaries subject to consolidation under Korean International Financial Reporting Standards (K-IFRS). For data where the reporting scope differs, the scope has been specified per item.

Report Verification

To enhance the reliability and quality of this report, third-party assurance was conducted by the Korea Management Registrar (KMR), an independent assurance body. The assurance statement is available on pages 123–124.

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Introduction

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CEO Message

Dear Valued Stakeholders,

The year 2024 was a meaningful period in which we laid the groundwork for a leap forward based on new businesses. Although financial performance was challenged by limited trading opportunities and investment company-related risks, we were able to achieve remarkable outcomes by expanding existing operations and launching new businesses under the vision of becoming a "Net Zero Solution Provider," thanks to the collective efforts of all our employees.

Domestic demand and sales volume for transport-use LPG turned upward in 2024, driven by the launch of LPG 1-ton trucks. The growing market for LPG 1-ton trucks is expected to lead the broader domestic LPG market going forward. In addition, SK Gas continues efforts to respond to the evolving market paradigm through wego, Korea's first propane distribution innovation platform, further strengthening our competitiveness in the LPG market.

In the second half of 2024, our LNG terminal KET and GPS, the world's first gigawatt-scale LNG-LPG dual fuel power plant, began commercial operations. Through these new LNG and power generation businesses, we secured additional growth potential. The completion of the LNG value chain—from import, storage, and supply to power generation—will serve as a foundation for the transition to low-carbon energy.

New businesses aimed at future growth are also showing tangible results. Lotte SK Eneroot, a joint venture established with Lotte Chemical, secured four hydrogen fuel cell project rights including CHPS and RPS, laying the groundwork for the future. By the second half of 2026, 78 MW of byproduct hydrogen fuel cells are expected to be operating in Ulsan, making it the largest single-operator hydrogen fuel cell business in Korea.

Additionally, in collaboration with APEX, a U.S. renewable energy developer, and our affiliate SK Eternix, we established a JV and launched the first 100 MW ESS project in the U.S. at the beginning of this year. A second project of the same scale is scheduled to begin construction in the second half of the year. Based on these achievements, we plan to continue expanding our carbon-free business portfolio.

In the ESG domain, 2024 marked the first year of ESG Master Plan 2.0 (2024–2026), through which we advanced a wide range of initiatives across Environment (E), Social (S), and Governance (G). On the environmental front, we are continuously reviewing implementation plans to achieve our 2030 Net Zero Roadmap, including not only long-term energy procurement through PPA but also direct reduction through the introduction of seawater heat exchangers. On the social front, we conduct annual human rights impact assessments, establish and implement response measures, and monitor their effectiveness to enhance our human rights management system. On the governance front, we are working to enhance risk management by establishing an integrated enterprise risk management system encompassing both financial and non-financial risks, and by implementing a reporting process to the Board of Directors.

Our efforts to embed ESG management have been externally recognized. We were awarded the highest AAA rating by MSCI for the second consecutive year and received a Leadership A rating from CDP for carbon emissions.

The management goal of SK Gas for 2025 is "Build the Basics, Shape the Future." We will strengthen operational capabilities in our existing businesses and pursue "Operational Excellency" in our new LNG and power ventures. At the same time, we will continue our efforts to realize our vision of becoming a "Net Zero Solution Provider."

SK Gas remains committed to delivering value to all stakeholders through sustainable management and to building a better future. We sincerely ask for your continued support and interest.

Byung Suk Yoon, CEO of SK Gas



Company Introduction

Company Overview

As Korea's No. 1 LPG player, SK Gas has grown alongside its stakeholders, fulfilling a pivotal role and responsibility in the domestic energy industry. The company now seeks to go beyond the limitations of the domestic market and LPG products to realize its vision of becoming a "Net Zero Solution Provider" and emerge as a global leader in the energy sector.

Company Name	SK Gas Co., Ltd.
Industry	Wholesale of gaseous fuels and related products
Headquarters	ECO Hub, 332, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
Date of Establishment	December 20, 1985

(As of December 31, 2024)

Number of Employees	661
Consolidated Revenue	KRW 7,095.9 billion
Consolidated Net Income	KRW 177.8 billion
Total Consolidated Assets	KRW 7,539.6 billion

Business Divisions

Global LPG Trading

SK Gas ensures a stable domestic supply of LPG by sourcing it in line with the diverse needs of Korean customers and engaging in international trading. Leveraging its accumulated trading expertise and differentiated strategies, the company is taking a leadership position in the global LPG trading market. Through transit trade, vessel optimization, and futures trading, it is actively diversifying its profit sources.



LPG Storage

SK Gas owns large-scale LPG storage facilities with a total capacity of 480,000 tons across two sites in Ulsan and Pyeongtaek. The Ulsan site serves as the central hub of Korea's LPG industry, supplying LPG nationwide, while the Pyeongtaek facility ensures smooth distribution in the Seoul metropolitan area and central regions.



Gas Chemicals

SK Gas supplies imported LPG, a key feedstock, to SK Advanced, which operates the PDH[1] business. Through this, the company has established a gas chemical value chain linking LPG (SK Gas), PDH (SK Advanced), and PP[2] (Ulsan PP). SK Advanced has secured global No.1 operational capabilities in PDH.



LPG Marketing

With infrastructure comprising LPG terminals and filling stations, SK Gas supplies LPG for residential, commercial, transportation, and industrial use. As of 2024, the company holds the largest domestic market share at 34.7%. To help address air pollution, SK Gas is actively promoting the adoption of LPG 1-ton trucks and offers tailored benefits to customers through initiatives such as the " SK LPG Membership." It also operates the "wego" platform to ensure safe LPG management and enhance transport efficiency.



LNG Terminal

In partnership with Korea National Oil Corporation, SK Gas established Korea Energy Terminal (KET) Co., Ltd. and constructed an LNG terminal at Ulsan Port, which commenced commercial operations in the second half of 2024. The company is also developing a Clean Energy Complex (CEC) in the nearby hinterland and constructing additional LNG tanks. KET/CEC aims to expand its annual storage capacity to 7.2 million tons, positioning SK Gas to become a major LNG player upon completion.



LNG–LPG Dual-Fuel Power Plant

SK Gas has built Ulsan GPS, the world's first LNG–LPG combined cycle power plant, which began commercial operations in 2024. With a total capacity of 1.2 GW, the plant has the competitive advantage of selecting either LNG or LPG as fuel depending on global market conditions. In 2022, it became the first gas power plant to issue green bonds with the highest ESG rating of G1, thanks to its efficient energy use.



Hydrogen, Ammonia, and Renewables

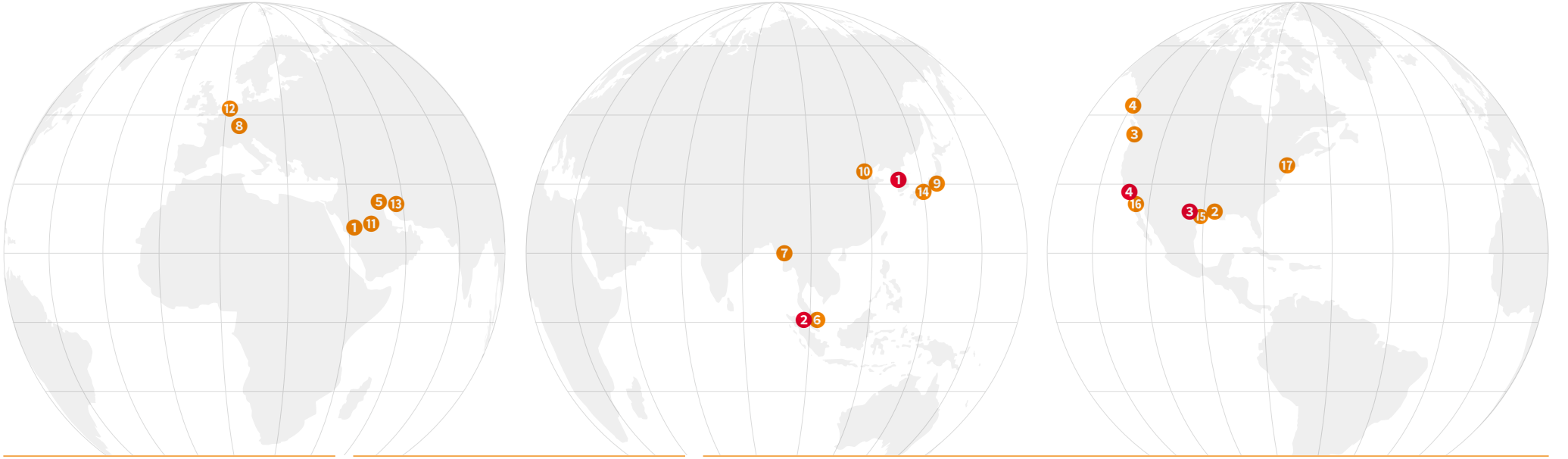
SK Gas is developing hydrogen and ammonia business models leveraging the LNG and LPG infrastructure in the Ulsan industrial complex and its nationwide distribution network. The company is advancing competitiveness through by-product hydrogen fuel cell power generation and hydrogen–ammonia co-firing projects. In addition, the company is promoting the domestic introduction of clean hydrogen and ammonia with global energy company and have signed an investment agreement with renewable energy company Apex Clean Energy for an ESS project, initiating commercial operation of a 100MW ESS in Texas, USA, with a second project of the same scale scheduled to begin construction in the second half of the year.



1) PDH (Propane De-Hydrogenation): A facility that produces propylene using imported LPG as a feedstock 2) PP (Polypropylene): A thermoplastic resin produced by polymerizing propylene.

Company Introduction

Global Network



Domestic Network

1 South Korea	HQ (ECO Hub)
	Ulsan Terminal
	Pyeongtaek Terminal
	G.Hub (Tank Terminal)
	Central Branch
	Eastern Branch
	Western Branch
	Jeju Branch

Overseas Network

2 Singapore Subsidiary
3 U.S. Subsidiary / GridFlex Inc.
4 U.S. Global Innovation Center

Overseas Partners

LPG Trading	
Oil-Producing Companies	1 Saudi Arabia: Aramco
	2 United States: Enterprise / 3 Petrogas
	4 Canada: Pembina
	5 Kuwait: KPC
Trading Companies	6 Singapore: Trafigura
	7 Thailand: PTT
	8 Switzerland: Glencore / Vitol
	9 Japan: Astomos
	10 China: Wanhua Chemical

Petrochemical Business
11 Saudi Arabia: AGIC
12 Netherlands: LyondellBasell
13 Kuwait: PIC
LNG
14 Japan: Mitsui / Osaka Gas / Kyushu Electric Power
15 United States: Energy Transfer LNG Export, LLC
Hydrogen
16 United States: Graphitic Energy (Previously known as C-Zero)
ESS
17 United States: Apex Clean Energy

Company Introduction

History

1985 → 1999

- **Dec. 1985** · Founded SK Gas and commenced construction of Ulsan Terminal
- **Jan. 1988** · Began LPG business
- **Apr. 1991** · Started supplying LPG for petrochemical use
- **Aug. 1993** · Established Middle East branch (Saudi Arabia) (moved to Dubai in August 2008)
- **Aug. 1997** · Initial public offering (IPO)
- **Oct. 1999** · Completed Pyeongtaek Terminal

2000 → 2009

- **Dec. 2000** · Received Presidential Citation in the Group Category at the 7th Gas Safety Promotion Conference
- **Mar. 2001** · Awarded the Safety Category Grand Prize at the Korea Gas Safety Awards
- **Jul. 2002** · Awarded the Bronze Tower Order of Industrial Service Merit at the 9th Gas Safety Promotion Conference
- **Sep. 2003** · Founded the Korea LPG Industry Environmental Association (Members: SK Gas, E1)
- **Jul. 2004** · Launched SK Gas Volunteer Group
- **Mar. 2007** · Founded a joint venture with China Gas Holdings and acquired shares
- **Jun. 2007** · Expanded butane refrigerating tank at Pyeongtaek Terminal
- **Aug. 2007** · Established SK Gas International, a local subsidiary in Singapore
- **Feb. 2008** · Opened Houston branch in the United States

2010 → 2019

- **Feb. 2012** · Signed agreement to contribute KRW 10 billion to the LPG Hope Recharging Fund for low-income households
- **Oct. 2012** · Held groundbreaking ceremony for SK Gas Pangyo office building
- **Jan. 2013** · Announced entry into the propane dehydrogenation (PDH) business
- **Apr. 2013** · Launched G.Hub Co., Ltd., a tank terminal service provider
- **Mar. 2014** · Signed second agreement to contribute KRW 5 billion to the LPG Hope Recharging Fund for lowincome households
- **Sep. 2014** · Established SK Advanced
- **Oct. 2014** · Acquired Dongboo Dangjin Thermal Power Plant (renamed to Dangjin Eco Power)
- **May 2016** · Completed SK Advanced Ulsan PDH plant
- **Jan. 2018** · Obtained approval for changes to the electricity generation business license and business structure of Dangjin Eco Power Co., Ltd.
- **Nov. 2018** · SK Advanced established a joint venture for Ulsan PP
- **Jan. 2019** · Completed approval for changes to the electricity generation business of Dangjin Eco Power Co., Ltd.
- **Nov. 2019** · Acquired shares and decided to participate in the business of Korea Energy Terminal Co., Ltd.

2020 → 2022

- **Mar. 2020** · Established the Sustainability Management Committee and enacted the Corporate Governance Charter
- **Apr. 2020** · Obtained ISO 37001 (Anti-bribery management systems) certification
- **Jun. 2020** · Published the first sustainability report
- **Jul. 2020** · Began construction of the Ulsan LNG terminal, Korea Energy Terminal Co., Ltd.
- **Aug. 2020** · Signed an MOU with the National Institute of Ecology for ecosystem conservation
- **Nov. 2020** · Obtained ISO 14001 (Environmental management systems) certification
- **Dec. 2020** · Launched the propane-specific platform "wego"
- **May 2021** · Signed an MOU with Lotte Chemical to establish a byproduct hydrogen JV
- **Jun. 2021** · Established ESG Committee and HR Committee
- **Dec. 2021** · Launched the "wego Safety" propane safety management platform and "wego ERP" propane management service
  - Signed an investment contract with "C-Zero" for the production of ecofriendly turquoise hydrogen
  - Announced "ESG Master Plan 1.0"
- **Sep. 2022** · Established Lotte SK Eneroot, a hydrogen business joint venture
- **Dec. 2022** · Selected as an Excellent Governance Company by the Korea ESG Standards Institute

2023 → 2024

- **Feb. 2023** · Awarded the Carbon Management Sector Honors in CDP Climate Change Response Evaluation
- **Apr. 2023** · Signed an MOU with Namyang Dairy Products for the initial conversion to LPG 1-ton trucks
  - Recognized by the National Institute of Ecology for supporting endangered species conservation
- **Aug. 2023** · Signed an MOU for LNG bunkering business
  - Lotte SK Eneroot was selected as a hydrogen fuel cell power generation business operator in the first half of the year
- **Nov. 2023** · Obtained MSCI ESG Rating AAA rating and KCGS Integrated A+ rating in the ESG comprehensive evaluation
- **Dec. 2023** · Launched the "SK LPG Membership" for LPG 1-ton trucks
- **Jan. 2024** · Entered the U.S. ESS business
- **Nov. 2024** · Commenced commercial operations of Korea Energy Terminal (KET)
- **Dec. 2024** · Achieved 30 consecutive years of zero workplace accidents at Pyeongtaek Terminal
  - Commenced commercial operations of the world's first GW-scale LNG–LPG dual fuel power plant, Ulsan GPS

Sustainable Business

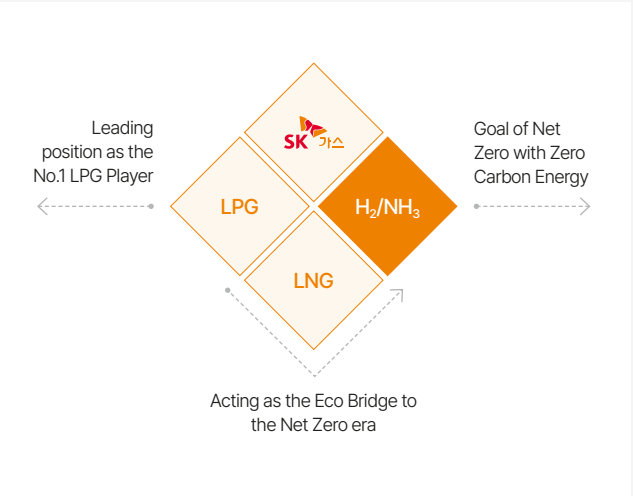
010 Net Zero Solution Provider
011 Lower Carbon Solution
014 Zero Carbon Solution



Net Zero Solution Provider

SK Gas has declared its vision to become a Net Zero Solution Provider and is actively pursuing a transformation of its business portfolio. The core of this vision lies in "Lower Carbon Solution," which focuses on low-carbon LPG and LNG businesses, and "Zero Carbon Solution," which centers on transitioning to carbon-free energy sources such as hydrogen and ammonia. The company aims to manage its business portfolio flexibly and emerge as a leading Net Zero Solution Provider in the global energy market.

[Transition to "Net Zero Solution Provider" Business Portfolio]



[Key Projects]

Key Projects in Lower Carbon Solution	Key Projects in Zero Carbon Solution
LPG 1-ton Truck	Energy Storage Systems (ESS)
Ulsan GPS	Byproduct Hydrogen Fuel Cells
KET/Bunkering	Hydrogen/Ammonia Co-Firing Power Generation

[Net Zero Solution Provider Value Chain]

	Import/Trading	Storage	Utilization
Lower Carbon Solution	**LPG Trading** • Importing LPG for domestic supply • LPG intermediary trading and futures transactions	**LPG Storage Terminals** • Retaining large-scale LPG storage facilities with a total capacity of 480,000 tons • Ulsan Terminal: Supplies LPG nationwide • Pyeongtaek Terminal: Supplies LPG to the Seoul metropolitan area and central regions **LNG Terminal (KET/CEC)** • Commenced commercial operation in November 2024 • Largest among private LNG terminals in Korea, with plans to expand annual storage capacity to 7.2 million tons	**LPG 1-ton Truck** • Accelerating the transition from diesel to LPG vehicles by providing LPG 1-ton truck services • Operating the integrated LPG customer program "SK LPG Membership" **LNG-LPG Dual Fuel Power Plant** • December 2024, commercial operation begins at Ulsan GPS, the world's first LNG-LPG dual fuel power plant (1.2 GWh scale) • Optimal infrastructure conditions for zero-carbon power generation • Contributing to GHG reduction with a high-efficiency power plant **LNG Bunkering** • Supplying LNG fuel to ships based on a dedicated bunkering pier within KET • Infrastructure and locational advantages for quick loading
Zero Carbon Solution	**Clean Energy Sourcing** • Securing byproduct hydrogen through Lotte SK Eneroot[1] to establish a stable hydrogen supply base • Investment in U.S. energy startup Graphitic Energy, which holds core technology for turquoise hydrogen production • Promotion of overseas clean ammonia imports through collaboration with global energy companies	**Hydrogen Pipeline** • Securing a hydrogen pipeline network for the supply of byproduct hydrogen • Planned expansion to supply clean hydrogen to future demand sources **Clean Ammonia Import Terminal** • Reviewing the development of infrastructure for the import and supply of overseas clean ammonia • Utilizing ammonia-to-hydrogen conversion facilities to supply clean hydrogen • Leveraging existing LPG and LNG infrastructure and operational expertise	**Byproduct Hydrogen Fuel Cells** • By the second half of 2026, approximately 78 MW of byproduct hydrogen fuel cells are expected to be operating within the Ulsan Industrial Complex **Hydrogen/Ammonia Co-Firing Power Generation** • Ulsan GPS: Considering hydrogen co-firing options • Preparing to convert GGP (Goseong Green Power) to an ammonia co-firing power plant

1) Lotte SK Eneroot: A joint venture among SK Gas, Lotte Chemical, and Air Liquide Korea

Lower Carbon Solution

LPG 1-ton Trucks

LPG 1-ton trucks are commonly used by small business owners and the self-employed, with approximately 2.3 million units currently in operation and around 150,000 units sold annually. In 2024, approximately 100,000 LPG 1-ton trucks were launched, accelerating the shift from conventional diesel vehicles. SK Gas is providing a variety of services to support the rapid replacement of diesel trucks with LPG 1-ton trucks.

[Advantages of LPG 1-ton Trucks]

1	**Reducing fine dust and nitrogen oxide emissions compared to diesel** * Meets North America's stringent SULEV 30 emission standards
2	**Lower fuel costs compared to diesel**
3	**Higher refueling convenience compared to electric trucks**



Building a Sustainable LPG Vehicle Ecosystem

The company is actively collaborating with customers who operate diesel vehicles to secure large-scale demand and promote mutual growth by supporting the transition to LPG vehicles.

To ensure that customers switching from diesel vehicles can conveniently access filling stations, the company launched a dedicated SK filling station freight welfare card in partnership with Shinhan Card in May 2024. This freight welfare card offers fuel subsidies and refueling discounts, providing an economical and convenient charging environment for commercial vehicle operators.

Furthermore, in November 2024, SK Gas signed an "ESG Management Expansion Business Agreement" with the Korea Post Logistics Support Agency to support LPG vehicle conversion and foster mutual growth. Following the agreement, the company began offering exclusive membership benefits usable at SK filling stations nationwide, delivering tangible fuel cost savings to delivery drivers operating 1-ton trucks and continuing its role as a committed partner in shared growth.

[Korea Postal Logistics Agency ESG Management Expansion Business Agreement Ceremony]



Becoming a Leading Player through Shared Growth

SK Gas is operating the "SK LPG Membership", an integrated LPG customer program joined by approximately 800 filling stations in partnership with SK Energy.

As of 2024, the program has surpassed 730,000 cumulative members and offers differentiated services through partnerships with various companies. Customer-centric services are designed and provided, including expanded rewards for loyal customers, and point-based product exchanges. In addition, the company continues to expand affiliated products such as vehicle purchase credit cards, freight welfare cards, and general credit cards that offer discounts when using SK Gas filling stations.

In addition, the company continuously develops customized services and benefits for LPG 1-ton truck customers by closely analyzing customer demand in line with the launch of LPG 1-ton trucks. Through these efforts, the company aims to minimize the environmental impact of domestic transportation fuels while supporting small business owners, thereby contributing to sustainable environmental and social development.

[SK LPG Membership]



Lower Carbon Solution

Ulsan GPS

SK Gas has made concrete preparations and efforts to integrate LNG and hydrogen businesses into its existing LPG operations. As part of these efforts, the company established Ulsan GPS, the world's first LNG–LPG dual fuel power plant, which commenced commercial operation in December 2024.

The year 2025 marks the first full year of operation, during which the company will focus on stabilizing power plant operations and enhancing equipment reliability through Operation Excellence. Looking beyond 2030, SK Gas plans to co-fire clean hydrogen to produce low-carbon electricity and aims to convert the plant into a zero-carbon power facility by 2050.

Ulsan GPS is located within the Mipo National Industrial Complex in Ulsan Metropolitan City and is equipped with two gas turbines and one steam turbine, totaling a generation capacity of 1.2 GW. The gas turbines are designed to operate on both LNG and LPG dual fuels, ensuring stable power generation and fuel competitiveness. In addition, GHG reduction facilities have been introduced to minimize emissions generated during power production.

SK Gas plans to leverage key infrastructure such as Ulsan GPS, KET, and CEC to advance its hydrogen business and will continue its efforts to realize the vision of becoming a "Net Zero Solution Provider."

[Ulsan GPS Project Strengths and Strategic Direction]

1 World's First LNG-LPG Dual Fuel Power Plant
- Can substitute with LPG in case of LNG supply instability or price surges
- Secures fuel competitiveness and contributes to national energy security

2 Contributing to greenhouse gas reduction through the latest high-efficiency power plants
- Reduces GHG emissions through efficient energy use
- Applies stricter emission standards and introduces GHG reduction facilities

3 Optimal Infrastructure for Zero-carbon Power Generation
- Presence of diverse utility demand sources within the Ulsan Mipo Industrial Complex
- Potential for integrated business development with nearby Ulsan Terminal, CEC, and KET
- Optimal location within the Ulsan industrial complex

[Roadmap to Ulsan GPS Net Zero Utility Solution]

Phase 1 — Successful Construction and Operation of Power Plant (~2025)
- Based on top-tier safety and quality standards
- LNG–LPG fuel optionality

Phase 2 — Net Zero Utility Preparation (~2033)
- 50% clean hydrogen co-firing[1)]
- Preparation for low-carbon utility supply within Ulsan industrial complex

Phase 3 — Net Zero Utility Provider (~2050)
- 100% clean hydrogen combustion[1)]
- Full transition to carbon-free utility provider within the Ulsan Industrial Complex

1) The company will continuously review and adjust its targets to strengthen feasibility, taking into account various external factors such as hydrogen-related policies (e.g., Clean Hydrogen Power Generation Mandate), commercialization of reduction technologies, the ability to secure sufficient hydrogen supply for power generation, and the impact on corporate value during the implementation of emission reduction measures.

[Ulsan GPS Landscape]



Lower Carbon Solution

KET (Korea Energy Terminal)

Based on the commencement of commercial operations of the LNG complex energy terminal KET in November 2024, SK Gas has begun full-scale operation of the LNG value chain, extending beyond import and transportation to include storage and supply. KET is ensuring a stable fuel supply for the operation of Ulsan GPS.

Status of LNG Terminal KET Project

KET, a complex energy terminal being developed jointly with Korea National Oil Corporation at Ulsan North Port, will operate four LNG tanks with an annual storage capacity of 4.8 million tons. In April 2024, a vessel carrying approximately 65,000 tons of LNG successfully docked at KET, and the unloading and equipment protection processes were safely completed. Since the terminal's commissioning ceremony in November 2024, it has been operating stably in commercial mode.

An additional LNG tank is scheduled to begin commercial operation in January 2026. Including the adjacent CEC terminal currently under construction, the company plans to establish a private LNG terminal with a total annual storage capacity of 7.2 million tons. Leveraging this infrastructure, the company aims to expand its business in both upstream and downstream segments by cooperating with global LNG suppliers and domestic LNG customers.

[KET/CEC Landscape]



LNG Bunkering

With the International Maritime Organization (IMO) strengthening regulations on GHG emissions, demand for LNG-powered vessels is on the rise. In response to this growing demand, SK Gas is promoting the LNG bunkering business, which supplies fuel to LNG-powered ships. Ulsan Port offers optimal conditions for LNG bunkering, with high on-site demand and close proximity to Busan Port.

A dedicated LNG bunkering pier—the first and largest of its kind in Korea—has been completed within KET, capable of berthing 10,000-ton class vessels for LNG loading. Additionally, an LNG bunkering vessel has been ordered and is currently under construction.

[LNG Bunkering Business Roadmap]

Phase 1	Creating synergies with existing businesses and initiating low-carbon marine fuel supply • **Expansion from a land fuel supplier to a low-carbon marine fuel supplier** - Leverage Ulsan's locational advantages - Enhance bunkering facility competitiveness • **Strengthening existing business and generate additional revenue** - Improve LNG terminal utilization
Phase 2	Zero-Carbon Marine Fuel Supply and Global Expansion • **Establishing a foothold in clean fuel business ventures such as ammonia** - Utilize LNG bunkering capabilities when transitioning to ammonia • **Expansion platform into global business** - Secure LNG bunkering opportunities and explore market entry in North America and other regions

Zero Carbon Solution

ESS (Energy Storage System)

Battery-based Energy Storage Systems (ESS) are recognized as an optimal solution to complement the renewable energy industry. SK Gas has verified the growth potential and profitability of the ESS business through its operations in Texas, one of the largest electricity markets in the United States and is currently implementing a U.S. ESS business roadmap.

Through the ESS business, SK Gas aims to contribute to global energy supply stability and the expansion of renewable energy, while realizing its vision of becoming a "Net Zero Solution Provider."

Establishment of Joint Venture SA Grid Solutions

In January 2024, SK Gas' U.S. subsidiary GridFlex established a joint venture, SA Grid Solutions, with renewable energy company Apex Clean Energy and signed an investment agreement for the ESS business.

GridFlex carried out construction and commissioning of its first 100 MW-scale ESS facility in 2024 and, as of February 2025, has started commercial operation. A second 100 MW-scale project is scheduled to begin construction within 2025.

U.S. Regional Expansion and Green Hydrogen Integration

Following the successful entry into the ESS market in Texas, SK Gas plans to expand into other regions of the United States.

In the mid- to long term, the company is promoting the production of green hydrogen in connection with renewable energy sources such as wind and solar power. Through these efforts, SK Gas aims to contribute to the development of the hydrogen industry ecosystem and diversify its business portfolio.

[U.S. ESS Business Roadmap]

Phase 1	Establishing ESS Facilities in Texas (~2027)	• Establish a joint venture, SA Grid Solutions, with local partner Apex Clean Energy • Expand ESS capacity within Texas
Phase 2	Regional Expansion within the U.S. (~2032)	• Expand to areas outside of Texas
Phase 3	Linkage with Green Hydrogen Production (Mid-2030s~)	• Produce green hydrogen in conjunction with wind and solar energy

[GridFlex ESS Landscape]



Zero Carbon Solution

Byproduct Hydrogen Fuel Cells

To jointly promote the hydrogen business, SK Gas established the joint venture Lotte SK Eneroot with Lotte Chemical and is actively advancing a fuel cell power generation project using byproduct hydrogen. Lotte SK Eneroot has completed development and is currently constructing five fuel cell power plants within the Ulsan industrial complex, with a total capacity of 78 MW (three units of 19.8 MW and two units of 9.24 MW). These plants are scheduled to begin commercial operation sequentially by the second half of 2026. Once operating, Lotte SK Eneroot is expected to become the largest byproduct hydrogen fuel cell power generator in Korea under a single operator.

Contributing to the Establishment of a Sustainable Clean Hydrogen Ecosystem

SK Gas plans to build a clean hydrogen ecosystem by gradually expanding both demand and supply infrastructure. The company aims to expand distributed power generation that utilizes clean hydrogen based on its byproduct hydrogen fuel cell power plants, while continuing to develop hydrogen supply infrastructure within Ulsan to meet growing clean hydrogen demand. Going forward, it will establish clean hydrogen supply facilities and begin full-scale distribution of clean hydrogen to local users in Ulsan.

Ultimately, the company seeks to attract investment from various hydrogen-related businesses, create jobs through hydrogen power plant construction and operations, and contribute to revitalizing the regional economy of Ulsan.

[Lotte SK Eneroot Hydrogen Business Roadmap]

Phase 1	**Byproduct Hydrogen Power Generation Project** • Establish Lotte SK Eneroot and build the power plant • Develop a hydrogen pipeline network for byproduct hydrogen supply • Create substantial hydrogen demand by utilizing byproduct hydrogen
Phase 2	**Expansion into Clean Hydrogen Business** • Promoting the transition of fuel cells fuel to clean hydrogen • Continue expanding hydrogen supply infrastructure within Ulsan • Supply clean hydrogen to Ulsan power plants and industrial sites using the hydrogen pipeline network
Phase 3	**Expansion of Domestic Hydrogen Business** • Pursue hydrogen power generation projects in regions outside Ulsan, such as Daesan and Yeosu

Hydrogen–Ammonia Power Generation

Hydrogen–ammonia power generation is a method of producing electricity by co-combusting hydrogen with LNG or ammonia with coal in existing power plants. SK Gas is currently reviewing the application of hydrogen co-firing at its LNG–LPG dual-fuel power plant, Ulsan GPS, while Goseong Green Power (GGP) is preparing to transition into an ammonia co-firing power plant.

To this end, the company is exploring partnerships with global energy firms to assess options for importing ammonia, utilizing ammonia cracking technologies, and supplying hydrogen produced from blue hydrogen. Based on its extensive experience operating LPG and LNG infrastructure, SK Gas expects to stably operate ammonia storage and hydrogen production facilities.

[Rendering of Byproduct Hydrogen Fuel Cell Power Plant]



Approach to Sustainability

017 ESG Master Plan
021 Materiality Assessment
024 Stakeholder Communication



ESG Master Plan

Key Tasks of ESG Master Plan 2.0

To enhance the sustainability of its business in terms of environmental and social impact, SK Gas established and implemented ESG Master Plan 1.0 (2021–2023). Beginning in 2024, the company is disclosing the key objectives and performance outcomes of ESG Master Plan 2.0 (2024–2026). This roadmap serves as a strategic framework to effectively advance SK Gas' ESG management initiatives.



For the Planet

01 GHG Emissions

- Net Zero for Scope 1 and 2 by 2030
- RE100 by 2030
- Contribution to GHG emissions reduction through the provision of lower/zero-carbon products and services
- Establishment of Scope 3 reduction strategies

02 Air Quality

- Reduction of air pollutant emissions from operation sites
- Reduction of air pollutant emissions through expanded distribution of clean energy products and services

03 Water & Waste

- Reduction in water use intensity and expansion of water reuse rate
- Maintain company-wide waste recycling rate at 100%

04 Ecology & Biodiversity

- Prevention and remediation of soil and marine pollution
- Protection of biodiversity
- Conservation and restoration of habitats



With Stakeholders

05 Health & Safety

- Employee safety
- Partner safety
- Community safety

06 Human Values

- Establishment and implementation of a human rights management policy
- Talent development
- Work-life balance
- Diversity, equity, and inclusion (DEI)
- Enhancement of employee ESG awareness and engagement

07 Responsible Business

- Strengthening of supply chain management
- Information protection
- Enhanced product responsibility and service quality

08 Community Engagement

- Promotion of environmental sustainability in local communities (Green)
- Expansion of community well-being initiatives (Health)
- Improvement of quality of life for the underprivileged (Hope)



Through Transparency

09 Board Leadership

- Enhancement of Board expertise and diversity
- Strengthening of Board independence
- ESG-based executive evaluation and compensation system

10 Compliance & Ethics

- Anti-Corruption / Audit
- Strengthening of compliance practices
- Establishment of a fair trade compliance framework

11 Business Portfolio Management

- Investment in new businesses aligned with ESG standards
- Establishment and implementation of an integrated risk management framework
- Investment oversight of subsidiaries and affiliates

12 Sustainability Comm.

- Enhancement of shareholder value
- Strengthening of ESG disclosures
- Expansion of ESG global partnerships

ESG Master Plan

Implementation Status of ESG Master Plan 2.0

For the Planet

	ESG Master Plan 1.0	ESG Master Plan 2.0	
	2021-2023 Performance	'24 Achievements	'25–'26 Targets
GHG Emissions	**Establishment of Net Zero Roadmap** • Expansion of Renewable Energy Use - Purchase of RECs and Installation of Solar Panels (Cumulative GHG Reduction through REC Purchases: 6,521 tCO_2eq)	**Update of Net Zero Roadmap** • Discovery of New Reduction Measures and Roadmap Update • Additional Installation of Large-capacity Seawater Heat Exchangers	**Implementation and Monitoring of Net Zero Roadmap** • Expansion of Procurement of Renewable Energy • Gradual Transition to Eco-friendly Vehicles
Key Achievement	Achieved GHG reduction targets for 2022~2023	Achieved GHG reduction targets in 2024	Achieve GHG reduction targets for 2025–2026
Air Quality	**Implementation of Air Pollutant Management System** • In-house monitoring of air pollutant emissions • TMS installed at Ulsan Terminal in 2023	**Strengthening Air Pollution Management System** • Reduction of Air Pollutant Emissions by Decreasing Fired-heater Usage through Installation of Seawater Heat Exchanger on CEC Site	**Advancement of Air Pollution Management System** • Continuous Monitoring of Air Pollutant Emissions
Key Achievement	Maintained air pollutant emissions at Global Top Peer standards	Maintained air pollutant emissions at Global Top Peer standards	Maintain air pollutant Emissions at Global Top Peer standards
Water & Waste	**Expansion of Waste Recycling** • Continuous improvement in headquarters' recycling rate - 2021: 68.2% → 2023: 100% • Obtained Zero Waste to Landfill (ZWTL) international certification - 2022: Ulsan/Pyeongtaek – Platinum, G.Hub – Gold - Achieved 100% recycling rate at headquarters in 2023 (including 16% energy recovery) **Establishment of Water Management System** • Improved leak points in water supply pipelines • Introduced greywater reuse system at Pyeongtaek Terminal in 2023	**Strengthening Water Management System** • Achieving Water Recycling Rate Target **Continuous Expansion of Recycling Waste** • Identifying Incineration Waste Recycling Companies • Achieving Company-wide Waste Recycling Rate of 98.5%	**Advancing Water Management System** • Introduction of Gray Water System at Ulsan Base in 2026 **Maintaining of Waste Recycling Level** • Achievement of 100% Waste Recycling Rate at Existing and New Business Sites
Key Achievement	Achieved 9.4% water reuse rate and 100% waste recycling at headquarters, Ulsan, and Pyeongtaek terminals	Achieved 10.9% water recycling rate	Persistently Improve Water Recycling Rate; Achieve 100% Company-wide Waste Recycling Rate
Ecology & Biodiversity	**Expansion of Biodiversity Conservation Activities** • Established biodiversity policy and implemented ecosystem protection programs • Promoted biodiversity conservation through collaboration with social enterprises (SE Bridge)	**Conducting Biodiversity Conservation Activities** • Endangered Insect Protection Project (Little Friends in the Forest) **Soil and Marine Pollution Management** • Conducting 2024 Marine Pollution Control Training	**Pursuing Ecosystem Conservation Activities** • Continuing SE Bridge Projects • Continuing forestation and Urban Park Projects **Pursuing Soil and Marine Pollution Management Activities** • Continuing 'One Company One Coastline' project
Key Achievement	Participated as a member of the Business and Biodiversity Platform (BNBP)	Conducted marine pollution control training in 2024	Expand of Ecosystem Conservation Activity Scope

ESG Master Plan

Implementation Status of ESG Master Plan 2.0

With Stakeholders

	ESG Master Plan 1.0	ESG Master Plan 2.0	
	2021-2023 Performance	'24 Achievements	'25–'26 Targets
Health & Safety	**Establishment of SHE System** • Establishment of SHE Master Plan 1.0 • Establishment of Dedicated SHE Organization and Securing Professional Personnel • Identification of Hazardous Risk Factors and Facility Improvements **Strengthening On-site Execution** • Enhanced Work Safety Management • Work Safety/Emergency Response Practical Training • Establishment of Customers & Users Health and Safety Management System	**Zero Blind Spots in Identifying and Managing Potential Risk Factors** • Achievement of Zero LTIR for Employees and Partners • Fostering Partners and Establishing an External Pipeline Management System • Enhancement of Fire and Safety Accident Prevention Facilities **Advancement of SHE Management System** • Establishment of SHE Master Plan 2.0 • Implementation and Operation of Integrated SHE Platform	**Improving Vulnerable Areas and Enhancing SHE Execution** • Enhancement of SHE System through Best Practice Application • Fostering Autonomous Safety Culture through Team SHE Task Selection and Execution • Strengthening SHE Execution through AI·DT Technology Application
Key Achievement	Achieved Grade 'A' in SHE Management Diagnosis	Achieved Grade 'A' in SHE Management Diagnosis	Obtain 'A+' Level Management in SHE Management Diagnosis
Human Values	**Establishment of Human Rights Management System** • 1st Revision of Human Rights Management Declaration in 2022 • Advancement of Human Rights Impact Assessment in 2023 - Expansion of Human Rights Impact Assessment to Partners - Introduction of In-depth Assessment Including Interviews and On-site Visits • 2nd Revision of Human Rights Management Declaration in 2023 (Improvement of Organization and Policy) and Revision of Human Rights Management Regulations **Improvement of Organizational Culture through Communication** • Introduction of Flexible Work System in 2021 • Accumulated 251 Sessions of "Happy Seed Talk" Conducted by 2023	**Empowering Human Rights Management System** • Human Rights Impact Assessment Expansion to Subsidiaries • Establishment of New Human Rights Grievance Channel **Improvement of Organizational Culture and Increased Program Participation** • Increse of Simtness Service and Flexible Work Participation Rates • Accumulated 302 "Happy Seed Talk" Sessions in 2024	**Advancing Human Rights Management System** • Expansion of Human Rights Impact Assessment and Focus on In-depth Assessments **Continuous Improvement of Organizational Culture and Strengthening Talent Development** • Expansion of Employee Participation in Internal Education Programs • Enhancement of Employee Satisfaction for Key Programs
Key Achievement	Initiated Human Rights Impact Assessment Advancing Project	Continued Sessions of "Happy Seed Talk"	Expand Coverage of Human Rights Impact Assessment Perform Assessments based on On-site Inspections
Responsible Business	**Expansion of Supply Chain ESG Management** • Provision of Online Education Platform for Partners in 2023 • Expansion of ESG Diagnosis for Partners to All Business Sectors • Reduction of High-Risk Partner Ratio from 100% in 2022 to 26.7% in 2023 **Establishment of Information Protection Management System** • Acquisition of ISMS-P certification for the "SK LPG Membership Service" in 2023	**Advancement of Supply Chain ESG Management** • Newly Established Supply Chain ESG Management Guidelines **Enhancing Information Security Management System** • Establishment of Dedicated Information Protection Organization	**Strengthening Supply Chain ESG Capabilities** • Continuous Implementation of Partner Shared Growth Roadmap **Advancement of Information Security Management System** • Establishment of Automated Information Asset Security System and Monitoring System to Prevent Breaches **Establishment of Management System to Protect Customer Right** • Newly Enacted Customer Rights Protection Policy
Key Achievement	Reduced High-risk Ratio of Key Partners from 100% to 26.7%	Achieved 0% High-Risk Ratio among Key Partners	Expand Support for Enhancing Partners' ESG Capacity
Community Engagement	**Establishment of Social Contribution Strategy (Green, Health, Hope)** • Creation of Seven "Jigwanseoga" community library from 2021 to 2023 • Implementated 'Hope Maker School' Program in 2021 • Creation of SK Happy Forest Gardens No. 1 to 3 from 2022 to 2023 • Recognition as a sponsor for endangered species conservation in 2023	**Implementation of Social Contribution Strategy (Green, Health, Hope)** • Establishment of SK Happy Forest Garden No. 4 • Expansion of Jigwanseoga (Operating 7 locations nationwide as of 2024) • Annual Provision of 31,200 Lunchboxes to Children at Risk of Malnutrition • Continue 'Hope Maker School' Program	**Continuation of Social Contribution Strategy (Green, Health, Hope)** • Ongoing Eco-friendly Education and Enhancement of Expertise • Creation of 10 SK Happy Forest Gardens in Pyeongtaek Region (by 2030) • Continue Hope Maker Project Targeting to Support 100 Children
Key Achievement	2023, Achieved 83% Hope Maker Career/Learning Ability Improvement Rate, 2021~2023, Created Social Value of KRW 8.57 billion through Jigwanseoga	Established Social Contribution Policy Enhanced Social Contribution Management System	Expand of Social Contribution Strategy Beneficiaries

ESG Master Plan

Implementation Status of ESG Master Plan 2.0

Through Transparency

	ESG Master Plan 1.0	ESG Master Plan 2.0	
	2021-2023 Performance	'24 Achievements	'25–'26 Targets
Board Leadership	**Enhancing Board of Directors' Independence, Expertise, and Diversity** • Establishment of guidelines for board expertise and diversity in 2022 • Establishment of guidelines for the independence of outside directors in 2022 • Revision of Corporate Governance Charter in 2022	**Strengthening Board Independence** • Enhancing Independence of Candidate Recommendation Function through Changes in Outside Director Candidate Recommendation Committee composition	**Continuous Enhancement of Board Independence, Expertise, and Diversity** • Advancement of Outside Director Candidate Appointment Process • Enhancement of Board Member Competence
Key Achievement	Maintained Over 57% Ratio of Independent Directors on the Board	Improved the Outside Director Candidate Recommendation System	Elevate Competence and Expertise of Board Members
Compliance & Ethics	**Systematization of Ethical Management** • Achievement of ISO 37001 Certification in 2020 • Develoment of Anti-Corruption Self-Purification IT System in 2023 • Revision of Fair Trade Compliance Manual in 2023 • Implementation of SK Group Ethical Management Measurement System Assessment	**Strengthening Ethical Management** • Maintaining ISO 37001 Certification • Improving MSCI ESG Corporate Ethics Area Assessment Level (Best in Home Market) • Expanding Ethical Management Measurement System Assessment to Subsidiaries • Conducting Evaluation on Violations of Fair Trade Related Laws	**Advancing Ethical Management** • Renewal of ISO 37001 Certification • Enhancement of Ethical Management Survey for Empoyees • Continuous Improvement of External Ethical Management Evaluation Level (Including Subsidiaries) • Maintaining Zero Violations of Fair Trade Related Laws
Key Achievement	Zero Cases of Corruption, Bribery (Criminal Punishment Standard) Zero Violations of Fair Trade Regulations	Achieved Zero Cases of Corruption, Bribery Achieved Zero Violations of Fair Trade Regulations	Maintain Zero Cases of Corruption, Bribery Maintain Zero Violations of Fair Trade Regulations
Business Portfolio Mgmt.	**New Business Investment Management** • Operation of OSS Process for New Business Investments	**Strengthening New Business Investment Management** • Continued Operation of OSS Process for New Business Investments • Conducting Economic Feasibility Analysis for New Businesses Reflecting Internal Carbon Price **Advancing Risk Management System** • Establishment of Enterprise Risk Management Policy	**Advancing New Business Investment Management** • Gradual Expansion of Internal Carbon Pricing System
Key Achievement	Effectively Operated of OSS Process for Existing Businesses (Over KRW 1 Billion) and New Businesses	Partial Introduction of Internal Carbon Pricing System (Over 20 Billion KRW)	Expand Business Applicable to Internal Carbon Pricing System
Sustain-ability Communi-cation	**Strengthening ESG Disclosure and Partnerships** • Establishment and Effective Implementation of Dividend Policy from 2021 to 2023 • Introduction of Electronic Voting System and Electronic Proxy System in 2021	**Strengthening ESG Disclosure and Partnerships** • Establishment of New Three-Year (2024-2026) Dividend Policy Linked to Mid- to Long-Term Business Growth	**Strengthening ESG Disclosure and Partnerships** • Sustained Effective Implementation of Dividend Policy • Practice of Shareholder-Friendly Management
Key Achievement	Achieved MSCI AAA Rating and KCGS Integrated A+ Rating in 2023	Established New Mid to Long-Term Dividend Policy	Effectively Implement the Dividend Policy

Materiality Assessment

Double Materiality Assessment Process

SK Gas prepared the sustainability report based on the outcomes of its double materiality assessment. This year's double materiality assessment applied a methodology referencing the Global Reporting Initiative (GRI)'s reporting topic selection principles[1] and European Financial Reporting Advisory Group (EFRAG)'s guidance on materiality assessment[2]. Unlike previous approaches focused solely on sustainability topics, this in-depth methodology evaluates both the impacts of the company's activities on the environment and society, and the financial risks and opportunities posed by external sustainability issues to the company. To enhance the credibility of the assessment, Focus Group Interviews (FGIs) were conducted with internal stakeholders on each identified impact, risk, and opportunity. The resulting material impacts, risks, and opportunities were then integrated into the corporate strategy to strengthen the company's overall sustainability.

01 Identification of Sustainability Issues

- **Identify sustainability issues**
  - Creating a long-list of sustainability issues based on the entire EU ESRS[3] topic
  - Selecting highly relevant issues by reflecting industry specific international standards, global initiatives, ESG evaluation indicators, internal and external stakeholder survey results, benchmarking of partners and similar industries, and media research results

02 Identification of Impact, Risk and Opportunity

- **Identify the impact of company activities on the environment and society**
  - Based on statistical data related to sustainability issues, employees' interviews, benchmarking analysis, etc.
  - Classification of positive/negative and actual/potential types by impact
- **Identify of the financial impact of sustainability issues on the company**
  - Based on identification of the enterprise risk management system, interviews with employees, external disclosure standards related to sustainability issues, legal and regulatory trends, benchmarking analysis, etc.
  - Classification of risk/opportunity types by impact

03 Evaluation of Impact, Risk and Opportunity

- **Assessment of environmental and social impacts**
  - Assessment of severity (scale, scope, remedialability[2]) and likelihood[5] of occurrence
- **Assessment of risks and opportunities**
  - Evaluation of scale and likelihood of occurrence
- **FGI conducted with employees**
  - Conducted interviews with related departments to evaluate related impacts, risks/opportunities (Feb. 12, 2025 – Feb. 24, 2025)

04 Identify Key Impacts, Risks and Opportunities, and Establish Management Measures

- **Deriving important impacts, risks and opportunities based on materiality assessment**
- **Establishing management plan based on derived results**
- **Reporting final results to ESG committee**

1) GRI (Global Reporting Initiative) 3: Material Topics 2021
2) EFRAG IG 1: Materiality Assessment Implementation Guidance
3) ESRS: European Sustainability Reporting Standards
4) Assessed only in cases of negative impact
5) Assessed only in cases of potential impact

Materiality Assessment

Materiality Assessment Results

Based on the results of the materiality assessment, SK Gas identified a total of 8 material impacts that its business activities have on the environment and society, as well as 11 material risks and opportunities related to sustainability issues that may affect the company's financial status.

[Environmental/Social Impact Assessment(Actual Impact)]

Rank	Impact Scope	Sustainability Issues	Actual Impact	Positive/ Negative
1	Across the Value Chain	E Climate Change	Contribute to climate change mitigation through transition to low- and zero-carbon portfolio	+
2	Downstream	E Climate Change	GHG emissions from LPG and LNG pyrolysis during chemical product manufacturing in the value chain	−
3	Upstream	E Climate Change	GHG emissions from gas extraction, refining, and liquefaction processes in the value chain	−
4	Across the Value Chain	E Climate Change	GHG emissions from fuel combustion during maritime and land transportation of LPG and LNG	−
5	Own Operations	G Corporate Governance	Build stakeholder trust and create a virtuous economic cycle through shareholder-friendly practices	+
6	Own Operations	G Ethical Management	Ensure compliance with fair trade and anti-corruption regulations and foster a fair market culture	+
7	Own Operations	E Climate Change	GHG emissions from propane and energy use during gas storage	−
8	Own Operations	E Biodiversity	Ecosystem degradation and species decline due to new infrastructure development	−
9	Own Operations	E Waste	Air pollutant emissions from incineration of business waste	−

[Environmental/Social Impact Assessment(Potential Impact)]

Rank	Impact Scope	Sustainability Issues	Potential Impact	Positive/ Negative
1	Downstream	S Health & Safety	Downstream transport accidents weaken value chain stability and cause social loss	−
2	Own Operations	S Customer Rights	LPG-related safety incidents (fires, explosions) threaten end-user safety	−
3	Own Operations	S Health & Safety	On-site fires or explosions damage worker safety, lead to human capital loss and increased public health costs	−
4	Upstream	S Health & Safety	Upstream transport accidents disrupt operations and undermine value chain stability	−
5	Own Operations	G Ethical Management	Violations such as bribery and corruption undermine fair competition and legal order	−
6	Own Operations	E Biodiversity	Soil contamination and ecosystem disruption from oil spill accidents	−
7	Own Operations	E Air Pollution	Air pollutant emissions from leak accidents during LNG storage	−

[Financial Risk and Opportunity Assessment]

Rank	Impact Scope	Sustainability Issues	Financial Impact	Risk/ Opportunity
1	Own Operations	E Climate Change	Revenue growth driven by increased demand for low-carbon products (LNG/LPG) during the short- to mid-term transition period	Opportunity
2	Own Operations	E Climate Change	Long-term revenue and investment gains due to the expansion of the hydrogen and ammonia market	Opportunity
3	Upstream	S Customer Rights	Revenue decline and cost burden from loss of customer trust due to failure in LPG quality control	Risk
4	Own Operations	E Climate Change	Prolonged transition period due to slow national decarbonization, strengthening competitiveness of low-carbon products and improving profitability	Opportunity
5	Upstream	S Health & Safety	Productivity losses and increased costs from replacing suppliers in the event of supplier safety incidents	Risk
6	Own Operations	S Health & Safety	Legal costs under occupational health and safety laws and serious accident legislation resulting from worker health deterioration or incidents	Risk
7	Own Operations	G Corporate Governance	Increased capital inflow through stakeholder trust gained by shareholder-friendly dividend policies	Opportunity
8	Own Operations	E Climate Change	Reduced profitability due to supply disruptions caused by physical climate risks such as typhoons	Risk
9	Own Operations	E Climate Change	Decline in LPG/LNG sales due to long-term reduction in demand for carbon-emitting fuels	Risk
10	Own Operations	E Climate Change	Revenue loss due to failure to implement measures required for GHG emissions reduction	Risk
11	Own Operations	S Health & Safety	Reputational impact and revenue decline from public perception of LPG/LNG as unsafe following fire/explosion incidents at refueling stations	Risk
12	Own Operations	E Climate Change	Weakening competitiveness of zero-carbon products due to prolonged transition period from slow national decarbonization	Risk
13	Upstream	E Climate Change	Increased procurement costs from suppliers related to upstream LPG GHG reduction requirements	Risk
14	Own Operations	G Ethical Management	Fines and decreased capital inflow from failure to meet legal obligations imposed by regulatory bodies	Risk
15	Own Operations	E Climate Change	Increased operating costs such as for cooling due to rising physical climate risks	Risk
16	Own Operations	E Land Pollution	Fines incurred under the Soil Environment Conservation Act during new infrastructure development (e.g., KET, CEC terminals)	Risk
17	Own Operations	E Climate Change	Physical damage to assets and recovery costs arising from increased physical climate risks	Risk
18	Own Operations	E Air Pollution	Fines from air pollutant emissions due to leak incidents during LNG import and storage processes	Risk

Materiality Assessment

Management of Material Impacts, Risks, and Opportunities

By comprehensively considering material impacts, risks, and opportunities, the company has identified climate change and health and safety as key sustainability issues. The management strategies and performance related to these issues are detailed in the Focus Issues section of this report. Other material impacts, risks, and opportunities identified through the double materiality assessment are reported in the Customer Rights and Enhancement of Shareholder Value sections, along with their respective strategies and outcomes.

Sustainability Issues	Environmental/Social Impact		Financial Risks/Opportunities		SK Gas Response Strategy	Key Performance in 2024	Reporting Page
	Description	Classification	Description	Classification			
Climate Change	Contribute to climate change mitigation through transition to low- and zero-carbon portfolio	⊕	Revenue growth driven by increased demand for low-carbon products (LNG/LPG) during the short- to mid-term transition period	Opportunity	SK Gas is reducing GHG emissions through measures such as improving energy efficiency and installing seawater heat exchangers. Over the long term, the company aims to achieve Net Zero across the entire value chain by transitioning to clean hydrogen and ammonia businesses.	• Conducted a technical feasibility and cost analysis of existing reduction measures, identified new reduction options, and updated the 2030 Net Zero Roadmap • Reduced 3,576 tCO_2eq of GHG emissions through the installation and operation of a new seawater heat exchanger at the Clean Energy Complex (CEC) • Secured power generation rights for hydrogen fuel cell project using byproduct hydrogen through Lotte SK Eneroot	15, 26-36p
			Long-term revenue and investment gains due to the expansion of the hydrogen and ammonia market	Opportunity			
	GHG emissions from LPG and LNG pyrolysis during chemical product manufacturing in the value chain	⊖	Prolonged transition period due to slow national decarbonization, strengthening competitiveness of low-carbon products and improving profitability	Opportunity			
	GHG emissions from gas extraction, refining, and liquefaction processes in the value chain	⊖	Decline in LPG/LNG sales due to long-term reduction in demand for carbon-emitting fuels	Risk			
			Revenue loss due to failure to implement measures required for GHG emissions reduction	Risk			
	GHG emissions from fuel combustion during maritime and land transportation of LPG and LNG	⊖	Reduced profitability due to supply disruptions caused by physical climate risks such as typhoons	Risk			
Health & Safety	Downstream transport accidents weaken value chain stability and cause social loss	⊖	Productivity losses and increased costs from replacing suppliers in the event of supplier safety incidents	Risk	Based on the Occupational Health and Safety Management System (ISO 45001), SK Gas conducts facility safety assessments and risk evaluations to protect the safety of its employees and partner workers and to prevent accidents. The company also identifies risk blind spots and implements targeted improvement measures.	• Achieved Zero Class C1) accidents at business sites, customers & users • Achieved Grade A (Good) in SHE management Diagnosis • Recorded a Zero Lost-Time Injury Rate (LTIR) • Established SHE Master Plan 2.0	37-45p
	On-site fires or explosions compromise worker safety, lead to human capital loss and increased public health costs	⊖	Legal costs under occupational health and safety laws and serious accident legislation resulting from worker health deterioration or incidents	Risk			
	Upstream transport accidents disrupt operations and undermine value chain stability	⊖	Reputational impact and revenue decline from public perception of LPG/LNG as unsafe following fire/explosion incidents at filling stations	Risk			
Customer Rights	LPG-related safety incidents (fires, explosions) threaten end-user safety	⊖	Revenue decline and cost burden from loss of customer trust due to failure in LPG quality control	Risk	SK Gas strengthens quality control through the operation of QC and QM teams and manages customer site safety by implementing inspection, prevention, and grievance handling processes.	• Enhanced facility integrity for customers & users through the introduction of precision inspections and preventive maintenance • Achieved 100% grievance resolution rate for customer complaints	68-72p
Corporate Governance	-	-	Increased capital inflow through stakeholder trust gained by shareholder-friendly dividend policies	Opportunity	SK Gas has implemented a three-year dividend policy (2024–2026) and is strengthening shareholder value through consistent interim dividend payouts	• Executed both interim and year-end dividends(Interim: KRW 2,000 / Year-end: KRW 6,000 per share)	92p

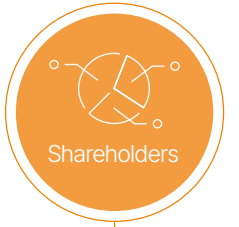
1) Class C Accident: An incident resulting in more than three days of lost work or a process-related accident involving over KRW 100 million in damages.

Stakeholder Communication

Stakeholder Channels and Key Issues

SK Gas identifies customers, shareholders, employees, local communities, and partners as its key stakeholders. The company operates a structured management system to ensure that the needs and interests of stakeholders, gathered through various communication channels, are meaningfully reflected in its business activities.











	Customers	Shareholders	Employees	Local Communities	Partners
Communication Channel	• Website and SNS(Naver Posts, YouTube) • Surveys • Customer complaint reception • Ethical management reporting channel	• General meetings of shareholders, earnings presentations • Domestic and international NDR and IR meetings • One-on-one meetings, on-site/remote consultations	• Management council • CEO Letter • CEO/employee meetings • Executive on-site visits	• CSR collaboration meetings (with city/borough offices and welfare organizations) • Social contribution activities • Cooperation with Korea Social Enterprise Promotion Agency • Collaboration with civic/ environmental groups	• Withus online system • Partner meetings • Safety inspection workshops • Providing information for shared growth
Key Areas of Interest	• Business innovation and growth • Ethical management • Customer happiness • Economic performance • Approaches to climate change and environmental management	• Business innovation and growth • Economic performance • Shareholder communication • Strengthening business portfolio • Risk management	• Employee communication • Employee happiness • Communication with on-site employees	• Climate change response and environmental management • Creating a social enterprise ecosystem • Collaboration with natural ecosystem protection agencies • Collaboration with social enterprises for social contribution	• Occupational health and safety • Shared growth • Business innovation and growth • Ethical management • Customer happiness
Major Activities	• Disclosing company status via website notices • Providing company news through Naver Post and YouTube • Receiving and responding to customer complaints/requests • Processing reports via the ethical management reporting channel	• Conducting NDR sessions with institutional investors quarterly • Holding IR meetings continuously • Addressing shareholder inquiries/answers	• Labor-management council (Happiness Council) • Holding CEO town hall meetings quarterly • "Happy Seed Talk" with the CEO • CEO visiting business sites	• Implementing social contribution projects in local communities • Collaborating on ecosystem protection projects with the National Institute of Ecology	• Operating the ethical management reporting channel • Holding SHE partner meetings and improvement meetings • Conducting partner meetings at business unit levels (safety inspection partners, transport drivers, etc.) • Providing updates on shared growth programs

Focus Issues

026 Climate Change
037 Health and Safety

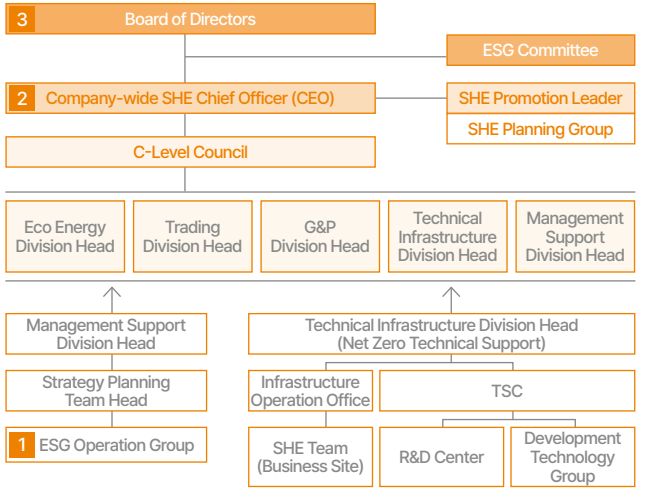


Climate Change

Governance

Climate Change Response Framework

[Climate Change Response Governance]



1 The ESG Operation Group is responsible for developing climate-related strategies and managing performance. The group works in close coordination with relevant departments to review and address key climate-related issues. The outcomes are reported by the Head of Strategic Planning to the Head of Business Support, who then reports to the C-Level Council.

2 The C-Level Council meets on a biweekly basis. Issues discussed are reported to the Chief Executive Officer (CEO), who has overall responsibility for safety, health, and environmental (SHE) matters. The CEO conducts quarterly reviews of ESG performance, including the status of climate initiatives, and reports the results to the ESG Committee and the Board of Directors.

3 The Board of Directors receives final reports on ESG matters, including climate-related risks and opportunities, from the ESG Committee. The Committee's oversight responsibilities are defined in the Corporate Governance Charter and its operational regulations.

Process for Integrating Climate Risks and Opportunities into Decision-Making

The Board of Directors considers climate-related risks and opportunities across all areas of management, including business strategy and financial planning. Management reports investment proposals exceeding a certain threshold to the ESG Committee, which then seeks approval from the Board. The ESG Committee utilizes the OSS (One Stop Support) review report and an ESG checklist to evaluate the financial viability of the investment along with sustainability factors, including climate considerations. In addition, the company is advancing its decision-making process by incorporating an internal carbon pricing mechanism into major investment evaluations to better account for climate-related risks and opportunities.

Oversight of Climate Target Implementation

The company has established climate-related targets and manages them through a structured approach. The ESG Committee monitors progress on key climate goals, including GHG emissions reduction and the expansion of renewable energy use. Performance is assessed semiannually using both quantitative and qualitative indicators tied to each climate-related target.

[Climate-Related Agenda Reported to the Board of Directors]

Meeting Date	Reporting Target	Agenda
Feb. 5, 2024	ESG Committee	· Report on 2023 Business Performance and 2024 Business Plan
Mar. 5, 2024	ESG Committee	· Report on PPA Progress and Response Plan
Mar. 18, 2024	ESG Committee	· Report on PPA Contract Execution
Jun. 18, 2024	ESG Committee	· Report on PPA Contract Structure Revision, Materiality Assessment Results, and Sustainability Report Publication
Oct. 16, 2024	ESG Committee	· Report on Enterprise-wide Integrated Risk Management System
Dec. 9, 2024	ESG Committee	· Report on 2024 ESG Performance and 2025 Plan, Climate Change and Other Environmental Issues – 2024 Performance and 2025 Plan, Materiality Assessment Results and Issue-Specific Opportunities/Risks

Development of Climate Expertise and Competencies

The Board of Directors is composed with consideration for both expertise and diversity. To strengthen the Board's and ESG Committee's capacity for climate-related decision-making, targeted training is provided. The training aims to enhance understanding of the evolving external environment, including business conditions and regulatory developments driven by climate change. Programs include internal and external training sessions, seminars, and forums.

[Climate-Related Training for the Board of Directors]

Date	Training
Oct. 2024	· Enterprise-wide integrated risk management system
Dec. 2024	· Climate change and other environmental issues: performance and plans
Dec. 2024	· Materiality assessment results and issue-specific opportunities and risks

Establishment of Climate-Related Performance Indicators for Management

The company links management compensation to the performance of climate-related initiatives. The ESG Committee conducts annual monitoring to assess progress on key action items related to the achievement of climate goals. The Committee also reviews whether climate-aligned performance indicators have been established and how those indicators are incorporated into the compensation framework.

[Details on Linking Executive Climate Performance to Compensation]

Target	Performance Indicator	Reference Regulation
CEO, Head of Business Support Division, Head of Technology and Infrastructure Division	Performance on Net Zero plan	Personnel committee performance compensation policy

Climate Change

Risk Management

Identification and Assessment of Physical Risks

SK Gas utilized the S&P Climanomics® analytics platform to identify and assess physical risks associated with its business sites. This solution provides rational and reliable forecasts of physical risks based on asset types and geographic locations, applying scenario frameworks aligned with major international agreements such as the United Nations Framework Convention on Climate Change and the Paris Agreement.

[Hazards subject to scenario analysis]

Hazards						
Fluvial flood	Pluvial flood	Typhoons	Wildfires	Drought	Extreme tempera-tures	Water stress

[Variables and data sources used in the analysis]

Input/Variable	Details	Data Sources
Climate variables by hazard type	Flood range, precipitation, sea surface temperature, temperature, humidity, wind speed, solar radiation, wildfire, drought-prone areas, etc.	• NASA NEX-GDDP[1] Dataset • World Meteorological Organization (WMO) CMIP[2]6 scenario data
Asset type	Asset type most appropriate to asset characteristics	• Asset types provided by S&P Climanomics® Methodology
Asset value and location	Book value, latitude and longitude	• Target enterprises for analysis
Scenario	SSP1-2.6, SSP5-8.5	• IPCC 6th Assessment Report's Shared Socioeconomic Pathways (SSP) scenarios

1) NASA Earth Exchange Global Daily Downscaled Projections
2) Coupled Model Intercomparison Project

[Physical Risks Identification and Assessment Process]

Business Sites

1	Selection of Climate Scenarios	• Selected the SSP 1-2.6[3] scenario with the lowest global temperature increase and the SSP 5-8.5[4] scenario with the highest increase
2	Selection of Business Sites for Analysis	• Selection of business sites for analysis based on the list of tangible assets, investment properties, right-of-use assets, and their composition ratios in financial statements
3	Input of Business Sites Information	• Input asset type, asset value, and location information of business sites into S&P Climanomics®
4	Derivation of Financial Loss Amounts	• Derived financial loss amounts (Modeled Average Annual Loss, MAAL[5]) by business location, scenario, period, and disaster based on S&P Climanomics®
5	Identification of Physical Risks	• Disasters with non-zero financial loss amounts by scenario are identified as physical risks
6	Selection of Material Risks	• Calculated financial loss amounts by disaster and period based on the scenario with the maximum financial loss • Disasters exceeding the financial loss threshold are selected as material physical risks

Value Chain

1	Identification of Physical Risks	• Collection of incident reports related to procurement process damages caused by physical risks
2	Evaluation of Physical Risks	• Conducted FGI (Focus Group Interview) with internal interested parties highly knowledgeable about business and climate (ESG Operation Group, SHE Planning Group, Trading Operation, Finance/Planning, etc.) to identify and assess physical risks that may occur upstream/downstream • Evaluated the likelihood of financial impact occurrence and the potential scale of financial impact for each risk
3	Selection of Material Risks	• Risks with likelihood and scale evaluation results exceeding average values are selected as material physical risks

For hazards and business sites where exposure to physical risks is material, the necessity of strategy establishment is determined based on the analysis results. If an existing strategy is in place, the enterprise's resilience resulting from the implementation of the strategy is evaluated.

3) SSP 1-2.6: Scenario assuming minimization of fossil fuel use due to advances in renewable energy technology
4) SSP 5-8.5: Scenario focusing on industrial technology development and urban-centered expansion
5) Total expected financial losses due to climate change including, capital expenditures, incremental operating costs, asset impairments, etc.

Climate Change

Risk Management

Identification and Assessment of Transition Risks and Opportunities

SK Gas identifies transition risks and opportunities by business unit in accordance with the TCFD recommendations. The company uses the following categories as the basis for assessment: policy and legal, technology, market, reputation, resource efficiency, energy sources, and product and service resilience.

For the assessment, SK Gas applies scenario analyses based on the STEPS (Stated Policy Scenarios) and APS (Announced Pledge Scenarios) developed by the International Energy Agency (IEA). These public scenarios are widely used by energy companies and are aligned with major international agreements such as the UN Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. The selected scenarios offer a comprehensive analysis of global energy markets and policy trends and are considered appropriate for the company's strategic planning.

[Variables and data sources used in the analysis]

Input/Variable	Details	Data Source
Fuel demand outlook by region	Regional natural gas demand outlook, regional hydrogen demand outlook	• IEA WEO (World Energy Outlook) 2024
Scenario	STEPS, APS	• IEA Global Energy and Climate Model

1) Stated Policies Scenario (STEPS) – Conservative scenario: Assumes that existing policies currently in place and officially announced by each country will be implemented, based on a sector-by-sector assessment of those policies.
2) Announced Pledges Scenario (APS) – Progressive scenario: Assumes full implementation of all climate-related commitments, including each country's NDCs and long-term net-zero targets.

[Transition Risk and Opportunity Identification and Assessment Process]

1 Identification of risks and opportunities	• Based on TCFD recommendations, CDP Climate Change data, and other references, transition risks and opportunities are identified.
2 Definition of risks and opportunities	• Risks and opportunities are defined based on climate change drivers specific to the company.
3 Evaluation of risks and opportunities	• Conduct Focus Group Interviews (FGIs) with internal stakeholders (e.g., ESG Operation Group, SHE Planning Group, Finance/Planning) with high awareness of business and climate-related issues. These sessions assess both the likelihood and financial magnitude of each identified risk and opportunity. • Where quantification is practicable, scenario analysis is conducted to estimate potential financial exposure.
4 Selection of material risks and opportunities	• Items that exceed predefined thresholds for likelihood and financial impact are designated as material transition risks and opportunities.

For material climate-related transition risks or opportunities, the company assesses whether a strategic response is necessary. If a strategy is already in place, the company evaluates its resilience by reviewing the outcomes of its implementation.

Integration with Enterprise Risk Management Process

SK Gas has established an enterprise-wide risk management framework by forming a management-level Risk Management Committee and appointing a Chief Risk Officer (CRO). Through this structure, climate-related risks and opportunities are integrated with both financial and non-financial risks at the Board level.

The Risk Management Committee defines risk as the potential for uncertainties arising from business activities to negatively impact financial performance, corporate value, or reputation. Risks are categorized into business development risk, business operation risk, and corporate management risk, with climate-related risks and opportunities incorporated under the corporate management risk category to ensure systematic oversight and control.

Climate Change

Strategy

Material Risks and Opportunities

Physical Risks

SK Gas may face increased operating costs due to extreme temperatures and flooding caused by heavy rainfall at its directly operating sites. From the value chain perspective, disruptions to operations caused by typhoons and droughts could negatively impact profitability.

Transition Risks

The company recognizes reputational risks arising from potential failure to meet stakeholder expectations for GHG emissions reduction, which may result in revenue decline. In the long term, changes in energy demand toward zero-carbon sources may lead to reduced sales of LPG and LNG, highlighting the need for proactive responses to evolving energy market dynamics.

Opportunities

In scenarios where national decarbonization policies are implemented gradually, the extended competitiveness of existing low-carbon products may present a favorable outcome for the company. In addition to such regulatory factors, demand for low-carbon product lines is expected to remain strong until zero-carbon infrastructure becomes fully established in the energy market. In the post-transition period, the expansion of the zero-carbon energy market is anticipated to align with the company's portfolio transformation strategy, representing a long-term growth opportunity.

[Impact of Risks and Opportunities on the Company]

Subject of Quantitative Financial Impact Calculation

Risk and Opportunity		Scope	Period[1]	Expected Financial Impact on the Company	Response Strategy
Physical Risk	Extreme temperature	Own operations	Short to long-term	·Increased operating costs, including cooling and air-conditioning, due to extreme temperature condition	· Improvement of energy efficiency at business sites and use of renewable energy-based energy
	Pluvial Flooding	Own operations	Short to long-term	·Recovery and cleanup costs incurred from site flooding	· Investment in structures to prevent flood damage
	Typhoons, droughts	Across the value chain	Short to long-term	·Profitability decline due to disruptions in vessel berthing and unloading caused by increased physical climate risks such as typhoons	· Investment in equipment to enhance durability against typhoon damage · Strengthening safety management plans for handling hazardous materials during docking and cargo handling of incoming and outgoing vessels
Transition Risk	Reputation: Demand for GHG emissions reduction	Own operations	Short to long-term	·Revenue decline resulting from failure to implement GHG reduction measures	· Continuous review and update of the 2030 Net Zero roadmap · Implementation of GHG emissions reduction including use of seawater heat exchangers, and conclusion of PPA contracts ❖ **Current and Anticipated Financial Impacts from Implementation of Greenhouse Gas Reduction Strategy** • **Financial Impact for Current Period (2024):** ① Acquisition cost of seawater heat exchanger assets: approximately KRW 15.3 billion (current depreciation expense: approximately KRW 0.5 billion) • **Short-, Mid-, Long-term Financial Impact (2025–2030):** ① Seawater Heat Exchanger: CAPEX and OPEX costs of approximately KRW 9.1 billion, with a decrease in costs (LPG fuel costs) of about KRW 15 billion) ② PPA: Renewable energy procurement costs of approximately KRW 28.3 billion with a decrease in costs (electricity charges) of about KRW 26.3 billion)
	Market: changes in energy demand	Own operations	Long-term	·Decline in LPG/LNG sales due to long-term reduction in demand for carbon-emitting fuels	· LPG Business - Stable supply of LPG for private and transportation use based on LPG import/distribution and refueling station infrastructure - Diversification of customer sites including industrial fuel, power generation fuel, petrochemical and refining raw material LPG · LNG Business - Securing new supply opportunities for industrial LNG - Expanding operation of LNG import and supply infrastructure - Promoting LNG supply business for bunkering · Hydrogen/Ammonia Business - Promoting clean hydrogen supply business for power generation companies - Advancing clean hydrogen co-firing power generation at Ulsan GPS and SK Multi-Utility - Advancing clean ammonia co-firing power generation at GGP (Goseong Green Power)
Opportunity	Regulations/ Policies/Laws: prolonged transition period due to passive implementation of decarbonization policies	Own operations	Short to mid-term	·Revenue growth driven by enhanced competitiveness of low-carbon products due to a prolonged transition period under slow national decarbonization	
	Market: changes in energy demand	Own operations	Short to mid-term	·Revenue increase during the short- to mid-term transition period based on growing demand for low-carbon products (LNG, LPG) prior to full-scale demand for zero-carbon energy	
		Own operations	Long-term	·Long-term revenue and investment gains expected from market expansion of zero-carbon energy after the transition period	

1) Short-term: Up to 1 year after the reporting period, Mid-term: Exceeding 1 year less than 5 years after the reporting period, Long-term: Exceeding 5 years after the reporting period

Climate Change

Strategy

Climate Change Response Strategy

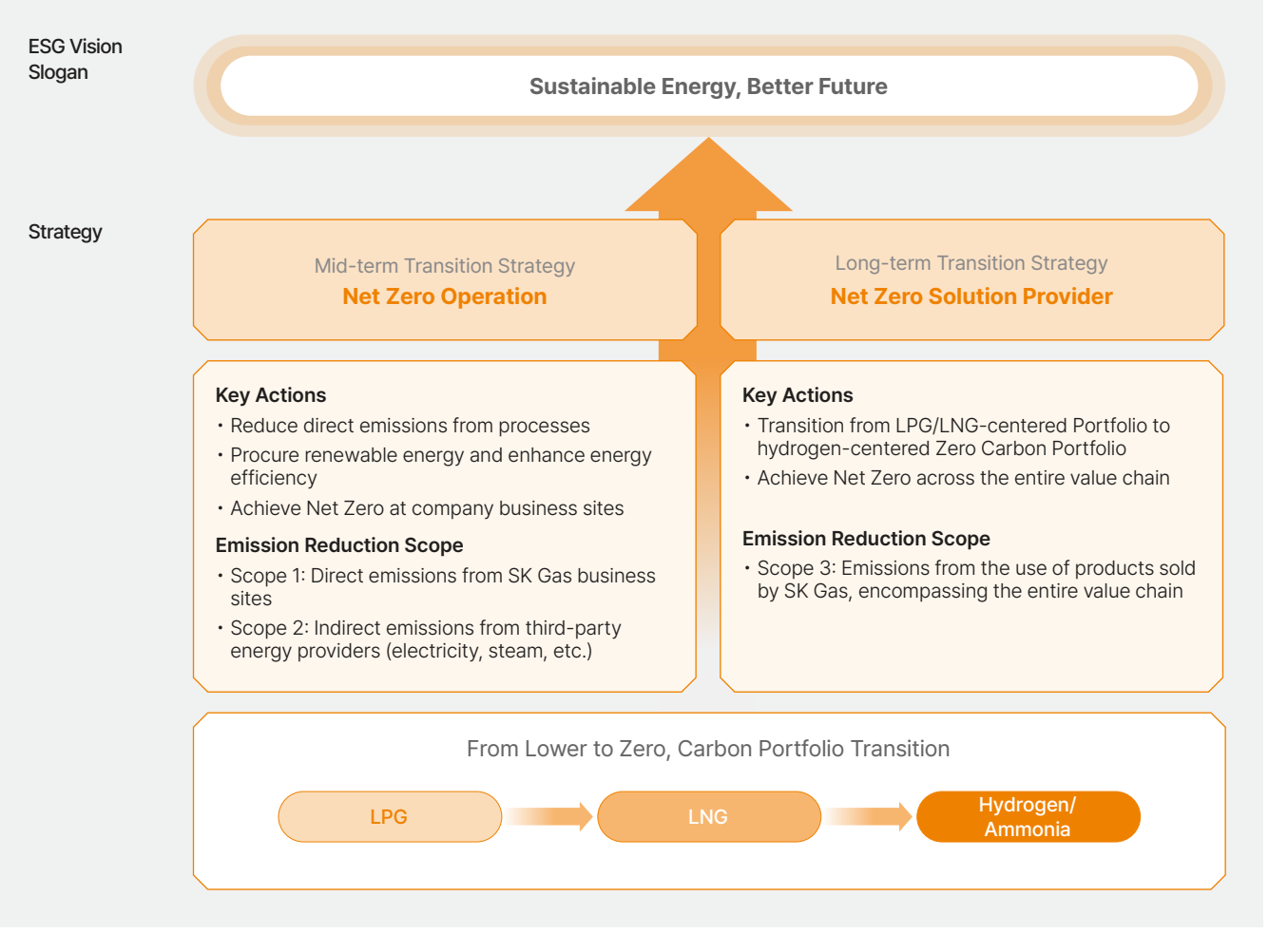
To realize its vision of 'Sustainable Energy, Better Future', SK Gas is pursuing a two-track climate strategy. In the short to mid term, the company is focused on achieving the 'Net Zero Operation' strategy, while in the long term, it aims to transition into a 'Net Zero Solution Provider'.

The company plans to achieve 'Net Zero Operation' across its overall business operations. To this end, it is strengthening climate governance and enhancing its internal capabilities to improve its response to climate change. Efforts include process innovation, renewable energy sourcing, and energy efficiency improvements to achieve Net Zero at its operation sites.

In the long term, SK Gas has established a strategy to become a 'Net Zero Solution Provider', aiming to balance sustainable growth with reduced environmental impact. The company is expanding beyond LPG and LNG into clean hydrogen and ammonia businesses, while also pursuing reductions in Scope 3 emissions to achieve Net Zero across the value chain and minimize environmental impact.

SK Gas will continuously collaborate with various stakeholders, including customers and partners, to address the critical issue of climate change and will make ongoing efforts to enhance related capabilities.

[Climate Change Response Strategy Framework]



Climate Change

Strategy

Net Zero Operation

SK Gas has declared the goal to achieve Net Zero by 2030 in response to climate change and has consistently met its annual GHG emissions reduction targets.

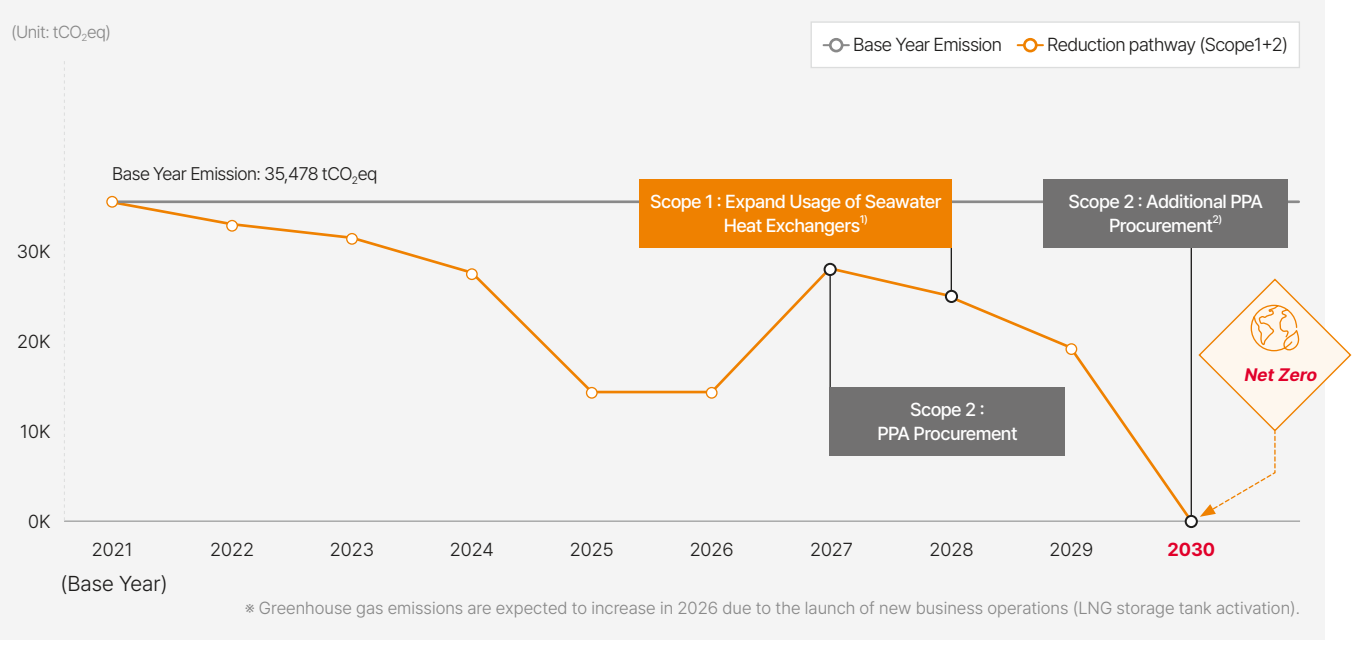
The company continues to assess the feasibility of its reduction pathway by considering various factors, including national policies, technological advancements, and changes in the business environment. In 2024, SK Gas recognized the need to update its Net Zero Roadmap to reflect changes in its business portfolio following the launch of its LNG business. Accordingly, it analyzed the technical applicability and cost-efficiency of existing reduction measures and identified new options to update the roadmap.

Going forward, SK Gas plans to continuously review external and internal conditions, as well as the cost and effectiveness of reduction measures, and revise the roadmap as necessary to strengthen the achievability of its 2030 Net Zero target.

[Key Reduction Plans]

	Reduction Plan
Scope 1	Seawater heat exchangers
Scope 2	Procurement of renewable energy(PPA)

[SK Gas 2030 Net Zero Roadmap]



As an outcome of the updated roadmap, the company intends to achieve its 2030 Net Zero target along the revised pathway. While GHG emissions may temporarily increase during the reduction period due to the launch of new businesses, SK Gas plans to reduce emissions through measures, such as expanding the use of seawater heat exchangers and sourcing renewable energy through Power Purchase Agreements (PPAs), ultimately reaching Net Zero by 2030.
This reduction pathway is based on existing commercialized technologies and has been developed under the premise that the implementation of such measures will contribute to enhancing corporate value. While the company remains committed to making good-faith efforts toward its stated goals, it recognizes that the achievability of the target may be affected by future changes in external conditions. In such cases, the company will continue to review and revise the target as necessary to reinforce its feasibility.

1) Design, licensing, and consultation with relevant agencies are underway to expand the use of seawater heat exchangers. The implementation schedule and reduction effects may change depending on progress.
2) Additional contracts need to be signed for additional PPA procurement. The actual timing of implementation and accompanying reduction effects may vary depending on the progress.

Climate Change

Strategy

SK Gas selects GHG reduction measures based on a comprehensive evaluation of technical feasibility, financial costs and benefits, with the aim of enhancing corporate value throughout the Net Zero transition process.

Scope 1 Emissions Reduction Activities (Net Zero Operation)

Need for Seawater Heat Exchangers

When importing LPG, the company increases the temperature of propane, which arrives at approximately -40°C, to around 3°C using fire heaters before storing it in underground caverns. This heating process accounts for approximately 99 percent of total Scope 1 emissions. To reduce these emissions, the company plans to expand the use of seawater heat exchangers. By using seawater as a heat source instead of heaters, propane fuel consumption is reduced, thereby lowering GHG emissions.

Plan for Expanding Seawater Heat Exchangers

Since 2020, the company has utilized seawater heat exchangers installed on vessels. In 2024, a large-capacity seawater heat exchanger was additionally installed at the Clean Energy Complex (CEC), resulting in a reduction of approximately 1,223 tons of fuel consumption and 3,576 tCO_2eq in GHG emissions. Within the next five years, SK Gas plans to apply seawater heat exchangers to the entire volume of LPG imported through the Ulsan and Pyeongtaek terminals. To support this initiative, the company is currently proceeding with design, licensing, and consultations with relevant authorities.

Scope 2 Emissions Reduction Activities (Net Zero Operation)

The company plans to reduce Scope 2 emissions by decreasing electricity consumption and sourcing renewable energy.

In 2024, solar panels were installed at the headquarters and three business sites (Ulsan Terminal, Pyeongtaek Terminal, and G.Hub), resulting in an estimated reduction of approximately 205 tCO_2eq in GHG emissions.

In 2024, SK Gas finalized Power Purchase Agreements (PPAs) totaling 40 MW in capacity. Through these agreements, the company plans to stably procure renewable energy across all sites for a 20-year period beginning in 2027. Until PPA-based procurement begins, the company will temporarily use the Green Premium to meet its renewable energy needs.

Scope 3 Emissions Reduction Initiatives (Net Zero Solution Provider)

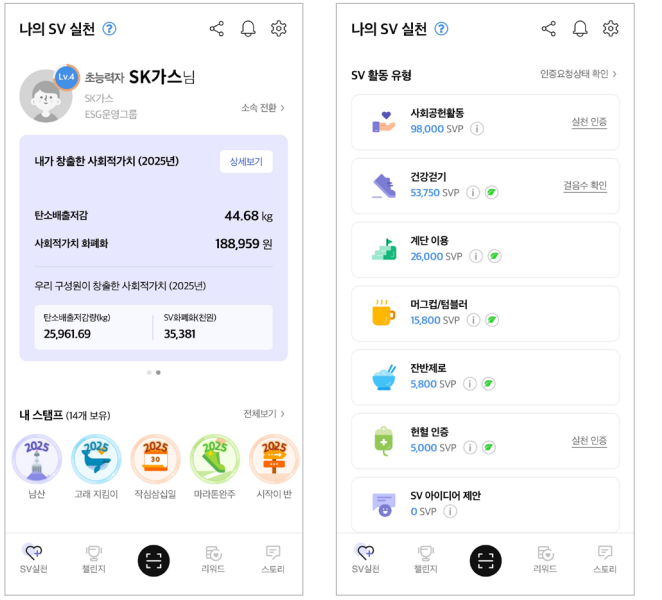
The company calculates and continuously manages Scope 3 emissions to reduce GHG emissions across the value chain. As of 2024, Categories 1, 10, and 11 accounted for 93.0 percent of total Scope 3 emissions based on internal estimates. In particular, a significant portion of emissions arises from the production of purchased LPG (Category 1) and the use of sold LPG (Category 11).

To reduce Scope 3 emissions, the company is pursuing the long-term supply of clean hydrogen and ammonia as feedstock. SK Gas aims to achieve Net Zero across the value chain by 2050.

Employee Participation in GHG Reduction

SK Gas promotes awareness among employees about the seriousness of climate change and encourages their contribution to GHG reduction by utilizing 'Hangarae', a social value action application. Employees can earn SV Rewards by participating in activities such as taking the stairs instead of the elevator, walking short distances, reducing food waste, and using mugs or tumblers instead of disposable cups. SV Rewards can be used for donations or to purchase goods from social enterprises. In 2024, activities through 'Hangarae' contributed to a reduction of approximately 86 tCO_2eq in GHG emissions. The company will continue to actively encourage employee participation in such initiatives.

[Social Value Application 'Hangarae']



Climate Change

Strategy

Climate Scenario Analysis

Physical Risk Analysis Results

An analysis of hazard-related impacts was conducted for eight business sites operated by SK Gas and its key subsidiaries. The findings indicate that extreme temperatures and pluvial flooding are expected to account for a significant portion of total physical impacts between 2020 and 2049. Among the sites, Ulsan GPS and the headquarters were identified as the most affected by physical hazards.

All sites are commonly exposed to risks associated with extreme temperatures and pluvial flooding. When comparing the low-carbon scenario (SSP1-2.6) with the high-carbon scenario (SSP5-8.5), the risk variation for abnormal temperatures was found to be the most pronounced. Annual trends indicate a rising pattern in the average cost loss rate due to physical hazards across all sites under both scenarios through 2049. Estimated loss rates for the 2040s (2040~2049), the period of highest exposure, are as follows.

[Average Annual Loss Rate by Hazard for Key Business Sites in the 2040s (2040–2049)[1)]]

Less than 0.1% | 0.1%~0.5% | 0.5%~1.5% | More than 1.5% | Not Applicable

Hazard	Extreme tempera-tures	Pluvial flood	Wildfires	Typhoons	Drought	Water Stress	Fluvial flood
Sites	Scenario: SSP1-2.6[2)] (<2°C)						
Head-quarters							
Ulsan Terminal							
Pyeong-taek Terminal							
G.Hub							
CEC							
Ulsan GPS							
SKGU[4)]							
SKGI[5)]							

Hazard	Extreme tempera-tures	Pluvial flood	Wildfires	Typhoons	Drought	Water Stress	Fluvial flood
Sites	Scenario : SSP5-8.5[3)] (>4°C)						
Head-quarters							
Ulsan Terminal							
Pyeong-taek Terminal							
G.Hub							
CEC							
Ulsan GPS							
SKGU[4)]							
SKGI[5)]							

1) Refers to the financial loss rate relative to asset value at each assessed site, resulting from increased costs, reduced revenue, or operational disruption due to physical hazard risks
2) SSP1-2.6: Scenario assuming minimal fossil fuel use driven by advances in renewable energy technologies
3) SSP5-8.5: Scenario assuming accelerated urban-centric development led by industrial and technological advancement
4) SKGU: SK Gas USA Inc.
5) SKGI: SK Gas International Pte. Ltd.

Analysis Results by Business Sites

The headquarters has high exposure to extreme temperatures and pluvial flooding. This is attributed to the characteristics of the Pangyo area, which is a densely urbanized region with a high frequency of urban heat island effects and a large proportion of impervious surfaces.

For Ulsan GPS, uninterrupted plant operations require effective equipment cooling and prevention of overheating. As a result, the site was found to be more exposed to extreme temperatures compared to other facilities located in the Ulsan area. In addition, due to the significant water usage required for power plant operations, the site is also more vulnerable to drought risks relative to other sites.

SKGU, located in Houston, United States, showed a relatively high loss rate related to abnormal temperatures. However, given the limited asset amount exposed, it is not considered a site subject to material physical risk.

Resilience Assessment

Given the nature of its business operations and regional conditions, SK Gas continuously monitors the likelihood of major hazards such as extreme temperatures and pluvial flooding, which are considered to pose relatively high impact. The company is actively working to ensure stable operations across its sites.

In particular, Ulsan GPS, which has a comparatively larger amount of assets exposed to physical risks, is mitigating such risks through the adoption of high-efficiency equipment such as cooling towers and the operation of real-time monitoring systems.

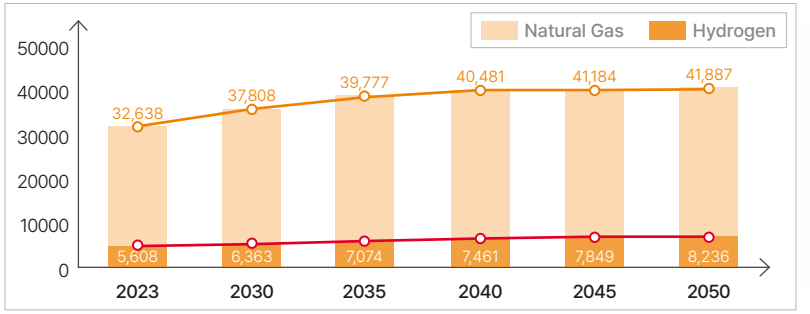
Climate Change

Strategy

Climate Scenario Analysis

[LNG and Hydrogen Demand Forecast -STEPS[1] Scenario]

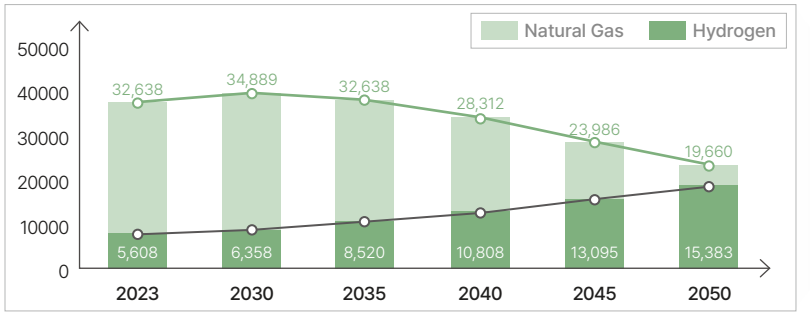
(Unit:PJ)



- LPG and LNG Demand: Expected to increase sharply until 2030, followed by a slowdown in growth
- Hydrogen Demand: Expected to increase gradually and continuously through 2050

[LNG and Hydrogen Demand Forecast –APS[2] Scenario]

(Unit:PJ)



- LPG and LNG Demand: Expected to peak around 2030, then decline by more than 50 percent by 2050
- Hydrogen Demand: Expected to grow rapidly after 2030, reaching approximately 80 percent of LPG and LNG demand by 2050

1) Stated Policies Scenario (STEPS) – Conservative scenario: Assumes that existing policies currently in place and officially announced by each country will be implemented, based on a sector-by-sector assessment of those policies.

2) Announced Pledges Scenario (APS) – Progressive scenario: Assumes full implementation of all climate-related commitments, including each country's NDCs and long-term net-zero targets.

Transition Risk and Opportunity Analysis Results

In the short- to mid-term, the increasing demand for lower-carbon products (LNG and LPG) is expected to present revenue growth opportunities. Under the APS scenario, although there is a potential long-term risk of revenue decline due to reduced demand for lower-carbon products (LNG and LPG), there is also a corresponding opportunity for revenue growth driven by the expansion of the hydrogen market.

Short- to Mid-Term Response Strategy

To respond to increasing demand for LPG and LNG in the short to mid term, SK Gas is advancing its Lower Carbon Solution strategy. The company ensures a stable supply of LPG for civilian and transportation use through its import, distribution, and fueling infrastructure. It is also diversifying its portfolio to flexibly meet market demand, including LPG for industrial and power generation fuel, as well as for petrochemical and refinery feedstock.

In parallel, SK Gas is securing new LNG supply opportunities for industrial users and expanding its LNG import and distribution infrastructure. The company is also promoting LNG bunkering operations.

Long-Term Response Strategy

In response to rising hydrogen demand through 2050, SK Gas is implementing its Zero Carbon Solution strategy by developing projects to supply clean hydrogen fuel to power generators. This includes the development of clean hydrogen co-firing at the Ulsan GPS plant and ongoing plans for clean ammonia co-firing at Goseong Green Power (GGP).

Resilience Assessment

SK Gas is pursuing both the Lower Carbon Solution (LNG and LPG) and the Zero Carbon Solution (hydrogen and ammonia) strategies. By adjusting the timing of implementation, the company aims to flexibly respond to transition risks and opportunities. In the short to mid term, it seeks to maximize opportunities by meeting growing LNG and LPG demand. In the long term, it will focus on expanding the Zero Carbon Solution strategy to address increasing hydrogen demand, thereby minimizing transition risks while maximizing growth opportunities.

Climate Change

Metrics & Targets

GHG Emissions Metrics

Total Absolute GHG Emissions

SK Gas calculates its Scope 1 and 2 emissions in accordance with the guidelines for reporting and verification under Korea's national emissions trading scheme. The calculation is based on the emission factors provided in the Ministry of Environment notifications and the 2006 IPCC Guidelines for National GHG Inventories, including default emission factors and the national net calorific values and emission factors by fuel type as specified by the Ministry.

Scope 3 emissions are calculated using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011), based on a materiality of business operations across all Scope 3 categories.

[Scope 1 and Scope 2 Emissions]

(Unit: tCO_2eq)

	2022	2023	2024
Total Emissions (Scope 1, 2)	32,383	30,794	20,317
Direct Emissions (Scope 1)	23,817	23,450	16,244
Indirect Emissions (Scope 2) – Location based[1)]	11,103	11,329	11,851
Indirect Emissions (Scope 2) – Market based[2)3)]	8,566	7,344	4,074

[Scope 3 Emissions]

(Unit: tCO_2eq)

	2022	2023[4)]	2024
Total Emissions	11,942,583	11,782,373	10,410,211
Category 1 – Purchased goods and services	3,275,410	3,228,201	2,980,254
Category 2 – Capital goods	34,558	15,338	10,199
Category 3 – Fuel and energy-related activities	11,755	6,794	5,514
Category 4 – Upstream transportation and distribution	107,859	103,913	109,501
Category 5 – Waste generated in operations	26	17	17
Category 6 – Business travel	1,249	1,058	799
Category 7 – Employee commuting	468	497	572
Category 8 – Upstream leased assets	223	2,421	2,172
Category 10 – Processing of sold products	2,093,757	2,056,066	1,083,898
Category 11 – Use of sold products	6,417,037	6,366,189	5,623,025
Category 13 – Downstream leased assets	122	1,786	1,413
Category 15 – Investments	119	93	592,847[5)]

1) Location-based indirect emissions (Scope 2): Emissions measured using the average greenhouse gas emission factor from power generation
2) Market-based indirect emissions (Scope 2): Emissions measured by reflecting the emissions of specific power suppliers and offset emissions such as RECs and PPAs
3) Scope 2 market-based emissions calculation according to the global RE100 operating organization (CDP) standards
4) Data recalculated for 2023 due to calculation errors
5) Increase due to the start of Ulsan GPS operation in 2024

Climate Change

Metrics & Targets

GHG Emissions Reduction Targets

To contribute to climate change mitigation and the goals of the Paris Agreement 1.5°C scenario, SK Gas has established reduction targets for Scope 1, 2, and 3 emissions. These targets were set in consideration of Korea's Nationally Determined Contributions (NDCs) under the Paris Agreement, the government's 2050 Net Zero roadmap pursuant to the Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis, and the national GHG emissions allowance allocation plan. SK Gas has defined targets based on its own operational boundaries, covering all business sites including the Pangyo headquarters, G.Hub, Pyeongtaek Terminal, Ulsan Terminal, Ulsan CEC Terminal, and Bugok Yongyeon Pressure Control Station. In alignment with these reduction targets, the company is implementing GHG reduction measures company-wide.

Scope 1 and Scope 2 Emission Target

In 2024, Scope 1 and 2 emissions totaled 20,317 tCO_2eq, overachieving the reduction target of 27,364 tCO_2eq. SK Gas will continue to reduce Scope 1 and 2 emissions through the implementation of its Net Zero Operation strategy, with the goal of achieving Net Zero by 2030.

[Scope 1,2 Net Zero Performance and Targets]

Category	Scope of Application	Base Year Emissions	Current Year Emissions	Final Target
		2021	2024	2030
Scope 1, 2 emissions[1]	SK Gas (standalone)	35,478tCO_2eq	20,317tCO_2eq	0tCO_2eq
Change from Base Year		(Base Year)	42.74% reduction	100% reduction from base year

1) Based on market-based Scope 2 indirect emissions

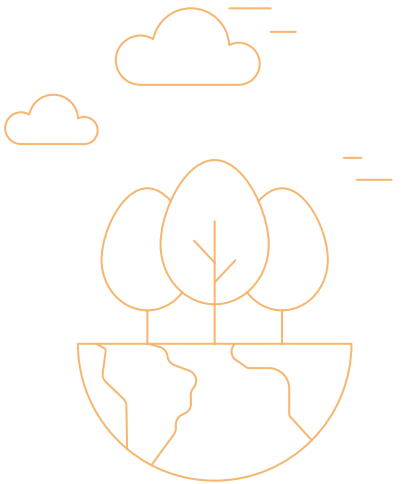
[Net Zero Roadmap Performance and Targets (in depth)]

Metric	Description	Unit	Performance			Target[2]					
			2022	2023	2024	2025	2026	2027	2028	2029	2030
GHG (Scope 1&2) Emissions	Target emissions	tCO_2eq	32,409	31,747	27,622[4]	15,191	15,428	27,799	25,154	19,910	0
	Actual emissions[1]	tCO_2eq	32,383	30,794	20,317	-	-	-	-	-	-
	Reduction amount	tCO_2eq	2,945	4,526	12,048	-	-	-	-	-	-
	Target achievement rate	%	100.10%	103.10%	134.70%	-	-	-	-	-	-
Energy Efficiency and Reduction	Seawater heat exchanger (vessel use)	tCO_2eq	381	390	293	195	195	195	-	-	-
	Seawater heat exchanger (large-scale use)	tCO_2eq	-	-	3,773	9,401	9,483	9,565	12,381	21,154	24,050
Expansion of Renewable Energy Use	Solar power	tCO_2eq	27	152	205	205	205	205	205	205	205
	REC procurement	tCO_2eq	2,537	3,984	-	-	-	-	-	-	-
	Green premium[3]	tCO_2eq	-	-	7,777	16,810	21,236	-	-	-	-
	PPA	tCO_2eq	-	-	-	-	-	23,460	23,460	23,460	54,920

1) The combined value of Scope 1 emissions and Scope 2 market-based emissions according to the global RE100 operating organization (CDP) standards.
2) The design, approval, and consultation processes with relevant agencies are underway to expand the use of seawater heat exchangers; therefore, the implementation timing and reduction effects may vary depending on progress.
3) Temporary use for three years before PPA contract procurement, with renewable energy procurement planned for 20 years starting in 2027 based on the PPA contract already signed in 2024.
4) The 2024 target emissions presented on this page has been revised in accordance with the data published in the 2023 Sustainability Report. (August 13, 2025)

Scope 3 Emission Targets

The company aims to achieve Net Zero for Scope 3 emissions by 2050 through its transition to Zero Carbon Solution businesses. To support this goal, SK Gas measures Scope 3 emissions annually and monitors progress against its reduction targets.



Health and Safety

Governance

Health and Safety Policy

SK Gas has established its SHE (Safety, Health, Environment) Management Policy by designating safety, health, and the environment as core values of its management, with the aim of ensuring the well-being of all stakeholders. This policy applies to all workers at the company's business sites—including regular and contract employees, subcontractors, service providers, outsourced personnel, and workers in special employment types—as well as partners. It is designed to comprehensively manage safety and health risks that may arise throughout the entire business process.

SHE (Safety, Health, and Environment) Management Policy]

[SHE (Safety, Health, and Environment) Management Policy]

Leadership by management in expressing and practicing SHE commitment to establish a culture of advanced autonomous safety.

Strict adherence to SHE laws and regulations, with regular inspections, improvements, and system enhancements to elevate SHE management standards.

Development and rigorous implementation/management of action plans for achieving SHE goals, considering all human and material resources..

Creation of a healthy and clean work environment, with systematic health management to prevent occupational diseases and promote health for all workers.

Leadership in environmental preservation through energy conservation, expansion of eco-friendly energy use, comprehensive environmental impact assessments, and reduction of greenhouse gases and pollutants.

Maintenance of a cooperative system with partners to share SHE management capabilities and grow together as a global leader.

Transparent investigation, improvement, and sharing of SHE incidents to prevent similar occurrences and maintain constant emergency response systems to mitigate damage.

Transparent disclosure and sincere communication of SHE management performance and related information to internal and external stakeholders.

Byung Suk Yoon, CEO of SK Gas

Health and Safety Management System

SK Gas carries out major health and safety decision-making and risk management activities under the oversight of the Board of Directors. The company also operates dedicated health and safety teams at each business site to strengthen the execution of health and safety activities.

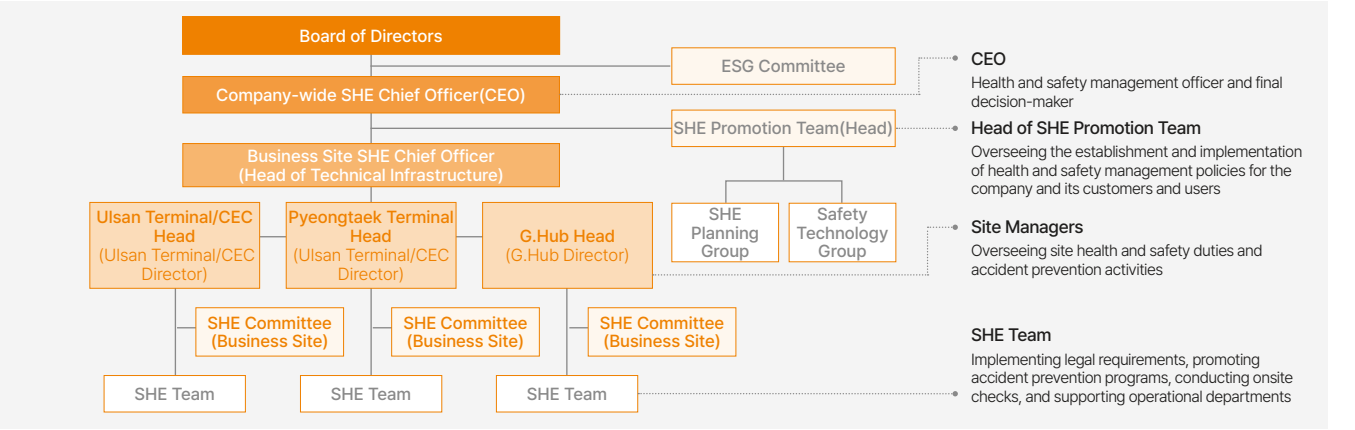
Roles of the Board and Management

The ESG Committee reviews and deliberates on key health and safety issues. The Board of Directors gives final approval for key agenda items related to the health and safety management system, including staffing, facilities, equipment, and improvements to hazardous risk factors. The CEO, as the company's Chief SHE Officer, conducts semiannual reviews of the implementation and performance of the SHE management system across all business sites.

Dedicated Health and Safety Organization

The SHE Promotion Team, composed of the SHE Planning Group and the Safety Technology Group, reports directly to the CEO to ensure organizational independence and strengthened authority. It is responsible for executing company-wide health and safety operations.

[Health and Safety Management Organization]



[SHE Promotion Team]

Category	Tasks
SHE Planning Group	• Establish company-wide SHE (Safety, Health, and Environment) management strategies and policies • Develop SHE-related initiatives • Monitor and support activities at each operational site
Safety Technology Group	• Strengthen facility integrity at customer sites • Support the establishment of safety management systems for lessees • Enhance the capabilities of partners • Improve safety management across the LPG supply chain

At each business site, a SHE Committee composed of key managerial personnel is responsible for making health and safety-related decisions. The site-level SHE Team, which serves as the working-level organization, is staffed with essential personnel across five core areas: industrial safety, gas, fire protection, chemical substances, and environment. In accordance with applicable regulations, the team carries out on-site inspections and implements accident prevention programs, among other responsibilities.

Health and Safety

Governance

Health and Safety Monitoring System

Health and Safety KPIs

To assess the performance of health and safety management system, the company establishes both leading and lagging indicators, which are reflected in annual corporate- and site-level targets. Health and safety performance indicators are included in the KPIs of senior management, including the CEO, as well as SHE managers at each business site. Employees are evaluated based on leading indicators that are directly related to accident prevention, and those with outstanding performance are rewarded through various incentives, including opportunities for overseas training. The company also enforces compliance with SHE standards and procedures by issuing disciplinary actions in cases where essential safety rules or legal requirements are violated, thereby fostering a culture of accountability and adherence to the health and safety management system.

[Health and Safety KPI]

Target	Performance Indicators Reflected in KPIs (Leading/Lagging)
Key Management (including CEO) and Site SHE Managers	• Lost Time Injury Rate (LTIR) • Evaluation Results of Safety and Health Level Assessment
Employees	• Participation Rate in Safety and Health Training Programs • Number of Identified Risk Factors • Number of Safety Rule Violations • Acquisition of SHE Certifications

Establishment and Implementation of Safety Golden Rules (SGRs)

SK Gas has established and enforces Safety Golden Rules (SGRs) that should be strictly observed by both employees and partners. Any violation of these rules is subject to the company's zero-tolerance policy, and appropriate follow-up measures are taken based on internal regulations. The company support the strengthening of the safety and health management system by selecting companies among partners that have demonstrated outstanding accident prevention activities or have made significant contributions to achieving zero accidents, and by awarding CEO commendations and modest rewards. Additionally, the company regularly select and reward partner workers who actively participate in accident prevention activities such as identifying potential risks, by providing safety and health activity incentives. This emphasize the importance of collaborative safety and health activities to encourage ongoing participation.

[Safety Golden Rules]

1. Obtain work permit approval and follow procedures for all tasks.
2. Implement fall prevention measures for work at heights.
3. Measure hazardous gases and oxygen levels in confined spaces at prescribed intervals.
4. Establish a safety zone and restrict pedestrian access during heavy equipment operations.
5. Take fire prevention measures before conducting hot work.
6. Apply lockout/tagout procedures during maintenance of process and electrical equipment.
7. Verify the presence of buried utilities before excavation.
8. Smoking is prohibited within the workplace except in designated areas.
9. Immediately report safety incidents without concealment.

Regular Inspections and Assessments

SK Gas conducts regular inspections to proactively identify defects that could lead to unsafe equipment conditions or unsafe behaviors, and to verify the overall safety status. At each business site, inspections are carried out using checklists that clearly define the scope of inspection, covering the appearance, operating condition, and functionality of equipment. In particular, cycles such as planned inspections, daily inspections, and special inspections are established to identify and improve hazards and risks.

In addition, the company conducts regular assessments to prevent industrial accidents. These assessments comprehensively evaluate the implementation of the SHE management system, the appropriateness of budget utilization, and the status of hazard identification and remediation. Under the supervision of the SHE Promotion Team, the company strives to verify, improve, and strengthen the safety, health, and environment management level of each site to elevate it to the level of a global top tier.

Issues identified and improvements made through inspections and assessments are monitored monthly at the site level. The SHE Promotion Team also conducts semiannual reviews to verify the appropriateness and effectiveness of the corrective actions implemented.

[Regular SHE Inspections and Assessments]



Health and Safety

Strategy (Workplace Health and Safety)

Health and Safety Management System

ISO 45001 Certification (International Occupational Health and Safety Management System)

SK Gas aims to establish a company-wide closed-loop SHE (Safety, Health, and Environment) management structure based on SHE policy and operational framework using the Plan-Do-Check-Action (PDCA) cycle across all business sites. In 2023, the company obtained ISO 45001 certification and successfully maintained the certification through a surveillance audit by an external certification body in September 2024.

The company's occupational health and safety management system is implemented based on three core regulations, including the SHE Management System Standard, and 38 detailed procedures, such as the Safety Rule Management Procedure. Regular evaluations are conducted to ensure that these procedures are being followed in the field, and any deficiencies are addressed and improved accordingly.

[Occupational Health and Safety Management System Certificate]



Enhancing Health and Safety Competencies for Employees and the Value Chain

SK Gas provides regular SHE training and education to raise awareness of safety and build basic safety knowledge among employees and partners.

Regular Health and Safety Training

All employees are required to complete regular health and safety training in accordance with the Occupational Safety and Health Act and related regulations. Employees with responsibilities related to safety management also complete periodic job-specific training.

Practical Safety Training Programs

To enhance emergency response capabilities and prevent serious industrial accidents of employees and partners, SK Gas develops and operates hands-on training programs. In 2024, the company expanded the core training areas that began in 2023 (equipment, working at heights, scaffolding, and electrical safety) to include gas detector measurement methods.

[Priority Training Areas (Heavy Equipment, Working at Heights, Scaffolding)]



Additionally, on-site coaching sessions on "behavioral observation" were conducted to reinforce safe behaviors and address the root causes of unsafe actions, thereby enhancing accident prevention capabilities and execution at the field level. Emergency response and CPR training was also conducted to strengthen employees' ability to respond effectively in emergency situations.

[On-Site Coaching for Behavioral Observation]



[Emergency First Aid and CPR Training]



Health and Safety

Strategy (Workplace Health and Safety)

Employee Communication on Health and Safety

SK Gas actively gathers employee feedback through various communication channels and regularly holds the Occupational Health and Safety Committee, site-level SHE Committees, and site-level SHE Communication Meetings. Feedbacks collected through these channels are actively incorporated into the operation of the health and safety management system, contributing to the creation of a safe and comfortable working environment for all employees.

[Employee Communication Channels]

Category	Composition and Topic
Occupational Safety and Health Committee (Quarterly)	• Composition: 8 labor-management representatives, including senior representatives • Topic: Sharing risk factor identification and improvement results
SHE Committee (Quarterly)	• Composition: Site managers, team leaders, supervisors • Topic: Review and resolution of SHE issues
SHE Communication Meetings (Monthly)	• Composition: Site managers, all employees • Topic: Collection and discussion of safety suggestions and feedbacks

[SHE Committee Operations]

Category	Unit	Business Site			
		ECO Hub	Ulsan Terminal	Pyeongtaek Terminal	G.Hub
Number of meetings	Meetings	4	4	4	4
Agenda items	Items	12	15	21	11
Completed improvements	Items	10	13	16	11
Completion rate	%	83.3	86.7	76.2	100

Occupational Health Management

As part of its occupational health strategy, SK Gas identifies harmful factors at business sites and establishes a systematic response framework to design and implement customized health programs for both employees and partner workers. These programs aim to prevent occupational diseases and promote health and wellness for all employees, including contract workers.

To prevent occupational illnesses, the company conducts work environment measurements, evaluates ergonomic risk factors, and performs chemical hazard assessments at each site to identify harmful factors. The identified risks, along with the results of employee health screenings, are analyzed through a health management system to implement targeted monitoring and support for high-risk individuals. SK Gas also operates a variety of wellness programs, including psychological counseling services and other health-focused benefits.

Additionally, the company conducts internal assessments on health management system to identify areas for improvement and collects employee feedback annually to improve welfare programs.

Operation of Workplace Wellness Programs

Based on an analysis of employee health screening data and the specific work characteristics of each site, SK Gas designs and implements site-specific wellness programs. Key examples of these programs include the InBody Health Promotion Challenge, Smoking Cessation Programs, CPR Contests, and intensive personalized health management services.

[Smoking Cessation Program]



[Employee Health Counseling]



[Employee Health Programs]

Occupational Disease Prevention Activities

Health Screenings and Occupational Risk Identification/Monitoring

- Identification of high-risk individuals and key health concerns through health screening result analysis
- Identification and monitoring of workplace health hazards (e.g., work environment measurements, ergonomic risk assessments, job stress surveys)

Health Care Room

- Hiring dedicated health personnel and operate the health care room continuously
- Providing health promotion programs and health consultations for employees and partner workers

Health Promotion and Wellness Programs

Medical Expense Support

- Provision of medical expense support programs for employees and their family members to treat specific illnesses

Paid Leave and Medical Leave Support

- Operation of paid leave programs for employees requiring long-term treatment, including cancer

Mental Health Protection

- Psychological counseling services provided to manage job-related stress and support mental health improvement(e.g., the 'Simtness' program in operation since 2020)

Fitness Center Operation

- Use of company fitness facilities supported under the flexible work system
- Support for various health promotion activities such as group exercise and yoga

Health and Safety

Strategy (Partner Health and Safety)

Partner Accident Prevention System

SK Gas conducts prequalification assessments to strengthen the safety management capabilities of partners and to prevent industrial accidents involving business partner workers. The evaluation covers 22 items across 7 categories, including health and safety management systems and accident prevention activities. This system ensures that only partners with verified health and safety capabilities are eligible to participate from the bidding stage.

To select partner, SK Gas conducts on-site visits to local companies for prequalification assessments and works to identify new partners with strong health and safety management capabilities.

In 2024, the company conducted SHE registration evaluations for 43 partners participating in the ECO-Hub construction project at the headquarters as part of the prequalification process.

[Partner SHE Management Process]

Qualified Partner Selection	SHE Registration Evaluation Partner Selection	• SHE Registration Evaluation and Selection - Evaluation of management system, training, accident/emergency response, and site management to confirm eligibility
On-Site Safety Management	SHE Plan	• Development and Review of SHE Plans - Prior to construction commencement, establishment of a comprehensive safety plan - Review and supplementation of the adequacy of risk assessment, health and safety management costs, training,and inspections
	Pre-Construction Safety Meetings	• Pre-construction safety meetings and training - Review work methods and preparation items → Supplement risk assessments and safety measures - Safety training for workers upon site entry: Familiarization with work hazards and safety rules
	Tool Box Meeting(TBM)	• TBM (Tool Box Meeting) - Led by SK Gas construction team, involving all partner workers - Confirmation of daily work hazards/safety measures and conduct health checks (blood pressure/ alcohol)
	Work Permits	• Work Permit - Final check of legal requirements and safety measures before starting work - Safety inspection and approval of scaffolding/heavy equipment/tools → implement corrective actions if necessary before starting work.
	On-Site Safety Inspections	• On-Site Safety Inspections - Verification of compliance with work permit requirements, check for unsafe behaviors/environmental factors → stop work if violated/manage positive cases as commendable examples
Post-Management	SHE Post-Evaluation	• SHE Post-Evaluation - Evaluation of accidents, safety rule violations, and health/safety management expenses to impose penalties

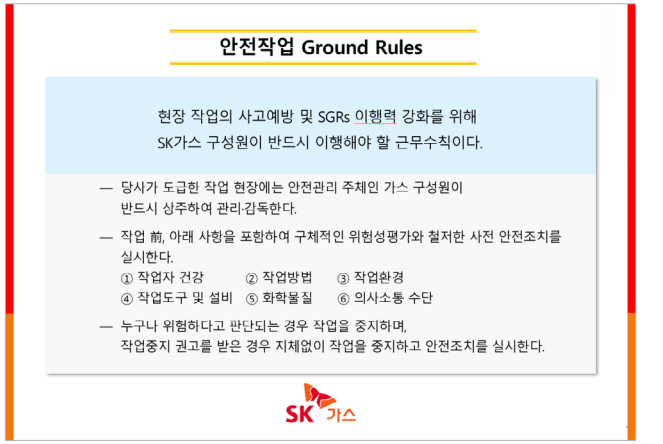
Worksite Safety Management

SK Gas implements pre-task risk assessments and enforces safety measures in accordance with its three core safety principles. A designated SK Gas employee is stationed at each worksite as the safety officer. In addition, work is suspended in hazardous situations to prevent on-site accidents and occupational injuries.

[Three Principles of Safe Work]

1. Thorough risk assessment and safety measures before work
2. On-site presence of safety officers
3. Work stoppage in dangerous situations by anyone

[Ground Rules for Safe Work]



Health and Safety

Strategy (Partner Health and Safety)

Win-win Cooperation Program

SK Gas promotes various collaborative programs to strengthen the commitment to safety management and raise awareness of health and safety among partner employees.

[Win-win Cooperation Programs]

Category	Program	Description
Common	Support for comprehensive health checkups	• Support for comprehensive health checkups to prevent industrial accidents by promoting shared growth with partners and enhancing the health of their employees
ECO Hub	SHE competency enhancement training for partners	• Quarterly training to strengthen SHE competency on risk assessment, work permits, safety and health measures, and emergency response procedures
Ulsan Terminal	SHE shared growth workshop	• Small group discussions for SHE shared growth • SHE quiz competition and rewards • Fall prevention training
	Meeting with partner representatives	• Awards for outstanding partners and site managers • Proposals and discussions led by partner representatives
Pyeong-taek Terminal	Management-level pre-work safety briefing (TBM) competition	• Promotion of safety and health awareness and creation of a safety-first culture through a pre-work safety briefing (TBM) contest
	Near-miss case identification contest	• Prevent recurrence and address root causes by identifying near-miss cases to avoid similar or related incidents
G.Hub	Partner Safety Keeper Activities	• Identify and improve hazardous and risky factors, followed by evaluation and rewards
	Fall prevention safety campaign for work at heights	• Training and education on the importance of lanyard hook attachment and installation standards for fall protection equipment during work at heights

Partner Health and Safety Support Programs

SK Gas operates capacity-building programs for small local partners and those that do not meet the prequalification standards. To better reflect actual costs, the company revised its cost accounting method for occupational health and safety management expenses to include essential items such as scaffolding, safety railings, and safety supervisor expenses.

In addition, to strengthen on-site safety management and prevent accidents, SK Gas introduced a High-Risk Work Training Certification Program. Customized training videos are developed in-house based on worker characteristics, and training is followed by assessments to ensure comprehension. This initiative provides clear standards and professional knowledge, contributing to accident prevention at business sites. Furthermore, SK Gas gathers feedback from partners at all levels—including CEOs, site managers, and workers—through tiered VOC (Voice of Customer) interviews to identify practical safety enhancement measures and implement continuous improvements.

On-Site Risk Management Consulting for Small Partners

For partners with fewer than ten employees, SK Gas conducts activities to enhance their safety management capabilities. In 2024, the company participated in a shared growth initiative led by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency (KOSHA). Through this program, SK Gas provided consulting support, including guidance on safety implementation techniques.
Site visits were conducted jointly by external experts and SK Gas's occupational health and safety specialists. The consulting included assistance in establishing health and safety management systems, conducting workplace risk assessments, providing technical support, and evaluating implementation. As a result, all nine participating partners showed improved safety management performance, and due to high satisfaction, the program is planned to continue in 2025.

[On-Site Risk Consulting for Small Partners]





Partner Feedback Collection

SK Gas collects feedback on health and safety concerns through its partner councils and roundtable meetings with partner representatives. In addition to formal meetings, the company maintains various communication channels to gather feedback from partner employees. An anonymous reporting system is available via the company's ethics channel, and human rights surveys and Focus Group Interviews (FGIs) are also conducted. In 2024, SK Gas completed the launch of the Smart Terminal Supplier Portal, which is used to gather input on on-site safety challenges and suggestions directly from the field.

SK Ethics Management

[Partner Feedback Channels]

Communication Channel	Frequency	Composition and Topic
Partner Representative Meetings	Annually	• Composition: Site managers and partner representatives • Topic: Sharing of annual SHE performance and awards
Partner Council Meetings	Monthly	• Composition: Site managers, relevant team leaders/ site supervisors • Topic: Discussion on safety and health measures

[Partner Council Operations Status]

Category	Unit	Business Site			
		ECO Hub	Ulsan Terminal	Pyeongtaek Terminal	G.Hub
Number of meetings	Meetings	12	12	12	12
Agenda items	Items	56	18	16	21
Completed improvements	Items	56	18	15	21
Completion rate	%	100	100	93.8	100

Health and Safety

Risk Management

SHE Management Diagnosis

SK Gas conducts thematic SHE management diagnoses in collaboration with external experts and SK Group specialists to verify the safety management levels of its business sites.

SHE Performance Assessment

In 2024, SK Gas carried out a group-wide assessment of SHE management maturity to advance its SHE practices. The assessment measured the completeness of systems and processes across 17 SHE business elements through 802 items, and the level of execution through 188 items. This allowed the company to clearly understand its current status and derive actionable improvement measures. The company received an overall rating of Grade A (81 points), indicating progress in SHE operations. However, several areas were identified as relatively weak compared to Global Top Tier standards, particularly in system design and implementation. Based on these findings, SK Gas identified nine priority improvement areas across five critical fields. Going forward, the company plans to implement a mid-to-long-term improvement plan with the goal of achieving an S-grade management level.

[Group SHE Performance Assessment Improvement Plan]

	Improvement Items	Description
Safety	• Risk assessment • Work permits • Safety in small-scale EPC projects	• Apply work procedures and on-site inspection checklists based on risk assessment results • Define key requirements for permit approvers and reflect them in the final work permit process • Improve Partner Safety Keeper Activities
Environmental Management	• QA management of environmental pollutant measurement data	• Standardization of inspection, calibration, and data management procedures for measurement devices
Chemical Substances	• Safety of transportation partners	• Establishment of operational management, vehicle, and work management standards for LPG transportation partners
Health	• Management of health hazards • Follow-up management after health checkups	• Conduct risk assessments for hazardous agents • Operate health management programs for employees with abnormal findings or suspected illnesses
Training	• Qualification management of work permit holders • Evaluation of training effectiveness	• Implement a certificate program for work permit approvers • Establish procedures for evaluating the effectiveness of SHE training programs and enhancing training content

SHE Management System Comprehensive Diagnosis

Since 2021, SK Gas has conducted annual comprehensive diagnosis of its SHE management system. These diafnosis are carried out jointly with external auditors and involve on-site inspections, document reviews, and stakeholder interviews. The goal is to promote safety awareness and enhance SHE performance from an objective perspective.

In 2024, the diagnosis covered four categories, 15 assessment elements, and 568 indicators. The three business sites evaluated received an overall rating of Grade A (Good), which represented a slight decline compared to the previous year. The company plans to address identified shortcomings, strengthen field execution of the SHE system, and eliminate potential accident risks.

[SHE Management System Comprehensive Diagnosis Key Elements]

Diagnostic Elements	Description
Education/Training	• Verification of SHE competency requirements by organization/level, understanding of SHE procedures/instructions, and evaluation of training effectiveness
Risk Assessment	• Follow-up status on process and equipment integrity, adequacy of protective measures, and implementation of corrective actions
Safe Work Process	• Status of risk assessments, TBM (Tool Box Meeting) activities, work procedures, permit issuance and on-site execution, and information provided to field workers
Partner Management	• Selection of qualified contractors, SHE plans, implementation of safe work processes, post-evaluations, budgeting of safety management costs, and shared growth programs

[SHE Management System Comprehensive Diagnosis Results]

2022		2023		2024	
Grade	Score	Grade	Score	Grade	Score
C (Insufficient)	60	A (Good)	84.2	A (Good)	81

Compliance Review of Health and Safety Regulations

In 2024, an external professional organization conducted a legal compliance review across all SK Gas business sites. The review assessed the roles, responsibilities, and execution of the corporate SHE team, and confirmed the legal compliance and appropriateness of SHE facility operations within the ECO-Hub.

Additionally, following the start-up of the Clean Energy Complex (CEC) in the second half of 2024, SK Gas conducted an internal audit to establish a health, safety, and environmental management system and to identify potential legal gaps. A total of 25 SHE areas were reviewed, and necessary corrective actions were prioritized and addressed immediately. In 2025, the company plans to undergo a legal compliance audit led by external experts to minimize regulatory risks at the site level.

Hazardous and Risk Factor Management System

SK Gas operates a risk management system that clearly defines standards for hazardous tasks, identifies and improves on-site risk factors, and uses an IT system to analyze risk-related data. The system enables real-time monitoring of inspection results and corrective actions through a mobile app, and the data collected is analyzed and incorporated into SHE policies.

Identification and Mitigation of On-Site Risks

Each business site actively identifies and addresses hazardous factors across all tasks to ensure employee health and safety. In 2024, the company enhanced its job risk assessment techniques to further prevent potential accidents during operations.

Health and Safety

Risk Management

Identification and Improvement of Safety Management Blind Spots

SK Gas identifies and addresses safety blind spots by applying insights from domestic accident case analyses to field operations. This approach helps the company detect areas that may have been overlooked in existing safety management scopes and prevent similar incidents. A comprehensive safety assessment was conducted at the ECO-Hub headquarters to establish and implement a safety management system that reflects the unique characteristics of the building.

The company also identified and resolved improvement needs in areas such as equipment and facilities, maintenance work, electric vehicles, and confined spaces. In preparation for potential electric vehicle fires, SK Gas relocated charging stations to safer locations, installed specialized fire extinguishing equipment, and deployed thermal imaging cameras integrated with alarm systems. Additionally, the company enhanced its response capabilities through internal training and strengthened collaboration with local fire departments.

Recognizing that on-site cafeterias, which handle hazardous materials such as open flames and gas, could represent safety blind spots, SK Gas conducted internal inspections. Areas reviewed included cooking safety standards, fire risk management, fire protection systems, and measures for preventing respiratory illness. Identified risks are being addressed through ongoing improvement and regular monitoring.

[Thermal imaging camera for electric vehicle fire response]



[Automatic fire suppression system for cafeteria]



Establishment of an Integrated Control System

To detect and prevent SHE-related risks and issues at an early stage, SK Gas has implemented an enterprise Integrated Control System. This system enables real-time monitoring of business sites, centralized management of facilities, and early detection of potential hazards. The system provides comprehensive visual and data-driven insights into safety and environmental conditions, supporting prompt and coordinated decision-making through the SHE control room.

[Enterprise Integrated Control System]



CCTV Integrated Control	**Real-time monitoring of key processes and work sites** • Targets : Ulsan Terminal, Pyeongtaek Terminal, G.Hub, SKA • Linked Information : Fixed/Mobile CCTV
DIP[1] portal	**Monitoring of major ESG and SHE management indicators at business sites** • Targets : Ulsan Terminal, Pyeongtaek Terminal, G.Hub, SKA • Linked information: Daily work status, energy usage, and management of 42 indicators

Key Operational Status

Work site monitoring



Emergency training control room



SHE indicator management (DIP portal)



1) Digital Intelligence Platform

Establishment of Emergency Response System and Conducting Emergency Drills

Each business site operates a 24-hour monitoring system to ensure a rapid response in the event of an emergency and to prevent escalation into major incidents. When an incident occurs, information is immediately communicated to the responsible department, control room, and the SHE management team via the emergency contact network. Corresponding response procedures are then initiated based on the designated emergency response level.
External notifications are made to nearby public institutions, fire departments, and emergency services to minimize potential impact on the local community. Emergency response procedures and response teams are established and operated based on predefined scenarios by accident type, with continuous implementation of preventive measures to avoid recurrence.
In addition, when a serious accident risk is present, procedures are in place for worker evacuation, mitigation of hazardous factors, rescue of injured persons, and prevention of secondary damage. Emergency drills tailored to the specific conditions of each business site are conducted regularly to enhance on-site response capabilities.

[Emergency Drill Details]

Business Site	First Half of the Year	Second Half of the Year
ECO Hub	• Electric vehicle fire response drill • Confined space rescue drill	• Electric vehicle fire response drill • Confined space rescue drill
Ulsan Terminal	• Indoor fire safety training • Marine pollution response drill • Emergency response drill • Confined space rescue drill • Emergency call response drill	• Emergency call response drill • Earthquake and tsunami drill • Firefighting competition • Joint fire drill • Confined space rescue drill • Electric vehicle fire response drill
Pyeongtaek Terminal	• Live fire extinguisher training • Confined space rescue drill • Joint fire drill • Off-hour emergency response drill • Emergency call response drill	• Off-hour emergency response drill • Confined space rescue drill • Emergency call response drill
G.Hub	• Marine pollution response drill • Confined space rescue drill	• Fire drill • Confined space rescue drill

Health and Safety

Metrics & Targets

Health and Safety Targets

SK Gas continues to successfully achieve its key SHE (Safety, Health, and Environment) targets, using performance-based goal management to continuously strengthen its health and safety management system. In 2024, the company achieved Zero Class C Accidents1) and recorded a Lost-Time Injury Frequency Rate (LTIFR) of zero at both its business sites and customer sites. Additionally, SK Gas achieved a Grade A (Good) SHE management level in both 2023 and 2024.

Since establishing SHE Master Plan 1.0 in 2021, the company has continuously enhanced its SHE system. In 2024, SHE Master Plan 2.0 was launched to further strengthen implementation capabilities by improving operations in vulnerable areas and fostering a culture of proactive safety.

The company's occupational health targets for 2024—Zero occupational disease cases and annual implementation of the health management diagnostic program—were also fully achieved. Looking ahead, SK Gas plans to enhance its employee health management system in line with three mid- to long-term priorities: identification of health risks, post-risk management, and transition to a smart health management system, supported by clearly defined milestones.

1) Class C Accident: An injury resulting in more than three days of lost work or a process-related accident with damages exceeding KRW 100 million.

[SHE Master plan 2.0]

2025	2026	2027
Focused improvement of high-risk elements	Enhance execution through application of digital technologies (DT)	Enhance SHE competency and establish a safety culture
Maintain Grade A in SHE Management Diagnosis	Achieve Grade A+ in SHE Management Diagnosis	Achieve Grade S in SHE Management Diagnosis
• Enhance systems by applying best practices • Improve unsafe equipment and safety facilities • Conduct capability-building training for employees and suppliers	• Enable rapid detection using intelligent CCTV • Prevent human error through AI-based job risk assessment and partner mobile platform utilization • Manage machinery and equipment systematically	• Knowledge of what actions are safe and how to carry them out • Sense of responsibility in recognizing that SHE is part of one's own role • Communication skills to encourage and lead others to act safely

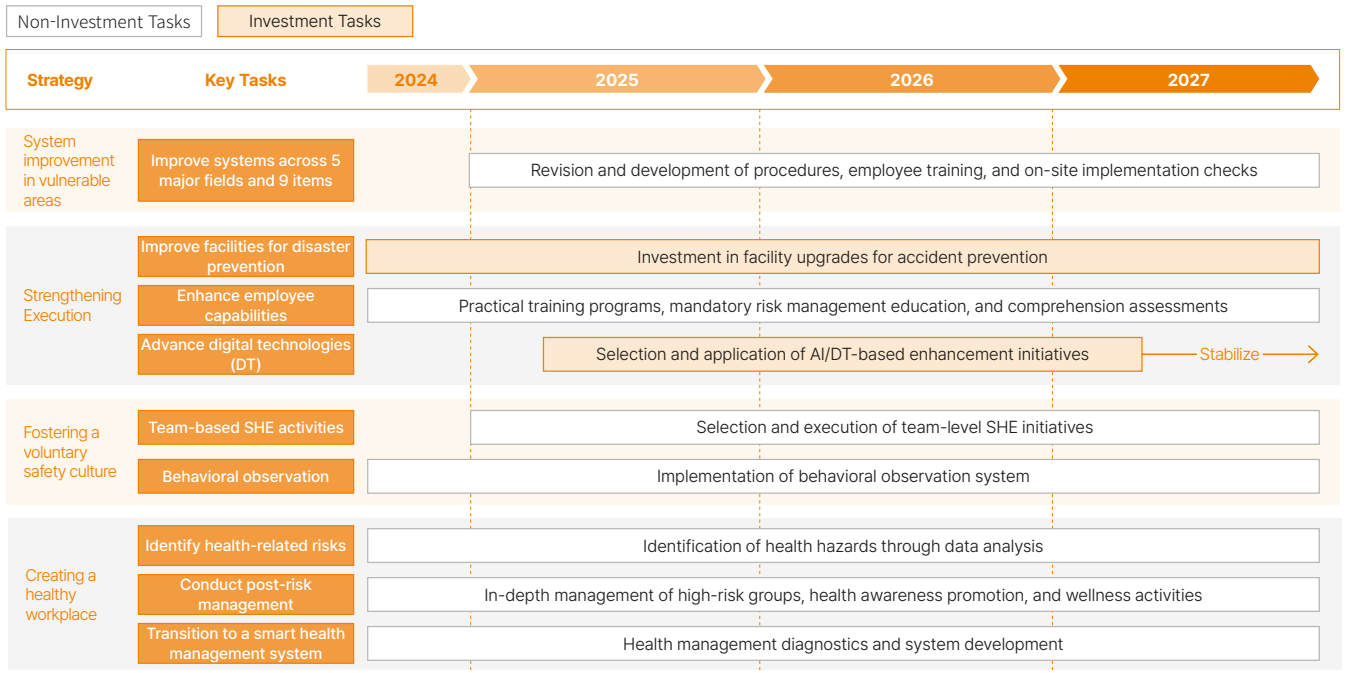
[SHE Management Diagnosis Rank Definition]

Rank	S	A+	A
Score	Above 95	Above 90	Above 85
Definition	• The SHE management system exceeds legal standards. • All members' thoughts and actions are based on SHE principles. • Implementation and management are carried out across all areas according to PDCA (Plan-Do-Check-Act)	• The SHE management system meets legal requirements and goes beyond by actively performing SHE activities. • Safety is prioritized highly, with continuous improvement efforts ongoing. • Tasks are performed in accordance with SHE regulations and procedures.	• A SHE management system that meets legal standards has been established. • Members perform their duties in accordance with SHE roles and responsibilities (R&R). • Most SHE regulations and procedures are well followed.

Implementation of the Health and Safety Plan

To ensure the effective execution of SHE Master Plan 2.0, SK Gas sets core initiatives for each strategic objective and monitors implementation on a quarterly timeline. Execution tasks are classified into two categories: those related to health and safety culture—such as evaluation improvement and training—and those related to systems and SHE management, including intelligent CCTV and AI-based job risk assessment.

[Health and Safety Plan Implementation Timeline]



Environmental

047 Environmental Management
051 Ecology & Biodiversity



Environmental Management

Governance

Environmental Management Policy

SK Gas has designated environmental protection and safety as top management priorities in order to minimize the environmental impact of its business operations and maintain a safe and pleasant working and living environment. All employees, including senior management, recognize the importance of environmental management and are committed to complying with environmental policies while continuously enhancing performance.

SK Gas Environmental Management Principles

SK Gas Environmental Management Principles

SK Gas is committed to:

- Actively responding to the climate crisis.
- Officially supporting and rigorously adhering to international environmental declarations, standards, and regulations.
- Pursuing continuous innovation across all management activities to provide eco-friendly products and services.
- Transparently disclosing information related to environmental management to stakeholders according to global standards.
- Striving to minimize the negative environmental impacts arising from business activities.
- Continuously enhancing environmental management strategies and implementation systems.
- Complying with environmental laws and regulations and fostering a culture of environmental management.

Environmental Management System

SK Gas has established an environmental management system to proactively respond to environmental risks. Through this system, the company seeks to effectively implement its environmental strategy and achieve growth in harmony with the environment.

Roles of the Board of Directors and Management

The ESG Committee under the Board of Directors reviews and deliberates on key environmental issues. The CEO, who serves as the company's Chief SHE Officer, reports annually on environmental performance and plans for the following year to the ESG Committee. Items reviewed by the ESG Committee are submitted to the Board for approval. In addition, environmental performance indicators are included in the KPIs of the CEO and senior management.

SHE Promotion Team

Reporting directly to the CEO, the SHE Promotion Team is responsible for establishing the company's environmental management strategy and overseeing environmental policy planning and task development at each business site. Following the acquisition of ISO 14001 certification, the SHE Promotion Team conducts internal audits to assess the implementation of the environmental management system. The company maintains its certification through regular surveillance and recertification audits, thereby reinforcing its environmental management framework.

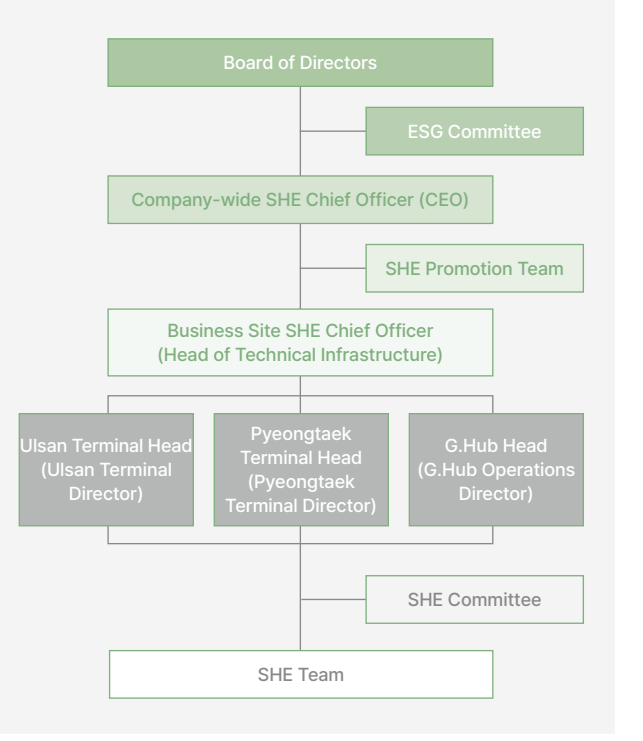
SHE Committee (Business Site)

Each business site has a SHE Committee responsible for implementing safety, health, and environmental management at the site level. The SHE Committee is chaired by the site manager and ensures systematic decision-making and execution of SHE initiatives.

SHE Team (Business Site)

SHE Teams serve as the working-level organizations responsible for executing safety, health, and environmental management at each site. In accordance with applicable regulations, these teams are composed of essential personnel across five areas: environment, chemical substances, industrial safety, gas, and fire protection. Their key responsibilities include on-site inspections and the implementation of accident prevention programs.

[Environmental Management Organization]



Environmental Management

Strategy

Air Pollution

Air Pollutant Management

Although SK Gas emits a relatively small amount of air pollutants through its operations, the company continues to invest in and manage its equipment. In 2024, a seawater heat exchanger was installed at the Clean Energy Complex (CEC) site near the Ulsan Terminal to replace fired heaters used for heating imported LPG. As a result, emissions of dust, sulfur oxides (SOx), and nitrogen oxides (NOx) were reduced by 35%, 50%, and 29%, respectively.

With the installation of the seawater heat exchanger, the Ulsan Terminal was reclassified from a Category 3 to a Category 4 site, exempting it from the mandatory installation of a Tele Monitoring System (TMS)[1]. However, the company has voluntarily chosen to retain and operate the TMS to continue monitoring emission levels and concentrations.

1) TMS (Tele Monitoring System): A device that automatically measures and transmits real-time air pollutant concentration data.

Water Resources

Water Recycling

SK Gas has established its own water management system to promote the efficient use of water resources. This system enables the company to monitor water consumption during operations and manage water pollutants.

In addition, the company recycles water through a greywater system. At the ECO Hub and Pyeongtaek Terminal, treated wastewater is reused for landscaping and cleaning, resulting in the annual recycling of 4,053 tons of water. By 2026, SK Gas plans to expand this initiative by installing a greywater system at the Ulsan Terminal.

Water Pollutant Management

Wastewater generated from terminals is treated using a Membrane Bioreactor (MBR)[2] to meet effluent standards, discharging at less than 10% of the legal limit. The company analyzes Total Organic Carbon (TOC) levels daily and conducts semiannual analysis of all water pollutant indicators to ensure compliance with legal standards.

2) MBR: Membrane Bio-Reactor

Waste

Employee Waste Reduction Initiatives

SK Gas strives to minimize environmental impacts associated with waste by reducing waste generation and promoting recycling. Employees strictly adhere to waste segregation guidelines, and those who use personal tumblers instead of disposable paper cups receive social value (SV) points. The company continues to improve its recycling rate by identifying and engaging with new recycling vendors.

International Waste Recycling Certification

Since 2022, SK Gas has been working toward phased certification under the Zero Waste to Landfill (ZWTL)[3] standard. In 2023, with the certification of the ECO Hub, all business sites successfully obtained international waste recycling certification. SK Gas aims to maintain these standards going forward. ZWTL (Zero Waste to Landfill): An international certification that recognizes high levels of waste diversion from landfills through reuse, recycling, or recovery.

3) ZWTL (Zero Waste to Landfill): A certification program administered by UL (Underwriters Laboratories), a U.S.-based safety science organization. The program annually awards ratings to facilities with outstanding recycling performance.

Employee Environmental Education

Environmental managers at each site complete all legally mandated environmental education. General employees also receive education on topics such as environmental regulations, facility management, and compliance cases. SK Gas plans to continue offering a wide range of environmental education programs to improve overall environmental awareness and competency.
The company also emphasizes that environmental management is not limited to specific departments but requires company-wide collaboration. SK Gas is committed to fostering an organizational culture in which all employees take part in environmental stewardship.

[Employee Environmental Education Status]

Date	Content
2024. 05. 21	Sharing of environmental issues and accident cases
2024. 07. 16	Latest environmental regulations/amendments and cases of regulatory violations
2024. 08. 20	Chemical substance management
2024. 12. 17	Inspection of environmental facilities and chemical substances

[2024 Employee Environmental Education]




Environmental Management

Risk Management

Comprehensive Environmental Management Level Evaluation

To identify environmental risk factors related to air, water, waste/soil, and chemical substances that may affect business operations, SK Gas conducts an annual comprehensive environmental management level evaluation of the Ulsan Terminal, Pyeongtaek Terminal, and G.Hub. In 2024, the company enhanced the evaluation criteria by incorporating additional items aligned with Global Top Tier standards. The overall rating for 2024 was B+, a one-grade decline from the previous year.
For key deficiencies identified during the evaluation, the company is formulating strategic initiatives for 2025 and will implement improvement measures to continuously advance its environmental management performance.

[Overview of Environmental Management Level Evaluation]

Evaluation Method	① Joint inspection with external diagnostic agencies ② Confirmation of relevant procedures and implementation documents ③ Interviews with relevant personnel
Evaluation System	• 1 to 10 points are assigned to each of the 64 evaluation items in four areas • Risk level is evaluated as high, medium, or low according to the urgency of improvements, such as legal violations
Evaluation Area/Factor	• Air, water, waste/soil, and chemical management

[Environmental Management Level Evaluation Results]

Business Site	2024		Field Scores			
	Grade	Score	Air	Water	Waste/Soil	Chemical
Ulsan Terminal	B+ General)	76.6	74.5	76.7	75.7	79.6
Pyeongtaek Terminal	B+ General)	76.2	72	85.5	75.6	79.6
G.Hub	B+ General)	78.8	80	78.1	77.1	80

1) S Grade: Score of 95 points or higher, Global Top Tier level, SHE management system exceeds legal standards, A+ Grade: Score of 90 points or higher, Excellent level, SHE management system established in compliance with legal standards and SHE activities conducted above legal standards, A Grade: Score of 80 points or higher, Good level, SHE management system established in compliance with legal standards and most procedures followed, B+ Grade: Score of 70 or higher, Level: General, SHE management system established and procedures implemented, but improvements needed to meet some legal standards, B Grade: Score of 60 or higher, Level: Inadequate, SHE management system established and procedures implemented, but only partially meet some legal standards, C Grade: Score below 60, Level: Serious, SHE management system does not meet legal standards.

Compliance with Environmental Laws

In accordance with the requirements of ISO 14001 (Environmental Management System), SK Gas regularly inspects compliance with environmental laws and applicable obligations. The company strengthens employee competencies in environmental management through training on regulatory understanding and case studies in field application. In 2024, a compliance review was conducted for the new Clean Energy Complex (CEC) site, identifying areas for improvement in air management, waste handling, and the broader SHE system. Some deficiencies have already been resolved, while ongoing improvements are being made for the remaining items.

Additionally, site managers are provided with forward-looking legal compliance guidelines to minimize regulatory risks arising from business omissions.

[Overview of Environmental Law Compliance Diagnosis]

Diagnosis Method	① Review relevant regulations/laws and verify compliance documents ② Interview workplace managers ③ Conduct on-site inspections to assess compliance with environmental laws and regulations
Diagnosis Area	• Air, water quality, waste, chemicals, soil, greenhouse gases, SHE system

[Environmental Law and Regulation Violations Status]

Category	Unit	2022	2023	2024
Number of cases[1)2)]	Cases	-	-	1
Amount of Fines	KRW Million	-	-	0.8

1) Number of violations of environmental laws and regulations = Number of violations of all environmental laws and regulations applicable to the company's business sites
2) In 2024, one violation of the Waste Management Act occurred due to delayed waste information entry. To prevent recurrence, a system has been established, including cross-checking by at least two personnel responsible for legal duties

[Major Deficiencies and Improvement Status]

Business Site	Area	Major Deficiencies	Improvement Status
CEC	Air	Failure to prepare air operation records	Completed preparation of air quality operation records using legal forms
	Waste	Absence of waste storage facility	Planned installation of waste storage facility (first half of 2025)
		Failure to comply with storage standards for waste synthetic resin in dark roll boxes(Exposure to rain may cause leachate)	Planned installation of rainproof roll-up box storage facility (first half of 2025)
	SHE System	Ulsan Terminal procedures/ instructions were used as is, failing to reflect the characteristics of the CEC facility	Planned installation of rainproof roll-up box storage facility (first half of 2025)

Environmental Management

Metrics & Targets

Air Pollution

Air Pollutant Emissions[1)]

SK Gas will continue to maintain emissions of air pollutants (NO_x, SO_x, dust, etc.) from its business sites at a level consistent with Global Top Peer standards.

Category	Unit	Global Top Peer	2024 Perform-ance	2025 Target	2026 Target	2027 Target
NOx emissions	ton	203.55	12.33	11.697	11.082	10.466
SOx emissions	ton	7.13	0.036	0.034	0.032	0.031
Dust emissions	ton	0.46	0.401	0.381	0.361	0.341
Volatile organic compounds (VOCs)	ton	41	0	0	0	0

1) NOx emissions are based on actual measurements according to TMS standards, while SOx and dust emissions are calculated by multiplying fuel consumption by the emission factors for each pollutant

Water Resources

Water Consumption and Recycling Rate

In 2024, the company achieved a water recycling rate of 10.9%, exceeding the target of 10%. While water consumption is expected to increase in 2025 due to the addition of new business sites, SK Gas plans to enhance the utilization of its existing greywater systems to achieve further improvement compared to the previous year.

Category	Unit	Global Top Peer	2024 Perform-ance	2025 Target	2026 Target
Total water consumption	ton	33,066	35,771	36,726	38,008
Total water recycled	ton	4,053	4,060	4,244	4,484
Total water recycling rate	%	10.9	10.2	10.4	10.6

Waste

Waste Generation and Recycling Rate

In 2024, SK Gas achieved a waste recycling rate of 98.5%, continuing its year-over-year improvement. Previously incinerated waste synthetic resin from the G.Hub is now fully recycled through newly identified vendors. Since August 2024, the company has maintained a 100% waste recycling rate company-wide and will continue to proactively identify recycling partners to sustain this level, even in the case of new waste generation.

Category	Unit	Global Top Peer	2024 Perform-ance	2025 Target	2026 Target
Total waste generated	ton	239.6	395.7	515.7	515.7
Recycling rate	%	98.5	100	100	100

Ecology & Biodiversity

Governance

Biodiversity Conservation Policy

SK Gas recognizes the importance of biodiversity conservation as part of its commitment to the sustainable management of natural resources and the protection of ecosystems. In line with this commitment, the company participates as a member of the Business and Biodiversity Platform (BNBP) and actively promotes various ecological preservation activities, particularly in the Ulsan and Pyeongtaek regions where its business sites are located.

The Ulsan and Pyeongtaek terminals, where the company's storage facilities are situated, are not located within any environmentally protected areas designated under international agreements or domestic regulations. For all new project developments and site constructions, SK Gas conducts mandatory environmental impact assessments and excludes protected areas during site selection. In 2025, the company formally established its Biodiversity Conservation Policy to reflect its long-term commitment in this area.

Biodiversity Conservation Policy

Strategy

SE Bridge Project

SK Gas actively promotes ecosystem protection through the SE Bridge Project, a program in which the company selects and collaborates with social enterprises.

EcoPlay – ECO-SKOOL Ulsan

In the 2021 SE Bridge Project, SK Gas selected EcoPlay as a partner organization and supported its initiatives. EcoPlay developed a coloring and activity workbook titled ECO-SKOOL Ulsan, which introduces 10 native species found in the Ulsan region. The workbook is integrated with an environmental education AR application (EcoVillage), enabling 3D augmented reality-based ecological learning experiences. EcoPlay's environmental education program has been used since 2023 by the Ulsan Environmental Education Center and was recognized for its excellence. As a result, in 2024 and 2025, the program was expanded to additional elementary schools, with more workbooks distributed.

[ECO-SKOOL Ulsan Operation Status]

Category	2023	2024
Workbooks printed	5,400 copies printed and distributed	10,000 copies printed and distributed
Number of participants	3,096 people in Ulsan Metropolitan City (46 locations, including kindergartens and high schools)	374 elementary school classes in Ulsan Metropolitan City
Target	Children aged 3 to 16	Elementary school students in Ulsan Metropolitan City

Little Friends in the Forest – Endangered Insect Protection Project

Through the SE Bridge Project, SK Gas partnered with Little Friends of the Forest, an organization focused on the propagation and release of endangered insects. The organization conducts breeding and restoration programs for species such as the jewel beetle (designated as a Level 1 endangered species and national monument by the Ministry of Environment), the giant water bug, and the two-spotted stag beetle.

In 2024, with support from SK Gas, the artificial breeding of the jewel beetle was successfully achieved. Additionally, 140 two-spotted stag beetles, classified as Level 2 endangered species, were released in Jeju. SK Gas employees also participated in an ecological inspection in Ulju, Ulsan, which is a planned release site for the giant water bug, also classified as Level 2 endangered species.

[Little Friends in the Forest – Endangered Insect Protection Project Status]

Category	Status
Breeding endangered insects	Successful artificial breeding of silkworms, water beetles, and two-spotted stag beetles
Releasing of endangered insects	140 two-spotted stag beetles released in Jeju Island, and SK Gas employees participated in ecological surveys of release sites for water beetles (target release date: 2025)
Ecological education on endangered insects	In addition to education for the general public visiting the headquarters, the scope has been expanded to include education at large supermarkets and shopping mall cultural centers.

Ecology & Biodiversity

Marine Waste Upcycling Project

In 2024, SK Gas initiated a collaborative project with Project Question through the SE Bridge program to implement a marine waste upcycling project. Following marine cleanup activities conducted near the company's business sites, collected marine plastics will be repurposed into upcycled products. This initiative contributes to preserving the marine ecosystem near business sites and supports the broader goal of environmental sustainability.

[Marine Waste Upcycling Project]

Category	Activities
Marine cleanup activities	Recruitment and management of volunteers through the Ocean Keeper application, which connects with local marine conservation organizations
Upcycling	Production of upcycled products from discarded buoys using proprietary technology

One Company, One Coastline Protection Activities

SK Gas continues to promote the One Company, One Coastline initiative to help protect coastal ecosystems and the surrounding environment. This program involves voluntary coastal conservation activities at ports, beaches, and estuaries near business sites, in collaboration with local organizations. Employees from the Ulsan and Pyeongtaek Terminals participate in quarterly cleanups, collecting waste near Pyeongtaek Lake and Namyang Lake and supporting regional environmental restoration.

Risk Management

Environmental Impact Assessment

SK Gas conducts environmental impact assessments (EIAs) for all new projects and implements corresponding mitigation measures. The company identifies and prevents soil contamination risks and threats to biodiversity. Additionally, SK Gas gathers public feedback through community hearings and actively reflects these insights during project planning and implementation. Environmentally protected areas are excluded from site selection for new projects, and EIAs will continue to be conducted moving forward.

Ulsan GPS Environmental Impact Assessment Report

Soil and Marine Pollution Management

The company regularly monitors soil quality at facilities where operations may lead to contamination. It uses 24-hour CCTV systems to monitor processes and has installed containment walls to prevent leaks. At the G.Hub, which stores hazardous materials, leak detection sensors are deployed to prevent oil spills.

In 2024, SK Gas collaborated with the Korea Marine Environment Management Corporation and partner organizations to conduct joint training based on oil spill scenarios that could occur during marine cargo handling. Through these drills, participants were trained in the use of marine pollution response equipment and emergency response protocols, thereby enhancing company's initial response capabilities and minimizing potential environmental damage.

[2024 Marine Pollution Control Training]



Metrics & Targets

Mid- to Long-Term Goals for Ecosystem Conservation

SK Gas is advancing biodiversity-focused projects in alignment with its medium-term ecosystem conservation plan. These initiatives are designed to contribute meaningfully to the preservation and restoration of local ecosystems surrounding its business sites.

[Mid- to Long-Term Goals for Ecosystem Conservation]

Category	2022 Performance	2023 Performance	2024 Performance	Post 2025 Target
Number of SE Bridge Partner Companies	1 (We Plant)	1 (Little Friends in the Forest)	1 (Project Question)	Cooperation through selection of one company each year
Urban Park Project	870 units	1,594 units	2,379 units	Plant 1,500 trees per year through SK Happy Forest Garden
One Company, One Coastline Protection Activity	Ulsan/ Pyeongtaek	Ulsan/ Pyeongtaek	Ulsan/ Pyeongtaek	Implemented annually around the business sites

Social

054 Human Resources Management
059 Human Rights Management
063 Supply Chain
066 Information Security
068 Customer Rights
073 Community Engagement



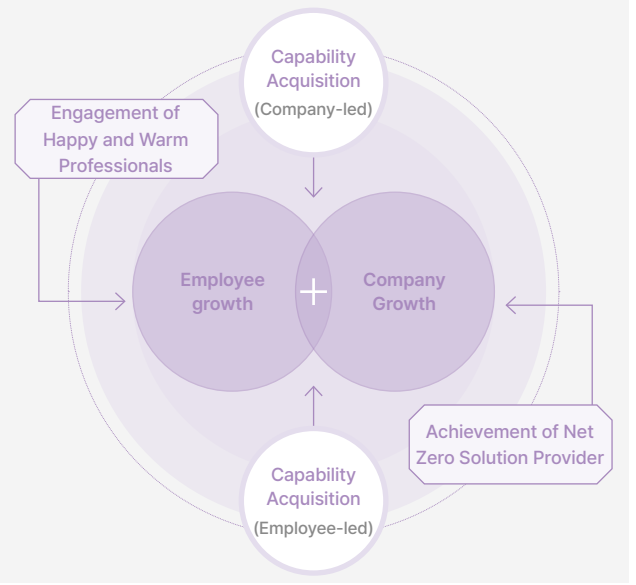
Human Resources Management

Governance

Employee Growth Framework

SK Gas is committed to building a "Happy High-Performance Organization." This vision reflects the company's organizational and cultural goal under the SUPEX Company philosophy and represents an ideal application of SKMS. A "Happy High-Performance Organization" is one in which warm, professional individuals create value through joyful engagement, contributing to both personal growth and organizational performance.
The Corporate Culture Office, which reports directly to the CEO, is responsible for the full scope of people management, including recruitment, talent development, personnel management, and organizational culture. The office secures talent through strategic hiring aligned with the company's values and business model, and it objectively evaluates and develops employee performance and capabilities. These efforts support employee happiness, engagement, and competency enhancement.

[Employee Growth System]



Strategy

Talent Management Strategy

SK Gas fosters a corporate culture where employees can grow daily through meaningful engagement. The company aims to evolve beyond the domestic energy and LPG industry and realize its vision of becoming a global Net Zero Solution Provider.

To achieve this, SK Gas continuously refines its corporate culture and talent philosophy, aligning them with the rapidly changing market environment and strategic direction. The company also shares and reinforces growth pathways for its people and encourages employees to internalize its vision and happiness-centered management approach so they can effectively communicate these values to stakeholders.

Human Resource Management

To become a leading provider of eco-friendly energy solutions, SK Gas pursues the recruitment, placement, and development of top talent based on the ideal of the "Warm Professional."

Recruitment is conducted fairly and transparently, in line with principles of non-discrimination and diversity. Talent is selected through thorough evaluation of values alignment and job fit.

After joining, employees receive continuous support to develop into warm professionals.

Ideal Talent Attributes for SK Gas

Talent Evaluation and Compensation

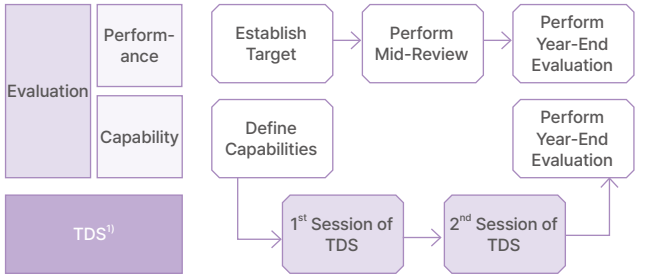
Each year, SK Gas evaluates employee performance and capabilities and links the results to fair compensation. The company also provides continuous support for growth through year-round reviews and capability assessments.

Performance is evaluated based on task-level objectives. Goals are established at the beginning of the year through discussions with team leaders, and progress is reviewed mid-year.

Capabilities are discussed twice a year through TDS (Talent Development Sessions), a company-wide process based on predefined competencies for each organization. TDS is SK Gas's proprietary system for talent growth, where leaders diagnose individual competency levels and identify development paths.

Leaders also provide one-on-one feedback sessions to share evaluation outcomes and discuss specific areas for improvement and growth. End-of-year performance reviews are based on these reviews and TDS outcomes and are validated by both department-level and company-wide review committees to ensure fairness and consistency.

[Annual Employee Evaluation Process]



1) Talent Development Session (TDS): Our proprietary system for supporting the growth of our members

Human Resources Management

Strategy

Talent Development Programs

SK Gas operates a talent development program designed to support its transition toward becoming a Net Zero Solution Provider, based on a competency matrix framework. The program focuses on three strategic directions:Enhancing business expertise, Promoting self-directed capability development, and Cultivating core talent. Through these pillars, the company provides development opportunities tailored to the needs of its employees.

[Key Talent Development Programs]

Category	Program Title	Main Details
Enhancing Business Expertise	Job Training Support	Support for job-specific training to improve work capabilities
	Onboarding for New Hires	Onboarding program to increase new hires' understanding of our business for early productivity
	Bootcamp for New Hires	Conducting intensive training courses to improve new employees' understanding of the business and help them learn how to work
	New Leader Course	Implementation of the Performance Supporting Session (PSS) program to enhance leadership and management skills
	Certification Acquisition Support	Financial support for obtaining job-related certifications to improve job capabilities
Promoting Self-Directed Capability Development	mySUNI	A group-based online learning platform featuring diverse topics such as job knowledge and AI/DT, providing self-directed learning support tailored to employee needs through recommendations of excellent content
	Language Education Support	Opportunities for language education via phone/video/AI to improve foreign language speaking skills through self-directed learning
Cultivating Core Talent	Core Talent Programs (Targeted by Position)	Participation in group-wide management training programs (FLP, WLP, etc.) and implementation of in-house programs to develop core talent with next-generation leadership capabilities
	Leadership Education	Develop leadership capabilities through education and workshops on core leadership skills (performance management, problem solving, etc.)
	Support for Domestic and International Degrees	Provide specialized education opportunities by selecting candidates based on their capabilities and growth potential with the goal of cultivating core talent

Human Resources Management

Strategy

Work-Life Balance

SK Gas is committed to building a Happy High-Performance Organization and believes that employee happiness drives engagement, which in turn leads to strong performance. The company actively supports various family-friendly policies and flexible work arrangements to help employees achieve a meaningful balance between work and personal life. This positive cycle enables employees to enjoy fulfilling lives with their families while remaining engaged and productive in their work.

Family Support Systems and Flexible Work Arrangements

SK Gas complies with statutory working hour requirements and continuously improves its policies and working conditions to help employees balance work and life and maximize their potential. Various flexible work options are available, including the selective working hour system, flexible working hours, discretionary work, and deemed working hours systems.
In 2024, SK Gas achieved a 60% participation rate in flexible work arrangements, excluding roles for which flexible scheduling was not feasible due to site-specific business requirements. For 2025, participation targets were adjusted based on the number of employees ineligible for such arrangements due to job characteristics. The company will continue striving to create a more autonomous working environment for all employees.

[Participation Rate and Target for Flexible Working Hours[1)]] (Unit: %)

Category	Performance			Target
	2022	2023	2024	2025
Participation Rate in Flexible Working Hours	61	59	60	60

1) Percentage of employees using flexible working hours

[Work-Life Balance Support Programs]

Category	Description
Family support systems	• Operation of systems for maternity protection and work-life balance - Operation of systems such as maternity leave, childcare leave, and reduced working hours during childcare in accordance with relevant laws and regulations
	• Support for workplace childcare centers - Support for costs when using affiliated childcare centers near the company
	• Providing Tuition for Children - Support for entrance fees and tuition fees for children without limitation on the number of children
	• Family health support - Health checkups for spouses - Medical expenses and vaccinations for immediate family members of employees and their spouses - Medical expenses for employees with serious or intractable illnesses - Postpartum care facility expenses for employees who have given birth
Flexible work arrangements	• Implementation of flexible work arrangements - Flexible working hours: Employees can plan and execute their working hours autonomously within the monthly working hour limit - Flexible working hours system: Instead of increasing working hours during busy weeks, reduce working hours in other weeks to maintain an average of legal working hours - Discretionary working hours system: When it is necessary to delegate the method of work performance to the employee's discretion, operating working hours as agreed - Deemed working hours system: Recognizing working hours as regular working hours when working outside the workplace due to business trips, etc., making it difficult to calculate working hours
	• Off-site distributed work (Telecommunting) system - Operation of an off-site distributed work system to flexibly respond to unforeseen situations, such as childcare
	• Mobile office - Operation of a mobile office (within Seoul) to support employee engagement and smart work

Parental Leave

To support the happiness of employees and their families, SK Gas actively encourages the use of parental leave and ensures a stable return-to-work environment for those who take it. The company also operates life-cycle-based support programs to ease the burden of childbirth and childcare, and it provides detailed guidance through a Work-Life Balance Manual.

[Work-Life Balance Manual]

Category	Details
Pregnant Employees	• Protection for pregnant women • Fetal examination leave • Reduction of working hours during pregnancy
Employees Before and After Childbirth	• Leave before and after childbirth • Spousal childbirth leave • Support for postpartum care centers
Employees with Young Children	• Childcare leave • Support for reemployment after childcare leave • Medical expense support • Reduction of working hours during childcare
Others	• Infertility treatment leave • Miscarriage leave • Spousal miscarriage leave • Family care leave • Reduction of working hours for family care • Health leave • Workplace childcare center • Breastfeeding room

Human Resources Management

Strategy

Simtness Service

Since 2020, SK Gas has operated the Simtness service to help employees manage job-related stress and promote mental well-being.
In 2024, the company strengthened promotional activities—such as monthly company-wide email announcements—to improve utilization and satisfaction. The application platform was also redesigned to enhance usability, offering access to counselor profiles and user reviews.

[Simtness Service Usage and Satisfaction]

Category	Unit	2023	2024
Number of uses	Number	153	332
Satisfaction (based on a 5.0 scale)	Score	4.7	4.9

Labor-Management Communication

To strengthen communication between labor and management, SK Gas operates multiple engagement channels, including Happy Seed Talk, the Labor-Management Council (Happiness Council), and Town Hall Meetings.

Happy Seed Talk

Since 2020, SK Gas has hosted Happy Seed Talk sessions, which allow for open communication between the CEO and employees. As of the end of December 2024, a total of 302 sessions had been held, with 2,063 cumulative participants. Participants are selected by organization or topic, and employee suggestions raised during the sessions are actively reviewed and implemented.

In 2024, employee feedback gathered through Happy Seed Talk served as the basis for discussions at the Happiness Council. As a result, work-life balance initiatives were expanded, including the introduction of postpartum care support, continued medical expense coverage during parental leave, and leave provisions for spouses in the event of miscarriage or stillbirth.

Labor-Management Council (Happiness Council)

The Labor-Management Council (Happiness Council) serves as a key representative body for building an employee-centered corporate culture. It is composed of one representative from management and one from employees. The council meets quarterly to discuss various agenda items. In 2024, the council continuously reviewed topics such as employee welfare system improvements and enhancements to working conditions. Outcomes are communicated to all employees, and initiators of proposals receive individual updates on the decisions.

[2024 Happiness Council Discussion Topics]

Category	Agenda	Results
1st Quarter	Strengthening maternity protection	· Support for postpartum care center costs · Continued support for medical expenses during childcare leave
	Split use of long-term leave for shift workers	· Amendment of regulations to allow split use
	Support for business-related vehicle use	· Establishment of support criteria based on actual mileage
2nd Quarter	Health and welfare system (Shingles vaccine support)	· New support for senior employees
3rd Quarter	New paternity leave for spouses (husbands)	· New leave/support
	Improvement of lunch menu at headquarters (increase in meal prices)	· Increase in meal prices · Direct management by headquarters to improve menu
	Improvement of health facility support in Ulsan	· Expand support to include other companies in addition to existing ones
4th Quarter	Alleviate requirements for using investigation leave	· Improve policies to allow attendance at funerals until the day of the funeral

Town Hall Meetings

The CEO hosts annual Town Hall Meetings to engage directly with employees in real time. During these meetings, the CEO provides updates on business performance, outlook, compensation adjustments, bonuses, and other key matters, helping strengthen mutual understanding between employees and leadership.

These meetings contribute to building a culture where employees grow together with the company while working toward the shared vision.

Inter-Connect

Since 2023, SK Gas has conducted Inter-Connect sessions to facilitate cross-functional sharing among departments. A total of 33 sessions have been held, involving 74 employee groups. In 2024, the sessions focused on field operations, with departments sharing business updates and project objectives. Open Q&A sessions encouraged collaborative dialogue and proposals, improving coordination across different work locations and supporting the successful execution of new initiatives.

Human Resources Management

Risk Management

Employee Culture Survey

SK Gas conducts the annual Culture Survey for all employees to evaluate perceptions of talent development, personal growth, and work-life balance policies. The feedback collected is used to identify improvement areas and to support employee happiness and development.

[Culture Survey Scores[1)]] (Unit: Score)

Category			2022	2023	2024	Y-o-Y
Capability development and growth	Total	Average satisfaction score for competency development and growth-related questions	70.1	71.7	70.9	-0.8
	Survey items	[Effort in capability development] Our employees strive to develop the skills necessary for their jobs	73.2	74.4	74.2	-0.2
		[Employee Growth] Our employees feel that they are developing and growing in their careers while performing their jobs	67	69	67.6	-1.4
Work-life balance	Total	Average satisfaction score for work-life balance questions	70.1	71.1	70.7	-0.4
	Survey items	[Company] I generally feel happy with my company life	68.8	70.1	69.9	-0.2
		[Life] I generally think my life is happy	75.1	75	75.3	0.3
		[Balance] Our employees achieve a balance between work and personal life	66.5	66.6	65.9	-0.7
		[Expectation] I believe I can be happier in the future at our company	69.9	72.5	71.6	-0.9

1) Based on SK Gas' standalone evaluation results, data for 2022 and 2023 has been changed

Metrics & Targets

Diversity and Inclusion

SK Gas promotes talent acquisition and development based on principles of diversity. In accordance with the Ministry of Employment and Labor's Affirmative Action Program, the company annually submits data on the employment and wage status of male and female employees by job type and level. In 2024, the proportion of female employees was 23.4%, and the proportion of female manger[2)] was 14.1%, both above the industry average. Additionally, the company achieved a disability employment rate of 4.0%, exceeding the statutory requirement of 3.1%. SK Gas aims to maintain performance at or above this level going forward.

2) Female managers includes PL and executives

[Employment Status and Targets for People with Disabilities[3)]]

Category	Unit	Performance			Target
		2022	2023	2024	2025
Number of disabled employees	Persons	22	25	26	-
Employment rate	%	3.7	3.8	4.0	Maintain 4.0

3) The calculation standard for the number of employees with disabilities is based on the Employment Promotion and Vocational Rehabilitation Act for Persons with Disabilities, which is the domestic legal standard

Talent Development

To support the company's long-term goal of becoming a Net Zero Solution Provider, SK Gas offers a wide range of education and development programs that enhance employee competencies and potential. The company also collects employee feedback to identify training needs and expand opportunities for professional growth.
In addition to strengthening job-related capabilities aligned with business needs, SK Gas supports personal growth. In 2024, 102 employees participated in mySUNI job-specific development programs, more than double the number from the previous year. The company also operates leadership development programs and degree sponsorship programs.
In 2024, SK Gas selected and supported two employees for domestic degree programs and one for an international degree program. Moving forward, the company plans to increase participation in educational programs and improve satisfaction with key offerings to further enhance employee development.

[Employee Participation in mySUNI Job-Selection Training[4)]] (Unit: Cases)

Category	2022	2023	2024
Cases of employees participating in job selection training	75	47	102

4) Counted as cases, taking into account the number of participants who participated in multiple training sessions

[Satisfaction with New Team Leader Education] (Unit: Score)

Category	2024	2025
New team leader education satisfaction (based on a 5.0 scale)	4.8	4.7

[Employee Capability Development Program Roadmap]

Detailed Plan	2024	2025	2026
Support for Domestic Degree Program	→	→	→
Support for International Degree Programs	→	→	→
Conducting Leadership Programs	→	→	→
Support for Employee Capability Development (Language education, certifications, and job-specific training)	→	→	→

Human Rights Management

Governance

Human Rights Management Policy

SK Gas respects the human rights of all stakeholders, including employees, shareholders and investors, partners, customers, and local communities. In line with international standards[1], the company has established a Human Rights Declaration and Human Rights Management Regulations, both approved by the CEO. A structured human rights management system has also been implemented to prevent and manage human rights-related risks. The company pays particular attention to ensuring that individuals are not excluded or discriminated against in decision-making processes, and that no human rights violations occur throughout its business operations. SK Gas is committed to understanding and respecting the diverse economic, social, and cultural backgrounds of its stakeholders.

Human Rights Declaration

Human Rights Management Regulations

Human Rights Management System

SK Gas has built a comprehensive human rights management system as the foundation for its human rights practices. This system reflects stakeholder feedback and supports the development and implementation of sustainable human rights management strategies.

ESG Committee

The ESG Committee, a subcommittee of the Board of Directors, identifies key ESG issues—including human rights—and formulates strategic initiatives to support the company's sustainable growth. The Committee also sets ESG objectives, monitors implementation plans and activities, as well as oversees related disclosures.

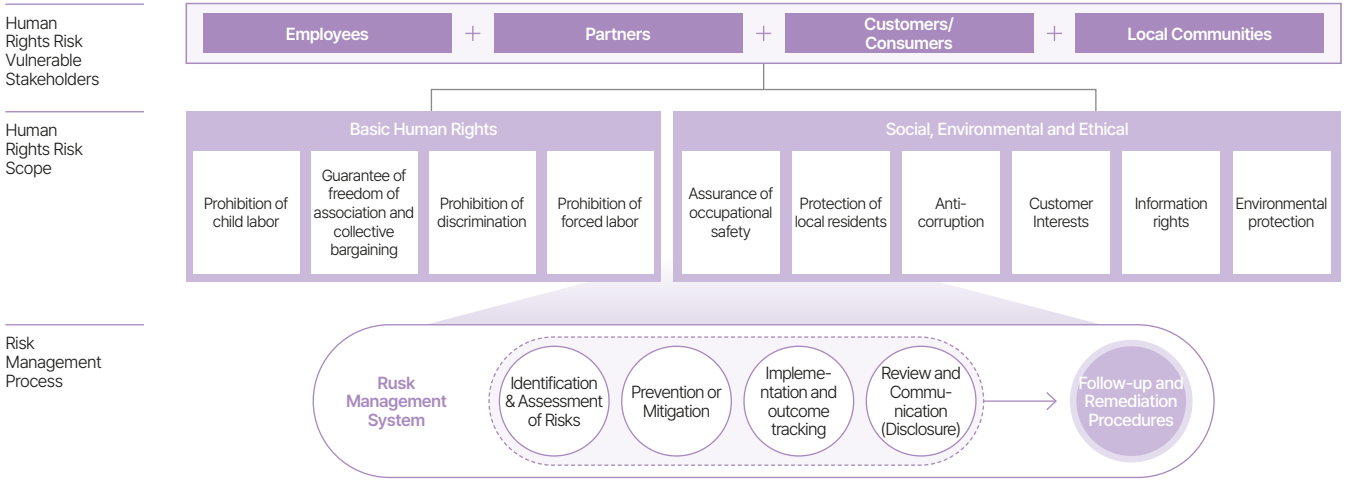
Human Rights Management Committee

The Human Rights Management Committee, under the leadership of the CEO, functions as the executive body overseeing SK Gas's human rights risk management system. It is responsible for managing the Human Rights Declaration and Human Rights Management Regulations, reviewing progress on corrective actions from human rights impact assessments, and enhancing the effectiveness of grievance and whistleblowing channels by monitoring case status and resolution processes.

Human Rights Management Committee Secretariat

The Human Rights Management Committee Secretariat supports the oversight function of the Human Rights Management Committee. The Secretariat's head oversees the company-wide human rights management framework, while operational departments address human rights issues by stakeholder group. Functional teams—including HR, SHE (Safety, Health, and Environment), Legal, and Audit—provide practical, cross-functional support.

[Human Rights Management System]



[Human Rights Management Organization]



1) The Universal Declaration of Human Rights, the International Bill of Rights, the UN Guiding Principles on Business and Human Rights, the core conventions of the International Labor Organization (ILO), the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child, among other international principles related to human rights

Human Rights Management

Strategy

Human Rights Grievance Channel Operations

To resolve human rights-related concerns raised by employees and other stakeholders, SK Gas operates multiple reporting and consultation channels. All reports are reviewed by the relevant department in accordance with the company's whistleblower protection policy and grievance handling procedures, and outcomes are communicated to the reporting party.

In January 2024, SK Gas launched an external human rights grievance reporting and consultation channel, the Communication Hotline, to strengthen whistleblower protection and ensure transparency and independence in the handling process. In December 2024, the company also introduced its own dedicated Human Rights Grievance Reporting and Consultation Channel to further enhance accessibility and diversify the methods available for submitting concerns.

Communication Hotline

SK Gas Human Rights Grievance Reporting and Consultation Channel

[Human Rights Grievance Channels by Stakeholders]

Stakeholder	Online	Offline
Employees	• [All] SK Gas Human Rights Grievance Reporting and Consultation Channel • [All] Communication Hotline (External Outsourced Reporting) • [All] SK Gas Website 1:1 Customer Inquiry Center • [All] SK Ethical Management Reporting • [Employees] Integrated Workplace Harassment/Sexual Harassment Reporting Center • [Customers] SK LPG Membership Customer Center	• Happiness Council • Internal Grievance Handling Committee
Partners		• Partner Council Meetings • Partner Seminars
Customers		• Customer Service Number • Agency Seminars
Local Communities		• Site-specific Meetings

[Communication Hotline Operation Process]



[2024 Grievance Reception and Handling Status] (Unit: Cases)

Stakeholder	Received	Resolved	Dismissed	Pending
Employees	2	2	0	0
Partners	0	0	0	0
Customers	0	0	0	0
Local communities	0	0	0	0
Subsidiaries	0	0	0	0

Human Rights Violation Prevention Programs and Training

To raise awareness of human rights and prevent violations, SK Gas conducts annual human rights training and prevention programs. In 2024, the company delivered case-based training on workplace harassment prevention to managerial-level employees. Participants learned about the legal criteria that define workplace harassment, reviewed relevant regulations, and explored effective personnel management practices through various cases.

Human Rights Management

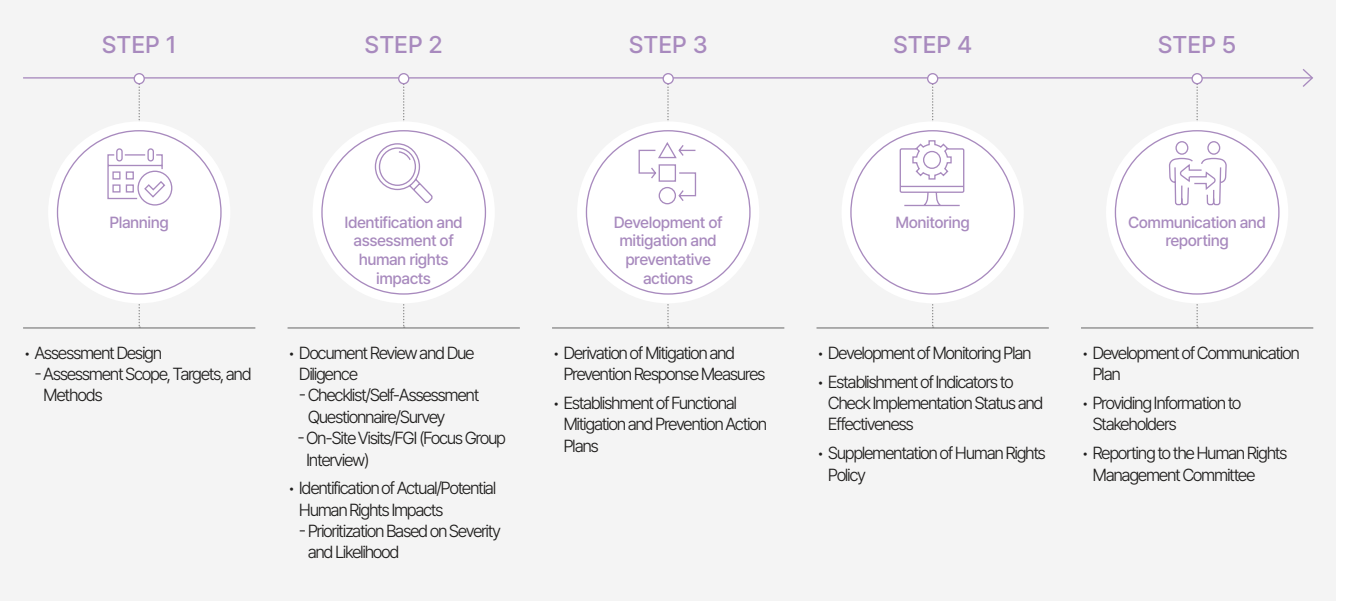
Risk Management

Human Rights Impact Assessment Process

SK Gas conducts Human Rights Impact Assessments (HRIAs) in alignment with international standards, including the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Responsible Business Conduct. The assessment process encompasses a Planning, Identification and evaluation of human rights impacts, Development of mitigation and prevention measures, Monitoring, and Communication and reporting. In 2024, the company continued to advance its HRIA and due diligence framework, expanding its scope to include selected subsidiaries and all on-site partners.

Based on the assessment results, SK Gas developed mitigation and preventive measures and established a remediation roadmap to drive practical improvements. The Human Rights Management Committee oversaw the implementation status and assessed the effectiveness of these measures. In November 2024, SK Gas signed a Human Rights Management Agreement as part of the SK Discovery Group, laying the groundwork for a more systematic approach to human rights management. In accordance with the agreement, the company will conduct regular human rights impact assessments going forward.

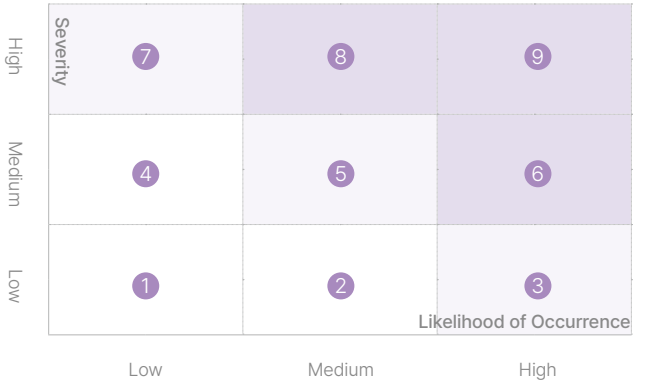
[Human Rights Impact Assessment Process]



Identification and Assessment of Human Rights Impacts

In 2024, SK Gas conducted a Human Rights Impact Assessment covering all business site employees, on-site partners, the subsidiary SK Advanced, nearby LPG refueling stations, and the Seongnam local community. The assessment aimed to identify potential adverse human rights impacts not only on internal employees but also on stakeholders across the value chain. Focus group interviews (FGI) were conducted separately for vulnerable stakeholders who are particularly likely to face negative human rights impacts, such as people with disabilities, pregnant or postpartum women, and contract workers.
As a result, based on international standards such as the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Responsible Business Conduct, 35 human rights issues were identified using severity and likelihood as assessment criteria. As a result of the prioritization process, 13 key human rights issues rated Level 4 or higher were selected, and 22 actionable tasks were subsequently developed to address them.

[Human Rights Risk Assessment Criteria]



Human Rights Management

Risk Management

Key Human Rights Issues and Response Measures

SK Gas established 22 response measures for 13 key human rights issues identified through the Human Rights Impact Assessment. These measures have been classified into short-, mid-, and long-term tasks, and implementation is underway accordingly. Of the 22 response measures identified in 2024, 13 have been completed, and the remaining 9 mid- to long-term tasks are targeted for completion by 2026. In addition, among the 36 response measures identified through the 2023 Human Rights Impact Assessment, the company confirmed that there were no related reports or incidents for the 32 completed items, validating their effectiveness. The four remaining tasks are currently in progress and are scheduled for completion by 2025.

[Key Human Rights Issues and Response Measures]

Category	Response Measures	Achievement Timeline
Improvement of Working Environment for Pregnant/Nursing Women	• Provision of Nursing Space within Health Care Room; • Guidance on Female Rest Facilities and Breast Milk Expression Areas in SK Gas Work-Life Balance Manual	Q4 2024 (Short-term)
Human Rights Education and SK Gas Grievance Handling Procedure Guidance for Partners	• Provision of Human Rights Education Materials and Training to In-house Partners and Filling Stations • Distribution of Guidance Materials on Newly Established Human Rights Grievance Consultation and Reporting Channel to In-house Partners and Filling Stations	Q4 2024 (Short-term)
Guarantee of Working and Rest Hours for In-house Partner Employees	• Provision of Temporary Rest Area for Special Security Workers and Incorporation of Noise Reduction Measures in Security Convenience Building Design Scheduled for Completion in 2025 • Improvement of Surveillance Workers' Tasks through Access Control System Implementation	Q2–Q4 2025 (Mid-term)

[Response Measures Monitoring Indicators]

Implementation Indicator - Input	Verification of Response Measure Implementation with Responsible Departments
Effectiveness Indicator - Incident	Tracking Number of Human Rights-Related Reports/ Incidents Following Response Measures
Effectiveness Indicator - Outcome	Tracking Effectiveness of Response Measures Among Interested Parties

[Response Measures Monitoring Process]

2024
- Derivation of 2024 Human Rights Impact Assessment Response Measures
- Input checks on implementation indicators for all response measures

2025
- Effectiveness Indicator - Incident Check for Completed Response Measures

2026
- Effectiveness Indicator - Outcome Check for Completed Response Measures

Metrics & Targets

To strengthen the human rights management system, which was a key objective for 2024, SK Gas expanded the scope of its Human Rights Impact Assessment, established a new human rights grievance channel, and held two Human Rights Management Committee meetings. In 2025, the company plans to further advance the system by expanding the assessment scope and conducting due diligence-based Human Rights Impact Assessments. In addition, human rights training for employees will be provided on an ongoing basis to foster a corporate culture that prioritizes respect for human rights.

[Human Rights Impact Assessment Roadmap]

Stakeholder	2024	2025	2026	2027~
Company	SK Gas			
Subsidiary	Domestic Subsidiaries (SKA)	Domestic Subsidiaries (GPS, etc.)	Overseas Subsidiaries	New Business
Partners	Resident Partners (All business sites)	Transportation Partners	External Key Partners	Overseas Partners (Production/ Trading/ Transportation)
Customers	Automobile Refueling Station		Propane Refueling Station	
Consumers			LPG Vehicle Customers	Industrial/ Petrochemical LPG Customers
Local Communities	Seongnam	Pyeongtaek	Ulsan	

Supply Chain

Governance

Supply Chain Sustainability Management Policy

SK Gas has established clear goals and directions for managing supply chain sustainability and operates relevant policies to support their implementation. In January 2025, the company newly established the Supply Chain ESG Management Guidelines and manages its supply chain primarily based on the Partner Code of Conduct and its accompanying guidelines.

Supply Chain ESG Management Guidelines

The Supply Chain ESG Management Guidelines aim to build a sustainable supply chain by identifying ESG risks and fostering mutual growth with partners. These principles apply to all SK Gas business sites and are embedded as contractual obligations in agreements with all partners, requiring compliance with the Partner Code of Conduct and related guidelines. ESG assessments are conducted for key partners to continuously monitor their ESG practices. In addition, SK Gas operates a variety of financial and non-financial shared growth programs to support sustainable development in partnership with its partners.

Supply Chain ESG Management Guidelines

[Supply Chain ESG Management Guidelines]

Purpose	Building a Sustainable Supply Chain	
Content	Supply Chain Management System	• Define supply chain ESG management departments and roles
	Supply Chain Support Program	• Operate financial and non-financial support programs for partners • Provide incentives for outstanding partners
	Communication	• Operate a supply chain grievance handling system
	Supply Chain ESG Management and Evaluation	• Require all partners to comply with the Code of Conduct • Identify and manage supply chain sustainability risks

Partner Code of Conduct and Guidelines

SK Gas requires all partners to sign a compliance pledge for the Partner Code of Conduct when entering into contracts. The Code outlines key compliance requirements for labor, health and safety, ethics, and management systems. To further support self-assessment in the social and environmental areas, SK Gas has developed the Partner Code of Conduct Guidelines, which cover human and labor rights, health and safety, environment, ethics, and management systems, enabling partners to evaluate and improve their performance.

Partner Code of Conduct

Partner Code of Conduct Guidelines

Green Procurement Guidelines

To minimize resource waste and environmental impact, SK Gas has implemented Green Procurement Guidelines that define eco-friendly products, such as those certified with official environmental labels. These guidelines apply across all SK Gas sites and cover the purchase of construction materials and goods, excluding services, managed by procurement departments.

In line with these guidelines, SK Gas prioritizes the selection of eco-friendly products when making purchasing decisions, thereby fostering a procurement environment that is centered on creating social value.

Green Procurement Guidelines

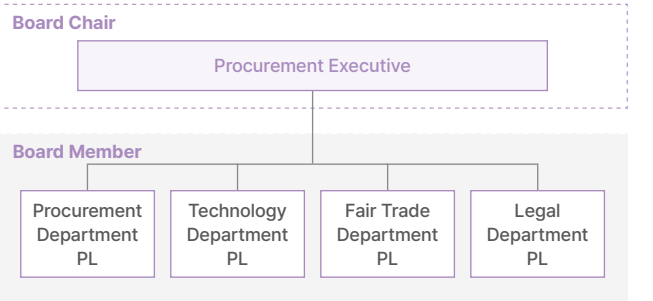
Supply Chain ESG Management System

In response to stakeholder expectations for sustainable management and evolving domestic and international supply chain regulations, SK Gas has established and operates a structured Supply Chain ESG Management System. The system is overseen by an internal review committee chaired by the executive in charge of procurement, with participation from the procurement, technology, fair trade, and legal departments to ensure collaborative management of supply chain ESG risks.

For direct contracts exceeding KRW 500 million and competitive procurements exceeding KRW 1 billion, the internal review committee evaluates the appropriateness of partner selection to prevent unfair trade practices in advance. In 2024, the committee reviewed and assessed the validity of 21 direct contract proposals through this internal review process.

The supply chain management department also disseminates the Supply Chain ESG Management Guidelines to partners and conducts ESG risk evaluations and due diligence based on these standards. Additionally, the company supports partners in implementing ESG improvements and provides incentives to outstanding partners, thereby fostering the development of a sustainable supply chain.

[Supply Chain ESG Management System Organization]



Supply Chain

Strategy

Shared Growth with Partners

To ensure the selection of qualified partners, SK Gas conducts SHE registration evaluations and technical assessments when registering new partners and maintains a pool of verified vendors. Regular re-evaluations and annual ethical compliance pledges are conducted to uphold the quality of approved partners.

In addition, SK Gas monitors credit agency data in real time to assess financial and non-financial risk factors. The company incorporates compliance with the Partner Code of Conduct as a mandatory requirement in all contracts and supports ESG awareness and capacity building among partners through a range of financial and non-financial initiatives.

Financial Support

Under the Shared Growth Partnership Agreement between SK Group and IBK (Industrial Bank of Korea), SK Gas offers preferential interest rate reductions to small and medium-sized partners. To ensure liquidity, the company pays 100% of contract payments in cash, aiming to complete payment within 10 days from the invoice date.

In 2024, SK Gas achieved an average payment cycle of 7 days or less, helping partners maintain stable operations.

Non-Financial Support

SK Gas holds more than four CEO Seminars on Shared Growth each year, providing lectures and training for partner CEOs on topics such as global trends, economic outlooks, IT, and the humanities.

In 2024, the existing Shared Growth MBA program was enhanced into the Shared Growth Team Leader Leadership School, targeting mid-level managers at partner companies. The program covers the expected roles and core competencies of team leaders. In addition, SK Gas offers partner employees access to its online learning platform, mySUNI, with courses spanning six areas, including ESG and business management. Support for safety and human rights training is extended beyond first-tier partners to second- and third-tier partners upon request.

[Partner Shared Growth Roadmap]

Program		Overview	2024 Performance	2025-2026 Target	2027 Target
Financial Support	Partner Payment	• Although the Subcontracting Act requires payment within 60 days after issuing a tax invoice, SK Gas makes payments in cash within 30 days to alleviate partners' financial burdens.	Within an average of 7 days	Within 10 days	Within 10 days
	Partner Shared Growth Fund	• Implemented as an interest rate reduction support program for outstanding partners under the 'Shared Growth Cooperation Agreement for Joint Support of SK Group Partners' between SK Group and IBK Industrial Bank of Korea.	Over 30% of QUOTA	Over 30% of QUOTA	Over 50% of QUOTA
Non-financial Support	CEO Seminar on Shared Growth	• Spread culture of social value creation for shared growth and sustainable growth • Strengthen communication with partner CEOs and enhance business insight • Expand offline seminars	4 sessions (online/offline)	4 sessions/year (online/offline)	4 sessions/year (online/offline)
	Shared Growth Team Leader Leadership School	• Course on expected roles and necessary competencies for small and medium enterprise team leaders (newly established in 2024)	Once/year	Once/year	Once/year
	Online Education Platform	• Expanded implementation of mySUNI Online Education Platform (Target: ESG Key Partners → All Partners wishing to receive education	All partners wishing to receive education	All partners wishing to receive education	All partners wishing to receive education
	Partner Meetings	• Continuously conducting regular meetings to seek shared growth with partners, listen to grievances, and address them	1 session/site	1 session/site	1 session/site
	Partner Safety Education	• Safety-related education/consulting provided not only to 1st-tier partners but also to 2nd and 3rd-tier partners	Continuous	Continuous	Continuous
	Partner Human Rights Training	• Human rights training conducted not only for 1st-tier partners but also for 2nd and 3rd-tier partners	1 session	1 session/year	1 session/year

Partner Communication and Grievance Channels

To address partner employee grievances, SK Gas operates a 24/7 Ethics Management channel. Reports submitted through this channel are promptly reviewed by the relevant department, appropriate action is taken, and feedback is provided to the reporting party, with follow-up monitoring conducted. All information related to the whistleblower's identity and company affiliation is strictly protected in accordance with the company's whistleblower protection policy.

Ethics Grievance(E-mail) : skgas.ethics@sk.com
SK Gas Human Rights Grievance Reporting and Consultation Channel
Communication Hotline
SK Ethics Management

Supply Chain

Risk Management

Partner ESG Evaluation

SK Gas classifies primary partners that play a critical role in business operations as key partners, based on a comprehensive review of transaction volume, frequency, revenue contribution, and employee size. Each year, the company evaluates ESG risks using 66 evaluationindicators covering areas such as environment, health and safety, human rights, labor, ethics, and governance. This enables SK Gas to identify and manage risks in a systematic and proactive manner.

For high-risk partners identified through the evaluation, SK Gas provides coaching, consulting, and on-site evaluations to suggest improvement measures and actionable plans. Improvement action plans are submitted by the partners, and the company continuously monitors implementation progress to ensure effective resolution of identified risks.

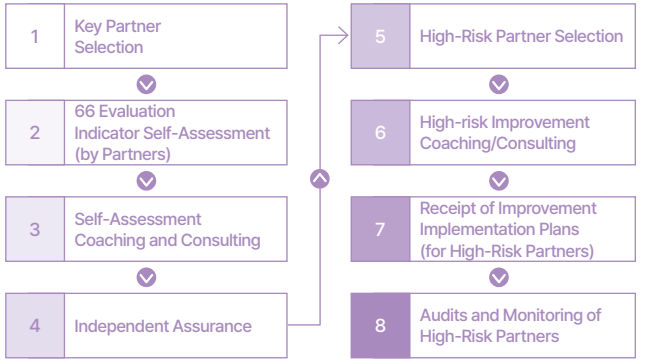
[Partner ESG Risk Evaluation Indicators]

Area	Major Category	Sub-Category
Environment (26 items)	Environmental Management	Environmental Management Control
	Eco-Friendly Opportunity	Product Environmental Attributes
	Addressing Climate Change	GHG Emissions, Energy Consumption
	Pollution Prevention and Waste	Waste Management, Hazardous Substance Management, Air Pollutants
	Natural Capital	Soil, Noise/Vibration, Odor, Raw Materials, Water Resources Protection
Social (27 items)	Social Goals	Social Target Management
	Human Capital	Health and Safety, Information Security, Human Rights, Labor
	Product/Customers	Partner Management, Fair Trade
	Partners	Conflict Minerals
	Local Communities	Social Contribution
Governance (13 items)	Social Contribution	Information Disclosure, Management Systems, Audit
	Corporate Behavior	Ethical Management

Partner Evaluation Results and Support Measure

In 2024, SK Gas conducted ESG risk evaluations for 18 key partners and 11 voluntarily participating partners. Partners that received high evaluation scores were granted incentives such as a 2% loan interest rate reduction and exemption from contract performance bond submission. Additionally, ESG-related training and improvement programs were provided to high-risk partners that expressed interest in receiving consulting support.

[Partner ESG Risk Evaluation Process]



[Key Partner ESG Risk Evaluation Results]

Category	Key Partners	High Risk Partners	High-Risk Ratio
2022	16	16	100%
2023	15	4	26.7%
2024	18	0	0%

[Partner Consulting/Coaching Status]

Category	Performance
SK Gas Consulting	7 companies
KB Kookmin Bank ESG Consulting	1 company
Shinhan Bank ESG Consulting	1 company

Metrics & Targets

Enhancement of Partner ESG Management Evaluation

Since 2023, SK Gas has expanded its partner ESG risk evaluationcoverage to include all business units. In 2024, the company established departmental KPIs targeting a maximum of 20% high-risk partners and 20% near high-risk partners within the key partners, further advancing the sophistication of its supply chain ESG management. To support sustainable development and realize its commitment to mutual growth, SK Gas will continue to implement its Shared Growth Program Roadmap.

[Partner ESG Management Evaluation Roadmap]

Category	2021	2022	2023	2024 ~
Target for Partner ESG Management Evaluation	LPG Facility Construction Partners	LPG Facility/ Equipment Suppliers	Conducted for all Partners	

Information Security

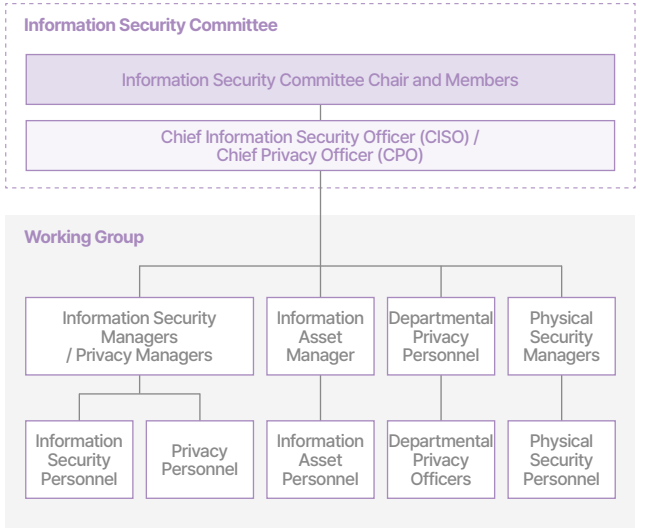
Governance

Information Security Management System

SK Gas operates its information security management system through the Information Security Committee and a dedicated working group. The Information Security Committee, composed of the CEO and executives, reviews the company's annual plans and monitors the execution of information security strategies. The working group regularly brings together departments responsible for information and personal data protection to discuss relevant issues and share tasks.

In 2024, in accordance with Article 45-3 of the Act on Promotion of Information and Communications Network Utilization and Information Protection, SK Gas appointed a dedicated Chief Information Security Officer (CISO) and Chief Privacy Officer (CPO), and established a specialized information security team to further strengthen its management system.

[Information Security Management Organization]



Strategy

Information Security Strategy

SK Gas designs and operates its information security strategy and management framework with the aim of complying with relevant laws and preventing the leakage of corporate or customer data. Each year, the company develops and implements an information security plan that includes expanding the application of security controls, conducting vulnerability assessments, and taking preventive measures against security incidents. In 2024, the company applied Secure Access Service Edge (SASE) to its overseas entities to ensure security standards equivalent to those in Korea. Additional measures included the introduction of Cloud Security Posture Management (CSPM), dark web monitoring, and Attack Surface Management (ASM) services to proactively respond to emerging threats.

[2024 Information Security Plan Implementation Status]

Formation and Capability Enhancement of Information Security Organization	Expansion of Information Security Management System Governance	Monitoring and Prevention of Security Incidents
• Creation of information security organization and appointment of a dedicated Chief Information Security Officer (CISO)	• Application of Secure Access Service Edge (SASE) for overseas subsidiaries	• Management of hacking risks for external services through penetration testing

[2025 Information Security Plan]

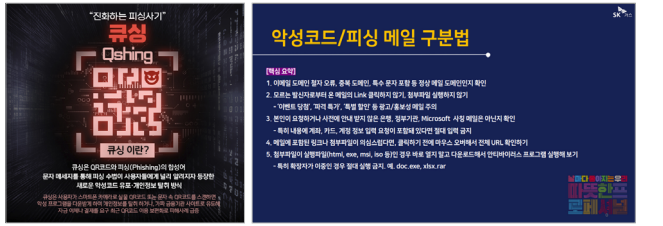
Strengthening Control and Inspection of Security Blind Spots

- Establish an automated information asset management system
- Establish a confidential information leak monitoring system

Information Security Campaigns

To enhance employee awareness of information security, SK Gas conducts quarterly security campaigns. In 2024, employees were informed of key security practices they must follow, including alerts on recent threats such as QR phishing (Qshing), and were reminded to remain vigilant.

[Information Security Campaigns]



Information Security Training

Annual information and personal data protection training is provided to all employees. In 2024, online training was conducted on topics including cloud security, artificial intelligence, and personal data protection, featuring real-world incidents and response strategies. The training achieved a completion rate of 99.9%.

Information Security

Risk Management

ISMS-P Certification

In 2023, SK Gas obtained ISMS-P certification (Information Security Management System – Personal Information) for its SK LPG Membership Service. The company maintains this certification through annual inspections of its management systems, reviews of information services and personal data processing practices, vulnerability assessments, and the implementation of corrective action plans. These efforts ensure that the company sustains a high level of security and compliance.

Simulated Incident Training

To raise employee awareness and strengthen the company's response capabilities, SK Gas regularly conducts simulation exercises, including phishing email drills, penetration testing, and DDoS attack simulations.

In 2024, the company conducted two phishing email simulations and one DDoS simulation, as well as performed scenario-based penetration testing and comprehensive system vulnerability assessments to proactively prevent security breaches.

Partner and Subcontractor Inspection

To prevent data breaches originating from partners or subcontractors, SK Gas regularly reviews the security status of its partners.

In particular, assessments focus on five critical areas and 40 specific items related to unauthorized use or disposal of personal data and compliance with mandatory safeguards. Identified gaps are addressed through corrective measures to ensure secure handling of personal information.

Metrics & Targets

Maintenance of the Information Security Management System

SK Gas will continue to operate its information security management system in a stable and structured manner, in line with its long-term master plan and annual implementation roadmap.

[Information Security Master Plan]

Category	Measurement Method	2024	2025	2026	2027
ISMS-P Certification	Certification maintenance	Maintain	Maintain	Renew	Maintain
Information Security Disclosure	Implementation Rate	100	100	100	100
Management System Operation	Execution rate (%)	100	100	100	100
Annual Plan Establishment/ Execution	Reported to Management (Once a Year)				
Information Security Training	Completion rate (%)	100	100	100	100



Customer Rights

Governance

Customer Rights Protection Policy

To enhance customer rights, SK Gas established the Customer Rights Protection Regulations in 2025. Based on these regulations, the company strengthens safety management and supports fair trade practices. A dedicated process is in place to monitor risks related to customer rights and implement mitigation measures as needed.

Customer Rights Protection Policy

[Key Contents of Customer Rights Protection Policy]

Customer Rights Protection Activities

Strengthening Safety Management	Supporting Fair Trade
Personal Information Protection and Security	Implementation of Customer-Centered Marketing Policies

VOC Response and Handling Procedures

Complaint Reception	Reception/ Response	Verification of Facts	Result Consultation	Analysis	Utilization
· Distribution Customers · Customers · Partners · Others	· SK LPG Membership Customer Center · Website 1:1 Customer Support	· Dissemination to the responsible department and sharing with relevant departments	· Delivery of processing results	· Classification and cause analysis by VOC type · Sharing with relevant departments and discussion of necessary improvements	· Incorporation into customer service improvement and new service planning

Product Responsibility and Service Management System

As an LPG B2B supplier, SK Gas strengthens quality control and safety management to ensure that customers & users can use LPG safely. The company operates QC (Quality Control) and QM (Quality Management) teams to perform rigorous inspections throughout the entire supply chain—from import and storage to sales—based on quality standards. The Safety Technology Group, under the SHE Promotion Team, provides specialized safety management services for client sites. SK Gas will continue to prioritize the safety of LPG users and enhance product safety across all operations.

LPG Quality Standards (MSDS)

LPG Quality Management System

Strategy	Task	Target
Enhancing LPG Quality Management	Regular monthly inspection and management of products at Ulsan, Pyeongtaek, and designated filling stations	Achieving 100% compliance with legal quality standards for products

Strategy

SK LPG Membership

To improve customer satisfaction, SK Gas provides convenient services tailored to customer needs. A survey was conducted targeting 1-ton truck drivers, and the feedback was actively incorporated into service enhancements. Based on the survey results, the company simplified the membership sign-up and usage process, introduced quick payment options, and launched the "SK LPG Application", offering benefits such as bonus stamp rewards. Moving forward, SK Gas will continue to reflect feedback from SK LPG members to further elevate service quality.

[SK LPG Membership Benefits]

Category	Contents	Expected Effect
SK LPG Application Registration	3,000 KRW charging voucher provided to new members of SK LPG Application	Attract new customers by providing first charging experience
Happy Stamp	Mobile exchange coupons (coffee/convenience store/food and beverage, 14 franchises	Lock-in membership customers
Muffin Points	Increased 1% muffin points accumulation compared to before	

Customer Satisfaction Improvement Program

SK Gas processes customer complaints promptly in accordance with its Customer Grievance Handling Procedure, Customer Safety Service Procedure, Code of Ethics, and Anti-Bribery Management System Regulations. Customers can submit inquiries through multiple channels, including the SK Gas website (Customer Support), the SK Ethics Management and the SK LPG Membership Customer Center.

In 2024, a total of 10,410 inquiries were received through the SK LPG Membership Customer Center. This included 10,374 general complaints and consultations, and 36 refueling station–related CS cases. Responses included point compensation, facility maintenance, and training for refueling stations and operators. SK Gas achieved a 100% resolution rate for all cases submitted.

[2024 Customer Grievance Reporting and Handling Status]

(Unit: Cases, %)

Channel	Received	Resolved	Rejected/ Dismissed	Resolution Rate
SK LPG Membership (For Vehicle LPG Customers)	10,410 (General: 10,374, Station CS: 36)	10,410	0	100
1:1 Customer Support	174 (Emergency inspection/Repairs)	174	0	100

Customer Rights

Strategy

Establishing a Safe LPG Supply Chain Ecosystem

To ensure the safe and stable supply of LPG, SK Gas has developed a Safe LPG Supply Chain Ecosystem Roadmap based on four key initiatives: enhancing facility integrity, strengthening on-site work management, promoting ownership among customers & users, and supporting partner capabilities.

In 2024, the company prioritized improving the safety competencies of managers and delivered various training programs to enhance safety capabilities for customers & users, and partners. Additionally, SK Gas supported SHE capability-building programs for partners and distributed educational materials to help cultivate a strong ecosystem of outstanding partners within the LPG supply chain.

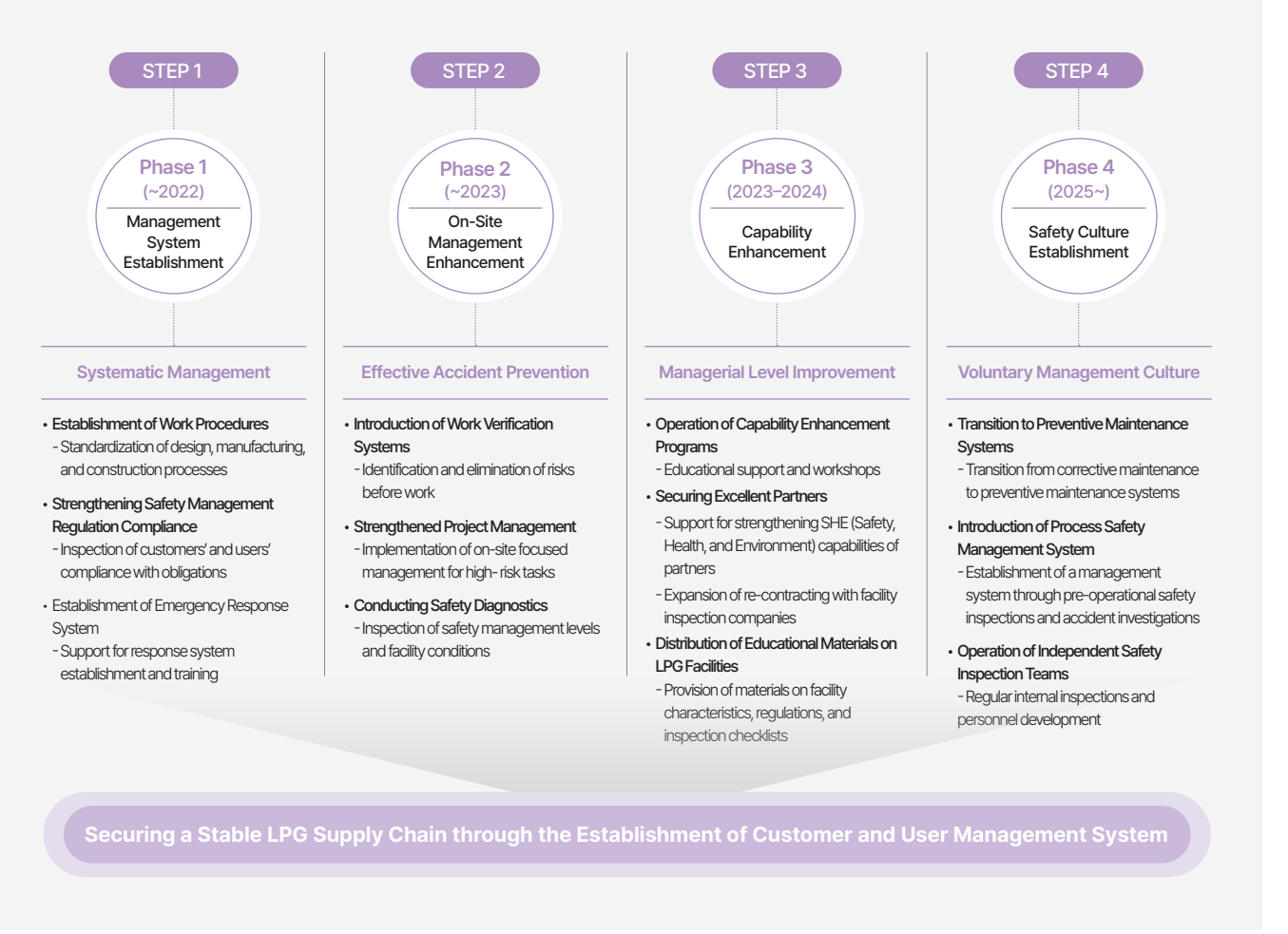
Customers & Users Safety Inspections and Briefings

SK Gas holds regular briefings for partners and provides training related to customers & users safety inspections and follow-up procedures. In a training session held in January 2024, safety requirements were communicated to partners, and detailed guidance was provided on on-site implementation and inspections. Emergency response drills were also conducted to strengthen the safety management capabilities of customers & users, and related scenarios were shared.

Reflecting growing societal expectations and the safety demands of customers & users, SK Gas transitioned to biennial partner contract renewals to ensure stable service and reinforce safety management expertise.

In addition, regular Voice of Customer (VOC) feedback channels were established, allowing regional representatives to report dissatisfaction or safety-related concerns on a one-on-one basis. Moving forward, SK Gas will continue preventive maintenance based on inspection results and actively incorporate VOC feedback to enhance customers & users satisfaction.

[LPG Supply Chain Safety Ecosystem Program Roadmap]



Customer Rights

Strategy

Enhancement of Customer and User Facility Integrity

SK Gas continues to strengthen the safety capabilities of customers & users by implementing precision inspections and preventive maintenance to ensure facility integrity. As part of efforts to maintain optimal facility conditions, the company regularly analyzes the failure frequency, repair time, and operational impact of aging LPG equipment such as loading arms[1] and gas compressors. Based on this analysis, each facility is rated and preventive maintenance is carried out accordingly.

1) Loading Arm: An LPG unloading facility used for transferring gas from storage tanks to transport vehicles

[2024 Preventive Maintenance Performance and Targets]

Category	2024 Performance	2025 Targets
Loading Arm	36 locations, 39 sets of equipment	6 locations, 6 additional sets planned
Gas Compressor	6 locations, 6 units	19 locations, 21 additional units planned
Vaporizer	34 locations, 57 units	46 locations, 66 additional units planned

Tank Lorry Accident Prevention Program

The company operates accident prevention programs to enhance the safety management of tank lorries used for LPG transportation, aiming to protect customer safety, health, and rights. In 2024, the program was improved by incorporating findings from risk assessments and feedback from lorry drivers. The program included: ① Safety inspections of tank lorries, ② Safety training sessions, and ③ Infrastructure improvement at business sites. Safety inspections were carried out for approximately 570 tank lorries entering SK Gas facilities. In addition, professional instructors conducted safety training for drivers and gathered their feedback in dedicated sessions.

Infrastructure improvements were also made at terminals to prevent vehicle-related accidents. These included replacing outdated equipment, installing speed alert systems, and constructing new driver waiting booths. Furthermore, the Ulsan Terminal enhanced safety management in 2024 by conducting regular leak detection using OGI[2] cameras.

2) Optical Gas Imaging (OGI) Camera: A thermal imaging device used to detect gas leaks

Safety Competency Enhancement Program

Distribution of LPG Facility Inspection Guides and Checklists

The company has developed inspection guides and checklists for key LPG equipment facilities such as loading arms, liquid pumps, vaporizer, electrical panels, gas leak detectors, and gas compressors, and distributes them to partners.

Training for Site Managers

SK Gas provides safety training for customers & users and partners covering legal obligations, accident case studies, and emergency response scenarios. In 2024, a Safety Seminar was held for general safety supervisors (representatives) of customers & users, and group training sessions for safety managers were conducted at 27 locations[3], with one session per site. When specific equipment is identified for reinspection, additional training is provided for safety and operations personnel of customers & users. To support ongoing safety management and training of customers & users, SK Gas produced a four-part video series detailing emergency procedures and standard operating guidelines for key equipment. These videos were made available via YouTube and the company's official website.

For partners, SK Gas holds semiannual leadership roundtables with company representatives to share accident cases, site inspection results, and safety-related requests. In addition, three on-site safety training sessions are conducted annually for field supervisors to help prevent accidents in a structured and thorough manner. The company also conducts approximately 10 joint emergency drills each year with customers & users and partners. These drills, along with routine equipment inspections, help strengthen initial emergency response capabilities.

3) Incheon (6 sites), Gwangju (6 sites), Daejeon (6 sites), Busan–Ulsan–Gyeongnam (6 sites), Seoul (3 sites)

[2024 Safety Seminar for Customers & Users]



[2024 Partner Representative Roundtable]



Customer Rights

Strategy

'wego Safety': Propane Safety Management Platform

In 2021, SK Gas became the first in the industry to introduce 'wego Safety', a digital safety management service for customers & users powered by IoT sensors. The platform enables integrated safety oversight throughout the entire LPG supply chain—from dispatch to refueling stations to end-customers & users. Through wego Safety, SK Gas has standardized and digitalized its safety management processes, enhancing operational efficiency while enabling rapid incident response through remote monitoring.

['wego Safety' Operational Status]

Shipping Base (Base)

- **Bulk Lorry Safety Inspection Implementation**
  - A separately selected first-class professional institution conducts focused inspections twice annually at Ulsan and Pyeongtaek Terminals.
  - Inspection of abnormalities across a total of 16 detailed inspection items.

Refueling Station

- **Digitalization of KGS Regular Inspections**
  - For regular inspections and verification of compliance with safety management regulations, KGS regular inspection documents are integrated and managed within wego.
  - Station facility inspection manuals are provided via an app.
- **Establishment of Safety Manager Attendance Process**
  - Monitoring of safety manager attendance during unloading operations at stations.
  - The filling/unloading process is divided into two stages for checklist verification.

Customers & users (S/B)

- **Safety Inspection at for customers & users**
  - Safety managers and reviewers from each station visit customers & users to conduct inspections.
  - Provision of partner safety inspection checklists and customer site inspection manuals.
- **Provision of Disaster Response Services**
  - A service providing limited information on heavy rain, typhoons, wildfires, and landslides—events preventable in advance—has been established to share disaster information with head office, branches, and filling stations via SMS, notification messages, and email.

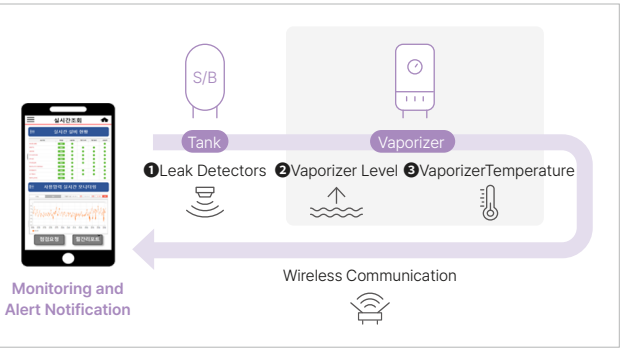
Key Enhancements to 'wego Safety' in 2024

In 2024, SK Gas reviewed the effectiveness and necessity of customers & users (S/B) safety monitoring under the wego Safety service and identified key improvement tasks. Sensor effectiveness was evaluated by type, and enhancements were made to improve operational efficiency. In particular, SK Gas addressed a core quality issue by redeveloping sensors used to measure vaporizer level and temperature. Additionally, SK Gas expanded the process requiring on-site supervision by safety managers during cylinder-to-cylinder transfers at filling stations to all stations nationwide. This process now ensures strict compliance with safety protocols and is becoming a defining part of SK Gas's safety culture.

['Major Improvements for 'wego Safety' in 2024]

Sensor Type	Key Review Details
Leak Alarm	Leak detection via sensors has environmental limitations but remains necessary for continuous use as a cautionary and alerting measure against leak accident risks.
Vaporizer Level	Significant results in early detection, preparation, and on-site response to level shortages and abnormal temperatures; ongoing advancement needed through error rate improvements.
Vaporizer Temperature	

['wego Safety' IoT Sensor Monitoring]



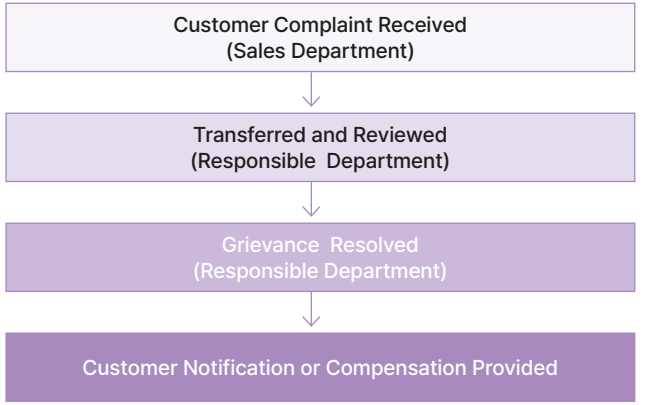
Customer Rights

Risk Management

Customer Grievance Handling Process

SK Gas monitors any inconvenience or dissatisfaction that may arise during customers' use of products and services and processes all grievance inquiries in accordance with its Customer Grievance Handling Procedure. Customer complaints are classified into four categories—volume, delivery, quality, and facilities—and are assigned to the appropriate departments for resolution: the Sales Department for volume and delivery issues, Quality Control (QC) for quality-related issues, and the Safety Technology Group for facility-related matters. This structured approach ensures a systematic and effective response to each type of grievance.

[Customer Grievance Handling Process]



Metrics & Targets

From 2021 to 2024, SK Gas achieved a 100% compliance rate with legally mandated quality inspection standards. In addition, the company has established mid- to long-term goals for customer rights protection to be implemented in 2025. SK Gas will continue to monitor progress toward these goals and systematically manage its product quality control roadmap to ensure consistent product quality and uphold customer rights.

[Compliance with Legal Quality Standards and Goals]

Category	Performance					Target		
	Unit	2021	2022	2023	2024	2025	2026	2027
Quality Inspection (Compliance with Legal Standards)	%	100	100	100	100	100	100	100

[Product Quality Management Roadmap]

Category	2023	2024	2025 Target	2026 Target	2027 Target
Inspection of Imported/Stored/Dispatched Products	Continuous inspection of imported product quality (document reviews, sampling tests) and regular inspections of stored products →				
Quality Inspection(Legal Requirements)	Management of seasonal legal quality standard changes (summer: April-October, winter: November-March), continuous quality inspections by the Korea Petroleum Quality Management Institute →				

[Medium to Long-term Goals Related to Customer Rights]

Target	Establish fair and transparent marketing practices, innovate customer experience to enhance service accessibility and satisfaction, thereby strengthening sustainable customer rights protection and ESG management.			
Detailed Plan	Category	2025	2026	2027
	Unfair Marketing Prevention	• Introduce review process for marketing materials and advertising phrases • Conduct unfair marketing prevention training for marketing personnel	• Implement unfair advertising/marketing complaint reception process • Provide advanced unfair marketing prevention training for marketing personnel	• Open marketing feedback and complaint reporting channels within the SK LPG Application
	Customer Service	• SK LPG Application UI/UX Improvement (User-Friendly Interface, Enhanced Convenience) • Review of AI Chatbot Operation	• Improvement of Membership Points Usage Convenience and Expansion of Partners	• Introduction of Chatbot within SK LPG Application

Community Engagement

Governance

Social Contribution Policy

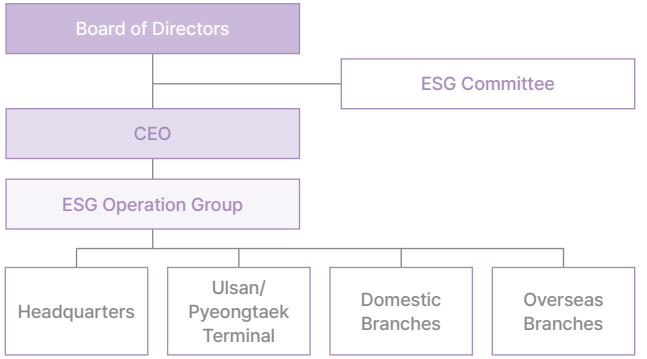
SK Gas emphasizes the importance of social contribution activities and social responsibility through its social and environmental policies outlined in Code of Ethics. Additionally, the company has established a Community Protection Policy in 2025 aimed at minimizing negative impacts related to the environment and human rights in local communities, demonstrating its commitment to regional development efforts. Based on this foundation, SK Gas strives to grow together with local communities by practicing environmental protection, creating employment opportunities, and enhancing quality of life. It also pursues harmony and balance among stakeholders, simultaneously considering current and future happiness to build a sustainable society.

Community Engagement Policy

Social Contribution Governance

The ESG Operation Group is responsible for overseeing the company's social contribution initiatives. Each business site implements programs tailored to the needs and conditions of its local community. Key decisions are reviewed and approved by the ESG Committee under the Board of Directors.

[Social Contribution Organization]

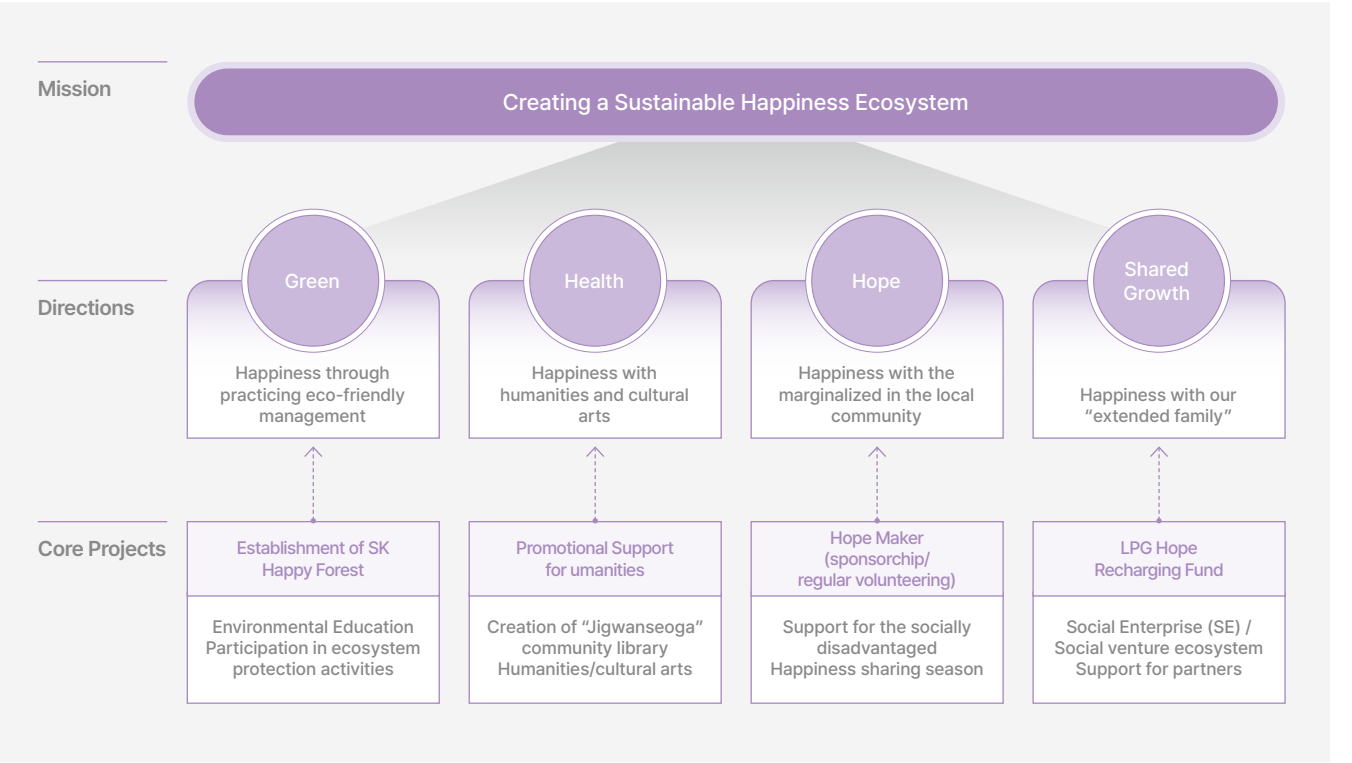


Strategy

Social Contribution Strategy

SK Gas carries out its local community contribution programs in alignment with the United Nations Sustainable Development Goals (UN SDGs), under four strategic themes: Green, Health, Hope, and Shared Growth. These programs are implemented at the site level to reflect the specific characteristics of each business and region. The company is also working to extend the scope of human rights impact assessments to include local communities, actively listening to the voices of community representatives and environmental organizations and incorporating their feedback into social contribution efforts.

[Social Contribution Strategy]



Community Engagement

Strategy

Expansion of Eco-Friendly Initiatives in the Community (Green)

To expand environmental awareness and promote environmental protection in the regions where its operations are located, SK Gas implements environmental education programs and is currently advancing the SK Happy Forest Garden Project in Pyeongtaek.

Happy Green School Project

SK Gas operates the Happy Green School program by visiting elementary schools near its business sites to educate students on the value of environmental protection, practical eco-friendly habits, and the importance of green technologies. The program also supports the employment of local women who are returning to the workforce by hiring them as instructors for the sessions.

Interactive and age-appropriate education is provided using board games and a custom-developed application. Going forward, SK Gas will continue to raise environmental awareness in local communities through experiential learning and outreach activities.

[2024 Happy Green School]



SK Happy Forest Garden Project

Pyeongtaek, where SK Gas operates, lacks forested areas and is home to large industrial complexes, making it particularly vulnerable to fine dust. In response, SK Gas has implemented the SK Happy Forest Garden Project in the area since 2022. In June 2024, the company created its fourth garden—measuring 180 pyeong—at Central Park in Hambaksan, Godeok-dong, Pyeongtaek.

Under the theme “Petals and Stems,” 2,379 trees including Yoshino cherry, Kochia, and pink chrysanthemum were planted across multiple sections. The garden is maintained using an IoT-based management system that enables year-round care, ultimately contributing to the reduction of fine dust in the area. In addition to the newly planted areas, the space includes rest zones harmoniously integrated with existing vegetation, providing residents with a relaxing and pleasant environment.

In 2025, SK Gas plans to participate in the Gyeonggi Garden Expo in Pyeongtaek as a corporate garden exhibitor and will continue to expand the SK Happy Forest Garden each year to support ecosystem protection, reduce fine dust, and enhance local residents' quality of life.

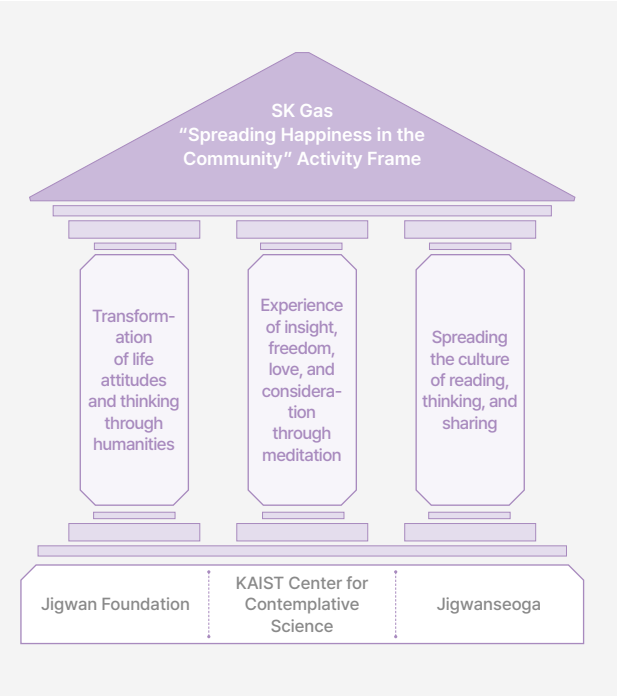
[SK Happy Forest Garden]



Spreading Happiness in the Community (Health)

SK Gas actively promotes humanities-based social contribution programs to support mental well-being, expand access to humanities education, and build cultural infrastructure in local communities through organizations such as Jigwan Foundation, Center for Contemplative Science, and Jigwanseoga.

[Humanities-Based Social Contribution Activities]



Community Engagement

Strategy

Humanities Education – Foundation Jigwan

SK Gas supports the Jigwan Foundation to advance reflective humanities, which emphasize universal values and excellence in character. As Korea's first foundation solely dedicated to humanities research support, the foundation provides funding for advanced and public humanities projects, laying the foundation for Korea to become a global leader in this field. In 2024, SK Gas signed a business agreement to support the foundation's research and outreach programs and is continuously discussing ways to link the foundation's work with the Jigwanseoga community centers.

Support for KAIST Center for Contemplative Science

To support top-tier faculty recruitment and advanced scientific research, SK Gas signed a donation agreement with the KAIST Center for Contemplative Science. The center aims to improve national mental health through scientific research and is currently developing an AI-based mindfulness platform, training specialists, and expanding awareness of mindfulness science.

Jigwanseoga Project

Jigwanseoga is a local humanities hub designed to share the research outcomes and content produced by Jigwan Foundation, the SK Happiness Research Center, and the KAIST Center for Contemplative Science with the broader community. Since the opening of the first Jigwanseoga in Ulsan in 2020 to improve the quality of life for local residents, the company currently operates a total of 7 centers, including one in Yeoju, and is expanding to regions such as Pyeongtaek. When selecting new locations, SK Gas conducts a "concept receptivity assessment" to evaluate local conditions and cultural alignment.

In the first half of 2025, a new Jigwanseoga will open in Pyeongtaek, strategically located to bridge the cultural and physical divide between foreign and domestic communities, as well as between older and newer urban centers. In partnership with KAIST, the Pyeongtaek location is also developing mindfulness programs tailored to the needs of diverse local residents. Moving forward, SK Gas will continue to support job creation and contribute to local quality of life through the expansion of the Jigwanseoga program.

[Mission and Vision of Jigwanseo]

Mission
Contribute to the mental health and happy lives of local residents through "wisdom, reflection, and humanities programs."

Vision		
Wisdom	Reflection	Humanities
Book Curation	Reading and Recitation Meetings	Lectures and Activities
Books that pose questions about life and add wisdom	A space for sharing and connecting, not being alone	Humanities content that adds depth

[Jigwanseoga Activity Details and Status]

The Tree of Wisdom

In 2024, the company held a reading challenge themed "The Tree of Wisdom." Participants read books related to "The Tree of Wisdom" and participants shared their thoughts and impressions in a chat room to validate their daily reading progress.

Number of participant	Number of books read	Average number of books rea
35	114	3.25

Online Humanities Portal

The company operates a YouTube channel "止觀書架" to provide access to humanities and culture content to a wide audience. Through this online platform, the company aims to disseminate high-quality content and engage in communication with the public.

Views	Content
393,798	245

[Jigwanseoga]



Community Engagement

Strategy

Improving Quality of Life for Vulnerable Groups (Hope)

SK Gas carries out various volunteer activities and donation programs to support vulnerable groups, including children and adolescents from low-income families, elderly individuals living alone, and persons with disabilities.

Operation of Hope Maker Program

SK Gas operates the Hope Maker program at its major business sites to support children and adolescents from low-income households. The program provides regular monthly financial support and ad-hoc material donations. Through Hope Maker School, the company also offers career and aptitude counseling and academic mentoring after school.

Launched in partnership with five national social welfare organizations in 2012, the program has produced 65 graduates as of 2024 and currently supports 70 children and adolescents. The number of beneficiaries increases by 5% each year, and SK Gas plans to further expand the program's reach going forward.

[2024 Hope Maker Year-End Celebration]



Happiness Alliance

Since 2020, SK Gas has been a member of the Happiness Alliance, participating in the Happy Two Meals project. To date, the company has provided approximately 1.75 million meals to 7,814 at-risk children across Korea. In 2024, SK Gas signed an agreement with other member companies to support 120 children in Gochang and Buan, Jeollabuk-do—areas classified as being at risk of population decline—by providing a total of 31,200 meals over one year. The company contributed funding for high-quality meals that address essential nutritional needs in these underserved regions.

['Happy Two Meals' Project]





Shared Growth Support for 1-ton Truck Delivery Drivers

In collaboration with Korea Post Logistics Support Agency, SK Gas provides essential information to encourage parcel delivery drivers to use LPG fuel and supports their welfare. The company offers various benefits through a dedicated membership program accepted at SK gas stations nationwide, including fuel cost support for 1-ton truck drivers, thereby actively promoting shared growth.

Community Living Stability Support

SK Gas supports various initiatives to help residents maintain safe and comfortable living conditions.

Since 2016, the company has operated the Clean Day program, providing services such as balcony painting and installation of door screens for households in need. In 2023, 17 households were supported, and in 2024, that number increased to 43. A new initiative in 2024, Dream Tree Study Zone, provided desks and bookshelves to children and adolescents from low-income families.

The company also supports elderly individuals living alone and people with disabilities by providing birthday gifts, meals, and cultural experiences each month. Employees handcraft items such as fruit baskets and flower soap arrangements, which are distributed by welfare institutions during celebratory gatherings that include meals. Since 2020, SK Gas employees have volunteered at Anna's House in Seongnam to support meals to homeless and elderly individuals living alone.

Community Engagement

Strategy

Shared Growth with Partners

SK Gas supports welfare programs for vulnerable groups and participates in the SE Bridge initiative to help address social challenges, fulfilling its corporate social responsibility and fostering shared growth with customers, partners, and local communities.

LPG Hope Recharging Fund

Since 2012, SK Gas has contributed as a key member of the Korea LPG Association to operate the LPG Hope Recharging Fund, a program designed to support energy-vulnerable households. The KRW 10 billion fund is primarily used to provide scholarships for children of taxi drivers, install LPG pipelines in community facilities, and upgrade LPG supply infrastructure at social welfare institutions. The fund is also used to support wildfire recovery and enhance school transportation safety for children. Over the past 13 years, the fund has raised approximately KRW 27.7 billion and supported around 70,000 households, 1,500 small business owners, and over 3,000 taxi drivers.
In 2024, SK Gas supported the replacement of old LPG trucks with new LPDi models for 12 beneficiaries, including three vulnerable individuals and veterans participating in the government's LPG truck subsidy program, as well as nine others from small business and logistics associations.
Additionally, SK Gas provided financial support for 147 rural communities (1,004 households in total—759 basic welfare, 245 near-poverty households) to install village-wide LPG pipeline networks and supported 201 social welfare institutions (including elderly, disabled, and children's facilities) for small LPG storage tank installations.

Call for Participation in Social Enterprise Partnership Programs

To support the growth of the social enterprise ecosystem, SK Gas annually recruits participating companies for the SE Bridge program in collaboration with the Korea Social Enterprise Promotion Agency. From 2021 to 2023, SK Gas implemented three SE Bridge projects focused on ecosystem protection, including ecological education, wildfire restoration, and endangered insect conservation. In 2024, the company launched a follow-up initiative with EcoPlay, the 2021 program participant, to distribute additional AR workbooks, and also began a new project in collaboration with Project Question.

Risk Management

Environmental Impact Assessment for New Local Projects

For all new business developments, SK Gas conducts environmental impact assessments and implements conservation plans. The company also collects feedback from local residents through public briefings and hearings. The company's storage terminals in Ulsan and Pyeongtaek are located within national industrial complexes, and no issues have been reported by nearby communities to date. In future site selection processes, environmentally protected areas will be excluded. The company will prioritize early engagement with residents and carry out environmental assessments accordingly. During social contribution activities, SK Gas also listens to stakeholder feedback and operates regular consultative bodies to maintain strong trust-based relationships with local communities.

[Local Community Risk Management Process]

1 Setting the Environmental Impact Assessment target area
- Select the scope of the assessment target area by reflecting the type and scale of the project and the environmental characteristics of the region, focusing on areas expected to be affected by the project implementation

2 Selection of assessment items and scope
- Extract environmental impact factors expected to affect all stages from construction to post-completion due to project implementation

3 Establishment of resident opinion collection plan
- Establish a resident opinion collection plan using surveys, workshops, expert consultations, etc., and requesting approval from the competent authority

4 Conducting the assessment and establishing environmental conservation measures

5 Preparation and submission of the Environmental Impact Assessment report

Metrics & Targets

Expansion Eco-Friendly Initiatives in Community (Green)

SK Gas plans to gradually expand its environmental contribution activities—currently centered in Ulsan—to additional sites. The company aims to protect ecosystems, including endangered species. Following the completion of its fourth SK Happy Forest Garden in 2024, SK Gas plans to establish 10 more gardens in the Pyeongtaek area by 2030 to help mitigate fine dust and enhance community well-being.

Spreading Happiness in the Community (Health)

SK Gas currently operates seven Jigwanseoga centers in Ulsan and Yeoju and is preparing to open a new location in Pyeongtaek in the first half of 2025. The Pyeongtaek Jigwanseoga will serve as a multicultural humanities space, offering foreign-language and children's books, mindfulness programs, and curated materials for local residents of diverse backgrounds. The center will also help bridge cultural and geographical gaps between urban areas and support improvements in quality of life and local job creation.

[2024 Jigwanseoga Operating Performance]

Category	Description	Number of Participants (Persons)
Humanities Lecture	A total of 12 lectures were held, inviting leading scholars, humanities activists, and artists from various fields to give regular lectures on themes such as social, economic, and cultural anthropology	13,407
Humanities Special Lecture	Invited scholars, humanities activists, and artists to give special lectures on topics such as humanities in the technological age and meditation.	40,242
Reading Club	Once a month, a small group of people were selected to participate in a book club or reading camp, where they share their thoughts and discuss a book.	164

Community Engagement

Metrics & Targets

Improving Quality of Life for Vulnerable Groups (Hope)

Through the Hope Maker program, which supports children from underserved communities, SK Gas currently assists 70 children residing in three regions where its headquarters and business sites are located. The company aims to increase the number of scholarship beneficiaries by 100 by 2030 and plans to expand the program to six regions, including those with branch offices.

Shared Growth with Partners

Through the LPG Hope Recharging Fund, SK Gas plans to support approximately 6,000 LPG facility improvement projects by 2025 and continuously expand the number of scholarship recipients. In addition, the company selects and supports one enterprise each year through the SE Bridge program, and continues to collaborate with previously supported companies on follow-up initiatives and additional projects

[Social Contribution Roadmap]

Category	2022	2023	2024	2025	2030
Green	• Eco-friendly Education - Conducted online/offline in 2 regions (Seongnam/Ulsan) - Ecosystem protection projects - Ulsan Neighbor Bird Project (for citizens) - Publication/distribution of books on endangered species: 2 regions (Seongnam and Seocheon, 20,000 copies) • Reforestation Project (Urban Forest Creation) - Creation of the first 'SK Happy Forest Garden in the city center (Joint initiative with Pyeongtaek City, completion scheduled for November)	• Eco-friendly Education - Conducted online/offline in 3 regions (Seongnam/Ulsan/ Pyeongtaek) - Participation of career - interrupted women in education • Ecosystem Protection Projects- Production and distribution of AR books - Recognition for endangered species protection • SK Happy Forest Garden - Creation of the 3rd park	• Eco-friendly Education - Conducted online/offline in 3 regions (Seongnam/Ulsan/ Pyeongtaek) - Support for Happiness Alliance education (Ulsan area) - Participation of career-interrupted women in education • SK Happy Forest Garden - Creation of the 4th park (Hambaksan Central Park)	• Continued Eco-friendly Education • Ecosystem protection projects - Ongoing endangered species protection projects • SK Happy Forest Garden - Creation of the 5th park in Pyeongtaek area	• Expansion of expertise in Eco-friendly Education • Expansion of ecosystem protection project areas • SK Happy Forest Garden creation - Establishment of 10 sites in Pyeongtaek area
Health	• Continued foundation-support • Establishment and implementation plan for Jigwanseoga - Target to establish 30 locations by 2030 - Locations: Ulsan/Pyeongtaek areas (business sites) - Establishment of UNIST branch	• Continued foundation-support • Establishment and operation of Jigwanseoga - Established 3 locations within the region: Ulsan (2), Yeoju (1) - Reassessment of Jigwanseoga establishment and operation direction	• Continued foundation-support • Establishment and operation of Jigwanseoga - Creation of one location in Pyeongtaek area (scheduled completion in first half of 2025) - Reassessment of Jigwanseoga operation direction	• Continuation of foundation-support • Continued operation of Jigwanseoga	• Continuation of foundation-support • Continued operation of Jigwanseoga
Hope	• Hope Maker - 5% annual increase in personnel (63 persons connected) • Happiness Alliance - Expansion to 2 regions (Busan/Jeju) • Support Projects with Linked Organizations - Support for projects at 6 institutions	• Hope Maker - 5% annual increase in personnel (66 persons connected) • Happiness Alliance - Continuation in 2 regions • Support Projects with Linked Organizations - Support for self-run projects at 6 institutions	• Hope Maker - 5% annual increase in personnel (70 persons connected) • Happiness Alliance - Continuation in 2 regions (Buan County/Gochang County) • Support Projects with Linked Organizations	• Hope Maker - 5% annual increase in personnel (74 persons) • Support for Happiness Alliance • Support Projects with Linked Organizations - Expansion of Support for Linked Organizations	• Hope Maker - Support for 100 persons in 6 regions • Support Projects with Linked Organizations
Shared Growth	• Operation of LPG Hope Recharging Fund • Social Enterprise Cooperation Project - WePlant (Forest Fire Restoration Project)	• Operation of LPG Hope Recharging Fund • Social Enterprise Cooperation Project - Little Friends in the Forest (Endangered Insect Protection Project)	• Operation of LPG Hope Recharging Fund • Social Enterprise Cooperation Project - Little Friends in the Forest - Project Question	• Operation of LPG Hope Recharging Fund • Continuation of Social Enterprise Cooperation Project	• Operation of LPG Hope Recharging Fund • Continuation of Social Enterprise Cooperation Project

Governance

080 Board of Directors
084 Ethical Management
088 Fair Trade
089 Risk Management
092 Enhancement of Shareholder Value



Board of Directors

Governance

Board Composition

As of the end of December 2024, the Board of Directors of SK Gas consists of seven members: four outside directors, two inside directors, and one non-executive director. A majority of the board (57%) is composed of outside directors, and the board chair is appointed separately from the CEO, with the role assigned to an outside director. To ensure professionalism in decision-making, SK Gas appoints outside directors with expertise and experience across various fields, including investment, finance and accounting, ESG, and legal affairs.

[Board Composition Overview]

(As of March 31, 2025)

Category	Name	Gender	Appointment Date	Term	Attendance Rate	Major Experience		Expertise
Outside Director (Board Chair)	Hyun Jeong Jeon	Female	Mar. 21, 2024	3 years	100%	• Law major at Seoul National University • Completed Ph.D. coursework in Commercial Law at Seoul National University • Current) Partner at KCL & PARTNERS	• Former) Presiding Judge at Seoul Central District Court	Law
Outside Director	Yang-Hoon Son	Male	Mar. 21, 2024	3 years	100%	• Economics major at Yonsei University • Master's degree in Economics from Yonsei University • Ph.D. in Economics from the University of Florida	• Former) Professor at Incheon University's Department of Economics • Former) 10th President of the Korea Energy Economics Institute	Energy
	Ju Kyeong Park	Male	Mar. 23, 2023	3 years	100%	• Master's from Korea National Defense University • Current) Guest Researcher at Korea Institute of Science and Technology Information • Current) Distinguished Professor at Seoul Digital University	• Former) Deputy Chief of Staff at Army Headquarters • Former) Head of Vaccine Transport Support Headquarters at Korea Disease Control and Prevention Agency • Former) Guest Researcher at Korea Institute for Defense Analyses	Safety/ Security
	Yong-Chae Jeong	Male	Mar. 20, 2025	3 years	Newly appointed	• Business Administration major at Seoul National University • Current) Advisor, Meritz Securities	• Former) Head of Investment Banking Division, Woori Investment & Securities • Former) CEO, NH Investment & Securities	Accounting/ Finance/M&A
Inside Director	Chang Won Chey	Male	Mar. 23, 2023	3 years	92.30%	• Psychology major at Seoul National University • Current) Vice Chairman and CEO of SK Discovery	• University • Current) Vice Chairman and CEO of SK Discovery • Current) Vice Chairman of SK Research Institute of SUPEX Management	Corporate Management
	Byung Suk Yoon	Male	Mar. 20, 2025	3 years	100%	• Chemical Engineering major at Seoul National University • Master's in Chemical Engineering from Seoul National University • MBA from the University of Michigan • Current President and CEO of SK Gas	• Former) Head of Solution & Trading at SK Gas • Former) Partner at Boston Consulting Group's Seoul Office	Corporate Management
Other Non-Executive Director	Hyun-Ho Son	Male	Mar. 20, 2025	3 years	Newly appointed	• Business Administration major at Korea University • Current) CEO, SK Discovery	• Former) Chief Financial Officer, SK Inc. • Former) Executive Vice President, Strategic Support Team, SUPEX Council	Corporate Management

Board Operations

The Board actively reflects the voices of shareholders and stakeholders by reviewing and resolving agenda items across environmental, social, and economic areas. It convenes at least once a month and regularly reviews key matters such as financial statements, the convening of general shareholder meetings, quarterly performance reports, and company-wide risk management status, including investment risks.

In accordance with the board regulations, written notice is provided at least seven days in advance of each meeting, and materials are distributed at least three business days before the meeting to allow for sufficient review. Additional briefings are provided to outside directors to ensure a clear understanding of each agenda item and related business context.

In 2024, a total of 12 board meetings were held, during which 21 reporting items and 41 resolution items were presented. Unless otherwise specified by law, resolutions are passed with a majority of directors in attendance and a majority of those present in favor.

[Board Operation Status]

Category		Unit	2022	2023	2024
Meetings Held	Number of Meetings	Times	15	13	12
Reports and Resolutions	Number of Reports	Cases	20	24	21
	Number of Resolutions	Cases	35	28	41
Opinions on Agenda Items	Approval	Cases (%)	34(97.1)	28(100)	41(100)
	Opposition	Cases (%)	0(0)	0(0)	0(0)
	Modification	Cases (%)	0(0)	0(0)	0(0)
	Abstention	Cases (%)	0(0)	0(0)	0(0)
	Postponement	Cases (%)	1(2.9)	0(0)	0(0)
Attendance rate		%	96.8	96.7	100
Average Tenure		Years	6.3	5.6	4.7

Board of Directors

Governance

Board Independence

SK Gas complies with its Outside Director Independence Guidelines, maintaining a board composed of a majority of outside directors. Outside directors are appointed only after the Outside Director Nomination Committee verifies that no significant contractual or transactional relationships exist between the candidate and the company.

In 2024, the structure of the Outside Director Nomination Committee was revised from three members to include all four outside directors, strengthening the committee's independence. Additionally, the board chair is appointed separately from the CEO, and all four standing committees are chaired by outside directors. To safeguard independence, outside directors are limited to one concurrent board position at another company and may serve a maximum of two terms (approximately six years total).

Outside Director Independence Guidelines

Board Expertise and Diversity

In line with the Board Expertise and Diversity Guidelines, SK Gas prioritizes the appointment of outside directors with expertise in law, energy, accounting, and finance. The company also values diversity in board composition and respects differences in race, gender, age, nationality, education, religion, disability, and political views to ensure that diverse stakeholder perspectives are reflected in governance.

As of 2024, one female outside director is serving on the board. SK Gas will continue to ensure that board members possess the qualifications and capabilities to contribute to the company's long-term growth and performance.

Board Expertise and Diversity Guidelines

[Board Independence, Expertise, and Diversity]

Category		Unit	2022	2023	2024
Independence	Ratio of Outside Directors on the Board	%	57.1	57.1	57.1
	Separation of CEO and Board Chair	Separation Status	Separated	Separated	Separated
	Limit on Concurrent Positions	Positions	1	1	1
Expertise	Directors with industry experience	Persons	3	3	4
	Financial experts	Persons	2	2	2
Diversity	Board diversity policy	Establishment	Established	Established	Established
	Female directors	%	14.3	14.3	14.3

Board Election Process

SK Gas ensures transparency in the appointment process of both inside and outside directors by disclosing candidates' qualifications, nomination rationale, and independence criteria. Candidates for inside director positions are evaluated by the Board based on their qualifications and capabilities and are subsequently recommended for approval at the general shareholders' meeting. For outside directors, the Outside Director Nomination Committee, under the Board, manages the candidate pool and carries out the recommendation and verification process.

The company also reviews transaction histories between SK Gas and its affiliates to identify any significant conflicts of interest. Candidates with such conflicts are excluded from the outside director pool. Furthermore, candidates for outside director positions are evaluated based on internal criteria such as independence, expertise, integrity, management perspective, and public reputation. Broader considerations include board diversity and alignment with the current business environment.

[Board Competency Matrix]

(As of March 31, 2025)

Category		Chang Won Chey	Byung Suk Yoon	Hyun Jeong Jeon	Yong-Chae Jeong	Yang Hoon Son	Ju Kyeong Park	Hyun-Ho Son
Leadership		●	●	●	●		●	●
Business Development/ Strategy		●	●		●	●		●
Finance/Accounting/Risk			●		●		●	●
Legal/Regulatory				●		●		
ESG		●	●	●	●	●	●	●
Core Industry (Energy/ Chemicals/Power)		●	●			●		●
Global		●	●	●			●	
M&A/Capital Markets		●	●	●	●			●
Supply Chain/Security (Including IT)						●	●	
Board Activities	Term	'23~'26	'25~'28	'24~'27	'25~'28	'24~'27	'23~'26	'25~'28
	Affiliated Committees	-	ESG	Board Chair, Outside Director Candidate Recommen-dation, Audit, Personnel	Outside Director Candidate Recommen-dation, Audit, ESG	Outside Director Candidate Recommen-dation,	Outside Director Candidate Recommen-dation, Audit, ESG	Personnel

Board of Directors

Governance

Board Committees

The Board of Directors of SK Gas operates four committees to enhance the professionalism and responsibilities of the Board: the Audit Committee, Outside Director Candidate Recommendation Committee, ESG Committee, and Personnel Committee.

Outside Director Candidate Recommendation Committee

The Outside Director Candidate Recommendation Committee manages the candidate pool and recommends nominees for outside directors. In June 2024, SK Gas established a structured nomination process to ensure fairness in recommending outside director candidates.

As of March 2025, the committee is composed of four outside directors, ensuring independence in candidate selection. Currently, none of the outside directors have any disqualifying legal history, such as convictions for embezzlement, breach of trust, or unfair trade practices.

In 2024, the committee held three meetings, reviewing three resolution items and two reporting items.

[Outside Director Candidate Recommendation Committee Operations Status]

Category	Unit	2022	2023	2024
Number of Members	Persons	3	3	4
Ratio of Outside Directors	%	100	100	100
CEO Participation	Participation	Not participated	Not participated	Not participated
Number of Meetings Held	Count	2	2	3
Attendance Rate	%	100	100	100
Number of Resolutions	Count	1	1	3
Number of Reports	Count	1	1	2

Audit Committee

The Audit Committee evaluates business operations through internal control systems and reviews non-financial risks. The committee is composed entirely of outside directors, including a chair with accounting and finance expertise, thereby reinforcing independence and professional oversight.

In compliance with the Monopoly Regulation and Fair Trade Act, large internal transactions require approval from the Audit Committee to ensure transparency. The committee reviews internal audit plans, pre-approves non-audit services by external auditors, and holds appointment and performance review authority for the internal audit head. It also provides regular training in collaboration with external experts to strengthen audit capabilities.

In 2024, the Audit Committee held 11 meetings, reviewing 28 resolution items and 14 reporting items.

[Audit Committee Operations Status]

Category	Unit	2022	2023	2024
Number of Members	Persons	3	3	3
Ratio of Outside Directors	%	100	100	100
Financial Expertise of the Chair	Possession Status	Yes	Yes	Yes
Number of Financial Experts	Persons	1	1	1
Number of Meetings Held	Count	11	13	11
Attendance Rate	%	100	100	100
Number of Resolutions	Count	17	13	28
Number of Reports	Count	8	15	14
Number of Opposed or Modified Opinions	Count	0	0	0

ESG Committee

The ESG Committee is responsible for establishing and overseeing SK Gas's sustainability strategies. It is composed of one inside director and two outside directors and is tasked with monitoring ESG performance and strategic direction. In 2024, the committee reviewed topics including the 2023 business performance and 2024 business plan, the ESG materiality assessment, and PPA contract execution.

[ESG Committee Operations Status]

Category	Unit	2022	2023	2024
Number of Members	Persons	3	3	3
Ratio of Outside Directors	%	66.7	66.7	66.7
Number of Meetings Held	Count	4	8	8
Attendance Rate	%	100	96	100
Number of Resolutions	Count	1	1	1
Number of Reports/Reviews	Count	7[1)]	16	15

1) Restatement due to incorrect entry of the number of items in 2022

Personnel Committee

The Personnel Committee reviews and recommends CEO candidates to the Board of Directors and the General Shareholders' Meeting. It also deliberates on the evaluation of inside directors and key executives, individual director compensation, and CEO reappointment. The performance of senior management is assessed based on KPIs, which include ESG strategic objectives such as GHG Net Zero and occupational health and safety. Detailed compensation information is disclosed in the company's management report.

[Personnel Committee Operations Status]

Category	Unit	2022	2023	2024
Category	Unit	2022	2023	2024
Number of Members	Persons	3	3	3
Ratio of Outside Directors	%	66.7	66.7	66.7
Number of Meetings Held	Count	5	4	4
Attendance Rate	%	80	92	100
Number of Resolutions	Count	0	0	0
Number of Reports/Reviews	Count	10	9	13

Board of Directors

Governance

Board Education and Support

SK Gas strengthens board competencies through education sessions focused on the company's mid-to-long-term strategy and new business development. In 2024, all outside directors received education on ethical management and ESG topics. To further enhance expertise, the Board may invite external professionals to attend meetings and provide input or receive expert consultation at the company's expense.

Board Evaluation and Compensation

Since 2020, SK Gas has conducted annual self-evaluations of board activities to clarify the roles and responsibilities of the Board and enhance its operational effectiveness. The evaluation covers 25 detailed criteria across five categories, including board and committee composition, roles, responsibilities, and operations. The results are disclosed transparently through the company's management report and corporate governance report and are used to improve future board operations. In addition, ESG performance is incorporated into the KPIs of the CEO and all executives, reinforcing the company's foundation for sustainable growth.

The compensation of inside directors is determined fairly and transparently, taking into account the company's management performance and internal executive compensation policies, and remains within the limits approved by the General Shareholders' Meeting. Compensation for outside directors is also determined within the same limit, based on factors such as industry benchmarks, responsibilities associated with the role, and independence.

[Outside Director Education Status]

Date	Target	Content
Sep. 6, 2024	All outside directors	Ethics training for outside directors

[Board Evaluation Results]

Overall Score (Out of 5)	4.93
Board Composition	4.91
Board Roles	4.90
Board Responsibilities	5.0
Board Operations	4.94
Committee Composition/Roles/Operations	4.90

[Board Compensation Disclosure and Stock Ownership Status]

Category		Unit	2022	2023	2024
Compen-sation	Inclusion of ESG in CEO performance indicators	Status	Included	Included	Included
	Disclosure of Individual Compensation Criteria and Amount	Status	Disclosed	Disclosed	Disclosed
Stocks	National pension fund stock ratio	%	6.8	-	-
	Major Shareholder Stockholding Ratio	%	72.2	72.2	72.2

Ethical Management

Governance

Ethical Management Policy

SK Gas applies its Code of Ethics and Anti-Corruption Management System Regulations as the primary standard for decision-making across all business activities and operations. These policies apply to all executives and employees at domestic and overseas business sites, including contract and dispatched workers. Subsidiaries operate under their own separate codes of ethics. In addition, SK Gas has established and applies the SK Gas Partner Code of Conduct and accompanying Guidelines for all partners, including contract security service providers.

The Code of Ethics consists of guidelines for employee conduct, compliance with laws and business policies, and the operation of the ethics system. It also includes related documents such as a whistleblowing system, budget and expense usage guidelines, a leadership FAQ, and an ethics pledge.

The Anti-Bribery Management System Regulations define roles and procedures related to anti-bribery and anti-corruption policies. The procurement management guidelines and related procedures also present ethical and evaluation standards for partners.

Code of Ethics

[Anti-Bribery Management System Certificate]


Certificate of Registration
부패방지경영시스템 인증서
SK가스(주)
KS A ISO 37001:2016/ISO 37001:2016
LPG 가스의 수입, 저장 및 공급
2023년 4월 24일
한국경영인증원

Ethical Management System

SK Gas manages ethical risks fairly and systematically, strengthening the independence of the internal audit department under the supervision of the Audit Committee of the Board of Directors.

Audit Committee

The Audit Committee reviews and approves the audit plan of the internal audit department. It also audits internal control systems and the company's financial activities and monitors overall ethical management performance, annual plans, and assessment results. Audit performance is regularly reported to the Board. The Audit Committee has the authority to consent to the appointment and dismissal of the head of the internal audit department, ensuring independent operations.

[Ethical Management Organization]



CEO

Under an enterprise risk management framework structured around the process of "Prevention, Detection and Response", the CEO oversees all ethical and compliance-related risks. The CEO reports anti-corruption and ethics performance and plans annually to the Audit Committee through the head of the internal audit department, with quarterly updates on ethical management activities.

Audit Group

The Audit Group, part of the Legal Office reporting directly to the CEO, serves as the lead department for anti-corruption and ethical management. The group is responsible for conducting ethics training for employees, administering ethical management surveys, and supporting the Audit Committee in its oversight functions.

[Key Responsibilities of the Audit Group]

- Conduct anti-corruption and compliance reviews, including internal audits and self-monitoring systems
- Provide ethics training and workshops for all employees, including those at subsidiaries
- Conduct ethical management surveys for both internal employees and partners
- Receive and handle consultations and reports related to ethical management and internal control issues
- Obtain and maintain ISO 37001 (Anti-Bribery Management System) certification

Ethical Management

Strategy

Ethics Education for Employees

SK Gas provides ethics training to all employees, including those at domestic and international subsidiaries, as well as contract and dispatched workers, to promote a culture of anti-corruption and ethical management.

The education covers basic topics such as sexual harassment prevention and workplace bullying, as well as practical case-based modules on the misuse of company assets and dual employment standards. In 2024, 100% of the 892 participants, including subsidiary employees, completed the ethics training and signed the ethics pledge.

New project leaders (PLs) also received specialized training on ethical management principles, violations of the Anti-Graft Act, and internal reporting systems, with an emphasis on transparent execution of budgets and expenses.

[Contents of Ethics Education for Employees (Including contract Employees)]

Category	Topic	Content
All employees	Basic ethics for employees	Practical standards for moonlighting, information protection, and compliance with working hours
	Improper use of company assets	Education on cases of misuse of corporate cards and company assets (promotional expenses, welfare expenses)
	False reporting	Education on cases of performance and data manipulation/concealment
Leaders	Regulation compliance	Ethical management system, ethical management FAQ for leaders, law on prohibition of illegal requests, etc.
Procurement employees	Proper procurement practices	Introduction of recent diagnostic cases, management of partners, contracts, price verification, etc.

Ethical Practice Workshops

SK Gas holds annual Ethical Practice Workshops led by executives at the department/group level. In 2024, the workshop involved 892 participants, including those from subsidiaries. The sessions focused on enhancing trust in reporting channels and reinforcing whistleblower protection. In addition, the company facilitated discussions between leaders and employees on real-world scenarios related to issues identified in the 2023 Ethical Management Survey such as mutual respect among employees (e.g., workplace bullying, personal boundary violations) and misuse of corporate credit cards.

[2024 Ethical Practice Workshop Status]

Category	Performance Results			Remarks (Implementation Date)
	Target	Performed	Performance Rate	
SK Gas	44	44	100%	7/4~8/23
Subsidiaries	21	21	100%	
Total	65	65	100%	

[Ethical Management Education Status]

Category	Content		Unit	2022	2023	2024
Training hours per person	General ethics training		Hours	2	2.2	2.8
	Sexual harassment prevention, workplace bullying prevention training[1]			1.5	2.7	2.4
	Total[2]			3.5	4.9	5.2
Number of participants[3]	SK Gas	Regular	Persons	548/552	573/574	604/604
		Non-regular		43/43	48/48	38/38
		Total		591/595	621/622	642/642
	Subsidiaries	Regular		165/165	221/223	230/230
		Non-regular		16/16	21/21	20/20
		Total		181/181	242/244	250/250
	Total			772/776	863/866	892/892
Participation Rate			%	99.5	99.7	100

1) Sexual harassment prevention and workplace bullying prevention training for SK Gas, a domestic corporation, and its domestic subsidiaries2) Re-calculation of training hours per person for 20233) Re-calculation of the number of participants in training for 2022 and 2023 in accordance with changes in calculation standards

Ethical Management Support for Business Partners

SK Gas promotes ethical management not only among employees but also across its business network. The company communicates its Partner Code of Conduct, which includes ESG, ethics, and human rights standards, and requires all partners to submit an Ethics Pledge as a mandatory part of the procurement contract process. Through its dedicated procurement IT system, SK Gas collects ethics pledges from partners on an annual basis and provides detailed fair trade and ethical management guidelines, including holiday-specific ethics guidance for major holidays, such as Lunar New Year and Chuseok.
In addition, SK Gas actively supports ethical management among partners through an annual Ethical Management Survey, which communicates key expectations such as the company's gift policy, whistleblower protection and reporting channels, examples of improper bidding behavior, and the Partner Code of Conduct. These materials are updated annually to ensure continued awareness and compliance.

Ethics Education Program for Partners

Since April 2025, SK Gas has been implementing an ethics training program for partners to promote anti-corruption practices and a culture of ethical management throughout the supply chain. The company supports partners in completing this training through its transaction platforms (e-LPG and withus), offering access to the following training content.

Ethics Education Contents

[Ethics Education Program for Partners]

Category	Topic	Course Name
1	Importance of Ethical Management	Ethics Education Prologue
2	Integrity in Job Performance	Coordination is Key to Success
3		Save Me~ Ethics
4	Prevention of Power Abuse (Gapjil)	Trust Me Once, Dad
5		Still Troubled by Power Abuse?
6		Don't Call Us Family
7	Ethics Reporting Guide	Wise Reporting Life

Ethical Management

Risk Management

Anti-Bribery Management System

In April 2020, SK Gas obtained ISO 37001 (Anti-Bribery Management System) certification, establishing a system that aligns with global anti-bribery standards. The scope of certification includes the entire LPG business, covering import, storage, and supply, as well as company-wide prevention, detection, and response to bribery risks[1].

In 2023, the company extended its certification for an additional three years following an audit of 40 departments covering 31 risk control criteria. In 2024, the company maintained certification through an assessment based on 35 criteria.

SK Gas operates a company-wide anti-bribery management system that includes policy maintenance, compliance, ethics training, and reporting mechanisms. Under its self-monitoring framework, the company continuously identifies, evaluates, reviews, and improves bribery-related risks. The risk management status is regularly reported to the CEO and Audit Committee for review and approval.

1) Anti-bribery risk assessments are conducted at 100% of SK Gas's domestic busienss sites (headquarters, Ulsan and Pyeongtaek terminals, Central, Eastern, and Western regional offices), with improvement actions and regular monitoring implemented for all identified risks

Internal Audit

Internal Audit Policy

To prevent ethical risks and corruption, SK Gas conducts regular audits of all business sites and organizations at least once every three years.
The internal audit department selects audit priorities by considering the results of its self-monitoring system risk assessments, ethical management surveys, and reviews from the SK Group and external institutions. Based on these priorities, it establishes and executes a rolling three-year audit plan. Annual compliance audits are conducted on expense management, while procurement and receivables compliance audits are performed every other year.

In 2024, audits were conducted on expense management, receivables, investment management, and the G.Hub (lubricant storage business). For 2025, the company plans to audit expense management, procurement compliance, and import/trading operations, as well as conduct audits of overseas subsidiaries.

Additionally, in partnership with the SK Group Autonomous Responsibility Management Support Team, the company performs anti-corruption management audits across all business sites and organizations every few years. The most recent audit was conducted in 2022.

[Internal Audit Status for the Past 3 Years]

Year	Corruption Risk Audit Details	Company-Wide Organization									
		LPG Domestic Business Organization		Import, Trading Organization		LNG/Power Generation Business Organization		Management Support Organization		Technical Support Organization	
		Audit	Key Points	Audit	Key Points	Audit	Key Points	Audit	Key Points	Audit	Key Points
2022	1. Company-wide Business Audit (SK Group Audit) 2. Company-wide Expense Audit 3. HR Business Audit	○	All Areas, Expenses	○	All Areas, Expenses	○	All Areas, Expenses	○	All Areas, Expenses, HR	○	All Areas, Expenses
2023	1. Company-wide Expense Audit 2. Field Procurement Business Audit 3. IT Information Security Audit	○	Expenses	○	Expenses	○	Expenses	○	Expenses, Procurement (IT), Security (IT)	○	Expenses, Procurement (R&D Center)
2024	1. Company-wide Expense Audit 2. Company-wide Investment Company Management Audit 3. Company-wide Receivables (Other Receivables) Audit 4. G.Hub (Lubricant Storage Business) Audit	○	Expenses, Investments, Receivables	○	Expenses, Investments, Receivables	○	Expenses, Investments, Receivables	○	Expenses, Investments, Receivables	○	Expenses, Investments, Receivables

Reporting and Monitoring of Audit Results

Audit results are reported quarterly to the CEO and the Audit Committee (with four reports completed in 2024 and four planned for 2025). Findings from ad-hoc audits are reported as needed. Identified issues are addressed by recommending improvement measures to relevant departments, and ongoing follow-up monitoring is conducted to ensure resolution.

[Key Audit Activities and Reporting Status for the Past 3 Years]

Category	Corruption Risk Audit Details	Remarks	Reporting
2022	Company-wide management diagnosis (including cost, procurement, accounts receivable compliance)	SK Group regular audit	Reported to CEO and Audit Committee
	Human resources management[2]	Overall operations	
2023	Expense execution compliance	Regular audit	
	IT/R&D center procurement process[2]	Overall Procurement	
	Implementation audit on company-wide management diagnosis ('22)	SK Group Implementation Audit	
	Financials, human resources, sales asset management[2]	Implementation Audit of Internal Audit	
2024	Expense execution compliance	Regular audit	
	Investment company management audit	Regular audit	
	Other accounts receivable management audit	Regular audit	
	G.Hub task audit	Regular audit	
	IT/R&D center procurement process, sales asset management, etc.	Implementation Audit of Internal Audit	

* Key internal audit tasks selected by year

Ethical Management

Risk Management

Ethics Consultation and Reporting System

SK Gas operates a consultation and reporting system to address ethical management violations, including corruption and unfair trade practices. Stakeholders can report violations—anonymously or by name—via the company website, phone, mail, or email. Reports may include unethical demands, the exchange of gifts or entertainment, and other breaches of the Code of Ethics. Dedicated personnel within the internal audit and ethics teams manage the reporting system. The operation manual outlines procedures and protections for whistleblowers, and the SK Group's Autonomous Responsibility Management Support Team oversees the fairness and transparency of the system.

In 2024, a total of eight reports were received. Among them, three were dismissed after preliminary review due to lack of validity or relevance, four were transferred to relevant departments and resolved, and one case underwent a full investigation and was closed with final reporting and follow-up. The company also launched an ethical management bulletin board to improve accessibility for employees, featuring FAQ and Q&A sections to support early issue detection and prevention.

SK Ethical Management

[Ethical Management Counseling, Reporting, and Action Status]

Category		Unit	2022	2023	2024
Ethical Management Report Reception (Per Informant)	Employees	Cases	0	1	1
	Partners	Cases	2	3	0
	Customers	Cases	4	4	3
	Others	Cases	1	1	4
Processing Results	Investigation (Audit)	Cases	1	1	1
	Transferred to Relevant Departments	Cases	1	1	4
	Others (Dismissal etc.)	Cases	5	7	3

Ethical Management Survey

To assess awareness and implementation of ethical management, SK Gas conducts an annual Ethical Management Survey targeting all employees, including those at subsidiaries. In 2024, 874 out of 878 employees (99%) participated. The company-wide average ethical practice score was 3.91 out of 5.00, comparable to the SK Group average. The survey identified "reporting" and "follow-up communication on reports" as relatively weak areas. To address these gaps, SK Gas plans to conduct targeted voice-of-employee sessions, encourage leadership by example, and expand company-wide promotion and training on ethical practices.

At the end of each year, SK Gas also administers an anonymous survey to construction and service partners to evaluate SK Gas employees' adherence to ethical standards. The results are shared with relevant departments to raise awareness. Subsidiaries participate in the survey as well, incorporating the findings into their own self-assessments and internal audits. For non-responding partners, follow-up interviews are conducted to identify additional concerns and gather feedback to improve ethical practices.

Metrics & Targets

Ethical Management Goals

SK Gas is committed to fostering a fair and transparent society free from corruption. The company has established three key goals for ethical management and anti-bribery: zero cases of bribery or corruption resulting in criminal conviction, zero disciplinary actions for ethical violations, and five hours of ethics training per employee annually. To achieve these goals, SK Gas is actively working to enhance external evaluation standards, promote a strong ethical culture, expand system implementation, and improve its consultation and reporting channels.

[2025 Ethical Management Goals]

Key Tasks	Details
Enhancement of External Evaluation Standards	• Group ethics management measurement system evaluation • Support for subsidiary ethical management system improvement
Ethical Culture Promotion	• Planning and operation of proper cost usage education • Ethics education utilizing external professional instructors (including respect for personality education) • Online ethics management education and workshops • Activities to improve ethical practice organizational culture • Ethical management survey for employees and partners
System Implementation Expansion	• Response to ISO 37001 certification maintenance audit • Expansion of anti-corruption self-inspection using IT inspection system to subsidiaries
Improvement of Consultation and Reporting Channel	• Company-wide announcement of reporting channels, addition of reporting channel education for new employees • Development/utilization of AI-based ethics regulation Q&A chatbot

Fair Trade

Governance

Fair Trade Policy

Since 2002, SK Gas has operated a Fair Trade Compliance Program (CP) and established corresponding Fair Trade Compliance Management Regulations, which are applied across all relevant transactions. To ensure fair contracting with counterparties, the company has implemented internal guidelines covering partner selection and operation, the establishment and operation of internal review committees, and the issuance and retention of documentation related to subcontracting transactions. Contract templates reflect key provisions from the Monopoly Regulation and Fair Trade Act and the Act on the Fair Transactions in Subcontracting.

SK Gas also publishes a Fair Trade Compliance Manual outlining key considerations for compliance with fair trade laws, including behavioral guidelines for employees. In 2024, the company introduced additional practical guidance for employees, including Guidelines on Interactions and Information Exchange with Competitors and Guidelines on Document Preparation and Management, to reduce legal risks associated with unfair collaborative practices and other regulatory violations.

Fair Trade Compliance Management Regulation

Fair Trade Compliance Handbook

Fair Trade Management System

SK Gas continuously monitors fair trade regulatory developments and integrates them into its business management systems to proactively manage risk. The executive in charge of fair trade serves as the company's Compliance Program Officer, overseeing all related activities. In accordance with Article 542-13 of the Korean Commercial Act, SK Gas also appoints a Compliance Officer, who is approved by the Board of Directors and is responsible for overseeing legal compliance across the organization. The Compliance Officer monitors adherence to compliance standards and is in charge of company-wide compliance training.

Strategy

Fair Trade Education

All employees, including those in specific roles or ranks, participate in annual fair trade education programs to promote a strong culture of compliance.

In 2024, SK Gas collaborated with an external law firm to provide company-wide education on precautions when engaging with competitors and best practices for document management, with a focus on preventing the risks associated with unfair collusion.

[2024 Fair Trade Education]



Risk Management

Fair Trade Compliance Activities

To prevent unfair business practices, the Internal Review Committee carries out pre-approval procedures and assesses potential violations of fair trade laws. In 2024, under the supervision of the Fair Trade Compliance Officer, the company conducted targeted compliance reviews of departments involved in LPG pricing and frequent competitor contact—areas deemed to have higher exposure to collusion risk. As part of these efforts, SK Gas distributed updated guidelines and conducted focused training sessions to strengthen compliance awareness and reduce regulatory risk.

[Anti-Corruption and Anti-Competitive Actions and Violations]

Category	Unit	2022	2023	2024
Anti-competitive Practices, Monopolies, Unfair Trade Practices	Cases	0	0	0
Monetary Sanctions for Legal and Regulatory Violations	Cases	0	0	0
Lawsuits for Legal and Regulatory Violations	Cases	0	0	0
Fines and Settlements Related to Anti-Trust/Anti-Competitive Practices	KRW 100 million	0	0	0
Lawsuit Costs and Fines Due to Price Collusion	KRW 100 million	0	0	0
Legal Violations Related to Product/Service Information and Labeling	Cases	0	0	0
Legal Violations Related to Internal Transactions	Cases	0	0	0
Legal Violations Related to Subcontract Transactions	Cases	0	0	0

Metrics & Targets

Fair Trade Targets

SK Gas identifies and implements short- and long-term fair trade initiatives based on the Compliance Program (CP) rating criteria published by the Fair Trade Comission. The company sets an annual target of zero violations of fair trade-related laws and successfully achieved this target in both 2023 and 2024.

Risk Management

Governance

Enterprise Risk Management Policy

In 2024, SK Gas established its Enterprise Risk Management (ERM) Policy to systematically and comprehensively manage various risks that may arise in the course of business operations. The policy serve as a foundational policy for integrated risk management across the company and contribute to maintaining overall business stability.
The company defines risk as a potential factor that may negatively affect financial performance, corporate value, or reputation due to uncertainty in business activities. Risks are categorized into three groups—business development risk, business operation risk, and management risk—and are managed through a structured framework.

Enterprise Risk Management Policy

[Risk Definition]

Core Business Activities		
Business Development Risk	Business Planning and Review	• Establishing Business Foundation • Structuring the Business Model • Economic Feasibility and Risk Assessment
	Business Execution	• Managing Execution Schedules • Safety and Accident Preservation
Business Operation Risk	Import/Trading	• Paper Transactions • Quality Control
	Transportation/ Storage	• Inventory Management • Infrastructure Management • Terminal Environment Management
	Sales	• Customer Management • Safety management for client sites
Supporting Activities		
Management Risk	Financial	• Financial • Taxation • Accounting
	Non-financial	• ESG • SHE/HR/IT • Legal/Compliance

Integrated Risk Management System

SK Gas operates an Integrated Risk Management System to proactively manage and respond to risks. The Board of Directors oversees the entire risk management process, while an independent risk management organization and designated departments for each risk category carry out day-to-day risk management activities.

Risk Management Committee

The Risk Management Committee is responsible for consolidating risk oversight, which was previously handled independently by individual departments. The committee is composed of a Chief Risk Officer(CRO), Dedicated Enterprise Risk Management Organization, and Risk Category-Specific Management Organization.

Chief Risk Officer (CRO)

The Chief Risk Officer leads the company's risk management framework and oversees the implementation of the ERM system. The CRO also reports key risk issues directly to the Board.

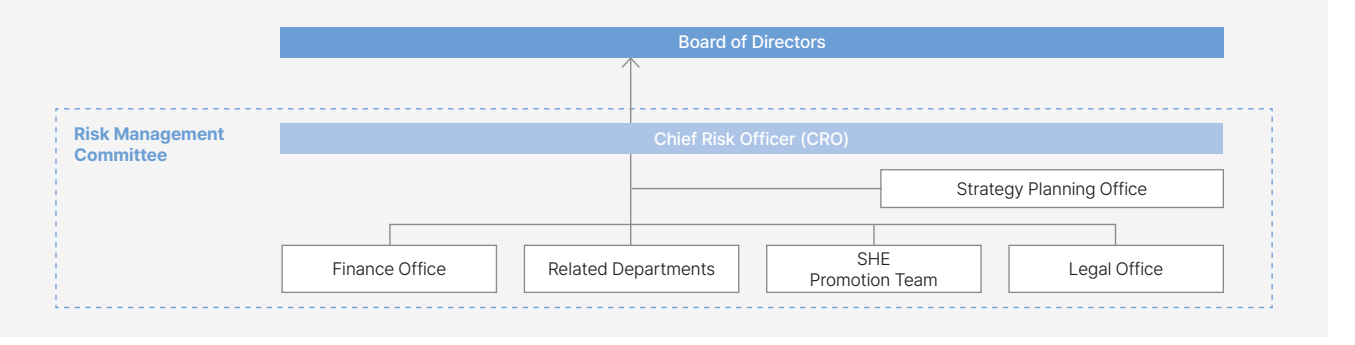
Dedicated Enterprise Risk Management Organization

The Strategy Planning Office serves as the central risk management organization, supporting the work of the CRO. It regularly assesses enterprise risk across the organization, reviews detailed information, and reports its findings to relevant departments and committees.

Risk Category-Specific Management Organization

Designated management organizations are assigned to monitor specific risk categories using defined indicators and assessment tools. Executives in charge of each risk category also serve as members of the Risk Management Committee and are responsible for first-line responses. In the event of a significant risk, they report immediately to the Risk Management Committee.

[Risk Management Organization]



Risk Management

Strategy

Risk Management Process

SK Gas has established and operates a structured process to manage both financial and non-financial risks that may impact its business operations. The risk management process consists of four stages: risk identification, risk analysis and evaluation, development and monitoring of response measures, and reporting of risk outcomes.

Risk Identification

In the risk identification phase, enterprise-wide risks that may arise in management activities—from primary operations within the business value chain to support activities—are identified. In 2024, SK Gas identified 66 detailed risk items across various risk categories and types.

Risk Analysis and Evaluation

Identified risks are analyzed in terms of their potential impact and likelihood of occurrence to determine their materiality. Based on this assessment, risks are categorized into general, significant, or critical risks, with management priority established accordingly. Risks classified as significant or critical are treated as high-priority items and are subject to enhanced monitoring and control.

Establishment and Monitoring of Risk Response Measures

SK Gas minimizes the potential impact of risks on business operations by establishing appropriate response strategies for each risk category. Designated risk management organizations monitor their assigned risks on a regular basis and develop corresponding mitigation measures. The Enterprise Risk Management Unit periodically reviews the status of risk controls to ensure that mitigation strategies are being implemented effectively.

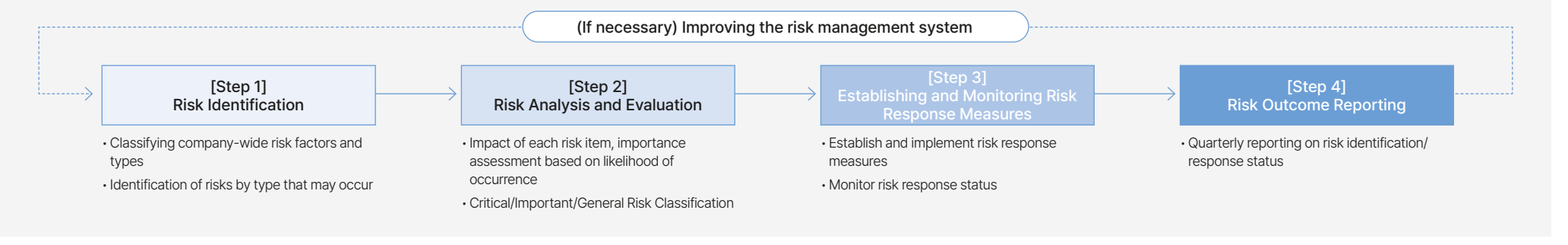
Risk Outcome Reporting

The Risk Management Committee reports the status of risk response activities and monitoring results to the Board of Directors on a quarterly basis. Through these reports, the Board reviews the adequacy and effectiveness of the response strategies and explores potential improvements. To further enhance the risk management system, SK Gas reviews and adjusts risk categories and evaluation criteria at least once a year.

Monitoring Results and Follow-Up Actions

The Board of Directors receives quarterly updates on enterprise-wide risk assessments and major issues. In the third quarter of 2024, detailed reporting was provided on the materiality, occurrence, and specific issues related to each risk category. Based on Board feedback, SK Gas developed tailored response strategies for each key issue and took proactive measures to ensure effective resolution. The company will continue to strengthen Board-led risk management efforts through enterprise risk management system.

[Risk Management Process]



Risk Management

Risk Management

New Business Investment Management

SK Gas conducts a preliminary review of all new business investments—including existing projects with an investment value of KRW 1 billion or more—through the OSS[1] process. The OSS process includes the following steps: proposal, preliminary consultation, executive reporting, final decision-making, and investment execution. From the proposal stage, the investment planning department coordinates with the Finance RM Group and the Strategy Planning Office, which oversee OSS operations, to identify key review areas. Each OSS participant organization reviews the project according to its functional responsibilities, providing support for project structure optimization and preemptive risk management. Based on the results of these reviews, the investment planning department establishes an exit plan and review criteria for supporting departments according to each stage of the investment or project. Upon final decision, the business is executed accordingly.

1) One Stop Support (OSS): A company-wide virtual task force that supports preliminary investment reviews

[OSS Departments and Key Review Items]

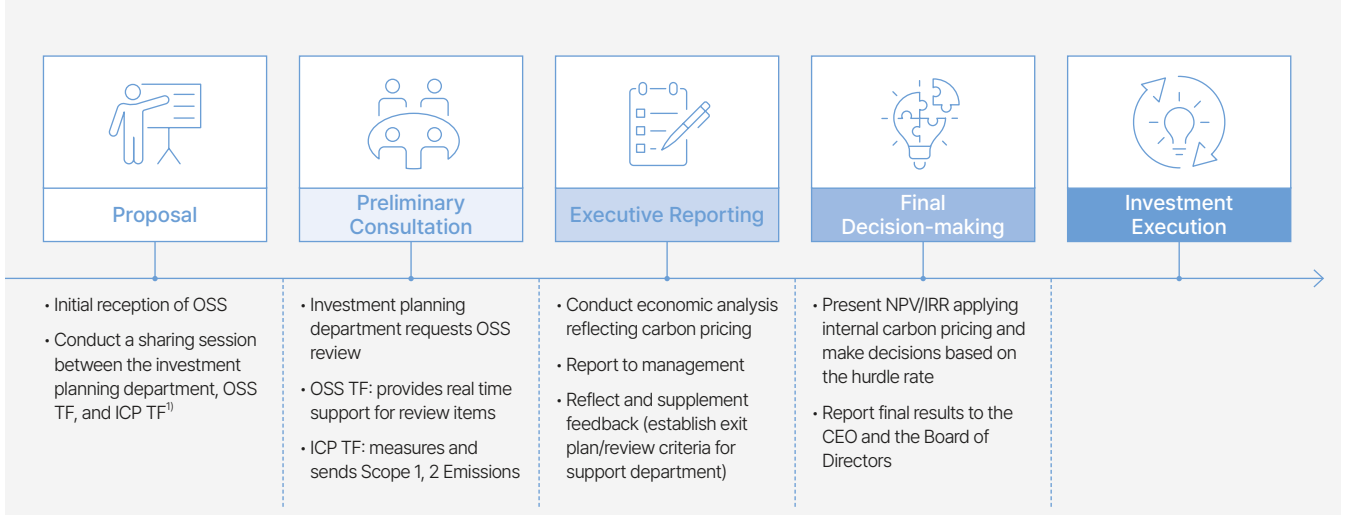
Responsible Organization	Key Review Items
Finance RM Group	Comprehensive Review
	Review of New Projects and Businesses
	Paper Transactions Included; Review of LPG/LNG Businesses
Strategy Planning Office	Review of Exit Plans and Appropriateness of Support Department Reviews
	Significance of the Business/Investment
	Investment Budget
	Decision-making Process
Finance Group	Collateral/Insurance, Funds
Accounting Group	Accounting Treatment/Profit and Loss Impact
Tax Group	Taxation
Legal Group	Contracts
	Law/Regulations
	General Meeting/Board of Directors
ESG Operation Group, R&D Center	ESG
	Internal Carbon Pricing System
SHE Planning Group	SHE Review
Communication Group	PR/CR, Disclosure Requirement
Business Support Group	Purchasing/Bidding
Development Technology Group	Estimated Price
	Other Technical Issues

Internal Carbon Pricing System

To support the effective implementation of its Net Zero Solution Provider vision, SK Gas incorporates internal carbon pricing into its evaluation of low-carbon business investments. In 2024, the company revised its Investment Project Management Regulations to ensure that investment reviews consider both financial and non-financial factors.

In addition to the existing OSS process, SK Gas now conducts economic feasibility analyses that reflect internal carbon pricing. These assessments include NPV and IRR calculations for proposed projects and are integrated into investment decision-making. During the first phase of implementation (2024–2025), internal carbon pricing assessments will be applied to new projects with an investment value of KRW 20 billion or more.

[Investment Review Process Reflecting Internal Carbon Pricing]



2) Strategy Group, Planning Group, Finance RM Group, R&D Center, ESG Operation Group

Enhancement of Shareholder Value

Strategy

Transparent Disclosure

SK Gas discloses key management information closely related to the interests of stakeholders, including investors, through the DART electronic disclosure system, the Korea Exchange, and the SK Gas corporate website. The 40th General Shareholders' Meeting, held in 2025, was announced three weeks in advance to encourage shareholder participation and was scheduled to avoid peak meeting dates. Resolutions passed at the shareholders' meeting are disclosed immediately to ensure timely communication with shareholders and other stakeholders.

[Notice Date and General Meeting Date Status]

Category	2022	2023	2024
Notice Date	Feb. 28, 2023	Feb. 27, 2024	Feb. 24, 2025
Annual General Meeting Date	Mar. 23, 2023	Mar. 21, 2024	Mar. 20, 2025
Period Between Notice Date and Annual General Meeting Date	23 days before the general meeting		24 days before the general meeting

Establishment and Disclosure of Mid-Term Dividend Policy

To enhance shareholder value, SK Gas has established a dividend policy and communicates this through investor relations materials and periodic reports to improve dividend stability and predictability. In line with this policy, the company declared an interim dividend of KRW 2,000 and a year-end dividend of KRW 6,000 per share in 2024, resulting in a total cash dividend payout of KRW 71.89 billion.

Following the completion of the previous three-year dividend policy (2021–2023), SK Gas announced a new three-year dividend policy (2024–2026) in September 2023, linking shareholder returns to long-term business growth. The company aims to implement a progressively increasing dividend policy to promote shareholder-friendly management over the long term.

[Dividend Policy]

(BASE) Compliance with at least 25% of annual consolidated controlling shareholder net profit (recurring)

- Change in dividend policy from existing "separate net income"
- Considering changes in profit structure in line with mid- to long-term growth direction, etc.

(+ALPHA) When mid- to long-term ROE target exceeds 12%, active consideration of additional shareholder returns

- If the target is exceeded, including non-recurring gains[1] such as the execution of LNG-LPG optionality, additional returns will be considered through cash dividends or a share buyback policy (split over 1-3 years)
- Utilize as a resource for expanding sustainable corporate value

1) Non-recurring gains from asset securitization, etc. are not included

Continuous implementation of interim dividends

- Strengthening shareholder-friendly policies through continued interim dividends in addition to year-end dividends

Improvement of Dividend Procedures

In 2024, SK Gas amended its Articles of Incorporation to introduce a new system in which the dividend amount is confirmed prior to the record date. Under this system, the dividend is disclosed first, and the record date is then determined by the Board of Directors, allowing shareholders to make investment decisions with a clear understanding of dividend levels. The company will continue to enhance shareholder-friendly policies by consulting with key decision-making bodies on areas requiring further improvement.

[2024 Dividend Confirmation Date and Dividend Record Date]

Dividend Confirmation Date	Dividend Record Date
Feb. 4, 2025	Mar. 25, 2025

Risk Management

Protection of Shareholder Rights

To promote active shareholder participation and effectively reflect shareholder feedback, SK Gas operates both an electronic voting system and an electronic proxy system. These tools allow shareholders to exercise their voting rights more conveniently and efficiently, including delegating votes if they are unable to attend. During the General Shareholders' Meeting, shareholders are also given the opportunity to freely express their views and ask questions on proposed agenda items.

[Activation of Voting Rights]

Category	2022	2023	2024
Introduction of Electronic Voting	Introduced	Introduced	Introduced
Encouraging Proxy Voting for All Shareholders	Conducted	Conducted	Conducted
Avoidance of Peak Days for Regular General Shareholder's Meeting	Yes	Yes	Yes

Enhancement of Shareholder Value

Metrics & Targets

Strengthening ESG Disclosure and Global Partnerships

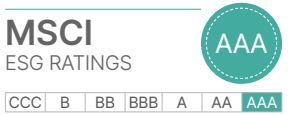
ESG External Evaluations

SK Gas integrates ESG factors into its business strategy and transparently discloses related activities and performance. As a result of these efforts, the company continues to receive favorable ratings from leading ESG evaluation agencies.

(As of 2024)

Morgan Stanley Capital International (MSCI)

AAA Rating



Korea Institute of Corporate Governance and Sustainability (KCGS)

Comprehensive A I Environmental A I Social A+ I Governance A



Carbon Disclosure Project (CDP)

Leadership A



Participation in ESG Initiatives

To promote a sustainable future and protect the environment, SK Gas actively participates in a wide range of domestic and international ESG initiatives and is committed to faithfully complying with their principles and standards.

Korea Hydrogen Alliance — Participation Since: 2017

(사)한국수소연합 Korea Hydrogen Alliance

SK Gas has been a member of the Korea Hydrogen Alliance since February 2017, supporting the early realization of a low-carbon hydrogen economy. In addition, the company is actively promoting the development of its Zero Carbon Solution business to accelerate the adoption of hydrogen energy and foster the growth of the hydrogen industry. In 2024, the company attended the Korea Hydrogen Alliance-led hydrogen seminar once, sharing overseas hydrogen policy trends.

KBCSD & BNBP(CBD) — Participation Since: 2019

KBCSD
BNBP

Since 2005, SK Gas has participated in the Korea Business Council for Sustainable Development (KBCSD). The company is also a member of the Business and Biodiversity Platform (BNBP), a biodiversity conservation initiative launched in 2016 by KBCSD and the Ministry of Environment. Recognizing the importance of the natural environment, SK Gas actively promotes ecosystem conservation through initiatives such as publishing ecological books, developing the SK Happy Forest Garden, and conducting marine and coastal pollution prevention activities. In 2024, the company delegated voting rights at the KBCSD General Assembly and participated in the 19th Environment Ministry–KBCSD Environmental Policy Consultation Meeting.

Happiness Alliance — Participation Since: 2020

행복얼라이언스

Happiness Alliance is a social safety net initiative built on collaboration among businesses, government, and citizens. Since 2020, SK Gas has participated in the Happiness Two Meals Project, working with local communities to provide lunchboxes to children at risk of food insecurity, particularly those in underserved welfare blind spots.

Task Force on Climate-related Financial Disclosures(TCFD) — Participation Since: 2020

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

The Task Force on Climate-related Financial Disclosures (TCFD) is a global initiative established to promote the disclosure of climate-related financial information by companies. Since 2020, SK Gas has disclosed its climate response activities in alignment with the TCFD recommendations, categorizing information under governance, strategy, risk management, and metrics and targets.

Clean Ammonia Council — Participation Since: 2022

청정 암모니아 협의체

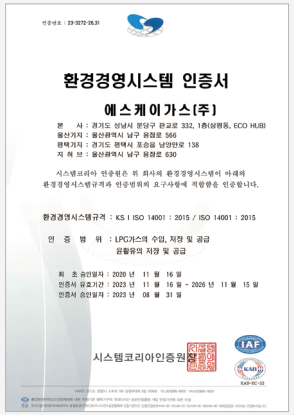
The Clean Ammonia Council was established to support technology development and information sharing for the adoption of ammonia-based decarbonized fuels. It serves as the Korean partner network of the International Ammonia Fuel Association. Since March 2022, SK Gas has participated as a vice chair of the council, working in collaboration with industry and academia to promote the commercialization of ammonia as a decarbonized fuel.

Enhancement of Shareholder Value

Metrics & Targets

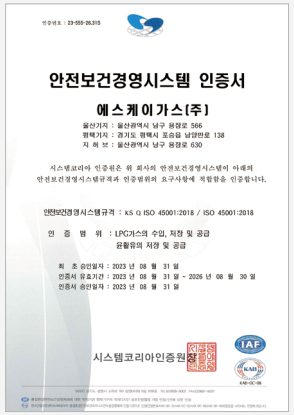
Status of ESG-related External Certifications

SK Gas is committed to strengthening ESG management and achieving sustainable development by faithfully adhering to international standards across the areas of environment, social responsibility, and governance.


환경경영시스템 인증서
에스케이가스(주)
본 사 : 경기도 성남시 분당구 판교로 332, 1층(삼평동, ECO HUB)
울산기지 : 울산광역시 남구 용잠로 566
평택기지 : 경기도 평택시 포승읍 남양만로 138
지 하 보 : 울산광역시 남구 용잠로 630
시스템코리아 인증원은 위 회사의 환경경영시스템이 아래의 환경경영시스템규격과 인증범위의 요구사항에 적합함을 인증합니다.
환경경영시스템규격 : KS I ISO 14001 : 2015 / ISO 14001 : 2015
인 증 범 위 : LPG가스의 수입, 저장 및 공급
윤활유의 저장 및 공급
최 초 승인일자 : 2020 년 11 월 16 일
인증서 유효기간 : 2023 년 11 월 16 일 ~ 2026 년 11 월 15 일
인증서 승인일자 : 2023 년 08 월 31 일
시스템코리아인증원장

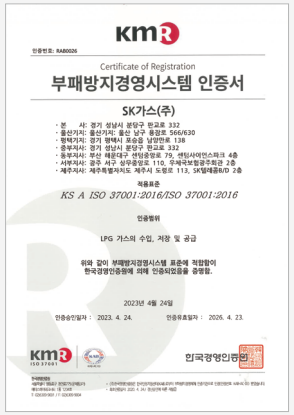
ISO 14001
(Environmental Management System)

Certification Validity Period:
2023.11.16 ~ 2026.11.15


안전보건경영시스템 인증서
에스케이가스(주)
울산기지 : 울산광역시 남구 용잠로 566
평택기지 : 경기도 평택시 포승읍 남양만로 138
지 하 보 : 울산광역시 남구 용잠로 630
시스템코리아 인증원은 위 회사의 안전보건경영시스템이 아래의 안전보건경영시스템규격과 인증범위의 요구사항에 적합함을 인증합니다.
안전보건경영시스템규격 : KS O ISO 45001:2018 / ISO 45001:2018
인 증 범 위 : LPG가스의 수입, 저장 및 공급
윤활유의 저장 및 공급
최 초 승인일자 : 2023 년 08 월 31 일
인증서 유효기간 : 2023 년 08 월 31 일 ~ 2026 년 08 월 30 일
인증서 승인일자 : 2023 년 08 월 31 일
시스템코리아인증원장

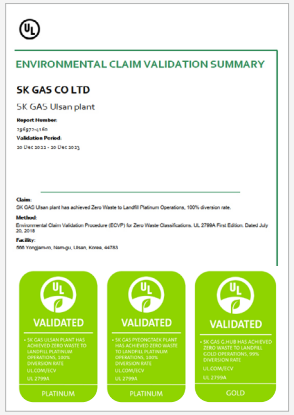
ISO 45001
(Occupational Health and Safety Management System)

Certification Validity Period:
2023.08.31 ~ 2026.08.30


KMR
Certificate of Registration
부패방지경영시스템 인증서
SK가스(주)
· 본 사: 경기 성남시 분당구 판교로 332
· 울산지사: 울산 남구 용잠로 566/630
· 평택지사: 경기 평택시 포승읍 남양만로 138
· 충북지사: 경기 성남시 분당구 판교로 332
· 동부지사: 부산 해운대구 센텀중앙로 79, 센텀사이언스파크 4층
· 서부지사: 광주 서구 상무중앙로 110, 무역국보빌딩주희관 2층
· 제주지사: 제주특별자치도 제주시 도령로 113, SK텔레콤R/D 2층
적용표준
KS A ISO 37001:2016/ISO 37001:2016
인증범위
LPG 가스의 수입, 저장 및 공급
위와 같이 부패방지경영시스템 표준에 적합함이 한국경영인증원에 의해 인증되었음을 증명함.
2023년 4월 24일
인증승인일자 : 2023. 4. 24. 인증유효일자 : 2026. 4. 23.
KMR ISO 37001
한국경영인증원

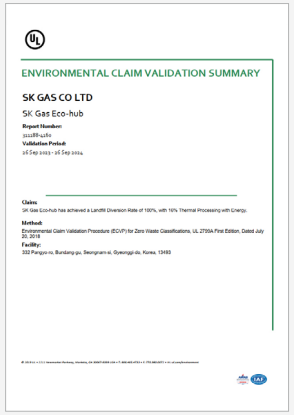
ISO 37001
(Anti-Bribery Management System)

Certification Validity Period:
2023.04.24 ~ 2026.04.23


ENVIRONMENTAL CLAIM VALIDATION SUMMARY
SK GAS CO LTD
SK GAS Ulsan plant
Report Number:
Validation Period:
Claim:
Method:
Facility:
VALIDATED
VALIDATED
VALIDATED
PLATINUM
PLATINUM
GOLD

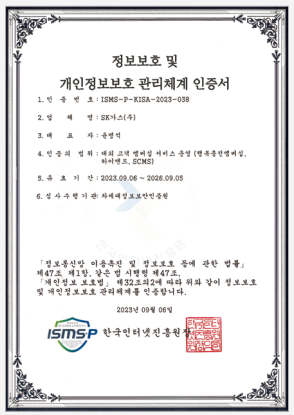
ZWTL
(Zero Waste to Landfill)

Platinum – Ulsan/Pyeongtaek Terminals
Gold – G.Hub
Certification Validity Period:
2022.12.20 ~ 2023.12.20


ENVIRONMENTAL CLAIM VALIDATION SUMMARY
SK GAS CO LTD
SK Gas Eco-hub
Report Number:
Validation Period:
Claim:
Method:
Facility:

ZWTL
(Zero Waste to Landfill)

HQ – Recycling Rate 100% Certified
(Including 16% Energy Recovery)
Certification Validity Period:
2023.09.26 ~ 2024.09.26


정보보호 및
개인정보보호 관리체계 인증서
1. 인 증 번 호 : ISMS-P-KISA-2023-038
2. 명 칭 : SK가스(주)
3. 대 표 자 : 송명석
4. 인 증 의 범 위 : 배관 고압 엘비실 서비스 공정 (법로충전엘비실, 터미널로, SCMS)
5. 유 효 기 간 : 2023.09.06 ~ 2026.09.05
6. 정 사 수 법 기 준 : 자세에정보보안인증원
「정보통신망 이용촉진 및 정보보호 등에 관한 법률」 제47조 제1항, 동준 법 시행령 제47조, 「개인정보 보호법」 제32조의2에 따라 위와 같이 정보보호 및 개인정보보호 관리체계를 인증합니다.
2023년 09월 06일
ISMSP 한국인터넷진흥원장

ISMS-P

Certification Validity Period:
2023.09.06 ~ 2026.09.05

Appendix

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121 GHG Emissions Verification Opinion Statement
123 Independent Assurance Statement

Financial Statements

40th Fiscal Year 2024.01.01-2024.12.31
39th Fiscal Year 2023.01.01-2023.12.31
38th Fiscal Year 2022.01.01-2022.12.31

Consolidated Statement of Financial Position

(Unit: KRW)

	40th Fiscal Year	39th Fiscal Year	38th Fiscal Year
Assets			
Current assets	2,608,910,830,555	2,485,113,138,789	2,581,339,370,870
Cash and cash equivalents	584,522,915,235	493,752,033,069	404,791,629,643
Short-term financial assets	197,481,842,519	285,727,024,079	317,068,803,992
Accounts receivable and other receivables	958,314,534,886	751,169,601,190	969,701,432,756
Derivative assets	108,282,082,017	213,504,381,138	49,115,757,816
Inventories	495,819,714,192	447,664,060,528	461,655,016,545
Other current financial assets	68,504,335,905	71,077,692,357	168,341,050,077
Other current assets	52,202,267,020	62,933,140,351	51,380,473,964
Non-current assets held for sale	143,783,138,781	159,285,206,077	159,285,206,077
Non-current assets	4,930,711,139,580	3,596,698,272,384	3,250,437,520,701
Long-term financial assets	138,191,549,325	139,315,659,071	147,583,901,725
Accounts receivable and other receivables	1,183,383,831	960,192,861	2,444,389,971
Derivative assets	37,838,219,595	22,559,827,222	106,409,476,736
Investments in associates and joint ventures	782,738,341,201	749,872,894,953	735,981,472,944
Tangible assets	2,532,572,255,206	2,102,401,625,739	1,620,792,551,107
Intangible assets	124,571,559,251	112,794,397,001	115,721,369,373
Right-of-use assets	1,238,623,421,401	387,817,255,307	433,221,742,722
Net defined benefit assets	7,776,809,438	5,213,605,901	9,729,305,819
Other non-current financial assets	25,859,965,829	33,018,006,880	33,371,406,586
Other non-current assets	30,166,195,639	42,027,135,836	44,581,226,463
Deferred tax assets	11,189,438,864	717,671,613	600,677,255
Total assets	7,539,621,970,135	6,081,811,411,173	5,831,776,891,571

(Unit: KRW)

	40th Fiscal Year	39th Fiscal Year	38th Fiscal Year
Liabilities			
Current liabilities	2,021,018,622,987	1,460,923,784,096	1,742,517,071,826
Accounts payable and other payables	716,505,719,428	389,973,548,585	342,816,925,674
Short-term Interest-bearing Borrowings	531,928,262,468	717,270,001,088	899,681,398,242
Bonds payables	459,819,838,553	169,877,966,499	149,920,649,456
Derivative liabilities	41,606,407,214	55,957,029,632	204,040,928,350
Accrued corporate taxes payable	62,694,905,637	41,683,526,531	67,795,611,024
Lease liabilities	138,827,827,098	57,698,541,704	63,466,702,564
Other current financial liabilities	33,719,360,391	149,360,390	260,081,394
Other current liabilities	35,916,302,198	28,313,809,667	14,534,775,122
Non-current liabilities	2,780,267,119,401	2,032,581,859,576	1,748,364,673,498
Accounts payable and other payables	0	0	31,422,268,626
Bonds payable	908,317,941,094	1,267,232,286,362	1,216,661,474,646
Long-term Interest-bearing borrowings	709,492,426,648	333,373,331,437	46,547,634,881
Derivative liabilities	4,400,691,169	0	113,606,696
Defined benefit liabilities	0	259,956,299	0
Deferred tax liabilities	63,180,158,577	97,188,724,154	67,196,623,519
Lease liabilities	1,078,671,488,806	292,158,415,386	349,353,765,869
Other non-current financial liabilities	4,652,852,000	36,632,662,614	35,539,778,232
Other non-current liabilities	11,551,561,107	5,736,483,324	1,529,521,029
Total liabilities	4,801,285,742,388	3,493,505,643,672	3,490,881,745,324
Equity			
Controlling Interests	2,728,991,464,712	2,581,072,226,048	2,340,895,146,247
Capital stock	46,151,220,000	46,151,220,000	46,151,220,000
Capital surplus	195,492,192,871	195,492,192,871	195,492,192,871
Other capital	(21,526,183,634)	(20,923,441,796)	(21,810,258,103)
Accumulated other comprehensive income	42,561,210,982	7,303,495,376	10,908,201,585
Retained earnings	2,466,313,024,493	2,353,048,759,597	2,110,153,789,894
Non-controlling interest	9,344,763,035	7,233,541,453	0
Total equity	2,738,336,227,747	2,588,305,767,501	2,340,895,146,247
Total liabilities and equity	7,539,621,970,135	6,081,811,411,173	5,831,776,891,571

Financial Statements

40th Fiscal Year 2024.01.01-2024.12.31
39th Fiscal Year 2023.01.01-2023.12.31
38th Fiscal Year 2022.01.01-2022.12.31

Consolidated Statement of Comprehensive Income

(Unit: KRW)

	40th Fiscal Year	39th Fiscal Year	38th Fiscal Year
Sales revenue	7,095,902,060,317	6,992,257,390,856	8,066,169,118,262
Cost of sales	(6,488,109,291,791)	(6,376,109,851,782)	(7,388,052,567,355)
Gross profit	607,792,768,526	616,147,539,074	678,116,550,907
Selling and administrative expenses	(320,616,193,367)	(312,552,070,344)	(287,645,560,525)
Operating profit	287,176,575,159	303,595,468,730	390,470,990,382
Financial income	466,601,672,962	615,162,792,063	716,410,582,741
Financial costs	(454,080,365,517)	(434,266,908,867)	(758,498,304,503)
Other non-operating income	36,791,580,355	23,906,634,963	19,478,611,230
Other non-operating expenses	(12,306,024,709)	(18,928,260,513)	(14,301,617,520)
Equity method gain (loss) on investments in associates and joint ventures	(84,278,662,842)	(51,497,933,213)	(48,816,285,296)
Net income before income taxes	239,904,775,408	437,971,793,163	304,743,977,034
Income tax expense	(62,136,730,805)	(121,681,184,701)	(47,666,229,062)
Net income for the current period	177,768,044,603	316,290,608,462	257,077,747,972
Other comprehensive income	42,530,716,481	(9,722,274,515)	20,990,398,181
Items subsequently reclassified to profit or loss for the current period			
Equity method capital charges	22,302,096,150	2,607,605,799	18,329,281,246
Gains (losses) on derivative valuation	(16,606,241,185)	(7,088,933,361)	(15,246,949,209)
Foreign currency translation gains (losses) on overseas operations	33,938,774,766	3,366,605,981	16,824,775,605
Items not subsequently reclassified to profit or loss			
Equity method earnings surplus	142,172,965	(585,654,137)	7,032,303,330
Other comprehensive income - fair value measurement financial assets valuation gain/loss	1,129,184,518	(2,524,751,656)	(5,608,121,028)
Remeasurement components of defined benefit obligations	1,624,729,267	(5,497,147,141)	(340,891,763)
Total comprehensive income	220,298,761,084	306,568,333,947	278,068,146,153

(Unit: KRW)

	40th Fiscal Year	39th Fiscal Year	38th Fiscal Year
Attributable to profit or loss for the period			
Equity attributable to owners of the parent company	178,835,586,560	316,290,615,981	257,077,747,972
Non-controlling interest	(1,067,541,957)	(7,519)	0
Attributable to total comprehensive income for the period			
Equity attributable to owners of the parent company	220,322,348,502	306,603,108,494	278,068,146,153
Non-controlling interest	(23,587,418)	(34,774,547)	0
Earnings per share			
Basic earnings per share	19,926	35,241	28,644
Diluted earnings per share	19,841	35,101	28,559

ESG Data I Environmental

Greenhouse Gases

Category	Unit	2022	2023	2024
Emissions Target	tCO_2eq	32,409	31,747	27,622[6]
Total Emissions (Scope 1, 2)	tCO_2eq	32,383	30,794	20,317
Direct Emissions (Scope 1)	tCO_2eq	23,817	23,450	16,244
Indirect Emissions (Scope 2 - Market-based)[1]	tCO_2eq	8,566	7,344	4,074
Indirect Emissions (Scope 2 - Location-based)	tCO_2eq	11,103	11,329	11,851
Reduction Performance	%	100.1	103.1	134.7
Other Indirect Emissions (Scope 3)[2]	tCO_2eq	11,942,582	11,782,373[5]	10,410,211
Greenhouse Gas Intensity – Revenue Unit[3]	tCO_2eq/KRW billion	4.64	5.82	4.34
Greenhouse Gas Intensity – Shipment Volume Unit[4]	tCO_2eq/thousand ton	4.9	4.8	3.5
Intensity Improvement-Revenue Unit[3]	%	34.65	-25.45	25.41

1) Scope 2 market-based emissions calculation based on CDP's global RE100 operating framework
2) Scope 3 calculation scope: Categories 1 to 8, 10, 11, 13, 15
3) Recalculated based on the Separate Financial Statement Revenue
4) Shipment volume based on total of Ulsan Terminal, Pyeongtaek Terminal, G.Hub
5) 2023 emissions recalculated due to data calculation error.
6) The 2024 emission target presented on this page has been revised in accordance with the data published in the 2023 Sustainability Report. (August 13, 2025)

Energy

Category		Unit	2022	2023	2024
Total Energy Consumption[1][6]		TJ	629.2	609.2	509.6
General Energy (Non-renewable Energy)	Total Non-renewable Energy Consumption[5]	TJ	629	608	508
	Fuel	TJ	395	369	242
	Electricity	TJ	225	230	257
	Steam	TJ	9	9	9
	Reduction Performance (Average Improvement Rate)[2]	%	31.09	-27.52	5.54
Renewable Energy	Total Renewable Energy Consumption[6]	TJ	53.22	84.44	164.6
	Solar[6]	TJ	0.2	1.2	1.6
	REC	TJ	53.02	83.24	-
	Green Premium	TJ	-	-	163
	Renewable Electricity Usage Rate[3][6]	%	23.65	36.71	65.1
Energy Intensity - Revenue Unit[2]		TJ/KRW billion	0.09	0.12	0.11
Energy Intensity - Shipment Volume Unit[4]		TJ/thousand ton	0.10	0.10	0.09

1) Excluding REC and Green Premium values (as they represent renewable energy certification rather than actual electricity).
2) Recalculated based on the Separate Financial Statement Revenue
3) Renewable electricity usage rate = (Solar power + REC + Green Premium) / Total electricity consumption
4) Shipment volume based on total of Ulsan Terminal, Pyeongtaek Terminal, G.Hub
5) 2022 and 2023 data restated due to data summation error
6) 2022 and 2023 data restated due to data calculation error
※ Sales revenue is influenced by external factors such as oil prices and exchange rates; shipment volume linked to SK Gas sales performance is used as the basis for intensity calculation.

Water Resources

Category	Unit	2022	2023	2024
Total Water Withdrawal	ton	29,178	33,843	33,066
Municipal Water	ton	29,178	33,843	33,066
Groundwater	ton	-	-	-
Others (Rainwater, etc.)	ton	-	-	-
Water Intensity – Revenue Unit[1]	ton/KRW billion	4.18	6.4	7.07
Water Intensity - Shipment Volume Unit[2]	ton/thousand ton	4.4	5.3	5.7
Total Water Usage	ton	31,891	37,366	37,119
Water Reuse	ton	2,713	3,523	4,053
Water Reuse Rate	%	8.5	9.4	10.9

1) Recalculated based on the Separate Financial Statement Revenue
2) Shipment volume based on total of Ulsan Terminal, Pyeongtaek Terminal, G.Hub

Environmental Investment Amounts[1]

Category	Unit	2022	2023	2024
Total Investments	KRW million	1,223	1,939	385
Ulsan Terminal	KRW million	665	942	68
Pyeongtaek Terminal	KRW million	315	744	68
G.Hub	KRW million	243	253	249

1) Retabulation of 2022 and 2023 Figures Due to Change in Calculation Basis

Environmental Participation

Category			Unit	2022	2023	2024
Environmental Education	Managers	Participants	Persons	45	46	48
		Training Hours	Hours	720	736	768
		Training Hours per Employee	Hours	16	16	16
		Participation Rate	%	100	100	100
	General Employees	Participants	Persons	50	62	67
		Education Hours	Hours	100	124	134
		Training Hours per Employee	Hours	2	2	2
		Participation Rate	%	100	100	100
		Environmental Incident Response Drills	IStatus	Conducted	Conducted	Conducted
Environmental Certification	ISO 14001 Certification Rate		%	100	100	100
Environmental Regulation Violations	Violations		Cases	-	-	1
	Fines and Penalties		KRW million	-	-	0.8

ESG Data I Environmental

Pollutants and Waste

Category			Unit	2022	2023	2024
Air Pollutants	Nitrogen Oxides (NOx)	Emissions[1]	ton	17.46	17.83	12.33
		Intensity – Revenue Unit[2]	ton/KRW billion	0.0025	0.0034	0.0026
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	0.003	0.003	0.002
		Emission Concentration (Ulsan Terminal) (Permissible Standard)	ppm	150	150	150
		Emission Concentration (Pyeongtaek Terminal) (Permissible Standard)	ppm	150	150	150
		Emission Concentration (G.Hub)	ppm	-	-	-
	Sulfur Oxides (SOx)	Emissions[1]	ton	0.07	0.06	0.04
		Intensity – Revenue Unit[2]	ton/KRW billion	0.00001	0.00001	0.00001
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	0	0	0
		Emission Concentration (Ulsan Terminal) (Permissible Standard)	ppm	200	200	200
		Emission Concentration (Pyeongtaek Terminal) (Permissible Standard)	ppm	200	200	200
		Emission Concentration (G.Hub)	ppm	-	-	-
	Volatile Organic Compounds (VOCs)	Emissions	ton	-	-	-
		Intensity – Revenue Unit[2]	ton/KRW billion	-	-	-
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	-	-	-
	Hydrocarbons (HC)	Emissions	ton	-	-	-
	Methane (CH4)	Emissions	ton	-	-	-
	Nitrous Oxide (N2O)	Emissions	ton	-	-	-
	Hazardous Air Pollutants (HAPs)	Emissions	ton	-	-	-
	Hydrofluorocarbons (HFCs)	Emissions	ton	-	-	-
	Perfluorocarbons (PFCs)	Emissions	ton	-	-	-
	Sulfur Hexafluoride (SF6)	Emissions	ton	-	-	-
	Hydrogen Sulfide (H2S)	Emissions	ton	-	-	-
	Particulates (PM10)	Emissions[1]	ton	0.5	0.55	0.4
		Intensity – Revenue Unit[2]	ton/KRW billion	0.000072	0.0000104	0.000085
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	0	0	0
		Emission Concentration (Permissible Standard)	mg/m^3	30	30	30

1) 2022 and 2023 data restated due to data calculation error
2) Recalculated based on the Separate Financial Statement Revenue
3) Shipment volume based on total of Ulsan Terminal, Pyeongtaek Terminal, G.Hub

※ Sales revenue is influenced by external factors such as oil prices and exchange rates; therefore, shipment volume linked to SK Gas's sales performance is used as the basis for intensity calculation.

Category			Unit	2022	2023	2024
Water Quality Pollutants	COD	Emissions	ton	-	-	-
		Intensity – Revenue Unit[2]	ton/KRW billion	-	-	-
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	-	-	-
	BOD	Emissions	ton	-	-	-
		Intensity – Revenue Unit[2]	ton/KRW billion	-	-	-
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	-	-	-
	SS	Emissions	ton	-	-	-
		Intensity – Revenue Unit[2]	ton/KRW billion	-	-	-
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	-	-	-
	T-N	Emissions	ton	-	-	-
		Intensity – Revenue Unit[2]	ton/KRW billion	-	-	-
		Intensity - Shipment Volume Unit[3]	ton/thousand ton	-	-	-
	Wastewater	Treatment Volume	ton	-	-	-
Waste	Total Waste Emission		ton	973.1	538.8	239.6
	General Waste		ton	438.8	169.2	205.7
	Designated Waste		ton	534.3	369.6	33.9
	Intensity – Revenue Unit[2]		ton/KRW billion	0.1394	0.1019	0.0512
	Intensity - Shipment Volume Unit[3]		ton/thousand ton	0.148	0.084	0.041
	Reduction Performance (Average Improvement Rate in Intesnity)[1]		%	7.17	26.95	49.73
	Total Waste Treatment		ton	973.1	538.8	239.5
	Recycling		ton	953.8	524.9	228.7
	Incineration		ton	19.3	12.4	10.8
	Landfill		ton	-	1.5	-
	Recycling Rate[4]		%	98.8	98.2	98.5
Hazardous Waste	Emissions		ton	534.3	369.64	33.85
	Recycling		ton	527.03	365.59	26.44
	Incineration/Landfill		ton	7.27	4.05	7.41
	Reduction Performance (Average Improvement Rate in Intesnity)[1]		%	28.38	24.86	89.63
	Recycling Rate		%	98.64	98.9	78.11

4) Recycling Rate (ZWTL) = Total Recycled Quantity / (Total Waste Generated – Designated Waste Incinerated & Landfilled) x 100

ESG Data I Environmental

Air Pollutant Emissions at Facilities

Category			Unit	2022	2023	2024
Headquarters	Nitrogen Oxides (NOx)	Emissions	ton	0.03	0.02	0.02
	Sulfur Oxides (SOx)	Emissions	ton	0	0	0
	Dust (PM10)	Emissions	ton	0	0	0
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
Ulsan	Nitrogen Oxides (NOx)	Emissions	ton	12.27	12.7	8.22
	Sulfur Oxides (SOx)	Emissions	ton	0.04	0.04	0.03
	Dust (PM10)	Emissions	ton	0.37	0.39	0.28
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
Pyeongtaek	Nitrogen Oxides (NOx)	Emissions	ton	5.16	5.11	4.09
	Sulfur Oxides (SOx)	Emissions	ton	0.03	0.02	0.02
	Dust (PM10)	Emissions	ton	0.13	0.16	0.13
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
G.Hub	Nitrogen Oxides (NOx) Emissions		ton	-	-	-
	Sulfur Oxides (SOx)	Emissions	ton	-	-	-
	Dust (PM10)	Emissions	ton	-	-	-
	Volatile Organic Compounds (VOCs)	Emissions	ton	-	-	-

Water Pollution Emissions Concentration at Facilities

Category			Unit	2022	2023	2024
Headquarters	BOD	Concentration	mg/L	-	-	-
	TOC	Concentration	mg/L	-	-	-
	SS	Concentration	mg/L	-	-	-
Ulsan	BOD	Concentration	mg/L	-	-	-
	TOC	Concentration	mg/L	-	-	-
	SS	Concentration	mg/L	-	-	-
Pyeongtaek	BOD	Concentration	mg/L	-	-	-
	TOC	Concentration	mg/L	-	-	-
	SS	Concentration	mg/L	-	-	-
G.Hub	BOD	Concentration	mg/L	-	-	-
	TOC	Concentration	mg/L	-	-	-
	SS	Concentration	mg/L	-	-	-

Wastes Generated and Disposal at Facilities

Category			Unit	2022	2023	2024
General Waste	Headquarters	Generation	ton	32.27	46.9	42.15
		Recycling	ton	32.27	46.9	42.15
		Incineration	ton	12.03	0	0
		Landfill	ton	0	0	0
	Ulsan	Generation	ton	215.91	72.87	90.94
		Recycling	ton	215.91	72.87	90.94
		Incineration	ton	0	0	0
		Landfill	ton	0	0	0
	Pyeongtaek	Generation	ton	18.91	22.27	54.82
		Recycling	ton	18.91	22.27	54.82
		Incineration	ton	0	0	0
		Landfill	ton	0	0	0
	G.Hub	Generation	ton	171.76	27.16	65.5
		Recycling	ton	171.76	17.28	62.07
		Incineration	ton	0	8.34	3.43
		Landfill	ton	0	1.54	0
Designated Waste	Headquarters	Generation	ton	0	0	0
		Recycling	ton	0	0	0
		Incineration	ton	0	0	0
		Landfill	ton	0	0	0
	Ulsan	Generation	ton	3.68	2.8	2.14
		Recycling	ton	1.1	2.37	1.58
		Incineration	ton	2.58	0.43	0.56
		Landfill	ton	0	0	0
	Pyeongtaek	Generation	ton	11.15	2.24	15.28
		Recycling	ton	11.15	0.96	14.55
		Incineration	ton	0	1.28	0.73
		Landfill	ton	0	0	0
	G.Hub	Generation	ton	519.47	364.6	16.43
		Recycling	ton	514.78	362.26	10.31
		Incineration	ton	4.69	2.34	6.12
		Landfill	ton	0	0	0
Recycling Rate	Headquarters		%	62.72	100	100
	Ulsan		%	100	100	100
	Pyeongtaek		%	100	100	100
	G.Hub		%	100	97.46	95.47

ESG Data I Social

Occupational Health and Safety

Category			Unit	2022	2023	2024
Industrial Accidents Occurrence	Total (Employees + Partner's employees)	Number of Fatalities	Persons	0	0	0
		Fatality Rate	%	0	0	0
		Lost Time Injury Cases (LTI)	Cases	1	0	0
		Lost Time Injury Rate (LTIR)[1]	Cases/200,000 Hours Worked	0.11	0	0
		Total Recordable Incident Rate (TRIR)[2]	Cases/200,000 Hours Worked	0.23	0.21	0.41
		Total Recordable Incidents (TRI)	Cases	2	2	4
	Employees	Total Working Hours	Hours	1,100,244	1,210,688	1,246,610
		Total Number of Employees	Persons	614	653	661
		Number of Fatalities	Persons	0	0	0
		Fatality Rate	%	0	0	0
		Lost Time Injury Cases (LTI)	Cases	0	0	0
		Lost Time Injury Rate (LTIR)[1]	Cases/200,000 Hours Worked	0	0	0
		Total Recordable Incident Rate (TRIR)[2]	Cases/200,000 Hours Worked	0.18	0	0
		Number of Occupational Disease Cases	Cases	0	0	0
		Occupational Illness Frequence Rate (OIFR)	Cases/200,000 Hours Worked	0	0	0
		Industrial Accident Rate	%	0	0	0
		Severity Rate	%	0	0	0
		Absence Rate	%	0	0	0
		Number of Employees Managed as High-Risk Group[3]	Persons (%)	0(0)	0(0)	0(0)
		Number of Near Misses for Regular Employees[4]	Cases	74	86	47
		Near Miss Rate for Regular Employees	%	14	14	8
		Number of Near Misses for Non-regular Employees	Cases	0	0	0
		Near Miss Rate for Non-regular Employees	%	0	0	0
	Partner's Employees	Number of Fatalities	Cases	0	0	0
		Fatality Rate	%	0	0	0
		Lost Time Injury Cases (LTI)	Cases	1	0	0
		Lost Time Injury Rate (LTIR)[1]	Cases/200,000 Hours Worked	0.32	0	0
		Total Recordable Incident Rate (TRIR)[2]	Cases/200,000 Hours Worked	0.32	0.56	1.13

1) Work-related human accidents included; non-work-related accidents excluded.
2) Includes all Restricted Work Cases (RWC), Medical Treatment Cases (MTC), and First Aid Cases (FAC).
3) "Occupational disease cases (D1) on health examination results based on the Industrial Safety and Health Act
4) Near-miss incidents identified via employee contests for accident prevention

Category			Unit	2022	2023	2024
Occupational Safety Management	Safety Management	Risk Assessment	Annual Instances	1	1	1
		Safety Prevention Management for Partners	Status	Conducted	Conducted	Conducted
	Health Support	Physical Health Management Support	Status	Conducted	Conducted	Conducted
		Mental Health Management Support	Status	Conducted	Conducted	Conducted
Health Check-up Support and Implementation Status	Comprehensive Check-up	Eligible Employees	Persons	600	643	665
		Employees Who Underwent Check-up	Persons	499	583	600
	Utilization Rate of Health and Welfare Systems (Employee Participation Rate)		%	83.2	90.7	90.2
	Special Check-up	Eligible Employees	Persons	87	109	117
		Employees Who Underwent Check-up	Persons	87	109	117
Health and Safety Education	Employees	Training Hours per Employee	Hours	16	16	16
		Training Cost per Employee	KRW	80,000	135,498	198,650
		Participation Rate of Employees	%	100	100	100
	Partner's Employee	Health and Safety Education for Resident Partner Employees	Status	Conducted	Conducted	Conducted
Regulatory Violations	Safety Accidents	Number of Serious Accident	Cases	0	0	0
		Number of Process Safety Accident	Cases/200,000 Hours Worked	0	0	0
	Regulatory Violations	Number of Violations	Cases	0	0	0
		Fines	KRW 1,000	0	0	0
		Penalties	KRW 1,000	0	0	0
Investments in Occupational Health and Safety[5]	Total Investment Amounts		KRW million	15,980	19,480	19,940

5) Recalculated 2022 and 2023 data based on a change in the calculation standard (Investment + Operating budget for Health and Safety)

ESG Data I Social

Employee Status

Category			Unit	2022[1]	2023	2024
Number of Employees	Total Number of Employees		Persons	614	653	661
	Manager	Under 30	Persons	76	78	77
		30 to under 50	Persons	364	391	392
		50 and over	Persons	91	88	93
	PL	Under 30	Persons	0	0	0
		30 to under 50	Persons	34	43	45
		50 and over	Persons	15	16	15
	Executive	Under 30	Persons	0	0	0
		30 to under 50	Persons	10	13	15
		50 and over	Persons	24	24	24
	Manager	Female	Persons	123	135	141
		Male	Persons	408	422	421
	PL	Female	Persons	7	12	13
		Male	Persons	42	47	47
	Executive	Female	Persons	1	1	1
		Male	Persons	33	36	38
	Employment Type	Permanent	Persons	565	600	615
		Temporary	Persons	49	53	46
	Gender	Female	Persons	130	148	155
		Male	Persons	484	505	506
Workforce Diversity	Female (supervisor)	Number of PL	Persons (%)	7(14.3)	12(20.3)	13(21.7)
		Number of Executives	Persons (%)	1(2.9)	1(2.7)	1(2.6)
	Disabled	Total Number	Persons	15	16	16
		For Government Subsidy Calculation	Persons (%)	22(3.6)	25(3.8)	26(4.0)
	National Merit	Total Number	Persons (%)	11(1.8)	10(1.5)	9(1.4)

1) Correction due to data entry error
2) Based on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities Act, 2022 and 2023 data were recalculated using the average number of regular employees

Category			Unit	2022	2023	2024
Workfoce Diversity	Foreigners	Total Number	Persons (%)	2(0.33)	2(0.31)	2(0.30)
		United States	Persons (%)	1(0.16)	1(0.15)	1(0.15)
		Canada	Persons (%)	1(0.16)	1(0.15)	1(0.15)
New Hires	Total New Hires		Persons	131	94	62
	Age	Under 30	Persons (%)	38(29)	29(31)	26(42)
		30 to under 50	Persons (%)	73(56)	56(60)	29(47)
		50 and over	Persons (%)	20(15)	9(9)	7(11)
	Employment Type	Permanent	Persons (%)	98(75)	74(79)	43(69)
		Temporary	Persons (%)	33(35)	20(21)	19(31)
	Gender	Female	Persons (%)	39(30)	34(36)	27(44)
		Male	Persons (%)	92(70)	60(64)	35(56)
Turnover and Tenure	Turnover	Total Number	Persons	57	57	50
		Voluntary Turnover	Persons	37	24	27
		Voluntary Turnover Rate[1]	%	6.4	3.9	4.1
	Tenure (Regular Employees)	Average Tenure	Years	7.9	7.9	8.2
		Male	Years	8.3	8.3	8.7
		Female	Years	6.2	6.1	6.4
	Tenure (Non-regular Employees)	Average Tenure	Years	2	2.4	2
		Male	Years	2.8	3.2	2.6
		Female	Years	1.1	1.5	1.3

1) Voluntary turnover rate was recalculated for 2022 and 2023 as: (Number of voluntary resignations) / (Number of employees at year-end of previous year) x 100

Performance Evaluation and Compensation

Category			Unit	2022	2023	2024
Performance Evaluation	Ratio of Application of Competency Development Evaluation System		%	100	100	100
	Long-term Incentives	Stock Option	%	0.16	0	0
		Free Allocation of Employee Stocks	%	74	86	76
Compensation	Salary	Average Salary per Employee	KRW 1,000	112,523	111,236	119,472
		Male	KRW 1,000	123,636	122,709	131,449
		Female	KRW 1,000	71,145	72,088	80,374

ESG Data I Social

Employee Education

Category			Unit	2022	2023	2024
Education	Average Education Hours per Employee		Hours	66.3	71.3	52.6
	Average Education Costs per Employee		KRW million	8	9.4	8.5
	Participation Rate in Education Programs		%	100	100	100
Number of Participants in Major Education Programs	mySUNI	Number of Participants	Persons	562	600	661
		Average Learning Hours per Person	Hours	70	64.1	49.9
	Language Education Support	Average Monthly Learners	Persons	51	44	36
	New Leader Program	Total Participants	Persons	19	12	9
Culture Survey[1]	Total	Average Satisfaction Score on Competency Development and Growth Questions	Points	70.1	71.7	70.9
	Detailed Questions	Efforts for Competency Development	Points	73.2	74.4	74.2
		Employee Growth	Points	67	69	67.6

Employee Welfare

Category			Unit	2022	2023	2024
Welfare Benefits	Welfare Expenses		KRW million	15,946	23,153	18,520
Work-life Balance	Participation Rate in Flexible Working System[2]		%	61	59	60
Parental Leave	Number of Employees on Parental Leave	Male	Persons	3	1	2
		Female	Persons	5	4	10
	Return to Work After Parental Leave	Male	Persons (%)	1(100)	2(66)	1(100)
		Female	Persons (%)	2(100)	5(100)	4(100)
	Worked More Than 12 Months after Returning to Work	Male	Persons (%)	-	1(100)	2(66)
		Female	Persons (%)	3(100)	2(100)	5(83)
Culture Survey[1]	Total	Average Satisfaction Score on Work-Life Balance Questions	Points	70.1	71.1	70.7
	Detailed Questions	Company	Points	68.8	70.1	69.9
		Life	Points	75.1	75	75.3
		Balance	Points	66.5	66.6	65.9
		Expectations	Points	69.9	72.5	71.6

1) 2022 and 2023 data were changed based on SK Gas's separate evaluation results
2) 2022 and 2023 data were recalculated based on employees using flexible arrangements, aligning with the annual report disclosure standards

Human Rights Management

Category			Unit	2022	2023	2024
Human Rights Impact Assessment	Conducting Human Rights Impact Assessment		Status	Conducted	Conducted	Conducted
	Proportion of Business Sites Subject to Human Rights Impact Assessments		%	100	100	100
Human Rights Education	Education Hours per Employee		Hours	3.5	4.2	3.5
	Participation Rate in Education Programs		%	100	100	100
Report Handling	Total Number of Reports[1]		Cases	5	3	2
	Total Number of Resolved Cases[1]		Cases	5	3	2
	Employees	Received	Cases	4	3	2
		Closed	Cases	4	3	2
		Dismissed	Cases	0	0	0
		Resolution Rate	%	100	100	100
	Partners	Received	Cases	1	0	0
		Closed	Cases	1	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	100	-	-
	Customers/ Consumers	Received	Cases	0	0	0
		Closed	Cases	0	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	-	-	-
	Community	Received	Cases	0	0	0
		Closed	Cases	0	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	-	-	-
	Subsidiaries	Received	Cases	0	0	0
		Closed	Cases	0	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	-	-	-
Legal Violations	Number of Violations		Cases	-	-	-
	Fines		KRW 1,000	-	-	-
	Penalties		KRW 1,000	-	-	-

1) 2022 data were corrected due to entry error

ESG Data I Social

Supply Chain Management

Category			Unit	2022	2023	2024
Number of Partners	Total Number of Partners		Units	288	284	253
	Number of New Partners		Units	93	83	81
Partner ESG Risk Assessment	Number of Evaluated Partners	Total	Units	24	18	29
		Number of Key Partners	Units	16	15	18
		Number of Voluntarily Participating Partners	Units	8	3	11
	Number of High-Risk Partners	Total	Units	24	5	4
		Number of Key Partners	Units	16	4	-
		Number of Voluntarily Participating Partners	Units	8	1	4
	Number of Partners Implementing Improvement Measures		Units	16	5	4
	Implementation Rate of Improvement Measures		%	66.7	100	100
	Proportion of High-Risk Partners		%	100	26.7	13.8
Purchasing	Total Purchase Amount		KRW 100 million	740[1]	1,367	821
	Shared Growth Purchasing	Purchase Amount of Eco-friendly Products[2]	KRW 100 million	12.3	1.9	4.2
		Eco-friendly Products Purchase Ratio	%	1.7	0.1	0.5
	Support for Partner Employees' Human Rights and Ethical Management		Status	Conducted	Conducted	Conducted
	Support for Partner Employees' Job Competency Development Education		Status	Conducted	Conducted	Conducted

1) Excluding KRW 420.9 billion for the Ulsan New Port Hinterland Complex CEC construction.
2) Crediting procurement of products holding eco-friendly certification marks

Protect Customer Rights

Category			Unit	2022	2023	2024
Customer Complaints	Complaints Received/ Processed[1]	Received	Cases	8,513	8,675	10,584
		Completed	Cases	8,288	8,675	10,584
		Rejected/Dismissed	Cases	225	0	0
		Resolution Rate	%	100	100	100
Product Quality	Product	Legal Compliance Rate for Quality Inspections	%	100	100	100

1) The number of cases received through the SK LPG Membership Customer Center combined with customer support (emergency inspection/repairs) cases

Information Security

Category			Unit	2022	2023	2024
Breach	Total Data Breach Cases		Cases	-	-	-
	Customer Data Breach Cases		Cases	-	-	-
	Fines for Data Breach Violations		KRW 1,000	-	-	-
Training	Personal Information Protection Training		Status	Conducted	Conducted	Conducted
	Information Security Training	Training Hours per Employee	Hours	1	1	1
		Participation Rate of Employees	%	100	100	100

Community Engagement

Category			Unit	2022	2023	2024
Social Contribution Expenses	Green		KRW 100 million	2	2	1
	Health		KRW 100 million	59	59[1]	30
	Hope (Vulnerable Groups)		KRW 100 million	11	68[2]	4
	Others (Including Shared Growth)		KRW 100 million	16	18	0
Social Contribution Programs	Hope Maker	Sponsorship Amount[3]	KRW million	136	113	136
		Graduates	Persons	54	57	65
		Connected Regions	Units	3	3	3
	Ecosystem Protection Activities	Ecosystem Protection Activities (Regions)	Units	2	0	0
		Ecosystem Protection Booklets Published	Copies	20,000	0	0
	Hope Recharging Fund	LPG Pipeline Network Installation Support	Cumulative Households	6,817	7,298[4]	8,503
		Scholarships for Taxi Drivers' Children	Cumulative Recipients	2,848[4]	2,848[4]	2,848
Volunteer Activities	Volunteer Hours per Employee		Hours	4.4	3.4	5.01
	Number of Participants in Volunteer Activities		Persons	275	283	253
	Participation Rate of Volunteers		%	46.8	48	42.3

1) Data corrected due to input error in previous year's figures.
2) Temporary increase in project costs due to energy vulnerable group support program.
3) 2022 and 2023 figures corrected due to unit calculation error
4) Corrections due to changes in figures during final performance aggregation

ESG Data I Governance

Board of Directors

Category			Unit	2022	2023	2024
Board Meetings Status	Meetings Held	Number of Meetings	Times	15	13	12
	Reports and Resolutions	Number of Reports	Cases	20	24	21
		Number of Resolutions	Cases	35	28	41
	Opinions on Agenda Items	Approval	Cases (%)	34(97.1)	28(100)	41(100)
		Opposition	Cases (%)	0(0)	0(0)	0(0)
		Modification	Cases (%)	0(0)	0(0)	0(0)
		Abstention	Cases (%)	0(0)	0(0)	0(0)
		Postponement	Cases (%)	1(2.9)	0(0)	0(0)
Board Independence/ Expertise/Diversity	Independence	Ratio of Outside Directors on the Board	%	57.1	57.1	57
		Separation of CEO and Board Chair	Status	Separated	Separated	Separated
		Limit on Concurrent Positions	Count	1	1	1
	Expertise	Directors with Industry Experience	%	3	3	4
		Financial Experts	Count	2	2	2
	Diversity	Board Diversity Policy	Status	Possessed	Possessed	Possessed
		Female Directors	%	14.3	14.3	14
	Efficiency	Average Tenure	Years	6.3	5.6	4.7
		Attendance Rate	%	96.8	96.7	100
Board Committees	Outside Director Candidate Recommendation Committee	Number of Members	Persons	3	3	4
		Ratio of Outside Directors	%	100	100	100
		CEO Participation	Status	Not Participated	Not Participated	Not Participated
		Number of Meetings Held	Times	2	2	3
		Attendance Rate	%	100	100	100
		Number of Resolutions	Cases	1	1	3
		Number of Reports	Cases	1	1	2

Category			Unit	2022	2023	2024
Board Committees	Audit Committee	Number of Members	Persons	3	3	3
		Ratio of Outside Directors	%	100	100	100
		Financial Expertise of the Chair	Status	Possessed	Possessed	Possessed
		Number of Financial Experts	Persons	1	1	1
		Number of Meetings Held	Cases	11	13	11
		Attendance Rate	%	100	100	100
		Number of Resolutions	Cases	17	13	28
		Number of Reports	Cases	8	15	14
		Number of Opposed or Modified Opinions	Cases	0	0	0
	ESG Committee	Number of Members	Persons	3	3	3
		Ratio of Outside Directors	%	66.7	66.7	66.7
		Number of Meetings Held	Times	4	8	8
		Attendance Rate	%	100	96	96
		Number of Resolutions	Cases	1	1	1
		Number of Reports/Reviews	Cases	7[1]	16	15
	Personnel Committee	Number of Members	Persons	3	3	3
		Ratio of Outside Directors	%	66.7	66.7	66.7
		Number of Meetings Held	Times	5	4	5
		Attendance Rate	%	80	92	100
		Number of Resolutions	Cases	0	0	0
		Number of Reports/Reviews	Cases	10	9	13
Board Liability	Liability Reduction for Outside Directors	Directors and Officers Liability Insurance	Status	Subscribed	Subscribed	Subscribed
Board compensation and Major shareholders status	Board Compensation	Inclusion of ESG in CEO Performance Indicators	Status	Included	Included	Included
		Disclosure of Individual Compensation Criteria and Amount	Status	Disclosed	Disclosed	Disclosed
	Major shareholders statusk	National Pension Fund Stockholding Ratio	%	6.8	-	
		Major Shareholder Stockholding Ratio	%	72.2		

1) Restatement due to misrecording of the number of cases reported/reviewed in 2022

ESG Data I Governance

Ethics and Compliance

Category			Unit	2022	2023	2024
Ethics Education	Anti-corruption/ Ethical Management Education Status	Education Hours per Person[1]	Hours	3.5	4.9	5.2
		Participation Rate[2]	%	99.5	99.7	100
		Non-Regular Employees Education	Status	Included	Included	Included
		Sexual Harassment Prevention and Workplace Bullying Prevention Education	Status	Implemented	Implemented	Implemented
Ethics Counseling/ Reporting	Ethical Management Report Reception	Employees	Cases	0	1	1
		Partners	Cases	2	3	0
		Customers	Cases	4	4	3
		Others	Cases	1	1	4
	Processing Results	Investigation (Audit)	Cases	1	1	1
		Transferred to Relevant Department	Cases	1	1	4
		Others (Dismissal, etc.)	Cases	5	7	3
Fair Trade	Anti-Corruption and Anti-Competitive Actions and Violations	Anti-competitive Practices, Monopolies, Unfair Trade Practices	Cases	0	0	0
		Monetary Sanctions for Legal and Regulatory Violations	Cases	0	0	0
		Lawsuits for Legal and Regulatory Violations	Cases	0	0	0
		Fines and Settlements Related to Anti-Trust/Anti-Competitive Practices	KRW 100 million	0	0	0
		Lawsuit Costs and Fines Due to Price Collusion	KRW 100 million	0	0	0
		Legal Violations Related to Product/Service Information and Labeling	Cases	0	0	0
		Legal Violations Related to Internal Transactions	Cases	0	0	0
		Legal Violations Related to Subcontract Transactions	Cases	0	0	0

1) 2023 education hours per person recalculated to include sexual harassment prevention and workplace bullying prevention education
2) 2022 and 2023 participants recalculated due to a change in the calculation **standard**

Stakeholder Communication

Category			Unit	2022	2023	2024
Enhancement of Shareholder Value		Dividend Policy Disclosure	Status	Disclosed	Disclosed	Disclosed
	Status of General Meetings	Notice Date of Annual General Meeting	-	2023.2.28	2024.2.27	2025.02.24
		Date of Annual General Meeting	-	2023.3.23	2024.3.21	2025.03.20
	Activation of Voting Rights	Introduction of Electronic Voting	Status	Introduced	Introduced	Introduced
		Encouraging Proxy Voting for All Shareholders	Status	Implemented	Implemented	Implemented
Cash Dividends Status	Interim Dividend per Share		KRW	1,000 (First Implemented)	2,000	2,000
	Year-end Dividend per Share		KRW	5,500	6,000	6,000
	Total Cash Dividends		KRW million	58,338	71,800	71,890

Key ESG Indicators

SK Gas selects and manages key ESG indicators based on global ESG guidelines. The company designates organizations responsible for each indicator, sets targets at the highest level among peer companies, implements remedial measures, and discloses performance annually.

			'22~'24 Performance				'25~'27 Targets			
Category		Unit	2022 Performance	2023 Performance	2024 Performance	2024 Target	2025 Target	2026 Target	2027 Target	Global Top Peer
Environment (E)	Total Energy Consumption (Intensity - Revenue Unit)[1)2)]	GJ/KRW billion	84.80	99.28	95.16	97.54	97.00	96.50	96.00	887.41
	Renewable Energy Usage Ratio[2)]	%	23.81	37.57	65.1	24.0	90.0	95.0	96.0	>23.54
	Total Greenhouse Gas (Scope 1, 2) Emissions (Intensity - Revenue Unit)[1)]	tCO2eq/KRW billion	4.01	4.40	2.66	5.05	5.00	4.95	4.90	324.18
	NOx Emissions (Intensity - Revenue Unit)[1)]	ton/KRW billion	0.0022	0.0025	0.0017	0.003	0.0025	0.0020	0.0015	0.401
	SOx Emissions (Intensity - Revenue Unit)[1)]	ton/KRW billion	0.00001	0.0001	0.00001	0.00001	0.00008	0.00005	0.00003	0.144
	Dust Emissions (Intensity - Revenue Unit)[1)]	ton/KRW billion	0.0001	0.0001	0.0001	0.001	0.0008	0.0005	0.0003	0.017
	VOCs Emissions (Intensity - Revenue Unit)[1)]	ton/KRW billion	0	0	0	0	0	0	0	0.189
	Total Waste Generation (Intensity - Revenue Unit)[1)]	ton/KRW billion	0.12	0.08	0.03	0.15	0.15	0.15	0.15	14.78
	Waste Recycling Rate	%	98.8	98.2	98.5	100	100	100	100	76.64
	Total Water Withdrawal (Intensity - Revenue Unit)[1)]	ton/KRW billion	3.62	4.84	4.66	4.55	4.55	4.55	4.55	996.82
	Total Water Recycling Ratio	%	8.5	9.4	10.9	10.0	10.2	10.4	10.6	81.03
Social (S)	Ratio of Employees with Disabilities[3)]	%	3.6	3.8	4.0	>3.5	4.0	4.0	4.0	3.0
	Lost Time Injury Rate (LTIR)[4)]	Cases/200,000 hours worked	0	0	0	0.1	0.1	0.1	0.1	0.08
Governance (G)	Ratio of Female Directors	%	14	14	14	14	14	14	14	30
	Social Value Creation through Products/Services	KRW 100 million	163	158	152	192	224	257	287	-

1) The intensity of ESG Key Indicators is managed based on consolidated revenue
2) Data recalculation for 2022 and 2023 due to data calculation errors
3) Employment figures for persons with disabilities are calculated based on the domestic legal standard, the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities
4) Lost-Time Injuries Rate (LTIR): Number of lost-time injury cases × 200,000 hours / total working hours

SV(Social Value) Creation

SK Gas measures the social value created during its management activities according to SK Group's Social Value measurement system. In 2024, the company generated a total social value of KRW 325 billion, comprising KRW 288.6 billion in Indirect Economic Contributions, KRW 11 billion in Environmental Performance, and KRW 25.4 billion in Social Performance. This represents a 2% increase compared to 2023[1)] and is the highest achievement since social value measurement began in 2018.

Based on the stable business structure of the LPG Business, Indirect Economic Contributions increased by KRW 18.8 billion compared to the previous year. This is attributed to maintaining a shareholder-friendly dividend policy with a dividend per share of KRW 8,000 and achieving tax payment performance of KRW 110 billion, a 31% increase from the previous year.

Although Environmental Performance slightly decreased, the LPG Business, which has relatively lower environmental impact in its processes compared to competing fuels, continues to improve environmental process performance by steadily reducing greenhouse gas emissions in line with the Net Zero Roadmap. Additionally, while the number of registered LPG vehicles and industrial boiler fuel clients declined, the spread of LPG 1-ton trucks since November 2023 has gradually expanded environmental performance through reduced air pollutant emissions.

Social Performance recorded KRW 25.4 billion, a decrease of KRW 11.1 billion compared to the previous year, due to reduced low-interest loans and safety support results from changes in clients and decreased donations.
Going forward, SK Gas aims to expand social value performance based on efforts to transition its portfolio to 'Zero Carbon' fuels alongside LPG and LNG-based businesses as a 'Lower Carbon Solution Provider,' which are low-carbon fuels.

Social Value Measurement System and Performance

Total KRW 325 billion

(2% increase from the previous year)

Indirect Economic Contributions: KRW 288.6 billion

Value indirectly contributed to the economy through corporate activities

- Employment
- Dividends
- Taxes

Environmental Performance: KRW 11 billion

Value created through the development, production, and sale of eco-friendly products/services and the environmental impact of production processes

- Product/Services
- Process[2)]

Social Performance: KRW 25.4 billion

Value created through the development, production, and sale of products/services that improve quality of life, improvement of working conditions, shared growth with partners, and social contribution activities

- Product/Services
- Process (Labor/Shared Growth)
- Social Contribution

1) Change in SK Group's social value measurement system led to revision of 2023 social value performance (KRW 314.7 billion → KRW 317.4 billion)
2) The scope of greenhouse gas emissions measurement within the environmental processes includes only Scope 1 and 2 emissions

GRI Standards

GRI Reporting Standards (GRI 1)

Statement of use	SK Gas reports its sustainability management activities and key achievements from January 1 to December 31, 2024, in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	GRI 11: Oil and Gas Sector 2021

General Disclosures

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	2-26	Mechanisms for Seeking Advice and Raising Concerns	42, 60, 87	
	2-27	Compliance with Laws and Regulations	106	
	2-28	Membership Associations	120	
	2-29	Approach to Stakeholder Engagement	24	
	2-30	Collective Bargaining Agreements	57	

GRI Standards

Material Topic & Topic Standards

Category		Indicator	Page	GRI11	Remarks
GRI 3: Material Topics 2021	3-1	Process to Determine Material Topics	21	-	
	3-2	List of Material Topics	22-23	-	
Topic 1: Climate Change				Material IRO Identified Topics	
GRI 3: Material Topics 2021	3-3	Management of Material Topics	23, 26-34	11.1.1/11.2.1	
GRI 302: Energy	302-1	Energy Consumption within the Organization	98	11.1.2	
	302-2	Energy Consumption Outside of the Organization	-	11.1.3	
	302-3	Energy Intensity	98	11.1.4	
	302-4	Reduction of Energy Consumption	36, 98	-	
	302-5	Reductions in Energy Requirements of Products and Services	-	-	Not applicable
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emission	98	11.1.5	
	305-2	Energy Indirect (Scope 2) GHG emissions	98	11.1.6	
	305-3	Other Indirect (Scope 3) GHG Emissions	98	11.1.7	
	305-4	GHG Emission Intensity	98	11.1.8	
	305-5	Reduction of GHG Emissions	36, 98	11.2.3	
GRI 201: Economic Performance	201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	29	11.2.2	

Category		Indicator	Page	GRI11	Remarks
Topic 2: Occupational Health and Safety				Material IRO Identified Topics	
GRI 3: Material Topics 2021	3-3	Management of Material Topics	23, 37-45	11.9.1	
GRI 403: Occupational Health and Safety	403-1	Occupational Health and Safety Management System	39	11.9.2	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	43-44	11.9.3	
	403-3	Occupational Health Services	39	11.9.4	
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	42	11.9.5	
	403-5	Worker Training on Occupational Health and Safety	39-40, 42	11.9.6	
	403-6	Promote Worker Health	40	11.9.7	
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	38	11.9.8	
	403-8	Workers Covered by an Occupational Health and Safety Management System	39	11.9.9	
	403-9	Work-related Injury	101	11.9.10	
	403-10	Work-related Ill Health	101	11.9.11	

GRI Standards

Other GRI Index

Category		Indicator	Page	GRI11	Remarks
GRI 201: Economic Performance	201-1	Direct Economic Value Generated and Distributed	108	11.14.2/11.21.2	
GRI 202: Market Presence	202-2	Proportion of Senior Management Hired from the Local Community	-	11.11.2/11.14.3	Not applicable
GRI 203: Indirect Economic Impacts	203-1	Infrastructure Investments and Services Supported	74-75	11.14.4	
	203-2	Significant Indirect Economic Impacts	108	11.14.5	
GRI 204: Procurement Practices	204-1	Proportion of Spending on Local Suppliers	104	11.14.6	
GRI 205: Anti-corruption	205-1	Operations Assessed for Risks Related to Corruption	88	11.20.2	
	205-2	Communication and Training about Anti-Corruption Policies and Procedures	88	11.20.3	
	205-3	Confirmed Incidents of Corruption and Actions Taken	88	11.20.4	
GRI 206: Anti-competitive Behavior	206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	88	11.19.2	
GRI 303: Water and Effluents	303-1	Interactions with Water as a Shared Resource	48	11.6.2	
	303-2	Management of Water Discharge-related Impacts	48	11.6.3	
	303-3	Water Withdrawal	98	11.6.4	
	303-4	Water Discharge	-	11.6.5	Water discharge volume equals water withdrawal volume
	303-5	Water Consumption	-	11.6.6	Not applicable
GRI 304: Biodiversity	304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	51-52	11.4.2	
	304-2	Significant Impacts of Activities, Products and Services on Biodiversity	51-52	11.4.3	
	304-3	Habitat Protected or Restored	51-52	11.4.4	
	304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	-	11.4.5	Due to industry characteristics, the impact of biodiversity is not significant; therefore, this indicator is not managed.
GRI 305: Emissions	305-6	Emissions of Ozone-depleting Substances (ODS)	-	-	Not applicable
	305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	99-100	11.3.2	
GRI 306: Waste	306-1	Waste Generation and Significant Waste-related Impacts	48	11.5.2	
	306-2	Management of Significant Waste-related Impacts	48	11.5.3	
	306-3	Waste Generated	99	11.5.4/11.8.2	
	306-4	Waste Diverted from Disposal	99	11.5.5	
	306-5	Waste Directed to Disposal	99	11.5.6	

Category		Indicator	Page	GRI11	Remarks
GRI 308: Supplier Environmental Assessment	308-1	New Suppliers that were Screened Using Environmental Criteria	65, 104	-	
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	65	-	
GRI 401: Employment	401-1	New Employee Hires and Employee Turnover	102	11.10.2	
	401-2	Benefits Provided to Full-time Employees that are Not Provided to Temporary or Part-time Employees	56	11.10.3	
	401-3	Parental Leave	103	11.10.4/11.11.3	
GRI 402: Labor/ Management Relations	402-1	Minimum Notice Periods Regarding Operational Changes	-	11.7.2/11.10.5	Not applicable
GRI 404: Training and Education	404-1	Average Hours of Training per Year per Employee	103	11.10.6/11.11.4	
	404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	55	11.7.3/11.10.7	
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	103	-	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of Governance Bodies and Employees	80, 102	11.11.5	
	405-2	Ration of Basic Salary and Remuneration of Women to Men	102	11.11.6	
GRI 406: Non-discrimination	406-1	Incidents of Discrimination and Corrective Actions Taken	62	11.11.7	
GRI 410: Security Practices	410-1	Security Personnel Trained in Human Rights Policies or Procedures	60	11.18.2	
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of Violations Involving Rights of Indigenous Peoples	77	11.17.2	
GRI 413: Local Communities	413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	73-78	11.15.2	
	413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	77	11.15.3	
GRI 414: Supplier Social Assessment	414-1	New Suppliers that were Screened Using Social Criteria	65, 104	11.10.8/11.12.3	
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	65	11.10.9	
GRI 416: Customer Health and Safety	416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	69-71	11.3.3	
	416-2	Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	88	-	
GRI 418: Customer Privacy	418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	104	-	

GRI Standards

Topics in the applicable GRI Standards determined as not material

Topic	Remarks
Topic 11.3 Air Emissions	Not selected as a material topic, but related topic standards are reported in the Other GRI Index
Topic 11.4 Biodiversity	
Topic 11.5 Waste	
Topic 11.6 Water and EEffluents	
Topic 11.7 Closure and Rehabilitation	
Topic 11.10 Employment Practices	
Topic 11.11 Non-discrimination and Equal Opportunity	
Topic 11.14 Economic Impacts	
Topic 11.15 Local Communities	
Topic 11.17 Rights of Indigenous People	
Topic 11.19 Anti-competitive Behavior	
Topic 11.20 Anti-corruption	
Topic 11.8 Asset Integrity and Incident Management	Not Applicable
Topic 11.12 Forced Labor and Modern Slavery	
Topic 11.13 Freedom of Association and Collective Bargaining	
Topic 11.16 Land and Resource Rights	
Topic 11.18 Conflict and Security	
Topic 11.21 Payments to Governments	
Topic 11.22 Public Policy	

SASB

SASB Industry: Oil & Gas – Refining & Marketing

Item	Code	Sub-metric	Unit	2022	2023	2024	Remarks
Greenhouse Gas Emissions	EM-RM-110a.1	Scope 1 Emissions	tCO_2eq	23,817	23,450	16,244	
		Percentage Covered under Emissions Limiting Regulations	%	70	79	65	Only applicable to Ulsan Terminal; target allocation since 2020
	EM-RM-110a.2	Discussion of Long- and Short-term Strategies or Plans to Manage Scope 1 Emissions, Emission Reduction Targets, and an Analysis of Performance Against Those Targets	SK Gas measures and manages GHG emissions across all domestic business sites and enhances the accuracy and completeness of emission data annually through third-party assurance by the Korea Quality Foundation. The Scope 1 emissions for 2024 are 15,901 tCO2eq, achieving the company's own GHG reduction targets. In the long term, SK Gas has developed a phased reduction scenario based on the 2030 Net Zero goal and is implementing detailed action plans accordingly. A specific measure to reduce Scope 1 emissions includes the introduction of seawater heat exchangers. In 2024, the operation of the seawater heat exchanger at the Clean Energy Complex (CEC) reduced GHG emissions by 3,576 tCO2eq. Within the next five years, SK Gas plans to use seawater heat exchangers exclusively to warm LPG delivered through Ulsan Terminal and Pyeongtaek Terminal. SK Gas will continue to realize the 2030 Net Zero through these detailed initiatives.				
Air Quality	EM-RM-120a.1	NOx Emissions (Excluding N2O)	Metric tons (t)	17.43	17.82	12.33	
		SOx Emissions	Metric tons (t)	0.06	0.06	0.04	
		Particulate Matter (PM10) Emissions	Metric tons (t)	0.5	0.54	0.4	
		Hydrogen Sulfide (H2S) Emissions	Metric tons (t)	0	0	0	
		Volatile Organic Compounds (VOCs) Emissions	Metric tons (t)	0	0	0	
	EM-RM-120a.2	Number of Refineries in or Near Areas of Dense Population	Plants	2	2	2	Number of oil refineries in Ulsan Terminal
Water Management	EM-RM-140a.1	Total Water Withdrawn	m^3	29,178	33,843	33,066	
		Total Water Consumption	m^3	N/A	N/A	N/A	Not applicable
		Percentage of Water Withdrawn and Consumed in Regions with High or Extremely High Baseline Water Stress	%	N/A	N/A	N/A	Daily usage is minimal; not classified under water conservation law
	EM-RM-140a.2	Number of Incidents of Non-compliance Associated with Water Quality Permits, Standards, and Regulations	Cases	0	0	0	
Hazardous Materials Management	EM-RM-150a.1	Amount of Hazardous Waste Generated	Metric tons (t)	534.3	369.6	33.9	
		Hazardous Waste Recycling Rate	%	98.6	98.9	78.1	
	EM-RM-150a.2	Number of Underground Storage Tanks (USTs)	Number	N/A	N/A	N/A	No USTs under hazardous materials management law
		Number of UST Releases Requiring Clean up	Cases	N/A	N/A	N/A	Not applicable
		Incident Rate for UST-related Accidents in Regions with UST Reinsurance Funds	%	N/A	N/A	N/A	Not applicable

SASB

SASB Industry: Oil & Gas – Refining & Marketing

Item	Code	Sub-metric	Unit	2022	2023	2024	Remarks
Workplace Health and Safety	EM-RM-320.a.1	Total Recordable Incident Rate (TRIR) for Full-time Employees	Cases/200,000 hours worked	0.18	0	0	
		Total Recordable Incident Rate (TRIR) for Contract Employees	Cases/200,000 hours worked	0	0	0	
		Fatality Rate for Full-time Employees	%	0	0	0	
		Fatality Rate for Contract Employees	%	0	0	0	
		Near Miss Frequency Rate (NMFR) for Full-time Employees	%	14	14	8	
		Near Miss Frequency Rate (NMFR) for Contract Employees	%	0	0	0	
	EM-RM-320.a.2	Discussion of Management Systems Used to Integrate a Culture of Safety Including Coordination with Business Partners to Protect Employee Health and safey	SK Gas strives to enhance the safety of members and the entire value chain throughout business operations and to create a pleasant work environment. The SHE Promotion Team, directly under the Chief SHE Officer, is dedicated to managing SHE tasks, and the company has obtained and maintains certification for the Occupational Health and Safety Management System to uphold safety and health management standards in line with international norms. Additionally, SK Gas establishes and implements an SHE master plan for incident prevention together with its employees and partners across the value chain, continuously identifying and improving hazardous risk factors. Furthermore, through SHE management diagnostics, the company regularly evaluates safety culture and safety and health management levels to measure the implementation status of the safety and health management system and address any deficiencies. Management actively invests necessary resources such as personnel, facilities, and equipment to carry out improvement measures. Moreover, education and on-site support are provided to partners to enhance their safety and health management capabilities.				
Product Specifications & Clean Fuel Blends	EM-RM-410a.2	Total Addressable Market for Advanced Biofuels and Associated Infrastructure	KRW	N/A	N/A	N/A	Not applicable
		Share of Market for Advanced Biofuels and Associated Infrastructure	%	N/A	N/A	N/A	Not applicable
	EM-RM-410a.3	Volumes of renewable fuels for fuel blending: 1) Net amount produced	Barrels of Oil Equivalent (BOE)	N/A	N/A	N/A	Not applicable
		2) Net amount purchased	Barrels of Oil Equivalent (BOE)	N/A	N/A	N/A	Not applicable
Pricing Integrity & Transparency	EM-RM-520a.1	Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Price Fixing or Price Manipulation	KRW	0	0	0	
Management of the Legal & Regulatory Environment	EM-RM-530a.1	Discussion of Corporate Positions Related to Government Regulations or Policy Proposals that Address Environmental and Social Factors Affecting the Industry	SK Gas monitors monthly changes in enacted and amended environmental laws to respond to evolving environmental policies and issues, minimizing corporate environmental management risks under strengthened laws and regulations by applying these changes to business locations. Additionally, through regular training and coaching in environmental practices, SK Gas supports the enhancement of practical skills for environmental personnel at business locations. Furthermore, by establishing an Environmental Management System (ISO 14001), SK Gas addresses government regulations and promotes activities to identify, assess, manage, and improve comprehensive environmental risks, including energy savings, greenhouse gas emission reductions, and pollution emission reductions.				
Critical Incident Risk Management	EM-RM-540a.1	Process Safety Event (PSE) Rates for Loss of Primary Containment (LOPC) of Greater Consequence (Tier 1)	%	0	0	0	
		Lesser Consequence (Tier 2)	%	0	0	0	
	EM-RM-540a.2	Challenges to Safety Systems Indicator Rate (Tier 3)	%	0	0	0	
	EM-RM-540a.3	Discussion of Measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	SK Gas selects leading and lagging indicators to measure the operational performance of the Occupational Health and Safety Management System, reflecting them in annual targets at both corporate and business site levels. Key performance indicators (KPIs) for senior management, including the CEO, and SHE management officers at business sites incorporate safety and health performance indicators such as Lost Time Injury Rate (LTIR) and safety and health level assessment results. For members, performance is evaluated based on activities related to leading indicators directly linked to incident prevention, including participation rates in safety and health training, number of identified risk factors, number of safety rule violations, and acquisition of SHE certifications. Safety and health performance is linked to the SHE reward/discipline system, providing various rewards such as overseas training for outstanding members. Additionally, violations of basic safety rules or legal requirements under the Occupational Health and Safety Management System are addressed through disciplinary actions to ensure compliance with SHE standards and procedures.				
Activity Metrics							
EM-RM-000.A		Refining throughput of Crude Oil and Other Feedstocks	Barrels of Oil Equivalent (BOE)	N/A	N/A	N/A	Not applicable
EM-RM-000.B		Refining Operating Capacity	Million Barrels per Day (MBPD)	N/A	N/A	N/A	Not applicable

TCFD Index

Category		Indicator	Page
Governance	A) Board of Directors' Oversight	Describe the board's oversight of climate-related risks and opportunities	26
	B) Roles of the board of directors	Describe management's role in assessing and managing climate-related risks and opportunities	26
Strategy	A) Short, medium, and long-term climate-related risks and opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	29
	B) Impact of climate-related risks and opportunities	Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning	29
	C) Resilience of the organization's strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	33-34

Category		Indicator	Page
Risk Management	A) Processes for identifying and assessing risks	Describe the organization's processes for identifying and assessing climate-related risks	27-28
	B) Risk Management Process	Describe the organization's processes for managing climate-related risks.	28
	C) Integration into Enterprise Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	28
Metrics and Targets	A) Metrics for assessing climate-related risks and opportunities	Describe the metrics used by the organization to assess climate-related risks and opportunities in accordance with its strategy and risk management processes	35
	B) GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risk	35
	C) Targets for managing climate-related risks and opportunities	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	36

ISSB S2 Index

Area	Sub-area	Paragraph	Indicator	Page
Governance		6(1)	The governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities	26
		6(1)(i)	How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that governance body(s) or individual(s)	
		6(1)(ii)	How the governance body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities	
		6(1)(iii)	How and how often the governance body(s) or individual(s) is informed about climate-related risks and opportunities	
		6(1)(iv)	How the governance body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies	
		6(1)(v)	How the governance body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets	
		6(2)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	
Strategy	Climate-related risks and opportunities	10(1)	Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	29
		10(2)	Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk	
		10(3)	Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur	
		10(4)	Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	
	Business model and value chain	13(1)	Description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	29
		13(2)	Description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated	
	Strategy and decision-making	14(1)	Information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making	30-32
		14(2)	Information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(1)	
		14(3)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(1)	

ISSB S2 Index

Area	Sub-area	Paragraph	Indicator	Page
Strategy	Financial position, financial performance, and cash flows	15(1)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects)	29
		15(2)	The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration	
			how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	
		16(1)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	
		16(2)	The climate-related risks and opportunities identified in paragraph 16(1) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	
		16(3)	How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration	
		16(4)	How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities	
	Climate resilience	22(1)	The entity's assessment of its climate resilience as at the reporting date	33-34
		22(2)	How and when the climate-related scenario analysis was carried out	
Risk management		25(1)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks	27-28
		25(2)	The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities	
		25(3)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	
Metrics and targets	Climate-related metrics	29(1)(i)	Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent, classified as: Scope 1, Scope 2, Scope 3 greenhouse gas emissions	35
		29(1)(ii)	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions	
		29(1)(iii)	Disclose the approach it uses to measure its greenhouse gas emissions	
		29(1)(iv)	Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(1)(i)	
		29(1)(v)	For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(1)(i), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions	
		29(6)	Internal carbon prices—the entity shall disclose: (i) an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and (ii) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions	91
		29(7)	Remuneration—the entity shall disclose: (i) a description of whether and how climate-related considerations are factored into executive remuneration; and (ii) the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations	26

ISSB S2 Index

Area	Sub-area	Paragraph	Indicator	Page
Metrics and Targets	Climate-related Targets	33(1)	The metric used to set the target	36
		33(2)	The objective of the target	
		33(3)	The part of the entity to which the target applies	
		33(4)	The period over which the target applies	
		33(5)	The base period from which progress is measured	
		33(6)	Any milestones and interim targets	
		33(7)	If the target is quantitative, whether it is an absolute target or an intensity target	
		33(8)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	
		34(1)	Whether the target and the methodology for setting the target has been validated by a third party	
		34(2)	The entity's processes for reviewing the target	
		34(3)	The metrics used to monitor progress towards reaching the target	
		34(4)	Any revisions to the target and an explanation for those revisions	
		36(3)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target	

UN SDGs

Key SDGs		Specific Goals	Major Activities
	End Poverty in All Its Forms Everywhere	1.2 Reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and achieve substantial coverage of the poor and the vulnerable	• Support for children and youth from low-income families (Hope Maker) • Support for children at risk of food insecurity in welfare blind spots (Happy Two Meals).
	Ensure Healthy Lives and Promote Well-being for All at All Ages	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	• Support prevention activities for occupational diseases and health promotion welfare systems for all employees, including contract workers • Conduct comprehensive evaluations of environmental management levels to identify and improve risk factors affecting air, water, waste/soil issues in business operations
	Ensure Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities for All	4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable	• Provide career and aptitude counseling and academic mentoring for the vulnerabe (Hope Maker - School).
	Achieving Gender Equality and Empower All Women and Girls	5.1 End all forms of discrimination against all women and girls everywhere 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	• Employ women at a rate higher than the industry average • Operate family support systems for maternity protection and work-life balance, such as maternity leave, parental leave, and reduced working hours during childcare periods
	Ensure Availability and Sustainable Management of Water and Sanitation for All	6.3 Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	• Recycle groundwater from LPG facilities as firefighting water • Reuse domestic wastewater through gray water systems • Treat and discharge wastewater at levels below 10% of legal discharge standards through wastewater treatment facilities

Key SDGs		Specific Goals	Major Activities
	Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	• Established a renewable energy procurement plan to reduce 4,000 tCO2eq of greenhouse gases through the purchase of Renewable Energy Certificates (RECs) in 2023, and achieve Net Zero by 2030
	Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors 8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	• Stabilize LNG supply and respond to market prices through LNG-LPG Dual Fuel Power Plant • Select talent fairly through systematic personnel and recruitment processes
	Make Cities and Human Settlements Inclusive Safe, Resilient and Sustainable	11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	• Create 'SK Happy Forest Garden' in Pyeongtaek as a space for local residents to relax and communicate
	Ensure Sustainable Consumption and Production Pattern	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	• Achieved 100% company-wide waste recycling rate from August 2024
	Take Urgent Action to Combat Climate Change and Its Impacts	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters 13.2 Integrate climate change measures into national policies, strategies, and planning 13.3 Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	• Select material risks and opportunities related to climate change and promote the establishment and achievement of the Net Zero Roadmap targets

UN SDGs

Key SDGs		Specific Goals		Major Activities
	Conservate and Sustainably Use the Oceans, Seas and Marine Resources for Sustainable Development	14.1	By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	• Conduct simulation drill to prevent marine pollution spread based on scenarios of ship oil spills during dockside cargo handling
		14.2	Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans	
	Protect, Restore and Promote Sustainable Use of Terrestrial Ecosystems, Sustainably Manage Forests, Combat Desertification, and Halt and Reverse Land Degradation and Halt Biodiversity Loss	15.1	By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	• Conduct Environmental Impact Assessment when launching new projects to exclude environmentally protected areas from site selection • Support endangered insect breeding projects and promote marine waste circular upcycling projects through the SE Bridge Project
		15.4	Ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development	
	Promote Peaceful and Inclusive Societies for Sustainable Development, Provide Access to Justice for All and Build Effective, Accountable and Inclusive Institutions at All Levels	16.3	Promote the rule of law at national and international levels and ensure equal access to justice for all	• Operate anti-corruption self-regulation systems across all domestic and international business sites • Set internal audit tasks reflecting risk assessment results of the anti-corruption self-regulation system • Maintain anti-corruption management system certification through audits of certification requirements
		16.5	Substantially reduce corruption and bribery in all their forms	

Major Awards and Membership

Major Awards

Date	Award Details
Mar. 2024	2023 CDP Korea 'Carbon Management Sector Honors' Award (Energy & Utilities sector, 2 consecutive years) – Achieved 'Leadership A' rating
Nov. 2023	Selected as 'Excellent Governance Enterprise' by Korea ESG Standards Institute for 2022 KCGS (General Listed Companies) – Achieved integrated 'A+' rating
Mar. 2023	Recognized as a company supporting endangered wildlife conservation (National Institute of Ecology)
Feb. 2023	2022 CDP Korea 'Carbon Management Sector Honors' Award (Energy & Utilities) – Achieved 'Leadership A-' rating
May. 2022	Selected as one of Korea's Top 100 ESG Leaders by Statista (Germany)

Membership Status

	Category	Unit	2022	2023	2024
Key Sponsorship Organizations (Top 5, Participation Associations and Contributions	Korea LPG Industry Association	KRW million	53	45	46
	Korea Hydrogen Alliance	KRW million	25	15	25
	KBCSD	KRW million	17	15	17
	Korea LP Gas Sales Association	KRW million	20	25	15
	Korea Gas Union	KRW million	10	10	10

Verification Opinion Statement [Scope 1,2]

GHG Emissions Verification

SK Gas co., Ltd.

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted an independent verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of SK Gas co., Ltd. 1) (hereinafter 'Company') for 2024. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

1) Address (based on headquarters) : 332, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope

The scope of verification covers all facilities and emission sources at six sites under the operational control and organizational boundary of company during 2024.

Verification Criteria

The verification was carried out at the request of company using:

- ISO 14064-1:2018, ISO14064-3:2019
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-64 of Ministry of Environment)

Verification Approach

The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

1) GHG emissions Company were properly calculated according to the verification standards.
2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

kfq Korean Foundation for Quality

National Institute of Environmental Research

1. Location based

Unit : tCO_2eq

Scope 1	Scope 2	Total
16,244.330	11,851.948	28,904

2. Market based

Scope 1	Scope 2	Total
16,244.330	4,074.137	20,317

* Because total emissions from each site are truncated, the company's total emissions may differ from the actual values by ±1 tCO_2eq.

Appendix. Summary of GHG Emission Results

Organization SK Gas co., Ltd.
Emission calculation period The emission calculation period is from January 1st to December 31st, 2024.

GHG Emissions

Corporate	Site	GHG Emissions (tCO_2eq)			Green Premium purchase & Offset		Total emissions[3] (tCO_2eq)
		Scope 1	Scope 2	Total Emissions (Scope 1+2)	Green Premium purchase (MWh)	Offset from Green Premium purchase[1][2] (tCO_2eq)	
SK GAS	Pangyo Headquarters	243	2,150	2,393	2,695	1,238	1,155
	Ulsan Terminals	10,696	4,158	14,853	6,101	2,803	12,050
	Pyeongtaek Terminals	5,284	2,638	7,922	3,871	1,778	6,144
	G.Hub	18	1,706	1,724	2,503	1,150	574
	Clean Energym Complex	3	1,144	1,147	1,679	771	376
	UGPS Governor Station	0	55	55	81	37	18
Total		**16,244**	**11,851**	**28,094**	**16,930**	**7,777**	**20,317**

* Because total emissions from each site are truncated, the company's total emissions may differ from the actual values by ±1 tCO_2eq.
1) The offset from Green Premium purchases refers to the amount of emission reductions achieved by directly purchasing Green Premium electricity and utilizing it as a means of fulfilling K-RE100 commitments.
2) When calculating the offset amount from Green Premium purchases(tCO2eq), an electricity emission factor of 0.45941 tCO2eq/MWh is applied.
3) Total emissions represent GHG Emissions(Scope1+2) after deducting offset from Green Premium purchases.

June 26, 2025
Ji Young Song, CEO
Korean Foundation for Quality (KFQ)
Ji Young Song

GHG Emission Verification Opinion [Scope 3]

GHG Emission Verification Opinion

SK Gas Co., Ltd. 332, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

KSA KOREAN STANDARDS ASSOCIATION

National Institute of Environmental Research

1. Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- onfirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

2. Verification Scope

Korean Standards Association conducted limited assurance verification of SK Gas Co., Ltd.'s Scope3 GHG statement.

- Reporting Target : Headquarters, Ulsan Plant, Pyeongtaek Plant, G-.Hub, etc.
- Boundary : Scope3(Other Indirect emissions)
  - Category 1. Purchased goods and services
  - Category 10. Processing of sold products
  - Category 11. Use of sold products
- Year : January 1, 2024 to December 31, 2024

3. Verification Criteria and Guidelines

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
  - KS I ISO 14064-1:2018
  - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2025-64)
  - 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines
  - WRI (World Resources Institute) Greenhouse Gas Protocol
  - Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WRI)
  - Technical Guidance for Calculating Scope3 Emissions

4. Level of assurance verification and Responsibility

Korea Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

- On-site inspection : Visit to SK Gas Co., Ltd. Headquarters
- Method of confirmation
  - Interview with greenhouse gas emissions manager and field staff
  - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
  - Tracking review of internal documents and basic data

SK Gas Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

5. Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

6. Verification Conclusion

No errors or false facts were found in SK Gas Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

Appendix. GHG Emissions in 2024

(Unit : tCO_2eq)

Category		GHG Emissions
Category 1	Purchased goods and services	2,980,254
Category 10	Processing of sold products	1,083,898
Category 11	Use of sold products	5,623,025
Total		9,687,177

※ Note : The final GHG Emissions were were calculated by summing each category and removing decimal points.

May 20, 2025

KOREAN STANDARDS ASSOCIATION

Dongmin Moon

Independent Assurance Statement

To readers of 2024 SK Gas Sustainability Report

Introduction
Korea Management Registrar (KMR) was commissioned by SK Gas to conduct an independent assurance of its 2024 Sustainability Report (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of SK Gas. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with SK Gas and issue an assurance statement.

Scope and Standards
SK Gas described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process.

- GRI Sustainability Reporting Standards 2021
- Universal standards
- Topic specific standards
  - GRI 302: Energy
  - GRI 305: Emissions
  - GRI 403: Occupational Health and Safety

As for the reporting boundary, the engagement excludes the data and information of SK Gas' partners, suppliers and any third parties.

KMR's Approach
To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report's performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

Limitations and Recommendations
KMR's assurance engagement is based on the assumption that the data and information provided by SK Gas to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion
Based on the document reviews and interviews, we had several discussions with SK Gas on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Independent Assurance Statement

To readers of 2024 SK Gas Sustainability Report

Inclusivity
SK Gas has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality
SK Gas has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness
SK Gas prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of SK Gas' actions.

Impact
SK Gas identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information
In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence
KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021·2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with SK Gas and did not provide any services to SK Gas that could compromise the independence of our work.

May 2025 Seoul, Korea

KMR Korea Management Registrar
SRV1000 Sustainability Committee Assurance
AA1000 Licensed Report 000-129/V3-B85VC

Eun ju Hwang, CEO

E. J Hwang


SK gas