

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	<ul style="list-style-type: none">• Support for postpartum care center costs• Continued support for medical expenses during childcare leave
	Split use of long-term leave for shift workers	<ul style="list-style-type: none">• Amendment of regulations to allow split use
	Support for business-related vehicle use	<ul style="list-style-type: none">• Establishment of support criteria based on actual mileage
2nd Quarter	Health and welfare system (Shingles vaccine support)	<ul style="list-style-type: none">• New support for senior employees
	New paternity leave for spouses (husbands)	<ul style="list-style-type: none">• New leave/support
3rd Quarter	Improvement of lunch menu at headquarters (increase in meal prices)	<ul style="list-style-type: none">• Increase in meal prices• Direct management by headquarters to improve menu
	Improvement of health facility support in Ulsan	<ul style="list-style-type: none">• Expand support to include other companies in addition to existing ones
4th Quarter	Alleviate requirements for using investigation leave	<ul style="list-style-type: none">• 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.