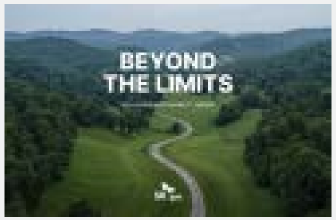
BEYOND THE LIMITS

2025 SK GAS SUSTAINABILITY REPORT

SK gas

About This Report

Cover Story



SK Gas is building a sustainable future through its LNG and hydrogen businesses. The slogan BEYOND THE LIMITS reflects SK Gas's commitment to advancing the energy transition beyond conventional boundaries. The cover imagery symbolizes a path toward a more sustainable future.

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Additional information is available on mobile devices by scanning the QR code.

Report Overview

SK Gas has published an annual sustainability report since 2020 to engage with a wide range of stakeholders. This seventh sustainability report is intended to transparently disclose the company's sustainability efforts and key achievements while facilitating stakeholder engagement.

Scope of Reporting

Financial data is prepared on a consolidated basis, while Environmental, social, and governance (ESG) data are presented on a standalone basis for SK Gas, excluding subsidiaries consolidated under K-IFRS (Korean International Financial Reporting Standards). The reporting scope includes the headquarters and all operating sites (Ulsan/Pyeongtaek Terminal, G.Hub, CEC, Bugok Yongyeon Governor Station). Any changes in reporting scope or updates to previously disclosed data are presented separately.

Reporting Principles

This report has been prepared in accordance with the GRI Standards 2021, the international reporting framework for sustainability management. It also reflects sustainability issues that are material to the company's business and industry, while incorporating the recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures) and SASB (Sustainability Accounting Standards Board) Standards.

Report Verification

This report was independently verified by the Korea Quality Foundation, an independent certifying body, to enhance the credibility and reliability of this report. The independent assurance statement is provided on pages 130-131.

Reporting Period

This report presents SK Gas's key sustainability activities and achievements from January 1 to December 31, 2025, including recent three-year data (2023-2025) for trend analysis of quantitative performance. Where relevant, this report also includes significant developments through the publication date.

Publication Date	July 27, 2026
Publisher	SK Gas ESG Operations Team
Location	332 Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, ECO Hub
Contact	Tel. 02-6200-8114 E-mail. skgas_esg@sk.com

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INTERACTIVE PDF

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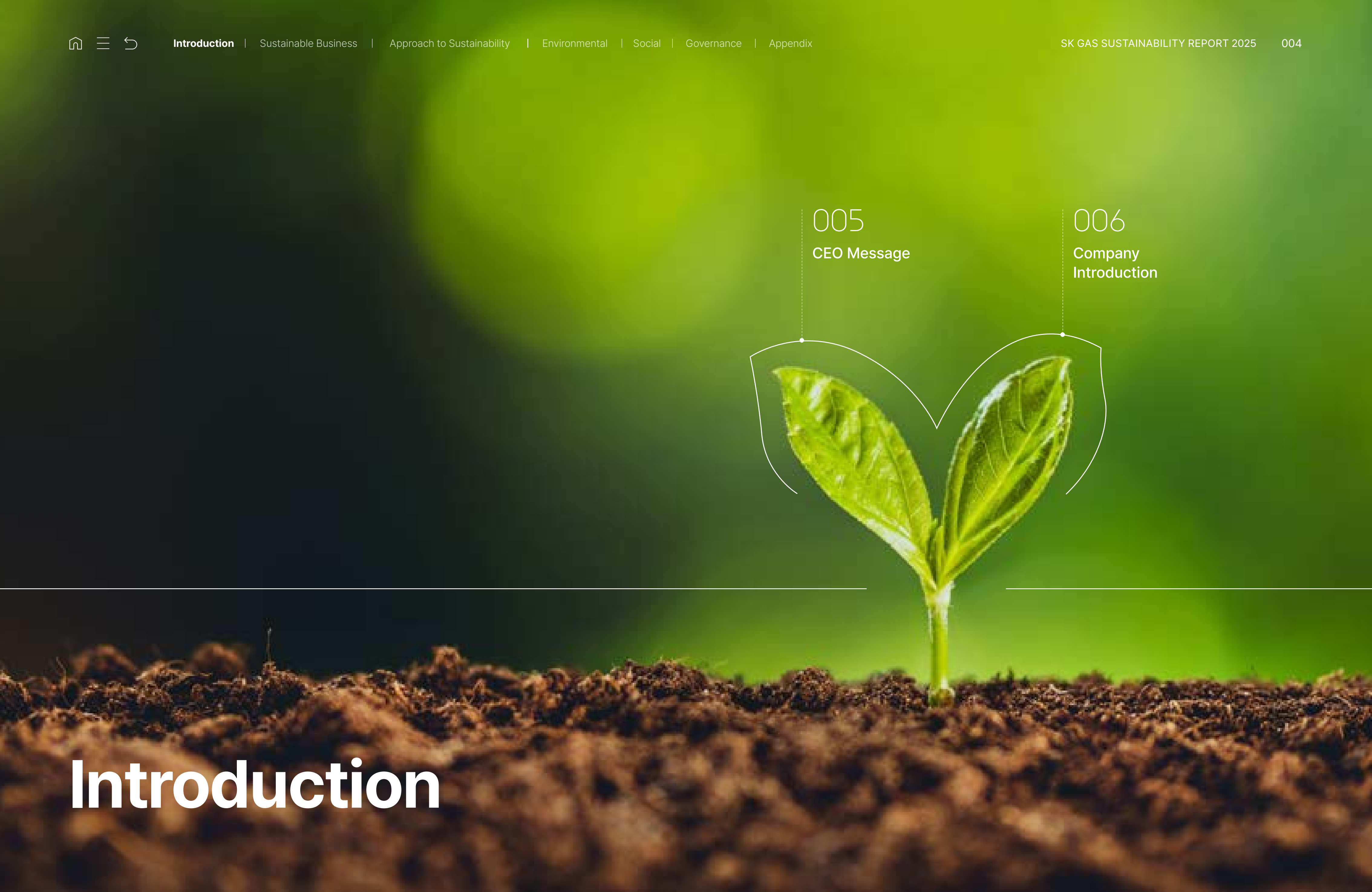


Introduction

CEO Message

Dear stakeholders,

2025 marked a milestone for SK Gas as we completed the foundation for our second growth engine after years of preparation. Despite a challenging business environment, the company achieved clear results in its existing LPG-centered business operations and in its power and LNG business, ensuring stable operations. Building on these achievements, we successfully demonstrated the competitiveness of our LNG-LPG optionality strategy.

Ulsan GPS further strengthened its position as one of the world's most efficient combined-cycle power plants. Additionally, LNG terminal projects supported optimal inventory management and stable operations, further demonstrating operational excellence as an LNG-LPG dual-fuel power plant. These achievements have established a strong foundation for expanding our business across the entire energy value chain.

We also achieved meaningful progress from major new businesses driving future growth. The LNG bunkering project has accelerated through contract signing based on rising demand for LNG-powered ships. The 20MW hydrogen fuel cell project in Ulsan via Lotte SK Eneroot started commercial operation in June, yielding tangible outcomes. Additionally, the ESS project centered in North America began commercial operation in February, supporting power system stability and the expansion of renewable energy.

As the No.1 LPG player in Korea, SK Gas has led market changes and achieved results such as increased sales of 1-ton LPG trucks, transportation optimization in the propane market, and the expansion of long-term contracts with petrochemical and industrial companies, establishing a solid foundation for portfolio expansion.

Business expansion represents more than growth alone. Large-scale infrastructure projects, including LNG terminals, power generation, and energy storage, require the highest standards of operational safety and reliability. SK Gas recognizes that the key to a sustainable company is how safely and stably it manages the expanded operations, rather than growth itself.

Therefore, SK Gas has strengthened management standards across environmental, social, and governance aspects. From an environmental perspective, the company is pursuing low-carbon transformation aiming for Net Zero by 2030. From a social perspective, safety and human rights are fundamental prerequisites for all business operations. From a governance perspective, financial and non-financial risks are managed comprehensively to maintain consistent decision-making principles even amid high uncertainty.

Although these efforts have been recognized through various ESG assessments in global ESG evaluations, SK Gas prioritizes management results that lead to trust more than the evaluation itself. We believe sustainability is demonstrated not by declarations, but by the trust earned through consistent operations and sound decision-making.

SK Gas will continue to embrace new challenges and pursue sustainable growth. Building on our core strengths, we aim to go beyond just selling energy and practice Beyond the Limits by breaking boundaries. We sincerely appreciate your continued trust and support.

Thank you.

CEO of SK Gas **Byung Suk Yoon**

Company Introduction

Company Overview

As Korea's No.1 LPG Player, SK Gas has grown together with its stakeholders while fulfilling its role as a key player in the nation's energy industry. Building on this foundation, SK Gas is expanding beyond the domestic LPG market to realize its vision of becoming a global Net Zero Solution Provider.

(as of December 31, 2025)

Company Name	SK Gas Co., Ltd.
Industry	Wholesale business 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
Number of Employees	662 employees
Consolidated Revenue	KRW 76.763 trillion
Consolidated Net Income	KRW 233.8 billion
Total Consolidated Assets	KRW 8.032 trillion

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 while actively engaging in international trading. Leveraging its accumulated trading expertise and differentiated strategies, the company maintains a leading position in the global LPG trading market. Through transit trade, vessel optimization, and futures trading, SK Gas continues to diversify its sources of profit.

LPG Storage

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

Gas Chemistry

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).

LPG Marketing

Leveraging its nationwide LPG terminals and approximately 470 LPG refueling stations, SK Gas supplies LPG for residential, commercial, transportation, and industrial use. As of December 2025, the company held the largest domestic market share at 30.9%. To help improve air quality, SK Gas promotes the transition from diesel-powered trucks to LPG 1-ton trucks while providing tailored customer benefits through programs such as the SK LPG Membership. The company also operates the wego platform to enhance the safe management and efficient transportation of LPG.

LNG Terminal

In partnership with Korea National Oil Corporation (KNOC), SK Gas established Korea Energy Terminal (KET) and constructed an LNG terminal at Ulsan Port, which commenced commercial operation in 2024. In addition, the company is developing the Clean Energy Complex (CEC) adjacent to the port hinterland. Upon completion, KET and CEC are expected to expand annual storage capacity to approximately 7.2 million tons, further strengthening SK Gas's competitiveness across the LNG value chain.

LNG·LPG Dual Power Generation

SK Gas commenced commercial operation of Ulsan GPS, the world's first LNG-LPG combined-cycle power plant, in 2024. With a total generation capacity of 1.2 GW, the plant can flexibly operate on either LNG or LPG depending on market conditions, enhancing both operational flexibility and fuel competitiveness. Through its high energy efficiency, the plant became the first gas-fired power plant in Korea to issue a green bond, receiving the highest ESG rating of G1 in 2022.

Hydrogen & Renewable Energy

SK Gas is expanding its hydrogen business by leveraging its existing LNG and LPG infrastructure and nationwide distribution network. The company aims to secure competitiveness through its 78 MW by-product hydrogen fuel cell power plant while promoting the domestic introduction of clean hydrogen and clean ammonia with global energy companies. In addition, the company signed an investment agreement with Apex Clean Energy to develop ESS projects, commenced commercial operation of a 100 MW ESS facility in Texas, and plans to bring a second project of the same scale into commercial operation within 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

❶ Republic of Korea	
HQ (ECO Hub)	Bugok Yongyeon Governor Station
Ulsan Terminal	Central Branch
Pyeongtaek Terminal	East Branch
G.Hub (Tank Terminal)	West Branch
CEC(Clean Energy Complex)	Jeju Branch

Overseas Network

- ❷ Singapore Subsidiary
- ❸ U.S. Subsidiary / GridFlex Inc.
- ❹ U.S. Global Innovation Center

Overseas Partners

LPG	
Oil-Producing Companies	❶ Saudi Arabia: Aramco
	❷ United States: Enterprise / ❸ Petrogas
	❹ Canada: Pembina
	❺ Kuwait: KPC
Trading Companies	❻ Singapore: Trafigura
	❼ Thailand: PTT
	❽ Switzerland: Glencore
	❾ Netherlands: Vitol
	❿ United Kingdom: INEOS
	⓫ Japan: Astomos
	⓬ China: Wanhua Chemical / Satellite Chemical
Petrochemical Business	⓭ Saudi Arabia: AGIC
	⓮ Netherlands: LyondellBasell
	⓯ Kuwait: PIC
LNG	⓰ Japan: Mitsui / Osaka Gas / Kyushu Electric Power
	⓱ United States: Energy Transfer LNG Export, LLC
ESS	⓲ United States: Apex Clean Energy

Company Introduction

History

1985 → 1999

Dec. 1985 · Founded SK Gas and commenced constructionof 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 low-income 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 by-product 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 Graphitic Energy (formerly C-Zero) for the production of 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 → 2025

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 operation of the world's first GW-scale LNG–LPG dual fuel power plant, Ulsan GPS

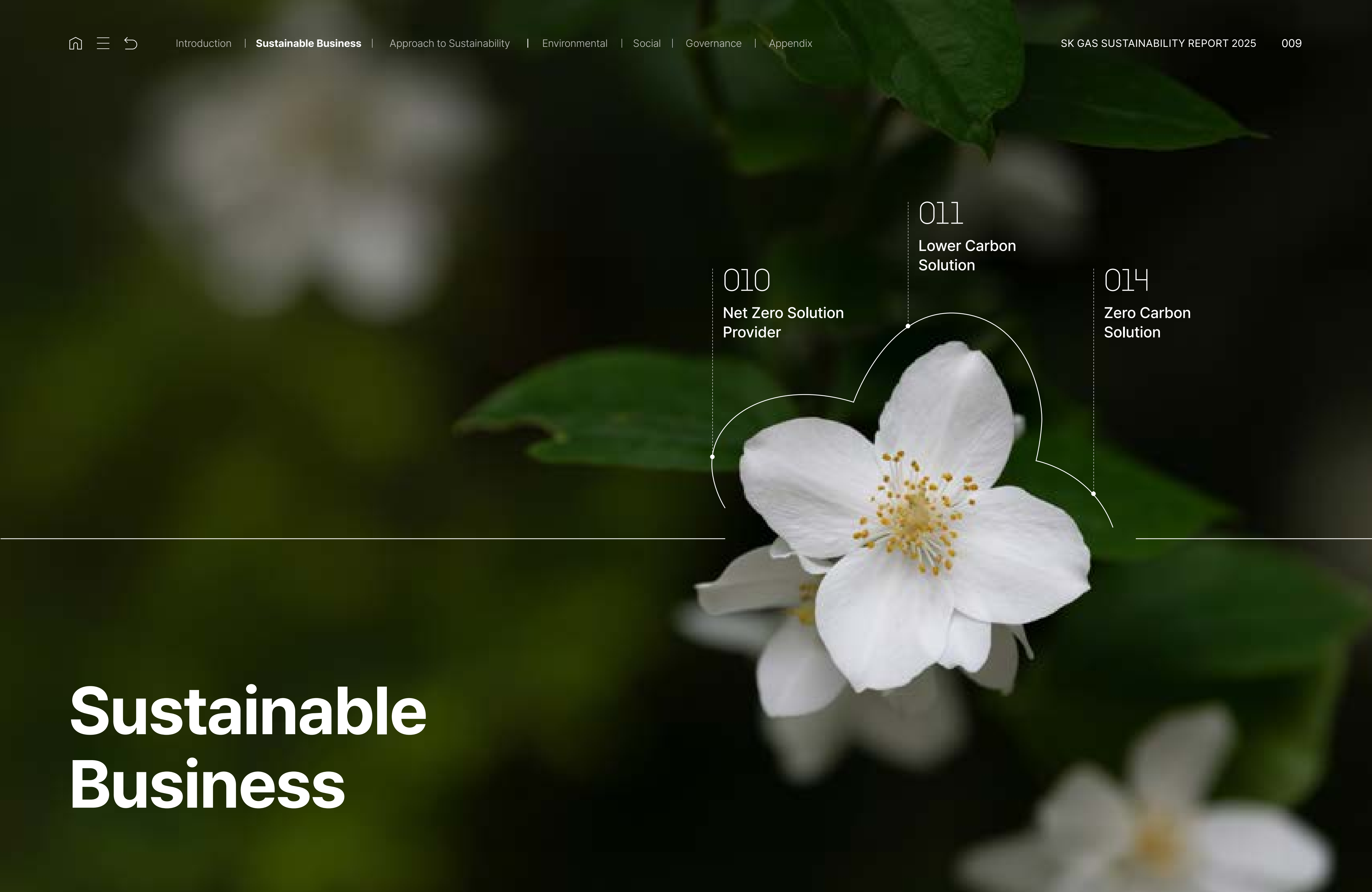
Feb. 2025 · Commenced commercial operation of the first U.S. ESS project

Jun. 2025 · Lotte SK Eneroot Hydrogen Fuel Cell Power Plant commenced full commercial operation

Sep. 2025 · Signed an LNG bunkering partnership agreement with Hyundai Glovis
· Signed a marketing partnership agreement with Renault Korea for the launch of LPG vehicles

Nov. 2025 · Signed an MOU with SK Geo Centric for the ethane business

Dec. 2025 · Received the 2025 ESG Excellent Company Award from KCGS

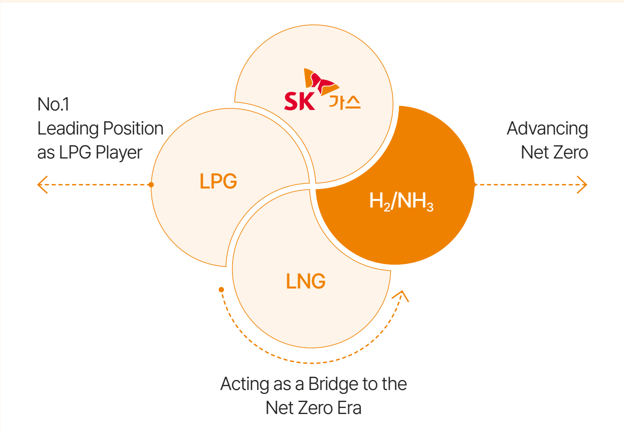


Sustainable Business

Net Zero Solution Provider

SK Gas proclaims the Net Zero Solution Provider vision and is transforming its business portfolio. The core of this vision, Net Zero Solution Provider, focuses on 'Lower Carbon Solution' centered on LPG·LNG businesses and 'Zero Carbon Solution' centered on the transition to hydrogen.

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



[Key Projects]

Key Projects in Lower Carbon Solution
- LPG 1-ton truck
- Ulsan GPS
- KET/Bunkering

Key Projects in Zero Carbon Solution[1]
- Energy Storage System (ESS)
- By-product hydrogen fuel cell
- Hydrogen co-firing power generation

1) Plans to transition to a Zero Carbon business utilizing clean hydrogen as policies and technologies evolve

[Net Zero Solution Provider Value Chain]

	Import/Trading	Storage	Utilization
Lower Carbon Solution	**LPG Trading** · LPG import for domestic supply · LPG transit trade and futures transactions	**LPG Storage Facility** · Owning a large-scale LPG storage facility with a capacity of 480,000 tons - Ulsan Terminal: LPG supply nationwide - Pyeongtaek Terminal: LPG supply to the metropolitan area and central region **LNG Terminal (KET/CEC)** · Starting commercial operation in November 2024 · The largest in Korea's private sector, planning to expand storage capacity to 7.2 million tons annually	**LPG 1-Ton Truck** · Providing LPG 1-ton truck services to accelerate LPG vehicle conversion · Operating SK LPG Membership, an integrated LPG customer program **LNG·LPG Dual Power Plant** · Commencing commercial operation of world's first LNG·LPG dual power plant, Ulsan GPS, in December 2024 (1.2GW) **LNG Bunkering** · Providing LNG fuel for bunker ships at KET dedicated bunkering pier · Possessing locations and infrastructure enabling rapid shipping
Zero Carbon Solution	**Hydrogen·Ammonia Sourcing** · Securing by-product hydrogen via Lotte SK Eneroot[2] to establish a stable hydrogen supply foundation · Promoting overseas clean ammonia import through cooperation with global energy companies	**Hydrogen Pipeline** · Securing hydrogen pipeline network for by-product hydrogen supply · Expanding the pipeline network to support future clean hydrogen demand **Clean Ammonia Import Terminal** · Reviewing infrastructure development for importing and supplying overseas clean ammonia · Repurposing for clean hydrogen supply · Utilizing existing LPG·LNG infrastructure and operational expertise	**By-product hydrogen fuel cell** · As of the second half of 2026, approximately 78MW of by-product hydrogen fuel cells are expected to operate within Ulsan industrial complex · Plans to transition the fuel for the fuel cell power plants to clean hydrogen in the future **Hydrogen co-firing power generation** · Reviewing the introduction of clean hydrogen to support the carbon neutrality transition of Ulsan GPS(Target: 50% hydrogen co-firing by 2037 and 100% hydrogen firing by 2050) **Launch of Turquoise Hydrogen Initiative** · Launched and operates a consortium with POSCO and other partners to develop Korea's turquoise hydrogen ecosystem · Completed designation as a National Strategic Technology for the commercialization of turquoise hydrogen in Korea

2) Lotte SK Eneroot: a joint venture among SK Gas, Lotte Chemical, and Air Liquide Korea

Lower Carbon Solution

LPG 1-ton truck

LPG 1-ton trucks are widely used by small business owners and self-employed operators. Approximately 2 million 1-ton trucks are currently in operation in Korea, with around 150,000 new vehicles sold each year. By 2025, approximately 180,000 diesel 1-ton trucks had been converted to LPG. SK Gas supports the transition from diesel to LPG by providing conversion services that enable the rapid replacement of diesel vehicles with LPG trucks.

Advantages of LPG 1-ton trucks

1	2	3
Reducing fine dust and nitrogen oxide emissions compared to diesel 1-ton trucks * Meets North America's SULEV 30 emission standards	Lower Fuel Costs **Compared with diesel 1-ton trucks**	Greater Refueling Convenience **Compared with electric 1-ton trucks**

Building a Sustainable LPG Vehicle Ecosystem

SK Gas is securing large-scale demand among commercial customers while building a sustainable LPG vehicle ecosystem through the wider adoption of LPG vehicles.

To encourage existing diesel vehicle users to switch to LPG, SK Gas introduced dedicated cargo welfare cards for use at SK LPG refueling stations in partnership with Shinhan Card in May 2024 and Woori Card in February 2025. These cargo welfare cards provide commercial vehicle operators with a more convenient and cost-effective refueling experience through fuel subsidies and various discount benefits.

In September 2025, SK Gas also signed a marketing partnership agreement with Renault Korea to promote LPG vehicle conversion and foster mutual growth. Future hybrid vehicles will be able to access dedicated membership benefits at SK refueling stations nationwide, providing tangible fuel cost savings while supporting the expansion of the LPG vehicle ecosystem.

[Renault Korea Marketing Partnership Agreement Ceremony]

Driving Mutual Growth

SK Gas operates the SK LPG Membership, an integrated customer membership program available at approximately 750 LPG refueling stations affiliated with SK Gas and SK Energy.

As of 2025, cumulative membership exceeded 820,000 subscribers. Through partnerships with various companies, the program provides differentiated customer benefits, including reward points, point redemption services, affiliated credit cards, and cargo welfare cards offering discounts at LPG refueling stations.

The company continues to expand customized customer services and benefits through the Happy Charging Membership while supporting the broader adoption of LPG vehicles. These initiatives contribute to the transition to cleaner transportation fuels and support sustainable environmental and social value creation.

[SK LPG Membership Program]

Lower Carbon Solution

Ulsan GPS

SK Gas has been preparing to integrate its LNG and hydrogen businesses with its existing LPG business. As part of these efforts, the company established Ulsan GPS, the world's first dual LNG-LPG power plant, which commenced commercial operation in December 2024.

2025 marks the first full year of commercial operation for Ulsan GPS. Through stable plant operation and continuous operational improvements, the company has enhanced power generation efficiency and equipment reliability. Looking ahead, SK Gas plans to expand beyond dual LNG-LPG power generation by introducing clean hydrogen co-firing after 2030, with the goal of transitioning to a zero-carbon power plant by 2050.

Located within the Mipo National Industrial Complex in Ulsan Metropolitan City, Ulsan GPS is equipped with two gas turbines and one steam turbine with a combined generation capacity of 1.2 GW. The plant is designed to operate on both LNG and LPG, ensuring stable power generation while maintaining fuel flexibility and competitiveness. In addition, the plant is also equipped with GHG reduction facilities to minimize emissions during power generation.

[Ulsan GPS Project Strengths and Directions]

1 World's First Dual LNG-LPG Power Plant	2 Reducing Greenhouse Gas Emissions with High-Efficiency Power Generation	3 Flexible Infrastructure Supporting the Transition to Zero-Carbon Power Generation
• LPG can replace LNG during supply disruptions or price spikes • Enhanced fuel competitiveness while contributing to national energy security	• Reduced greenhouse gas emissions through high-efficiency power generation • Implementation of stricter emission standards and Installation of greenhouse gas reduction facilities	• Located near diverse utility demand sources within Ulsan Mipo Industrial Complex • Potential to develop integrated energy infrastructure with nearby facilities, CEC, and KET • Strategic location within the Ulsan Industrial Complex

[Ulsan GPS Net Zero Utility Solution Roadmap]

Phase 1 — Successful construction and operation of the power plant (~2025)
- Based on highest safety and quality standards
- Fuel flexibility for LNG and LPG

Phase 2 — Net Zero Utility Preparation (~2037)
- Power generation using up to 50% clean hydrogen co-firing[1)]
- Preparation for low-carbon utility supply within Ulsan Industrial Complex

Phase 3 — Net Zero Utility Provider (~2050)
- Power generation using clean hydrogen
- Transition to zero-carbon utility services within the Ulsan Industrial Complex

1) The goals will be continuously reviewed and adjusted to enhance feasibility, taking into account the combined impact on corporate value during the reduction implementation process and changes in the overall external environment, such as hydrogen-related policies including the Clean Hydrogen Power Generation Mandate, the commercialization level of reduction technologies, and the feasibility of securing hydrogen procurement volumes for power generation.

[Ulsan GPS Panorama]

Lower Carbon Solution

KET(Korea Energy Terminal)

Following the commencement of commercial operation of the Korea Energy Terminal (KET), an integrated petroleum and LNG terminal, in November 2024, SK Gas has expanded its LNG value chain beyond import and transportation to storage and supply. KET provides a stable LNG supply for the operation of Ulsan GPS.

Status of LNG Terminal KET Project

The Korea Energy Terminal (KET), a joint venture with Korea National Oil Corporation, commenced commercial operation at Ulsan North Port in November 2024. A third LNG storage tank is scheduled for completion in the second half of 2026, further expanding the terminal's storage capacity.

In the longer term, KET will operate four LNG storage tanks with an annual storage capacity of approximately 4.8 million tons. Including the nearby CEC terminal currently under construction, the total annual storage capacity is expected to reach approximately 7.2 million tons through the private LNG terminal network. SK Gas also plans to expand its business beyond LNG production and transportation into downstream LNG utilization by strengthening partnerships with LNG consumers.

[KET/CEC Perspective Drawing]

LNG Bunkering

As GHG regulations by the International Maritime Organization (IMO) continue to tighten, demand for LNG as a marine fuel is expected to grow. In response, SK Gas is expanding its LNG bunkering business. Ulsan Port offers strong LNG bunkering potential due to robust domestic demand and its proximity to Busan Port. The company has completed construction of Korea's first and largest dedicated LNG bunkering terminal capable of accommodating 10,000-ton-class vessels, while LNG bunkering vessels are currently under construction.

SK Gas established a dedicated LNG bunkering subsidiary and signed an LNG supply agreement with Hyundai Glovis in September 2025 to supply marine LNG fuel. Going forward, the company plans to expand LNG bunkering services at major domestic ports, including Ulsan, Busan, and Gwangyang.

[LNG Bunkering Business Roadmap]

Phase 1 — Creating Synergies with Existing Businesses and Supplying Low-Carbon Marine Fuel

- **Transition from a land-based fuel supplier to a low-carbon marine fuel provider**
  - Ulsan location advantages
  - Strengthen LNG bunkering infrastructure competitiveness
- **Strengthen existing businesses while creating new revenue opportunities**
  - Increase utilization of LNG terminal

Phase 2 — Zero-carbon marine fuel supply and global expansion

- **Establish a foundation for low- and zero-carbon marine fuels, including ammonia**
  - Leverage existing LNG bunkering capabilities for future ammonia infrastructure
- **Expand into global bunkering markets**
  - Pursue growth opportunities in North America and other global LNG bunkering markets

Zero Carbon Solution

ESS(Energy Storage System)

Battery Energy Storage Systems (ESS) play a key role in supporting the expansion of renewable energy. Recognizing the growth potential of the U.S. ESS market, particularly in Texas, SK Gas has established an ESS business roadmap and is pursuing projects to expand renewable energy while contributing to global power system stability. Through these initiatives, the company aims to realize its vision of becoming a Net Zero Solution Provider.

Establishment of SA Grid Solutions joint venture

In January 2024, SK Gas's U.S. subsidiary, GridFlex, established the joint venture SA Grid Solutions with renewable energy company Apex Clean Energy to develop ESS projects.

In 2024, GridFlex began construction of its first 100 MW ESS facility, which commenced commercial operation in February 2025. A second 100 MW project is scheduled for completion and commercial operation by the end of 2026.

Regional expansion and green hydrogen production linkage in the U.S.

SK Gas plans to expand its ESS and renewable energy portfolio beyond Texas into other regions of the United States. Over the medium to long term, the company also plans to develop a green hydrogen business linked to renewable energy sources such as wind and solar power. These initiatives will support the development of a hydrogen economy while strengthening the company's diversified energy portfolio and advancing its vision of becoming a Net Zero Solution Provider.

[U.S. ESS Business Roadmap]

Phase 1 — Develop ESS Facilities in Texas (~2027)
- Establish SA Grid Solutions with Apex Clean Energy
- Expand ESS capacity across Texas

Phase 2 — Expand ESS Operations Across the U.S.(~2032)
- Expand ESS projects beyond Texas

Phase 3 — Green Hydrogen Integration (mid-2030s and beyond)
- Produce green hydrogen using wind and solar energy

[GridFlex ESS overview]

Zero Carbon Solution

By-product Hydrogen Fuel Cell

SK Gas established the joint venture Lotte SK Eneroot with Lotte Chemical to jointly develop hydrogen businesses and is expanding power generation using by-product hydrogen. Currently, Lotte SK Eneroot is developing five by-product hydrogen fuel cell power plants in the Ulsan Industrial Complex, comprising three 19.8 MW units and two 9.24 MW units with a combined capacity of 78 MW. As of June 2025, Ulsan Hydrogen Power 2 (19.8 MW) commenced commercial operation in June 2025, followed by Ulsan Hydrogen Power 1 (19.8 MW) in April 2026. Construction of the remaining units is being carried out sequentially. Upon completion, Lotte SK Eneroot is expected to become Korea's largest single operator of by-product hydrogen fuel cell power plants.

Contributing to the establishment of a sustainable clean hydrogen ecosystem

SK Gas is expanding clean hydrogen demand and supply infrastructure to support the development of a sustainable hydrogen ecosystem. Building on its by-product hydrogen fuel cell power plants, the company aims to broaden distributed power generation based on clean hydrogen while continuously expanding hydrogen supply infrastructure across the Ulsan region.
The company also plans to establish hydrogen supply facilities and begin supplying hydrogen to local customers in Ulsan. In the longer term, SK Gas seeks to attract investment from hydrogen-related industries, create local employment through the construction and operation of hydrogen power plants, and contribute to the sustainable economic development of Ulsan.

[Lotte SK Eneroot Hydrogen Business Plan]

Phase 1 — Expand Power Generation Using By-product Hydrogen
- Establish Lotte SK Eneroot and construct fuel cell power plants
- Develop a hydrogen pipeline network for by-product hydrogen supply
- Create large-scale hydrogen demand utilizing by-product hydrogen

Phase 2 — Clean Hydrogen Business Development
- Transition fuel cell operations to clean hydrogen
- Expand hydrogen supply infrastructure across Ulsan
- Supply clean hydrogen to power plants and industrial customers in Ulsan through the hydrogen pipeline network

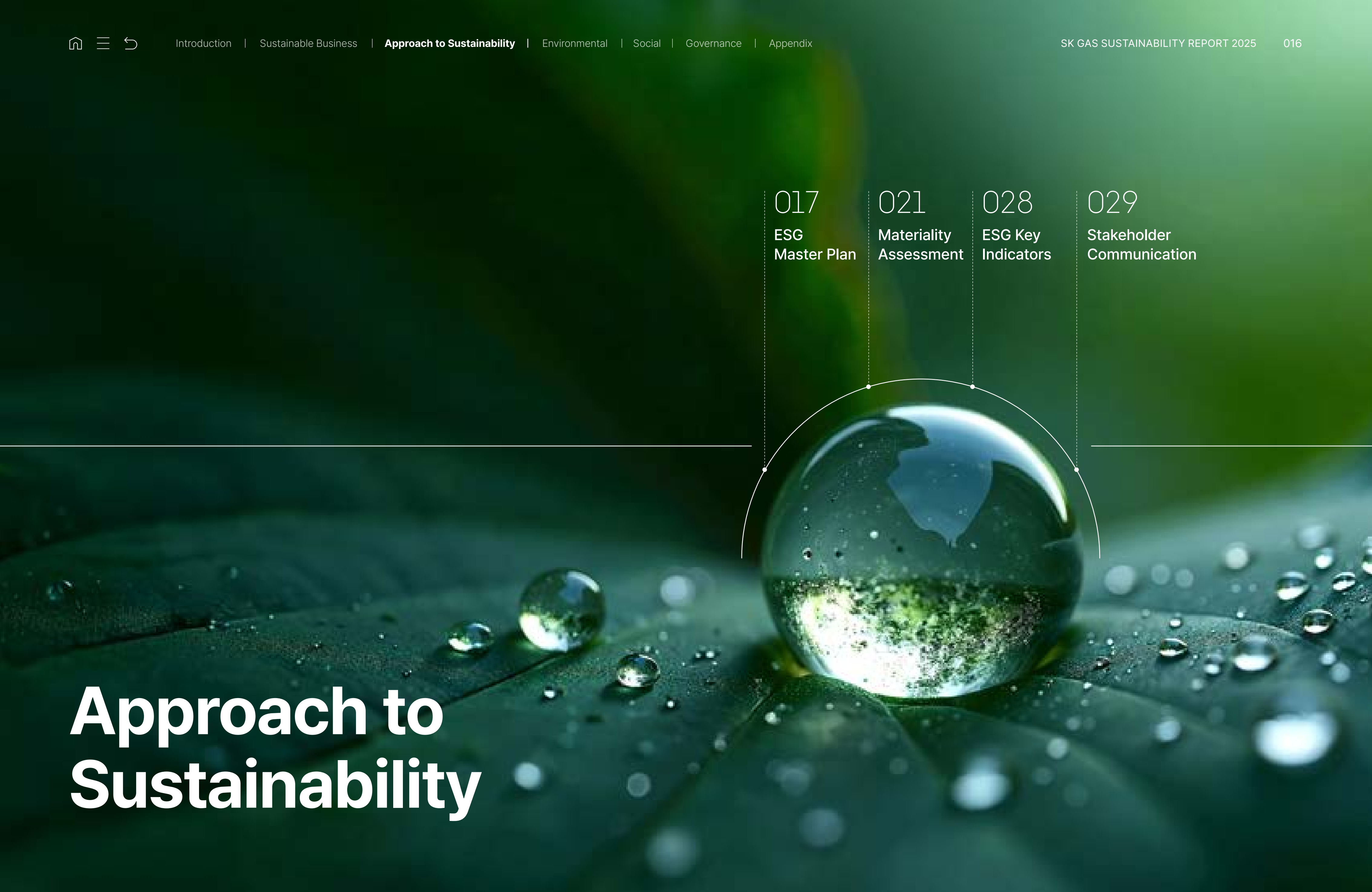
Phase 3 — Expansion of Hydrogen Projects
- Expand hydrogen power projects beyond Ulsan (Daesan and Yeosu)

[By-product Hydrogen Fuel Cell Power Plant Concept]

Hydrogen Co-firing Power Generation

Hydrogen co-firing technology generates electricity by blending hydrogen with LNG in power plants. SK Gas is currently evaluating the application of hydrogen co-firing at Ulsan GPS, the world's first dual LNG-LPG power plant, as part of its long-term transition toward hydrogen-based power generation.

To support this initiative, the company is collaborating with global energy companies to explore hydrogen supply options using blue hydrogen. Leveraging its existing LPG and LNG infrastructure and operational expertise, SK Gas aims to establish a stable foundation for future hydrogen production and utilization.



Approach to Sustainability

ESG Master Plan

Focus Areas 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 low- and zero-carbon 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 Mgmt.
- 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

Progress of ESG Master Plan 2.0

For the Planet | With Stakeholders | Through Transparency

	ESG Master Plan 1.0: 2021–2024 Achievements	ESG Master Plan 2.0: 2025 Achievements	ESG Master Plan 2.0: 2026 Goals
GHG Emissions	**Development of the Net Zero Roadmap** • Expansion of renewable energy use - Introduction of on-site solar power facilities - Utilization of REC purchases and the Green Premium Program	**Net Zero Roadmap update** • Identification of new reduction measures and update of the roadmap • Commencement of full-scale operation of the large seawater heat exchanger	**Implementation and monitoring of the Net Zero Roadmap** • Expansion of renewable energy procurement
Key Achievements	Achieved GHG reduction targets for 2022–2024	Achieving GHG reduction target for 2025	Achieving GHG reduction targets for 2026-2027
Air Quality	**Establishment of an air pollutant management system** • Self-monitoring of air pollutant emissions • Installation of a TMS at the Ulsan Terminal	**Strengthening of the Air Pollutant Management System** • Reduction of air pollutant emissions through installation of a seawater heat exchanger at the CEC complex	**Enhancement of the Air Pollutant Management System** • Ongoing Monitoring of Air Pollutant Emissions
Key Achievements	Achieved Air Pollutant Emission Reduction Targets	Reduced Air Pollutant Emissions through Seawater Heat Exchanger Installation	Ongoing Efforts to Reduce Air Pollutant Emissions
Water & Waste	**Establishment of a Water Management System** • Improvement of water pipeline leakage points • Introduced Water Recycling System at Pyeongtaek Site **Expansion of Waste Recycling** • Continuous improvement of the headquarters waste recycling rate - 68.2% in 2021 to 100% in 2023 • Obtained international ZWTL certification - Platinum Grade for the Ulsan/Pyeongtaek Terminal, Gold Grade for the G.Hub - Certified headquarters recycling rate of 100% (including 16% heat recovery)	**Strengthening of Water Management System** • Achieved Water Recycling Rate Target (10.2%) **Continued Expansion of Waste Recycling** • Identification of waste recycling companies for incineration waste • Achieved 100% Waste Recycling Rate of Company Waste (ZWTL Certification Standards)	**Enhancement of Water Management System** • Introduce Water Recycling System at Ulsan Site by 2026 **Maintain Waste Recycling Levels** • Maintain a 100% waste recycling rate at existing and new facilities (based on ZWTL certification standards)
Key Achievements	Reached 10.9% Water Recycling Rate; Achieved 100% Waste Recycling at Headquarters, Ulsan, and Pyeongtaek Sites	Achieved 100% company-wide waste recycling rate (based on ZWTL certification standards)	Continued Improvement in Water Recycling Rate
Ecology & Biodiversity	**Expansion of biodiversity conservation activities** • Establishment of biodiversity policies and operation of ecosystem conservation programs • Promotion of ecosystem conservation activities in collaboration with social enterprises (SE Bridge) • Selection of companies supporting endangered wildlife conservation	**Soil and Marine Pollution Management** • Conducted Marine Pollution Response Drills in 2025 **Biodiversity Risk Assessment** • Selection of priority management areas (Pyeongtaek Terminal)	**Continuation of ecosystem conservation activities** • Continued collaboration with Social Enterprises • Continued implementation of Reforestation and Urban Park projects **Continuation of soil and marine pollution management activities** • Continued implementation of the One Company One Coastline project
Key Achievements	Participation in BNBP (Biz N Biodiversity Platform)	Conducting Marine Pollution Response Drills	Expansion of Ecosystem Conservation Activities

ESG Master Plan

Progress of ESG Master Plan 2.0

For the Planet | With Stakeholders | Through Transparency

	ESG Master Plan 1.0	ESG Master Plan 2.0	
	2021–2024 Achievements	2025 Achievements	2026 Goals
Health & Safety	**Establishment of SHE foundation** • Developing SHE Master Plan 1.0 • Establishing dedicated SHE organization and securing specialized personnel • Identifying hazardous risk factors and improving facilities **Elimination of Potential Risk Factors and Management Blind Spots** • Achieving 0% occupational injury and illness rate (LTIR) among employees and partners • Developing suppliers and establishing external piping management system • Upgrading fire and safety accident prevention facilities	**Strengthening of SHE management system** • Developing SHE Master Plan 2.0 • Developing and operating integrated SHE platform **Introduction of AI-based work hazard assessment** • Applying AI JSA across all business sites	**System Enhancement for Vulnerable Areas and Strengthened Execution Capability** • Improving SHE system through application of best practices • Creating a culture of safety autonomy through selection and implementation of SHE projects within teams • Strengthening SHE execution capability through AI and DT technologies
Key Achievements	Achieved A grade in SHE management diagnostics and attaining 0% occupational injury and illness rate (LTIR) among employees and partners	Maintaining SHE management diagnostic A grade	Securing SHE management diagnostic S-grade control level
Human Values	**Establishment of human rights management system** • Amending human rights management declaration and policies • Advancing human rights impact assessments - Expanding the scope of suppliers subject to human rights impact assessments - Introducing in-depth evaluations such as interviews and on-site visits **Enhancement of organizational culture through expanded communication** • Introduction of flexible work system • 302 sessions of Happy Seed Talk conducted cumulatively (as of 2024)	**Strengthening of human rights management system** • Expanding scope of companies subject to human rights impact assessments • Establishing new channels for human rights grievances **Improving organizational culture and increasing program participation** • Increasing participation in Simtness (Mind Fitness)services and flexible work programs • 352 sessions of Happy Seed Talk conducted cumulatively (as of 2025)	**Enhancement of human rights management system** • Monitoring implementation project from 2023 to 2025 and conducting in-depth surveys with employees **Sustained improvement of organizational culture and talent development** • Expanded participation of employeesin internal training programs • Promoted increases in employee satisfaction for major programs
Key Achievements	Initiation of the Human Rights Impact Assessment Enhancement Project	Continuing the Happy Seed Talk	Full Implementation of Human Rights Impact Assessments
Responsible Business	**Expansion of supply chain ESG management** • Provision of online education platform for partners • Reduction of high-risk key management partners from 26.7% in 2023 to 0% in 2024 **Development and enhancement of information security management system** • Certification of SK LPG Membership Service ISMS-P • Appointment of dedicated CISO and establishment of information security organization	**Strengthening of supply chain ESG management** • Maintain 0% high-risk ratio among key management partners • Conducted leadership schools for middle managers of partners on shared growth **Restructuring of information security management system and expansion of scope of work** • Initiation of master plan to improve information security levels • Expansion through strengthened OT security and subsidiary inspections **Establishment of management systems for consumer rights protection** • Newly establish consumer rights protection policies	**Enhancement of ESG capabilities in supply chain** • Continued fulfillment of the shared growth program roadmap with partners **Advancement of information security management systems** • Establishment of an automated information asset management system and monitoring system to prevent leaks
Key Achievements	Achieved of 0% high-risk ratio among key management partners	Maintain 0% high-risk ratio among key management partners	Support expansion to enhance ESG capabilities of partners
Community Engagement	**Development of the Social Contribution Strategy (Green, Health, Hope)** • Development and donation of 7 facilities(Jigwanseoga) for community centers • Implementation of Hope Maker School program • Establishment of SK Happiness Forest Gardens 1~4	**Implementation of Social Contribution Strategy (Green, Health, Hope)** • Expansion of community center business (by 2025, establishing and donating eight facilities nationwide) • Continued implementation of Hope Maker School program • Creation and donation of SK Happiness Forest Garden 5 • Support of approximately 1.78 million meals annually for children at risk of skipping meals	**Social Contribution Strategy (Green, Health, Hope) ongoing** • Creation of 10 SK Happiness Forest Gardens in Pyeongtaek area (~2030) • Continued environmental education and strengthening professionalism
Key Achievements	Expansion of the Jigwanseoga Program (seven locations established and donated nationwide as of 2024)	Establishment of a Social Contribution Policy and Enhancement of the Management Framework	Expansion of social contribution strategic beneficiaries and scale

ESG Master Plan

Progress of ESG Master Plan 2.0

For the Planet | With Stakeholders | Through Transparency

	ESG Master Plan 1.0: 2021–2024 Achievements	ESG Master Plan 2.0: 2025 Achievements	ESG Master Plan 2.0: 2026 Goals
Board Leadership	**Strengthening of independence, expertise, and diversity of the board** • Establish guidelines for board expertise and diversity • Establish guidelines for outside director independence • Revise corporate governance charter	**Enhancement of board independence** • Strengthen the independence of candidate recommendation function through change in outside director nomination committee composition • Provide ethics management training to all outside directors • Establish outside director compensation standards	**Continuously strengthen the independence, expertise, and diversity of the board** • Refine selection process for outside director candidates • Enhance board members' competencies
Key Achievements	Maintain outside director ratio above 57%	Improve the candidate recommendation function of the outside director nomination committee	Strengthen the capabilities and expertise of board members
Compliance & Ethics	**Systematization of ethical management** • Obtain ISO 37001 certification • Develop IT system for anti-corruption • Revise fair trade compliance manual • Implement SK Group's ethics management measurement system evaluation	**Strengthening of ethics management** • Expand scope of ethics management policies (including security providers and dispatched employees) • Improve Performance in the SK Group Ethics Management Assessment (including subsidiaries) • Improve ethics management survey results • Conduct evaluation on compliance with fair trade laws	**Enhancement of ethics management** • Renewal of ISO 37001 certification (valid for 3 years) • Continuous improvement in external ethics management evaluation results (including subsidiaries) • Continuous improvement in employee ethics management survey results • Maintain Zero violations of fair trade laws
Key Achievements	0 cases of corruption and bribery (criminal punishment standards), and 0 violations of fair trade laws	Achieve 0 cases of corruption and bribery incidents, and 0 violations of fair trade laws	Maintain 0 cases of corruption and bribery incidents, and 0 violations of fair trade laws
Business Portfolio Mgmt.	**New business investment management** • Operate OSS process during new business investment	**Strengthening of new business investment management** • Ongoing operation of OSS process during new business investments • Adoption of internal carbon pricing for some projects (over 20 billion KRW) **Advanced risk management system** • Establishment of enterprise-wide risk management regulations	**Advanced management of new business investments** • Phased expansion of internal carbon pricing application
Key Achievements	Effective operation of OSS process for existing (over 1 billion KRW) and new businesses	Continuous risk assessment through enterprise-wide risk management system	Expansion of Business Scope Subject to Internal Carbon Pricing
Sustain-ability Comm.	**Enhancement of ESG Disclosure and Partnerships** • Development and Effective Implementation of Dividend Policy • Adoption of Electronic Voting System and Electronic Proxy	**Enhancement of ESG Disclosure and Partnerships** • Implementing dividends based on the newly established three-year dividend policy	**Enhancement of ESG Disclosure and Partnerships** • Sustained Effective Implementation of Dividend Policy • Practice of Shareholder-friendly Management
Key Achievements	Establishment and Implementation of Three-year Dividend Policy	Implementation of Three-year Dividend Policy	Effective Implementation of Dividend Policy

Materiality Assessment

Double Materiality Assessment Process

SK Gas published this Sustainability Report based on the results of its double materiality assessment. This year's double materiality assessment applied a methodology with reference to the GRI[1] (Global Reporting Initiative) principles for determining material topics and the EFRAG (European Financial Reporting Advisory Group) Implementation Guidance[2] for Materiality Assessment. This approach goes beyond a sustainability topic-based assessment by evaluating both the environmental and social impacts of the company's activities and the financial risks and opportunities arising from external sustainability issues. To enhance the reliability of the assessment, evaluations were conducted across relevant departments for each impact, risk, and opportunity, and feedback was collected through interviews with external experts. Management measures for the identified material impacts, risks, and opportunities were developed and incorporated into the company's strategy to enhance sustainability.

01 Identification of Sustainability Issues

Identification of Sustainability Issues

- Composition of sustainability issue long-list based on all EU ESRS[3] topical standards
- Selection of relevant sustainability topics based on international industry standards, global initiatives, ESG assessment indicators, stakeholder surveys, peer benchmarking, and media research

02 Identification of impacts, risks, and opportunities

- Identification of impacts, risks, and opportunities using the following methodologies
  - Identification of Enterprise-wide integrated risk management framework
  - Interviews with internal employees
  - External disclosure standards related to sustainability issues
  - Analysis of legal and regulatory trends
  - Industry benchmarking analysis

Analysis of environmental and social impacts

- Classification of environmental and social impacts by positive/negative and actual/potential categorie

Financial impact analysis

- Classification into financial risk and opportunity types

03 Assessment of impacts, risks, and opportunities

- Assessment of identified impacts, risks, and opportunities with relevant departments

Analysis of environmental and social impacts

- Evaluation of severity (scale, scope, irremediability[4]) and likelihood[5]

Assessment of financial impacts

- Assessment of scale and likelihood

04 Identification of Material Impacts, Risks, and Opportunities and Development of Management Measures

- Identification of material impacts, risks, and opportunities based on the assessment results
  - Collection of feedback on the assessment results through interviews with external experts
- Development of management measures based on derived results
- Final results reported to the 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 for negative impacts 5) Assessed only for potential impacts

Materiality Assessment

Materiality Assessment Results

A total of 6 material impacts on the environment and society from SK Gas's business activities, and 14 material financial risks and opportunities related to sustainability topics, have been identified.

[Environmental and Social Impact Assessment]

Area	Sustainability Issues	Environmental and Social Impact	Type	Impact Scope			Impact Level[1]
				Upstream	Own Operation	Downstream	
Environmental	Climate Change	GHG emissions and contribution to climate change resulting from fuel combustion during the marine and land transportation of LPG and LNG	Negative/Actual	●	●	●	
		GHG emissions and contribution to climate change resulting from gas extraction, refining, and liquefaction processes	Negative/Actual	●			
		GHG emissions and contribution to climate change resulting from propane use and energy consumption during gas storage	Negative/Actual		●		
		Contribution to climate change mitigation through the expansion of LNG business and the initiation of hydrogen and ESS projects	Positive/Actual		●		
		GHG emissions and contribution to climate change resulting from the thermal decomposition of LPG and LNG during downstream chemical production processes	Negative/Actual			●	
		Contribution to reduced GHG emissions during the use phase by supporting the transition to lower-carbon fuels through LPG supply	Positive/Actual			●	
	Air Pollution	Air pollutant emissions, including nitrogen oxides (NOx) and particulate matter, during upstream gas extraction, contributing to air quality deterioration	Negative/Actual	●			
		Air quality deterioration due to methane leakage following LNG storage incidents	Negative/Potential		●		
		Contribution to reduced air pollutant emissions during the customer use phase through LPG supply as a lower-emission fuel compared with coal and heavy oil	Positive/Actual			●	
	Soil Pollution	Soil contamination and ecosystem disruption due to oil leakage incidents at lubricant storage facilities	Negative/Potential		●		
	Waste	Additional air pollutant emissions and air quality deterioration resulting from the incineration of business waste	Negative/Actual		●		
Social	Occupational Health and Safety	Negative social impacts, including worker safety hazards, loss of human capital, and increased public healthcare costs, due to fire and explosion incidents at business sites	Negative/Potential		●		
		Disruption of value chain stability and social losses due to major transportation accidents during upstream and downstream logistics processes	Negative/Potential	●		●	
		Negative social impacts, including risks to customer and end-user safety, loss of human capital, and increased public healthcare costs, resulting from LPG fire and explosion incidents	Negative/Potential			●	
	Consumer and End-User Rights	Negative impacts on end-user safety due to insufficient communication of fuel characteristics and safe handling information during the LPG supply process	Negative/Potential			●	
Governance	Ethical Management	Negative impacts on fair market competition and the rule of law due to corruption, bribery, or failure to comply with tax-related legal obligations	Negative/Potential		●		
		Negative social impacts resulting from the spread of unethical practices across the value chain due to insufficient application of ethical standards to suppliers and business partners	Negative/Potential	●			
	Corporate Governance	Contribution to stakeholder trust and a virtuous economic cycle through shareholder-friendly management supported by an active dividend policy	Positive/Actual		●		

1) The impact assessment was conducted using a three-point scale. Actual impacts scoring 2.15 points or higher and potential impacts scoring 1.63 points or higher were identified as significant impacts.

Materiality Assessment

Materiality Assessment Results

A total of 6 material impacts on the environment and society from SK Gas's business activities, and 14 material financial risks and opportunities related to sustainability topics, have been identified.

[Financial Risk and Opportunity Assessment]

Area	Sustainability Issues	Financial Impact	Type	Scope of Impact			Impact Level[1]
				Upstream	Own Operation	Downstream	
Environmental	Climate Change	Increase in LNG bunkering operating profit due to strengthened decarbonization regulations in the maritime transportation sector	Opportunities			●	
		Increase in operating profit from hydrogen-related businesses due to the expansion of renewable energy infrastructure markets	Opportunities			●	
		Increase in LNG operating profit due to the strengthened role of LNG in replacing coal-fired power during the short- and mid-term transition period	Opportunities			●	
		Increase in repair, insurance, cooling, water, and operating costs due to the increasing frequency and severity of acute and chronic physical risks	Risks		●		
		Increase in emission allowance purchase costs due to the expansion of the emissions trading scheme, higher allowance prices, and an increase in the proportion of paid allocations	Risks		●		
		Decrease in LNG operating profit due to the long-term transition to carbon-free power generation based on renewable energy	Risks			●	
		Increase in electricity and utility costs due to higher industrial electricity tariffs resulting from the renewable energy transition	Risks		●		
		Decrease in operating profit of the transportation LPG business due to strengthened policies promoting the transition to electric and hydrogen fuels in the transportation sector	Risks			●	
		Decrease in operating profit of the fuel-use LPG business due to strengthened policies promoting the transition to electric and hydrogen fuels in the industrial sector	Risks			●	
		Decrease in operating profit of the raw material LPG business due to diversification and decarbonization in the petrochemical sector	Risks			●	
		Decrease in fossil fuel–related investment and increase in capital raising costs due to strengthened carbon neutrality and coal divestment policies by financial institutions	Risks	●			
		Increase in compliance costs for data management systems and climate disclosure responses due to strengthened mandatory climate disclosure regulations	Risks		●		
		Increase in procurement prices and cost of goods sold due to suppliers passing on emission reduction costs	Risks	●			
		Increase in R&D costs for fuel switching due to expanded decarbonization R&D initiatives for existing fuels	Risks		●		
		Increase in litigation response costs in the event of climate-related lawsuits arising from delays (or failure) in achieving climate targets and greenwashing	Risks		●		

1) Impact assessment was conducted based on a 3-point scale, and risks and opportunities with scores above 1.78 were selected as significant risks and opportunities.

Materiality Assessment

Materiality Assessment Results

A total of 6 material impacts on the environment and society from SK Gas's business activities, and 14 material financial risks and opportunities related to sustainability topics, have been identified.

[Assessment of Financial Risks and Opportunities]

Area	Sustainability Issues	Financial Impact	Type	Scope of Impact			Impact Level[1]
				Upstream	Own Operation	Downstream	
Environmental	Air Pollution	Administrative fines under the Clean Air Conservation Act due to air pollutant leakage during LNG import and storage processes	Risks		●		
		Increased operating costs due to stricter regulations on air pollutant emissions from facilities	Risks		●		
		Growing demand for LPG as a low-emission alternative compared to coal and heavy oil	Opportunities		●		
	Soil Pollution	Administrative fines under the Soil Environment Conservation Act due to soil contamination caused by new infrastructure development	Risks		●		
		Increased operating costs for soil investigation and facility investment due to strengthened soil contamination prevention and monitoring standards	Risks		●		
Social	Occupational Health and Safety	Decrease in revenue due to negative public perception of the safety of LPG and LNG fuels following fire or explosion incidents at refueling stations	Risks		●		
		Increase in legal and operating costs due to workers' health deterioration, fire and explosion incidents, and business interruptions	Risks		●		
		Increased costs due to reduced productivity, supplier replacement, and work stoppages following safety incidents within the supply chain	Risks	●			
	Consumer and End-User Rights	Revenue decline and increased corrective action costs due to reduced trust among users and consumers resulting from failures in LPG quality management	Risks			●	
		Revenue decline due to user incidents caused by inadequate communication of LPG characteristics and safety information, including compensation costs, business interruption, and reputational damage	Risks		●		
Governance	Ethical Management	Revenue decline due to regulatory fines and administrative penalties for failure to report assets, as well as reduced stakeholder trust	Risks		●		
		Decrease in revenue due to fines and penalties related to violations of fair trade and subcontracting laws, as well as reduced stakeholder trust	Risks		●		
	Corporate Governance	Increase in investor demand and capital inflows through shareholder-friendly dividend policies	Opportunities		●		
		Improved quality of strategic and investment decision-making, leading to increased mid- to long-term profitability and capital inflows through enhanced board expertise and independence	Opportunities		●		

1) The impact assessment was conducted on a 3-point scale, and risks and opportunities with a score of 1.78 or higher were classified as material risks and opportunities.

Materiality Assessment

Materiality Assessment Results

By comprehensively considering material impacts, risks, and opportunities, climate change, occupational health and safety, consumer and end-user rights, ethical management, and corporate governance were identified as material sustainability issues.

[Material Environmental and Social Impacts]

Ranking	Sustainability Issue	Actual Impact	Type
1	Climate Change	Contribution to climate change mitigation through the expansion of LNG business and the initiation of hydrogen and ESS projects	Positive/Actual
2	Climate Change	GHG emissions and contribution to climate change resulting from the thermal decomposition of LPG and LNG during downstream chemical production processes	Negative/Actual
3	Climate Change	GHG emissions and contribution to climate change resulting from gas extraction, refining, and liquefaction processes	Negative/Actual

Ranking	Sustainability Issue	Potential Impact	Type
1	Consumer and End-User Rights	Negative impacts on end-user safety due to insufficient communication of fuel characteristics and safe handling information during the LPG supply process	Negative/Potential
2	Occupational Health and Safety	Disruption of value chain stability and social losses due to major transportation accidents during upstream and downstream logistics processes	Negative/Potential
3	Occupational Health and Safety	Negative social impacts, including worker safety hazards, loss of human capital, and increased public healthcare costs, due to fire and explosion incidents at business sites	Negative/Potential

[Material Financial Risks and Opportunities]

Ranking	Sustainability Issue	Actual Impact	Type
1	Climate Change	Increase in LNG bunkering operating profit due to strengthened decarbonization regulations in the maritime transportation sector	Opportunity
2	Climate Change	Increase in LNG operating profit due to the strengthened role of LNG in replacing coal-fired power during the short- and mid-term transition period	Opportunity
3	Climate Change	Increase in electricity and utility costs due to higher industrial electricity tariffs resulting from the renewable energy transition	Risk
4	Climate Change	Increase in emission allowance purchase costs due to the expansion of the emissions trading scheme, higher allowance prices, and increased allocation ratios	Risk
5	Occupational Health and Safety	Increase in legal and operating costs due to workers' health deterioration, fire and explosion incidents, and business interruptions	Risk
6	Corporate Governance	Increase in investor demand and capital inflows through shareholder-friendly dividend policies	Opportunity
7	Climate Change	Increase in operating profit from hydrogen-related businesses due to the expansion of renewable energy infrastructure markets	Opportunity
8	Climate Change	Decrease in LNG operating profit due to the long-term transition to carbon-free power generation based on renewable energy	Risk
9	Climate Change	Increase in repair, insurance, cooling, water, and operating costs due to the increasing frequency and severity of acute and chronic physical risks	Risk
10	Climate Change	Decrease in operating profit of the transportation LPG business due to strengthened policies promoting the transition to electric and hydrogen fuels in the transportation sector	Risk
11	Ethical Management	Decrease in revenue due to fines and penalties related to violations of fair trade and subcontracting laws, as well as reduced stakeholder trust	Risk
12	Climate Change	Decrease in operating profit of the fuel-use LPG business due to strengthened policies promoting the transition to electric and hydrogen fuels in the industrial sector	Risk
13	Climate Change	Decrease in operating profit of the raw material LPG business due to diversification and decarbonization in the petrochemical sector	Risk
14	Occupational Health and Safety	Decrease in revenue due to negative public perception of the safety of LPG and LNG fuels following fire or explosion incidents at refueling stations	Risk

[Double Materiality Matrix]

Materiality Assessment

Management of Material Impacts, Risks, and Opportunities

The management strategies and performance related to the identified material issues are reported in detail in the relevant sections of this report.

Sustainability Issues	Environmental and Social Impacts Explanation	Financial Risks and Opportunities Explanation	SK Gas's Response Strategy	2025 Performance Highlights	Reporting Location	GRI
Climate Change	Contributing to climate change mitigation through expansion of LNG business and initiation of hydrogen and ESS projects	Increase in LNG bunkering operating profit due to stricter decarbonization regulations in maritime transportation	· Entering into charter agreements for LNG bunkering and expanding infrastructure and technology investments. · Securing long-term supply contracts for LNG to support bunkering needs.	· Conducted technical feasibility and cost analyses of existing GHG reduction measures, and identified new reduction measures · Reduced GHG emissions by 5,601 tCO_2eq through the new introduction and operation of a seawater heat exchanger at the Clean Energy Complex (CEC) · Signed an LNG marine fuel supply contract for the southeastern region of Korea through an LNG bunkering subsidiary	31-41, 117	GRI 201 GRI 302 GRI 305
		Increase in LNG operating profit due to the strengthened role of LNG in replacing coal-fired power during the short- and mid-term transition period	· Establishment and expansion of Korea Energy Terminal (KET) LNG terminal and related commercial operations · Expansion of KET's storage capacity and growth of LNG-based businesses such as bunkering and cryogenic supply			
		Increase in power and utility costs at facilities due to higher industrial electricity tariffs driven by the renewable energy transition	· Improving energy efficiency at facilities and using renewable energy sources			
	GHG emissions and climate change result from LPG and LNG pyrolysis during downstream chemical production	Increase in emission allowance purchase costs due to the expansion of the emissions trading scheme, higher allowance prices, and increased allocation ratios	· Expanding the use of renewable energy: · Installing and expanding seawater heat exchangers · Reducing electricity consumption			
		Increase in operating profit from hydrogen-related businesses due to the long-term expansion of renewable energy infrastructure markets	· Operating hydrogen fuel cell power plants: · Promoting ESS (Energy Storage System) projects			
	Causing climate change through GHG emissions during gas extraction, refining, and liquefaction processes	Decrease in LNG operating profit due to the long-term transition to carbon-free power generation based on renewable energy	· Reviewing new energy projects and adjusting the project portfolio			
		Increase in repair, insurance, cooling, water, and operating costs due to more frequent and severe acute and chronic physical risks	· Investing in structures to prevent flood damages. · Investing in infrastructure to enhance durability and prevent typhoon damage. · Conducting risk assessments for natural disasters (wind and flood damage, earthquakes, wildfires) through specialized companies, establishing improvement plans, and implementing corrective actions. · Developing mid- to long-term plans to respond to government policies and develop hybrid LPG solutions.			
		Decrease in operating profit of the transportation LPG business due to strengthened policies promoting conversion to electric and hydrogen fuels				
		Decrease in operating profit of the industrial LPG fuel business due to expanding policies promoting conversion to electric and hydrogen fuels	· Enhancing fuel flexibility through LNG-LPG dual-fuel power plants (Ulsan GPS). · Transitioning from B-C fuel oil to LPG for industrial fuel use.			
		Decrease in operating profit of the raw material LPG business due to diversification and decarbonization in the petrochemical sector	· Expanding LPG demand for raw materials among domestic PDH and petrochemical companies, ensuring stable sales channels.			
Occupational Health and Safety	Potential for destabilizing the value chain and causing social losses due to major transportation accidents during upstream and downstream logistics processes	Increase in legal and operating costs due to workers' health deterioration, legal liabilities, and business interruption resulting from exposure to hazardous gases and noise, and fire or explosion incidents	· Planning and implementing joint safety programs with partners and demand sites to enhance safety across the value chain · Operating an Occupational Safety and Health Management System (ISO 45001), a company-wide integrated control system, regular safety and health management diagnostics, an emergency response system, and training programs to strengthen on-site safety	· Achieving zero C-level accidents at business sites and demand sites[1] · Attaining A (good) level in SHE management diagnostics · Achieving zero lost-time injury rate (LTIR)	51-60, 117	GRI 403
	Potential disruption to value chain stability and social losses resulting from major accidents during upstream and downstream logistics processes, including loss of human capital and public losses caused by fire or explosion accidents at business sites	Decrease in revenue due to negative public perception of LPG and LNG fuel safety following fire or explosion incidents at refueling stations				
Consumer and End-User Rights	Inadequate communication of fuel characteristics and safety handling information during LPG supply process leading to negative safety impact on end-users	-	· Thorough inspection according to quality standards from LPG introduction to sale with Material Safety Data Sheets (MSDS) provided during supply as required · Introduction of safety information monitoring within the Wego Safety platform to improve consumer access and convenience	· Strengthening facility integrity through detailed inspections and preventive maintenance · Achieved 100% response rate for customer support (emergency inspections/repairs)	61-66, 117	GRI 416
Corporate Governance	-	Increase in investor demand and capital inflows through shareholder-friendly dividend policies	· Establishment and disclosure of a new three-year (2024-2026) dividend policy	· Conducting interim and year-end dividend (interim dividend: 2,000 KRW, End-of-year dividend: 7,000 KRW)	92, 117	GRI 201
Ethical Management	-	Decrease in revenue due to fines for violations of fair trade and subcontracting laws, as well as reduced stakeholder trust	· Operation of the Fair Trade Self-Regulation Program	· Revision of the Fair Trade Self-Regulation Guidelines · Zero violations of fair trade-related laws	99, 117	GRI 206

1) C-grade Incident: Injury incident resulting in more than three days of lost work time or a process safety incident involving losses of KRW 100 million or more

Materiality Assessment

External Stakeholder Interview

To enhance the credibility of the materiality assessment results and to reflect external stakeholder perspectives in a balanced manner, SK Gas conducted interviews with three experts regarding the materiality assessment results.

Energy Industry Expert

Overall Opinions on the Materiality Assessment Results

Overall, I believe that the materiality assessment results were reasonably derived. Identifying declining gas demand as a key financial risk is also a reasonable conclusion considering the current regulatory environment resulting from the strengthening of the Nationally Determined Contributions (NDC). However, rather than viewing sustainability solely through the single criterion of carbon emissions, I believe it should be interpreted together with the sustainability of the overall economic system in which the company operates. Energy is inevitably discussed in conjunction with both climate action and energy supply stability.

Recommendations for Future Enhancement

I believe the materiality assessment results should be more clearly linked to the company's overall risk management framework beyond the report itself. Rather than focusing only on carbon reduction, it is important to adopt an integrated approach that manages energy supply stability and long-term energy transition strategies within a single risk management framework. I believe that how the issues identified through this assessment are linked to SK Gas's overall strategy will become an important criterion for evaluating the trust of the market and stakeholders in the future.

ESG and Sustainable Management Expert

Overall Opinions on the Materiality Assessment Results

I was impressed that climate change mitigation showed the highest significance in both positive and negative impacts. I believe the results of this materiality assessment clearly demonstrate how significantly SK Gas's business portfolio is influenced by the pace of the energy transition. However, there appears to be a tendency to place relatively greater emphasis on positive impacts. The structural negative impacts occurring throughout the upstream and downstream sectors should also be presented more objectively. I believe a balanced presentation of future assessment results is important.

Recommendations for Future Enhancement

From the perspective of SK Gas's communication strategy, the aspect that should be improved is the accuracy of the terminology used. Expressions such as "clean" may be misunderstood as greenwashing and should therefore be adjusted to indicate that carbon emissions are relatively lower than those of other fuels. In addition, rather than presenting the LPG business only as an opportunity, it is important to recognize the structural risks as well and present a portfolio transition strategy to address them. Given the characteristics of SK Gas's business, explanations regarding Scope 3 emission reductions and transition pathways will also become an important element of future communication.

Energy Industry and Regulation Expert

Overall Opinions on the Materiality Assessment Results

Overall, the materiality assessment results appear to have been appropriately derived within a carbon regulation-centered framework. However, given the characteristics of the energy industry, it is necessary to better reflect the interconnections among the complex business structure of LPG trading, LNG power generation, and terminal operations. While the risk of declining LPG demand has been appropriately identified, trading opportunities arising from increased price and supply volatility should also be taken into consideration. In addition, although LNG is a realistic transition option in the short to medium term, the benefits to individual business operators may be limited. Transition opportunities such as hydrogen require a more conservative approach that takes policy and technological constraints into account.

Recommendations for Future Enhancement

Going forward, it is necessary to move beyond a carbon-centered approach and further refine risks and opportunities based on energy supply conditions and business structure. In particular, structural changes such as increasing electricity demand should be monitored closely, and sustainability should be considered in a balanced manner in strategic decision-making. As LNG is both a transition risk and an essential resource for maintaining grid stability, balanced communication that takes both aspects into account is required. In addition, terminal infrastructure is a core strategic asset that affects the overall business and should be given priority in safety and ethics risk management.

Key ESG Indicators

Based on the Double Materiality Assessment, global ESG guidelines, and evaluation agency requirements, SK Gas selects and manages its ESG key indicators. Responsible organizations are assigned to each indicator, targets are established, improvement measures are implemented, and the annual performance is disclosed.

Category			Unit	2023–2025 Performance			2025–2028 Targets			
				2023	2024	2025	2025 Goal	2026 Goal	2027 Goal	2028 Goal
Environmental (E)	Climate Change	Energy Consumption Intensity (Based on Separate Sales Revenue) (Total Energy Consumption) / (Separate Sales Revenue)	TJ / Billion Won	0.12	0.11	0.11	0.19	0.13	0.21	0.20
		Renewable Electricity Usage Ratio (Solar + REC + Green Premium) / Electricity Consumption	%	36.71	65.1	82.6	90.0	100.0	68.7	66.0
		Total GHG Emissions (Scope 1 & 2) Intensity (Based on Separate Sales Revenue) (Total GHG Emissions) / (Separate Sales Revenue)	tCO_2eq / Billion Won	5.82	4.34	3.40	3.75	3.65	7.09	6.06
		GHG Emissions Relative to the Reduction Target (Total GHG Emissions) / (GHG Emission Reduction Target)	%	97.0	73.6	90.9	100.0	100.0	100.0	100.0
Social (S)	Occupational Health and Safety	Employees and Contractors Lost-Time Injury Rate (LTIR) (Total Work-related Injury Cases) / (Annual Work Hours) x 200,000	Incidents/200,000 Work Hours	0	0	0.40	0.10	0.13	0.09	0.09
		Employee Occupational Illness Frequency Rate (OIFR) (Total Occupational Disease Cases) / (Annual Work Hours) x 200,000	Incidents/200,000 Work Hours	0	0	0	0.025	0.023	0.021	0.019
		Number of Major Accidents	Count	0	0	0	0	0	0	0
		Number of Process Safety Incidents (Number of Safety Incidents) / (Annual Work Hours) x 200,000	Incidents/200,000 Work Hours	0	0	0	0	0	0	0
	Consumer Rights	Customer Support (Emergency Inspection/Maintenance) Resolution Rate	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Ethical Management	Number of Unfair Trade Practices (e.g., Anti-competitive Conduct and Monopolistic Practices)	Count	0	0	0	0	0	0	0
Governance (G)	Corporate Governance	Female Director Ratio	%	14	14	14	14	14	14	14
		Dividend Policy Disclosure	Disclosure Status	Disclosed	Disclosed	Disclosed	Disclosed	Disclosed	Disclosed	Disclosed

Stakeholder Communication

Channels and Key Issues by Stakeholder

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 Channels	· Website and SNS(YouTube) · 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 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 · "Happy Seed Talk" with the CEO · CEO visiting business sites	· Implementing social contribution projects in local communities · Participating in the SE Bridge Program for the Social Economy	· Operating the SK Ethical Management Consultation and 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

Environmental

Climate Change

Governance

Climate Change Response System

[Climate Change Response Governance]

1. The ESG Operations Team, as the working-level organization responsible for establishing climate-related strategies and managing performance, discusses key climate-related issues together with each implementing department. Key matters are reported to the Head of the Strategy Division through the Head of the Strategic Planning Unit, and the Head of the Strategy Division subsequently reports them to the C-Level Council.
2. The C-Level Council meets on a biweekly basis, and the issues discussed are reported to the CEO, who serves as the corporate SHE Executive Officer. On a quarterly basis, the CEO reviews the monitoring and implementation status of ESG initiatives, including climate change response, and reports the results to the ESG Committee and the Board of Directors.
3. The Board of Directors receives the final reports on ESG-related agenda items, including climate-related risks and opportunities, from the ESG Committee. The ESG Committee's oversight responsibility for climate-related risks and opportunities is stipulated in the Corporate Governance Charter and the Committee Regulations.

Process for Integrating Climate Risks and Opportunities into Decision-Making

The Board of Directors considers climate-related risks and opportunities in all key management activities, including business strategy and financial planning. Management submits investment proposals above a specified threshold to the ESG Committee, which subsequently refers them to the Board of Directors for approval. The ESG Committee reviews the investment proposals using OSS (One Stop Support) reports and ESG checklists, comprehensively assessing the financial viability and sustainability factors, including climate considerations. In addition, the company operates an internal carbon pricing system to incorporate climate-related risks and opportunities into key decision-making processes.

Oversight of Climate Target Implementation

The ESG Committee annually reviews progress toward climate-related targets, including quantitative and qualitative performance related to GHG reduction and renewable energy expansion.

[Status of Climate-Related Agendas Reported to the Board of Directors]

Date	Reporting Target	Agenda
February 3, 2025	Board of Directors	• Management performance for 2024 and plans for 2025
June 25, 2025	ESG Committee	• Results of the materiality assessment and climate-related risks and opportunities
December 8, 2025	Board of Directors	• ESG performance for 2025 and plans for 2026

Development of Climate Expertise and Capabilities

SK Gas conducts education sessions for the board and ESG Committee to strengthen decision-making capabilities related to climate. The training enhances understanding of climate-related regulatory developments and other external environmental changes through internal and external programs, seminars, and forums.

[Climate-Related Training for the Board of Directors]

Date	Training Details
March 5, 2025	• SK Gas Board Strategy Session
June 25, 2025	• Materiality Assessment Results and Climate-Related Risks and Opportunities

Establishment of Climate-Related Performance Indicators for Executives

The company incorporates climate-related performance into executive compensation. The ESG Committee monitors the progress and results of key tasks to achieve climate-related targets once a year, reviewing whether climate-related performance indicators have been established and how they are reflected in executive compensation.

[Details on Linking Executive Climate Performance to Compensation]

Climate Change

Risk Management

Identification and Assessment of Physical Risks

SK Gas used the S&P Climanomics® solution to identify and assess physical climate risks at its facilities. This solution predicts physical risks based on asset type and location using scenarios aligned with international climate frameworks, including the UNFCCC and the Paris Agreement.

[Hazards Subject to Scenario Analysis]

Climate Hazard
River flooding
Urban flooding
Typhoons
Wildfires
Droughts
Extreme temperature
Water stress

[Variables and Data Sources Used in Analysis]

Inputs/ Parameters	Details	Data sources
Disaster-specific climate variables	Flood extent, precipitation, sea surface temperature, air temperature, wind speed, relative humidity, solar radiation, slope, and impervious surface area	· NASA NEX-GDDP[1] dataset · CMIP[2]6 scenario data from the World Meteorological Organization (WMO)
Asset type	Asset type that best matches the characteristics of each asset	· Asset classification provided under the S&P Climanomics® methodology
Asset value and location	Book value, latitude and longitude	· Target companies included in the analysis
Scenario	SSP1-2.6, SSP5-8.5	· Shared Socioeconomic Pathways (SSPs) from the IPCC Sixth Assessment Report (AR6)

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

[Physical Risks Identification and Assessment Process]

■ Physical Risk Assessment for Our Business Sites

1 Selection of Climate Scenarios
- Selection of scenarios with the lowest and highest increases in global average temperature—SSP 1-2.6[3] and SSP 5-8.5[4], respectively

2 Selection of Business Sites for Analysis
- Select target sites based on analysis of tangible asset, investment property, and right-of-use asset lists and their proportions in financial statements

3 Input of Business Sites Information
- Input asset type, asset value, and location information of sites into S&P Climanomics®

4 Estimation of Financial Loss Amounts
- Derive modeled average annual loss (MAAL) by site, scenario, period, and disaster using S&P Climanomics®

5 Identification of Physical Risks
- Identify climate-related risks based on modeled financial losses under each scenario

6 Selection of Material Risks
- Calculate financial losses by hazard and period based on the scenario that produces the greatest financial loss
- Select as material physical risk when financial loss exceeds threshold

■ Assessment of Physical Risks across Business Operations and the Value Chain

Compilation of Physical Risk Impact Cases
- Historical damage cases associated with climate-related physical risks across the value chain

Assessment of Physical Risks
1. Conduct focus group interviews (FGI) with internal stakeholders closely related to climate risks and opportunities and their responsibilities
2. Identification of physical risks that may occur upstream/downstream
3. Assessment of the likelihood of financial impact and the scale of potential impact for each risk

* ESG Operations Team, SHE Planning Team, Trading Operations Team, Strategy Team, Planning Team, etc.

Selection of Material Risks
- Selected as material physical risks when the likelihood and scale scores exceed their respective averages

For hazards and business sites identified as having material exposure to physical risks, the need to establish strategies is determined based on the analysis results. Where strategies have already been established, the company assesses the resilience resulting from the implementation of those strategies.

3)SSP1-2.6: A scenario assuming minimized fossil fuel use due to advancements in renewable energy technologies
4) SSP5-8.5: A scenario focusing on technological development and assuming increased urban development
5) The total expected financial losses due to climate change, including operational expenditures, capital expenditures, incremental operational costs, and asset impairments

Climate Change

Risk Management

Identification and Assessment of Transition Risks and Opportunities

In line with the TCFD recommendations, SK Gas identifies transition risks and opportunities across business units in categories including policy and legal, technology, market, reputation, resource efficiency, energy sources, products and services, and resilience.

When assessing transition risks and opportunities, SK Gas utilizes STEPS[1] and APS[2] scenarios provided by the IEA (International Energy Agency). These scenarios are aligned with international climate frameworks, including the UNFCCC and the Paris Agreement and are considered suitable as they comprehensively reflect global energy markets and policies.

[Variables and Data Sources Used in Analysis]

Inputs/ Parameters	Details	Data Sources
Fuel-specific demand forecast	Regional natural gas demand forecast, regional hydrogen demand forecast	• IEA WEO (World Energy Outlook) 2024
Scenarios	STEPS, APS	• IEA Global Energy and Climate Model

1) STEPS (Stated Policy Scenarios) – Conservative Scenario: Scenario considering policies currently enacted worldwide. Scenario based on sector-specific evaluations of announced policies in each country, assuming implementation.
2) APS (Announced Pledge Scenarios) - Proactive Scenario: Scenario assuming all climate policies, including NDCs and long-term carbon neutrality goals, in each country are implemented as planned.

[Transition Risks and Opportunities Identification and Assessment Process]

Identification of Risks and Opportunities	• Identify transition risks and opportunities using references such as the TCFD recommendations and CDP Climate Change questionnaire
Definition of Risks and Opportunities	• Define transition risks and opportunities according to climate-related drivers
Assessment of Risk and Opportunity	1 Assess the likelihood and impact of each climate-related risk and opportunity through interviews with internal stakeholders* whose responsibilities are closely related to the identified risks and opportunities 2 Assess financial exposure to risks and opportunities through quantitative scenario analysis if quantifiable * ESG Operations Team, SHE Planning Team, Trading Operations Team, Strategy/Planning Team, Accounting/Finance RM Team, etc.
Selection of Material Risks and Opportunities	• Selected as material transition risks and opportunities when the assessed likelihood and impact exceed the respective average scores

Establish whether to develop strategies for material climate-related transition risks and opportunities and, if strategies are already in place, assess the company's resilience based on their implementation.

Integration with Enterprise-wide Risk Management Process

SK Gas operates an enterprise-wide risk management framework centered on a management-level Risk Management Committee and a Chief Risk Officer (CRO). Under this framework, climate-related risks and opportunities are integrated into the management of 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 adversely affect the company's financial performance, corporate value, or reputation. Risks are categorized into business development, business operations, and corporate management. Climate-related risks and opportunities are incorporated into the corporate management risk category and managed on an integrated basis.

Climate Change

Strategy

Material Risks and Opportunities

Physical Risks

SK Gas acknowledges the risk of increased operating costs at its facilities caused by abnormal weather, heavy rain, and flooding. Across the value chain, typhoons and droughts could disrupt operations and adversely affect profitability.

Transition Risks

The company recognizes the risk of rising utility and plant operating costs resulting from higher industrial electricity tariffs driven by the energy transition. Additionally, considering the long-term reduction in LNG demand prompted by the expansion of the renewable energy-based carbon-neutral power market, the company is reviewing response strategies to address changes in energy demand.

Opportunities

Until the establishment of a carbon-free energy infrastructure, the role of LNG as a substitute for coal power is expected to strengthen, leading to increased demand and sales. In the long term, the expansion of the hydrogen market and energy trading opportunities is expected to generate additional revenue from new businesses such as hydrogen and ESS, aligning with our portfolio transition plans.

1) 11th Basic Power Supply and Demand Plan: Gradually phase out 28 aging coal power plants and transition to LNG power, planning for LNG to serve as a bridging fuel until carbon-free energy becomes mainstream

[Impact of Risks and Opportunities on Corporate Outlook]

Classification	Climate-related Risk and Opportunity Factors	Impact on Business Model and Value Chain	Scope of Impact	Period[2]	Response strategies
Physical risks	Increased frequency and severity of acute and chronic physical risks	Increased operating costs due to facility damage repair, insurance, cooling and water expenses	Self-operated	Short- and long-term	· Investing in structures to prevent flooding damage · Investing in durable facilities to prevent typhoon damage · Managing energy use by replacing cooling facilities/equipment, adjusting operational hours of large facilities for efficient power distribution and usage, and employing environmentally conscious building designs
Transition risks	Rising industrial electricity prices due to renewable energy transition	Rising facility and utility costs for operations	Self-operated	Short- and long-term	· Entering direct PPA, VPPA contracts, utilizing REC and green premium systems · Reducing electricity consumption through energy efficiency improvements · Installing solar power systems · Installing/expanding seawater heat exchangers ❖ **Current and Anticipated Financial Impacts from Implementation of GHG Reduction Strategy** · **Financial Impact for Current Period (2025):** ① Depreciation expense for seawater heat exchanger assets: approximately KRW 1.01 billion · **Short-, Mid-, and Long-term Anticipated Financial Impact (2026–2031):** ① Seawater Heat Exchanger: CAPEX and OPEX costs of approximately KRW 7.45 billion, with a projected decrease in Fire Heater OPEX (LPG fuel costs) of approximately KRW 6.64 billion ② PPA and VPPA: Renewable energy procurement costs of approximately KRW 74.17 billion, with a projected decrease in electricity charges of approximately KRW 63.38 billion
	Increased unit cost and paid allocation ratio when expanding eligible companies under emission trading scheme	Increased costs for emissions trading	Self-operated	Mid- to long-term	
	Strengthening policies for fuel conversion to electricity and hydrogen in transportation sector	Decreased operating profit from transportation LPG business	Downstream	Long-term	· Ensuring stable supply of LPG for private-sector and transportation use through import/distribution and company-owned refueling station infrastructure · Developing mid- and long-term plans for government policy response and hybrid LPG development · Reviewing new energy projects and adjusting business portfolio
	Transitioning to zero-carbon power generation based on renewable energy in long-term periods portfolio	Decreased operating profit from LNG business	Downstream	Long-term	· Reviewing new energy projects and adjusting business · Transitioning industrial fuel from B-C Oil to LPG · Expanding and maintaining a stable supply base of LPG for feedstock at domestic PDH and petrochemical companies
	Strengthening policies for industry conversion to electricity and hydrogen as fuels	Reduced operating profit from fuel LPG business	Downstream	Long-term	
	Diversification of petrochemical raw material sources and strengthening decarbonization initiatives	Decreased operating profit from LPG feedstock business	Downstream	Long-term	
Opportunities	Strengthening decarbonization regulations in maritime transportation sector	Increased Operating profit from LNG bunkering business	Downstream	Mid- to long-term	· Entering time-charter contracts for LNG bunkering purposes · Expanding LNG bunkering infrastructure and technology investments · Signing long-term supply contracts to secure LNG volumes for bunkering purposes
	Enhancement of LNG role to replace coal power during short- and medium-term transition period	Increased operational profit from LNG business targeting power generation companies	Downstream	Short- to Mid-term	· Establishing and commissioning KET (Korea Energy Terminal) LNG terminal facilities · Expanding KET storage capacity and expanding LNG bunkering and cryogenic heat supply, among LNG-based businesses
	Expansion of renewable energy infrastructure market, including hydrogen and ESS, over the long-term	Increase in operating profit from hydrogen-related ventures	Downstream	Long-term	· Operating hydrogen co-firing power plants · Expanding by-product hydrogen fuel cell business · Pursuing ESS business

2) Short-term: within 1 year after the reporting period; Mid-term: within 1 to 5 years; Long-term: beyond 5 years.

Climate Change

Strategy

Climate Change Response Strategy

SK Gas is pursuing mid- and long-term strategies to realize its vision of "Sustainable Energy, Better Future" and transition into a Net Zero Solution Provider.

The company will first pursue Net Zero Operations across its business operations. To achieve this, the company is strengthening its climate governance and carbon neutrality capabilities. The company is also advancing its Net Zero goals through process innovation, renewable energy procurement, and energy efficiency improvements.

Aiming to become a Net Zero Solution Provider in the long run, the company is expanding its portfolio beyond LPG and LNG into the clean hydrogen business. In addition, the company seeks to reduce environmental impacts across the value chain by reducing Scope 3 emissions while supporting sustainable growth.

SK Gas will continuously collaborate with stakeholders such as customers and partners to respond to the critical issue of climate change and will make ongoing efforts to strengthen related capabilities.

[Climate Change Response Strategy Framework]

ESG Vision Slogan

Sustainable Energy, Better Future

Strategy

	Mid-term Transition Strategy **Net Zero Operation**	Long-term Transition Strategy **Net Zero Solution Provider**
Key Actions	• Reducing direct emissions from operations • Procuring renewable energy and improving energy efficiency • Achieving Net Zero at SK Gas's business sites	• Transition from an LPG/LNG-Centered Portfolio to a Hydrogen-Centered Portfolio • Supporting value chain Net Zero through hydrogen-based energy solutions
Emission Reduction Scope	• Scope 1: Direct emissions from SK Gas's business sites • Scope 2: Indirect emissions from electricity, steam, etc.	• Scope 3: Emissions across the value chain, including emissions from the use of products sold by the company

From Lower to Zero, Carbon Portfolio Transition

LPG → LNG → Hydrogen

Climate Change

Strategy

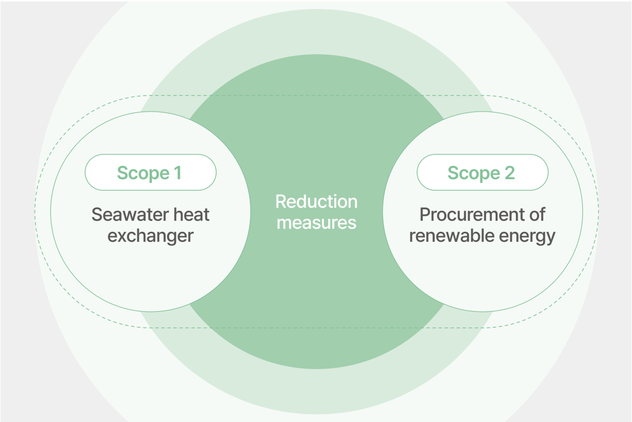
Net Zero Operation

SK Gas has set a goal of achieving Net Zero by 2030 and has consistently met its annual GHG emissions targets.

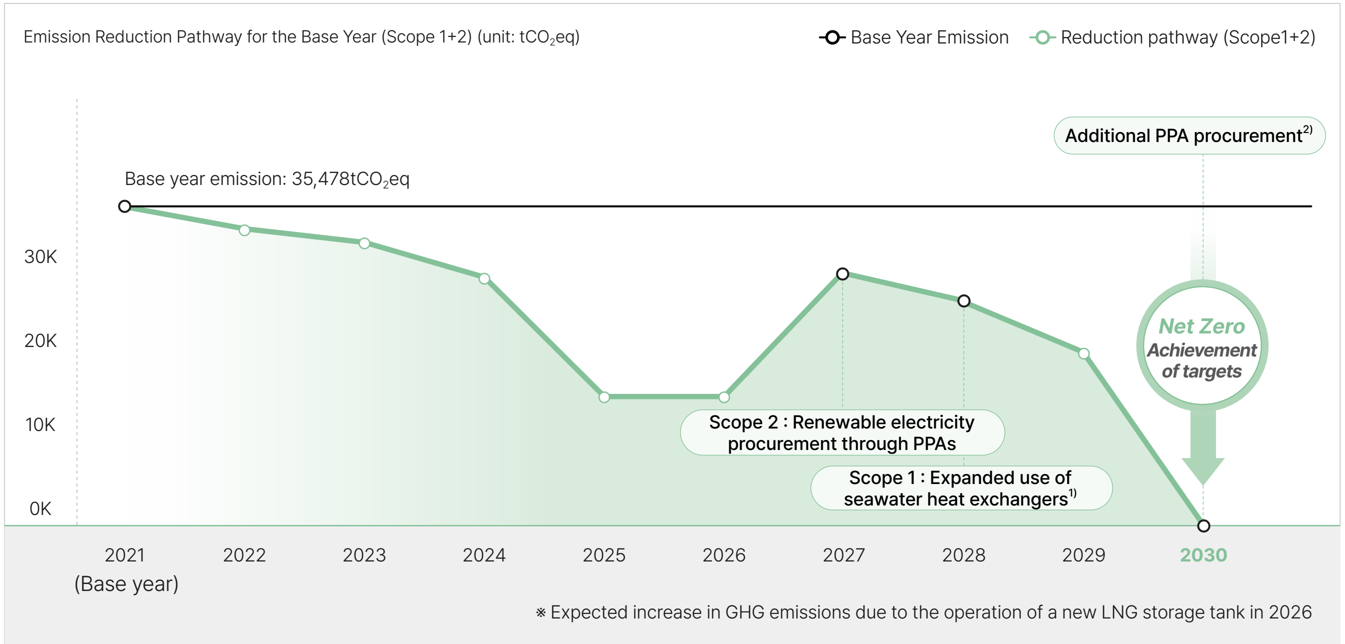
Considering national policies, developments in emission reduction technologies, and changes in the business environment, SK Gas regularly reviews the feasibility of its GHG reduction pathway. In 2024, the company updated its Net Zero roadmap to reflect changes in its business portfolio following the launch of the LNG business.

SK Gas will continue to strengthen the feasibility of achieving Net Zero by 2030 by reviewing changes in the operating environment, costs, and the effectiveness of each reduction measure, while adjusting the roadmap as needed.

Main Reduction Measures



[SK Gas 2030 Net Zero Roadmap]



Based on the reduction pathway above, SK Gas aims to achieve Net Zero by 2030. Although GHG emissions may temporarily increase due to new business initiatives, the company plans to reduce emissions through expanded use of seawater heat exchangers and increased renewable electricity procurement through PPAs.
The roadmap is based on currently commercialized technologies, and the implementation of these measures is expected to enhance long-term corporate value. SK Gas will continue to pursue practical emission reductions while reviewing and adjusting its targets and pathway in response to changes in the internal and external business environment.

1) Expansion of seawater heat exchanger usage is underway in design, permitting, and coordination with relevant agencies, with potential changes in implementation timing and reduction effects.
2) Additional PPA contracts are required for procurement, with actual implementation timing and reduction effects subject to change based on progress.

Climate Change

Strategy

As part of its Net Zero strategy, SK Gas comprehensively evaluates technological feasibility, financial implications, and environmental benefits to identify GHG reduction measures that enhance long-term corporate value.

Scope 1 emission reduction activities

Use of Seawater Heat Exchangers

SK Gas uses fired heaters to warm imported LPG from approximately -40°C to 3°C for storage in underground caverns. This process accounts for approximately 99% of the company's Scope 1 GHG emissions. To reduce these emissions, SK Gas is expanding the use of large-capacity seawater heat exchangers. Replacing fired heaters with seawater heat exchangers reduces propane consumption, thereby lowering GHG emissions.

Expansion Plan for Seawater Heat Exchanger Use

In 2024, SK Gas installed large-capacity seawater heat exchangers at the Clean Energy Complex (CEC). As a result, heater fuel consumption was reduced by approximately 1,915 tons (approximately 96.54 TJ) in 2025, leading to a GHG reduction of approximately 5,601 tCO_2eq.

The company plans to install refrigeration pipelines at the Ulsan Terminal and additional large-capacity seawater heat exchangers at the Pyeongtaek Terminal, enabling all incoming LPG to be heated exclusively using seawater heat exchangers. Procedures related to design, permitting, and regulatory approvals are currently underway.

Scope 2 Emission Reduction Activities

SK Gas plans to reduce Scope 2 emissions through lower electricity consumption and increased renewable electricity procurement. Solar power systems installed at the headquarters and three business sites (Ulsan Terminal, Pyeongtaek Terminal, and G.Hub) reduced approximately 209 tCO_2eq in 2025.

In addition, the company completed PPAs totaling 40 MW in 2024 and plans to secure renewable electricity under 20-year agreements beginning in 2027. Until then, renewable electricity will be procured through the Green Premium program.

Scope 3 Emission Reduction Activities

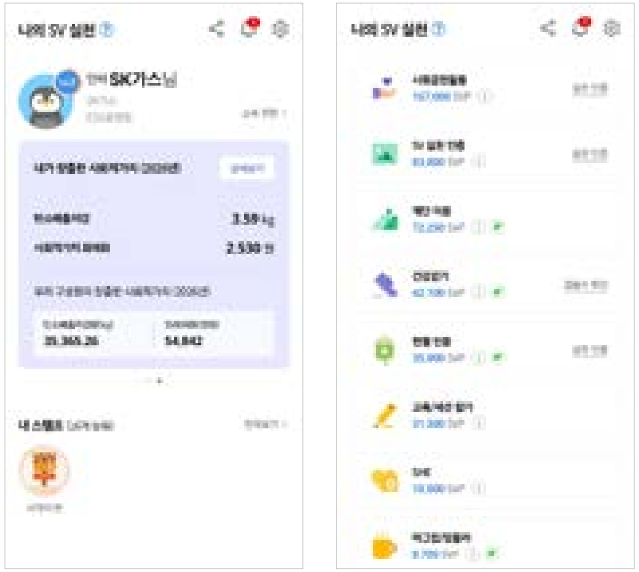
To reduce GHG emissions across the value chain, SK Gas identifies and continuously manages Scope 3 emissions. In 2025, Categories 1, 10, and 11 accounted for 75.2% of total Scope 3 emissions based on the company's self-assessment, with the largest contributions from purchased goods (Category 1) and the use of sold products (Category 11).

The company is pursuing a long-term supply of clean hydrogen feedstock to reduce Scope 3 emissions and achieve Net Zero across the value chain by 2050.

Employee participation in GHG reduction

SK Gas encourages employee participation in GHG reduction activities through the Hangarae application, which raises awareness of climate change and promotes everyday low-carbon practices. Employees earn SV points by taking actions such as using stairs instead of elevators, walking short distances, reducing food waste, and using reusable tumblers. Accumulated SV points can be donated or redeemed to purchase products from social enterprises. In 2025, these activities reduced GHG emissions by approximately 86.9 tCO_2eq. The company will continue promoting voluntary employee participation through the Hangarae application.

[Social Value Practice Application 'Hangarae']



Climate Change

Strategy

Climate Scenario Analysis

Results of Physical Risk Scenario Analysis

An analysis of physical climate risks across eight SK Gas facilities and major subsidiaries indicates that abnormal temperatures and flooding caused by heavy rainfall are expected to account for a significant share of total impacts during the 2020–2049 period. Among the assessed sites, Ulsan GPS and the headquarters are expected to experience relatively higher levels of exposure.

Across all sites, abnormal temperatures and flooding caused by heavy rainfall were identified as the most material physical risks. Under both the low-carbon (SSP1-2.6) and high-carbon (SSP5-8.5) scenarios, abnormal temperature risk shows the greatest degree of variation. The average annual loss rates across all sites show an upward trend through 2049 under both scenarios. The average annual loss rates by site projected for the 2040s (2040–2049) are presented below.

[Average Annual Loss Rate by Disaster for Major Facilities in the 2040s (2040-2049)]

Less than 0.1% | 0.1%~0.5% | 0.5%~1.5% | over 1.5% | Not applicable

Disaster / Facility	Extreme tem-perature	flooding caused by heavy rainfall	Wildfires	Typhoons	Droughts	Water Stress	River flooding
	Scenario: SSP1-2.6[2] <2°C						
Head Office	over 1.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
Ulsan Terminal	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
Pyeongtaek Terminal	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	0.1%~0.5%
G.Hub	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
CEC	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Not applicable	Less than 0.1%
Ulsan GPS	0.5%~1.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	0.1%~0.5%	Less than 0.1%	Less than 0.1%
SKGU[4]	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
SKGI[5]	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Not applicable	Less than 0.1%

Disaster / Facility	Extreme tem-perature	flooding caused by heavy rainfall	Wildfires	Typhoons	Droughts	Water Stress	River flooding
	Scenario: SSP5-8.5[3] >4°C						
Head Office	over 1.5%	0.5%~1.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
Ulsan Terminal	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
Pyeongtaek Terminal	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	0.1%~0.5%
G.Hub	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
CEC	0.1%~0.5%	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Not applicable	Less than 0.1%
Ulsan GPS	0.5%~1.5%	0.5%~1.5%	Less than 0.1%	Less than 0.1%	0.1%~0.5%	Less than 0.1%	Less than 0.1%
SKGU[4]	0.5%~1.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Less than 0.1%
SKGI[5]	0.1%~0.5%	0.1%~0.5%	Less than 0.1%	Less than 0.1%	Less than 0.1%	Not applicable	Less than 0.1%

1) Analysis of physical risk factors (disasters) including cost increases, revenue reductions, and business operations disruptions relative to asset values
2) SSP 1-2.6: A scenario assuming minimal fossil fuel use due to advancements in renewable energy technologies
3) SSP 5-8.5: A scenario focusing on industrial technology development and expanded urban development
4) SKGU: SK Gas USA Inc
5) SKGI: SK Gas International Pte. Ltd

Analysis Results by Business Site

The headquarters is expected to face relatively high exposure to abnormal temperatures and urban flooding due to the characteristics of the Pangyo area, including frequent urban heat island effects and extensive impervious surfaces.

At Ulsan GPS, stable operation of the power plant requires continuous equipment cooling and overheating prevention, resulting in greater exposure to abnormal temperature risks than at other business sites. In addition, the site's high water consumption during operations increases its vulnerability to drought-related risks.

Although SKGU in Houston, Texas, recorded relatively high projected losses from heatwaves, the scale of exposed assets is not considered material.

Climate Resilience Assessment

SK Gas continuously monitors the likelihood of major climate-related risks, including heatwaves and urban flooding, to support stable business operations.

To strengthen resilience at Ulsan GPS, where physical climate risks are relatively higher, the company minimizes potential impacts by operating high-efficiency cooling towers and advanced monitoring systems.

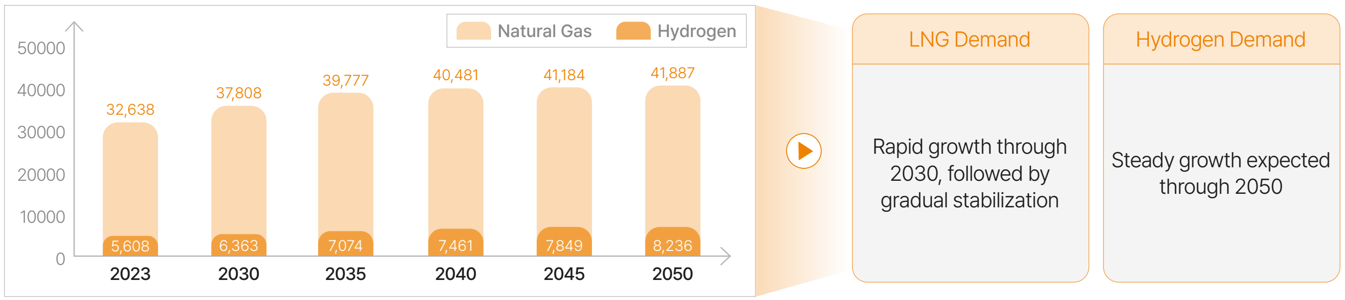
Climate Change

Strategy

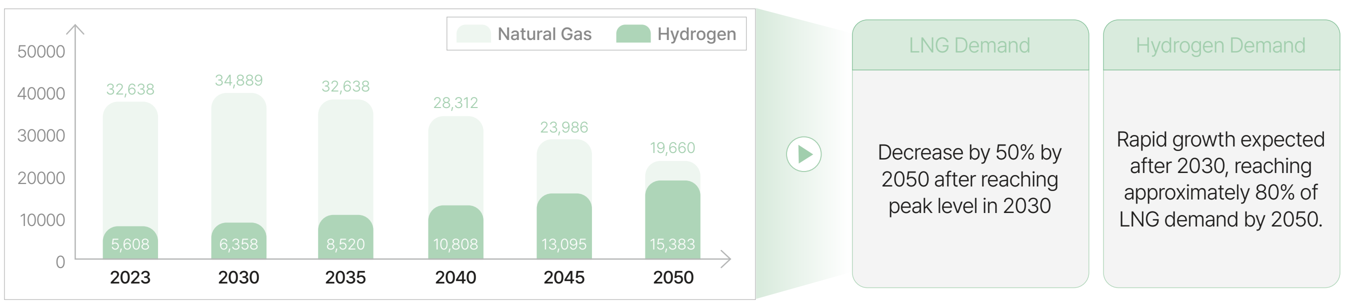
Climate Scenario Analysis

Energy Demand (LNG, Hydrogen) Scenario Analysis

[LNG and Hydrogen Demand Outlook - STEPS[1] Scenario] (Unit: PJ)



[LNG and Hydrogen Demand Outlook - APS[2] Scenario] (Unit: PJ)



1) STEPS (Stated Policy Scenarios): A scenario assuming that currently implemented policies and officially announced policy measures in each country are carried out as planned
2) APS (Announced Pledge Scenarios): A scenario assuming all climate policies, including each country's NDCs and long-term carbon neutrality goals, are implemented as planned

Energy Demand (LNG, Hydrogen) Scenario Analysis Results

In the short to medium term, increasing demand for LNG as a lower-carbon energy source is expected to create opportunities for sales growth. Under the long-term APS scenario, however, declining LNG demand may reduce sales opportunities. At the same time, continued expansion of the hydrogen market is expected to create new growth opportunities.

Short to Medium-term Response Strategies

To address growing LNG demand over the short to medium term, SK Gas is implementing its Lower Carbon Solution strategy. The company aims to secure new LNG business opportunities for industrial customers while continuously expanding LNG import capacity and supply infrastructure. At the same time, it is strengthening the foundation of its energy business by enhancing its LNG bunkering capabilities.

Long-term Response Strategy

SK Gas is advancing clean hydrogen supply projects for power generation as part of its Zero Carbon Solution strategy to meet growing hydrogen demand through 2050. In addition, the company plans to expand hydrogen co-firing at Ulsan GPS to support the transition toward a hydrogen-based energy system.

Climate Resilience Assessment

SK Gas is pursuing both its Lower Carbon Solution (LNG) and Zero Carbon Solution (hydrogen) strategies while maintaining the flexibility to adjust implementation timelines in response to changing business conditions.
In the short to medium term, the company plans to expand its LNG business to capture opportunities arising from growing demand. Over the longer term, it aims to mitigate transition risks while creating new business opportunities by focusing on its Zero Carbon Solution strategy to address increasing hydrogen demand.

Climate Change

Metrics & Targets

GHG Emissions Metrics

Total Absolute GHG Emissions

SK Gas calculates Scope 1 and Scope 2 GHG emissions in accordance with the Ministry of Environment's Guidelines for Greenhouse Gas Reporting and Verification under the Korea Emissions Trading Scheme (K-ETS). Calculations are based on the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, using fuel-specific net calorific values and emission factors prescribed by the Ministry of Environment.

Scope 3 GHG emissions are calculated by focusing on key categories relevant to the company's business activities in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

[Scope 1 and 2 Emissions]

(Unit: tCO_2eq)

	2023	2024	2025
Total emissions (Scope 1 and 2)	**30,794**	**20,317**	**13,808**
Direct emissions (Scope 1)	23,450	16,244	11,340
Indirect emissions (Scope 2) – Location-based[1]	11,329	11,851	12,437
Indirect emissions (Scope 2) – Market-based[2)3]	7,344	4,074	2,468

1) Location-based indirect emissions (Scope 2): Emissions measured using average GHG emission factors from electricity generation
2) Market-based indirect emissions (Scope 2): Emissions calculated using supplier-specific emission factors and contractual instruments such as RECs and PPAs
3) Scope 2 market-based emission calculation based on the global RE100 operational framework (CDP)

[Scope 3 Emissions]

(Unit: tCO_2eq)

	2023[4]	2024	2025
Total	**11,782,373**	**10,410,211**	**12,353,667**
Category 1 – Purchased goods and services	3,228,201	2,980,254	3,110,595
Category 2 – Capital goods	15,338	10,199	4,334
Category 3 – Fuels and energy-related activities	6,794	5,514	5,514
Category 4 – Upstream transportation and distribution	103,913	109,501	113,037
Category 5 – Waste generated in operations	17	17	22
Category 6 – Business travel	1,058	799	781
Category 7 – Employee commuting	497	572	351
Category 8 – Upstream leased assets	2,421	2,172	2,104
Category 10 – Processing of sold products	2,056,066	1,083,898	872,576
Category 11 – Use of sold products	6,366,189	5,623,025	5,305,896
Category 13 – Downstream leased assets	1,786	1,413	1,363
Category 15 – Investments	93	592,847[5]	2,937,094

4) 2023 data recalculated due to calculation errors
5) Increase in emissions due to the start-up of Ulsan GPS in 2024

Climate Change

Metrics & Targets

GHG Emissions Targets

To contribute to climate change mitigation and support the achievement of Paris Agreement's 1.5°C pathway, SK Gas has established reduction targets for Scope 1, Scope 2, and Scope 3 emissions. These targets were established in consideration of Korea's Nationally Determined Contributions (NDCs) under the Paris Agreement, the government's 2050 Carbon Neutrality Strategy under 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 established GHG reduction targets on a standalone (non-consolidated) basis, covering all business sites, including the Pangyo headquarters, Ulsan Terminal, Pyeongtaek Terminal, G.Hub, CEC, and the Bugok Yongyeon Governor Station. In alignment with these targets, the company is implementing GHG reduction initiatives across the organization.

Scope 1 and Scope 2 Emission Target

Scope 1 and Scope 2 emissions in 2025 were reduced to 13,808 tCO_2eq, exceeding the annual target of 15,191 tCO_2eq. The company will continue implementing its Net Zero Operations strategy to further reduce Scope 1 and Scope 2 emissions and achieve its 2030 Net Zero target.

[Performance Compared to Scope 1 and 2 Net Zero goals]

Category	Scope of Application	Base year emissions	Current Year Emissions	Final Target
		2021	2025	2030
Scope 1 and 2 Emissions[1]	SK Gas (standalone)	35,478tCO_2eq	13,808tCO_2eq	0tCO_2eq
Change Compared to Base Year		(Base Year)	61.08% Reduction Compared to Base Year	100% Reduction Compared to Base Year

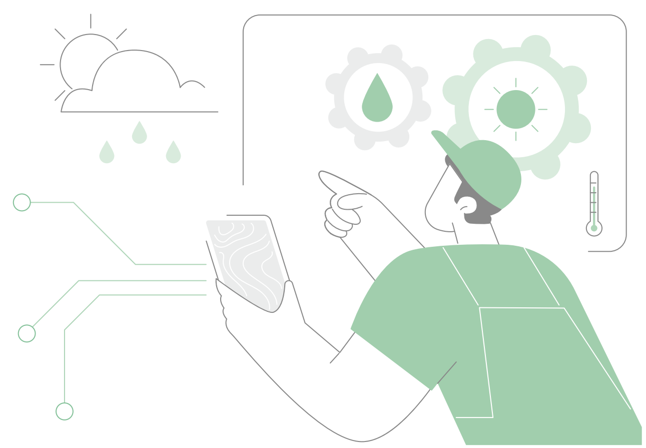
[Net Zero Roadmap Implementation Performance and Targets]

Indicator	Content	Unit	Performance			Target[2]				
			2023	2024	2025	2026	2027	2028	2029	2030
GHG Emissions (Scope 1&2)	Target Emissions	tCO_2eq	31,747	27,622	15,191	15,428	27,799	25,154	19,910	0
	Actual Emissions[1]	tCO_2eq	30,794	20,317	13,808	-	-	-	-	-
	Reduction Volume	tCO_2eq	4,526	12,048	21,670	-	-	-	-	-
	Target achievement rate	%	103.10%	135.96%	110.02%	-	-	-	-	-
Energy efficiency Improvement/ Reduction	Seawater heat exchanger (vessel use)	tCO_2eq	390	293	195	195	195	195	195	-
	Seawater heat exchanger (large-scale use)[4]	tCO_2eq	-	3,576	5,601	5,601	5,601	12,381	21,154	24,050
Expansion of Renewable Energy Usage	Solar Power	tCO_2eq	152	205	209	209	209	209	209	209
	REC Purchase	tCO_2eq	3,984	-		-	-	-	-	-
	Green Premium[3]	tCO_2eq	-	7,777	9,969	14,333	-	-	-	-
	PPA	tCO_2eq	-	-		-	23,476	23,476	23,476	51,032

1) The market-based Scope 2 emissions calculated in accordance with the requirements of the global RE100 initiative administered by CDP.
2) Updated at the end of 2025. The implementation schedule and reduction effects may change depending on progress in design, permitting, and consultations with relevant authorities regarding the expansion of seawater heat exchanger use.
3) The Green Premium will be used temporarily for three years before electricity procurement under the PPA begins. Under the PPA signed in 2024, renewable electricity will be procured for 20 years beginning in 2027.
4) The seawater heat exchanger began operation in the second half of 2024, and the targets were updated based on actual operating data for 2025.

Scope 3 Emission Target

Through its transition to a Zero Carbon Solution business, the company aims to reduce Scope 3 GHG emissions across the value chain and achieve Net Zero Scope 3 emissions by 2050. To support this goal, Scope 3 emissions are monitored annually, and progress toward the reduction target is regularly reviewed.



Environmental Management

Governance

Environmental Management Policy

SK Gas prioritizes environmental protection and safety as key management priorities to mitigate the environmental impacts of its operations and maintain a safe and comfortable working and living environment. All employees, including senior management, recognize the importance of environmental management, comply with environmental policies, and continuously improve environmental management practices.

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 manage environmental risks and effectively implement its environmental strategy.

Role of the Board of Directors and Executives

The ESG Committee under the Board of Directors reviews key environmental issues. The CEO, who serves as the corporate SHE Executive Officer, reports annual environmental performance and plans to the ESG Committee. Items reviewed by the ESG Committee are subsequently submitted to the Board of Directors for approval. Environmental performance indicators are also integrated into the KPIs of the CEO and senior executives.

SHE Unit

Reporting to the Head of Technical Infrastructure, the SHE Unit develops the company's environmental management strategy, oversees environmental policies and initiatives across business sites, and conducts internal audits to evaluate environmental management system implementation. It maintains ISO 14001 certification through regular surveillance and recertification audits of ISO 14001, strengthening the environmental management framework.

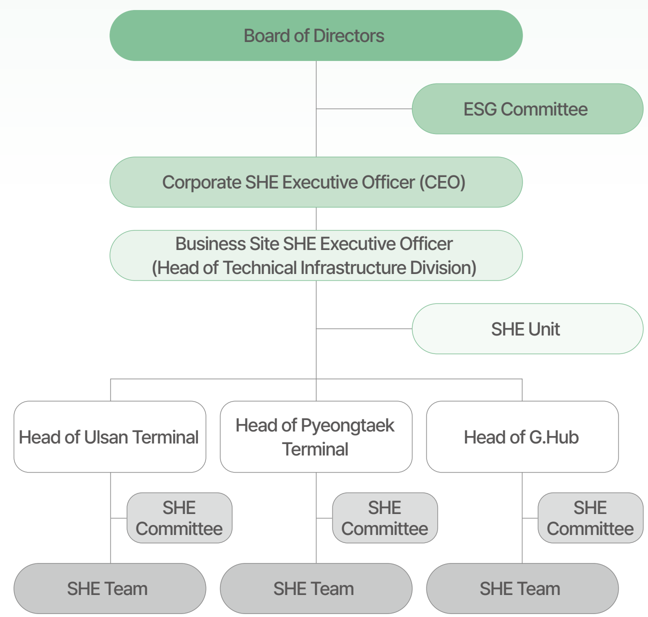
SHE Committee (Business Site)

A SHE Committee is established at each site to implement safety, health, and environmental management. Led by the site manager, the committee promotes systematic decision-making and SHE management activities.

SHE Team (Business Site)

The SHE Team serves as the working-level organization responsible for safety, health, and environmental management at sites. It consists of essential personnel across environment, chemicals, occupational safety, gas, and fire protection. The team is responsible for site inspections, accident prevention programs, and other SHE-related activities.

[Organizational Chart of Environmental Management]



Environmental Management

Strategy

Air Pollution

Air Pollutant Management

Due to the nature of its operations, SK Gas generates relatively low levels of air pollutant emissions. Nevertheless, the company continues to reduce its environmental impact through ongoing investment in and management of its facilities. In 2024, a seawater heat exchanger was installed at the CEC site, a new facility located near Ulsan Terminal, to replace the existing fired heater in the LPG heating process, resulting in reductions in dust, sulfur oxide (SOx), and nitrogen oxide (NOx) emissions by 57%, 62%, and 54%, respectively in 2025 compared to previous levels.

With the installation of a seawater heat exchanger, Ulsan Terminal was reclassified from a Class 3 to a Class 4 facility in 2024, and is exempt from the mandatory installation of TMS[1]. Nevertheless, the company continues to voluntarily operate the TMS to monitor air pollutant emission levels and concentrations.

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

Waste

Employee Waste Reduction Initiatives

Employees adhere to waste separation standards and are incentivized with SV (Social Value) points for using personal tumblers to reduce disposable paper cup usage. In addition, the company continues to identify and engage new recycling partners to improve its recycling rate.

Bottle Cap Recycling Program

SK Gas collects bottle caps generated from the in-house cafe and break room to promote resource circulation through plastic recycling. Dedicated collection bins are installed on each floor, and the collected caps are transformed into upcycled products such as coasters in collaboration with the specialized upcycling company Polix. These products are then donated to welfare centers. Approximately 10,900 caps were collected in 2025, resulting in an estimated reduction of 53.65 $kgCO_2eq$ of GHG emissions by using recycled resin instead of raw plastic materials during the recycling process.

Water Resources

Water Intake and Recycling

SK Gas primarily uses municipal water for general office and domestic purposes. Although its operations are not water-intensive, it monitors water resources efficiently through its own management system.

Furthermore, ECO Hub and the Pyeongtaek Terminal operate a water reclamation system that recycles 3,595 tons of wastewater annually as landscaping and cleaning water, with plans to expand recycling going forward.

Water Pollutant Management

Wastewater[2] generated from cavern operations is treated using a Membrane Bio-Reactor (MBR) and discharged only after meeting a level below 10% of the applicable legal standard. Recently, the increase in LPG containing methanol has lowered influent water quality, leading to the addition of three aeration tanks at Ulsan Terminal to stabilize effluent water quality. Total Organic Carbon (TOC) levels are monitored daily to ensure water quality, and semi-annual comprehensive testing of water pollutants ensures compliance with water quality standards.

2) Naturally infiltrating groundwater during cavern operation

Employee Environmental Education

Environmental managers at each site complete all legally required environmental management training, and general employees also undertake training on environmental regulations, MSDS, and updates to environmental requirements. The company will continue to enhance environmental awareness across the organization, recognizing that effective environmental management requires company-wide participation.

[Employee Environmental Education Status]

Training Date and Time	Training Content
January 23, 2025	2025 SHE Management Plan
March 19, 2025	Domestic Laws Related to Environment (Air, Water, Waste)
July 16, 2025	Understanding MSDS (Systems, Items)
August 20, 2025	Environmental-related Rules and Regulations Education
September 17, 2025	Chemical Management (MSDS training, Sodium Hypochlorite)
December 17, 2025	On-site Environmental Management Inspection Results and Improvement Plans

[2025 Employee Environmental Education]

Environmental Management

Risk Management

Environmental Management System Assessment

SK Group annually measures its environmental management performance to enhance and strengthen its system. The assessment is conducted using the SHE Management Tool, which was developed through global benchmarking of environmental management systems.

In 2025, SK Gas evaluated the environmental management system at its flagship Ulsan Terminal, achieving a 14.5-point increase in its total score compared with the previous year, with a one-grade improvement from B+ to A. However, implementation capability remained relatively weak compared with the level of system completeness. Accordingly, SK Gas plans to address identified gaps and strengthen execution through the SHE Master Plan 2.0.

[Overview of Environmental Management System Assessment]

Evaluation Method
- ① Form measurement teams with experts from SUPEX+ member companies
- ② Use SHE management system diagnosis tools

Evaluation System
- 0-1 points assigned per measurement item, converted to a total of 100 points
- Grades assigned based on the average scores for system completeness and implementation capability

Evaluation Area/Factor
- Water quality, waste, soil, chemical substances

Comprehensive Environmental Management Level Evaluation

To identify environmental risks related to air, water quality, waste, soil, and chemical substances that may affect business operations, SK Gas conducts a comprehensive annual environmental management level evaluation targeting Ulsan Terminal, Pyeongtaek Terminal, and G.Hub. In 2025, with external experts, the company conducted a qualitative assessment focused on implementation through on-site inspections. The results showed that the Ulsan Terminal improved to an A grade, one step higher than the previous year, while Pyeongtaek Terminal and G.Hub maintained B+ grade. Major deficiencies identified during the evaluation will be addressed through strategic initiatives in 2026 to further enhance the company's environmental management performance.

[Overview of Environmental Management Level Evaluation]

Evaluation Method
- ① Joint inspection with external professional organizations
- ② Verify permits and legal compliance, identify risk factors, and assess on-site implementation through employee interviews

Evaluation System
- Risk level assessment (High/Medium/Low) based on urgency of improvement, such as regulatory violations
- Qualitative grade evaluation

Evaluation Area/Factor
- Air, water quality, waste/soil, marine, chemical substances, noise/vibration

[Environmental Management System Assessment Results]

Measurement Field	Measurement Area	System Completeness		Execution Capability	
		Measurement Items	Score	Measurement Items	Score
Environmental Management	Water Quality Management	32	91.1	14	83.3
	Waste Management	22	97.6	6	83.3
	Soil Management	10	85.0	5	90.0
Chemical Substances	Chemical Management	24	97.4	13	81.8
Total		**88**	**93.6**	**38**	**83.8**

[Comprehensive Environmental Management Level Evaluation Results]

Business Site	2025	Deficiencies (items)					
	Grade[1]	Air	Water Quality	Waste/Soil	Marine	Chemical Substances	Noise/Vibration
Ulsan Terminal	A (Good)	-	-	1	2	1	-
Pyeongtaek Terminal	B+ (General)	-	1	4	-	1	1
G.Hub	B+ (General)	-	-	3	-	-	-

Grade	S	A+	A	B+
Score	Above 95	90 or above	80 or above	70 or above
Definition	· The SHE management system exceeds legal standards	· The SHE management system meets legal standards, and SHE activities are conducted beyond legal requirements	· The SHE management system meets legal standards	· The SHE management system partially meets legal requirements, but improvements are needed in system development and procedural implementation

Environmental Management

Metrics & Targets

Air Pollution

Mid-to-Long-term Air Pollutant Emission Targets and Volumes[1)]

Although air pollutant emissions are relatively low due to the nature of its operations, SK Gas continues to reduce emissions by operating seawater heat exchangers. Since their installation, emissions have declined by more than 50% compared with 2023. The company will continue to increase the utilization of these facilities to further reduce emissions of major air pollutants, including NOx, SOx, and particulate matter, by 2030.

Category	Unit	2025 Performance	Goal for 2025	Goal for 2026	Goal for 2027	Goal for 2028
NOx Emissions	ton	8.12	11.697	8.12	8.12	8.12
SOx Emissions	ton	0.023	0.034	0.023	0.023	0.023
Dust Emissions	ton	0.233	0.381	0.233	0.233	0.233
VOCs (Volatile Organic Compounds)	ton	0	0	0	0	0

1) Emissions are calculated by multiplying fuel consumption by the emission factor for each pollutant

Waste

Waste Output and Recycling Rate

Since August 2024, SK Gas has maintained a 100% waste recycling rate. Waste synthetic resins that were previously incinerated at existing G.Hub facilities are being entirely recycled by finding recycling partners. The company will continue expanding its recycling partner network to maintain a 100% recycling rate going forward.

Category	Unit	2025 Performance	Goal for 2025	Goal for 2026	Goal for 2027	Goal for 2028
Total Waste Generation	ton	176.3	395.7	515.7	515.7	515.7
Recycling Rate	%	100	100	100	100	100

Status of Environmental Law Violations

Category	Unit	2023	2024[2)]	2025
Legal Violations[1)]	Cases	-	1	-
Fines and Penalties	KRW Million	-	0.8	-

1) Number of environmental law violations = violations across all environmental laws applicable to SK Gas sites
2) In 2024, delayed entry of waste management information resulted in one violation of waste management law. To prevent recurrence, preventive measures, including cross-checks by multiple personnel, have been implemented.

Water Resources

Water Intake and Recycling Rate

The water recycling rate for 2025 is 12.5%, exceeding the target. In 2026, water consumption is expected to increase due to new process equipment, but SK Gas aims to improve the water recycling rate compared with the previous year by optimizing its existing reclaimed water system. After 2026, SK Gas plans to introduce rainwater harvesting and reuse facilities to further enhance the water recycling rate.

Category	Unit	2025 Performance	Goal for 2025	Goal for 2026	Goal for 2027	Goal for 2028
Total Water Intake	ton	34,851	35,771	36,000	37,000	38,000
Total Water Recycling Volume	ton	4,959	4,060	4,210	4,370	4,530
Total Water Recycling Rate	%	12.5	10.2	10.5	10.6	10.7

Ecology & Biodiversity

Governance

Biodiversity Conservation Policy

SK Gas recognizes the importance of conserving biodiversity for the sustainable management of natural resources and raw materials, and protecting ecosystems. The company has established a biodiversity conservation policy to manage biodiversity-related risks and implement conservation activities, demonstrating its commitment to biodiversity protection.

The Ulsan and Pyeongtaek terminals are not located within environmentally protected areas designated under international agreements or domestic legislation. The company conducts environmental impact assessments for new facilities and projects and excludes environmentally protected areas during site selection.

To conserve marine and terrestrial ecosystems, SK Gas participates in the Business & Biodiversity Platform (BNBP) and carries out biodiversity conservation activities in Ulsan and Pyeongtaek, where its major facilities are located.

Biodiversity Conservation Policy

Biodiversity Management System

The CEO reviews biodiversity-related issues through the Board of Directors and the ESG Committee, overseeing the organization's biodiversity conservation activities. The ESG Operations Team reviews policies and strategies for biodiversity conservation annually, develops implementation plans and performance indicators, monitors progress, and supports relevant organizations.

Strategy

SE Bridge Project

Through the SE Bridge Project, SK Gas collaborates with various social enterprises that have a positive impact on biodiversity, promoting various ecosystem conservation activities.

EcoPlay - ECO-SKOOL Ulsan

In cooperation with EcoPlay, the company conducts the ECO-SKOOL project. EcoPlay developed the ECO-SKOOL Ulsan coloring workbook featuring 10 local wildlife species. The workbook is integrated with AR environmental education apps (EcoVillage) to enable ecological experiences through 3D augmented reality. EcoPlay's ecological education programs have been used in projects at the Ulsan Environment Education Center, and in recognition of their excellence, additional copies were distributed to elementary schools in 2024 and 2025.

[ECO-SKOOL Ulsan Operation Details]

Category	2023	2024	2025
Workbooks printed	5,400 copies printed and distributed	10,000 copies printed and distributed	10,000 copies printed and distributed
Number of participants	3,096 people in Ulsan (46 locations, including kindergartens and high schools)	8,470 elementary students in Ulsan	7,299 elementary students in Ulsan
Target	Children from age 3 to high school students up to 16	5th-grade elementary students in Ulsan Metropolitan City	5th-grade elementary students in Ulsan Metropolitan City

Little Friends in the Forest – Endangered Insect Conservation Project

Through the SE Bridge Project, SK Gas partners with Little Friends in the Forest to promote the conservation and restoration of endangered insects. The project focuses on endangered species, including the nationally protected Jewel Beetle, Giant Water Bug, and Dot-spotted Stag Beetle.

With support from SK Gas, the organization successfully bred Jewel Beetles through artificial breeding in 2024. In addition, 140 Dot-spotted Stag Beetles, a level 2 endangered species, were released into Jeju Island. In Ulsan Ulju County, where Water Strider habitats are designated for release, SK Gas employees participated in ecological surveys.

[Endangered Insect Conservation Project Operation Details]

Category	Operation Status
Breeding endangered insects	Successfully reproduced endangered insects including the Jewel Beetle, Water Strider, and Dot-spotted Stag Beetle through artificial breeding.
Releasing of endangered insects	140 individuals of Dot-spotted Stag Beetle released within Jeju Island; SK Gas employees participated in ecological surveys at the release site.
Ecological education on endangered insects	Expanded education beyond headquarters visits to include large supermarkets and shopping mall culture centers.

Ecology & Biodiversity

Strategy

SE Bridge Project

Marine Waste Upcycling Project

In 2025, SK Gas launched a marine waste upcycling project in partnership with the social enterprise Project Question. Marine waste was collected along major coastlines nationwide, including Pyeongtaek, where SK Gas operates. A total of 120 participants collected 864.9 kg of marine waste. The collected plastic waste was upcycled into benches, which were installed at the SK Happy Forest Garden in Hampbak Mountain, Pyeongtaek, providing a resting space for local residents.

[Marine Waste Collection Activities]

Category	Frequency	Collected amount (kg)	Content
Pyeongtaek Asan Seawall	Once	55.8	Plogging
Jodo, Gangwon-do	Three times	154	Within marine protected area
Ulleungdo	Three times	285	Collecting floating and submerged waste
Jeju	One-time	370.1	Upcycling collected waste

Risk Management

Environmental Impact Assessment Implementation

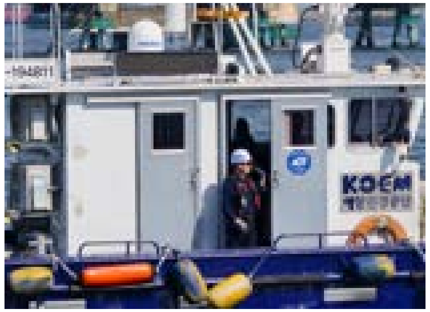
SK Gas conducts environmental impact assessments for all new projects. Based on the assessment results, the company establishes conservation measures and identifies potential risks, including land contamination and biodiversity impacts, to prevent environmental damage. These assessments incorporate feedback from local residents through public hearings. Environmentally protected areas are excluded during site selection, and environmental impact assessments are conducted for future projects.

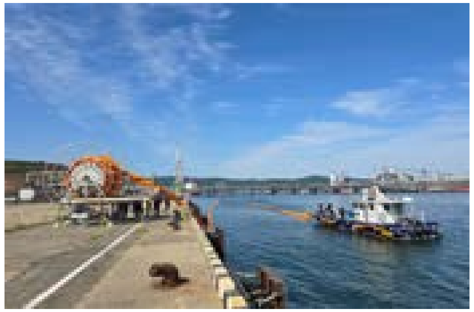
Soil and Marine Pollution Management

SK Gas regularly measures soil contamination levels at facilities that could cause soil pollution. Process facilities are monitored 24/7 using CCTV systems, and containment walls are installed to prevent pollutant leaks. The G.Hub facility is equipped with leak detection sensors to prevent fuel leaks.

In 2025, SK Gas conducted a joint marine oil spill response drill with the Korea Marine Environment Management Corporation. The drill simulated fuel leaks during dockside unloading operations. The training familiarized employees with spill response equipment and procedures, strengthening their initial response capabilities to minimize environmental impacts. Following the training, improvement measures are implemented based on identified gaps to further enhance response effectiveness.

[2025 Marine Oil Spill Response Training]





Ecology & Biodiversity

Risk Management

Biodiversity Risk Analysis

To establish more effective biodiversity risk reduction and conservation strategies, SK Gas conducted a biodiversity risk assessment in 2025. The assessment focused on identifying the company's nature-related dependencies, impacts, and biodiversity risks across its major facilities. In line with the TNFD[1] recommended approach, SK Gas analyzed nature-related dependencies and impacts using ENCORE[2] and assessed site-specific biodiversity risks using the WWF Biodiversity Risk Filter.

Results of Natural Dependency and Impact Analysis for SK Gas Business

SK Gas's operations are categorized into gas trading, gas supply, and lubricant storage (G.Hub). The assessment identified 11 nature-related dependencies and impacts across these business activities. All dependencies are at a medium level, representing functions essential for business activities such as water consumption. Some impacts are rated high to very high, reflecting industry-specific traits, such as relatively high GHG emissions and water/soil pollution impacts. SK Gas manages these environmental impacts through its environmental management system and will continue to enhance its biodiversity impact assessment.

Dependency/Impact	Classification	Level	Description
Precipitation Pattern Regulation	Dependency	Medium	Vegetation and soil regulate precipitation, mitigating floods and water resource variability
Water Cycle Regulation		Medium	Ecosystems regulate the regional water cycle through evapotranspiration, infiltration, and runoff
Soil Retention		Medium	Vegetation and soil structure prevent soil erosion and loss
Water Purification		Medium	Ecosystems absorb, decompose, and filter pollutants to improve water quality
Water Supply		Medium	Provides water resources for industrial and domestic use through surface water and groundwater
Land Use	Impact	Medium	Impacts from all activities that use land area
Freshwater Use		Medium	Impacts from all activities that use freshwater area
GHG Emissions		High	Impact of GHG emitted from business activities on climate change
Water Resource Use		Medium	Impact of water consumption during processes and operations on water resource availability
Water/Soil Pollution		Very High	Impact on water and soil quality from the discharge of pollutants such as chemicals and wastewater
Pollution (Nuisance)		Medium	Impact of noise, vibration, and odor on ecosystems and human health

1) Taskforce on Nature-related Financial Disclosures, a framework for disclosing financial information related to natural capital
2) ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure): a natural capital dependency and impact assessment tool developed by the Natural Capital Finance Alliance

Priority Area Identification Process

Stage 1

- Identify the locations of assessed facilities
  - Main facilities: 5 (Headquarters, Ulsan Terminal, Pyeongtaek Terminal, G.Hub, CEC)

Stage 2

- Assessment of biodiversity risks across five locations (using WWF Biodiversity Risk Filter)
- Identification of regions with high physical biodiversity-related and transition risks
  → Confirmation of biodiversity risks for four regions (excluding headquarters)

Physical Risks: Land·freshwater·marine use | Forest loss | Pollution

Transition Risks: Protected/Conserved Areas | Key Biodiversity Areas | Ecosystem Condition | Range Rarity

Stage 3

- Utilizing the Ministry of Environment's land and environmental quality map for detailed risk assessment at the administrative district level in Korea
- One business site was identified as being subject to environmental conservation regulations (Pyeongtaek Terminal)

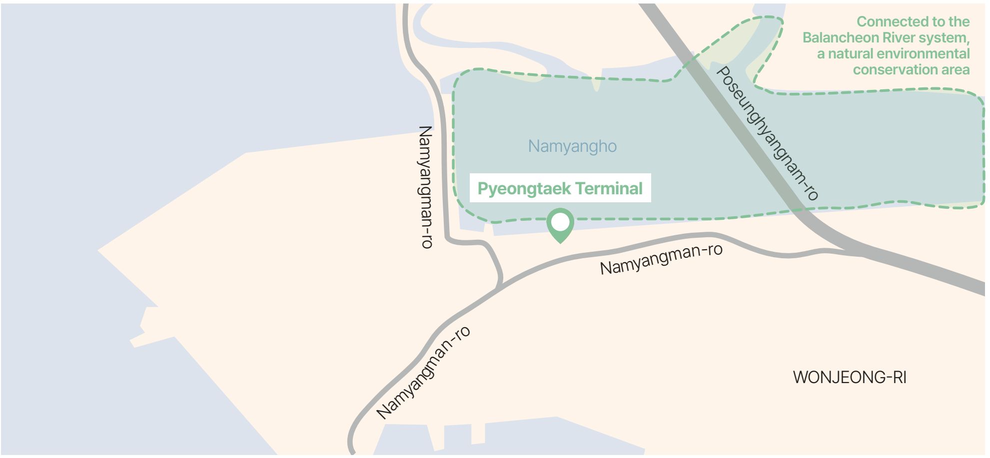
Environmental Conservation Area Regulatory Items

- National Land Quality Assessment Grade 1 Area
- Ecological/Natural Areas Grade 1–2
- Vegetation Conservation Areas Grade 1–3
- Natural Environment Conservation Area
- Wetland Protection Area
- Forest Protection Area
- Migratory Bird Site

Ecology & Biodiversity

Risk Management

Nature-related Risks and Endangered Species in Priority Areas



Category		Biodiversity Risk Factors
Pyeongtaek Terminal	Physical Risks	• **Land, freshwater, and marine use:** The development of industrial complexes, ports, and infrastructure may reduce and fragment natural habitats • **Forest loss:** Urbanization, reclamation, and waterfront development can harm wetlands and aquatic ecosystems, weakening habitats for birds, amphibians, and other key species • **Pollution:** Accumulation of pollutants from storage, handling, and wastewater discharge can degrade water quality in Namyangho and Balancheon water systems and affect aquatic life
	Transition Risks	• **Conservation/protection areas:** Proximity to natural environment conservation zone (Balancheon watershed) and connected water bodies (Namyangho) may increase environmental regulation and operational restrictions • **Major biodiversity areas:** Due to the spatial connectivity with potential habitats for endangered species such as otters and black-faced spoonbills, business activities may give rise to species protection requirements and management obligations.
	Representative endangered species	• **First-grade endangered wild animals:** Otter, black-faced spoonbill, Nordmann's greenshank, white-tailed eagle, and Suwon tree frog

Metrics & Targets

Mid-to Long-term Goals for Ecosystem Conservation Activities

SK Gas aims to contribute to ecosystem conservation by implementing projects aligned with its medium-term biodiversity strategy.

[Mid- to Long-term Biodiversity Conservation Goals]

Category	2023 Performance	2024 Performance	Achievements in 2025	Goals after 2026
Number of partner companies in SE Bridge Project	1 (Little Friends in the Forest)	1 (Project Question)	1 (Ocean Campus)	Annual partnership with selected companies
Urban park project	1,594 trees	2,379 trees	4,309 trees	Over 3,000 trees/year through SK Happy Forest Garden
One Company, One Coastline Protection Activities	Ulsan/Pyeongtaek	Ulsan/Pyeongtaek	Pyeongtaek	Annual activities around the site

Biodiversity Risk Management Plan

SK Gas continuously carries out shoreline conservation activities around its operating sites to protect coastal ecosystems and support local communities. Through the One Company, One Shoreline initiative, employees participate in voluntary cleanup activities at ports, beaches, and river estuaries in collaboration with local organizations. In 2025, employees at the Pyeongtaek Terminal conducted annual cleanup activities around Pyeongtaek Lake and Namyangho.

The company plans to establish a biodiversity risk management framework for the Pyeongtaek site, a priority biodiversity conservation area, while expanding existing shoreline conservation activities. In addition, the company will regularly monitor biodiversity-related environmental impacts and ecosystem changes and incorporate the findings into its biodiversity risk management strategy.

Social

Health and Safety

Governance

Health & Safety Management System

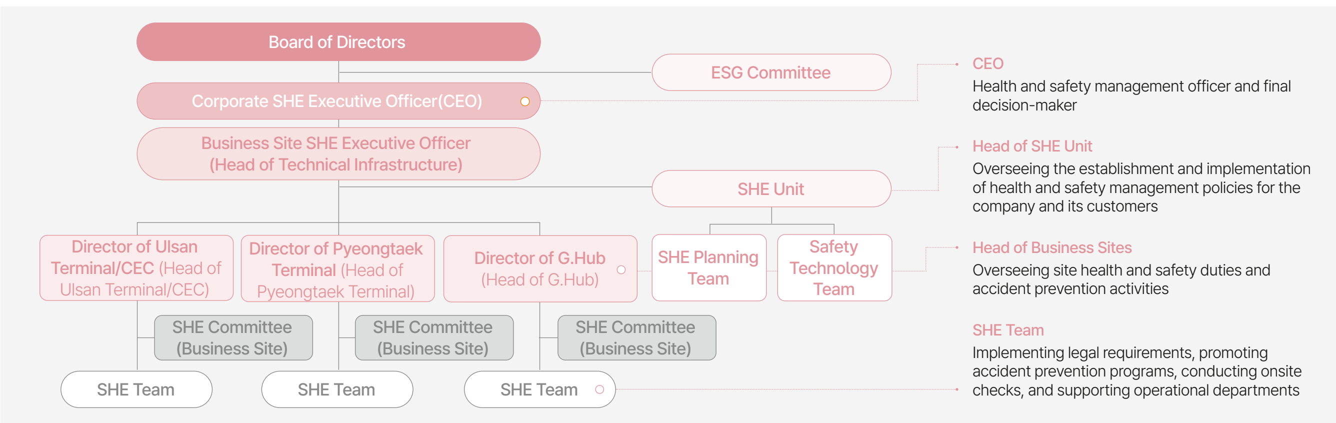
SK Gas carries out major health and safety decision-making and risk management activities under the oversight of the Board of Directors. The company also operates dedicated SHE organizations at each business site to enhance the effectiveness of health and safety efforts.

Roles of the Board and Management

The ESG Committee reviews and deliberates on key health and safety issues, and 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 serves as the corporate SHE Executive Officer, reviewing and monitoring the implementation and performance of SHE management systems at all business sites on a semi-annual basis.

[Health & Safety Management System]



Dedicated Health & Safety Organization

The SHE Unit, consisting of the SHE Planning Team and Safety Technology Team, operates as an organization directly under the Head of Technical Infrastructure Division to ensure independence and strengthen authority, handling the practical aspects of company-wide health and safety operations.

[SHE Promotion Team]

Category	Tasks
SHE Planning Team	· Establish company-wide SHE (Safety, Health, and Environment) management strategies and policies · Develop SHE-related initiatives · Monitor and support activities at each business site
Safety Technology Team	· 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 business site-level SHE Team, which serves as the working-level organization, is staffed with essential personnel across five core areas: occupational 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 & Safety KPIs

To measure the performance of health and safety management system, SK Gas establishes leading and lagging indicators and incorporate them into annual company-wide and business site-specific goals. Health and safety performance indicators are included in the KPIs of senior management, including the CEO, as well as head of SHE operations at each business site. Employees are evaluated on leading indicators directly related to accident prevention, and those with outstanding performance are rewarded with various incentives, including overseas training programs. Additionally, violations of essential safety rules or legal requirements are addressed through disciplinary actions to establish a culture of compliance with SHE standards and procedures.

[Health & Safety KPIs]

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 Rules Violations · Acquisition of SHE Certifications

Health and Safety

Governance

Health and Safety Policy

SK Gas has established its SHE (Safety, Health, and 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 involved in all phases of business to comprehensively manage safety, health, and environmental risks.

SHE Management Policy

SHE (Safety, Health, Environment) Management Policy

1. Leadership by management in expressing and practicing SHE commitment to establish a culture of advanced autonomous safety.
2. Strict adherence to SHE laws and regulations, with regular inspections, improvements, and system enhancements to elevate SHE management standards.
3. Development and rigorous implementation/management of action plans for achieving SHE goals, considering all human and material resources.
4. Creation of a healthy and clean work environment, with systematic health management to prevent occupational diseases and promote health for all workers.
5. Leadership in environmental preservation through energy conservation, expansion of eco-friendly energy use, comprehensive environmental impact assessments, and reduction of greenhouse gases and pollutants.
6. Maintenance of a cooperative system with partners to share SHE management capabilities and grow together as a global leader.
7. Transparent investigation, improvement, and sharing of SHE incidents to prevent similar occurrences and maintain constant emergency response systems to mitigate damage.
8. Transparent disclosure and sincere communication of SHE management performance and related information to internal and external stakeholders.

Byung Suk Yoon, CEO of SK Gas

Mandatory Safety Rules (Safety Golden Rules)

SK Gas has established and operates the Safety Golden Rules (SGRs), the mandatory safety rules that all employees and partners must comply with. In the event of a violation, the company applies a zero-tolerance principle and takes follow-up actions in accordance with its internal regulations.

The company supports the strengthening of its health and safety management system by selecting partner companies that excel in accident prevention activities or that have made significant contributions to achieving zero-accident records, and granting them CEO commendations and monetary awards. In addition, it regularly selects partner workers who actively participate in accident prevention activities—such as identifying potential hazards—and provides them with health and safety activity incentives, thereby emphasizing the importance of joint health and safety activities and encouraging their continued participation.

[Safety Golden Rules]

1. Obtain work permit approval in accordance with established procedures before conducting any task.
2. Implement fall prevention measures for working 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 to the relevant equipment during maintenance of process and electrical facilities.
7. Verify the presence of buried utilities before excavation.
8. Smoking is prohibited within the business site except in designated areas.
9. Immediately report safety incidents without concealment.

Health and Safety

Strategy – 1. Business Site Health and Safety

Health and Safety Management System

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

Based on its company-wide SHE management policy and SHE management system, SK Gas aims to establish a virtuous cycle of SHE (Plan-Do-Check-Act) across all business sites. In 2023, the company obtained ISO 45001 certification, and successfully maintained this certification through a surveillance audit led by the SHE Unit in September 2025.

The company-wide occupational health and safety management system is operated based on three regulations, including the SHE Management System Standard, and 38 procedures, including the Safety Rules Management Procedure. SK Gas regularly evaluates and verifies whether its safety and health management procedures are implemented at business sites as prescribed, and any deficiencies are 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

Employees are required to undergo 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

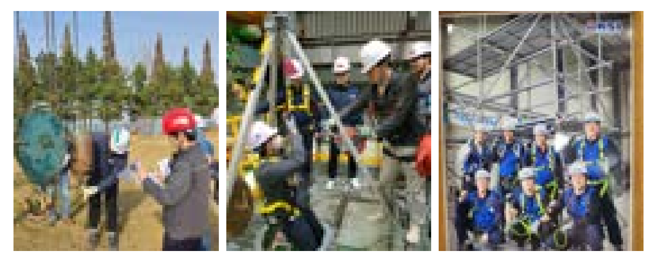
SK Gas develops and operates hands-on training programs to enhance emergency response capabilities and prevent serious industrial accidents of employees and partners. In 2025, the company expanded the core training areas that began in 2023 (equipment, working at heights, scaffolding, and electrical safety) to include gas detector measurement methods.

In addition, on-site coaching sessions on "behavioral observation" are conducted to reinforce safe behaviors and address the root causes of unsafe actions, thereby enhancing accident prevention capabilities and execution at the field level. The company also conducts first aid and CPR training to strengthen employees' emergency response capabilities.

[On-Site Coaching for Behavioral Observation]

[Emergency First Aid and CPR Training]

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



Health and Safety

Strategy – 1. Business Site Health and Safety

Occupational Health Management

SK Gas identifies hazardous factors at its business sites and systematizes response systems to provide tailored health programs for employees and partner workers. Through this, the company supports occupational disease prevention and health promotion programs for all employees, including contract workers.

To prevent occupational diseases, SK Gas conducts work environment measurements, musculoskeletal hazard factor surveys, and chemical substance risk assessments at each business site to identify hazardous factors. The company analyzes the identified hazards and health screening results through its system, operating an intensive management system for high-risk individuals. Additionally, the company offers various welfare programs and health promotion programs, including psychological counseling. The company also performs internal assessments of its health management system, areas for improvement, and gathers input from employees annually to enhance its programs.

Operation of Business Site Wellness Programs

SK Gas analyzes the health screening data of its employees to identify existing medical conditions and plans health promotion programs tailored to the work characteristics of each business site. Health promotion activities include InBody health competitions, smoking cessation campaigns, CPR contests, personalized health management, and mental health support.

[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 business site hazardous factors (e.g., work environment measurements, ergonomic risk assessments, job stress surveys)

Health Care Room
- Hiring dedicated health personnel and operating the health care room at all time
- 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
- 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)
- Operating Omnifit 2.0 Brainwave/Pulse Stress Measurement and Diagnostic Devices

Fitness Center Operation
- Fitness Center facilities are freely accessible, supporting various individual health enhancement activities like Group Exercise and Yoga

Employee Communication on Health and Safety

Various communication channels including the Occupational Health and Safety Committee, business site-level SHE Committee, and SHE Communication Meetings are regularly held to gather employees' feedback. The collected opinions are actively incorporated into safety and health management systems to create a safe and comfortable working environment.

[Employee Communication Channels]

Category	Participants and Topics
Occupational Safety and Health Committee (Quarterly)	• Composition: 8 labor-management representatives, including CEO • Topic: Sharing risk factor identification and improvement results
SHE Committee (Quarterly)	• Composition: Head of business sites, team leaders, Supervisors • Topic: Review and resolution of SHE issues
SHE Communication Meetings (Monthly)	• Composition: Head of business sites, 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	Meeting	4	4	4	4
Agenda Items	Items	7	18	12	16
Completed Improvements	Items	7	15	12	13
Completion Rate	%	100	83	100	81

Health and Safety

Strategy – 2. Partner Health and Safety

Partner Accident Prevention System

SK Gas conducts prequalification assessments to strengthen the safety management capabilities of partners and to prevent occupational safety accidents involving partner workers. The evaluation covers 22 items across 7 categories, including health and safety management systems and accident prevention activities, establishing a system to ensure only partners with verified health and safety capabilities participate from the bidding stage. Evaluations are conducted through on-site visits, and efforts are made to identify new companies with strong health and safety management capabilities. In 2025, SHE registration evaluations were conducted for 37 partner companies across all business sites 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 business 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, occupational health and safety management costs, training, and inspections
	Pre-Construction Safety Meeting	• Pre-Construction Safety Meetings and Training - Review work methods and preparation items → Supplement risk assessments and safety measures - Safety training for workers upon entry: Familiarization with work hazards and safety rules
	Tool Box Meeting(TBM)	• Tool Box Meeting (TBM) - 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 Inspection - Verification of compliance with work permit requirements, check for unsafe behaviors/environmental factors → stop work if violated/manage positive cases as commendable example
Post-Management	SHE Post-Evaluation	• SHE Post-Evaluation - Evaluation of accidents, safety rule violations, and health/safety management expenses to impose penalties

Business Site Safety Management

SK Gas implements pre-task risk assessments and enforces safety measures in accordance with the three principles of safe work. A designated SK Gas employee in charge of safety management is stationed at each business site. Work is suspended in hazardous situations to prevent safety accidents and industrial injuries.

[Three Principles of Safe Work]

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

[Ground Rules for Safe Work]

Health and Safety

Strategy – 2. Partner Health and Safety

Win-win Cooperation Program

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

[Win-Win Cooperation Program]

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 / Meeting with partner representatives	• Small group discussions for SHE shared growth • SHE quiz competition and rewards • Fall prevention training • Awards for outstanding partners and head of business sites • Proposals and discussions led by partner representatives
Pyeongtaek Terminal	Management-level propwork safety briefing (TBM) competition Near-miss case identification contest	• Promotion of safety and health awareness and creation of a safety-first culture through a pre-work safety briefing (TBM) contest • Prevent recurrence and address root causes by identifying near-miss cases to avoid similar or related incidents
G.Hub	Partner safety keeper activities Fall prevention safety campaign for work at heights	• Identify and improve hazardous and risky factors, followed by evaluation and rewards • Training and education on the importance of lanyard hook attachment and installation standards for fall protection equipment during work at heights

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 2025, following its participation in 2024, SK Gas again joined the shared growth initiative for large and small & medium-sized enterprises, organized by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency (KOSHA), providing consulting support including guidance on safety management implementation techniques. In particular, external experts and SK Gas's own experts in occupational safety and health jointly visited business sites to support the establishment of safety and health management systems, and provided related consulting, including business site risk assessments, technical support, and implementation evaluations. Following the consulting, assessments of the six participating partners showed that the safety management levels of all participants had improved.

[On-Site Risk Consulting for Small Partners]

Partner Health and Safety Support Programs

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

In addition, to enhance on-site safety management and prevent accidents, a high-risk work management training certification system has been introduced. Customized training videos tailored to worker characteristics are produced and training is conducted, followed by evaluations after completion. This provides objective standards and professional knowledge to contribute to accident prevention at business sites.

Partner Feedback Collection

SK Gas listens to health and safety-related grievances and collects feedback through its partner councils and roundtable meetings with partner representatives. In addition, the company operates various communication channels to address worker grievances.

In particular, the company runs an ethics management channel where partner workers can anonymously report grievances, and conducts human rights management surveys. Furthermore, the Smart Terminal Partner Portal, introduced in 2024, continues to be operated to gather on-site safety management challenges and suggestions through the portal and the business site-level Partner SHE Councils.

SK Ethics Management

[Partner Feedback Channels]

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

[Partner Council Operations]

Category	Unit	Business Site			
		ECO Hub	Ulsan Terminal	Pyeongtaek Terminal	G.Hub
Number of Meetings	Session	12	12	12	12
Agenda Items	Items	16	28	3	12
Completed Improvements	Items	16	28	3	12
Completion Rate	%	100	100	100	100

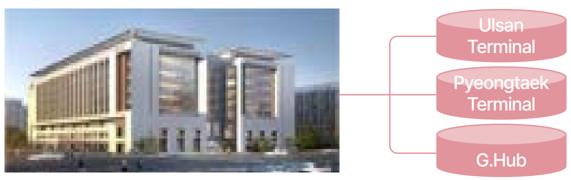
Health and Safety

Risk Management

Establishment of an Integrated Control System

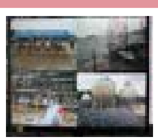
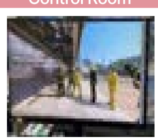
SK Gas has established an enterprise integrated control system to quickly identify and prevent SHE risks and issues. The system allows health and safety managers to access comprehensive safety and environmental information through videos and dashboards. It also enables real-time monitoring of business sites and centralized management of facilities for early detection of potential hazards. The SHE control room supports swift decision-making from an integrated perspective on identified issues.

[Enterprise Integrated Control System]



CCTV Integrated Control	**Real-time monitoring of key processes and business sites** • Targets: Ulsan Terminal, Pyeongtaek Terminal, G.Hub, SKA • Linked information: Fixed and mobile CCTV
DIP[1] portal	**Monitoring of major ESG and SHE management indicators at business sites** • Target: Ulsan Terminal, Pyeongtaek Terminal, G.Hub, SKA • Linked information: Managing 42 indicators such as daily operations, energy consumption, etc.

Key Operational Status

Business Site Monitoring	Emergency Training Control Room	SHE Indicator Management (DIP portal)
		

1) Digital Intelligence Platform

Emergency Response System and Emergency Drills

Each business site operates a 24-hour surveillance system for immediate response to emergencies, ensuring rapid information dissemination to prevent large-scale accidents. Upon accident, information is communicated to the responsible department, control room, and the SHE team via the emergency contact network, and the corresponding response procedures are initiated based on the designated emergency response level.

Through external reporting, nearby public institutions, fire departments, and emergency services are notified to minimize potential impact on the local community. Emergency procedures and response organizations are established and operated based on predefined scenarios by accident type, with continuous measures to prevent reoccurrence.

In addition, when a serious 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 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	• Earthquake evacuation drill • Confined space rescue drill
Ulsan Terminal	• Indoor fire safety training (CPR) • Gas leak and fire explosion • Marine pollution response drill • Joint fire drill • Confined space rescue drill	• Environmental emergency response drill • Emergency response drill • Firefighting competition • Joint fire drill • Confined space rescue drill • Evacuation drill
Pyeongtaek Terminal	• Fire extinguisher use training • Confined space rescue drill • Off-hour emergency response drill • Emergency call response drill	• Off-hour emergency response drill • Confined space rescue drill • Emergency call response drill • Joint fire drill • MBR shutdown response training
G.Hub	• Fire drill (building fire) • Marine pollution response drill • Confined space rescue drill	• Fire drill (process fire) • Oil spill response drill • Confined space rescue drill

Hazardous and Risk Factor Management System

SK Gas clarifies management standards for hazardous work, identifies and improves on-site hazards, and operates an IT system to analyze risk-related data. Managers use these systems to monitor 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

All business sites identify and improve hazardous factors across all tasks to ensure employee health and safety.

In 2025, an AI-based Job Safety Analysis (JSA) system was introduced and applied across all business sites. For areas requiring further improvement, the system will be enhanced in 2026 to elevate the level of risk assessment.

Health and Safety

Risk Management

SHE Management Diagnosis

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

SHE Performance Assessment

In 2025, SHE management levels were measured across all SK Group business sites to advance SHE management. The assessment measured 802 items on system completeness and process provisions across 17 SHE operational elements, and 188 items on implementation execution levels, clarifying the current status and deriving specific improvement plans. The measurement results scored an A grade (86 points), up 4 points from the previous year, a commendable achievement. However, as this reflects the outcome of establishing health and safety systems in 2025, the company plans to conduct on-demand diagnostics to enhance the execution of the established system and develop mid-to-long-term improvement plans with the goal of achieving an S-grade management level.

[Group SHE Performance Assessment Improvement Plan]

Improvement Items		Description
Process Safety	· Process risk assessment · Pre-startup inspection · Management of change	· Addition of corporate image evaluation items · Improvement of pre-startup inspection items · Improvement of change management review process
Safety	· Work permit management	· Addition of focus areas during work permit issuance · Addition of post-registration system for emergency work permits
Healt Protective	· Protective equipment management · Health checkups	· Establishment of protective equipment management cycle/methods · Additional criteria for selecting health checkup agencies
Training	· Improvement of the training system	· Addition of verification and implementation check of training · Addition of SHE training program satisfaction survey

SHE Management System Comprehensive Diagnosis

SK Gas conducts an annual comprehensive diagnosis of the SHE management system. Through joint inspections with external auditors, the company performs objective on-site verification, reviews related procedures and implementation documents, and conducts stakeholder interviews to spread safety awareness and improve SHE management levels.

In 2025, the diagnosis covered four categories, 15 assessment elements, and 568 indicators. The three business sites evaluated received an overall rating of Grade A (Good), consistent with the previous year. The focus is on practically implementing the improved system in the field, removing accident risks.

[Key Elements of SHE Management System Diagnosis]

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	· Monitoring of 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

[Diagnosis Results of SHE Management System]

2023		2024		2025	
Grade	Score	Grade	Score	Grade	Score
A (Good)	84.2	A (Good)	81	A (Good)	85

Regular Inspection and Diagnostics

SK Gas conducts regular inspections to identify any defects that may cause unsafe conditions in equipment or lead to unsafe behaviors, and to confirm safety status. Each business site uses an inspection checklist specifying the inspection targets to evaluate the equipment's appearance, operational condition, and functionality. In particular, cycles such as planned, daily, and special inspections are set to identify and improve hazards and risks.

Additionally, to prevent industrial accidents, a regular diagnosis is conducted to comprehensively investigate and evaluate the SHE management system, the appropriateness of budget allocation, and the implementation status of hazard and risk identification and improvements. The SHE Unit oversees the business site SHE management level, aiming to enhance, supplement, and strengthen it to achieve a Global Top Tier standard.

The identified issues and improvement results discovered through regular inspections and diagnostics are monitored monthly at the business site, and the appropriateness and effectiveness of improvements are confirmed by reviewing the semi-annual monitoring status.

[Regular SHE Inspection and Diagnosis]

Health and Safety

Risk Management

Compliance Review of Health and Safety Regulations

In 2025, SK Gas jointly inspected compliance with health and safety regulations across all business sites with external specialized organizations to verify the roles, appropriateness of tasks, and implementation status of the company's dedicated SHE organization. SK Gas also reviewed the legality and appropriateness of management for facilities operated within ECO Hub headquarters.

The company also conducted a self-inspection to establish a safety, health, and environmental management system at the CEC (Clean Energy Complex) site and to identify legal deficiencies. A total of 25 SHE areas were reviewed, and areas for improvement were prioritized and addressed immediately. The progress of improvements based on the 2025 CEC site diagnosis results is reviewed monthly and reported to the head of business sites.

Expanded Risk Assessment Approach

Based on SHE Master Plan 1.0 established in 2021, the company has been strengthening SHE systems, and in 2025, an AAA (All Activity Analysis) was developed. Starting from 2026, based on this plan, the company intends to analyze the risks of all work activities at business sites beyond the existing established risk assessments, and improve vulnerabilities to mitigate management blind spots.

Identification and Improvement of Safety Blind Spots

SK Gas identifies and addresses safety blind spots by applying insights from domestic accident case analyses to field operations, helping detect areas that may have been overlooked in existing safety management scopes and prevent similar incidents. At the new CEC (Clean Energy Complex) business site, activities to continuously identify and improve risk factors are ongoing, including the installation of electric vehicle thermal imaging cameras.

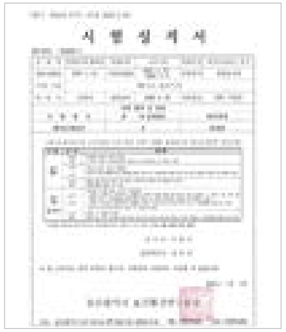
Furthermore, safety blind spot diagnosis revealed that in new business sites, gas-based fire extinguishing agents leaks could cause suffocation accidents. In response, oxygen detectors were installed, allowing personnel to check whether there is sufficient oxygen without entering the fire extinguishing agent room, and alerts have been configured to trigger warning sounds in emergencies so that personnel can evacuate quickly.

Additionally, water quality at the water supply facilities of new business sites was tested; bacteria detected above standard levels were sterilized, and test certificates were obtained from a public health and environmental research institute. SK Gas continuously monitors and eliminates health and safety risks to prevent issues among employees.

[Thermal Camera for Electric Vehicle Fire Response]

[Oxygen Detector in Fire Extinguisher Room]

[Bacteria Non-Detection Certificate]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Health and Safety

Metrics & Targets

Health and Safety Targets

SK Gas is successfully achieving major SHE targets and continuously strengthening the health and safety management system through target management. In 2025, the company achieved its safety targets of zero Class C Accidents[1] for business sites and demand sites and a zero Lost Time Injury Rate. Additionally, SK Gas achieved a Grade A (Good) SHE management level in both 2024 and 2025. The company's occupational health targets for 2025—Zero occupational disease incidence and annual implementation of the health management diagnostic program—were also fully achieved, following their achievement in 2024. 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.

1) Class C Accident: An injury resulting in more than 3 days of lost work, or a process-related accident with damages exceeding KRW 100 million.

[SHE Management Diagnosis Rank Definition]

Rank	S	A+	A
Score	Above 95	Above 90	Above 80
Definition	· The SHE management system exceeds legal standards	· The SHE management system has been established to meet legal requirements and goes beyond by actively performing SHE activities	· A SHE management system that meets legal standards has been established
	· All employees' thoughts and actions are based on SHE principles	· Safety is prioritized highly, with continuous improvement efforts ongoinEmployees	· Employees perform their duties in accordance with SHE R&R
	· Implementation and management are carried out across all areas according to PDCA (Plan-Do-Check-Act)	· Tasks are performed in accordance with SHE regulations and procedures	· Most SHE regulations and procedures are well followed

[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

Implementation of the Health and Safety Plan

SK Gas sets key tasks for each detailed implementation strategy to effectively achieve the SHE Master Plan 2.0 goals, and monitors implementation status quarterly. Tasks are categorized into occupational health and safety culture activities, such as evaluation improvements and training, and system and safety/health management activities, like intelligent CCTV and AI-based risk assessment.

[Health and Safety Plan Implementation Timeline]

Non-investment tasks | Investment tasks

Strategy	Key Tasks	2024–2027
System improve-ment In vulnerable areas	Improve systems across 5 major fields and 9 items	Revision and development of procedures, employee training, and on-site implementation checks (2025–2027)
Streng-thening execution	Improve facilities for disaster prevention	Investment in facility upgrades for accident prevention (2024–2027)
	Enhance employee capabilities	Practical training programs, mandatory risk management education, and comprehension assessments (2024–2027)
	Advance digital technologies (DT)	Selection and application of AI/DT-based enhancement initiatives (2025–2027) → Stabilize
Fostering a voluntary safety culture	Team-based SHE activities	Selection and execution of team-level SHE initiatives (2025–2027)
	Behavior observation	Implementation of behavioral observation system (2024–2027)
Creating a healthy workplace	Identify health-related risks	Investigation of health hazards through data analysis (2024–2027)
	Follow-up risk management	In-depth management of high-risk groups, health awareness promotion, and wellness activities (2024–2027)
	Transition to a smart health management system	Health management diagnostics and health system development (2024–2027)

Enhancing Customer Value

Governance

Customer Value Management System

SK Gas has a comprehensive system aimed at enhancing customer value throughout the value chain. QC Team conducts thorough quality inspections according to standards from LPG import to storage and sales. The Safety Technology Team provides specialized safety management services to customers and users. Retail marketing teams focus on activities to boost consumer satisfaction through VOC monitoring, the SK LPG Membership, and more. Platform Business Team leverages the wego platform to improve customer information access and convenience, while offering real-time safety monitoring information.

QC Team	Safety Technology Team
• Conducting thorough quality inspections throughout the entire process from LPG introduction, storage, to sale, according to quality standards	• Providing specialized safety management services to customers and partners
Platform Business Team	**Retail Marketing Team**
• Providing convenience and safety-related information access to customers based on the wego platform	• Launching marketing activities targeting end consumers such as SK LPG Membership and resolving VOCs

Enhancing customer value across the entire value chain

Consumer Rights Protection Policy

SK Gas has established policies to protect consumer rights, detailing activities to enhance consumer interests. Based on these policies, the company strengthens safety management and supports fair trade. Additionally, it operates VOC processes to monitor related risks and implement mitigation measures to prevent harm to stakeholders, including consumers.

Consumer Rights Protection Policy

[Main Contents of Consumer Rights Protection Policy]

Customer Rights Protection Activities

1 Strengthening Safety Management	Continuously conducting safety inspections and management activities at LPG refueling stations to ensure safe usage by customers.
2 Supporting Fair Trade	Ensuring fair transactions in consumers' purchasing decisions and providing accurate and transparent product information
3 Personal Information Protection and Security	Collecting only the minimum amount of consumers' personal information necessary for the consented purposes, using it only within the consented period, and disposing of it thereafter
4 Implementation of Consumer –Centered Marketing Policies	Providing customer-centric services, operating various benefits programs such as membership services, appreciation events, and promotions to enhance customer satisfaction.

VOC Response and Handling Procedures

Complaint Reception
- Distributors
- Partners
- Consumers
- Others

Reception/Response
- SK LPG Membership Customer Center
- Website 1:1 Customer Support

Verification of Facts
- Dissemination to the responsible department and sharing with relevant departments

Result Consultation
- Delivery of processing results

Analysis
- Categorizing VOC by type and identifying causes
- Sharing and discussing improvement needs with related departments

Utilization
- Incorporation into customer service improvements and new service planning

Enhancing Customer Value

Strategy – 1. Strengthening LPG Value Chain Safety

SK Gas aims to protect customer rights by ensuring safety and stable energy use throughout the LPG supply process.
To this end, the company is enhancing safety management across the entire supply chain, focusing on establishing management systems, strengthening on-site management, improving safety capabilities, fostering a safety culture, and managing products and services.

LPG Quality Standards (MSDS)

[LPG Supply Chain Safety Ecosystem Management Strategy]

Management System Establishment

Enhancement of Customer Value Across the Entire Value Chain

- Establishment and standardization of work procedures for the entire design, manufacturing, and construction process
- Establishment and operation of an emergency response system with regular training (once a month)
- Unification into an integrated emergency response system linking customers and users, partners, and SK Gas

Strengthening On-Site Management

Enhancement of Customer Value Across the Entire Value Chain

- Operation of work permit system for pre-identification and removal of work hazards
- Regular inspection and record management of major facilities such as FS (Filling System) and industrial equipment
- Enhancement of management through customer facility inspections and collaboration with professional inspection agencies
- On-site management of partner companies and operation of safety management system during construction

Improvement of Safety Capabilities

Enhancement of Safety Management Expertise

- Regular safety training and seminars for managers and partner companies
- Emergency response training and development of joint response system with customers and partner companies
- Training based on standardized LPG facility management standards and inspection procedures
- Strengthening response capabilities through incident case sharing and recurrence prevention education

Establishment of Safety Culture

Culture of Autonomous Safety Management

- Establishment of preventive maintenance system for key LPG facilities and advancement of inspection standards
- Development and implementation of inspection and maintenance (overhaul) standards for facilities
- Operation of incident investigation and recurrence prevention processes
- Regular safety inspections and operation of a check system based on specialized personnel

Product/Service Management

LPG Quality Management

- Thorough inspection according to quality standards throughout the entire process from LPG introduction to sales
- Conducting monthly product inspections and management for SK Gas's Ulsan and Pyeongtaek Terminals and the refueling stations designated by the Korea Petroleum Quality & Distribution Authority
- Quality control of introduced products (documented inspection, sampling inspection), regular inspection of stored products
- Maintaining 100% compliance with annual product legal quality standards

Enhancing Customer Value

Strategy – 1. Strengthening LPG Value Chain Safety

Partner Safety Management Activities

Partner Safety Education and Inspection

SK Gas provides training for the partners responsible for the safety management of customers and users, covering safety-related legal obligations, accident cases, and emergency response drill scenarios. In particular, in 2025, the company expanded the scope of training from executives and managers down to team-member levels, thereby supporting all employees of its partners in building their safety management capabilities. In addition, SK Gas produces and distributes to its partners inspection guides and checklists for major LPG facilities and equipment, including loading arms, liquid pumps, vaporizers, electrical panels, gas leak detectors, and gas compressors.

[2025 Partner Safety Training Performance]

Target	Month	Content
Partner team leaders/team members	'25.01	Emergency response training, MSDS, safety inspection/recertification training for specific equipment
Partner representatives	'25.07	Sharing of SHE management procedures for construction/operations, on-site diagnosis, and heat-illness prevention status
Partner team leaders/team members	'25.08	Sharing of on-site implementation evaluation results and essential training on safety management
Partner representatives/ team leaders/team members	'25.12	Sharing of accident cases and safety/hazard cases, and conducting a SHE Quiz

Prevention of Heat-Related Illnesses and Strengthening of On-Site Safety Management

To prevent heat-related illnesses during high-temperature summer environments and enhance the safety of customers and users and on-site workers, SK Gas conducts on-site support activities centered around safety inspections and re-inspection teams. The company shares heat prevention guidelines, conducts risk assessment-based training, and provides prevention items such as saline glucose, isotonic drinks, and ice neckbands to improve on-site response capabilities.

Partner Representative Meetings

Through on-site meetings, feedback from partner companies is collected and improvement tasks are identified, contributing to the protection of safety rights of customers and partners, and the enhancement of autonomous safety management levels. Biannual roundtables are held among representatives to share incident case studies, business site implementation check results, and discuss safety management requests. Additionally, safety training for head of business sites is conducted three times a year to systematically and thoroughly prevent safety accidents on-site. Moreover, approximately 10 joint emergency drills are conducted annually with customers and users and partner companies, and facility inspections are performed to strengthen initial emergency response capabilities.

Furthermore, to raise health and safety awareness among contractor workers and encourage voluntary safety management participation, health and safety management knowledge assessments are conducted for participants of meetings, and a rewards program operates for outstanding participants. Rewards, such as gift certificates, are provided based on assessment results to promote safety management capacity, foster safety culture on-site, and contribute to continuous safety level improvements and safety rights protection based on collaboration with partners.

[2025 Partner Representative Roundtable]

Customer Safety Management Activities

Enhancement of Customer and User Facility Integrity

SK Gas continuously strengthens safety capabilities of customers and users by introducing detailed inspections and preventive maintenance to ensure facility integrity. As part of the efforts to maintain optimal facility conditions, the company analyzes failure frequency, repair durations, and operational impact of aging LPG facilities like 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

Safety Seminar for Customers and Users

SK Gas holds annual safety seminars for the chief safety managers of customers and users, and in 2025, it conducted a total of three seminars. When specific equipment is identified for reinspection, the company provides special training for the safety and operations departments of customers and users. To support the safety management and safety training of customers and users, SK Gas has produced a four-part video series providing guidance on emergency measures, operating procedures for major facilities, and response procedures for abnormal situations. These videos are distributed through YouTube and the company's official website.

[Safety Training Videos on SK Gas's Official YouTube]

Enhancing Customer Value

Strategy – 1. Strengthening LPG Value Chain Safety

Digital Integrated Safety Management Platform - wego Safety

SK Gas operates an integrated digital safety management platform, wego Safety, to ensure customer safety and a stable energy environment throughout LPG supply. wego Safety focuses on standardizing safety management processes, enhancing operational efficiency through digital and IoT monitoring, and building disaster alert and response systems to elevate safety standards across the entire supply chain.

1 Standardization of Safety Management Processes

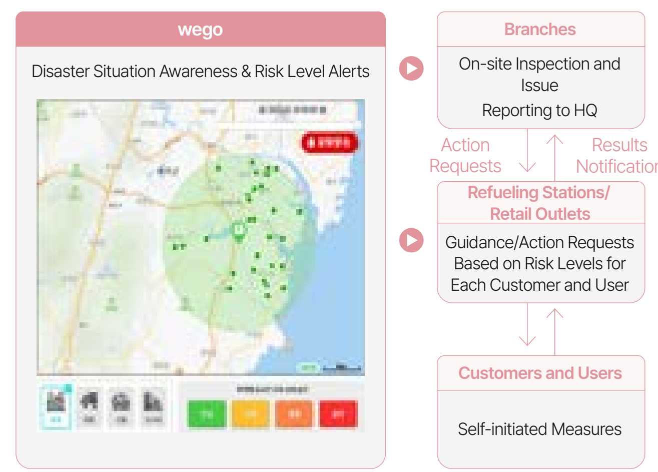
By systematizing overall safety management activities—such as refueling station operation, safety inspections, and facility management—into a standard manual aligned with KGS standards, SK Gas applies consistent safety management criteria and improves the quality of its management. In addition, by integrating the management of inspection schedules, targets, and responsible parties, the company minimizes variations across business sites and establishes a systematic safety management framework.

2 Advancement of Digital-Based Safety Inspections and Real-Time Monitoring

SK Gas enhances transparency by recording and managing safety management work histories and inspection information in real time, and supports prompt, field-oriented task execution through a mobile system. In addition, by establishing a real-time monitoring system using IoT sensors, the company continuously manages key facility data—such as gas leaks, temperature, and pressure—enabling immediate response when abnormal signs occur. Furthermore, by analyzing risk patterns based on data and identifying potential risks, SK Gas is strengthening a proactive accident prevention system across its entire supply chain.

3 Prevention of Asset Damage and Casualties Through Disaster Response Services

SK Gas has established a disaster notification and response system based on wego Safety to enable swift and systematic responses during disasters. Major disaster information such as heavy rain, typhoons, and wildfires is linked with public data and mapped to customers and users' information, then broadcast in real time to all business sites including headquarters, branches, and refueling stations to strengthen initial response capabilities. The company also operates a response process that links business site action requests, issue reporting, and follow-up measures during disasters to ensure consistency and rapidity in its response system.



Enhancing Customer Value

Strategy – 2. Strengthening Customer Benefits and Information Accessibility

Enhancement of Customer Information Accessibility – wego Transportation & wego ERP

SK Gas is enhancing transportation and operation management services based on the wego platform to improve customer access to information and operational convenience. The company operates wego Transportation and wego ERP to increase information accessibility and improve functionality for customer convenience.

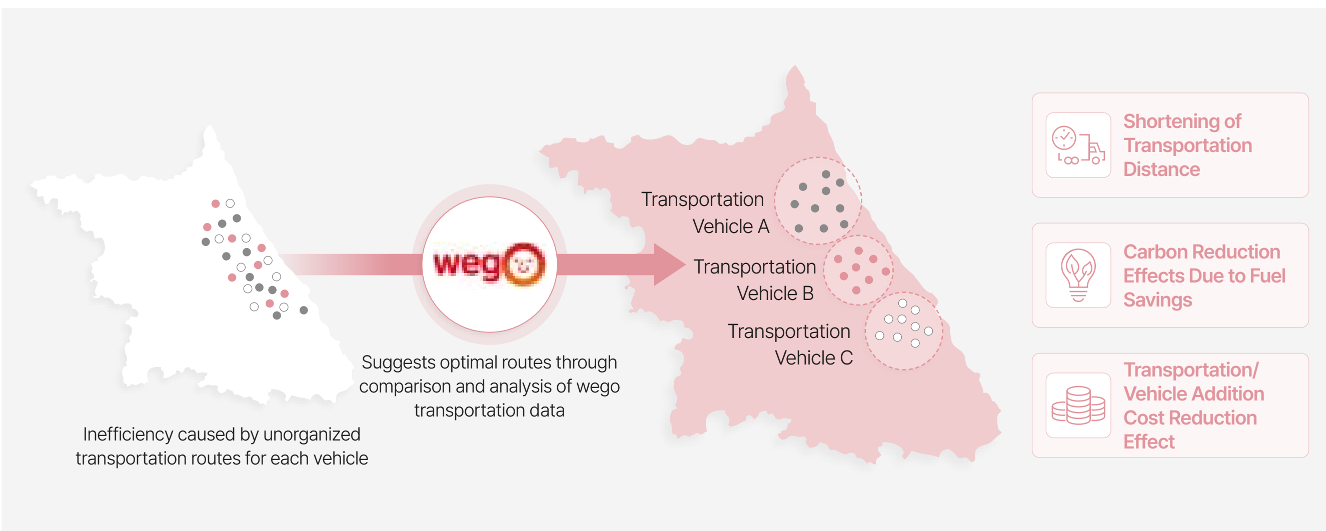
wego Transportation

wego Transportation is a digital transportation platform that integrates transportation data, supporting optimal routing and logistics efficiency through AI-based dispatch and vehicle control functions. It manages dispatch, delivery, and vehicle operation status in real-time based on transportation data, improving operational efficiency and transparency, and providing more stable and efficient services to end customers by reducing transportation distances and costs.

wego ERP

wego ERP is a system that centrally manages data for all aspects of refueling station operations, unifying key transaction information such as orders, deliveries, inventory, sales, and receivables. It enhances work efficiency and data accessibility through real-time visualization dashboards and automated data processing, while ensuring data integrity and transparent management, enabling clients to access and utilize necessary information promptly.

[wego Transportation Service]

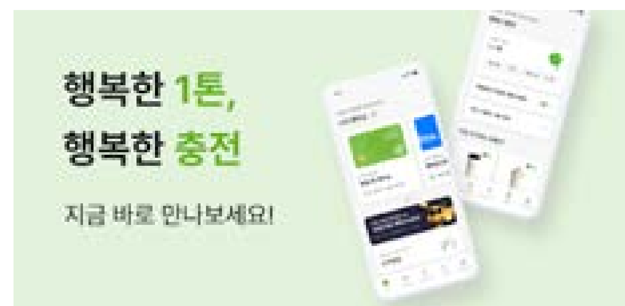


SK LPG Membership

SK Gas is improving customer satisfaction by providing services focused on convenience. The company conducted a survey of 1-ton truck users and sought to actively reflect the resulting feedback in its business, launching the SK LPG Application, which offers a variety of services such as simplified membership registration and usage procedures, the introduction of easy payment, and additional reward benefits (stamps). Going forward, SK Gas plans to continuously incorporate the feedback of SK LPG Membership subscribers and to further advance its service quality.

[SK LPG Membership Benefits]

Category	Contents	Expected Effects
SK LPG App Sign-up	KRW 3,000 charging voucher provided to newly registered customers	Attracting customers by providing first charging experience
Happy Stamp	Mobile exchange coupons (14 franchises, including coffee/convenience stores/food and beverages)	Enhancing membership customer retention
OCB Points	Increased 1% OCB points accumulation compared to before	

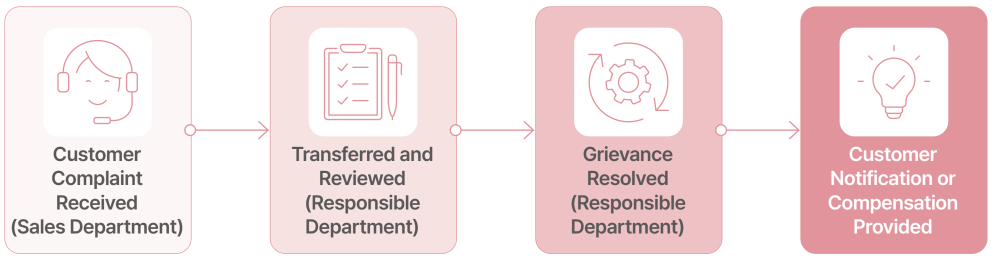


Enhancing Customer Value

Risk Management

Customer Grievance Handling Process

SK Gas monitors potential inconveniences and dissatisfaction arising during customer product and service use, 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 Team for facility-related matters.



Safety Risk Assessment and Prevention & Improvement Activities

The company operates accident prevention programs to enhance the safety management of tank lorries used for LPG transportation, aiming to protect consumer safety, health, and rights. Reflecting the improvements derived from safety risk assessment results and the requirements of tank lorry drivers, the company carries out programs for ① safety inspections of tank lorries, ② safety training sessions, and ③ infrastructure improvement at business sites. In addition, SK Gas conducts safety inspections of tank lorries entering its business sites.

Metrics & Targets

[2025 Customer Grievance Reporting and Handling Status]

Channel	Received	Resolved	Rejected/Dismissed	Resolution Rate
SK LPG Membership (For LPG Vehicle Customers)	12,581 (General: 12,515, Refueling Station CS: 66)	12,581	0	100
1:1 Customer Support	149 (Emergency Inspection/Repair)	149	0	100

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

	Category	2026	2027	2028
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	Prevention of Unfair Marketing	· 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	· Sharing and training on unfair marketing cases for refueling stations
Detailed Plan	Customer Service	· Improvement of membership points usage convenience and expansion of affiliated partners · Improving efficiency and convenience of refueling stations using Vision AI	· Introducing a chatbot within the SK LPG Application · Strengthening refueling station safety features using Vision AI	· Introducing an automatic payment/points accumulation system using Vision AI

Human Resources Management

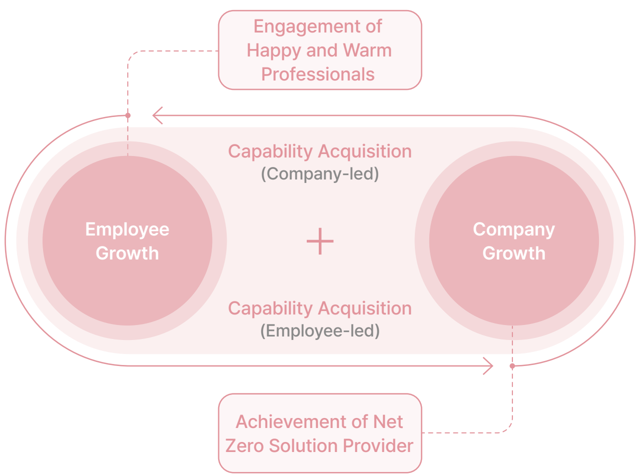
Governance

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 and happy professionals engage joyfully, contributing to employee growth and company performance.

The Corporate Culture Unit, which reports directly to the CEO, is responsible for the full scope of people management, including recruitment, talent development, personnel management, and organizational culture. SK Gas secures talent through strategic hiring aligned with the company’s values and business model, objectively diagnoses and develops employee performance and capabilities. These efforts support employee happiness, engagement, and competency enhancement.

[Employee Growth Framework]



Strategy

Talent Management Strategy

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

To this end, SK Gas continuously refines its corporate culture and talent philosophy, aligning them with the rapidly changing market environment and strategic direction. The company also encourages employees to internalize its vision and core values so they can effectively communicate such directions to stakeholders.

Human Resource Management

To become a leading provider of lower carbon·zero carbon energy solutions company, 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 the principles of non-discrimination and diversity. Talent is selected through thorough evaluation of values alignment and job fit. Furthermore, after recruitment, SK Gas actively supports its employees in growing into "Warm Professionals."

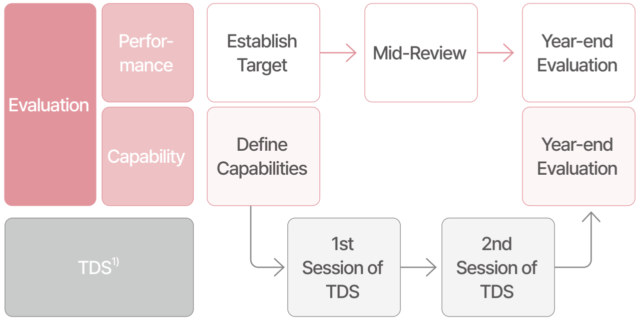
Ideal Talent Attributes for SK Gas

Talent Evaluation and Compensation

SK Gas regularly evaluates the performance and capabilities of its employees each year 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 on a 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 each individual's required competency levels and identify development directions. Leaders provide one-on-one feedback sessions to share evaluation outcomes and discuss specific areas for improvement and growth. Year-end evaluations are based on performance 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) TDS (Talent Development Session): SK Gas's proprietary system for supporting employee growth.

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. Centered on three strategic directions—enhancing business expertise, promoting self-directed capability development, and cultivating core talent—the company provides development opportunities tailored to the needs of its employees to ensure continued growth and competitiveness.

[Key Talent Development Programs]

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 and facilitate quick adaptation for early productivity
	Bootcamp for New Hires	Conducting intensive training courses to improve new employees' understanding of the business and help them learn the company's ways of working
	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," believing that employees' happiness drives engagement, which in turn leads to strong performance. To realize work-life balance, which is a key foundation for employee happiness, the company supports family-friendly policies and flexible working arrangements. This positive cycle enables employees to enjoy fulfilling lives with their families while remaining engaged and productive in their work.

Family Support Programs and Flexible Working 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 individual capabilities. To this end, SK Gas operates various flexible work arrangements, including the selective working hour system, flexible working hours, discretionary work, and deemed working hours systems.

In 2025, SK Gas achieved a 62% participation rate in flexible work arrangements, excluding roles for which flexible scheduling was not feasible due to on-site business requirements. For 2026, participation targets were adjusted based on the number of employees ineligible for such arrangements due to job characteristics. The company will continue its efforts to create a more autonomous working environment for all employees.

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

Category	Performance			Target
	2023	2024	2025	2026
Participation Rate in Flexible Work Hours	59	60	62	62

1) Percentage of employees using flexible working hours

[Work-Life Balance System]

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 business site 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 • Selective working hours: Employees can plan and execute their working hours autonomously within the monthly working hour limit • Staggered working hours system: Adjusting start and end times while maintaining the standard working hours • 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 business site due to business trips, etc., making it difficult to calculate working hours
	• Off-site distributed work (Telecommuting) 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 provides a stable work environment for employees returning from such leave. Additionally, the company operates life-cycle-based support programs to ease the burden of childbirth and childcare for employees, and provides detailed guidance through the 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 • Return-to-work support after childcare leave • Medical expense support • Reduction of working hours during childcare
Others	• Infertility treatment leave • Miscarriage/stillbirth leave • Spousal miscarriage leave • Family care leave • Reduction of working hours for family care • Health leave • Business site childcare center • Breastfeeding room

Human Resources Management

Strategy

Work-Life Balance

Simtness Service

SK Gas operates the Simtness Service to help employees manage stress that may arise in the course of job performance and promote mental well-being. To increase utilization and satisfaction, the company carries out promotional activities such as monthly company-wide email announcements. The application platform was also redesigned to enhance usability, offering access to counselor profiles and user reviews. In 2025, SK Gas improved accessibility by expanding on-site visits, including visiting psychological counseling services.

[Simtness Service Usage and Satisfaction]

Category	Unit	2024	2025
Number of uses	Number	332	278
Satisfaction (based on a 5.0 scale)	Score	4.9	4.8

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.

Labor-Management Council (Happiness Council)

The Labor-Management Council (Happiness Council) serves as a key representative body responsible for fostering a people-centered corporate culture. Employee and management representatives meet quarterly on a 1:1 basis to discuss key issues. In 2025, the council continuously reviewed various topics, including 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.

[2025 Happiness Council Discussion Topics[1]]

Category	Agenda	Results
1st Quarter	Improvement of Single-Person Assignment Support Funds	· Raising Housing Cost Support Limits for Single-Person Assignments
2nd Quarter	Increase in Business Trip Accommodation Allowance	· Raising Domestic Business Travel Limits
3rd Quarter	Expansion of English Education Support	· Introduction of AI Learning Programs such as Ringle and MalangTalk
	Partnership with Accommodation Platforms	· Implementation of Partnered Accommodation Services
4th Quarter	Zero-Accident Award System	· Review of Safety-Related Individual Awards

1) Policy and system changes resulting from discussions apply to all employees.

Happy Seed Talk

Since 2020, SK Gas has been conducting Happy Seed Talk sessions where CEOs and employees communicate freely. As of the end of December 2025, a total of 352 sessions have been held, with 2,521 cumulative participants. Participants are selected by organization or topic, and employee suggestions raised during the sessions are actively reviewed and implemented.

In 2025, based on employee feedback gathered through Happy Seed Talk, the company introduced various improvements, including expanding meeting rooms and seating, launching new employee welcome kits, implementing workation programs, and renewing ID badges, all aimed at enhancing work environments and boosting employee pride.

Town Hall Meeting

The CEO hosts annual Town Hall Meetings to engage directly with employees in real time. During these meetings, the CEO provides updates on key issues such as business status, outlook, compensation adjustments, and performance bonuses, fostering 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 implemented Inter-Connect to facilitate cross-functional sharing among departments. A total of 38 sessions have been held by 2025, involving 82 teams. In 2025, participants shared work and goal initiatives centered around corporate strategic projects and discussed questions and suggestions through Q&A sessions. Through these efforts, SK Gas is strengthening meaningful communication and collaboration.

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. Collected feedbacks are used to identify improvement tasks, supporting employee happiness and development.

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

Category			2023	2024	2025	Y-o-Y
Capability Development and Growth	Survey Items	[Effort in Capability Development] Our employees strive to develop the skills necessary for their jobs.	74.4	74.2	73.8	-0.5
Continuous Happiness of Employees	Total	Average Score of Continuous Happiness Items	72.6	72.6	73.2	0.6
	Survey Items	[Company] I generally feel happy with my company life.	70.1	69.9	70.6	0.8
		[Life] I generally think my life is happy.	75	75.3	75.8	0.5

1) 2025's items were simplified and conducted as a pulse survey in the first half of the year

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 employment and wage status of male and female employees by job type and level. In 2025, the proportion of female employees was 24.9%, and the proportion of female managers was 16.2%, both above the industry average. In 2025, 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.

2) The employment ratio of women managers includes team leaders and executives

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

Category	Unit	Performance			Target
		2023	2024	2025	2026
Number of Disabled Employees	Persons	25	26	26	-
Employment Rate	%	3.8	4.0	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

SK Gas strengthens the job competencies required for work while also supporting the personal growth of its employees. In 2025, employees participated in 52 mySUNI job-specific selective training programs. The company also operates leadership development programs and degree sponsorship programs.

In 2025, SK Gas selected and supported two employees for domestic degree programs. Going forward, the company aims to strengthen employees' growth not only by expanding participation in training programs but also by enhancing satisfaction with its key programs.

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

Category	2023	2024	2025
Cases of Employees Participating in Job Selection Training	47	102	52

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

[Satisfaction with New Team Leader Training] (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	2025	2026	2027
Support for Domestic Degree Programs			
Support for International Degree Programs			
Conducting Leadership Programs			
Support for Employee Capability Development (Language education, certifications, and job-specific training)			

Human Rights Management

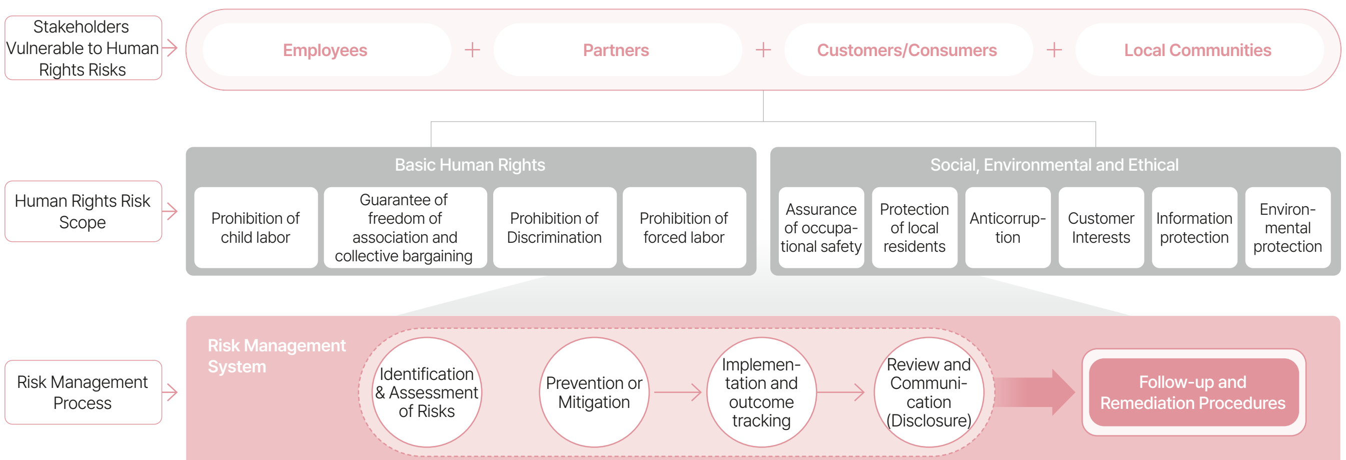
Governance

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 standards1), the company has established a Human Rights Declaration and Human Rights Management Regulations, both approved by the CEO. A structured human rights management system is in place 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]



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 System

SK Gas has established a human rights management system to lay the foundation for its human rights practices. This system ensures that stakeholders' opinions are thoroughly reflected and supports the development and implementation of sustainable human rights management strategies.

ESG Committee

The ESG Committee under the Board formulates strategies for SK Gas's sustainable growth by identifying various ESG-related issues, including human rights management. It also sets ESG objectives and monitors detailed implementation plans, activities, and information disclosures.

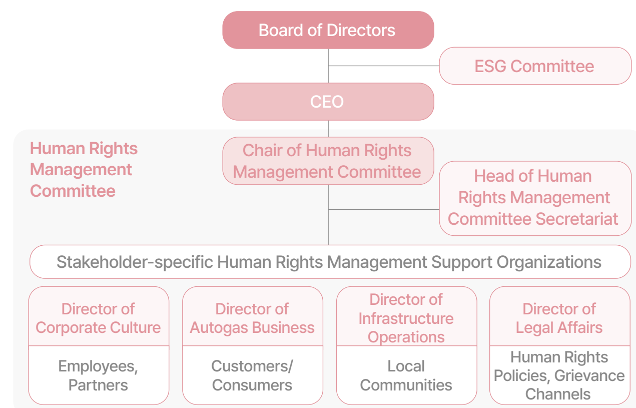
Human Rights Management Committee

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 is an organization supporting the oversight function of the Human Rights Management Committee. The Head of the Secretariat oversees the company-wide human rights management framework, while operational departments manage stakeholder-specific human rights issues. Functional teams—including HR, SHE (Safety, Health, and Environment), Legal, and Audit—provide practical, cross-functional support.

[Human Rights Management Organization]



Human Rights Management

Risk Management

Human Rights Impact Assessment Process

SK Gas conducts Human Rights Impact Assessments (HRIAs) in accordance with international standards such as UNGPs and OECD Guidelines for Responsible Business Conduct. The process comprises five stages: planning, identification and evaluation of human rights impacts, development of mitigation and prevention measures, monitoring, and communication and reporting. Continuing efforts from the previous year, SK Gas further expanded the scope of assessment in 2025 to include subsidiaries and Ulsan G.Hub.

In addition, based on the results of the human rights impact assessment, SK Gas focused on substantive improvements—establishing corrective action and developing a roadmap of improvement tasks—and reviewed the implementation status and effectiveness of these measures through an external specialized institution. For matters requiring supplementation and improvement based on the review results, the company established follow-up action tasks after reporting to the Human Rights Management Committee.

[Human Rights Impact Assessment Process]

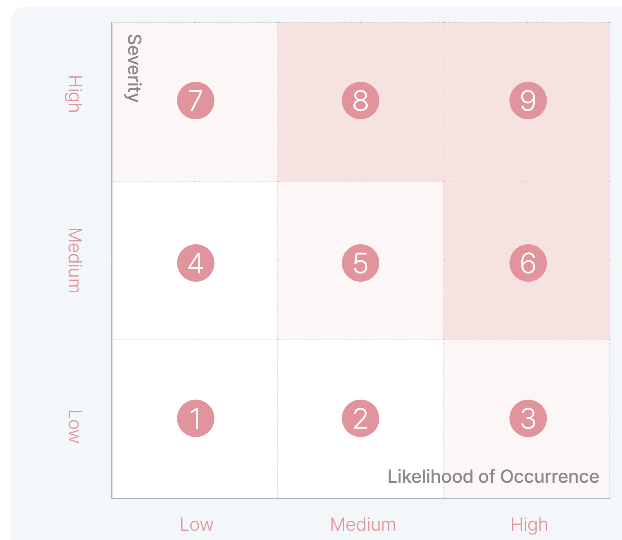
STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Planning	Identification and assessmentof human rights impacts	Development of corrective action	Monitoring	Communication and reporting
• Assessment design - Assessment scope, targets, and methods	• Document review and due diligence - Checklist/self-assessment questionnaire/survey - On-site visits/FGI (Focus Group Interview) • Identification of actual/ potential human rights impacts - Prioritization based on severity and likelihood	• Derivation of corrective action • Establishment of functional mitigation and prevention action plans	• Development of monitoring plan • Establishment of indicators to check implementation status and effectiveness • Supplementation of Human Rights Policy	• Development of communication plan • Providing information to stakeholders • Reporting to the Human Rights Management Committee

Identification and Assessment of Human Rights Impacts

The company's 2025 Human Rights Impact Assessment was conducted across all employees and subsidiaries (Ulsan GPS) to identify negative impacts. Special FGI (Focus Group Interview) sessions were conducted separately for vulnerable stakeholders who are particularly likely to face negative human rights impacts, such as individuals with disabilities, pregnant or postpartum women, seniors (aged 55 and older), and contract workers.

Based on international standards such as the UNGPs and OECD guidelines, eleven human rights issues were identified using severity and likelihood as assessment criteria. By prioritization, five major issues scored at level 4 or higher were selected, leading to eight actionable tasks.

[Human Rights Risk Assessment Criteria]



Human Rights Management

Risk Management

Key Human Rights Issues and Corrective Actions

Through its Human Rights Impact Assessment, SK Gas established eight action tasks addressing five key human rights issues, classifying them into short-term and mid-term tasks for planning and implementation. Of the eight action tasks derived in 2025, two have been completed, while the six mid-term tasks are targeted for completion by 2026. In addition, of the 36 action tasks derived from the 2023 Human Rights Impact Assessment, the company assessed the effectiveness of the 29 tasks for which more than one year had elapsed since completion, and established four follow-up action tasks for matters requiring supplementation. Of these, two were implemented immediately, and the remaining two are scheduled for completion by 2026.

[Key Human Rights Issues and Corrective Actions]

Category	Response Measures	Target Date
Safety and Health Measures for Vulnerable Groups	• Updating content related to the protection of pregnant employees in the work-life balance manual (accessible to all employees), such as prohibiting business trips that exceed regular working hours for pregnant employees	1Q 2026 (Short-term)
Safety and Health Measures for Vulnerable Groups	• Reflecting priority evacuation scenarios for vulnerable groups in the G.Hub 's emergency evacuation drill manual, and applying them in drill guidance ※ Although derived as a response measure of the 2023 Human Rights Impact Assessment and completed, follow-up measures were established as supplementary items were identified	4Q 2026 (Mid-term)
Work-Life Balance Support	• Informing G.Hub employees of changes to the maternity protection system under the 2025 legal amendments (e.g., parental leave, maternity leave)	1Q 2026 (Short-term)

[Corrective Actions Monitoring Process]

2025
- Derivation of action tasks from the 2025 Human Rights Impact Assessment
- Establishment of indicators to review the effectiveness of the measures

2026
- Verification of action task implementation with the responsible departments

2027
- Tracking the number of human rights-related reports/incidents for completed tasks, and tracking effectiveness through interviews with interested parties

Human Rights Violation Prevention Programs and Training

To raise awareness of human rights protection among employees, SK Gas conducts annual human rights violation prevention programs and training. In 2025, to prevent workplace harassment, the company trained senior leaders on incidents in the company, clarifying their roles and responsibilities.

Operation of Human Rights Grievance Channels

The company operates various channels to address human rights concerns raised by employees and stakeholders. Reports received are reviewed by responsible teams following the reporting system and grievance procedures, and feedback is provided to the reporter.

SK Gas Human Rights Grievance Reporting and Consultation Channel

[Human Rights Grievance Channels by Stakeholders]

Stakeholders	Online	Offline
Employees	• [All] SK Gas Human Rights Grievance Reporting and Consultation Channel • [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
Consumers		• Customer Service Number • Agency Seminars
Community		• Business site-specific Meetings

Human Rights Management

Metrics & Targets

Key Indicators and Targets of Human Rights Management

To achieve the 2025 objective of 'advancing the human rights management system,' SK Gas monitored the effectiveness of Human Rights Impact Assessment action tasks one year after their implementation, and expanded the scope of the Human Rights Impact Assessment to include power generation subsidiaries. In 2026, the company plans to monitor the fulfillment of previous tasks to strengthen its human rights management system. Additionally, to internalize human rights management among employees, the company will conduct in-depth surveys on human rights awareness, and continuously provide human rights education to establish a culture that values human rights.

[Mid-to-Long-Term Goals of Human Rights Management]

Category		2025	2026	2027	2028~
Human Rights Impact Assessment Roadmap	Company	SK Gas	SK Gas	SK Gas	SK Gas
	Subsidiary	Ulsan GPS	SKA	Overseas Subsidiaries	New Business
	Partners	Resident Partners (HQ, G.Hub)		Resident Partners (Ulsan Terminal, Pyeongtaek Terminal)	External Key Partners
	Customers/ Consumers	Automobile Refueling Station		Propane Refueling Station	Industrial/Petrochemical LPG Customers
	Local Communities	Ulsan		Overseas	Annual Assessment on a Rotating Basis for Nearby Communities
Complaints Resolution Rate		100%	Maintain 100%	Maintain 100%	Maintain 100%

[2025 Grievance Reception and Handling Status]

Stakeholders	Received	Resolved	Dismissed	Pending
Employees	3	3	0	0
Partners	1	1	0	0
Customers	6	6	0	0
Local Communities	0	0	0	0
Subsidiaries	2	2	0	0

Supply Chain

Governance

Supply Chain Sustainability Management Policy

SK Gas sets goals and directions for managing supply chain sustainability and operates relevant policies to support their implementation. The supply chain sustainability management policy applies to all business sites and includes the supply chain ESG management guidelines, partner Code of Conduct and guidelines, and Green Procurement Guidelines.

Supply Chain ESG Management Guidelines

The Supply Chain ESG Management Guidelines aim to build a sustainable supply chain and include principles related to supply chain ESG management system, support programs, communication, and ESG management and evaluation. Based on this, SK Gas conducts ESG assessments for key partners and continuously monitors their ESG practices, while operating various 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 ESG Management and Evaluation	• Require all partners to comply with the Code of Conduct • Identify and manage supply chain sustainability risks
	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

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 of Conduct outlines key compliance requirements related to human rights, environment, 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 reduce resource waste and environmental impact, SK Gas has implemented Green Procurement Guidelines, defining products with eco-certifications as eco-friendly items. These guidelines cover the purchase of construction materials and goods, excluding services, managed by the procurement department. 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

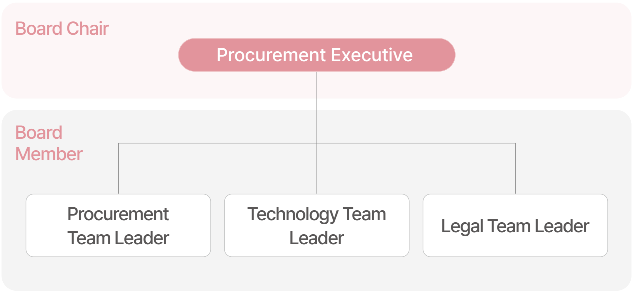
Supply Chain ESG Management System

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 the procurement, technology, and legal departments working in cooperation.

For direct contracts of KRW 500 million or more and competitive procurements of KRW 1 billion or more, the internal review committee reviews the appropriateness of partner selection and prevents unfair trade practices in advance. In 2025, the committee reviewed and assessed the validity of 35 direct contract proposals through this internal review process.

In addition, the supply chain management department disseminates the Supply Chain ESG Management Guidelines to partners and conducts ESG risk evaluations and due diligence based on these standards. Furthermore, SK Gas 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]



Supply Chain

Strategy

Financial Support Programs

Under the Shared Growth Partnership Agreement between SK Group and IBK (Industrial Bank of Korea), SK Gas offers preferential interest rate reductions for 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 2025, SK Gas achieved an average payment cycle of 9 days, helping partners maintain stable operations.

Non-Financial Support Programs

SK Gas holds more than four CEO Seminars on Shared Growth each year, providing lectures and training programs for the CEOs of its partners on a variety of topics, including global trends, domestic and international economic outlooks, IT, and the humanities.

For mid-level managers at partner companies, the company conducted training on the expected roles and core competencies of team leaders through the Shared Growth Team Leader Leadership School program. In addition, SK Gas offers partner employees access to its online learning platform, mySUNI, with courses spanning six areas, including ESG and business management. Safety and human rights training is operated with an expanded scope of support, covering not only first-tier partners but also second- and third-tier partners that wish to participate.

Partner Communication and Grievance Channels

SK Gas continuously operates an ethics management channel and a human rights grievance reporting and consultation channel to address the grievances of partner employees. Reports received are promptly reviewed by the relevant department, which then takes the necessary actions, provides feedback on the results, and carries out follow-up monitoring. 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 Ethics Management
SK Gas Human Rights Grievance Reporting and Consultation Channel

[Partner Shared Growth Roadmap]

Program		Overview	2025 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	Average 9 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	Not applied	Over 30% ofQUOTA	Over 50% ofQUOTA
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 (Online/Offline)	4 Sessions (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	Once	Once
	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/business site	1 session/business site	1 session/business 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	1 session

Supply Chain

Risk Management

Partner ESG Risk Screening and Evaluation

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 classifies primary partners that play a critical role in business operations, based on transaction volume, frequency, revenue contribution, and employee count. ESG risks are evaluated annually for key-managed partners to identify and systematically manage risks in advance. For high-risk partners, coaching, consulting, and on-site evaluations are provided to suggest improvement measures and actionable plans, with continuous risk level monitoring through submission of improvement action plans.

[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)	Corporate Governance	Information Disclosure, Management Systems, Audit
	Corporate Behavior	Ethical Management

Partner Evaluation Results and Support Measure

In 2025, SK Gas conducted ESG risk evaluations of 25 key managed partners and 9 voluntarily participating partners, and provided incentives—such as loan interest rate reductions and exemption from submitting contract performance bonds—to partners with excellent assessment results. Additionally, ESG-related training and improvement programs were provided to high-risk partners that expressed interest in receiving consulting support.

[Supply Chain ESG Management System]

1. Key Partner Selection
2. 66 Evaluation Indicator Self-Assessment (by Partners)
3. Self-Assessment Coaching and Consulting
4. Independent Assurance
5. High-Risk Partner Selection
6. High-risk Improvement Coaching/Consulting
7. Receipt of Improvement Implementation Plans (for High-Risk Partners)
8. Audits and Monitoring of High-Risk Partners

[ESG Risk Evaluation Results for Key Management Partners]

Category	Key Partners	High Risk Partners	High-Risk Ratio
2023	15	4	26.70%
2024	18	0	0%
2025	25	0	0%

[Partner Consulting/Coaching Status]

Category	Performance
NICE Evaluations & Consulting	6 companies

Metrics & Targets

Enhancement of Partner ESG Management Evaluation

SK Gas conducts partner ESG risk evaluation across all business units. In 2025, the company advanced its supply chain ESG management by setting, as a KPI for the responsible department, the achievement of keeping the proportion of high-risk partners among its key managed partners at 10% or below and the proportion of near-high-risk partners at 10% or below. In addition, to support its partners' sustainable growth and realize its commitment to mutual growth, SK Gas plans to continuously implement its Shared Growth Program Roadmap

Information Security

Governance

Information Security Management System

SK Gas operates its information security management system through the Information Security Committee, composed of top management including the CEO, and a dedicated working group composed of personnel from each organization. The Information Security Committee discusses annual business plans and reviews implementation results, while the working group discusses improvement tasks and issues in information security and personal data protection management to enhance execution capabilities.

SK Gas has appointed a Chief Information Security Officer (CISO) who concurrently serves as Chief Privacy Officer (CPO), and operates a dedicated organization. In 2025, the company added OT[1] security to its scope of work and began defining and managing work procedures for OT business sites.

[Information Security Management Organization]

Information Security Committee

- Information Security Committee Chair and Members
- Chief Information Security Officer (CISO) /Chief Privacy Officer (CPO)

Working Group

- Information Security Managers / Privacy Managers
  - Information Security Personnel
  - Privacy Personnel
- Information Asset Manager
  - Information Asset Personnel
- Head of Departmental Privacy
  - Departmental Privacy Officers
- Physical Security Managers
  - Physical Security Personnel
- OT[1] Security Manager
  - OT Security Personnel

1) OT (Operational Technology): Facility and industrial control technology

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. To implement this strategy, the company has developed and executed a work plan that includes expanding the application of its management system, conducting risk assessments and improvements, and making other efforts to prevent security incidents.

In 2025, to eliminate security blind spots, SK Gas conducted due diligence on OT assets, updated its information asset management ledger, and added work procedures for continuous management. In addition, referring to security incident cases, the company completed tasks such as introducing and operating a server anomaly monitoring service (EDR) and strengthening the monitoring of security settings for the employee account management system (Active Directory, AD). It also established an internal information leakage monitoring system, thereby putting in place a framework for detecting and responding to anomalies.

2025 Information Security Plan Implementation Status

Expanding Information Security Governance System	Strengthening Information Asset Identification/ Protection	Enhancing Security Incident Detection/ Response
• Strengthening Subsidiary Inspection/Management System • Expanding Scope of OT Security	• Asset Inspection for Information and OT Assets • Deploying Server EDR • Implementing AD Security Solution	• Internal Information Leak Monitoring System Establishment

2026 Information Security Plan

Advancing Information Security Governance System	Strengthening Information Asset Identification/ Protection	Enhancing Security Incident Detection/ Response
• Implementing and expanding the Master Plan for improving information security levels	• Zero-trust based Endpoint Security Enhancement	• Upgrade security monitoring • Identify and strengthen protections for critical information

Information Security Practice Commitment (Ritual)

SK Gas has added information security to employee practice rituals, declaring it a corporate culture that all employees must uphold.

Commitment to Practice SHE, Compliance, and Information Security

As members of SK Gas, we practice SHE, Compliance, and Information Security as the standards for all our actions to ensure sustainable growth of the company and society.

SHE

- Comply with laws and regulations and promptly report risks
- Ensure one another's safety with colleagues and partner company workers
- Maintain a clean and healthy workplace and protect the environment

Compliance

- Conduct transparent work based on honesty and trust
- Practice ethical management and fair competition
- Respect laws and norms and contribute to society

Information Security

- Comply with information security laws, regulations, and company policies
- Participate voluntarily in security incident prevention and response
- Recognize and participate in cultivating a corporate culture where information security must be practiced

Information Security

Information Security Campaigns

To enhance employee awareness of information security, SK Gas conducts quarterly security campaigns and semi-annual security checks (such as clean desk campaigns). In 2025, the company implemented a document organization campaign and distributed guides on preventing information leaks and security manuals.

Information Security/Personal Data Protection Training

SK Gas conducts information security and personal data protection training online once a year for all employees. In 2025, the training covered topics such as security incident cases, AI security, amendments to personal data protection laws, and response plans for security incidents, with a 99.2% completion rate.

[Information Security Campaigns]

Risk Management

ISMS-P Certification

In 2023, SK Gas obtained ISMS-P (Information Security Management System – Personal Information) certification for its SK LPG Membership Service. The company maintains this certification through annual system reviews, information service and personal data processing audits, vulnerability assessments, and implementation of corrective action plans.

Simulated Incident Training

To enhance employee awareness and strengthen its incident response system, SK Gas regularly conducts phishing email drills, simulated hacking (penetration testing), and DDoS attack simulations.

In 2025, the company changed the malicious email simulation drills to once per quarter and, through participation in the KISA Cyber Crisis Response Training, expanded its DDoS simulation drills from once to twice a year. In addition, SK Gas works to prevent security breaches through measures such as penetration testing by external experts and vulnerability assessments of all its systems.

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.

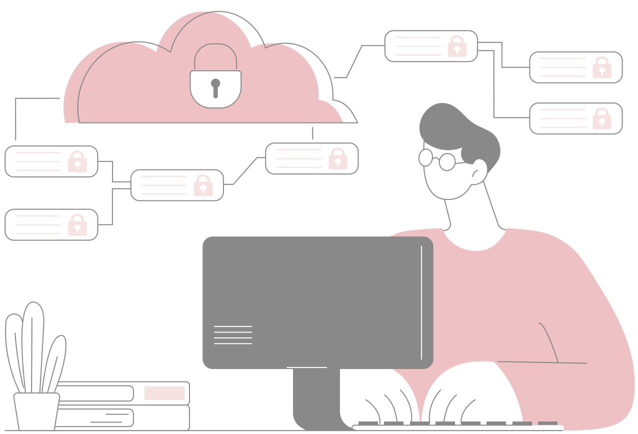
Metrics & Targets

Maintenance of the Information Security Management System

SK Gas plans to regularly assess and improve its information security system through the formulation and implementation of a master plan.

[Information Security Master Plan]

Category	Measurement Method	2025 Performance	2026 Target	2027 Target
ISMS-P Certification	Certification Maintenance	Maintain	Renew	Maintain
Information Security Disclosure	Implementation Rate(%)	100	100	100
Management System Operation	Execution Rate(%)	100	100	100
Annual Plan Establishment/ Execution	Reported to Management (Once a Year)			
Information Security Training	Completion Rate(%)	99.2	100	100



Community Engagement

Governance

Social Contribution Policy

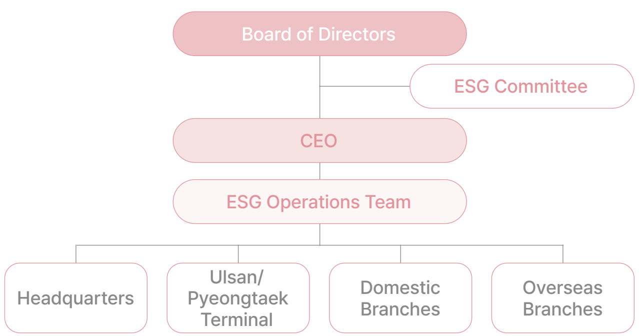
Through the social and environmental policies within its Code of Ethics, SK Gas emphasizes the importance of social contribution activities and awareness of its social responsibility. The company has also established a Community Support Policy, to mitigate negative impacts related to the environment 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. Furthermore, the company pursues harmony and balance among stakeholders and considers the happiness of both the present and the future for a sustainable society.

Community Support Policy

Social Contribution Governance

Social contribution activities are led by the ESG Operations Team, with each business sites conducting programs tailored to the needs and conditions of its local community. Key decisions are reviewed and approved by the ESG Committee under the Board.

[Social Contribution Organization]

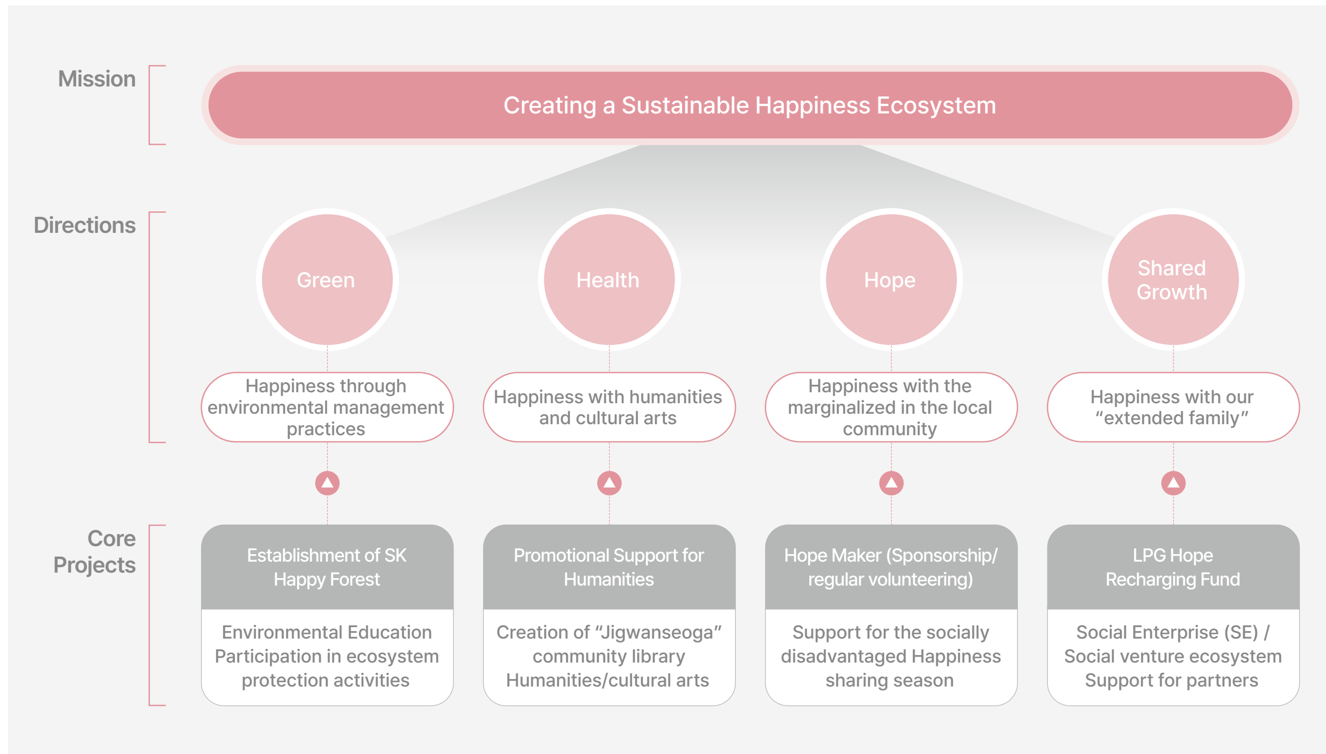


Strategy

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 each business site based on local characteristics. Additionally, the company regularly gathers input from community representatives and environmental organizations to incorporate their feedback into its social contribution initiatives.

[Social Contribution Strategy]



Community Engagement

Strategy

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

SK Gas conducts environmental education programs in the area where its facilities are located to promote eco-awareness and environmental protection, and is currently advancing the SK Happy Forest Garden project in Pyeongtaek.

Happy Green School Project

SK Gas operates the Happy Green School program, in which it visits elementary schools in the regions where its business sites are located to teach the value of environmental protection, ways to practice it, and the importance of eco-friendly technologies. The company also supports the program by hiring local women instructors with career interruptions who wish to take part in the education, enabling them to conduct the classes.

In addition, SK Gas provides interactive education programs tailored to students' levels using board games and a self-developed application. Going forward, the company aims to raise environmental awareness in local communities through a variety of hands-on and support activities.

SK Happy Forest Garden

Pyeongtaek, where SK Gas's business site is located, is a region geographically and environmentally vulnerable to fine dust, as it has little mountainous terrain and is home to large-scale industrial complexes. Recognizing this problem, SK Gas has been carrying out the SK Happy Forest Garden project in the Pyeongtaek area since 2022, and in 2025, it created its fifth garden by participating as a corporate garden in the Gyeonggi Garden Festival held in Pyeongtaek.

Under the theme of "Cottage Garden," the fifth garden was planted with 2,989 flowering plants—including Korean mint, Miscanthus 'Morning Light,' pampas grass, and Carex—and 1,802 shrubs, including dwarf spirea, gaura, and Japanese kerria. In addition, through an IoT-based garden management system, plants are managed efficiently throughout the four seasons, with the expected effect of reducing fine dust concentrations in the area.

In 2026, SK Gas plans to create two new gardens to enhance the quality of life of local residents and to continue contributing to ecosystem protection and fine dust reduction.

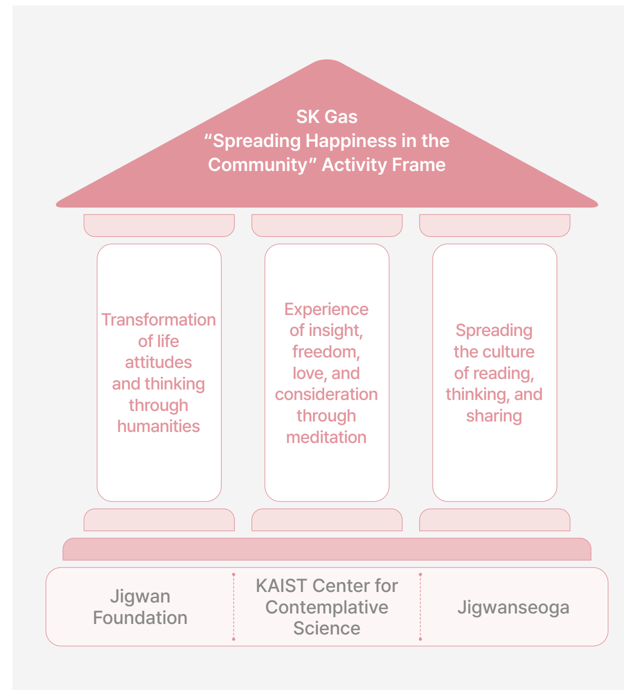
[Happy Green School]

[SK Happy Forest Garden]

Spreading Happiness in the Community (Health)

With the goals of spreading the humanities, maintaining individuals' mental well-being, and building cultural infrastructure for local communities, SK Gas actively promotes humanities-based social contribution initiatives, including the Jigwan Foundation, KAIST Center for Contemplative Science, and Jigwanseoga.

[Humanities-Based Social Contribution Activities]



Community Engagement

Strategy

Spreading Happiness in the Community (Health)

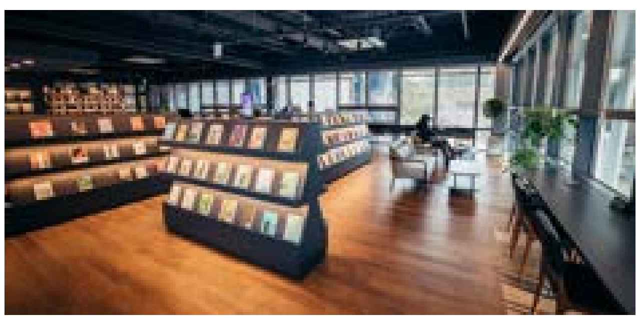
Humanities Education – Foundation Jigwan

SK Gas sponsors the Jigwan Foundation to spread reflective humanities, which pursues the excellence of the universal spirit and character. As Korea's first foundation solely dedicated to humanities research support, the Jigwan Foundation supports humanities scholars and research institutes through its humanities advancement and humanities dissemination programs, laying the foundation for spreading world-class humanities. In 2024, SK Gas signed a business agreement to support the humanities advancement and dissemination programs, and it is in continuous discussions to link the foundation's projects with Jigwanseoga.

Support for KAIST Center for Contemplative Science

SK Gas signed a donation agreement with the KAIST Center for Contemplative Science to support the recruitment of excellent faculty and advanced scientific research. With the goal of improving the nation's mental health through the spread of meditation science, the institute is pursuing initiatives such as developing AI-based mindfulness platform and programs and training specialists

[Jigwanseoga]



Jigwanseoga Project

Jigwanseoga is a local humanities hub designed to spread the research achievements and humanities content of the Jigwan Foundation, the SK Happiness Research Center, and the KAIST Center for Contemplative Science to local communities, with the aim of improving the quality of life of local residents. Since donating its first Jigwanseoga space in Ulsan in 2020, SK Gas has established and donated a total of eight locations to date, including one in the Yeoju area and one in the Pyeongtaek area. When selecting locations, the company identifies suitable candidate regions for operating Jigwanseoga through a "concept receptivity assessment" that examines the current conditions and cultural characteristics of each area.

The first Jigwanseoga in the Pyeongtaek area, which opened in 2025, is equipped with books and infrastructure for foreigners as well as Koreans, and it operates content for local residents of diverse backgrounds by developing mindfulness programs together with the KAIST Center for Contemplative Science.

[Mission and Vision of Jigwanseoga]

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]

Program Name	Progress count
Mania Humanities Activities	27
Humanities Lecture & Special Lecture	39
Evening Reading	12
Garden of Recitation	13
Reading Group	9
Youth Humanities Classroom	53
Broadcasting Station	16
Research Institute	7
Others	11
Total	**187**

[Main Activities of Jigwanseoga]

Program Name	Details
The Tree of Wisdom	A humanities reading program where experts curate books on major life themes, and citizens expand their thinking based on them.
Humanities Special Lectures and Book Talks	Programs featuring experts from various fields such as writers and researchers, sharing topics on philosophy, literature, and arts with citizens.

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 households, elderly individuals living alone, and persons with disabilities.

Operation of Hope Maker Program

Centered on its major business sites, SK Gas operates the Hope Maker program, which supports children and adolescents from low-income households. In addition to providing regular monthly financial support and ad-hoc material donations, the program provides various activities such as after-school career and aptitude counseling and academic mentoring through Hope Maker School.

Launched in partnership with five national social welfare organizations in 2012, the program had produced a total of 73 graduates by 2025 and currently supports 63 children and adolescents.

[2025 Hope Maker Year-end Celebration]

Happiness Alliance

Since 2020, SK Gas has joined as a member company of the Happiness Alliance and participated in the Happy Two Meals project. To date, the company has provided approximately 1.78 million meals to 7,934 children at-risk children across Korea. In October 2025, SK Gas signed a business agreement to provide 10,400 meals over one year to approximately 40 children in Jung-gu, Ulsan Metropolitan City. Through this agreement, four of the five basic local governments in the Ulsan area have come to take part in the Happy Two Meals project, further expanding the social safety net. In accordance with the agreement, SK Gas supports children at risk of food insecurity in welfare blind spots and has donated funds for high-quality boxed meals that take into account the essential nutrients needed for children's growth.

['Happy Two Meals' Project]

Shared Growth Support for 1-ton Truck Delivery Drivers

In collaboration with the Korea Post Logistics Support Agency, SK Gas provides comprehensive information to help postal parcel delivery workers actively adopt LPG fuel, while also striving to improve the welfare of these delivery workers. Based on a dedicated membership that can be used at SK refueling stations nationwide, the company offers a variety of benefits and actively provides support as a "partner for mutual growth"—for example, by offering fuel cost benefits that are of practical help to parcel delivery workers operating 1-ton trucks.

Community Living Stability Support

SK Gas carries out various activities to help local residents enjoy stable and comfortable lives.

Since 2016, the company has operated the Clean Day program, which provides support such as balcony painting and the installation of door screens for households in need of housing environment improvements. In 2025, the program was carried out for 33 households, including the installation of digital door locks, and the company provided a customized housing improvement service that improved the entire living environment for three single-parent families, helping to ease their difficulties in childcare and livelihood.

In addition, SK Gas supports various programs for local residents living alone and people with disabilities, such as monthly birthday gifts, meals, and cultural activity support. When employees personally make fruit baskets, soap-flower baskets, and the like and deliver them to welfare institutions, the beneficiaries visit the institutions to receive the gifts and celebrate their special days over a meal. Furthermore, since 2020, SK Gas employees have visited Anna's House in Seongnam to take part in meal-serving volunteer work for homeless people and elderly people living alone.

Community Engagement

Strategy

Shared Growth with Partners

SK Gas operates welfare programs to support vulnerable groups and cooperative projects with social enterprises to address social issues. Through these efforts, the company seeks to fulfill its social responsibility and to grow together with its customers, partners, and local communities.

LPG Hope Recharging Fund

Through the Korea LPG Association, of which it has been a key member since 2012, SK Gas operates the LPG Hope Recharging Fund to support energy-underprivileged groups. Established at KRW 10 billion, the fund has been used mainly for scholarships for taxi workers' children, LPG piping networks, improvements to LPG supply facilities at welfare institutions, wildfire relief, and children's school bus safety. Over 13 years, approximately KRW 27.7 billion has been donated to about 70,000 energy-vulnerable LPG-using households, 1,500 small business owners, and 3,000 taxi workers. In 2024, SK Gas provided new LPDi trucks to 12 beneficiaries—3 from vulnerable groups and persons of national merit, and 9 from the members of the Korea Federation of Micro Enterprise, Korea Small Cargo Truck Transport Association, and the Korea Integrated Logistics Association—under the government's LPG truck subsidy program.

For the rural LPG piping network project, it covered the personal contribution portion for 626 households across a total of 119 villages (504 on basic livelihood security and 122 in the near-poor class) and for 196 welfare facilities installing small LPG storage tanks. In 2025, the company also donated KRW 100 million to help restore LPG-using households and infrastructure damaged by the large-scale wildfires in the Gyeongbuk region.

Call for Participation in Social Enterprise Partnership Programs

To revitalize the social enterprise ecosystem, SK Gas annually recruits companies to participate in the SE Bridge program in collaboration with the Korea Social Enterprise Promotion Agency. From 2021 to 2024, the company carried out a total of three projects—ecological education, wildfire restoration, and the protection of endangered insects—and in 2025, it conducted a marine waste upcycling project together with Project Question.

Risk Management

Environmental Impact Assessment for New Local Projects

When pursuing new projects, SK Gas conducts environmental impact assessments and establishes measures to conserve the local environment, while actively gathering residents' opinions through briefing sessions and public hearings. The Ulsan and Pyeongtaek business sites, where the storage terminals are located, lie within state-developed industrial complexes, and to date there have been no issues with local residents regarding their establishment. For future business site locations, SK Gas plans to exclude environmental protection zones, communicate with local residents in advance, and conduct environmental impact assessments. In addition, for its social contribution projects, the company listens to stakeholders' grievances and, taking into account the nature and progress of each project, operates regular consultative bodies to maintain a strong trust with local residents.

[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 request 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)

The eco-friendly social contribution activities that began in Ulsan will be gradually expanded to business sites in other regions, with the aim of protecting ecosystems, including endangered species. Following the creation of the 5th SK Happy Forest Garden in 2025, SK Gas will continue to develop the 6th and 7th gardens in 2026, ultimately creating a total of 10 gardens in the Pyeongtaek area to help resolve the region's fine dust issues.

Spreading Happiness in the Community (Health)

SK Gas currently operates a total of seven Jigwanseoga locations in the Ulsan and Yeoju areas and is preparing to establish one in the Pyeongtaek area. The first Jigwanseoga in Pyeongtaek, targeted to open within the first half of 2025, is preparing various programs—such as a collection of foreign-language original books and children's books, meditation programs, and the placement of related books—so that it can serve as a humanities community for people of diverse cultural backgrounds.

[2025 Jigwanseoga Operating Performance]

Category	Details	No. of Sessions
Humanities Lectures/Special Lectures	Regular and special lectures by scholars, humanities activists, and artists on themes such as society, economy, and cultural anthropology	39
Youth Humanities Classroom	A healing- and reflection-oriented humanities program with Arts Council Korea, addressing young people's life challenges, based at Jigwanseoga	53
Reading Group	Monthly small-group reading sessions and camps for reading a book and sharing and discussing ideas	34
Mania Humanities Activities	Voluntary activities where participants become fellow thinkers, sharing everyday questions and building humanistic ties within the community	27

Community Engagement

Metrics & Targets

Improving Quality of Life for Vulnerable Groups (Hope)

Through Hope Maker, a program supporting underprivileged children in local communities, SK Gas supports 63 children residing in the areas where its headquarters and business sites are located.

Shared Growth with Partners

Through the LPG Hope Recharging Fund, SK Gas supported approximately 7,298 cases of LPG supply facility improvements by 2025 and plans to continuously expand the number of beneficiaries. As a social enterprise cooperation initiative, the company selects and supports one enterprise each year, while also exploring follow-up tasks and additional projects together with existing enterprises.

[Social Contribution Roadmap]

Category	Achievements in 2025	Goals for 2026	Goals by 2030
Green	• Environmental education- Online/offline in 3 regions (Seongnam/Ulsan/Pyeongtaek) - Support for Happiness Alliance education program (Ulsan area) • SK Happy Forest Garden- Creation of the 5th park in Pyeongtaek- Participation in the Gyeonggi Garden Culture Expo and receipt of a plaque of appreciation	• Revision of environmental education materials • SK Happy Forest Garden - Creation of 2 parks in Pyeongtaek	• Expansion of expertise in environmental education • Expansion of ecosystem protection project areas • SK Happy Forest Garden - Creation of 2 parks, for a total of 10 parks
Health	• Continuation of foundation-support • Establishment and donation of Jigwanseoga - Creation of the first location in the Pyeongtaek area (completion ceremony held in September 2025) - Revision of the Jigwanseoga operation guide	• Continuation of foundation-support • Support the operation of Jigwanseoga	• Continuation of foundation-support • Support the operation of Jigwanseoga
Hope	• Hope Maker - Implementation of education and career mentoring (63 persons connected) • Support for Happiness Alliance • Support for projects with linked organizations- Expansion of support for linked organizations	• Hope Maker - Reassessment through a project revisit • Continued support for Happiness Alliance • Continued support for projects with linked organizations	• Hope Maker - Full reorganization/revamp of the program • Continued support for projects with linked organizations
Shared Growth	• Operation of the LPG Hope Recharging Fund • Social Enterprise Cooperation Project - Ocean Campus	• Operation of the LPG Hope Recharging Fund • Continuation of the Social Enterprise Cooperation Project	• Operation of the LPG Hope Recharging Fund • Continuation of the Social Enterprise Cooperation Project

Governance

Ethical Management

Governance

Ethical Management Policy

SK Gas has established a Code of Ethics and implemented an Anti-Bribery Management System as the basis for decision-making across all management activities and business operations. This policy applies to all employees, including management, contract, and dispatched employees, across all domestic and overseas business sites. In addition, each subsidiary has established and operates its own Code of Ethics based on the same principles.

Additionally, SK Gas has established a Partner Code of Conduct and Guidelines for security service providers and business partners & contractors. These guidelines apply to all security service providers and business partners & contractors, extending SK Gas's ethical management standards across its partner network. In particular, security service providers comply with a separate code of ethics. Compliance is reviewed at least once a year.

The Code of Ethics consists of fundamental employee ethics, compliance with laws and management policies, and operational guidelines. It is supported by supplementary regulations and guidelines, including the counseling and reporting system, budget and expense standards, leader FAQs, and the Ethics Pledge. The Anti-Bribery Management System defines authorities and procedures related to anti-bribery and anti-corruption. Procurement management regulations and related procedures establish ethical standards and evaluation criteria for business partners & contractors.

Code of Ethics

[Anti-Bribery Management System Certificate]

Ethical Management System

Centered on the Audit Committee, the independent internal audit department systematically manages ethical management risks.

Audit Committee

The Audit Committee reviews and approves the internal audit department's audit plans. It also oversees audits of internal accounting management and corporate financial activities while monitoring ethical management performance, plans, and results. The Committee's key operational results are regularly reported to the Board of Directors. The Committee also appoints, dismisses, and evaluates the head of the internal audit department to ensure the independence and effectiveness of internal audits.

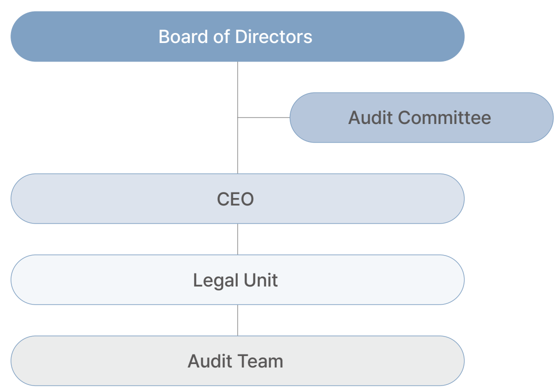
CEO

The CEO manages and monitors ethics and compliance risks under the enterprise-wide risk management system. The system consists of prevention, detection, and response processes. At the beginning of each year, the CEO reports anti-bribery and ethical management performance and plans to the Audit Committee through the head of the internal audit department. Progress is also reported on a quarterly basis.

Audit Team

To enhance ethical management, the Audit Team conducts ethics training and ethical management surveys for employees. It also supports the Audit Committee as the organization's audit function.

[Ethical Management Organization]



[Key Responsibilities of the Audit Team]

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

Ethical Management

Strategy

Ethics Training

Online and Offline Training

SK Gas provides annual ethics training to all employees, including those at domestic and overseas subsidiaries, as well as management, regular, contract, part-time, and dispatched employees. The program covers sexual harassment prevention, workplace bullying prevention, prevention of abusive conduct, improper financial transactions with business partners, conflicts of interest, dual employment, and the proper use of company assets.

In 2025, all 867 employees (100%), including those at subsidiaries, completed the ethics training and signed the Ethics Pledge. Newly appointed team leaders also received training on ethical management standards, the Improper Solicitation and Graft Act, and the counseling and reporting system. The training emphasized the transparent management of expenses and budgets.

[Online and Offline Training Content for Employees (Including Contract, Part-Time, Dispatched, etc.)]

Category	Topic	Details
All Employees	Fundamental Ethics for Employees	Training on practice standards related to concurrent employment, compliance with working hours, and respect for human dignity
	Improper Use of Company Assets	Training on the proper use of company expenses and budgets
	Respect Toward External Partners & Contractors	Training on the prevention of abusive conduct and mutual respect
For Leaders	Compliance with Regulations	Training on the ethical management system, ethical management FAQs for leaders, and the Improper Solicitation and Graft Act
For Executives	Respect for Human Rights in the Workplace	Training on the role of managers in ethical management and the prevention of workplace sexual harassment and bullying

Workshop Training

SK Gas holds annual Ethical Practice Workshops led by executives at the office level. In 2025, a total of 818 participants, including employees from domestic and overseas subsidiaries, attended the workshop. The workshop addressed work negligence and dual employment as common topics. Leaders and employees discussed case studies based on the key findings of the 2024 Ethical Management Survey, including mutual respect, false reporting, and financial misconduct risk management.

[2025 Ethical Practice Workshop Training Status]

Category	Implementation Results (by Session)			Remarks (Implementation Period)
	Target	Conducted	Completion Rate	
SK Gas	48	48	100%	6/30~8/1
Subsidiaries	26	26	100%	
Total	**74**	**74**	**100%**	

[Overview of On/Offline and Workshop Training]

Category	Details		Unit	2023	2024	2025
Training Hours per Person	General Ethics Training[1]		Hours	3.9	4.5	4.7
	Sexual Harassment & Workplace Bullying Prevention Training[2]			2.7	2.4	2.4
	Total			6.6	6.9	7.1
Training Participants[3]	SK Gas	Regular	Persons	573/574	604/604	611/611
		Contract		48/48	38/38	40/40
		Subtotal		621/622	642/642	653/653
	Subsidiaries	Regular		221/223	230/230	196/196
		Contract		21/21	20/20	18/18
		Subtotal		242/244	250/250	214/214
	Total			863/866	892/892	867/867
Training Participation Rate			%	99.7	100	100

1) Information security and personal data protection training are included; accordingly, the 2023–2024 data have been restated.
2) Sexual harassment and workplace bullying prevention training figures represent the performance for SK Gas and its domestic subsidiaries.
3) Performance for management and dispatched employees is included in the regular employee figures, and performance for part-time employees is included in the contract employee figures.

Ethical Management Support for Business Partners & Contractors

To promote ethical management among employees and business partners & contractors, SK Gas communicates its Partner Code of Conduct covering ESG, ethics, and human rights. As part of the procurement contract process, business partners are required to submit an Ethics Pledge reflecting the company's anti-corruption policy. In addition, the company collects Ethics Pledges annually through its procurement IT system. It also provides guidelines on fair trade, ethical management, and holiday ethics practices. Through its annual Ethical Management Survey, SK Gas supports ethical management among partners & contractors by updating and sharing guidance on holiday gift policies, whistleblower protection, reporting channels, improper bidding cases, and the Partner Code of Conduct.

Ethics Training Program for Business Partners & Contractors

Since April 2025, SK Gas has provided ethics training programs for business partners & contractors to promote a culture of anti-corruption and ethical management. The company provides training content through its business platforms (e-LPG and withus), enabling partners & contractors to complete ethics training.

Ethics Training Contents

[Status of Ethical Training Programs for Partners & Contractors]

Category	Training Topic	Course Title
1	Importance of Ethical Management	Ethics Training Prologue
2	Integrity in Job Performance	It Takes Two to Make a Sound
3		Help Me, Ethics!
4	Prevention of Abusive Conduct	Trust Dad Just Once
5		Still Stuck with Frustrating Abusive Conduct?
6		Don't Use "We're Family" as an Excuse
7	Ethics Reporting Guide	The Wise Reporting Life

Ethical Management

Risk Management

Anti-Bribery Management System

SK Gas has established and operates an Anti-Bribery Management System based on ISO 37001, the international standard for anti-bribery management systems. The system covers anti-bribery prevention, detection, and response across LPG import, storage, and supply operations. Since obtaining the certification, SK Gas has maintained its certification through annual surveillance audits. In 2023, SK Gas completed certification audits across 40 departments, assessing compliance with 31 certification requirements. As a result, the certification was renewed for an additional three years. SK Gas continues to strengthen its anti-bribery management system through policy implementation, ethics training, and reporting mechanisms. The system identifies and mitigates bribery risks across the organization and is regularly reviewed by the CEO and the Audit Committee.

1) Conducted anti-corruption risk assessments at all domestic business sites (headquarters, Ulsan/Pyeongtaek Terminals,Central/Eastern/Western regions), implemented improvement plans for identified issues, and performed regular monitoring.

Internal Audit

Internal Audit Policy

SK Gas conducts at least one regular audit of each business unit every three years. All employees sign an annual Ethics Pledge, and regular audits verify compliance with both the Code of Ethics and the pledge. The internal audit department develops a three-year audit plan based on risk assessments, ethical management surveys, and external diagnostic results. The plan includes annual compliance audits of cost management and biennial audits of procurement and receivables management.

In 2025, internal audits covered cost management, procurement, trading operations, and DEP (Dangjin Eco Power). In 2026, the audit plan includes cost management, EV refueling station receivables, follow-up audits of previous audit findings, and ongoing audits of subsidiaries, including SKA, SKGU, and DEP. In addition, the SK Group Autonomous Responsibility Management Support Team conducts regular anti-corruption diagnostics across all business units.

Reporting and Monitoring of Audit Results

Audit results are reported quarterly to the CEO and the Audit Committee. Additional reports are provided as needed for special audits. Action plans are provided to the relevant departments for identified issues, and implementation is continuously monitored.

[Internal Audit Status for the Past 3 Years]

Year	Audit Scope (Corruption Risk)	Company-Wide Organization									
		Domestic LPG Business		Import,Trading		LNG/Power Generation Business		Management Support		Technical Support	
		Audit	Key Points	Audit	Key Points	Audit	Key Points	Audit	Key Points	Audit	Key Points
2023	1. Company-wide cost audit 2. On-site procurement audit 3. IT information security audit	○	Cost	○	Cost	○	Cost	○	Cost, Procurement (IT), Security (IT)	○	Cost, Procurement (R&D Center)
2024	1. Company-wide cost audit 2. Company-wide investment management audit 3. Company-wide receivables (other receivables) audit 4. G.Hub (lubricant storage business)) audit	○	Cost, Investment, Receivables	○	Cost, Investment, Receivables	○	Cost, Investment, Receivables	○	Cost, Investment, Receivables	○	Cost, Investment, Receivables
2025	1. Company-wide cost audit 2. Procurement audit 3. Trading operations audit 4. DEP (Dangjin Eco Power) funds, procurement, and cost audit	○	Cost, Procurement	○	All areas, Cost	○	Cost, Procurement	○	Cost, Procurement	○	Cost, Procurement

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

Category	Audit Scope (Corruption Risk)	Remarks	Reporting
2023	Cost Compliance	Regular audit	Reporting to the CEO and Audit Committee completed
	IT/R&D Center procurement process	Overall procurement	
	Company-wide management diagnosis (FY2022) follow-up audit	Follow-up audit of SK Group audit	
	Funds, HR, and operating asset management	Follow-up audit by internal audit	
2024	Cost Compliance	Regular audit	
	Investment company management audit	Regular audit	
	Other receivables management audit	Regular audit	
	G.Hub operations audit	Regular audit	
	IT/R&D Center procurement process, operating asset management, etc.	Follow-up audit by internal audit	
2025	Cost Compliance	Regular audit	
	Procurement adequacy audit	Audit based on SK Group audit results	
	Trading/subsidiary (SKGI) operations audit	Regular audit	
	Subsidiary (DEP) funds/ procurement/cost audit	Regular audit	
	Investment companies/other receivables/G.Hub audit, etc.	Follow-up audit by internal audit	

Ethical Management

Risk Management

Ethics Consultation and Reporting System

SK Gas operates a consultation and reporting system to address violations related to anti-corruption and fair trade. Stakeholders may report misconduct anonymously or by name through the company's website, phone, mail, or email. The Compliance and Ethics Team operates a dedicated consultation and reporting center to receive and handle reports.

The operating rules define reporting procedures and whistleblower protection measures. The SK Group Autonomous Responsibility Management Support Team oversees the system to ensure fairness and transparency. In 2025, a total of 13 reports were received. Of these, four were dismissed after preliminary review, five were referred to the relevant departments, one underwent a full investigation and follow-up, and three remain under investigation. The company also operates an ethics bulletin board featuring FAQ and Q&A sections to improve accessibility and strengthen preventive efforts.

SK Ethical Reporting System

[Ethics Consultation and Reporting Status]

Category		Unit	2023	2024	2025
Reports Received (by Reporter)	Empoyees	Cases	1	1	5
	Partners & Contractors	Cases	3	0	1
	Customers	Cases	4	3	2
	Others	Cases	1	4	5
Handling Results	Investigation (Audit)	Cases	1	1	4
	Transferred to Relevant Department	Cases	1	4	5
	Others (Dismissals, etc.)	Cases	7	3	4

Ethical Management Survey

SK Gas conducts an annual Ethical Management Survey of all employees, including those at subsidiaries, to assess ethical awareness and practice. In 2025, 714 of 863 employees (83%), including those at subsidiaries, participated in the survey. The survey recorded an average ethical management practice score of 3.94 out of 5.00, comparable to the SK Group average. The survey identified report handling and follow-up actions as areas for improvement. In cooperation with the Corporate Culture Unit, SK Gas plans to enhance the credibility of reporting channels and improve the transparency and fairness of investigation and disciplinary procedures.

At the end of each year, the company also conducts an anonymous survey of construction and service partners & contractors to assess SK Gas employees' compliance with ethical management, and shares the results with relevant departments to heighten awareness of ethical management. Subsidiaries also participate in the survey, and the results are reflected in each subsidiary's self-regulation review and internal audit activities.

Metrics & Targets

Ethical Management Goals

SK Gas has established three ethical management and anti-corruption goals: zero cases of corruption and bribery resulting in criminal penalties, zero disciplinary actions for ethical violations, and five hours of ethics training per employee annually. Through these efforts, the company seeks to foster a fair, transparent, and corruption-free society. To achieve these goals, the company focuses on four areas: enhancing external evaluation standards, promoting an ethical culture, expanding system implementation, and improving consultation and reporting channels.

[2026 Ethical Management Goals]

Key Task	Details
Enhancing External Evaluation Levels	• Evaluation under the group's ethical management measurement system • Support for establishing subsidiaries' ethical management • Evaluation of ESG corporate ethics areas (MSCI, KCGS)
Spreading an Ethical Culture	• Planning/operating proper procurement ethics training • Ethics training utilizing external expert instructors (including respect for individuals and financial ethics) • Online ethics training and workshops • Activities to improve the ethical practice organizational culture • Ethical management survey for employees and partners & contractors
Disseminating Systems	• Renewal of ISO 37001 certification • Anti-bribery self-inspection (IT system upgrade))
Improving Counseling and Reporting Channels	• Improving reporting channels, conducting appropriate report investigations, and providing channel guidance (company-wide notice) • Promoting the use of the AI-based ethics Q&A chatbot

Enhancing Shareholder Value

Strategy

Transparent Disclosure

SK Gas discloses key management information that may affect shareholders and investors through the Financial Supervisory Service's electronic disclosure system (DART), the Korea Exchange (KRX), and the SK Gas website. To enhance shareholder participation, the company announced the 41st Annual General Meeting of Shareholders three weeks in advance and avoided scheduling the meeting on peak dates. Matters approved by shareholder resolution are disclosed promptly to ensure timely communication with stakeholders.

[Notice Date and General Meeting Date Status]

Category	2023	2024	2025
Notice Date	2024.02.27	2025.02.24	2026.02.27
Annual General Meeting Date	2024.03.21	2025.03.20	2026.03.24
Period Between Notice Date and Annual General Meeting Date	23 days before the general meeting	24 days before the general meeting	25 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 it through IR materials, periodic reports, and other investor communication channels, thereby improving the stability and predictability of dividends. In accordance with this policy, the company paid an interim dividend of KRW 2,000 per share and a year-end dividend of KRW 7,000 per share in 2025, resulting in total cash dividends of KRW 63,070 million.

Following the completion of the three-year dividend policy (2021–2023), SK Gas announced a new three-year dividend policy (2024–2026) in September 2023 to strengthen shareholder returns in line with its mid- to long-term business growth strategy. The company will continue to pursue a stable and progressively increasing dividend policy to enhance long-term shareholder value.

[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) Actively consider additional shareholder returns upon achieving a mid- to long-term ROE exceeding 12%

- 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 dividend record date system under which the dividend amount is determined before the record date. By announcing the dividend amount before the Board of Directors sets the record date, the company enables shareholders to make informed investment decisions and enhances dividend predictability. Going forward, SK Gas will continue to improve its dividend procedures from a shareholder-friendly perspective in consultation with its key decision-making bodies.

[2025 Dividend Confirmation Date and Dividend Record Date]

Dividend Confirmation Date	Dividend Record Date
2026.02.06	2026.03.27

Risk Management

Protection of Shareholder Rights

SK Gas operates electronic voting and electronic proxy voting systems to encourage shareholders to actively exercise their voting rights and to ensure that shareholder opinions are effectively reflected. These systems enable shareholders to conveniently exercise or delegate their voting rights on key agenda items presented at the General Meeting of Shareholders. In addition, the company provides shareholders attending the meeting with sufficient opportunities to express their opinions and ask questions regarding agenda items.

[Activation of Voting Rights]

Category	2023	2024	2025
Introduction of Electronic Voting	Introduction	Introduction	Introduction
Encouraging Proxy Voting for All Shareholders	Conducted	Conducted	Conducted
Avoidance of Peak Days for Regular General Shareholder's Meeting	Yes	Yes	Yes

Enhancing Shareholder Value

Metrics & Targets

Strengthening ESG Disclosure and Global Partnerships

External ESG Evaluation

SK Gas incorporates ESG factors into its business strategy and transparently discloses related activities and performance. Through these efforts, the company continues to receive favorable assessments from leading domestic and global ESG rating agencies.

(As of 2025)

Morgan Stanley Capital International (MSCI)

AAA Rating

MSCI ESG RATINGS

CCC | B | BB | BBB | A | AA | AAA

Korea Institute of Corporate Governance and Sustainability (KCGS)

Integrated A+ I Environment A+ I Society A+ I Governance A

Integration Environment Social Governance

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 remains committed to complying with their principles and standards.

Korea Hydrogen & Fuel Cell Industry Association — Participation Since: 2017

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 2025, it has served as a channel for gathering private-sector companies' opinions on hydrogen-related laws and policies, including by submitting opinions on amendments to the Act on the Business of Hydrogen and Hydrogen Compounds.

The Happiness Alliance — Participation Since: 2020

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.

KBCSD & BNBP(CBD) — Participation Since: 2019

Since 2005, SK Gas has participated in the Korea Business Council for Sustainable Development (KBCSD). It 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. 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 2025, the company attended a CEO meeting hosted by the Chair of the National Assembly's Industry Committee and a seminar on the new administration's renewable energy policy and corporate response strategies.

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

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.

Enhancing Shareholder Value

Metrics & Targets

Strengthening ESG Disclosure and Global Partnerships

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.

ISO 14001 (Environmental Management System)

Certificate Validity Period:
2023.11.16 ~ 2026.11.15

ISO 45001(Occupational Health and Safety Management System)

Certificate Validity Period:
2023.08.31 ~ 2026.08.30

ISO 37001 (Anti-Bribery Management System)

Certificate Validity Period:
2026.04.24 ~ 2029.04.23

ISMS-P(Personal Information & Information Security Management System)

Certificate Validity Period:
2023.09.06 ~ 2026.09.05

Board of Directors

Governance

Board Composition

As of March 2026, SK Gas's Board of Directors comprises seven members: four outside directors, two inside directors, and one non-executive director. Outside directors constitute a majority of the Board (57%), and the position of Chair of the Board is separated from that of the CEO and held by an outside director. Furthermore, to ensure professional decision-making, SK Gas appoints outside directors who possess experience and expertise across diverse fields, including investment, finance and accounting, ESG, and legal affairs.

[Board Composition Overview]

(As of March 31, 2026)

Category	Name	Gender	Appointment Date	Term	Attendance Rate	Major Experience		Expertise
Outside Director (Board Chair)	Yong-Chae Jeong	Male	2025.03.20	3 Years	100%	• B.B.A., 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
Outside Director	Yang-Hoon Son	Male	2024.03.21	3 Years	100%	• B.A. in Economics, Yonsei University • M.A. in Yonsei University • Ph.D. in Economics, 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	2023.03.23	3 Years	100%	• M.A. in Military Science, Korea National Defense University • Current) Chair Professor, Seoul Digital University • Current) Special Advisor, Hanyang Institute of Defense Development	• 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
	Ji Yeon Song	Female	2026.03.24	3 Years	Newly appointed	• LL.B., Seoul National University • Judicial Research & Training Institute (JRTI)	• LL.M. Coursework (Int'l Investment Law), Seoul National University • Current) Attorney, Kim & Chang	Law
Inside Director	Chang Won Chey	Male	2026.03.24	3 Years	92.3%	• B.A. in Psychology, Seoul National University • Current) Chairman, SUPEX Council	• Current) Vice Chairman and CEO of SK Discovery	Corporate Management
	Byung Suk Yoon	Male	2025.03.20	3 Years	100%	• B.S. in Chemical Engineering, Seoul National University • M.S. in Chemical Engineering, Seoul National University • MBA, 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	2025.03.20	3 Years	100%	• B.B.A., Korea University • MBA, University of Texas at Austin	• Current) President and CEO of SK Discovery • Former) Chief Financial Officer, SK Inc. • Former) Executive Vice President, Strategic Support Team, SUPEX Council	Corporate Management

Board Operations

The Board of Directors considers the interests of shareholders and stakeholders in its decision-making process and deliberates on key environmental, social, and economic matters. The Board meets at least once a month to review and approve financial statements, annual business plans, quarterly management performance, and major investment and risk management matters.

In accordance with the Board Regulations, notices of Board meetings are provided at least seven days in advance, and agenda materials are distributed at least three business days before each meeting to allow sufficient time for review. Outside directors also receive advance briefings on agenda items and related business matters to support informed decision-making.

In 2025, the Board held 14 meetings, during which 23 reporting agenda items and 29 resolution agenda items were reviewed. Board resolutions are approved by a majority of directors present, unless otherwise required by applicable laws or the Articles of Incorporation.

[Board Operation Status]

Category		Unit	2023	2024	2025
Meetings Held	Number of Meetings	Times	13	12	14
Reports and Resolutions	Number of Reports	Cases	24	21	23
	Number of Resolutions	Cases	28	41	29
Opinions on Agenda Items	Approval	Cases (%)	28(100)	41(100)	28(96.6)
	Opposition	Cases (%)	0(0)	0(0)	1(3.4)
	Modification	Cases (%)	0(0)	0(0)	0(0)
	Abstention	Cases (%)	0(0)	0(0)	0(0)
	Postponement	Cases (%)	0(0)	0(0)	0(0)
Attendance rate		%	96.7	100	98.9
Average Tenure		Years	5.6	4.7	4.6

Board of Directors

Governance

Board committees

SK Gas operates four committees under the Board of Directors: the Audit Committee, Outside Director Candidate Recommendation Committee, ESG Committee, and Personnel Committee.

External Director Nomination Committee

The Outside Director Candidate Recommendation Committee is responsible for managing the pool of outside director candidates and recommending outside directors. As of March 2026, SK Gas's Outside Director Candidate Recommendation Committee comprises four outside directors; by composing the Committee entirely of outside directors, the company secures the independence of candidate selection and recommendation. None of the current outside directors are subject to grounds for disqualification, such as having received a final court judgment for embezzlement, breach of trust, or unfair trading practices.

In 2025, the Committee convened once and deliberated on one resolution agenda item.

[Outside Director Candidate Recommendation Committee Operations Status]

Category	Unit	2023	2024	2025
Number of Members	Persons	3	4	4
Ratio of Outside Directors	%	100	100	100
CEO Participation	Participation	Not participated	Not participated	Not participated
Number of Meetings Held	Count	2	3	1
Attendance Rate	%	100	100	100
Number of Resolutions	Count	1	3	1
Number of Reports	Count	1	2	0

Audit Committee

The Audit Committee oversees the company's operational status and reviews non-financial risks by utilizing the internal control system. The Audit Committee is composed entirely of outside directors, including a Chair who is an expert in accounting and finance. In addition, pursuant to the Monopoly Regulation and Fair Trade Act, large-scale internal transactions are subject to the approval of the Audit Committee, thereby enhancing transparency.

The Audit Committee reviews the audit plans of the internal audit department and conducts prior review and approval of non-audit service contracts with the external auditor. Furthermore, by holding the right to consent to the appointment and dismissal of, and the right to evaluate, the head of the internal audit department, the Committee ensures the independence of audit activities. It also strengthens the audit capabilities of its members by providing audit-related training through specialized institutions. In 2025, the Audit Committee was convened a total of nine times and deliberated on 17 resolution agenda items and 11 reporting agenda items.

[Audit Committee Operations Status]

Category	Unit	2023	2024	2025
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	13	11	9
Attendance Rate	%	100	100	100
Number of Resolutions	Count	13	28	17
Number of Reports	Count	15	14	11
Number of Opposed or Modified Opinions	Count	0	0	0

ESG Committee

The ESG Committee implements SK Gas's sustainability management and develops the company's ESG strategies. Composed of one inside director and two outside directors, the Committee determines the direction of the company's ESG strategy and monitors related performance. In 2025, the Committee reviewed agenda items including the 2024 business results and the 2025 management plan, the results of the ESG materiality assessment and the opportunities and risks associated with each issue, and the publication of the sustainability report.

[ESG Committee Operational Status]

Category	Unit	2023	2024	2025
Number of Members	Persons	3	3	3
Ratio of Outside Directors	%	66.7	66.7	66.7
Number of Meetings Held	Count	8	8	4
Attendance Rate	%	96	100	100
Number of Resolutions	Count	1	1	1
Number of Reports	Count	16	15	7

Personnel Committee

The Personnel Committee reviews CEO candidates and recommends them to the Board and the general shareholders' meeting and deliberates on matters such as the evaluation of inside directors and key executives, directors' individual remuneration, and the CEO's reappointment. The performance of key management is assessed against KPIs that include ESG strategic tasks—such as greenhouse gas Net Zero and occupational safety and health—with remuneration details disclosed in the business report.

[Personnel Committee Operations Status]

Category	Unit	2023	2024	2025
Number of Members	Persons	3	3	3
Ratio of Outside Directors	%	66.7	66.7	66.7
Number of Meetings Held	Count	4	4	4
Attendance Rate	%	92	100	100
Number of Resolutions	Count	0	0	1
Number of Reports	Count	9	13	9

Board of Directors

Governance

Board Independence

The company complies with Outside Director Independence Guidelines, with more than half of the board comprising outside directors. The External Director Nomination Committee, composed entirely of outside directors, independently reviews and confirms that candidates have no significant contractual or transactional relationships with the company before recommendation and appointment.

The chair of the board is appointed separately from the CEO, and all four specialized committees within the board are chaired by outside directors. To ensure independence, outside directors are limited to serving on one other company's board and can serve up to two terms (total tenure of approximately six years).

Outside Director Independence Guidelines

Board Expertise and Diversity

In accordance with its Board Expertise and Diversity Guidelines, SK Gas gives priority to recommending and appointing outside directors who possess expertise in fields such as law, energy, and accounting and finance. To ensure that the diverse needs of its stakeholders are reflected in decision-making, the company composes its Board of Directors with due consideration for diversity in terms of race, gender, age, nationality, educational background, religion, disability, and political orientation.

As of 2025, one female outside director is serving on the Board, and SK Gas will continue its efforts to ensure that the caliber and competencies of its directors contribute to the company's long-term performance and development.

Board Expertise and Diversity Guidelines

['Board Independence, Expertise, Diversity]

Category		Unit	2023	2024	2025
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	Director with Industry Experience	Persons	3	4	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 the transparency of its appointment process for inside and outside directors by disclosing all of the directors' qualification requirements, the backgrounds of their appointments, and their independence requirements. Candidates for inside director are recommended at the general shareholders' meeting after the Board of Directors has assessed their qualifications and caliber, while the pool of outside director candidates is managed, and the recommendation and verification procedures are conducted, through the Outside Director Candidate Recommendation Committee.

In addition, the company reviews transaction records between SK Gas and its affiliates to determine whether any material conflicts of interest exist, and excludes any candidate with such interests from the outside director candidate pool. Furthermore, outside director candidates are evaluated through a comprehensive consideration of the company's internal criteria—such as independence, expertise, fidelity, management mindset, and public reputation—as well as the external business environment.

[Board Competency Matrix]

(As of March 31, 2026)

Category		Chang Won Chey	Byung Suk Yoon	Hyun-Ho Son	Yong-Chae Jeong	Ju Kyeong Park	Yang Hoon Son	Ji Yeon Song
Leadership		●	●	●	●	●	●	●
Business Development/ Strategy		●	●	●	●		●	
Finance/Accounting/Risk			●	●	●	●		
Legal/Regulatory								●
ESG		●	●	●	●	●	●	●
Core Industry (Energy/ Chemicals/Power)		●	●	●			●	
Global		●	●			●		●
M&A/Capital Market		●	●	●	●			●
Supply Chain/Security (including IT)						●	●	
Board Activities	Term	'26~'29	'25~'28	'25~'28	'25~'28	'26~'29	'24~'27	'26~'29
	Affiliated Committees	-	ESG	Personnel	Outside Director Candidate Recommendation, Audit, Personnel	Outside Director Candidate Recommendation, Audit, Personnel	Outside Director Candidate Recommendation, ESG	Outside Director Candidate Recommendation, Audit, ESG

Board of Directors

Governance

Board Education and Support

SK Gas continuously enhances the expertise of its directors by providing training on the company's mid- to long-term business strategy and new business initiatives. In 2025, the company further strengthened directors' understanding of key ESG issues by providing ethics training for all outside directors. In addition, external experts may attend Board meetings or provide professional advice at the company's expense when specialized expertise is required.

[Outside Director Education Status]

Date	Target	Content
2025.03.05	All outside directors	SK Gas Board Strategy Session
2025.06.20	All outside directors	Ethics training for outside directors

Board Evaluation and Compensation

Since 2020, SK Gas has conducted annual self-assessments of Board activities to clarify the Board's roles and responsibilities and enhance its operational effectiveness. The evaluation covers five categories and 25 detailed assessment items, including Board composition, roles, responsibilities, and operations, while reflecting ESG performance in the KPIs of the CEO and executive management. Evaluation results are disclosed through the Business Report and Corporate Governance Report and are used to continuously improve Board operations.

Compensation for inside directors is determined transparently within the limits approved by the General Meeting of Shareholders, taking into account management performance and executive compensation regulations. Compensation for outside directors is determined within the same approved limits, considering industry practices, the responsibilities associated with their roles, and their independence.

[Board Evaluation Results]

Overall Score 4.95 (Out of 5)

Board Composition	4.92
Board Roles	4.90
Board Responsibilities	5.00
Board Operations	4.94
Committee Composition /Roles/Operations	5.00

[Board Compensation Disclosure and Stock Ownership Status]

Category		Unit	2023	2024	2025
Compensation	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	%	-	-	5.07
	Major Shareholder Stockholding Ratio	%	72.20	72.20	72.08

[CEO Compensation Ratio Compared to Employees in 2025]

Category	Unit	Amount
CEO Compensation	KRW million	1,441
Average Employee Compensation	KRW million	123
Median Employee Compensation	KRW million	110
CEO to Average Employee Compensation Ratio	Times	11.7
CEO to Median Employee Compensation Ratio	Times	13.1

Fair Trade

Governance

Fair Trade Policy

Since 2002, SK Gas has operated a Fair Trade Compliance Program (CP) in accordance with its Fair Trade Compliance Management Regulations. To ensure fair and transparent transactions, the company has established guidelines governing supplier selection and management, the operation of internal review committees, and the issuance and retention of subcontracting-related documents. All contracts are prepared in compliance with the Monopoly Regulation and Fair Trade Act and the Fair Transactions in Subcontracting Act.

The Fair Trade Compliance Manual provides employees with practical guidance on fair trade laws, codes of conduct, and compliance standards. In 2025, the company comprehensively revised the Manual to reflect recent legislative amendments and major judicial and administrative decisions, enabling employees to apply the latest compliance requirements in their day-to-day work.

Fair Trade Compliance Management Regulation
Fair Trade Compliance Handbook

Fair Trade Management System

SK Gas continuously monitors developments in fair trade regulations and reflects them in its compliance management system. An executive responsible for fair trade serves as the Fair Trade Compliance Officer, while a Compliance Officer appointed by the Board of Directors oversees company-wide legal compliance in accordance with Article 542-13 of the Commercial Act. The Compliance Officer is responsible for monitoring compliance with internal control standards and overseeing compliance education across the company.

Strategy

Fair Trade Education

SK Gas provides annual fair trade training tailored to employees' roles and responsibilities to strengthen its culture of compliance. In 2025, the company conducted fair trade training for employees at the Ulsan and Pyeongtaek business sites, covering unfair support practices, joint business activities, and key compliance considerations.

[2025 Fair Trade Education]

Risk Management

Fair Trade Compliance Activities

The Internal Review Committee conducts pre-review procedures to prevent unfair trade practices and assess compliance with fair trade laws. In 2025, under the supervision of the Fair Trade Compliance Officer, the company conducted a risk assessment of LPG product transactions with its refueling stations as part of its compliance improvement activities to identify potential risks of non-compliance with the Fair Agency Transactions Act and other fair trade regulations.

Metrics & Targets

[Fair Trade Law Violation Status]

Category		Unit	2023	2024	2025
Violations of Competition-related Laws	Number of Monetary Penalty Cases	Cases	0	0	0
	Monetary Penalty Amount	KRW 100 million	0	0	0
	Number of Non-monetary Penalty Cases	Cases	0	0	0
Violations of PersonalData and Privacy Protection	Number of Monetary Penalty Cases	Cases	0	0	0
	Monetary Penalty Amount	KRW 100 million	0	0	0
	Number of Non-monetary Penalty Cases	Cases	0	0	0
Other Legal Violations (Environmental, Safety, Tax, etc.)	Number of Monetary Penalty Cases	Cases	0	0	0
	Monetary Penalty Amount	KRW 100 million	0	0	0
	Number of Non-monetary Penalty Cases	Cases	0	0	0

Fair Trade Targets

Based on the Fair Trade Commission's Compliance Program (CP) evaluation criteria, SK Gas establishes and implements both short- and long-term fair trade objectives. The company aims to maintain zero violations of fair trade laws each year and successfully achieved this goal in both 2024 and 2025.

Risk Management

Governance

Enterprise Risk Management Policy

Based on its Enterprise Risk Management Regulations, SK Gas systematically manages risks that may arise throughout its business operations. The company defines risk as any potential factor that could adversely affect its financial performance, corporate value, or reputation due to uncertainties associated with business activities. Risks are classified into business development, business operations, and management risks and are managed through an integrated risk management framework.

Enterprise Risk Management Policy

[Risk Definition]

Business Activities		
Business Development Risks	Business Planning and Review	Business Foundation Development
		Business Structure Establishment
		Economic Feasibility/Risk Review
	Business Implementation	Execution Schedule Management
		Safety Accidents
Operational Business Risks	Introduction/Trading	Paper Transactions
		Quality Control
	Transportation/Storage	Inventory Management
		Infrastructure Management
		Terminal Environment Management
	Sales	Customer Management
		Customer Safety Management
Supporting Activities		
Management Control Risks	Finance	Funds
		Tax
		Accounting
	Non-Financial	ESG
		SHE/Human Resources/IT
		Legal Affairs/Compliance

Integrated Risk Management System

SK Gas has established an integrated risk management system to identify, assess, monitor, and respond to enterprise-wide risks in a systematic manner.

Risk Management Committee

The Risk Management Committee oversees company-wide risks by integrating and managing risks previously handled by individual departments. The Committee consists of the Chief Risk Officer (CRO), a dedicated risk management organization, and risk management organizations responsible for individual risk areas.

Chief Risk Officer

The Chief Risk Officer (CRO) oversees the operation of the company's risk management system, monitors key risk issues, and reports significant matters directly to the Board of Directors.

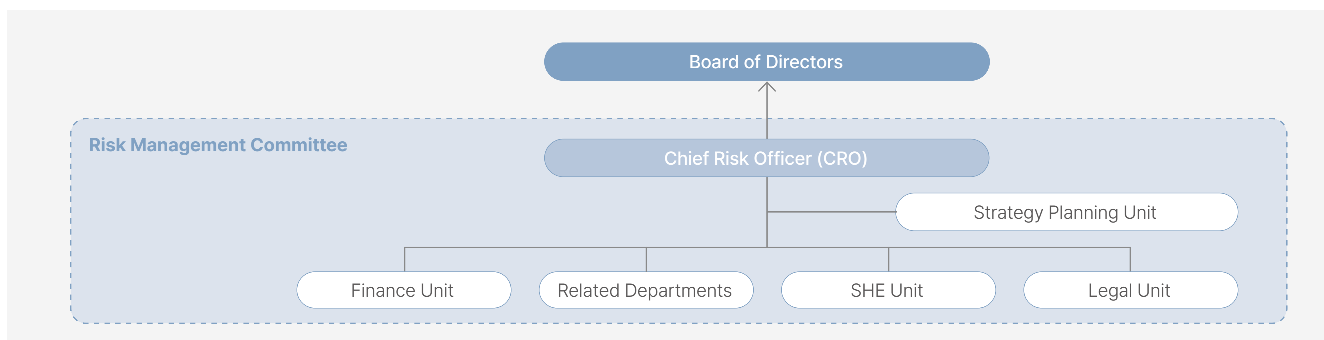
Dedicated Organization for Company-wide Risk Management

The Strategy Planning Unit serves as the dedicated organization responsible for enterprise-wide risk management, supporting the CRO in monitoring company-wide risks. The Unit regularly reviews risk management activities and reports major issues to the Board on a quarterly basis.

Risk Management Organization by Risk Item

Each risk management organization monitors risk indicators relevant to its area of responsibility, responds to emerging risks, and reports significant issues to the Risk Management Committee.

[Risk Management Organization Chart]



Risk Management

Strategy

Risk Management Process

SK Gas has established enterprise-wide processes for managing financial and non-financial risks that may affect its business operations. The risk management process consists of four stages: risk identification, risk analysis and evaluation, development and monitoring of response plans, and reporting of risk management outcomes.

Risk Identification

Enterprise-wide risks are identified throughout the company's value chain, covering both core business activities and supporting functions.

Risk Analysis and Evaluation

Identified risks are evaluated based on their likelihood and potential impact. Risks are classified as general, significant, or core according to their level of importance, with priority given to the management of significant and core risks.

Development and Monitoring of Risk Response Plans

Appropriate response strategies are established for each identified risk to minimize potential business impacts. Risk owners continuously monitor their assigned risks, while the enterprise risk management organization regularly reviews the effectiveness of response activities.

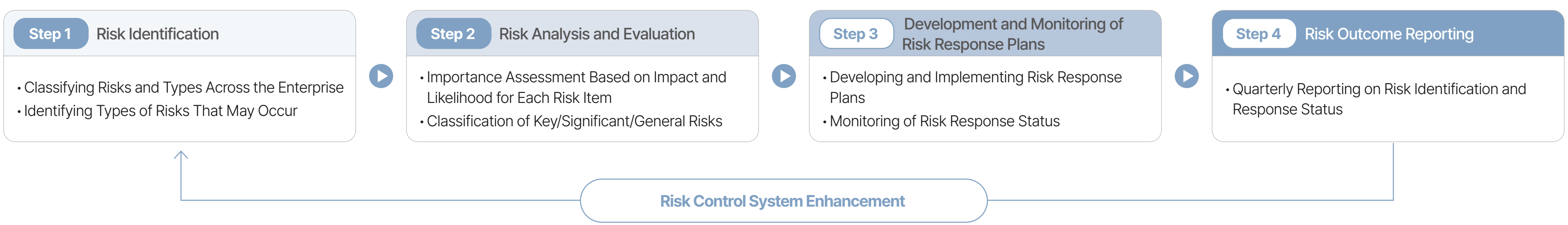
Risk Outcome Reporting

The Risk Management Committee reports risk management activities and response status to the Board of Directors on a quarterly basis. The Board reviews the effectiveness of response strategies and continuously enhances the company's risk management framework.

Monitoring Results and Follow-Up Actions

The board of directors receives quarterly reports on enterprise risk assessments and major issues. They review the importance, occurrence status, key issues, and response strategies for each risk item in detail every quarter. The company plans to continue strengthening risk management activities centered on the board through the enterprise risk management system.

[Risk Management Process]



Risk Management

Risk Management

New Business Investment Management

SK Gas conducts preliminary reviews through its One Stop Support (OSS)[1] process for new business investments and existing projects with investments exceeding KRW 1 billion. The OSS process consists of proposal, preliminary consultation, management review, final approval, and investment execution. During the proposal stage, the investment planning department consults with OSS support functions, including the Finance RM Team and the Planning Team, to confirm review requirements. The OSS organizations then conduct cross-functional reviews to identify potential risks and improve project quality before investment decisions are made. Based on the review results, the investment planning department establishes exit plans and supporting department review criteria for each investment stage before proceeding to final approval.

1) One Stop Support: Enterprise-wide support organization Virtual TF for preliminary investment review

[OSS Responsible Organization and Key Review Items]

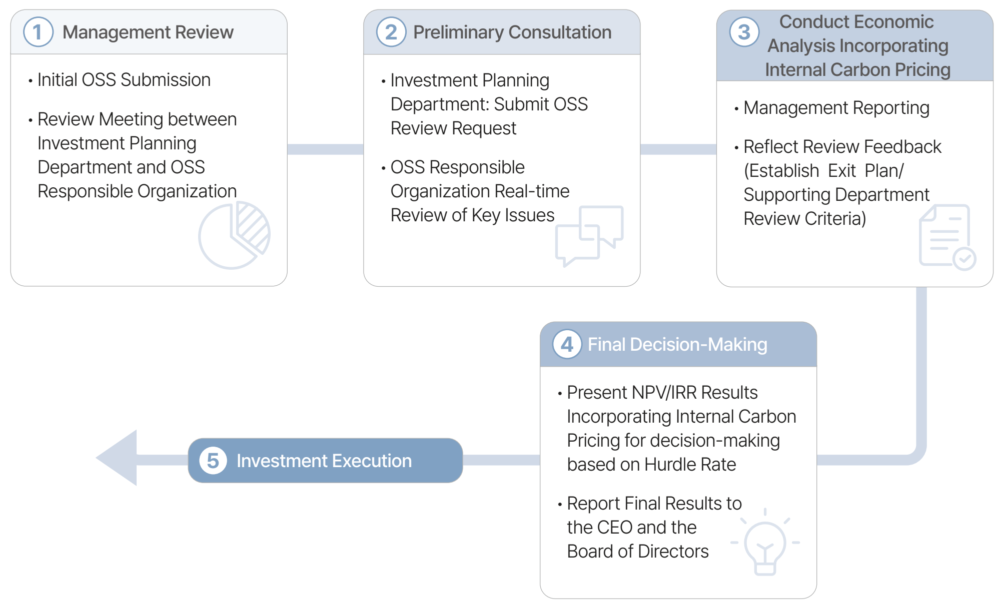
Responsible Organization	Key Review Items
Finance RM Team	Comprehensive Review
	Review of New Projects and Businesses
	Review of Paper Trading–Related LPG/LNG Business
Planning Team	Review of Exit Plans and Appropriateness of Support Department Reviews
	Significance of the Business/Investment
	Investment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

Internal Carbon Price System

To support its vision of becoming a Net Zero Solution Provider, SK Gas incorporates internal carbon pricing into the economic evaluation of low-carbon investments. In 2024, the investment review guidelines were revised to incorporate non-financial considerations alongside financial factors.

In addition to the existing OSS process, the company conducts economic feasibility assessments incorporating internal carbon pricing, with NPV and IRR analyses reflected in investment decision-making. During the initial phase of implementation, beginning in 2024, this assessment applies only to new projects with investments exceeding KRW 20 billion.

[Internal Carbon Pricing Reflection Investment Review Process]



Appendix

Financial Statements

41st Fiscal Year 2025.01.01-2025.12.31
40th Fiscal Year2024.01.01-2024.12.31
39th Fiscal Year 2023.01.01-2023.12.31

Consolidated Statement of Financial Position

(Unit: KRW)

Category	41st Fiscal Year	40th Fiscal Year	39th Fiscal Year
Assets			
Current assets[1]	2,512,989,419,404	2,465,127,691,774	2,341,330,000,008
Cash and cash equivalents	625,880,321,992	584,522,915,235	493,752,033,069
Short-term financial assets	182,081,641,370	197,481,842,519	285,727,024,079
Accounts receivable and other receivables	975,116,207,240	958,314,534,886	751,169,601,190
Derivative assets	58,086,466,570	108,282,082,017	213,504,381,138
Inventories	501,730,533,450	495,819,714,192	447,664,060,528
Other current financial assets	97,559,431,378	68,504,335,905	71,077,692,357
Other current assets	71,534,764,028	52,202,267,020	62,933,140,351
Non-current assets held for sale[1]	1,000,053,376	0	15,502,067,296
Non-current assets[1]	5,518,896,174,493	5,139,083,389,677	3,761,064,791,393
Long-term financial assets	354,915,815,751	138,191,549,325	139,315,659,071
Accounts receivable and other receivables	20,718,513,956	1,183,383,831	960,192,861
Derivative assets	46,331,015,718	37,838,219,595	22,559,827,222
Investments in associates and joint ventures[1]	975,673,527,816	991,110,591,298	914,239,413,962
Tangible assets	2,682,845,998,855	2,532,572,255,206	2,102,401,625,739
Intangible assets	117,371,939,838	124,571,559,251	112,794,397,001
Right-of-use assets	1,247,279,281,237	1,238,623,421,401	387,817,255,307
Net defined benefit asset	8,711,641,217	7,776,809,438	5,213,605,901
Other non-current financial assets	24,961,716,996	25,859,965,829	33,018,006,880
Other non-current assets	28,930,188,657	30,166,195,639	42,027,135,836
Deferred tax assets	11,156,534,452	11,189,438,864	717,671,613
Total assets[1]	8,031,885,593,897	7,604,211,081,451	6,102,394,791,401

1) Data for the 40th and 39th fiscal years were revised based on the 2025 business report.

(Unit: KRW)

Category	41st Fiscal Year	40th Fiscal Year	39th Fiscal Year
Liabilities			
Current liabilities	1,894,992,246,082	2,021,018,622,987	1,460,923,784,096
Accounts payable and other payables	651,845,272,097	716,505,719,428	389,973,548,585
Short-term Interest-bearing borrowings	580,137,469,613	531,928,262,468	717,270,001,088
Bonds payables	369,904,242,806	459,819,838,553	169,877,966,499
Derivative liabilities	25,949,818,177	41,606,407,214	55,957,029,632
Accrued corporate taxes payable	45,821,367,950	62,694,905,637	41,683,526,531
Lease liabilities	189,627,234,406	138,827,827,098	57,698,541,704
Other current financial liabilities	0	33,719,360,391	149,360,390
Other current liabilities	31,498,082,988	35,916,302,198	28,313,809,667
Current provisions	208,758,045	0	0
Non-current liabilities[1]	2,992,344,352,319	2,795,187,204,115	2,037,336,620,409
Accounts payable and other payables	215,624,782	0	0
Bonds payable	997,749,382,584	908,317,941,094	1,267,232,286,362
Long-term Interest-bearing borrowings	748,750,786,668	709,492,426,648	333,373,331,437
Derivative liabilities	5,705,437,826	4,400,691,169	0
Defined benefit liabilities	0	0	259,956,299
Deferred tax liabilities[1]	94,619,414,882	78,100,243,291	101,943,484,987
Lease liabilities	1,099,858,934,759	1,078,671,488,806	292,158,415,386
Other non-current financial liabilities	4,917,796,100	4,652,852,000	36,632,662,614
Other non-current liabilities[1]	29,238,550,695	3,949,842,756	5,736,483,324
Non-current provisions[1]	11,288,424,023	7,601,718,351	0
Total liabilities[1]	4,887,336,598,401	4,816,205,827,102	3,498,260,404,505
Equity			
Controlling Interests[1]	2,928,065,570,208	2,778,660,491,314	2,596,900,845,443
Capital stock	46,226,220,000	46,151,220,000	46,151,220,000
Capital surplus	197,072,997,871	195,492,192,871	195,492,192,871
Other capital	-19,710,719,784	-21,526,183,634	-20,923,441,796
Accumulated other comprehensive income[1]	44,917,316,694	63,799,387,016	9,887,265,211
Retained earnings[1]	2,659,559,755,427	2,494,743,875,061	2,366,293,609,157
Non-controlling interest	216,483,425,288	9,344,763,035	7,233,541,453
Total equity[1]	3,144,548,995,496	2,788,005,254,349	2,604,134,386,896
Total liabilities and equity[1]	8,031,885,593,897	7,604,211,081,451	6,102,394,791,401

Financial Statements

41st 2025.01.01-2025.12.31
40th2024.01.01-2024.12.31
39th 2023.01.01-2023.12.31

Consolidated Statement of Comprehensive Income

(Unit: KRW)

Category	41st Fiscal Year	40th Fiscal Year	39th Fiscal Year
Sales revenue	7,676,318,981,997	7,095,902,060,317	6,992,257,390,856
Cost of sales	-6,888,994,592,855	-6,488,109,291,791	-6,376,109,851,782
Gross profit	787,324,389,142	607,792,768,526	616,147,539,074
Selling and administrative expenses	-344,492,977,213	-320,616,193,367	-312,552,070,344
Operating profit	442,831,411,929	287,176,575,159	303,595,468,730
Non-operating profit or loss	-128,601,609,186	-27,524,074,123	144,317,750,002
Financial income	352,731,306,580	466,601,672,962	615,162,792,063
Financial costs	-435,408,975,303	-454,080,365,517	-434,266,908,867
Other non-operating income	51,479,326,559	36,791,580,355	23,906,634,963
Other non-operating expenses	-9,077,052,808	-12,306,024,709	-18,928,260,513
Equity method gain (loss) on investments in associates and joint ventures[1]	-88,326,214,214	-64,530,937,214	-41,556,507,644
Net income before income taxes[1]	314,229,802,743	259,652,501,036	447,913,218,732
Income tax expense[1]	-80,411,287,389	-66,698,455,425	-123,970,371,962
Net income for the current period[1]	233,818,515,354	192,954,045,611	323,942,846,770
Other comprehensive income[1]	-17,205,358,326	61,185,122,680	-8,616,555,205
Items subsequently reclassified to profit or loss for the current period	807,580,291	58,289,035,930	-9,002,270
Equity method capital charges[1]	-9,039,111,450	40,956,502,349	3,713,325,110
Gains (losses) on derivative valuation	12,851,501,141	-16,606,241,185	-7,088,933,361
Foreign currency translation gains (losses) on overseas operations	-3,004,809,400	33,938,774,766	3,366,605,981
Items not subsequently reclassified to profit or loss	-18,012,938,617	2,896,086,750	-8,607,552,935
Equity method earnings surplus[1]	-408,427,042	142,172,965	-585,654,138
Other comprehensive income - fair value measurement financial assets valuation gain/loss	-19,620,603,365	1,129,184,518	-2,524,751,656
Remeasurement components of defined benefit obligations	2,016,091,790	1,624,729,267	-5,497,147,141
Total comprehensive income [1]	216,613,157,028	254,139,168,291	315,326,291,565

1) Data for the 40th and 39th fiscal years were revised based on the 2025 business report.

(Unit: KRW)

Category	41st Fiscal Year	40th Fiscal Year	39th Fiscal Year
Attributable to profit or loss for the period			
Equity attributable to owners of the parent company[1]	235,249,768,492	194,021,587,568	323,942,854,289
Non-controlling interest	-1,431,253,138	-1,067,541,957	-7,519
Attributable to total comprehensive income for the period			
Equity attributable to owners of the parent company[1]	217,854,182,293	254,162,755,709	315,361,066,112
Non-controlling interest	-1,240,346,362	-23,587,418	-34,774,547
Earnings per share			
Basic earnings per share[1]	26,176	21,618	36,094
Diluted earnings per share[1]	26,050	21,523	35,950

ESG Data I Environmental

Greenhouse Gases

Category	Unit	2023	2024	2025
Emissions Target	tCO_2eq	31,747	27,622	15,191
Total Emissions (Scope 1, 2)[1]	tCO_2eq	30,794	20,317	13,808[6]
Direct Emissions (Scope 1)	tCO_2eq	23,450	16,244	11,340
Indirect Emissions (Scope 2 - Market-based)[2]	tCO_2eq	7,344	4,074	2,468
Indirect Emissions (Scope 2 - Location-based)	tCO_2eq	11,329	11,851	12,437
Reduction Performance	%	97.0	73.6	90.9
Other Indirect Emissions (Scope 3)[3]	tCO_2eq	11,782,373	10,410,211	12,353,667
Greenhouse Gas Intensity – Revenue Unit[4]	tCO_2eq/KRW billion	5.82	4.34	3.40
Greenhouse Gas Intensity – Shipment Volume Unit[5]	tCO_2eq/ thousand ton	4.8	3.5	2.8
Reduction Performance (Year-on-Year Improvement Rate in Intensity)	%	-25.45	25.41	21.61

1) Emissions calculated by deducting offsets through Green Premium purchases from greenhouse gas emissions (Scope 1 and 2)
2) Scope 2 market-based emissions calculated in accordance with the standards of the global RE100 operating body (CDP)
3) The Scope 3 calculation boundary covers Categories 1–8, 10, 11, 13, and 15, of which Categories 1, 10, and 11 were business sited
4) Based on separate (non-consolidated) financial statement revenue
5) Shipment volume is based on the combined total of the Ulsan Terminal, Pyeongtaek Terminal, and G.Hub
※ As revenue is affected by external factors such as oil prices and exchange rates, product shipment volume, which is linked to SK Gas's sales results, is used as the basis for calculating intensity
6) A total difference of 2 tCO_2eq arises because the emissions in the greenhouse gas verification statement are rounded down to the nearest whole number for each business site

Energy

Category			Unit	2023	2024	2025
Total Energy Consumption[1]			TJ	609.2	509.6	447.5
General Energy (Non-renewable Energy)	Total Non-renewable Energy Consumption		TJ	608	508	446
		Fuel	TJ	369	242	183
		Electricity	TJ	230	257	254
		Steam	TJ	9	9	9.3
	Reduction Performance (Year-on-Year Improvement Rate in Intensity)		%	-27.52	5.54	-1.26
Renewable Energy	Total Renewable Energy Consumption		TJ	84.44	164.6	209.6
		Solar	TJ	1.2	1.6	1.6
		REC	TJ	83.24	0	0
		Green Premium	TJ	0	163	208
	Renewable Electricity Usage Rate[2][3]		%	36.71	64.1	82.6
Energy Intensity - Revenue Unit[4]			TJ/KRW billion	0.12	0.11	0.11
Energy Intensity - Shipment Volume Unit[5]			TJ/thousand ton	0.1	0.09	0.09

1) Excluding REC and Green Premium values
2) Renewable energy electricity usage ratio = (Solar power + REC + Green Premium) / Electricity consumption
3) The 2024 data were restated due to a data entry error
4) Based on separate (non-consolidated) financial statement revenue
5) Shipment volume is based on the combined total of the Ulsan Terminal, Pyeongtaek Terminal, and G.Hub
※ As revenue is affected by external factors such as oil prices and exchange rates, product shipment volume, which is linked to SK Gas's sales results, is used as the basis for calculating intensity

Water Resources

Category	Unit	2023	2024	2025
Total Water Withdrawal	ton	33,843	33,066	31,101
Municipal Water	ton	33,843	33,066	31,101
Groundwater	ton	0	0	0
Others (Rainwater, etc.)	ton	0	0	0
Water Intensity – Revenue Unit[1]	ton/KRW billion	6.4	7.07	7.67
Water Intensity - Shipment Volume Unit[2]	ton/thousand ton	5.3	5.7	6.33
Total Water Usage[3]	ton	37,366	37,119	34,696
Water Reuse	ton	3,523	4,053	3,595
Water Reuse Rate	%	9.4	10.9	10.4

1) Based on separate (non-consolidated) financial statement revenue
2) Shipment volume is based on the combined total of the Ulsan Terminal, Pyeongtaek Terminal, and G.Hub
※ As revenue is affected by external factors such as oil prices and exchange rates, product shipment volume, which is linked to SK Gas's sales results, is used as the basis for calculating intensity.
3) Total water consumption is the sum of total water withdrawal and water reused

Environmental Investment Amounts

Category	Unit	2023	2024	2025
Total Investments	KRW million	1,939	385	1,062
Ulsan Terminal	KRW million	942	68	1,062
Pyeongtaek Terminal	KRW million	744	68	0
G.Hub	KRW million	253	249	0

Environmental Participation

Category			Unit	2023	2024	2025
Environmental Education	Safety Manager[1]	Participants	Persons	46	48	14
		Training Hours	Hours	736	768	70
		Training Hours per Employee	Hours	16	16	5
		Participation Rate	%	100	100	100
	General Employees[2]	Participants	Persons	62	67	171
		Training Hours	Hours	124	134	694
		Training Hours per Employee	Hours	2	2	4
		Participation Rate	%	100	100	100
		Environmental Incident Response Drills	Status	Conducted	Conducted	Conducted
Environmental Certification	ISO 14001 Certification Rate[3]		%	100	100	100
Environmental Regulation Violations	Violations		Cases	0	1	0
	Fines and Penalties		KRW million	0	0.8	0

1) As statutory safety and health appointees were excluded from the calculation scope starting in 2025, the number of participants and training hours decreased compared to the previous year
2) As internal safety, health, and environment training was included in the calculation scope starting in 2025, the number of participants and training hours increased compared to the previous year
3) The certification audit of the Ulsan Terminal was conducted to include the CEC and the UGPS Governor Station

ESG Data I Environmental

Pollutants and Waste

Category			Unit	2023	2024	2025
Air Pollu-tants[3]	Nitrogen Oxides (NOx)	Emissions	ton	17.83	12.33	8.12
		Intensity – Revenue Unit[1]	ton/KRW billion	0.0034	0.0026	0.002
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0.003	0.002	0.0017
	Sulfur Oxides (SOx)	Emissions	ton	0.06	0.04	0.02
		Intensity – Revenue Unit[1]	ton/KRW billion	0.00001	0.00001	0.00001
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0.00001	0.00001	0.000005
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
		Intensity – Revenue Unit[1]	ton/KRW billion	0	0	0
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0	0	0
	Hydrocarbons (HC)	Emissions	ton	0	0	0
	Methane (CH_4)	Emissions	ton	0	0	0
	Nitrous Oxide (N_2O)	Emissions	ton	0	0	0
	Hazardous Air Pollutants (HAPs)	Emissions	ton	0	0	0
	Hydrofluorocarbons (HFCs)	Emissions	ton	0	0	0
	Perfluorocarbons (PFCs)	Emissions	ton	0	0	0
	Sulfur Hexafluoride (SF_6)	Emissions	ton	0	0	0
	Hydrogen Sulfide (H_2S)	Emissions	ton	0	0	0
	Particulates (PM10)	Emissions	ton	0.55	0.4	0.23
		Intensity – Revenue Unit[1]	ton/KRW billion	0.0000104	0.000085	0.000057
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0.000086	0.000069	0.000047

1) Based on separate (non-consolidated) financial statement revenue
2) Shipment volume is based on the combined total of the Ulsan Terminal, Pyeongtaek Terminal, and G.Hub
※ As revenue is affected by external factors such as oil prices and exchange rates, product shipment volume, which is linked to SK Gas's sales results, is used as the basis for calculating intensity.
3) The Ulsan Terminal and Pyeongtaek Terminal measure their emissions and manage emission concentrations below the statutory limits. (Statutory limits: NOx 150 ppm, SOx 200 ppm, and dust (PM10) 30 mg/m³)

Category			Unit	2023	2024	2025
Water Quality Pollu-tants	COD	Emissions	ton	0	0	0
		Intensity – Revenue Unit[1]	ton/KRW billion	0	0	0
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0	0	0
	BOD	Emissions	ton	0	0	0
		Intensity – Revenue Unit[1]	ton/KRW billion	0	0	0
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0	0	0
	SS	Emissions	ton	0	0	0
		Intensity – Revenue Unit[1]	ton/KRW billion	0	0	0
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0	0	0
	T-N	Emissions	ton	0	0	0
		Intensity – Revenue Unit[1]	ton/KRW billion	0	0	0
		Intensity - Shipment Volume Unit[2]	ton/thousand ton	0	0	0
	Wastewater[4]	Treatment Volume	ton	0	0	0
Waste	Total Waste Emission		ton	538.8	239.6	188.4
		General Waste	ton	169.2	205.7	163
		Designated Waste	ton	369.6	33.9	25.4
	Intensity – Revenue Unit[1]		ton/KRW billion	0.1019	0.0512	0.0464
	Intensity - Shipment Volume Unit[2]		ton/thousand ton	0.084	0.041	0.038
	Reduction Performance (Year-on-Year Improvement Rate in Intensity)		%	26.95	49.73	9.3
	Total Waste Treatment		ton	538.8	239.5	188.4
		Recycling	ton	524.9	228.7	178.2
		Incineration	ton	12.4	10.8	10.2
		Landfill	ton	1.5	0	0
	Recycling Rate[5]		%	98.2	98.5	100
Hazar-dous Waste	Emissions		ton	369.6	33.9	25.4
	Recycling		ton	365.6	26.4	15.2
	Incineration/Landfill		ton	4.1	7.4	10.2
	Reduction Performance (Year-on-Year Improvement Rate in Intensity)		%	24.9	89.6	13.5
	Recycling Rate		%	98.9	78.1	59.7

4) The wastewater treatment facility discharges naturally inflowing groundwater after physical and chemical treatment. As naturally inflowing groundwater is not included in the scope of water withdrawal calculation, there is no wastewater treatment or discharge volume.
5) The ZWTL recycling rate formula is applied: [Total amount recycled / (Total waste generated – Designated waste incinerated and landfilled)] × 100.

ESG Data I Environmental

Air Pollutant Emissions at Business Sites

Category			Unit	2023	2024	2025
Headquarters	Nitrogen Oxides (NOx)	Emissions	ton	0.02	0.02	0.08
	Sulfur Oxides (SOx)	Emissions	ton	0	0	0
	Particulates (PM10)	Emissions	ton	0	0	0
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
Ulsan	Nitrogen Oxides (NOx)	Emissions	ton	12.7	8.22	3.29
	Sulfur Oxides (SOx)	Emissions	ton	0.04	0.03	0
	Particulates (PM10)	Emissions	ton	0.39	0.28	0.09
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
Pyeongtaek	Nitrogen Oxides (NOx)	Emissions	ton	5.11	4.09	4.75
	Sulfur Oxides (SOx)	Emissions	ton	0.02	0.02	0.02
	Particulates (PM10)	Emissions	ton	0.16	0.13	0.15
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0
G.Hub	Nitrogen Oxides (NOx)	Emissions	ton	0	0	0
	Sulfur Oxides (SOx)	Emissions	ton	0	0	0
	Particulates (PM10)	Emissions	ton	0	0	0
	Volatile Organic Compounds (VOCs)	Emissions	ton	0	0	0

Water Pollution Emissions Concentration at Business Sites

Category			Unit	2023	2024	2025
Headquarters	BOD	Concentration	mg/L	0	0	0
	TOC	Concentration	mg/L	0	0	0
	SS	Concentration	mg/L	0	0	0
Ulsan	BOD	Concentration	mg/L	0	0	0
	TOC	Concentration	mg/L	0	0	0
	SS	Concentration	mg/L	0	0	0
Pyeongtaek	BOD	Concentration	mg/L	0	0	0
	TOC	Concentration	mg/L	0	0	0
	SS	Concentration	mg/L	0	0	0
G.Hub	BOD	Concentration	mg/L	0	0	0
	TOC	Concentration	mg/L	0	0	0
	SS	Concentration	mg/L	0	0	0

Wastes Generated and Disposal at Business Sites

Category			Unit	2023	2024	2025
General Waste	Headquarters	Generation	ton	46.9	42.15	40.78
		Recycling	ton	46.9	42.15	40.78
		Incineration	ton	0	0	0
		Landfill	ton	0	0	0
	Ulsan	Generation	ton	72.87	90.94	40.49
		Recycling	ton	72.87	90.94	40.49
		Incineration	ton	0	0	0
		Landfill	ton	0	0	0
	Pyeongtaek	Generation	ton	22.27	54.82	74.95
		Recycling	ton	22.27	54.82	74.95
		Incineration	ton	0	0	0
		Landfill	ton	0	0	0
	G.Hub	Generation	ton	27.16	65.5	6.82
		Recycling	ton	17.28	62.07	6.82
		Incineration	ton	8.34	3.43	0
		Landfill	ton	1.54	0	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	2.8	2.14	2.13
		Recycling	ton	2.37	1.58	0.68
		Incineration	ton	0.43	0.56	1.45
		Landfill	ton	0	0	0
	Pyeongtaek	Generation	ton	2.24	15.28	21.3
		Recycling	ton	0.96	14.55	12.52
		Incineration	ton	1.28	0.73	8.78
		Landfill	ton	0	0	0
	G.Hub	Generation	ton	364.6	16.43	1.95
		Recycling	ton	362.26	10.31	1.95
		Incineration	ton	2.34	6.12	0
			ton	0	0	0
Recycling Rate	Headquarters		%	100	100	100
	Ulsan		%	100	100	100
	Pyeongtaek		%	100	100	100
	G.Hub		%	97.46	95.47	100

ESG Data I Social

Occupational Health and Safety

Category			Unit	2023	2024	2025
Industrial Accident Occurrence	Total (Employees + Partner's employees)	Number of Fatalities	Persons	0	0	0
		Fatality Rate	%	0	0	0
		Lost Time Injury Cases (LTI)	Cases	0	0	4
		Lost Time Injury Rate (LTIR)[1]	Cases/200,000 Hours Worked	0	0	0.4
		Total Recordable Incident Rate (TRIR)[2]	Cases/200,000 Hours Worked	0.21	0.41	0.5
		Total Recordable Incidents (TRI)	Cases	2	4	5
	Employees	Total Working Hours	Hours	1,210,688	1,246,610	1,253,392
		Total Number of Employees	Persons	653	661	635
		Number of Fatalities	Persons	0	0	0
		Fatality Rate	%	0	0	0
		Lost Time Injury Cases (LTI)	Cases	0	0	1
		Lost Time Injury Rate (LTIR)[1]	Cases/200,000 Hours Worked	0	0	0.16
		Total Recordable Incident Rate (TRIR)[2]	Cases/200,000 Hours Worked	0	0	0.32
		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	0.16
		Severity Rate	%	0	0	0
		Absence Rate	%	0	0	0
		Number of Employees Managed as HighRisk Group[3]	Persons (%)	0(0)	0(0)	0(0)
		Number of Near Misses for Regular Employees[4]	Cases	86	47	102
		Near Miss Rate for Regular Employees	%	14	8	16
		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	Persons	0	0	0
		Fatality Rate	%	0	0	0
		Lost Time Injury Cases (LTI)	Cases	0	0	3
		Lost Time Injury Rate (LTIR)[1]	Cases/200,000 Hours Worked	0	0	0.79
		Total Recordable Incident Rate (TRIR)[2]	Cases/200,000 Hours Worked	0.56	1.13	0.79

1) Calculated to include human injury incidents arising in connection with business site operations, while excluding incidents with no direct relevance to work
2) Calculated to include all Restricted Work Cases (RWC), Medical Treatment Cases (MTC), and First Aid Cases (FAC)
3) Occupationally diagnosed cases (D1) based on the results of general and special health examinations under the Occupational Safety and Health Act
4) The number of near-miss cases identified and compiled through an employee contest aimed at the proactive prevention of occupational accidents

Category			Unit	2023	2024	2025
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 Checkup Support and Implementation Status	Comprehensive Check-up	Eligible Employees	Persons	643	665	635
		Employees Who Underwent Check-up	Persons	583	600	611
	Utilization Rate (Employee Participation) of Health and Welfare Programs (Health Checkups)		%	90.7	90.2	96.2
	Special Check-up	Eligible Employees	Persons	109	117	138
		Employees Who Underwent Check-up	Persons	109	117	138
Health and Safety Education	Employees	Training Hours per Employee	Hours	16	16	12
		Training Cost per Employee[5]	KRW	135,498	198,650	46,655
		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[6]	Total Investment Amounts		KRW million	19,480	19,940	20,168

5) As Eco Hub employees were included in the calculation scope for training cost per capita starting in 2025, the number of personnel counted increased, resulting in a decrease in training cost per capita compared to the previous year.
6) Occupational safety and health investment budget + occupational safety and health operating budget

ESG Data I Social

Employee Status

Category			Unit	2023	2024	2025
Number of Employees	Total Number of Employees		Persons	653	661	662
	Manager	Under 30	Persons	78	77	74
		30 to under 50	Persons	391	392	400
		50 and over	Persons	88	93	83
	Team Leader	Under 30	Persons	0	0	0
		30 to under 50	Persons	43	45	51
		50 and over	Persons	16	15	19
	Executive	Under 30	Persons	0	0	0
		30 to under 50	Persons	13	15	11
		50 and over	Persons	24	24	24
	Manager	Female	Persons	135	141	148
		Male	Persons	422	421	409
	Team Leader	Female	Persons	12	13	17
		Male	Persons	47	47	53
	Executive	Female	Persons	1	1	0
		Male	Persons	36	38	35
	Employ-ment Type	Permanent	Persons	600	615	617
		Temporary	Persons	53	46	45
		Non-affiliated Workers[1]	Persons	260	280	254
	Gender	Female	Persons	148	155	165
		Male	Persons	505	506	497
Workforce Diversity	Female (Supervisor)	Number of Team Leaders	Persons (%)	12(20.3)	13(21.7)	17(24.3)
		Number of Executives	Persons(%)	1(2.7)	1(2.6)	0
	Disabled	Total Number	Persons	16	16	16
		For Government Subsidy Calculation[2]	Persons (%)	25(3.8)	26(4.0)	26(4.0)
	National Merit	Total Number	Persons (%)	10(1.5)	9(1.4)	8(1.2)

1) Non-affiliated workers are not included in the total number of employees.
2) The number of employees with disabilities is calculated based on the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities, the applicable domestic legal standard, and the calculation ratio is based on the number of full-time employees

Category			Unit	2023	2024	2025
Workfoce Diversity	Foreigners	Total Number	Persons (%)	2(0.31)	2(0.30)	2(0.30)
		United States	Persons (%)	1(0.15)	1(0.15)	1(0.15)
		Canada	Persons (%)	1(0.15)	1(0.15)	1(0.15)
New Hires	Total New Hires		Persons	94	62	42
	Age	Under 30	Persons (%)	29(31)	26(42)	17(40)
		30 to under 50	Persons (%)	56(60)	29(47)	20(48)
		50 and over	Persons (%)	9(9)	7(11)	5(12)
	Employ-ment Type	Permanent	Persons (%)	74(79)	43(69)	27(64)
		Temporary	Persons (%)	20(21)	19(31)	15(36)
	Gender	Female	Persons (%)	34(36)	27(44)	21(50)
		Male	Persons (%)	60(64)	35(56)	21(50)
Turnover and Tenure	Turnover	Total Number	Persons	57	50	63
		Voluntary Turnover	Persons	24	27	35
		Voluntary Turnover Rate[3]	%	3.9	4.1	5.3
	Tenure (Regular Employees)	Average Tenure	Years	7.9	8.2	8.3
		Male	Years	8.3	8.7	8.7
		Female	Years	6.1	6.4	6.8
	Tenure (Nonregular Employees)	Average Tenure	Years	2.4	2	1.9
		Male	Years	3.2	2.6	2.5
		Female	Years	1.5	1.3	1.4

3) Voluntary turnover rate = (Number of voluntary leavers) / (Number of employees at the end of the previous year) × 100

Performance Evaluation and Compensation

Category			Unit	2023	2024	2025
Perfor-mance Evaluation	Ratio of Application of Competency Development Evaluation System		%	100	100	100
	Long-term Incentives	Stock Option	%	0	0	0
		Free Allocation of Employee Stocks	%	86	76	60
Compen-sation	Salary[1]	Average Salary per Employee	KRW 1,000	111,236	119,472	122,689
		Male	KRW 1,000	122,709	131,449	135,761
		Female	KRW 1,000	72,088	80,374	83,316

1) There is no difference in the salary system based on gender; any differences in pay arise from factors such as job role and job level

ESG Data I Social

Employee Education

Category			Unit	2023	2024	2025
Education	Average Education Hours per Employee		Hours	71.3	52.6	40.3
	Average Education Costs per Employee		KRW million	9.4	8.5	7.3
	Participation Rate in Education Programs		%	100	100	100
Number of Participants in Major Education Programs	mySUNI	Number of Participants	Persons	600	661	662
		Average Learning Hours per Employee	Hours	64.1	49.9	37.4
	Language Education Support	Average Monthly Learners	Persons	44	36	37
	New Leader Program	Total Participants	Persons	12	9	13
Culture Survey	Total	Average Satisfaction Score on Competency Development and Growth Questions	Points	71.7	70.9	73.8
	Detailed Questions	Efforts for Competency Development	Points	74.4	74.2	73.8
		Employee Growth	Points	69	67.6	미시행

Employee Welfare

Category			Unit	2023	2024	2025
Welfare Benefits	Welfare Expenses		KRW million	23,153	18,520	24,489
Work-life Balance	Participation Rate in Flexible Working System[1]		%	59	60	62
Parental Leave	Number of Employees on Parental Leave	Male	Persons	1	2	3
		Female[2]	Persons	4	9	14
	Worked More Than 12 Months after Returning to Work	Male	Persons (%)	1(100)	2(66)	2(100)
		Female	Persons(%)	2(100)	5(83)	1(100)
Culture Survey	Total	Average Satisfaction Score on Work-Life Balance Questions	Points	71.1	70.7	73.2
	Detailed Questions	Company	Points	70.1	69.9	70.6
		Life	Points	75	75.3	75.8
		Balance	Points	66.6	65.9	미시행
		Expectations	Points	72.5	71.6	미시행

1) Based on employees using the flexible working hours system, in line with the disclosure criteria of the business report
2) Restated due to an error in the recorded number of female employees who took parental leave in 2024

Human Rights Management

Category			Unit	2023	2024	2025
Human Rights Impact Assessment	Conducting Human Rights Impact Assessment		Status	Conducted	Conducted	Conducted
	Percentage of Business Sites Subject to Human Rights Impact Assessments		%	100	100	100
Human Rights Education	Education Hours per Employee		Hours	4.2	3.5	3.2
	Participation Rate in Education Programs		%	100	100	100
Report Handling	Total	Number of Reports	Cases	3	2	5
		Number of Resolved Cases	Cases	3	2	5
	Employees	Received	Cases	3	2	3
		Closed	Cases	3	2	3
		Dismissed	Cases	0	0	0
		Resolution Rate	%	100	100	100
	Partners	Received	Cases	0	0	0
		Closed	Cases	0	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	0	0	0
	Customers/ Consumers	Received	Cases	0	0	0
		Closed	Cases	0	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	0	0	0
	Community	Received	Cases	0	0	0
		Closed	Cases	0	0	0
		Dismissed	Cases	0	0	0
		Resolution Rate	%	0	0	0
	Subsidiaries	Received	Cases	0	0	2
		Closed	Cases	0	0	2
		Dismissed	Cases	0	0	0
		Resolution Rate	%	0	0	100
Legal Violations	Number of Violations		Cases	0	0	0
	Fines		KRW 1,000	0	0	0
	Penalties		KRW 1,000	0	0	0

ESG Data I Social

Supply Chain Management

Category			Unit	2023	2024	2025
Number of Partners	Total Number of Partners		Units	284	253	249
	Number of New Partners		Units	83	81	57
Partner ESG Risk Assessment	Number of Evaluated Partners	Total	Units	18	29	34
		Number of Key Partners	Units	15	18	25
		Number of Voluntarily Participating Partners	Units	3	11	9
	Number of High-Risk Partners	Total	Units	5	4	0[1]
		Number of Key Partners	Units	4	0	0
		Number of Voluntarily Participating Partners	Units	1	4	0
	Number of Partners Implementing Improvement Measures		Units	5	4	6[2]
	Implementation Rate of Improvement Measures		%	100	100	100
	Proportion of High-Risk Partners		%	27.7[3]	13.8	0
Purchasing	Total Purchase Amount		KRW 100 million	1,367	821	837
	Shared Growth Purchasing	Purchase Amount of Eco-friendly Products[4]	KRW 100 million	1.9	4.2	5.4
		Eco-friendly Products Purchase Ratio	%	0.1	0.5	0.6
Support	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) In 2025, a reassessment was conducted following the initial assessment, and partners evaluated as high-risk in the reassessment results were determined to be high-risk partners

2) Partners assessed as high-risk in the initial assessment were requested to implement improvement measures

3) The 2023 data were revised due to a calculation error

4) Purchases of products holding eco-friendly certification marks are recognized

Protect Customer Rights

Category			Unit	2023	2024	2025
Customer Complaints	Total Complaints Received/ Processed[1]	Received	Cases	8,675	10,584	12,730
		Completed	Cases	8,675	10,584	12,730
		Rejected/Dismissed	Cases	0	0	-
		Resolution Rate	%	100	100	100
	SK LPG Membership (For LPG Vehicle Customers)	Received	Cases	8,534	10,410	12,581
		Completed	Cases	8,534	10,410	12,581
		Rejected/Dismissed	Cases	0	0	0
		Resolution Rate	%	100	100	100
	1:1 Customer Support	Received	Cases	141	174	149
		Completed	Cases	141	174	149
		Rejected/Dismissed	Cases	0	0	0
		Resolution Rate	%	100	100	100

1) The combined total of the number of cases received through the SK LPG Membership customer center and the number of customer support cases (emergency inspections/repairs)

Information Security

Category			Unit	2023	2024	2025
Breach	Total Data Breach Cases		Cases	0	0	0
	Customer Data Breach Cases		Cases	0	0	0
	Fines for Data Breach Violations		KRW 1,000	0	0	0
Training	Personal Information Protection Training		Status	Conducted	Conducted	Conducted
	Information Security Training	Training Hours per Employee	Hours	1	1	2
		Participation Rate of Employees	%	100	100	99.2

Community Engagement

Category			Unit	2023	2024	2025
Social Contribution Expenses	Green		KRW 100 million	2	1	2
	Health		KRW 100 million	59	30	35
	Hope (Vulnerable Groups)		KRW 100 million	68[1]	4	18
	Others (Including Shared Growth)		KRW 100 million	18	0	30
Social Contri-bution Programs	Hope Maker	Sponsorship Amount	KRW million	113	136	122
		Graduates	Persons	57	65	73
		Connected Regions	Units	3	3	3
	Ecosystem Protection Activities	Ecosystem Protection Activities (Regions)	Units	0	0	0
		Ecosystem Protection Booklets Published	Copies	0	0	0
	Hope Recharging Fund	LPG Pipeline Network Installation Support	Cumulative Households	7,298	8,503	9,129
		Scholarships for Taxi Drivers' Children	Cumulative Recipients	2,848	2,848	0
Volunteer Activities	Volunteer Hours per Employee		Hours	3.4	5.01	7
	Number of Participants in Volunteer Activities		Persons	283	253	278
	Participation Rate of Employees		%	48	42.3	41.8

1) A temporary increase in project costs due to the implementation of support programs for energy-vulnerable groups

ESG Data I Governance

Board of Directors

Category			Unit	2023	2024	2025
Board Meetings Status	Meetings Held	Number of Meetings	Times	13	12	14
	Reports and Resolutions	Number of Reports	Cases	24	21	23
		Number of Resolutions	Cases	28	41	29
	Opinions on Agenda Items	Approval	Cases (%)	28(100)	41(100)	28(96.6)
		Opposition	Cases (%)	0(0)	0(0)	1(3.4)
		Modification	Cases (%)	0(0)	0(0)	0(0)
		Abstention	Cases (%)	0(0)	0(0)	0(0)
		Postponement	Cases (%)	0(0)	0(0)	0(0)
Board Independence/ Expertise/ Diversity	Independence	Ratio of Outside Directors on the Board	%	57.1	57	57
		Separation of CEO and Board Chair	Status	Separated	Separated	Separated
		Limit on Concurrent Positions	Count	1	1	1
	Expertise	Directors with Industry Experience	Persons	3	4	4
		Financial Experts	Persons	2	2	2
	Diversity	Board Diversity Policy	Status	Possessed	Possessed	Possessed
		Female Directors	%	14.3	14.3	14.3
	Efficiency	Average Tenure	Years	5.6	4.7	4.6
		Attendance Rate	%	96.7	100	98.9
Board Committees	Outside Director Candidate Recommendation Committee	Number of Members	Persons	3	4	4
		Ratio of Outside Directors	%	100	100	100
		CEO Participation	Status	Not Participated	Not Participated	Not Participated
		Number of Meetings Held	Times	2	3	1
		Attendance Rate	%	100	100	100
		Number of Resolutions	Cases	1	3	1
		Number of Reports	Cases	1	2	0

Category			Unit	2023	2024	2025
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	13	11	9
		Attendance Rate	%	100	100	100
		Number of Resolutions	Cases	13	28	17
		Number of Reports	Cases	15	14	11
		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	8	8	4
		Attendance Rate	%	96	96	100
		Number of Resolutions	Cases	1	1	1
		Number of Reports/Reviews	Cases	16	15	7
	Personnel Committee	Number of Members	Persons	3	3	3
		Ratio of Outside Directors	%	66.7	66.7	66.7
		Number of Meetings Held	Times	4	5	4
		Attendance Rate	%	92	100	100
		Number of Resolutions	Cases	0	0	1
		Number of Reports/Reviews	Cases	9	13	9
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 status	National Pension Fund Stockholding Ratio	%	0	0	5.1
		Major Shareholder Stockholding Ratio	%	72.2	72.2	72.1

ESG Data I Governance

Ethics and Compliance

Category			Unit	2023	2024	2025
Ethics Education	Anti-corruption/ Ethical Management Education Status	Education Hours per Person[1) 2)]	Hours	6.6	6.9	7.1
		Participation Rate	%	99.7	100	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	1	1	5
		Partners	Cases	3	0	1
		Customers	Cases	4	3	2
		Others	Cases	1	4	5
	Processing Results	Investigation (Audit)	Cases	1	1	4
		Transferred to Relevant Department	Cases	1	4	5
		Others (Dismissal, etc.)	Cases	7	3	4
Company-wide Status of Legal/ Regulatory Violations and Sanctions	Violations of Competition-related Laws	Number of Monetary Sanctions	Cases	0	0	0
		Amount of Monetary Sanctions	KRW 100 million	0	0	0
		Number of Non-Monetary Sanctions	Cases	0	0	0
		Number of Significant Lawsuits	Cases	0	0	0
	Violations of Personal Information and Data Protection	Number of Monetary Sanctions	Cases	0	0	0
		Amount of Monetary Sanctions	KRW 100 million	0	0	0
		Number of Non-Monetary Sanctions	Cases	0	0	0
	Other Legal/ Regulatory Violations	Number of Monetary Sanctions	Cases	0	0	0
		Amount of Monetary Sanctions	KRW 100 million	0	0	0
		Number of Non-Monetary Sanctions	Cases	0	0	0
	Company-wide Total	Number of Monetary Sanctions	Cases	0	0	0
		Amount of Monetary Sanctions	KRW 100 million	0	0	0
		Number of Non-Monetary Sanctions	Cases	0	0	0
		Number of Significant Lawsuits	Cases	0	0	0

1) Includes training on the prevention of sexual harassment and workplace harassment
2) The 2023 and 2024 data were corrected to include information security and personal information protection training

Stakeholder Communication

Category			Unit	2023	2024	2025
Enhancement of Shareholder Value	Status of General Meetings	Dividend Policy Disclosure	Status	Disclosed	Disclosed	Disclosed
		Notice Date of Annual General Meeting	-	2024.2.27	2025.02.24	2026.02.27
		Date of Annual General Meeting	-	2024.3.21	2025.03.20	2026.03.24
	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	2,000	2,000	2,000
	Year-end Dividend per Share		KRW	6,000	6,000	7,000
	Total Cash Dividends		KRW million	71,800	71,890	81,050

Social Value (SV) Creation

SK Gas measures the social value created in the course of its business activities in accordance with SK Group's monetization framework for Social Value. In 2025, the company created a total of KRW 276.2 billion in social value, comprising KRW 239.9 billion in indirect economic contribution performance, KRW 10.6 billion in environmental performance, and KRW 25.6 billion in social performance. This represents a 15% decrease compared to the previous year, attributable to a decline in tax payment performance year on year.

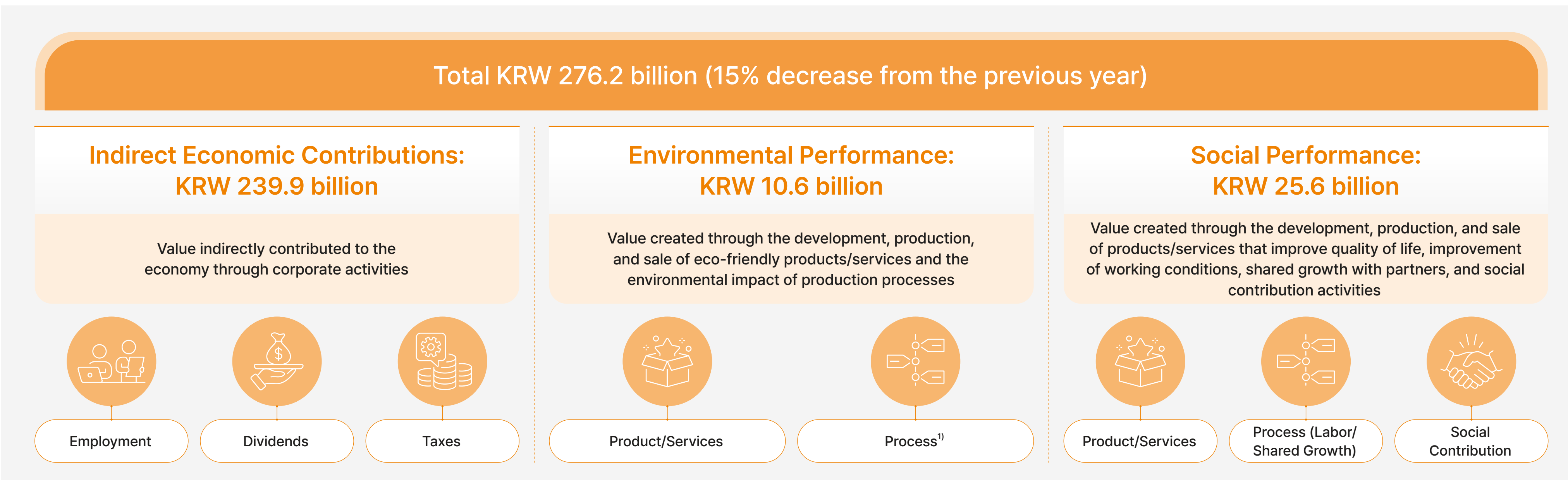
Indirect economic contribution performance decreased by KRW 48.8 billion compared to the previous year. Although employment performance increased slightly and the dividend per share also rose from KRW 8,000 to KRW 9,000, the amount of taxes paid decreased by KRW 60.8 billion as pre-tax profit contracted compared to the previous year.

Environmental performance showed a slight decline as fuel conversion performance in the industrial sector decreased; however, environmental process performance improved through the continuous reduction of greenhouse gas emissions to implement the 2030 Net Zero Roadmap. In addition, performance from the reduction of air pollutant emissions has continued to increase with the expansion of LPG 1-ton trucks.

Social performance remained at a level similar to the previous year: while the Pyeongtaek branch of Jigwanseoga—operated to promote humanities in local communities—opened and employee welfare-related performance improved, the performance of low-interest loans declined due to the loss of industrial customers.

Going forward, as a "Lower Carbon Solution Provider," SK Gas plans to expand its social value performance based on its low-carbon fuel businesses centered on LPG and LNG, together with its efforts to transition its portfolio toward "Zero Carbon" fuels.

[Social Value Measurement System and Performance]



1) The measurement scope for greenhouse gas emissions within environmental processes includes only Scope 1 and Scope 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, 2025, 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

Category	Indicator		Page	Remarks
GRI 2: General Disclosures 2021	2-1	Organization Details	6-7	
	2-2	Entities Included in the Organization's Sustainability Reporting	2	
	2-3	Reporting Period, Frequency and Contact Point	2	
	2-4	Restatements of Information	2	
	2-5	External Assurance	130	
	2-6	Activities, Value Chain, and Other Business Relationships	6-7, 10-15	
	2-7	Employees	110	
	2-8	Workers who are not Employees	110	
	2-9	Governance Structure and Composition	95	
	2-10	Nomination and Selection of the Highest Governance Body	97	
	2-11	Chair of the Highest Governance Body	95	
	2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	96	
	2-13	Delegation of Responsibility for Managing Impacts	31, 42, 51, 72, 81, 88, 95-96, 100	
	2-14	Role of the Highest Governance Body in Sustainability Reporting	95-96	
	2-15	Conflicts of Interest	97	

Category	Indicator		Page	Remarks
GRI 2: General Disclosures 2021	2-16	Communication of Critical Concerns	95-96	
	2-17	Collective Knowledge of the Highest Governance Body	97-98	
	2-18	Evaluation of the Performance of the Highest Governance Body	98	
	2-19	Remuneration Policies	98	
	2-20	Process to Determine Remuneration	98	
	2-21	Annual Total Compensation Ratio	98	
	2-22	Statement on Sustainable Development Strategy	5	
	2-23	Policy Commitments	42, 46, 52, 61, 72, 76, 81, 88, 99, 100	
	2-24	Embedding Policy Commitments	42-44, 46-49, 51, 53-59, 61-66, 72-74, 76-78, 81-85, 88-91, 99, 100-102	
	2-25	Processes to Remediate Negative Impacts	56, 66, 74, 77, 91	
	2-26	Mechanisms for Seeking Advice and Raising Concerns	88-91	
	2-27	Compliance with Laws and Regulations	114	
	2-28	Membership Associations	127	
	2-29	Approach to Stakeholder Engagement	29	
	2-30	Collective Bargaining Agreements	70	

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	25-26	-	
Topic 1: Climate Change				Material IRO Identified Topics	
GRI 3: Material Topics 2021	3-3	Management of Material Topics	26, 31-41	11.1.1/11.2.1	
GRI 302: Energy	302-1	Energy Consumption within the Organization	106	11.1.2	
	302-3	Energy Intensity	106	11.1.4	
	302-4	Reduction of Energy Consumption	37	-	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emission	106	11.1.5	
	305-2	Energy Indirect (Scope 2) GHG emissions	106	11.1.6	
	305-3	Other Indirect (Scope 3) GHG Emissions	106	11.1.7	
	305-4	GHG Emission Intensity	106	11.1.8	
	305-5	Reduction of GHG Emissions	37, 38, 41, 106	11.2.3	
GRI 201: Economic Performance	201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	34	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	26, 51-60	11.9.1	
GRI 403: Occupational Health and Safety	403-1	Occupational Health and Safety Management System	53	11.9.2	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	57-59	11.9.3	
	403-3	Occupational Health Services	53-54	11.9.4	
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	54, 56	11.9.5	
	403-5	Worker Training on Occupational Health and Safety	53-54, 56, 109	11.9.6	
	403-6	Promote Worker Health	54, 109	11.9.7	
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	58	11.9.8	
	403-8	Workers Covered by an Occupational Health and Safety Management System	53	11.9.9	
	403-9	Work-related Injury	109	11.9.10	
	403-10	Work-related Ill Health	109	11.9.11	
Topic 3: Consumer and End-User Rights and Interests				Material IRO Identified Topics	
GRI 3: Material Topics 2021	3-3	Management of Material Topics	26, 61-66	-	
GRI 416: Customer Health and Safety	416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	62-64, 66	11.3.3	
	416-2	Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	99	-	
Topic 4: Corporate Governance				Material IRO Identified Topics	
GRI 3: Material Topics 2021	3-3	Management of Material Topics	26, 92	11.14.1	
GRI 201: Economic Performance	201-1	Direct Economic Value Generated and Distributed	104-105, 115	11.14.2/11.21.2	
Topic 5: Ethical Management				Material IRO Identified Topics	
GRI 3: Material Topics 2021	3-3	Management of Material Topics	26, 99	11.19.1	
GRI 206: Anticompetitive Behavior	206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	99, 114	11.19.2	

GRI Standards

Other GRI Index

Category	Indicator		Page	GRI11	Remarks
GRI 203: Indirect Economic Impacts	203-1	Infrastructure Investments and Services Supported	82-84	11.14.4	
	203-2	Significant Indirect Economic Impacts	115	11.14.5	
GRI 205: Anticorruption	205-1	Operations Assessed for Risks Related to Corruption	90	11.20.2	
	205-2	Communication and Training about Anti-Corruption Policies and Procedures	89	11.20.3	
	205-3	Confirmed Incidents of Corruption and Actions Taken	91, 114	11.20.4	
GRI 303: Water and Effluents	303-1	Interactions with Water as a Shared Resource	38, 43	11.6.2	
	303-2	Management of Water Discharge-related Impacts	43	11.6.3	
	303-3	Water Withdrawal	106	11.6.4	
	303-4	Water Discharge	43, 107	11.6.5	
	303-5	Water Consumption	106	11.6.6	
GRI 101: Biodiversity	101-1	Policies to Halt and Reverse Biodiversity Loss	46	11.4.2	
	101-2	Management of Biodiversity Impacts	47-49	11.4.3	
	101-3	Access and Benefit-Sharing	-	-	Not applicable due to industry characteristics
	101-4	Identification of Biodiversity Impacts	48	11.4.4	
	101-5	Locations with Biodiversity Impacts	49	11.4.5	
	101-6	Direct Drivers of Biodiversity Loss	48-49	11.4.6	
	101-7	Changes to the State of Biodiversity	46-49	11.4.7	
	101-8	Ecosystem Services	49	11.4.8	
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	107-108	11.3.2	
GRI 306: Waste	306-1	Waste Generation and Significant Waste-related Impacts	43	11.5.2	
	306-2	Management of Significant Waste-related Impacts	43	11.5.3	
	306-3	Waste Generated	107	11.5.4/11.8.2	
	306-4	Waste Diverted from Disposal	107	11.5.5	
	306-5	Waste Directed to Disposal	107	11.5.6	

Category	Indicator		Page	GRI11	Remarks
GRI 308: Supplier Environmental Assessment	308-1	New Suppliers that were Screened Using Environmental Criteria	78, 112	-	
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	78	-	
GRI 401: Employment	401-1	New Employee Hires and Employee Turnover	110	11.10.2	
	401-2	Benefits Provided to Full-time Employees that are Not Provided to Temporary or Part-time Employees	69	11.10.3	
	401-3	Parental Leave	111	11.10.4/11.11.3	
GRI 404: Training and Education	404-1	Average Hours of Training per Year per Employee	111	11.10.6/11.11.4	
	404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	68	11.7.3/11.10.7	
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	110	-	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of Governance Bodies and Employees	97, 71, 110, 113	11.11.5	
	405-2	Ration of Basic Salary and Remuneration of Women to Men	110	11.11.6	
GRI 406: Nondiscrimi-nation	406-1	Incidents of Discrimination and Corrective Actions Taken	74, 114	11.11.7	
GRI 410: Security Practices	410-1	Security Personnel Trained in Human Rights Policies or Procedures	88	11.18.2	
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of Violations Involving Rights of Indigenous Peoples	85	11.17.2	
GRI 413: Local Communities	413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	81-86	11.15.2	
	413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	85	11.15.3	
GRI 414: Supplier Social Assessment	414-1	New Suppliers that were Screened Using Social Criteria	78, 112	11.10.8/11.12.3	
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	78	11.10.9	
GRI 418: Customer Privacy	418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	112	-	

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 Effluents	
Topic 11.7 Closure and Rehabilitation	
Topic 11.8 Asset Integrity and Critical Incident Management	
Topic 11.10 Employment Practices	
Topic 11.11 Non-discrimination and Equal Opportunity	
Topic 11.12 Forced Labor and Modern Slavery	
Topic 11.15 Local Communities	
Topic 11.17 Rights of Indigenous People	
Topic 11.18 Conflict and Security	
Topic 11.20 Anti-corruption	
Topic 11.21 Payments to Governments	
Topic 11.13 Freedom of Association and Collective Bargaining	Not Applicable
Topic 11.16 Land and Resource Rights	
Topic 11.22 Public Policy	

SASB

SASB Industry: Oil & Gas – Refining & Marketing

Item	Code	Sub-metric	Unit	2023	2024	2025	Remarks
Greenhouse Gas Emissions	EM-RM-110a.1	Scope 1 Emissions	tCO_2eq	23,450	16,244	11,340	
		Percentage Covered under Emissions Limiting Regulations	%	79	65	44	
	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 the greenhouse gas emissions of all its business sites in Korea and has enhanced the accuracy and completeness of its emissions data through annual third-party verification by the Korea Foundation for Quality (KFQ). According to the third-party verification results, Scope 1 emissions in 2025 amounted to 11,340 tCO_2eq, thereby achieving the company's own greenhouse gas reduction target. Over the long term, SK Gas has developed a phased reduction scenario based on its 2030 Net Zero target and is implementing the detailed initiatives derived from it. One such detailed initiative for reducing Scope 1 emissions is the introduction of seawater heat exchangers. In 2025, the company reduced greenhouse gas emissions by 5,601 tCO_2eq by operating the seawater heat exchanger at the CEC (Clean Energy Complex). Within the next five years, SK Gas plans to raise the temperature of all LPG received through the Ulsan Terminal and Pyeongtaek Terminal using seawater heat exchangers. Through the implementation of these detailed initiatives, SK Gas will work to achieve its 2030 greenhouse gas Net Zero target.				
Air Quality	EM-RM-120a.1	NOx Emissions (Excluding N_2O)	Metric tons(t)	17.82	12.33	8.12	
		SOx Emissions	Metric tons(t)	0.06	0.04	0.02	
		Particulate Matter (PM10) Emissions	Metric tons(t)	0.54	0.4	0.23	
		Hydrogen Sulfide (H_2S) 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 business site
Water Management	EM-RM-140a.1	Total Water Withdrawn	m^3	33,843	33,066	31,101	
		Total Water Consumption	m^3	37,366	37,119	34,696	
		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)	369.6	33.9	25.3	
		Hazardous Waste Recycling Rate	%	98.9	78.1	59.7	
	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	2023	2024	2025	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	0	0.32	
		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	8	16	
		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 its employees and the entire value chain in the course of its business operations and to create a pleasant work environment. The SHE Unit, reporting directly to the business site Chief SHE Officer, exclusively manages these tasks, and the company has obtained and maintains Occupational Health and Safety Management System certification to sustain a level of safety and health management that conforms to international standards. In addition, SK Gas establishes and implements an SHE master plan for incident prevention, encompassing its employees as well as partners across the entire value chain, and continuously identifies and improves hazardous risk factors. Furthermore, through SHE management diagnostics, the company regularly evaluates its safety culture and safety and health management levels to measure the implementation status of its safety and health management system and to improve any deficiencies; management actively invests the necessary resources—such as personnel, facilities, and equipment—to carry out improvement measures. In addition, SK Gas provides education and on-site support to partners to strengthen 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	To respond to changing environmental policies and issues and to mitigate corporate environmental management risks arising from increasingly stringent laws and regulations, SK Gas monitors newly enacted and amended environmental laws and regulations on a monthly basis and applies them to its business sites. In addition, the company supports the enhancement of the practical capabilities of its head of environmental management at business sites through regular training and coaching in environmental practice areas. Furthermore, by establishing an environmental management system (ISO 14001), SK Gas responds to government regulations and identifies, assesses, manages, and improves comprehensive environmental risks, thereby advancing activities to save energy, reduce greenhouse gas emissions, and lower pollutant emissions.				
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	To measure the operational performance of its occupational health and safety management system, SK Gas selects leading and lagging indicators and reflects them in its annual targets at both the company-wide and business site levels. The KPIs of key management, including the CEO and the head of SHE management at business sites, incorporate safety and health performance indicators such as the Lost Time Injury Rate (LTIR) and the results of safety and health level diagnostics. For employees, the company evaluates their activity records against leading indicators directly related to incident prevention, such as participation rates in safety and health education and training, the number of risk factors identified, the number of safety rule violations, and the acquisition of SHE certifications. Safety and health performance is linked to the SHE reward and disciplinary system, whereby outstanding employees are provided with various rewards, such as overseas training. In addition, in cases of violations of the requirements of the occupational health and safety management system—such as basic safety rules or legal requirements—the company ensures compliance with SHE standards and procedures through disciplinary action.				
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) Oversight of the board of directors	Describe the board's oversight of climate-related risks and opportunities	31
	B) Roles of the board of directors	Describe management's role in assessing and managing climate-related risks and opportunities	31
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	34
	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	34
	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	38-39

Category		Indicator	Page
Risk Management	A) Processes for identifying and assessing risks	Describe the organization's processes for identifying and assessing climate-related risks	32-33
	B) Risk management process	Describe the organization's processes for managing climate-related risks	33
	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	33
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	40
	B) GHG emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risk	40
	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	41

IFRS 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	31
		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	34
		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	34
		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	35-37
		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)	

IFRS 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)	34
		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	38-39
		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	32-33
		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	40
		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	102
		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	31

IFRS S2 Index

Area	Sub-area	Paragraph	Indicator	Page
Metrics and Targets	Climate-related Targets	33(1)	The metric used to set the target	41
		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 vulnerable (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	· Reduced approximately 13,226 tCO_2eq of greenhouse gas emissions by 2025 through the purchase of Renewable Energy Certificates (RECs) and the installation of solar power · Established a renewable energy procurement plan to achieve 2030 Net Zero
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 (five additional gardens created in 2025)
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 2025
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
14 LIFE BELOW WATER 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 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	• Promoted a marine waste upcycling project
15 LIFE ON LAND 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 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	• Excluded environmental protection zones when selecting sites by conducting environmental impact assessments for new business projects • Conducted biodiversity risk assessments • Sponsored a project to breed endangered insects through a collaborative project with a social enterprise
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 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 16.5 Substantially reduce corruption and bribery in all their forms	• 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

Major Awards and Memberships

Major Awards

Date	Award Details
Dec. 2025	Selected as an "Outstanding ESG Company of 2025" by the Korea Institute of Corporate Governance and Sustainability (KCGS) — Achieved the highest overall grade of A+
Mar. 2024	Received the "Carbon Management Sector Honors" at 2023 CDP Korea (Energy & Utilities sector, for the second consecutive year) — Achieved a "Leadership A" grade
Nov. 2023	Selected as an "Outstanding Corporate Governance Company" at 2022 KCGS (general listed company category) — Achieved an overall grade of A+
Mar. 2023	Selected as a company recognized for sponsoring the conservation of endangered wildlife (National Institute of Ecology)
Feb. 2023	Received the "Carbon Management Sector Honors" at 2022 CDP Korea (Energy & Utilities) — Achieved a "Leadership A−" grade
May. 2022	Statista (Germany): One of Korea's Top 100 ESG Leading Companies

Membership Status

Category		Unit	2023	2024	2025
Key Sponsorship Organizations (Top 5, Participation Associations and Contributions	Korea LPG Industry Association	KRW million	45	46	45
	Korea Hydrogen Alliance	KRW million	15	25	20
	KBCSD	KRW million	15	17	17
	Korea LP Gas Sales Association	KRW million	25	15	15
	Korea Gas Union	KRW million	10	10	10

GHG 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 2025. 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 2025.

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"

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1. Location based

Unit : tCO2eq

Scope 1	Scope 2	Total
11,340.444	12,437.331	23,774

2. Market based

Unit : tCO_2eq

Scope 1	Scope 2	Total
11,340.444	2,468.121	13,806

* 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, 2025.

GHG Emissions

Unit : tCO_2eq

Corporate	Site	GHG Emissions (tCO_2eq)			Green Premium Purchase & Offset		Total Emission[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	188	2,101	2,289	3,177	1,459	829
	Ulsan Terminals	4,993	3,493	8,485	6,260	2,876	5,609
	Pyeongtaek Terminals	6,123	2,778	8,900	4,978	2,287	6,614
	G.Hub	16	1,280	1,295	2,293	1,053	242
	CEC	21	2,721	2,741	4,877	2,240	501
	UGPS Governor Station	0	65	64	116	53	11
Total		11,340	12,437	23,774	21,700	9,969	13,806

* 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(tCO_2eq), 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.

2026-04-27

CEO **Ji-Young Song**

Korean Foundation for Quality

Ji Young Song

GHG Verification Opinion Statement [Scope 3]

KSA 한국표준협회 IAF 국립환경과학원

GHG Emission Verification Opinion

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

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.

- Confirming 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 a 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, 2025 to December 31, 2025

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 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 dataSK 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

Korean Standards Association confirmed that the GHG emissions calculated by SK Gas Co., Ltd. meet the level of assurance and the materiality threshold (less than 10%) in accordance with the verification criteria. No evidence was found to suggest that the GHG data and information were unfairly presented.

SK Gas Co., Ltd. has taken appropriately corrective actions on the major findings identified by the verification team. Based on the verification results, including the absence of material errors of omissions, the data and processes are considered to meet the verification and guidelines. Therefore, a 'Unmodified opinion' is issued.

Appendix. GHG Emissions in 2025 (Scope3) (Unit : tCO_2eq)

Category		GHG Emissions
Category 1	Purchased goods and services	3,110,595
Category 10	Processing of sold products	872,576
Category 11	Use of sold products	5,305,896
Total		9,289,067

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

May 19, 2026

한국표준협회장

Independent Assurance Statement

Dear Stakeholders

Korean Foundation for Quality (hereinafter 'KFQ') has been engaged to independently verify the 2025 Sustainability Report (hereinafter 'the Report')[2] of SK Gas co., Ltd[1] (hereinafter 'the Company'). KFQ is responsible for providing an independent third-party verification opinion on the report based on the verification criteria and scope specified below. The responsibility for the preparation of this report lies with the Company's management.

1) Organization Address (based on headquarters) : 332, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
2) Data Collection Period : January 1 to December 31, 2025, with selected material information including activities prior to 2025 and through the first half of 2026. Quantitative performance data covers the most recent three years (2023–2025) to enable year-on-year trend analysis.

Verification Purpose
The purpose of this verification is to ensure the reliability of the data and information stated in the Company's report.

Verification Scope
1. Verification Boundary: Based on SK Gas co., Ltd standalone operations, the reporting scope includes the headquarters and all business sites (Ulsan Terminal, Pyeongtaek Terminal, G.Hub, CEC, and the Bugok Yongyeon Pressure Control Station)

2. Verification Items (Based on the GRI Standards 2021)

Category	GRI Standards	
Universal Standards	• 2-1 to 2-5 (The organization and its reporting practices) • 2-6 to 2-8 (Activities and workers) • 2-9 to 2-21 (Governance)	• 2-22 to 2-28 (Strategy, policies, and practices) • 2-29 to 2-30 (Stakeholder engagement) • 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards	• GRI 201(Economic Performance) • GRI 206(Anti-competitive Behavior) • GRI 302(Energy) • GRI 305(Emissions)	• GRI 403 (Occupational Health and Safety) • GRI 416 (Customer Health and Safety)

3. Excluded Items from Verification: The following items are not included within the scope of verification
1) Performance and reporting practices of subsidiaries, affiliates, partners, and third parties
2) Items related to other sustainability initiatives not based on the GRI Standards 2021 presented in the report
3) Other related information such as periodic disclosure reports and financial statements

Verification Criteria
This verification has been conducted based on [AA1000AS (v3)], [AA1000AP (2018)], and [Type 2 – Moderate].

Verification Method
The audit team reviewed relevant procedures, systems, and control mechanisms, along with available performance data, to assess the reliability of the information disclosed in the Report based on the aforementioned criteria. The documents reviewed during the verification process are as follows:
- Non-financial Information : Data provided by the company, disclosed Business Reports, and information obtained from media and/or the internet.
- Financial Information : Data disclosed in the electronic disclosure system (dart.fss.or.kr) of the Financial Supervisory Service and data posted on the homepage.

※ However, the contents of the above data are not included in the verification scope.

The verification was conducted through document review, on-site visits, and interviews with the responsible personnel. The validity of the materiality assessment procedure in the Report, the selection of material issues considering stakeholders, the data collection, management, and report preparation procedures, as well as the appropriateness of narrative disclosures, were evaluated through interviews with the responsible personnel. However, interviews with internal/external stakeholders were not conducted. Subsequently, it was confirmed that any errors, inappropriate information, or unclear expressions identified in the above steps were appropriately corrected before the publication of the Report.

Verification Limitations
This verification inherently contains limitations that may arise in the process of applying the criteria and methodology.

Competency and Independence
The audit team for this verification was duly composed in accordance with KFQ's internal regulations. KFQ has no conflicts of interest that could compromise the independence and impartiality of the verification, apart from providing third-party verification services.

Independent Assurance Statement

Verification Opinion

As a result of the verification, it is the opinion of KFQ that:

1) It has been confirmed that the Report was prepared in compliance with the four principles of AA1000AP (2018)

Inclusivity

The company has appropriately defined stakeholder groups and communicates with them through tailored communication channels that consider the characteristics of each group. The audit team did not identify any missing key stakeholders in this process and confirmed that the company is making efforts to incorporate stakeholder feedback into its management strategy.

Materiality

The company has identified material issues through an appropriate process and has thoroughly reviewed the relevant impacts to enhance the validity of its materiality assessment. The audit team confirmed that the identified material issues were given due emphasis in this report and that all material issues recognized during the materiality assessment process were reported without omission.

Responsiveness

The company strives to respond promptly to stakeholders' requirements and key concerns.
The audit team did not find any evidence indicating that the organization's response activities and performance regarding material issues were inappropriately reported.

Impact

The company identifies and monitors the impact of stakeholder-related material issues across its business activities and reports the findings to the extent possible. The audit team did not find any evidence indicating that the impact of material issues was inappropriately measured or reported.

2) The report has been appropriately prepared in accordance with the applicable reporting standards, such as (GRI Standards (2021) - Accordance, SASB, TCFD, UNSDGs, IFRS S2)

3) The data and information used for verification were limited to the provided materials and were found to be appropriate, with no significant errors or omissions that could affect the verification opinion.

kfq Korean Foundation for Quality

AA1000 Licensed Report 000-80/V3-2MIFK

2026-06-05
Korean Foundation for Quality (KFQ)
Ji Young Song, CEO
Ji Young Song