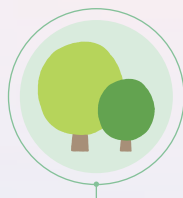


ESG Master Plan

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

ESG Master Plan 2.0

2021–2024 Achievements

2025 Achievements

2026 Goals

GHG Emissions

Key Achievements

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

Achieved GHG reduction targets for 2022–2024

Air Quality

Key Achievements

Establishment of an air pollutant management system

- Self-monitoring of air pollutant emissions
- Installation of a TMS at the Ulsan Terminal

Achieved Air Pollutant Emission Reduction Targets

Water & Waste

Key Achievements

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)

Reached 10.9% Water Recycling Rate; Achieved 100% Waste Recycling at Headquarters, Ulsan, and Pyeongtaek Sites

Ecology & Biodiversity

Key Achievements

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

Participation in BNPB (Biz N Biodiversity Platform)

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

Achieving GHG reduction target for 2025

Strengthening of the Air Pollutant Management System

- Reduction of air pollutant emissions through installation of a seawater heat exchanger at the CEC complex

Reduced Air Pollutant Emissions through Seawater Heat Exchanger Installation

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)

Achieved 100% company-wide waste recycling rate (based on ZWTL certification standards)

Soil and Marine Pollution Management

- Conducted Marine Pollution Response Drills in 2025

Biodiversity Risk Assessment

- Selection of priority management areas (Pyeongtaek Terminal)

Conducting Marine Pollution Response Drills

Implementation and monitoring of the Net Zero Roadmap

- Expansion of renewable energy procurement

Achieving GHG reduction targets for 2026–2027

Enhancement of the Air Pollutant Management System

- Ongoing Monitoring of Air Pollutant Emissions

Ongoing Efforts to Reduce Air Pollutant Emissions

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)

Continued Improvement in Water Recycling Rate

Continuation of ecosystem conservation activities

- Continued collaboration with Social Enterprises
- Continued implementation of Reforestation and Urban Park projects

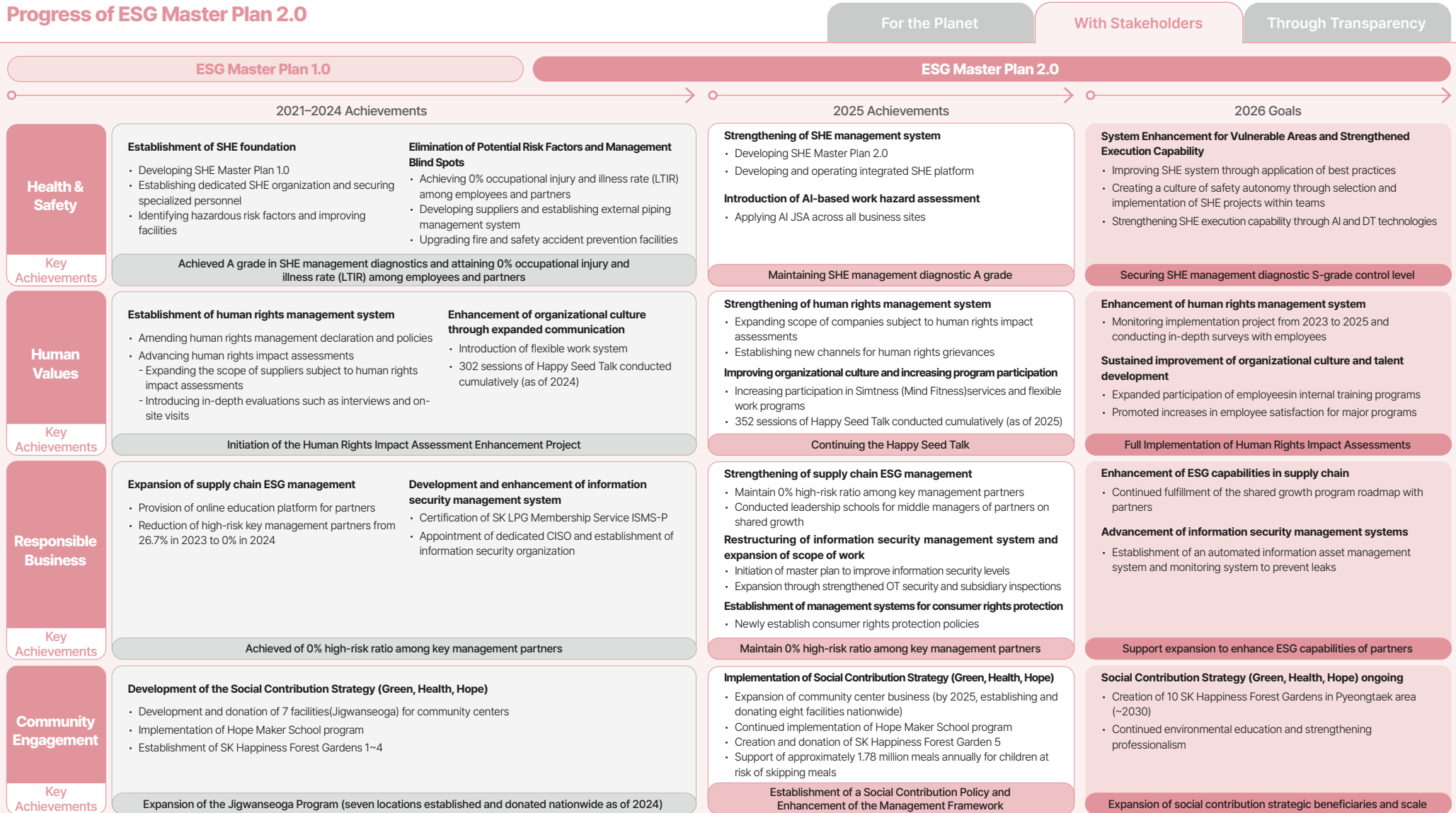
Continuation of soil and marine pollution management activities

- Continued implementation of the One Company One Coastline project

Expansion of Ecosystem Conservation Activities

ESG Master Plan

Progress of ESG Master Plan 2.0



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	
Board Leadership Key Achievements	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 Maintain outside director ratio above 57%	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 Improve the candidate recommendation function of the outside director nomination committee	Continuously strengthen the independence, expertise, and diversity of the board - Refine selection process for outside director candidates - Enhance board members' competencies Strengthen the capabilities and expertise of board members	
	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 0 cases of corruption and bribery (criminal punishment standards), and 0 violations of fair trade laws	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 Achieve 0 cases of corruption and bribery incidents, and 0 violations of 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 Maintain 0 cases of corruption and bribery incidents, and 0 violations of fair trade laws	
	New business investment management Operate OSS process during new business investment Effective operation of OSS process for existing (over 1 billion KRW) and new businesses	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 Continuous risk assessment through enterprise-wide risk management system	Advanced management of new business investments Phased expansion of internal carbon pricing application Expansion of Business Scope Subject to Internal Carbon Pricing	
	Enhancement of ESG Disclosure and Partnerships - Development and Effective Implementation of Dividend Policy - Adoption of Electronic Voting System and Electronic Proxy Establishment and Implementation of Three-year Dividend Policy	Enhancement of ESG Disclosure and Partnerships Implementing dividends based on the newly established three-year dividend policy Implementation of Three-year Dividend Policy	Enhancement of ESG Disclosure and Partnerships - Sustained Effective Implementation of Dividend Policy - Practice of Shareholder-friendly Management Effective Implementation of Dividend Policy	