

Health and Safety

Governance

Health & Safety Management System

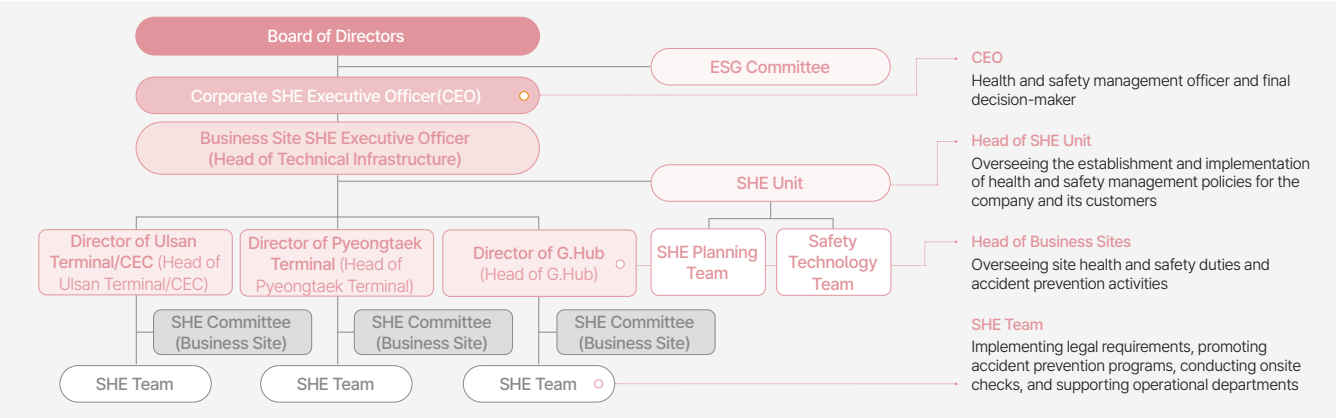
SK Gas carries out major health and safety decision-making and risk management activities under the oversight of the Board of Directors. The company also operates dedicated SHE organizations at each business site to enhance the effectiveness of health and safety efforts.

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