

# 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<br>• SHE quiz competition and rewards<br>• Fall prevention training<br>• Awards for outstanding partners and head of business sites<br>• Proposals and discussions led by partner representatives       |
| Pyeongtaek Terminal | Management-level prework safety briefing (TBM) competition<br>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<br>• Prevent recurrence and address root causes by identifying near-miss cases to avoid similar or related incidents |
| G.Hub               | Partner safety keeper activities<br>Fall prevention safety campaign for work at heights             | • Identify and improve hazardous and risky factors, followed by evaluation and rewards<br>• Training and education on the importance of lanyard hook attachment and installation standards for fall protection equipment during work at heights         |

### Partner Health and Safety Support Programs

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.

### 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]



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.

#### [Partner Feedback Channels]

| Communication Channel           | Frequency | Composition and Topic                                                                                                                        |
|---------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Partner Representative Meetings | Annually  | • Composition: Head of business sites and partner representatives<br>• Topic: Sharing of annual SHE performance and awards                   |
| Partner Council Meetings        | Monthly   | • Composition: Head of business sites, relevant team leaders/ business site supervisors<br>• 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]



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             | <ul style="list-style-type: none"><li>Electric vehicle fire response drill</li><li>Confined space rescue drill</li></ul>                                                                                                   | <ul style="list-style-type: none"><li>Earthquake evacuation drill</li><li>Confined space rescue drill</li></ul>                                                                                                                                |
| Ulsan Terminal      | <ul style="list-style-type: none"><li>Indoor fire safety training (CPR)</li><li>Gas leak and fire explosion</li><li>Marine pollution response drill</li><li>Joint fire drill</li><li>Confined space rescue drill</li></ul> | <ul style="list-style-type: none"><li>Environmental emergency response drill</li><li>Emergency response drill</li><li>Firefighting competition</li><li>Joint fire drill</li><li>Confined space rescue drill</li><li>Evacuation drill</li></ul> |
| Pyeongtaek Terminal | <ul style="list-style-type: none"><li>Fire extinguisher use training</li><li>Confined space rescue drill</li><li>Off-hour emergency response drill</li><li>Emergency call response drill</li></ul>                         | <ul style="list-style-type: none"><li>Off-hour emergency response drill</li><li>Confined space rescue drill</li><li>Emergency call response drill</li><li>Joint fire drill</li><li>MBR shutdown response training</li></ul>                    |
| G.Hub               | <ul style="list-style-type: none"><li>Fire drill (building fire)</li><li>Marine pollution response drill</li><li>Confined space rescue drill</li></ul>                                                                     | <ul style="list-style-type: none"><li>Fire drill (process fire)</li><li>Oil spill response drill</li><li>Confined space rescue drill</li></ul>                                                                                                 |

### 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.