

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 Topics¹⁾]

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.