

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 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.

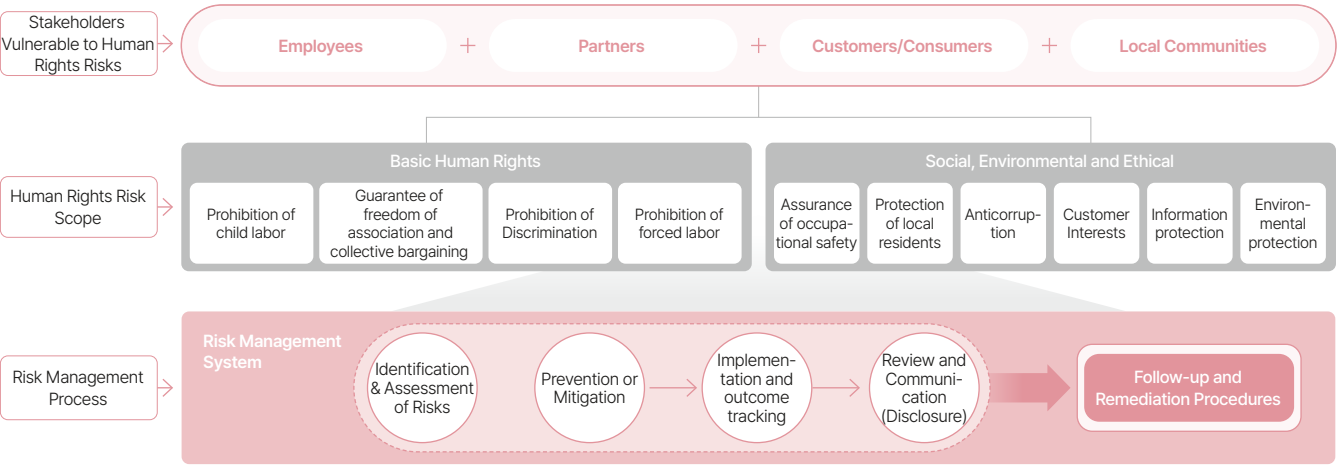
Human Rights Management Committee

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 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 Organization]

