

Human Rights Management

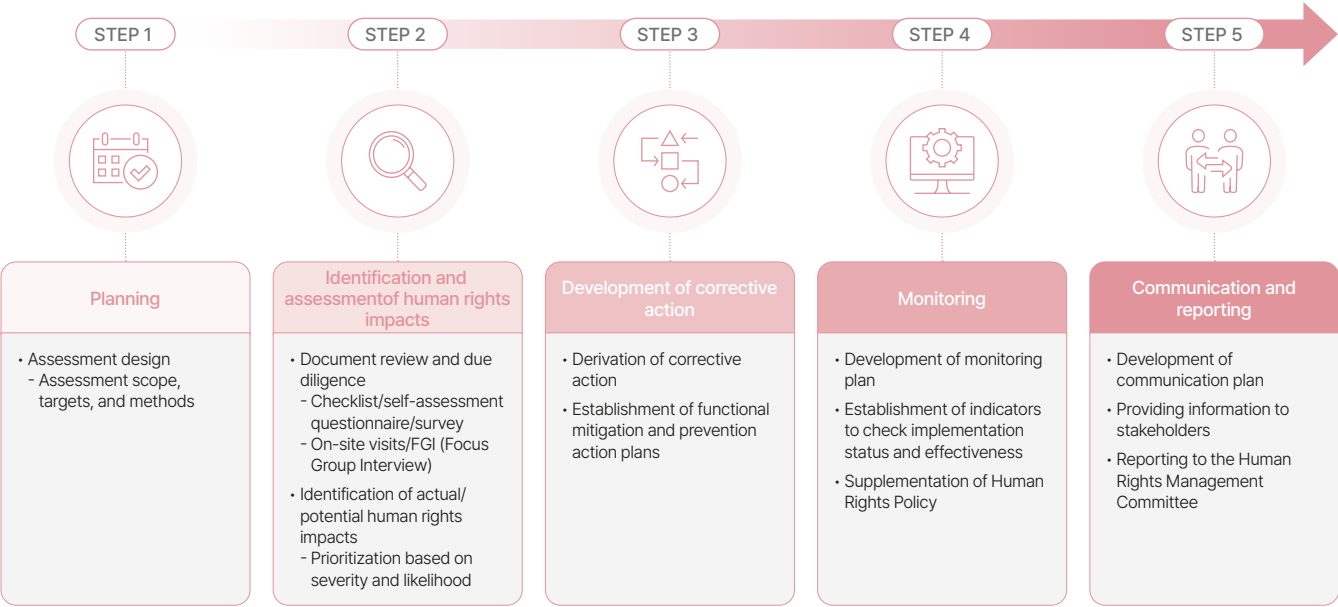
Risk Management

Human Rights Impact Assessment Process

SK Gas conducts Human Rights Impact Assessments (HRIAs) in accordance with international standards such as UNGPs and OECD Guidelines for Responsible Business Conduct. The process comprises five stages: planning, identification and evaluation of human rights impacts, development of mitigation and prevention measures, monitoring, and communication and reporting. Continuing efforts from the previous year, SK Gas further expanded the scope of assessment in 2025 to include subsidiaries and Ulsan G.Hub.

In addition, based on the results of the human rights impact assessment, SK Gas focused on substantive improvements—establishing corrective action and developing a roadmap of improvement tasks—and reviewed the implementation status and effectiveness of these measures through an external specialized institution. For matters requiring supplementation and improvement based on the review results, the company established follow-up action tasks after reporting to the Human Rights Management Committee.

[Human Rights Impact Assessment Process]

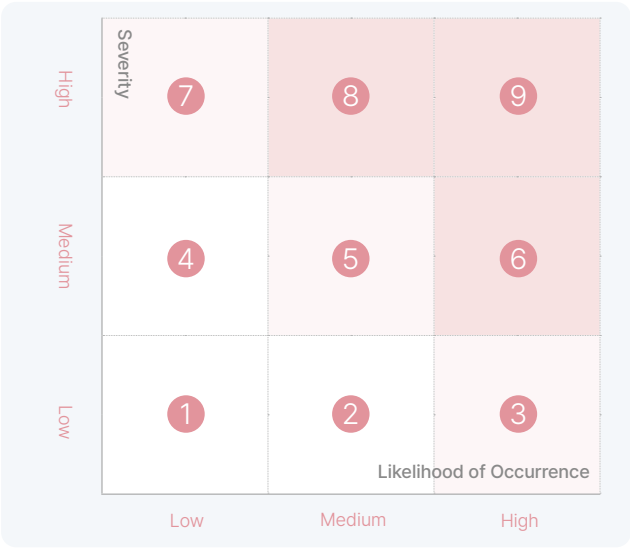


Identification and Assessment of Human Rights Impacts

The company's 2025 Human Rights Impact Assessment was conducted across all employees and subsidiaries (Ulsan GPS) to identify negative impacts. Special FGI (Focus Group Interview) sessions were conducted separately for vulnerable stakeholders who are particularly likely to face negative human rights impacts, such as individuals with disabilities, pregnant or postpartum women, seniors (aged 55 and older), and contract workers.

Based on international standards such as the UNGPs and OECD guidelines, eleven human rights issues were identified using severity and likelihood as assessment criteria. By prioritization, five major issues scored at level 4 or higher were selected, leading to eight actionable tasks.

[Human Rights Risk Assessment Criteria]



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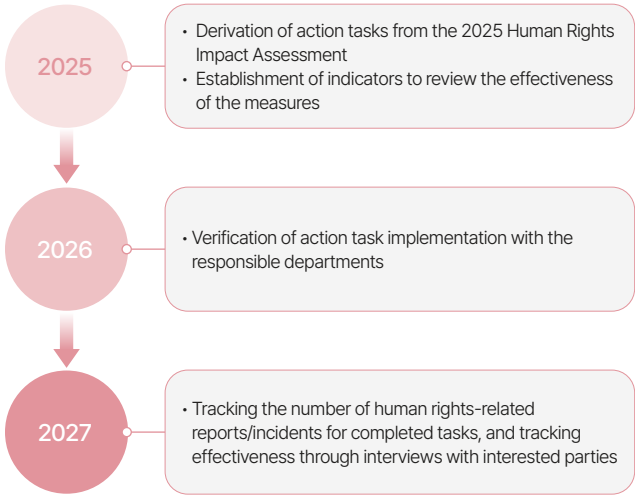
Key Human Rights Issues and Corrective Actions

Through its Human Rights Impact Assessment, SK Gas established eight action tasks addressing five key human rights issues, classifying them into short-term and mid-term tasks for planning and implementation. Of the eight action tasks derived in 2025, two have been completed, while the six mid-term tasks are targeted for completion by 2026. In addition, of the 36 action tasks derived from the 2023 Human Rights Impact Assessment, the company assessed the effectiveness of the 29 tasks for which more than one year had elapsed since completion, and established four follow-up action tasks for matters requiring supplementation. Of these, two were implemented immediately, and the remaining two are scheduled for completion by 2026.

[Key Human Rights Issues and Corrective Actions]

Category	Response Measures	Target Date
Safety and Health Measures for Vulnerable Groups	Updating content related to the protection of pregnant employees in the work-life balance manual (accessible to all employees), such as prohibiting business trips that exceed regular working hours for pregnant employees	1Q 2026 (Short-term)
Safety and Health Measures for Vulnerable Groups	- Reflecting priority evacuation scenarios for vulnerable groups in the G.Hub's emergency evacuation drill manual, and applying them in drill guidance ※ Although derived as a response measure of the 2023 Human Rights Impact Assessment and completed, follow-up measures were established as supplementary items were identified	4Q 2026 (Mid-term)
Work-Life Balance Support	Informing G.Hub employees of changes to the maternity protection system under the 2025 legal amendments (e.g., parental leave, maternity leave)	1Q 2026 (Short-term)

[Corrective Actions Monitoring Process]



Human Rights Violation Prevention Programs and Training

To raise awareness of human rights protection among employees, SK Gas conducts annual human rights violation prevention programs and training. In 2025, to prevent workplace harassment, the company trained senior leaders on incidents in the company, clarifying their roles and responsibilities.

Operation of Human Rights Grievance Channels

The company operates various channels to address human rights concerns raised by employees and stakeholders. Reports received are reviewed by responsible teams following the reporting system and grievance procedures, and feedback is provided to the reporter.

[Human Rights Grievance Channels by Stakeholders]

Stakeholders	Online	Offline
Employees	[All] SK Gas Human Rights Grievance Reporting and Consultation Channel	- Happiness Council - Internal Grievance Handling Committee
Partners	[All] SK Gas Website 1:1 Customer Inquiry Center [All] SK Ethical Management Reporting	- Partner Council Meetings - Partner Seminars
Consumers	[Employees] Integrated Workplace Harassment/Sexual Harassment Reporting Center [Customers] SK LPG Membership Customer Center	- Customer Service Number - Agency Seminars
Community		Business site-specific Meetings

Human Rights Management

Metrics & Targets

Key Indicators and Targets of Human Rights Management

To achieve the 2025 objective of 'advancing the human rights management system,' SK Gas monitored the effectiveness of Human Rights Impact Assessment action tasks one year after their implementation, and expanded the scope of the Human Rights Impact Assessment to include power generation subsidiaries. In 2026, the company plans to monitor the fulfillment of previous tasks to strengthen its human rights management system. Additionally, to internalize human rights management among employees, the company will conduct in-depth surveys on human rights awareness, and continuously provide human rights education to establish a culture that values human rights.

[Mid-to-Long-Term Goals of Human Rights Management]

Category		2025	2026	2027	2028~
Human Rights Impact Assessment Roadmap	Company	SK Gas	SK Gas	SK Gas	SK Gas
	Subsidiary	Ulsan GPS	SKA	Overseas Subsidiaries	New Business
	Partners	Resident Partners (HQ, G.Hub)	Resident Partners (Ulsan Terminal, Pyeongtaek Terminal)		External Key Partners
	Customers/Consumers	Automobile Refueling Station	Propane Refueling Station		Industrial/Petrochemical LPG Customers
	Local Communities	Ulsan	Overseas		Annual Assessment on a Rotating Basis for Nearby Communities
Complaints Resolution Rate		100%	Maintain 100%	Maintain 100%	Maintain 100%

[2025 Grievance Reception and Handling Status]

Stakeholders	Received	Resolved	Dismissed	Pending
Employees	3	3	0	0
Partners	1	1	0	0
Customers	6	6	0	0
Local Communities	0	0	0	0
Subsidiaries	2	2	0	0