

2024 SK ecoplant Sustainability Report

Innovating for a Sustainable Future

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CEO Message

SK ecoplant is committed to building a sustainable future.

Dear stakeholders, 2024 was a year in which we continued our efforts to establish a sustainable industrial ecosystem amid a rapidly changing market and technological landscape. In response to these changes, SK ecoplant accelerated its expansion into the hi-tech sector to proactively capture opportunities in advanced industries such as AI and semiconductors. We are continuously enhancing our competitiveness by creating synergies between our existing capabilities in environment, energy, and solutions, and emerging sectors including semiconductors and AI.

Hi-tech Business offers integrated services specialized for advanced industries, ranging from the construction of semiconductor manufacturing facilities to industrial gases, environmental solutions, and memory semiconductor recycling. Through participation in a large-scale domestic semiconductor cluster project, SK ecoplant has demonstrated its capabilities in engineering, procurement, and construction (EPC), while reinforcing eco-friendly treatment systems by integrating proprietary environmental solutions such as air pollution control systems (Bay Scrubber), carbon reduction technologies, and Circle-Sequence Reverse Osmosis (CSRO). In addition, through its subsidiaries SK airplus and Essencore, SK ecoplant ensures a stable supply of industrial gases essential to the semiconductor industry and has established a recycling system for memory semiconductors, realizing a resource-circulating value chain.

Solution Business creates space-centered value by enabling energy self-sufficiency and a circular economy in urban offices, rental housing, logistics centers, and other developments. By applying smart technologies such as fuel cells, automated waste collection systems, and high-efficiency equipment tailored to various space types—including residential, commercial, and office buildings—carbon-neutral spaces are being developed. Furthermore, by integrating passive and active technologies with renewable energy and fuel cell-based self-sufficient energy systems, SK ecoplant is realizing Zero Energy Buildings (ZEBs), thereby maximizing building energy efficiency and securing relevant certifications. SK ecoplant also actively contributes to discussions on technological and regulatory improvements to promote the adoption of ZEBs, taking the lead in the eco-friendly building market.

Energy Business is leading the market by building high-efficiency, low-carbon power infrastructure centered on fuel cells and renewable energy. With a high-efficiency power generation system based on Solid Oxide Fuel Cells (SOFC), SK ecoplant provides optimized power solutions for the global AI data center market. In particular, a 330kW SOFC system—the first of its kind in Korea—is scheduled to be used as a supplementary power source at the 36MW Bupyeong Data Center, which was completed last year. In the renewable energy sector, the subsidiary SK oceanplant is expanding its offshore wind power portfolio, securing domestic and global competitiveness not only in fixed-bottom structures but also in floating offshore wind substructures, while actively entering overseas markets including Taiwan, Japan, and the United States.

Environment Business, led by subsidiary SK tes, provides IT Asset Disposition (ITAD) services to safely process and recover various IT assets such as smartphones, laptops, and PCs. Since the completion of its Virginia facility in April last year, it has been strengthening its position in the data center ITAD market. Through its proprietary AI-based platform WAYBLE, SK ecoplant enhances operational efficiency by integrating data technology across key environmental areas such as waste, circular resources, carbon, water treatment, and recycling. In the waste incineration and landfill segment, SK ecoplant, through its subsidiary Renewus, utilizes waste heat to implement Waste-to-Energy (WtE) solutions.

SK ecoplant is also establishing a global-standard ESG management system to support the long-term sustainability of its business operations. To achieve its 2040 Net Zero target, company-wide greenhouse gas reduction efforts are underway across Scope 1, 2, and 3 emissions. Tailored consulting is also being conducted to identify core reduction levers for each subsidiary and enhance implementation effectiveness. In addition, the company has reinforced its field-based health and safety system by establishing recurrence prevention measures for incidents, measuring risk reduction outcomes, and thereby improving the effectiveness of its safety management.

SK ecoplant is gradually expanding the proportion of business partners subject to ESG evaluations and is enhancing supply chain-wide competitiveness by providing improvement support linked to the evaluation results. Notably, in 2024, SK ecoplant became the first large corporation to receive the highest AAA grade for two consecutive years in the Fair Trade Compliance Program Evaluation organized by the Korea Fair Trade Commission.

Throughout these efforts, SK ecoplant has advanced toward a sustainable future by creating a balanced mix of economic performance and social value, grounded in the SK Group's Double Bottom Line (DBL) management philosophy. By turning change and challenge into opportunity, we will continue to drive innovation and shape a better industrial ecosystem through ESG management. We sincerely thank all stakeholders who have joined us on SK ecoplant's journey toward sustainability and look forward to your continued trust and support.

Sincerely,



Vice Chairman & CEO,
SK ecoplant

Dong-Hyun Jang

장 동현



President & CEO,
SK ecoplant

Hyung-Keun Kim

김형근

About SK ecoplant

Company Profile

SK ecoplant is a company committed to a sustainable future, creating synergies through the organic integration of its core businesses based on accumulated expertise and innovative technologies. Through responsible business practices and the implementation of ESG management, the company delivers essential, customer-centered value and continues to grow in the global market.

General Information

Category	Details
Company Name	SK ecoplant
CEO	Dong-Hyun Jang, Vice Chairman & CEO Hyung-Keun Kim, President & CEO
Date of Establishment	February 21, 1962
Website	https://www.skecoplant.com
Head Office Address	19, Yulgok-ro 2-gil, Jongno-gu, Seoul, SK ecoplant
Number of Business Sites	88 (as of December 31, 2024)
Number of Employees	3,452 (as of December 31, 2024)
Credit Rating	A- (Corporate Bonds) (as of February 6, 2025)

Financial Information (Consolidated)

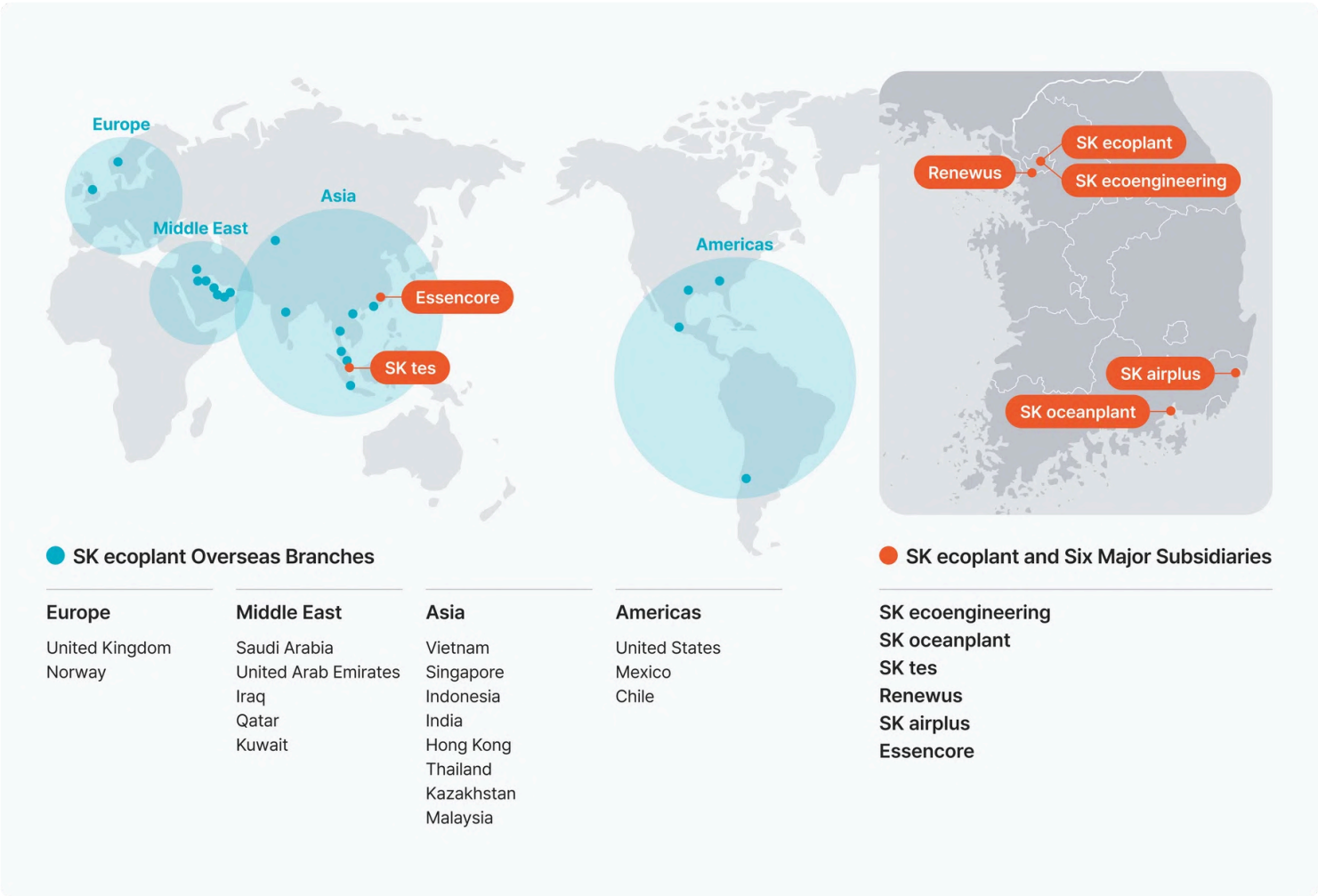
Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	133,190	149,014	168,557
Total Equity	KRW 100 million	37,392	44,146	50,612
Revenue	KRW 100 million	74,003	86,110	93,176
Operating Profit	KRW 100 million	1,523	1,578	2,347

Financial Information (SK ecoplant)

Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	93,623	89,710	112,720
Total Equity	KRW 100 million	23,668	20,909	36,214
Revenue	KRW 100 million	61,914	46,022	54,173
Operating Profit	KRW 100 million	1,588	393	2,763

Global Network

SK ecoplant has established overseas branches in key regions — including Europe, the Middle East, Asia, and the Americas—and is strengthening its competitiveness by building a global network.



[View More on Global Network](#)

Business Overview

SK ecoplant is establishing itself as a global leader in sustainable development through four core businesses: Hi-tech, Solution, Energy, and Environment. The Hi-tech division delivers comprehensive semiconductor solutions by building semiconductor infrastructure, supplying industrial gases, and providing memory production and recycling of end-of-life semiconductors. The Solution division leads the development of sustainable urban environments—including carbon-neutral industrial complexes—by constructing eco-friendly buildings, infrastructure, and industrial facilities. The Energy division advances carbon neutrality and drives innovation in the energy sector through AI data center power solutions, fuel cells, solar energy, and offshore wind power. The Environment division realizes a circular economy through e-waste recycling, waste-to-energy and resource recovery, and offers eco-friendly solutions by utilizing AI and digital transformation technologies through its digital platform WAYBLE.

Key Business Areas and Subsidiaries by Division

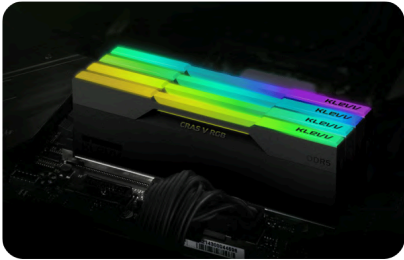
Business Division	Details
Hi-tech Business	The Hi-tech Business provides services optimized for advanced industries, ranging from semiconductor manufacturing facilities and industrial complexes to environmental solutions, while continuously expanding its business scope. In the semiconductor cluster business, SK ecoplant is establishing the foundation for semiconductor industry growth by successfully executing large-scale domestic semiconductor facility construction projects based on its accumulated EPC¹⁾ capabilities in design, procurement, and construction. The environmental services business offers solutions for building and operating Hi-tech infrastructure by leveraging SK ecoplant's proprietary technologies in air and water treatment, water reuse (CSRO²⁾), carbon emissions reduction, and ultrapure water production. The industrial gas business, led by subsidiary SK airplus, produces and supplies gases essential to a wide range of industries including semiconductors, petrochemicals, biopharmaceuticals, and food. The memory recycling business, led by subsidiary Essencore, operates production and resource recovery systems for key memory products such as SSDs and DRAMs, contributing to a circular economy and enhancing customers' cost competitiveness through reuse and high-value recycling of semiconductor materials. [Business Areas] • Semiconductor Clusters / Environmental Services / Industrial Gases / Memory Semiconductor Sales
Solution Business	The Solution Business provides architectural solutions that create sustainable urban spaces through eco-friendly construction and contribute to addressing energy, environmental, and social challenges. SK ecoplant is expanding ESG-integrated design and construction across various space types closely tied to everyday life—such as residential, office, logistics, and commercial buildings—while promoting the development of carbon-neutral spaces by applying high-efficiency energy systems, automated waste separation and collection systems, fuel cells, and smart technologies. In addition, through SK ecoengineering, the company contributes to building sustainable infrastructure across urban and industrial sectors, leveraging its EPC capabilities in hydrogen, green energy, and power plant projects centered on Hi-tech industries. [Business Areas] • Architectural Solutions / Infrastructure Solutions
Energy Business	The Energy Business provides high-efficiency, low-carbon, customized power infrastructure to AI data center clients through integrated solutions based on world-class eco-friendly energy technologies. By integrating various eco-friendly energy sources—such as fuel cells, renewable energy, and energy storage systems (ESS³⁾)—with power system design, SK ecoplant supports both stable power quality and the development of net-zero infrastructure. In the fuel cell business, the company is responding to growing energy transition demands at data centers and industrial sites, leveraging its accumulated EPC execution experience and technological competitiveness in commercializing high-efficiency distributed power solutions. The renewable energy business continues to expand its scope by developing a diversified portfolio, including solar, wind, and hydrogen energy. In particular, in the offshore wind power sector, SK ecoplant—led by its subsidiary SK oceanplant—is securing market share in the floating offshore wind substructure segment, which offers fewer location constraints and higher power generation efficiency, and is actively entering global markets including Taiwan, Japan, Australia, and the United States. [Business Areas] • AI Data Center Integrated Solutions / Fuel Cells / Renewable Energy

Business Division	Details
Environment Business	By providing integrated managed services across the entire lifecycle of eco-friendly technologies and leveraging digital capabilities to address environmental issues, SK ecoplant is realizing sustainable innovation in its clients' core assets as an Eco Digital Enabler. In the battery recycling business, led by subsidiary SK tes, the company has established an integrated solution covering collection, pretreatment, and recycling of waste batteries, and is expanding its presence in global markets such as Europe, North America, and Asia to build a circular economy for EV and ESS batteries. The ITAD⁴⁾ business offers services that safely process and recover resources from decommissioned IT assets such as servers and storage devices. SK tes provides specialized digital asset management services to global data center operators. In the waste management business, led by subsidiary Renewus, SK ecoplant ensures stable operation of waste and water treatment facilities, applying energy recovery and resource recovery technologies to enhance the environmental and economic performance of waste treatment. The platform business is driving digital transformation across environmental operations through WAYBLE, an integrated AI-based solution platform that enhances operational efficiency in key areas such as waste, carbon, and water treatment, while delivering tailored eco-friendly services to clients. [Business Areas] • Battery Recycling / ITAD / Waste Management / Platform Business

- 1) Engineering, Procurement, Construction
- 2) Circle-Sequence Reverse Osmosis
- 3) Energy Storage System
- 4) IT Asset Disposition

Hi-tech Business

Business Areas	Details	
Semiconductor Cluster	SK ecoplant has established itself as an optimal business partner in semiconductor infrastructure construction by leveraging its extensive construction experience and technical expertise. The company has successfully executed large-scale plant projects such as M14, M15, and M16, demonstrating its construction capabilities, and has promptly completed follow-up projects using the Super-Fast Track method to effectively meet client demands. In response to rising semiconductor demand driven by AI expansion, SK ecoplant is broadening its global footprint and diversifying its business portfolio, striving to enhance client satisfaction and achieve sustainable growth. Through semiconductor cluster development and industrial complex projects, the company is contributing to strengthening national industrial competitiveness, fostering technology collaboration, and promoting shared growth. These projects also create social value by supporting regional economic development and pursuing co-prosperity with local communities. [Key Achievements] • Yongin Semiconductor Cluster: A Comprehensive Showcase of SK ecoplant's End-to-End Semiconductor Services	
Environmental Services	SK ecoplant delivers sustainable solutions through the development and advancement of differentiated air and water treatment technologies. By leveraging in-house technologies and collaborating with eco-friendly partners, SK ecoplant enhances the competitiveness of Hi-tech clients and expands commercialization of environmental technologies such as water reuse (CSRO), ultrapure water production, greenhouse gas reduction, and air pollutant treatment. [Key Achievements] • Obtained Source Technology Patent and Green Technology Certification for Improved Wastewater Reuse Efficiency	

Business Areas	Details	
Industrial Gases	SK ecoplant maximizes synergies with its subsidiary SK airplus by leveraging EPC solution capabilities in the construction and operation of industrial gas production plants. By locating facilities near industrial complexes and client sites, the company strengthens its competitiveness by integrating its diverse plant design and construction expertise with the on-site production and supply model. [Key Achievements] SK airplus Incorporated as a Subsidiary of SK ecoplant	
Memory Semiconductor Sales	To strengthen competitiveness in the semiconductor market, SK ecoplant incorporated memory module company Essencore as a subsidiary, enabling the manufacturing and global sales of various memory products including memory modules, SSDs, SD cards, and USB drives. Through collaboration with SK tes, the company is also generating synergies in the semiconductor recycling business by collecting and recycling discarded memory and storage products, as well as semiconductor materials, into high-value-added products—enhancing cost competitiveness and reinforcing the raw material supply chain. [Key Achievements] Essencore: The Driving Force Behind SK ecoplant's Semiconductor Business	

Solution Business

Business Areas	Details	
Architectural Solutions	SK ecoplant is putting ESG management into practice by developing residential, office, and commercial spaces. Through the DE'FINE, SK VIEW, and SK V1 brands, the company enhances the value of spaces and expands ESG-based development in areas including urban offices, rental housing, and logistics centers. To achieve Net-Zero by 2040, SK ecoplant is introducing eco-smart technologies such as fuel cells (Bloom Energy) and automated waste sorting and collection systems to build sustainable cities. In particular, the company is working to improve the ZEB¹⁾ regulatory framework for the application of Bloom Energy fuel cells in multi-family housing, and is preparing for real-world project implementation of 'PICKLE'—a CES 2024 Innovation Award-winning waste recycling solution—by integrating it with automated waste collection systems (AWCS²⁾) and AI-based sorting robots. [Key Achievements] One-pick PICKLE: An Innovation in Waste Recycling for Multi-Family Housing Launch of SK ecoplant's Premium Brand DE'FINE Gwangju	

Business Areas	Details
Infrastructure Solutions	SK ecoplant is realizing carbon neutrality in industrial complexes through environment-based and energy-based solutions, reinforcing its vision as a Net Zero Complex Developer for a sustainable future. The infrastructure business continues to achieve stable growth based on domestic public and private investment projects, while expanding its reach through large-scale overseas Public-Private Partnership (PPP) projects, delivering differentiated infrastructure services. With extensive project experience and proven technical and construction capabilities, SK ecoplant has secured a leading position in domestic infrastructure development and is leveraging its accumulated global project expertise to position its comprehensive semiconductor services as a future growth engine, creating new business opportunities by integrating design and construction capabilities. [Key Achievements] • Korea's First RE100 Platform for Industrial Complexes: Changwon RE100 Demonstration Center • SK ecoplant: A Comprehensive Semiconductor Services Provider from Infrastructure Development to Materials Technology



- 1) Zero Energy Building
- 2) Automatic Waste Collection System

Energy Business

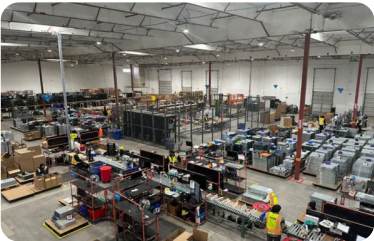
Business Areas	Details
AI Data Center Integrated Solutions	In the global AI data center market, SK ecoplant delivers customized infrastructure from project development to construction, based on power solutions that ensure operational stability and environmental sustainability. By supplying SOFC¹⁾ systems to the Bupyeong Data Center, the company has advanced as an integrated energy solutions provider and is realizing high energy efficiency and low total cost of ownership through its internally optimized data center model. In addition, leveraging its BIM²⁾-based project management capabilities, SK ecoplant provides tailored solutions across the entire process—from site assessment to operations—while flexibly responding to evolving demands such as net-zero goals and the expansion of distributed energy systems. [Key Achievements] • Korea's First Data Center to Install Solid Oxide Fuel Cells (SOFC) as a Backup Power Source
Fuel Cells	Since winning the Bundang Fuel Cell Project in 2017, SK ecoplant has been leading the SOFC market, steadily increasing its market share by leveraging high power generation efficiency. As of 2025, the company has surpassed 560MW in cumulative orders, firmly establishing itself as a key supplier in Korea's fuel cell market. With the recent surge in power demand from AI data centers, fuel cells are gaining attention as an eco-friendly and cost-effective energy source, and SK ecoplant is emerging as a leading energy solutions provider for AI data centers through the Equinix Project and the Bupyeong Data Center. [Key Achievements] • Localization of Core SOFC Materials Achieved by SK ecoplant, KHNP, and Bloom Energy • Successful Capital Raising for the Jincheon Sincheok SOFC Power Project with SK ecoplant Participation



Business Areas	Details	
Renewable Energy	SK ecoplant is expanding its business model in the renewable energy sector by leveraging energy efficiency and technological competitiveness. In the ESS sector, the company is planning to enter the centralized contract market in collaboration with its investment partners and is preparing to operate 100MW by establishing a PPA³⁾-based renewable energy platform that enables customized power supply for clients. SK ecoplant is also extending its business into the hydrogen energy sector, focusing on hydrogen production using high-temperature electrolysis (SOEC⁴⁾), and is actively participating in national R&D projects to lay the groundwork for the transition to clean energy. [Key Achievements] • SK ecoplant and SK hynix Sign Direct Power Purchase Agreement (PPA) for Renewable Energy.	

- 1) Solid Oxide Fuel Cell
- 2) Building Information Modeling
- 3) Power Purchase Agreement
- 4) Solid Oxide Electolysis Cell

Environment Business

Business Areas	Details	
Battery Recycling	SK ecoplant has completed and begun operation of battery pretreatment and recycling facilities in key regions including the Netherlands, and is pursuing expansion into markets such as the United States and Australia. With a network of 50 sites across 23 countries, SK ecoplant provides an end-to-end solution from battery collection to recycling, taking the lead in establishing a circular economy and driving the eco-friendly industry through ongoing technological innovation and global network expansion. [Key Achievements] • SK tes Completes Waste Battery Recycling Plant in the Netherlands, a European Logistics Hub	
ITAD	ITAD is a service that collects a wide range of IT assets—from smartphones, laptops, and PCs to data center servers—securely erases stored data, and facilitates recycling and reuse. By leveraging its information security capabilities, SK ecoplant processes large volumes of data quickly and securely, establishing a leading position in the data center ITAD market, a key area of digital infrastructure in the AI era. [Key Achievements] • SK tes Completes Dedicated ITAD (IT Asset Disposition) Facility for Hyperscale Data Centers in Virginia, USA	

Business Areas	Details	
Waste Management	SK ecoplant is establishing leadership in converting waste into energy and resources based on a circular economy model. The water treatment business is evolving from traditional wastewater treatment to a Total Water Solution, with active participation in biogas production and the modernization of aging environmental facilities. In the waste business, the company is enhancing energy conversion at incineration facilities and strengthening its Waste Total Service, while boosting competitiveness through the waste logistics platform WAYBLE. In addition, SK ecoplant is expanding its recycling operations by offering eco-friendly waste solutions, including pyrolysis oil production from waste plastics. [Key Achievements] • SK ecoplant Applies AI-Based Automated Operation to Water Treatment and Incineration Facilities	
Platform Business	Through platform business and digitalization, SK ecoplant is driving the realization of Net Zero and Waste Zero, building a foundation for a sustainable future. By connecting the environmental industry value chain with data, the company maximizes operational efficiency and environmental impact, and develops and delivers digital solutions across key environmental sectors including waste treatment, carbon management, water treatment, energy efficiency, and recycling. Through WAYBLE, SK ecoplant operates AI-based solutions such as WAYBLE circular (waste and resource circulation), WAYBLE decarbon (carbon accounting), WAYBLE re:energy (energy), WAYBLE re:water (water treatment), and WAYBLE re:source (recycling), enhancing the efficiency of environmental operations. [Key Achievements] • Number of Business Sites Using SK ecoplant's AI-Powered WAYBLE Increases Sevenfold in Two Years • WAYBLE decarbon Becomes the First in Korea to Obtain Greenhouse Gas Inventory System (GIS) Certification	



Company Overview

SK ecoengineering was established in February 2022 as a spin-off from the Plant Business Division of SK ecoplant, and provides differentiated hi-tech engineering solutions to global clients. Its core business areas include Industrial, Hydrogen & Green, and Gas & Power. The Industrial segment focuses on next-generation growth industries such as secondary batteries, key materials, and pharmaceuticals and biotechnology. The Hydrogen & Green segment engages in hydrogen-related Engineering, Procurement, Construction (EPC) projects, while the Gas & Power segment operates EPC projects for LNG-based combined heat and power plants, combined cycle power plants, and terminal facilities. Through continuous capability enhancement and accumulated experience, SK ecoengineering addresses customer pain points and strengthens its position as a global partner delivering optimal engineering solutions.

General Information

Category	Details
Company Name	SK ecoengineering
CEO	Young-gyu Song
Date of Establishment	February 1, 2022 (based on spin-off date)
Business Areas	Industrial Business, Hydrogen & Green Business, Gas & Power Business
Number of Employees	1,164 (as of December 31, 2024)
Website	https://www.skecoengineering.com
Head Office Address	6th–13th Floor, Building B, Twin Tree Tower, 6 Yulgok-ro, Jongno-gu, Seoul, Republic of Korea

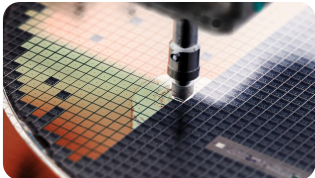
Financial Information

Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	12,865	9,271	8,208
Total Equity	KRW 100 million	2,696	2,879	2,277
Revenue	KRW 100 million	28,945	26,629	16,080
Operating Profit	KRW 100 million	1,392	1,562	385

Business Areas

Overview by Business Areas

Business Areas		Details
Industrial	Semiconductors	SK ecoengineering is supporting SK hynix's expansion into the North American market, leveraging its extensive experience in semiconductor projects. The semiconductor project execution capabilities of SK ecoplant, combined with SK ecoengineering's on-site experience in North America, are generating strong synergies, contributing to the timely production of SK hynix's next-generation High Bandwidth Memory (HBM). In addition, value engineering is being delivered in the North American hi-tech sector through pre-construction services, optimized procurement solutions, and leadership in both basic and detailed design. [Key Achievements] • SK hynix plans to construct an advanced packaging production facility for AI memory in Indiana, USA.
	Battery Materials	SK ecoengineering is leading EcoPro BM's construction project in Canada, drawing on its experience in North American battery cell plants, various battery material industries including separators, and large-scale project execution in Canada. By providing integrated EPC services including Project Management Consultancy, the company is solidifying its position as the sole provider of electric vehicle battery value chain solutions in Canada. Plans are in place to continue expanding business areas in the North American market. [Key Achievements] • SK On, Ford, and EcoPro BM to build a cathode plant in Québec, Canada.
	Pharmaceuticals & Biotechnology	Building on its experience in constructing the Andong pharmaceutical plant—the first facility in Korea to obtain EU-GMP certification from the European Medicines Agency—SK ecoengineering successfully completed the expansion project for the production of pneumococcal vaccines. Through this project and numerous domestic and international pharmaceutical and biotechnology plant projects, the company has demonstrated its capabilities as a specialized EPC firm in the pharma and biotech sectors. [Key Achievements] • Completed expansion of 'Andong L HOUSE' for pneumococcal vaccine production.
Hydrogen & Green Energy		SK ecoengineering provides EPC services across the entire value chain of liquefied hydrogen plants, a core element of the hydrogen economy roadmap. Serving as critical infrastructure that supports the transition to a sustainable energy system across hydrogen production, storage, transportation, and utilization, the company, in collaboration with client SK Innovation E&S, successfully constructed an advanced plant that purifies by-product hydrogen from SK Incheon Petrochem and converts it into liquefied hydrogen at -253°C. This project has established the largest liquefied hydrogen production capacity in Korea from a single facility, with a daily output of 90 tons. [Key Achievements] • Completed the world's largest liquefied hydrogen plant with an annual capacity of 30,000 tons.



Gas & Power

SK ecoengineering delivers optimized, customer-oriented services across the entire spectrum of power plant projects, backed by top-tier technical personnel and extensive EPC expertise. Leveraging its rich experience in large-scale EPC projects, the company provides eco-friendly energy solutions in a wide range of areas, including combined cycle power plants, cogeneration plants, distributed engine power plants, and LNG terminals. It also holds a proven track record in constructing gas combined-cycle power plants that enhance power generation efficiency by utilizing both LNG and LPG fuels.



[Key Achievements]

- [Commenced commercial operation of 'Ulsan GPS,' an LNG-LPG combined-cycle power plant.](#)

ESG Strategy and Achievements

ESG Strategy



Under the vision of “Tech Solution Provider Designing a Sustainable Future,” SK ecoengineering has established and is continuously advancing its ESG management framework. Guided by the slogan “Driving to Zero,” the company aims to eliminate risks across five key focus areas—compliance, human rights, safety and health, environment, and quality—while embedding and practicing ten ESG-driven management principles throughout its business and operations.

Since its spin-off in 2022, SK ecoengineering has implemented a system for managing Scope 1 and 2 greenhouse gas emissions and expanded this framework across all sites by 2023. In 2024, the company is enhancing its carbon emissions management across the entire value chain by identifying Scope 3 emission sources and building a comprehensive inventory. In the area of safety and health, a company-wide management system is operated under the leadership of the Chief Safety Officer (CSO), with performance reported to the Board of Directors and reviewed semiannually to ensure effective execution. The Net Lost Time Injury Rate (Net-LTIR) has been designated as a core indicator, with the goal of achieving global standards in zero-accident performance. A structured strategy is in place to reduce industrial accidents by an annual average of 22% by 2025.

SK ecoengineering ESG Management Website [↗](#)

2024 ESG Highlights



In 2024, SK ecoengineering strengthened its commitment to sustainable management by focusing on key ESG initiatives. Through rigorous waste management, the company achieved a 98% waste recycling rate, and in line with its “2040 Net-Zero Roadmap,” successfully reduced Scope 1 emissions by 28.5%¹⁾ compared to the target level. Additionally, by establishing and operating an effective health and safety management system, the company recorded zero serious industrial accidents. It also operated its sites without any violations of critical quality or environmental regulations, thereby minimizing legal risks.

1) 2024 Scope 1 target emissions: 371 tCO₂eq; actual Scope 1 emissions: 265.3 tCO₂eq

ESG Business case

Environment

Environmental Risk Management

SK ecoengineering conducts company-wide environmental audits to proactively prevent and systematically manage environmental risks. An annual internal audit plan is established to ensure that all projects undergo at least one audit per year. From the early stages of each project, environmental impacts are identified and addressed in advance using a standardized audit checklist comprising 53 items for the environmental management system and 59 items covering the entire project lifecycle. Through this process, the company comprehensively assesses the implementation of the environmental management system, compliance with environmental permits, and key environmental management areas including air, water, waste, and noise/vibration. In 2024, a total of 10 environmental audits were conducted across six domestic sites, including regular audits¹⁾ and special inspections²⁾ for the rainy season. A total of 11 environmental risks identified during these audits were monitored in real-time and promptly resolved via the Smart Work Platform, enhancing the efficiency of post-audit responses and strengthening environmental risk management capabilities.

1)Conducted for projects with less than 90% physical progress.
2)Conducted for projects with a high risk of soil runoff during the rainy season.

2024 Environmental Audit – Risk Identification and Remediation

Risk Category	Number of Risks Identified	Number of Risks Resolved	Key Audit Items
Environmental Management System	6	6	Compliance with ISO 14001
Air	2	2	Installation of dust covers on powdered materials stored outdoors for over one day
Waste	2	2	Segregated storage of waste by type
Noise & Vibration	1	1	Installation and operation of noise barriers
Water Quality	-	-	Measures to reduce turbidity, such as sedimentation basins
Other	-	-	Compliance with permit conditions and environmental impact assessment requirements

Environmental Audit Checklist

Category	Checklist Items ¹⁾
Environmental Management System	- Are project-specific environmental objectives established, with performance tracked and records maintained? - Is top management accountable for the effectiveness of the environmental management system?
Air	- Has the notification (or revised notification) for fugitive dust-generating activities been properly submitted? - Is the emergency fine dust reduction management card completed, submitted to local authorities, and properly maintained?
Waste	- Has the waste (construction, industrial, designated) disposal plan notification (or revision) been properly submitted? - Has the performance report on waste (construction, industrial, designated) been properly submitted?
Noise & Vibration	- Has the notification (or revised notification) for specific construction work been properly submitted? - Are noise barriers properly installed and operated?
Water Quality	- Have the installation notification (or revision), completion inspection, and closure application for private sewage treatment (wastewater treatment facilities or septic tanks) been properly submitted? - Is the wastewater from concrete cleaning properly collected and managed after placement?

Category	Checklist Items ¹⁾
Other	- Is the environmental impact assessment management ledger regularly updated and reported to the client? - Is the non-point source pollution management ledger (facility management, visual inspection records, and water quality analysis results) properly maintained?

1) This is a partial excerpt from the environmental audit checklist.

Case

Introduction of Circular Economy Resource Recovery System



To join SK ecoplant’s circular economy ecosystem for plastic waste, SK ecoengineering launched a pilot transparent PET bottle recovery system in 2023, focusing on project sites with dedicated environmental personnel. By applying the Ministry of Environment’s transparent PET bottle separation policy at project sites, the linear economy model of “production–consumption–disposal” was transformed into a circular structure of “production–consumption–collection–recycling.” Transparent PET bottles collected on-site were sorted and weighed, and a reward of KRW 200 per kilogram was offered to encourage participation. These waste recovery efforts achieved a carbon emission reduction of approximately 2.7 kgCO₂eq per kilogram collected.

Biz. Partners

Biz. Partner Quality Management

SK ecoengineering operates a quantitative data-driven quality management system for partners to enhance quality control standards across the entire supply chain. Through objective quality evaluations and a fair feedback process, partners are supported in autonomously establishing quality management systems and improving their capabilities. Evaluation results are reflected in transactions and bidding processes. This approach prevents low-performing partners from entering the supply chain while incentivizing high-performing partners, promoting an overall uplift in quality standards.

Category	Q1	Q2	Q3	Q4
Partners Subject to Evaluation	58	23	20	23 ¹⁾

1) Warning letters issued to C-grade partners (addressed to partner headquarters)

Shared Growth with Biz. Partners

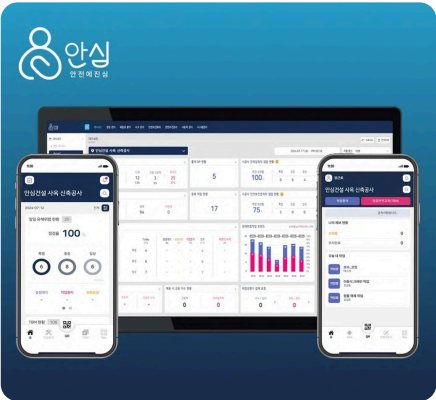
SK ecoengineering provides various financial and institutional support programs to promote mutual cooperation with partners and to build a sustainable supply chain. Support measures such as preferential policies for social enterprises, shared growth loan programs, shared growth fund management, and fee support for electronic direct payment systems help ease financial burdens and ensure stable business operations for partners.

Shared Growth Programs for Biz. Partners

Category	Details
Implementation of Preferential Policy for Social Enterprises	SK ecoengineering operates a preferential policy for partners that hold at least one of nine recognized certifications related to social value creation. When such companies issue performance bonds, the guarantee rate is reduced from 10% to 5%, easing fee burdens and providing tangible financial benefits.
Shared Growth Loan Support	Through the internally funded Shared Growth Loan program, SK ecoengineering supports partners in securing liquidity and enhancing business stability. Interest-free loans are provided for a basic term of one year, extendable up to three years, within a maximum limit of KRW 2 billion, contributing to the foundation for partners' sustainable growth.
Operation of Shared Growth Fund	Through the Shared Growth Fund, jointly established with partner banks, SK ecoengineering supports partners in securing business loans. Loan terms are determined in accordance with the bank's credit regulations and are available up to KRW 2 billion. This enables partners to secure funding more stably and focus on their business operations.
Electronic Direct Payment System Transfer Fee Support	The electronic direct payment system is designed to prevent payment delays from primary partners to secondary partners and workers by using dedicated accounts for direct payments. Currently, SK ecoengineering mandates the use of this system for all contracted partners and fully covers the associated transfer fees on their behalf. By bearing approximately KRW 10 million in annual transfer fees, the company helps reduce partners' financial burdens and promotes the establishment of fair trade practices.

Occupational Safety and Health

Real-Time Safety Management System



SK ecoengineering has implemented and is operating a mobile application dedicated to safety management—“Sincerely for Safety” (hereinafter referred to as *Ansim*)—across all domestic sites. *Ansim* automatically provides task-specific risks and corresponding safety guidelines in real-time, and is designed to ensure that all workers confirm essential safety rules via a QR function before commencing work. Supervisors monitor compliance with safety rules in real-time on-site and take immediate action on deficiencies to proactively prevent industrial accidents. Records of health and safety activities through this system are automatically stored on IT servers, reinforcing both compliance with legal obligations and the reliability of the safety and health management system.

Occupational Safety and Health Activities

SK ecoengineering upholds compliance with occupational safety and health regulations as a core management principle and continues to strengthen a prevention-focused safety management system through measures such as pre-task notification features. Safety performance briefings led by the CEO and the implementation of “Safety Moments” are conducted to review on-site risk factors and monitor the execution of safety measures. In addition, pre-placement medical examinations and workplace environment assessments are conducted on a regular basis to protect workers' health and prevent occupational diseases.

Compliance-Based Safety and Health Management and Integration

Category	Details
Establishing Compliance-Based Health and Safety Management	Compliance Management System SK ecoengineering regards legal compliance in the field of health and safety as a core principle of corporate management. Although two fines were issued at one project site in 2024, this prompted the implementation of a legal compliance alert feature within the safety management IT system in 2025, enabling the establishment of a system to prevent violations in advance. This initiative enhances compliance at the site level and fosters a preventive, risk-based safety culture.
Safety Culture Promotion	Operation of Safety and Health Performance Briefings To continuously review the effectiveness of health and safety management, SK ecoengineering conducts biannual safety and health performance briefings chaired by the CEO. These briefings enable systematic evaluation of company-wide health and safety activities and the identification of areas for improvement. In addition, biweekly Safety Moments are conducted across all domestic and overseas sites to assess the on-site implementation of key risk controls and support seamless operation of the safety management system.
Strengthening Workplace Health Management	Worker Health Examinations To protect worker health and prevent occupational diseases, SK ecoengineering conducts pre-placement medical examinations before assigning workers to hazardous or high-risk tasks. Work environment and task conditions are analyzed to implement musculoskeletal disorder prevention measures, including improvements to hand tools, adjustments to work methods, and provision of personal protective equipment. In addition, regular workplace environment assessments are conducted at all sites to monitor harmful factors such as noise and dust, while ongoing hygiene measures are maintained to prevent infectious diseases. To address seasonal health risks, site-focused intensive management is strengthened during summer to prevent heat-related illnesses.

Employees & Human Rights

Fostering an Inclusive Organizational Culture

SK ecoengineering operates the “Management Development Council,” composed of employee representatives and senior management, to listen to employees’ concerns and reflect them in policy improvements, thereby fostering a participation-based inclusive organizational culture. The company also contributes to the creation of quality jobs and realization of social value by promoting gender diversity and expanding employment opportunities for people with disabilities. These efforts help build trust between employees and management, while enhancing communication and engagement across the organization.

Diversity and Communication Among Employees

Category	Details
Operation of the Management Development Council	SK ecoengineering operates the Management Development Council, where employee representatives and management collaborate to enhance employee well-being and ensure sustainable organizational development. Through quarterly meetings and ad hoc sessions as needed, the council regularly discusses management issues and employee concerns, working toward meaningful policy improvements. In 2024, the council shared key business results and strategic directions, discussed topics such as plans to utilize master's graduates from Sungkyunkwan University's High-Tech Solutions Department and office relocation, and implemented institutional improvements including the expansion of flexible work hours and resolution of dispatched employee concerns, thereby fostering mutual understanding and a participatory culture between labor and management.
Promoting Workforce Diversity	SK ecoengineering is leading efforts to create quality jobs and deliver social value by promoting gender diversity, increasing employment of persons with disabilities, and diversifying job roles. As of 2024, the proportion of female employees reached approximately 14%, a 0.4 percentage point increase from the previous year. The employment rate of persons with disabilities stood at 2.3% at year-end, maintaining a stable level despite challenges such as the construction market downturn and uncertainty in project acquisition. The company plans to further establish an inclusive organizational culture through ongoing hiring expansion and awareness improvement, and to amplify its positive social impact.

Human Rights Education and Protection System

2024 인권 존중 문화 만들기 캠페인

기업과 인권

인권경영이 왜 중요한지, 실천 사례는 무엇이 있는지 알아보고, 현재 우리 회사의 인권 현황에 대한 솔직한 목소리를 들려주시기 바랍니다.

인권교육 & Survey 실시

대상

전 구성원

기간

2024. 10.15(화) ~ 10.22(화), 8일

참여

아래 Link 또는 mySUNI 접속
※ mySUNI-Category-예고벤치마킹-Essential

구성

인권관련 영상, 인권현황 설문 (37문항)
※ 이수기준: 전 과정 100% 참여

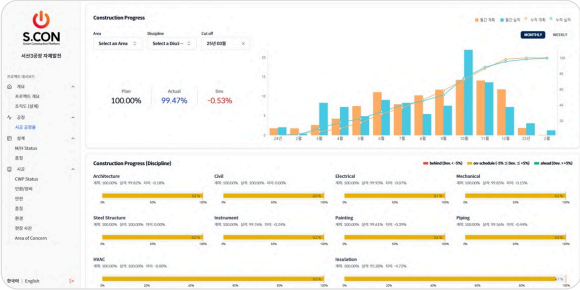
인권교육/Survey 바로가기

SK ecoengineering regularly provides mandatory and statutory training programs on workplace harassment and sexual harassment prevention, disability awareness, and human rights management, targeting all employees—including non-regular workers and the CEO. Training is conducted through case studies based on real-life examples, and post-training assessments are used to evaluate understanding and prevent human rights violations. In 2024, statutory training programs such as sexual harassment prevention and disability awareness achieved a 100% completion rate, while workplace harassment prevention training reached a high completion rate of 99.5%.

In the same year, human rights management training was introduced for the first time to raise awareness among employees. A follow-up survey was conducted based on the ten key principles of the Human Rights Policy Declaration (Ground Rule) to identify areas with low awareness and derive improvement measures. An independent human rights reporting channel is also in place to ensure strict confidentiality of whistleblowers and reported content, along with firm measures to prevent retaliation. In 2025, the company plans to strengthen awareness campaigns for grievance reporting channels and expand victim protection measures such as psychological counseling support and separation of perpetrators.

Risk Management

Project Management via Smart Platform



SK ecoengineering integrates and manages all phases of its projects—including construction, quality, design, and environment—through its smart platform, S.CON. This enhances work efficiency, productivity, and user convenience, while minimizing paper usage to create a more sustainable work environment. The mobile features of S.CON allow real-time sharing of Punch and NCR¹⁾ issues, mobile access to construction management documents, and notifications to task owners—enabling fast and intuitive on-site operations via tablets and smartphones. Dashboard-based real-time monitoring strengthens communication between headquarters and the field, establishing a system for effective project progress management.

1) Non-Conformance Report

Ethical Management & Governance

Strengthening the Ethical Management System

SK ecoengineering is strengthening its ethical management system through various initiatives, including the operation of a compliance program, ethics training and workshops, and the provision of guidelines on outside employment and dual positions. The company continuously works to establish a transparent and accountable organizational culture by reviewing compliance with procedures in key business areas and enhancing employees' ethical awareness through real-world case-based training.

Ethical Management Program Activities

Category	Details
Operation of Compliance Program	SK ecoengineering operates a compliance program based on an internal checklist to systematically assess its level of ethical management and enhance transparency. In 2024, the company evaluated its ethical management practices and reviewed procedural compliance in key business areas such as procurement, human resources, and financial execution, identifying and addressing areas for improvement. These efforts aim to strengthen the internal control system and reinforce a foundation for ethical decision-making.
Implementation of Ethics Training and Workshops	To raise company-wide ethical awareness, online training and workshops are conducted annually on a regular basis. Online training, covering the purpose, objectives, and implementation of ethical management, is designated as a mandatory course. In 2024, 96% of all employees completed the training. Workshops based on real-world cases enable each team to discuss potential ethical issues within the organization and collaboratively develop practical improvement measures, thereby internalizing ethical management.
Guidelines on Outside Employment and Dual Positions	To proactively prevent ethical risks related to outside employment and dual positions, SK ecoengineering regularly verifies dual roles using validation tools during integrity system checks. Clear internal guidelines on outside employment and dual positions are also provided to promote voluntary ethical compliance and foster a transparent work environment across the organization.

Board of Directors Operation

In 2024, SK ecoengineering held a total of nine Board of Directors meetings to deliberate and resolve key issues related to overall business management. Major agenda items included reviews of the internal control and audit systems, approval of health and safety plans, execution of major project contracts, and reporting of business plans, through which the Board has effectively fulfilled its role in overseeing the transparency and soundness of management. SK ecoengineering will continue to strengthen the Board’s role in responsible governance to enhance the effectiveness of its sustainability management system.

SK ecoengineering Board of Directors Activities

Date	Agenda Items	Resolution Status
Feb. 14, 2024	Appointment of the Chair of the Board	Approved
	Approval of Audit Engagement Agreement	Approved
	Subscription to Directors and Officers (D&O) Liability Insurance	Approved
	Approval of Financial Statements and Business Report	Approved
	Convening of the 3rd Annual General Meeting of Shareholders and Adoption of Agenda Items	Approved
	Approval of Subcontract Agreement for Shell F/S Project	Approved
	Report on the Operation of the Internal Accounting Management System	Reported
	Report on FY2024 Business Plan	Reported
Mar. 14, 2024	Approval of Subcontract Agreement for M Phase II Project	Approved
	Report on the Evaluation of the Internal Accounting Management System	Reported
Apr. 04, 2024	Approval of 2024 Health and Safety Plan	Approved
	Change of Branch Manager for the Poland Office	Approved
	Exercise of Redemption Rights for Class 1 Preferred Shares and Appropriation of Retained Earnings	Approved
Apr. 25, 2024	Convening of Extraordinary General Meeting of Shareholders and Adoption of Agenda Items	Approved

Date	Agenda Items	Resolution Status
Jun. 20, 2024	Approval of Amendment to Subcontract Agreement for M Phase II Project	Approved
	Approval of Large-Scale Product/Service Transactions with Related Parties	Approved
	Approval of Amendments to Large-Scale Product/Service Transactions with Related Parties	Approved
Sep. 26, 2024	Approval of Amendments to Large-Scale Product/Service Transactions with Related Parties	Approved
Oct. 24, 2024	Approval of Large-Scale Product/Service Transactions with Related Parties	Approved
	Convening of Extraordinary General Meeting of Shareholders and Adoption of Agenda Items	Approved
Nov. 15, 2024	Appointment of the Chair of the Board	Approved
	Appointment of Chief Executive Officer	Approved
Dec. 10, 2024	Extension of Intercompany Loan to Subsidiary	Approved
	Approval of Large-Scale Product/Service Transactions with Related Parties	Approved
	Approval of Amendments to Large-Scale Product/Service Transactions with Related Parties	Approved



Company Overview

SK oceanplant entered the market in 2012 by acquiring Korea’s first patent related to offshore wind substructures, and in just over a decade, has grown into a global top-tier offshore wind specialist. It is also recognized domestically and internationally for its capabilities in building special-purpose vessels as a defense contractor, and has secured competitiveness in the repair and conversion of large-scale ships based on its ultra-large offshore plant and ship accommodation infrastructure. Furthermore, by establishing long-term partnerships with global developers, SK oceanplant is taking the lead in the floating offshore wind substructure market, while also strengthening its position as a global top-tier player in both the fixed-bottom and floating offshore wind markets.

General Information

Category	Details
Company Name	SK oceanplant Co., Ltd.
CEO	Seung-chul Lee
Date of Establishment	November 29, 1996
Business Areas	Offshore Wind · Shipbuilding · Offshore Engineering
Number of Employees	856 (as of December 31, 2024)
Website	http://www.skoceanplant.com
Head Office Address	51-1, Naesan 3-gil, Donghae-myeon, Goseong-gun, Gyeongsangnam-do, Republic of Korea

Financial information

Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	12,200	14,319	14,219
Total Equity	KRW 100 million	5,260	6,988	7,135
Revenue	KRW 100 million	6,918	9,258	6,626
Operating Profit	KRW 100 million	719	756	418

Business Areas

Overview by Business Areas

Business Areas	Details	
Offshore Wind	SK oceanplant secures superior cost and production competitiveness compared to its peers through an integrated production system that manufactures thick-walled steel pipes for offshore wind and plant structures in-house. To further enhance price competitiveness, the company continues to diversify its sources for key equipment and materials. To expand production capacity and strengthen the competitiveness of Korea's substructure industry, SK oceanplant has formed the 'SK oceanplant Alliance' with 24 partner companies, driving innovation across the supply chain and offshore wind manufacturing capabilities. In 2024, the company increased its annual jacket structure production capacity from 40 units to 50 units. [Key Achievements] Signed new contracts worth KRW 498.6 billion, including the Fengmiao 1 project.	
Plant	SK oceanplant successfully carried out Korea's first construction of a 6,144-ton ultra-large jacket and driven pile installation, demonstrating world-class offshore structure manufacturing capabilities through the fabrication of key FPSO¹⁾ components such as turrets. In addition, the company flawlessly fabricated and delivered the FPSO topside module in terms of both quality and delivery schedule, officially earning recognition for its unrivaled offshore plant manufacturing capabilities by receiving certification from the Korea Record Institute for the shortest production timeline. [Key Achievements] Awarded and delivered FPSO hull and pipe rack fabrication for BW Offshore, valued at approximately KRW 382 billion.	
Special-Purpose Vessels (Shipbuilding Business)	Since being designated as a defense contractor in the naval vessel sector in 2017, SK oceanplant has successfully built and delivered one 1,500-ton patrol vessel and three 3,000-ton patrol vessels for the Korea Coast Guard, as well as 24 mooring support vessels for the Defense Acquisition Program Administration. As of the end of 2024, the company holds an order backlog for three Ulsan-class Batch-III frigates for the Navy, totaling KRW 750 billion, and plans to continue expanding its special-purpose vessel business. In the shipbuilding sector, SK oceanplant conducts selective sales activities based on profitability, securing a variety of orders ranging from small, medium, and large vessels, and fabricates and supplies blocks for offshore plants and vessels to major domestic shipbuilders. [Key Achievements] Holding an order backlog for three Ulsan-class Batch-III frigates for the Navy, totaling KRW 750 billion.	

Steel Pipe Business

Based on a multi-product, small-lot production system, SK oceanplant continues to strengthen its market position by supplying customized, high-quality thick-walled steel pipes that meet diverse customer needs. Domestically, it supplies primarily to major shipbuilders, while internationally, it has secured a broad customer base across end users in the Americas, Europe, the Middle East, and Southeast Asia.



[Key Achievements]

- [Constructing the world's first set of three dedicated yards for floating offshore wind substructures.](#)

1) Floating Production, Storage and Offloading: A floating facility for the production, storage, and offloading of crude oil.

ESG Strategy and Achievements

ESG Strategy

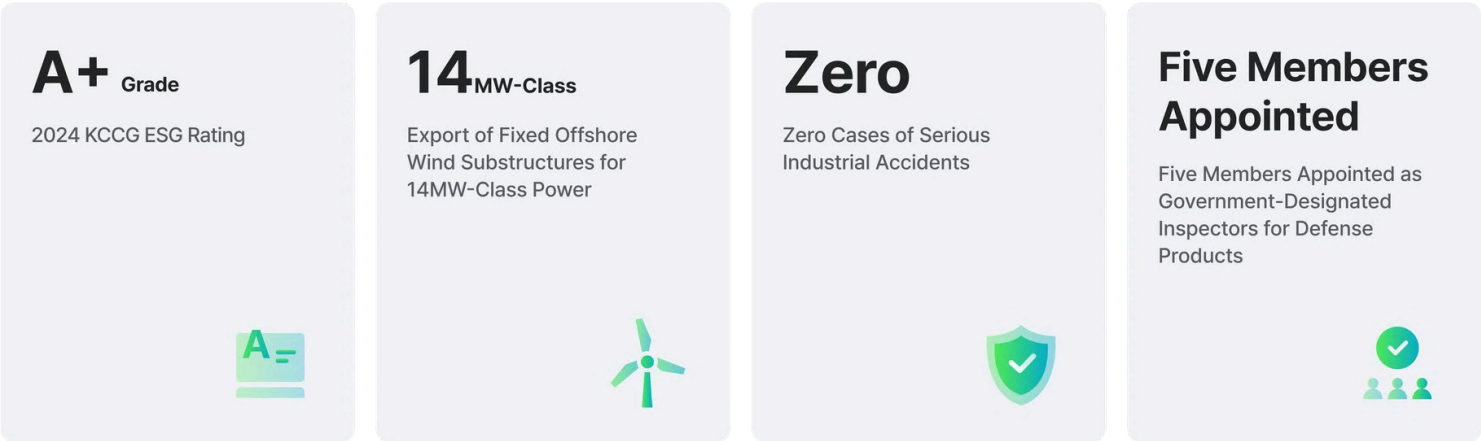


SK oceanplant is advancing its ESG management system under the vision of “A happy community that plants a sustainable future in the ocean,” striving to evolve beyond plants, shipbuilding, and steel pipes into a leading offshore wind company. Under the slogan “Plant a Good Impact, For The Planet,” the company is driving innovation across five core areas: ESG, Compliance, Human Rights, Safety, and Environment & Quality, while internalizing ten company-wide management principles to realize ESG values.

Based on the ESG management framework established in 2023, SK oceanplant is pursuing a sustainable business model that creates both Economic Value (EV) and Social Value (SV). Led by the ESG Headquarters, the company integrates and manages each focus area, and has established a board-level ESG decision-making system through the ESG Committee. Additionally, the Board Secretariat and Compliance Office each support the practical operation of ESG governance and compliance management systems. SK oceanplant plans to continue building a sustainable future with stakeholders by enhancing carbon neutrality and sustainability.

SK oceanplant ESG Management Website [↗](#)

2024 ESG Highlights



SK oceanplant is building a systematic management foundation across all areas—environment, safety, quality, and ethics—with the goal of embedding ESG management into its operations, and is generating tangible results through these efforts. In 2024, the company received an A+ rating in the ESG evaluation by the Korea Institute of Corporate Governance and Sustainability (KCGS), officially recognized for the credibility and transparency of its information disclosures. SK oceanplant also demonstrated its technological competitiveness in the global eco-friendly energy market by successfully exporting fixed offshore wind substructures with a power generation capacity of 14MW turbine. Furthermore, through the widespread adoption of a company-wide safety culture and increased employee participation, the company achieved Zero serious industrial accidents, and made notable progress in quality and trust, with five members appointed as government-designated inspectors for Defense Acquisitions Program Administration.

ESG Business case

Climate Change Response

Greenhouse Gas Emissions Verification (Scope 3)

To achieve its 2040 Net Zero goal, SK oceanplant is systematically managing Scope 1 and Scope 2 greenhouse gas emissions and actively promoting reduction initiatives. The company has also analyzed category-specific data from 2021 to 2023 to calculate Scope 3 emissions across the entire value chain and completed third-party verification in July 2024, further enhancing transparency and credibility in emissions reporting. Based on these efforts, SK oceanplant plans to establish reduction strategies for each emission source and implement mitigation activities in a phased manner. Going forward, the company will set reduction targets aligned with the Science Based Targets initiative (SBTi) and obtain official validation.

Greenhouse Gas Emissions (Scope 3) Verification Statement (KOR) 

Biz. Partners

Recognition of Outstanding Biz. Partners



SK oceanplant operates a recognition program to select and reward outstanding Biz. partners companies, aiming to build a sustainable supply chain based on mutual cooperation. A fair evaluation is conducted across key areas such as management, production, quality, and safety. In 2024, a total of seven partner companies were selected as outstanding Biz. partners and awarded a combined incentive of KRW 90 million. For partners whose evaluation results indicated areas for improvement, SK oceanplant provides regular monitoring and training for their management personnel to enhance partner capabilities and elevate the overall level of partnership.

Occupational Safety and Health

Safety Culture Promotion Project



Moving beyond traditional campaigns focused solely on compliance with safety rules and regulations, SK oceanplant produced a Safety Culture Campaign Video designed to help workers enhance their own awareness of safety. The video was created with the participation of all employees and employees of partner company, and was screened in company cafeterias and on-site displays throughout the workplace. This initiative helped foster a natural awareness of safety in daily routines, promoting the internalization of safety culture and spreading a positive perception that everyone contributes to creating a safe work environment together.

Communities

“Battery Recycling for Love” Resource Circulation Campaign



Starting with the parent company SK ecoplant and later expanded to its subsidiaries, this program is implemented in partnership with the Korea Battery Recycling Association through a formal business agreement to improve waste battery collection rates and promote recycling. Under the program, every ten used batteries returned by employees are exchanged for four or more new batteries. Half of the new batteries are given as rewards to campaign participants, while the remaining half are donated to local communities. To date, approximately 2,300 used batteries have been collected, and 500 new batteries have been distributed to six welfare facilities and community centers in the Goseong area of Gyeongsangnam-do.

Employee Engagement in Social Contribution Activities



To fulfill its corporate social responsibility, SK oceanplant carries out community-based social contribution programs annually, led by its Ttiat Volunteers Group. In 2024, employees participated in a variety of activities including upcycled doll making, plogging, and smartphone training for the digitally underserved. Support programs for elderly individuals living alone in welfare blind spots have also been continuously implemented.

Coastal Cleanup Activities with the Local Community



As part of its social contribution efforts to protect the local marine ecosystem and preserve the natural environment, SK oceanplant has adopted a “companion beach” and regularly conducts coastal cleanup activities near its worksites. In celebration of Earth Day each year, approximately 600 employees and local residents jointly collect various types of marine waste, including discarded styrofoam and scrap wood, raising environmental awareness and strengthening shared growth with the local community. SK oceanplant will continue to collaborate with local communities near its worksites to carry out ongoing environmental improvement initiatives.

Ethical Management & Governance

Operation of Fair Trade Compliance Program

In 2024, SK oceanplant introduced the Fair Trade Compliance Program (CP) to establish a preventive compliance management system that ensures adherence to fair trade laws and fosters a culture of voluntary legal compliance. Led by the Compliance Officer, the company systematically implements compliance activities across all stages—training, inspection, evaluation, and improvement—while reinforcing adherence to the three core elements of fair trade: providing written contracts in advance to subcontractors, making payments within the statutory deadline, and prohibiting unfair contract terms.

In addition, for matters with a high risk of violating fair trade regulations, SK oceanplant conducts preemptive risk assessments to identify, analyze, and manage potential issues. When necessary, a prior consultation process is used to review legal risks and implement preventive measures. As part of its internal control system, the company operates an anonymous whistleblower platform, enabling employees to report suspected violations of fair trade laws. Reported cases are independently investigated, addressed, and promptly corrected. SK oceanplant will continue to advance the operation of its compliance program to establish a fair trading environment and prevent legal risks.

Fair Trade Compliance Program Operating Guidelines (KOR) 

Board of Directors Operation

In 2024, SK oceanplant held a total of eight Board meetings to deliberate and resolve key management issues. The Board focused on strategic decisions to support business expansion, including the establishment of overseas subsidiaries, investments in new yards, amendments to construction contracts, and approvals of transactions with major shareholders. In addition, the Board reviewed and approved agenda items aimed at enhancing sustainable management, such as safety, health, and environmental plans, and revisions to the ESG Committee regulations. Notably, all outside directors participated in major meetings, ensuring independent and accountable decision-making.

SK oceanplant Board of Directors Activities

Date	Agenda Items	Resolution Status
Feb. 14, 2024	Approval of the financial statements and operating reports for 2023	Approved
	Report on the implementation status of the internal accounting management system for 2023	Reported
	Presentation of the business plan for 2024	Reported
	Progress report on the implementation of the Management Diagnosis Agreement	Reported
Mar. 05, 2024	Convening and agenda adoption for the 28th Regular Meeting of Shareholders	Approved
	Approval of proposed amendments to the articles of association	Approved
	Approval of the safety and health plan for 2024	Approved
	Approval of the environmental plan for 2024	Approved
	Evaluation report on the implementation status of the internal accounting management system for 2023	Reported
Apr. 30, 2024	Approval of FY2024 Directors and Officers (D&O) Liability Insurance Contract	Approved

Date	Agenda Items	Resolution Status
May. 09, 2024	Amendment of 'HR Committee' and 'ESG Committee' regulations	Approved
	Appointment of Committee Members	Approved
	Approval of transactions with major shareholders (service contracts) - Execution of management support service contracts - Execution of service contracts	Approved
	Report on Q1 2024 management performance	Reported
	Board of Directors operational plan for 2024	Reported
Jun. 25, 2024	Establishment of Overseas Subsidiaries (China/Vietnam)	Approved
	Signing of Manufacturing Outsourcing Contracts	Approved
	Approval of 'New Yard' Construction Investment Plan	Approved
	Change in 'New Yard' Construction Contract	Approved
	Individual Director Evaluation Results	Reported
Oct. 22, 2024	Amendment of ESG Committee Regulations	Approved
	Approval of Large-Scale Internal Transaction	Approved
	Report on Business Performance and Order Status for the First Half of 2024	Reported
	Report on Operation Plan for Management Infrastructure Improvement Service Agreement	Reported
Nov. 27, 2024	Execution of Floating Dock Lease Agreement	Approved
Dec. 19, 2024	Approval of Product and Service Transactions with 'SKEP'	Approved
	Modification of Management Support Service Agreement with 'SKEP'	Approved
	Report on Q3 2024 Business Performance, etc.	Reported



SK tes

Company Overview

SK tes is a full-cycle environmental service company specializing in IT Asset Disposition (ITAD), e-waste, and waste battery recycling. With 46 sites across 23 countries worldwide, the company provides customized End-of-Life (EOL) solutions to Big Tech firms and global manufacturers, backed by processing capabilities and regulatory compliance expertise, including experience with Basel Permits¹⁾. Recently, SK tes has expanded its business to include the collection, recycling, and eco-friendly resource recovery of IT equipment for hyperscale data centers.

1) A required permit procedure under the Basel Convention, which mandates prior written consent from the importing country for transboundary movement of hazardous and other wastes.

General Information

Category	Details
Company Name	SK TES PTE. LTD.
CEO	Jae-Yeon Cho
Date of Establishment	May 30, 2005
Business Areas	Electronic Waste and Waste Battery Recycling
Number of Employees	2,550 (as of December 31, 2024)
Website	https://www.sktes.com
Head Office Address	9 Benoi Sector, Singapore 629844

Financial Information

Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	4,233	4,732	5,240
Total Equity	KRW 100 million	1,596	2,582	2,517
Revenue	KRW 100 million	3,991	4,710	5,417
Operating Profit	KRW 100 million	97	-2	-85

Business Areas

Overview by Business Areas

Business Areas	Details
ITAD	SK tes has completed the construction of a dedicated IT Asset Disposition (ITAD) facility in Virginia, USA, securing a strategic foothold in the world’s largest data center market, home to Big Tech companies such as Amazon and Microsoft. Through this, the company proposes the value of Global Network + Local Expertise, expanding its service scope to data centers and solidifying its position as a global leader in sustainability. The facility is capable of processing up to 600,000 servers annually and offers a comprehensive asset lifecycle management solution—from equipment management to complete data destruction of all IT components such as hard drives and memory, followed by reuse and recycling. [Key Achievements] Completed construction of a hyperscale data center–dedicated ITAD facility in Virginia, USA
Recycle	SK tes has signed a long-term partnership with BMW for waste battery recycling across Europe. Under this agreement, the company aims to strengthen the battery circular economy by recovering critical minerals such as lithium, nickel, and cobalt from Electric Vehicle (EV) waste batteries at its Rotterdam plant in the Netherlands and using them in the production of new batteries. Starting in the second half of 2025, BMW Group will supply SK tes with EV waste batteries generated in Europe. Through this collaboration, SK tes demonstrates its advanced technological capabilities as a recycling partner to global automakers and is emerging as a leader in the waste battery recycling market. [Key Achievements] Signed a long-term partnership with global automaker BMW for waste battery recycling in Europe



ESG Strategy and Achievements

ESG Strategy

ESG Vision

"Sustaining Tomorrow"

Our Sustainability Strategy



Protect

The privacy, brand, intellectual property, data and trust of our customers



Preserve

Our natural environment, and the use of scarce resources



Provide

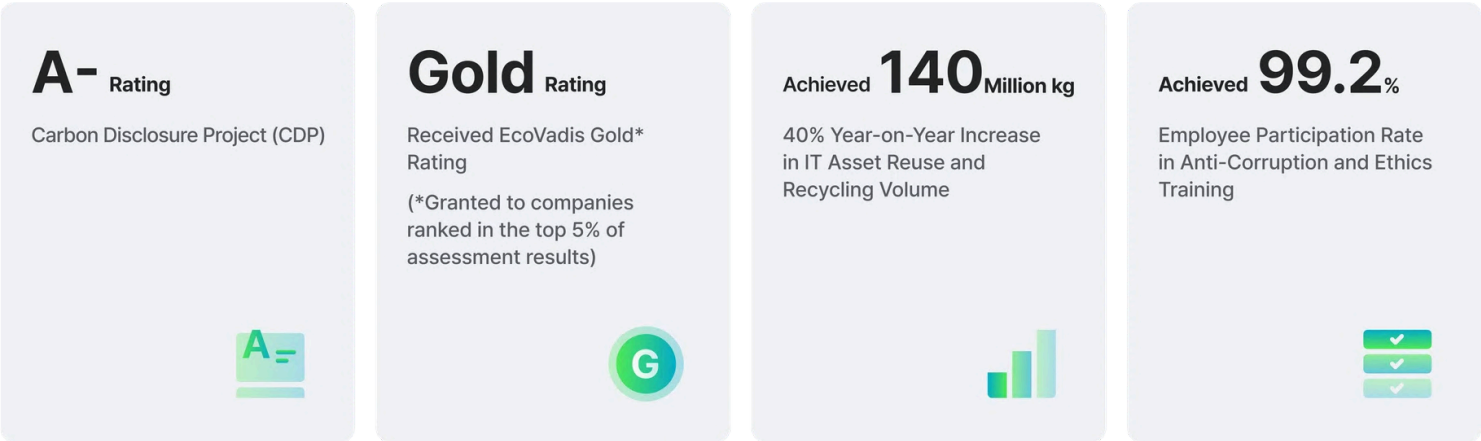
A safe, diverse and inclusive workplace and community for people to thrive

Under the sustainable management vision of “Sustaining Tomorrow,” SK tes is embedding sustainability across all aspects of its business. SK tes follows SK Group’s Double Bottom Line (DBL) principle, which aims to generate both economic and social value to achieve sustainable growth. Aligned with SK ecoplant’s mission of “a happy community creating a sustainable future,” the company has established and operates the SK tes 3P Strategy in line with the “Driving to Zero” strategy, which addresses risk reduction across five key areas: ESG, compliance, human rights, safety & health, and environment & quality.

The SK tes 3P Strategy is built around three core principles—Protect, Preserve, and Provide—and strengthens the implementation of the “Sustaining Tomorrow” vision. Protect focuses on safeguarding sensitive information such as personal information, brands, intellectual property, and data, while enhancing responsible business practices through cybersecurity, ethical supply chains, and regulatory compliance. Preserve is the principle of conserving the global environment by promoting resource circulation, minimizing waste, and reducing environmental impact. Provide aims to create a safe and inclusive workplace and supports continuous growth and development for all employees. Through the 3P Strategy, SK tes is enhancing its circular economy-based business model, extending the life of products and materials, and delivering sustainable services that contribute to climate change mitigation.

SK tes ESG Management Website 

2024 ESG Highlights



In 2024, SK tes received an A–rating from the Carbon Disclosure Project (CDP) and an EcoVadis Gold Rating, an international sustainability assessment agency—an honor granted only to the top 5% of evaluated companies—demonstrating excellence in ESG management. Additionally, the volume of IT asset reuse and recycling increased by 40% year-on-year, reaching 140 million kg, delivering measurable results in resource circulation and environmental protection. The employee participation rate in anti-corruption and ethics training reached 99.2%, reinforcing efforts to uphold ethical responsibility and foster a healthy organizational culture.

ESG Business case

Climate Change Response

Launch of Carbon Loop Calculator



In July 2024, SK tes launched the Carbon Loop Calculator (CLC), a tool that quantifies the carbon reduction impact generated during the processing of customers’ technology assets. The CLC is designed to precisely calculate both carbon emissions and reduction effects across the entire ITAD process, including collection, dismantling, and recycling of e-waste. It is the first tool in the ITAD industry to be developed in accordance with international standards and the Greenhouse Gas (GHG) Protocol, and its reliability and objectivity have been verified through independent assurance by global inspection and certification body SGS. The CLC quantifies not only Scope 3¹⁾ but also Scope 4²⁾, enabling customers to see the greenhouse gas reductions achieved through their technology asset processing. It also provides data on energy consumption and landfill waste volume, which customers can incorporate into their sustainability reports or use to support their carbon reduction targets.

1) Emissions generated across the value chain, including raw material procurement, logistics, product use, and disposal.

2) Refers to avoided emissions that occur outside the organization through products or services; not yet officially recognized under the GHG Protocol, but used as a complementary metric for measuring reduction impact.

Case

Accelerating the Circular Economy for IT Assets

SK tes is accelerating its “A Decade of Difference” mission, which aims to safely and sustainably transition a total of 1 billion kg of technology assets by 2030. In 2024 alone, the company processed 140 million kg of technology equipment and batteries, achieving a 40% year-on-year increase. The reuse and recycling rate reached 97.93%, surpassing the 2023 rate of 97.34% and demonstrating continuous performance improvement. These results reflect SK tes's strategic efforts to expand its global infrastructure and strengthen its resource circulation foundation.

Biz. Partners

Reinforcing Biz. Partner Screening

To enhance the stability of its global supply chain, SK tes is strengthening its Biz. Partner screening system. As international sanctions are increasingly expanding—driven by governments and global institutions for reasons related to diplomacy, security, and human rights—the importance of pre-screening business counterparts has grown significantly. As of December 2024, SK tes has completed sanction screenings for approximately 13,000 Biz. Partner worldwide, including current and prospective partners. In addition, the company introduced a new screening protocol and conducted practical training for internal employees to enhance both screening capabilities and the organization’s overall responsiveness. SK tes plans to continue advancing its systems to manage risks associated with international sanctions effectively.

Employees & Human Rights

SK tes is strengthening human rights protection systems across its global sites through the Global Human Rights Working Group, while expanding global-level initiatives such as participation in the Diversity Charter to promote inclusion and diversity among its employees. Through these efforts, SK tes is fostering a healthy organizational culture rooted in respect for human rights.

Enhancing the Human Rights and Diversity Management System

Category	Details
Establishment of Human Rights Governance	To systematically strengthen human rights practices on a global scale, SK tes officially established the Global Human Rights Working Group in March 2024. The working group consists of two representatives from each country, including the HR lead and the general manager, and plays a leading role in advancing human rights policies and initiatives within their respective regions. A group-level Human Rights Program Director supports local activities and provides specific guidance, enabling the working group to lead collaborative efforts that drive meaningful and actionable human rights programs across regions.
Fostering a Culture of Diversity and Inclusion	SK tes is implementing various global initiatives to cultivate a diverse and inclusive organizational culture. In June 2024, SK tes Germany signed the Diversity Charter, operated under the patronage of the German Federal Chancellor, publicly committing to building a respectful and discrimination-free workplace. In addition, local entities in the UK, Germany, and France are operating programs to increase employment opportunities for people with disabilities. In October 2024, the company launched a company-wide campaign to prevent workplace bullying. Furthermore, in the U.S. and Japan, SK tes introduced additional anti-sexual harassment training to raise employee awareness and equip managers to respond effectively to such situations.

Occupational Safety and Health

Safety Culture Communication



QEHS Alert SK tes

Mental Well Being on Work Life Balance

(工作与生活平衡中的心理健康)

6 EASY WAYS TO IMPROVE YOUR WORK-LIFE BALANCE

改善工作与生活平衡的 6 种简单方法



DONATE YOUR TIME, EXPERTISE, OR FINANCES

捐献您的时间、专业知识和资金



FIND A MENTOR TO PROVIDE ADVICE & INSIGHT

寻找一位导师来提供建议和见解



PLAN YOUR VACATION & DAYS OFF IN ADVANCE

提前计划您的假期和休息日



PRIORITIZE YOUR TOP TASKS & DO THEM FIRST

确定重要任务并优先完成它们



TAKE TIME TO REST BOTH MENTALLY & PHYSICALLY

花时间休息身心



ADD EXERCISE AS A PART OF YOUR DAILY ROUTINE

将锻炼作为日常生活的一部分

QEHS Alert SK tes

LITHIUM ION BATTERY SAFETY

FIRST RESPONDER SAFETY

Reminder!!

1

All Lithium Ion Batteries are dangerous and can catch fire or explode if damaged

2

Never use a charged and/or damaged battery with tools

3

Never use water to extinguish a Lithium Ion Battery fire

4

Use a Lithium Ion Battery fire extinguisher if available

If a Lithium Ion Battery is damaged or about to catch fire when purchased, allow it to reach the end of its useful life before returning it to the store. Do not return damaged Lithium Ion Batteries back to stores, try, or consumer agencies. For the full details, please refer to the attached document.

Types of Fire Extinguisher

- Not all fires are the same

In case of a fire

1. Try to extinguish the fire (person own safety)
2. Activate the fire alarm
3. Switch off all equipment and machinery
4. Stop work and evacuate the factory to Assembly area (Guard house)

Always be aware of the nearest emergency exit

Fire extinguisher, alarm, first Aid kit and fire blanket

SK tes operates a mature health and safety management system across all sites to maintain low accident rates. Starting in 2024, the Global QEHS (Quality, Environment, Health, and Safety) team introduced a notification system that regularly delivers messages on QEHS topics to employees every two weeks. This initiative ensures continuous sharing of safety information across worksites and encourages voluntary learning and participation, thereby enhancing company-wide safety awareness and promoting a culture of learning.

Communities

Expanding Community E-Waste Education



In an era where technology is deeply embedded in daily life, SK tes is conducting awareness campaigns on electronic waste to educate communities about the importance of recycling and encourage responsible action. To this end, the company operates a variety of educational programs each year. Through hands-on experiences and site visits held in locations such as Singapore and China, SK tes reaches thousands of participants annually, promoting proper e-waste disposal and the need of resource circulation.

Ethical Management

Internal Audit and Ethics Training

SK tes resumed its internal audit activities in 2024, which had been suspended since 2020 due to COVID-19. At the T7 Summit held in January of the same year—a meeting of general managers from the top seven revenue-generating countries—a three-year internal audit plan was approved. Based on this plan, audits will be conducted sequentially: starting with the Asia-Pacific region in 2024, followed by Europe in 2025, and the U.S. in 2026. All audits are carried out systematically using a risk-based approach. In 2024, internal audits were completed for the Malaysia, Indonesia, and Singapore entities. To enhance ethical awareness across the organization, SK tes also conducted annual ethics training, with 2,550 employees participating and achieving a high completion rate of 99.2%.



Renewus

Company Overview

Renewus has established itself as Korea's leading company in the water treatment sector by focusing on public and private Operation & Maintenance (O&M) projects and expanding its value chain through environmental Engineering, Procurement, and Construction (EPC) services. Building on downstream capabilities such as water treatment, incineration, and landfill, the company is evolving into a comprehensive environmental enterprise that also encompasses upstream operations including recycling, collection, transportation, and private investment projects—transitioning from an incineration-centered structure to an energy business model. This approach enhances asset value through facility upgrades, introduces innovative AI and DT¹⁾-based technologies, and marks entry into the pyrolysis oil business, setting new benchmarks in Korea's environmental industry. Renewus is also strengthening its Waste Total Service competitiveness by expanding into waste-to-energy and resource circulation, while solidifying its position as an integrated water solutions provider through environmental construction and private investment projects in the water treatment sector.

1) Artificial Intelligence-Digital Transformation

General Information

Category	Details
Company Name	Renewus
CEO	Ji-hoon Kwon
Date of Establishment	Jan. 22, 2018
Business Areas	Operation and Management of Environmental Infrastructure Facilities, Waste Incineration / Landfilling / Recycling
Number of Employees	2,266 (as of December 31, 2024)
Website	https://www.renewus.co.kr
Head Office Address	8-9F, K-Tower, 88 Iljik-ro, Manan-gu, Anyang-si, Gyeonggi-do, Korea

Financial Information

Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	12,537	11,962	11,662
Total Equity	KRW 100 million	4,454	4,339	3,993
Revenue	KRW 100 million	4,384	4,294	4,491
Operating Profit	KRW 100 million	341	184	93

Business Areas

Overview by Business Areas

Business Areas	Details	
Water Biz	As Korea's leading comprehensive environmental platform company in the field of environmental infrastructure O&M, Renewus promotes a cleaner and healthier environment to support the well-being of the public. The company operates a wide range of environment-related projects, including public sewage treatment facilities, public waste treatment facilities, private wastewater treatment facilities, water purification plants, sewerage BTL¹⁾ projects, and integrated commissioning and operations. [Key Achievements] • Renewus Sejong Office Receives Minister of Environment Award for Excellence in Public Sewage Management Services • Environmental Infrastructure Facilities in Anyang and Jinju Rated as Outstanding in Ministry of Environment Evaluation	
Waste Biz	Renewus is transforming waste from end-of-life materials into new resources. By leveraging the capabilities of its owned assets, the company produces energy from waste, enhances landfill stability, and builds a sustainable treatment system. In particular, waste is safely incinerated, and the recovered heat is utilized for power generation and district heating, realizing waste-to-energy conversion. [Key Achievements] • Expansion and Operation of Medical Waste Incineration Facility (Energy Production Facility), Renew Energy Metro Unit 3 • Three Affiliated Incineration Subsidiaries Certified for Energy Recovery Efficiency by the National Institute of Environmental Research	

1) Build-Transfer-Lease

ESG Strategy and Achievements

ESG Strategy

Renewus practices ESG management to enhance the well-being of its employees and stakeholders by proactively responding to tightening environmental regulations and prioritizing the development of a circular resource ecosystem. By expanding waste heat recovery and resource circulation efforts throughout the waste treatment process, the company contributes to greenhouse gas reduction, while minimizing environmental impact through the application of innovative technologies—including AI, DT, and RT¹⁾—across all business areas and through collaboration with stakeholders. Renewus has also established an efficient safety management system to eliminate risk factors in advance and is committed to achieving zero industrial accidents by strictly adhering to laws and regulations and implementing a systematic safety and health strategy grounded in well-defined safety governance and policies. In addition, through its Human Rights Management Declaration, the company has articulated its principles on various potential human rights issues across all business sites, and actively fulfills its social responsibilities through ongoing community contributions such as environmental restoration and volunteer activities.

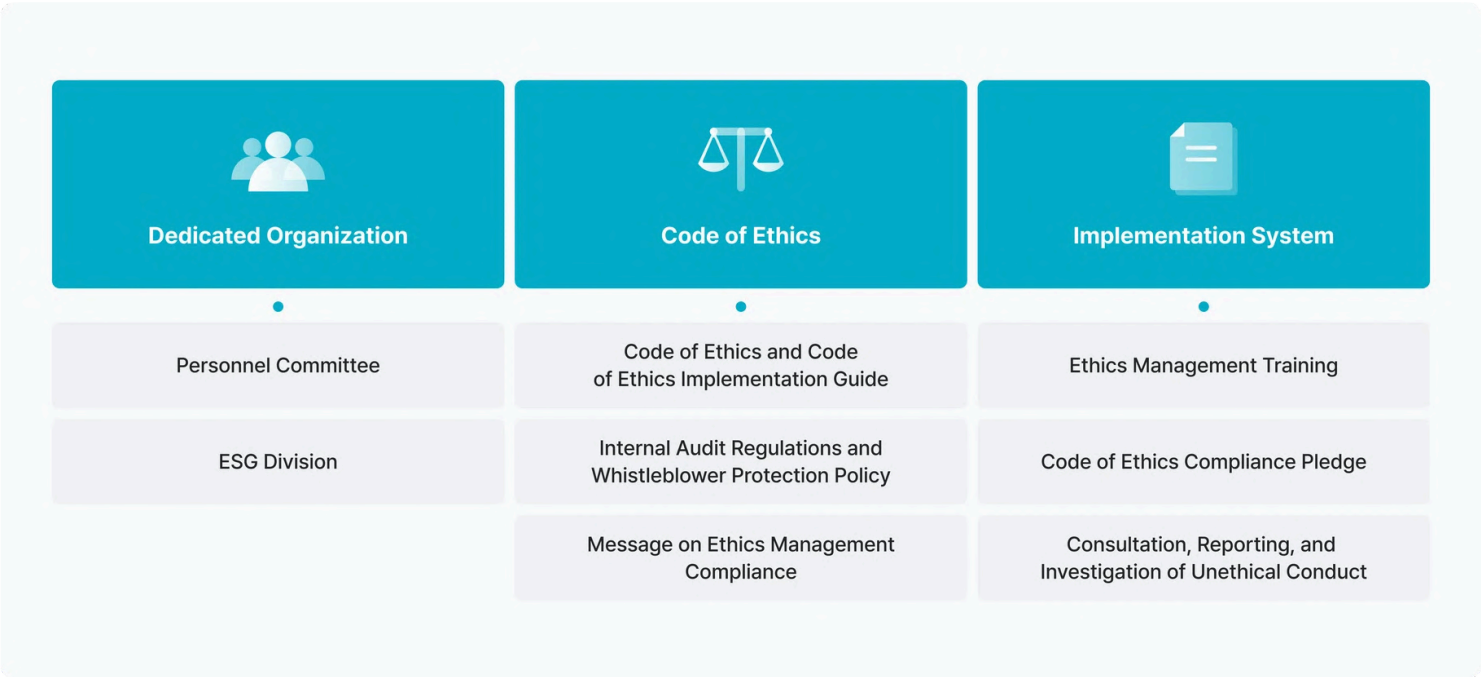
1) Artificial Intelligence-Digital Transformation-Robot Technology

Renewus ESG Management Website

Ethical Management

Renewus upholds the core values of “management that does not take shortcuts” and “management that seeks a big profit by looking far ahead,” striving to become a company respected by all stakeholders—including customers, employees, partners, and shareholders—through transparent business practices and the fulfillment of social responsibilities. To this end, the company operates an ethical management system grounded in its ethics regulations, internal audit regulations, and whistleblower protection regulations, and provides practical ethical management guidelines to help employees incorporate ethical conduct into their daily work. All Renewus employees adhere to the principles of legality, transparency, and rationality, foster a sound corporate culture that rejects unlawful or unethical gains and solicitations, ensure fair opportunities, and avoid making unfair demands through superior positions. The company also pursues shared growth with its partners based on consideration and mutual respect, continuously building trust-based cooperative relationships.

Ethical Management System



Message on Ethics Management Compliance (KOR) 

Code of Ethics (KOR) 

Occupational Safety and Health Management



Renewus places occupational safety and health at the core of its management values, establishing and thoroughly implementing safety and health policies to protect the well-being of all employees and partner companies. To this end, the company has established systematic safety and health management procedures and relevant regulations, and has implemented ISO 45001 certification across all sites to create a safe working environment in line with international standards. In 2022, a Chief Safety Officer (CSO) was appointed, and a dedicated organization was established to strengthen execution, while independent systems for budget, personnel, and equipment were put in place to enhance the professionalism and autonomy of safety and health management. The annual safety and health plan is reported to the Board of Directors, and employee feedback is reflected through the Occupational safety and health Committee. In addition, regular health checkups and follow-up management of individuals with medical findings are conducted to provide systematic support for the physical and mental well-being of employees.

Compliance

Renewus recognizes the Fair Trade Compliance Program as a core management philosophy essential for fostering a transparent and fair corporate culture. To this end, internal regulations and operational systems have been established, and clear behavioral guidelines are provided to all employees to support voluntary compliance with fair trade-related laws. By promoting voluntary practices, the company proactively prevents legal violations and ensures a framework for swift response when necessary, thereby advancing transparent management.

Fair Trade Compliance Pledge

I pledge to actively participate in the operation of the **"Compliance Program"** to practice fair competition and transparent management, and I will do my best to establish a culture of fair trade voluntary compliance within the company.

First,

I recognize that the voluntary compliance with fair trade provides Renewus with a competitive edge and will actively practice it.

First,

As an employee of Renewus, I will not engage in bid rigging and will never engage in unfair trade practices that abuse my trading position, nor will I unreasonably request technical data, especially in my dealings with business partners.

First,

Based on the principle of good faith, I will faithfully abide by the Fair Trade Act, Subcontract Act, and the Improper Solicitation and Graft Act and I will actively participate in preventive activities.

First,

I will never give instructions, approve, or aid and abet violations of the Fair Trade Act or the related laws or company rules. If there is the risk of a violation, I will immediately report it to the compliance office.

- CEO Message on Fair Trade Compliance (KOR) 
- Fair Trade Compliance Program Operational Guidelines (KOR) 

2024 ESG Highlights

Achieved Over

75%

Energy Recovery Efficiency of Incineration Facility*

*(Based on one Renew Energy Gyeongin site)



20% Reduction

Scope 1 & 2 Emissions Reduced Year-over-Year



Rated Highest Grade for Six Consecutive Years

Participation in ERA (Environmental Resource Association, U.S.) International Proficiency Testing for Water Quality Analysis



Zero

Zero Violations of Fair Trade Laws



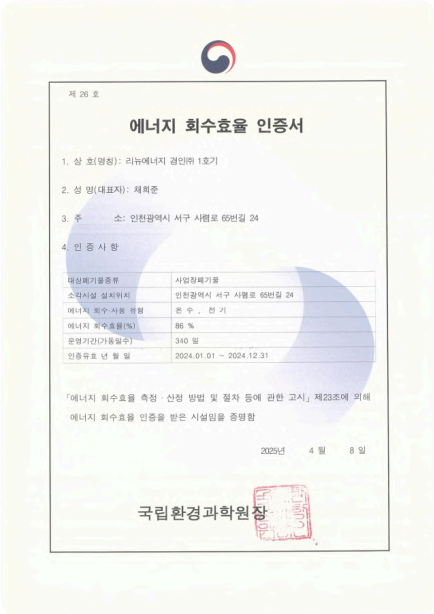
Renew Energy Gyeongin, a subsidiary of Renewus, achieved an energy recovery efficiency of over 75% at its incineration facility, improving energy utilization efficiency. In addition, Scope 1 & 2 greenhouse gas emissions were reduced by 20% year-on-year¹⁾, and the company received the highest grade for the sixth consecutive year in the International Proficiency Testing for Water Quality Analysis conducted by the U.S. Environmental Resource Association (ERA), demonstrating external data reliability. Furthermore, operations were carried out without any violations of fair trade-related laws, reinforcing company-wide compliance management practices.

1) Scope 1 & 2 Emissions: 2023 (446,024 tCO₂eq), 2024 (356,267 tCO₂eq)

ESG Business case

Climate Change Response

Energy Recovery Efficiency Certification



In 2024, five incineration subsidiaries under Renewus obtained energy recovery efficiency certification. This certification evaluates how efficiently thermal energy generated during waste incineration is recovered and utilized in usable forms such as steam, electricity, and district heating. It serves as a key sustainability indicator in promoting resource circulation and reducing greenhouse gas emissions. Renewus will continue to strengthen its role as an energy recovery facility by improving infrastructure and expanding energy supply sources, contributing to carbon neutrality and the advancement of a circular economy.

Quality & Environment

Global-Level Measurement and Analysis Capabilities Secured



Renewus has been certified for six consecutive years as a Laboratory of Excellence, the highest grade awarded in the International Proficiency Testing for Water Quality Analysis hosted by the U.S. Environmental Resource Association (ERA), accredited by the International Organization for Standardization (ISO) and the International Laboratory Accreditation Cooperation (ILAC). Based on accurate water quality analysis and reliable data, the company provides stable water quality management services to clients and has recently strengthened its capacity to proactively respond to hazardous chemical substances such as PFAS by introducing advanced analytical instruments, including liquid chromatography-mass spectrometry (LC-MS). This is regarded as a strategic investment that enables an agile response to evolving environmental regulations and lays the foundation for expanding the measurement and analysis business.

Establishing a Resource Circulation System for Post Office Logistics Facilities



In June 2024, Renewus signed a tripartite business agreement with Korea Post and SK ecoplant to enhance waste treatment efficiency and establish a resource circulation system for post office logistics facilities. Under this agreement, Renewus collects waste generated from postal distribution centers and logistics hubs nationwide and provides Korea Post with recycled logistics supplies using revenue generated from recycling, thereby establishing a virtuous cycle of resource use. SK ecoplant has also provided its proprietary digital waste management system free of charge to Korea Post, enabling transparent management of waste data and real-time monitoring of recycling volumes. This collaboration is expected to improve waste treatment efficiency across Korea Post’s nationwide logistics network and contribute to carbon emissions reduction and the creation of sustainable environmental value.

Case

Leading Position in the Operation of Environmental Infrastructure Facilities in Korea

In 2024, under the evaluation of the Ministry of Environment, the public sewage treatment facility in Anyang City and the public wastewater treatment facility in Jinju City—both operated under consignment by Renewus—were recognized as top-performing municipalities. In addition, environmental infrastructure facilities in six other municipalities—Gyeryong, Geumsan, Danyang, Dangjin, Sancheong, and Uiseong—received high ratings, validating the outstanding operational performance of all eight facilities currently managed by Renewus. This evaluation is an annual program conducted by the Ministry of Environment, assessing the operational efficiency and service quality of public sewage and wastewater treatment facilities across 160 municipalities nationwide, including 106 wastewater facilities. Renewus currently operates approximately 1,200 environmental infrastructure facilities across 51 municipalities nationwide and, as the largest operator in Korea, continues to lead the industry with differentiated technical capabilities and expertise.

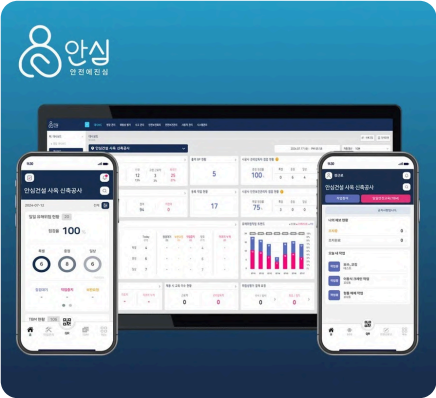
Occupational Safety and Health

Emergency Response Drills for Occupational Safety and Health



To strengthen response capabilities during initial emergency situations, Renewus has established a customized response system tailored to the specific characteristics of each site, including its scale, processes, and workforce composition. To enable rapid and coordinated responses between public authorities and the company in the event of an actual fire, joint fire response drills are conducted at least once a year. In addition, internal fire drills are held twice annually to enhance employees' fire response skills and crisis management capabilities. Renewus will continue to conduct regular education and training to ensure that all employees can respond to emergency situations in a calm and systematic manner.

Introduction of Mobile Occupational Safety and Health Platform



To enhance regulatory compliance and strengthen accident prevention efforts, Renewus has introduced the mobile application Safety First ("Ansim"), promoting the digitalization of safety management tasks. Applied across worksites and infrastructure facilities, Ansim supports the identification of risk factors and the development of appropriate countermeasures, enabling managers to focus more effectively on site-based safety activities. The application also encourages voluntary participation by workers, gradually elevating the overall safety culture and contributing to the prevention of accidents by proactively identifying and eliminating potential hazards.

Case

Publication of Occupational Safety and Health White Paper

To prevent workplace accidents and raise safety awareness among employees, Renewus has published the Occupational safety and health White Paper, making it accessible to all employees.

The white paper analyzes the root causes of actual workplace accidents and presents practical improvement measures to prevent recurrence of similar incidents. It also emphasizes the importance of accident prevention activities and risk assessments, helping all employees remain vigilant in their day-to-day tasks. In particular, the use of diverse visual materials enhances readability, while a case-based format makes the content easier for employees to understand and apply. Building on these efforts, Renewus continues to embed a safety culture across all sites and expand the foundation for creating safer workplaces.

Communities

Donation of Charitable Funds to Support the Community



In January 2024, Renewus participated in a donation ceremony held at the External Cooperation Office of Pyeongtaek City Hall, where it contributed KRW 20 million to the Pyeongtaek Sharing Foundation in collaboration with other local environmental facility operators. This donation was jointly arranged by companies involved in managing river-related facilities such as wastewater, sewage, and waterworks, and will be used for welfare programs supporting vulnerable groups in Pyeongtaek, including emergency relief, heating assistance, and living expenses. Renewus remains committed to community engagement and will continue to promote the value of sharing through ongoing social contribution activities in pursuit of mutual growth with the local community.

Scholarship Donation to Support Local Education



As the operator of the public sewage treatment and livestock manure treatment facilities in Hongcheon County, Renewus actively engages in various social contribution activities to promote ongoing shared growth with the local community. As part of these efforts, Renewus donated KRW 10 million to the Mugunghwa Scholarship Fund at the Hongcheon County Office in December 2024. This donation was made to support local talent development and educational initiatives, and the scholarship will be used to assist students in their studies and fund educational programs.

Battery Recycling for Love



In partnership with the labor union, Renewus conducted the Battery Recycling for Love campaign, collecting used batteries from 61 sites nationwide and exchanging them for 2,028 new batteries. These were delivered to a nearby local care facility, Anyang's Home, as part of a community outreach initiative. Following the 2023 blood donation certificate campaign, this marks the second labor-management joint social contribution activity. The new batteries, along with daily necessities, were donated to the facility, which houses 41 children and adolescents, creating a positive impact on the local community. Renewus plans to continue fostering labor-management cooperation and carry out a wide range of social contribution activities in the future.



Company Overview

SK airplus, established in 2007, is a company specializing in the production of high-purity industrial gases. It operates large-scale production facilities in major domestic hubs including Ulsan, where its headquarters are located, as well as Cheongju and Gumi, establishing a stable supply infrastructure. Through Air Separation Units (ASU), air is cooled and separated to produce industrial gases such as nitrogen, oxygen, and argon, and by purifying CO₂—a by-product of petrochemical processes—the company manufactures ultra-high-purity liquid carbon dioxide and dry ice products. Flexible supply methods such as Tonnage¹⁾ and Bulk²⁾ are used to deliver optimal gas solutions to clients across a wide range of industries, including semiconductors, petrochemicals, and food processing.

Leveraging stable demand from the petrochemical and refining sectors, SK airplus began supplying industrial gases to the semiconductor industry in 2017 and has since continued to meet growing demand from semiconductor customers in areas such as Yongin and Cheongju. Efforts will continue to enhance quality and production stability, further strengthening gas supply capabilities within the semiconductor industry.

1) This refers to the method of building gas production facilities either inside or adjacent to the customer’s plant and supplying gas directly through pipelines.
2) This refers to transporting liquefied gas using tank lorries and delivering it to storage tanks located on the customer’s premises.

General Information

Category	Details
Company Name	SK Airplus Co., Ltd.
CEO	Jong-jin Oh
Date of Establishment	Jun. 26, 2007
Business Areas	Manufacturing and Sales of Industrial Gases
Number of Employees	228 (as of December 31, 2024)
Website	-
Head Office Address	255, Yongjam-ro, Nam-gu, Ulsan, Republic of Korea

Financial Information

Category	Unit	2022	2023	2024
Total Assets	KRW 100 million	8,355	6,633	7,299
Total Equity	KRW 100 million	4,387	2,186	2,226
Revenue	KRW 100 million	2,435	2,576	3,233
Operating Profit	KRW 100 million	563	653	910

Business Areas

SK airplus supplies industrial gases and carbon dioxide gases to a wide range of industries, contributing to process stability and quality improvement in key sectors such as semiconductors, steel, pharmaceuticals, and food. Industrial gases such as nitrogen, oxygen, argon, Clean Dry Air (CDA), and hydrogen are essential to semiconductor and precision manufacturing processes, while ultra-high-purity liquid carbon dioxide and dry ice are widely used for cleaning, freezing, and transportation across industries including electronics, food and beverage, and healthcare.

Industrial Gases

Properties / Applications



Nitrogen N₂

- Prevents oxidation and preserves quality
- Used in petrochemicals, semiconductors, steel, and metals



Oxygen O₂

- Promotes oxidation and enhances fuel efficiency
- Used in steelmaking, refining, and shipbuilding



Argon Ar

- Prevents oxidation
- Used in semiconductors and shipbuilding



Clean Dry Air (CDA)

- Removes contaminants such as dust, oil, and moisture from compressed air
- Used in semiconductors, etc.



Hydrogen H₂

- Prevents sulfur dioxide formation during combustion and is used in semiconductor manufacturing
- Used in semiconductors and metal heat treatment

Carbon Dioxide Gases

Ultra-High-Purity Liquid Carbon Dioxide (Liquid CO₂)

Used as a supercritical fluid for residue cleaning or to enhance precision in photolithography during semiconductor manufacturing; also used for welding in the shipbuilding and automotive industries



For electronics



For drinks



For industry



For medicine



For agriculture

Dry Ice

A solidified form of liquid carbon dioxide that rapidly absorbs heat from its surroundings during sublimation, making it highly effective for quick freezing and cooling



Food delivery



Medical area



Industrial area



Other areas

52

ESG Strategy and Achievements

ESG Strategy

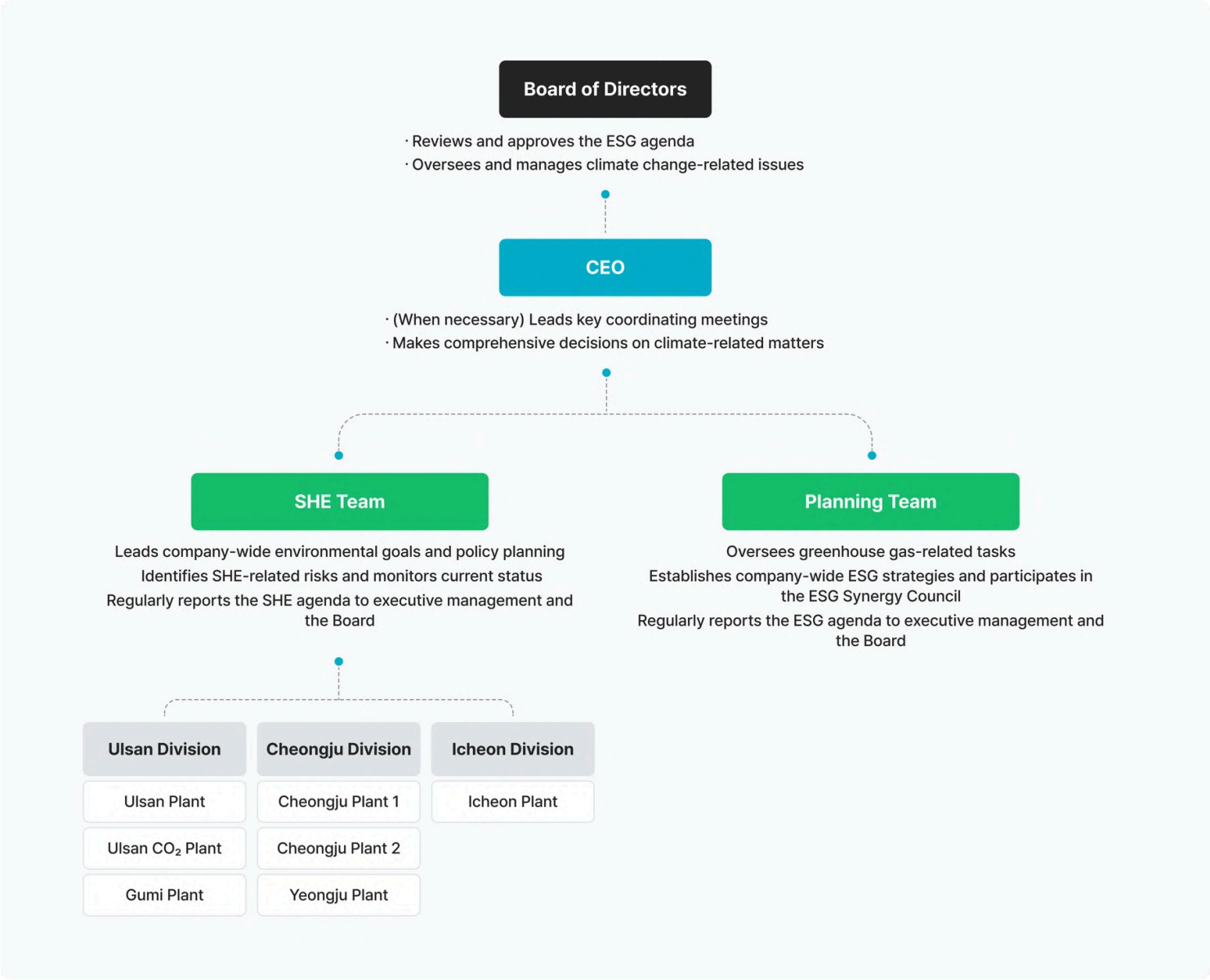
Based on a stable revenue structure and solid growth, SK airplus actively practices ESG management to generate diverse social value and achieve sustainable development. To achieve Net Zero by 2045 and meet RE100 targets, efforts are underway to reduce greenhouse gas emissions through renewable energy sourcing and facility operation optimization, while continuously advancing internal environmental management systems to minimize environmental impact. Active participation in eco-friendly initiatives—such as Environmental Product Declaration certification and the CDP¹⁾ for climate change response—further strengthens ESG competitiveness and external credibility. At the workplace level, accident prevention programs tailored to industry characteristics are in place to ensure a safe working environment, while ESG risk assessments and change management support for key partners help build a sustainable supply chain system. Moving forward, ESG management centered on shared value for all stakeholders will remain a priority in securing sustainable growth engines.

1) Carbon Disclosure Project

Climate Change Response System

In alignment with the Paris Agreement goal of limiting the rise in global average temperature to within 1.5°C above pre-industrial levels, SK airplus actively engages in collaboration and dialogue with the government and relevant organizations. Based on this approach, a company-wide response system has been established to achieve Net Zero and RE100 by 2045, with the Board of Directors responsible for regularly reviewing and approving the ESG agenda and key climate-related issues. The CEO oversees strategic coordination and execution across departments, while the Safety, Health, and Environment (SHE) team is responsible for setting company-wide environmental goals, formulating policies, and managing risks. The Planning Team formulates and implements greenhouse gas reduction and ESG strategies, and reports relevant matters to the Board. Operational departments serve as key implementers of individual tasks, carrying out practical climate change response activities and continuously identifying new initiatives from an on-site perspective.

Climate Change Response Organization Chart



SHE & Quality Management Policy

SK airplus places the protection of people and the environment, as well as the assurance of quality, as its top priorities in all business activities. Based on this principle, the company strives to actively implement sustainable SHE and quality management that can earn the trust of employees and stakeholders. The SHE policy includes principles such as creating a safe and healthy workplace, realizing eco-friendly values through efficient resource use, ensuring transparency through open information disclosure, and encouraging voluntary employee participation. The quality policy reflects a commitment to delivering the highest quality and service for customer satisfaction, operating proactive quality systems, enhancing competitiveness through innovative technologies, and achieving world-class quality management through the voluntary and enthusiastic participation of all members.

SHE Policy

1. Creating a Safe and Healthy Workplace

Continuously improve the SHE management system to build a safe and healthy workplace together with employees and all stakeholders.

2. Pursuing Eco-Friendly Values

Protect the environment of both the workplace and local communities by using resources efficiently and managing chemicals rigorously, while proactively practicing ESG principles.

3. Compliance Management and Transparent Information Disclosure

Comply with SHE-related laws, internal regulations, and stakeholder requirements, and build stakeholder trust through transparent disclosure of information.

4. Voluntary Participation of Employees

All employees recognize SHE as a top priority and actively participate in creating a safe and healthy workplace.

Quality Policy

1. Pursuing Customer Happiness with the Best Quality and Service

As a partner that creates the value of customer satisfaction, we pursue customer happiness by providing the highest quality products and services.

2. Building Trust through Advanced Quality System Operation

Through preemptive and advanced quality system operation and continuous quality innovation, we build customer trust in differentiated quality competitiveness.

3. The Best Partner with Innovative Products and Technologies

Through the development of innovative products through technological development, we become the best partner to provide customer satisfaction.

4. Voluntary and Motivated Participation of All Members

All members do their best to implement the world's best quality management based on Voluntarily, Willingly, Brain Engagement (VWBE) organizational culture.

2024 ESG Highlights

17,498_{tCO₂eq}

Reduction

Reduction of Scope 2 Emissions at Cheongju Plant 1 through Equipment Operation Optimization

Received P-Grade

Achieved the Highest Rating in Process Safety Management (PSM)

Obtained Environmental Product Declaration (EPD) Certification

First in Korea to Obtain Product Certification for Liquid Oxygen (LO₂)

Awarded the Carbon Management Special Award

Carbon Disclosure Project (CDP)

In 2024, SK airplus achieved a reduction of 17,498 tCO₂eq¹⁾ in Scope 2 emissions at its Cheongju Plant 1 through equipment operation optimization and process improvements. In the area of safety, the company earned the highest rating—P Grade—in Process Safety Management (PSM), and became the first in Korea to obtain Environmental Product Declaration (EPD) certification for liquid oxygen (LO₂), further enhancing its environmental impact management system across the product lifecycle. In recognition of its climate action efforts, the company was honored with the Carbon Management Special Award from the Carbon Disclosure Project (CDP).

1) Calculated based on total annual electricity savings of 38,089 MWh.

ESG Business case

Climate Change Response

Promoting Greenhouse Gas Reduction through Process Optimization

As a manufacturer of industrial gases, SK airplus faces structural constraints due to high electricity dependency inherent in its processes and the challenges associated with business expansion. Although it is difficult to significantly reduce absolute greenhouse gas emissions in the short term, the company is establishing a foundation for gradual reduction through process improvements and enhanced energy efficiency. In particular, in 2024, Cheongju Plant 1 achieved a reduction of approximately 17,498 tCO₂eq in Scope 2 greenhouse gas emissions through operational efficiency initiatives such as Half-mode operation of the nitrogen (N₂) process and optimization of Clean Dry Air (CDA) supply. Although production at Cheongju Plant 1 increased by approximately 26.3% year-on-year in 2024—resulting in a 21.4% rise in greenhouse gas emissions—the emissions intensity per unit of production improved by 3.8%¹⁾, marking simultaneous gains in productivity and environmental efficiency. The company plans to further expand the use of renewable energy through Power Purchase Agreements (PPA) and Renewable Energy Certificates (REC), while developing a detailed greenhouse gas reduction roadmap to systematically reinforce its foundation for transitioning to net zero.

1) Greenhouse gas emissions intensity at Cheongju Plant 1 (based on production volume): 0.086 tCO₂eq in 2023, 0.083 tCO₂eq in 2024

Recipient of the CDP Carbon Management Special Award



Since 2023, SK airplus has participated in the voluntary section of the Carbon Disclosure Project (CDP), transparently disclosing data related to carbon emissions and climate response activities. To reduce carbon emissions and power consumption, the company has improved operational efficiency and continuously replaced outdated equipment. In recognition of these efforts, it received the Carbon Management Special Award at the 2024 CDP Korea Committee Awards Ceremony. SK airplus is working toward achieving Net Zero by 2045 and RE100 by establishing clear reduction targets and an implementation roadmap, while continuously enhancing its ESG management framework to reinforce global-level environmental leadership.

Quality & Environment

Efforts to Reduce Environmental Impact

SK airplus is systematically reducing environmental impacts across the entire production process through various initiatives, including the adoption of wastewater reduction technologies, expansion of on-site recycling infrastructure, and becoming the first in Korea to obtain Environmental Product Declaration (EPD) certification. Building on these efforts, the company continues to enhance resource circularity and process efficiency, leading the way in establishing a sustainable, eco-friendly production system.

Category	Details
Wastewater Reduction and Water Quality Improvement	At the Ulsan site, electrolysis technology was introduced to reduce wastewater generated from cooling towers, replacing the use of chemical agents. As a result, annual wastewater discharge from the cooling towers was reduced by 60.5%, from 10,220 tons in 2023 to 4,040 tons in 2024. The electrolysis method also inhibited the formation of scale such as calcium deposits, allowing for stable water quality without chemicals and lowering concentrations of key pollutants such as turbidity and phosphorus (P). Additionally, approximately KRW 34.42 million in annual operating and wastewater treatment costs was saved, and expansion of this technology to all sites is currently under review.
Expansion of Wastewater Recycling Infrastructure at the Ulsan Site	To proactively address environmental compliance, wastewater recycling infrastructure at the Ulsan site has been reinforced. In particular, reflecting the findings of the 2024 Group SHE regular audit, new piping and sump construction for recycling compressor condensate and vaporizer condensate is underway or planned, enabling the reuse of up to approximately 562 tons of wastewater per day within the process. Ongoing improvement efforts will continue to ensure strict compliance with environmental regulations and build an eco-friendly production system that promotes resource circulation and pollution reduction.

First in Korea to Obtain Environmental Product Declaration (EPD) Certification for Liquid Oxygen



Following the certification of liquid argon (LAr) in 2023, SK airplus became the first in Korea to obtain Environmental Product Declaration (EPD) certification for liquid oxygen (LO₂) in 2024. This achievement represents a significant advancement in environmental information management by quantitatively analyzing and disclosing environmental impacts throughout the product lifecycle. Moving forward, the scope of certification will be expanded to accelerate the transition to eco-friendly processes. In addition, a sustainable production system will be established through regular post-certification management and recertification of existing certified products.

Enhancing Quality Competitiveness through Advanced Quality Management System (QMS)

SK airplus has advanced its company-wide Quality Management System (QMS) to automatically aggregate production data and key impurity quality indicators by site. It has also digitalized all stages from equipment registration to inspection, calibration, and repair history, thereby improving the reliability of quality data and the precision of quality control. A monthly QMS Report reflecting productivity and quality trends across all sites enables transparent data sharing among employees, allowing early detection of quality inflection points or trend deviations and establishing a predictive quality management system. In addition, the LIMS-based Q-report system quantitatively analyzes incoming raw material quality and compares data consistency with partners, strengthening bidirectional quality risk management capabilities with customers. A predictive model for Out of Trend (OOT) occurrence by product has been adopted to proactively mitigate quality risks before delivery.

To strengthen quality control of bulk gas raw materials, a LIMS-based Q-report issuance system has also been established. Through this system, analysis results of products received from key partners are automatically aggregated and visualized every quarter. The Q-report compares and reviews quality consistency with partners based on delivery volume trends and impurity analysis by product, and includes a predictive OOT model based on long-term accumulated data to detect abnormalities in incoming product quality at an early stage. It also automatically calculates the annual number of Out of Spec and OOT occurrences to identify quality improvement opportunities for partners. By sharing the Q-report with clients, a proactive, bidirectional quality management system is established, contributing to enhanced customer satisfaction.

Establishment of a Data-Driven Quality Management System

SK airplus operates a Real Time Database (RTDB) system that collects and analyzes process conditions and quality control indicators in real time based on Statistical Process Control (SPC) and Critical to Quality (CTQ) metrics, enabling early detection of quality deviations and prediction of anomalies. In addition, the company has implemented an Early Sensing system to proactively detect recurring issues and collect quality data for QMS reporting. It has also introduced a Laboratory Information Management System (LIMS) that stores bulk gas quality analysis and incoming data in a centralized database with traceability functions, thereby delivering reliable products and services through a highly advanced quality management system.

LIMS Operation System

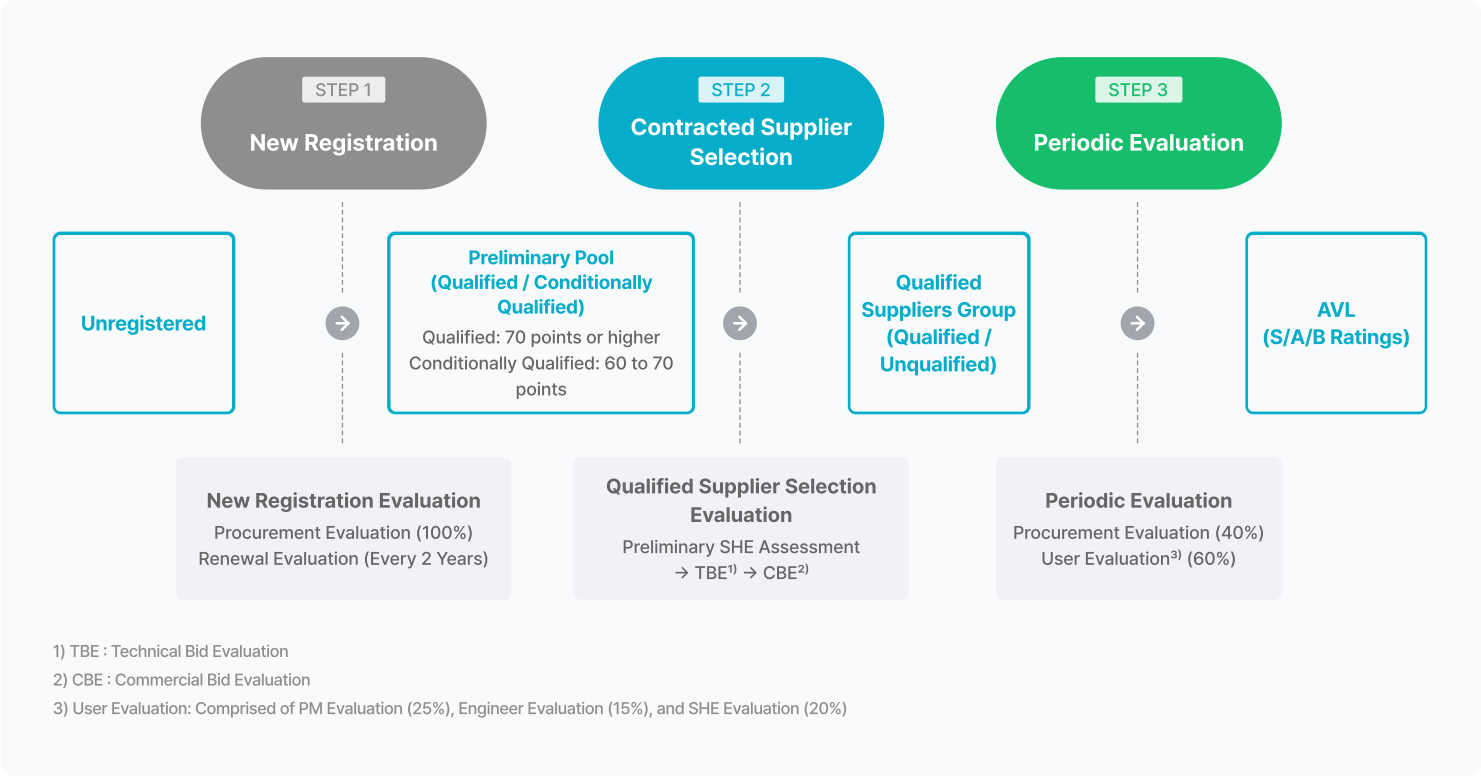


Biz. Partners

Enhancement of the Biz. Partner Evaluation System

Since 2023, SK airplus has enhanced its partner evaluation process by incorporating data from two separate credit rating agencies to improve objectivity, while also refining evaluation criteria to ensure the process reflects partners' perspectives more meaningfully. Under the revised process, registration evaluations classify partners into categories: A/B/C (qualified), D (conditionally qualified), or excluded. Follow-up evaluations are conducted every two years. If a partner fails to meet qualification standards in the renewal evaluation, it is classified as excluded, and subsequent actions such as deregistration or suspension of transactions are implemented accordingly.

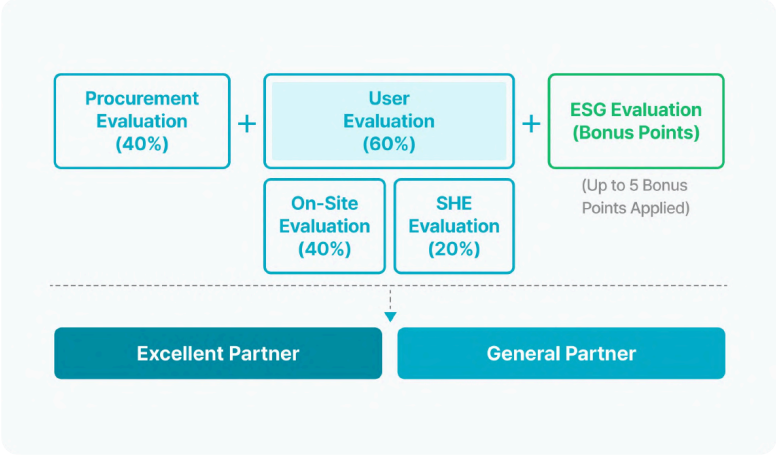
Biz. Partner Evaluation Process



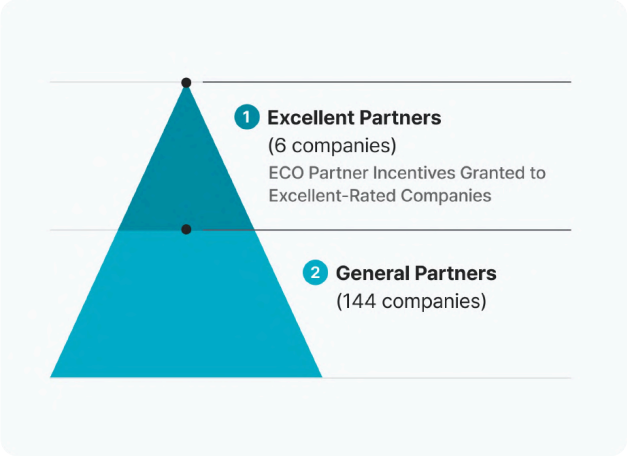
Biz. Partner Management Based on AVL Operation Assessment

SK airplus conducts an AVL (Approved Vendor List) operational assessment for project, maintenance, and logistics partners and assigns AVL ratings to partners each year based on the evaluation results. Incentives are provided to partners rated S or A, while those rated B maintain standard partnership status. The company also operates “Up & Down” and “In & Out” systems to encourage rating adjustments and applies differentiated incentives—such as improved contract terms, relaxed performance bond requirements, ESG collaboration, and shared growth opportunities—to motivate partners to improve their ratings. In 2025, to strengthen synergy in shared growth with SK ecoplant affiliates, the AVL rating system was revised from a three-tier structure (S/A/B) to a two-tier structure (Excellent / General). Partners selected as Excellent are appointed as ECO Partner members and grouped into divisions, receiving various benefits offered to ECO Partner member companies.

AVL Evaluation Process



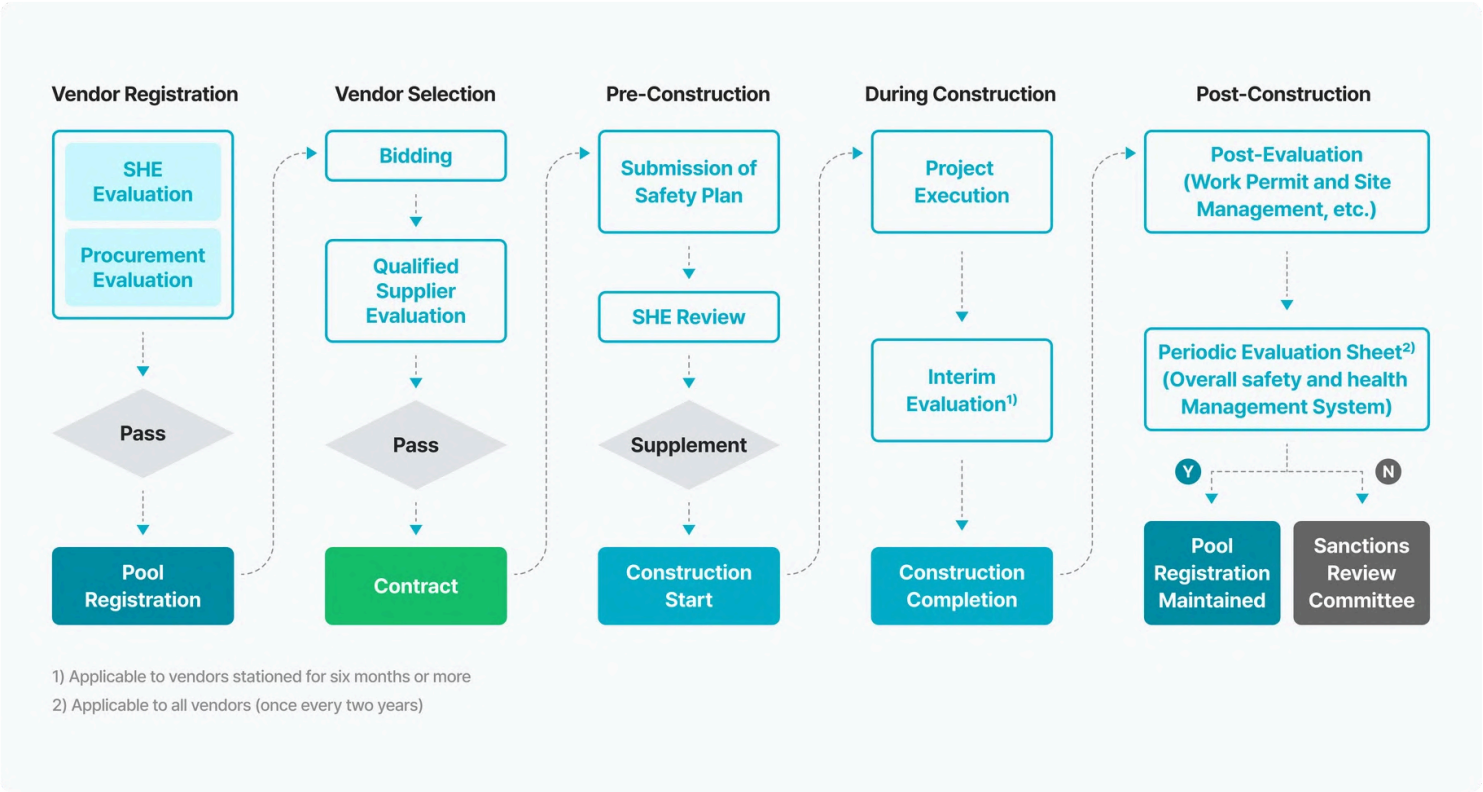
2025 AVL Rating Structure



Establishment of SHE Evaluation System for Biz. Partners

SK airplus has established a pre-qualification SHE evaluation system for partner selection, aiming to comply with the Serious Accidents Punishment Act and enhance partners' safety and health standards. By digitalizing the previously Excel-based manual evaluation process, the company improved both the fairness and efficiency of assessments, while also enhancing convenience and accessibility for partners when submitting required documentation. The system consists of five stages—from partner registration to post-construction regular evaluations—and automatically scores the results to ensure a unified and reliable standard. In collaboration with the procurement team, the evaluation results are incorporated into disciplinary actions and support measures, thereby strengthening supply chain capabilities. These efforts are designed to build a sustainable partnership ecosystem and promote a safety-oriented culture throughout the supply chain.

Partner SHE Evaluation Process



Occupational Safety and Health

Advancement of Process Safety Management

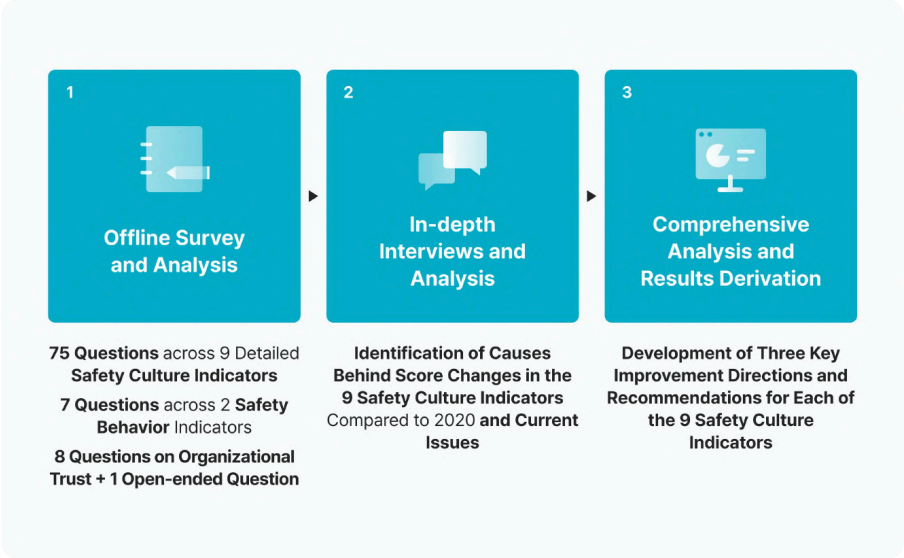
SK airplus is strengthening its safety management system by establishing a quantitative risk management framework and attaining the highest rating in Process Safety Management (PSM), enabling systematic control of project-specific risks and proactive accident prevention while promoting a company-wide culture of safety.

Category	Details
Establishment of Quantitative Risk Management Framework	SK airplus has introduced a Project Safety Index for projects exceeding KRW 5 billion or involving more than 30 on-site personnel, quantifying factors such as the number of work permits issued, use of heavy equipment, weather conditions, and high-risk tasks. If the index falls below the standard threshold, immediate warnings and corrective actions are issued. Risk levels are classified into four stages based on project size and process characteristics, allowing a consistent safety management system to be applied across all sites.
Process Safety Management (PSM) Received Highest 'P' Rating	In the second half of 2024, SK airplus received the highest rating of 'P Grade' (90.1 points) in the regular evaluation of Process Safety Report implementation, receiving external recognition for the excellence of its PSM system. The company conducts process hazard assessments on a cycle more advanced than legally required and implements scenario-based emergency response drills to establish a proactive accident prevention framework. Ongoing efforts to achieve zero-incident sites include preemptive identification and elimination of risk factors, change management, operational safety guideline control, and SHE evaluations of partner companies. Recognized by the Ministry of Employment and Labor for PSM excellence, SK airplus also contributes to community safety by engaging in PSM mentor-mentee programs with local companies in need of safety management know-how. SK airplus will continue to lead in safety culture by advancing the implementation of its 12 core PSM action initiatives.

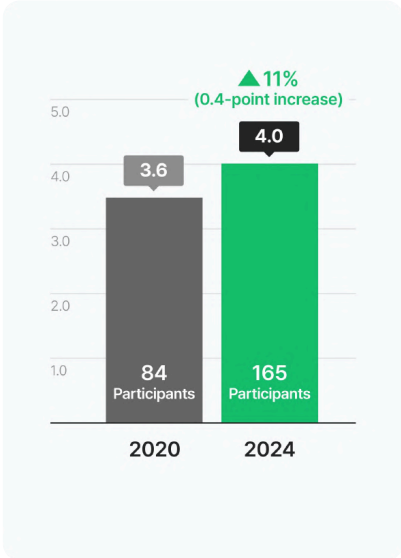
Safety Culture Assessment and Transformation

Based on the safety culture improvement initiatives launched in 2020, SK airplus conducted a Safety Culture Assessment in 2025 to evaluate the organization’s overall safety awareness and management system both quantitatively and qualitatively. As a result, the average safety culture score increased from 3.6 in 2020 to 4.0 in 2024, confirming various positive changes such as strengthened safety commitment from leadership, enhanced communication, and improvements to the training system. In particular, strengthened monitoring of high-risk factors and expansion of site-centered SHE activities contributed to an increased maturity level in safety culture. Moving forward, SK airplus plans to develop a mid- to long-term SHE policy based on the findings of this assessment, and will establish a long-term safety improvement roadmap while enhancing the safety management capacity of partners to build a comprehensive safety management system.

Safety Culture Assessment Process



Assessment Results



Employees

Operation of the Happiness Influencer Program

In 2024, SK airplus launched company-wide organizational culture improvement initiatives under the goal of A healthy organizational culture built by happy employees. The Happiness Influencer program encouraged employees to act as facilitators of communication and culture, strengthening inter-team bonds and fostering a more natural communication environment. The program also yielded positive outcomes in enhancing teamwork and establishing a participation-driven organizational culture. It contributed to greater job understanding and a sense of achievement, promoted a culture of peer recognition, and supported leadership development through internal growth and strengthened strategic thinking skills. Additionally, the program laid the foundation for an autonomous organizational culture by enabling employee-led system improvements and fostering psychological safety.



Key Activities and Outcomes of the Happiness Influencer Program

Category	Key Activities	Key Outcomes
Enhanced Communication and Empathy	Tea Time, Thank-You Cards, Team Lunches, MBTI Sharing, etc.	Strengthened bonds and familiarity among employees; created a natural atmosphere for open dialogue
Pursuit of Shared Goals	60 hours of team-based volunteer work, surveys, feedback collection	Improved teamwork and established a participation-based organizational culture
Increased Job Engagement and Pride	Job Description Review, My Success Story, Peer Bonus, SKMS Quiz	Enhanced understanding of job roles and sense of achievement; promoted a culture of peer recognition
Leadership and Competency Development	Leader Insight Lectures, Task Improvement Discussions, Participation in External Seminars	Supported internal growth, strengthened humanistic insight, and improved strategic thinking skills
Driving Change Through Suggestions and Feedback	10 a.m. Monday Start Policy, Anonymous Feedback Box, Influencer Meetings	Promoted employee-led system improvements and fostered psychological safety

Ethical Management & Governance

Operation of Anti-Bribery Management System (ISO 37001)

SK airplus is continuously advancing its anti-bribery and fair trade management systems to achieve zero corruption risk. The company operates a Fair Trade Compliance Program (CP) and obtained ISO 37001¹⁾ certification for its Anti-Bribery Management System in 2023. In 2024, it completed the follow-up audit, further embedding a culture of legal compliance. A compliance officer is appointed in accordance with CP operation guidelines to oversee the entire program, and the officer reports annual CP performance and plans to the Board of Directors for effectiveness review. Regular fair trade training and internal transaction risk assessments are provided to all employees to promote a culture of voluntary compliance throughout the organization.

1) ISO 37001 is a certification that verifies an organization's anti-bribery and corruption prevention systems—such as for bribery, embezzlement, and recruitment misconduct—are in line with international standards.

Board of Directors Operations

SK airplus practices board-centered responsible management based on its Corporate Governance Charter, with directors appointed through approval by the General Shareholders’ Meeting. As of December 2024, the Board consists of five members including the CEO and serves as the company’s highest decision-making body, reviewing and resolving key management matters and overseeing the execution of directors’ duties in accordance with laws, articles of incorporation, and board regulations. The Board meets quarterly or monthly, with additional ad hoc meetings convened as necessary. Meetings are convened with a majority of directors in attendance, and all resolutions—unless exceptions apply—are passed by a majority vote of attending directors.

The Board regularly receives reports on ESG strategies and progress, SHE performance, and the Fair Trade Compliance Program, thereby strengthening its oversight and management responsibilities regarding ESG governance. In 2024, the Board held 14 meetings and deliberated and resolved a total of 42 agenda items. In accordance with resolutions of the General Shareholders’ Meeting, auditors with professional qualifications are appointed. Auditors attend board meetings, independently monitor the performance of directors, and may request related documents, contributing to the establishment of a transparent and sound governance structure.

Board Composition

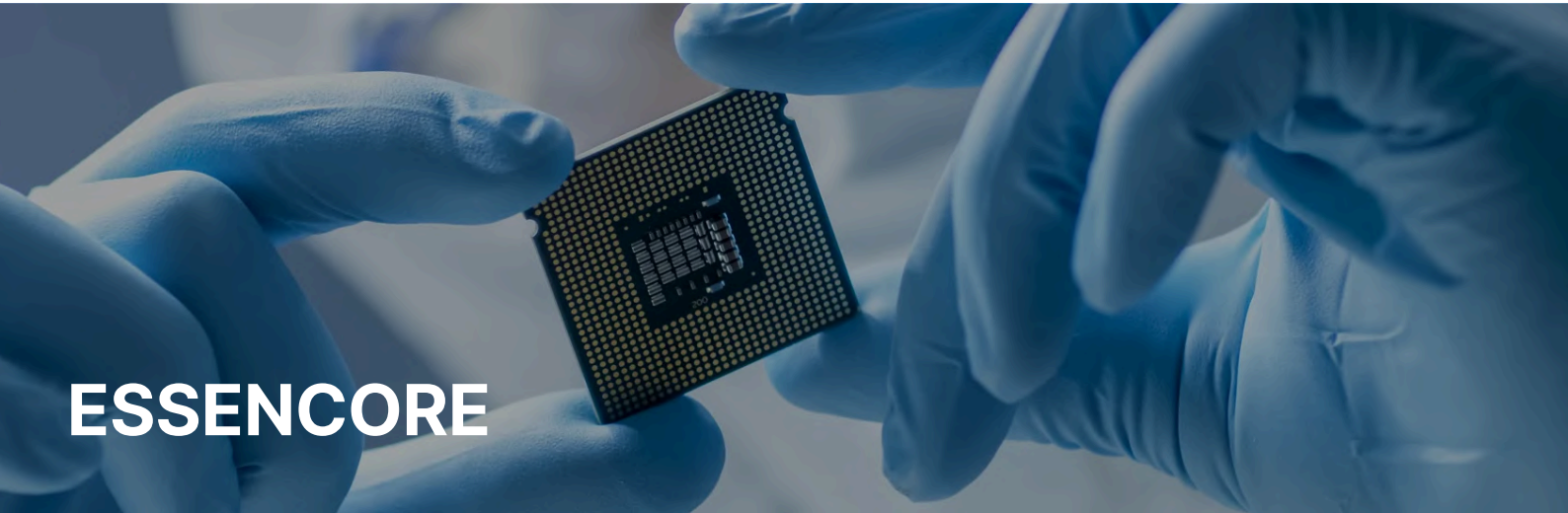
Category	Name	Gender	Term	Key Experience
Executive Director	Jong-jin Oh	Male	Jan. 2023 – Jan. 2026	- Current: CEO, SK airplus Co., Ltd. - CEO, SK trichem Co., Ltd.
	Hyung-Keun Kim	Male	Dec. 2024 – Dec. 2027	- Current: President & CEO, SK ecoplant - Head of Finance, SK E&S
Other Non-Executive Director	Joon-sik Chae	Male	Dec. 2024 – Dec. 2027	- Current: Head of Planning & Finance Center, SK ecoplant - Head of Finance, SK Inc.
	Dong-ho Oh	Male	Dec. 2024 – Dec. 2027	- Current: Head of Hi-tech Business, SK ecoplant - CEO, SK ecoengineering
	Hwa-rang Kim	Male	Dec. 2024 – Dec. 2027	- Current: Head of Business Strategy, SK materials CIC - Concurrent: Other Non-Executive Director, SK trichem
Auditor	Seung-hyun Lee	Male	Dec. 2024 – Dec. 2027	- Current: Head of Finance, SK ecoplant - Head of Management Support Office, Renewus

SK airplus Board of Directors Activities

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Jan. 30, 2024	Approval of the 17th Fiscal Year Financial Statements and Business Report	Approved	5/5(100%)
	Acquisition of Industrial Land in Yongin General Industrial Complex	Approved	
	Establishment of a Subsidiary	Approved	
	Approval of Transaction with SK siltron Co., Ltd.	Approved	

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Mar. 12, 2024	Establishment of a Joint Venture (JV)	Approved	5/5(100%)
	Convening of the 17th Annual General Meeting of Shareholders	Approved	
	Report on FY2023 Internal Accounting Control System Operation	Reported	
	Report on FY2023 Evaluation Results of the Internal Accounting Control System Operation	Reported	
	Report on FY2024 KPIs	Reported	
	Report on FY2024 Business Plan	Reported	
	Report on FY2024 SHE Operational Plan	Reported	
	Report on FY2024 Group SHE Audit Plan	Reported	
	Report on FY2024 ESG Implementation Plan	Reported	
	Report on FY2023 Performance and FY2024 Plan of the Fair Trade Compliance Program	Reported	
May. 16, 2024	Delegation of Authority for Issuance of Unsecured Corporate Bonds	Approved	5/5(100%)
May. 29, 2024	Approval of Investment in Y-Cluster Industrial Gas Plant	Approved	5/5(100%)
Jun. 28, 2024	Convening of the 1st Extraordinary General Meeting of Shareholders and Adoption of Agenda Items	Approved	5/5(100%)
	Approval of Investment in the M15X Bulk Gas Project	Approved	
Jul. 18, 2024	Approval of Share Exchange Agreement with SK ecoplant Co., Ltd.	Approved	5/5(100%)
	Convening of the 2nd Extraordinary General Meeting of Shareholders and Adoption of Agenda Items	Approved	
	Convening of the 3rd Extraordinary General Meeting of Shareholders	Approved	
Aug. 30, 2024	Convening of the 3rd Extraordinary General Meeting of Shareholders and Adoption of Agenda Items	Approved	5/5(100%)
	Report on FY2024 First Half Business Performance	Reported	
	Report on 1H FY2024 Performance of the SHE Operational Plan	Reported	
	Progress Report on FY2024 ESG Implementation	Reported	
	Report on Dissolution and Liquidation of Subsidiary	Reported	
Sep. 02, 2024	Appointment of Shareholder Registry Agent	Approved	5/5(100%)
	Approval of Investment in Expansion of Icheon M16 Hydrogen Supply Facility	Approved	
Sep. 11, 2024	Approval of Investment in M15X Industrial Gas Plant	Approved	5/5(100%)
Oct. 15, 2024	Approval of Investment in Expansion of Electronic-Grade LCO ₂ Storage Tank	Approved	5/5(100%)
	Approval of Product/Service Transactions with Affiliates in FY2024	Approved	
Nov. 21, 2024	Approval of Facility Financing for the Y-Cluster	Approved	5/5(100%)
	Approval of Refinancing of Operating Capital	Approved	
	Report on Q3 2024 Business Performance	Reported	
	Report on Management Review Results of the Anti-Bribery Management System (ISO 37001)	Reported	

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Dec. 09, 2024	Convening of the 4th Extraordinary General Meeting of Shareholders and Adoption of Agenda Items	Approved	5/5(100%)
	Appointment of the Chair of the Board	Approved	
Dec. 26, 2024	Approval of Amendments to Transactions with Affiliates in FY2024	Approved	5/5(100%)
	Approval of Total Transaction Amount with Affiliates for FY2025	Approved	
	Approval of Product and Service Transactions with Affiliates for FY2025	Approved	
	Report on FY2024 Performance of the SHE Operational Plan	Reported	
	Report on FY2024 ESG Implementation Results	Reported	



Company Overview

Essencore is a global semiconductor memory company that manufactures and distributes a wide range of memory and storage products, including DRAM, NAND Flash, and SSDs. Headquartered in Hong Kong, Essencore strengthens its core competitiveness in the global market through key operational hubs in China, Korea, Taiwan, and Singapore. With a focus on high-performance memory modules, it has expanded its presence in the premium market by launching the consumer brand KLEVV, while also providing customized solutions for industrial customers. In 2024, Essencore [was incorporated as a subsidiary of SK ecoplant](#), expanding synergies in the semiconductor service sector. Future collaboration with SK tes is expected to shape new market trends in the semiconductor recycling sector, including end-of-life memory and storage products.

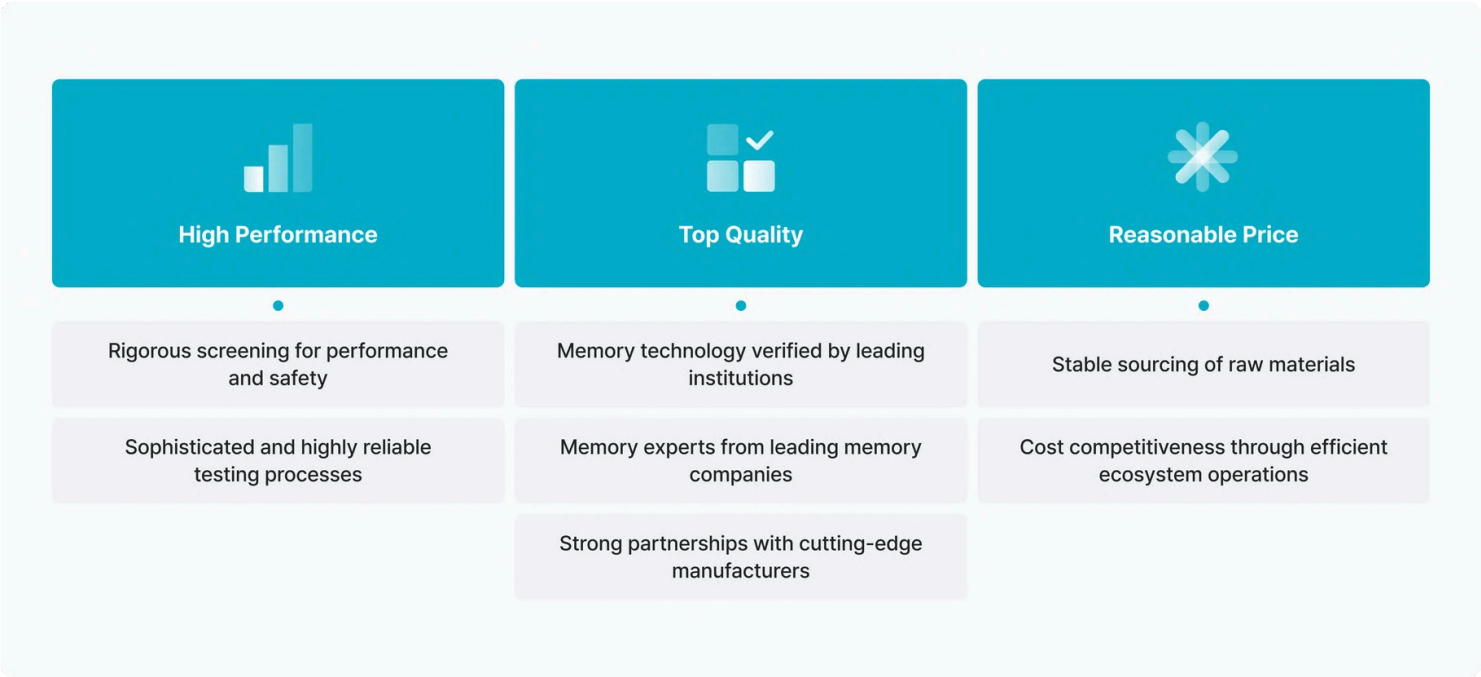
General Information

Category	Details
Company Name	ESSENCORE Limited
CEO	Takkeun Oh
Date of Establishment	September 2010
Business Areas	ICT DEVELOPMENT, TRADING AND INVESTMENT
Number of Employees	100 (as of December 31, 2024)
Website	https://www.essencore.com
Head Office Address	Central Plaza, 18 Harbour Road, Wanchai, Hong Kong

Business Areas

Essencore adheres to three core principles to provide high-quality products and services across all business areas. To ensure High Performance, rigorous screening and highly reliable testing processes are conducted. For Top Quality, proven technologies and skilled professionals are secured. To offer a Reasonable Price, Essencore maintains stable raw material sourcing and operates an efficient ecosystem, delivering high-performance memory and storage solutions trusted by all customers.

Business Areas



Overview by Business Areas

Business Areas	Details	
Memory	Essencore offers high-performance memory modules based on DDR4 and DDR5, presenting products optimized for gaming and overclocking through its KLEVV brand. In particular, the CRAS, BOLT, and FIT series are gaining attention for their sleek design and outstanding performance.	
SSD	Essencore offers a range of SSD products supporting M.2 NVMe and 2.5-inch SATA interfaces. The C715, C930, and G560 series are designed for users requiring high performance, featuring fast data transfer speeds and efficient thermal management. With a variety of capacity and performance options, they meet the diverse needs of consumers.	
Business Solutions	Customized memory and storage solutions are provided for enterprise customers. Products based on DRAM and NAND flash memory are optimized for industrial, server, and mobile applications that require high performance and stability.	

ESG Strategy and Achievements

ESG Strategy

Essencore manages ESG initiatives in an integrated manner across all stages of its business operations. Risks are systematically identified across various areas, including finance, investment, safety, health, and environment (SHE), and human rights. For major investments, business developments, and contract executions, the legal and compliance teams conduct thorough pre-assessments of related risks.

Occupational Safety and Health Policy

Essencore recognizes the safety and health of all employees as a core corporate value and has established an occupational health and safety policy to ensure their protection. Essencore strictly complies with relevant regulations in the regions where its facilities are located and has created an environment that enables the identification, elimination, and control of potential risks in advance. In addition, regular training and awareness programs are provided to ensure that all employees clearly understand the risks associated with their duties and respond proactively. Ongoing environmental improvement efforts are also promoted to create a safer working environment.

Essencore Occupational Safety and Health Management (KOR) 

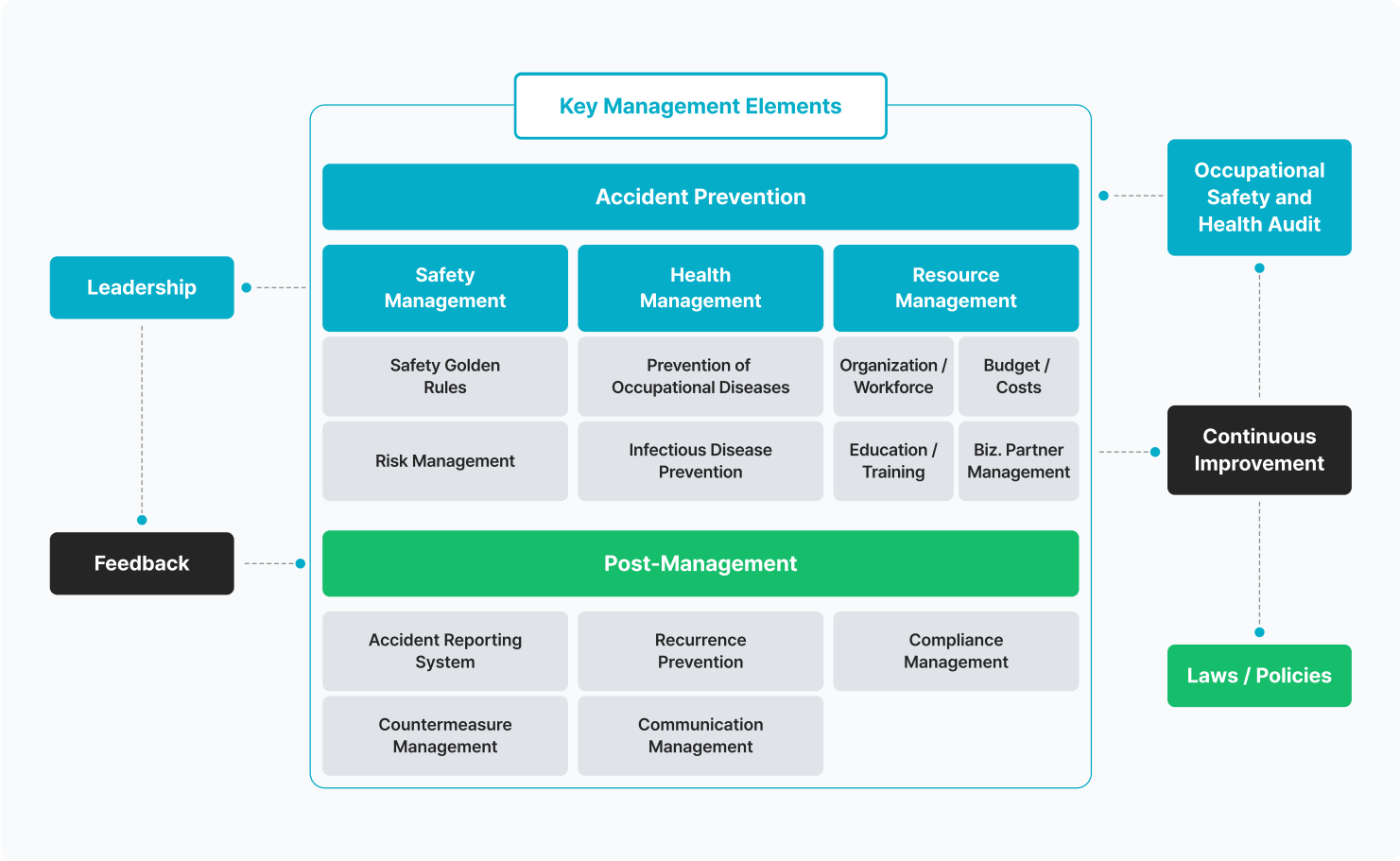
Occupational Safety and Health Policy

ESSENCORE Limited Korea Office recognizes the safety and health of all employees as the highest priority across all business operations and is committed to establishing a occupational safety and health management system in compliance with applicable laws and standards to ensure a safe and comfortable working environment for all employees.

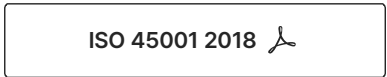
To this end, continuous improvement of the occupational safety and health environment is pursued through the following activities:

- Establish and faithfully implement internal regulations that comply with relevant occupational safety and health laws and related standards.
- Build a safety and health management system and provide sufficient human and material resources to eliminate and control workplace hazards.
- Identify hazards through employee participation, ensure that identified risks are addressed, and share information through training.
- Ensure all employees are aware of the risks associated with their duties and provide training on risk elimination, substitution, and control techniques.
- All employees are expected to fulfill their responsibilities and obligations related to occupational safety and health activities with sincerity.

Occupational Safety and Health Management System



Essencore operates a comprehensive occupational safety and health management system covering the entire process—from accident prevention to post-incident management—based on strong leadership and active participation of the management team. Key elements such as safety, health, and human and material resources are managed in an integrated manner to proactively identify and eliminate risks, while prompt response and corrective actions are taken in the event of an accident to prevent recurrence. The system is continuously improved in accordance with applicable laws and internal policies, and regular internal audits are conducted to assess the effectiveness and appropriateness of its implementation. In addition, Essencore has obtained ISO 45001 certification for its occupational safety and health management system at both its headquarters in Hong Kong and its Korean office, establishing global-level safety and health management capabilities.



Code of Ethics

Essencore practices ethical management to deliver sustainable value to diverse stakeholders—including customers, employees, shareholders, and business partners—and to contribute to social and economic development as a responsible company. To this end, Essencore has established a Code of Ethics, which serves as a standard for decision-making and execution across all business activities. Efforts are made to strengthen corporate sustainability through a transparent and fair organizational culture. In particular, employees faithfully fulfill their fundamental ethical obligations by preventing conflicts of interest, upholding the principles of integrity and mutual respect, and strictly prohibiting bribery and unfair business practices.



Guidelines for Our Employees

- Perform duties diligently and avoid conflicts of interests
- Respect fellow employees
- Prohibit money transactions between employees



Ethics for Stakeholders

- Strengthen enterprise value through reasonable business activities
- Respect stakeholders' reasonable demands and suggestions
- Maintain accurate financial records and faithfully disclose management information



Social Responsibility

- Compliance with domestic and foreign laws
- Practice eco-friendly management



Ethics for Customers

- Enhance customers satisfaction and reinforce customer values
- Prohibit accepting bribery or entertainment
- Protect customer information and assets



Pursuit of Coprosperity with Business Partners

- Foster mutual growth through fair trade relations
- Prohibit the abuse of a superior position or unfair acts

2024 ESG Highlights

KLEVV

Product Donation

To Support Digital Learning for Youth and Foster Talent in Science and Technology



One-on-One HR Interviews Conducted

For All Employees



Achieved Over **90%**

Participation Rate in Ethical Management Practice Assessment to Evaluate the Level of Ethical Conduct



100%

Employee Ethics Commitment Pledge Participation Rate for Internalization of Ethical Management



In 2024, Essencore fulfilled its social responsibility by donating KLEVV products to support digital learning for youth and foster talent in science and technology. One-on-one HR interviews were conducted for all employees across regional offices, and regular team-building activities were organized to enhance communication between departments. To internalize ethical management, all employees signed an Ethics Commitment Pledge, achieving a 100% Participation rate. Additionally, over 90% of employees participated in the “Ethical Management Practice Assessment,” demonstrating a strong commitment to raising ethical awareness.

ESG Business case

Employees & Human Rights

Strengthening Communication and Engagement Among Employees



Beyond company-wide communication, Essencore conducts team-building programs once or twice a year across five regional offices to reinforce organizational culture at the local level. In addition, casual engagement activities—such as birthday celebrations and small-scale town hall meetings—are actively conducted under the leadership of regional heads, contributing to consistently high employee satisfaction. These programs effectively enhance communication and engagement among employees while establishing a stable foundation for collaboration within the organization.

Culture of Diversity and Human Rights

Essencore fosters a culture that respects employee diversity and human rights, strengthening communication and protection systems through labor-management council operations, one-on-one HR interviews, and grievance handling channels. Regular human rights training is also provided to promote a healthy and trusted working environment.

Category	Details
Diversity and Communication Among Employees	Essencore promotes sustainable organizational growth based on a culture that respects employee diversity and inclusion. Labor-management councils are operated in accordance with regional laws and guidelines to protect employee rights and interests. One-on-one HR interviews and Voice of Customer (VoC) activities are conducted biennially across all regions to actively listen to employee feedback and drive meaningful improvements. When introducing new policies or systems, briefing sessions are held regularly to enhance understanding of the changes, strengthen trust-based communication, and foster a flexible and transparent organizational culture.
Human Rights Protection and Grievance Handling	Essencore operates a human rights protection and grievance handling system to safeguard the dignity and rights of its employees. In addition to a group-level reporting channel, a dedicated internal channel has been established to allow employees to report human rights concerns anytime, anywhere. This system enables continuous reporting of various issues, including human rights violations. The grievance handling channel supports the prompt and fair resolution of cases such as workplace harassment and other rights infringements. Regular human rights training is also conducted to raise awareness across the organization and support the creation of a healthy work environment where employees can work with psychological and emotional stability.

Communities

Supporting Educational Environments for Future Talent Development



To support STEAM education (Science, Technology, Engineering, Arts, and Mathematics) for youth, Essencore donated its KLEVV-branded memory modules (CRAS V 64GB 8400MHz Black) and SSDs (CRAS C930 2TB) to Boca Raton Community High School in the United States. Through this initiative, students were provided with a practical learning environment in which they could carry out experiments and projects in various fields, including climate science and cancer research. Essencore will continue to foster an environment where the next generation of talent in science and technology can demonstrate their creativity and capabilities, while expanding participation opportunities over time.

Community Engagement and Sharing



In 2024, 36 employees from Essencore and its official domestic distributor, PinInfo, participated in a kimchi-making volunteer program at the Junggye Comprehensive Social Welfare Center in Nowon-gu. Kimchi prepared with care was personally delivered to 100 households of elderly residents living alone and other underserved seniors in the community, sharing warmth and heartfelt goodwill during the year-end season. Beyond simply distributing goods, this initiative offered direct interaction and connection with neighbors, leaving a lasting impression on participants and reinforcing the company’s commitment to shared growth based on trust with the local community. Essencore plans to continue fulfilling its social responsibility through ongoing community-based volunteering activities.

Ethical Management

Fostering Ethical Management and a Culture of Voluntary Compliance

Essencore operates a compliance program to establish a fair corporate culture and conducts regular internal assessments and risk evaluations—including those related to costs, personnel, and internal regulations—to proactively prevent risks of fair trade violations. In 2024, more than 90% of employees participated in a company-wide survey assessing the level of ethical management practices, and the results were used to implement meaningful improvement measures. In addition, ethics training is provided to all global employees, including those at overseas subsidiaries in five countries, and all employees are required to sign an ethics commitment pledge as part of ongoing efforts to internalize ethical management.

ESG Strategy

ESG Framework

ESG Management System

Under the vision of becoming a “Happy Community Pursuing a Sustainable Future,” SK ecoplant promotes ESG management aimed at realizing stakeholder well-being. By systematically integrating ESG into its business operations, the company seeks to address environmental and social challenges at home and abroad, while generating both Economic Value (EV) and Social Value (SV). In this process, the company strives to achieve zero risk across five key focus areas and implements the Driving to Zero initiative by embedding ten ESG-driven management principles into its business and operations.



ESG Management Principles

In July 2022, SK ecoplant declared its ESG management principles and code of conduct to embed ESG into its operations, and has since reinforced the foundation of ESG management through annual compliance pledges by all employees. SK ecoplant will continue its efforts to deeply integrate ESG management into all aspects of its business operations, thereby enhancing the company’s long-term sustainability.

ESG Management Principles and Code of Conduct 

ESG Governance Structure



The Board of Directors and the Strategy & ESG Committee¹⁾ establish ESG-related strategies and make decisions based on reviews of key financial and non-financial risks. The Corporate Planning Center handles major ESG-related functions—including safety, quality, legal affairs, HR, PR, procurement, digital transformation (DT), and social contribution—through collaboration with relevant departments, and periodically reports its plans and performance to the Board or the Strategy & ESG Committee. The ESG Strategy and Management Team, operating under the Corporate Planning Center, is responsible for overseeing the implementation of ESG strategic initiatives and monitoring their progress.

1) As of March 2025, the former ESG Committee was renamed the Strategy & ESG Committee.

Creating Social Value

Social Value Performance

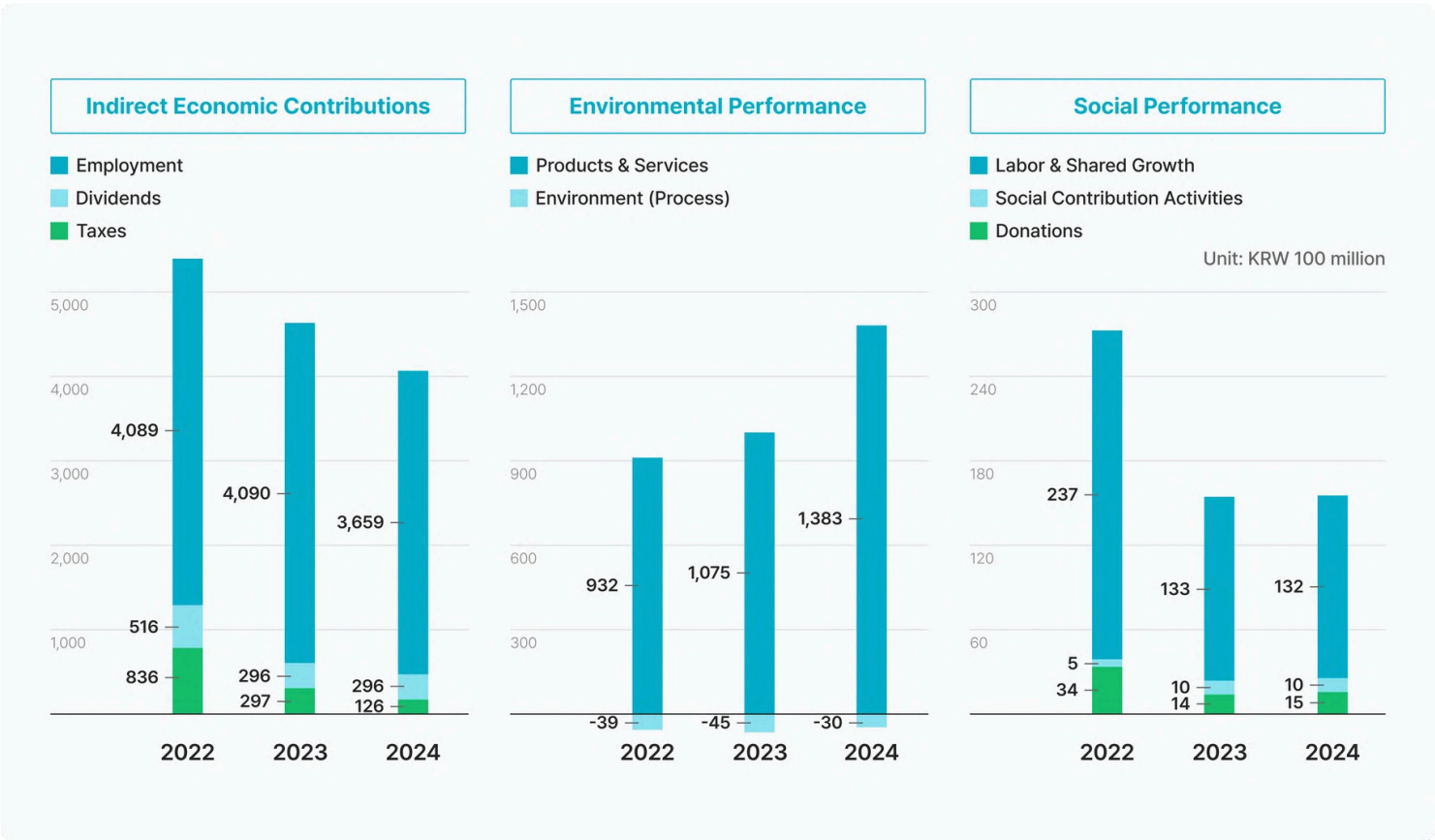
SK ecoplant advances ESG management based on SK Group’s Double Bottom Line (DBL) principle, which aims to generate both Economic Value (EV) and Social Value (SV). Social value refers to the total value created by SK ecoplant through its contributions to solving social issues via its business operations. Following the DBL principle, “If it cannot be measured, it cannot be managed,” SK ecoplant quantifies its social impact in comparable monetary terms and transparently discloses the results. Based on quantified social value, the company aims to innovate its business model by expanding positive impacts and reducing negative ones.

Social value is categorized into three main areas: “Indirect Economic Contributions,” “Environmental Performance,” and “Social Performance,” which include specific elements such as employment, dividends, taxation, product and service outcomes, shared growth, and social contribution. In particular, SK ecoplant measures and manages the social value created by its environmental, energy, and solution businesses, including greenhouse gas reduction through renewable energy and eco-friendly building projects, and waste reduction through the supply of KEco-Bar (GFRP¹) reinforcement bars) as a substitute for steel rebar. In 2024, SK ecoplant generated a total of KRW 559.1 billion in social value, including KRW 135.3 billion in environmental performance and KRW 15.7 billion in social performance.

1) Glass Fiber Reinforced Plastic

SV Measurement Methodology (KOR) [↗](#)

Social Value Performance (SK ecoplant)



Category		Unit	2022	2023	2024
Indirect Economic Contributions	Employment	KRW 100 million	4,089 ¹⁾	4,090	3,659
	Dividends	KRW 100 million	516	296	296
	Taxes	KRW 100 million	836 ²⁾	297 ²⁾	126
Environmental Performance	Products & Services	KRW 100 million	932	1,075	1,383
	Environment (Process)	KRW 100 million	-39	-45	-30
Social Performance	Labor & Shared Growth	KRW 100 million	237	133	132
	Social Contribution Activities	KRW 100 million	5	10	10
	Donations	KRW 100 million	34	14	15
Total		KRW 100 million	6,610	5,870	5,591

1) Figures have been adjusted due to the reclassification of retirement pension and national pension contributions—previously included under taxes—to the employment category.

2) Figures have been adjusted retroactively by excluding deferred corporate taxes from the corporate tax category.

Subsidiary ESG Management

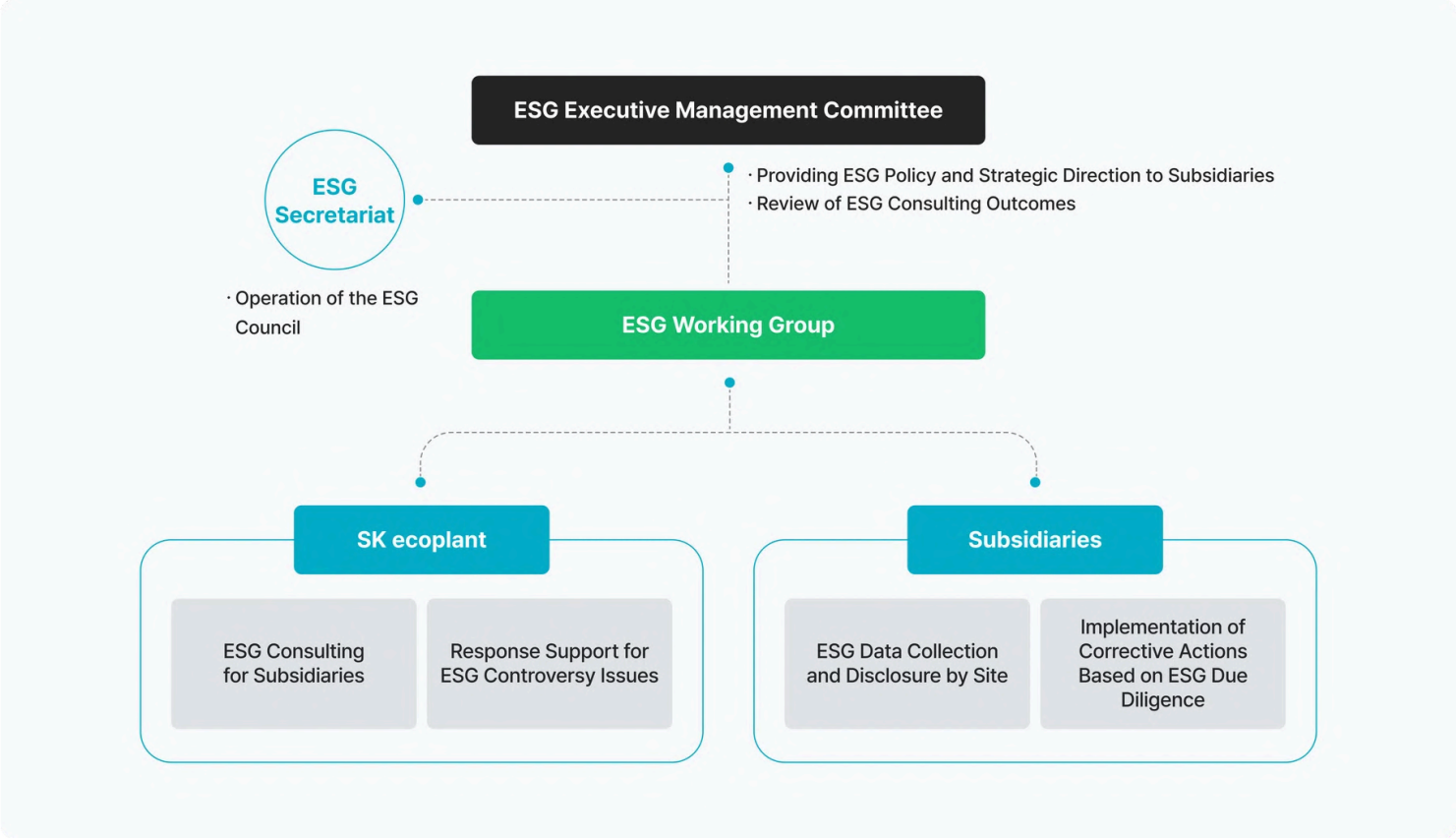
Subsidiary ESG Management Framework

SK ecoplant promotes the advancement of ESG management across its subsidiaries through the ESG Council. The ESG Council assesses each subsidiary’s ESG management level based on company size and business characteristics and recommends improvements accordingly. In line with the mid- to long-term roadmap established in 2022, seven subsidiaries¹⁾ built their ESG management systems in 2023 through focused collaboration with the parent company, and in 2024, further advanced their ESG capabilities based on that foundation. By leveraging communication channels established over three years of collaboration, SK ecoplant will, in 2025, continue supporting the ESG-related needs of existing subsidiaries while identifying and implementing customized initiatives for newly integrated subsidiaries. Starting in 2025, SK ecoplant also plans to build a consolidated statutory disclosure system with its subsidiaries using the ESG Regulatory Response Council²⁾’s disclosure compliance module.

1)The number of member companies in the ESG Council changed compared to 2023 due to the restructuring of certain environmental subsidiaries. Figures do not include SK airplus and Essencore, which were incorporated in November 2024.

2)The Net Zero Council, established in 2022, was restructured into the ESG Regulatory Response Council in 2024. As of 2025, it is operated as two separate modules: Net Zero Implementation and Disclosure Compliance. Through the Disclosure Compliance Module, the company prepares for mandatory ESG disclosures on a consolidated basis and responds to both internal and external requirements.

ESG Council Organizational Structure



Activities and Achievements of the ESG Council

The ESG Council establishes core ESG indicators for key areas—such as climate change, environment & quality, compliance, human rights, and information security—to review subsidiary-level ESG performance and risk management status. In 2024, detailed tasks were developed by each working group subcommittee, and ESG Zero Risk activities were carried out, including both customized and common tasks tailored to each subsidiary’s size and business characteristics. The scope of disclosure was expanded to include newly integrated subsidiaries, and a system-based consolidated disclosure framework was introduced to enhance the reliability of ESG disclosures in a phased manner. SK ecoengineering will be included in 2025, followed by SK oceanplant in 2026. Beginning in 2025, the ESG Regulatory Response Council's Disclosure Compliance Module will be used to build and manage a consolidated inventory that includes subsidiaries.

Category-Specific ESG Council Support Activities and Achievements

Category	Details	Target Subsidiaries
ESG	- Achieved A+ rating in KCGS evaluation - Achieved Gold rating in Ecovadis evaluation - Conducted self-assessment based on K-ESG supply chain due diligence guidelines	- SK oceanplant - SK tes - SK ecoengineering
Climate Change	- Held briefing session on mandatory disclosure standards by KSSB - Expanded phased construction of Scope 3 inventory (Completed for 3 subsidiaries as of 2024)	SK ecoengineering, SK oceanplant, Renewus
Environment & Quality	- Conducted environmental risk analysis and inspections in the domestic and international battery recycling sector - Established and implemented risk management measures for pollutant emissions	All subsidiaries
Compliance	- Established CP implementation and operation regulations; appointed compliance officers - Developed a three-year compliance roadmap - Conducted on-site ethics training for subsidiaries (17 sessions in total)	- SK oceanplant - SK ecoengineering, SK oceanplant, etc. - Domestic subsidiaries
Human Rights	- Formalized human rights management system and operated a dedicated Human Rights Working Group - Expanded and supported the human rights management framework - Broadened the scope of the human rights policy	- SK tes - Renewus - SK oceanplant
Information Security	- Completed implementation of PC security solutions (antivirus, media control, distribution control, etc.) - Identified and addressed security risks through white-hat penetration testing	- Renewus, Renewone - SK oceanplant, SK tes, Renewus, Renewone

Participation in Global ESG Initiatives

Initiative Participation Policy

SK ecoplant actively participates in domestic and international initiatives and partnerships to achieve carbon reduction goals and realize a circular economy. SK ecoplant and its subsidiaries take part in global initiatives and are expanding collaboration with companies that possess innovative technologies applicable to their business models. Through these efforts, the company aims to strengthen capabilities to respond to climate change industries and contribute to solving global environmental and social challenges.

Achievements and Goals in Initiative Participation

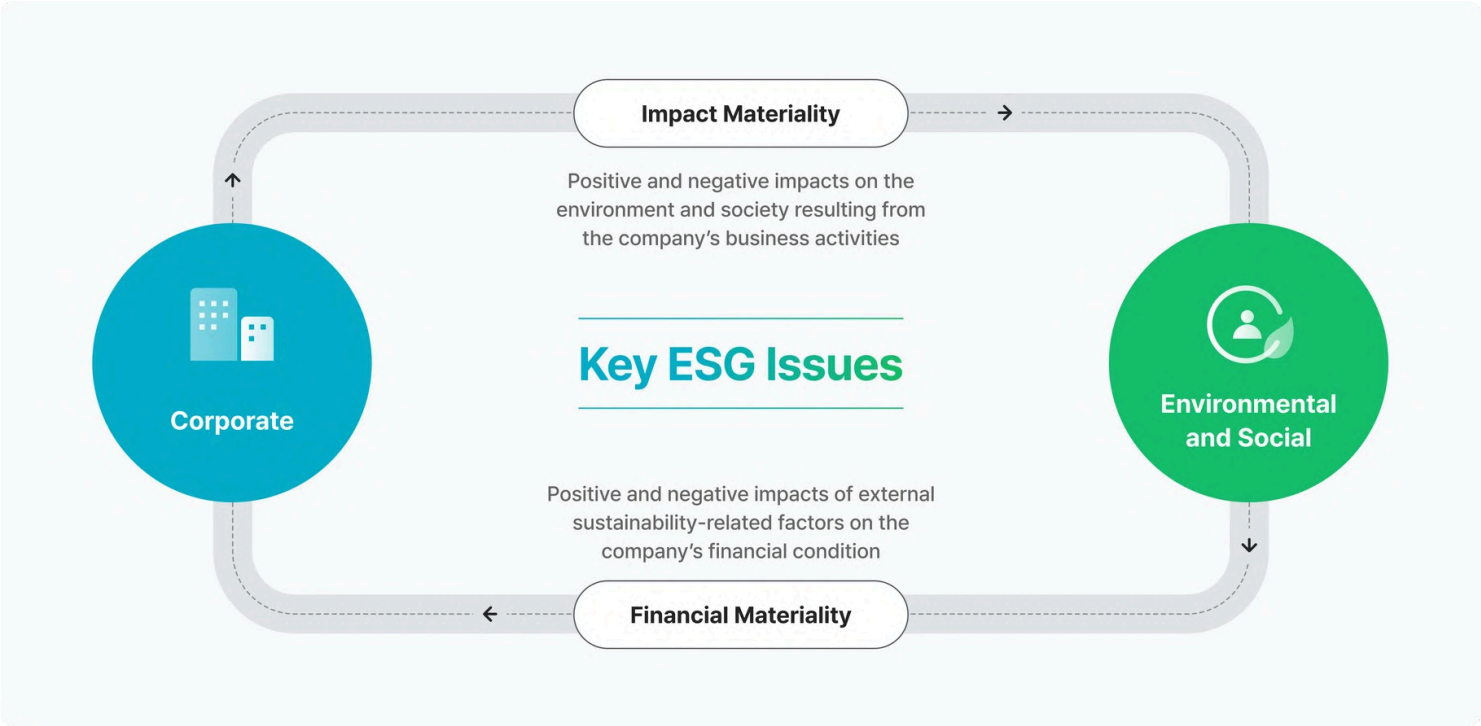
Since 2014, SK ecoplant has disclosed its climate change response strategies and performance through the Carbon Disclosure Project (CDP), and for four consecutive years (2018, 2021, 2022, 2023), it has received a Leadership rating (A-), demonstrating its climate response capabilities externally. To meet stakeholder expectations and enhance the transparency of climate-related information, SK ecoplant joined the TCFD Supporters in 2021 and also became a member of the Korea TCFD Alliance. In 2023, it became the first in its domestic peer group to publish a standalone [TCFD report](#). In February 2023, it further achieved another first by receiving SBTi approval for its 1.5°C-aligned reduction target, and the company continues to monitor performance based on that target. As part of its reduction efforts, SK ecoplant has joined the K-EV100 initiative and set a goal of transitioning 100% of its fleet to electric and hydrogen vehicles by 2030. Following the guidelines of the Ministry of Environment, it has established phased targets of 30.6% by 2025 and 71% by 2028. Meanwhile, subsidiary SK tes received an upgraded A- rating in the 2024 CDP evaluation, demonstrating recognition for its climate change response framework. SK ecoplant plans to continue actively supporting major subsidiaries' participation in climate-related initiatives.

SK ecoplant also strives to strengthen its industry leadership by actively engaging in various initiatives aligned with its business. In April 2023, it assumed chairmanship roles at both the Korea Wind Energy Industry Association and the Korea Environmental Industry Association. As chair company of the Korea Wind Energy Industry Association, it plays a key role in ecosystem development, regulatory improvement, and policy proposals to enhance the competitiveness of the domestic wind energy industry. Moving forward, SK ecoplant will continue to build close collaboration systems with various stakeholders and lead the sustainable development of the environmental and energy industries.

Materiality Assessment

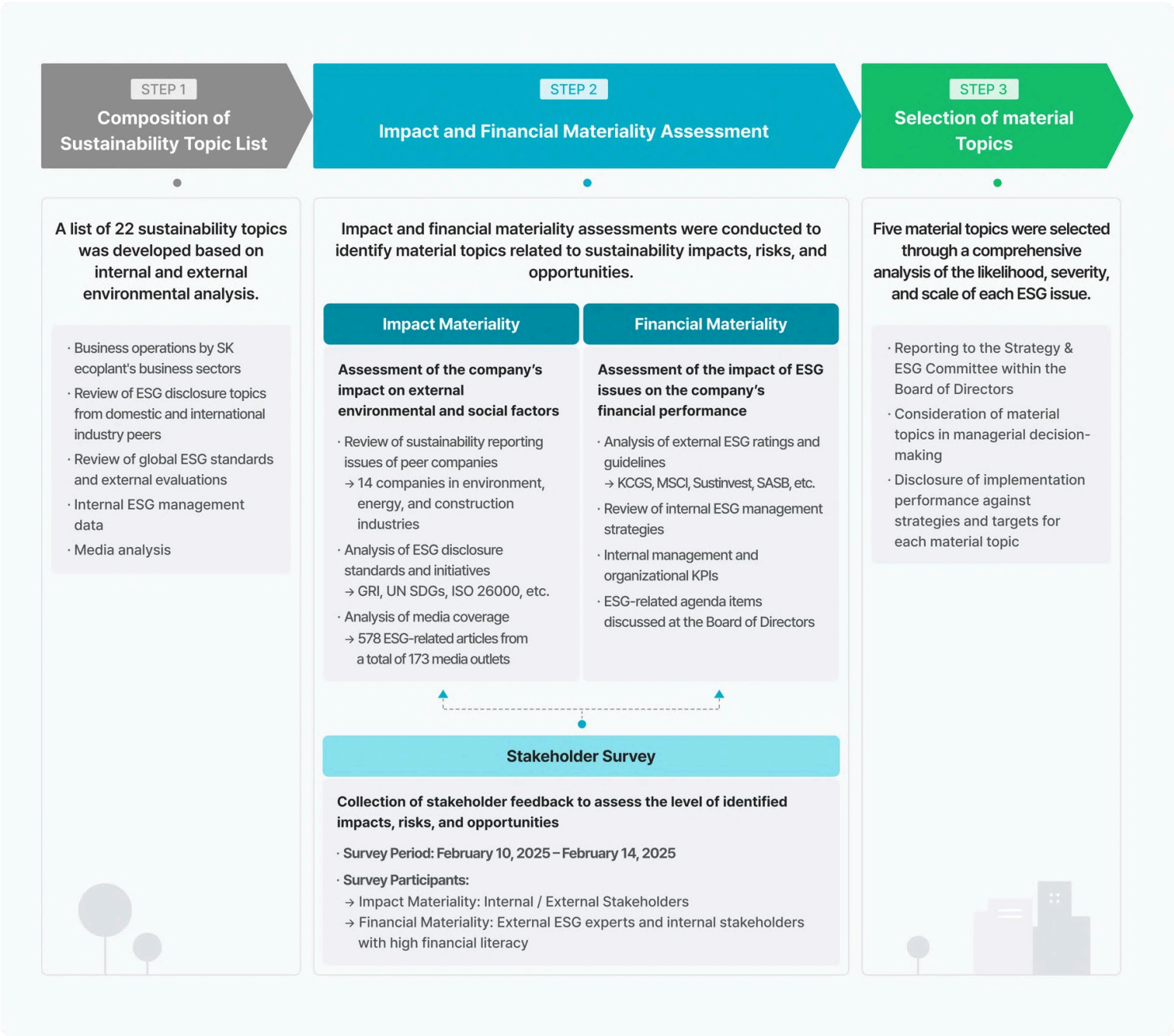
Materiality Assessment Process and Results

Overview of Double Materiality Assessment



SK ecoplant conducts a double materiality assessment each year to identify key issues from a sustainability disclosure perspective and reflect them in its ESG strategy and decision-making processes. Double materiality assessment is a process that prioritizes material topics by analyzing sustainability issues in terms of impact, risks, and opportunities, based on both Impact Materiality and Financial Materiality. Impact materiality assesses the actual and potential effects of business impact on people and environment across the entire value chain, while financial materiality evaluates how sustainability-related risks and opportunities affect the company's value creation, cash flow, and access to capital. To enhance alignment with international sustainability disclosure standards, SK ecoplant has adopted Materiality Assessment Implementation Guidance for materiality assessment defined by the European Financial Reporting Advisory Group (EFRAG).

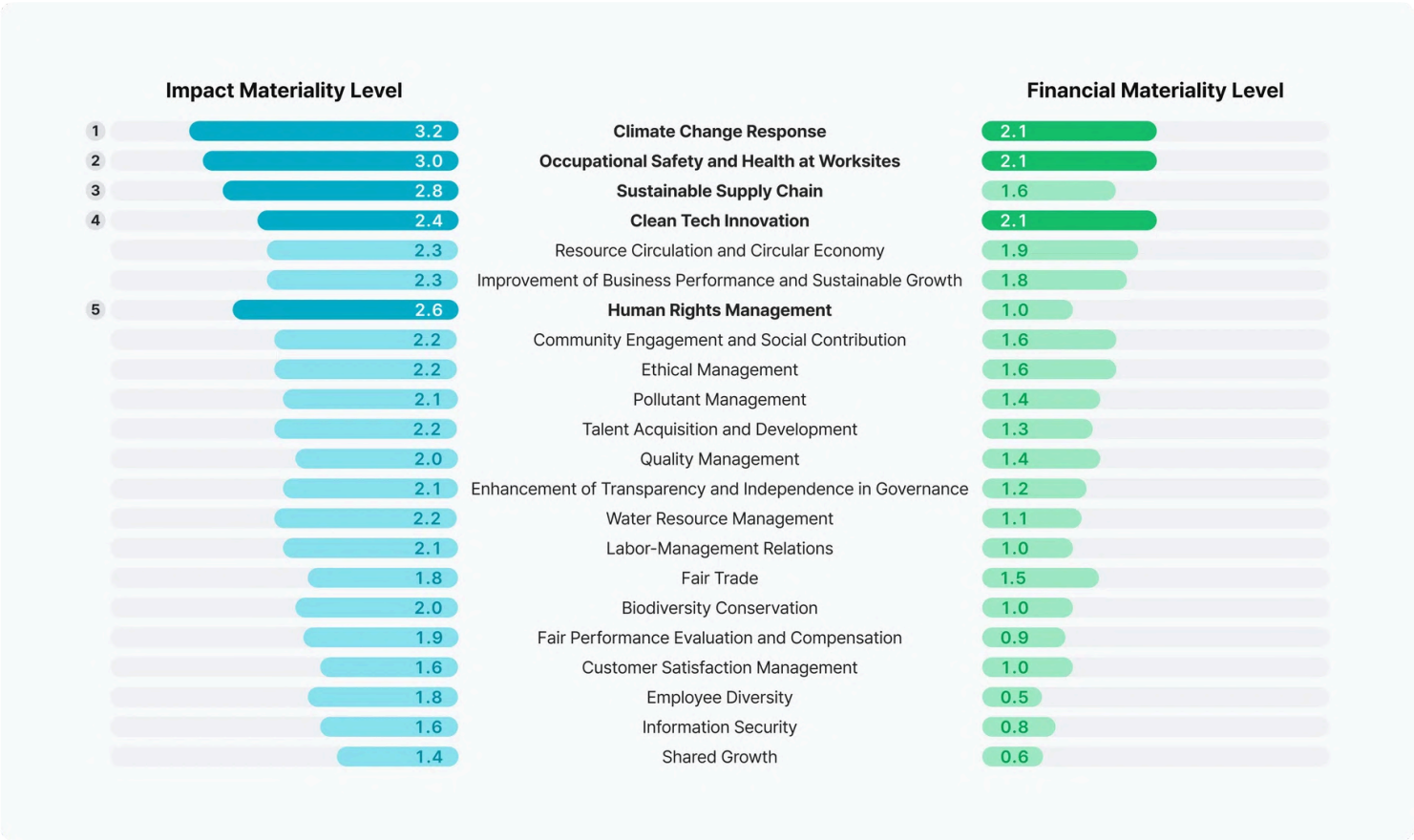
Double Materiality Assessment Process



SK ecoplant analyzed its sustainability context to derive the Sustainability Topic List. To do so, the company redefined the business relationships across its four major business sectors—Hi-tech, Solution, Energy, and Environment—and identified stakeholders affected by its business activities. In addition, to identify key sustainability issues within the industry, the company analyzed ESG disclosure topics from domestic and global peers, ESG disclosure standards and external evaluations, internal ESG management data, and media exposure issues. As a result, a total of 22 sustainability topics were identified.

Among the 22 sustainability topics derived for sustainable management, SK ecoplant conducted an impact and financial materiality assessment to identify the most critical issues, risks, and opportunities. The impact materiality assessment analyzed actual and potential impacts over the short, medium, and long-term across the company's entire value chain (own operations, upstream, downstream), based on peer disclosures, ESG reporting standards, and media coverage. The financial materiality assessment reviewed external ESG ratings and guidelines, internal management issues, and major board agenda items to identify key risks and opportunities that may affect the company's value creation, cash flow, and access to capital.

Double Materiality Assessment Result



* The threshold was set at 2.4 or higher for impact materiality and 2.1 or higher for financial materiality.

As a result of the analysis of both impact and financial materiality, a total of five topics were identified as highly material from environmental, social, or financial perspectives. ① Climate Change Response, ② Occupational Safety and Health at Worksites, and ④ Clean Tech Innovation were identified as highly material in both impact and financial aspects. ③ Sustainable Supply Chain and ⑤ Human Rights Management were identified as highly material from the impact perspective. SK ecoplant reports the results of the materiality assessment to the Board of Directors annually and utilizes them in managerial decision-making. For the five impact material topics and three financial material topics identified above the threshold, this report discloses detailed information—including management approaches, targets, and performance—throughout.

Impact Materiality Assessment Results

No.	Material Topic	Social / Environmental Impact	Impact Classification		Scope of Impact			Key Stakeholders	GRI Linkage
			Positive	Negative	Worksite	Supply Chain	Products / Services		
①	Climate Change Response	Enhancing Climate Resilience through Eco-Friendly Business	●	●	●	●	●	Customers, Government, Local Communities	305
②	Occupational Safety and Health at Worksites	Establishing an Accident Prevention System through a Safety-Oriented Culture	●	●	●	●	-	Employees, Biz. Partners	403
③	Sustainable Supply Chain	Risk Prevention and Management through Supply Chain ESG Assessment	●	-	●	●	-	Biz. Partners	308
④	Clean Tech Innovation	Strengthening the Clean Technology Industry Ecosystem	●	-	●	●	●	Customers, Biz. Partners	-
⑤	Human Rights Management	Identification and Management of Human Rights Risks in the Supply Chain	●	●	●	●	-	Employees, Biz. Partners	2-25

Financial Materiality Assessment Results

No.	Material Topic	Financial Impact	Time Horizon			GRI Linkage
			Short-Term	Mid-Term	Long-Term	
①	Climate Change Response	Opportunity Expansion of the Low-Carbon Construction Materials Market Driven by Growth in the Green Building Sector Risk Compliance with Energy Self-Sufficiency Standards at Design Approval Stage Due to Mandatory Zero-Energy Building Certification System	-	-	●	201
②	Occupational Safety and Health at Worksites	Opportunity Expansion of Smart Safety Equipment Utilizing AI and IoT Risk Tightening of Occupational Health and Safety Regulations, Including the Serious Accidents Punishment Act	●	●	-	403
④	Clean Tech Innovation	Opportunity Business Expansion through Development of an ESG Data Management Platform	●	●	-	-

Response Status and Plans by Material Topic

SK ecoplant establishes and implements systematic response strategies based on the analysis of positive and negative impacts, risks, and opportunities for each material topic. Implementation performance linked to the strategies is continuously monitored, and mid- to long-term plans are developed and managed accordingly. The response status and plans for each material topic are disclosed in greater detail in the “Focus Area” section, in accordance with the core elements of the Korea Sustainability Standards Board (KSSB) draft: governance, strategy, risk management, and metrics, and targets.

Response Status and Plans by Material Topic

No.	Material Topic	Response Strategy	2024 Implementation Performance	Mid-to-Long-Term Plan
①	Climate Change Response	Achieve Net Zero by 2040 - Restructuring of the ‘Net Zero Implementation Module’ - Expansion of On-Site Renewable Energy Generation - Full Transition to Eco-Friendly Commercial Vehicles by 2030 - Operational Efficiency through Adoption of Low-Emission Construction Equipment	- Achieve Greenhouse Gas Emissions Intensity of 5.8 tCO₂eq / KRW billion - Achieve Energy Consumption Intensity of 118 GJ / KRW billion	42% Reduction in Scope 1 & 2 Emissions by 2030 (compared to 2021 baseline) 25% Reduction in Scope 3 Emissions by 2030 (compared to 2021 baseline)
②	Occupational Safety and Health at Worksites	Achieve “Zero Serious Incidents” Target - Inclusion of Safety and Health Indicators in KPIs of Executives, Including the CSO - Establishment of Recurrence Prevention Measures and Evaluation of Risk Reduction Effectiveness - Expanded Evaluation and Support for Safety Competence of Biz. Partners	- Fatality Rate (Per 10,000 people): 0.230 (Target: 0.490) 100% Completion of Required Improvements Identified Through Safety and Health Legal Compliance Inspections	- Inclusion of Safety and Health Management Indicators in CEO KPI - Achieve LTIR of 0.414 by 2030 - Achieve Fatality Rate of 0.290 by 2030 - Achieve Zero Serious Accidents and Fatalities by 2030
③	Sustainable Supply Chain	Expansion of ESG Assessment Coverage for Biz. Partners - Provision of Incentives or Penalties Based on Assessment Grades - Support for Embedding ESG Management Among High-Risk Biz. Partners	- Conducted ESG Assessments for 230 Biz. Partners (covering 70% of core partners) 100% Completion of Improvement Actions by 35 High-Risk Biz. Partners	Planned Expansion of ESG Assessment Coverage to 80% of Core Biz. Partners by 2025 and 82% by 2026
④	Clean Tech Innovation	Strengthening Comprehensive Semiconductor Service Capabilities - Incorporation of Clean Technology Development Projects into Company-Wide ESG-Specific Indicators - Promotion of Step-by-Step Commercialization and Localization of Clean Technologies	- Achieved Cumulative Investment of KRW 4.4 Trillion in Environment, Energy, and Solution Businesses in 2024 - Acquisition of New Subsidiaries (SK airplus, Essencore) to Expand Hi-tech Business	- Targeting Cumulative Investment of KRW 4.9 Trillion in Hi-tech, Solution, Energy, and Environment Businesses by 2026 - Development and Commercialization of Environmental Solutions for Application in Semiconductor Clusters

No.	Material Topic	Response Strategy	2024 Implementation Performance	Mid-to-Long-Term Plan
⑤	Human Rights Management	Expansion of Human Rights Risk Management Scope • Management of Human Rights Risks Including Subsidiaries and Biz. Partners • Evaluation of Improvement Effectiveness by Area of Human Rights Risk Management	• Building Consensus on Human Rights Risk Mitigation Through Enhanced Communication Between Management and Employees • Implementation of Human Rights Awareness Programs Including Subsidiaries	• Expansion of Human Rights Risk Management Scope to Subsidiaries by 2026 • Expansion of Human Rights Risk Management Scope to Biz. Partners by 2028

Stakeholder Engagement

In accordance with the SKMS (SK Management System), SK ecoplant defines its key stakeholders as shareholders and investors, employees, customers, Biz. Partners, and local communities, and strives to maximize the happiness of all stakeholders. To this end, stakeholder-specific communication channels are operated, with ESG management areas such as climate change response, occupational health and safety, and ethical management designated as material topics of engagement. Furthermore, stakeholder demands identified throughout business and operational processes are actively reflected in sustainability management activities. Since 2023, the company has strengthened accessibility to ESG information by transitioning its sustainability report to an independent webpage format, effectively disclosing ESG initiatives, goals, and performance.

Status and Plans for Stakeholder-Specific Engagement Channels

Stakeholder	Engagement Channel	Goals and Strategies		
		Short-Term	Long-Term	
Shareholders / Investors	Analyst-Investor Meetings	- Effective exposure of SK ecoplant's financial story - Establish recognition as an ESG-leading company and secure future ESG-oriented investment demand	- Conduct company-related communications with analysts - Execute domestic and overseas IR activities targeting prospective investors	- Support the publication of analyst reports - Hold IR events for each core business area
	Shareholders' Meeting	Strengthen shareholder rights through communication between SK ecoplant and its shareholders	Provide information on business performance and status via the shareholders' meeting	Improve the event to be more shareholder-friendly
Employees	Internal Portal	Enhance employee understanding by timely delivery of company-wide updates and business information	Regularly publish content to improve business understanding and promote active communication	Develop a content dissemination strategy and improve the platform based on user experience analysis
	CEO Lounge within the Internal Portal	Improve employee understanding of and trust in management activities through communication with the CEO	- Deliver CEO messages in real time - Share CEO's management activities and philosophy	Expand channels for communication between the CEO and employees
	Culture Survey (Engagement Survey)	Identify employee needs to improve corporate culture	Improve systems and develop the organization based on employee VoC	Develop and implement innovation strategies for work styles and organizational culture
	Management Development Council	Promote company growth through mutual understanding and cooperation between management and employees	Operate regular "Empathy Meetings" to actively collect and reflect employee feedback on policies and organizational culture	- Operate an employee-centered council and encourage continued participation - Strengthen the council's representation through expanded communication
Customer	SK ecoplant Website	Communicate the value and performance of the sustainability strategy and environment & energy business portfolio	Serve as the official channel for delivering vision, goals, and business direction through optimized corporate content	Strengthen communication and support the continuous growth of corporate and brand value
	News Room	Provide differentiated business information to external stakeholders—such as media, investors, and industry professionals—through an ESG, semiconductor, energy, and environment-focused content platform	- Create and distribute expert-level content and knowledge related to ESG management, semiconductors, energy, and the environment - Offer additional information and content related to corporate PR and press releases	Strengthen its role as a specialized platform for ESG management and business-related content in semiconductors, energy, and the environment
Biz. Partners	Eco Partners Meeting	Enhance mutual understanding and rapport through regular general meetings, Biz. Partners site visits, green meetings, roundtables, and Shared Growth Day events	Improve the format of recurring events and expand participant scope	- Strengthen its role as a communication channel for the partnership council - Develop customized programs tailored to Biz. Partners needs
	Eco ESG Bridge (Quarterly Newsletter)	Share ESG concepts, trends, and best practices with Biz. Partners to build a shared understanding of ESG initiatives	- Promote the newsletter among Biz. Partners - Provide information on shared growth programs	Enhance both the quantity and quality of newsletter content

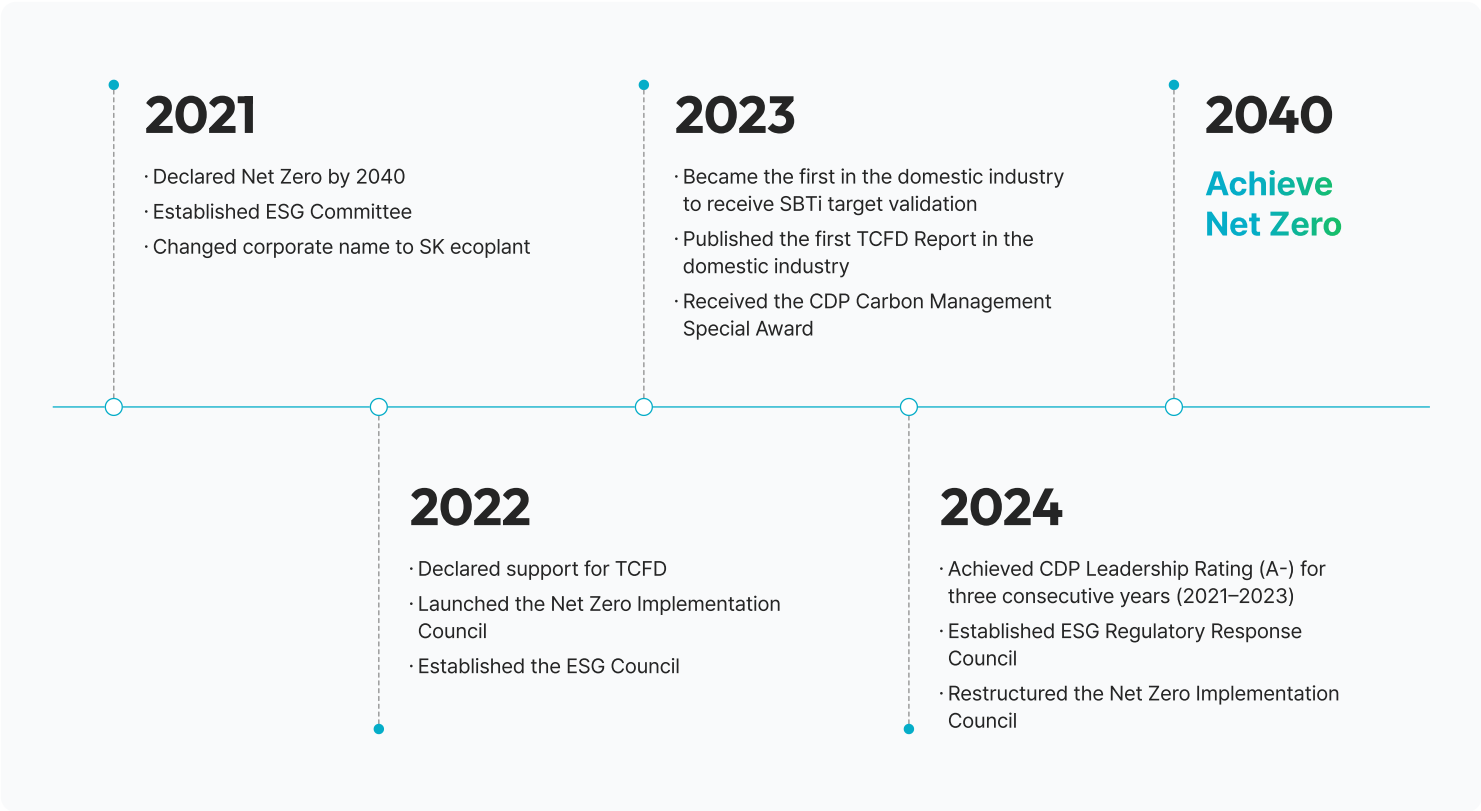
Communities	Social Contribution Activities	• Expand positive impact for future generations and local communities	• Conduct diverse social contribution activities for local communities, including environmental clean-up and housing improvement	• Establish a mid- to long-term social contribution roadmap, operational processes, and performance management system
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Climate Change Response

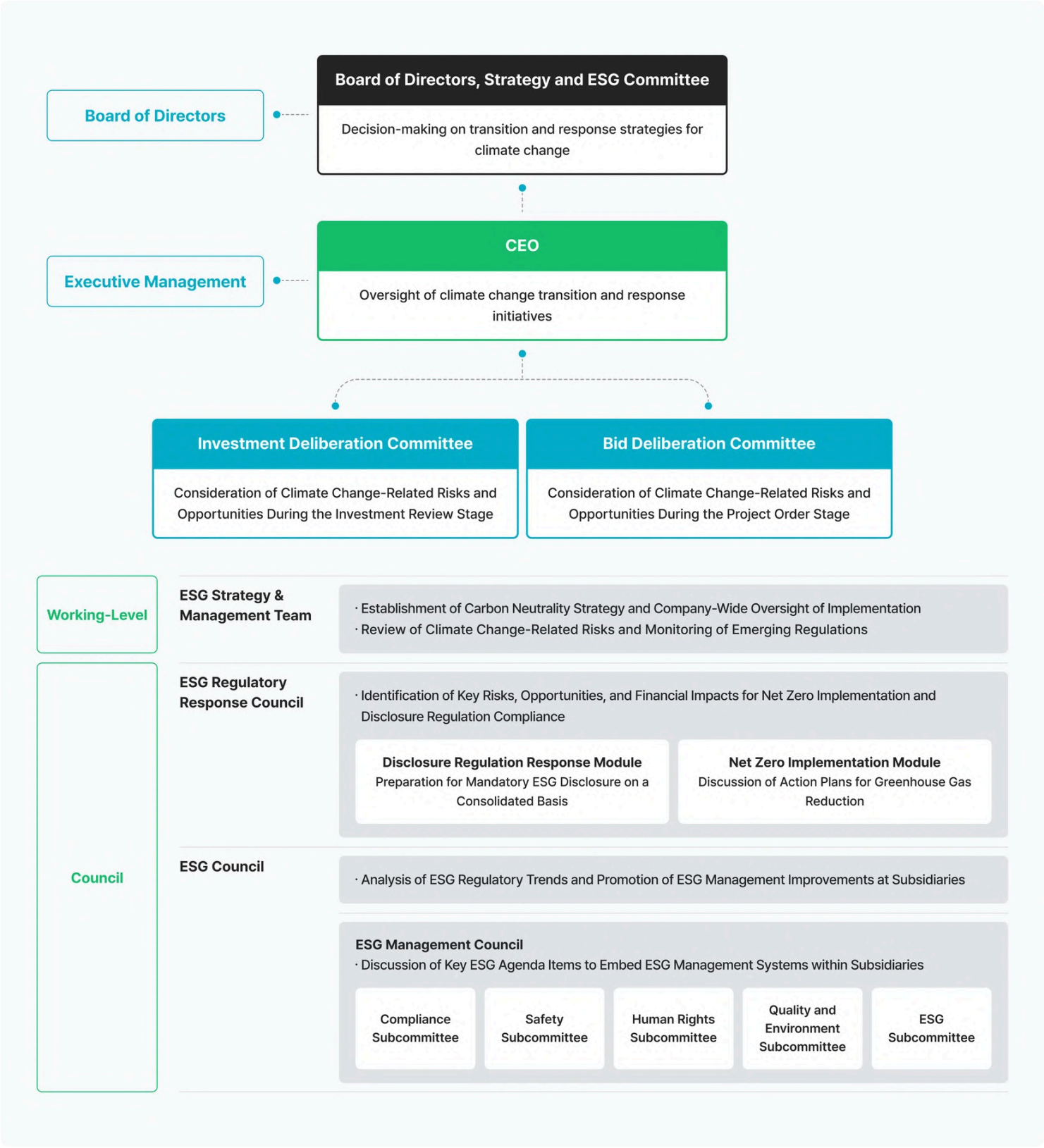
Climate Change Response Milestones

SK ecoplant has established a roadmap to achieve Net Zero by 2040 and continues to enhance its company-wide response system throughout the entire implementation process. It was the first in the domestic industry to obtain verification from the Science Based Targets initiative (SBTi), officially published a report aligned with the Task Force on Climate-related Financial Disclosures (TCFD), and launched a dedicated Net Zero Implementation Council, thereby laying a solid foundation for its Climate Change Response efforts. This section outlines the governance system for achieving the 2040 Net Zero target, the identified key risks and opportunities, corresponding response strategies, and key performance indicators used to monitor implementation progress.



Governance

Climate Change Governance System



SK ecoplant continuously advances its internal management system to proactively address climate change risks and opportunities and to implement a company-wide business transformation strategy aimed at achieving net zero. The Board of Directors and the Strategy and ESG Committee conduct an annual review of the climate change response strategy and the progress toward greenhouse gas (GHG) reduction targets. Risks related to major investment proposals are comprehensively reviewed by the Investment Review Committee and the Project Order Review Committee prior to decision-making. Executive management reviews the business structure with a climate change perspective and continuously monitors GHG reduction performance.

At the working level, the ESG Strategy & Management Team leads the establishment and execution of the net zero strategy and continuously monitors climate-related risks and regulatory developments. In 2024, SK ecoplant established the ESG Regulatory Response Council to strengthen its capabilities in responding to ESG regulations and reorganized the Disclosure Regulation Response Module¹⁾ and Net Zero Implementation Module under the Council. The Disclosure Regulation Response Module ensures proactive preparation for mandatory ESG disclosures on a consolidated basis and facilitates a structured response to both internal and external stakeholder demands. Within the Net Zero Implementation Module, each business unit discusses GHG reduction initiatives and develops corresponding execution strategies.

1) The name was changed from the ISSB Response Module to the Disclosure Regulation Response Module in 2025.

Board Operation and Roles

The Strategy and ESG Committee of SK ecoplant¹⁾ serves as the highest decision-making body responsible for overseeing the establishment and implementation of climate change response strategies. In 2021, SK ecoplant established the ESG Committee under the Board of Directors to formalize discussions on climate change, and has since continued to develop ESG strategies and business plans while monitoring related performance. To strengthen board expertise, members are appointed based on their professional knowledge and practical experience in diverse fields, including business strategy, ESG, and global competencies. In particular, as climate change response becomes a core element of business strategy, climate-related expertise is now a key criterion in the director nomination process.

The Strategy and ESG Committee convenes at least four times a year and performs core functions related to climate strategy, including deliberation on net-zero initiatives and major investment proposals tied to climate change response. The Committee reviews key non-financial risks and opportunities across SK ecoplant and its subsidiaries, and ensures that climate change issues are adequately considered in investment and business planning processes. For significant investment projects exceeding a certain threshold, the Board receives ad-hoc reports that include opinions from the ESG organization on climate-related risks and opportunities. Environmental management issues and climate performance are reported to the Board and the Strategy and ESG Committee at least once a year.

In 2024, the Strategy and ESG Committee convened six times to discuss major management issues and proposals.

1) In March 2025, the ESG Committee was renamed the Strategy and ESG Committee to strengthen long-term strategic discussions and execution capabilities regarding major management issues, including climate change.

Board Activities - Learn More 

Establishment of Strategy and ESG Committee

Structure	Members	Gender	Area of Expertise
1 Inside Director	Hyung-Keun Kim	Male	Leadership, Finance & Accounting and Risk, Mergers & Acquisitions and Investment, Business Strategy, ESG
	Jong-Ho Kim	Male	Leadership, Finance & Accounting and Risk, Mergers & Acquisitions and Investment, ESG
3 Independent Directors	Mira Lee	Female	Leadership, Finance & Accounting and Risk, Business Strategy, ESG, Global Competency
	Yeon-Man Jeong	Male	Leadership, Business Strategy, ESG, Industry & Technology
1 Non-Executive Director	Kee-Dong Kim	Male	Leadership, Finance & Accounting and Risk, Mergers & Acquisitions and Investment, ESG

Board of Directors and Strategy and ESG Committee – Climate Change-Related Agenda

Year	Agenda Items	Key Details	Resolution Status
2024	Report on Corporate Social Responsibility (CSR) Activities	Climate Crisis Response Through Environmental Education and Ecosystem Conservation in Local Communities	Reported
	Investment and Collaboration with Bloom Energy	Report on Carbon Emission Reduction Strategies Using Clean Energy Technologies	Reported
	Status of Mandatory ESG Disclosures Domestically and Internationally	Report on Global Climate Disclosure Developments, Including ISSB S2	Reported
	Outlook on the Battery Recycling Market	Report on Battery Recycling Market Status for Circular Economy	Reported
	Outlook on the Clean Hydrogen Market	Forecast of Global Hydrogen Supply by Type of Clean Energy	Reported
	Solution Installation Contract (WAYBLE re:energy) with Renew Energy Metro	Reduction of Air Pollutants and Greenhouse Gases Through Introduction of AI-Based Automatic Operation at Incineration Subsidiary	Approved
	Introduction of Circle-Sequence Reverse Osmosis (CSRO) Technology for Circular Processes	Overview and Development Status of CSRO Technology for Wastewater Reuse	Reported
	Performance in 2023 and Business Plan for 2024	Emerging Growth in the Global Eco-Friendly Energy Market	Reported

Board Capacity-Building Activities

SK ecoplant provides regular training sessions to strengthen the climate change response capabilities of its independent directors. During board operations, SK ecoplant enhances board expertise and decision-making capabilities through trend briefings on key management issues and customized training programs. In 2024, SK ecoplant monitored strategic shifts among global energy companies and analyzed the potential for strategic alignment with its own business portfolio.

Status of Climate Change-Related Training for Outside Directors

Training date	Training Provider	Key Training Topics
May. 02, 2024	Board Secretariat	Sharing of Subsidiary Safety and Environmental Management Plans and Value-Up Strategies
May. 23, 2024	Renewenergy Metro	Enhancing understanding of operating incinerators and the medical waste treatment business, along with insights into future business direction
May. 30, 2024	Energy Business Division	Review of global fossil energy player trends in the context of energy transition and assessment of their relevance to the company's portfolio
Sep. 26, 2024	Renewland Singyeongju	Enhancing understanding of the waste landfill operations and gaining insights into the future direction of the business

Climate Change Response Linked to KPIs

SK ecoplant defines the roles and responsibilities of each stakeholder to ensure effective climate change response and systematically manages performance through the establishment of ESG Key Performance Indicators (KPIs). To strengthen executive accountability and leadership in GHG reduction, SK ecoplant has included annual GHG reduction performance in the CEO's KPIs since 2022. In 2024, non-financial performance factors—including carbon emission reductions and climate change-related indicator evaluations—were reflected at 10%, and incentive payouts based on this performance are determined through Board deliberation. At the business unit and team levels, KPIs linked to company-wide GHG reduction targets have been established and incorporated into the compensation system to enable structured planning and execution. Through this system, SK ecoplant manages climate-related performance indicators—such as carbon emission reductions for net zero, Scope 3 inventory development and mitigation, and supply chain management—across all business Divisions and teams, thereby enhancing climate response execution.

Support for Climate Change Response by Subsidiaries

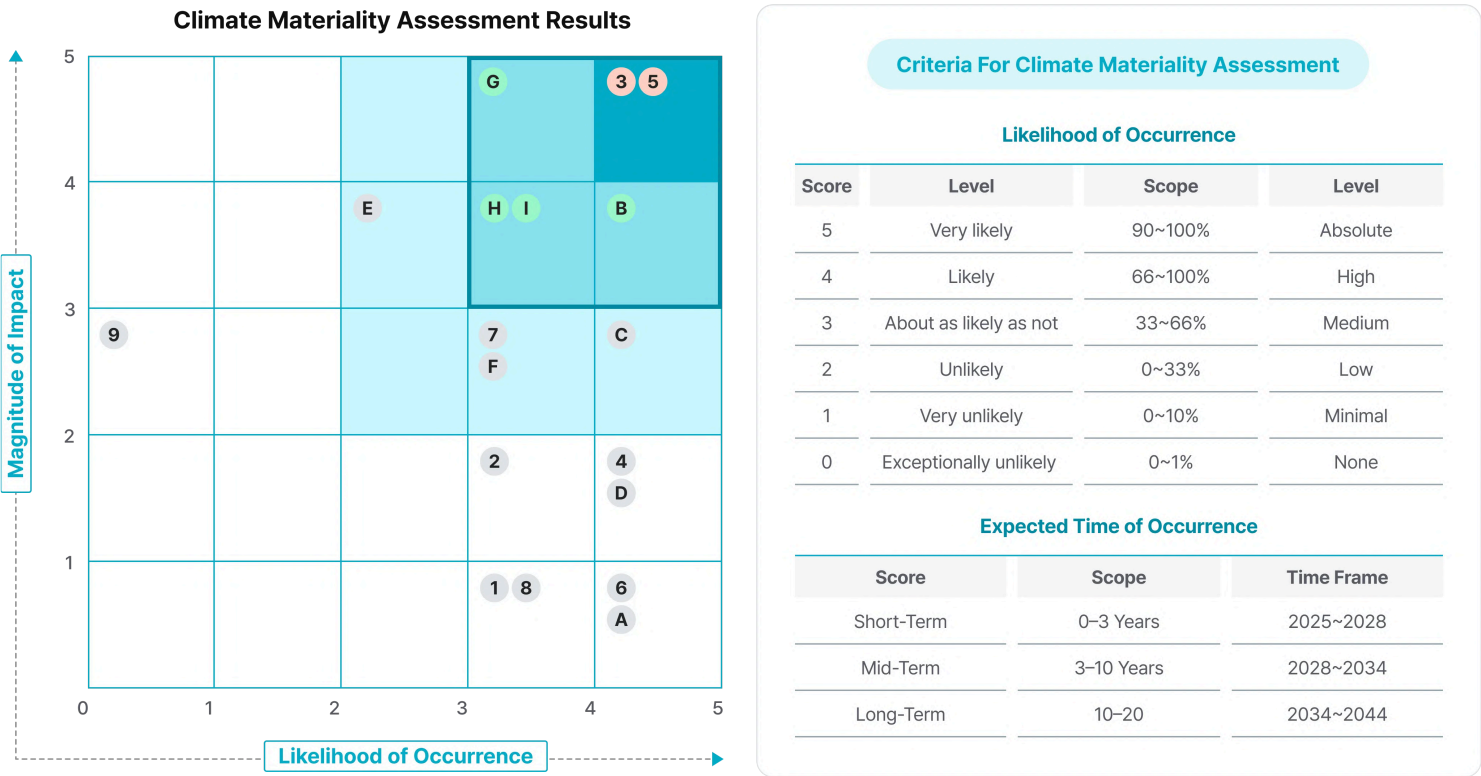
Since 2022, SK ecoplant has operated the ESG Council to enhance ESG management across subsidiaries in response to increasing demands for ESG oversight. The Council assesses ESG maturity levels tailored to each subsidiary's size and business characteristics and provides customized consulting and improvement recommendations to support the internalization of ESG practices. In terms of climate change response, SK ecoplant has set not only Scope 1 and Scope 2 emission targets for subsidiaries but also Scope 3 reduction goals that include emissions from major subsidiaries, offering expert consulting to identify core reduction measures and enhance implementation feasibility. This support enables subsidiaries to independently establish and implement their own greenhouse gas reduction strategies.

SK ecoplant will continue to provide ESG and climate consulting to help subsidiaries proactively respond to evolving external demands—such as client expectations on climate action, mandatory GHG disclosure, and target-setting for emissions reduction. Additionally, to strengthen resilience against transition risks, SK ecoplant is establishing a net-zero implementation framework that includes subsidiaries and aims to detect climate risks early, respond preemptively, and minimize loss.

Strategy

Climate Change-Related Risks and Opportunities

SK ecoplant systematically analyzes risks and opportunities arising from climate change, evaluating the potential impact and likelihood of each factor to identify material risks and opportunities. The results of these analyses, along with the current response status for key risks and opportunities, are disclosed transparently. For risk factors, SK ecoplant assesses their potential financial impact on business performance and establishes mitigation measures and response strategies to enhance resilience. For opportunity factors, SK ecoplant develops strategies aligned with its business model, market trends, competitiveness, and stakeholder expectations, converting them into new business opportunities. By continuously monitoring and strategically managing these risks and opportunities, SK ecoplant is further strengthening its capacity for proactive climate change response.

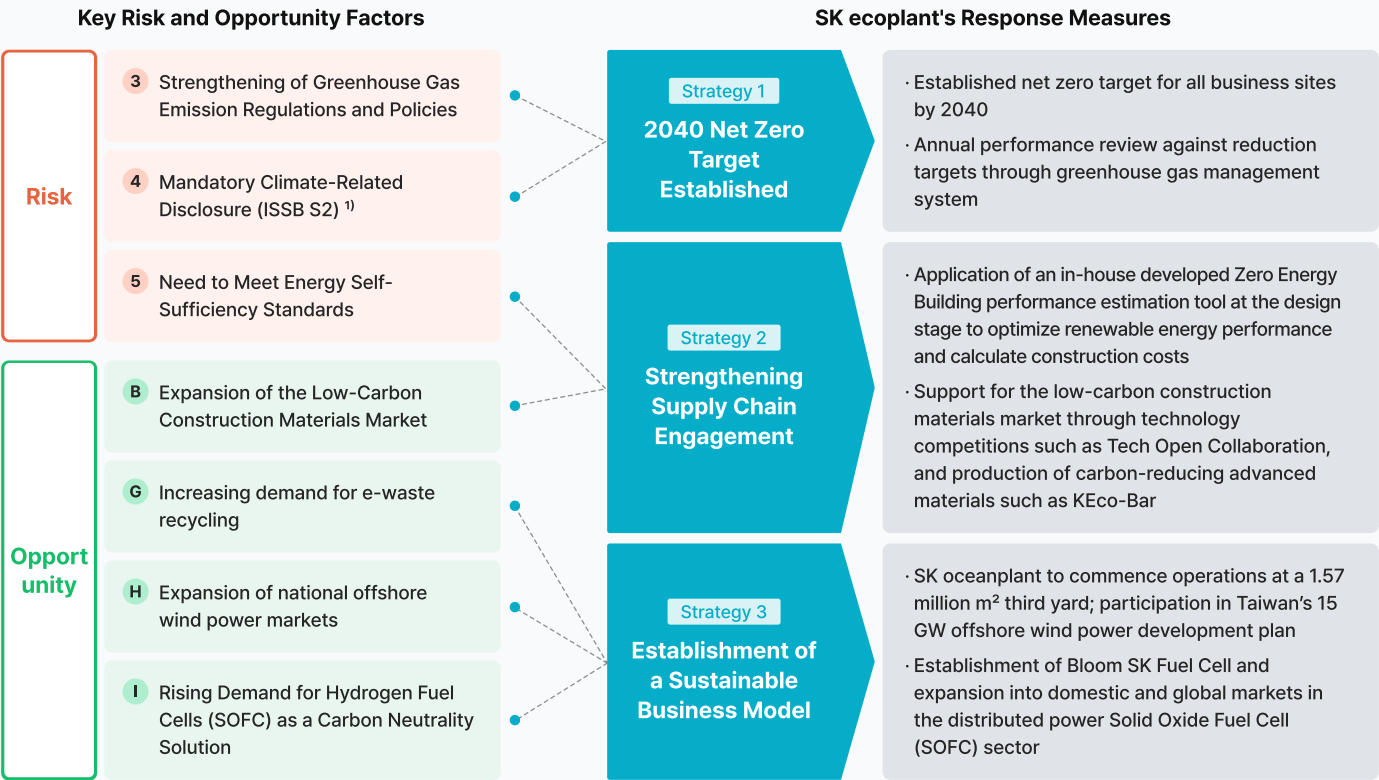


Climate Change-Related Risk Factors		Timing of Risk/Opportunity Manifestation		
		Short-Term	Mid-Term	Long-Term
Policy and Legislation	1 Carbon taxation resulting from the implementation of the EU Carbon Border Adjustment Mechanism (CBAM)		●	●
	2 Need to strengthen sustainability management capabilities due to the enforcement of EU supply chain due diligence regulations		●	●
	3 Tightening of greenhouse gas emission regulations and related policies	●	●	●
	4 Increased demand for climate change response capabilities due to mandatory climate-related disclosures under ISSB S2	●	●	
	5 Mandatory Zero Energy Building certification requiring compliance with energy self-sufficiency standards for design approval	●	●	●
	6 Mandatory transition to 100% eco-friendly corporate vehicles by 2030 to achieve K-EV100 target	●	●	
Market	7 Growing customer demands for carbon neutrality and transition to renewable energy	●	●	●
Reputation	8 Increased stakeholder expectations for ESG disclosure and evaluation	●	●	●
	9 Rising number of climate-related lawsuits filed by environmental groups or local communities	●	●	●
Acute	10 Operational disruptions and reduced productivity caused by typhoons, floods, and wildfires			●
Chronic	11 Operational disruptions and reduced productivity due to long-term changes such as abnormal temperatures and rising sea levels			●

Climate Change-Related Opportunity Factors		Timing of Risk/Opportunity Manifestation		
		Short-Term	Mid-Term	Long-Term
Products & Services	A Need for carbon reduction in industrial complexes to achieve Korea's Nationally Determined Contribution (NDC)	●	●	●
	B Expansion of the low-carbon construction materials market driven by growth in the green building sector	●	●	
	C Increasing requirements for managing emissions of hazardous substances and greenhouse gases from incineration facilities	●	●	
Resource Efficiency	D Need to increase waste recycling and enhance waste management systems to meet Korea's NDC targets	●	●	
Energy Sources	E Rising need for renewable energy infrastructure to support RE100 initiatives	●	●	
Market	F Growing demand for carbon credits to support corporate carbon neutrality efforts	●	●	●
	G Increasing demand for e-waste recycling	●	●	●
	H Expansion of national offshore wind power markets	●	●	●
	I Rising demand for hydrogen fuel cells (SOFC) as a means of achieving carbon neutrality	●	●	

Strategic Response Measures

SK ecoplant has established strategic response measures to mitigate key risks associated with climate change and to effectively leverage related opportunities. With a target of achieving net zero by 2040, SK ecoplant continues to enhance its greenhouse gas reduction framework and is promoting decarbonization across the supply chain through the expansion of Zero Energy Building (ZEB) designs and the use of low-carbon materials. Additionally, the company is identifying new growth drivers centered on carbon-neutral technologies such as offshore wind power and fuel cells, creating sustainable business opportunities. Through these strategies, SK ecoplant is taking a leadership role in the transition to a low-carbon economy while strengthening its long-term climate resilience.



Special Case

Risk 4. Need to Strengthen Climate Response Capabilities Due to Mandatory Climate-Related Disclosure (ISSB S2)

SK ecoplant not only addresses key risks and opportunities but also takes preemptive action on issues with a high likelihood of occurrence to prevent potential risks. With the recent global shift toward mandatory and standardized sustainability disclosures, enhancing disclosure quality and ensuring readiness have become essential. Accordingly, SK ecoplant systematically analyzes sustainability risks and opportunities over the short, medium, and long term, and is progressively enhancing its response capabilities through the advancement of ESG data management.

Time of Occurrence	Short to Mid-Term
Likelihood of Occurrence	Very Likely
Target	SK ecoplant and Its Subsidiaries
Background	Expansion of Mandatory Climate-Related Disclosures International efforts to expand mandatory climate-related disclosures and establish related standards have recently accelerated. Based on the widely adopted TCFD framework, climate disclosure standards such as ISSB S2 under the IFRS have been established. In line with this, financial authorities and stock exchanges in key countries—including Korea, the United States, the EU, and Singapore—plan to mandate climate disclosures for listed companies in a phased manner. In Korea, the Emissions Trading Scheme (ETS) is currently in operation as a key mechanism to achieve the Nationally Determined Contribution (NDC) targets, with the system in its third planning phase (2021–2025). Additionally, Korea has adopted the IFRS Sustainability Disclosure Standards and released the draft KSSB disclosure standards in April 2024. Accordingly, domestic companies must prepare for mandatory disclosure timelines by aligning with KSSB Standard No. 1 (General Requirements) and No. 2 (Climate-Related Disclosures) to ensure compliance in sustainability reporting.
Impact	Issues of Emissions Data Reliability and Legal Liability Due to Strengthened Disclosure Regulations Responding to climate-related disclosures requires securing the reliability of greenhouse gas emissions data, including that of all subsidiaries. As a result, third-party verification may be necessary to ensure transparent and accurate emissions accounting. This is expected to lead to increased operational costs due to the need for a robust data management system and dedicated personnel. In particular, if the mandatory disclosure requirements of the KSSB transition from exchange-level reporting to statutory disclosure, legal liability may be imposed on reported content. In cases of regulatory violations, additional costs such as fines may be incurred, and failure to disclose may negatively impact corporate credibility.

Strengthening Climate Disclosure and Enhancing GHG Reduction Capabilities

Although SK ecoplant is currently a non-listed company, it has continuously expanded its capabilities in greenhouse gas emissions disclosure and reduction by building a GHG inventory that includes Scope 3 and disclosing climate response information in alignment with TCFD recommendations. SK ecoplant's climate response activities are disclosed annually through its Sustainability Report, Business Report, and CDP submissions. Since 2014, SK ecoplant has voluntarily participated in the CDP and disclosed climate-related information, and in 2022, it became the only unlisted company in Korea to receive a Leadership Level rating (A-) for two consecutive years, earning a Carbon Management Special Award. In February 2023, SK ecoplant received validation from the SBTi for its carbon reduction targets, thereby increasing external trust in its disclosures. Since 2022, the company has also disclosed energy consumption and carbon emissions (Scope 1 & 2) of major subsidiaries through its Sustainability Report.

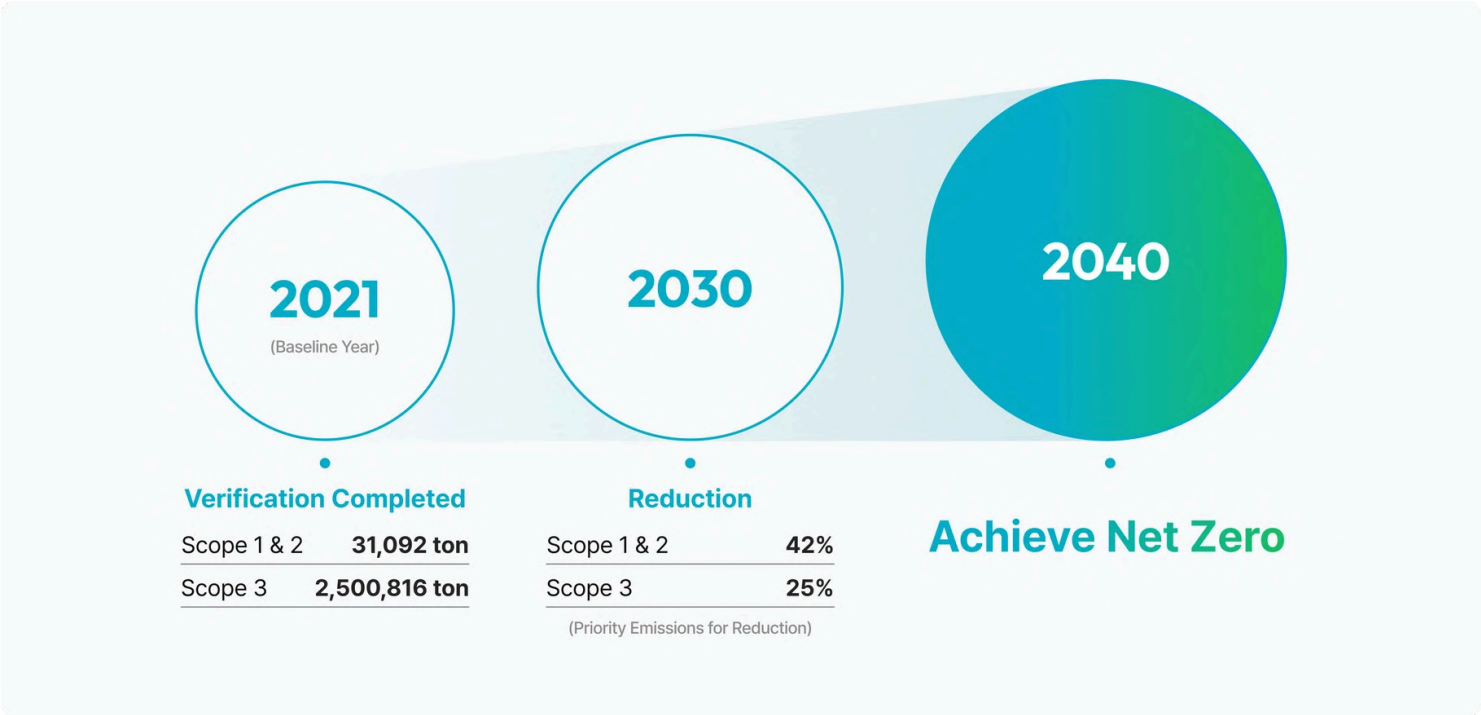
Climate Disclosure Enhancement Plan

Category		2024	2025	2026	Mid- to Long-Term Plan
Current Response Status	Analysis of Sustainability Risks and Opportunities	Readiness for Disclosure Requirements	Identification of Risks and Opportunities and Their Business Impacts	Phased Identification of Risks and Opportunities Across Consolidated Entities	Timely Response to Disclosure Timelines
	Expansion of Data Collection Scope and Disclosure	4 subsidiaries included	5 subsidiaries included	-	Continuous Advancement of Management Standards
	Advanced ESG Data Management	Implementation of a System-Based Integrated Disclosure Framework	Internal Adoption	Initial Adoption by 1 Subsidiary (Pilot Program)	2 Subsidiaries
					System Adoption Across All Subsidiaries Subject to Disclosure

Strategy 1. 2040 Net Zero

SK ecoplant has voluntarily established a greenhouse gas inventory covering Scope 1 & 2 and Scope 3 emissions and systematically manages its emissions to respond proactively to climate change. To take preemptive action against domestic and international carbon regulations, the company has set a 2040 Net Zero target and operates a company-wide implementation framework to drive fundamental GHG reductions. For Scope 1 & 2, the company aims to reduce emissions by 42% by 2030 compared to the 2021 baseline, in alignment with the 1.5°C scenario. For Scope 3, the goal is to reduce priority emissions (1,675,547 tCO₂eq) by 25% from the baseline, based on a below 2°C scenario. In 2023, SK ecoplant became the first company in the domestic peer group to receive official SBTi approval for these near-term 2030 reduction targets and has been conducting annual performance reviews against the targets. In addition, in collaboration with BNP Paribas, the company developed an ESG framework for sustainability-linked financing and secured third-party validation to ensure the adequacy of its reduction targets.

2040 Net Zero Roadmap



Strategic Approach

On-site Efficiency Improvement

SK ecoplant places strong emphasis on managing carbon emissions generated at construction sites and is making continuous efforts to improve on-site operational efficiency. In particular, the company has adopted Pre-Construction (Pre-Con) technologies that enable the early prediction and management of construction risks, thereby enhancing project execution efficiency. Pre-Con technology analyzes potential risks from the engineering phase through the entire construction process and establishes optimized construction plans, effectively reducing unnecessary resource waste and carbon emissions. This approach aims to enhance project quality and safety while contributing to the realization of environmentally friendly construction sites. Going forward, SK ecoplant will continue to actively adopt advanced construction management techniques to lead the sustainable development of the construction industry.

Transition to Eco-Friendly Vehicles

To reduce greenhouse gas emissions from fossil fuel-based vehicle operations, SK ecoplant converted 33% of its vehicles in use at headquarters and project sites to eco-friendly vehicles as of 2024, resulting in a reduction of 55 tCO₂eq in GHG emissions.

Eco-Friendly Vehicle Transition Performance (SK ecoplant)

Category	Unit	2022 ¹⁾	2023 ¹⁾	2024
Total Number of Vehicles	Vehicles	297	278	291
Number of Eco-Friendly Vehicles ²⁾	Vehicles	82	108	95
Eco-Friendly Vehicle Conversion Rate	%	28	39	33
Greenhouse Gas Emissions Reduced	tCO ₂ eq	44	63	55

1) Figures have been adjusted from the previous year due to changes in SK ecoplant's internal calculation standards.
2) Includes electric and hybrid vehicles.

Expansion of Renewable Energy Transition

To achieve its 2040 net zero target, SK ecoplant is working to transition 100% of electricity used across all business units to renewable energy. To this end, solar power systems are being prioritized at sites where photovoltaic panel installation is feasible, and the proportion of renewable energy use is being gradually expanded. In 2024, solar panels were installed at four sites to enable on-site renewable energy generation and consumption, resulting in an annual reduction of approximately 163 tCO₂eq in greenhouse gas emissions. Going forward, SK ecoplant plans to continuously expand renewable energy adoption across its operations to decarbonize electricity use and strengthen the foundation for net zero implementation.

Solar Panel Installation Performance at Sites (SK ecoplant)

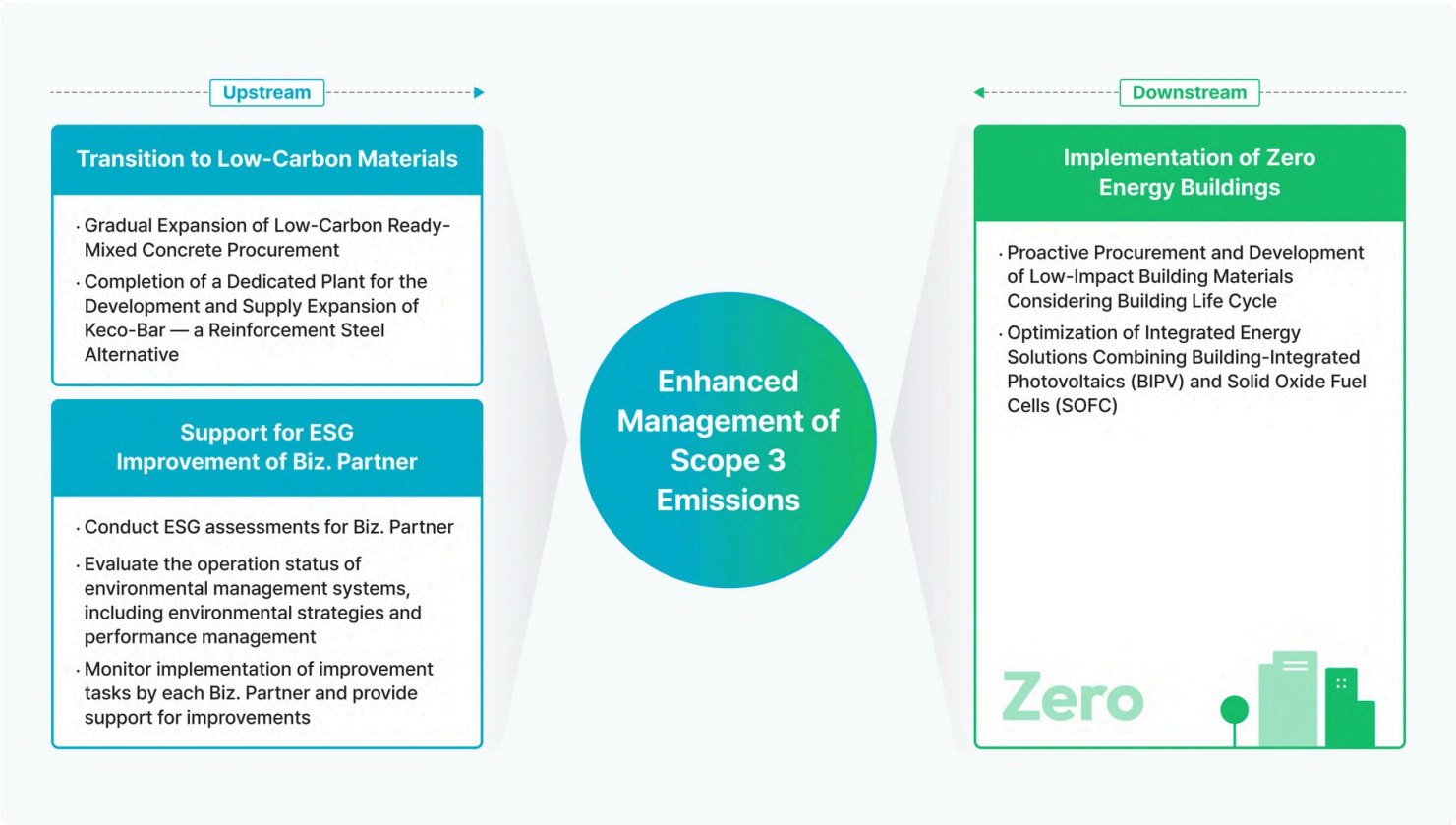
Category	Unit	2022	2023	2024
Greenhouse Gas Emissions Reduced	tCO ₂ eq	17	123	163

CCUS Adoption

SK ecoplant recognizes the importance of CCUS¹⁾ as a key future solution for reducing carbon emissions. Leading global companies are already increasing investment in advanced carbon capture technologies as part of their efforts to achieve sustainability goals. In line with these global trends, SK ecoplant plans to expand research and investment in CCUS technologies. Through this, the company aims to contribute to long-term carbon neutrality and lead eco-friendly innovation within the industry.

1) Carbon Capture, Utilization, Storage

Strategy 2. Supply Chain Engagement



Strategic Approach

Transition to Low-Carbon Materials

SK ecoplant is promoting the transition to low-carbon materials by expanding the use of low-carbon ready-mixed concrete and applying KEco-Bar to reduce greenhouse gas emissions from material procurement. In addition, the company is jointly developing new technologies with partners through open innovation and expanding their application at actual worksites. Through these strategies, SK ecoplant is accelerating Scope 3 emissions reduction and the achievement of carbon neutrality across the supply chain.

Implementation Strategy for the Transition to Low-Carbon Materials

Category	Details
Procurement of Low-Carbon Ready-Mixed Concrete	To reduce greenhouse gas emissions from one of the major Scope 3 sources in the Solution business segment—ready-mixed concrete procurement—SK ecoplant is gradually expanding the use of low-carbon ready-mixed concrete. While low-carbon ready-mixed concrete is an effective solution for reducing emissions during the production process, it faces several constraints, including quality assurance, supply stability, transportation distance, and site-specific requirements. Accordingly, SK ecoplant is prioritizing deployment at sites where application is currently feasible and plans to expand adoption in phases as the supply infrastructure improves in other regions.

Category	Details
Development of KEco-Bar	SK ecoplant jointly developed an eco-friendly reinforcement steel alternative, KEco-Bar, made by combining waste PET with glass fiber reinforced plastic (GFRP). KEco-Bar is a next-generation material that simultaneously reduces carbon emissions associated with traditional rebar and promotes recycling of waste resources. It does not require scrap metal or limestone and achieves over twice the tensile strength of conventional rebar, while generating only about 66.7% ¹⁾ of the carbon emissions during production. Its corrosion resistance and light weight offer excellent construction stability and work efficiency, positioning it as a promising alternative that addresses the limitations of conventional rebar. In 2022, SK ecoplant completed a dedicated plant with an annual production capacity of 50,000 tons and aims to build a supply system capable of producing 200,000 tons annually by 2027. To ensure product performance and reliability, KEco-Bar has been registered in the National Design and Specification Standards (24 Code, 14 Code) and has also acquired Green Certification and Eco-Label Certification.
Co-Development of Eco-Friendly Material Technologies Through Open Innovation	SK ecoplant hosts annual technology competitions such as Tech Open Collaboration and ConTech Meet-up Day to discover innovative technologies in the semiconductor and environmental sectors and promote shared growth with SMEs and startups. In 2024, joint R&D projects were selected for: Around Blue's "eco-friendly plastic manufacturing technology using natural by-products" and Carbon Reduction Co., Ltd.'s "carbon-reducing cement alternative production using customized grinding catalyst technology for semiconductor by-products." These technologies will be developed in connection with SK ecoplant's business operations.

1) Carbon Emissions Impact Analysis of GFRP Rebars (Korea Expressway Corporation, 2023)

Support for ESG Improvement of Biz. Partner

SK ecoplant conducts regular ESG assessments for key Biz. Partner to strengthen climate change response capabilities across the supply chain. In the environmental management system category, the evaluation covers company-wide organizational structures, policies, and management systems for climate response, as well as performance outcomes based on environmental data. For partners with insufficient ESG management practices, SK ecoplant identifies improvement areas and provides tailored support—such as training, consulting, and on-site coaching—to enhance their sustainability capabilities. Going forward, the company plans to expand both the scope of assessment and the range of support to elevate ESG management across the entire supply chain.

Supply Chain ESG Evaluation

Support for Supply Chain ESG Improvement

Zero Energy Buildings (ZEB)

In line with the mandatory Zero Energy Building (ZEB) policy, SK ecoplant is taking a leading role in promoting green buildings aimed at improving energy self-sufficiency. In 2021, the company formed an internal task force and proactively established design standards to achieve an energy self-sufficiency rate of 20% or higher. Since 2022, SK ecoplant has developed an annual roadmap for improving energy self-sufficiency and reducing the average primary energy consumption of residential buildings, and it systematically manages performance against targets. In particular, a proprietary ZEB performance estimation tool is applied during the bidding and design phases to support the effective application of passive and active technologies, optimize renewable energy performance, and calculate construction costs.

Zero Energy Building Implementation Strategy

Category	Details
Passive	By applying various elements such as high-insulation and airtight design and enhanced solar shading, SK ecoplant minimizes energy loss in buildings. From the material selection stage, the company proactively adopts low-carbon building materials with a reduced carbon footprint across the product life cycle, aiming to minimize environmental impact during both construction and operation. In particular, the application of high-efficiency technologies is being expanded, including aluminum window systems, high-performance building envelopes, and curtain wall-integrated external shading devices.

Category	Details
Active	To enable buildings to directly generate and utilize energy, SK ecoplant is promoting the adoption of energy production technologies—such as hybrid solar power and fuel cells—alongside regulatory improvements. The company is particularly focused on optimizing an integrated energy solution that combines Building-Integrated Photovoltaics (BIPV) and Solid Oxide Fuel Cells (SOFC). As a result of these efforts, SK ecoplant applied a mid-to-large-scale SOFC system for the first time in Korea at the SK V1 Knowledge Industrial Center in West Busan in 2023, earning a preliminary certification for Zero Energy Building.

Strategy 3. Sustainable Business Model

Strategic Approach

Realizing Carbon-Neutral Technology Based on SOFC

Since 2018, SK ecoplant has maintained a strategic partnership with Bloom Energy, leading the localization and domestic distribution of world-class Solid Oxide Fuel Cell (SOFC) technology. In January 2020, the company established a joint venture, Bloom SK Fuel Cell, and completed a manufacturing plant in Gumi, Gyeongsangbuk-do later that year, initiating full-scale domestic production of SOFCs. Based on this, SK ecoplant is actively expanding its business in both domestic and global markets by offering SOFC solutions suitable for distributed power systems. In the data center sector, SK ecoplant leverages its full-cycle capabilities—from business development to engineering, procurement, and construction (EPC)—to apply its proprietary eco-friendly energy solutions and build a differentiated data center value chain. In the first phase of the Bupyeong Data Center, completed in October 2024, a 330kW-class SOFC was introduced as an auxiliary power source for the first time in Korea. This project has been recognized as a green data center model that simultaneously reduces carbon emissions and improves energy efficiency.

In addition, at the 2021 Korea Energy Show, SK ecoplant signed a four-party agreement with Korea Hydro & Nuclear Power, Bloom Energy, and Bloom SK Fuel Cell to foster local small and medium-sized enterprises (SMEs) for the localization of SOFC core components. Through technical review, prototype development, and performance verification, SK ecoplant successfully localized the electrolyte material—one of the key components of fuel cell cells—in 2024, and is working to localize a total of 39 core components in close collaboration with domestic partners. Since the second half of 2023, Bloom SK Fuel Cell's Gumi plant has begun mass production of SOFC finished products, accelerating the creation of a domestic eco-friendly energy ecosystem.

Establishing a Global Resource Circulation Ecosystem for Waste Batteries

SK ecoplant's subsidiary, SK tes, is a global leader in e-waste recycling, operating a global collection and logistics network for securing waste battery materials, with 46 sites across 23 countries. In particular, SK tes has obtained Basel Permits¹⁾ in over 30 countries, enabling the company to legally collect and transport waste batteries to recycling facilities in other countries in compliance with international regulations. In 2024, SK tes expanded its business presence in Europe by completing a 10,000 m² waste battery pre-processing plant in Rotterdam, the Netherlands—a strategic hub for the battery industry. To secure a stable supply of raw materials, SK tes entered into a long-term partnership with BMW for waste battery recycling in the European region. Starting in 2025, BMW will supply end-of-life electric vehicle batteries and production scrap collected in Europe to SK tes, which will recover key metals such as lithium, nickel, and cobalt and reintroduce them into new battery production, thereby building a closed-loop resource circulation system.

Additionally, SK ecoplant has been recognized for its technological capabilities in the four core areas of waste battery recycling—metal recovery efficiency, wastewater reduction, fire prevention, and high-speed discharge—and has signed an agreement with the Ministry of Environment for a pilot project on certified recycled battery materials. Through this initiative, SK ecoplant is establishing a foundation for the production of certified recycled materials and actively participating in the development of a certification system to ensure that recycled materials can be reliably used in electric vehicle batteries. This is also expected to contribute to the global market expansion of Korean battery-related companies.

1) A required permit procedure under the Basel Convention, which mandates prior written consent from the importing country for transboundary movement of hazardous and other wastes.

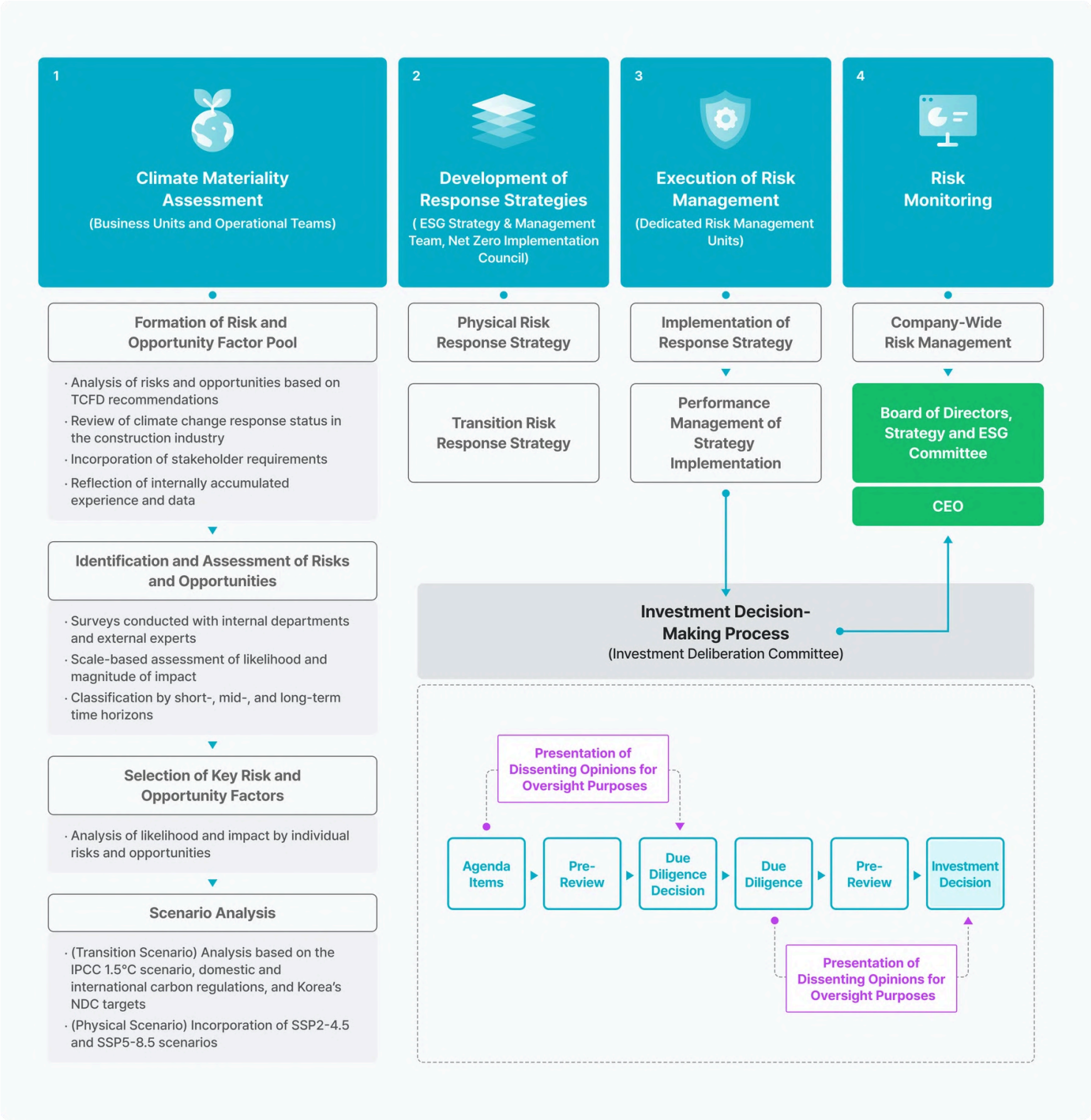
Expanding Global Orders Centered on Offshore Wind Power

SK ecoplant’s subsidiary, SK oceanplant, has enhanced the productivity of fixed-bottom offshore wind substructures by leveraging its advantageous coastal locations and two yards totaling 960,000 m². To meet the growing demand for floating offshore wind, the company plans to build a third yard of approximately 1.57 million m² by 2027. Upon completion, it is expected to become the world’s largest offshore wind equipment manufacturing hub.

As of 2024, SK oceanplant holds approximately 44% market share in Taiwan’s offshore wind substructure sector and has secured orders totaling 2GW in Taiwan and Japan. In line with Taiwan’s 2025 Energy Transition and 2050 Carbon Neutrality policies, the company is actively expanding its presence in the local market. It has successfully delivered over 200 substructures by applying its advanced jacket substructure technology, which is well-suited to Taiwan’s challenging offshore conditions, including frequent earthquakes, typhoons, and hard seabeds. Going forward, SK oceanplant plans to actively expand order intake in alignment with the Taiwanese government’s 15GW offshore wind development roadmap through 2035.

Risk Management

Climate Risk and Opportunity Management Framework



1. Climate Materiality Assessment

SK ecoplant operates a structured implementation process to integrate major risks and opportunities related to climate change into its enterprise-wide risk management system. The process begins with a comprehensive analysis of business value chain characteristics—including the parent company and subsidiaries—external regulations, market trends, industry dynamics, and literature reviews to establish a pool of climate-related risks and opportunities.

Subsequently, the likelihood of occurrence over the short, medium, and long term, as well as the potential business impact of each factor, is assessed through interviews with internal departments and external experts. Key risks and opportunities are then identified based on this assessment.

2. Development of Response Strategies

Identified risks and opportunities are translated into actionable response strategies that align with SK ecoplant’s ESG strategy, long-term growth direction, and stakeholder expectations through scenario analysis. In the strategy execution phase, key performance indicators are established, and progress is regularly reviewed against targets to strengthen climate resilience. Going forward, SK ecoplant plans to expand quantitative analysis focusing on factors with high probability and significant financial impact and disclose the results transparently to external stakeholders.

3. Execution of Risk Management

SK ecoplant comprehensively considers climate-related risks and opportunities when reviewing investment proposals, incorporating them as core elements in investment feasibility assessments. Since 2024, a voting system has been introduced in the deliberation committee to ensure more objective and transparent decision-making. For participating projects, decisions are based on identified risks and verified information. Additionally, SK ecoplant has separated the pre-review and final decision-making bodies and established an oversight unit composed of experts in technology, ESG, marketing, and other fields to ensure an independent and fair investment review system. This unit conducts comprehensive reviews of investment proposals and deliberately presents dissenting opinions. Final decisions are made through voting, taking into account both the results of the pre-review and the dissenting opinions. In particular, for new investments, factors such as changes in GHG emissions and policy shifts are incorporated into business feasibility assessments to inform strategic decision-making.

Furthermore, SK ecoplant has proactively introduced an internal carbon pricing system to quantitatively reflect the financial impacts of climate change. At the investment review stage, climate-related risks are quantified using internal carbon prices, and associated costs—such as regulatory compliance, transition, and projected operational expenses—are analyzed and reflected in decisions. The internal carbon price has been set based on the annual carbon prices from the GCAM 5.3+ model under the Net Zero 2050 scenario of the Network for Greening the Financial System (NGFS), ensuring consistency with internal standards and alignment with SK ecoplant’s 2040 net-zero goal. Going forward, SK ecoplant plans to review its carbon pricing standards in consideration of global policy developments and market price trends.

4. Risk Monitoring

The response strategies and implementation outcomes identified through the risk monitoring process are reported to the Board of Directors, the Strategy and ESG Committee, and the CEO, and are reflected in company-wide management strategies. In addition, SK ecoplant is operating a Disclosure Regulation Response Module under the ESG Regulatory Response Council to proactively respond to the upcoming mandatory consolidated disclosures. The company is also strengthening the climate risk response capabilities of its subsidiaries, beginning with the advancement of their ESG data management systems.

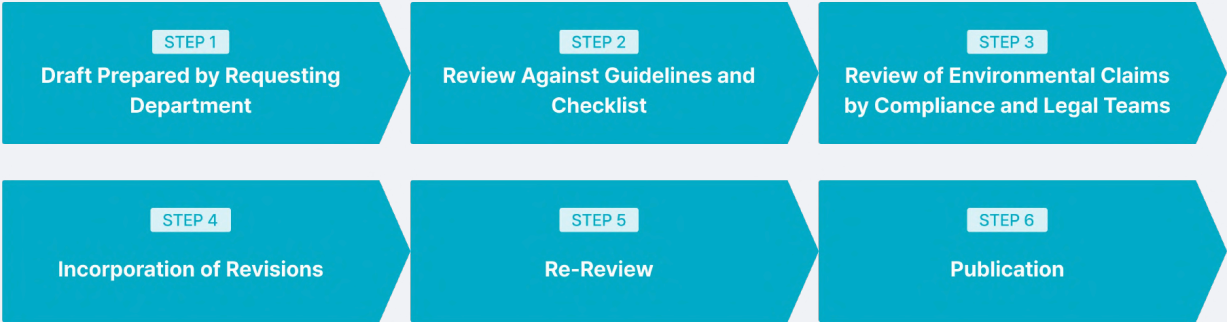
Integrated Risk Management System 

Case

Greenwashing Pre-Review System

SK ecoplant operates a company-wide pre-review system for environmental claims in advertising, based on Article 3, Paragraph 1 of the Fair Labeling and Advertising Act and Article 16-10, Paragraph 1 of the Environmental Technology and Environmental Industry Support Act. The review scope includes not only advertisements but also press releases, ESG disclosures, and all externally published materials that may influence stakeholders. The department drafting the material conducts an initial self-review based on company-wide guidelines and a self-assessment checklist. Subsequently, the Compliance and Legal teams conduct a professional pre-review and provide revision feedback. Through this process, SK ecoplant enhances the accuracy and credibility of its external communications and proactively prevents legal and reputational risks associated with environmental claims.

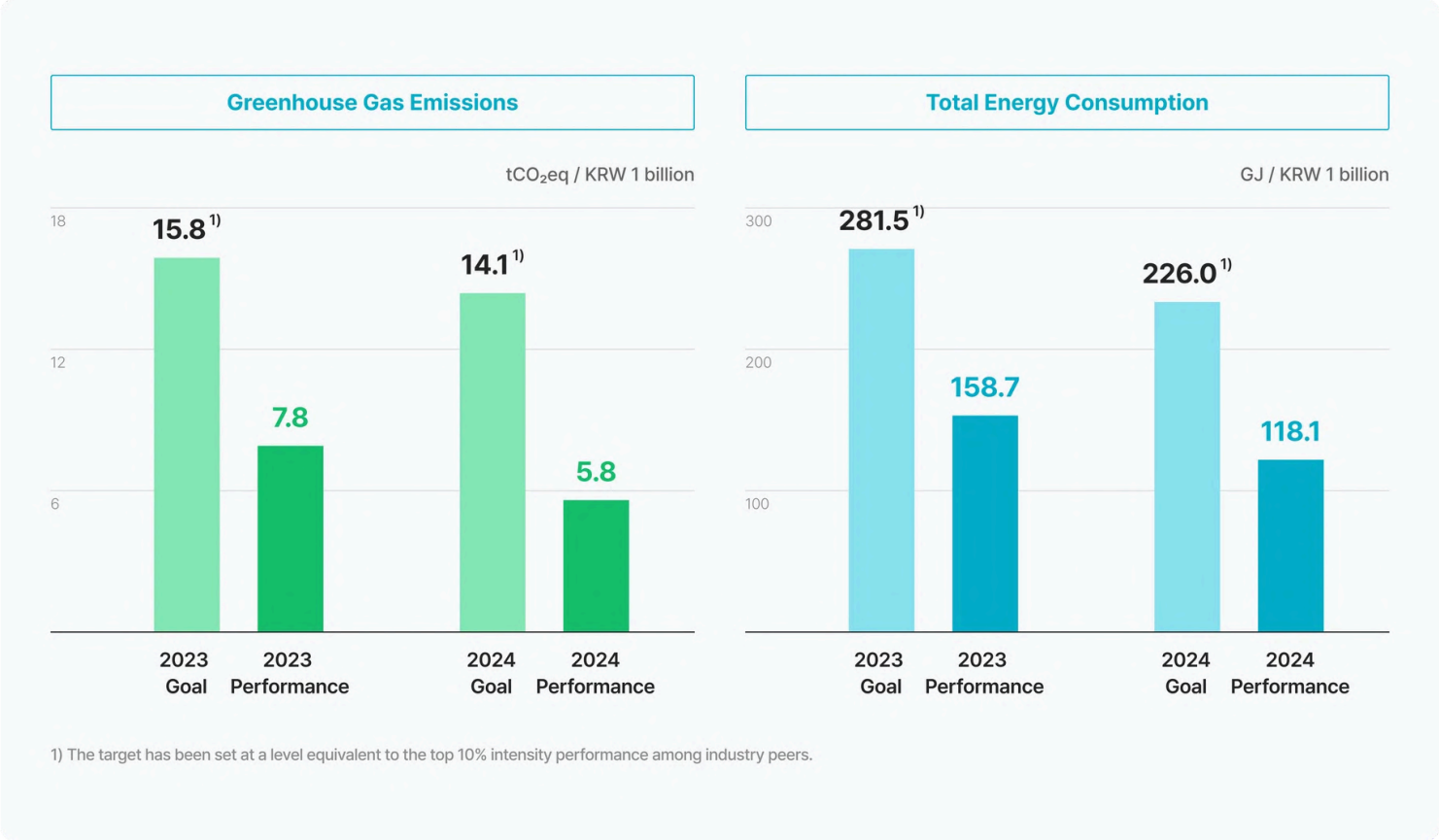
Pre-Review Process



Metrics and Targets

Greenhouse Gas Emissions

Greenhouse gas emissions and total energy consumption reduction performance (unit of sales)



Scope 1 & 2 Emissions

In alignment with the 1.5°C scenario, SK ecoplant aims to reduce Scope 1 & 2 emissions by 42% by 2030 compared to the 2021 baseline year. To achieve this, the company plans to actively implement various reduction strategies at construction sites, including on-site efficiency improvements, transition to eco-friendly vehicles, and expanded adoption of renewable energy.

Scope 1 & 2 Emissions Status and Targets (SK ecoplant)

Category	Unit	2021 (Baseline)	2022	2023	2024	2030
Scope 1 & 2 Target Emissions	tCO ₂ eq	-	30,253	28,200	26,739	18,033
Scope 1 & 2 Target Reduction Rate	%	-	2.7	9.3	14.0	42.0
Scope 1 & 2 Emissions ¹⁾	tCO ₂ eq	31,092 ²⁾	23,946 ³⁾	29,690 ³⁾	28,124	-
Scope 1 Emissions	tCO ₂ eq	7,293	4,051	3,922	2,763	-
Scope 2 Emissions	tCO ₂ eq	23,799	19,895	25,768	25,361	-
Scope 1 & 2 Emissions Intensity	tCO ₂ eq / KRW billion	5.8	4.7	7.8	5.8	-

1) Scope 1 & 2 emissions were calculated based on a location-based approach.

2) For the base year (2021), greenhouse gas emissions were calculated excluding SK ecoengineering emissions, in accordance with the SBTi recommendation to adjust the organizational boundary by reflecting the 2022 physical spin-off of SK ecoengineering in the 2021 baseline.

3) Greenhouse gas emissions have been partially revised in accordance with updates to aggregation standards for compliance with government GHG regulations and adjustments to organizational boundaries.

Scope 1 & 2 Emissions (Subsidiaries)¹⁾

Subsidiary Name	Category	Unit	2022	2023	2024
SK ecoengineering	Scope 1 & 2 Emissions	tCO ₂ eq	3,540	6,329	3,393
	Scope 1 Emissions	tCO ₂ eq	269	706	264
	Scope 2 Emissions	tCO ₂ eq	3,272	5,622	3,128
SK oceanplant	Scope 1 & 2 Emissions	tCO ₂ eq	45,971	54,433	37,292
	Scope 1 Emissions	tCO ₂ eq	11,846	15,407	11,035
	Scope 2 Emissions	tCO ₂ eq	34,125	39,026	26,258
SK tes	Scope 1 & 2 Emissions	tCO ₂ eq	6,114	6,326 ²⁾	7,932
	Scope 1 Emissions	tCO ₂ eq	1,295	1,498	1,734
	Scope 2 Emissions	tCO ₂ eq	4,819	4,738 ²⁾	6,198
Renewus	Scope 1 & 2 Emissions	tCO ₂ eq	437,331	446,024	356,267
	Scope 1 Emissions	tCO ₂ eq	427,933	436,565	347,941
	Scope 2 Emissions	tCO ₂ eq	9,398	9,459	8,326
SKAP	Scope 1 & 2 Emissions	tCO ₂ eq	286,208	312,710	331,712
	Scope 1 Emissions	tCO ₂ eq	120	152	205
	Scope 2 Emissions	tCO ₂ eq	286,090	312,560	331,509

1) Scope 1 & 2 emissions were calculated based on a location-based approach.

2) Figures have been adjusted from the previous year due to changes in SK tes's internal calculation standards.

Scope 3 Emissions

In line with the below 2°C scenario, SK ecoplant has set a target to reduce 1,675,547 tCO₂eq—identified as priority Scope 3 emissions—by 25% by 2030 compared to the 2021 baseline year. In 2021, total Scope 3 emissions amounted to approximately 2.5 million tCO₂eq, with the reduction target covering Category 1 (Purchased goods and services), 6 (Business travel), 7 (Employee commuting), 11 (Use of sold products), and 15 (Investments). The company is primarily focusing on Category 1 (Purchased goods and services), which accounts for the largest share of emissions, and is applying key reduction measures to meet its target. Recognizing the inherent limitations in significantly reducing the absolute use of raw materials such as ready-mixed concrete and cement due to the nature of the construction business, SK ecoplant continues its reduction efforts by expanding the procurement of low-carbon materials. Additionally, the company is pursuing various complementary reduction activities, including increasing energy self-sufficiency in Zero Energy Buildings to enhance energy efficiency during the building use phase.

Scope 3 Emissions Status and Targets (SK ecoplant)

Category	Unit	2021 (Baseline)	2022	2023	2024	2030
Total Scope 3 Emissions ¹⁾	tCO ₂ eq	2,500,816	2,390,586	2,541,420	3,083,396	-
Total Scope 3 Target Emissions	tCO ₂ eq	-	Achieve 2,081,676 tCO ₂ eq by 2030			
Scope 3 Target Reduction Rate	%	0	25% reduction by 2030 compared to the base year (Based on the priority reduction target of 1,675,547 tCO ₂ eq)			

1) Based on domestic emissions. Only overseas assets of investee companies are included under Category 15: Investments.

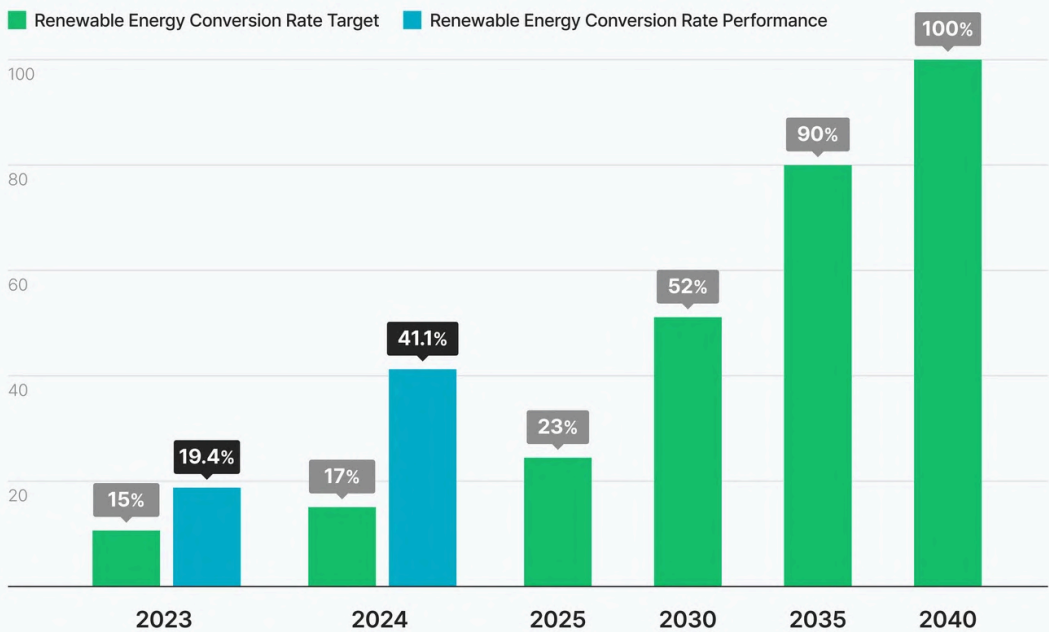
Scope 3 Emissions (SK ecoplant)

Category	Unit	2022	2023	2024
Total Scope 3 Emissions ¹⁾	tCO ₂ eq	2,390,586	2,541,420	3,083,396
Scope 3 Emissions: Upstream	tCO ₂ eq	587,513	1,054,654	760,071
1. Purchase of Raw Materials and Services	tCO ₂ eq	547,553	1,024,984	736,026
2. Capital Goods Investment and Procurement	tCO ₂ eq	73.0	18.0	33.8
3. Fuel- and Energy-Related Activities Not Included in Scope 1 or 2s	tCO ₂ eq	1,951	2,503	4,150
4. Transportation of Raw Materials	tCO ₂ eq	29,587	13,291	8,187
5. Waste Generated in Operations	tCO ₂ eq	3,354	8,840	8,018
6. Employee Business Travel	tCO ₂ eq	1,639	2,217	1,382
7. Employee Commuting	tCO ₂ eq	3,356	2,801	2,275
Scope 3 Emissions: Downstream	tCO ₂ eq	1,803,074	1,486,766	2,323,325
11. Use of Sold Products	tCO ₂ eq	1,105,166	538,996	1,524,339
12. End-of-Life Treatment of Sold Products	tCO ₂ eq	5,332	4,221	7,547
15. Investment	tCO ₂ eq	692,576	943,550	791,440

1) Based on domestic emissions. Only overseas assets of investee companies are included under Category 15: Investments.

Energy Consumption

Renewable Energy Conversion Rate Targets and Performance (SK ecoplant)



Energy Consumption (Consolidated)

Category	Unit	2022	2023	2024 ¹⁾						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total Energy Consumption ²⁾	TJ	2,467 ³⁾	2,820 ³⁾	8,926	577	69.3	666	79.4	598	6,936
Energy Intensity (Total Energy Consumption per Revenue)	GJ / KRW 1 billion	333	327	958	118	43.9	1,004	146.6	1,335	21,454
Total Non-Renewable Energy Consumption	TJ	2,465	2,812	8,920	574	69.3	666	76.4	598	6,936
Direct Energy	TJ	337	385	324	44.0	3.9	118	26.3	128	3.6
Gasoline	TJ	51.7	55.4	25.3	8.0	1.7	1.2	7.4	5.6	1.3
Kerosene	TJ	30.9	42.5	16.5	15.0	1.2	0	0	0.3	0
Diesel	TJ	170	169	164	7.0	0.8	71.5	14.6	69.8	0.2
LPG	TJ	52.0	91.9	47.6	1.0	0.1	44.4	0.4	1.6	0
LNG	TJ	30.8	22.9	70.4	14.0	0	0	3.8	50.4	2.1
Other	TJ	0.5	2.3	1.2	0	0	1.2	0	0	0
Indirect energy	TJ	2,128	2,427	8,601	530	65.4	548	50.1	470	6,936
Electricity	TJ	2,111	2,413	8,293	530	65.4	548	47.9	174	6,927
Steam	TJ	16.3	13.3	305	0	0	0	0	296	9
Other	TJ	0.7	0	2.2	0	0	0	2.2	0	0
Total Renewable Energy Supplied	TJ	43.8	123	243	237	0	0	6.4	0	0
Utilization of Green Premium Program	TJ	41.0	114	236	234	0	0	2.1	0	0
PPA	TJ	1.2	1.2	1.3	0	0	0	1.3	0	0
Self-Generated Solar Power	TJ	1.6	7.4	6.0	3.0	0	0	3.0	0	0
Renewable Energy Conversion Rate ⁴⁾	%	1.8	4.3	2.7	41.1	0	0	8.1	0	0

1) Due to the nature of its business operations, Essencore reports only electricity consumption at its branches and legal entities. Total energy consumption is 0.35 TJ.

2) Total energy consumption is the sum of total non-renewable energy consumption and self-generated solar power.

3) Energy consumption figures have been partially revised in accordance with updates to aggregation standards for compliance with government GHG regulations and adjustments to organizational boundaries.

4) In accordance with the K-ESG Guidelines, the method for calculating the renewable energy conversion rate has been revised.
(Renewable Energy Conversion Rate = [Total Renewable Energy Converted ÷ Total Energy Consumption] × 100)

Energy Consumption (SK ecoplant)

Category	Unit	2022	2023	2024
Total Energy Consumption ¹⁾	TJ	481 ²⁾	603 ²⁾	577
Energy Intensity (Total Energy Consumption per Revenue)	GJ / KRW 1 billion	95.2	158.7	118.1
Total Non-Renewable Energy Consumption	TJ	481	600	574
Direct Energy	TJ	65	62	44
Gasoline	TJ	9	8	8
Kerosene	TJ	26	33	15
Diesel	TJ	10	6	7
LPG	TJ	0	0	1
LNG	TJ	19	14	14
Other	TJ	0	0	0
Indirect energy	TJ	416	538	530
Electricity	TJ	416	538	530
Steam	TJ	0	0	0
Other	TJ	0	0	0
Total Renewable Energy Supplied	TJ	41	117	237
Utilization of Green Premium Program	TJ	41	114	234
Self-Generated Solar Power	TJ	0	3	3
Renewable Energy Conversion Rate ³⁾	%	8.5	19.4	41.1

1) Total energy consumption is the sum of total non-renewable energy consumption and self-generated solar power.

2) Energy consumption figures have been partially revised in accordance with updates to aggregation standards for compliance with government GHG regulations and adjustments to organizational boundaries.

3) In accordance with the K-ESG Guidelines, the method for calculating the renewable energy conversion rate has been revised. (Renewable Energy Conversion Rate = [Total Renewable Energy Converted ÷ Total Energy Consumption] × 100)

Appendix

Risk 3. Strengthening of Greenhouse Gas Emission Regulations and Policies

Time of Occurrence	Short-Term · Mid-Term · Long-Term
Likelihood of Occurrence	Very likely
Target	SK ecoplant and Its Subsidiaries
Background	Expected Increase in Emissions Trading Costs Due to National GHG Reduction Targets The Emissions Trading Scheme (ETS¹⁾), currently in its third planning phase (2021–2025), is a market-based mechanism introduced as a means of implementing the Nationally Determined Contribution (NDC²⁾). It allocates emission allowances to companies that exceed a certain threshold of greenhouse gas emissions and regulates them to emit only within the assigned quota. For emissions that exceed the allocated amount, companies must purchase additional allowances on the market to comply with the cap. With the recent strengthening of the 2030 NDC and the global acceleration toward carbon neutrality, a reduction in free allocations and an increase in the price of allowances are anticipated.
Impact	Concerns Over Increased Costs Due to Expansion of the Emissions Trading Scheme and Failure to Meet Reduction Targets Since 2024, SK ecoplant has been designated as a target company under Korea’s Greenhouse Gas and Energy Target Management System and is establishing annual GHG and energy reduction targets and implementing related actions. If the scope of the Emissions Trading Scheme is expanded and SK ecoplant is included as a target entity during the 4th planning phase (2026–2030), and if reduction activities are not carried out as planned, additional allowance purchases may be required—potentially leading to increased operational costs. In particular, as carbon credit prices are expected to gradually rise in response to tightening domestic and international regulations, securing actual emissions reduction capabilities will be a critical means of alleviating cost burdens.
Current Response Status	Establishment of 2040 Net Zero Roadmap and Company-Wide Implementation System In 2023, SK ecoplant received official SBTi approval for its near-term 2030 reduction targets, covering Scope 1 & 2 and Scope 3 emissions, and conducts annual performance reviews against these targets. Through its greenhouse gas management system, the company systematically aggregates emissions data and monitors progress toward interim targets. Scope 1 and 2 emissions from subsidiaries are also managed in an integrated manner, and ESG management activities—such as inventory development and target setting for climate response—are supported through the ESG Steering Council. In particular, considering the unique characteristics of each subsidiary’s operations, SK ecoplant is expanding technology-based reduction efforts, including optimization of incinerator operations using AI and DT³⁾ technologies and the implementation of real-time CO₂ monitoring systems.

1) Emissions Trading Scheme
2) Nationally Determined Contribution
3) Artificial Intelligence-Digital Transformation

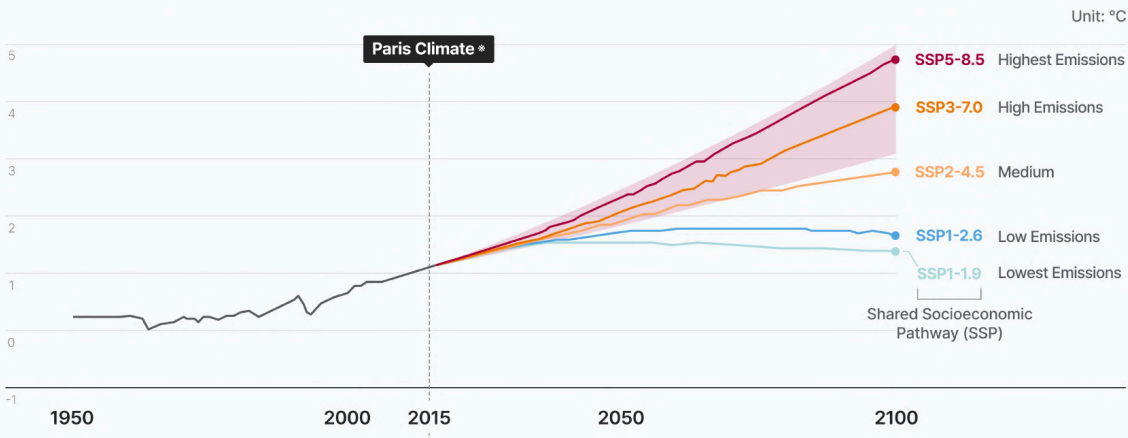
Risk 5. Requirement to Comply with Energy Self-Sufficiency Standards at Design Approval Stage Due to Mandatory Zero-Energy Building Certification System

Time of Occurrence	Short-Term · Mid-Term · Long-Term					
Likelihood of Occurrence	Very likely					
Target	SK ecoplant Solution Business					
Background	Mandatory Certification for Zero-Energy Buildings to Be Extended to Private Buildings The building sector is identified as one of the major contributors to global greenhouse gas emissions, and Korea continues to strengthen building regulations to achieve its 2050 carbon neutrality target. In 2017, the government introduced the Zero Energy Building (ZEB) ¹⁾ certification system and has gradually expanded its scope. Since 2020, ZEB certification has been mandatory for newly constructed public buildings with a total floor area of 1,000 m ² or more. Starting in January 2025, the Building Energy Efficiency Rating will be integrated with the ZEB certification system, making Level 4 certification mandatory for certain types of public buildings with a total floor area of 1,000 m ² or more. Going forward, the mandate will extend to newly constructed private buildings with a total floor area of 1,000 m ² or more and to multi-family housing with more than 30 units, requiring an energy self-sufficiency rate of approximately 13%.					
	Energy Self-Sufficiency Rate* by Grade					
	+Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	120% or higher	100% or higher	80% or higher	60% or higher	40% or higher	20% or higher
* Energy Self-Sufficiency Rate (%) = (Annual Primary Energy Production per Unit Area ÷ Annual Primary Energy Demand per Unit Area) × 100						
Impact	Business Impact of Mandatory Zero-Energy Building Certification As failure to meet the energy self-sufficiency grade standard may restrict building permits, the mandatory Zero-Energy Building (ZEB) certification system is expected to have a direct impact on SK ecoplant's domestic operations in the Solution Business Division. According to internal analysis, achieving a minimum energy self-sufficiency rate of 20% requires the adoption of additional systems such as photovoltaic installations, high-performance insulation materials, and energy-efficient windows. Insufficient preparation or failure to adopt such systems may negatively affect project acquisition.					
Response Status	Optimization of Renewable Energy Performance Using Zero-Energy Building Performance Estimation Tool In 2021, an internal task force was formed to establish design standards to achieve an energy self-sufficiency rate of 20% or higher. In 2022, a year-by-year self-sufficiency improvement roadmap was developed, and a self-developed performance estimation tool is applied during the bidding and design stages to optimize passive and active technologies and renewable energy performance. SK ecoplant is conducting research and development on various technologies, including aluminum window systems, high-performance building envelopes, curtain wall-integrated external shading, hybrid solar power, and fuel cell systems, along with regulatory improvements to facilitate their adoption. This includes advanced technologies such as window-integrated and bifacial solar panels, which are planned for actual project application. In addition, efforts are focused on optimizing an integrated energy solution combining Building-Integrated Photovoltaics (BIPV) and Solid Oxide Fuel Cells (SOFC). In 2023, a medium-to-large-scale SOFC was applied for the first time in Korea at the SK V1 West Busan Knowledge Industry Center, leading to preliminary certification as a Zero-Energy Building.					

1) A Zero-Energy Building minimizes energy loads and enhances energy self-sufficiency through high-efficiency systems and the use of renewable energy.

Risks 10 and 11: Acute and chronic physical risks

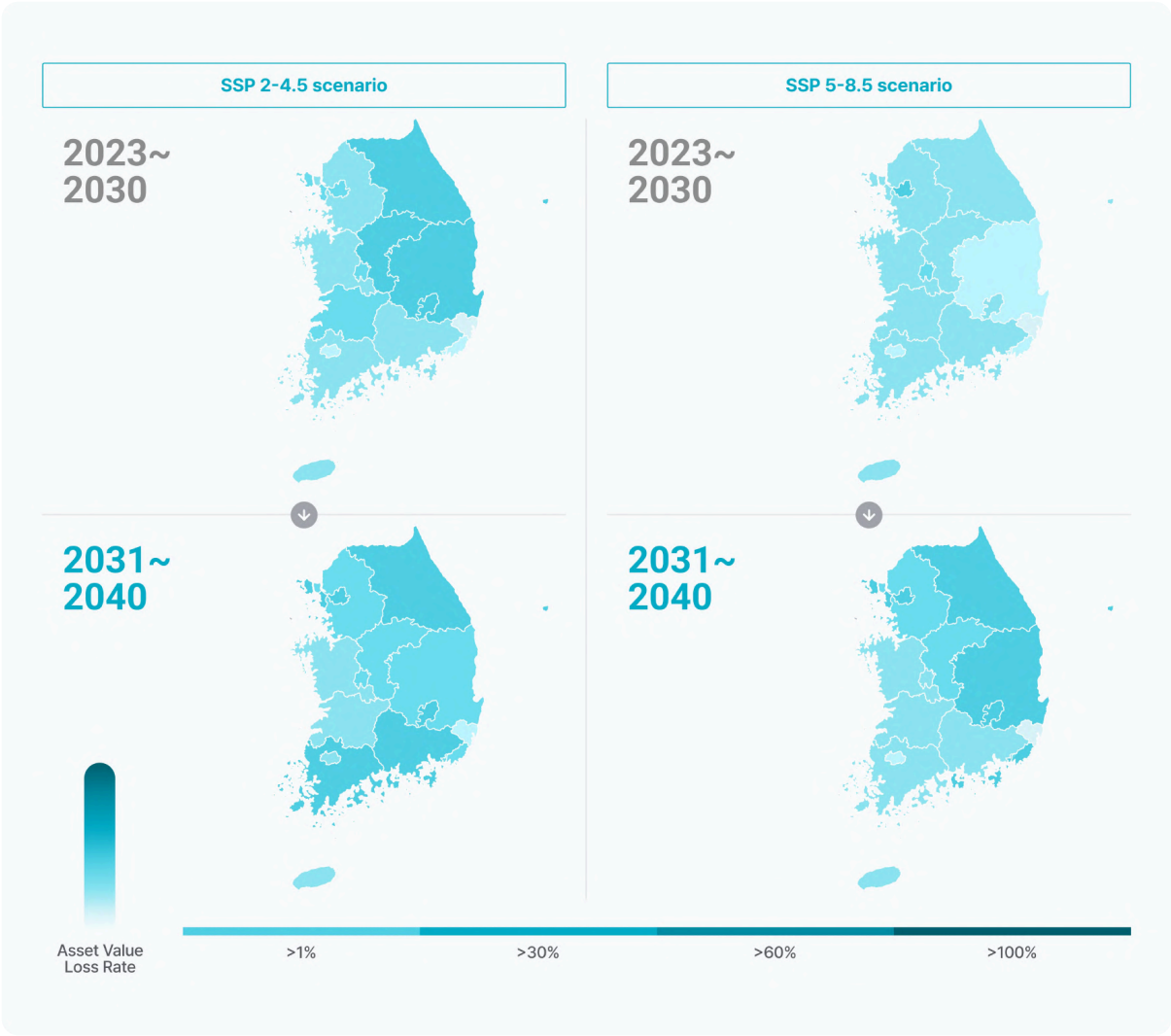
Time of Occurrence	Long-term
Likelihood of Occurrence	Likely

	Key Solution Business Regions of SK ecoplant									
Target ¹⁾	Due to the nature of the Solution business, project sites typically conclude within 3 to 5 years of initiation. Accordingly, an analysis was conducted on both current key business regions where active sites are located and future regions expected to host major projects.									
Background	Physical risks from climate change—such as abnormal temperatures, rising sea levels, and droughts—are gradually impacting corporate assets and operational stability in various forms. To assess the financial impact of these physical risks on globally distributed assets and project sites, SK ecoplant conducted an analysis of annual asset value loss rates using S&P Global's Climonomics® platform based on the SSP2-4.5 and SSP5-8.5 scenarios. Going forward, physical risk assessments will be updated by incorporating the latest climate data and changes in the business environment.									
Period	2023-2040									
Methodology	Using Climonomics® Hazard modeling by S&P Global									
Hazards	Abnormal Temperature, Sea Level Rise, Drought, River Flooding, Heavy Rainfall, Typhoon, Water Stress, Wildfire									
Scenario	Global Average Temperature Rise Based on Shared Socioeconomic Pathways (SSPs) Unit: °C 									
	<table><tr><th>Category</th><th>SSP2-4.5</th><th>SSP5-8.5²⁾</th></tr><tr><td>Global Average Temperature in 2100</td><td>+2.7°C</td><td>+4.4°C</td></tr><tr><td>Implication</td><td>Assumes a moderate level of climate change mitigation and socioeconomic development</td><td>Assumes rapid industrial and technological advancement, with high fossil fuel consumption and unrestrained urban-centric development</td></tr></table>	Category	SSP2-4.5	SSP5-8.5 ²⁾	Global Average Temperature in 2100	+2.7°C	+4.4°C	Implication	Assumes a moderate level of climate change mitigation and socioeconomic development	Assumes rapid industrial and technological advancement, with high fossil fuel consumption and unrestrained urban-centric development
Category	SSP2-4.5	SSP5-8.5 ²⁾								
Global Average Temperature in 2100	+2.7°C	+4.4°C								
Implication	Assumes a moderate level of climate change mitigation and socioeconomic development	Assumes rapid industrial and technological advancement, with high fossil fuel consumption and unrestrained urban-centric development								

Physical Risk Assessment for Key and Projected Business Regions of SK ecoplant

Due to the nature of SK ecoplant’s architectural Solution business, where project sites typically conclude within 3 to 5 years, there are inherent structural limitations in analyzing physical risks based on fixed asset locations. Accordingly, assuming that future Solution project sites will be established in regions similar to current ones, major domestic business regions and areas expected to host future projects were selected at the municipal level for analysis of physical risks from 2023 to 2040. The analysis found that under both SSP2-4.5 and SSP5-8.5 scenarios, all eight types of hazards—including abnormal temperature, sea level rise, drought, and river flooding—are projected to have a minimal impact, with annual asset value loss rates remaining below 1%, classified as LOW. However, the gradual increase in asset loss rates due to abnormal temperatures indicates the need for continuous monitoring and management systems to prevent potential issues such as safety and health risks and reduced productivity among personnel.

Impact



SK ecoplant defines not only abnormal temperatures but also physical risks caused by climate change—such as heavy rainfall and typhoons—as major risks to worker health and safety, and continues to enhance its emergency response system to proactively address these threats. Given that project sites are primarily outdoor environments, workers are directly exposed to weather conditions. In response, site-wide guidelines and incident reporting protocols are issued whenever weather advisories are in effect, and safety and health guidelines for extreme heat and typhoon conditions are also provided to subsidiaries. In the event of a natural disaster, all incidents are immediately reported to the relevant business unit management and safety and quality teams. Follow-up recovery and prevention measures are systematically implemented in three structured phases.

Current Response Status	Natural Disaster Reporting Procedure		
	Reporting Stage	Time Frame	Purpose
	Stage 1	Immediately Upon Occurrence or Detection	Report of Incident Details (Time, Location, Scale of Damage, etc.)
	Stage 2	Within 24 Hours of Occurrence	Preliminary Disaster Overview Report
	Stage 3	Within 14 Days of Occurrence	Report on Cause and Preventive Measures

- 1) The results of the physical risk assessment for SK ecoplant’s global fixed assets and temporal assets (Solution project sites), including those of its subsidiaries, are disclosed through the TCFD report.
- 2) Shared Socioeconomic Pathways: Pathways that incorporate changes in future socioeconomic systems—such as population, economy, and energy use—based on levels of climate change preparedness and radiative forcing by 2100 (aligned with the IPCC Sixth Assessment Report).

Case

Heat Illness Prevention Program for Extreme Heat Conditions



As the frequency of heatwaves caused by abnormal climate conditions increases, the risk of heat-related illnesses—such as heatstroke and sunstroke—among outdoor workers is also rising. To address these climate risks and protect worker health and safety, SK ecoplant operates a Heatwave Prevention and Management Program, which includes flexible work hour adjustments during heatwave advisories, installation of rest areas, and regular encouragement of hydration and salt intake. In particular, from June to August 2024, the company implemented the Enhanced Heat Illness Prevention Campaign, providing daily education on heat illness prevention in addition to regular and onboarding safety and health training. Posters with prevention guidelines were displayed in multiple languages (Korean, English, Chinese, and Vietnamese) in rest areas, cafeterias, and showers to improve accessibility. During heatwaves, SK ecoplant disseminates weather updates and applies a phased flexible work schedule according to the heatwave level. Workers are also encouraged to monitor their own condition during work using a Heat Illness Symptom Checklist. Additionally, for outdoor workers and other vulnerable groups, functional protective equipment such as cooling vests and helmet ice packs is distributed, ensuring practical, site-based protection measures.

Opportunity B. Expansion of the Low-Carbon Construction Materials Market Driven by Growth in the Green Building Sector

Time of Occurrence	Short to Mid-Term
Likelihood of Occurrence	Very Likely
Target	SK ecoplant Solution Business
Impact	Revenue Contribution
Background	Rising Demand for Eco-Friendly Materials As the importance of sustainable practices throughout the entire lifecycle of buildings—from construction and operation to demolition—continues to grow, interest in eco-friendly construction materials is increasing. In particular, rebar accounts for a significant share of carbon emissions during manufacturing and transportation processes, driving active development of low-carbon, high-performance alternatives. Glass Fiber Reinforced Plastic (GFRP) rebar consumes less energy and emits less carbon during production compared to conventional rebar. Its lighter weight also reduces carbon emissions during transportation and installation. With excellent durability and corrosion resistance, GFRP rebar also lowers long-term maintenance costs and environmental burden, making it a high-performance material. It is widely used in countries such as the United States, Japan, and Germany. In Korea, demand is also growing as GFRP reinforcement has undergone performance validation and has been introduced at select construction sites since 2020.
Current Response Status	Discovering Innovative Technologies Through Tech Open Collaboration SK ecoplant hosts annual technology competitions such as Tech Open Collaboration and ConTech Meet-up Day to discover innovative technologies in the semiconductor and environmental sectors and to promote shared growth with SMEs and startups. In 2024, joint R&D projects were selected for: Around Blue's "eco-friendly plastic manufacturing technology using natural by-products" and Carbon Reduction Co., Ltd.'s "carbon-reducing cement alternative production using customized grinding catalyst technology for semiconductor by-products." These technologies will be developed in connection with SK ecoplant's business operations. SK ecoplant has developed KEco-Bar, a new material made by combining Glass Fiber Reinforced Plastic (GFRP) with recycled PET. KEco-Bar is an alternative material designed to reduce carbon emissions during construction, enabling resource circulation through waste recycling. Despite not using scrap steel or limestone, it has more than twice the tensile strength of conventional rebar and emits only about 66.7%¹⁾ of the carbon during production. It is also rust-free and lightweight, offering superior constructability and usability, making it a promising next-generation material that addresses the limitations of conventional rebar. In 2022, a new manufacturing plant with an annual capacity of 50,000 tons was completed, with a target to scale up to 200,000 tons annually by 2027. To ensure product reliability, KEco-Bar has been listed in the design standards (January 2024 National Design and Specification Standard 24 Code, and January 2025 14 Code), and has also received Green Certification and Environmental Label Certification. SK ecoplant plans to obtain the Korea Industrial Standards (KS) certification and will pursue carbon credit certification and trading for KEco-Bar to generate direct revenue while contributing to carbon neutrality.

1) Carbon Emissions Impact Analysis of GFRP Rebars (Korea Expressway Corporation, 2023)

Opportunity G. Increasing demand for e-waste recycling

Time of Occurrence	Short-Term · Mid-Term · Long-Term
Likelihood of Occurrence	Likely
Target	SK ecoplant Environmental Business, Subsidiary (SK tes)
Impact	Revenue Contribution
Background	Rapid Growth of the ITAD (IT Asset Disposition) Market The global ITAD market is growing rapidly, and it is projected to reach between USD 18.6 billion and USD 29.2 billion by 2025, and between USD 38.2 billion and USD 90.0 billion by 2034. The compound annual growth rate (CAGR) is estimated at 8–13%, driven by a combination of factors including the increase in electronic waste, the rising need for enhanced data security, and stricter regulations on environmentally responsible processing. As the lifecycle of IT assets—such as servers, laptops, and smartphones—continues to shorten, corporate demand for secure data erasure and asset recycling is steadily increasing.
	Rising Demand for IT Asset Disposition Driven by Data Center Market Expansion The data center market is expanding rapidly due to digital transformation, the proliferation of cloud services, and increased use of AI and big data. As a result, infrastructure replacement cycles are shortening, while the demand for IT asset disposal and the need for compliance with environmental and security regulations are simultaneously increasing. Consequently, demand for professional ITAD services is also rising significantly.
	Explosive Growth of the Battery Recycling Market Driven by EV Expansion With the widespread adoption of electric vehicles, securing stable supplies of key materials such as lithium, nickel, and cobalt has emerged as a critical issue, highlighting the growing importance of battery recycling. According to SNE Research, the global battery recycling market is projected to grow from USD 8 billion in 2022 to USD 20.8 billion by 2025, and to exceed USD 208.9 billion by 2040. In addition, the European Union enacted the EU Battery Regulation in 2023 and plans to implement the Extended Producer Responsibility (EPR) system¹⁾ starting in 2025. In response, countries around the world are increasingly investing in the development of the recycling industry.
Response Status	Strengthening Global ITAD Capabilities Subsidiary SK tes has completed a large-scale ITAD facility in Virginia, USA, capable of processing 600,000 servers annually to enhance its ITAD service capabilities. Leveraging this facility alongside its existing infrastructure in the U.S., the company is actively targeting the North American market. SK tes also plans to establish additional data center–dedicated ITAD plants in Asia and Oceania, including Singapore and Australia, aiming to secure the capacity to process 1 million servers annually. With a focus on both security and sustainability, the company seeks to position itself as a leading global ITAD provider.
	Specialized ITAD Services for Data Centers SK tes is expanding its specialized ITAD services to meet the security and ESG needs of data center operators by offering integrated solutions that ensure complete data erasure, asset reuse and recycling, and environmentally responsible recycling-based operations. To address the rapidly growing data center infrastructure market, the company is continuously enhancing its specialized ITAD solutions centered around key global hubs.
	Global Battery Recycling Network and Basel Permit Acquisition SK tes has established international capabilities for the collection and transport of electronic waste, including waste batteries, through a global network spanning 46 locations across 23 countries. The company has secured Basel Permits²⁾ in more than 30 countries, enabling the legal transboundary movement of waste, which serves as a key competitive advantage. Leveraging this network, SK tes ensures the stable collection and resource recovery of waste batteries generated in major global markets, contributing to the stabilization of the global battery supply chain and the advancement of a circular economy.

1) A system that imposes a mandatory recycling obligation on product manufacturers for a specified amount of waste generated from their products. If the obligation is not fulfilled, manufacturers are required to pay an amount exceeding the recycling cost.

2) A permitting procedure that requires prior written consent from the importing country before exporting hazardous or other wastes, in accordance with the Basel Convention.

Opportunity H. Expansion of national offshore wind power markets

Time of Occurrence	Short-Term · Mid-Term · Long-Term
Likelihood of Occurrence	Likely
Target	SK ecoplant Energy Business, Subsidiary (SK oceanplant)
Impact	Revenue Contribution
Background	Growth of the Offshore Wind Market and Transition to Floating Wind Technology Offshore wind power is gaining attention as a key renewable energy source due to its ability to achieve high energy efficiency through large-scale wind farm development. According to the Global Wind Energy Council (GWEC), newly installed offshore wind capacity is projected to reach 30 GW annually by 2026 and 50 GW by 2030, with cumulative capacity expected to reach 447 GW by 2032. Of this total, approximately 6%, or 26.2 GW, is expected to come from floating offshore wind installations. Traditionally, offshore wind farms have relied on fixed-bottom structures anchored in shallow waters. However, floating offshore wind systems, which can be installed in deeper waters, are now gaining traction. Floating offshore wind involves mooring structures that float on the sea surface, allowing for fewer location constraints and enabling the use of larger blades, which contributes to higher power generation efficiency. Policy-Driven Expansion of the Offshore Wind Market Taiwan, in particular, has steadily advanced its three-phase Offshore Wind Power Deployment Roadmap over the past decade under a consistent policy framework, emerging as one of the most active offshore wind markets in Asia. This policy continuity and execution capability have accelerated the pace of offshore wind deployment. According to the European Chamber of Commerce Taiwan, as of November 2024, Taiwan had installed a total of 347 offshore wind turbines with a combined capacity of 3.04 GW, ranking seventh globally in offshore wind capacity.
Current Response Status	Expansion into Taiwan and Japan Markets Through Operation of the Third Yard SK oceanplant, a subsidiary of SK ecoplant, has enhanced the productivity of fixed-bottom offshore wind substructures by utilizing two existing yards totaling 960,000 m² adjacent to coastal areas. To meet growing demand in the floating offshore wind market, the company plans to operate a third yard of approximately 1.57 million m² by 2027. Upon completion, the third yard will enable the production of approximately 100 fixed-bottom substructures or more than 40 floating substructures, positioning the company as a global leader with the world's largest offshore wind component manufacturing infrastructure. As of 2024, SK oceanplant holds a 44% market share in Taiwan's offshore wind substructure market and has secured orders for a total of 2 GW in substructure projects across Taiwan and Japan. In particular, the company is actively entering the Taiwanese offshore wind market in alignment with the government's 2025 Energy Transition and 2050 Carbon Neutrality policies. Taiwan's offshore environment poses demanding conditions, including solid seabeds, frequent earthquakes, and typhoons, requiring highly specialized jacket-type substructures. SK oceanplant has successfully delivered more than 200 substructures to date, supported by its advanced technical capabilities. Looking ahead, the company plans to actively participate in Taiwan's 15 GW offshore wind development roadmap through 2035 to further expand its order portfolio.

Opportunity I. Rising demand for hydrogen fuel cells (SOFC) as a means of achieving carbon neutrality

Time of Occurrence	Short to Mid-Term
Likelihood of Occurrence	Likely
Target	SK ecoplant Energy Business
Impact	Revenue Contribution
Background	Expansion of SOFC-Based Distributed Power Generation Traditional centralized power generation systems face limitations due to energy losses during transmission and distribution, as well as constraints in infrastructure expansion—prompting the need for distributed energy systems. In particular, Solid Oxide Fuel Cell (SOFC)–based distributed power sources are gaining attention for their ability to provide stable electricity supply near demand centers. With high efficiency and low carbon emissions, SOFC technology is emerging as a core solution in the energy transition.
	Energy Transition for Green Data Centers According to the International Energy Agency (IEA), the rapid expansion of the AI industry is expected to drive global data center electricity consumption from approximately 415 TWh in 2024 to over 945 TWh by 2030—more than doubling. In the data center sector, there is growing interest in power supply based on clean energy to achieve carbon neutrality goals. Given the critical need for stable electricity supply, Solid Oxide Fuel Cells (SOFC) are receiving increased attention. Unlike solar and wind power, SOFC systems are not affected by weather conditions and can provide consistent electricity, making them an increasingly adopted option as a primary or backup power source for data centers.
Current Response Status	Localization of SOFC Technology and Leadership in Domestic Deployment Since 2018, SK ecoplant has maintained a strategic partnership with Bloom Energy, leading the localization and domestic deployment of the world’s most efficient Solid Oxide Fuel Cell (SOFC) technology. In January 2020, SK ecoplant and Bloom Energy established the joint venture Bloom SK Fuel Cell, and later that year completed the construction of a manufacturing plant in Gumi, Gyeongbuk, initiating domestic production of SOFCs. Based on this foundation, SK ecoplant is actively expanding into both domestic and global markets in the SOFC sector, which is well-suited for distributed energy systems. SK ecoplant is building a differentiated data center value chain by leveraging its capabilities in business development, design, procurement, and construction (EPC), as well as by applying proprietary eco-friendly solutions such as SOFCs. In the first phase of the Bupyeong Data Center project, completed in October 2024, a 330 kW-class SOFC system was introduced for the first time in Korea as a backup power source—serving as a model for reducing carbon emissions and improving power efficiency. At the 2021 Korea Energy Show, SK ecoplant signed a four-party agreement with Korea Hydro & Nuclear Power, Bloom Energy, and Bloom SK Fuel Cell to foster domestic small and medium-sized enterprises (SMEs) and localize core SOFC components. Through practical support such as technical reviews, prototype production, and product validation, SK ecoplant succeeded in localizing the electrolyte material—one of the core components of fuel cells—in 2024. In partnership with Bloom Energy, the company is identifying component manufacturers and enhancing their technological capabilities. Since the second half of 2023, Bloom SK Fuel Cell has begun full-scale SOFC production at its Gumi plant. SK ecoplant is currently working with domestic partners to localize a total of 39 key components.



Occupational Safety and Health

Governance

Occupational Safety and Health Policy

SK ecoplant places the highest priority on enhancing the safety and well-being of all employees and stakeholders, operating a systematic occupational safety and health management system centered around the Chief Safety Officer (CSO). The Occupational Safety and Health Management Policy includes implementation principles aimed at incident prevention and fostering a safe, healthy working environment, such as major accident prevention activities, Biz. Partner occupational safety and health management, and employee health support, with performance evaluated through occupational safety and health risk management activities like risk assessments and legal compliance inspections.

This policy applies to all categories of workers company-wide, including employees, contracted workers, outsourced workers, and workers in special employment types, and compliance is also encouraged among all Biz. Partner in business transactions. The effectiveness of the policy is reviewed annually, and detailed guidelines are revised accordingly to reflect internal and external changes in safety-related regulatory environments. Additionally, SK ecoplant and its major subsidiaries obtain occupational safety and health management system certifications (KOSHA-MS, ISO45001) for all domestic and overseas worksites and reliably maintain an effective occupational safety and health management structure through annual follow-up audits by certification bodies.

Subsidiaries' ISO 45001 Certification Status

Category	Date of Initial Certification Acquisition	Validity Period
SK ecoengineering	Feb. 01, 2022	Feb. 01, 2025 - Jan. 31, 2028
SK oceanplant	Jan. 19, 2018	Dec. 26, 2023 - Jan. 04, 2027
SK tes ¹⁾	Feb. 07, 2025	Feb. 07, 2025 - Feb. 06, 2028
Renewus	Apr. 10, 2023	Apr. 10, 2024 - Apr. 09, 2026
SK airplus	Aug. 17, 2020	May. 09, 2025 - May 08, 2028
Essencore	Dec. 08, 2020	Dec. 27, 2022 - Dec. 26, 2025

1) Based on the SK tes France Domaine (SBS) site. SK tes holds ISO 45001 certification at its worksites, with 36 certified worksites in total.

Occupational Safety and Health Management Policy (KOR)

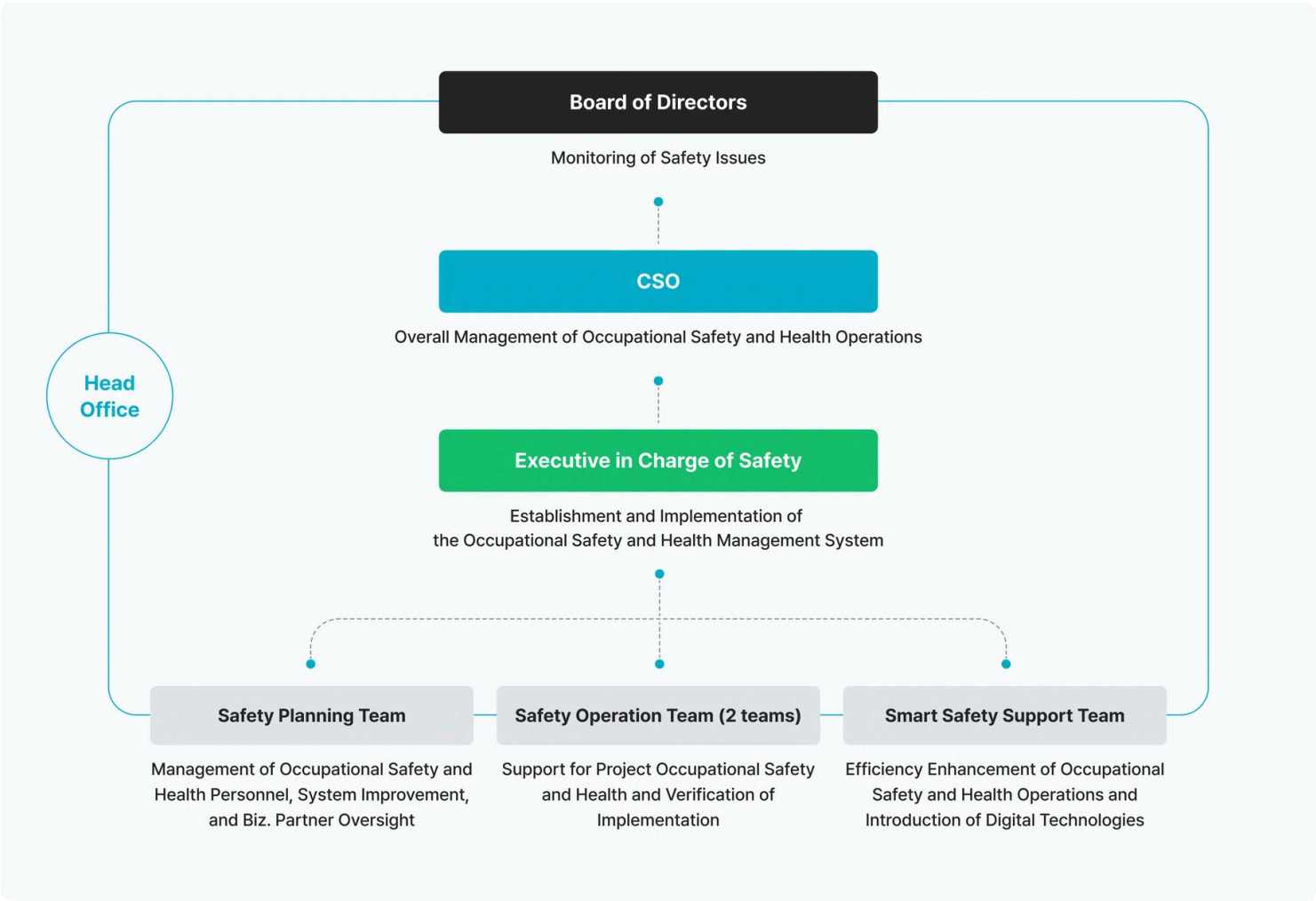
Occupational Safety and Health Policy (KOR)

ISO 45001

KOSHA-MS (KOR)

Occupational Safety and Health Management System

Occupational Safety and Health Management Governance Structure



The Board of Directors serves as the highest decision-making body for safety and health matters, reviewing and approving policies, organizational structures, budgets, facilities, operational performance, and plans reported annually by the safety and health management organization. The Chief Safety Officer (CSO), under independent decision-making authority, oversees all safety and health operations across worksites, including the establishment of the safety and health management system, organizational operations, and budget planning and execution. The safety and health operating organization, under the leadership of the CSO, regularly inspects the operational status of the safety and health management system and implements initiatives to improve performance indicators. To reinforce executive accountability in safety and health, key performance indicators (KPIs) for executives, including the CSO, incorporate targets such as achieving zero serious accidents, implementing risk assessment processes, complying with applicable laws and regulations, and increasing the rate of employee health checkups. In 2025, an evaluation system will be introduced for the CEO covering the completeness and execution of the company's safety and health management system and the Lost Time Injury Rate (LTIR).

Occupational Safety and Health-Related Board Agenda

Date	Agenda Items	Resolution Status
Feb. 15, 2024	2024 Occupational Safety and Health Plan (2023 Performance and 2024 Plan)	Approved

Case

Occupational Safety and Health Performance Briefings

SK ecoplant holds Occupational Safety and Health Performance Briefings on a semiannual basis under the leadership of the Chief Safety Officer (CSO). The briefings are attended by the CSO, center heads, business unit leaders, executives in charge of operations and safety, and team leaders from affiliated organizations to assess the execution and effectiveness of the occupational safety and health management system, identify areas for improvement, and implement corrective actions to ensure the system operates effectively and efficiently. In addition, internal and external occupational safety and health trends and the results of project support inspections are shared to minimize industrial accidents, while feedback from on-site personnel and workers is actively gathered and reflected in improvements to help prevent future incidents.

Strategy

Major Accident Prevention Activities

SK ecoplant is continuously enhancing its occupational safety and health management strategies to achieve and sustain the goal of Zero Major Accidents. To this end, the company is upgrading its accident prevention and response systems and reinforcing field-oriented occupational safety and health training to raise employee awareness. In parallel, the occupational safety and health compliance system is being strengthened to prevent violations of safety-related regulations and improve enforcement. These efforts contribute to creating a safe worksites environment where employees can work with confidence.

Enhancement of Accident Prevention and Response Systems

SK ecoplant is establishing a proactive accident prevention framework and expanding the application of smart safety technologies on-site to prevent major serious accidents and strengthen its response capabilities. In addition, the emergency response system is being reinforced to enable prompt action during crisis situations, while the field-oriented integrated safety management system is being further advanced.

Category	Details
Establishment of a Proactive Accident Prevention Framework	To prevent serious accidents, SK ecoplant identifies high-risk worksites and high-risk tasks by comprehensively assessing site conditions, work complexity, and construction methods for each project, and focuses its occupational safety and health capabilities on managing them. In particular, for high-risk tasks, pre-work workshops are conducted to review work plans and communicate mandatory safety rules to on-site personnel, thereby strengthening head office-level support and oversight. In addition, by analyzing serious accident cases, the company establishes core safety standards that must be strictly observed at worksites, distributes them across all worksites, and continuously monitors compliance to prevent recurrence of similar incidents.
Expansion of Smart Safety Technology Deployment	SK ecoplant applies proven smart safety technologies on-site to detect and address risk factors that are difficult to control manually, thereby reducing the likelihood of accidents. To prevent fall-related accidents, safety guardrail systems that can be pre-installed during the erection and dismantling of system scaffolding have been introduced. For industrial equipment such as excavators and forklifts, LED safety sensors that visually mark danger zones on the ground have been applied to prevent entrapment and collision incidents. In addition, to enable site-specific adoption based on project characteristics and work environments, a technical safety guide featuring four advanced smart safety technologies—including real-time defect detection sensors for tower crane wire ropes, Safety Straps for delayed rescue in fall incidents, wearable airbags, and lifeline clamps—is maintained and promoted to expand on-site implementation.
Operation of Emergency Response System	SK ecoplant operates an emergency response organization and a Safety Control Center to ensure prompt action in emergency situations. Site-specific emergency response scenarios are established to clearly define the roles of employees and Biz. Partner, and based on these, emergency procedures and crisis response drills are conducted at least once every six months. These cover various scenarios such as falls, confined spaces, fires, entrapment, falling objects, explosions, and collapses, enabling on-site personnel to internalize appropriate response actions. In addition, the company continuously provides guidance on emergency procedures, rescue operations, and first aid methods through internal newsletters and the corporate portal, reinforcing the importance of emergency preparedness.

Case

Pre-Alert System

In 2023, SK ecoplant transitioned its “Preemptive Risk Warning System” from a head office–led model to a site-centered operational approach. This shift reinforced site-level safety management capabilities and established an autonomous safety management system by proactively preventing legal compliance risks. The system analyzes risk factors based on data accumulated in the occupational safety and health IT platform (Ansim) and identifies situations with potential legal violations in advance, issuing alerts to support compliance-based management.

When a warning alert is issued	In the event of an emergency
On-site personnel review the warning details and take necessary actions through the <i>Ansim</i> system, with the entire process documented and managed within the platform.	The Safety Control Center, led by the CSO, acts as the control tower for directing and supervising crisis situations at worksites, focusing on minimizing damage and ensuring prompt follow-up responses.

Occupational Safety and Health Training

SK ecoplant conducts regular occupational safety and health training to strengthen the awareness and capabilities of employees and Biz. Partner. Completion of training is monitored through the Ansim system, and in the event of any non-compliance, real-time inspections and guidance are provided. In particular, occupational safety and health training exceeding legal requirements is provided to ensure that workers and supervisors engaged in hazardous tasks acquire the necessary knowledge, skills, and competencies. For personnel newly assigned to projects, completion of onboarding training is mandatory to enhance project understanding and proactively acquire knowledge to prevent occupational safety and health incidents. In addition, various initiatives are implemented at the company level to strengthen occupational safety and health capabilities, including cardiopulmonary resuscitation (CPR) training for employees.

Occupational Safety and Health Training Performance (SK ecoplant)

Category		Unit	2022	2023	2024
Total Training Hours (Employees)		Hours	13,670	14,611	22,885
Total Training Hours (Biz. Partner)		Hours	177,931	149,182	299,502
Onboarding Training	No. of Eligible Participants	Persons	576	557	454
	No. of Participants	Persons	576	557	454
	Total Training Hours	Hours	2,016	1,950	1,589

Case

Occupational Safety and Health Management App, Ansim



SK ecoplant has developed the “Sincerely for Safety” (hereinafter referred to as Ansim) occupational safety and health management system as both a mobile app and a web version, applying it across all worksites to ensure strict compliance with legal occupational safety and health requirements and to strengthen safe behavior among all workers. Ansim consists of interconnected modules including risk assessment, safety inspections, pre-work safety briefings (TBM¹⁾), safety training, safety hotline, and incident reporting, which collectively gather and analyze data. Based on this, the Ansim web dashboard visualizes data from each function, providing users with intuitive insights and enhancing the efficiency of company-wide occupational safety and health management.

All site personnel can use the app to review task-specific risk factors and safety measures, and they can input additional hazards or countermeasures directly into the system. In particular, managers can conduct safety inspections using QR code tags and monitor worker status and legal training completion in real time. The safety hotline function of the Ansim app allows users to freely report hazards or suggestions identified on-site. Verified risks are shared with site managers, supervisors, safety officers, and relevant personnel to ensure prompt action. Suggestions received are reviewed for their effectiveness and relevance to accident prevention, and improvement measures are developed and implemented accordingly. Furthermore, Ansim has been designed with a focus on essential functions to reflect the mobile nature of construction workers and is adaptable for use in other industries such as shipbuilding and environmental services.

1) Tool Box Meeting

Occupational Safety and Health Compliance

SK ecoplant regularly inspects and improves its compliance with obligations under occupational safety and health laws, including the Occupational Safety and Health Act and the Serious Accidents Punishment Act. To promote legal compliance and prevent recurrence, a semiannual Occupational Safety and Health Legal Compliance Inspection is conducted, and a compliance guide on the Occupational Safety and Health Act is distributed to on-site personnel along with related training. In addition, each worksite uses a legal compliance checklist provided by the head office to conduct quarterly self-assessments of legal compliance status.

Status of Occupational Safety and Health Law Violations (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Fines and Penalties	Cases	78	16	17	8	2	2	0	5	0	0
Amount of Fines and Penalties	KRW million	278	68	93	70	8.4	4.9	0	9.6	0	0

Status of Occupational Safety and Health Law Violations (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Fines and Penalties	Cases	69	12 ¹⁾	8
Amount of Fines and Penalties	KRW million	182	28	70

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

Occupational Safety and Health Oversight of Biz. Partner

Occupational Safety and Health Management for Biz. Partner

To improve the level of occupational safety and health management among Biz. Partner, safety competency assessments are conducted throughout the entire process—from initial registration to bidding, execution, and renewal—and the results are reflected in final selection and renewal decisions. In addition, support activities at each stage of partner selection are provided to enhance partners’ ability to comply with safety regulations and to foster a culture of safety across the supply chain.

Occupational Safety and Health Evaluation and Support by Stage of Biz. Partner Selection

Stage	Evaluation Title and Elements	Support Activities for Capacity Building
Registration / Bidding	Biz. Partner Bidding Evaluation - Selection of qualified vendors through quantitative assessment - Evaluation items include establishment of a occupational safety and health management system in accordance with the Serious Accidents Punishment Act, - and capability to implement industrial accident prevention measures.	- Consulting on the establishment of a occupational safety and health management system based on the Serious Accidents Punishment Act - Improvement guides and head office-led training are provided to Biz. Partner whose evaluation results fall below a certain threshold.
	Biz. Partner Execution Evaluation - Quarterly execution evaluations to assess implementation levels - Assessment items include whether the partner’s head office fulfills its supervisory role, - implementation status compared to the submitted safety execution plan, and compliance with corrective orders.	

Case

Biz. Partner Bidding Evaluation

During Biz. Partner bidding evaluations, qualified vendors are selected based on quantitative criteria after assessing the establishment of a occupational safety and health management system and the ability to implement industrial accident prevention measures. For Biz. Partner whose scores fall below a certain threshold, support is provided through consulting, improvement guides, and head office-led training programs. As of 2024, the average bidding evaluation score for Biz. Partner was 62 points, with capacity-building efforts underway to achieve 72 points by 2026 and 75 points by 2027.

Biz. Partner Bidding Evaluation Results (SK ecoplant)

Category	Unit	Performance	Goal		
		2024	2025	2026	2027
Average Score	Points	62	68	72	75

Case

Biz. Partner Execution Evaluation

Based on the results of Biz. Partner safety execution evaluations, SK ecoplant provides incentives to top-performing Biz. Partner and imposes penalties on those with insufficient performance. Customized occupational safety and health management system consulting is also offered to Biz. Partner whose evaluation results fall below a certain threshold. In 2024, one Biz. Partner that received the lowest safety evaluation grade (Grade D) for two consecutive years was restricted from bidding for a period of six months.

Category	Unit	2022	2023	2024 ¹⁾	Actions Based on 2024 Evaluation Results
Evaluation Targets	Companies	1,457	1,537	886 ²⁾	-
Grade A	Companies	11	16	323	Messages of appreciation and encouragement sent; nominated as candidates for year-end Biz. Partner awards; exempted from bidding evaluation for six months
Grade B	Companies	1,379	1,465	344	Encouragement messages for strengthened safety management (including guidance on deficiencies and necessary improvements)
Grade C	Companies	28	26	206	Encouragement messages for strengthened safety management (including guidance on deficiencies and necessary improvements)
Grade D (High-Risk Group)	Companies	39	30	13	Warning messages issued; bidding and renewal restrictions applied if Grade D is received twice within the last two years

1)Prior to 2024, Grade A was awarded to Biz. Partner with evaluation scores above the average based on standard deviation. Starting in 2024, Grade A is awarded to Biz. Partner scoring 90 points or higher. (There is no fixed selection ratio by grade.)
2) The criteria for selecting Biz. Partner subject to evaluation have been revised.

Participation in Occupational Safety and Health Activities by Biz. Partner

SK ecoplant holds occupational safety and health council meetings at least once a month to prevent accidents and address occupational safety and health concerns of Biz. Partner personnel. Workers from Biz. Partner actively participate in these councils to review the implementation status of safety measures discussed in previous meetings, and to jointly identify potential hazards, establish safety measures, adjust work processes, and conduct risk assessments. In addition, for high-risk tasks, Biz. Partner conduct safety execution plan presentations and high-risk task workshops to pre-review and ensure construction safety through mutual consultation. Biz. Partner also voluntarily and actively participate in various occupational safety and health management activities, including joint labor-management safety inspections, pre-work safety briefings (TBM), and safety training sessions.

Status of Occupational Safety and Health Grievance Handling by Biz. Partner (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Improvement Suggestions	Cases	4,049	2,154	1,762
Hazard Reports: Unsafe conditions or behaviors, installation or repair of safety facilities, etc.	Cases	2,072	1,283	953
Suggestions: Welfare, hygiene, and related matters	Cases	1,977	871	809
No. of Improvement Actions Taken	Cases	4,049	2,154	1,762
Improvement Action Rate	%	100	100	100

Employee Health Support

SK ecoplant provides a range of health promotion programs, including medical check-ups and follow-up care, for all employees—including contract workers—and their spouses. In particular, data from medical check-ups identifying findings (such as cerebrovascular and cardiovascular risk groups or metabolic syndrome management groups) are collected separately and used to monitor overall employee health management levels. In 2025, SK ecoplant plans to analyze medical check-up data to identify indicators of diseases requiring management, and from 2026 onward, customized health promotion programs will be offered based on these findings to further strengthen employee health management.

Programs by Key Health Management Area

Focus Area	Management Approach	Detailed Programs
Work Environment	- Operation of non-face-to-face health promotion programs to support mental and physical recovery and stress relief - Provision of work environments and infrastructure that encourage healthy behaviors in daily life	- Implementation of Contact-free physical and mental health training programs - Operation of on-site health clinics, dental offices, and fitness centers
Psychological Health	- Provision of personalized counseling services for employees and their families - Implementation of early stress detection and proactive support systems	- Counseling support for employees and family members (spouses and children) experiencing psychological difficulties - Operation of EpiCare Counseling focused on early stress identification and on-site support
Physical Health	- Medical check-ups to protect and promote the health of employees and their families - Support for early disease detection and follow-up after medical check-ups	- Support for health check-ups for employees and their spouses - Provision of health information and counseling for all individuals with medical findings

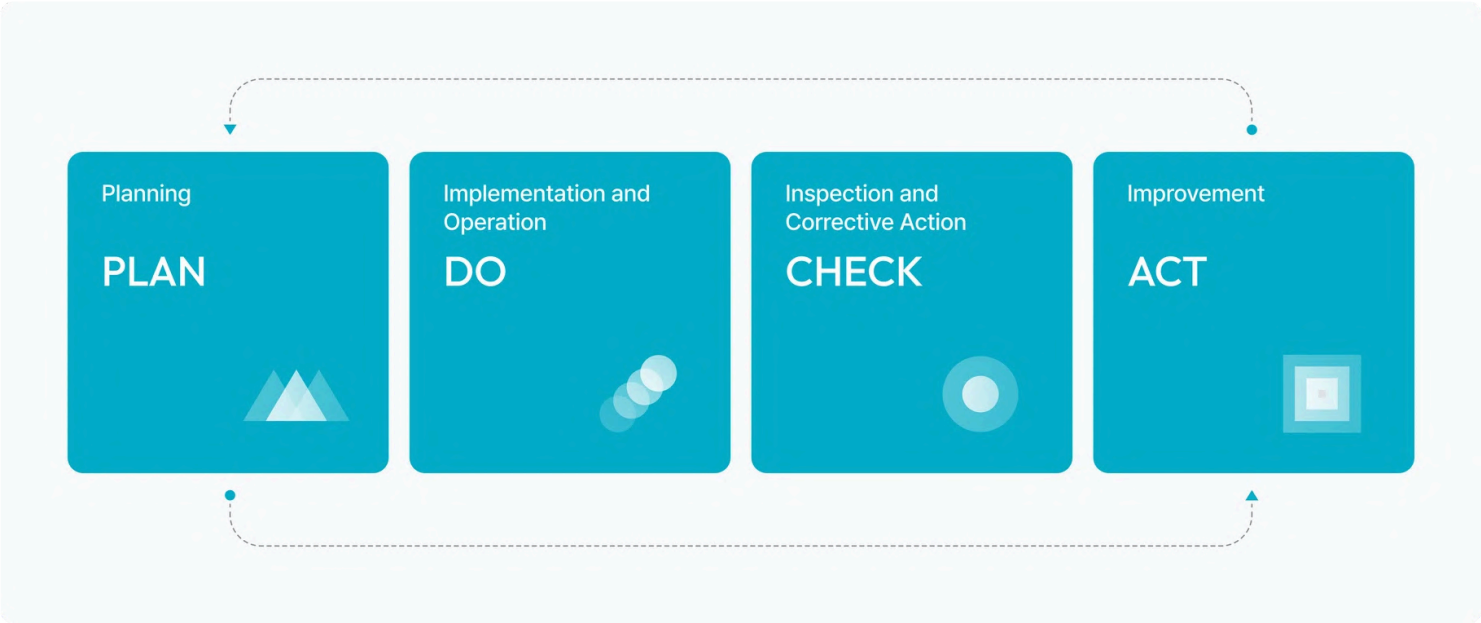
Case

Health Activities in WorkSite



SK ecoplant conducts medical check-ups and worksites environment monitoring in accordance with the Occupational Safety and Health Act to prevent health issues among workers and to maintain a pleasant working environment. Based on the results, necessary health protection measures are taken. In addition, older workers and those vulnerable to chronic conditions such as hypertension are assigned to appropriate tasks following continuous health consultations. As extreme weather events, particularly heatwaves, have become more frequent, practical protection measures are implemented during hot seasons—such as limiting outdoor work hours, providing rest areas and sufficient break times, and distributing functional protective equipment like cooling vests and ice packs for safety helmets. Site managers also lead seasonal health campaigns for each project during periods of extreme heat or cold, promoting guidelines for preventing heat and cold-related illnesses, and strengthening health management through site-specific initiatives such as “Beat the Heat” campaigns. When heatwave warnings are issued, real-time weather updates are provided, a phased flexible work schedule is implemented, and workers are encouraged to self-monitor using the “Heat Illness Symptom Checklist” to enable proactive response. Additionally, cardiopulmonary resuscitation (CPR) training is provided to employees to enable rapid emergency response in the event of cardiac arrest, with plans to expand training to head office staff in 2025.

Risk Management

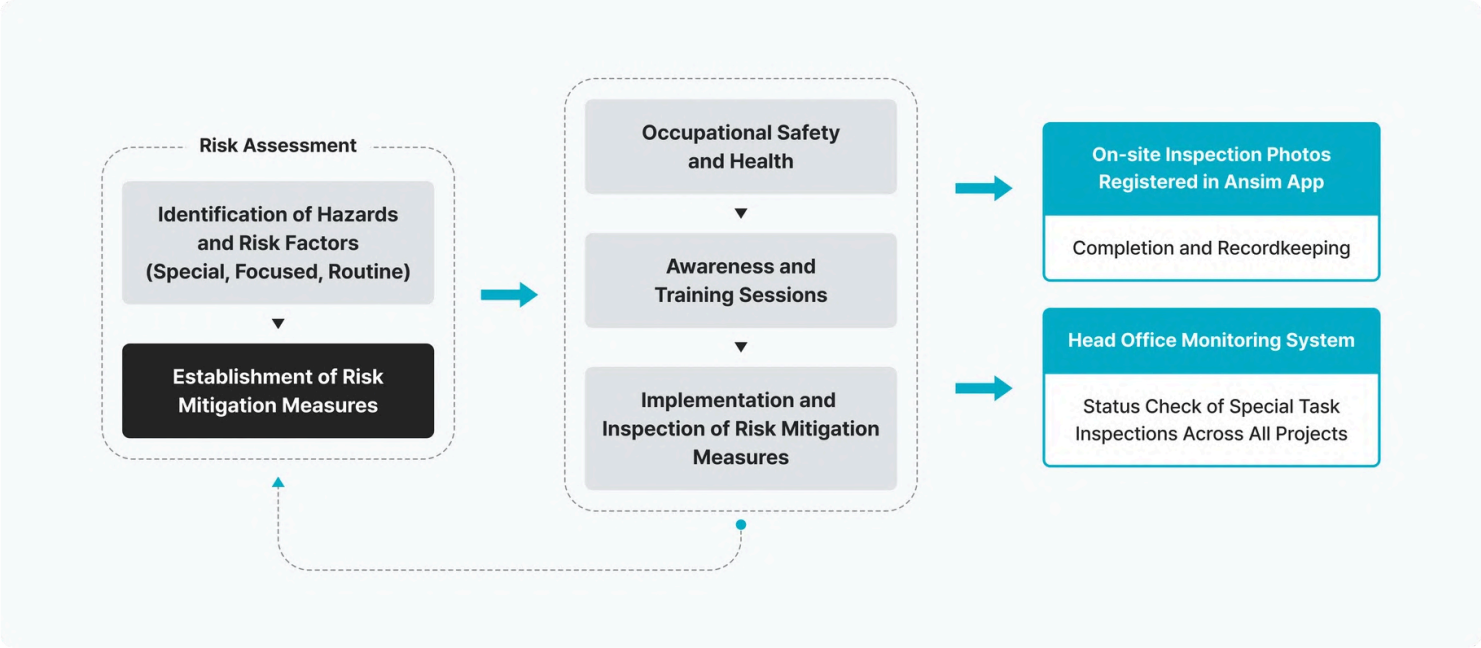


SK ecoplant operates a occupational safety and health risk management process to identify potential hazards at worksites and establish effective countermeasures. Through a continuous PDCA cycle of P (Planning) → D (Implementation and Operation) → C (Inspection and Corrective Action) → A (Improvement), the system is consistently refined and enhanced. To prevent accidents, the Safety Operations Department conducts audits on the implementation status of the occupational safety and health management system for each project. For identified nonconformities, root causes are analyzed and corrective measures are established, which are then shared through company-wide training to prevent recurrence of similar cases.

Occupational Safety and Health Risk Assessment

SK ecoplant conducts worker-participatory risk assessments at least once a month at all project sites. Through this process, worksites hazards and risk factors are identified and evaluated, and risk levels are determined. For items with high risk, measures are established to eliminate or reduce those risks, thereby managing occupational safety and health risks. Based on the assessment results, on-site workers are educated on identified hazards, safety measures, and relevant incident cases. The implementation of corrective measures is verified through routine inspections before and during work. For tasks involving identified hazards, the mobile app Ansim is used to perform systematic safety management by categorizing inspections into special, focused, and routine types, with results recorded in the app. The collected safety inspection data and corrective actions are reflected in real time in the integrated monitoring systems at both the head office and project level, serving as foundational data for comprehensive safety management.

Risk Assessment Process



Pre-Work Safety Inspection Results for Hazards and Risk Factors

Category	Unit	First Half of 2024		Second Half of 2024	
		No. of Reports Received	No. of Safety Inspections (Inspection Rate)	No. of Reports Received	No. of Safety Inspections (Inspection Rate)
Special	Cases (%)	27,657	26,706(96.6%)	45,158	44,698(99.0%)
Focused	Cases (%)	69,327	66,638(96.1%)	107,324	105,347(98.2%)
Routine	Cases (%)	81,598	77,434(94.9%)	114,160	110,185(96.5%)
Total	Cases (%)	178,582	170,778(95.6%)	266,642	260,230(97.6%)

Company-wide Recurrence Prevention Measures and Implementation Review

SK ecoplant investigates incidents occurring at project sites to identify root causes and establish recurrence prevention measures. The head office reviews the validity of the identified causes and proposed measures, shares the incident cases company-wide, and conducts inspections to verify implementation and identify any remaining risks to prevent recurrence of similar cases. In 2024, recurrence prevention measures were established for 21 incidents at worksites that were deemed to require countermeasures, and implementation status was reviewed. In addition, the effectiveness of the measures was assessed by comparing risk levels before and after the corrective actions were taken.

Company-wide Recurrence Prevention Measures and Implementation Review

Type of Incident	Hazardous Factors	Key Measures Implemented	Risk Level	
			Before improvement	After improvement
Struck by Object	Struck by material being dragged along the floor	• Training to prevent unauthorized worker actions • Use of construction equipment appropriate for the material type	High	Low
	Struck by broken rope tied to sharp-edged steel frame	• Use of shackles to secure rope to steel frame • Establishment of safety evacuation zones during steel rope handling	High	Low
	Struck by rebounding material dropped during lifting operation	• Proper securing of lifting materials • Installation of lighting inside the material hoisting area	High	Low
	Struck by dislodged lower support beam while adjusting position of lifted steel pipe	• Use of designated lifting hooks for steel pipe hoisting • Designation of restricted access zones during steel pipe lifting	High	Low
Collision	Hit by a tilting handcart carrying tiles	• Securing materials during transport	High	Low
	Hit by boom while servicing excavator	• Assignment of guide personnel during construction equipment maintenance • Establishment of procedures for equipment maintenance • Improvement of risk assessments for equipment maintenance tasks	High	Low
	Fingers hit while transferring waste into sacks using excavator	• Improvement of sack securing method • Safety training for excavator operators	High	Low
Slips, Trips, and Falls	Fell due to scaffold shaking while descending from bricklaying scaffold	• Reinforcement of scaffold anchoring	High	Low
	Slipped while descending from painting scaffold in mechanical room	• Installation of additional footboards along access route • Installation of anti-slip tape and lifeline handrails	High	Low
	Lost balance while boom arm rotated on crawler-type aerial lift	• Prohibition of aerial lift use on sloped surfaces	High	Low
	Foot slipped through cut mesh panel	• Installation of footboards over cut mesh areas • Hazard zone marking for foot entrapment risks	High	Low
	Foot slipped into uncovered manhole opening	• Timely restoration of manhole covers • Safety training on identified hazards	High	Low
	Aerial lift overturned after collision with reversing concrete mixer truck	• Pre-coordination of construction vehicle traffic routes • Installation of rear cameras and backup alarms on mixer trucks	High	Low

Falls from Height	Fell while climbing ladder with materials in hand	• Prohibition of ladder use for purposes other than climbing • Use of rope system for transporting materials	High	Low
	Fell through uncovered decking opening prepared for work	• Establishment of decking removal procedures • Reinforcement of work reporting system	High	Low
	Fell after lifeline got caught on crane rigging, causing loss of balance	• Improved visibility by applying fluorescent markings to rigging • Improved rigging removal procedures • Adjusted lifeline installation intervals	High	Low
Caught-In/Between	Ankle caught while folding out the outrigger of a cargo crane	• Enhanced access control procedures for electrical rooms • Strengthened procedures for switching high-voltage sections	High	Low
	Fingers caught between materials lifted by mobile crane	• Installation of guide ropes on lifting materials	High	Low
	Caught in operator's cab as cargo crane tilted on weakened ground due to rain	• Safety training on handling heavy objects and reinforcing outrigger base plates after aggregate placement	High	Low
	Body part caught by overturned safety shelf during crane transport operation	• Safety training for tower crane signalers and guides • Competency testing for tower crane signalers and guides	High	Low
Electric Shock	Electric shock while operating a panel in an electrical room	• Enhanced access control procedures for electrical rooms • Strengthened procedures for switching high-voltage sections	High	Low

Occupational Safety and Health Legal Compliance Inspection

SK ecoplant conducts semiannual occupational safety and health legal compliance inspections for all active construction projects to assess the detailed status of compliance with relevant occupational safety and health regulations. For any identified nonconformities, immediate corrective actions are taken to prevent accidents and safety issues caused by violations of applicable laws. In the first half of 2024, legal compliance inspections were carried out at 69 project sites, resulting in the identification of 1,145 corrective items, all of which were 100% resolved. In the second half of the year, inspections were conducted at 75 project sites, identifying 785 corrective items, which were also 100% resolved. In addition, SK ecoplant distributes compliance guides and provides training to project personnel to minimize legal risks that may arise from misinterpretation or lack of awareness of the Occupational Safety and Health Act.

Occupational Safety and Health Legal Compliance Inspection Results

Legal Category	Key Risks	Improvement Actions
Serious Accidents Punishment Act	Partial deficiencies in the establishment and implementation of the occupational safety and health management system	100% of corrective actions completed in accordance with the relevant legal standards and internal regulations Site-specific corrective actions completed, and follow-up reports submitted to the head office within one week. (For items requiring more time due to site conditions, follow-up reports are submitted upon completion of corrective actions.)
Occupational Safety and Health Act	Partial deficiencies in system implementation related to risk assessments, occupational safety and health training, and occupational safety and health councils	
Occupational Safety and Health Rules	Partial deficiencies in safety management such as installation of safety facilities, and addressing unsafe conditions and behaviors	

Metrics and Targets

Occupational Safety and Health Management Target Roadmap

To achieve the goal of “Zero Serious Accidents,” SK ecoplant has established short-, mid-, and long-term quantitative targets for the Lost Time Injury Rate (LTIR), Fatality Rate per 10,000 persons, number of serious accidents, and number of fatalities. For the LTIR, the target is to achieve a rate of 0.414 or lower by 2030.

Occupational Safety and Health Key Performance Indicators – Results and Targets (SK ecoplant)

Category	Unit	Baseline	Performance Target				
			2023	2024	2025	2026	2030
Lost Time Injury Rate (LTIR) ¹⁾	No. of cases per 200,000 working hours	0.828 ²⁾	0.828	1.461	-	-	0.414
Fatality Rate per 10,000 Persons ³⁾	‰	0.577 ⁴⁾	0.650	0.230	0.447	0.418	0.290
No. of Serious Accidents	Cases	0	0	1	0	0	0
No. of Fatalities	Cases	0	0	1	0	0	0

1) The scope of LTIR includes both employees (including contract workers) and Biz. Partner.

2) The baseline for LTIR is based on 2023 data.

3) For the fatality rate, the government's Serious Accident Reduction Roadmap target for 2026 has been applied, and the 2030 target is based on the OECD average fatality rate per 10,000 persons.

4) The baseline for the fatality rate is the weighted average of annual fatality rates from 2020 to 2022.

Occupational Safety and Health Management Indicators (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
Employees											
Total Work Hours	10,000 hours	2,200	2,273	2,353	978	274	170	479	401	47	5
Total Recordable Incidents (TRI)	Cases	60	67	55	-	0	2	46	7	0	-
Total Recordable Incident Rate (TRIR)	No. of cases per 200,000 working hours	0.55	0.59	0.47	-	0	0.24	1.92	0.36	0	-
Lost Time Incidents (LTI)	Cases	61	55	52	16	0	2	27	7	0	0
Lost Time Injury Rate (LTIR)	No. of cases per 200,000 working hours	0.55	0.48	0.44	0.33	0	0.24	1.13	0.36	0	0
No. of Serious Accidents	Cases	1	0	0	0	0	0	0	0	0	0
No. of Fatalities	Cases	1	0	0	0	0	0	0	0	0	0
Biz. Partner											
Total Work Hours	10,000 hours	7,719	7,697	6,702	2,430	1,434	343	2,416	49	29	-
Total Recordable Incidents (TRI)	Cases	57	148	214	-	193	9	9	1	2	-
Total Recordable Incident Rate (TRIR)	No. of cases per 200,000 working hours	0.15	0.38	0.64	-	2.69	0.52	0.07	0.41	1.37	-
Lost Time Incidents (LTI)	Cases	208	267	274	233	33	5	0	1	2	-
Lost Time Injury Rate (LTIR)	No. of cases per 200,000 working hours	0.54	0.69	0.82	1.92	0.47	0.29	0	0.41	1.37	-
No. of Serious Accidents	Cases	2	2	1	1	0	0	0	0	0	-
No. of Fatalities	Cases	2	2	1	1	0	0	0	0	0	-

1) SK ecoplant does not compile data on the total number of recordable incidents or the Total Recordable Incident Rate (TRIR) for employees and Biz. Partner.

2) Essencore manages selected safety and health indicators for its employees.

Occupational Safety and Health Management Indicators (SK ecoplant)

Category	Unit	2022 ¹⁾	2023 ¹⁾	2024
Employees				
Total Work Hours	10,000 hours	900	1,003	978
Lost Time Incidents (LTI)	Cases	8	8	16
Lost Time Injury Rate (LTIR)	Per 200,000 cases Working Hours Cases	0.18	0.16	0.33
No. of Serious Accidents	Cases	0	0	0
No. of Fatalities	Cases	0	0	0
Biz. Partner				
Total Work Hours	10,000 hours	5,992	2,992	2,430
Lost Time Incidents (LTI)	Cases	172	174	233
Lost Time Injury Rate (LTIR)	Per 200,000 cases Working Hours Cases	0.57	1.16	1.92
No. of Serious Accidents	Cases	1	0	1
No. of Fatalities	Cases	1	0	1

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.



Sustainable Supply Chain

Governance

Supply Chain Management Policy

SK ecoplant seeks to generate social value by fulfilling environmental and social responsibilities based on strong partnerships with Biz. Partner. To this end, financial and non-financial shared growth programs are in place to support the competitiveness of Biz. Partner, while eco-friendly purchasing is being expanded by actively sourcing Biz. Partner that manufacture and sell environmentally friendly products during the raw material procurement process. Ultimately, an ESG evaluation system for the supply chain is operated to enhance the ESG management capabilities of Biz. Partner and to identify and mitigate potential ESG risks in advance. In 2024, a supply chain management policy was established to formalize the principles for building a sustainable supply chain ecosystem, and this policy has been applied to all Biz. Partner.

SK ecoplant outlines operating practices for Biz. Partner through the Code of Conduct for Partners. The Code of Conduct for Partners is based on global guidelines such as the UN Universal Declaration of Human Rights, the Ten Principles of the UN Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. It provides detailed compliance guidelines in areas such as human rights, labor, safety, health, environment, business ethics, and lawful sourcing of raw materials. In addition, a system for agreement on compliance with the Code of Conduct has been established. Biz. Partner are encouraged to actively participate by signing the code within the Total Materials Management System (TOMMS) at the time of registration.

Supply Chain Management Policy (KOR) 

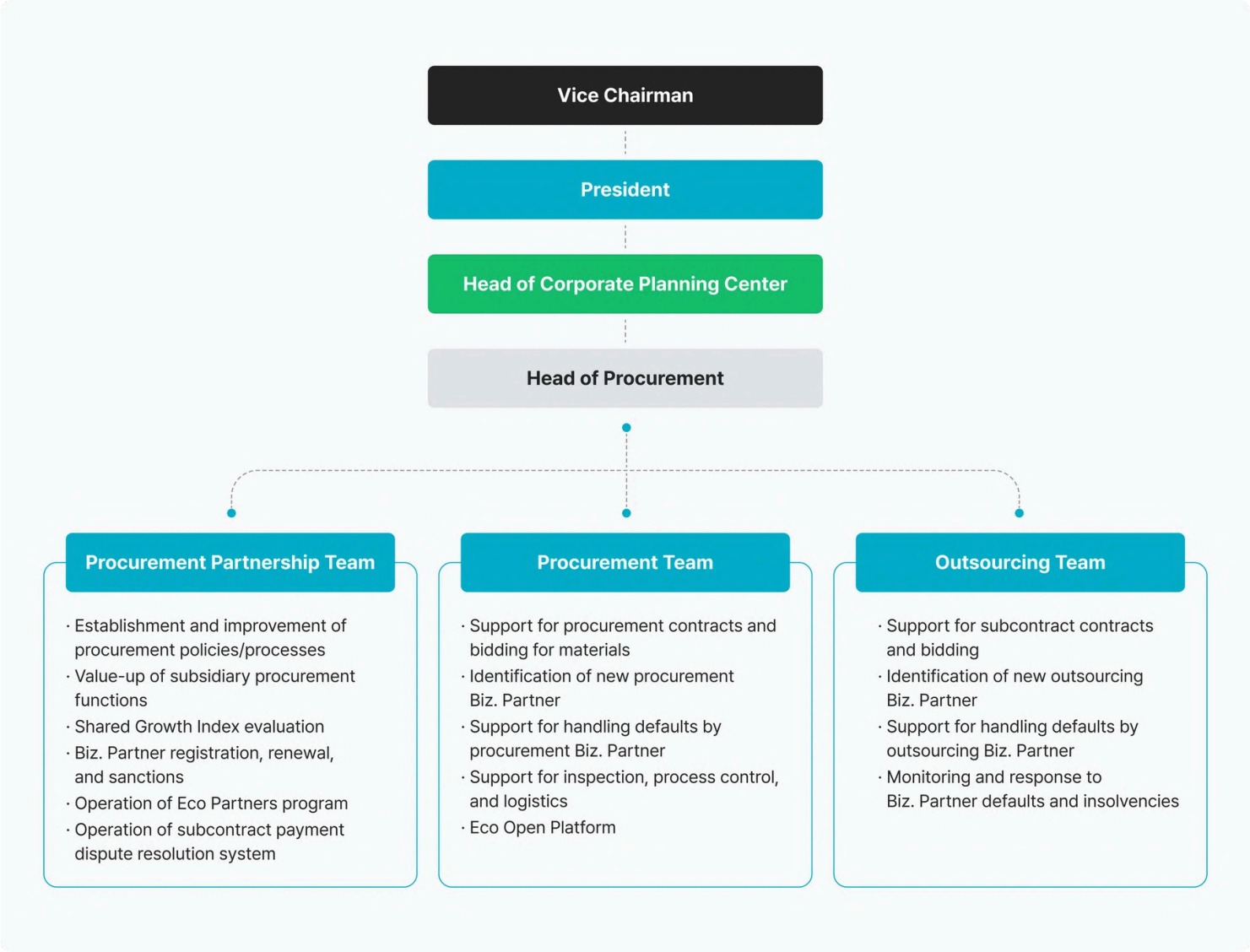
Code of Conduct for Biz. Partners (KOR) 

Supply Chain Management System

SK ecoplant has established and implemented a supply chain management system led by the Procurement Division under the Corporate Planning Center, in collaboration with relevant departments such as the Purchasing Partnership Team, Procurement Team, and Outsourcing Team. To minimize supply chain risks and ensure sound business operations, the monthly average delinquency rate of Biz. Partner¹⁾ is reflected in the performance evaluations of procurement executives, and the Shared Growth Index rating is also managed as a key performance indicator (KPI).

1) Monthly average delinquency rate refers to the average monthly ratio of progress payments made to primary Biz. Partner that remain unpaid to secondary Biz. Partner.

Supply Chain Management Organization Chart



Strategy

Responsible Procurement

SK ecoplant has established a Eco-friendly Procurement Policy to formalize operational standards for expanding the purchase of eco-friendly products and aggregating related performance data. Eco-friendly products are defined based on relevant laws concerning energy, environmental technology, resources, and recycling, and monthly purchase volumes are aggregated through the company’s integrated procurement system. To further expand green procurement, designated personnel have been assigned to oversee eco-friendly purchasing, and the discovery of eco-friendly materials and purchase performance have been set as key performance indicators for members of the relevant departments. Regular training on green procurement is also provided to procurement staff and related departments. In addition, incentives are offered to Biz. Partner that manufacture and sell eco-friendly products. In 2024, approximately KRW 126.6 billion worth of eco-friendly products were procured, and the scope of applicable items will continue to be expanded.

Eco-friendly Procurement Policy (KOR) 

Eco-friendly Product Procurement Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total Procurement Amount	KRW million	986,397	1,155,577	867,759
Eco-friendly Product Procurement Amount ¹⁾	KRW million	87,414	211,412	126,600
Proportion of Eco-friendly Procurement	%	8.9	18.3	14.6
Officially Certified Eco-friendly Products	KRW million	87,406	211,242	126,223
Eco Label-certified product	KRW million	626	4,064	2,567
Excellent Recycled Products	KRW million	51,762	135,806	81,516
Low-Carbon Products	KRW million	27,046	53,371	30,368
High-Efficiency Energy Material and Energy Efficiency Grade 1-2 Products	KRW million	7,972	18,001	11,772
Other Eco-friendly Product Procurement Amount ²⁾	KRW million	8	170	377

1) The eco-friendly product procurement amount is the sum of officially certified eco-friendly product purchases and other eco-friendly product purchases.
2) These are products that meet SK ecoplant's internally established certification system and criteria for eco-friendly product procurement.

Raw and Recycled Material Usage Performance (SK ecoplant)

Category		Unit	2022	2023	2024
Ready-Mixed Concrete	Usage Volume	m ³	906,277	1,778,523	1,138,488
	Unit Usage Volume	m ³ per KRW 1 billion	179.5	468.4	232.9
Cement	Usage Volume	Tone	27,012	112,549	64,607
	Unit Usage Volume	ton per KRW 1 billion	5.4	29.6	13.2
Aggregate	Usage Volume	m ³	51,987	71,156	9,929
	Unit Usage Volume	m ³ per KRW 1 billion	10.3	18.7	2.0
Asphalt Concrete	Usage Volume	Tone	62,164	45,457	30,497
	Unit Usage Volume	ton per KRW 1 billion	12.3	12.0	6.2
Sand	Usage Volume	m ³	2,113	767	17,251
	Unit Usage Volume	m ³ per KRW 1 billion	0.4	0.2	3.5
Rebar	Usage Volume	Tone	190,286	161,459	149,174
	Unit Usage Volume	ton per KRW 1 billion	37.7	42.5	30.5
Recycled Aggregate (including slag) ¹⁾	Usage Volume	m ³	224	0	0
	Unit Usage Volume	m ³ per KRW 1 billion	0.04	0	0

1) The use of recycled aggregate, including slag, has decreased due to a reduction in projects requiring such materials based on design specifications.

Case

Restriction on the Use of Conflict Minerals

SK ecoplant has explicitly prohibited the use of conflict minerals in the Code of Conduct for Partners (Chapter 6, Article 34) to fundamentally prevent the use of unethically sourced raw materials. Biz. Partner comply with the Code of Conduct for Partners and carry out responsible sourcing practices throughout the entire mineral procurement process, including policy establishment, system implementation, and due diligence.

Support for Shared Growth with Biz. Partners

Shared Growth Support Programs

SK ecoplant operates a variety of financial and non-financial shared growth support programs, such as fair subcontracting practices and joint technology development support, to strengthen collaboration with Biz. Partner and enhance the overall competitiveness of the supply chain. Since the second half of 2023, a cooperative model has been established with the Korea SMEs and Startups Agency, and in February 2024, practical training was conducted to help prepare for the Serious Accidents Punishment Act, which has been expanded to apply to workplaces with fewer than 50 employees. As a result of these collaborative efforts, SK ecoplant was recognized as the industry’s first company to be designated as an “Honorary Excellent Company” for eight consecutive years in the Shared Growth Index evaluation hosted by the Korea Commission for Corporate Partnership. As a leading shared growth enterprise, SK ecoplant plans to further systematize implementation plans for each support program and gradually expand the scope of eligible beneficiaries.

Performance of Shared Growth Support Programs (SK ecoplant)

Category	Support Program	Details	Unit	2022	2023	2024
Financial	Shared Growth Loan Program	Interest-free funding support	KRW 100 million	400	300	332
	Shared Growth Fund	A fund jointly established by SK affiliates and IBK Industrial Bank of Korea, providing low-interest loans compared to market rates	KRW 100 million	200	115	71
	Contract Performance Guarantee Support	Reduction in contract performance guarantee rates for Biz. Partner	Companies	39	36	46
HR & Recruitment	Job Creation via Industry-University Partnership	Support internship training for prospective graduates of Meister high schools and their recruitment by Biz. Partners	Companies	19	1	1
	Enabling Participation in Job Fairs	Give opportunities to participate in various exhibitions held	Companies	2	2	6
Technology	Industrial Innovation Movement ¹⁾	Support for voluntary innovation projects of Biz. Partner using shared growth investment funds	Companies	7	4	4
	Support for Tech Leasing	Protect key technical data by escrowing at the Korea Foundation for Cooperation of Large & Small Business Rural Affairs	Companies	6	6	6
Training	Outsourced Trainings	Support for training costs for practical construction training courses provided by the Construction Association of Korea	Persons	125	67	90
	Shared Growth CEO Seminar	Provide seminars to improve CEO capabilities of major Biz. Partners	Persons	137	193	44
Market Expansion	Participation in Sales Talks	Give opportunity to participate in various procurement consultation meetings held	Cases	12	12	12
	Shared Growth Mall	Operate shared growth mall to support sales channels for small and medium-sized businesses	KRW 100 million	1	0.12	0.02
Welfare and Benefits	Subsidies for consolation and celebration expenses	Support for wreaths, artificial flowers, and condolence payments during significant events for Biz. Partners	KRW 100 million	3	1.2	2.9
	Support for Long-Term employment of key personnel	Encouragement of long-term employment for key personnel at Biz. Partners through support for the Naeil Chaeum Deduction System	Companies	1	2	2
ESG	Support for ESG Evaluation	Support for Biz. Partner' participation in ESG evaluations	Companies	157	200	230

1) As of 2024, the program was renamed the 'Innovation Partnership Support Project'

Case

Operation of the Shared Growth Committee

SK ecoplant established the Shared Growth Committee in 2021 to build a sustainable business partnership based on mutual understanding and collaboration with Biz. Partner. The Shared Growth Committee convenes twice a year (once each in the first and second half) to discuss support measures aimed at enhancing the competitiveness of Biz. Partner. The Head of the Corporate Planning Center serves as the chairperson of the committee and collaborates with committee members from key departments such as Shared Growth, Legal Affairs, and CPR to discuss major shared growth issues and review specific initiatives. The committee is also responsible for approving major changes to shared growth programs, sharing and discussing responses to subcontracting issues, reporting on new and renewed Biz. Partner registrations, and resolving potential challenges in the collaboration process to strengthen mutual growth initiatives.

2024 Shared Growth Committee Discussion Highlights

- Achieved industry-first designation as an Honorary Excellent Company for eight consecutive years in the Shared Growth Index evaluation
- Plans and achievements for key shared growth initiatives, including the 2024 Technology Contest and Biz. Partner ESG Value-up results
- Plans and outcomes for proactive Biz. Partner risk management, including the establishment of an early dispute response process
- Reduction in the number of violations identified during field inspections under the Framework Act on the Construction Industry

Partner Development Programs

In 2023, SK ecoplant launched the Eco Open Platform to support startups in areas such as technology development, commercialization, investment attraction, and marketing. To facilitate investment attraction, a full-cycle support system has been established—from startup discovery to investment and commercialization—through partnerships with organizations such as SK Securities and Korea Science & Technology Holdings. In addition, over KRW 6 billion in government funding has been secured to expand joint technology development with Biz. Partner, contributing to the creation of a sustainable industrial ecosystem.

As part of the Eco Open Platform, annual technology competitions such as Tech Open Collaboration and ConTech Meet-Up Day are held to identify eco-friendly innovative technologies and support activities such as research institute establishment and investment attraction for commercialization. In 2024, successful investment attraction was supported for a startup possessing “waste sulfuric acid neutralized gypsum production technology for semiconductors.” Furthermore, SK ecoplant is expanding the operation of industry-specific programs such as the Battery Open Innovation Program and the BlueTech Open Innovation Program, strengthening the platform for building a sustainable industrial ecosystem.

Case

Tech Open Collaboration



Tech Open Collaboration is an open innovation program that promotes research and development based on partnerships between established companies and startups. In 2024, SK ecoplant co-hosted Tech Open Collaboration with the Ministry of SMEs and Startups, the Korea Institute of Startup & Entrepreneurship Development, and the Korea International Trade Association, and selected six companies for joint R&D projects to discover and develop technologies aligned with SK ecoplant's business needs.

2024 Tech Open Collaboration Overview

Category	Details
Call for Proposals	Joint R&D Projects
Eligibility	Startups
Focus Areas	Battery, Energy, Eco-Friendly, Air Pollution, Offshore & Offshore Wind Power, AI/DT, Eco-Friendly Materials, Smart Construction
Selected Companies	The Miracle Soft : Automated document review and drafting system using AI solutions Green Mineral : Lithium recovery technology from wastewater using chlorella TwoN : Wastewater treatment for spent batteries using distillation membranes Ambe Road : Visualization and analysis of workplace OPEX data using data analytics and AI modeling Livewalk : Precision robot control using AI-based object recognition technology Around Blue : Eco-friendly plastic production using natural by-products

Case

ConTech Meet-Up Day



ConTech, a combination of Construction and Technology, refers to innovative technologies that enhance productivity in construction processes through Fourth Industrial Revolution technologies such as automation and digitalization. Since 2020, SK ecoplant has co-hosted the ConTech Meet-Up Day competition for five consecutive years with the Innopolis Foundation. In selecting technologies, a comprehensive evaluation is conducted based on scalability and applicability, differentiation and feasibility, demand and usability, and business potential. In the second half of 2024, four companies were selected for “joint R&D projects” through the competition.

2024 ConTech Meet-up Day Overview

Category	Details
Call for Proposals	Joint R&D Projects
Eligibility	SMEs and Startups
Focus Areas	Semiconductor Recycling/Infrastructure, Air Pollution Reduction, Environmental Facilities, Offshore Wind Power, AI/DT, Smart Construction, Others
Selected companies	TwainTech: Development of semiconductor cleaning equipment using pulse and vacuum modules EcoShine: Recovery of high-purity hydrofluoric acid and silica from semiconductor facility waste Carbon Reduction: Production of low-carbon cement substitutes by applying customized grinding catalyst technology to semiconductor by-products H&M Bio : Solubilization technology for surplus sludge from sewage and wastewater treatment

Grievance Handling for Biz. Partner

SK ecoplant operates multiple communication channels to actively reflect the opinions of Biz. Partner in its business operations. Complaints are received and processed through the “Biz. Partner Contributions” section on the dedicated Biz. Partner website, and an open channel for ethics-related consultation and reporting is also available on the company website. Since 2023, the Subcontract Dispute Resolution Committee, a settlement council, has been in operation to resolve disagreements and subcontract payment issues with Biz. Partner. The Subcontract Dispute Resolution Committee convenes as needed when disputes arise, enabling swift resolution of conflicts between primary contractors and subcontractors. The committee listens to both parties, formulates a resolution plan, and proposes solutions based on mutual trust and agreement, thereby contributing to the maintenance of cooperative relationships with subcontractors.

Biz. Partner Grievance Reception and Resolution Status (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Grievances Received	Cases	42	26	19
No. of Grievances Resolved	Cases	42	26	19
Grievance Resolution Rate	%	100	100	100

Subcontract Dispute Mediation Committee Case Status (SK ecoplant)

Category	Unit	2023	2024
No. of Grievances Received	Cases	3	2
No. of Grievances Resolved	Cases	2	2
No. of Grievance Cases in Progress	Cases	1	0

Risk Management

Supply Chain ESG Evaluation

To strengthen ESG management across the supply chain, SK ecoplant operates the “Biz. Partner ESG Improvement Support Program,” jointly developed with major credit rating agencies. Through this program, annual ESG evaluations and on-site inspections by external assessment agencies are conducted for key Biz. Partner¹⁾ and newly registered Biz. Partner. To encourage active participation, the program provides support for evaluation costs and offers incentives based on evaluation ratings. In particular, SK ecoplant encourages voluntary ESG evaluation participation from key Biz. Partner to build a supply chain centered on partners equipped with both competitiveness and ESG management capabilities in a changing business environment.

In the evaluation process for selecting Biz. Partner, SK ecoplant considers not only financial and operational performance, capability assessments, and on-site evaluations, but also sustainability-related criteria such as safety and information security. Biz. Partner with ESG evaluation results are given preferential consideration during the annual registration and renewal process, while those with safety-related incidents may receive penalties during the selection evaluation. At the leadership level, ESG evaluation results, risk levels, and follow-up monitoring outcomes for the supply chain are regularly reported to the Board of Directors to ensure oversight and management of sustainability-related issues.

1) Priority is given to members of ECO Partners, SK ecoplant’s consortium of entrusted companies. Selection also takes into account overall factors such as transaction volume with the company, core work categories, and level of cooperation.

Biz. Partner ESG Improvement Support Program



Biz. Partner ESG Evaluation Items

Category	Evaluation Factors	Detailed Evaluation Items
Environment	Environmental Management System	Environmental Strategy, Environmental Management, Environmental Performance, Environmental Control, etc.
Society	Safety and Health	Appointment of Safety Managers, Occupational Health and Safety Policy and Objectives, Operation of Occupational Health and Safety Organization, Site-Specific Risk Assessments, CEO's Safety Engagement Activities, On-Site Health and Safety Inspections, Hazardous Materials and Equipment Management Systems, Occupational Health and Safety Training, Emergency Response Measures, Channels for Collecting On-Site Worker Feedback, Provision of Personal Protective Equipment (PPE), Occupational Health and Safety Management System Certification, Investments in Occupational Health and Safety Initiatives
	Labor	Compliance with Legal Standards for Employment Contracts, Compliance with the Labor Standards Act, Employee Working Conditions, Operation of Labor Unions and Labor-Management Councils, Labor Rights and Human Rights, Employment of Vulnerable Groups, Training and Education Management
	Quality	Sustainable Supply Chain Management, etc.
Governance	Shareholders	Status of Major Shareholders, etc.
	Management System	Ethics and Compliance Training on Anti-Corruption, Internal Whistleblowing System for Anti-Corruption and Compliance, Regular Internal Audits, Policies on the Collection, Storage, and Processing of Personal Information, and Information Security

Support for Supply Chain ESG Improvement

To enhance ESG information sharing with Biz. Partner, SK ecoplant publishes and distributes a quarterly ESG newsletter titled Eco ESG Bridge. Following the ESG evaluations of Biz. Partner, the ESG Value-up Program supports the establishment and implementation of improvement tasks across ESG policies, organizational structure, and training operations. Based on the analysis of ESG performance by category, targeted support such as one-point coaching, on-site guidance, and online briefings is provided for areas of weakness. Improvement progress is monitored through the ESG Help Desk, which operates year-round. In particular, tailored coaching programs are offered to Biz. Partner with low ESG management levels to support tangible capability enhancement. Starting in 2025, ESG consulting services by external professional agencies have been newly introduced as part of the Biz. Partners' ESG capacity-building initiatives.

Support Details and Methods of the Biz. Partner ESG Value-up Program

Category	Support Details	Support Methods
Organization and Policy	- Establishment of Environmental Organization and Policies - Encouragement to Establish Dedicated Safety Organizations - Development of Safety Management Policies and Processes - Social Contribution and Ethical Management	- Recommendations for Improvement - Proposals for Best-Practice Policies and Processes - Customized One-Point Coaching for Each Biz. Partner
Training	- Conducting Environmental Management Training - Safety and Serious Accident Prevention Training - Conducting Ethical Management Training	- Utilization of Existing In-House Training Content - Combination of Online and Offline Training - Group or On-Site Training Sessions - Periodic and Repetitive Training

Case**Customized Coaching Process for Biz. Partner**

1. Biz. Partner with low ESG evaluation scores are selected as customized coaching targets.
2. For each targeted Biz. Partner, weak points across the detailed E/S/G categories are reviewed.
3. Among the identified weak points, priority improvement items that can be effectively addressed in the short term are selected.
4. Guidelines for the improvement items are prepared.
5. Through phone or video meetings, the purpose, content, and improvement guidance are communicated to each targeted Biz. Partner to encourage implementation.
6. Targeted Biz. Partner proceed with improvements within the given timeframe based on the provided guidance.
7. Improvement results are submitted to the credit rating agency and used as evidence during ESG evaluation audits

Metrics and Targets

Supply Chain ESG Evaluation Results and Targets

In 2024, ESG evaluations were conducted for 230 key Biz. Partner, representing 70% of all core partners, based on evaluation criteria across the environmental, social, and governance domains. As a result, approximately 26% were identified as high-risk Biz. Partner¹⁾. Among them, those with high ESG risks or urgent improvement needs were designated as priority management targets, with ongoing monitoring of their improvement status. In 2024, the number of priority management targets was expanded to 35 companies (15%) to broaden the scope of customized improvement activities. Going forward, the ESG evaluation coverage will be expanded to 80% of core Biz. Partner by 2025 and 82% by 2026, while maintaining the proportion of high-risk Biz. Partner requiring intensive management at or below 15%. To further strengthen ESG capabilities, SK ecoplant conducted ESG risk assessments for Biz. Partner in 2024 and quantitatively monitored improvement support for high-risk partners. In 2025, regular training will be introduced for 151 core Biz. Partner, and in 2026, the training content and target group will be gradually expanded.

1) The Biz. Partner ESG evaluation consists of seven rating levels. Grades 1–2 are classified as low risk, grades 3–5 as medium risk, and grades 6–7 as high risk.

Biz. Partner ESG Management Status and Targets (SK ecoplant)

Category	Unit	2022	2023	2024	Goal		
					2025	2026	2027
Total No. of Biz. Partner	Companies	1,610	1,776	1,965	1,965	1,965	1,965
No. of Core Biz. Partner	Companies	324	324	324	151 ¹⁾	151 ¹⁾	151 ¹⁾
No. of Biz. Partner Participating in ESG Evaluation	Companies	157	200	230	121	125	128
No. of Biz. Partner Under Priority Management	Companies	18	30	35	20	20	20

1) The target number of core Biz. Partner has been adjusted to reflect the restructuring of SK ecoplant's business and operational structure.

Biz. Partner ESG Improvement Action Implementation Status (SK ecoplant)

Biz. Partner with relatively low ESG management levels based on evaluation results are designated as priority management targets, and their improvement progress is monitored annually as a standard practice. In 2024, a total of 35 companies were designated as priority management targets, and 100% completed their required improvement actions.

Category		Unit	2022	2023	2024
ESG Risk Assessment	No. of Biz. Partner Subject to Improvement Actions	Companies	18	30	35
	No. of Biz. Partner That Implemented Improvement Actions	Companies	18	30	35
	Implementation Rate of Improvement Actions	%	100	100	100
Financial Risk Assessment	No. of Biz. Partner Subject to Assessment	Companies	1,610	1,776	1,965
	No. of Biz. Partner That Completed the Assessment	Companies	1,610	1,776	1,965
	Assessment Implementation Rate	%	100	100	100

A high-speed photograph of a water droplet hitting a surface, creating a series of concentric ripples. The droplet is captured mid-fall, just above the point of impact, with a smaller droplet visible above it. The background is a dark, textured blue.

Clean Tech Innovation

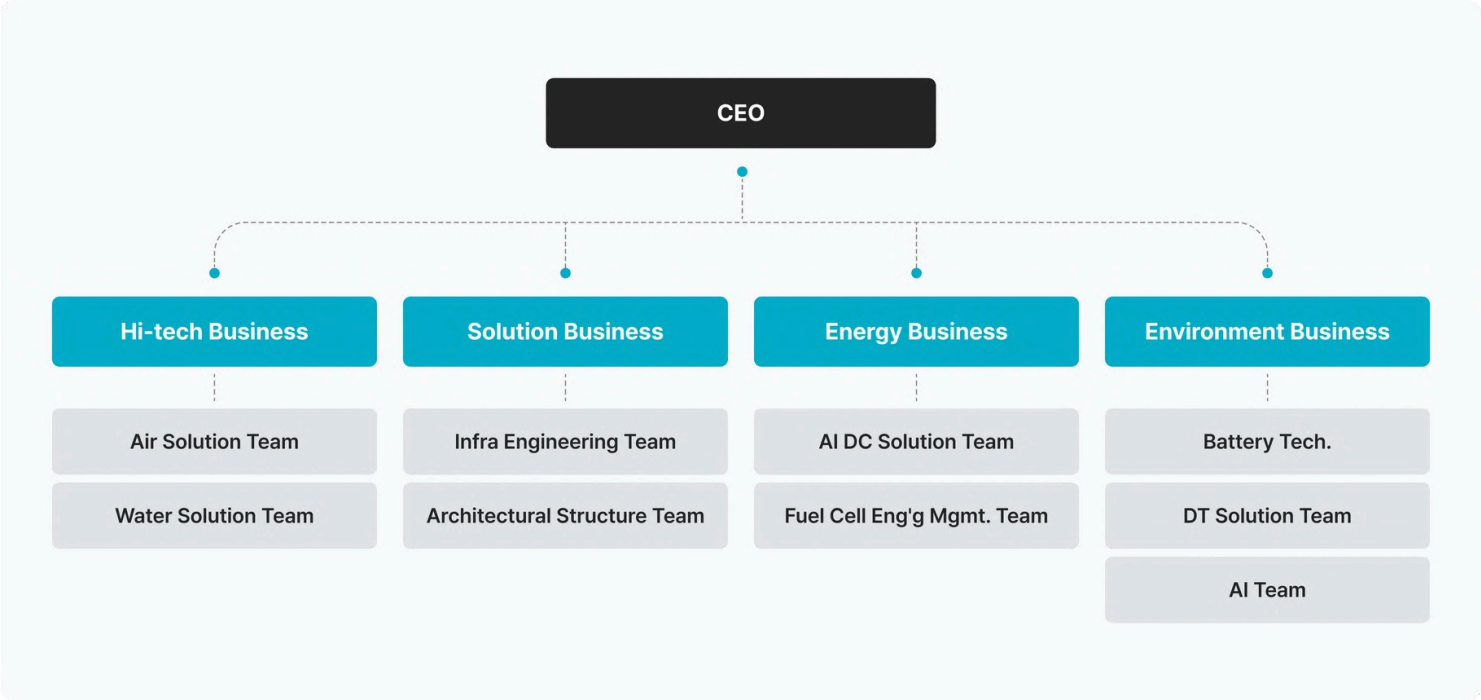
Governance

Clean Technology Management System

SK ecoplant positions the acquisition and development of clean technology as a core growth strategy, securing future growth potential during its business portfolio transition while enhancing the operational efficiency of existing assets. In 2024, the company established the Hi-tech Business Division to provide comprehensive semiconductor services and maximized synergies by linking its existing environmental solution capabilities with the semiconductor business. To generate new business opportunities, the environmental solution organization under the Environment BU was integrated into the business division. Through this structure, SK ecoplant is developing specialized air and water treatment solutions for semiconductor clients, advancing technologies, and commercializing optimal services. The company is also expanding the integration of environmental technologies within its semiconductor solutions. In addition, its architecture, civil engineering, and plant Engineering, Procurement, Construction (EPC) operations have been reorganized into a Solution Business System to improve operational efficiency, while the Energy division was restructured into an independent business unit to focus its capabilities on expanding the data center business.

In 2024, to strengthen technological competitiveness in the environmental sector, SK ecoplant identified key ESG-specific indicators such as the development of greenhouse gas reduction solutions, air pollutant mitigation technologies, and proprietary Circle-Sequence Reverse Osmosis (CSRO) technologies for reuse and zero-discharge treatment as core KPIs, and implemented them as strategic priorities. Starting in 2026, phased commercialization of these technologies is planned to generate ESG outcomes through business models. SK ecoplant will continue to lead as a provider of eco-friendly and energy solutions by building digitally integrated environmental infrastructure and advancing and localizing clean energy technologies to realize both economic and social value.

Clean Technology Management Organization Chart



Board Activities Related to Clean Technology

SK ecoplant reports and reviews major clean technology-related agenda items—such as battery recycling, clean hydrogen, circular economy, and renewable energy—through the Board of Directors and the Strategy & ESG Committee. In 2024, key initiatives reviewed by the Board included investment collaboration with Bloom Energy, a waste landfill project, a fuel cell contract, and the installation of digital environmental solutions, thereby strengthening the execution of clean technology-driven businesses strategies.

Status of Board and Strategy & ESG Committee Activities

Date	Agenda Items	Resolution Status
Feb. 28, 2024	Outlook on the Battery Recycling Market	Reported
	Outlook on the Clean Hydrogen Market	Reported
May. 30, 2024	Introduction to Circle-Sequence Reverse Osmosis (CSRO) Process	Reported
Jul. 22, 2024	Investment and Collaboration with Bloom Energy	Reported
Sep. 26, 2024	Completion Report on the Myeonggye 3 General Industrial Complex Landfill Project	Reported
	Operational Plan for Renewland Singyeongju	Reported
Nov. 28, 2024	Fuel Cell Supply Contract for the SK Energy Mokdong LPG Station Project	Approved
	Solution Installation Contract (WAYBLE re:energy) with Renewenergy Metro	Approved

Status of Independent Director Training

SK ecoplant operates a variety of training programs to deepen outside directors' understanding of clean technologies and solutions. As the company advances its eco-friendly business transformation, training is being enhanced to ensure that outside directors can meaningfully contribute to management decision-making from technical and environmental perspectives. This includes field-oriented learning on waste incineration, landfill, and resource recovery technologies, as well as sessions on energy transition strategies, greenhouse gas mitigation, and AI-driven digital technology applications related to future environmental issues. In addition, during the director appointment process, key qualifications include understanding of clean technologies and energy transition, industry experience, and overall ESG expertise.

Status of Clean Technology-Related Training

Date	Training Provider	Key Training Topics
May. 02, 2024	Board Secretariat	Business Planning Workshop - Review of Annual Business Plan Directions for Business Divisions and the CFO Center, Based on Domestic and Global Political and Economic Trends - Sharing of Subsidiary Safety and Environmental Management Plans and Value-Up Strategies
May. 23, 2024	Renewenergy Metro	Site visit to environmental subsidiary to gain insights on the medical waste incineration business and synergy opportunities among environmental affiliates - On-site inspection of incinerator expansion project to highlight the importance of environmental and occupational health & safety management - Enhancing understanding of currently operating incinerators and the medical waste treatment business, along with insights into future business direction
May. 30, 2024	Energy Business Division	Trends of Fossil Energy Players (from the Perspective of Energy Transition) Review of current global fossil energy player trends in the context of energy transition and assessment of their relevance to the company's portfolio
Aug. 19, 2024	Icheon Forum Secretariat	Building group-wide consensus on SK Group's AI Strategy and the direction of SKMS Implementation - How to Prepare for the Upcoming Era of Artificial General Intelligence (AGI) - Exploring Strategies for SK to Create Value Successfully During the Expansion of the AI Ecosystem - Change Management System to Accelerate AI-Driven Digital Transformation (DT) at SK - Key Issues and Tasks for Transforming the Way Employees Work
Sep. 26, 2024	Renewland Singyeongju	Site visit to environmental subsidiary to gain insights on the waste landfill business and synergy opportunities among environmental affiliates - Completion report of the newly constructed waste landfill project - Enhancing understanding of the current waste landfill operations and gaining insights into the future direction of the business
Nov. 06, 2024	Board Secretariat	Sharing of Group CEO Seminar Outcomes - Establishing consensus on SK's external perception and portfolio rebalancing - Building alignment on the Group's and the company's O/I initiatives and overall business strategy and direction
Dec. 05, 2024	Board Secretariat	Management Planning Workshop Review of 2025 Business Plan Direction for Business Divisions and the CFO Center, Based on Domestic and Global Political and Economic Trends

Board Expertise 

Strategy

Hi-tech Business

SK ecoplant plans to offer differentiated “comprehensive semiconductor services” by integrating its existing technologies in the environment and energy sectors. Leveraging extensive experience in semiconductor facility projects, SK ecoplant is applying its ESG-based master planning concept, the ESG Cluster, to the Yongin Semiconductor Cluster development site as of 2024. The first-phase foundational construction is currently underway, with completion targeted for 2027. Key support infrastructure is being developed, including the Central Utility Building (CUB), wastewater treatment facilities, and data centers, which are essential for operating semiconductor fabs. Notably, the company is enhancing the performance of the water treatment system by applying its wastewater management expertise gained through its environmental services business. The company is also reviewing the application of its proprietary Circle-Sequence Reverse Osmosis (CSRO) technology—designed for reuse and zero liquid discharge—to establish a water resource circulation system. In addition, SK ecoplant intends to actively implement solutions for greenhouse gas and air pollutant reduction, ultrapure water and Zero Liquid Discharge (ZLD) technologies, fuel cells, Power Purchase Agreements (PPAs), as well as capabilities in industrial gas supply and recycling within the Yongin Semiconductor Cluster.

Semiconductor Cluster & Environmental Services

Category	Semiconductor Cluster	Environmental Services	
		Air	Water
2024 Achievements	Applied ESG Cluster concept to the master plan of the Yongin Semiconductor Cluste	- Conducted pilot verification of equipment and catalysts to develop mid- to large-scale energy-saving greenhouse gas reduction solutions - Registered demo technology consortium for member companies	- Developed proprietary reuse and zero liquid discharge (ZLD) technology for establishing a water resource circulation system - Obtained Green Technology Certification from the Ministry of Environment for CSRO technology
Short-Term Plan (2025-2026)	- Industrial complex development planned within the Yongin Semiconductor Cluster - Review of applying environmental technologies—such as ultrapure water systems and air pollutant reduction solutions—during the construction of infrastructure including roads, water supply, and thermal and electrical energy sources - Adoption of proprietary CSRO technology in the development of water treatment facilities	- Acquisition of intellectual property rights and performance validation for greenhouse gas reduction technologies - Pilot implementation of greenhouse gas and air pollutant reduction technologies targeting member companies	- Performance verification and commercialization of CSRO technology through domestic and international pilot projects - Pilot testing and commercialization of core technologies for pure and ultrapure water systems
Mid-to-Long-Term Plan (From 2027 onward)	Completion of the Yongin Semiconductor Cluster in 2027	Securing integrated solutions for simultaneous removal of greenhouse gases and air pollutants, and expanding related technology businesses	- Advancement of CSRO technology and products - Vertical integration of reuse and zero liquid discharge (ZLD) technologies - Achieving technological independence through the completion of a platform for core pure and ultrapure water technologies

Case

Key Achievements in Clean Technology Development for the Hi-tech Business

Research and development of a catalytic bay scrubber for the removal of fluorinated greenhouse gases (F-gases) emitted during semiconductor processes

Category	Details
Background of Research and Development	• Need to remove fluorinated greenhouse gases (F-gases) emitted from key processes in the semiconductor and display industries • Need to scale up catalyst-based treatment systems to mid- and large-sized units for improved energy savings and maintenance efficiency
Key Activities	• Development of innovative catalytic bay scrubber technology by combining SK ecoplant's technology development and design capabilities with the expertise of global partners • Successful pilot testing and technical proposals submitted to major clients • Identification and validation of next-generation high-performance, high-efficiency catalytic technologies
Future Plans	• Performance verification of commercial-scale prototypes • Initiate commercialization through demonstration projects for domestic and international semiconductor and display clients

Development of Proprietary CSRO Technology for Water Reuse and Zero Liquid Discharge to Establish a Water Resource Circulation System

Category	Details
Background of Research and Development	• [Market Perspective] Increasing industrial water consumption in the electronics sector, including semiconductors, is intensifying raw water sourcing challenges; demand for wastewater reuse is rising from an ESG standpoint. • [Technical Perspective] Growing need for high-efficiency technologies that offer higher recovery rates, reduced concentrate discharge, lower operating costs, and minimal land footprint compared to existing solutions.
Key Activities	• Performance verification and commercialization of CSRO technology through domestic and international pilot projects • Obtained Green Technology Certification from the Ministry of Environment
Future Plans	• Enhancement of the technology through development of optimization software for CSRO design and operation • Establishment of an integrated Zero Liquid Discharge (ZLD) solution package through vertical integration of reuse and ZLD technologies

Solution Business

SK ecoplant is introducing energy and environmental solutions to promote the adoption of eco-friendly buildings with low life cycle carbon emissions. By applying both passive and active technologies along with renewable energy sources, the company enhances energy efficiency in buildings. It is also contributing to the expansion of the hydrogen economy by improving and establishing operational systems for the Zero Energy Building (ZEB) program to enable the adoption of Bloom Energy fuel cells in residential complexes. Through these efforts, SK ecoplant is expanding its business as a provider of decentralized energy and circular economy solutions at the urban scale. In addition, to implement the CES 2024 Innovation Award-winning residential waste recycling solution, PICKLE, in real-world applications, the company has completed the development of an integrated system that connects an AWCS¹⁾ with AI-powered sorting robots and is in the process of filing a joint patent application. Looking ahead, the company plans to expand the application of this system to various building types and evolve it into a city-scale resource circulation solution. Meanwhile, SK ecoplant is enhancing construction efficiency and collaboration by incorporating Building Information Modeling (BIM) and Pre-construction processes from the project planning stage.

1) Automatic Waste Collection System

Building Solutions

Category	Building Energy Solutions	Building Environment Solutions
2024 Achievements	Established improved Zero Energy Building (ZEB) regulatory framework and operational system to support the adoption of Bloom Energy Solid Oxide Fuel Cells (SOFC) in residential complexes	Developed an integrated automated collection and AI-based sorting system (PICKLE) for recyclable waste in residential buildings
Short-Term Plan (2025–2026)	- Standardization of optimal combinations of renewable energy solutions—such as BIPV¹⁾ and SOFC—tailored to building characteristics - Obtain final certification for commercial buildings equipped with SOFC	- Conduct feasibility reviews for applying the PICKLE system in pilot projects - Pursue joint patent applications and further validate and enhance system integration
Mid-to-Long-Term Plan (From 2027 onward)	Proactively respond to ZEB regulations and expand application of green building certifications	Scale up implementation of the PICKLE solution in additional projects

1) Building Integrated PhotoVoltaics

Case

Eco-Friendly Architecture

SK ecoplant is also actively engaged in the development of eco-friendly building materials utilizing industrial and municipal waste. The company’s low-carbon material KEco-Bar, a steel reinforcement substitute made from waste PET and GFRP¹⁾, is attracting attention for being lighter than conventional steel rebar, over twice as strong in tensile strength, and highly durable due to its resistance to corrosion, offering excellent workability and structural performance. In 2024, to ensure product performance and reliability, KEco-Bar was officially listed in national design and specification standards (24 Code, 14 Code), and obtained Green Product and Environmental Label certifications. Based on this foundation, the short-term plan (2025–2026) includes listing in national design standards (KDS, KCS) for architectural and general use, as well as expanding sales channels through Green Product Certification and Excellent Procurement Product Certification. In the mid-to-long term (from 2027 onward), the company aims to obtain and trade carbon credit certifications and acquire Korean Industrial Standards (KS) certification, thereby enhancing the product’s environmental value and market competitiveness.

In response to increasing demand for eco-friendly buildings, SK ecoplant develops and applies green building technologies throughout the entire life cycle—from engineering and construction to operation. The company obtains Green Building Certification and Building Energy Efficiency Rating Certification, and constructs Zero Energy Buildings (ZEB) by integrating environmental and energy solutions to comply with national ZEB mandates. In addition, SK ecoplant conducts Life Cycle Assessment (LCA) of buildings to quantitatively evaluate environmental impacts across their entire life cycle.

1) Glass Fiber Reinforced Plastic

Energy Efficiency Measures by Building Phase

Phase	Details
Engineering	• Incorporation of engineering and technological elements to enhance a building’s energy efficiency and occupant comfort • Application of Passive Design—such as building orientation and envelope performance to harness natural energy—and Active Design through high-efficiency HVAC systems, equipment, and lighting • Implementation of a phased energy-integrated design process to maximize building energy self-sufficiency using renewable energy
Construction	• Expanded application of Off-Site Construction (OSC) methods
Operation	• Enhancement of energy efficiency and reduction of environmental load through the introduction of energy and waste solutions, BEMS¹⁾, and AI-based automatic indoor environment control systems • Application of water-saving sanitary fixtures, rainwater harvesting systems, greywater reuse systems, and LID²⁾ strategies

1)Building Energy Management System
2)Low Impact Development

Green Certification Achievements and Targets

Category	Unit	2022	2023	2024			Target ¹⁾	
				Total	SKEP	SKEE	2025	2026
Final Certification for Green Building Certification (G-SEED)	Cases	11	5	12	11	1	9	5
Final Certification for Building Energy Efficiency Rating	Cases	11	5	13	13	0	10	5

1) This target includes SK ecoplant and SK ecoengineering.

Energy Business

In the Energy business, SK ecoplant is evolving into a specialized energy solutions provider by supplying Solid Oxide Fuel Cells (SOFC) to the Bupyeong Data Center, offering integrated solutions tailored to AI data center clients. Going forward, the company aims to lead the AI ecosystem by expanding high-efficiency and eco-friendly energy solutions based on synergies across member companies. To this end, demonstration technologies such as fuel cell-integrated heating and cooling systems and medium-temperature water-based Zero Energy Building (ZEB) solutions are being applied. In the renewable energy sector, the company is contributing to enhancing the efficiency of the national power system. by building a power platform based on VPP(Virtual Power Plant) platform. Following the initial filing of a multipurpose ESS patent in 2023, divisional patent applications were submitted in 2024, and the patent review process is currently underway. To support the execution of 100MW-scale PPAs for member companies, SK ecoplant has built a platform equipped with automated settlement and power generation verification functions, completing an integrated PPA platform for renewable energy suppliers.

AI Data Center Integrated Solutions

Category	Details
Short-Term Plan (2025-2026)	- Secure business feasibility for combined power and cooling supply (SOFC + WHRC¹⁾) - Establish energy solutions utilizing LNG cold energy - Develop modular data center solutions
Mid-to-Long-Term Plan (From 2027 onward)	Demonstrate and commercialize modular data centers

1) Waste Heat Reuse Chiller

Fuel Cells & Hydrogen Energy

Category	Fuel Cells	Hydrogen Energy
2024 Achievements	- Completed demonstration of fuel cell-integrated WHRC (Waste Heat Reuse Chiller) technology and applied to projects - Developed HWS¹⁾ model integrated with fuel cells - Completed ZEB certification test using MWS²⁾ model integrated with fuel cells - Applied outdoor switchgear system to a 10MW-scale fuel cell power plant	Secured system engineering technology for Solid Oxide Electrolysis Cell (SOEC)
Short-Term Plan (2025–2026)	- Acquired overseas IP for WHRC and expanded market reach (domestic expansion and international deployment) - Scale up and standardize WHRC systems - Apply HWS model to projects - Develop steam generation model	Secure and demonstrate SOEC system engineering technology
Mid-to-Long-Term Plan (from 2027 onward)	- Develop and demonstrate Hydrogen-powered Solid Oxide Fuel Cell (H₂ SOFC) system - Apply steam generation model to projects - Secure carbon capture (CC) technology integrated with fuel cells	Commercialize SOEC system

1) High-temperature Water Solution

2) Mid-temperature Water Solution

Case

2024 Energy Business R&D Key Achievements

- Completed demonstration of fuel cell-integrated WHRC (Waste Heat Reuse Chiller) technology and applied to projects

Category	Details
Background of Research and Development	Utilize high-temperature exhaust gas generated after electricity production from fuel cells for system cooling applications
Key Activities	- Identified absorption chiller partners and developed technology through joint collaboration (joint patent registered) - Completed development, manufacturing, and testing of equipment for a 19.8MW fuel cell power plant and applied it to a real project
Future Plans	- Securing global intellectual property rights and generating additional revenue through continued improvements - Development and establishment of reference cases for WHRC systems for data centers integrated with fuel cells

Environment Business

SK ecoplant is establishing a circular economy value chain for batteries by securing core technologies in battery recycling as a high value-added business. Operation of an in-house testbed and collaboration with global partners serve as the basis for continuously strengthening technological capabilities and securing a competitive edge. Application of AI and DT¹⁾ to key waste treatment infrastructure—including incineration and wastewater treatment facilities—supports enhanced operational efficiency while minimizing environmental impact and reinforcing the circular economy. Implementation of platforms such as WAYBLE re:water and WAYBLE re:energy enables tangible improvements in water quality prediction, autonomous operation, energy recovery optimization, and reduction of carbon and pollutant emissions. Deployment of AI and DT-based platforms such as WAYBLE circular and WAYBLE decarbon supports optimal waste lifecycle management, recycled resource trading, and carbon emissions tracking and reduction, thereby advancing industrial digital transformation and leading ESG-driven management.

1) Artificial Intelligence and Digital Transformation

Battery Recycling

Category	Details
2024 Achievements	- Developed high-purity nickel sulfate and cobalt sulfate production technology - Developed high-purity lithium hydroxide recovery technology
Short-Term Plan (2025-2026)	- Develop high-efficiency, low-energy battery recycling process - Develop high-purity black mass recovery process technology
Mid-to-Long-Term Plan (From 2027 onward)	Develop next-generation battery recycling technology

Waste Management

Category	Water Treatment - WAYBLE re:water	Incineration - WAYBLE re:energy
2024 Achievements	- Automation of sewage and wastewater treatment plant operations using AI and DT - Advanced algorithm development through automated blower control in biological reactors	- Automation of incinerator operations using AI and DT - Advanced algorithm development through automated control of waste feeding - Development of multiple load modes based on incinerator operating conditions

Category	Water Treatment - WAYBLE re:water	Incineration - WAYBLE re:energy
Short-Term Plan (2025-2026)	Automation of wastewater reuse system operations using AI and DT	Automation of chemical dosing for pollutant control using AI and DT
Mid-to-Long-Term Plan (From 2027 onward)	Development of integrated AI&DT-based monitoring and control models	Automation of incineration facilities (crane + incinerator) using AI and DT

Platform Business

Category	WAYBLE circular	WAYBLE decarbon
2024 Achievements	- Operation of the waste and resource circulation management platform WAYBLE circular - Operation of the WAYBLE Producer Responsibility Recycling (EPR) support service (supporting approximately 140 companies) - Launched Loop service for full life cycle management and optimization of circular resources	- Enhanced brand awareness and customer acquisition for WAYBLE decarbon - Launched ESG data aggregation and product-level carbon footprint features - Acquired GHG Inventory System (GIS) certification
Short-Term Plan (2025-2026)	- Expansion of the WAYBLE circular ecosystem (waste generators, collectors/transporters, treatment facilities) - Application of WAYBLE circular to approximately 950 sites nationwide - Operation of an optimized logistics dispatch solution using co-loading algorithm	- Customer base expansion for WAYBLE decarbon across diversified industries - Provision of integrated offerings including consulting, certification, and reduction solutions - Enhancement of services including supply chain carbon management functionality
Mid-to-Long-Term Plan (From 2027 onward)	- Launch of a Waste and Circular Resource Trading Platform (a matching platform for demand and supply of circular raw materials within the industry) - Platform-based service offering for global circular resource businesses and government policy models	[Mid-Term] Build a marketplace for providing carbon reduction solutions and offset mechanisms [Long-Term] Deliver an integrated carbon management service by linking effective carbon reduction and offset services

Case

2024 Environment Business R&D Key Achievements

Category	Details
Background of Research and Development	Recycling of waste batteries generated from the rapid growth of the electric vehicle and Energy Storage System (ESS) battery industries to recover rare metals and contribute to environmental protection and carbon reduction
Key Activities	- Development of technologies for producing high-purity nickel sulfate and cobalt sulfate using post-processing pilot demonstration facilities - Development of high-purity lithium hydroxide recovery technology using solvent extraction techniques
Future Plans	Development of high-efficiency battery recycling process technologies

Risk Management

Clean Technology R&D Risk Management

SK ecoplant establishes its R&D roadmap through comprehensive analysis of trends in eco-friendly technologies, policies, and markets, and builds a diverse technology portfolio through Connect & Development (C&D) activities aligned with its business strategy. In addition to in-house technology development, the company offers advanced eco-friendly solutions through joint development with external innovation partners. A systematic risk management framework—incorporating environmental, social, and technological factors—is applied across all phases, from initial planning to commercialization. In particular, to address growing societal and policy demands for eco-friendly R&D and the inherent uncertainties in technology investment, SK ecoplant proactively identifies and manages risks at each stage of its structured R&D process: identifying R&D opportunities → decision-making on planning and execution → technology development and demonstration → commercialization and business development.

R&D process



In the identification of R&D opportunities phase, SK ecoplant conducts a comprehensive analysis of external factors—including eco-friendly technologies, market trends, and changes in policies and regulations—to identify areas where technology development is needed. This process considers field applicability, market demand, and policy direction, while also evaluating the scope and complexity of technology application and its connection to business feasibility. In the planning and execution decision phase, specific R&D projects are defined based on the development roadmap, and decisions are made by assessing the necessity of development and its business potential. Required personnel, budget, and external collaboration structures are reviewed for each project, and a comprehensive evaluation is conducted on technical feasibility, development capability, and partner compatibility. Environmental and safety impacts, as well as regulatory approval requirements, are also taken into account. All R&D initiatives proceed through internal decision-making processes.

In the technology development and demonstration phase, technologies are implemented either through in-house development or in collaboration with external partners. Developed technologies are validated through testbeds and field-based demonstration testing for performance and environmental compliance, while continuously monitoring for technical uncertainties, cost risks during execution, and potential delays caused by external variables. Risk factors are managed by establishing countermeasures in close coordination with dedicated R&D units within each business division. In the commercialization and business development phase, proven technologies are transitioned into mass production and tailored solutions for on-site application. Even after commercialization, efforts are made to maintain business stability and technological competitiveness through performance enhancements and adaptation to regulatory changes.

Metrics and Targets

Revenue by Business Segment and Investment Plan

Revenue by Business Areas

SK ecoplant operates a wide range of eco-friendly businesses across the Hi-tech, Solution, Energy, and Environment divisions. Based on the 2024 consolidated financial statements, the revenue breakdown by business segment is as follows:

Revenue Breakdown by Business Segment

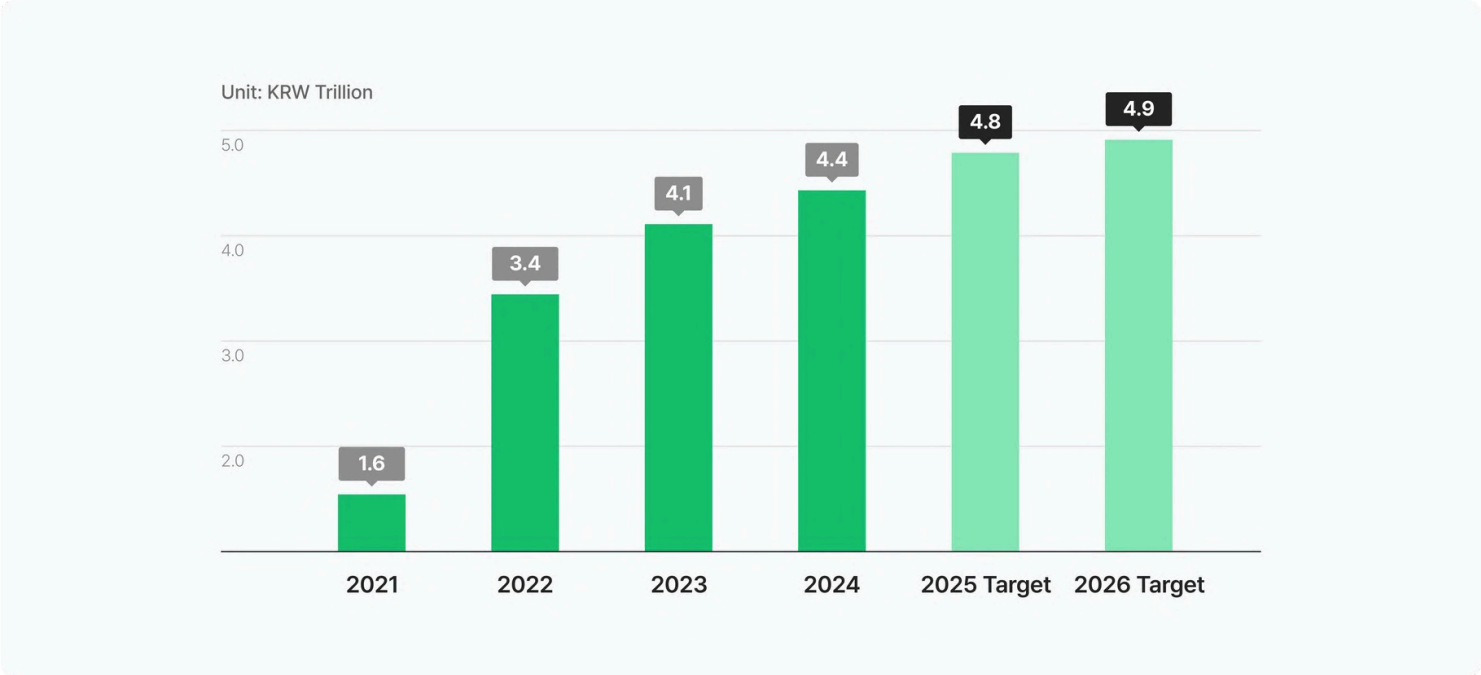
Category	Business Area	Proportion ¹⁾
Hi-tech	Construction of semiconductor manufacturing facilities, production and sale of industrial gases, sales of memory semiconductors, etc.	12.5%
Solution	Eco-friendly buildings, data centers, roads, tunnels, bridges, apartments, plants, etc.	57.4%
Energy	Fuel cells, offshore wind power, hydrogen business, energy self-sufficiency projects in industrial complexes, etc.	17.9%
Environment	E-waste recycling, water treatment, waste landfill and incineration facilities, etc.	12.1%

1) Revenue by business areas includes revenue generated from clean technology-based businesses.

Investment in Clean Technology and Solution-Based Businesses

SK ecoplant has continued to expand its investments across the Hi-tech, Solution, Energy, and Environment sectors to strengthen its position as a leading eco-friendly company and secure a competitive advantage in future markets. As of 2024, the company has invested a cumulative total of KRW 4.4 trillion. In the Hi-tech and Environment sectors, SK ecoplant is building a battery circular economy value chain by securing and advancing core battery recycling technologies. The company is also establishing technological leadership through collaboration with global research institutions and companies, as well as by operating its own testbeds. In the Solution sector, SK ecoplant is expanding its business scope by supplying city-scale decentralized energy and circular economy solutions based on building energy and environmental technologies. In the Energy sector, the company is expanding its value chain around fuel cells and AI data centers.

Cumulative Investment Scale and Plan (SK ecoplant)



Detailed Investment Plan

Category	Details
Environment	Expansion of processing capacity at existing incineration facilities Development of incineration and landfill projects Investment in securing advanced eco-friendly technologies such as battery recycling
Energy	Business expansion to solidify leadership in the domestic fuel cell market Expansion into global solar and fuel cell markets, including the United States
Solution	Development of eco-friendly circular infrastructure projects, among others

Eco-friendly Revenue

SK ecoplant has established the continuous expansion of eco-friendly revenue as a core business strategy. Eco-friendly revenue is defined, calculated, and disclosed based on sales from products that have received third-party certifications, such as Green Standard for Energy and Environmental Design (G-SEED) and Building Energy Efficiency Certification. The reported figures are calculated on a stand-alone separate financial statement basis, excluding subsidiaries.

Eco-friendly Building Revenue (SK ecoplant)

Category	Unit	2023	2024
Total Revenue (Separate Basis)	KRW 100 million	46,022	54,173
Eco-friendly Revenue	KRW 100 million	16,247	18,458
Eco-friendly Revenue Ratio	%	35.3	34.1

Clean Technology R&D Achievements

SK ecoplant is actively investing in research and development across its four core business areas—Hi-tech, Solution, Energy, and Environment—with the goal of leading in the field of clean technology. In particular, the company is expanding its number of patent applications and holdings to secure differentiated technological capabilities in clean technology. As of 2024 on a consolidated basis, SK ecoplant holds a total of 88 clean technology patents. Moving forward, SK ecoplant plans to accelerate clean technology innovation by strengthening its technological competitiveness in each business area.

R&D Investment Outcomes and Patent Status (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
R&D Expenditures	KRW million	26,098 ¹⁾	44,639	9,339	6,622	0.3	36	30	2,651	0
No. of Patents Held	Cases	203	237	258	149	7	5	2	95	0
No. of Clean Technology-Related Patents Held	Cases	24	75	88	65	0	0	1	22	0

1) Figures have been adjusted from the previous year due to changes in SK ecoplant's internal calculation standards.

R&D Investment Outcomes and Patent Status (SK ecoplant)

Category	Unit	2022	2023	2024
R&D Expenditures	KRW million	22,303 ¹⁾	28,545	6,622
R&D Investment Ratio to Revenue	%	0.36 ¹⁾	0.62	0.12
No. of Patents Held	Cases	96	130	149
No. of Clean Technology-Related Patents Held	Cases	-	51 ¹⁾	65

1) Figures have been adjusted from the previous year due to changes in SK ecoplant's internal calculation standards.



Human Rights Management

Governance

Human Rights Management Policy

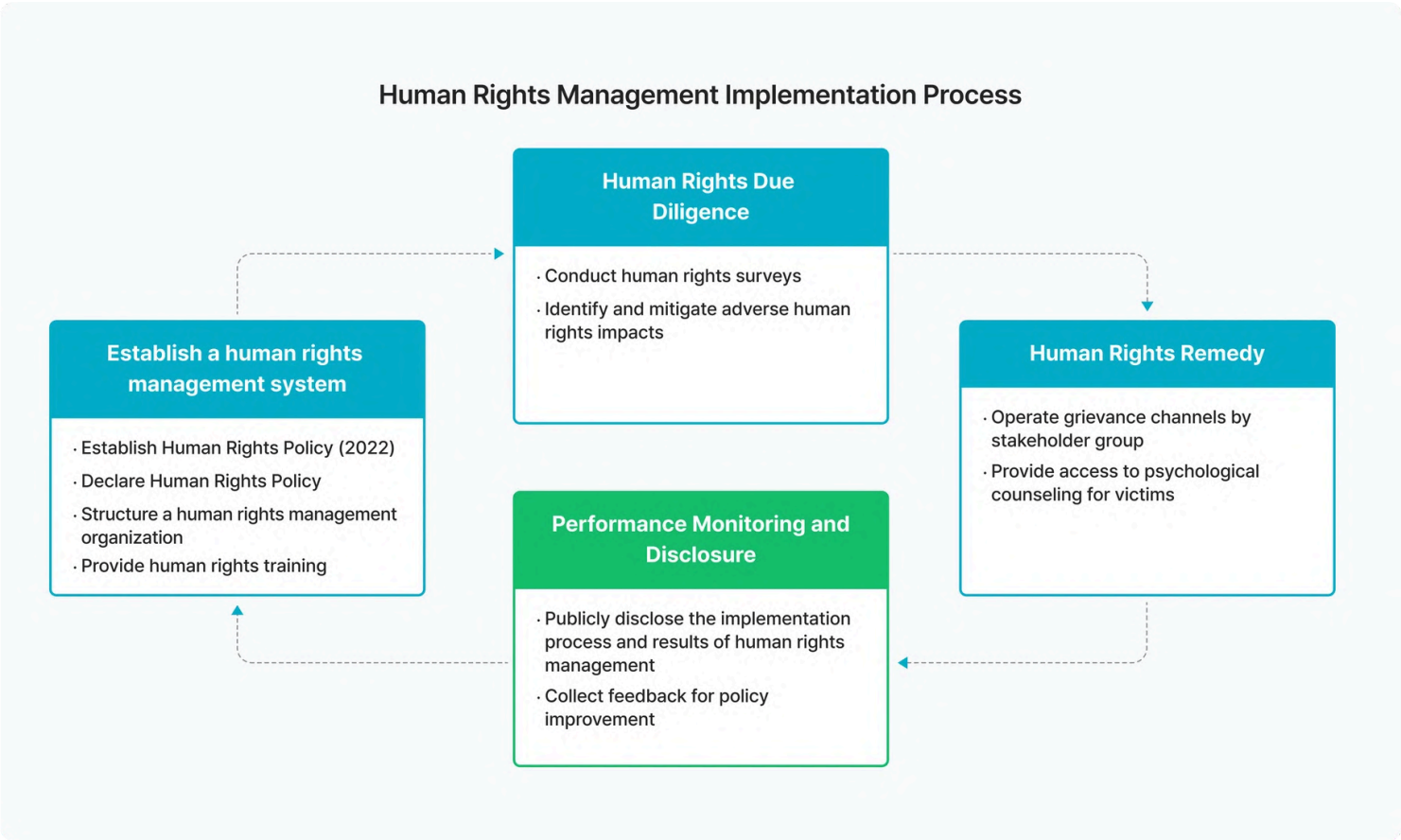
SK ecoplant supports and complies with the Universal Declaration of Human Rights, the core conventions of the International Labour Organization (ILO), the Ten principles of the UN Global Compact, and relevant domestic labor laws and regulations. The Human Rights Policy of SK ecoplant applies across the entire value chain, including employees, subsidiaries, Biz. Partners, and joint ventures, and outlines a human rights risk management system that covers risk identification and remediation. Furthermore, SK ecoplant declares its social and environmental responsibilities to protect the human rights of all stakeholders—such as prohibiting discrimination, respecting diversity, and establishing a safe working environment—through its Ten Ground Rules.

Human Rights Policy (KOR) 

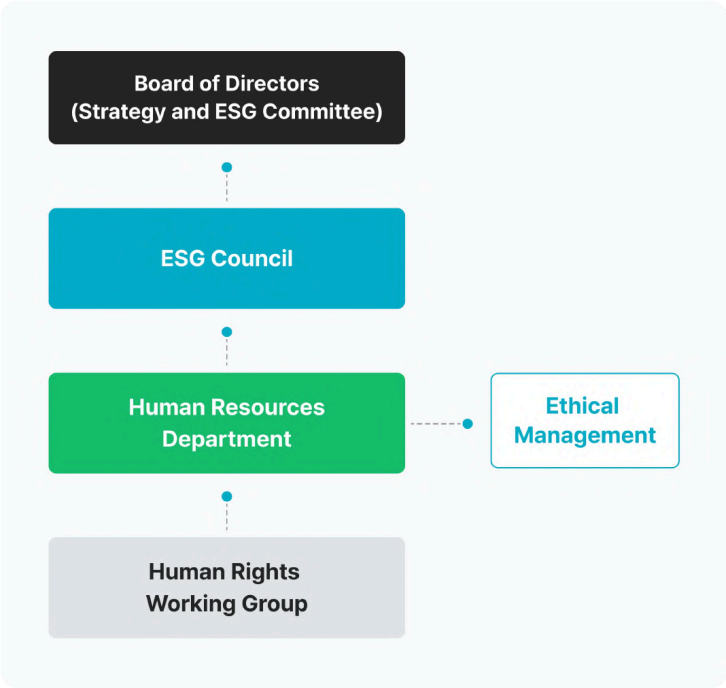
Human Rights Management System

SK ecoplant has established a human rights management system based on the UN Guiding Principles on Business and Human Rights and implements it in a systematic manner. The foundation for execution has been established through the adoption of a Human Rights Policy and the formation of a dedicated organization, enabling the identification and mitigation of potential human rights risks in advance through a risk management process that includes human rights impact assessments. A human rights grievance channel is operated to provide stakeholders with an effective remedy mechanism, and appropriate actions are taken in response to collected grievances. The implementation performance of these human rights management activities is continuously monitored and reflected in the enhancement of the human rights management system, with outcomes transparently disclosed through the sustainability report and other communication channels.

Human Rights Management System Implementation Procedures



Human Rights Management Governance



SK ecoplant has established a reporting structure to the Board of Directors to ensure systematic implementation of human rights management across headquarters and subsidiaries. In the event of a significant human rights risk, the issue is reported sequentially from the HR Department to the ESG Council, and then to the Strategy and ESG Committee under the Board of Directors. The ESG Council monitors the outcomes of corrective actions taken for identified human rights violations and the implementation status of four key workplace improvement tasks¹ to manage risk factors affecting employees and to minimize potential human rights risks at subsidiaries, reporting these findings to the Strategy and ESG Committee. In 2024, efforts focused on establishing independent human rights management systems at major subsidiaries, while smaller domestic subsidiaries concentrated on raising awareness of human rights to foster a zero-risk environment, thereby promoting practical human rights management tailored to the characteristics of each subsidiary.

The Human Rights Working Group, led by the HR Department, serves as the central organization overseeing human rights management. It is responsible for conducting human rights impact assessments, developing and implementing corrective measures, and providing human rights training. Meanwhile, the Ethics Management Department manages employee grievances related to human rights and regularly reports cases received through the group-wide reporting system to the CEO and Audit Committee. In collaboration with the HR Department, it discusses and determines specific response measures, including remedial actions and disciplinary decisions for human rights violations.

1) Workplace improvement tasks focused on employee safety: upgrading safety facilities, improving the operation of health and safety protective equipment, managing workplace environment measurements, and reducing and preventing odors.

Roles and Responsibilities by Organization in Human Rights Management

Human Rights Management Organization	Roles and Responsibilities
Board of Directors (Strategy and ESG Committee)	Highest decision-making body for human rights-related matters
ESG Council	Integrated management of human rights risks across the entire organization, including subsidiaries
Human Resources Department	Establishment and operation of the human rights management system
Ethical Management	Deliberation on investigations and resolutions related to human rights violations
Human Rights Working Group ¹⁾	Conducting human rights impact assessments, identifying human rights risks, deriving and implementing corrective actions, and providing human rights training

1) Including HR, corporate culture, information security, and occupational health and safety

Strategy

Human Rights Grievance Handling

SK ecoplant operates a variety of online and offline grievance and reporting channels—such as its website, KakaoTalk, email, and postal mail—to address human rights grievances and provide remedies for all stakeholders. The Ethics Management Department regularly reports received grievances to the CEO and Audit Committee, and, in consultation with the HR Department, determines the appropriate remedial actions and disciplinary measures for human rights violations. All stakeholders, including employees, Biz. Partner, and third parties, may report human rights violations either anonymously or under their real names through the grievance handling channels, and all reporter identities and report details are strictly kept confidential. Whistleblower protection policies are also enforced to prevent any disadvantage resulting from a report, and strict disciplinary standards are applied to any attempt to identify the whistleblower or engage in discriminatory behavior against them.

In 2024, promotional efforts for the grievance channels were strengthened, and the company continues to expand protective measures for victims and whistleblowers, including psychological counseling support and separation measures for perpetrators. Furthermore, beginning in March 2024, a dedicated human rights management board was launched on the company intranet to enhance human rights awareness among employees and internalize a culture of human rights management, providing open access to the Human Rights Policy, related procedures, and human rights management programs at all times.

Human Rights Grievance Channels by Stakeholder Group

Stakeholder Group	Human Rights Grievance Channels
Employees	Ethics Reporting Website, Internal Intranet, Management Development Council
Biz. Partners	Ethics Reporting Website, Bulletin Board for Biz. Partner
Communities	Ethics Reporting Website, Residents’ Council and Cooperative Bodies
Other Vulnerable Groups to Human Rights Violations	Ethics Reporting Website

Status of Human Rights Grievance Receipt and Resolution (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
No. of Grievances Received	Cases	25	28	32	8	3	9	4	8	0
No. of Grievances Resolved	Cases	25	28	32	8	3	9	4	8	0
Cases Resulting in Disciplinary Action	Cases	7	7	13	6	0	2	2	3	0
Cases Resolved with Warning or Lesser Measures	Cases	1	7	6	2	0	2	2	0	0
Grievance Resolution Rate	%	100	100	100	100	100	100	100	100	-

Status of Human Rights Grievance Receipt and Resolution (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Grievances Received	Cases	16	14	8
No. of Grievances Resolved	Cases	16	14	8
Cases Resulting in Disciplinary Action	Cases	7	7	6
Cases Resolved with Warning or Lesser Measures	Cases	1	7	2
Grievance Resolution Rate	%	100	100	100

Case

Workplace Harassment Management

SK ecoplant strictly prohibits any form of sexual harassment or workplace harassment that violates personal dignity or undermines corporate culture. Workplace harassment may take various forms, including verbal abuse, physical assault, personal attacks, unfair exclusion from work duties, unreasonable instructions, or orders for personal errands. To address such behavior, SK ecoplant receives reports at all times through official channels from stakeholders who have experienced or witnessed incidents, and conducts an initial investigation to determine whether workplace harassment has occurred. If the report is found to be credible, the perpetrator is separated from the victim to prevent secondary harm, and a thorough investigation is carried out, followed by strict disciplinary measures in accordance with internal regulations.

Human Rights Awareness and Training

SK ecoplant provides regular human rights training for all employees—from executives including the CEO to contract-based staff—covering topics such as prevention of workplace harassment and sexual harassment, as well as awareness training on persons with disabilities. After completion of the training, participants are evaluated on the content, and, if necessary, follow-up training is conducted to reinforce learning outcomes. In 2024, to embed a culture of respect for human rights, informational content such as “Informational content on the meaning of human rights management” and “The company's human rights policy” was posted on the company portal for employees to access at any time, and a training program was conducted under the theme “The Importance of Human Rights Management and Case Studies from Other Companies” to enhance awareness. In 2024, the completion rate for human rights training reached 100%, including follow-up sessions, and for daily workers and overseas skilled workers, training was conducted in written format as a substitute.

Human Rights Training Performance (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total Training Hours	Hours	11,593	16,901	27,774	14,720	346	3,504	1,227	7,004	973
Training Hours per Person	Hours	1.1	1.6	2.6	4.3	0.3	4.1	0.5	3.1	4.3

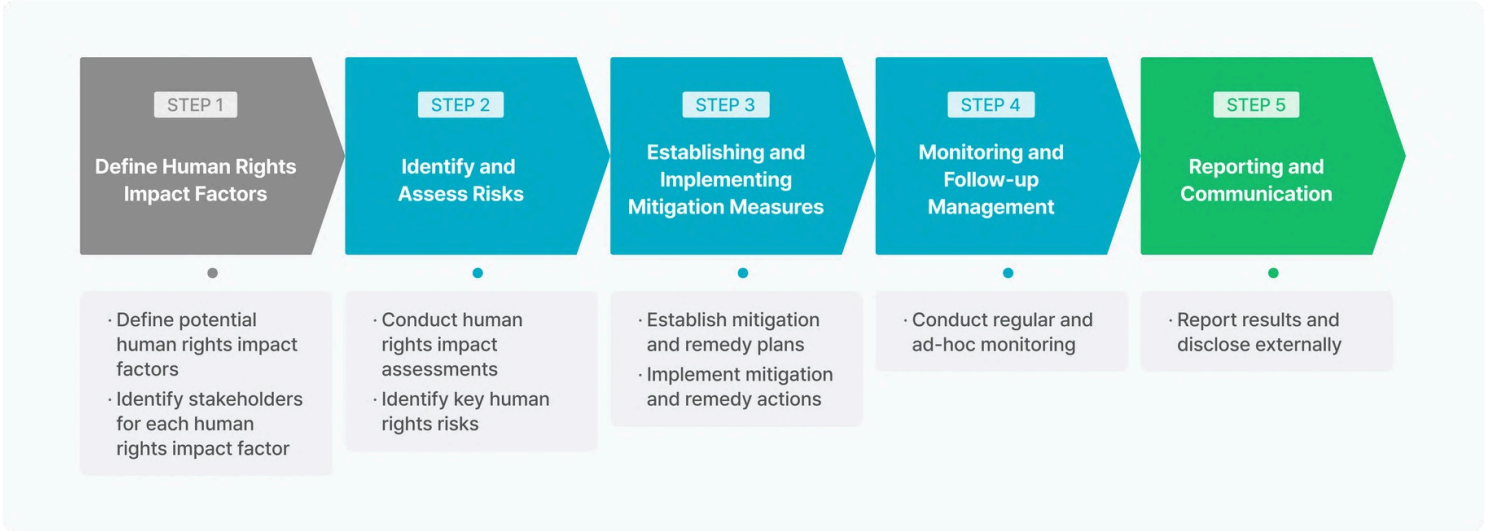
Human Rights Training Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total Training Hours	Hours	7,180	12,005	14,720
Training Hours per Person	Hours	2.0	3.5	4.3

Risk Management

Human Rights Risk Management Process

SK ecoplant protects the human rights of all stakeholders by identifying and managing potential human rights risks across the entire business value chain through its human rights risk management process. This process consists of five stages: defining human rights impact factors, identifying and assessing risks, developing and implementing mitigation measures, monitoring, and post-reporting.



Human Rights Impact Assessment

SK ecoplant conducts annual human rights impact assessments and surveys to identify and evaluate actual and potential human rights risks, thereby assessing the level of human rights management. In 2022, a human rights impact assessment was conducted for headquarters employees, and beginning in 2023, the scope was expanded to all employees through human rights surveys to assess awareness of human rights management. The human rights survey is based on the ten management areas outlined in SK ecoplant’s Human Rights Policy, and any potential human rights risks identified through this process are continuously monitored to ensure that corrective actions are completed within the year.

Overview of 2024 Human Rights Survey

Category	Details	
Evaluation target	All SK ecoplant employees	
Evaluation Procedure	Establish assessment plan → Develop questionnaire → Conduct survey → Identify vulnerable groups and conduct FG ¹⁾ → Prepare result report → Report to senior management and disclose information	
Evaluation Items (Based on the 10 management areas of the Human Rights Policy)	1. Prohibition of Discrimination 2. Respect for Diversity 3. Prohibition of Forced and Child Labor 4. Protection of Freedom of Association and Collective Bargaining Rights 5. Fair Treatment and Support for Education and Training	6. Compliance with and Improvement of Working Conditions 7. Establishment of a Pleasant and Safe Working Environment 8. Compliance with Environmental Laws and Regulations 9. Fulfillment of Environmental and Social Responsibilities 10. Protection of Local Residents' Environment, Safety, and Property Rights

1) Focus Group Interview

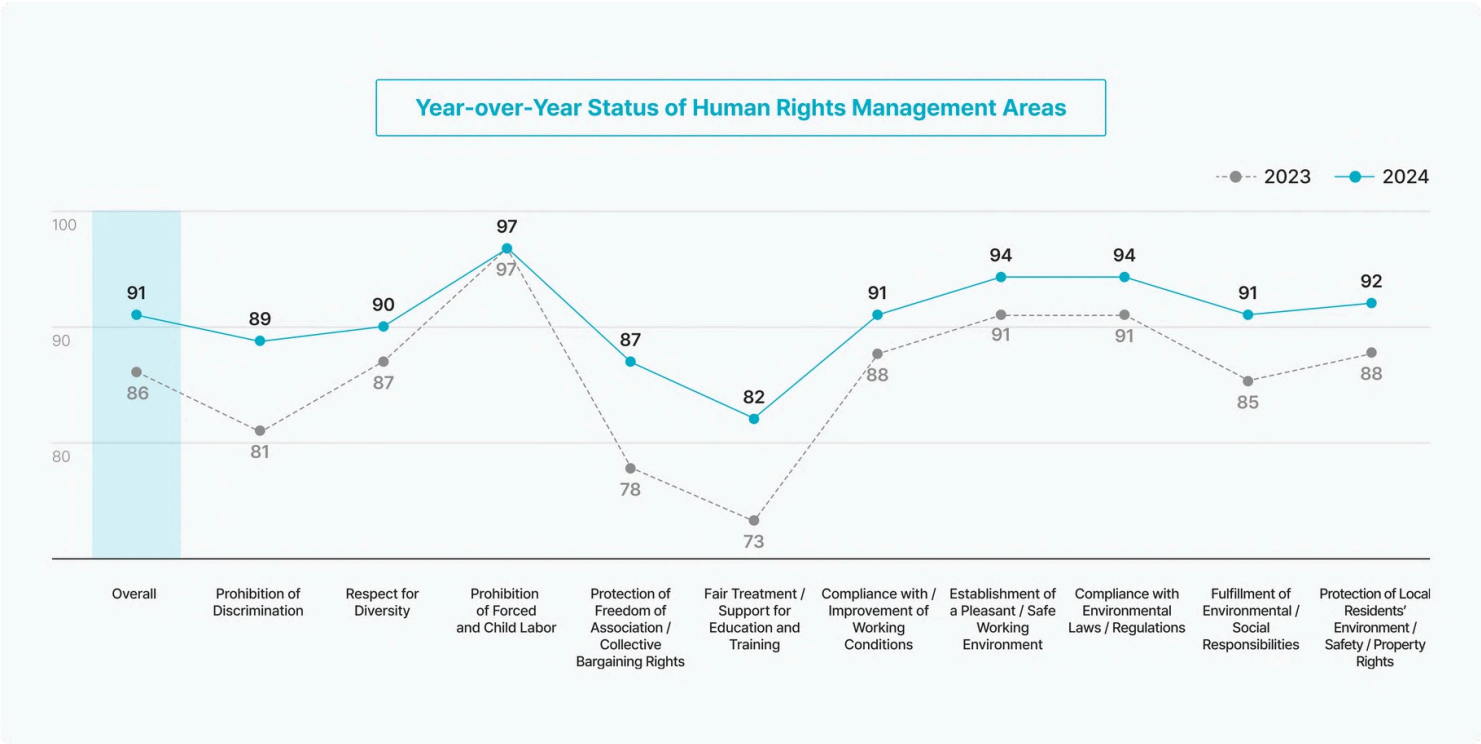
Human Rights Risk Assessment Results and Actions

Assessment of Human Rights Management Awareness

The 2024 human rights risk assessment revealed that the overall positive response rate¹⁾ regarding human rights management was 91%, marking a 5-percentage point increase from the previous year. Additionally, all ten management areas of the Human Rights Policy recorded positive response rates above 80%, indicating an overall improvement in company-wide awareness of human rights. Among the ten management areas, “Fair Treatment and Support for Education and Training” recorded the lowest positive response rate and was designated as a priority management area.

1) The percentage of employees who responded “Strongly Agree” or “Agree” to the statement that the company is well equipped in each human rights management area.

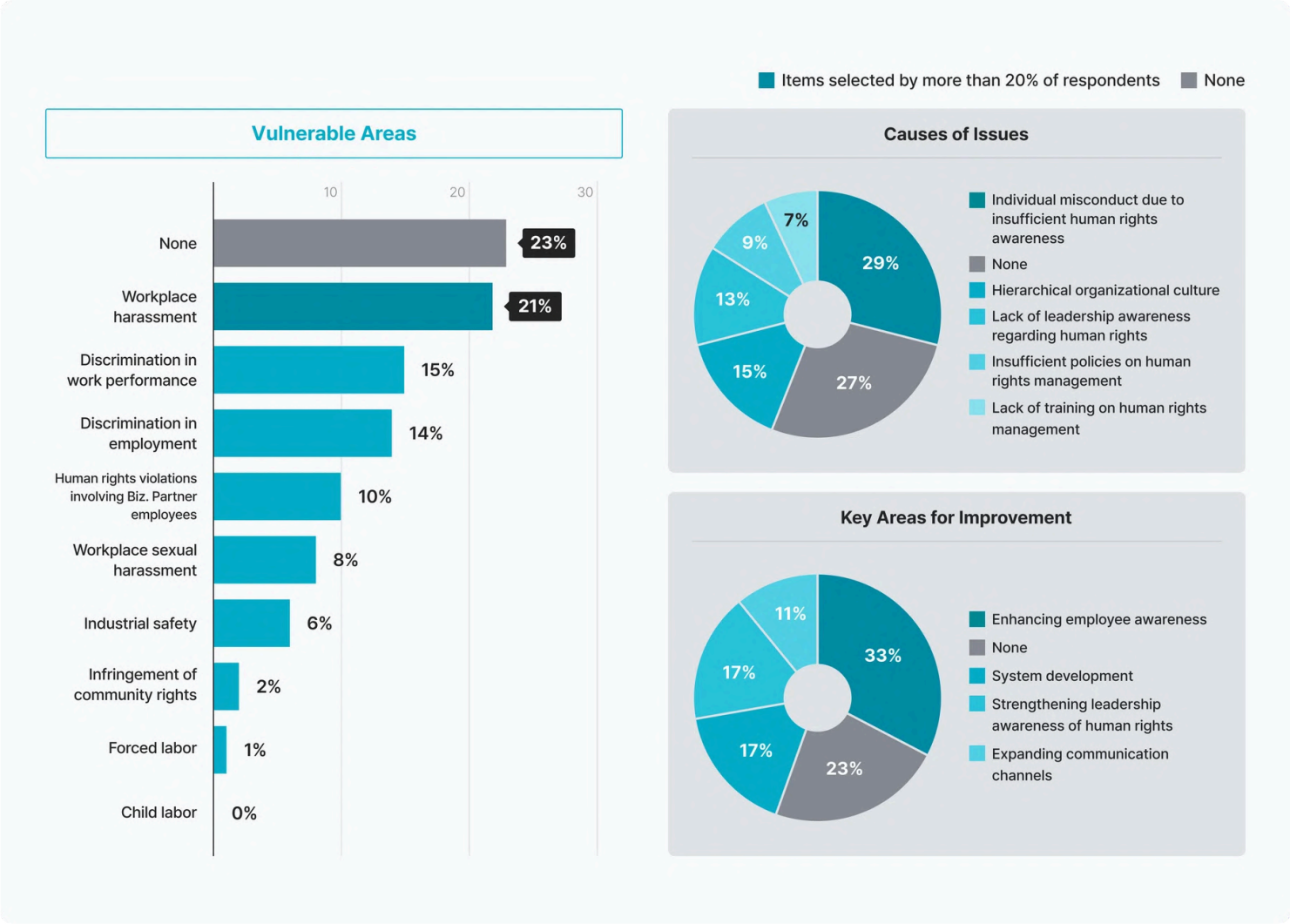
Results of the diagnosis of human rights management awareness level



Management of Potential Human Rights Risks

SK ecoplant conducted an internal investigation on potential human rights risks, including possible human rights violations, their underlying causes, and improvement measures. The investigation identified non-regular employees as a relatively vulnerable group; however, due to the nature of their employment status, the risk was found to be potential and unavoidable rather than indicative of direct exposure to human rights violations. Meanwhile, “Workplace Harassment” was identified as the most vulnerable area, requiring proactive prevention and management. The root cause of vulnerability in the area of “Workplace Harassment” was analyzed to be “individual misconduct due to insufficient human rights awareness,” and the key area for improvement was identified as enhancing employee awareness. To address this, SK ecoplant aims to strengthen human rights awareness among employees through continuous efforts such as ethics training and fostering a culture of respect for human rights.

Potential human rights violation issues



Human Rights Risk Mitigation Measures

SK ecoplant operates various programs to address key management areas and potential human rights risks identified through human rights impact assessments. Through “EP, US,” an internal communication platform, the company strengthens internal dialogue and appoints grievance committee members within the Management Development Council to discuss remedies for human rights violations experienced by employees. In 2024, communication between executives and employees was expanded to build consensus around human rights risk mitigation activities. Human rights management training for leadership was reinforced, and efforts were made to prevent and remedy violations through workplace harassment prevention campaigns and enhanced access to psychological counseling for victims.

Improvement Measures by Human Rights Risk Management Area

Category	Area	Improvement Measure	Effectiveness Evaluation Result
Focus Area	Fair Treatment and Support for Education and Training	Enhanced Communication Between Management and Employees Expansion of the “EP, US” communication group led by the Management Development Council, and holding employee roundtables by job level	Improved satisfaction with “freedom to express opinions” in the 2024 Culture Survey 2023: 75.9 points → 2024: 76.6 points
		Company-Wide Training Activation - Implementation of company-wide training to build change management capabilities - Coaching and training by leaders to support individual growth	Learning hours per person and training satisfaction to be measured in 2025
Potential Human Rights Risks	Workplace harassment	Strengthened Prevention and Remedy Activities for Employee Human Rights Violations - Enhanced prevention activities: awareness training and operation of communication channels for female employees - Expanded remedy measures: appointment of grievance committee members within the Management Development Council and connection to psychological counseling for victims	Workplace Harassment Training Results - Satisfaction: 84.6 points - Understanding and Practice: 85.2 points

Metrics and Targets

Goals for Expanding Human Rights Management



To embed the human rights management system, SK ecoplant expanded the scope of its human rights risk assessment from headquarters employees in 2022 to all employees beginning in 2023. In 2024, human rights awareness programs were implemented across subsidiaries, with active support provided for the establishment of subsidiary-level human rights policies and diagnostic processes to promote the adoption of a structured human rights management system. In the mid-to-long term, the scope of human rights risk management will be gradually expanded to cover all subsidiaries by 2026 and Biz. Partner by 2030, aiming to establish a human rights management system across the entire value chain.



Environmental Management

Environmental Management System

Environmental Management Policy

SK ecoplant establishes environmental management policies, guidelines, and strategies, striving to minimize environmental pollution across all business sectors. The environmental management policy applies to all members of every site, including the headquarters and subsidiaries, and adherence to the policy is strongly encouraged for customers and Biz. Partner. All domestic and overseas sites have obtained ISO 14001:2015 certification, establishing an environmental management system aligned with international standards. The certification is maintained through annual surveillance audits and renewal audits conducted every three years. Key subsidiaries¹⁾ have also acquired ISO 14001:2015 certification to reinforce the environmental management system.

1) SK ecoengineering, SK oceanplant, SK tes, Renewus, SK airplus, and Essencore

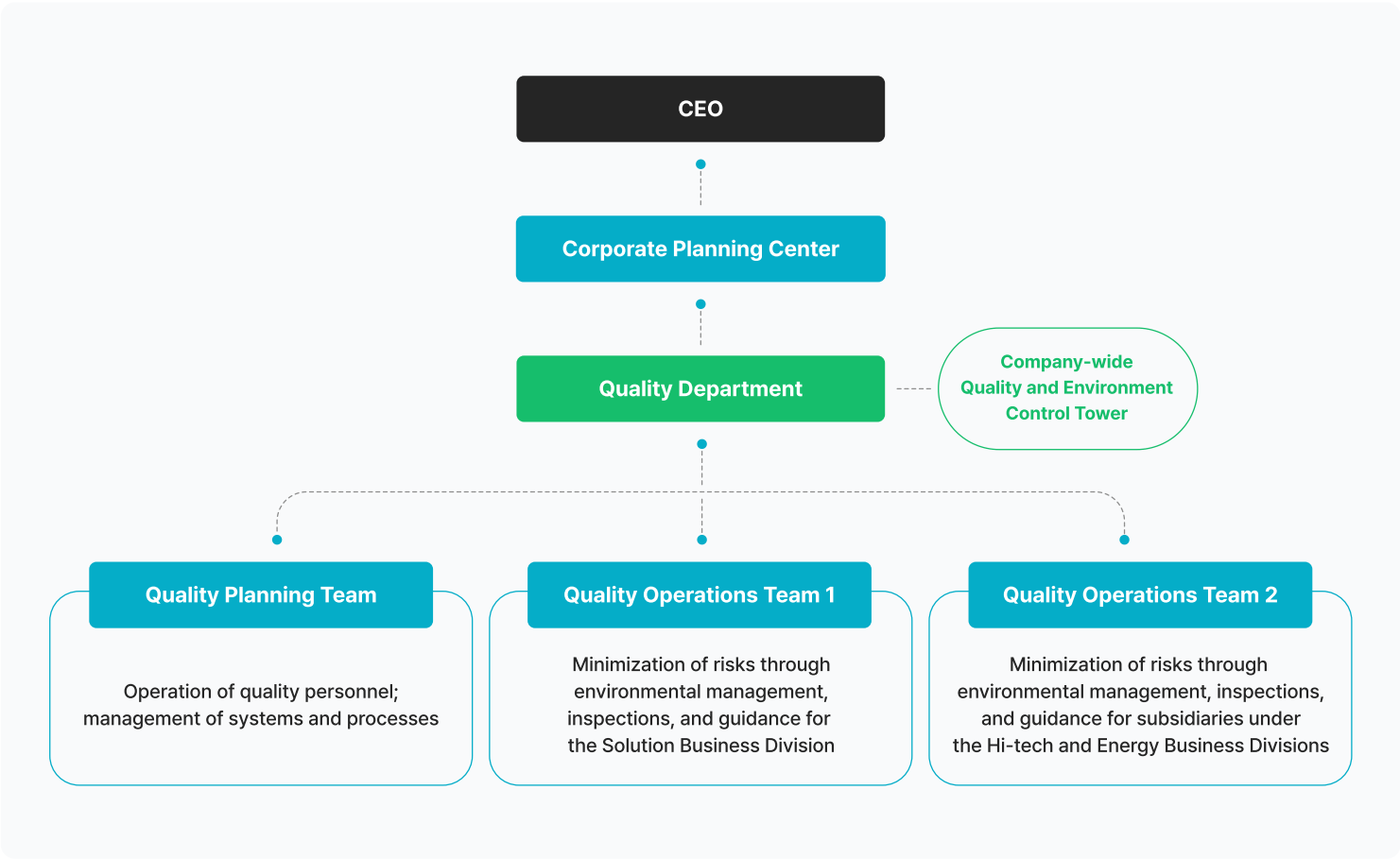
Environmental Management Policy 

Environmental Policy 

Environmental Management Strategy 

ISO 14001 2015 

Environmental Management Implementation Organization



SK ecoplant, led by the CEO and executive management, regularly reviews the environmental management implementation plans and performance, incorporates the findings into decision-making, and reports to the Board of Directors. The Board of Directors annually reviews and approves the environmental management plans and key matters; in 2024, it assessed legal violations and the outcomes of environmental management activities through the Annual Quality and Environment Business Plan Report. The Quality Department, as the dedicated organization for company-wide environmental management, establishes corrective actions and recurrence prevention measures based on internal and external environmental inspection results, disseminates standardized pollution reduction models across the company, and systematically manages indicators for each environmental factor.

To actively promote the environmental management system, SK ecoplant incorporates environmental performance metrics into executive and business division performance evaluations. The CEO's KPIs include greenhouse gas reduction targets aligned with net zero goals, and each business division's KPIs are set with improvement targets for key environmental indicators such as greenhouse gas emissions, water intake, waste generation, and energy consumption. In 2024, the Quality Department's KPIs included tasks to minimize regulatory violations through risk-level and theme-based inspections, mitigation initiatives such as site environmental assessments and support for environmental dispute mediation, and consulting activities to enhance the management system of environmental sites.

Environmental Management Goals

SK ecoplant has established a strategic direction to become a leading ESG enterprise through eco-friendly management practices and has set specific environmental management goals to realize this vision. In particular, the waste management system is being advanced to achieve a recycling rate that meets the Zero Waste to Landfill (ZWTL) standards. In the mid- to long-term, environmental management capabilities will continue to be strengthened with the goals of zero environmental regulation violations and maintaining a 99% waste recycling rate.

Environmental Management Implementation Roadmap

A company that leads ESG by practicing eco-friendly management				
Implementation Target		2025	2027	2030
Key Initiatives	Climate	Implementation of the greenhouse gas target management system	- Achievement of reduction targets - Use of eco-friendly materials and expansion of zero-energy buildings	- Development of methods and technologies for greenhouse gas reduction - Entry into the renewable energy business
	Pollutants	Promotion of expanded waste recycling	Establishment of a digital-based waste management system	Establishment of a digital-based environmental pollutant management system
	General Environmental Initiatives	- Monitoring of biodiversity and habitat conservation - Implementation of a site environmental assessment system - Assessment of soil and groundwater contamination levels - Noise simulation - Establishment of a support system for environmental dispute resolution	- Expansion of voluntary agreements with the Ministry of Environment - Fine dust sector → eco-friendly materials, etc. - Establishment of air and water pollutant management systems	- Introduction of eco-friendly equipment and construction methods - Advancement of air and water pollutant management systems

Detailed Environmental Management Goals (SK ecoplant)

Category	Unit	Goal		
		2025	2026	2027
No. of Major Environmental Regulation Violations ¹⁾	Cases	0	0	0
Waste Recycling Rate	%	96	97	99

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

Environmental Management Activities

Environmental Risk Management

Environmental Audits

To prevent environmental risks that may arise during business operations, SK ecoplant conducts environmental audits at least once a year for all domestic sites¹⁾. Non-conformities are identified based on a checklist comprising 54 items, followed by the implementation of corrective actions and the establishment of monitoring plans to prevent recurrence. In 2024, approximately 70 domestic sites were grouped into four regions, and a total of 181 environmental audits were conducted. All 94 identified risks were fully addressed. In addition to construction sites, an environmental assessment checklist tailored to each subsidiary’s characteristics has been developed to continuously expand the scope of inspections.

1) Currently, no overseas sites are subject to environmental audits. Environmental audits will be conducted as overseas projects commence.

2024 Environmental Audit Overview

Risk Category	No. of Risks Identified	No. of Risks Resolved	Key Corrective Actions Implemented
Environmental Management	8	8	Record management of environmental training and routine inspection reports
Air Quality	40	40	Dust suppression measures for operations generating fugitive dust (transportation, stockpiling, outdoor grinding and cutting)
Waste	27	27	Waste separation and sorting; compliance with storage standards for designated waste
Water Quality	16	16	Operation and management of wastewater discharge facilities; control of turbid water
Noise	3	3	Management of noise reduction facilities

Environmental Audit Checklist

Category	Checklist Items
Air Quality	- Has the notification (or modification) for fugitive dust-generating activities been properly submitted? - Is the emergency fine dust reduction management card completed, submitted to local authorities, and properly maintained? - Was the installation notification, permit (including modifications), and operation commencement report for air pollutant emission facilities (e.g., batch plants) properly submitted? - Were "temporary partitions" and "mobile dust collectors" installed during outdoor cutting, grinding, or rust removal operations?
Waste	- Was the notification (or modification) of the waste treatment plan for designated waste (e.g., construction waste, industrial waste, waste oil, asbestos, paint) properly submitted? - Are the emitter’s transfer slips and management ledgers in the Allbaro System properly prepared and maintained? - Are construction-generated wastes lawfully separated, sorted, and stored according to their characteristics?
Noise and Vibration	- Was the notification (or modification) of specific construction work properly submitted? - Have noise reduction facilities for suppressing noise from aluminum formwork and gang form dismantling been properly installed and operated?

Category	Checklist Items
Water Quality	• Was the installation notification, permit (including modifications), operation commencement report, and closure report for wastewater discharge facilities (e.g., tunnels, batch plants) properly submitted? • Were installation notifications (or modifications), completion inspection applications, and closure applications for on-site sewage treatment facilities (e.g., sewage treatment systems, septic tanks) properly submitted? • Is groundwater or stormwater containing soil properly discharged through settling basins or similar facilities?

1) This is a partial excerpt from the environmental audit checklist.

Environmental Risk Assessment

To ensure compliance with environmental laws and regulations, SK ecoplant conducts environmental risk assessments on a monthly basis, identifying potential environmental risks by business unit and establishing and implementing corresponding action plans. Beyond regulatory compliance, mitigation measures are also actively developed to minimize the negative impacts of business activities on surrounding environmental factors such as air, soil, water quality, and biodiversity. In particular, in 2024, key risks such as unauthorized discharges and violations of environmental laws were identified through risk analysis by environmental impact factor. Each risk is classified based on its severity in terms of impact on the local community, and response measures are established and implemented for each environmental factor, taking into account the potential financial impact on the company.

Environmental Risk Status by Factor

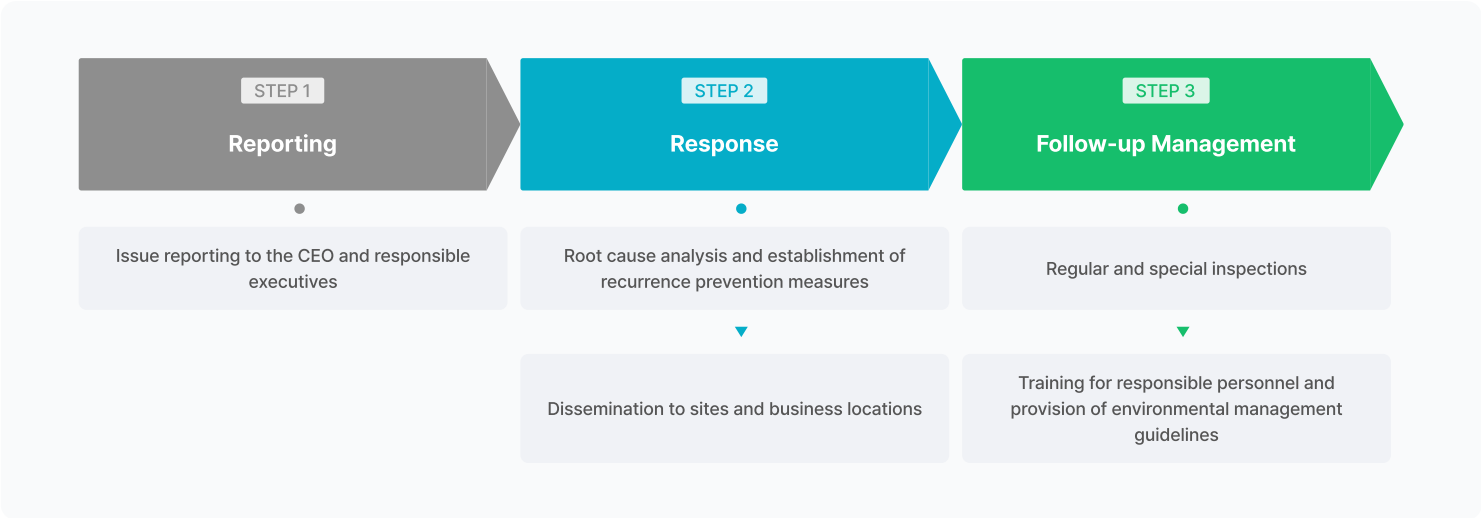
Environmental Factor	Risk Factor	Relevant Regulation	Severity	Potential Financial Impact	Response Measures
Greenhouse Gases	Policy violations, etc.	Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis	Mid	Fines, purchase of emission allowances	Implementation of a greenhouse gas management system
Construction Waste	Unauthorized discharge, violation of environmental regulations	Framework Act on the Promotion of Recycling of Construction Waste	High	Fines, penalties	Thematic inspections on waste in response to stricter regulations
Designated Waste	Unauthorized discharge, violation of environmental regulations	Wastes Control Act	High	Fines, penalties	Thematic inspections on waste in response to stricter regulations
Water Pollutants	Unauthorized discharge, violation of environmental regulations	Water Environment Conservation Act	High	Fines, penalties	Continuous monitoring of wastewater discharge facilities
Air Pollutants	Unauthorized discharge, violation of environmental regulations	Air Quality Conservation Act	High	Fines, penalties	Continuous Monitoring of Emission-Generating Processes for Air Pollutants (Fugitive Dust)
Noise	Resident complaints, damage to livestock and aquaculture facilities	Noise and Vibration Control Act	Mid	Fines, penalties	Thematic inspections on noise and vibration; additional deployment of mitigation facilities
Vibration	Resident complaints, damage to livestock and aquaculture facilities	Noise and Vibration Control Act	Mid	Fines, penalties	Thematic inspections on noise and vibration; additional deployment of mitigation facilities

Environmental Factor	Risk Factor	Relevant Regulation	Severity	Potential Financial Impact	Response Measures
Fugitive Dust	Unauthorized discharge, violation of environmental regulations	Air Quality Conservation Act	Mid	Fines, penalties	Participation in the Seasonal Fine Dust Management Program; thematic inspections on fugitive dust; strengthened dust suppression measures

Site-Level Environmental Risk Response

In the event of non-compliance with environmental regulations, SK ecoplant promptly implements corrective actions in accordance with its environmental risk response process. Incidents are reported to the CEO and responsible executives, and after root cause analysis, recurrence prevention measures are established and shared with relevant sites and business locations. Subsequently, compliance is continuously monitored through training for responsible personnel, provision of environmental management guidelines by work type and pollutant source, and regular and special inspections conducted by the headquarters. In 2024, proactive risk mitigation tasks such as early-stage project support and site environmental assessments were implemented. Seasonal thematic inspections (waste, fugitive dust, noise and vibration, pollutant discharge facilities) were also conducted, resulting in a year-over-year decrease in environmental regulation violations. Based on a voluntary agreement with the Ministry of Environment, effective air pollutant monitoring was carried out at project sites by improving water spraying equipment, adjusting construction hours, and introducing Internet of Things (IoT) devices. In addition, low-noise dismantling methods were applied to reduce noise levels. Guidelines for environmental accident prevention and emergency response were established for all domestic and overseas sites, and emergency response drills are conducted annually. In the event of an incident, immediate reporting and rapid response are initiated to contain the spread of pollution. After the situation is resolved, decontamination and restoration efforts are conducted to prevent secondary damage.

Site-Level Environmental Risk Response Process



Environmental Compliance

SK ecoplant thoroughly reviews potential legal risks arising from its business activities to ensure compliance with major domestic and international environmental laws and regulations. To manage risks systematically, environmental regulation violations are classified by severity into “Major Violations” and “General Violations.” Compliance with domestic and international environmental laws is strictly upheld in accordance with the environmental management policy. As a result, the number of environmental regulation violations since the company’s founding remains at zero¹⁾.

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

Types of Environmental Regulation Violations

Category	Type	Severity of Impact	Financial Impact of Violation
Major Violation	Cases of environmental regulation breaches due to unauthorized discharges, false reporting, or misrepresentation	High	- Fines (KRW 1 million to 100 million) and imprisonment - Administrative penalties (over KRW 10 million)
General Violation	Cases of non-compliance with emission standards and violations related to the installation or management of environmental facilities	Mid	Administrative penalties (under KRW 10 million)

Status of Major Environmental Regulation Violations

SK ecoplant aims to maintain Zero Major Environmental Regulation Violations in 2025 through a systematic environmental management process. To this end, environmental laws and regulations related to business activities are continuously monitored, and a Compliance Management Report is issued biweekly to share information—such as legal amendments, legislative notifications, and Ministry of Environment press releases—with all project sites. In particular, when regulations are amended, relevant information is shared across all projects, and responsive measures are implemented through training for contract workers, updates to the e-Guide, thematic special inspections, and interdepartmental coordination at headquarters.

Status of Major Environmental Regulation Violations (Consolidated)¹⁾

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
No. of Fines	Cases	0	0	0	0	0	0	0	0	0
Total Amount of Fines	KRW million	0	0	0	0	0	0	0	0	0
No. of Administrative Penaltiess	Cases	0	0	0	0	0	0	0	0	0
Total Amount of Administrative Penalties	KRW million	0	0	0	0	0	0	0	0	0

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

Status of Major Environmental Regulation Violations (SK ecoplant)¹⁾

Category	Unit	2022	2023	2024
No. of Fines	Cases	0	0	0
Total Amount of Fines	KRW million	0	0	0
No. of Administrative Penalties	Cases	0	0	0
Total Amount of Administrative Penalties	KRW million	0	0	0

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

Environmental Training

Through SK Group’s education platform, mySUNI, SK ecoplant provides training content on environmental topics such as carbon neutrality, hydrogen, circular economy, and energy solutions to enhance employees’ environmental awareness. Going forward, a variety of environmental training programs will continue to be developed and offered to employees to support effective responses to climate change and environmental issues.

Environmental Education Performance (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total No. of Eligible Employees	Persons	8,647	8,634	8,245	3,455	1,164	856	551	2,119	100
No. of Participants	Persons	6,790	4,941	4,363	1,116	165	336	551	2,095	100
No. of Participants ¹⁾	%	78.5	57.2	52.9	32.3	14.2	39.3	100	98.9	100
Total Training Hours	Hours	104,267	107,202	60,863	5,147	540	486	4,137	49,889	664
Training Hours per Employee ²⁾	Hours	10.2	10	5.7	1.5	0.5	0.6	1.6	22	2.9
Training Cost	KRW million	453	265	201	121	19	0.3	0.3	58	2.8
Training Cost per Employee ²⁾	KRW	44,417	24,664	18,967	35,117	16,581	292	136	25,456	12,167

1) Ratio of participants to eligible employees at the time of training.
2) Per capita performance is calculated based on the total number of employees as of December 31, 2024.

Environmental Education Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total No. of Eligible Employees	Persons	3,555	3,491	3,455
No. of Participants	Persons	2,862	1,525	1,116
Participation Rate ¹⁾	%	80.5	43.7	32.3
Total Training Hours	Hours	12,005	26,054	5,147
Training Hours per Employee ²⁾	Hours	3.4	7.5	1.5
Training Cost	KRW million	368	202	121
Training Cost per Employee ²⁾	KRW	103,724	57,923	35,117

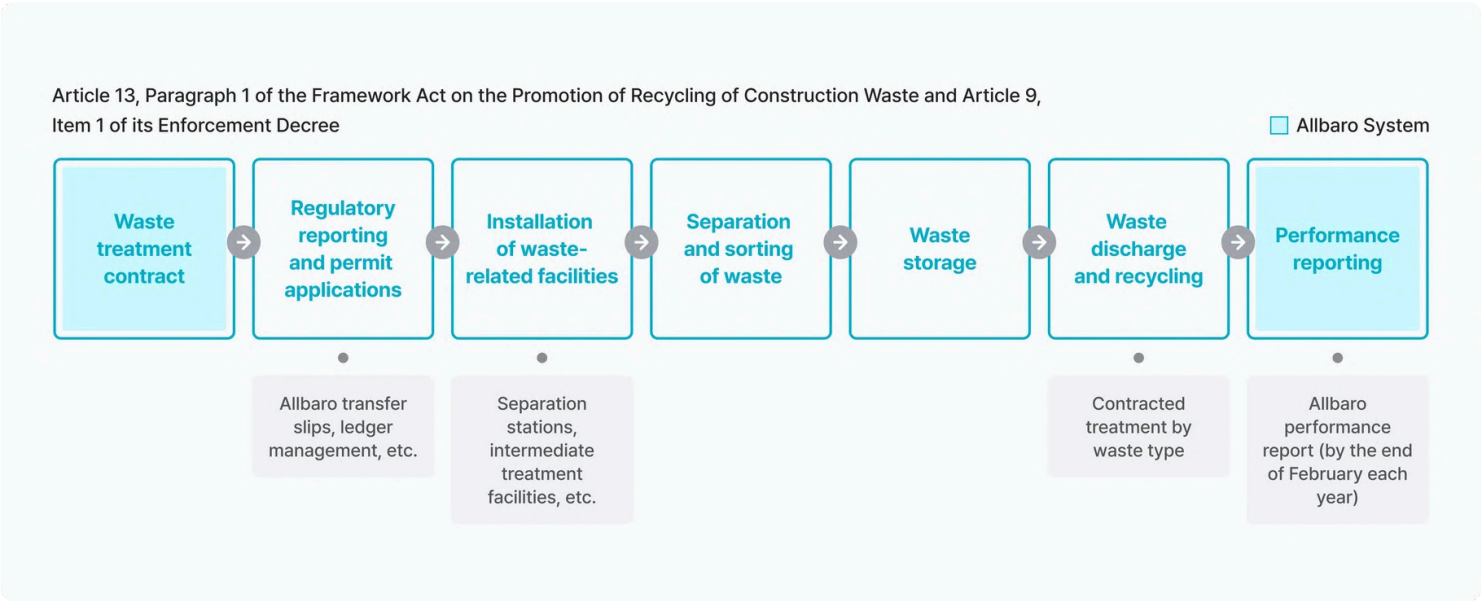
1) Ratio of participants to eligible employees at the time of training.
2) Per capita performance is calculated based on the total number of employees as of December 31, 2024.

Management by Environmental Factor

Waste and Resource Circulation

To minimize the environmental impact of waste generated during construction, SK ecoplant systematically manages the entire process—from waste generation to storage and disposal. In particular, to address issues related to insufficient separation, sorting, and storage, all sites are required to install and operate dedicated waste separation stations. Measures to reduce waste at each construction phase have been implemented, including minimizing mixed waste, recycling construction sludge, and expanding the use of low-waste construction methods. In addition, waste generation and disposal data are centrally managed through a proprietary system, which is also actively used in setting waste reduction targets.

Construction Waste Treatment Process



Waste Generation

To reduce waste generation, SK ecoplant designates waste generation intensity as a key performance indicator and systematically manages annual performance against set targets. Reduction targets are calculated based on the average waste generation intensity over the previous three years, ensuring a sustained downward trend. Various reduction initiatives are implemented to achieve targets, including resource efficiency improvements and expanded recycling at worksites. In 2024, the target waste generation intensity was 7.61 tons per KRW 100 million, with actual performance recorded at 9.15 tons per KRW 100 million.

Target and Performance of Waste Generation Intensity

Category	Unit	2021	2022	2023	2024	
					Performance	Goal
Waste Generation Intensity	Tons per KRW 100 million	6.63	6.71	9.51	9.15	7.61

Waste Generation and Treatment by Type (Consolidated)

Category	Unit	2022	2023 ¹⁾	2024						
				Total	SKEP	SKEE	SKOP ²⁾	SK tes ²⁾	Renewus	SKAP ²⁾
Total Waste Generated	Ton	663,231	635,381	709,350	495,468	33,406	8,456	112,730	59,183	108
Waste Recycling Rate	%	97.1	96.8	94.3	99.9	98	98.7	94.9	42.8	84
Construction Waste Generated	Ton	528,935	470,149	523,943	486,464	32,609	-	-	4,870	-
Incinerated Volume	Ton	307	712	306	306	0	-	-	0	-
Landfilled Volume	Ton	1,945	1,694	0	0	0	-	-	0	-
Recycled Volume	Ton	526,689	467,743	523,638	486,158	32,609	-	-	4,870	-
General Waste Generated	Ton	128,002	159,405	172,912	8,950	766	8,271	109,585	45,265	75
Incinerated Volume	Ton	2,050	1,993	1,833	0	0	0	1,820	0	13
Landfilled Volume	Ton	11,802	12,085	28,111	0	659	0	2,532	24,921	0
Recycled Volume	Ton	114,151	145,329	142,968	8,950	107	8,271	105,234	20,344	62
Designated Waste Generated	Ton	6,294	5,826	12,495	54	31	185	3,145	9,048	33
Incinerated Volume	Ton	1,098	1,116	4,417	53	0	109	1,299	2,952	4
Landfilled Volume	Ton	2,321	2,558	6,063	0	0	0	66	5,997	0
Recycled Volume	Ton	2,873	2,153	2,015	1	31	76	1,779	99	29

1) Figures have been adjusted year-over-year to reflect previously omitted 2023 data from SKEP.

2) Due to the nature of their business operations, SKOP, SK tes, and SKAP do not report construction waste generation or treatment volumes.

Waste Generation and Treatment by Type (SK ecoplant)

Category	Unit	2022	2023	2024
Total Waste Generated	Ton	415,532	437,502 ¹⁾	495,468
Total Waste Generation Intensity	tons per KRW 100 million	6.71	9.51 ¹⁾	9.15
Waste Recycling Rate	%	99.2	98.6 ¹⁾	99.9
Construction Waste Generated	Ton	407,079	414,197 ¹⁾	486,464
Incinerated Volume	Ton	302	712	306
Landfilled Volume	Ton	0	0	0
Recycled Volume	Ton	406,778	413,485 ¹⁾	486,158
General Waste Generated	Ton	8,442	23,222	8,950
Incinerated Volume	Ton	71.6	10.4	0
Landfilled Volume	Ton	2,839	5,510	0
Recycled Volume	Ton	5,531	17,702	8,950
Designated Waste Generated	Ton	11	83	54
Incinerated Volume	Ton	8	83	53
Landfilled Volume	Ton	0	0	0
Recycled Volume	Ton	3	0	1

1) Figures have been adjusted year-over-year to reflect previously omitted 2023 data from SKEP.

Water Resources

SK ecoplant systematically monitors water intake and usage across all sites, including the headquarters. Through regular and ad-hoc environmental audits, efforts are made to minimize wastewater discharge and identify ways to increase water reuse rates. During construction, Smart Construction is utilized to recycle treated water from wastewater discharge facilities and sedimentation basin water for purposes such as construction, landscaping, and dust suppression.

Water Stress Analysis

To ensure stable water supply and cost control, SK ecoplant conducts water stress analyses for major domestic construction sites using the World Resources Institute (WRI) framework and continuously monitors the results. Although construction sites remain in specific areas for limited periods, water use is essential for construction and dust suppression. Therefore, elevated water stress levels may lead to increased water usage costs in the mid- to long-term. According to the analysis, the Daejeon and Sejong regions were identified as High¹⁾, while other domestic sites were assessed at the Mid-High²⁾ level. SK ecoplant prioritizes regions identified as ‘High’ or above for implementing water efficiency measures and promotes water use reduction activities by comprehensively considering the proportion of water intake in each region.

1) Indicates a condition where total water use reaches 40–80% of available water resources.
2) Indicates a condition where total water use reaches 20–40% of available water resources.

Water Stress Levels by Major Site Location (SK ecoplant)

Site Location	Water Stress Level	Proportion of Water Intake	Site Location	Water Stress Level	Proportion of Water Intake
Gangwon	Mid - High	0.9%	Seoul	Mid - High	20%
Gyeonggi	Mid - High	26.6%	Sejong	High	0.6%
Gyeongsangnam-do	Mid - High	12.2%	Ulsan	Mid - High	0.8%
Gyeongsangbuk-do	Mid - High	0.02%	Incheon	Mid - High	6.1%
Daegu	Mid - High	3.7%	Busan	Mid - High	21.6%
Daejeon	High	4%	Chungcheongbuk-do	Mid - High	3.4%

Case

Efforts to Improve Water Use Efficiency



SK ecoplant actively implements various initiatives to enhance water use efficiency. Rainwater storage tanks are installed at worksites to reuse collected rainwater for landscaping and cleaning purposes, and dedicated treatment facilities have been established to enable internal reuse of treated wastewater. Additionally, extracted groundwater is reused for dust suppression, temperature control during summer heatwaves, and site cleaning, contributing to an overall reduction in water consumption.

Water Intake and Usage (Consolidated)

Category	Unit	2022	2023	2024 ¹⁾					
				Total	SKEP	SKEE	SKOP	SK tes	SKAP
Total Water Intake	Ton	522,871	675,221	2,034,095	456,380	14,970	220,284	98,211	1,244,250
Municipal and Industrial Water	Ton	517,448	650,549	2,015,671	438,018	14,970	220,284	98,149	1,244,250
Groundwater	Ton	3,410	7,650	405	405	0	0	0	0
Other	Ton	2,013	17,022	18,019	17,957	0	0	62	0
Total Water Consumption	Ton	416,824	571,449	1,672,444	456,380	14,970	196,406	98,211	906,477
Total Water Discharge	Ton	106,047	103,772	361,651	0	0	23,878	0	337,773
Total Water Reuse	Ton	0	0	131	0	0	0	131	0

1) Due to the nature of its business operations, Renewus does not report water intake or consumption data.

Water Intake and Usage (SK ecoplant)

Category	Unit	2022	2023	2024
Total Water Intake	Ton	259,487	363,652	456,380
Municipal and Industrial Water	Ton	254,093	339,073	438,018
Groundwater	Ton	3,410	7,650	405
Other	Ton	1,984	16,929	17,957
Total Water Consumption	Ton	259,487	363,652	456,380
Total Water Discharge	Ton	0	0	0
Total Water Reuse	Ton	0	0	0

Hazardous Substances

SK ecoplant monitors compliance with legal standards and occupational safety and health requirements for hazardous substances, not only at directly operated sites¹⁾ but also across the entire business value chain. At civil underground excavation and tunnel construction sites, wastewater treatment facilities are installed to ensure discharge remains within legal limits. At sites operating batch plants and crushers, air pollution control systems are installed to manage air pollutants below regulatory thresholds.

1) None of SK ecoplant's directly operated sites include emission or prevention facilities subject to the Air Quality Conservation Act or the Water Environment Conservation Act.

Status of Water Pollutant Discharges (Subsidiaries)

Subsidiary Name	Category	Unit	2022	2023	2024
SK oceanplant	T-N	Ton	-	-	-
	BOD	Ton	0.15	0.14	1.42
	TOC ¹⁾	Ton	-	-	-
	COD ¹⁾	Ton	-	-	-
	SS	Ton	0.16	0.10	0.61
SK tes ²⁾	T-N	mg/L	-	-	-
	BOD	mg/L	-	-	SG: <2 SH: 42.6 MY: 10.6
	TOC ¹⁾	mg/L	-	-	-
	COD ¹⁾	mg/L	SG: <50 SH: 118.3 MY: 39.2	SG: <50 SH: 106.8 MY: 19.8	SG: <50 SH: 160 MY: 46
	SS	mg/L	SG: <10 SH: 39.0 MY: 14.8	SG: <10 SH: 37.1 MY: 10.3	SG: <10 SH: 89 MY: 14.7
Renewus	T-N	Ton	-	-	1.83
	BOD	Ton	3.80	3.70	0.15
	TOC ¹⁾	Ton	-	-	0.91
	COD ¹⁾	Ton	23.3	23.6	-
	SS	Ton	3.5	3.5	0.57

Subsidiary Name	Category	Unit	2022	2023	2024
SK airplus ³⁾	T-N	Ton	-	-	2.51
	BOD	Ton	-	-	0.33
	TOC ¹⁾	Ton	-	-	3.83
	COD ¹⁾	Ton	-	-	-
	SS	Ton	-	-	1.43

1) Starting in 2024, the primary subsidiaries disclose Total Organic Carbon (TOC) emissions as the indicator for organic substances, following the transition from Chemical Oxygen Demand (COD) to TOC. COD values are also disclosed for comparison with historical data.

2) SK tes manages the concentration of water pollutants in mg/L according to local and national standards, ensuring that emissions remain below regulatory limits in each region. Subsidiary abbreviations are as follows: Singapore (SG), Shanghai (SH), MY (Malaysia).

3) As the entity was incorporated as a subsidiary in 2024, its water pollutant discharge data has been included in disclosures starting from the 2024 reporting year.

Status of Air Pollutant Emissions (Subsidiaries)

Subsidiary Name	Category	Unit	2022	2023	2024
SK oceanplant	NOx	Ton	-	-	-
	SOx	Ton	-	-	-
	Dust	Ton	2.00	1.79	0.63
	VOCs	Ton	-	-	-
	HAPs	Ton	8.01	47.50 ¹⁾	63.91
SK tes	NOx	Ton	-	2.50	┐ ²⁾
	SOx	Ton	-	0.01	┐ ²⁾
	Dust	Ton	0.04	0.03	┐ ²⁾
	VOCs	Ton	-	-	┐ ²⁾
	HAPs	Ton	-	-	┐ ²⁾
Renewus	NOx	Ton	62.44	58.21	53.33
	SOx	Ton	1.88	2.21	1.97
	Dust	Ton	1.53	1.58	1.61
	VOCs	Ton	0.01	0.005	0.05
	HAPs	Ton	-	-	0.24
SK airplus ³⁾	NOx	Ton	-	-	1.34
	SOx	Ton	-	-	0.18
	Dust	Ton	-	-	0.32
	VOCs	Ton	-	-	0.002
	HAPs	Ton	-	-	0

1) Due to the redefinition of the hazardous air pollutant aggregation process, emission figures have been recalculated to include additional data from SK oceanplant's subsidiaries.

2) As part of the SK tes ESG system upgrade, air pollutant emissions for 2024 will be disclosed in the Summary of Indicator section of the SK tes Sustainability Report.

3) As the entity was incorporated as a subsidiary in 2024, its air pollutant emission data has been included in disclosures starting from the 2024 reporting year.

Case

Air Pollutant Management by Incineration Subsidiaries

Strategy	Compliance with environmental management standards that exceed regulatory requirements and application of differentiated reduction measures
Goal	- Continuous total reduction of air pollutants, including nitrogen oxides (NOx) - Manage pollutant levels at incineration facilities to below 75% of the emission limits set by the Korean Ministry of Environment
Activity	- Continuous monitoring through emissions level analysis - Establishment of mitigation measures for high-risk pollutants - Application of advanced technologies such as Selective Catalytic Reduction (SCR) to achieve total reduction in air pollutants - Distribution and training on the Top 10 Environmental Risk Factors guide to all incineration subsidiaries - Compliance reviews through ESG consulting - Detection of non-compliance risks using real-time operational data from incineration sites (Zero4 system) and self-measured pollutant data

Environmental Hazard Monitoring and Inspection System

SK ecoplant operates inspection processes and monitoring systems to manage individual environmental hazards such as waste, water pollutants, and air pollutants. Using the Environmental Management Implementation Checklist, inspections are conducted across categories including project systems, permits and approvals, operational management, and control and mitigation facilities. Each site also conducts self-assessments using the Standard Model for Site-Centered Environmental Issue Management. In particular, ad hoc inspections of major processes have been strengthened, focusing on six key non-compliance areas: turbid water discharge, wash water runoff, improper waste treatment, fugitive dust generation, and others.

Classification of Environmental Hazard Monitoring Systems

Category	Frequency	Management Method
Water Pollutants	Continuous (or in accordance with permit conditions)	- Self-measurement and preparation of site-specific management logs (for projects operating wastewater treatment facilities of Type 3 or higher, managed by Biz. Partner) - Establishment of TMS¹⁾ for water quality (for projects operating wastewater treatment facilities of Type 3 or higher, managed by Biz. Partner)
Air Pollutants	Continuous	- Management of Implementation Performance under the Voluntary Agreement for Fugitive Dust Reduction (Seoul Metropolitan Area Projects) - Monitoring of fine dust concentration at each site using Internet of Things (IoT) systems (select urban projects)
Noise and Vibration	Pre-construction, continuous, and upon complaint occurrence	Prediction of noise and vibration impact range using noise simulation software
Chemical Substances	Continuous	- Compliance with handling and storage standards for hazardous chemicals (e.g., sodium hydroxide, sulfuric acid) in projects involving hazardous chemical use - Inspection for chemical leakage
Soil Contaminants	Prior to construction, in cases where soil contamination is suspected	Soil sampling and component analysis; if contamination is confirmed, reporting and remediation are carried out in accordance with applicable regulations

1) Tele-Monitoring System

Site-Level Environmental Hazard Management

SK ecoplant operates a rigorous management system for each type of environmental hazard. In 2024, the company signed a Voluntary Agreement for the Reduction of High-Concentration Seasonal Fine Dust with the Ministry of Environment and participated in an agreement to Promote Eco-Friendly Treatment and Expanded Recycling of Construction Waste. Additionally, SK ecoplant entered into a Voluntary Agreement for Eco-Friendly Construction Site Operations to Reduce Fine Dust with the Seoul Metropolitan Government to strengthen fugitive dust management capabilities. In terms of noise control, active noise reduction measures were implemented at major sites including Maegyo Station PELLUCID, Munhwa Xi SK VIEW, Ulsan LALS, and Centum Park SK VIEW.

Site-Level Environmental Hazard Management

Category	Management Details
Water Quality Management	- Sites operating wastewater treatment facilities maintain continuous operation logs. - Self-measurement is conducted in accordance with legally mandated intervals. - Pollutant concentrations are monitored in real-time via TMS to ensure compliance with discharge limits.
Fugitive Dust Management	- Since signing a voluntary agreement with the Ministry of Environment in 2016, SK ecoplant has actively responded to high concentrations of fine dust. - At all sites with fugitive dust-generating processes, construction hours are adjusted, use of outdated equipment is restricted, and environmental managers are assigned. - Reduction performance is reported periodically to the Ministry of Environment. - Pollution sources are monitored in real time through an environmental IoT platform, with additional mitigation facilities installed as needed.
Noise Management	- Noise accounts for over 80% of construction site environmental complaints; therefore, pre-simulation is conducted to reduce noise. - Based on the simulations, optimal construction methods, equipment, and facility alternatives are identified and applied.
Chemical Substance Management	- Hazardous chemicals such as sodium hydroxide and sulfuric acid are used and stored in compliance with legal standards. - Containment facilities are installed and regularly inspected to prevent leaks during emergencies such as fires.
Soil Management	- Preliminary investigations are conducted to identify potential soil contamination risks at business sites. - Response plans are developed to remove contaminants and prevent their spread.

IT System-Based Environmental Information Management

Category	Details
Company-wide Environmental Management System: SEIS ¹⁾	- Integrated management of all environmental management-related activities and performance across sites - Real-time monitoring of regulatory compliance at headquarters and domestic sites - Management of key environmental risks, including waste, noise and vibration, and air and water pollutants
SK Environmental Management e-Guide	- Provision of the SK Environmental Management e-Guide to employees - Includes standard environmental management guidelines and issue response protocols - Continuously updated with the latest environmental regulations and reference materials
WAYBLE decarbon (Carbon Accounting & Management Platform)	- Monthly aggregation and monitoring of site-level environmental data—including energy, raw materials, water usage, and waste generation—are conducted and utilized for environmental impact analysis. - Greenhouse gas emissions data are linked to third-party verification processes to ensure data reliability.

1) Safety Environment Integrated System Plus

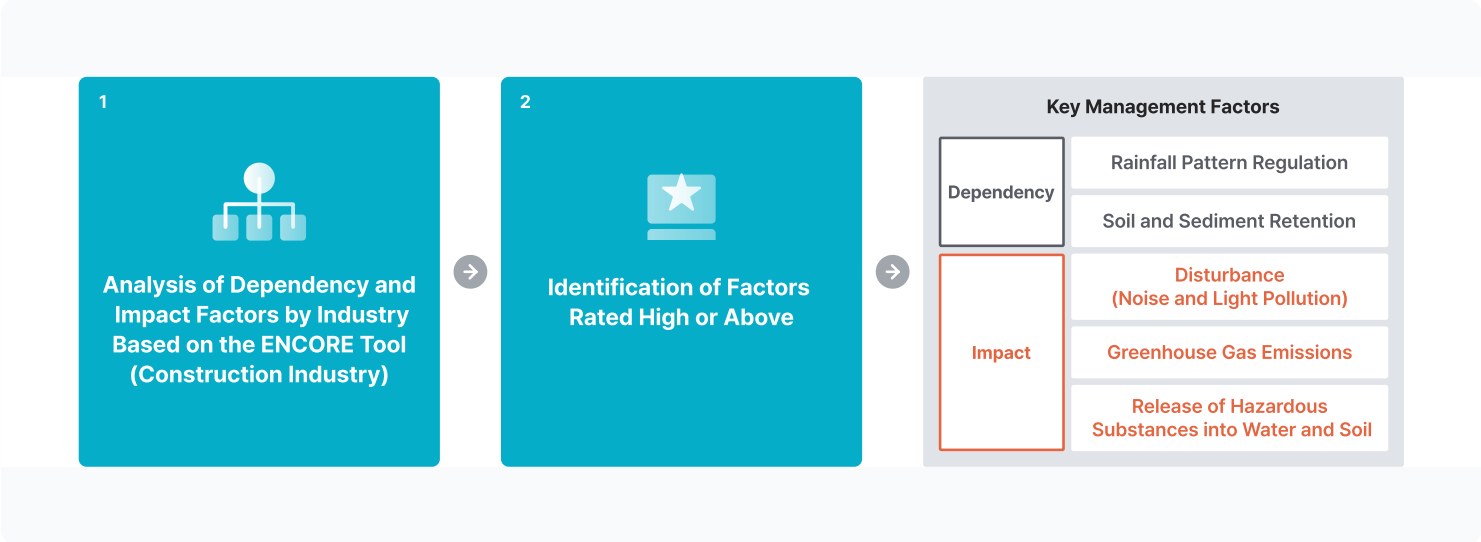
Biodiversity

Analysis of Biodiversity Dependency and Impact

SK ecoplant conducted an assessment of ecosystem service dependency and the ecological impact of its business activities, reflecting the characteristics of the construction industry, using the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) Tool. ENCORE is a global assessment tool that quantitatively analyzes a company's level of dependency on ecosystem services during business operations ("dependency") and the negative impact those activities may have on ecosystems ("impact"). A result of "High" indicates that a company's operations either rely heavily on certain ecosystem services or have a significant adverse impact on ecosystems. SK ecoplant defined items rated "High" or above in terms of dependency or impact as requiring management.

In terms of dependency, the company identified Rainfall Pattern Regulation—a function of natural water cycles—and Soil and Sediment Retention—which helps prevent soil erosion and supports ground stability—as key items requiring management. In terms of impact, key issues identified included Disturbance (Noise and Light Pollution) caused during construction, Greenhouse Gas Emissions from equipment operations, and Release of Hazardous Substances into Water and Soil from potential site runoff. SK ecoplant is implementing tailored management plans in phases to reduce its dependency on ecosystem services and minimize negative ecological impacts, focusing on the items identified as requiring management.

Results of Biodiversity Dependency and Impact Analysis



Identification of Biodiversity-Sensitive Areas

SK ecoplant conducted a biodiversity risk assessment of regions where its major domestic sites are located, using the Biodiversity Risk Filter (BRF) developed by the World Wide Fund for Nature (WWF). The BRF is a global assessment framework that quantitatively analyzes not only the impact of a company on natural ecosystems but also the risks that biodiversity loss poses to business operations. WWF's BRF categorizes biodiversity risks into physical risks and reputational risks. Physical risks refer to operational disruptions or cost increases that may arise if ecosystem services on which the company depends are degraded or weakened. Reputational risks refer to potential damage to a company's brand or social standing due to criticism from local communities or stakeholders when business activities negatively impact ecosystems.

The analysis showed that none of SK ecoplant's domestic sites are located in areas rated as "Very High" in terms of combined physical and reputational risk. Most areas were assessed as Medium or High risk. However, in certain regions such as Gyeonggi-do, Seoul, Sejong, Chungcheongnam-do, and Chungcheongbuk-do, the Biodiversity Pressure index—which reflects ecosystem stress due to land use changes, pollution, population density, and climate change—was rated "Very High." Accordingly, SK ecoplant is prioritizing the strengthening of biodiversity conservation efforts in these regions to minimize ecosystem stress resulting from its business activities.

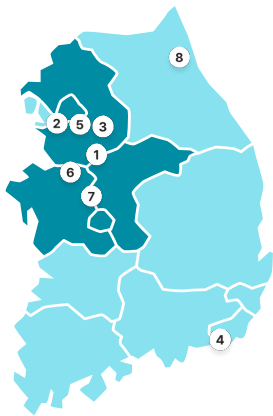
Biodiversity Risk Analysis Results¹⁾

Category	Physical Risk						Reputational Risk			
	Overall	Provisioning Services	Supporting Services	Regulating Services	Cultural Services	Biodiversity Pressure	Overall	Environmental Factors	Socioeconomic Factors	Other Factors
Gwangju	High	Mid	Low	High	Very Low	High	High	Mid	Mid	High
Gangwon	Mid	Mid	Low	Mid	Very Low	High	High	High	Mid	High
Gyeonggi-do	High	High	Mid	Mid	Very Low	Very High	High	High	Mid	High
Gyeongsangnam-do	High	Mid	Low	High	Very Low	High	Mid	Mid	Mid	Mid
Gyeongsangbuk-do	High	Mid	Mid	High	Very Low	High	Mid	High	Mid	Mid
Daegu	Mid	Mid	Low	Mid	Very Low	High	Mid	Mid	Mid	Mid
Daejeon	High	Mid	Low	High	Very Low	High	Mid	Mid	Mid	Mid
Busan	High	Mid	Low	High	Very Low	High	High	High	Mid	High
Seoul	High	High	Mid	Mid	Very Low	Very High	High	High	Mid	High
Sejong	High	High	Low	High	Very Low	Very High	Mid	Mid	Mid	Mid
Ulsan	High	Mid	Low	High	Very Low	High	High	High	Mid	High
Incheon	High	High	Low	High	Very Low	High	High	High	Mid	High
	Mid	Mid	Low	Mid	Very Low	High	High	High	Mid	High
Chungcheongnam-do	High	Mid	Low	High	Very Low	Very High	Mid	Mid	Mid	Mid
Chungcheongbuk-do	High	Mid	Low	High	Very Low	Very High	High	Mid	Mid	High

1) WWF BRF Risk Score by Level (out of 5 points): Very High (4.2–5.0), High (3.4–4.2), Medium (2.6–3.4), Low (1.8–2.6), Very Low (1.0–1.8)

Biodiversity Conservation Activities

Through its biodiversity policy under the broader environmental management policy, SK ecoplant has established principles and implementation standards to mitigate biodiversity risks across all business activities. Based on this policy, the company develops environmental impact monitoring plans and ensures compliance with relevant regional and national laws in the areas where its sites are located. Before construction begins, potential negative impacts are identified in advance through the developer’s environmental impact assessment. To mitigate these impacts, SK ecoplant implements various biodiversity protection measures, including minimizing habitat disruption, installing ecological corridors and escape routes, providing artificial nests, reducing artificial lighting, and supplying oxygen in aquatic environments.



Regions with “Very High” Biodiversity Pressure Index among Domestic Sites of SK ecoplant

1 Sejong–Pocheon (Anseong–Seongnam) Expressway Construction Project (Section 2)

Suwon Tree Frog (Class I Endangered Wild Species)

- Alternative habitat selected and individuals relocated; ongoing post-relocation monitoring

2 Gwangmyeong–Seoul Expressway Investment Expressway Construction Project (Section 3)

Eurasian Kestrel (Natural Monument No. 323-8), Little Ringed Plover (Endangered Wild Species Class II)

- Supervised to prevent capture and habitat destruction
- Protection of habitats for primary prey such as small mammals (moles, rodents), insects, and small birds

3 Yongin Semiconductor Cluster Project

Leopard Cat, Siberian Flying Squirrel (Endangered Wild Species Class II)

- Use of low-vibration, low-noise equipment

Salamander

- Captured using pitfall traps and relocated to a similar habitat

4 Yangcheon–Yongjeong District General Industrial Complex Development

Brackish Water Nerite (Endangered Wild Species Class II)

- Relocation and creation of an alternative habitat

Otter (Endangered Wild Species Class I)

- Installation of resting platforms (floating marine rafts)

Zostera marina (eelgrass) (Marine Protected Species)

- Relocation and creation of an alternative habitat

5 Wolgot–Pangyo Double-Track Railway Construction Project (Section 8)

Eurasian Kestrel (Natural Monument No. 323-8)

- Monitoring of primary prey and use of low-noise, low-vibration construction methods

6 Pyeongtaek–Osong Dual Track Railway Phase 2 (Section 2)

Narrow-Mouthed Toad (Endangered Wild Species Class II)

- Habitat relocation and consultation with ecological experts

7 Sejong Venture Valley General Industrial Complex Development

Leopard Cat (Endangered Wild Species Class II)

- Installation of ecological corridors

8 Gangneung–Jejin Single-Track Railway Construction Project (Section 4)

Stickleback, Tuman River Sculpin (Endangered Wild Species Class II)

- Installation of silt curtains, preservation of aquatic habitats, installation of side drainage and sedimentation basins during levee construction

Otter (Endangered Wild Species Class I, Natural Monument No. 330)

- Installation of river impact mitigation facilities such as side drainage, sedimentation basins, and silt curtains; creation of migration pathways



Talent Acquisition and Diversity Enhancement

Talent Acquisition Framework

To ensure timely recruitment of top talent essential for business portfolio transformation, SK ecoplant operates a Preemptive Demand Forecasting Management system. Talent equipped with leadership and expertise aligned with new business domains is secured through diverse channels such as internship-linked recruitment, rolling recruitment, and expert-targeted hiring. To support in-house talent development and employees’ autonomous career growth, an internal job posting system is in place to assign the right talent to the right positions. In 2024, 48 employees transitioned to new roles through the job posting system, realizing self-directed career development. Going forward, the job posting system will continue to operate in alignment with strategic business direction.

New Employee Recruitment Status (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
Total No. of New Hires	Cases	2,568	1,781	1,322	83	51	57	656	438	24	13

New Employee Recruitment Status (SK ecoplant)

Category	Unit	2022	2023	2024
Total No. of New Hires	Cases	570	211	83

Promotion of Workforce Diversity

SK ecoplant enhances organizational competitiveness and delivers social value by ensuring workforce diversity. To expand employment opportunities for persons with disabilities, female candidates with disabilities are prioritized for office support positions at headquarters. In addition, a dedicated athletic team is operated to support the independence and self-realization of employees with disabilities. In 2024, the proportion of female participants in key talent development programs at both the group and company level was increased to over 25% to foster female leadership. A comprehensive development program will continue to be provided to promote gender diversity in leadership positions.

Roadmap for Enhancing Workforce Diversity

Employees with Disabilities

Category	Employment of Persons with Disabilities	Performance Improvement for Employees with Disabilities
2024 Performance	Maintained employment rate for persons with disabilities at approximately 3.6%	Improved working conditions for athletes with disabilities - Increased training hours by 1.2 times through the reorganization of the attendance management system Enhanced athletic performance of athletes with disabilities - Five athletes selected for the national team - Two athletes awarded at the Paralympics and international competitions
2025 Target	Maintain employment rate for persons with disabilities above 3.6%	Improve compensation and working conditions for athletes with disabilities
2026 Target		Enhance athletic performance through smart attendance management

Female Employees

Category	Recruitment of Female Talent	Development of In-House Key Talent
2024 Performance	Increased ratio of female hires Female new hire ratio increased by 3 percentage points compared to 2023 (from 24% to 27%)	Expanded selection and development of female employees in group and in-house key talent programs Achieved a female participation rate of over 25% of total participants
2025 Target	Maintain female new hire ratio at 25% or higher	Further expand selection and development of female employees in group and in-house key talent programs
2026 Target		Increase female participation to approximately 30% of total participants

Foreign Employees

Category	Foreign Employees
2024 Performance	Enhanced organizational adaptability and awareness in a global environment Supported group-level and in-house activities of global junior talent
2025 Target	Expand global recruitment and drive organizational transformation Actively secure talent with job-specific expertise regardless of nationality (including executives and technical professionals)
2026 Target	

Status of Workforce Diversity

SK ecoplant continuously monitors relevant indicators to ensure workforce diversity. To create quality jobs and enhance social value through expanded employment and diversified roles for persons with disabilities, the company has extended its recruitment efforts beyond office support positions to the athletic sector. Since launching the Team of Athletes with Disabilities in 2020 with athletes across five sports, recruitment has steadily expanded. In 2024, the team comprised 44 athletes across 13 summer and winter sports disciplines, competing and placing in the Paris Paralympics and various international disability sports competitions. These efforts lead the way in promoting the values of overcoming limitations, equality, and inspiration. SK ecoplant will continue to strengthen its positive impact on both internal awareness and broader social inclusion and diversity by maintaining long-term employment initiatives for persons with disabilities.

Performance by Workforce Diversity Indicator (SK ecoplant)

Category	Unit	2022	2023	2024
Percentage of Employees with Disabilities	%	3.6	3.54	3.8
Total Disability Employment Levy	KRW million	0	0	0
Percentage of Foreign Employees	%	0.5	0.5	0.5

Case

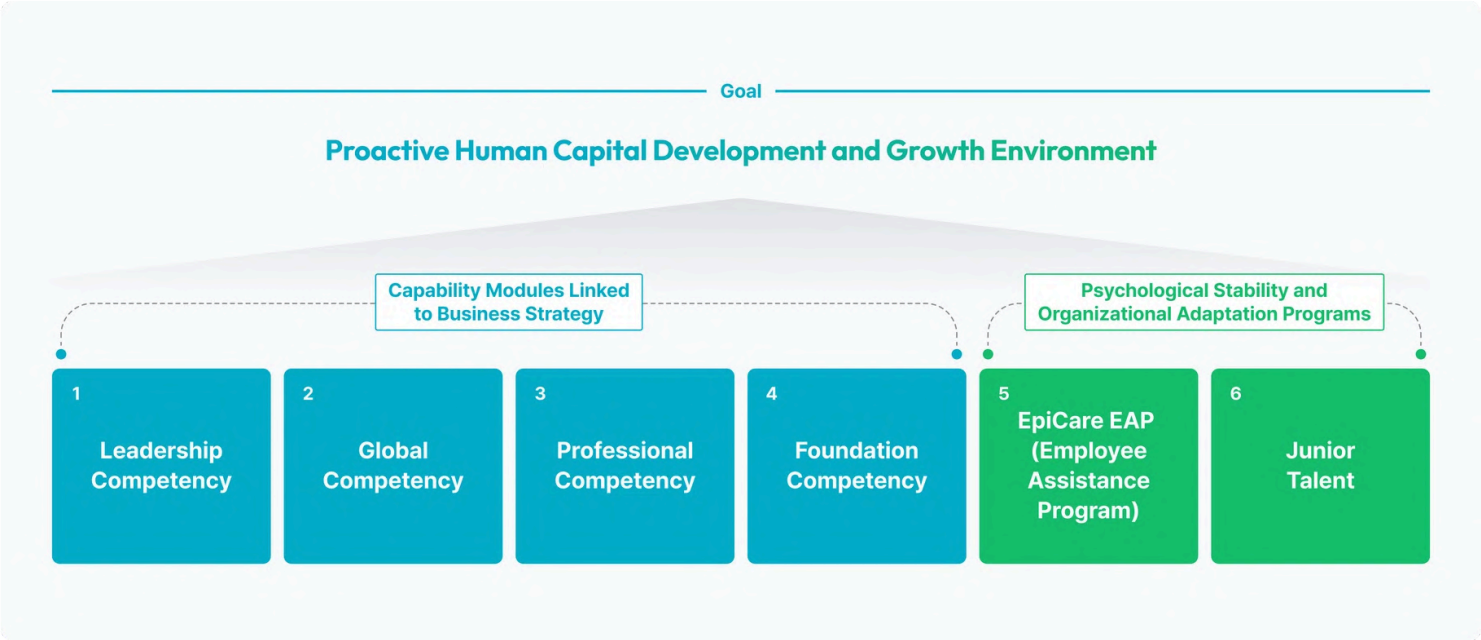
SK ecoplant’s Athlete Jeong-hoon Joo Wins Bronze medal in Taekwondo at the Paris Paralympics



Jeong-hoon Joo, a member of SK ecoplant’s Team of Athletes with Disabilities, won a bronze medal in Taekwondo at the 2024 Paris Paralympics, continuing his strong performance on the global stage. Beginning with a bronze medal at the 2020 Tokyo Paralympics, Joo made history at the 2022 Hangzhou Asian Para Games by earning Korea’s first gold medal in Taekwondo after it was officially adopted as an event. He also played a symbolic role by serving as the flag bearer for the Korean delegation during the opening ceremony of the same event. SK ecoplant operates the Team of Athletes with Disabilities to promote the values of diversity and inclusion, offering active support through structured systems such as special training stipends and assistance for participation in domestic and international competitions, enabling athletes to fully focus on training and performance.

Employee Development and Compensation System

Employee Competency Enhancement Programs



SK ecoplant operates a range of talent development programs aimed at securing human capital in advance and fostering an environment for growth. In 2024, a competency-based development framework linked to business strategy was established, comprising four modules: Leadership Competency, Global Competency, Professional Competency, and Foundation Competency. Required competencies for each business area and job function are defined, and individual competency levels are assessed to identify gaps and formulate tailored development strategies. Based on these insights, specific development goals are set, and various methods such as internal training programs and external recruitment are applied to support achievement. To support employees' psychological well-being and organizational adaptation, a Support Program for Organizational Adjustment is in place, along with EpiCare EAP(Employee Assistance Program) to help resolve personal difficulties and enhance focus at work. The Junior Talent program helps new hires successfully adapt to the organization and supports their early-stage growth.

Starting in 2025, SK ecoplant plans to promote organizational revitalization by building the growth potential of employees, restoring confidence in change, and encouraging proactive participation in transformation. To this end, the company operates C.O.R.E¹⁾, a key competency development framework for all employees, consisting of four modules: Change Mindset, AI-DT Literacy, Business Perspective, and Collaboration & Communication. In addition, various programs will be designed to encourage voluntary participation and motivational schemes will be implemented to enhance learning engagement.

1) Change Mindset, Open to AI/OI, Ready to be Great, Encourage Synergy

Leadership Competency Development Program

Systematic Leadership Development Across All Job Levels

SK ecoplant operates tailored competency development programs, including preparatory leadership courses and leadership training for managerial roles, targeting a wide range of job levels from professional staff (Pro) to executives. Each year, employees at the Pro level are selected based on their potential as future leaders and are offered preparatory leadership training to support their advancement into managerial roles. For current managers, leadership assessments are conducted, and the results are provided in report format to promote self-awareness and reflection. To strengthen practical leadership capabilities, additional leadership courses and coaching programs are offered, incorporating the specific needs of current leaders. In 2024, the company introduced the AIX for Leader program, designed to enhance core competencies required of leaders in the AI era, including AI application guidance for key tasks and job-specific use cases.

Core Talent Program

Future executive and CEO successors are developed through a core talent program comprising the Mgmt. Interaction and Mgmt. College programs.

Mgmt. Interaction Program	Mgmt. College Program
This development program enables participants to broaden their business insight and cultivate executive-level thinking through various interactions with senior management, in addition to formal education and knowledge acquisition. In 2024, one-on-one leadership coaching sessions were conducted with internal executives to provide practical leadership training.	The program is designed to strengthen the knowledge and competencies necessary for advancement into executive roles. In 2024, workshops were held on topics such as Finance and Operation Improvement, and participants established Individual Development Plans (IDPs) based on personal goals to support customized competency development.

Key Outcomes of Leadership Competency Development Programs

Program Name	Number of Participants	Completion Rate	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
				Training Satisfaction	Competency Improvement	On-the-Job Application
Leadership Program for Managers	16 Participants	100%	13 hours	4.7 points	4.5 points	4.6 points
Leadership Coaching for Managers	20 Participants	100%	6 hours	4.8 points	-	-
Preparatory Leadership Program	31 Participants	100%	19 hours	4.5 points	4.7 points	4.7 points
AIX for Leader	12 Participants	100%	5 hours	4.8 points	4.8 points	4.9 points

1) Scores are based on a 5-point scale.

Global Competency Development Program

SK ecoplant operates an English Learning Support Program to enhance the global language proficiency of executives and all employees, offering various learning methods such as mobile apps, phone-based English lessons, and video English classes. Since 2023, year-round training has been provided for employees involved in global business, including an annual language proficiency assessment conducted at the beginning of each year to offer a tailored Language Intensive Course¹⁾. In 2024, the global competency framework was further advanced by defining essential capabilities for global business as international mindset, global adaptability, and relationship-building. Based on this framework, a comprehensive assessment was conducted across three domains: language proficiency, globality, and job experience. The results of the assessment are used to manage the overseas dispatch candidate pool and design customized training programs, while a second assessment at year-end evaluates training effectiveness and serves as foundational data for global talent development.

1) A two-hour weekly in-person group program conducted in English, focusing on global presentations, meetings, and communication.

Performance of Global Competency Development Program

Program Title	Number of Participants	Completion Rate	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
				Training Satisfaction	Competency Improvement	On-the-Job Application
Executive English Learning Support Program	50 persons	100%	60 hours	4.5 points	-	-
Company-wide English Learning Support Program	847 persons	95%	5 hours	-	4.2 points	-
Language Intensive Course	46 persons	92%	24 hours	4.5 points	4.4 points	4.4 points

1) Scores are based on a 5-point scale.

Professional Competency Development Program

To enhance the quality of internal capabilities, SK ecoplant designs its training framework around core technologies and operates structured upskilling and reskilling programs to support job transitions and technological advancement. Practical, job-specific training courses are offered across fields such as engineering design, construction, and project management. The program also strengthens a technology-driven organizational culture through in-house expert lectures and support for certification acquisition.

Category	Goal	Details
Environment	Customized Talent Development	- On-the-job training (OJT) is provided for new hires and transferred employees to support practical, field-oriented competency development. - Core competencies are defined based on job descriptions, and tailored training programs are offered through competency assessments.
	Strengthening Competencies Aligned with Business Strategy	- To secure post-processing capabilities in battery recycling, employees are dispatched to the Eco-friendly Lithium-ion Battery Recycling Center to conduct pilot validation studies. - Guest lectures are held by external experts to explore trends and prospects in wastewater reuse technology development.
Energy	Facilitating External Knowledge Exchange	Regular seminars are held with public institutions and academic experts to provide opportunities for strengthening expertise in the energy sector, including policies, trends, and insights related to the energy business.
Solution	Semiconductor Talent Development	- In collaboration with Sungkyunkwan University's Department of High-Tech Solutions, the semiconductor curriculum was enhanced in 2024 to focus on deepening understanding of the semiconductor business, smart construction technology, high-tech BIM¹⁾, and PM²⁾/CM³⁾ competency development. This program is planned to be further advanced as a professional course to foster PMs, who serve as key personnel in the semiconductor business. - A five-day semiconductor construction training program was also conducted for employees requiring job transitions, helping them adapt to the evolving business environment.
	Support for Technology-Centered Competency Development	- To enhance overall job competencies, SK ecoplant operates an internal instructor-led training system across fields such as design, construction, and project management. - In support of a technology-driven organizational culture, the company actively encourages acquisition of advanced certifications, including professional engineer licenses.

1) Building Information Modeling
2) Project Manager
3) Construction Manager

Performance of Professional Competency Development Program

Program Name	Number of Participants	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
			Training Satisfaction	Competency Improvement	On-the-Job Application
Job Transition Training	15 persons	35 hours	4.2 points	4.2 points	4.1 points

1) Scores are based on a 5-point scale.

Foundation Competency Development Program

SK ecoplant operates the Foundation Skill Program, which outlines the core competencies that SK members must possess to effectively respond to future changes. The program consists of four key themes: Business Capability, Design Skill, Digital & Data Skill, and Social Skill. Employees recruited through the Junior Talent Program are strongly encouraged to complete all modules within three years of joining the company. To embed ESG management, ESG training is also provided to newly appointed executives and business units, as well as to subsidiaries to enhance their ESG management maturity.

In 2024, the Digital Me program was newly introduced to strengthen Digital & Data Skill capabilities and improve employees’ ability to utilize AI and DT technologies. This program is a practical, hands-on training course designed to improve repetitive and inefficient tasks through AI and DT applications, with a total of nine employees successfully completing the course in 2024. SK ecoplant plans to continue expanding related training to enhance employees’ AI capabilities and establish a culture of innovation in the way work is performed.

Organizational Adjustment Support Program

EpiCare EAP (Employee Assistance Program)

EpiCare EAP (Employee Assistance Program) is offered to all employees and their immediate family members to help alleviate stress-related difficulties and create a psychologically stable environment that fosters work engagement. Since 2023, a proactive psychological support system has been in place to identify and address employee stress in advance. When employees working on-site or across various regions experience psychological challenges, the system enables prompt response by recommending counseling or, when necessary, dispatching counselors directly to the site for personalized support.

Junior Talent Program

The onboarding system, including onboarding training, has been enhanced to help new and recently hired employees smoothly adapt to the organization. The training program includes interactive workshops and team-building activities to foster peer bonding and support early adaptation to the corporate culture. To deepen understanding of the business and align employees with the company’s direction, the program also features dialogue sessions with top management, departmental meetings, and site visits to major business locations, including field sites and environmental subsidiaries.

Performance of the Organizational Adjustment Support Program

Program Name	Number of Participants	Completion Rate	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
				Training Satisfaction	Competency Improvement	On-the-Job Application
EpiCare EAP	145 persons	100%	5 hours	4.7 points	-	-
Junior Talent Program	8 persons	100%	40 hours	5.0 points	-	-

1) Scores are based on a 5-point scale.

Employee Training Status (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total Training Hours	Hours	289,304	242,998	325,998	96,720	27,477	106,934	20,124	61,068	13,675
Total Training Expenses	KRW 10,000	962,032	941,282	926,587	737,924	98,409	66,530	951	7,371	15,403
Training Hours per Person	Hours	28.4	22.6	30.7	28	23.5	124.9	7.9	26.9	60
Training Expenses per Employee	KRW 10,000	94.3	87.5	87.3	214	84.5	77.7	0.4	3.3	67.6

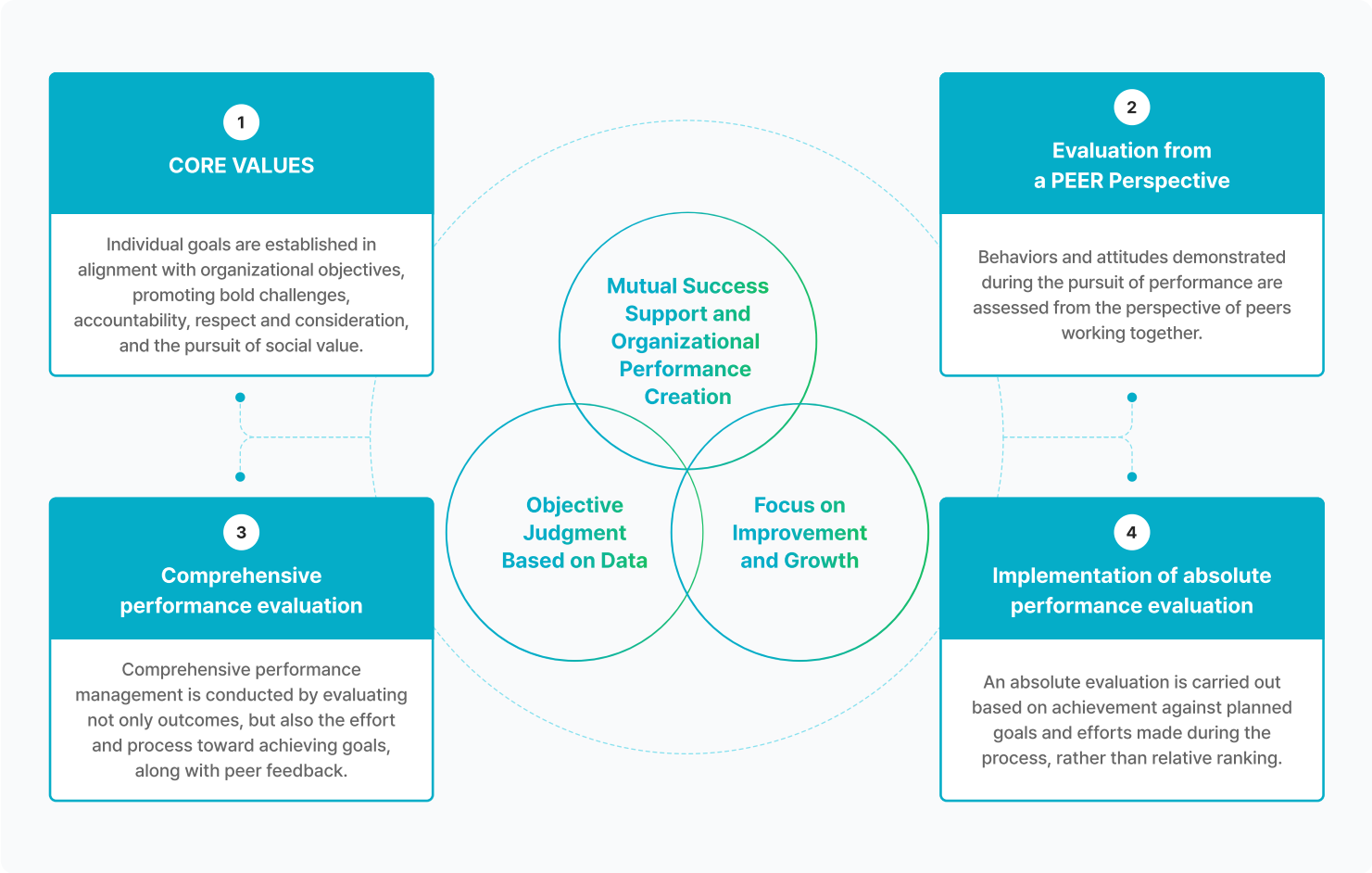
Employee Training and Education Status (SK ecoplant)

Category	Unit	2022	2023	2024
Total Training Hours	Hours	183,582	126,817	96,720
Total Training Expenses	KRW 10,000	779,893	741,435	737,924
Training Hours per Person	Hours	52	36	28
Training Expenses per Employee	KRW 10,000	220	212	214

Employee Performance Evaluation

SK ecoplant conducts annual performance evaluations for all employees based on a data-driven and fair process. The evaluation results are utilized across various HR management activities, including compensation, development, selection, and placement. Individual performance goals are established in alignment with organizational objectives, enabling employees and the company to share and realize common core values. Ongoing performance management is encouraged through regular discussions and feedback sessions with leaders, ensuring that constructive performance efforts translate into tangible outcomes. To enhance objectivity and multidimensionality in evaluations, peer assessments are also conducted.

Principles of Employee Performance Evaluation



Fair Compensation

SK ecoplant grants annual performance-based incentive bonuses to all employees, including non-regular workers, to fairly recognize and reward both individual and organizational achievements. The compensation system is operated fairly, reflecting each employee's contribution to performance. In addition to performance-based rewards, an Employee Stock Ownership Plan (ESOP) is in place to encourage employee participation in the company's long-term value creation. The employee stock ownership association has a participation rate of approximately 64%, and all employees are free to join or withdraw from the association at any time during their tenure. All members are also free to acquire shares held by the association, depending on the number of shares made available by retiring or transferring members.

Equal Pay Performance (SK ecoplant)

Category		Unit	2022	2023	2024
Average Salary (Including Executives)		KRW million	106	99	93
Average Salary (Excluding Executives)		KRW million	99	94	88
Female-to-Male Salary Ratio	Management Positions	%	100.8	102	111.4
	Staff Positions	%	96.8	97.9	82.1
	Administrative Support	%	89.7	92.5	114
	Contract and Special Positions	%	106.3	120.3	196.6

Supporting Employee Well-being

Work-Life Balance Support

SK ecoplant operates various programs under two key areas—Work and Growth and Work-Family Balance—to enable employees to perform their duties autonomously and responsibly. Under Work and Growth, flexible work arrangements such as staggered working hours, remote work, and a hot-desking system are provided to enhance focus and engagement. The company also actively supports employee development by offering access to SK Group’s online learning platform (mySUNI), graduate school tuition assistance, and language programs. Under Work-Family Balance, diverse support systems are tailored to employees’ age and life stages. These include maternity protection programs such as parental leave and enhanced support for pregnancy and childbirth, as well as family-friendly benefits such as the Happy Umbrella loan program, on-site daycare centers, and expanded health check-up eligibility.

Work-Life Balance Performance

To enhance employees’ quality of life, SK ecoplant has continuously expanded its welfare programs, including the Happy Umbrella loan program, transportation cost support for field workers, long-service awards and special leave, English education support for employees’ families, and a family accompaniment policy for overseas assignments. In particular, the psychological counseling support program launched in 2023 was extended to include not only employees but also their family members. Medical expense support options were also revised to allow employees to choose coverage items autonomously, thereby strengthening practical protection. These efforts aim to create a workplace environment where employees can feel psychologically and physically secure both at home and at work. In addition, SK ecoplant continues to expand family-friendly well-being initiatives, such as half-day leave for children’s special occasions, wedding anniversaries, and birthdays, as well as birthday gifts and increased congratulatory allowances for childbirth. As a result of these efforts, SK ecoplant was certified in 2024 as a Family-Friendly Company by the Ministry of Gender Equality and Family, in recognition of its exemplary operation of family-friendly programs.

Key Programs and Performances for Work-Life Balance Support

Key Programs	Performance
Flexible Work Arrangements and Overtime Restrictions	
Employees can self-design their work schedules and utilize staggered working hours.	
Remote work implemented based on job characteristics	51.3% participation rate in staggered working hours and remote work programs
Headquarters employees finish work at 4:00 PM on Fridays to support leisure and self-development time	
Compliance with statutory working hours ensured through the operation of a PC-Off System	Applicable to all employees
Leave, Time Off, and Parental Support	
Special leave expanded for long-tenured employees and those approaching retirement	Special leave granted to 191 employees
Five-day Summer Vacation provided	Applicable to all employees
Half-Day Leave System	2,462 employees utilized the system
Parental Leave Extended to a Maximum of Two Years	40 employees took parental leave (96% retention rate after one year of return)
Operation of "Wings of Happiness" Daycare Center at Headquarters	23 children enrolled
Employee and Family Support	
Flexible Welfare Points Provided	2,971 employees received benefits
Group Accident Insurance / Dental Insurance / Outpatient Medical Expense Coverage	1,066 employees supported; KRW 1.18 billion in insurance claims paid
Happy Umbrella Loan Program	75 employees received loan support
Breakfast, Dinner, and Snack Corner Newly Introduced	Average monthly users: 2,815
Expanded Health Checkups for Spouses of On-Site Workers	377 on-site workers received benefits
Transportation Support for Family Events	Driver and vehicle provided
Subsidy Program for Eco-Friendly Agricultural Products	2,654 employees received benefits
In-House Dental Clinic at Headquarters	Average monthly users: 277
Operation of Headquarters Fitness Center	Average monthly users: 440
Funeral Assistance Service	111 employees received service support
Mobile Phone Expense Support	Average monthly recipients: 3,201

Parental Leave Utilization Status (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Parental Leave Users	Total	Persons	34	34	40
	Male	Persons	14	13	15
	Female	Persons	20	21	25
Return-to-Work Rate After Parental Leave	Total	%	91.2	91.2	90
	Male	%	85.7	84.6	86.7
	Female	%	95.0	95.2	92
Retention Rate for 12 Months or More After Returning from Parental Leave	Total	%	96.8	96.8	96.2
	Male	%	100	100	100
	Female	%	94.7	95.0	95.7

Employee Welfare Support Status (SK ecoplant)

Category	Unit	2022	2023	2024
Employee Welfare Expenses	KRW 100 million	246	177	339 ¹⁾
Employee Health Check-up Participation Rate	%	94.7	94	96
Participation Rate in Flexible Work Arrangements	%	48.3	36.7	51.3

1) Welfare benefit items expanded in 2024

Pre-Retirement Support Program

Since 2021, SK ecoplant has operated a Re-employment Support Service for employees approaching retirement and retirees. In 2024, the program was enhanced to combine online group training with in-person consulting by professional career counselors, improving accessibility and user satisfaction. Additionally, up to two follow-up consultations are offered upon request to ensure more practical and effective support for retirees. As a result, the completion rate of the Reemployment Support Service in 2024 increased by 8 percentage points year-over-year, reaching 77%. SK ecoplant plans to continue expanding and refining the reemployment support service to help retirees design a healthy, proactive, and financially stable life after retirement.

Turnover and Resignation Status (SK ecoplant)

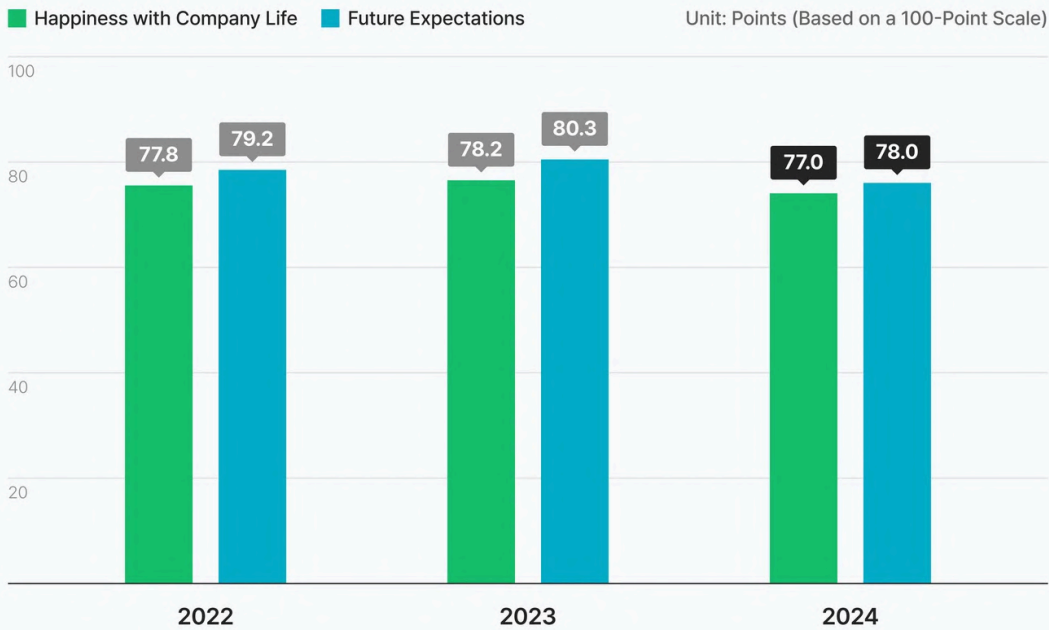
Category	Unit	2022	2023	2024
Total No. of Turnovers and Resignations	Persons	295	324	243
No. of Voluntary Leavers	Persons	231	181	121
Total Turnover and Resignation Rate	%	8.5	7.9	7.2
Voluntary Turnover Rate ¹⁾	%	6.7	5.6	3.6

1) Number of voluntary leavers as a percentage of total employees

Effectiveness Management

SK ecoplant regularly conducts employee surveys to measure and manage the effectiveness of various programs operated to support work-life balance. According to the 2024 survey results, the Happiness with Company Life score was 77.0 points, while the Future Expectations, indicating belief in greater happiness at work, scored 78.0 points. SK ecoplant will continue to actively communicate with employees and address areas for improvement to enhance employee happiness and future outlook.

Employee Survey Results



Employee Engagement Survey

SK ecoplant shares SK Group’s strong belief that employee happiness and the creation of economic and social value are interlinked in a virtuous cycle. Happy employees voluntarily and willingly engage their minds (Brain Engagement), and such VWBE employees—Voluntarily, Willingly, Brain Engagement—pursue the highest possible level achievable by human capability, the Super Excellent Level (SUPEX), thereby enabling the company to become a sustainable SUPEX Company. Based on this philosophy, SK ecoplant conducts an annual Culture Survey to assess employee sentiment regarding the company’s vision and direction, evaluate the effectiveness of ongoing policies and programs, and apply the findings to refine corporate policies and happiness-enhancement initiatives. In 2024, the survey was conducted across all employees from executives to professionals, resulting in a score of 78.8 points with a 76% response rate.

SK ecoplant is committed to strengthening employee-centered management based on trust. Various initiatives are carried out to create a work environment where employees can work with joy and purpose, and organization revitalization programs are also operated to reflect the unique characteristics of each business unit. Additionally, ongoing discussions are held to improve systems and processes that may hinder employee happiness. SK ecoplant will continue to promote greater understanding and engagement in happiness-centered management so that employees can take ownership of their own well-being.

Employee Engagement Survey Results (SK ecoplant)

Category		Unit	2022	2023	2024
Total		Points	80	80.2	78.8
By Position Level	Team Leader	Points	87.1	87.3	84.8
	Staff Positions	Points	78.9	79.2	77.9
By Age Group	Under 30	Points	77.7	78.1	78.8
	30 to under 50	Points	79.6	79.2	78
	50 and above	Points	81.8	82.8	80.4
Gender	Male	Points	80.7	81.1	79.4
	Female	Points	75.6	74.2	73.6

Healthy Labor–Management Communication

SK ecoplant operates the “Management Development Council” to discuss employee welfare enhancement and the organization’s long-term management strategies. The council consists of 7 employee representatives, 7 management committee members, and 3 grievance officers. Quarterly meetings attended by executives, along with empathy meetings led by working-level staff, are held to share and discuss management issues and employee grievances. In 2024, a total of seven regular and empathy meetings were conducted, and the scope and target groups of the employee communication channel Ep (Eco People), Us were expanded to strengthen proactive communication and grievance resolution. Meanwhile, three grievance cases were submitted through the 2024 Management Development Council, all of which were addressed through coordination with relevant departments and have been resolved.

Management Development Council (Labor–Management Council) Meeting Status (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Council Meetings Held	Sessions	7	9	7
No. of Agenda Items Discussed	Cases	12	4	32
No. of Agenda Items Resolved	Cases	12	4	32
No. of Grievances Received	Cases	10	1	3
No. of Grievances Resolved	Cases	10	1	3
Grievance Resolution Rate	%	100	100	100

Employee Status

Employee Status (Consolidated)

Category		Unit	2022	2023	2024								
					Total	SKEP	SKEE	SKOP	SK tes ²⁾	Renewus	SKAP	Essencore	
Total No. of Employees ¹⁾		Persons	10,197	10,753	10,616	3,452	1,164	856	2,550	2,266	228	100	
Gender	Male	Persons	8,398	8,780	8,643	2,926	1,001	763	1,665	2,023	211	54	
	Female	Persons	1,799	1,973	1,961	526	163	93	873	243	17	46	
By Position Level	Executive	Male	Persons	141	133	143	63	5	28	7	29	5	6
		Female	Persons	8	6	8	4	0	2	1	1	0	0
		Total	Persons	149	139	151	67	5	30	8	30	5	6
	Management Positions (Team Leaders, Project Leaders)	Male	Persons	667	739	781	244	55	63	168	216	18	17
		Female	Persons	108	133	122	12	1	1	98	7	0	3
		Total	Persons	775	872	903	256	56	64	266	223	18	20
	Staff Positions	Male	Persons	7,602	7,925	7,708	2,619	941	672	1,497	1,788	160	31
		Female	Persons	1,683	1,833	1,835	510	162	90	775	238	17	43
		Total	Persons	9,285	9,758	9,555	3,129	1,103	762	2,284	2,026	177	74
By Employment Type	Regular Employees	Male	Persons	6,675	7,373	7,036	1,922	929	608	1,498	1,831	200	48
		Female	Persons	1,471	1,674	1,674	336	149	82	840	208	14	45
		Total	Persons	8,146	9,047	8,710	2,258	1,078	690	2,338	2,039	214	93
	Non-Regular Employees	Male	Persons	1,348	1,407	1,286	697	63	155	167	192	6	6
		Female	Persons	305	299	271	174	14	11	33	35	3	1
		Total	Persons	1,653	1,706	1,557	871	77	166	200	227	9	7

By Age Group	20s	Male	Persons	1,185	1,216	1,118	131	40	81	433	400	32	1
		Female	Persons	419	442	457	84	27	41	217	78	4	6
		Total	Persons	1,604	1,658	1,580	215	67	122	655	478	36	7
	30s	Male	Persons	2,234	2,334	2,299	712	168	177	463	675	91	13
		Female	Persons	745	798	763	266	85	35	257	82	11	27
		Total	Persons	2,979	3,132	3,065	978	253	212	723	757	102	40
	40s	Male	Persons	2,756	2,924	2,946	1,184	397	316	416	542	69	22
		Female	Persons	424	492	497	143	44	12	237	48	1	12
		Total	Persons	3,180	3,416	3,447	1,327	441	328	657	590	70	34
	50s	Male	Persons	1,847	1,678	1,986	868	365	139	261	317	19	17
		Female	Persons	168	424	194	32	7	5	127	21	1	1
		Total	Persons	2,015	2,102	2,180	900	372	144	388	338	20	18
	60 and Above	Male	Persons	375	370	294	31	31	50	92	89	0	1
		Female	Persons	43	53	50	1	0	0	35	14	0	0
		Total	Persons	418	423	344	32	31	50	127	103	0	1

1) The total number of employees includes executives, regular employees, contract employees, and fixed-term employees. Dispatched employees are excluded from the total headcount; as of 2024, SK ecoplant and its subsidiaries have 172 dispatched employees.

2) Due to non-disclosure of gender information by some team members in their 20s, 30s, and 40s at SK tes, the sum of male and female employees does not match the total number of employees.

Employee Status (SK ecoplant)

Category		Unit	2022	2023	2024
Total No. of Members ¹⁾		Persons	3,548	3,488	3,452
Gender	Male	Persons	3,017	2,952	2,926
	Female	Persons	531	536	526
By Position Level	Executives	Male	76	65	63
		Female	5	4	4
		Total	81	69	67
	Management Positions (Team Leaders, Project Leaders)	Male	299	285	244
		Female	18	17	12
		Total	317	302	256
	Staff Positions	Male	2,642	2,602	2,619
		Female	508	515	510
		Total	3,150	3,117	3,129
By Employment Type ²⁾	Regular Employees	Male	1,962	2,255	1,922
		Female	324	347	336
		Total	2,286	2,602	2,258
	Non-Regular Employees	Male	680	697	697
		Female	184	189	174
		Total	864	886	871
By Employment Type	20s	Male	216	189	131
		Female	109	101	84
		Total	325	290	215
	30s	Male	788	741	712
		Female	286	280	266
		Total	1,074	1,021	978
	40s	Male	1,171	1,175	1,184
		Female	113	129	143
		Total	1,284	1,304	1,327
	50s	Male	806	812	868
		Female	23	25	32
		Total	829	837	900
	60 and Above	Male	36	35	31
		Female	0	1	1
		Total	36	36	32

1) The total number of employees includes executives, regular employees, contract employees, and fixed-term employees. Dispatched employees are excluded from the total headcount; as of 2024, SK ecoplant has 67 dispatched employees.

2) In 2022, data was compiled based solely on team members in accordance with internal management standards.



Consumer Rights Protection System and Performance

Customer Protection Charter

To continuously strengthen its trust-based relationship with customers, SK ecoplant established the Customer Protection Charter in 2023. The Charter outlines key commitments such as providing product and service information, handling complaints, and protecting customer information, and is transparently disclosed on the company's website for easy access by consumers.

Customer Protection Charter

SK ecoplant strives to deliver differentiated value to customers, consistently ensuring their satisfaction, and ultimately grow sustainably alongside them by earning their trust.

We place the highest priority on customer value and experience, providing optimal products and services tailored to their needs.

We ensure transparent communication regarding our products and services and remain attentive to the voices of our customers at all times.

We honor our commitments to customers and build trust through exceptional service, always working toward enhancing customer satisfaction.

We handle customer complaints and damages promptly and fairly, while continuously innovating to prevent recurrence.

We implement robust security measures to safeguard customer information and will not use collected data for purposes beyond its intended scope.

Customer Satisfaction Initiatives

Consumer Rights Protection Activities

SK ecoplant is committed to delivering products and services that reflect customer needs throughout its business operations. The CS Team, a dedicated organization for consumer rights protection, conducts mobile surveys targeting residential customers regarding move-in services and defect resolution processes. When dissatisfaction is identified through survey results, immediate corrective actions are taken, and proactive measures are implemented to prevent recurrence. Additionally, for inquiries and complaints received via the website and Customer Happiness Center, relevant departments are directly involved from the root cause analysis stage to ensure timely and accurate responses through a structured approach.

To prevent information security incidents such as personal data breaches or misuse during service provision, and to protect consumer rights, the company has established and maintains a comprehensive personal information management system. This includes systematically implementing various protection measures such as collecting only minimal personal data, immediate destruction after use, secure and irreversible data disposal, access control and log management, and the establishment of security systems. In 2022, SK ecoplant obtained Information Security Management System & Personal Information Protection (ISMS-P) certification and has since continued to enhance customer data protection through regular audits and improvement activities.

Customer Satisfaction Programs

To enhance satisfaction among new residents, SK ecoplant operates a dual inspection system consisting of internal quality inspections and pre-move-in inspections by residents. Internal quality inspections are conducted 40 days prior to the resident pre-inspection, with participation from on-site and headquarters personnel, as well as professional managers who act on behalf of customers, ensuring 100% resolution of identified defects in advance. During the pre-move-in inspection phase, customers are enabled to report any defects they identify through a mobile platform, supported by a mobile defect management system that allows for monitoring of reporting and resolution status, ensuring efficient inspection management.

In addition, SK ecoplant maintains communication with customers through various channels, including phone calls and mobile applications for defect reporting and Voice of Customer (VoC) submissions. Areas with high satisfaction levels are expanded in future applications, while areas of dissatisfaction are analyzed to identify improvement measures, which are actively incorporated into product and service planning. In 2024, high satisfaction was recorded regarding the expansion of landscaped areas, leading to their inclusion in design plans; to prevent noise-related complaints, floor plans and equipment layouts were adjusted to minimize noise, demonstrating continued efforts to enhance customer satisfaction.

Customer Satisfaction Survey Results (SK ecoplant)

Category	Unit	2022	2023	2024	2025 (target)
Move-in Service Satisfaction ¹⁾	Points	3.73	3.65	3.31	3.7
Defect Resolution Service Satisfaction ¹⁾	Points	3.87	4.05	3.8	4.1

1) Scores are based on a 5-point scale.

Case

Consumer Safety Enhancement Activities

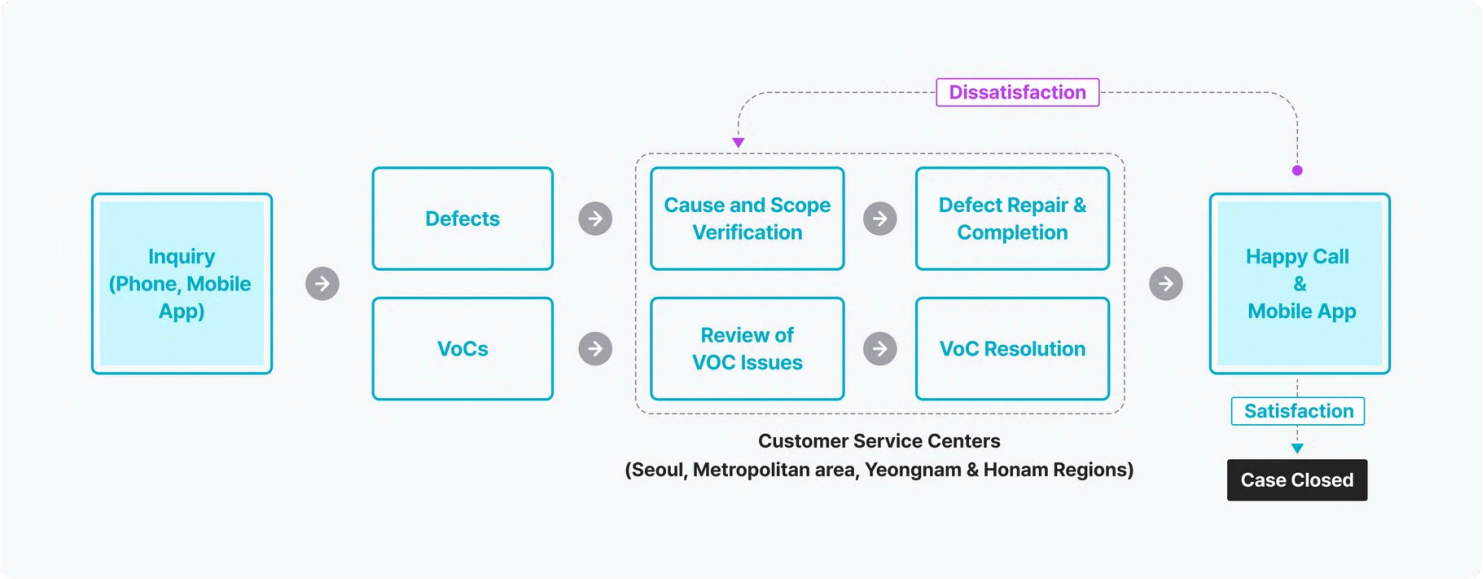
SK ecoplant primarily uses environmentally certified finishing materials, such as final coatings, adhesives, and interior components, to minimize potential health risks to residents. In compliance with the guidelines under the Indoor Air Quality Control Act, the company obtains test reports on concentrations of harmful substances—such as volatile organic compounds (VOCs) and radon—as well as radioactivity levels for each material, and continuously monitors their safety. To improve indoor air quality in new residential buildings, a flush-out¹⁾ procedure is conducted in all units before occupancy. In addition, comprehensive quality control is implemented across the entire process—from production to installation—for fire doors, fire compartments, and firefighting systems to prevent safety incidents

1) Flush-out refers to the process of using ventilation systems to introduce sufficient fresh outdoor air indoors to expel indoor air pollutants.

Consumer Remedy Procedures

SK ecoplant operates a structured remedy procedures to minimize potential consumer harm during the use of its products and services. Simple inquiries received via phone or mobile app regarding defects or Voice of Customer (VoC) are, in principle, addressed within 24 hours. Other issues are reviewed jointly by the relevant departments and the customer service center before a response is provided. Following the completion of defect repairs, a follow-up survey is conducted through the mobile app (Happy Call). If dissatisfaction is reported, the relevant departments perform thorough root cause analysis and take corrective action to protect consumer rights. In addition, inquiries and complaints collected through surveys are analyzed to identify areas for improvement, which are then reflected in product and service planning to enhance customer satisfaction.

Consumer Complaint Resolution Procedure



Customer Happiness Center – VoC Handling Status(SK ecoplant)

Category	Unit	2022	2023	2024
No. of Reports Received ¹⁾	Cases	226,055	196,161	278,146
No. of Cases Processed	Cases	211,206	179,085	254,586
Processing Rate	%	93.4	91.3	91.5

1) Figures include VoC (customer feedback and complaints), including defect reports.

Quality Management System and Performance

Quality Management Policy and Certifications

SK ecoplant regards quality as a core value and delivers products and services with customer satisfaction as the top priority. To this end, a dedicated quality management system and organization have been established to minimize quality risks through proactive quality control activities. In addition, to prevent quality-related incidents, the company operates a quality inspection and control process based on the Plan-Do-Check-Act cycle, and conducts intensive inspections for large-scale projects and those with critical issues. During the construction phase, quality is assessed in terms of design suitability, constructability, and operation and maintenance, with technical solutions applied to identified potential risk factors to proactively mitigate quality risks.

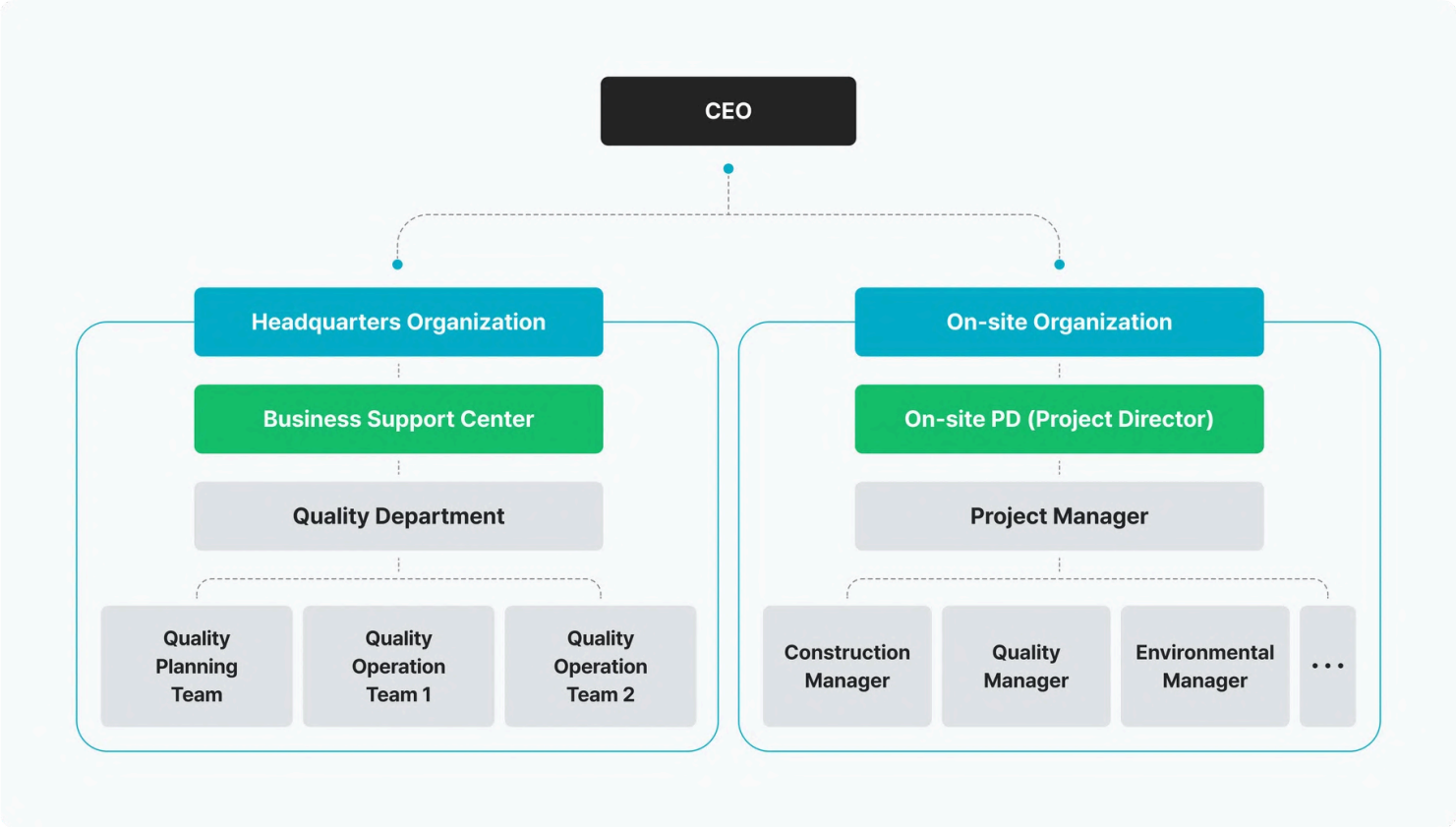
An annual quality management business plan, encompassing these activities, is reported to the CEO, and key performance outcomes are submitted to the Head of the Business Support Center. Furthermore, to maximize customer satisfaction and ensure quality reliability, all domestic and overseas sites have obtained certification for the international quality management system standard (ISO 9001:2015), while all domestic nuclear sites are certified and maintained in accordance with the Korea Electric Power Industry Code (KEPIC).

Quality Policy 	ISO 9001 2015 	KEPIC-MN 
KEPIC-EN 	KEPIC-SN 	KEPIC-MH 

Quality Management Organization

To operate a world-class quality management system, SK ecoplant has established quality management execution units at both the headquarters and project site levels under the CEO's leadership. The headquarters organization manages quality risks through a dedicated quality unit within the Business Support Center, while on-site organizations conduct in-house quality control activities under the supervision of the site manager, including construction managers, quality managers, and environmental managers.

Quality Management Execution Organization Chart



Quality Management Objectives

SK ecoplant has established and is implementing a quality management roadmap with the goal of “preventing large-scale material incidents through strengthened quality risk management.” In 2024, material incidents amounting to approximately KRW 4 billion occurred, and the company systematically manages the Cost of Poor Quality (COPQ) in accordance with its internal classification criteria for material incidents. Going forward, SK ecoplant will continue to enhance its prevention-focused quality management system based on the established quality management roadmap.

Quality Management Roadmap

Category	Performance	Objectives		
	2024	2025	2026	2027
Resources and Capabilities	• Operate Human Resource Development (HRD) programs to strengthen employee capabilities	• Develop and secure talent capable of responding flexibly to evolving business environments and existing business areas	• Strengthen execution capabilities to respond flexibly to changing business environments and existing operations	• Establish a system for multi-role capability execution and enhance operational effectiveness
Systems and Processes	• Operate 23 recurrence prevention processes across all projects • Promote digitalization of the quality management system	• Operate quality management system processes based on digital technologies	• Establish quality system and process management framework using AI	• Operate AI-based quality system and process framework
Inspection and Diagnostics	• Enhance quality management systems of subsidiaries through ESG consulting and support autonomous responsible management • Conduct routine, special, and joint quality inspections for 89 projects	• Establish smart inspection and diagnostic system based on quantitative data	• Operate smart inspection and diagnostic system based on quantitative data	• Advance smart inspection and diagnostic system based on quantitative data

Quality Management Activities

Quality Management Training

To enhance project quality and completeness, SK ecoplant has made it mandatory for employees assigned to new projects to complete the Project Assignment Quality Training. The training covers topics such as the importance of quality learned through case studies, understanding quality management, project-specific quality activities, and the use of quality IT systems. In 2024, a total of 641 employees completed the training program.

Quality Training Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total No. of Eligible Employees	Persons	544	489	641
No. of Participants	Persons	544	489	641
Participation Rate	%	100	100	100

Quality Incident Prevention and Recurrence Prevention Measures

SK ecoplant conducts regular, special, and joint quality inspections to prevent quality-related incidents. For incidents and issues with a high likelihood of occurrence in each business sector, project-level self-inspections are conducted alongside headquarters-led quality inspections, and potential quality risks are proactively reviewed from the marketing stage to prevent incidents during the operational phase. To prevent repeated material incidents, recurrence prevention processes are in place, and internal preventive actions are conducted for essential control items derived from the analysis of historical incident data. As a result, 23 types of recurrence prevention processes were implemented in 2024, and standardization of business processes was pursued by reassessing quality management systems by business sector, including design verification and review of detailed design integration. SK ecoplant will continue to enhance its quality management system through quantitative data-driven risk analysis and ongoing quality improvement activities.

Status of Violations of Product and Service Safety Regulations (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Criminal Penalties	Cases	0	0	0	0	0	0	0	0	0
Administrative Measures	Cases	2	0	2	0	2	0	0	0	0

Status of Violations of Product and Service Safety Regulations (SK ecoplant)

Category	Unit	2022	2023	2024
Criminal Penalties	Cases	0	0	0
Administrative Measures	Cases	2	0	0

Quality Management Support for Biz. Partner

Through quality management of its Biz. Partner, SK ecoplant strives to prevent material incidents and enhance quality performance. By implementing data-driven quantitative quality evaluations and a fair feedback process, Biz. Partner are encouraged to establish their own quality management systems and enhance their management capabilities. In particular, SK ecoplant incorporates the quality management capabilities of Biz. Partner into transaction decisions, thereby elevating the overall quality level of the supply chain. Entry into the supply chain is restricted for partners with low quality capabilities, while high-performing partners are incentivized during bidding to strengthen their commitment to quality improvement. In 2024, the scope of evaluation was expanded to include a broader range of construction work types¹⁾, enabling more comprehensive quality management across the supply network and enhancing the effectiveness of supply chain quality control.

1) Refers to specific types or areas of work performed in construction projects.



Social Contribution Strategy and Goals

Social Contribution Strategy

SK ecoplant aims to grow alongside society by contributing to environmental protection and local communities. Under the mission ‘Plant a Green Impact’, the company engages in a wide range of social contribution activities to fulfill its corporate social responsibility and build a sustainable society. Key programs include the “One Meal Sharing Project through ZeroDay” to support local communities, “Community plogging activities”, and support initiatives for future generations such as the “Sundukwon Support Project” and the “Meal Support Project for malnourished Children”. In particular, SK ecoplant is expanding social contribution activities that aligned with the company’s of its core business, and beginning in 2025, plans to broaden programs aimed at raising community awareness of safety to help address semiconductor-related social issues such as safety and healthcare.



Case

Winner of the Excellence in Project Effectiveness Award at the 11th CSV-ESG Porter Prize



SK ecoplant has been practicing sustainable management through a wide range of activities encompassing environmental, social, and economic value, thereby contributing to the creation of a positive impact across society. As a result, the company received the “Excellence in Project Effectiveness Award” at the 11th CSV-ESG Porter Prize in 2024.

The CSV-ESG Porter Prize is Korea’s most prestigious award granted to companies and institutions that enhance business competitiveness by implementing the concept of Creating Shared Value (CSV), proposed by Professor Michael Porter of Harvard University, and by embedding ESG management into their operations. Under the mission “Plant a Green Impact”, SK ecoplant has continuously operated a various ESG programs, including collecting and recycling used batteries, donation campaigns in collaboration with social enterprises, and employee participation-based volunteer activities, all aligned with its social contribution strategy. This award serves as external recognition of the company’s ongoing commitment and performance in ESG initiatives. SK ecoplant will continue to strengthen ESG management practices that enable sustainable growth for both society and the company.

Social Contribution Goals

SK ecoplant is enhancing its policies and programs by aligning core business activities with the Sustainable Development Goals (SDGs) and local community issues, aiming to address social issues through collaboration and connection. In 2023, the company launched the EP (Eco People) Volunteer Group¹⁾, an internal volunteer organization, to resume in-person volunteer activities and expand employee opportunities for external service. SK ecoplant operates the “10ForAll” program, which encourages all employees to contribute 10 volunteer hours annually to support local communities and future generations. In 2023, employees volunteered an average of over 5 hours each, and in 2024, this increased to over 10 hours. To broaden the scope of participation in social contribution, activities have been extended from individuals to team-level engagements and include collaborative initiatives with subsidiaries, thereby fostering a company-wide culture of corporate social responsibility (CSR). From 2025, the company plans to develop and implement participatory programs that include employees’ families. To enhance the effectiveness of these social contribution activities, an annual year-end employee survey is conducted. CSR programs proposed by employees are reviewed for relevance and may be incorporated into actual operations. Through these initiatives, SK ecoplant aims to provide diverse opportunities for employees to voluntarily generate social value.

1) A volunteer group composed of SK ecoplant and its subsidiary employees.

Social Contribution Strategy and Goals

Direction	Operate volunteer programs with a goal of 10 hours of employee participation per person annually, focusing on supporting the local community and future generations	
	• Maintain existing programs with high satisfaction • Identify new programs aligned with employee needs by collecting feedback quarterly, reviewing proposals, and implementing selected ideas	
Goals	2025	• Establish annual 10-hour participation in social contribution activities by SK ecoplant employees • Expand outreach to local communities associated with Hi-tech business operations • Broaden volunteer participation to include on-site employees and their families • Establish CSR collaboration frameworks with other SK Group affiliates
	2026	• Facilitate participation in social contribution activities by employees of SK ecoplant and key subsidiaries¹⁾ • Review existing programs and launch new CSR initiatives • Strengthen CSR collaboration with other SK Group affiliates • Expand the scope of activities for future generations and local communities
	2027	• Ensure participation in social contribution activities by employees of SK ecoplant and all subsidiaries • Review existing programs and launch new CSR initiatives • Develop customized CSR programs for subsidiaries and project sites

1) For newly integrated subsidiaries, the program begins with 5 hours of participation in the first year and gradually increases thereafter.

Social Contribution Investment Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Investment Amount	KRW 100 million	33.6	11.9	15.3
Donations and In-kind Sponsorships				
Social Contribution Activity Expenses	KRW 100 million	0.6	3.4	0.5
Includes costs related to the purchase of goods and other expenditures necessary for social contribution activities				

EP Volunteer Group for Employee Participation in Social Contribution

The EP Volunteer Group is currently is made up of employees from SK ecoplant and SK ecoengineering, with plans to expand participation to major subsidiaries in the future. The group is formed through monthly voluntary sign-ups and carries out ongoing activities in collaboration with various volunteer organizations. Volunteer hours and activity outcomes are tracked via the Haenggarae mobile application, and in 2024, SK ecoplant’s cumulative volunteer hours surpassed 30,000.

Employee Volunteer Activity Performance (Consolidated)

Category	Unit	2022 ¹⁾	2023 ¹⁾	2024				
				Total	SKEP	SKEE	SKOP	Renewus
Volunteer Participation Rate	%	8.9	67.9	82.1	78.4	89	95.8	183.5 ²⁾
Total No. of Participants	Persons	316	2,312	8,714	2,705	1,047	803	4,159
Total Volunteer Hours ³⁾	Hours	1,118	17,593	58,860	35,817	12,750	4,336	5,957
Average Volunteer Hours per Person ⁴⁾	Hours	3.5	7.6	6.8	13.2	12.2	5.4	1.4

1) Data for 2022 and 2023 is based on SK ecoplant standalone figures.

2) Refers to the number of participating employees (including duplicates) as a percentage of the total employees.

3) For certain activities such as the One Meal Sharing Project and the Kind Goods Donation Campaign, the number of participations was converted into volunteer hours.

4) Calculated by dividing the total volunteer hours by the total number of participating employees.

Employee Volunteer Activity Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Volunteer Participation Rate	%	8.9	67.9	78.4
Total No. of Participants	Persons	316	2,312	2,705
Total Volunteer Hours ¹⁾	Hours	1,118	17,593	35,817
Volunteering Hours Per Person ²⁾	Hours	3.5	7.6	13.2

1) For certain activities such as the One Meal Sharing Project and the Kind Goods Donation Campaign, the number of participations was converted into volunteer hours.

2) Volunteering hours per person were calculated by dividing the total volunteering hours by the total number of participants

Social Contribution Activities

Theme 1. Community Support

One Meal Sharing Project



SK ecoplant operates the “One Meal Sharing through ZeroDay” program to reduce food waste. On the first Friday of every month, the number of side dishes in the company cafeteria is reduced, and the KRW 2,000 saved per meal is accumulated as a donation. The collected donations are used to purchase food items—such as rice, kimchi, and gochujang—for vulnerable groups through the Jongno-gu Food Market Center. Going beyond simple donations, the initiative is linked with the 10ForAll program, where the EP Volunteer Group actively participates in arranging food displays, assembling food kits, and delivering them, thereby putting the value of sharing into practice. In 2024, a total of 15,648 employees participated, donating goods equivalent to KRW 31,296,000.

Personal Cup Usage Day



In 2024, SK ecoplant was selected to join the Gwanghwamun Eco Companion Group, organized by the Seoul Metropolitan Government, and hosted the ZeroDay Concert – Personal Cup Usage Day as part of the Waste Zero campaign in connection with ZeroDay. During the event, beverages were provided free of charge to employees who brought their own reusable cups, and used batteries were collected and exchanged for new ones. Additionally, SK ecoplant has created opportunities for individuals with and without disabilities to come together through performances by ‘Eco Ulim,’ SK ecoplant’s classical music ensemble composed of members with developmental disabilities. A total of 1,039 employees participated in the event, exceeding the target of reducing 1,000 single-use cups, and contributing to the formation of a positive organizational culture where environmental protection and social contribution activities are practiced naturally and enjoyably.

Case

Internal Activities for Greenhouse Gas Reduction

SK ecoplant operates a range of ESG engagement programs for employees, including ZeroDay to promote Waste Zero, EarthHour for electricity conservation, CE100 (Circular Economy 100%) to encourage resource circulation, and 10ForAll, a volunteer program dedicating 10 hours for the planet—each held on a monthly basis. In addition, the company runs Battery Recycling for Love in collaboration with the Korea Battery Circulation Resource Association, collecting and recycling used batteries and exchanging them for new ones for employees. SK ecoplant also conducts donation drives in partnership with the social enterprise Goodwill Store. Through these initiatives, the company achieved a total carbon reduction of 39.7 tCO₂eq in 2024, with an average reduction of 9 kgCO₂eq per person. The Battery Recycling for Love campaign, which began with SK ecoplant, has since expanded to its subsidiaries SK oceanplant, Renewus, and the Yongin Semiconductor Cluster Project site. Through these efforts, SK ecoplant continues to carry out practical activities that support environmental protection in local communities and the transition to a circular economy.

Community Plogging Activities



SK ecoplant operates various programs that encourage employees to contribute to local environmental cleanup through small actions in their daily lives. In 2024, the company carried out the “No Plastic Hangang River!” campaign in collaboration with the Seoul Volunteer Center and the Seoul Future Hangang River Headquarters, collecting and sorting waste in Hangang River parks through plogging activities to help protect the river’s ecosystem. In addition, a weekly plogging activity called Jongno-gu Voluntour is held every Friday around the company’s headquarters. “Voluntour” is a coined term combining “Volunteer” and “Tour,” where employees voluntarily participate with their teams or colleagues to walk through nearby areas while collecting litter. Environmental cleanup efforts are also conducted at project sites nationwide, targeting surrounding areas and contributing to the development of positive relationships with local communities.

Happy Space Environmental Improvement Activities



“Happy Space Environmental Improvement Activities” are employee-led talent donation initiatives that involve repairing and renovating deteriorated living spaces for vulnerable groups and public welfare facilities. Since April 2006, SK ecoplant has collaborated with local NGOs to improve the residential environments of low-income households, including elderly individuals living alone, single-parent families, and children and youth in after-school care centers. In recognition of these efforts, the company received a commendation from the Minister of Health and Welfare in 2011. In 2024, a total of 59 employees participated in 6 rounds of activities to renovate deteriorated spaces such as local community child centers and rental housing, creating safer and more comfortable living environments. In 2025, the program plans to expand its beneficiaries and areas to support low-income grandparent-grandchild households in Icheon and Yongin near the Semiconductor Cluster project site. This includes the improvement of residential spaces for future generations caring for elderly family members through the “AI Safe House” project, which is based on AI speaker-based care services.

Goods for Good Donation Campaign



SK ecoplant operates the “Goods for Good Donation Campaign” in partnership with Goodwill Store, a social enterprise that creates jobs for persons with disabilities through resource circulation, giving new value and purpose to items no longer in use. The campaign is held during the third week of each month, when employees can donate goods by placing them in large collection boxes located in the building lobby and easily request donation receipts via QR code. By eliminating the previous inconvenience of needing to gather a certain quantity for shipping or making an in-person store visit, the campaign allows for the donation of even small items, which has encouraged greater participation among employees. The donation receipts can be used for year-end income tax deductions, further contributing to positive employee engagement. Donated items are resold at Goodwill Store locations, and the proceeds are used to support job creation and self-reliance programs for persons with disabilities. Since the campaign's launch in March 2024, a cumulative total of 12,620 items had been donated by December, equivalent to an estimated value of KRW 31,837,200.

Theme 2. Support for Future Generations

Sundukwon Support Project



As part of its support initiatives for future generations, SK ecoplant operates various programs in partnership with Sundukwon, a childcare facility located in Jongno-gu. The EP Volunteer Group visits Sundukwon every week to provide tutoring, hosts monthly birthday parties, and regularly assists with facility renovations to support the children’s emotional well-being and improve their living environment. In 2024, to celebrate Children's Day, SK ecoplant organized the children’s first-ever train trip, visiting IN THE SOOP—a filming location for K-pop content—and Pyeongchang’s Hyoseok Moonlight Hill, the setting of the novel When Buckwheat Flowers Bloom, creating joyful and lasting memories. At the end of the year, the company also provided opportunities for cultural experiences, such as attending a musical performance, continuing its commitment to supporting future generations in the local community.

Meal Support Project for Malnourished Children



SK ecoplant collaborates with “Happy Alliance”¹⁾ to operate the “Happy Two Meals Project”, which provides meals to children who are at risk of skipping meals. The project began in 2021 in Yeonje-gu, Busan, and was expanded in 2022 to Buk-gu, Ulsan, and Chungju, establishing a sustainable support system through cooperation with local governments. In 2024, the program provided side-dish lunch boxes to 50 malnourished children in Icheon, where major project sites are located, delivering approximately 13,200 meals over the course of one year. SK ecoplant will continue its efforts to address food insecurity among children in areas surrounding its headquarters, subsidiaries, and major project sites.

1) Happy Alliance is a social safety net where companies, government, and ordinary citizens collaborate to provide meals for malnourished children who lack welfare benefits. It is operated by Happynarae, a member of the SK Group.

Meal Support Project for Malnourished Children (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Children Supported by the Happy Two Meals Project	Persons	40	51	50
Scale of Support Provided through the Happy Two Meals Project	KRW 100 million	1.01	1	0.98

Environmental and Energy Social Contribution Activities



To enhance employees’ ESG awareness regarding environmental and energy issues and to support education for future generations, SK ecoplant developed the Future Energy & Environment Pop-up Book. In particular, during the summer season when outdoor volunteer activities are limited, teams of two employees participated each week—30 employees in total per week—to assemble the pop-up books. The completed books were delivered to local community child centers and used as educational materials to teach children about the environment. In August 2024, SK ecoplant also conducted an educational program in partnership with Happy Alliance, focusing on eco-friendly energy for children at local community centers. Members of the EP Volunteer Group served as one-day instructors, delivering theoretical lessons and hands-on activities using educational kits. The program was conducted once in 2024 as a pilot. In 2025, we plan to expand the scope of our educational themes from “eco-friendliness” to “safety,” and will continue to broaden these initiatives moving forward.

Smile for Children (Free Surgery Support Program for Vietnamese Children with Facial Deformities)



SK Ecoplant has been actively organizing and operating the "Free Surgery for Vietnamese Children with Facial Deformities" since 2017, a project that SK Group has been carrying out annually since 1996. Through this Program, SK Ecoplant provides support to local Vietnamese medical professionals by funding medical technology, purchasing surgical equipment, and covering hospitalization expenses. Up to now, SK Ecoplant has supported 26 rounds of surgeries for 4,273 children, amounting to nearly KRW 3.9 billion. Although the program was temporarily suspended in 2024 due to a medical industry strike, it is scheduled to resume in 2025, continuing to bring healthy smiles to children with facial deformities in Vietnam.

Performances of Free Surgery Support Program for Vietnamese Children with Facial Deformities (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Children Receiving Surgery Support	Persons	60	116	0
Amount of Surgical Support	KRW 100 million	1.9	1.9	0



Information Security

Information Security System

Information Security Policy and Certifications

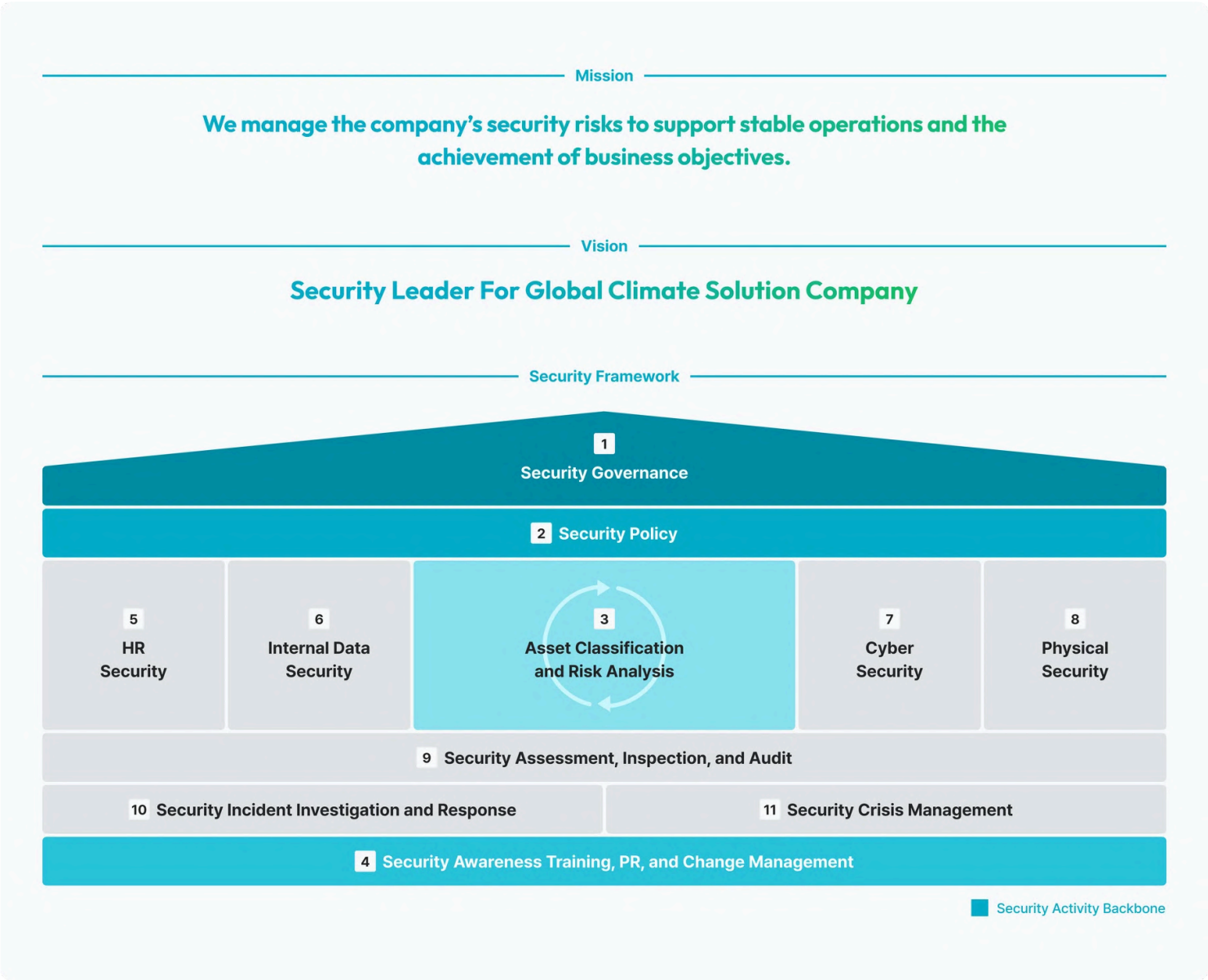
Information Security Policy

SK ecoplant has established information protection policies, including information security regulations and personal data management regulations, to safeguard the company’s and customers’ information assets. The information security regulations include detailed standards by domain, such as Personnel Security Standards and Security Audit Standards, supported by guidelines, manuals, and procedures that define requirements for operational execution. A 24-hour monitoring system is in place to protect trade secrets and customer personal information, and access to critical data is systematically controlled in accordance with the three core principles of access control¹⁾.

Information protection policies are regularly established and revised to reflect applicable laws, technologies, and industry trends, while compliance and adequacy of protection measures are verified through routine security assessments, inspections, and audits. Based on these efforts, SK ecoplant continues to strengthen its security management system across administrative, physical, and technical dimensions. In 2024, the Personnel Security Standards were revised to include a new clause requiring partner company employees to sign a security pledge upon project completion, and the Trade Secret Protection Standards were amended to add a definition of Material Nonpublic Information in compliance with obligations under the Capital Markets Act.

1) Three Core Principles of Access Control: 1. Need to Know 2. Least Privilege Policy 3. Separation of Duties

Information Security Framework



1 Security Governance

An enterprise-wide security organization is established by designating a central security unit (planning, audit), operating units, collaborative teams, division-level management units, and departmental security officers.

2 Security Policy

Security policies—including regulations, standards, operational principles, procedures, and manuals—that form the foundation of company-wide security are established and regularly reviewed and revised.

3 Asset Classification and Risk Analysis

Key company assets are identified and classified, and security risks for each asset are analyzed to establish appropriate countermeasures for effective risk management.

4 Security Awareness Training, PR, and Change Management

Training and communication programs are planned and operated to enhance employees' security awareness, along with change management initiatives to support the adoption and internalization of company-wide security practices.

5 HR Security

Security management for internal personnel and external parties

6 Internal Data Security

Establish and operate systems to prevent, detect, monitor, and respond to information leakage, including trade secrets, personal data, and other sensitive internal information.

7 Cyber Security

Establish and operate systems to manage security vulnerabilities of IT infrastructure and information systems, as well as to prevent, detect, monitor, and respond to external attacks.

8 Physical Security

Establish and operate physical protection systems for tangible assets, including access control for major facilities such as office buildings.

9 Security Assessment, Inspection, and Audit

Establish and operate a security assessment, inspection, and audit framework to evaluate the adequacy of company-wide security management, compliance with security policies, and adherence to applicable laws and regulations.

10 Security Incident Investigation and Response

Establish and operate procedures to investigate security incidents and minimize potential losses or damages.

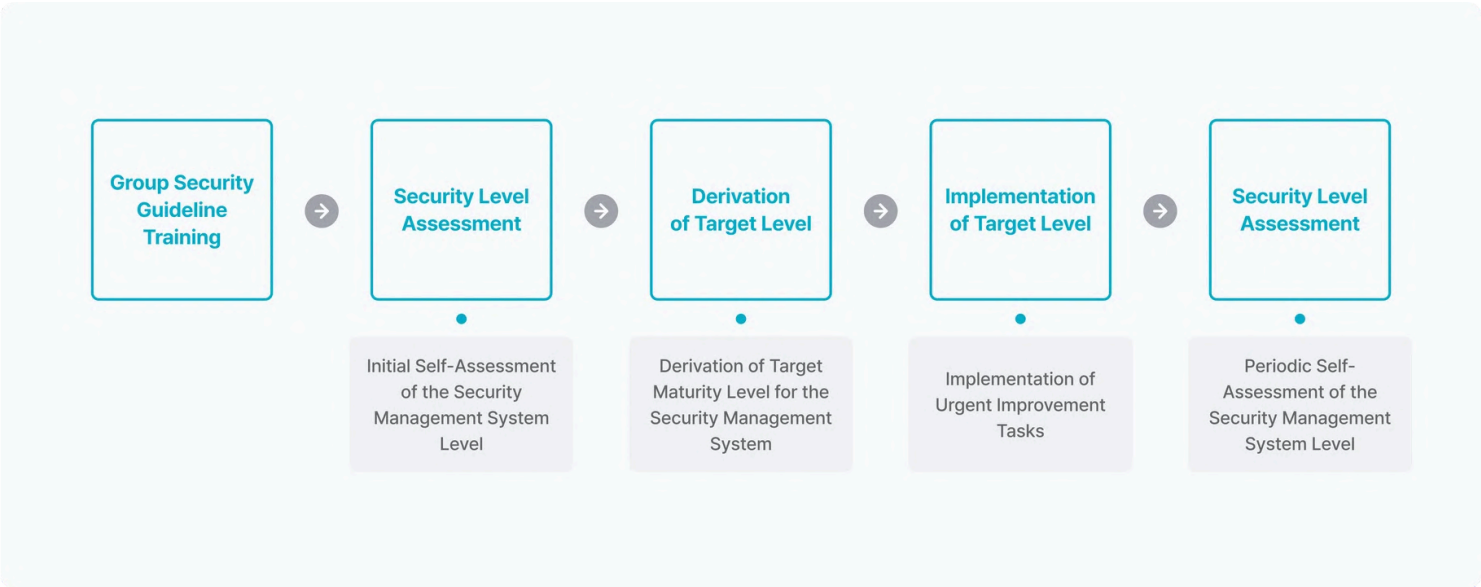
11 Security Crisis Management

Develop and implement response and recovery procedures for emergencies including disasters, accidents, or intrusions which may cause tangible or intangible losses to the company.

Subsidiary Security Policy

SK ecoplant is committed to building a company-wide, advanced information security system by supporting subsidiaries with tailored information protection capabilities. For subsidiaries with relatively limited control over cybersecurity threats, a “Security Shared Service” is provided to support the development and implementation of information security strategies suited to each subsidiary’s business environment. Cybersecurity simulation training is also conducted to enhance awareness of information protection among subsidiary employees. Additionally, IT system vulnerabilities are assessed at each subsidiary, and improvements are proposed by incorporating specific security requirements. For newly integrated subsidiaries, security levels are diagnosed in accordance with the Subsidiary Security Management System, followed by the establishment and execution of improvement targets. In 2024, SK ecoplant implemented an all-in-one PC security solution package—including antivirus, removal media control, information flow control, and print output security—tailored to the operational environment of environmental sector subsidiaries. This initiative helped enhance their security level and supported the development of autonomous information security management capabilities.

Subsidiary Security Management System



Information Security Certifications

To enhance the stability and reliability of its information security system, SK ecoplant has obtained and continues to maintain both domestic and international information security certifications. To ensure a robust system for managing personally identifiable information (PII), SK ecoplant maintains certification for the Privacy Information Management System (ISO 27701:2019) and Korea’s Information Security and Personal Information Management System (ISMS-P). In 2024, the company successfully transitioned its existing Information Security Management System certification (ISO 27001:2013) to the latest version, ISO 27001:2022, thereby strengthening its security framework to address the evolving digital landscape, including cloud services and artificial intelligence (AI). SK ecoplant plans to continue maintaining its ISO 27001:2022, ISO 27701:2019, and ISMS-P certifications by undergoing regular surveillance audits to ensure the ongoing adequacy of its management systems.

ISO 27001 2022

ISO 27701 2019

ISMS-P

Status of Information Security Certifications

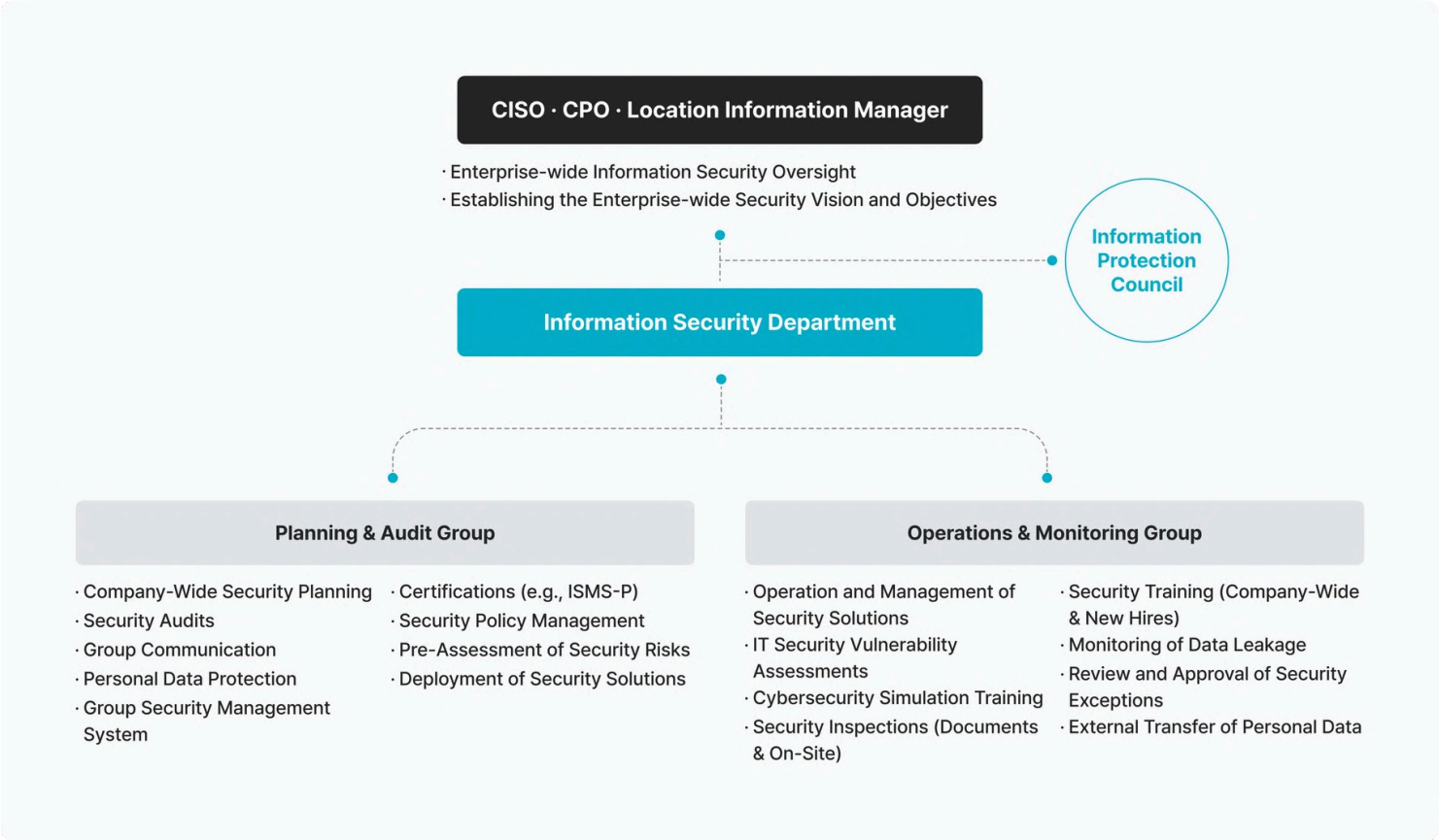
Category	ISO 27001:2022	ISO 27701:2019	ISMS-P
Standard	International	International	Domestic
Validity Period	Sep. 28, 2024 – Sep. 27, 2027	Sep. 28, 2024 – Sep. 27, 2027	Jan. 4, 2023 – Jan. 3, 2026
Scope of Certification	Sales, occupancy, defect repair, and customer support (inquiries) services		
Certification Impact	• Compliance with global client requirements and enhanced credibility • Adherence to domestic and international information security regulations • Objective verification of information security levels when participating in domestic and international projects • Business stability secured through systematic management of information security risks		

Information Security Execution Organization

SK ecoplant’s information security organization serves as the central governing body of the company’s security framework and is composed of experts in information security, personal data protection, and information and communications technology (ICT), each with an average of over 16 years of experience. This organization establishes company-wide security objectives, operates an integrated information security system, and performs continuous monitoring to prevent security incidents. It also performs evaluations, inspections, and audits to verify that operational units responsible for security implementation comply with internal policies, and takes swift action in the event of an incident to prevent further damage.

The Information Security Council, the highest decision-making body for information protection, is led by the Chief Information Security Officer (CISO), Chief Privacy Officer (CPO), and the Location Information Manager. The council includes departments handling customer personal and location data, such as IT, sales, customer service, and audit, and discusses key decisions including the status and plans of departmental security activities. In 2024, the council convened twice to review compliance measures for the Personal Information Protection Act and the Location Information Act, as well as the results and effectiveness of the internal management plan for personal data protection.

Information Security Governance Structure



Information Security Officers

The Chief Information Security Officer (CISO), Chief Privacy Officer (CPO), and Location Information Manager at SK ecoplant are responsible for overseeing and supervising the company’s overall information security operations. When appointing these officers, SK ecoplant establishes and adheres to internal standards that align with the qualification requirements set forth in relevant laws, including the Act on Promotion of Information and Communications Network Utilization, the Personal Information Protection Act, and the Act on the Protection and Use of Location Information, to ensure professional competence. The CISO at SK ecoplant is a seasoned expert with over 12 years of experience in the information security field, exceeding the legal qualification requirements.

Roles and Responsibilities of Information Security Officers

Category	Roles and Responsibilities
Chief Information Security Officer (CISO)	a. Establishment, implementation, and improvement of the information security plan b. Regular audits and improvements of information security practices and conditions c. Identification and assessment of information security risks and development of countermeasures d. Planning and implementation of information security training programs and simulation exercises
Chief Privacy Officer (CPO)	a. Establishment and implementation of a personal information protection plan b. Regular reviews and improvements of personal data processing practices and conditions c. Handling of complaints and remedies related to personal data processing d. Establishment of an internal control system to prevent leakage, misuse, or abuse of personal data e. Planning and implementation of personal data protection training programs f. Protection, management, and supervision of personal data files
Location Information Manager	a. Overall management of location data collection, use, provision, disposal, and control b. Inspection of illegal or improper acts involving location data by employees of location-based service providers or third parties c. Handling and oversight of complaints and concerns raised by individuals regarding location data

Information Security Performance and Goals

Information Security Activities and Roadmap

SK ecoplant is proactively preventing risks related to information security to achieve the goal of “Zero incidents of data breaches and violations of relevant regulations.” To this end, information security activities are categorized into six domains : personal data management, internal information leakage control, cyber threat response, location information security enhancement, cloud security, and support for the security management systems of subsidiaries. A mid- to long-term roadmap has been developed for each area to ensure systematic and effective management.

Personal Data Management

SK ecoplant has obtained domestic and international certifications related to information security and customer data protection, including ISO 27001, ISO 27701, and ISMS-P, and operates a management system designed to securely safeguard customers’ valuable information assets. In 2023, to enhance stakeholder access to personal data management information, a user-friendly version of [the Privacy Policy](#) was published on the company website. In 2024, amendments to the Personal Information Protection Act were incorporated into the internal management plan, with corresponding inspections and improvements implemented to further strengthen the level of data protection. In 2025, SK ecoplant plans to reinforce the management of personal data processing by subsidiary personnel and external parties, and to conduct a comprehensive self-assessment and improvement initiative for personal data management covering customers, employees, and external stakeholders¹⁾.

1) Refers to individuals who are not employees but are granted access to the company’s buildings, sites, or systems.

Personal Data Management Goals

2025	2026	2027
- Enhancement of personal data processing standards for subsidiary personnel and external parties - Implementation and improvement of regular self-assessments on personal data management	Implementation and improvement of regular self-assessments on personal data management	Implementation and improvement of regular self-assessments on personal data management

Internal Information Leakage Control

SK ecoplant continuously detects abnormal attempts and signs of internal information leakage through its anomaly monitoring system. In 2024, the company optimized its internal information leakage monitoring scenarios, reducing false positives and false negatives by 38%, thereby improving monitoring accuracy. Risk mitigation measures were also implemented to reduce the likelihood of external document leakage and to enhance employee security awareness. In 2025, SK ecoplant plans to establish and implement a security model for 3D design drawings at semiconductor sites.

Internal Information Leakage Control Goals

2025	2026	2027
Establishment and implementation of a BIM Security Model for semiconductor sites	Introduction of next-generation document security and encryption system	Enhancement of internal information leakage monitoring using AI

Cybersecurity Threat Response

SK ecoplant operates a multi-layered security system and professional security monitoring 24/7 to respond to cybersecurity threats. These measures block hacking and intrusion attempts targeting IT infrastructure and information systems, while comprehensive assessments of information leakage risks are conducted and used as foundational data to advance the risk response framework. In 2024, to maintain the security level of cloud-based services, SK ecoplant introduced CSPM (Cloud Security Posture Management). The company also upgraded its IT infrastructure security assessment tools and expanded white-hat hacker activities to proactively identify and respond to cybersecurity threats. Additionally, dark web and ASM (Attack Surface Management) monitoring systems were implemented to enable continuous monitoring of external security threats. In 2025, SK ecoplant plans to strengthen real-time response capabilities against endpoint APT attacks and enhance security controls over the Active Directory server.

Cybersecurity Threat Response Goals

2025	2026	2027
- Enhancement of APT response capabilities for server and PC endpoints - Strengthening security of the Active Directory server	Advancement of next-generation security monitoring platform (SIEM)	Improved management of IT infrastructure security patching

Enhanced Location Information Security

SK ecoplant systematically protects customer location information in accordance with relevant laws and regulations. In 2024, to improve the security level of customer location information, the company established and implemented an internal management plan that included self-assessments of location data handling practices and related training. In 2025, SK ecoplant plans to strengthen the protection of customer location information by refining its location information protection guidelines and developing a checklist for inspections, while also establishing standards to ensure compliance with applicable laws and regulations. Additionally, the company will continue to conduct self-assessments and improvement activities regarding location data handling practices.

Location Information Security Enhancement Goals

2025	2026	2027
- Advancement of location information protection guidelines and inspection checklists - Implementation and improvement of regular self-assessments on location information handling	Implementation and improvement of regular self-assessments on location information handling	Implementation and improvement of regular self-assessments on location information handling

Cloud Security

When building new cloud-based IT systems, SK ecoplant conducts a pre-assessment of security measures and, after deployment, continuously monitors system security using a Cloud Security Posture Management (CSPM) solution to manage the overall security level of its cloud environment.

Support for Subsidiary Security Management Systems

In accordance with the Group's security management system, SK ecoplant assesses the security posture of its subsidiaries and identifies Quick-Win tasks based on the results to enhance overall security capabilities. To minimize trial and error among subsidiaries, the company shares related best practices and provides security shared services through headquarters resources, including training and inspections. In addition, the company hosts CISO council meetings with subsidiaries biannually to systematically share security support measures.

Information Security Investment and Training

Information Security Investment

SK ecoplant invests in information security to strengthen internal capabilities and respond effectively to external security incidents. In 2024, information security investment accounted for approximately 8.5% of the total IT budget.

Information Security Investment Performance (SK ecoplant)

Category	Unit	2022	2023	2024
IT Budget	KRW million	31,259	37,323	34,953
Operating and Capital Expenditures	KRW million	28,817	34,680	33,732
Internal Personnel Costs	KRW million	2,441	2,643	1,221
Information Security Investment	KRW million	3,413	2,970	3,051
Operating and Capital Expenditures	KRW million	2,443	2,034	2,412
Internal Personnel Costs	KRW million	970	936	639
Information Security Investment Ratio	%	10.9	8.0	8.7

Cybersecurity Simulation Training

To proactively respond to increasingly sophisticated cyber threats, SK ecoplant conducts various types of simulation training each year. In 2024, training exercises were carried out to internalize cyber incident response capabilities, including defense against DDoS attacks, system recovery, and encryption key replacement. In addition, a company-wide phishing email simulation—including subsidiaries—was conducted to raise security awareness, and participation in a simulation exercise organized by the Korea Internet & Security Agency (KISA) allowed for an objective assessment of the company's security posture.

Status of Cybersecurity Simulation Training (SK ecoplant)

Training Name	Unit	2022	2023	2024
DDoS Attack Response Training Simulation of a DDoS attack scenario, followed by status communication and assessment of response capabilities such as attack blocking rate	Sessions	1	1	1
System Recovery Training Training conducted to restore systems and resume services under a simulated server failure scenario	Sessions	1	1	1
Encryption Key Replacement Training Training conducted to replace encryption keys under a simulated scenario involving document security and database key leakage	Sessions	1	1	1
Phishing Email Response Training Spear phishing emails sent as part of the simulation, followed by measurement of attack success rate	Times	2	2	2



Board-Centered Management

SK ecoplant has established a governance structure founded on transparency and integrity to realize “responsible management centered on the Board of Directors.” The Board of Directors, as the company’s highest decision-making body, holds substantive authority and responsibility to oversee the activities of the CEO and executive management, and deliberates on key agenda items through its specialized committees. To strengthen the governance system, the Corporate Governance Charter was enacted in 2021, and the ESG Committee was newly established to address key sustainability-related issues. In March 2025, the ESG Committee was reorganized into the Strategy and ESG Committee to enhance the formulation and implementation of mid- to long-term management strategies aligned with sustainability and to deepen discussions and reviews of key management issues. The Corporate Governance Charter was also comprehensively revised to clearly define the roles, responsibilities, and authority of the Board. SK ecoplant remains committed to reinforcing board-centered and accountable ESG management, while striving to establish a governance structure that protects shareholder rights and maximizes corporate value.

- Articles of Incorporation 
- Corporate Governance Charter 

Board Composition

As of March 2025, the Board of Directors at SK ecoplant consists of two inside directors, three independent directors, and one non-executive director. In 2022, the nomination process for independent directors was enhanced by establishing internal standards and selection procedures to ensure independence, expertise, and diversity, and a female director was appointed to improve gender diversity within the Board. In 2024, a reappointment process for independent directors was introduced to enhance fairness and objectivity in the reappointment evaluation. SK ecoplant discloses information regarding the composition of the Board—including appointment dates, terms, and committee memberships—as well as each director’s background, to internal and external stakeholders via its website and annual business report. In addition, the regulations governing the Board and its committees are made publicly accessible through the company website and internal intranet.

- Board Regulations 

Inside Directors

Dong-Hyun Jang

Chairman of the Board

Term	Jan. 2024~Mar. 2026
Areas of Expertise	Leadership, Finance & Accounting and Risk, Mergers & Acquisitions and Investment, Business Strategy

- Current: Vice Chair and CEO, SK ecoplant
- Vice Chair and CEO, SK Inc.
- President and CEO, SK Inc.
- President and CEO, SK Telecom

Background of Appointment

At SK Inc., led the group's investment portfolio centered on four core sectors—Advanced Materials, Green Business, Digital, and Bio—enhancing corporate value through diverse investments and global M&A activities. Demonstrated strong leadership and capabilities by driving innovation in management systems, and recognized as a seasoned expert in investment and finance within the group. Also possesses outstanding stakeholder communication skills in capital markets, backed by extensive experience and network.



Hyung-Keun Kim

Term	Jul. 2024 – Mar. 2027
Committee	Strategy and ESG Committee
Areas of Expertise	Leadership, M&A and Investment, Business Strategy, Finance & Accounting, Risk Management, ESG

- Current: President & CEO, SK ecoplant
- CFO, SK E&S
- Head of Portfolio Management, SK Inc.
- CEO, SK airplus Co., Ltd.

Background of Appointment

At SK Inc., played a key role in transitioning to a holding company structure and establishing a corporate value-based management system, demonstrating exceptional capabilities in governance reform and portfolio optimization. Also served as CEO of SK airplus and CFO of SK E&S, gaining extensive expertise in the environmental industry and its regulatory landscape.



Independent Directors

Jong-Ho Kim

Senior Independent Director

Term	Mar. 2023 – Mar. 2026
Committee	Strategy & ESG Committee, Audit Committee
Area of Expertise	Finance, Accounting, Management, M&A, Risk Management, ESG

- Current: Independent Director and Audit Committee Member, LS E-LINK
- CEO and Advisor, Deloitte Anjin LLC

Background of Appointment

As a certified public accountant and tax accountant, possesses extensive experience and expertise in the finance field, having served as advisor, auditor, compliance officer, and managing partner at various companies and accounting firms. Based on this background, is well qualified to advise on key management issues across the company, including M&A and governance.



Mira Lee

Background of Appointment

Term	Mar. 2025 – Mar. 2028<
Committee	Strategy and ESG Committee, Nomination and Remuneration Committee, Audit Committee
Area of Expertise	Strategy, Transformation, Leadership, Organizational Culture, ESG

- Current: Visiting Professor at the Graduate School of International Studies, Yonsei University
- Independent Director and Chair of the ESG Committee, Hankook Tire & Technology
- Chief Human Resources Officer (CHRO), GE Korea
- Chief Operating Officer (COO) and Managing Director, Macquarie Group Korea
- Global Strategy Planning Lead, Deutsche Bank Headquarters in Germany

Has built broad expertise across finance, HR, and strategy at global corporations in various industries, and brings strong leadership and change management capabilities. Well positioned to serve as a strategic advisor in accelerating the company’s business portfolio transformation.



Yeon-Man Jeong

Background of Appointment

Term	Mar. 2024 – Mar. 2027
Committee	Strategy and ESG Committee, Nomination and Remuneration Committee, Audit Committee
Area of Expertise	Leadership, Business Strategy, ESG, Industry & Technology

- Current: Advisor at Bae, Kim & Lee LLC (Taepyeongyang)
- President of the Korean Society, Environmental Restoration Technology
- Vice Minister of Environment
- Director-General for Planning and Coordination, Ministry of Environment
- Director-General for Planning and Coordination, Presidential Commission on Sustainable Development

An environmental expert with extensive experience in core areas such as water treatment, waste management, and resource circulation, bringing strong leadership and operational management capabilities. Well qualified to serve as an advisor in the company’s business portfolio transformation and value enhancement process.



Non-Executive Director

Kee-Dong Kim

Background of Appointment

Term	Mar. 2025 – Mar. 2028
Committee	Strategy and ESG Committee, Nomination and Remuneration Committee
Areas of Expertise	Leadership, Finance & Accounting and Risk, Mergers & Acquisitions and Investment

- Current: Head of the Finance Division, SK Inc.
- Head of Corporate Support Division and Chief Financial Officer, SK Chemicals
- Head of Financial Support Division, SK Chemicals
- Head of Finance, SK Discovery

Currently serving as Head of the Finance Division at SK Inc., and formerly Head of Finance at SK Discovery, bringing deep expertise in corporate finance. With extensive experience and knowledge in the field, is highly qualified to advise on financial stabilization and long-term growth strategies for the company.



Board Expertise

In expanding its business portfolio, SK ecoplant appoints directors with the expertise and practical experience necessary for sound decision-making, considering a wide range of competencies such as business strategy, ESG, and global capabilities. To ensure a structured and objective nomination process, internal criteria have been established for evaluating expertise across key domains. The Board's competency profile, assessed based on these criteria, is disclosed transparently to internal and external stakeholders in tabular format. In March 2024, an environmental expert, Yeon-Man Jeong, was newly appointed as an independent director to strengthen and advance the environmental business. In March 2025, a finance expert, Kee-Dong Kim, was appointed as a non-executive director to enhance financial stability.

Board Competency Profile

Name	Leadership	Finance, Accounting, and Risk Management	M&A and Investment	Business Strategy	ESG	Industry and Technology	Global Competency
Dong-Hyun Jang	●	●	●	●			
Hyung-Keun Kim	●	●	●	●	●		
Jong-Ho Kim	●	●	●		●		
Mira Lee	●	●		●	●		●
Yeon-Man Jeong	●			●	●	●	
Kee-Dong Kim	●	●	●		●		

Competency Classification Criteria by Area

Area	Detailed Competency Criteria
Leadership	Possesses expertise required for managing large-scale organizations
Finance, Accounting, and Risk Management	Holds professional knowledge in finance and accounting necessary for corporate management and oversight
M&A and Investment	Demonstrates expertise in corporate investment activities such as M&A and IPOs
Business Strategy	Has experience and expertise in business strategy, transformation, and portfolio management
ESG	Holds professional knowledge in environmental, social, and governance (ESG) matters
Industry and Technology	Possesses experience and/or academic credentials (e.g., engineering degrees) relevant to future growth sectors such as construction and environmental industries
Global Competency	Has experience in executing global business operation

Enhancement of Independent Director Expertise

SK ecoplant provides regular training programs to strengthen the expertise and improve the operational efficiency of independent directors, and actively participates in capability-building sessions organized by the SK Group. All members of the Audit Committee also attend at least one audit committee forum or external training program offered by accounting firms annually to enhance audit-related expertise. In 2024, in response to changing internal and external conditions, in-house workshops and strategic business reviews were emphasized, and visits were made to domestic subsidiaries and project sites in the environmental and energy sectors to deepen business understanding.

Status of Independent Director Training

Training Date	Training Organizer	Key Training Topics	Attendance / Eligible (Attendance Rate)
Apr. 11, 2024	SUPEX Council	SK Group New Independent Director Workshop¹⁾ - Introduction to SK Group and Key Management Agendas (Group Overview, Strategic Direction, and Management Philosophy [SKMS]) - Introduction to SK Group Governance Story and Infrastructure	1/1(100%)
2024.04.25.	Board Secretariat	New Independent Director Orientation Enhancing understanding of the company's management philosophy and business operations, and fostering greater intimacy with the organization	1/1(100%)
2024.05.02.	Board Secretariat	Business Planning Workshop Review of Annual Business Plan Directions for Business Divisions and the CFO Center, Based on Domestic and Global Political and Economic Trends	4/4(100%)
2024.05.23.	Renewenergy Metro	Gaining insights into medical waste incineration operations and potential synergies among environmental subsidiaries through on-site inspections of environmental affiliates	4/4(100%)
2024.05.30.	Energy Business Division	Review of current global fossil energy player trends in the context of energy transition and assessment of their relevance to the company's portfolio	4/4(100%)
Jun. 3, 2024	Center for Corporate Governance ²⁾	Seminar by the Center for Corporate Governance - Case-Based Review of Willful Misconduct or Gross Negligence Issues and Key Takeaways (Focus on Internal Controls) - Significance and Implications of Independent Directors' Oversight of Internal Controls - Improving Internal Controls in Response to the Introduction of Financial Company Accountability Structure - Women in the Boardroom, 2024 Audit Committee Practical Report - Current Status and Preparations for Corporate Internal Controls to Prevent Financial Incidents	1/1(100%)
Jun. 4, 2024	SUPEX Council	SK Group Board Chair Council - Establishing a Board Management System Based on Checks and Balances - Strategies for Appointing Independent Directors to Strengthen Board Expertise - Sharing of Group-Wide Management Agendas	1/1(100%)
Aug. 19, 2024	Icheon Forum Secretariat	Building group-wide consensus on SK Group's AI Strategy and the direction of SKMS Implementation	4/4(100%)
Sep. 12, 2024	Center for Corporate Governance	Seminar by the Center for Corporate Governance - Key Environmental Shifts and Challenges the Board and Audit Committee Should Recognize - Governance Checklist for Disclosure Responses to Financial Control Issues - A New Paradigm for Preventing Financial Incidents: Connection-Based Diagnostics and Tailored Solutions - Legal Responsibilities and Duties of Independent Directors: Focusing on Directors' Fiduciary Duty under the Commercial Act - Emerging Trends in AI and Big Data that Boards Should Monitor and the Role of Corporate Governance	1/1(100%)
Sep. 26, 2024	Renewland, Sin-Gyeongju	Gaining insights into waste landfill operations and potential synergies among environmental subsidiaries through on-site inspections of environmental affiliates	4/4(100%)

Training Date	Training Organizer	Key Training Topics	Attendance / Eligible (Attendance Rate)
Oct. 31, 2024	Board Secretariat	Online Training on Concepts and Case Studies Related to Internal Transactions • Concepts and Regulations of Internal Transactions • Consideration-Based Support Activities (K/L/E Group Case Studies) • Scale-Based Support Activities (H/L/S Group Case Studies) • Pass-Through Support Activities (SP/HR Group Case Studies) • Unfair Provision of Benefits to Related Parties (D/S/M Group Case Studies) • Case Studies on Internal Transactions in the Construction Sector	4/4(100%)
Nov. 6, 2024	Board Secretariat	Sharing of Group CEO Seminar Outcomes • Establishing consensus on SK's external perception and portfolio rebalancing • Building alignment on the Group's and the company's O/I and overall business strategy and direction	4/4(100%)
Nov. 7, 2024	SUPLEX Council	Directors' Summit: Establishing a Growth Foundation Through Fundamentals and Principles • Sharing Key Group Management Agendas and Outcomes of the CEO Seminar • The Group's Present and Future (Discussion Focused on Key Affiliate Case Studies) • Board 2.0: Strategic Oversight by the Board / Risk Oversight by the Board • Evolving Role of the Board Toward Supervisory Leadership	4/4(100%)
Dec. 5, 2024	Board Secretariat	Management Planning Workshop • Review of 2025 Business Plan Direction for Business Divisions and the CFO Center, Based on Domestic and Global Political and Economic Trends	3/3 ³⁾ (100%)

1) Independent Director Yeon-Man Jeong was newly appointed as of 29 March 2024.
2) This training was attended voluntarily.
3) Following the resignation of Independent Director Sun-Kyu Park as of 27 November 2024, the number of participants was reduced.

Board Independence and Diversity

SK ecoplant adheres to the principles of independence, expertise, and diversity in director appointments. To ensure that the Board operates professionally and independently, it is stipulated that independent directors must maintain genuine independence from management and controlling shareholders and that the Board must be of a size capable of overseeing and checking executive decisions.¹⁾ To further strengthen Board independence, the company operates a Lead Independent Director system. The Lead Independent Director represents independent directors and facilitates effective communication between the Board and executive management. In addition, SK ecoplant complies with the Commercial Act and the Monopoly Regulation and Fair Trade Act, conducting thorough assessments of the independence of director candidates and sitting directors based on clearly defined disqualification criteria.

1) As of March 2025, the Board comprises three Independent directors.

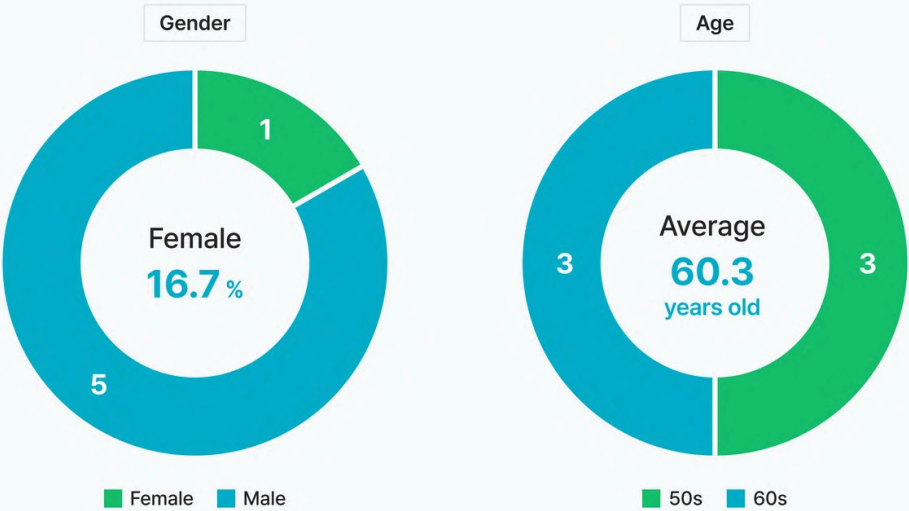
Disqualification Criteria for Independent Director Independence

- Directors, executive officers, or employees currently engaged in the company’s business, or those who held such positions—whether as directors, auditors, executive officers, or employees—within the past two years; the largest shareholder, as well as their spouse and direct lineal ascendants or descendants.
- If the largest shareholder is a corporation, any directors, auditors, executive officers, or employees of that corporation, as well as the spouses and direct ascendants or descendants of such directors, auditors, or executive lineal officers.
- Directors, auditors, executive officers, or employees of the company’s parent company or affiliates.
- Directors, auditors, executive officers, or employees of an entity that has a significant business relationship or other material interest with the company.
- Directors, auditors, executive officers, or employees of another company where the company’s directors, executive officers, or employees serve as directors or executive officers.

Board Diversity

SK ecoplant ensures diversity within the Board of Directors to review potential risks and opportunities from multiple perspectives, leveraging varied experiences and expertise throughout its business portfolio expansion. In December 2022, a female global HR expert was appointed as an independent director. Moving forward, SK ecoplant will continue to enhance the Board’s diversity and expertise by considering a range of factors in director appointments, including gender, age, race, nationality, country of birth, and cultural background.

Board Diversity Status



Board Activities and Evaluation

Board Activities

In accordance with its Board Regulations, SK ecoplant holds regular Board meetings during the last week of each month, and convenes ad hoc meetings or sessions exclusively for independent directors when necessary. To ensure efficient meetings and meaningful discussions, notifications are issued seven days prior to each meeting, and relevant materials are shared in advance. Individual directors are also briefed beforehand when needed to ensure they are well-informed. In 2024, the Board held a total of 16 meetings, during which 48 resolutions and 31 reporting items were deliberated. The average attendance rate of independent directors in 2024 was 97%, with no objections or abstentions recorded on any resolutions.

Discussion of ESG Agenda Items

The Board of Directors and the Strategy and ESG Committee actively deliberate ESG-related matters through their respective activities. The Board addresses topics such as ethical management, safety and health, and governance enhancement, while the Strategy and ESG Committee focuses on ESG management issues, including human rights management, environmental management, and climate change response. In 2024, a total of 25 ESG-related agenda items were discussed.

Board Activity Status

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)	ESG Agenda Items
Jan. 19, 2024	Appointment of CEO ¹⁾	Approved	7/7(100%)	●
	Appointment of Chair of the Board	Approved		●
	Approval of Transaction with PINX	Approved		-
	Key Management Events	Reported		-
	Result of Committee Meeting	Reported		-
Feb. 15, 2024	Appointment of 'Chief Compliance Officer'	Approved	7/7(100%)	●
	2024 Safety and Health Plan (2023 Performance and 2024 Plan)	Approved		●
	Approval of FY2023 Financial Statements and Business Report	Approved		-
	Report on 2023 Internal Control over Financial Reporting Operations	Reported		●
	Key Management Events	Reported		-
	Result of Committee Meeting	Reported		-
Mar. 7, 2024	Convening of the 62nd Annual General Meeting and Adoption of Agenda Items	Approved	7/7(100%)	-
	Report on the Evaluation of 2023 Internal Control over Financial Reporting Operations	Reported		●
	2023 Performance and 2024 Business Plan	Reported		●
	Report on 2024 Compliance Program Plan	Reported		●
	Result of Committee Meeting	Reported		-

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)	ESG Agenda Items
Mar. 29, 2024	Appointment of CEO ²⁾	Approved	7/7(100%)	●
	Amendment of Audit Committee Regulations	Approved		●
	Appointment of Committee Members	Approved		●
	Approval of Independent Director's Concurrent Position	Approved		-
	Intercompany Loan to Subsidiary	Approved		-
	Key Management Events	Reported		-
	Result of Committee Meeting	Reported		-
Apr. 25, 2024	Increase in 2024 Debt Guarantee Limit	Approved	7/7(100%)	-
	Key Management Events	Reported		-
	Result of Committee Meeting	Reported		-
May. 30, 2024	Resolution to Convene Extraordinary General Meeting, Adopt Agenda Items, and Set Record Date	Approved	6/7(86%)	-
	Introduction of Circle-Sequence Reverse Osmosis (CSRO) Technology	Reported		●
	Proposed Report on Board Operating Expenses	Reported		-
	Result of Committee Meeting	Reported		-
Jun. 27, 2024	Establishment of Limits for Long-Term Borrowing and Corporate Bond Issuance for the Second Half of 2024	Approved	6/7(86%)	-
	Renewal of Directors and Officers (D&O) Liability Insurance	Approved		●
	Result of Committee Meeting	Reported		-
Jul. 15, 2024	Appointment of CEO ³⁾	Approved	6/7(86%)	●
	Appointment of ESG Committee Members	Approved		●
	Change of Authorized Signatories for Hong Kong YMTE/YMTW JV Bank Account	Approved		-
	Result of Committee Meeting	Reported		-
Jul. 18, 2024	Execution of Third-Party Allotment Capital Increase (In-Kind Contribution)	Approved	7/7(100%)	-
	Execution of Comprehensive Share Exchange Agreement with SK materials airplus Co., Ltd.	Approved		-
	Resolution to Convene Extraordinary General Meeting, Adopt Agenda Items, and Set Record Date	Approved		-
	Disposal of Treasury Shares	Approved		-
	Disposal of Treasury Shares	Approved		-
	Disposal of Treasury Shares	Approved		-
	Disposal of Treasury Shares	Approved		-

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)	ESG Agenda Items
Aug. 29, 2024	Intercompany Loan to Subsidiary	Approved	7/7(100%)	-
	Sale of Equity Stake	Approved		-
	Proposed Evaluation for Reappointment of Independent Director	Reported		●
	Result of Committee Meeting	Reported		-
Sep. 26, 2024	Project Completion Report: Waste Landfill Facility at Myeonggye 3 General Industrial Complex	Reported	7/7(100%)	●
	Operational Plan for Renew Land, Sin-Gyeongju	Reported		●
Oct. 16, 2024	2025 Organizational Restructuring and Executive Appointments	Reported	6/7(86%)	●
Oct. 24, 2024	Approval of Large-Scale Internal Goods and Services Transaction	Approved	6/7(86%)	-
	Execution of Evaluation for Reappointment of Independent Director	Reported		●
	Result of Committee Meeting	Reported		-
Nov. 28, 2024	Intercompany Loan to Subsidiary	Approved	6/6 ⁴⁾ (100%)	-
	Fuel Cell Supply Contract for the SK Energy Mokdong LPG Station Project	Approved		-
	Solution Installation Contract (WAYBLE re:energy) with Renew Energy Metro	Approved		-
	Appointment of 'Chief Compliance Officer'	Approved		●
	Report on 2024 Compliance Program Results	Reported		●
	Report on Evaluation Results of Directors Eligible for Reappointment	Reported		●
	Result of Committee Meeting	Reported		-
Dec. 11, 2024	Appointment of Committee Members ⁵⁾	Approved	6/6(100%)	●
Dec. 19, 2024	Approval of Transactions with Directors, Major Shareholders, and Others	Approved	5/6(83%)	-
	Approval of Large-Scale Internal Goods and Services Transaction	Approved		-
	Execution of Lease Agreement	Approved		-
	Approval of Financial Limit Setting	Approved		-
	2024 Performance and 2025 Management Plan	Reported		●
	Result of Committee Meeting	Reported		-

1) Appointment of CEO Dong-Hyun Jang

2) Reappointment of CEO Kyoung-II Park

3) Appointment of CEO Hyung-Keun Kim (Following Resignation of CEO Kyoung-II Park)

4) Change in Total Number of Board Members (7→6) Due to Resignation of Independent Director Sun-Kyu Park as of 27 November 2024

5) Appointment of Independent Director Mira Lee to the Audit Committee as of 11 December 2024

Case

Policy on Supporting and Ensuring Directors’ Activities

SK ecoplant guarantees the execution of directors’ duties through formal internal regulations. In cases where a director faithfully fulfills their duty of care as a prudent manager, liability may be reduced through an ordinary resolution of the general shareholders’ meeting in accordance with Article 31, Paragraph 2 of the Articles of Incorporation. However, this liability reduction does not apply in cases of willful misconduct, gross negligence, or violations under Articles 397 and 398 of the Commercial Act. To further ensure the independence of directors and management, Directors and Officers (D&O) Liability Insurance is renewed annually. Additionally, pursuant to Article 13, Paragraph 2 of the Board Regulations, the company provides external expert consultation and support at its own expense upon request by a director.

Activities of Board Committees

As of March 2025, SK ecoplant operates three Board committees: the Strategy and ESG Committee, the Nomination and Remuneration Committee, and the Audit Committee. Nomination and Remuneration Committee also performs the functions of the Independent Director Nomination Committee and the Compensation Committee, while the Audit Committee fulfills the role of the Internal Transaction Committee. Key agenda items and activities discussed by each committee are regularly reported to the Board during the corresponding month.

Status of Board Committees

Committee Name	Key Functions	Chairperson	Committee Composition	Supporting Organization
Strategy and ESG Committee Regulation	- Review of the company’s mid- to long-term strategy and annual business plan - Review of social value creation and enhancement measures - Review of ESG policies, net-zero strategies, and plans for extending these policies and strategies to subsidiaries - Review of major investment items related to climate change response - Review of Safety, Health, and Environment (SHE) policies and plans	Yeon-Man Jeong	One Inside Director Hyung-Keun Kim Three Independent Directors Jong-Ho Kim, Mira Lee, Yeon-Man Jeong One Non-Executive Director Kee-Dong Kim	Responsible Departments by Agenda Item and Board Secretariat
Nomination and Remuneration Committee Regulation	- Recommendation of independent director candidates for shareholder approval - Evaluation of CEO performance - Review of compensation levels for inside directors	Mira Lee	Two Independent Directors Mira Lee, Yeon-Man Jeong One Non-Executive Director Kee-Dong Kim	HR Department and Board Secretariat
Audit Committee Regulation	- Review of the annual internal audit plan and audit results - Audit of financial statements and preparation and submission of the audit report - Receipt and evaluation of Internal Control over Financial Reporting operation reports - Selection of external auditor - Prior review of internal transactions under the Fair Trade Act	Jong-Ho Kim	Three Independent Directors Jong-Ho Kim, Mira Lee, Yeon-Man Jeong	Finance Department, Ethics & Compliance Department, and Board Secretariat

Strategy and ESG Committee

In March 2025, SK ecoplant renamed the ESG Committee to the Strategy and ESG Committee to strengthen its role in reviewing mid- to long-term strategies. The Strategy and ESG Committee operates with the goal of establishing a transparent and sustainable management system. It is responsible for formulating the company's mid- to long-term ESG strategies, discussing governance improvement measures, and reviewing key ESG issues and performance areas such as human rights and occupational safety and health. The committee also identifies financial and non-financial risks and opportunities related to climate change and develops response strategies. Additionally, it performs an investment review function for significant investment decisions. Furthermore, it continuously seeks ways to enhance social value in response to evolving internal and external business environments. In 2024, the committee convened six times, deliberating on a total of seven agenda items, including three related to strategy, two to social issues, and two to governance. The average attendance rate in 2024 was 97%, with no objections or abstentions recorded on any resolution.

Strategy and ESG Committee Activity Status

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Feb. 28, 2024	Outlook on the Battery Recycling Market	Reported	4/4(100%)
	Outlook on the Clean Hydrogen Market	Reported	
Mar. 7, 2024	Report on 2023 Board Evaluation Results	Reported	4/4(100%)
Mar. 29, 2024	Appointment of ESG Committee Chairperson	Approved	6/6 ¹⁾ (100%)
Jul. 18, 2024	Status of Mandatory ESG Disclosures Domestically and Internationally	Reported	6/6(100%)
Jul. 22, 2024	Investment and Collaboration with Bloom Energy	Reported	5/6(83%)
Aug. 29, 2024	Report on Corporate Social Responsibility (CSR) Activities	Reported	6/6(100%)

1) Committee Composition Update: All Independent Directors, One Inside Director, and One Non-Executive Director

Nomination and Remuneration Committee

The Nomination and Remuneration Committee was established in 2021 through the integration of the Independent Director Nomination Committee and the Compensation Committee. Accordingly, it performs the functions of both predecessor committees, including recommending final candidates for independent directors to be appointed at the general shareholders' meeting and reviewing and approving individual compensation for inside directors. The committee also evaluates the performance of the CEO and deliberates on matters such as the granting of stock options to both registered and non-registered executives. In 2024, the committee convened nine times, deliberating and resolving a total of 15 agenda items, including recommendations for new independent director and CEO candidates, and evaluation proposals for the reappointment of independent directors. The average attendance rate for the committee in 2024 was 97%. Among the nine resolution items, there was one conditional approval, one dissenting opinion, and two abstentions.

Nomination and Remuneration Committee Activity Status

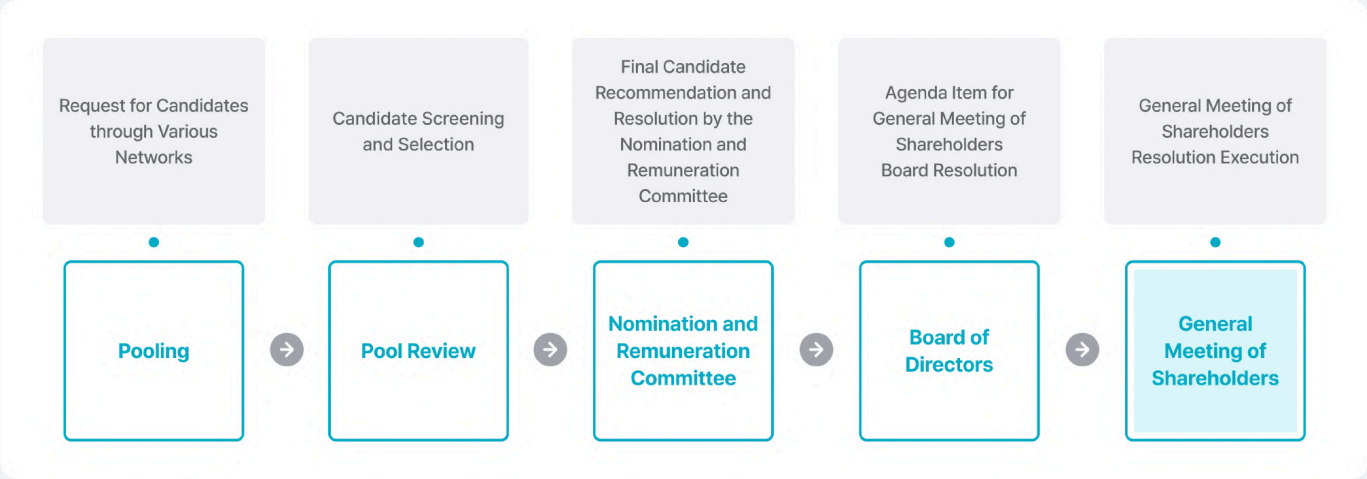
Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Jan. 11, 2024	Recommendation of New Independent Director Candidate for 2024	Approved	3/3(100%)
Jan. 29, 2024	Reassessment of 2024 Independent Director Nominee	Reported	3/3(100%)
	Resolution on 2023 Individual Compensation for Inside Director Dong-Hyun Jang	Approved	
	Resolution on 2023 Individual Compensation for Inside Director Kyoung-Il Park	Approve with Conditions	
Feb. 6, 2024	Cancellation of 2024 Independent Director Nominee Recommendation	Approved	3/3(100%)
	Recommendation of New Independent Director Candidate for 2024	Approved ¹⁾	
Mar. 29, 2024	Appointment of Nomination and Remuneration Committee Chairperson	Approved	3/3(100%)
	Company-wide KPI Establishment Plan	Reported	
May. 23, 2024	Recommendation of CEO Candidate	Reported	3/3(100%)
Jul. 18, 2024	Proposed Evaluation for Reappointment of Independent Director	Reported	3/3(100%)
Nov. 8, 2024	Report on Evaluation Results of Directors Eligible for Reappointment	Reported	3/3(100%)
Dec. 12, 2024	Recommendation of Independent Director Candidate	Approved ²⁾	3/3(100%)
	Evaluation of 2024 SK ecoplant and CEO Performance (KPI)	Reported	
Dec. 19, 2024	Resolution on Compensation for Inside Director Dong-Hyun Jang	Approved	2/3(67%)
	Resolution on Compensation for Inside Director Hyung-Keun Kim	Approved	

1) Abstained: Non-Executive Director Sung-hyung Lee
2) Abstained: Independent Director Mira Lee

Case

Independent Director Nomination Process

SK ecoplant considers the principles of independence, expertise, and diversity when nominating independent directors. Following the formation of a candidate pool, the Board reviews its current competency profile and identifies additional capabilities required to shortlist first-round candidates. During this process, the Nomination and Remuneration Committee ensures independence and fairness by excluding individuals with potential conflicts of interest from the candidate pool. Recommended candidates are then asked to sign a qualification confirmation form verifying their eligibility as independent directors. Final appointments are made through Board resolution and shareholder approval. Going forward, SK ecoplant will continue to assess the Board’s composition and capabilities holistically to ensure an independent and effective governance structure, and aims to appoint professionals in line with global standards over the mid- to long-term.



Audit Committee

The Audit Committee serves as the oversight body for internal ethics and anti-corruption practices, exercising broad supervisory authority over related functions. It independently evaluates the operation of the internal control over financial reporting and monitors the performance of individual directors. It also conducts prior reviews of internal transactions and inter-affiliate dealings, and holds the authority to consent to the appointment and dismissal of the head of the internal audit department, as well as to review and approve performance evaluations—ensuring effective oversight. To maintain independence, SK ecoplant has composed the Audit Committee entirely of independent directors, and as of December 2024, appointed one financial/accounting expert and one industry specialist to enhance audit effectiveness. To support the committee’s operations, dedicated support teams have been established within both the finance and internal audit departments. In February 2024, the internal audit organization was restructured to report directly to the Audit Committee, further reinforcing its independence. In 2024, the Audit Committee held a total of 16 meetings and deliberated and resolved 56 items, including 12 related to internal accounting control, 9 on financial statement audits, 10 general audit items, 17 other major audit matters, and 8 prior reviews of internal transactions. The average attendance rate of committee members in 2024 was 93%, with no objections or abstentions recorded among the five resolution items.

Since 2023, SK ecoplant has implemented a procedure requiring prior approval from the Audit Committee for all non-audit services performed by the external auditor. Through this process, all non-audit service contracts are reported and discussed with the Audit Committee in advance, and contract details are transparently disclosed through the business report. Additionally, to safeguard auditor independence, quarterly pre-meeting sessions are held between the Audit Committee and the external auditor, ensuring ongoing institutional efforts.

Audit Committee Activity Status

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Feb. 15, 2024	Report on 2023 Internal Control over Financial Reporting Operations	Reported	3/3(100%)
	Report on Internal Control over Financial Reporting Checklist and Internal Control Status	Reported	
	Report on 2024 Ethics & Compliance Business Plan	Reported	
Feb. 28, 2024	Evaluation of 2023 Internal Control over Financial Reporting Operations	Approved	3/3(100%)
	Review Results of 2023 Internal Control over Financial Reporting	Reported	
	Report on 2023 Year-End Audit Results	Reported	
	1st Audit Committee Meeting (15 Feb) Follow-up Report	Reported	
Mar. 7, 2024	Submission of 2023 Audit Report	Approved	3/3(100%)
	Finalization of Opinion on Internal Control System Operation Status	Approved	
	2024 Ethics & Compliance Business Plan	Reported	
Mar. 26, 2024	Intercompany Loan to Subsidiary	Reported	2/3(67%)
	Status of Restoration Work: Bujeon–Masan Section	Reported	
	First-Half 2024 Management Audit Plan	Reported	
Apr. 18, 2024	Implementation Plan for Management Audit Findings	Reported	3/3(100%)
	Major Litigation Status: Bujeon–Masan Section	Reported	
May. 9, 2024	Pre-Approval of Non-Audit Services by External Auditor	Approved	3/3(100%)
	Report on Q1 2024 Review Results	Reported	
	2024 Financial Audit Plan and Key Audit Matters	Reported	
	Q1 2024 Performance Report	Reported	
	Report on 2024 Internal Control over Financial Reporting Evaluation Plan	Reported	
Jun. 4, 2024	Progress Report on Norway RV555 Project	Reported	3/3(100%)
	Interim Report on First-Half Management Audit	Reported	
Jun. 27, 2024	Projection for Capacity Expansion Project at Renew Energy Metro	Reported	3/3(100%)
	Business and Synergy Strategy for Three Medical Waste Incineration Companies	Reported	
Jul. 18, 2024	Execution of Third-Party Allotment Capital Increase (In-Kind Contribution)	Reported	3/3(100%)
	Execution of Comprehensive Share Exchange Agreement with SK materials airplus Co., Ltd.	Reported	
Jul. 22, 2024	Report on First-Half 2024 Management Audit Results	Reported	3/3(100%)
	Report on Whistleblowing Cases and Investigation Outcomes for First Half of 2024	Reported	

Date	Agenda Items	Resolution Status	Attendance / Eligible (Attendance Rate)
Aug. 8, 2024	Review Results for First Half of 2024	Reported	3/3(100%)
	Report on Status of Design Evaluation Review for the Internal Control over Financial Reporting	Reported	
	Report on Results of Design Evaluation for the Internal Control over Financial Reporting	Reported	
	Performance Report for First Half of 2024	Reported	
	Second-Half 2024 Management Audit Plan	Reported	
	Audit Results on Implementation of Improvement Recommendations from Second Half of 2023	Reported	
Aug. 29, 2024	Intercompany Loan to Subsidiary	Reported	3/3(100%)
	Interim Report on Audit Implementation Plan	Reported	
	Detailed Management Audit Plan for Second Half of 2024	Reported	
	Report on Board Operating Expenses for First Half of 2024	Reported	
Oct. 24, 2024	Large-Scale Internal Transaction of Goods and Services	Reported	2/3(67%)
	Interim Report on Second-Half 2024 Management Audit	Reported	
Nov. 8, 2024	Report on Q3 2024 Review Results	Reported	3/3(100%)
	Report on Status of Q3 2024 Internal Control over Financial Reporting Operation Evaluation	Reported	
	Report on Q3 2024 Internal Control over Financial Reporting Operation Evaluation Results	Reported	
	Q3 2024 Performance Report	Reported	
	Report on 2024 Ethics & Compliance Training Outcomes	Reported	
	Report on 2024 Ethics & Compliance Survey Results	Reported	
	Report on 2024 Self-Inspection Results	Reported	
Nov. 28, 2024	Status of Financial Covenants Related to Acquisition Financing and FI Investments	Reported	2/2 ¹⁾ (100%)
	Report on Implementation of Management Audit Findings	Reported	
Dec. 12, 2024	Large-Scale Internal Transaction of Goods and Services with SK Inc.	Reported	3/3 ²⁾ (100%)
	Large-Scale Internal Transaction of Goods and Services with Bloom SK Fuel Cell	Reported	
	Large-Scale Internal Transaction of Goods and Services with SK ecoengineering	Reported	
	Second-Half 2024 Management Audit Results	Reported	
	Second-Half 2024 Whistleblower Investigation Results	Reported	
	2024 Ethics & Compliance Measurement Results	Reported	
	2024 Evaluation of Ethics & Compliance Department	Approved	

1) Resignation of Independent Director Sun-Kyu Park (Audit Committee Member) as of 27 November 2024

2) Appointment of Independent Director Mira Lee (Audit Committee Member) as of 11 December 2024

Audit Committee Training Status

Training Date	Training Organizer	Key Training Topics
May. 30, 2024	Audit Committee Forum	Corporate AI Adoption Strategy and Governance
Nov. 29, 2024	Audit Committee Forum	Understanding and Responding to the Stewardship Code, Supervising External Audits Independent of Fiscal Year-End, and Addressing Revised Evaluation and Reporting Standards for Internal Control over Financial Reportings

Case

Strengthening the Audit Committee’s Role in Reviewing Internal Transactions

In accordance with Article 9 (Functions and Authority) of the Audit Committee Regulations, the Audit Committee oversees and manages inter-affiliate transactions and related-party transactions, serving as the primary body for prior review of internal transactions. For related-party transactions requiring Board approval under the Monopoly Regulation and Fair Trade Act, the committee conducts prior reviews to enhance the procedural legitimacy and independence of Board resolutions.

Status of Prior Reviews of Internal Transactions

Date	Agenda Items	Attendance / Eligible (Attendance Rate)
Mar. 26, 2024	Intercompany Loan to Subsidiary	2/3 (67%)
Jul. 18, 2024	Execution of Third-Party Allotment Capital Increase (In-Kind Contribution)	3/3 (100%)
	Execution of Comprehensive Share Exchange Agreement with SK materials airplus Co., Ltd.	
Aug. 29, 2024	Intercompany Loan to Subsidiary	3/3 (100%)
Oct. 24, 2024	Large-Scale Internal Transactions of Goods and Services	2/3 (67%)
Dec. 12, 2024	Large-Scale Internal Transaction of Goods and Services with SK Inc.	3/3 (100%)
	Large-Scale Internal Transaction of Goods and Services with Bloom SK Fuel Cell	
	Large-Scale Internal Transaction of Goods and Services with SK ecoengineering	

Board Evaluation

SK ecoplant conducts board evaluations to enhance the ongoing performance of the Board of Directors and its committees. Led by the Board Secretariat, the evaluation is conducted annually, with the purpose, methodology, scope, and evaluation criteria communicated in advance to the Board and each committee. Evaluation items cover the roles, composition, and operational status of the Board and its committees. In addition, individual directors are assessed through self-evaluations, peer reviews, and management evaluations. Specific evaluation areas include the role of each governance body in line with its characteristics, the independence and expertise of its members, and the company's support system. Individual directors are also evaluated on their independence, diligence, and understanding of their duties. The evaluation is conducted using a diagnostic survey composed of both multiple-choice and open-ended questions, based on a 5-point scale¹⁾. The results are reported to the Strategy and ESG Committee and used to identify and implement improvement measures for overall board effectiveness.

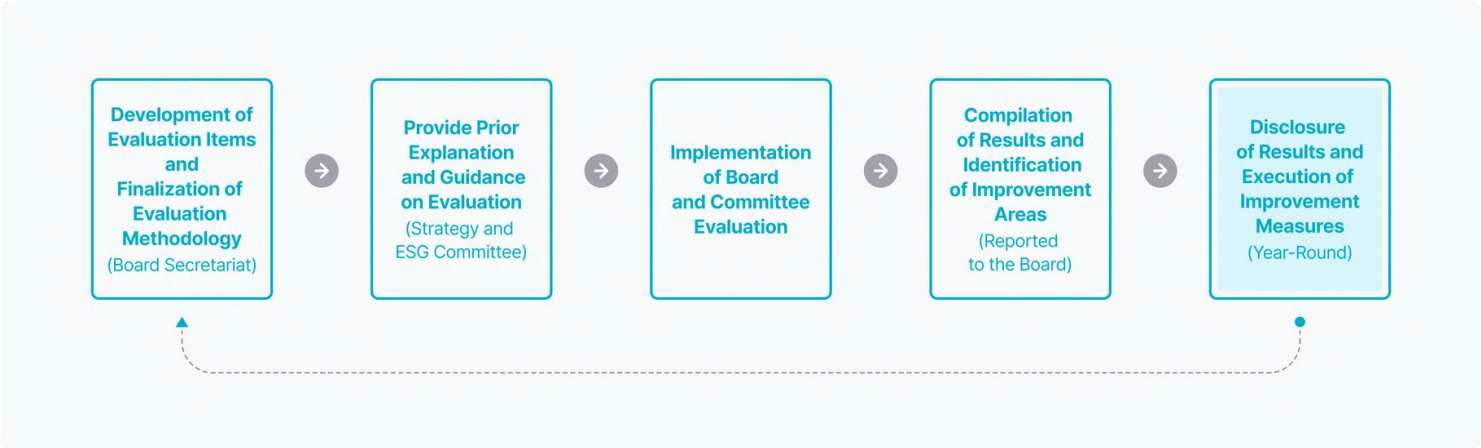
In 2024, the board evaluation results were reported to the ESG Committee²⁾, and based on these findings, SK ecoplant plans to enhance programs in 2025 to strengthen mid- to long-term strategy discussions and the professional capabilities of its committees. Over the longer term, SK ecoplant also intends to expand the evaluation process by including assessments from major shareholders (Shareholder Evaluation) and evaluations of the Board Chair by board members (Board Chair Evaluation³⁾), refining evaluation items and diversifying evaluator groups to realize accountable board governance. Evaluation results will be transparently disclosed via the company's website or business reports in the future.

1) 1 Point: Very Poor - 5 Points: Excellent

2) The results of the board evaluation were reported at the 2nd ESG Committee meeting held on 6 March 2025, after which the committee was renamed the Strategy and ESG Committee.

3) The updated evaluation framework will be applied following the planned separation of the roles of Inside Director and Chair of the Board.

Board Evaluation Process



Director Compensation Policy

At the beginning of each year, the Nomination and Remuneration Committee receives reports on executive activity plans and conducts a final review of inside directors' performance evaluations at year-end. The executive compensation system is established and revised following reports to the Nomination and Remuneration Committee. Based on this system, individual compensation levels for inside directors are reviewed in accordance with their performance evaluations. The Board resolves the individual compensation amounts for inside directors and submits the total compensation limit for all directors to the general shareholders' meeting for approval.

Director Compensation Criteria

Category	Registered Directors (Excluding Independent Directors and Audit Committee Members)	Independent Directors and Audit Committee Members
Salary	Within the 2024 director compensation limit, base salaries were determined by comprehensively considering assigned duties, expertise, contributions to the company, and overall management environment.	
Incentives	Performance-based incentives may be granted based on a comprehensive assessment of quantitative indicators such as revenue and operating profit, as well as qualitative indicators such as achievement of strategic goals, leadership, progress toward net-zero targets, ESG management maturity, employee well-being, and ethical management.	To strengthen board-led responsible management, restricted stock equivalent to KRW 37 million per person was granted pursuant to a board resolution (transfer restricted during tenure).
Welfare and Retirement Benefits	- Retirement benefits were calculated in accordance with the executive retirement benefit policy approved at the general meeting of shareholders. - Welfare benefits were provided based on the company's internal welfare support criteria.	Welfare benefits were provided based on the company's internal welfare support criteria.

Director Compensation Details

Category	No. of Recipients	Total Compensation	Average Compensation per Person ¹⁾
Registered Directors (Excluding Independent Directors and Audit Committee Members)	5 persons	KRW 2,535 million ²⁾	KRW 1,268 million
Independent Directors (excluding Audit Committee members)	1 persons	KRW 122 million ³⁾	KRW 122 million
Audit Committee Members	5 persons	KRW 377 million ⁴⁾	KRW 126 million

1) The average compensation per person is calculated as the sum of monthly average salaries. Each monthly average salary is derived by dividing the total salary paid for the month by the average number of working directors in that month.

2) One non-executive director who did not receive compensation was excluded. The total compensation was prorated based on changes in registered executive directors—two appointments and two resignations—on January 19 and July 15, 2024.

3) The total compensation for independent directors was prorated based on a change in directorship on December 10, 2024, involving the appointment of one independent director as an Audit Committee member.

4) The total compensation for Audit Committee members was prorated based on changes on March 29, 2024, involving one appointment and one resignation.

Case

Compensation Policy Reflecting ESG Performance Indicators

SK ecoplant considers both financial and non-financial performance when determining director compensation, and the compensation criteria are disclosed transparently through the annual business report. Non-financial performance indicators include achievement of strategic goals, leadership, progress toward net zero targets, ESG management maturity, and practices related to well-being and ethical management. These non-financial elements are also reflected at a set ratio in the KPI framework for all executives, including the CEO.

Compensation Payment Status

SK ecoplant set the CEO's base salary at KRW 1,600 million for 2024, which was divided into 12 equal installments and paid monthly. This amount was determined within the director compensation limit, reflecting factors such as role, position, leadership, expertise, and level of contribution. Meanwhile, other non-executive directors did not receive any compensation.

CEO Compensation Criteria

Type of Compensation		Total Amount	Basis and Method of Calculation
Earned Income	Salary	KRW 1,600 million	In accordance with the director compensation policy, the CEO's base salary for 2024 was set at KRW 1,600 million within the approved director compensation limit. This amount was determined by comprehensively considering the role (CEO), position (Vice Chairman), leadership, expertise, and contributions to the company, and was paid monthly in 12 equal installments.
	Bonus	-	Not applicable
	Stock Option Gains	-	Not applicable
	Other Earned Income	KRW 2 million	Approximately KRW 2 million was provided in accordance with the company's internal welfare support criteria.
Retirement Income		-	Not applicable
Other Income		-	Not applicable

Stock Option Grant and Exercise Status^{1) 2)}

Relationship to Company	Grant Date	Grant Method	Type	Event Exercise Period	No. of Shares Granted	Exercise Price
Unregistered Executive	Mar. 25, 2022	Treasury Share Grant, Cash Settlement for Price Difference	Common Stock	Mar. 25, 2025 – Mar. 25, 2029	166,331	60,121
	Mar. 25, 2022	Treasury Share Grant, Cash Settlement for Price Difference	Common Stock	Mar. 25, 2025 – Mar. 25, 2029	83,165	

1) Stock options were granted to registered director Kyoung-II Park through the 60th Annual General Meeting of Shareholders (held on Mar 25, 2022).
2) The exercise period for the above stock options is the same; however, the number of exercisable shares varies depending on vesting conditions. As of March 2025, 83,165 shares are not exercisable due to unmet vesting conditions

CEO-to-Employee Pay Ratio

Category	2024 Compensation	Compared to Average Employee Compensation	Compared to Median Employee Compensation
CEO (Dong-Hyun Jang)	KRW 1,602 millionn	21.4 times	19.7 times
Average Employee Compensation	KRW 75 million	-	-
Median Employee Compensation	KRW 81 million	-	-

Ownership Structure and Voting Rights

Protection of Shareholder Rights

SK ecoplant is committed to enhancing long-term shareholder value by safeguarding shareholder rights and fostering a shareholder-friendly governance environment. To improve accessibility in exercising shareholder rights, an electronic voting system has been implemented. Notices regarding the Annual General Meeting are provided via postal mail and the company website. The company also encourages active participation in voting by providing detailed instructions on how to exercise voting rights through its website. Dividends are paid in accordance with the Articles of Incorporation and are subject to resolutions by the Board of Directors and the General Meeting of Shareholders. The company's dividend policy aims to maintain a long-term and stable level of cash dividends based on business performance. Additionally, the Articles of Incorporation formally provide the basis for interim dividends, thereby establishing a foundation for enhancing shareholder value. Going forward, the company intends to maintain a balanced approach between investments for future growth and shareholder return policies, based on a comprehensive assessment of market conditions and financial standing.

Matters Resolved at the General Meeting of Shareholders

SK ecoplant adheres to the principle of one vote per share. A total of 56,328,385 shares are granted voting rights, representing approximately 97.5% of all issued shares. The company has issued a limited number of non-voting preferred shares.

Voting Rights Status

Category	No. of Shares	Shareholding Ratio
Shares with Voting Rights	56,328,385	97.5%
Shares without Voting Rights	1,449,501	2.5%
Total No.of Issued Shares	57,777,886	100.0%

Resolutions of the 63rd Annual General Meeting of Shareholders

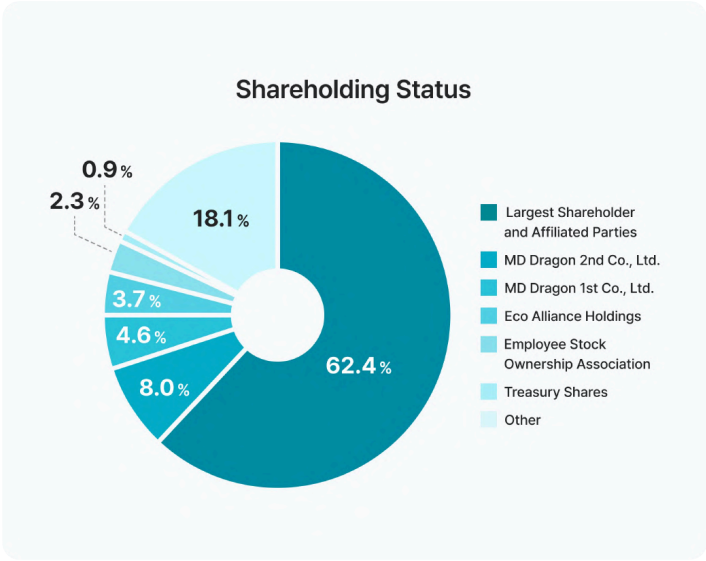
Category	Agenda Item	Resolution Outcome	Approval Rate
Agenda Item 1	Approval of the 63rd Financial Statements	Approved as Proposed	99.98%
Agenda Item 2	Amendment to the Articles of Incorporation	Approved as Proposed	99.97%
Agenda Item 3-1	Appointment of Independent Director Mira Lee	Approved as Proposed	99.96%
Agenda Item 3-2	Appointment of Non-Executive Director Kee-Dong Kim	Approved as Proposed	99.97%
Agenda Item 4	Approval of Director Compensation Limit	Approved as Proposed	99.93%

Voting Rights Exercise Status – 63rd Annual General Meeting of Shareholders

Total No. of Issued Shares	Number of Shares Exercising Voting Rights	Number of Shares Exercising Voting Rights	Largest Shareholder ¹⁾	Other Shareholders ²⁾	Voting Rights Exercise Rate ³⁾	Voting Rights Exercise Rate (Excluding Largest Shareholder)
57,777,886	49,876,908	49,876,908	36,047,637	13,829,271	88.55%	24.55%

1) Largest Shareholder: SK Inc. and its affiliated parties
2) Other Shareholders: Shareholders excluding the largest shareholder
3) Voting Rights Exercise Rate = (Number of Shares Exercising Voting Rights ÷ Number of Shares with Voting Rights) × 100

Major Shareholder Ownership Status



Category	No. of Shares	Ownership Ratio ¹⁾
Total Number of Issued Shares	57,777,886	100%
Largest Shareholder and Affiliated Parties	36,047,637	62.4%
MD Dragon 2nd Co., Ltd.	4,639,310	8.0%
MD Dragon 1st Co., Ltd.	2,628,977	4.6%
Eco Alliance Holdings	2,154,236	3.7%
Employee Stock Ownership Association	1,327,622	2.3%
Treasury Shares	509,501	0.9%
Other	10,470,603	18.1%

1) The number of shares and ownership ratios are calculated based on both common and preferred shares.



Risk Management

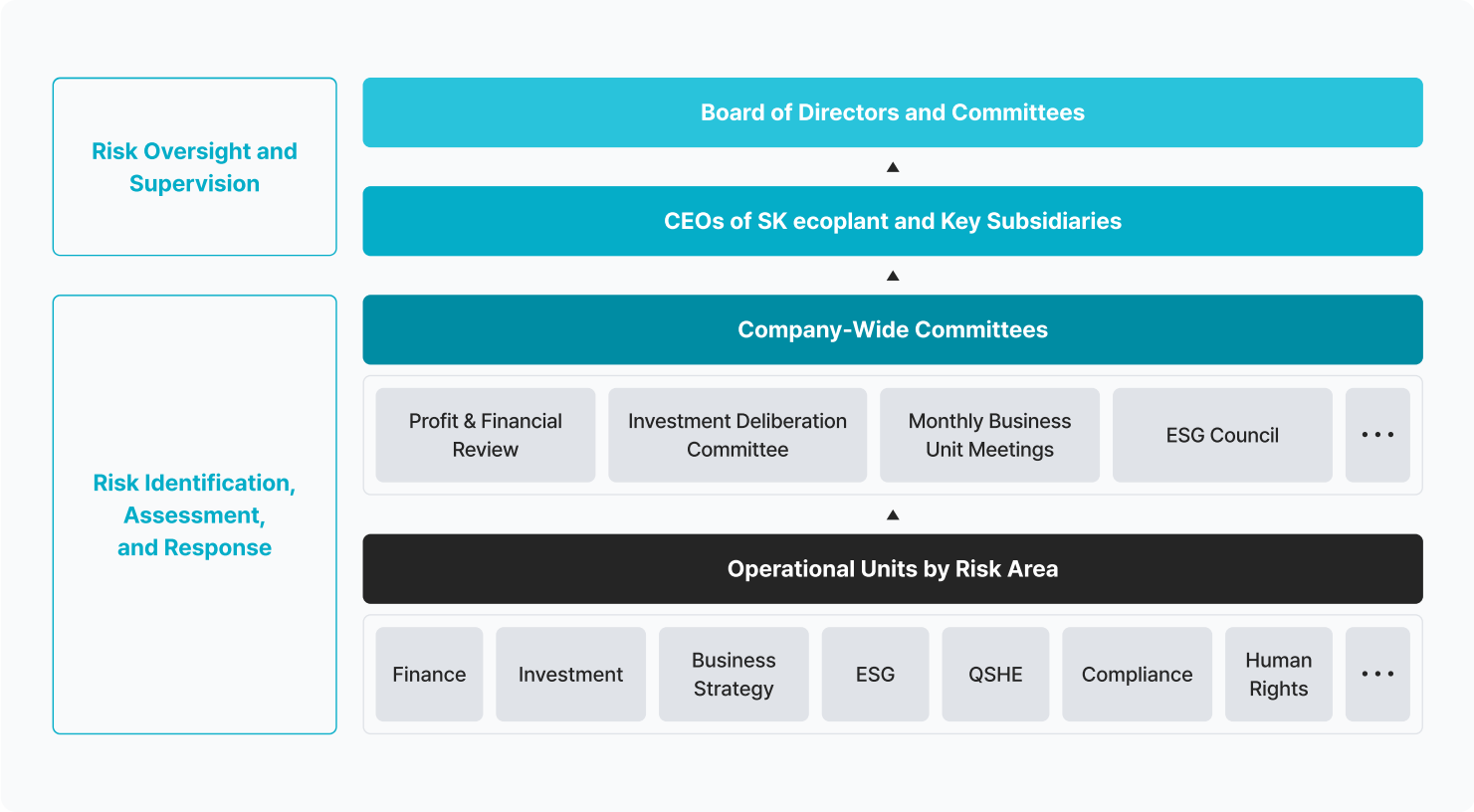
Integrated Risk Management System

Risk Management Process

SK ecoplant manages risks affecting business operations through a systematic, company-wide risk management process. Key risk areas—including finance, investment, business/strategy, and ESG—are broken down and managed by each relevant functional team, which identifies and assesses risks during their day-to-day operations. For critical issues, C-level executives and senior management convene cross-functional meetings to discuss response strategies, and major plans and performance are reported to the Board of Directors and its committees.

In 2025, SK ecoplant established the Business Risk Management (BRM) Center to prevent business-related risks and support prompt internal decision-making. The BRM Center also serves as a liaison for external cooperation, not only in construction but also in new business areas such as semiconductors and energy. The Head of the BRM Center reports business-related risk management outcomes to the Board and its committees. In addition, the CEOs of SK ecoplant and its key subsidiaries regularly review the company-wide risk management strategy and monitor its implementation, while the Audit Committee independently oversees the adequacy of the enterprise risk management system.

Enterprise Risk Management Process



Risk Management Areas

SK ecoplant operates dedicated working groups and councils for each risk area to regularly monitor and systematically manage risk status. Financial risks are reviewed through Profit & Financial Review meetings chaired by the CEO, ensuring financial soundness and operational efficiency. Through the Investment Deliberation Committee, risks associated with portfolio expansion and new investment decisions are assessed in advance and thoroughly discussed. In addition, monthly meetings are held to review business unit-specific issues, enabling efficient resource allocation and long-term stability even amid uncertain market conditions, thereby supporting sustainable growth. SK ecoplant also systematically manages ESG-related risks, including those related to climate change, occupational safety and health, human rights, supply chain, and ethics and compliance.

Risk Type Details and Management Activities

Category	Risk Description	Risk Management Activities
Business Management	Determination of Business Participation and Scale at the Marketing Stage	- Establish ground rules for business participation and improve decision-making methods and processes - Operate a company-wide review system based on checklists for business feasibility and execution conditions
	Ongoing Risk Management for Active Projects	- Develop scenario plans through comprehensive risk diagnostics - Conduct regular reviews of progress by key stage and operate a business soundness monitoring system
Climate Change	Abnormal Climate Risks Such as Heatwaves and Floods, and Emission Trading Costs	- Establish and monitor implementation of the Net Zero Roadmap - Expand development of a consolidated greenhouse gas inventory
Occupational Safety and Health	Occurrence of Occupational Safety and Health Incidents	- Monitor the effectiveness of risk assessment and improvement implementation in occupational safety and health - Support activities to strengthen occupational safety and health capabilities of Biz. Partner
Human Rights	Violation of Employee Human Rights and Discrimination	- Conduct human rights impact assessments and monitor implementation of improvement tasks - Set targets to expand the scope of human rights management to subsidiaries and Biz. Partner
Supply Chain	Unfair Trade Practices and Misconduct with Biz. Partner	- Enhance the procurement verification process - Promote zero tolerance for anti-corruption violations among Biz. Partner
Ethics & Compliance	Violation of Laws or Inappropriate Legal Conduct Related to Business Activities	- Provide legal consultation, review, and compliance training - Conduct internal audits and monitoring

Enterprise-Wide Risk Management

Risk Management by Business Stage

In line with the group's rebalancing strategy, SK ecoplant is restructuring its portfolio around semiconductors and AI, while securing financial stability through cost reduction and profitability improvement in existing businesses via operation improvements (O/I). Based on this, the company is expanding its value chain and diversifying project acquisition to establish a stable business structure. Risks are quantitatively assessed using objective analytical indicators and scenario planning, enabling the identification of risk occurrence potential and the implementation of mitigation measures. Since 2024, SK ecoplant has introduced the concept of "total risk management," diagnosing and managing risks embedded in all stages of the business to prevent risk inflow and reduce overall risk scale. In addition, to enhance the objectivity and clarity of decision-making, the company has adopted a transparent deliberation process based on open discussion and voting, rather than unilateral decision-making, for project participation.

Marketing Stage

To ensure stable business execution and achieve financial targets, SK ecoplant strives to identify potential risks from the marketing stage and minimize losses by determining whether to proceed with the project and at what scale, based on a comprehensive business feasibility review. Since 2024, the company has integrated its project acquisition and investment management systems to enhance management efficiency. Business risks are identified and reviewed in close coordination with relevant departments in each area of expertise, using a continually refined checklist based on the Risk Breakdown Structure (RBS). Risks identified through objective analysis are carefully evaluated to determine whether they are manageable or acceptable, considering various possible scenarios. This supports rational decision-making by key stakeholders during the business review stage. In light of ongoing macroeconomic uncertainty, SK ecoplant also conducts regular assessments of the financial soundness of projects in the development phase and continues to enhance its systems to enable early detection of potential risks and swift decision-making regarding project continuation when necessary.

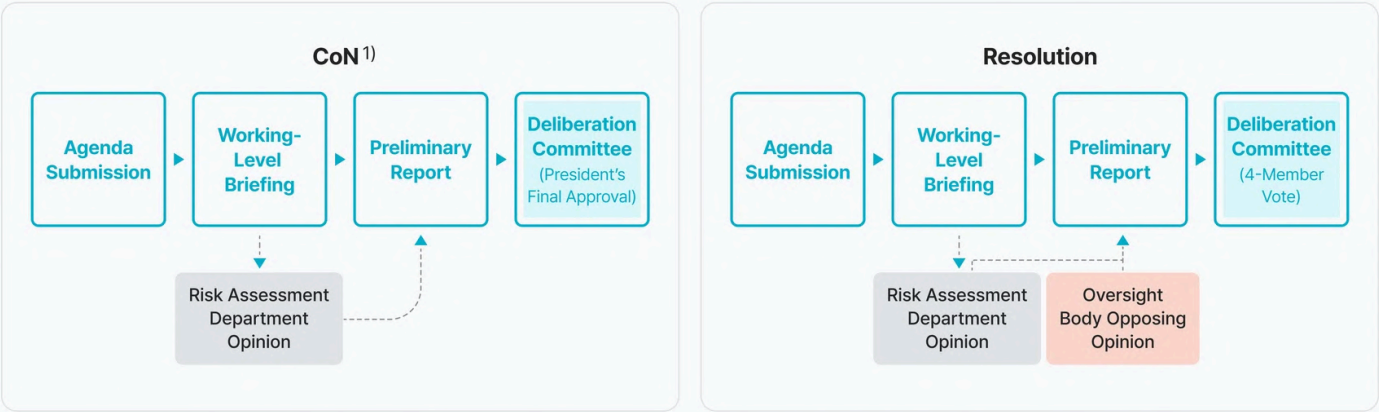
Execution Stage

For projects approved during the marketing stage, the operating department regularly evaluates whether the project is being carried out properly according to plan from the initial execution phase. By maintaining continuous communication with the project team, the company detects unforeseen risks early and responds swiftly to ensure stable achievement of project goals. In addition, the budget management system is used to review and control the appropriateness of monthly expenditures, while various quantitative, indicator-based analytical tools are employed to monitor potential risks during project execution. Customized response plans are also developed for each risk scenario. In the event of an actual risk occurrence, appropriate and timely responses are implemented to prevent and minimize the spread of large-scale risks. After project completion, a closure reporting process is carried out to identify areas for improvement, and related risks are recorded and managed in connection with the marketing stage to prevent recurrence in future similar projects.

Investment Stage

SK ecoplant operates an Investment Deliberation Committee that conducts a comprehensive review of strategic alignment, economic feasibility, and ESG risks when evaluating new investments. Since 2024, a voting-based decision-making system has been established to ensure that decisions regarding project participation are made based on objective information and identified risks through the committee. The company has also separated preliminary review and final decision-making functions and established an independent oversight body to ensure a more impartial and balanced investment review process. This oversight body consists of experts in relevant fields—such as technology, ESG, and marketing—and conducts a comprehensive review of investment proposals while intentionally presenting opposing views. Final investment decisions are made through a vote that takes into account both the results of the preliminary review and the opposing opinions. Through this system of checks and balances, SK ecoplant is strengthening a reliable risk management framework and fostering a culture of responsible business participation.

Investment Decision-Making Process

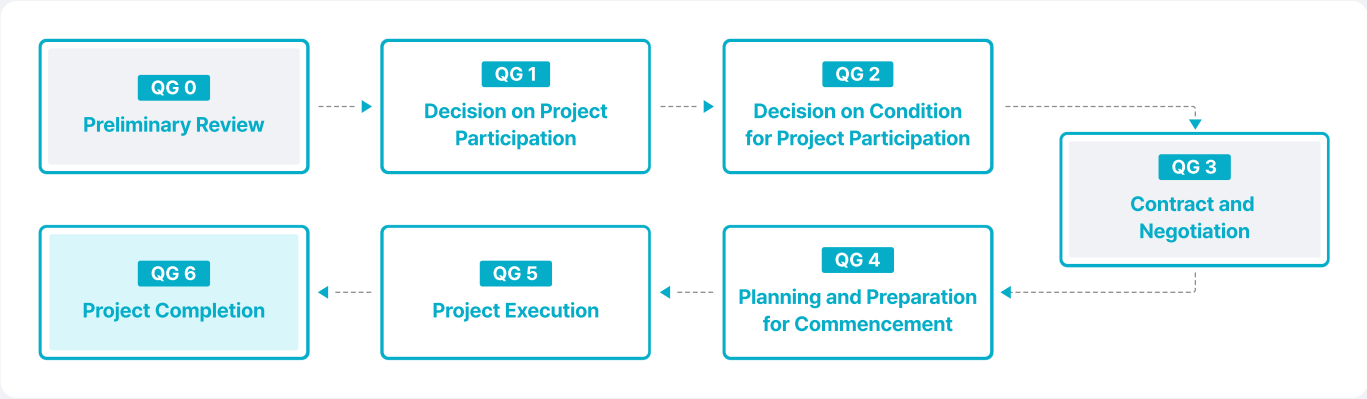


1) Chase or Not: A preliminary decision-making step used to assess whether to proceed with an investment proposal.

Case

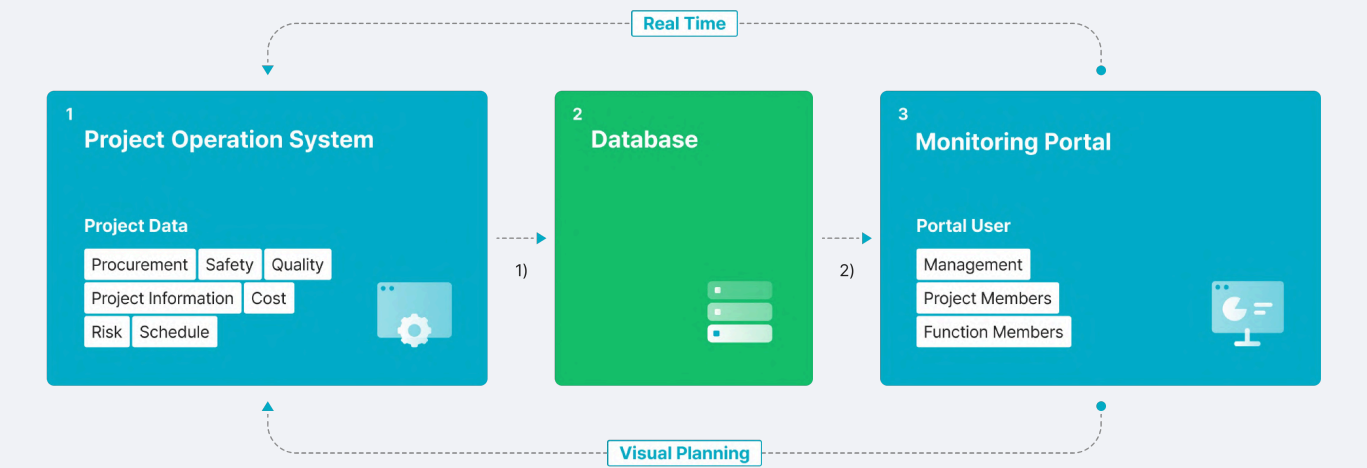
IT-Based Integrated Risk Management System: Quality Gate

SK ecoplant operates a Quality Gate system to segment the entire project execution process into distinct phases and manage issues and potential risks in an integrated manner. Through this system, phase-specific risks are identified in advance and business feasibility is verified to support final decision-makers in determining whether to proceed with project participation.



IT System for Preemptive Risk Identification: e-PM

SK ecoplant preemptively monitors project risks using e-PM, an IT system designed for early risk identification. e-PM standardizes project data dispersed across the project operation system and stores it in a database. Based on this data, it develops and visualizes management indicators to enable integrated management of issues and risks.



- 1) Standardizes project data scattered across the Operation System and stores it in a database that supports comprehensive analysis and issue & risk sensing
- 2) Develops management indicators using the data stored in the database and conducts monitoring through a portal

Subsidiary Risk Management

The ESG Council Working Group of SK ecoplant is implementing ESG Zero-Risk activities for its subsidiaries. In 2024, each subsidiary established a Zero-Risk environment tailored to its operations through shared and customized tasks, including environmental risk analysis and inspection, refinement and operational support for ethics reporting systems, development of control measures for legal risk types, and minimization of security risks. Starting in 2025, the ESG Regulatory Response Council¹⁾ is supporting subsidiaries in systematically identifying and managing climate-related risks and opportunities through a disclosure regulation response module, enabling the establishment of response strategies together with subsidiaries.

1) Since 2024, the Net Zero Council has been restructured into the ESG Regulatory Response Council, and it is operated in two separate modules: Net Zero Promotion and Disclosure Regulation Response. Through the Disclosure Compliance Module, the company prepares for mandatory ESG disclosures on a consolidated basis and responds to both internal and external requirements.

ESG Potential Risk Management

SK ecoplant proactively identifies and manages ESG risks to minimize uncertainty in the business environment. To respond promptly to changes in domestic and global ESG regulatory landscapes, the company continuously monitors risks, sets improvement targets, and establishes response strategies for systematic management. These efforts help mitigate the potential impact of ESG risks on the company and support the active utilization of opportunities through strategic decision-making. Key ESG risks, opportunities, and corresponding strategies are disclosed in this report in connection with the materiality assessment results.

Response Status and Goals by Material Topic 



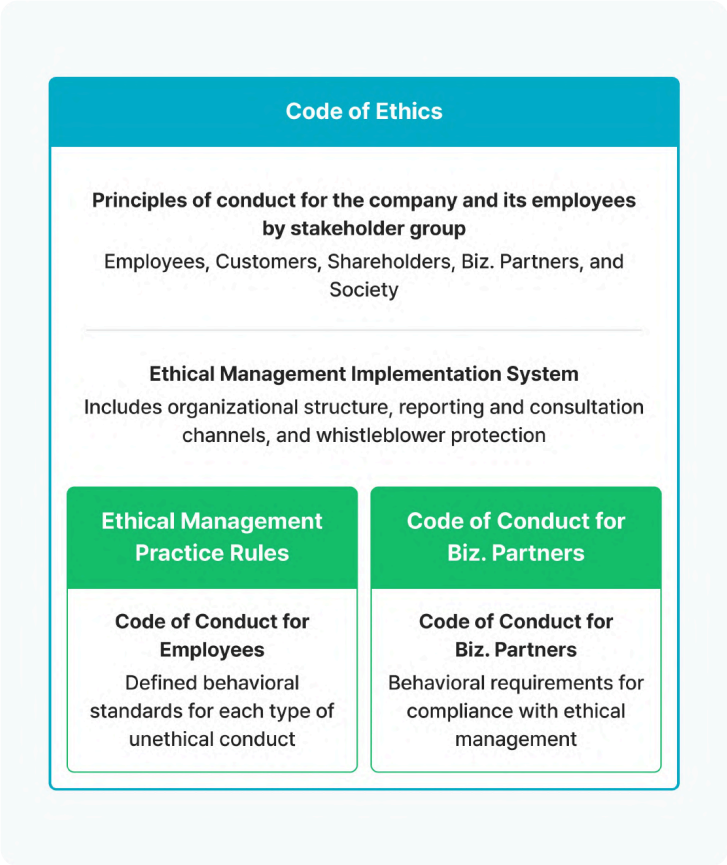
Ethical Management

Ethical Management System

SK ecoplant’s ethical management system is structured around three components: Code (Behavioral Standards), Compliance (Systems), and Consensus (Shared Understanding). Through this framework, the company practices ethical management, ensures transparency in related operations, and fosters stakeholder trust.



Ethical Management and Anti-Corruption Policies



SK ecoplant's ethical management system is operated in accordance with its Code of Ethics. The Code of Ethics stipulates the overall structure of the ethical management system, including the composition of the responsible organization, anti-bribery and anti-corruption principles based on a zero-tolerance policy, ethical consultation and reporting procedures, and ethics training. Its scope of application extends not only to domestic and overseas subsidiaries, branches, and affiliates but also to all members of the organization, including contract and part-time workers, as well as customers, Biz. Partners, and shareholders. Additionally, compliance with the Code of Ethics is encouraged for all stakeholders engaged in business relationships with the company.

Under the Code of Ethics, the Ethical Management Practice Rules provide clear standards for each ethical principle to help employees and stakeholders make proper decisions in ethically challenging situations. Furthermore, through the Code of Conduct for Biz. Partners, SK ecoplant clearly outlines the behavioral requirements for ethical management expected of its partners, thereby enhancing the overall level of ethical practices across the entire supply chain.

- Code of Ethics
- Ethical Management Practice Rules
- Code of Conduct for Biz. Partners (KOR)

Ethical Management Execution Organization

To establish a strong ethical culture, SK ecoplant carries out various initiatives led by its ethical management department. As the department responsible for internal audits, the ethical management department reviews internal ethical risks and reports the findings to the Audit Committee. The ethical management department also reviews non-financial risks deemed significant by the Audit Committee and reports the results of such audits accordingly. Meanwhile, the Audit Committee—composed entirely of outside directors—exercises the authority to appoint and approve the appointment of the head of the ethical management department, who leads internal audits. By approving the annual audit plan at the beginning of each year, the committee ensures the independence of internal audit operations.

Ethical Management Goals

SK ecoplant is advancing its ethical management system with the goal of achieving zero anti-corruption violations. Based on the Anti-Corruption Risk Management System and Capability index established by SK Group in 2022, company-wide anti-corruption risks are identified, assessed, and addressed through improvement measures. The performance of this risk management system is regularly reported to the Board of Directors. As a result, SK ecoplant received the highest rating among SK Group affiliates in the 2024 Ethical Management Evaluation, demonstrating its strong execution capabilities in ethical management. SK ecoplant will continue to proactively identify anti-corruption risks and implement corrective actions to manage potential risks in advance.

Ethical Management Goal Roadmap

Goal	Zero Anti-Corruption Violations		
Detailed Implementation Plan	2024 Develop countermeasures based on audit findings and implement anti-corruption initiatives	2025 Execute and refine anti-corruption measures	2026 Establish an integrated company-wide risk management system for anti-corruption and risk mitigation

Ethical Management Monitoring

Internal Audit

To assess the implementation of its ethical management system, SK ecoplant conducts internal audits at least once every three years across headquarters, subsidiaries, and projects carried out by each business division. As the department responsible for internal audits, the ethical management department defines the audit scope with a focus on high-risk areas by business unit and reviews work procedures, compliance with relevant regulations, and potential unethical conduct. When violations are identified, they are reported to the CEO or the Audit Committee, and immediate corrective actions are taken. If necessary, improvement plans are developed in collaboration with relevant departments, and implementation progress is monitored annually. For projects that are concluding, final settlement audits are conducted to ensure transparency throughout the entire project cycle. As a result, in 2024, a total of four internal audits were conducted across business divisions, identifying 28 potential risks. The company is monitoring corrective actions with the goal of achieving 100% resolution of identified issues.

Internal Audit Status (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Audits Conducted	Cases	7 ¹⁾	5 ¹⁾	11	4	0	1	3	2	0	1

1) The figures have been adjusted compared to the previous year due to changes in internal calculation criteria.

Internal Audit Status (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Audits Conducted	Cases	5 ¹⁾	3	4

1) The figures have been adjusted compared to the previous year due to changes in internal calculation criteria.

Pre-Assessment of Risks

To proactively identify and manage potential anti-corruption risks, SK ecoplant operates the Risk Self-Monitoring System and the Risk Sensing System (RSS¹⁾) on an annual basis. The Risk Self-Monitoring System, implemented at the SK Group level, uses a checklist based on risk items categorized by business function—such as procurement, HR, and expenditures—allowing each department to conduct a self-assessment or jointly perform an assessment with the ethical management department to verify operational integrity. In 2024, six domains were reviewed, and both identified improvement items were addressed. The Risk Sensing System (RSS) is SK ecoplant’s proprietary pre-assessment program that detects irregularities using system data across seven evaluation domains. In 2024, no irregular cases were detected.

1) Risk Sensing System

Pre-Assessment of Risk Status (SK ecoplant)

Category		Unit	2022	2023	2024
Risk Self-Monitoring System	No. of Assessment Areas	Cases	6	6	6
	No. of Improvement Items Identified	Cases	1	2	2
Risk Sensing System (RSS)	No. of Assessment Areas	Cases	7	7	7
	No. of Improvement Items Identified	Cases	0	0	0

Ethical Management Practice Evaluation

To identify areas for improvement and reflect them in the overall ethical management system, SK ecoplant conducts an annual internal evaluation of its ethical management system operations, targeting all employees—including contract and part-time workers, excluding daily hires. In the 2024 evaluation, sexual harassment was identified as the area with the most significant improvement over the past three years, confirming the effectiveness of related corrective actions. Eradication of workplace bullying was identified as an area requiring improvement, and corresponding assessments are being conducted on an ongoing basis. Other improvement items are being incorporated into the restructuring of the ethical management system to further enhance the level of ethical practice. In 2024, the company’s ethical management evaluation score exceeded the SK Group average, indicating strong employee trust and positive perceptions regarding ethical management.

Anti-Corruption Violation Status

SK ecoplant applies a zero-tolerance policy toward ethical and anti-corruption violations, with the aim of achieving zero anti-corruption violations. In the event of a violation, the Disciplinary Review Committee assesses the necessity and level of disciplinary action, and the details and rationale for such disciplinary actions are disclosed to employees. Key violation cases and recommended actions are regularly shared with employees via electronic newsletters to prevent the recurrence of similar incidents. As a result, there have been no cases of bribery or violations of anti-corruption laws at domestic or international sites over the past three years.

Status of Bribery and Anti-Corruption Law Violations (Consolidated)

Category		Unit	2022	2023	2024							
					Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Monetary Sanctions	Domestic	Cases	0	0	0	0	0	0	0	0	0	0
	Overseas	Cases	0	0	0	0	0	0	0	0	0	0
Fines and Settlements	Domestic	KRW 100 million	0	0	0	0	0	0	0	0	0	0
	Overseas	USD 10,000	0	0	0	0	0	0	0	0	0	0

Status of Bribery and Anti-Corruption Law Violations (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Monetary Sanctions	Domestic	Cases	0	0	0
	Overseas	Cases	0	0	0
Fines and Settlements	Domestic	KRW 100 million	0	0	0
	Overseas	USD 10,000	0	0	0

Ethics Reporting and Ethics Training

Ethics Reporting Channels

SK ecoplant operates ethics consultation and reporting channels at all times to receive reports of unethical conduct from all stakeholders, including employees, subsidiaries, Biz. Partners, and customers. As a member of the SK Group, SK ecoplant utilizes the Group's integrated reporting system, providing easy access to all users through various platforms such as the internet, email, and KakaoTalk. Key reporting subjects include unethical or anti-competitive behaviors such as receiving money, gifts, or special favors from stakeholders like Biz. Partners, or gaining unjust benefits through inappropriate use of company assets or information. To ensure a secure reporting environment, SK ecoplant has publicly disclosed [whistleblower protection policy](#) within its reporting system. These regulations clearly stipulate principles such as guaranteed anonymity, confidentiality, personal protection, and a prohibition on discriminatory treatment. In particular, stricter disciplinary measures are applied to cases involving retaliation against whistleblowers or the disclosure of their identities to others.

Ethics Reporting Channel

Mail	4F, SK ecoplant, 19 Yulgok-ro 2-gil, Jongno-gu, Seoul, Republic of Korea – Ethical Management Division	
Internet	SK Group Ethical Management Website	
Email	skecoplant.ethics@sk.com	
KakaoTalk	One-on-One Open Chat: Search SK ecoplant Ethical Management or scan the QR code	



Whistleblower Protection Policy

- The identity of the whistleblower and the contents of the report are strictly kept confidential and will not be disclosed.
- Whistleblowers will not face any disadvantage or discrimination due to filing a legitimate report.
- If any disadvantage occurs as a result of whistleblowing, the individual may request correction and protection from the Ethical Management Department.
- Individuals who cooperate with investigations—by providing statements or documents—will receive the same protection as whistleblowers.
- If a person voluntarily reports their own involvement in unethical or illegal acts, disciplinary measures may be mitigated.

Status of Ethics Reports and Actions Taken

In 2024, SK ecoplant addressed a total of 29 cases through its ethics reporting channels and risk assessment activities. As a result, disciplinary measures were imposed on 48 individuals involved in workplace harassment, violations of company regulations, or unethical conduct. The outcomes of the Disciplinary Review Committee were shared with all employees, training was provided on the violation cases, and efforts to prevent recurrence are being made through the Ethical Management Practice Letter.

Status of Ethics Consultations, Reports, and Actions Taken (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Reports Filed	Cases	212	264	163	146	0	9	0	8	0	0
No. of Cases Addressed	Cases	28	84	46	29	0	9	0	8	0	0

Status of Ethics Consultations, Reports, and Actions Taken (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Reports Filed	Cases	200	206	146
No. of Cases Addressed	Cases	16	26	29

Ethics Training

SK ecoplant provides annual ethics training that exceeds statutory requirements to all members of the organization, including contract, part-time, regular, dispatched employees, and executives. Since 2023, the training scope has been expanded to include employees of all domestic subsidiaries, with in-person sessions conducted accordingly. In 2024, SK ecoplant supported each subsidiary in independently establishing its own ethical management system and conducting self-assessments. For Biz. Partners, a variety of programs are offered to build shared understanding around ethical management, including online ethics training, compliance newsletters, and financial support for external training programs. Going forward, SK ecoplant plans to continuously expand the scope of ethics training for Biz. Partners and enhance both the content and delivery methods to increase training effectiveness.

Ethics Training Performance (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Eligible Participants	Persons	8,314	10,315	10,584	3,588	1,164	840	2,474	2,214	210	94
No. of Participants	Persons	8,277	10,025	9,866	3,450	723	836	2,453	2,108	208	88
Participation Rate ¹⁾	%	99.6	97.2	93.2	96.2	62.1	99.5	99.2	95.2	99	94
Total Training Hours	Hours	11,595	13,579	13,057	7,590	329	1,151	1,227	2,500	173	88
Training Hours per Person ²⁾	Hours	1.1	1.3	1.2	2.2	0.3	1.4	0.5	1.1	0.8	0.9

1) This is the ratio of the number of participating members divided by the number of participants at the time of training.
2) Per capita training performance is the training performance divided by the total number of members (as of December 31, 2024).

Ethics Training Performance (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Eligible Participants	Persons	3,548	3,588	3,588
No. of Participants	Persons	3,546	3,450	3,450
Participation Rate ¹⁾	%	99.9	96.2	96.2
Total Training Hours	Hours	7,801	7,590	7,590
Training Hours per Person ²⁾	Hours	2.2	2.2	2.2

1) This is the ratio of the number of participating members divided by the number of participants at the time of training.
2) Per capita training performance is the training performance divided by the total number of members (as of December 31, 2024).



Compliance Management System

Fair Trade Compliance Program

Since 2008, SK ecoplant has been operating the Fair Trade Compliance Program (CP) to foster a transparent and mature compliance culture. To ensure systematic implementation of the CP, relevant regulations and rules have been established as part of the company’s internal policies and are strictly followed. Each year, all employees, including the CEO, sign a Fair Trade Compliance Pledge to reaffirm their commitment to fostering a culture of fair trade practices. In 2024, efforts were made to strengthen the execution of compliance, including expanding the scope of KPI deductions for legal violations and increasing training hours compared to the previous year. Additionally, improvements were made to the CP operational framework, such as revising the approval authority regulations to reinforce the pre-review process for internal transactions between affiliates. As a result, SK ecoplant became the first large enterprise to achieve the highest AAA rating for two consecutive years in the Fair Trade Compliance Program rating conducted by the Korea Fair Trade Commission in 2024.

2025 Compliance Commitment Pledge (CEO Dong-Hyun Jang) 

2025 Compliance Commitment Pledge (CEO Hyung-Keun Kim) 

Compliance Handbook

SK ecoplant first issued the Fair Trade Compliance Handbook in 2008 as a business guide to help establish fair trade practices. The handbook selectively includes relevant laws based on the company’s business structure, contract types, and stakeholder relationships. It is regularly updated to reflect changes in policy environments, legal amendments, and recent violation cases. The 7th revised edition, published in 2024, incorporates 11 new legislative updates to key business-related laws—including the Monopoly Regulation and Fair Trade Act, Fair Transactions in Subcontracting Act, Act on Fair Labeling and Advertising, and Act on The Regulation of Terms and Conditions—as well as 22 recent violation cases. To enhance practical usability for employees, the handbook has been comprehensively updated with behavioral guidelines, Q&A sections, and checklists for each regulation. It has been divided into seven separate booklets by topic, featuring only essential content, and is made available in both online and offline company libraries.

Overview of SK ecoplant’s Compliance Handbook

Category	Details							
Revision History	2008	2011	2015	2017	2021	2022	2023	2024
	First Edition	1st Revision	2nd Revision	3rd Revision	4th Revision	5th Revision	6th Revision	7th Revision
Relevant Regulations	• Monopoly Regulation and Fair Trade Act • Fair Transactions in Subcontracting Act • Act on Fair Labeling and Advertising • Act on the Regulation of Terms and Conditions							
Structure	(Step 1) Understanding Legal Provisions: Overview of SK ecoplant’s fair trade-related regulations and explanation of key provisions by law (Step 2) Understanding Recent Precedents: Explanation of recent violation cases and legal precedents by business function (Step 3) Reviewing Key Considerations and Q&A by Function: Explanation of function-specific compliance guidelines and business tips (Step 4) Self-Assessment for Legal Compliance: Use of function-specific checklists to conduct self-assessment for potential legal violations							

Compliance Handbook (KOR) 

Compliance Handbook – Unfair Special Agreements (KOR) 

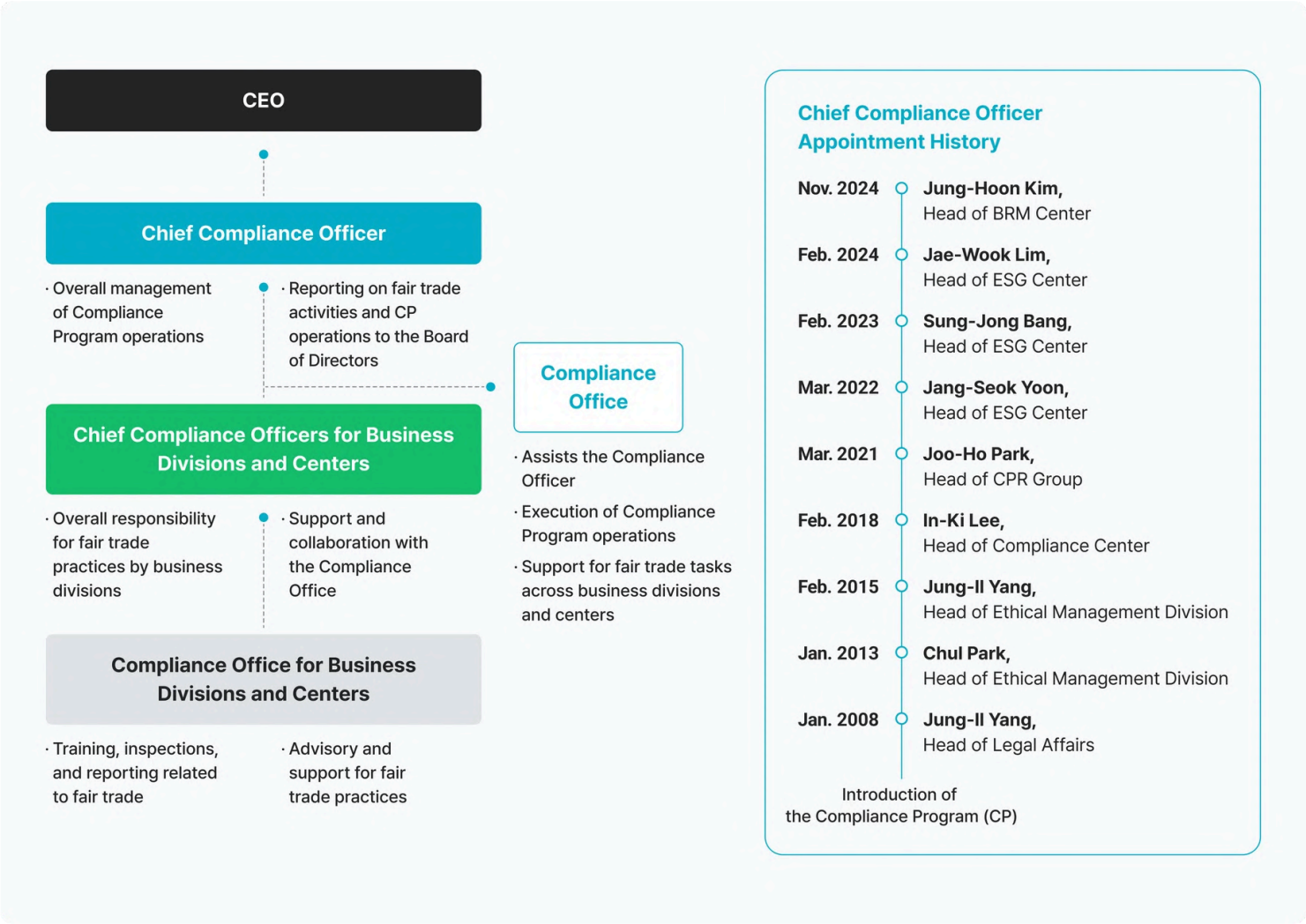
Compliance Handbook – Subcontracting Act (KOR) 

Compliance Pocketbook – Framework Act on the Construction Industry (KOR) 

Compliance Pocketbook – Subcontracting Act (KOR) 

Compliance Program (CP) Execution Organization

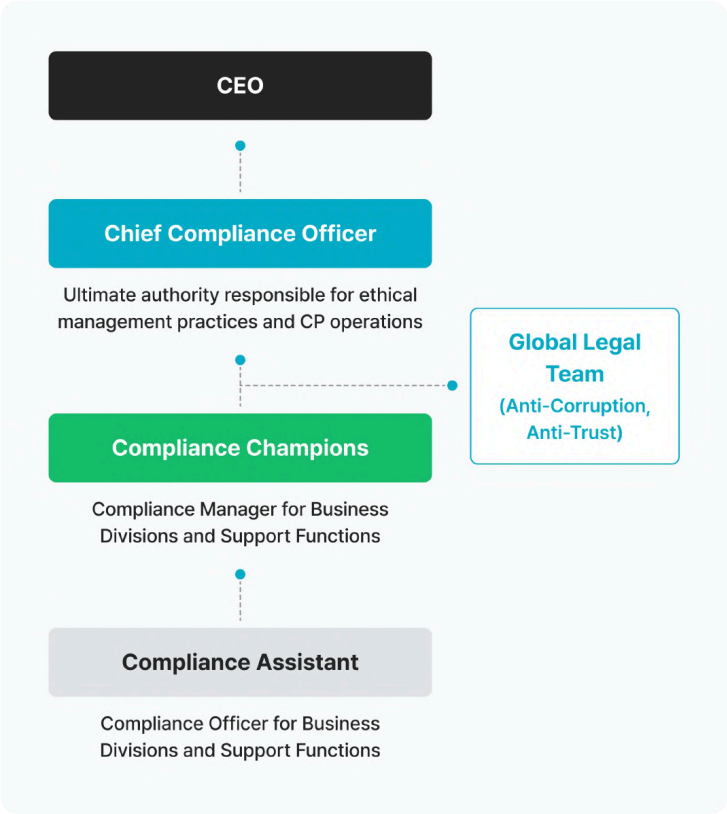
To ensure independent operation of the Compliance Program (CP), SK ecoplant has appointed a Chief Compliance Officer through a resolution of the Board of Directors to oversee CP operations. The Chief Compliance Officer reports CP operational plans and performance directly to top management (the Board of Directors or the CEO) on a quarterly basis and continuously improves operational standards by incorporating feedback. To strengthen compliance functions, a dedicated compliance department was established in 2022 to manage CP operations, and CP experts have been continually added to support effective program execution. In addition, CP-related functions such as the Ethics Management Team and Legal Team were reorganized under the CEO’s direct control as part of the Compliance Office, allowing CP-related activities to be carried out organically under a unified team structure.



Duties and Authority of the Chief Compliance Officer

Roles of the Chief Compliance Officer	Authority of the Chief Compliance Officer
1. Establishment and management of Compliance Program plans and operations 2. Conduct of risk assessments to identify and manage competition law violation risks 3. Pre-consultation on business activities to ensure compliance with competition laws 4. Management of training related to competition law and compliance 5. Monitoring of the actual state of compliance implementation 6. Analysis of competition law violations and implementation of corrective and preventive measures 7. Determination of disciplinary actions for competition law violations and referral to the Disciplinary Review Committee 8. Reporting of compliance-related activities and matters to the Board of Directors 9. Collection of compliance pledges from all employees 10. Other matters deemed necessary by the Board of Directors (Article 7 of the CP Operational Guidelines)	1. Authority to conduct compliance inspections and assessments 2. Right to request submission of documents and information necessary to perform duties 3. Authority to investigate and report on violations and violators of competition law 4. Authority to implement corrective and improvement measures for competition law violations 5. Other powers as deemed necessary by the Board of Directors (Article 8 of the CP Operational Guidelines)

Global Compliance Activities



SK ecoplant is building and operating a global-level compliance management system in alignment with the expansion of its new businesses and the overseas networks of key subsidiaries. Following global acquisitions, investments, and mergers, the company has introduced and enforced various regulations to prevent legal violations, including anti-corruption and compliance procedures, overseas conflict of interest policies, and anti-bribery rules for global suppliers. In particular, in 2024, a compliance council was established to review and strengthen the global compliance systems of major subsidiaries such as SK oceanplant and SK tes, with quarterly meetings held. Anti-corruption due diligence was also conducted for global acquisitions and investments, along with the dissemination of ethical management case studies and employee training.

Additionally, SK ecoplant provides regular training to internal personnel on international laws and regulations relevant to overseas business operations. In 2023, in-depth training on the U.S. Foreign Corrupt Practices Act (FCPA) was conducted in collaboration with an international law firm. SK ecoplant will continue to revise relevant regulations and enhance institutional mechanisms and management systems moving forward.

Global Anti-Corruption Codebook 

Compliance Management System Implementation Goals

To proactively identify and manage compliance risks arising from the rapidly changing internal and external business environment—such as business portfolio diversification—SK ecoplant established an enterprise-wide Compliance Management System (CMS) in 2023. In 2024, the company developed a CMS IT platform to enable real-time tracking of regulatory updates, policy trends, and industry violation cases, thereby building a risk management system based on advanced IT infrastructure. Through the CMS IT platform, cross-functional collaboration is facilitated, allowing real-time monitoring of risk management status via dashboards. The system also accumulates management history by risk type, ensuring traceability and data integrity.

Based on the performance of the CMS, SK ecoplant has obtained and maintained the ISO 37301 international certification for compliance management systems since 2023, demonstrating that its integrated compliance risk management framework meets international standards. Going forward, the company plans to continuously renew its ISO 37301 certification to objectively validate the effectiveness of its compliance management system.

ISO 37301 Certification 

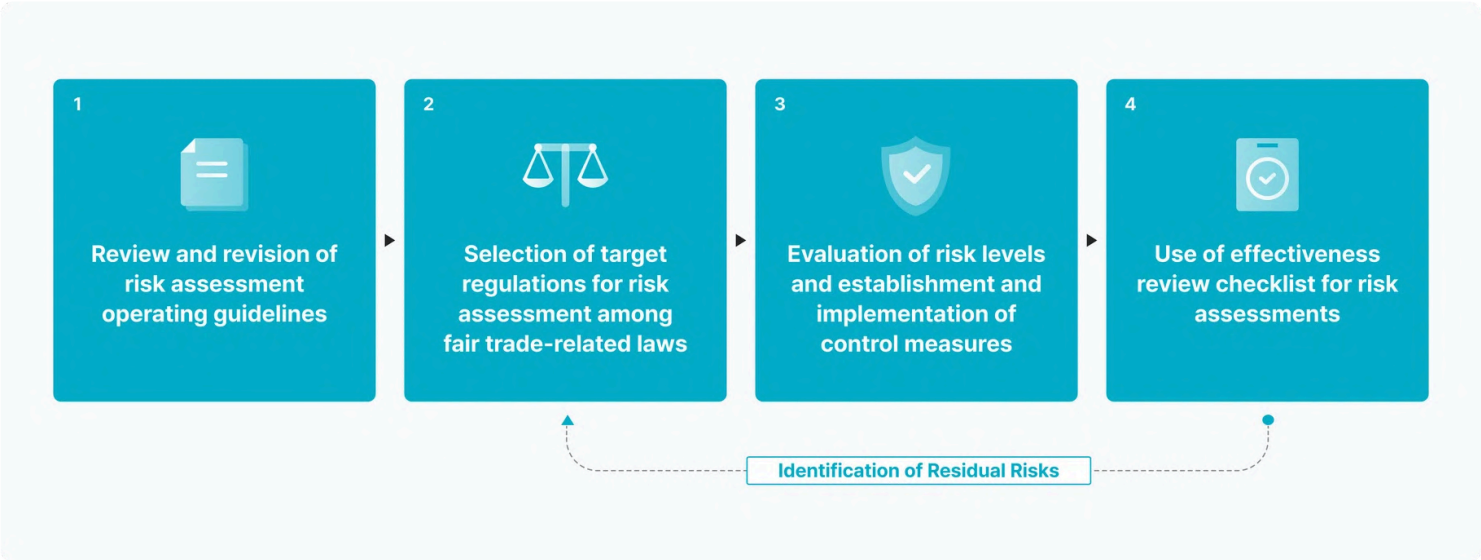
Compliance Management System Operating Regulations (KOR) 

Compliance Risk Management

Fair Trade Risk Assessment

SK ecoplant conducts fair trade risk assessments to identify and mitigate risks related to fair trade practices. To ensure the effective execution of these assessments, the company has established a separate Fair Trade Risk Management Guideline, which clearly defines the assessment procedures, target areas, and criteria for risk levels (five stages, from lowest to highest). In accordance with this guideline, fair trade risk assessments are conducted quarterly. Areas with potential legal risks are proactively identified, and a variety of risk control activities are carried out, including employee compliance training, distribution of compliance guidelines, implementation of a pre-consultation system, post-inspection and sanctions, and operation of an internal reporting system. In 2024, taking into account both in-house and industry-wide violation cases and recent amendments to relevant laws, SK ecoplant designated the Monopoly Regulation and Fair Trade Act, Fair Transactions in Subcontracting Act, Act on Fair Labeling and Advertising, and the Act on the Regulation of Terms and Conditions as key regulations to manage. For each of these laws, risk factors were analyzed by clause, related departments were identified, and specific risk control measures were established and implemented.

Risk Assessment Procedure for Legal Violations



Key Results of Fair Trade Risk Assessment

Category	Key Risks	Improvement Measures	Risk Level ¹⁾	
			Before Measures	After Measures
Subcontracting Act	Legislative Revisions and Amendments • [Amended] Fair Transactions in Subcontracting Act: Increased ceiling for punitive damages related to misappropriation of technical data (from 3x to 5x) • [New Draft] Partial Amendment to the Enforcement Decree of the Subcontracting Act (Proposed): Fine reduction if voluntary correction or cooperation during KFTC investigation • [Amended] Fair Transactions Guidelines (Administrative Notice): Clarification of examples not considered as unfair management interference • [Amended] Standard Subcontract Agreement for Construction Industry	Employee Training Conducted • Compliance awareness reinforced through basic compliance training by the Chief Compliance Officer • New subcontracting practice training implemented to enhance employee capabilities		
	Ongoing Violation Cases in the Industry • Approximately 15 KFTC rulings per year, based on industry benchmarks	Improved Business Guidance • Legal updates shared with relevant departments and reflected in business guides • 7th edition of the Compliance Handbook updated with legal revisions and distributed company-wide • Revised standard subcontract agreement distributed and communicated across the company	Level 4	Level 3

1) Risk levels are categorized into five stages, with level 1 being the lowest and level 5 being the highest.

Compliance Monitoring System

Pre-Review System

SK ecoplant’s compliance and fair trade-related departments conduct prior reviews of internal business procedures to continuously monitor potential violations of fair trade laws. If violations are identified during the review process, corrective actions are taken immediately, and if necessary, disciplinary measures such as warnings, reprimands, salary reduction, or suspension are imposed in accordance with internal policies. Since 2021, SK ecoplant has implemented a Compliance KPI Deduction System, which deducts organizational KPI scores based on compliance violations. The scope and severity of the system have been gradually expanded since its introduction. In 2024, the KPI deduction criteria were newly applied not only to administrative sanctions resulting from legal violations by the company and its subsidiaries, but also to violations identified through internal ESG consultations and deficiencies in CMS operations.

Status of Compliance KPI Deduction System

Category	2021	2022	2023	2024
Scope of Deduction Application	Violation of fair trade-related laws	Violation of fair trade-related laws or occurrence of disputes	Violation of any company regulations	• Violation of any company regulations • Violations identified through internal inspections • Deficient operation of the CMS
Maximum Deduction ¹⁾	5 points	10 points	10 points	10 points

1) The total KPI score is 100 points.

Internal Inspection Process

Through its Internal Inspection Process, SK ecoplant continuously monitors its own and its subsidiaries' operations to ensure that no legal violations occur during contract execution. The company conducts internal inspections through written surveys and self-assessments to prepare for the disclosure of subcontract payment status. All subcontract payments are reviewed to confirm compliance, and immediate corrective actions are taken if violations are identified. In addition, monthly on-site inspections are conducted for all domestic projects to assess compliance with 10 key provisions of Fair Transactions in Subcontracting Act(e.g., subcontract payment, prohibition of unfair deductions) and 4 key provisions of the Framework Act on the Construction Industry (e.g., notification to the ordering party of subcontracting, issuance of payment guarantees for construction machinery fees). Identified violations are addressed through corrective actions and disciplinary procedures. In 2024, SK ecoplant strengthened its disciplinary criteria based on on-site inspection results, lowering the threshold for disciplinary action from six or more violations to four or more violations for reprimand.

Subcontracting Compliance Inspection Activities

Date	Activity
Apr. 2024	Completed internal inspection of subcontract transactions from Jan. 1 to Dec. 31, 2023 (total of 8,934 cases)
Jun. 2024	Compliance workshop conducted based on subcontracting inspection results from Mar. to May (14 sites)
Aug. 2024	Completed internal inspection of disclosable subcontract transactions for H1 2024 (total of 7,305 cases)
Sep. 2024.	Compliance workshop conducted based on subcontracting inspection results from Jun. to Aug. (7 sites)
Nov. 2024	Compliance workshop conducted based on subcontracting inspection results from Sep. to Nov. (11 sites)
	Completed 2024 on-site subcontracting inspections (covering 99 domestic sites of SK ecoplant and SK ecoengineering)

Case

Establishment of Compliance Management System for Sub-Subsidiaries

With the expansion of its business portfolio and acquisition of new subsidiaries, SK ecoplant is strengthening compliance risk management and capabilities across sub-subsidiaries as the number of applicable regulations increases. In 2023, a compliance council chaired by the Chief Compliance Officer was launched to help minimize violations of fair trade-related laws by sub-subsidiaries. In 2024, the council supported 22 sub-subsidiaries in conducting self-assessments of compliance with regulations in fair trade, anti-corruption, environmental, and HR areas. A total of 23 ESG consultations were carried out to reinforce their preventive measures against legal violations.

Status of Fair Trade Violations

SK ecoplant monitors violations by type to manage the overall status of fair trade violations.

Fair Trade Violation Status (Consolidated)

Category		Unit	2022	2023	2024						
					Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
No. of Monetary Sanctions	Domestic	Cases	6 ¹⁾	4 ¹⁾	2	2	0	0	0	0	0
	Overseas	Cases	0	0	0	0	0	0	0	0	0
Fines and Settlement Amounts	Domestic	KRW 100 million	496.5	104.5	42	42	0	0	0	0	0
	Overseas	USD 10,000	0	0	0	0	0	0	0	0	0

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

Status of Fair Trade Violations (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Monetary Sanctions	Domestic	Cases	6 ¹⁾	4 ¹⁾	2
	Overseas	Cases	0	0	0
Fines and Settlement Amounts	Domestic	KRW 100 million	494	97	42
	Overseas	USD 10,000	0	0	0

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

Fair Trade Training

SK ecoplant provides case-based and job-specific compliance training to all employees, including the CEO, executives, contract workers, and temporary staff, tailored to the relevance of their duties. In 2024, a total of 5,659 hours of fair trade training were provided to SK ecoplant employees and all subsidiary employees—representing a 33% increase compared to 2023 (4,250 hours).

Fair Trade Training Performance for SK ecoplant and Its Subsidiaries (SK ecoplant)

Category	Unit	2022	2023	2024
Total Training Hours	Hours	5,369	4,250	5,659

Fair Trade Training by Target Group

Category	Target Group	Training Content and Title	No. of Participants (Completion Rate)
Subsidiary Training	All subsidiary CEOs, CFOs, plant managers, and relevant staff	Fair Trade Training during Subsidiary Workshop	55 participants(86%)
	All subsidiary CEOs and executives	1-on-1 ESG Consulting Training for Subsidiaries	45 participants(100%)
Training by Job Function and Level	Executives and staff involved in transactions between affiliates and subsidiaries	Internal Transactions Training	181 participants(82%)
	All project site administration, construction management, and HQ procurement staff	Training for Members Handling Subcontracting in Services/Manufacturing ¹⁾	99 participants(100%)
	All executives and relevant department heads/staff of SKEP and SKEE	Practical Fair Trade Training for Subcontracting	1,553 participants(99%)
	Executives and staff in sales, marketing, and bidding roles at SK ecoplant and subsidiaries	Cartel Compliance Training	157 participants(93%)
	All executives and top management of SKEP and SKEE	Executive Training on Internal Transactions (SKEP & SKEE)	52 participants(98%)
	PJT site administration staff across 59 key projects	Subcontracting Issues & Legal Compliance Guide for PJT Members	114 participants(100%)
	Independent Directors	Training for Independent Directors on Internal Transactions	4 participants(100%)
	Relevant Department Staff	Training on Protection of Technical Data	2,253 participants(99%)
Company-wide Training	15 new employees at SKEP and SKEE	Fair Trade/Subcontracting Training within New Employee Orientation	15 participants(100%)
	Domestic PJT PMT/CMT	Training for Mid-Level Managers (PMT/CMT ²⁾) in Projects	211 participants(90%)
Compliance Training	All Employees	Basic Training on the Compliance Management System (CMS)	2,954 participants(99%)
	Compliance Team Leaders/Staff in Each Unit	Advanced CMS Training (Unit-Level)	218 participants(100%)
	Team Leaders/Staff in Compliance-Related Departments	Advanced CMS Training (Compliance-Related Departments)	69 participants(100%)
	All Employees	Compliance Training by the Chief Compliance Officer	3,231 participants(99%)
	All Employees of SKEP and SKEE	2024 Global Compliance Training	3,927 participants(94%)
Other	All Executives and Relevant Department Managers/Staff of SKEP and SKEE	Key Government Agency Work Plan Briefing (CEO Study Session)	120 participants(100%)

1) Linked to Disclosure of Subcontract Payment Terms

2) Project Management Team / Construction Management Team

Compliance Management Activities

Compliance Program Operation Status

Since introducing the Compliance Program in 2008, SK ecoplant has operated a wide range of activities centered on the eight core elements, including compliance with fair trade laws and monitoring of fair trade practices. The details of the Compliance Program operations are as follows.

Key Compliance Program (CP) Activities

Date	Activity
Jan. 2, 2024	CEO New Year Message: "Strengthening internal and external trust through highest CP rating..."
Jan. 18, 2024	Fair Trade/Compliance training for new employees conducted (15 participants, 100% completion rate)
Jan. 31, 2024	Signed "Fair Trade Agreement" for shared growth with Biz. Partner
Feb. 15, 2024	Board resolution on appointment of new Chief Compliance Officer
Feb. 21, 2024	ESG Consulting Workshop conducted for sub-subsidiaries
Mar. 4, 2024	Collected Fair Trade Compliance Pledges from all employees (90% agreement rate)
Mar. 7, 2024	2024 Compliance operation plan reported to the Board of Directors
Mar. 14, 2024	Company-wide Compliance Management System (CMS) training conducted (2,954 participants, 99.5% completion rate)
Apr. 4, 2024	Awarded for Excellence in Compliance (Good Impact Award, Highest CP Rating Achieved)
Jun. 13, 2024	First compliance workshop conducted for project sites (14 sites)
Jul. 23, 2024	Implemented improvements to the internal transaction pre-review process and announced company-wide
Jul. 25, 2024	Reported 2024 H1 Compliance performance to CEO
Aug. 13, 2024	Compliance training conducted by the Chief Compliance Officer (3,231 participants, 99.9% completion rate)
Sep. 6, 2024	Internal transactions training for headquarters and subsidiaries (181 participants, 82% completion rate)
Sep. 9, 2024	CP Letter (Newsletter) published – Guidelines on the Improper Solicitation and Graft Act ahead of the holiday season
Sep. 13, 2024	Second compliance workshop conducted for project sites (7 sites)
Sep. 25, 2024	2024 Practical Training on Subcontracting/Fair Trade (1,553 participants, 99.7% completion rate)
Sep. 27, 2024	CP Letter (Newsletter) published – Guide on reporting industry association meetings
Sep. 30, 2024	Award for Excellence in Compliance (Good Impact Award – Sites recognized for zero accidents and strong compliance)
Oct. 10, 2024	Compliance capability-building training for Outside Directors (100% completion rate)
Oct. 14, 2024	2024 Q3 Compliance performance report submitted to the CEO
Oct. 17, 2024	Technical data protection training conducted for Biz. Partner
Oct. 28, 2024	Cartel prevention training for headquarters and subsidiaries (157 participants, 93% completion rate)
Oct. 29, 2024	CP Letter (Newsletter) published – Introduction of CP Hotline anonymous reporting channel
Nov. 25, 2024	Global Compliance training conducted (3,927 participants, 97% completion rate)
	2024 Technical data protection training conducted (2,253 participants, 99.9% completion rate)
Nov. 28, 2024	Board resolution on dismissal and new appointment of the Chief Compliance Officer
	2024 Compliance operation results reported to the Board of Directors

Date	Activity
Nov. 29, 2024	Third compliance workshop conducted for project sites (11 sites)
	CP Letter (Newsletter) published – Introduction of the Technical Data Management System (TDMS)
Dec. 1, 2024	16th anniversary of SK ecoplant's CP implementation – CEO's CP Commitment Message distributed company-wide
Dec. 2, 2024	Fair Trade training for CEO and executives conducted (52 participants, 98% completion rate)
Dec. 11, 2024	Company-wide CP awareness survey conducted for all employees
Dec. 12, 2024	SK ecoplant awarded the highest CP rating for the second consecutive year (CP Excellence Certification Ceremony)
Dec. 27, 2024	Notice on the 7th revision of the Fair Trade Compliance Handbook
	Warning issued (under the name of the Chief Compliance Officer) to employees who did not complete mandatory training

View More CP Activities (KOR) [↗](#)

Compliance Activities

Pledge on Principles for Participating in Industry Meetings and Prevention of Bid Collusion

To prevent unfair concerted actions during participation in industry meetings, SK ecoplant operates a pre-reporting system. Participants are required to complete a pre-report form specifying the purpose of attendance and the number of participants, and must sign a Pledge to Comply with Industry Meeting Participation Principles, which includes a code of conduct for such meetings. Prior approval from the Fair Trade Team Leader is mandatory before attending. Additionally, a post-reporting procedure has been implemented to confirm whether any legal violations occurred following the meeting. Through this process, both pre- and post-participation activities are closely monitored by the compliance team.



Pre-Review for Compliance with the Subcontracting Act

When entering into subcontract agreements, SK ecoplant uses the standard subcontract agreement and conducts a pre-review with the Fair Trade Team and Legal Team to ensure that no special terms or conditions in the site briefing documents conflict with the Subcontracting Act. In 2024, a total of 410 site briefing documents were reviewed.



Prevention of Technology Misappropriation and Unfair Use Against Biz. Partner

To protect subcontractors' technical data, SK ecoplant operates the Technical Data Management System (TDMS), which requires verification of whether submitted documents qualify as technical data during the contract and bidding stages, along with mandatory issuance of a technical data request form and execution of a non-disclosure agreement. The Compliance Team continuously monitors the contract and bidding process through the system and ensures that technical data request forms and NDAs are properly executed to prevent legal violations such as technology misappropriation or unfair use by subcontractors. In 2024, a total of 1,754 technical data requests were reviewed, with all errors in submitted information corrected, and 120 technical data request forms were issued.



Prevention of Misleading or False Advertising

To prevent violations of advertising regulations and protect stakeholders from misleading or exaggerated claims in promotional materials, SK ecoplant requires pre-review by the Fair Trade Team or Legal Team before distribution. In 2024, a total of 29 promotional materials were reviewed, and potentially misleading language was corrected in advance to prevent violations of the Act on Fair Labeling and Advertising. In addition, due to the revision of the notice on penalty surcharges under the Act (effective January 3, 2025), the updated standards for calculating sales-based surcharges were shared with relevant departments.

Prevention of Violations of the Improper Solicitation and Graft Act

To prevent violations of the Improper Solicitation and Graft Act, SK ecoplant operates a Compliance Team-led review process for activities such as offering congratulatory or condolence money, gifts, souvenirs, and press tours. In addition, a compliance guide including an overview of the Act, checklists, and case studies of violations is distributed to all employees as part of awareness and compliance promotion efforts. In 2024, 39 cases related to the Improper Solicitation and Graft Act were pre-reviewed, and guidance was provided to ensure that no violations occurred.



Sustainability

ESG Strategy

Social Value Performance (SK ecoplant)

Category		Unit	2022	2023	2024
Indirect Economic Contributions	Employment	KRW 100 million	4,089 ¹⁾	4,090	3,659
	Dividends	KRW 100 million	516	296	296
	Taxes	KRW 100 million	836 ²⁾	297 ²⁾	126
Environmental Performance	Products & Services	KRW 100 million	932	1,075	1,383
	Environment (Process)	KRW 100 million	-39	-45	-30
Social Performance	Labor & Shared Growth	KRW 100 million	237	133	132
	Social Contribution Activities	KRW 100 million	5	10	10
	Donations	KRW 100 million	34	14	15
Total		KRW 100 million	6,610	5,870	5,591

1) Figures have been adjusted due to the reclassification of retirement pension and national pension contributions—previously included under taxes—to the employment category.

2) Figures have been adjusted retroactively by excluding deferred corporate taxes from the corporate tax category.

Focus Area

Climate Change Response

Eco-Friendly Vehicle Transition Performance (SK ecoplant)

Category	Unit	2022 ¹⁾	2023 ¹⁾	2024
Total Number of Vehicles	Vehicles	297	278	291
Number of Eco-Friendly Vehicles ²⁾	Vehicles	82	108	95
Eco-Friendly Vehicle Conversion Rate	%	28	39	33
Greenhouse Gas Emissions Reduced	tCO ₂ eq	44	63	55

1) Figures have been adjusted from the previous year due to changes in SK ecoplant's internal calculation standards.
2) Includes electric and hybrid vehicles.

Solar Panel Installation Performance at Sites (SK ecoplant)

Category	Unit	2022	2023	2024
Greenhouse Gas Emissions Reduced	tCO ₂ eq	17	123	163

Scope 1 & 2 Emissions Status and Targets (SK ecoplant)

Category	Unit	2021 (Baseline)	2022	2023	2024	2030
Scope 1 & 2 Target Emissions	tCO ₂ eq	-	30,253	28,200	26,739	18,033
Scope 1 & 2 Target Reduction Rate	%	-	2.7	9.3	14.0	42.0
Scope 1 & 2 Emissions ¹⁾	tCO ₂ eq	31,092 ²⁾	23,946 ³⁾	29,690 ³⁾	28,124	-
Scope 1 Emissions	tCO ₂ eq	7,293	4,051	3,922	2,763	-
Scope 2 Emissions	tCO ₂ eq	23,799	19,895	25,768	25,361	-
Scope 1 & 2 Emissions Intensity	tCO ₂ eq / KRW billion	5.8	4.7	7.8	5.8	-

1) Scope 1 & 2 emissions were calculated based on a location-based approach.
2) For the base year (2021), greenhouse gas emissions were calculated excluding SK ecoengineering emissions, in accordance with the SBTi recommendation to adjust the organizational boundary by reflecting the 2022 physical spin-off of SK ecoengineering in the 2021 baseline.
3) Greenhouse gas emissions have been partially revised in accordance with updates to aggregation standards for compliance with government GHG regulations and adjustments to organizational boundaries.

Scope 1 & 2 Emissions (Subsidiaries)¹⁾

Subsidiary Name	Category	Unit	2022	2023	2024
SK ecoengineering	Scope 1 & 2 Emissions	tCO ₂ eq	3,540	6,329	3,393
	Scope 1 Emissions	tCO ₂ eq	269	706	264
	Scope 2 Emissions	tCO ₂ eq	3,272	5,622	3,128
SK oceanplant	Scope 1 & 2 Emissions	tCO ₂ eq	45,971	54,433	37,292
	Scope 1 Emissions	tCO ₂ eq	11,846	15,407	11,035
	Scope 2 Emissions	tCO ₂ eq	34,125	39,026	26,258

Subsidiary Name	Category	Unit	2022	2023	2024
SK tes	Scope 1 & 2 Emissions	tCO ₂ eq	6,114	6,326 ²⁾	7,932
	Scope 1 Emissions	tCO ₂ eq	1,295	1,498	1,734
	Scope 2 Emissions	tCO ₂ eq	4,819	4,738 ²⁾	6,198
Renewus	Scope 1 & 2 Emissions	tCO ₂ eq	437,331	446,024	356,267
	Scope 1 Emissions	tCO ₂ eq	427,933	436,565	347,941
	Scope 2 Emissions	tCO ₂ eq	9,398	9,459	8,326
SKAP	Scope 1 & 2 Emissions	tCO ₂ eq	286,208	312,710	331,712
	Scope 1 Emissions	tCO ₂ eq	120	152	205
	Scope 2 Emissions	tCO ₂ eq	286,090	312,560	331,509

1) Scope 1 & 2 emissions were calculated based on a location-based approach.
2) Figures have been adjusted from the previous year due to changes in SK tes's internal calculation standards.

Scope 3 Emissions Status and Targets (SK ecoplant)

Category	Unit	2021 (Baseline)	2022	2023	2024	2030
Total Scope 3 Emissions ¹⁾	tCO ₂ eq	2,500,816	2,390,586	2,541,420	3,083,396	-
Total Scope 3 Target Emissions	tCO ₂ eq	-	Achieve 2,081,676 tCO ₂ eq by 2030			
Scope 3 Target Reduction Rate	%	0	25% reduction by 2030 compared to the base year (Based on the priority reduction target of 1,675,547 tCO ₂ eq)			

1) Based on domestic emissions. Only overseas assets of investee companies are included under Category 15: Investments.

Scope 3 Emissions (SK ecoplant)

Category	Unit	2022	2023	2024
Total Scope 3 Emissions ¹⁾	tCO ₂ eq	2,390,586	2,541,420	3,083,396
Scope 3 Emissions: Upstream	tCO ₂ eq	587,513	1,054,654	760,071
1. Purchase of Raw Materials and Services	tCO ₂ eq	547,553	1,024,984	736,026
2. Capital Goods Investment and Procurement	tCO ₂ eq	73.0	18.0	33.8
3. Fuel- and Energy-Related Activities Not Included in Scope 1 or 2s	tCO ₂ eq	1,951	2,503	4,150
4. Transportation of Raw Materials	tCO ₂ eq	29,587	13,291	8,187
5. Waste Generated in Operations	tCO ₂ eq	3,354	8,840	8,018
6. Employee Business Travel	tCO ₂ eq	1,639	2,217	1,382
7. Employee Commuting	tCO ₂ eq	3,356	2,801	2,275
Scope 3 Emissions: Downstream	tCO ₂ eq	1,803,074	1,486,766	2,323,325
11. Use of Sold Products	tCO ₂ eq	1,105,166	538,996	1,524,339
12. End-of-Life Treatment of Sold Products	tCO ₂ eq	5,332	4,221	7,547
15. Investment	tCO ₂ eq	692,576	943,550	791,440

1) Based on domestic emissions. Only overseas assets of investee companies are included under Category 15: Investments.

Energy Consumption (Consolidated)

Category	Unit	2022	2023	2024 ¹⁾						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total Energy Consumption ²⁾	TJ	2,467 ³⁾	2,820 ³⁾	8,926	577	69.3	666	79.4	598	6,936
Energy Intensity (Total Energy Consumption per Revenue)	GJ / KRW 1 billion	333	327	958	118	43.9	1,004	146.6	1,335	21,454
Total Non-Renewable Energy Consumption	TJ	2,465	2,812	8,920	574	69.3	666	76.4	598	6,936
Direct Energy	TJ	337	385	324	44.0	3.9	118	26.3	128	3.6
Gasoline	TJ	51.7	55.4	25.3	8.0	1.7	1.2	7.4	5.6	1.3
Kerosene	TJ	30.9	42.5	16.5	15.0	1.2	0	0	0.3	0
Diesel	TJ	170	169	164	7.0	0.8	71.5	14.6	69.8	0.2
LPG	TJ	52.0	91.9	47.6	1.0	0.1	44.4	0.4	1.6	0
LNG	TJ	30.8	22.9	70.4	14.0	0	0	3.8	50.4	2.1
Other	TJ	0.5	2.3	1.2	0	0	1.2	0	0	0
Indirect energy	TJ	2,128	2,427	8,601	530	65.4	548	50.1	470	6,936
Electricity	TJ	2,111	2,413	8,293	530	65.4	548	47.9	174	6,927
Steam	TJ	16.3	13.3	305	0	0	0	0	296	9
Other	TJ	0.7	0	2.2	0	0	0	2.2	0	0
Total Renewable Energy Supplied	TJ	43.8	123	243	237	0	0	6.4	0	0
Utilization of Green Premium Program	TJ	41.0	114	236	234	0	0	2.1	0	0
PPA	TJ	1.2	1.2	1.3	0	0	0	1.3	0	0
Self-Generated Solar Power	TJ	1.6	7.4	6.0	3.0	0	0	3.0	0	0
Renewable Energy Conversion Rate ⁴⁾	%	1.8	4.3	2.7	41.1	0	0	8.1	0	0

1) Due to the nature of its business operations, Essencore reports only electricity consumption at its branches and legal entities. Total energy consumption is 0.35 TJ.

2) Total energy consumption is the sum of total non-renewable energy consumption and self-generated solar power.

3) Energy consumption figures have been partially revised in accordance with updates to aggregation standards for compliance with government GHG regulations and adjustments to organizational boundaries.

4) In accordance with the K-ESG Guidelines, the method for calculating the renewable energy conversion rate has been revised.
(Renewable Energy Conversion Rate = [Total Renewable Energy Converted ÷ Total Energy Consumption] × 100)

Energy Consumption (SK ecoplant)

Category	Unit	2022	2023	2024
Total Energy Consumption ¹⁾	TJ	481 ²⁾	603 ²⁾	577
Energy Intensity (Total Energy Consumption per Revenue)	GJ / KRW 1 billion	95.2	158.7	118.1
Total Non-Renewable Energy Consumption	TJ	481	600	574
Direct Energy	TJ	65	62	44
Gasoline	TJ	9	8	8
Kerosene	TJ	26	33	15
Diesel	TJ	10	6	7
LPG	TJ	0	0	1
LNG	TJ	19	14	14
Other	TJ	0	0	0
Indirect energy	TJ	416	538	530
Electricity	TJ	416	538	530
Steam	TJ	0	0	0
Other	TJ	0	0	0
Total Renewable Energy Supplied	TJ	41	117	237
Utilization of Green Premium Program	TJ	41	114	234
Self-Generated Solar Power	TJ	0	3	3
Renewable Energy Conversion Rate ³⁾	%	8.5	19.4	41.1

1) Total energy consumption is the sum of total non-renewable energy consumption and self-generated solar power.

2) Energy consumption figures have been partially revised in accordance with updates to aggregation standards for compliance with government GHG regulations and adjustments to organizational boundaries.

3) In accordance with the K-ESG Guidelines, the method for calculating the renewable energy conversion rate has been revised. (Renewable Energy Conversion Rate = [Total Renewable Energy Converted ÷ Total Energy Consumption] × 100)

Occupational Safety and Health at Worksites

Occupational Safety and Health Training Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total Training Hours (Employees)	Hours	13,670	14,611	22,885
Total Training Hours (Biz. Partner)	Hours	177,931	149,182	299,502
Onboarding Training	No. of Eligible Participants	576	557	454
	No. of Participants	576	557	454
	Total Training Hours	2,016	1,950	1,589

Status of Occupational Safety and Health Law Violations (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Fines and Penalties	Cases	78	16	17	8	2	2	0	5	0	0
Amount of Fines and Penalties	KRW million	278	68	93	70	8.4	4.9	0	9.6	0	0

Status of Occupational Safety and Health Law Violations (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Fines and Penalties	Cases	69	12 ¹⁾	8
Amount of Fines and Penalties	KRW million	182	28	70

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

Biz. Partner Bidding Evaluation Results (SK ecoplant)

Category	Unit	Performance	Goal		
		2024	2025	2026	2027
Average Score	Points	62	68	72	75

Biz. Partner Execution Evaluation

Category	Unit	2022	2022	2024 ¹⁾	Actions Based on 2024 Evaluation Results
Evaluation Targets	Companies	1,457	1,537	886 ²⁾	-
Grade A	Companies	11	16	323	Messages of appreciation and encouragement sent; nominated as candidates for year-end Biz. Partner awards; exempted from bidding evaluation for six months
Grade B	Companies	1,379	1,465	344	Encouragement messages for strengthened safety management (including guidance on deficiencies and necessary improvements)
Grade C	Companies	28	26	206	Encouragement messages for strengthened safety management (including guidance on deficiencies and necessary improvements)
Grade D (High-Risk Group)	Companies	39	30	13	Warning messages issued; bidding and renewal restrictions applied if Grade D is received twice within the last two years

1) Prior to 2024, Grade A was awarded to Biz. Partner with evaluation scores above the average based on standard deviation. Starting in 2024, Grade A is awarded to Biz. Partner scoring 90 points or higher. (There is no fixed selection ratio by grade.)

2) The criteria for selecting Biz. Partner subject to evaluation have been revised.

Status of Occupational Safety and Health Grievance Handling by Biz. Partner (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Improvement Suggestions	Cases	4,049	2,154	1,762
Hazard Reports: Unsafe conditions or behaviors, installation or repair of safety facilities, etc.	Cases	2,072	1,283	953

Category	Unit	2022	2023	2024
Suggestions: Welfare, hygiene, and related matters	Cases	1,977	871	809
No. of Improvement Actions Taken	Cases	4,049	2,154	1,762
Improvement Action Rate	%	100	100	100

Pre-Work Safety Inspection Results for Hazards and Risk Factors

Category	Unit	First Half of 2024		Second Half of 2024	
		No. of Reports Received	No. of Safety Inspections (Inspection Rate)	No. of Reports Received	No. of Safety Inspections (Inspection Rate)
Special	Cases (%)	27,657	26,706(96.6%)	45,158	44,698(99.0%)
Focused	Cases (%)	69,327	66,638(96.1%)	107,324	105,347(98.2%)
Routine	Cases (%)	81,598	77,434(94.9%)	114,160	110,185(96.5%)
Total	Cases (%)	178,582	170,778(95.6%)	266,642	260,230(97.6%)

Occupational Safety and Health Key Performance Indicators – Results and Targets (SK ecoplant)

Category	Unit	Baseline	Performance Target				
			2023	2024	2025	2026	2030
Lost Time Injury Rate (LTIR) ¹⁾	No. of cases per 200,000 working hours	0.828 ²⁾	0.828	1.461	-	-	0.414
Fatality Rate per 10,000 Persons ³⁾	‰	0.577 ⁴⁾	0.650	0.230	0.447	0.418	0.290
No. of Serious Accidents	Cases	0	0	1	0	0	0
No. of Fatalities	Cases	0	0	1	0	0	0

1) The scope of LTIR includes both employees (including contract workers) and Biz. Partner.

2) The baseline for LTIR is based on 2023 data.

3) For the fatality rate, the government's Serious Accident Reduction Roadmap target for 2026 has been applied, and the 2030 target is based on the OECD average fatality rate per 10,000 persons.

4) The baseline for the fatality rate is the weighted average of annual fatality rates from 2020 to 2022.

Occupational Safety and Health Management Indicators (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
Employees											
Total Work Hours	10,000 hours	2,200	2,273	2,353	978	274	170	479	401	47	5
Total Recordable Incidents (TRI)	Cases	60	67	55	-	0	2	46	7	0	-
Total Recordable Incident Rate (TRIR)	No. of cases per 200,000 working hours	0.55	0.59	0.47	-	0	0.24	1.92	0.36	0	-
Lost Time Incidents (LTI)	Cases	61	55	52	16	0	2	27	7	0	0
Lost Time Injury Rate (LTIR)	No. of cases per 200,000 working hours	0.55	0.48	0.44	0.33	0	0.24	1.13	0.36	0	0
No. of Serious Accidents	Cases	1	0	0	0	0	0	0	0	0	0
No. of Fatalities	Cases	1	0	0	0	0	0	0	0	0	0
Biz. Partner											
Total Work Hours	10,000 hours	7,719	7,697	6,702	2,430	1,434	343	2,416	49	29	-
Total Recordable Incidents (TRI)	Cases	57	148	214	-	193	9	9	1	2	-
Total Recordable Incident Rate (TRIR)	No. of cases per 200,000 working hours	0.15	0.38	0.64	-	2.69	0.52	0.07	0.41	1.37	-
Lost Time Incidents (LTI)	Cases	208	267	274	233	33	5	0	1	2	-
Lost Time Injury Rate (LTIR)	No. of cases per 200,000 working hours	0.54	0.69	0.82	1.92	0.47	0.29	0	0.41	1.37	-
No. of Serious Accidents	Cases	2	2	1	1	0	0	0	0	0	-
No. of Fatalities	Cases	2	2	1	1	0	0	0	0	0	-

1) SK ecoplant does not compile data on the total number of recordable incidents or the Total Recordable Incident Rate (TRIR) for employees and Biz. Partner.

2) Essencore manages selected safety and health indicators for its employees.

Occupational Safety and Health Management Indicators (SK ecoplant)

Category	Unit	2022 ¹⁾	2023 ¹⁾	2024
Employees				
Total Work Hours	10,000 hours	900	1,003	978
Lost Time Incidents (LTI)	Cases	8	8	16
Lost Time Injury Rate (LTIR)	Per 200,000 cases Working Hours Cases	0.18	0.16	0.33
No. of Serious Accidents	Cases	0	0	0
No. of Fatalities	Cases	0	0	0
Biz. Partner				
Total Work Hours	10,000 hours	5,992	2,992	2,430
Lost Time Incidents (LTI)	Cases	172	174	233
Lost Time Injury Rate (LTIR)	Per 200,000 cases Working Hours Cases	0.57	1.16	1.92
No. of Serious Accidents	Cases	1	0	1
No. of Fatalities	Cases	1	0	1

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

Sustainable Supply Chain

Eco-friendly Product Procurement Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total Procurement Amount	KRW million	986,397	1,155,577	867,759
Eco-friendly Product Procurement Amount ¹⁾	KRW million	87,414	211,412	126,600
Proportion of Eco-friendly Procurement	%	8.9	18.3	14.6
Officially Certified Eco-friendly Products	KRW million	87,406	211,242	126,223
Eco Label-certified product	KRW million	626	4,064	2,567
Excellent Recycled Products	KRW million	51,762	135,806	81,516
Low-Carbon Products	KRW million	27,046	53,371	30,368
High-Efficiency Energy Material and Energy Efficiency Grade 1-2 Products	KRW million	7,972	18,001	11,772
Other Eco-friendly Product Procurement Amount ²⁾	KRW million	8	170	377

1) The eco-friendly product procurement amount is the sum of officially certified eco-friendly product purchases and other eco-friendly product purchases.

2) These are products that meet SK ecoplant’s internally established certification system and criteria for eco-friendly product procurement.

Raw and Recycled Material Usage Performance (SK ecoplant)

Category		Unit	2022	2023	2024
Ready-Mixed Concrete	Usage Volume	m ³	906,277	1,778,523	1,138,488
	Unit Usage Volume	m ³ per KRW 1 billion	179.5	468.4	232.9
Cement	Usage Volume	Tone	27,012	112,549	64,607
	Unit Usage Volume	ton per KRW 1 billion	5.4	29.6	13.2
Aggregate	Usage Volume	m ³	51,987	71,156	9,929
	Unit Usage Volume	m ³ per KRW 1 billion	10.3	18.7	2.0
Asphalt Concrete	Usage Volume	Tone	62,164	45,457	30,497
	Unit Usage Volume	ton per KRW 1 billion	12.3	12.0	6.2
Sand	Usage Volume	m ³	2,113	767	17,251
	Unit Usage Volume	m ³ per KRW 1 billion	0.4	0.2	3.5
Rebar	Usage Volume	Tone	190,286	161,459	149,174
	Unit Usage Volume	ton per KRW 1 billion	37.7	42.5	30.5
Recycled Aggregate (including slag) ¹⁾	Usage Volume	m ³	224	0	0
	Unit Usage Volume	m ³ per KRW 1 billion	0.04	0	0

1) The use of recycled aggregate, including slag, has decreased due to a reduction in projects requiring such materials based on design specifications.

Performance of Shared Growth Support Programs (SK ecoplant)

Category	Support Program	Details	Unit	2022	2023	2024
Financial	Shared Growth Loan Program	Interest-free funding support	KRW 100 million	400	300	332
	Shared Growth Fund	A fund jointly established by SK affiliates and IBK Industrial Bank of Korea, providing low-interest loans compared to market rates	KRW 100 million	200	115	71
	Contract Performance Guarantee Support	Reduction in contract performance guarantee rates for Biz. Partner	Companies	39	36	46
HR & Recruitment	Job Creation via Industry-University Partnership	Support internship training for prospective graduates of Meister high schools and their recruitment by Biz. Partners	Companies	19	1	1
	Enabling Participation in Job Fairs	Give opportunities to participate in various exhibitions held	Companies	2	2	6
Technology	Industrial Innovation Movement ¹⁾	Support for voluntary innovation projects of Biz. Partner using shared growth investment funds	Companies	7	4	4
	Support for Tech Leasing	Protect key technical data by escrowing at the Korea Foundation for Cooperation of Large & Small Business Rural Affairs	Companies	6	6	6
Training	Outsourced Trainings	Support for training costs for practical construction training courses provided by the Construction Association of Korea	Persons	125	67	90
	Shared Growth CEO Seminar	Provide seminars to improve CEO capabilities of major Biz. Partners	Persons	137	193	44
Market Expansion	Participation in Sales Talks	Give opportunity to participate in various procurement consultation meetings held	Cases	12	12	12
	Shared Growth Mall	Operate shared growth mall to support sales channels for small and medium-sized businesses	KRW 100 million	1	0.12	0.02
Welfare and Benefits	Subsidies for consolation and celebration expenses	Support for wreaths, artificial flowers, and condolence payments during significant events for Biz. Partners	KRW 100 million	3	1.2	2.9
	Support for Long-Term employment of key personnel	Encouragement of long-term employment for key personnel at Biz. Partners through support for the Naeil Chaeum Deduction System	Companies	1	2	2
ESG	Support for ESG Evaluation	Support for Biz. Partner' participation in ESG evaluations	Companies	157	200	230

1) As of 2024, the program was renamed the 'Innovation Partnership Support Project'

Biz. Partner Grievance Reception and Resolution Status (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Grievances Received	Cases	42	26	19
No. of Grievances Resolved	Cases	42	26	19
Grievance Resolution Rate	%	100	100	100

Subcontract Dispute Mediation Committee Case Status (SK ecoplant)

Category	Unit	2023	2024
No. of Grievances Received	Cases	3	2
No. of Grievances Resolved	Cases	2	2
No. of Grievance Cases in Progress	Cases	1	0

Biz. Partner ESG Management Status and Targets (SK ecoplant)

Category	Unit	2022	2023	2024	Goal		
					2025	2026	2027
Total No. of Biz. Partner	Companies	1,610	1,776	1,965	1,965	1,965	1,965
No. of Core Biz. Partner	Companies	324	324	324	151 ¹⁾	151 ¹⁾	151 ¹⁾
No. of Biz. Partner Participating in ESG Evaluation	Companies	157	200	230	121	125	128
No. of Biz. Partner Under Priority Management	Companies	18	30	35	20	20	20

1) The target number of core Biz. Partner has been adjusted to reflect the restructuring of SK ecoplant's business and operational structure.

Biz. Partner ESG Improvement Action Implementation Status (SK ecoplant)

Biz. Partner with relatively low ESG management levels based on evaluation results are designated as priority management targets, and their improvement progress is monitored annually as a standard practice. In 2024, a total of 35 companies were designated as priority management targets, and 100% completed their required improvement actions.

Category		Unit	2022	2023	2024
ESG Risk Assessment	No. of Biz. Partner Subject to Improvement Actions	Companies	18	30	35
	No. of Biz. Partner That Implemented Improvement Actions	Companies	18	30	35
	Implementation Rate of Improvement Actions	%	100	100	100
Financial Risk Assessment	No. of Biz. Partner Subject to Assessment	Companies	1,610	1,776	1,965
	No. of Biz. Partner That Completed the Assessment	Companies	1,610	1,776	1,965
	Assessment Implementation Rate	%	100	100	100

Clean Tech Innovation

Eco-friendly Certification Achievements and Targets

Category	Unit	2022	2023	2024			Target ¹⁾	
				Total	SKEP	SKEE	2025	2026
Final Certification for Green Building Certification (G-SEED)	Cases	11	5	12	11	1	9	5
Final Certification for Building Energy Efficiency Rating	Cases	11	5	13	13	0	10	5

1) This target includes SK ecoplant and SK ecoengineering.

Eco-friendly Building Revenue (SK ecoplant)

Category	Unit	2023	2024
Total Revenue (Separate Basis)	KRW 100 million	46,022	54,173
Eco-friendly Revenue	KRW 100 million	16,247	18,458
Eco-friendly Revenue Ratio	%	35.3	34.1

R&D Investment Outcomes and Patent Status (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
R&D Expenditures	KRW million	26,098 ¹⁾	44,639	9,339	6,622	0.3	36	30	2,651	0
No. of Patents Held	Cases	203	237	258	149	7	5	2	95	0
No. of Clean Technology-Related Patents Held	Cases	24	75	88	65	0	0	1	22	0

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

R&D Investment Outcomes and Patent Status (SK ecoplant)

Category	Unit	2022	2023	2024
R&D Expenditures	KRW million	22,303 ¹⁾	28,545	6,622
R&D Investment Ratio to Revenue	%	0.36 ¹⁾	0.62	0.12
No. of Patents Held	Cases	96	130	149
No. of Clean Technology-Related Patents Held	Cases	-	51 ¹⁾	65

1) Figures have been adjusted from the previous year due to changes in SK ecoplant’s internal calculation standards.

Human Rights Management

Status of Human Rights Grievance Receipt and Resolution (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
No. of Grievances Received	Cases	25	28	32	8	3	9	4	8	0
No. of Grievances Resolved	Cases	25	28	32	8	3	9	4	8	0
Cases Resulting in Disciplinary Action	Cases	7	7	13	6	0	2	2	3	0
Cases Resolved with Warning or Lesser Measures	Cases	1	7	6	2	0	2	2	0	0
Grievance Resolution Rate	%	100	100	100	100	100	100	100	100	-

Status of Human Rights Grievance Receipt and Resolution (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Grievances Received	Cases	16	14	8
No. of Grievances Resolved	Cases	16	14	8
Cases Resulting in Disciplinary Action	Cases	7	7	6
Cases Resolved with Warning or Lesser Measures	Cases	1	7	2
Grievance Resolution Rate	%	100	100	100

Human Rights Training Performance (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total Training Hours	Hours	11,593	16,901	27,774	14,720	346	3,504	1,227	7,004	973
Training Hours per Person	Hours	1.1	1.6	2.6	4.3	0.3	4.1	0.5	3.1	4.3

Human Rights Training Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total Training Hours	Hours	7,180	12,005	14,720
Training Hours per Person	Hours	2.0	3.5	4.3

General Area

Environmental Management

Detailed Environmental Management Goals (SK ecoplant)

Category	Unit	Goal		
		2025	2026	2027
No. of Major Environmental Regulation Violations ¹⁾	Cases	0	0	0
Waste Recycling Rate	%	96	97	99

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

2024 Environmental Audit Overview

Risk Category	No. of Risks Identified	No. of Risks Resolved	Key Corrective Actions Implemented
Environmental Management	8	8	Record management of environmental training and routine inspection reports
Air Quality	40	40	Dust suppression measures for operations generating fugitive dust (transportation, stockpiling, outdoor grinding and cutting)
Waste	27	27	Waste separation and sorting; compliance with storage standards for designated waste
Water Quality	16	16	Operation and management of wastewater discharge facilities; control of turbid water
Noise	3	3	Management of noise reduction facilities

Status of Major Environmental Regulation Violations (Consolidated)¹⁾

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
No. of Fines	Cases	0	0	0	0	0	0	0	0	0
Total Amount of Fines	KRW million	0	0	0	0	0	0	0	0	0
No. of Administrative Penalties	Cases	0	0	0	0	0	0	0	0	0
Total Amount of Administrative Penalties	KRW million	0	0	0	0	0	0	0	0	0

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

Status of Major Environmental Regulation Violations (SK ecoplant)¹⁾

Category	Unit	2022	2023	2024
No. of Fines	Cases	0	0	0
Total Amount of Fines	KRW million	0	0	0
No. of Administrative Penalties	Cases	0	0	0
Total Amount of Administrative Penalties	KRW million	0	0	0

1) Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more.

Environmental Education Performance (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total No. of Eligible Employees	Persons	8,647	8,634	8,245	3,455	1,164	856	551	2,119	100
No. of Participants	Persons	6,790	4,941	4,363	1,116	165	336	551	2,095	100
No. of Participants ¹⁾	%	78.5	57.2	52.9	32.3	14.2	39.3	100	98.9	100
Total Training Hours	Hours	104,267	107,202	60,863	5,147	540	486	4,137	49,889	664
Training Hours per Employee ²⁾	Hours	10.2	10	5.7	1.5	0.5	0.6	1.6	22	2.9
Training Cost	KRW million	453	265	201	121	19	0.3	0.3	58	2.8
Training Cost per Employee ²⁾	KRW	44,417	24,664	18,967	35,117	16,581	292	136	25,456	12,167

1) Ratio of participants to eligible employees at the time of training.
2) Per capita performance is calculated based on the total number of employees as of December 31, 2024.

Environmental Education Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total No. of Eligible Employees	Persons	3,555	3,491	3,455
No. of Participants	Persons	2,862	1,525	1,116
Participation Rate ¹⁾	%	80.5	43.7	32.3
Total Training Hours	Hours	12,005	26,054	5,147
Training Hours per Employee ²⁾	Hours	3.4	7.5	1.5
Training Cost	KRW million	368	202	121
Training Cost per Employee ²⁾	KRW	103,724	57,923	35,117

1) Ratio of participants to eligible employees at the time of training.
2) Per capita performance is calculated based on the total number of employees as of December 31, 2024.

Target and Performance of Waste Generation Intensity

Category	Unit	2021	2022	2023	2024	
					Performance	Goal
Waste Generation Intensity	Tons per KRW 100 million	6.63	6.71	9.51	9.15	7.61

Waste Generation and Treatment by Type (Consolidated)

Category	Unit	2022	2023 ¹⁾	2024						
				Total	SKEP	SKEE	SKOP ²⁾	SK tes ²⁾	Renewus	SKAP ²⁾
Total Waste Generated	Ton	663,231	635,381	709,350	495,468	33,406	8,456	112,730	59,183	108
Waste Recycling Rate	%	97.1	96.8	94.3	99.9	98	98.7	94.9	42.8	84
Construction Waste Generated	Ton	528,935	470,149	523,943	486,464	32,609	-	-	4,870	-
Incinerated Volume	Ton	307	712	306	306	0	-	-	0	-
Landfilled Volume	Ton	1,945	1,694	0	0	0	-	-	0	-
Recycled Volume	Ton	526,689	467,743	523,638	486,158	32,609	-	-	4,870	-
General Waste Generated	Ton	128,002	159,405	172,912	8,950	766	8,271	109,585	45,265	75
Incinerated Volume	Ton	2,050	1,993	1,833	0	0	0	1,820	0	13
Landfilled Volume	Ton	11,802	12,085	28,111	0	659	0	2,532	24,921	0
Recycled Volume	Ton	114,151	145,329	142,968	8,950	107	8,271	105,234	20,344	62
Designated Waste Generated	Ton	6,294	5,826	12,495	54	31	185	3,145	9,048	33
Incinerated Volume	Ton	1,098	1,116	4,417	53	0	109	1,299	2,952	4
Landfilled Volume	Ton	2,321	2,558	6,063	0	0	0	66	5,997	0
Recycled Volume	Ton	2,873	2,153	2,015	1	31	76	1,779	99	29

1) Figures have been adjusted year-over-year to reflect previously omitted 2023 data from SKEP.
2) Due to the nature of their business operations, SKOP, SK tes, and SKAP do not report construction waste generation or treatment volumes.

Waste Generation and Treatment by Type (SK ecoplant)

Category	Unit	2022	2023	2024
Total Waste Generated	Ton	415,532	437,502 ¹⁾	495,468
Total Waste Generation Intensity	tons per KRW 100 million	6.71	9.51 ¹⁾	9.15
Waste Recycling Rate	%	99.2	98.6 ¹⁾	99.9
Construction Waste Generated	Ton	407,079	414,197 ¹⁾	486,464
Incinerated Volume	Ton	302	712	306
Landfilled Volume	Ton	0	0	0
Recycled Volume	Ton	406,778	413,485 ¹⁾	486,158
General Waste Generated	Ton	8,442	23,222	8,950
Incinerated Volume	Ton	71.6	10.4	0
Landfilled Volume	Ton	2,839	5,510	0
Recycled Volume	Ton	5,531	17,702	8,950
Designated Waste Generated	Ton	11	83	54
Incinerated Volume	Ton	8	83	53
Landfilled Volume	Ton	0	0	0
Recycled Volume	Ton	3	0	1

1) Figures have been adjusted year-over-year to reflect previously omitted 2023 data from SKEP.

Water Intake and Usage (Consolidated)

Category	Unit	2022	2023	2024 ¹⁾					
				Total	SKEP	SKEE	SKOP	SK tes	SKAP
Total Water Intake	Ton	522,871	675,221	2,034,095	456,380	14,970	220,284	98,211	1,244,250
Municipal and Industrial Water	Ton	517,448	650,549	2,015,671	438,018	14,970	220,284	98,149	1,244,250
Groundwater	Ton	3,410	7,650	405	405	0	0	0	0
Other	Ton	2,013	17,022	18,019	17,957	0	0	62	0
Total Water Consumption	Ton	416,824	571,449	1,672,444	456,380	14,970	196,406	98,211	906,477
Total Water Discharge	Ton	106,047	103,772	361,651	0	0	23,878	0	337,773
Total Water Reuse	Ton	0	0	131	0	0	0	131	0

1) Due to the nature of its business operations, Renewus does not report water intake or consumption data.

Water Intake and Usage (SK ecoplant)

Category	Unit	2022	2023	2024
Total Water Intake	Ton	259,487	363,652	456,380
Municipal and Industrial Water	Ton	254,093	339,073	438,018
Groundwater	Ton	3,410	7,650	405
Other	Ton	1,984	16,929	17,957
Total Water Consumption	Ton	259,487	363,652	456,380
Total Water Discharge	Ton	0	0	0
Total Water Reuse	Ton	0	0	0

Status of Water Pollutant Discharges (Subsidiaries)

Subsidiary Name	Category	Unit	2022	2023	2024
SK oceanplant	T-N	Ton	-	-	-
	BOD	Ton	0.15	0.14	1.42
	TOC ¹⁾	Ton	-	-	-
	COD ¹⁾	Ton	-	-	-
	SS	Ton	0.16	0.10	0.61
SK tes ²⁾	T-N	mg/L	-	-	-
	BOD	mg/L	-	-	SG: <2 SH: 42.6 MY: 10.6
	TOC ¹⁾	mg/L	-	-	-
	COD ¹⁾	mg/L	SG: <50 SH: 118.3 MY: 39.2	SG: <50 SH: 106.8 MY: 19.8	SG: <50 SH: 160 MY: 46
	SS	mg/L	SG: <10 SH: 39.0 MY: 14.8	SG: <10 SH: 37.1 MY: 10.3	SG: <10 SH: 89 MY: 14.7
Renewus	T-N	Ton	-	-	1.83
	BOD	Ton	3.80	3.70	0.15
	TOC ¹⁾	Ton	-	-	0.91
	COD ¹⁾	Ton	23.3	23.6	-
	SS	Ton	3.5	3.5	0.57
SK airplus ³⁾	T-N	Ton	-	-	2.51
	BOD	Ton	-	-	0.33
	TOC ¹⁾	Ton	-	-	3.83
	COD ¹⁾	Ton	-	-	-
	SS	Ton	-	-	1.43

1) Starting in 2024, the primary subsidiaries disclose Total Organic Carbon (TOC) emissions as the indicator for organic substances, following the transition from Chemical Oxygen Demand (COD) to TOC. COD values are also disclosed for comparison with historical data.

2) SK tes manages the concentration of water pollutants in mg/L according to local and national standards, ensuring that emissions remain below regulatory limits

in each region. Subsidiary abbreviations are as follows: Singapore (SG), Shanghai (SH), MY (Malaysia).

3) As the entity was incorporated as a subsidiary in 2024, its water pollutant discharge data has been included in disclosures starting from the 2024 reporting year.

Status of Air Pollutant Emissions (Subsidiaries)

Subsidiary Name	Category	Unit	2022	2023	2024
SK oceanplant	NOx	Ton	-	-	-
	SOx	Ton	-	-	-
	Dust	Ton	2.00	1.79	0.63
	VOCs	Ton	-	-	-
	HAPs	Ton	8.01	47.50 ¹⁾	63.91
SK tes	NOx	Ton	-	2.50	_2)
	SOx	Ton	-	0.01	_2)
	Dust	Ton	0.04	0.03	_2)
	VOCs	Ton	-	-	_2)
	HAPs	Ton	-	-	_2)
Renewus	NOx	Ton	62.44	58.21	53.33
	SOx	Ton	1.88	2.21	1.97
	Dust	Ton	1.53	1.58	1.61
	VOCs	Ton	0.01	0.005	0.05
	HAPs	Ton	-	-	0.24
SK airplus ³⁾	NOx	Ton	-	-	1.34
	SOx	Ton	-	-	0.18
	Dust	Ton	-	-	0.32
	VOCs	Ton	-	-	0.002
	HAPs	Ton	-	-	0

1) Due to the redefinition of the hazardous air pollutant aggregation process, emission figures have been recalculated to include additional data from SK oceanplant's subsidiaries.

2) As part of the SK tes ESG system upgrade, air pollutant emissions for 2024 will be disclosed in the Summary of Indicator section of the SK tes Sustainability Report.

3) As the entity was incorporated as a subsidiary in 2024, its air pollutant emission data has been included in disclosures starting from the 2024 reporting year.

Employees

New Employee Recruitment Status (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
Total No. of New Hires	Cases	2,568	1,781	1,322	83	51	57	656	438	24	13

New Employee Recruitment Status (SK ecoplant)

Category	Unit	2022	2023	2024
Total No. of New Hires	Cases	570	211	83

Performance by Workforce Diversity Indicator (SK ecoplant)

Category	Unit	2022	2023	2024
Percentage of Employees with Disabilities	%	3.6	3.54	3.8
Total Disability Employment Levy	KRW million	0	0	0
Percentage of Foreign Employees	%	0.5	0.5	0.5

Key Outcomes of Leadership Competency Development Programs

Program Name	Number of Participants	Completion Rate	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
				Training Satisfaction	Competency Improvement	On-the-Job Application
Leadership Program for Managers	16 Participants	100%	13 hours	4.7 points	4.5 points	4.6 points
Leadership Coaching for Managers	20 Participants	100%	6 hours	4.8 points	-	-
Preparatory Leadership Program	31 Participants	100%	19 hours	4.5 points	4.7 points	4.7 points
AIX for Leader	12 Participants	100%	5 hours	4.8 points	4.8 points	4.9 points

1) Scores are based on a 5-point scale.

Performance of Global Competency Development Program

Program Title	Number of Participants	Completion Rate	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
				Training Satisfaction	Competency Improvement	On-the-Job Application
Executive English Learning Support Program	50 persons	100%	60 hours	4.5 points	-	-
Company-wide English Learning Support Program	847 persons	95%	5 hours	-	4.2 points	-
Language Intensive Course	46 persons	92%	24 hours	4.5 points	4.4 points	4.4 points

1) Scores are based on a 5-point scale.

Performance of Professional Competency Development Program

Program Name	Number of Participants	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
			Training Satisfaction	Competency Improvement	On-the-Job Application
Job Transition Training	15 persons	35 hours	4.2 points	4.2 points	4.1 points

1) Scores are based on a 5-point scale.

Performance of the Organizational Adjustment Support Program

Program Name	Number of Participants	Completion Rate	Training Hours per Person	Effectiveness Evaluation Results ¹⁾		
				Training Satisfaction	Competency Improvement	On-the-Job Application
EpiCare EAP	145 persons	100%	5 hours	4.7 points	-	-
Junior Talent Program	8 persons	100%	40 hours	5.0 points	-	-

1) Scores are based on a 5-point scale.

Employee Training Status (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Total Training Hours	Hours	289,304	242,998	325,998	96,720	27,477	106,934	20,124	61,068	13,675
Total Training Expenses	KRW 10,000	962,032	941,282	926,587	737,924	98,409	66,530	951	7,371	15,403
Training Hours per Person	Hours	28.4	22.6	30.7	28	23.5	124.9	7.9	26.9	60
Training Expenses per Employee	KRW 10,000	94.3	87.5	87.3	214	84.5	77.7	0.4	3.3	67.6

Employee Training and Education Status (SK ecoplant)

Category	Unit	2022	2023	2024
Total Training Hours	Hours	183,582	126,817	96,720
Total Training Expenses	KRW 10,000	779,893	741,435	737,924
Training Hours per Person	Hours	52	36	28
Training Expenses per Employee	KRW 10,000	220	212	214

Equal Pay Performance (SK ecoplant)

Category		Unit	2022	2023	2024
Average Salary (Including Executives)		KRW million	106	99	93
Average Salary (Excluding Executives)		KRW million	99	94	88
Female-to-Male Salary Ratio	Management Positions	%	100.8	102	111.4
	Staff Positions	%	96.8	97.9	82.1
	Administrative Support	%	89.7	92.5	114
	Contract and Special Positions	%	106.3	120.3	196.6

Parental Leave Utilization Status (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Parental Leave Users	Total	Persons	34	34	40
	Male	Persons	14	13	15
	Female	Persons	20	21	25
Return-to-Work Rate After Parental Leave	Total	%	91.2	91.2	90
	Male	%	85.7	84.6	86.7
	Female	%	95.0	95.2	92
Retention Rate for 12 Months or More After Returning from Parental Leave	Total	%	96.8	96.8	96.2
	Male	%	100	100	100
	Female	%	94.7	95.0	95.7

Employee Welfare Support Status (SK ecoplant)

Category		Unit	2022	2023	2024
Employee Welfare Expenses		KRW 100 million	246	177	339 ¹⁾
Employee Health Check-up Participation Rate		%	94.7	94	96
Participation Rate in Flexible Work Arrangements		%	48.3	36.7	51.3

1) Welfare benefit items expanded in 2024

Turnover and Resignation Status (SK ecoplant)

Category		Unit	2022	2023	2024
Total No. of Turnovers and Resignations		Persons	295	324	243
No. of Voluntary Leavers		Persons	231	181	121
Total Turnover and Resignation Rate		%	8.5	7.9	7.2
Voluntary Turnover Rate ¹⁾		%	6.7	5.6	3.6

1) Number of voluntary leavers as a percentage of total employees

Employee Engagement Survey Results (SK ecoplant)

Category		Unit	2022	2023	2024
Total		Points	80	80.2	78.8
By Position Level	Team Leader	Points	87.1	87.3	84.8
	Staff Positions	Points	78.9	79.2	77.9
By Age Group	Under 30	Points	77.7	78.1	78.8
	30 to under 50	Points	79.6	79.2	78
	50 and above	Points	81.8	82.8	80.4
Gender	Male	Points	80.7	81.1	79.4
	Female	Points	75.6	74.2	73.6

Management Development Council (Labor–Management Council) Meeting Status (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Council Meetings Held	Sessions	7	9	7
No. of Agenda Items Discussed	Cases	12	4	32
No. of Agenda Items Resolved	Cases	12	4	32
No. of Grievances Received	Cases	10	1	3
No. of Grievances Resolved	Cases	10	1	3
Grievance Resolution Rate	%	100	100	100

Employee Status (Consolidated)

Category		Unit	2022	2023	2024								
					Total	SKEP	SKEE	SKOP	SK tes ²⁾	Renewus	SKAP	Essencore	
Total No. of Employees ¹⁾		Persons	10,197	10,753	10,616	3,452	1,164	856	2,550	2,266	228	100	
Gender	Male	Persons	8,398	8,780	8,643	2,926	1,001	763	1,665	2,023	211	54	
	Female	Persons	1,799	1,973	1,961	526	163	93	873	243	17	46	
By Position Level	Executive	Male	Persons	141	133	143	63	5	28	7	29	5	6
		Female	Persons	8	6	8	4	0	2	1	1	0	0
		Total	Persons	149	139	151	67	5	30	8	30	5	6
	Management Positions (Team Leaders, Project Leaders)	Male	Persons	667	739	781	244	55	63	168	216	18	17
		Female	Persons	108	133	122	12	1	1	98	7	0	3
		Total	Persons	775	872	903	256	56	64	266	223	18	20
	Staff Positions	Male	Persons	7,602	7,925	7,708	2,619	941	672	1,497	1,788	160	31
		Female	Persons	1,683	1,833	1,835	510	162	90	775	238	17	43
		Total	Persons	9,285	9,758	9,555	3,129	1,103	762	2,284	2,026	177	74
By Employment Type	Regular Employees	Male	Persons	6,675	7,373	7,036	1,922	929	608	1,498	1,831	200	48
		Female	Persons	1,471	1,674	1,674	336	149	82	840	208	14	45
		Total	Persons	8,146	9,047	8,710	2,258	1,078	690	2,338	2,039	214	93
	Non-Regular Employees	Male	Persons	1,348	1,407	1,286	697	63	155	167	192	6	6
		Female	Persons	305	299	271	174	14	11	33	35	3	1
		Total	Persons	1,653	1,706	1,557	871	77	166	200	227	9	7

By Age Group	20s	Male	Persons	1,185	1,216	1,118	131	40	81	433	400	32	1
		Female	Persons	419	442	457	84	27	41	217	78	4	6
		Total	Persons	1,604	1,658	1,580	215	67	122	655	478	36	7
	30s	Male	Persons	2,234	2,334	2,299	712	168	177	463	675	91	13
		Female	Persons	745	798	763	266	85	35	257	82	11	27
		Total	Persons	2,979	3,132	3,065	978	253	212	723	757	102	40
	40s	Male	Persons	2,756	2,924	2,946	1,184	397	316	416	542	69	22
		Female	Persons	424	492	497	143	44	12	237	48	1	12
		Total	Persons	3,180	3,416	3,447	1,327	441	328	657	590	70	34
	50s	Male	Persons	1,847	1,678	1,986	868	365	139	261	317	19	17
		Female	Persons	168	424	194	32	7	5	127	21	1	1
		Total	Persons	2,015	2,102	2,180	900	372	144	388	338	20	18
	60 and Above	Male	Persons	375	370	294	31	31	50	92	89	0	1
		Female	Persons	43	53	50	1	0	0	35	14	0	0
		Total	Persons	418	423	344	32	31	50	127	103	0	1

1) The total number of employees includes executives, regular employees, contract employees, and fixed-term employees. Dispatched employees are excluded from the total headcount; as of 2024, SK ecoplant and its subsidiaries have 172 dispatched employees.

2) Due to non-disclosure of gender information by some team members in their 20s, 30s, and 40s at SK tes, the sum of male and female employees does not match the total number of employees.

Employee Status (SK ecoplant)

Category		Unit	2022	2023	2024
Total No. of Members ¹⁾		Persons	3,548	3,488	3,452
Gender	Male	Persons	3,017	2,952	2,926
	Female	Persons	531	536	526
	Total	Persons	3,548	3,488	3,452
By Position Level	Executives	Male	76	65	63
		Female	5	4	4
		Total	81	69	67
	Management Positions (Team Leaders, Project Leaders)	Male	299	285	244
		Female	18	17	12
		Total	317	302	256
	Staff Positions	Male	2,642	2,602	2,619
		Female	508	515	510
		Total	3,150	3,117	3,129
	Regular Employees	Male	1,962	2,255	1,922
		Female	324	347	336
		Total	2,286	2,602	2,258
By Employment Type ²⁾	Non-Regular Employees	Male	680	697	697
		Female	184	189	174
		Total	864	886	871
	20s	Male	216	189	131
		Female	109	101	84
		Total	325	290	215
By Employment Type	30s	Male	788	741	712
		Female	286	280	266
		Total	1,074	1,021	978
	40s	Male	1,171	1,175	1,184
		Female	113	129	143
		Total	1,284	1,304	1,327
	50s	Male	806	812	868
		Female	23	25	32
		Total	829	837	900
	60 and Above	Male	36	35	31
		Female	0	1	1
		Total	36	36	32

1) The total number of employees includes executives, regular employees, contract employees, and fixed-term employees. Dispatched employees are excluded from the total headcount; as of 2024, SK ecoplant has 67 dispatched employees.

2) In 2022, data was compiled based solely on team members in accordance with internal management standards.

Customers

Customer Satisfaction Survey Results (SK ecoplant)

Category	Unit	2022	2023	2024	2025 (target)
Move-in Service Satisfaction ¹⁾	Points	3.73	3.65	3.31	3.7
Defect Resolution Service Satisfaction ¹⁾	Points	3.87	4.05	3.8	4.1

1) Scores are based on a 5-point scale.

Customer Happiness Center – VoC Handling Status(SK ecoplant)

Category	Unit	2022	2023	2024
No. of Reports Received ¹⁾	Cases	226,055	196,161	278,146
No. of Cases Processed	Cases	211,206	179,085	254,586
Processing Rate	%	93.4	91.3	91.5

1) Figures include VoC (customer feedback and complaints), including defect reports.

Quality Training Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Total No. of Eligible Employees	Persons	544	489	641
No. of Participants	Persons	544	489	641
Participation Rate	%	100	100	100

Status of Violations of Product and Service Safety Regulations (Consolidated)

Category	Unit	2022	2023	2024						
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
Criminal Penalties	Cases	0	0	0	0	0	0	0	0	0
Administrative Measures	Cases	2	0	2	0	2	0	0	0	0

Status of Violations of Product and Service Safety Regulations (SK ecoplant)

Category	Unit	2022	2023	2024
Criminal Penalties	Cases	0	0	0
Administrative Measures	Cases	2	0	0

Local Communities

Social Contribution Investment Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Investment Amount Donations and In-kind Sponsorships	KRW 100 million	33.6	11.9	15.3
Social Contribution Activity Expenses Includes costs related to the purchase of goods and other expenditures necessary for social contribution activities	KRW 100 million	0.6	3.4	0.5

Employee Volunteer Activity Performance (Consolidated)

Category	Unit	2022 ¹⁾	2023 ¹⁾	2024				
				Total	SKEP	SKEE	SKOP	Renewus
Volunteer Participation Rate	%	8.9	67.9	82.1	78.4	89	95.8	183.5 ²⁾
Total No. of Participants	Persons	316	2,312	8,714	2,705	1,047	803	4,159
Total Volunteer Hours ³⁾	Hours	1,118	17,593	58,860	35,817	12,750	4,336	5,957
Average Volunteer Hours per Person ⁴⁾	Hours	3.5	7.6	6.8	13.2	12.2	5.4	1.4

1) Data for 2022 and 2023 is based on SK ecoplant standalone figures.

2) Refers to the number of participating employees (including duplicates) as a percentage of the total employees.

3) For certain activities such as the One Meal Sharing Project and the Kind Goods Donation Campaign, the number of participations was converted into volunteer hours.

4) Calculated by dividing the total volunteer hours by the total number of participating employees.

Employee Volunteer Activity Performance (SK ecoplant)

Category	Unit	2022	2023	2024
Volunteer Participation Rate	%	8.9	67.9	78.4
Total No. of Participants	Persons	316	2,312	2,705
Total Volunteer Hours ¹⁾	Hours	1,118	17,593	35,817
Volunteering Hours Per Person ²⁾	Hours	3.5	7.6	13.2

1) For certain activities such as the One Meal Sharing Project and the Kind Goods Donation Campaign, the number of participations was converted into volunteer hours.

2) Volunteering hours per person were calculated by dividing the total volunteering hours by the total number of participants

Meal Support Project for Malnourished Children (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Children Supported by the Happy Two Meals Project	Persons	40	51	50
Scale of Support Provided through the Happy Two Meals Project	KRW 100 million	1.01	1	0.98

Performances of Free Surgery Support Program for Vietnamese Children with Facial Deformities (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Children Receiving Surgery Support	Persons	60	116	0
Amount of Surgical Support	KRW 100 million	1.9	1.9	0

Information Security

Information Security Investment Performance (SK ecoplant)

Category	Unit	2022	2023	2024
IT Budget	KRW million	31,259	37,323	34,953

Category	Unit	2022	2023	2024
Operating and Capital Expenditures	KRW million	28,817	34,680	33,732
Internal Personnel Costs	KRW million	2,441	2,643	1,221
Information Security Investment	KRW million	3,413	2,970	3,051
Operating and Capital Expenditures	KRW million	2,443	2,034	2,412
Internal Personnel Costs	KRW million	970	936	639
Information Security Investment Ratio	%	10.9	8.0	8.7

Status of Cybersecurity Simulation Training (SK ecoplant)

Training Name	Unit	2022	2023	2024
DDoS Attack Response Training Simulation of a DDoS attack scenario, followed by status communication and assessment of response capabilities such as attack blocking rate	Sessions	1	1	1
System Recovery Training Training conducted to restore systems and resume services under a simulated server failure scenario	Sessions	1	1	1
Encryption Key Replacement Training Training conducted to replace encryption keys under a simulated scenario involving document security and database key leakage	Sessions	1	1	1
Phishing Email Response Training Spear phishing emails sent as part of the simulation, followed by measurement of attack success rate	Times	2	2	2

Governance

Director Compensation Details

Category	No. of Recipients	Total Compensation	Average Compensation per Person ¹⁾
Registered Directors (Excluding Independent Directors and Audit Committee Members)	5 persons	KRW 2,535 million ²⁾	KRW 1,268 million
Independent Directors (excluding Audit Committee members)	1 persons	KRW 122 million ³⁾	KRW 122 million
Audit Committee Members	5 persons	KRW 377 million ⁴⁾	KRW 126 million

1) The average compensation per person is calculated as the sum of monthly average salaries. Each monthly average salary is derived by dividing the total salary paid for the month by the average number of working directors in that month.

2) One non-executive director who did not receive compensation was excluded. The total compensation was prorated based on changes in registered executive directors—two appointments and two resignations—on January 19 and July 15, 2024.

3) The total compensation for independent directors was prorated based on a change in directorship on December 10, 2024, involving the appointment of one independent director as an Audit Committee member.

4) The total compensation for Audit Committee members was prorated based on changes on March 29, 2024, involving one appointment and one resignation.

CEO Compensation Criteria

Type of Compensation		Total Amount	Basis and Method of Calculation
Earned Income	Salary	KRW 1,600 million	In accordance with the director compensation policy, the CEO's base salary for 2024 was set at KRW 1,600 million within the approved director compensation limit. This amount was determined by comprehensively considering the role (CEO), position (Vice Chairman), leadership, expertise, and contributions to the company, and was paid monthly in 12 equal installments.
	Bonus	-	Not applicable
	Stock Option Gains	-	Not applicable
	Other Earned Income	KRW 2 million	Approximately KRW 2 million was provided in accordance with the company's internal welfare support criteria.
Retirement Income		-	Not applicable
Other Income		-	Not applicable

Stock Option Grant and Exercise Status^{1) 2)}

Relationship to Company	Grant Date	Grant Method	Type	Event Exercise Period	No. of Shares Granted	Exercise Price
Unregistered Executive	Mar. 25, 2022	Treasury Share Grant, Cash Settlement for Price Difference	Common Stock	Mar. 25, 2025 – Mar. 25, 2029	166,331	60,121
	Mar. 25, 2022	Treasury Share Grant, Cash Settlement for Price Difference	Common Stock	Mar. 25, 2025 – Mar. 25, 2029	83,165	

1) Stock options were granted to registered director Kyoung-II Park through the 60th Annual General Meeting of Shareholders (held on Mar 25, 2022).
2) The exercise period for the above stock options is the same; however, the number of exercisable shares varies depending on vesting conditions. As of March 2025, 83,165 shares are not exercisable due to unmet vesting conditions

CEO-to-Employee Pay Ratio

Category	2024 Compensation	Compared to Average Employee Compensation	Compared to Median Employee Compensation
CEO (Dong-Hyun Jang)	KRW 1,602 millionn	21.4 times	19.7 times
Average Employee Compensation	KRW 75 million	-	-
Median Employee Compensation	KRW 81 million	-	-

Voting Rights Status

Category	No. of Shares	Shareholding Ratio
Shares with Voting Rights	56,328,385	97.5%
Shares without Voting Rights	1,449,501	2.5%
Total No.of Issued Shares	57,777,886	100.0%

Voting Rights Exercise Status – 63rd Annual General Meeting of Shareholders

Total No. of Issued Shares	Number of Shares Exercising Voting Rights	Number of Shares Exercising Voting Rights	Largest Shareholder ¹⁾	Other Shareholders ²⁾	Voting Rights Exercise Rate ³⁾	Voting Rights Exercise Rate (Excluding Largest Shareholder)
57,777,886	49,876,908	49,876,908	36,047,637	13,829,271	88.55%	24.55%

1) Largest Shareholder: SK Inc. and its affiliated parties
2) Other Shareholders: Shareholders excluding the largest shareholder
3) Voting Rights Exercise Rate = (Number of Shares Exercising Voting Rights ÷ Number of Shares with Voting Rights) × 100

Ethical Management

Internal Audit Status (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Audits Conducted	Cases	7 ¹⁾	5 ¹⁾	11	4	0	1	3	2	0	1

1) The figures have been adjusted compared to the previous year due to changes in internal calculation criteria.

Internal Audit Status (SK ecoplant)

Category	Unit	2022	2023	2024
No. of Audits Conducted	Cases	5 ¹⁾	3	4

1) The figures have been adjusted compared to the previous year due to changes in internal calculation criteria.

Pre-Assessment of Risk Status (SK ecoplant)

Category		Unit	2022	2023	2024
Risk Self-Monitoring System	No. of Assessment Areas	Cases	6	6	6
	No. of Improvement Items Identified	Cases	1	2	2
Risk Sensing System (RSS)	No. of Assessment Areas	Cases	7	7	7
	No. of Improvement Items Identified	Cases	0	0	0

Status of Bribery and Anti-Corruption Law Violations (Consolidated)

Category		Unit	2022	2023	2024							
					Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Monetary Sanctions	Domestic	Cases	0	0	0	0	0	0	0	0	0	0
	Overseas	Cases	0	0	0	0	0	0	0	0	0	0
Fines and Settlements	Domestic	KRW 100 million	0	0	0	0	0	0	0	0	0	0
	Overseas	USD 10,000	0	0	0	0	0	0	0	0	0	0

Status of Bribery and Anti-Corruption Law Violations (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Monetary Sanctions	Domestic	Cases	0	0	0
	Overseas	Cases	0	0	0
Fines and Settlements	Domestic	KRW 100 million	0	0	0
	Overseas	USD 10,000	0	0	0

Status of Ethics Consultations, Reports, and Actions Taken (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Reports Filed	Cases	212	264	163	146	0	9	0	8	0	0
No. of Cases Addressed	Cases	28	84	46	29	0	9	0	8	0	0

Status of Ethics Consultations, Reports, and Actions Taken (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Reports Filed		Cases	200	206	146
No. of Cases Addressed		Cases	16	26	29

Ethics Training Performance (Consolidated)

Category	Unit	2022	2023	2024							
				Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP	Essencore
No. of Eligible Participants	Persons	8,314	10,315	10,584	3,588	1,164	840	2,474	2,214	210	94
No. of Participants	Persons	8,277	10,025	9,866	3,450	723	836	2,453	2,108	208	88
Participation Rate ¹⁾	%	99.6	97.2	93.2	96.2	62.1	99.5	99.2	95.2	99	94
Total Training Hours	Hours	11,595	13,579	13,057	7,590	329	1,151	1,227	2,500	173	88

Training Hours per Person ²⁾	Hours	1.1	1.3	1.2	2.2	0.3	1.4	0.5	1.1	0.8	0.9
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1) This is the ratio of the number of participating members divided by the number of participants at the time of training.

2) Per capita training performance is the training performance divided by the total number of members (as of December 31, 2024).

Ethics Training Performance (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Eligible Participants		Persons	3,548	3,588	3,588
No. of Participants		Persons	3,546	3,450	3,450
Participation Rate ¹⁾		%	99.9	96.2	96.2
Total Training Hours		Hours	7,801	7,590	7,590
Training Hours per Person ²⁾		Hours	2.2	2.2	2.2

1) This is the ratio of the number of participating members divided by the number of participants at the time of training.

2) Per capita training performance is the training performance divided by the total number of members (as of December 31, 2024).

Compliance

Fair Trade Violation Status (Consolidated)

Category		Unit	2022	2023	2024						
					Total	SKEP	SKEE	SKOP	SK tes	Renewus	SKAP
No. of Monetary Sanctions	Domestic	Cases	6 ¹⁾	4 ¹⁾	2	2	0	0	0	0	0
	Overseas	Cases	0	0	0	0	0	0	0	0	0
Fines and Settlement Amounts	Domestic	KRW 100 million	496.5	104.5	42	42	0	0	0	0	0
	Overseas	USD 10,000	0	0	0	0	0	0	0	0	0

1) Figures have been adjusted from the previous year due to changes in SK ecoplant's internal calculation standards.

Status of Fair Trade Violations (SK ecoplant)

Category		Unit	2022	2023	2024
No. of Monetary Sanctions	Domestic	Cases	6 ¹⁾	4 ¹⁾	2
	Overseas	Cases	0	0	0
Fines and Settlement Amounts	Domestic	KRW 100 million	494	97	42
	Overseas	USD 10,000	0	0	0

1) Figures have been adjusted from the previous year due to changes in SK ecoplant's internal calculation standards.

Fair Trade Training Performance for SK ecoplant and Its Subsidiaries (SK ecoplant)

Category		Unit	2022	2023	2024
Total Training Hours		Hours	5,369	4,250	5,659



Policies and Certifications

ESG Management

ESG Management Principles and Code of Conduct	Download ↓
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Governance

Articles of Incorporation	Download ↓
Corporate Governance Charter	Download ↓
Board Regulations	Download ↓
Strategy and ESG Committee Regulation	Download ↓
Nomination and Remuneration Committee Regulation	Download ↓
Audit Committee Regulation	Download ↓

Ethical Management and Compliance

Code of Ethics	Download ↓
Ethical Management Practice Rules	Download ↓
Global Anti-Corruption Codebook	Download ↓
Compliance Management System Operating Regulations (KOR)	Download ↓
Compliance Handbook (KOR)	Download ↓

Compliance Handbook – Unfair Special Agreements (KOR)	Download 
Compliance Handbook – Subcontracting Act (KOR)	Download 
Compliance Pocketbook – Framework Act on the Construction Industry (KOR)	Download 
Compliance Pocketbook – Subcontracting Act (KOR)	Download 
ISO 37301 Certification	Download 

Q SHE Management

Quality Policy	Download 
ISO 9001 2015	Download 
KEPIC-MN	Download 
KEPIC-EN	Download 
KEPIC-SN	Download 
KEPIC-MH	Download 
Environmental Management Policy	Download 
ISO 14001 2015	Download 
Occupational Safety and Health Management Policy (KOR)	Download 
KOSHA-MS (KOR)	Download 
ISO 45001 2018	Download 
Environmental Policy	Download 
Occupational Safety and Health Policy (KOR)	Download 
Environmental Management Strategy	Download 
Customer Protection Charter	Download 

Information Security

ISO 27001 2022	Download 
ISO 27701 2019	Download 
ISMS-P	Download 

Human Rights Management

SK ecoplant Human Rights Management Declaration	Download 
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Supply Chain Management

Code of Conduct for Biz. Partners (KOR)	Download 
Eco-friendly Procurement Policy (KOR)	Download 
Guidelines for Fair Subcontracting Transactions (KOR)	Download 
Guidelines for Fair Contracting to Promote Win-Win Cooperation between Large and Small-Medium Enterprises (KOR)	Download 
Guidelines for Issuance and Retention of Written Documents in Subcontracting Transactions (KOR)	Download 
Guidelines for Fair Selection and Registration of Partner Companies (KOR)	Download 
Guidelines for Establishing and Operating an Internal Review Committee for Subcontracting Transactions (KOR)	Download 



Reporting Framework



GRI Content Index

Statement on Reporting	SK Ecoplant prepares and reports this report in accordance with the GRI Reporting Standards. (Reporting Period: January 1, 2024 - December 31, 2024)
GRI Standard	GRI 1: Foundation 2021
Applying GRI Industry Standards	No industry standards currently applicable

GRI 2: General Disclosures 2021

Topic	GRI	Metric	Contents
The organization and its reporting practices	2-1	Organization details	Comany Profile
	2-2	Entities included in the organization's sustainability reporting	Scope & Assurance
	2-3	Reporting period, frequency and contact point	Scope & Assurance
	2-4	Restatements of information	Where applicable, each piece of information is annotated.
	2-5	External assurance	Third-party verification
Activities and workers	2-6	Activities, value chain and other business relationships	Business Overview
	2-7	Employees	Employee Status
	2-8	Workers who are not employees	Employee Status

Topic	GRI	Metric	Contents
Governance	2-9	Governance structure and composition	Activities of Board Committees
	2-10	Nomination and selection of the highest governance body	Board Composition
	2-11	Chair of the highest governance body	Board Independence and Diversity
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Activities
	2-13	Delegation of responsibility for managing impacts	Board Activities
	2-14	Role of the highest governance body in sustainability reporting	Materiality Assessment Process and Results
	2-15	Conflicts of interest	Board Independence and Diversity
	2-16	Communication of critical concerns	Materiality Assessment Process and Results
	2-17	Collective knowledge of the highest governance body	Board Expertise
	2-18	Evaluation of the performance of the highest governance body	Board Evaluation
	2-19	Remuneration policies	Director Compensation Policy
	2-20	Process to determine remuneration	Director Compensation Policy
	2-21	Annual total compensation ratio	Director Compensation Policy
Strategy, policies and practices	2-22	Statement on sustainable development strategy	CEO Message
	2-23	Policy commitments	Policy & Certification
	2-24	Embedding policy commitments	Ethical Management System
	2-25	Processes to remediate negative impacts	Human Rights Grievance Handling
	2-26	Mechanisms for seeking advice and raising concerns	Ethics Reporting Channels
	2-27	Compliance with laws and regulations	Environmental Compliance
	2-28	Membership associations	Awards & Memberships
Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	Healthy Labor-Management Communication

GRI 3: Material Topics

Topic	GRI	Metric	Contents
Disclosures on material topics	3-1	Process to determine material topics	Materiality Assessment Process and Results
	3-2	List of material topics	Double Materiality Assessment Result

Material Topic 1. Climate Change Response

Topic	GRI	Metric	Contents
Disclosures on material topics	3-3	Management of material topics	Strategy

Topic	GRI	Metric	Contents
Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk and Opportunity Management Framework
Energy	302-1	Energy consumption within the organization	Energy Consumption
	302-2	Energy consumption outside of the organization	Energy Consumption
	302-3	Energy intensity	Energy Consumption
	302-4	Reduction of energy consumption	Strategy 1. 2040 Net Zero
	305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
Emissions	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
	305-4	GHG emissions intensity	Greenhouse Gas Emissions
	305-5	Reduction of GHG emissions	Strategy 1. 2040 Net Zero
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Hazardous Substances

Material Topic 2. Occupational Safety and Health

Topic	GRI	Metric	Contents
Disclosures on Material Topics	3-3	Management of material topics	Strategy
Occupational Health and Safety	403-1	Occupational health and safety management system	Occupational Safety and Health Management System
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health Risk Assessment
	403-3	Occupational health services	Employee Health Support
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health Risk Assessment
	403-5	Worker training on occupational health and safety	Major Accident Prevention Activities
	403-6	Promotion of worker health	Employee Health Support
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health Risk Assessment
	403-8	Workers covered by an occupational health and safety management system	Occupational Safety and Health Policy
	403-9	Work-related injuries	Occupational Safety and Health Management Target Roadmap
	403-10	Work-related ill health	Occupational Safety and Health Management Target Roadmap

Material Topic 3. Biz. Partners

Topic	GRI	Metric	Contents
Disclosures on Material Topics	3-3	Management of material topics	Supply Chain Management System
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Supply Chain ESG Evaluation
	308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain ESG Evaluation Results and Targets
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain ESG Evaluation
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain ESG Evaluation
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain ESG Evaluation
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Supply Chain ESG Evaluation
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain ESG Evaluation Results and Targets

Material Topic 4. Clean Tech Innovation

Topic	GRI	Metric	Contents
Disclosures on Material Topics	3-3	Management of material topics	Strategy
Organization-Specific Metrics	Non-GRI	Cumulative investment in clean technologies and future investment plan	Revenue by Business Segment and Investment Plan
	Non-GRI	Green building-related revenue	Green Revenue

Material Topic 5. Human Rights Management

Topic	GRI	Metric	Contents
Disclosures on Material Topics	3-3	Management of material topics	Risk Management
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Human Rights Impact Assessment Human Rights Risk Assessment Results and Actions

Topic Standards

Topic	GRI	Metric	Contents
Economic Performance	201-1	Direct economic value generated and distributed	Company Profile

Topic	GRI	Metric	Contents
Anti-corruption	205-1	Operations assessed for risks related to corruption	Internal Audit
	205-2	Communication and training about anti-corruption policies and procedures	Ethics Reporting and Ethics Training
	205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption Violation Status
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Status of Fair Trade Violations
Materials	301-1	Materials used by weight or volume	Responsible Procurement
	301-2	Recycled input materials used	Responsible Procurement
Water and Effluents	303-1	Interactions with water as a shared resource	Water Resources
	303-2	Management of water discharge-related impacts	Hazardous Substances
	303-3	Water withdrawal	Water Resources
	303-4	Water discharge	Water Resources
	303-5	Water consumption	Water Resources
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity
	304-3	Habitats protected or restored	Biodiversity
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity
Waste	306-1	Waste generation and significant waste-related impacts	Waste and Resource Circulation
	306-2	Management of significant waste-related impacts	Waste and Resource Circulation
	306-3	Waste generated	Waste and Resource Circulation
	306-4	Waste diverted from disposal	Waste and Resource Circulation
	306-5	Waste directed to disposal	Waste and Resource Circulation
Employment	401-1	New employee hires and employee turnover	Talent Acquisition Framework
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Work-Life Balance Support
	401-3	Parental leave	Work-Life Balance Support
Training and Education	404-1	Average hours of training per year per employee	Employee Competency Enhancement Programs
	404-2	Programs for upgrading employee skills and transition assistance programs	Work-Life Balance Support
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee Performance Evaluation

Topic	GRI	Metric	Contents
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Employee Status
	405-2	Ratio of basic salary and remuneration of women to men	Employee Performance Evaluation
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Social Contribution Activities
	413-2	Operations with significant actual and potential negative impacts on local communities	Water Resources
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Quality Management Policy and Certifications
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Management Activities



Sustainability Accounting Standards Board (SASB) Index

SK ecoplant utilizes the SASB Standards to provide stakeholders with information on sustainability-related risks and opportunities across the consolidated scope, including its subsidiaries. The SASB Standards applicable to the business activities of SK ecoplant and its key subsidiaries—SK ecoengineering, SK oceanplant, SK tes, Renewus, SK airplus, and Essencore—have been identified, and disclosure topics were selected based on their material relevance to these activities. Detailed information is provided in the SASB Index below.

Hi-tech Business

Chemicals Business

Topic	SASB Code and Metric	SK airplus
Greenhouse Gas Emissions	RT-CH-110a.1 (1) Gross global scope 1 emissions (2) Percentage covered under emissions-limiting regulation	(1) 205 tCO ₂ eq (2) 100%
	RT-CH-120a.1 (1) Emissions of Nitrogen Oxides (NOx), excluding Nitrous Oxide (N ₂ O) (2) Emissions of Sulfur Oxides (SOx) (3) Emissions of Volatile Organic Compounds (VOCs) (4) Emissions of Hazardous Air Pollutants (HAPs)	(1) 1.34 tons (2) 0.18 tons (3) 0.002 tons (4) 0 tons
Energy Management	RT-CH-130a.1 (1) Total energy consumption (2) Percentage grid electricity (3) Percentage renewable Energy (4) Total self-generated energy	(1) 6,936,000 GJ (2) 0% (3) 0% (4) 0 GJ
Water Management	RT-CH-140a.1 (1) Total Water Withdrawal (2) Total Water Consumption (3) Total Water Consumption and Percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 1,244,250 tons (2) 906,477 tons (3) 0%
	RT-CH-140a.2 Number of incidents of non-compliance associated with water quality permits, standards and regulations	0 cases
Hazardous Waste Management	RT-CH-150a.1 (1) Amount of hazardous waste generated (2) Percentage recycled hazardous waste generated	(1) 33 tons (2) 87%

Topic	SASB Code and Metric	SK airplus
Community Relations	RT-CH-210a.1 Discussion of engagement processes to manage risks and opportunities associated with community interests	Community safety-net programs are established by supporting schools near operational sites, while mutual growth with local communities is promoted through assistance for vulnerable populations. A total of KRW 38.7 million was spent in 2024 for social contribution programs, funded through employee donations and corporate matching grants.
Workforce Health and Safety	RT-CH-320 a.1 (1-a) Total Recordable Incident Rate (TRIR) – Direct employees (1-b) Total Recordable Incident Rate (TRIR) – Contract employees (2-a) Fatality Rate – Direct employees (2-b) Fatality Rate – Contract employees	(1-a) 0 (1-b) 0 (2-a) 0 (2-b) 0
	RT-CH-320a.2 Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Regular general and specialized health check-ups are conducted, with dedicated health consultations provided for individuals requiring further observation or presenting abnormal findings. Semiannual monitoring of hazardous workplace factors is conducted, and musculoskeletal disorder assessments are carried out every three years. Seasonal health management programs are implemented during extreme heat periods, and a wide range of health initiatives—including cardiovascular disease prevention and job stress management—are in place to actively reduce long-term health risks.
Product Design for Use-phase Efficiency	RT-CH-410a.1 Revenue from products designed for use-phase resource efficiency	KRW 0
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1 (1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances (2) Percentage of such products that have undergone a hazard assessment	(1) 0% (2) 0%
Genetically Modified Organisms (GMO)	RT-CH-410c.1 Percentage of products by revenue that contain genetically modified organisms (GMOs)	0%
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.2 Number of transport incidents	0 cases

Hardware Industry

Topic	SASB Code and Metric	Essencore
Employee Diversity & Inclusion	TC-HW-330a.1 (1) Gender and (2) Diversity group representation for (a) Executive Management (b) Non-Executive Management (c) Technical Employees (d) Other Employees	Executive Management (Male): 6% Executive Management (Female): 0% Non-Executive Management (Male): 17% Non-Executive Management (Female): 3% Other Employees (Male): 31% Other Employees (Female): 43%

Solution Business

Home Builders Business

Topic	SASB Code and Metric	SK ecoplant
Land Use & Ecological Impacts	IF-HB-160a.2 (1) Number of lots delivered in regions with High or Extremely High Baseline Water Stress (2) Number of homes delivered in regions with High or Extremely High Water Stress	(1) 0 (2) 0
	IF-HB-160a.3 Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	KRW 8.9 million
Design for Resource Efficiency	IF-HB-410a.1 Number of obtained a certified residential energy efficiency rating (1) Number of Homes (2) Average Rating	(1) 5 units (2) Grade 2: 1 unit, Grade 1: 2 units, Grade 1+: 1 unit, Grade 1++: 1 unit
	IF-HB-410a.3 Number of homes delivered certified to a third-party multi-attribute green building standard	11 units
Climate Change Adaptation	IF-HB-420a.1 Number of lots located in 100-year flood zone	6 lots
Activity Metrics	IF-HB-000.A Number of controlled lots	0 lots
	IF-HB-000.B Number of homes delivered	7,953 units
	IF-HB-000.C Number of active selling communities	4,653 zones

Engineering & Construction Services Business

Topic	SASB Code and Metric	SK ecoplant	SK ecoengineering
Environmental Impacts Resulting from Project Development	IF-EN-160a.1 Number of incidents of non-compliance with environmental permits, standards and regulations	10 cases	0 cases
		SK Ecoplant fulfills its environmental and social responsibilities and strictly complies with environmental laws and regulations. SK Ecoplant conduct SK ecoplant upholds its environmental and social responsibilities and maintains strict compliance with all applicable environmental regulations. Environmental impact assessments are conducted to identify potential environmental risk factors in advance, followed by the establishment and systematic implementation of mitigation and corrective action plans for confirmed risks. Beyond regulatory compliance, SK ecoplant takes a proactive approach to identifying potential environmental impacts across various domains—such as air, soil, water, and biodiversity—and develops targeted mitigation measures to minimize adverse effects. Strict emissions standards are applied to environmental factors such as waste, water quality, and air pollutants, supported by robust inspection procedures and monitoring systems to ensure transparency and accountability. A comprehensive checklist covering key items—such as air emissions, waste, noise and vibration, and water quality—is used for internal inspections throughout all project phases, including permitting, operations, and the installation of prevention and control facilities. A site-specific Environmental Issue-Focused Management Model has been developed to ensure rapid identification of environmental issues at each location. In addition, periodic inspections based on six major non-conformance categories in key processes are carried out across all sites to reinforce ongoing compliance with environmental regulations.	
	IF-EN-160a.2 Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	s environmental impact assessments to proactively identify potential environmental risk factors and systematically implements supplementary and action plans for identified risks. Beyond simple regulatory compliance, we comprehensively identify the potential environmental impacts of our business activities on various areas, including air, soil, water quality, and biodiversity. We also proactively develop mitigation measures to minimize any negative impacts. Furthermore, we strictly enforce emission standards for each environmental factor, including waste, water quality, and air pollutants, and operate an inspection process and monitoring system to ensure transparent management. We conduct internal inspections across the entire project process, from permitting and approval to operation, prevention and control facility implementation, and develop checklists covering key areas such as air, waste, noise and vibration, and water quality. In addition, we have developed and are utilizing a "Standard Model for Site Environmental Issue-Centered Management" to quickly identify environmental issues at each site. We are also continuously striving to comply with environmental laws and regulations by conducting regular inspections of all sites based on the six major non-conformance items in major processes.	
Structural Integrity & Safety	IF-EN-250a.1 Amount of defect- and safety-related rework costs	Domestic: KRW 18.63 billion Overseas: KRW 2.12 billion	Domestic: KRW 0 billion Overseas: KRW 0 billion
	IF-EN-250a.2 Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Domestic: KRW 5.18 billion Overseas: KRW 0 billion	Domestic: KRW 0 billion Overseas: KRW 0 billion

Topic	SASB Code and Metric	SK ecoplant	SK ecoengineering
Workforce Health and Safety	IF-EN-320a.1 (1) Total Recordable Incident Rate (TRIR) (2-a) Fatality Rate – Direct Employees (2-b) Fatality Rate – Contract Employees	Employee Lost Time Incident Rate (LTIR): 0.33 Number of Employee Fatalities: 0 Biz. Partner LTIR : 1.92 Number of Biz. Partner Fatalities: 1 case	Employee Total Recordable Incident Rate (TRIR): 0 Number of Employee Fatalities: 0 Biz. Partner TRIR : 0 Biz. Partner TRIR : 0 cases
Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.1 (1) Number of commissioned projects certified to a third-party multi-attribute sustainability standard (2) Number of active projects seeking such certification	(1) 11 projects with full Green Building Certification (G-SEED)	(1) 1 project with full Green Building Certification (G-SEED) (2) 0 projects
	IF-EN-410a.2 Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	SK ecoplant actively adopts a range of technologies and solutions to efficiently manage carbon emissions and water usage at construction sites. By applying Pre-Construction (Pre-Con) technologies that assess risk factors in the design phase and establish optimized construction plans, the company minimizes resource waste and carbon emissions while enhancing project quality and safety. In addition, rainwater harvesting and wastewater reuse systems are employed to recycle water for landscaping, cleaning, and dust control. Extracted groundwater is also utilized to mitigate heatwaves and reduce particulate matter, thereby contributing to overall water conservation.	
Climate Impacts of Business Mix	IF-EN-410b.1 (1) Amount of Backlog for hydrocarbon-related projects (2) Amount of Backlog for renewable energy projects	(1) KRW 126.79 billion (2) KRW 677.21 billion	(1) KRW 279.19 billion (2) KRW 14.79 billion
	IF-EN-410b.2 Amount of backlog cancellations associated with hydrocarbon-related projects	KRW 0 billion	KRW 0 billion
	IF-EN-410b.3 Amount of backlog for non-energy projects associated with climate change mitigation	KRW 640.14 billion	KRW 439.65 billion

Topic	SASB Code and Metric	SK ecoplant	SK ecoengineering
Business Ethics	IF-EN-510a.1 (1) Number of Active Projects in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index (2) Number of Backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index	(1) 0 projects (2) KRW 0 billion	(1) 0 projects (2) KRW 0 billion
	IF-EN-510a.2 Total amount of monetary losses as a result of legal proceedings associated with charges of (1) Bribery or corruption (2) Anti-competitive practices	(1) Domestic: 0 cases, Overseas: 0 cases (2) Domestic: KRW 0 billion, Overseas: USD 0 thousand	(1) Domestic: 0 cases, Overseas: 0 cases (2) Domestic: KRW 0 billion, Overseas: USD 0 thousand
		(1) SK ecoplant is committed to strengthening ethical and compliant management, pledging to conduct all business activities in a fair and transparent manner. The Code of Ethics applies to all domestic and overseas branches and subsidiaries, and its adherence is also encouraged for all stakeholders engaged in business with the company. To foster a culture of ethical management, SK ecoplant provides ethics training and conducts compliance pledges, while regularly performing audits and anti-corruption risk assessments to monitor potential violations of policies and laws. Based on the "Anti-Corruption Risk Management System and Capability" indicator established by SK Group in 2022, company-wide anti-corruption risks are identified, assessed, and addressed through improvement measures. The results of this risk management system are regularly reported to the Board of Directors. (2) To ensure compliance with domestic and international fair trade regulations, SK ecoplant adopted a Fair Trade Compliance Program (CP) in 2008. The program is overseen by a Compliance Officer appointed by the Board of Directors. The CP framework includes a pre-check system designed to prevent legal violations, such as a pre-reporting process for industry meetings to prevent bid rigging, prior review of field specifications to eliminate unfair subcontract terms, and operation of a Technical Document Management System (TDMS) and technical data request forms to prevent technology misappropriation. In addition to pre-checks, an internal monitoring system is in place to ensure that no legal violations occur during contract execution. Through written audits, all subcontract payment cases are thoroughly reviewed for legal compliance, and corrective actions are promptly taken upon identifying any violations. Field audits are conducted monthly across all domestic projects to assess compliance with 10 key provisions of the Subcontracting Act (e.g., payment of subcontract fees, prohibition of unfair reductions) and 4 provisions of the Framework Act on the Construction Industry (e.g., notification to clients regarding subcontracting, issuance of construction equipment payment guarantees). Violations are addressed through corrective measures and disciplinary procedures. Furthermore, compliance training tailored to specific cases and job functions is provided to all employees—including the CEO, contract, and temporary staff—to minimize the risk of legal violations.	
	IF-EN-510a.3 Description of policies and practices for prevention of (1) Bribery and corruption (2) Anti-competitive behavior in the project bidding processes		

Topic	SASB Code and Metric	SK ecoplant	SK ecoengineering
Activity Metrics	IF-EN-000.A Number of active projects	88 projects	55 projects
	IF-EN-000.B Number of commissioned projects	32 projects	10 projects
	IF-EN-000.C Total backlog	KRW 21 trillion	KRW 0.7 trillion

Energy Business

Industrial Machinery & Goods Business

Topic	SASB Code and Metric	SK oceanplant
Energy Management	RT-IG-130a.1 (1) Total energy consumption	(1) 666 TJ
	(2) Percentage grid electricity	(3) 0%
	(3) Percentage renewable energy	
Activity Metrics	RT-IG-000.B Number of employees	856 employees

Environment Business

Waste Management Business

Topic	SASB Code and Metric	Renewus	SK tes
Greenhouse Gas Emissions	IF-WM-110a.1 Scope 1 Emissions	347,941 tCO ₂ eq	1,734 tCO ₂ eq
Fleet Fuel Management	IF-WM-110b.1 (1) Fleet fuel consumption	(1) 76,278.5 GJ	(1) 21,972 GJ
	(2) Percentage of fleet fuel from natural gas	(2) 1.8%	(2) 0%
	(3) Percentage of fleet fuel from renewable energy	(3) 0%	(3) 0%
	IF-WM-110b.2 Percentage of alternative fuel vehicles in fleet	9%	0.41%
Air Quality	IF-WM-120a.1 (1) Air emissions of Nitrogen Oxides (NOx)	(1) 53.3 tons	N/A
	(2) Air emissions of Sulfur Oxides (SOx)	(2) 1.97 tons	
	(3) Air emissions of Volatile Organic Compounds (VOCs)	(3) 0.05 tons	
	IF-WM-120a.2 Number of facilities in or near areas of dense population	11 units	31 units
Management of Leachate & Hazardous Waste	IF-WM-150a.1 (1) Total Toxic Release Inventory (TRI) releases	0%	N/A
	(2) Percentage of TRI released to water		
	IF-WM-150a.2 Number of corrective actions implemented for landfill releases	0 cases	

Topic	SASB Code and Metric	Renewus	SK tes
Labour Practices	IF-WM-310a.1 Percentage of active workforce employed under collective agreements	41%	8.57%
	IF-WM-310a.2 (1) Number of work stoppages and (2) Total days idle	(1) 0 cases (2) 0 days	(1) 0 cases (2) 0 days
Workforce Health & Safety	IF-WM-320a.1 (1) Total Recordable Incident Rate (TRIR) (2) Fatality Rate (3) Near-Miss Frequency Rate (NMFR)	(1) Employees: 0.355, Contractors: 0 (2) Employees: 0%, Contractors: 0% (3) Employees: 0, Contractors: 0	(1) Employees: 1.78, Contractors: 0.49 (2) Employees: 0, Contractors: 0
	IF-WM-320a.3 Number of road accidents and incidents	85 cases	8 cases
Recycling & Resource Recovery	IF-WM-420a.1 (1) Amount of waste incinerated at company-owned and operated facilities (2) Percentage of incinerated waste classified as hazardous (3) Percentage of incinerated waste used for energy recovery	(1) 100 tons (2) 6% (3) 99%	(1) 2.07 (2) 37.05% (3) 97.45%
	IF-WM-420a.2 By Customer Type (1) Percentage of customers receiving with recycling services (2) Percentage of customers receiving with composting services	Municipal: 0% Commercial: 0% Industrial: 100% Residential: 0%	Municipal: 0% Commercial: 100% Industrial: 0% Residential: 0%
	IF-WM-420a.4 (1) Amount of electronic waste collected (2) Percentage of material recovery from recycled waste	(1) 0 tons (2) 0%	(1) 112,730 tons (2) 95.91%
Activity Metrics	IF-WM-000.A Number of customers by category (Municipal, Commercial, Industrial, Residential, Other)	Municipal: 65 Commercial: 137 Industrial: 1,349 Residential: 0 Other: 0	N/A
	IF-WM-000.B Vehicle fleet size	127 vehicles	79 vehicles
	IF-WM-000.C Number of facilities by category (Landfills, Transfer Stations, Recycling Centers, Incinerator, Other Facilities)	Landfills: 3 Transfer Stations: 0 Recycling Centers: 0 Incinerator: 4 Other Facilities: 3	Landfills: 0 Transfer Stations: 0 Recycling Centers: 37 Incinerator: 0 Other Facilities: 0
	IF-WM-000.D Total amount of materials managed by customer category (Municipal, Commercial, Industrial, Residential, Other)	Municipal: 50,237.2 tons Commercial: 2,595.7 tons Industrial: 279,512.6 tons Residential: 0 tons Other: 0 tons	Municipal: 0 tons Commercial: 112,730 tons Industrial: 0 tons Residential: 0 tons Other: 0 tons



SK ecoplant TCFD Report

SK ecoplant adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework in 2021 to enhance transparency of on climate-related information. In 2022, the company reinforced its commitment by registering as a TCFD Supporter and joining the Korea TCFD Alliance. To ensure external validation of its greenhouse gas reduction plan, SK ecoplant submitted its targets for verification to the Science Based Targets initiative (SBTi) and, in February 2023, became the first in its industry in Korea to receive approval. SK ecoplant transparently discloses its climate change response strategies and greenhouse gas reduction efforts through its TCFD report.

SK ecoplant TCFD Report 



Scope & Assurance

About This Report

Report Overview

Since 2016, SK ecoplant has published a sustainability report to transparently disclose the direction and key achievements of its sustainability initiatives to stakeholders. The sustainability report will continue to serve as an active communication channel for engaging with a diverse range of stakeholders.

Reporting Principles

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the global framework for sustainability reporting. To determine the report topics, a materiality assessment was conducted, incorporating the principles of ISO 26000—the international standard on social responsibility developed by the International Organization for Standardization—and the UN Sustainable Development Goals (SDGs). The report also considers industry-specific standards issued by the Sustainability Accounting Standards Board (SASB) and reflects the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Reporting Period and Scope

The reporting period covers January 1, 2024, to December 31, 2024. To illustrate year-over-year trends, quantitative performance data for the past three years is provided. In consideration of timeliness and materiality, selected data and performance results from the first half of 2025 are also included. For the years 2022–2023, consolidated quantitative data encompasses SK ecoplant, SK ecoengineering, SK oceanplant, SK tes, and Renewus. In 2024, the scope expands to include SK ecoplant, SK ecoengineering, SK oceanplant, SK tes, Renewus, SK airplus, and Essencore. Essencore, newly incorporated as a subsidiary in November 2024, currently manages ESG data for core indicators and plans to gradually expand the scope of indicator management. In the quantitative data tables throughout the report, the companies are abbreviated as follows: SKEP, SKEE, SKOP, SK tes, Renewus, SKAP, and Essencore. Where additional explanation on reporting boundaries is required, it is provided in footnotes to the respective tables. Financial performance has been prepared in accordance with Korean International Financial Reporting Standards (K-IFRS).

Report Assurance

The financial information contained in this report has been audited by an independent accounting firm. To ensure the objectivity, fairness, and reliability of the reported content, assurance was conducted by With Accounting Corporation, an independent third-party organization with no affiliation to SK ecoplant. The assurance was carried out in accordance with internationally recognized standards, including ISAE 3000 and AA1000AS.

Responsible Department | ESG Strategy & Management Team, SK ecoplant

Address | 19, Yulgok-ro 2-gil, Jongno-gu, Seoul, Republic of Korea

Email | chaesunny@sk.com

Third-Party Verification Statement

Independent Assurance Report on the 2024 Sustainability Report of SK ecoplant Co., Ltd.

To the Management of SK ecoplant Co., Ltd.,

With Accounting Corp. (hereinafter referred to as the “Assurer”) was engaged to provide third-party assurance on the 2024 Sustainability Report of SK ecoplant Co., Ltd. (hereinafter the “Company”) for the fiscal year from January 1, 2024 to December 31, 2024. We conducted a limited assurance engagement in accordance with ISAE 3000 (Revised), issued by the International Auditing and Assurance Standards Board (IAASB), and performed a Type 2 assurance engagement with Moderate level assurance in accordance with AA1000AS v3.

Identified Sustainability Information

The Identified Sustainability information covered in the assurance engagement includes the following:

- Pages of the report related to the GRI Standards 2021 Index
- Pages of the report related to the SASB Index
- Pages of the report related to the Task Force on Climate-related Financial Disclosures (TCFD) online disclosures

The scope of our assurance engagement is limited to the fiscal year ending December 31, 2024. While some key performance indicators may reference data from periods prior to 2024 and the first half of 2025, no assurance was provided over any other content outside the defined subject matter.

Applicable Criteria

The criteria used by the Company to prepare the Identified Sustainability information include:

- GRI Standards 2021
- SASB Industry Standards
- TCFD (Task Force on Climate-related Financial Disclosures) Recommendations

Responsibilities of the Company

The Company is responsible for preparing the Identified Sustainability information in accordance with the applicable criteria, and for designing, implementing, and maintaining internal controls to ensure the information is free from material misstatement, whether due to fraud or error.

Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability.

Our Independence and Quality Control

We complied with the ethical requirements of the International Ethics Standards Board for Accountants (IESBA), including principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. We applied ISQM 1 (International Standard on Quality Control 1) to maintain a system of quality control including policies and procedures to ensure compliance with ethical and professional standards and applicable legal and regulatory requirements.

Assurer's Responsibility

Our responsibility is to express a limited assurance conclusion based on the procedures we performed. We conducted the engagement in accordance with ISAE 3000 (Revised), which requires us to plan and perform procedures to obtain limited assurance about whether the Identified Sustainability information is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of SK ecoplant use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgment and included questions, observations of processes performed, document reviews, analytical procedures, suitability assessments of quantification methods and reporting policies, comparisons between basic information, and lines.

Our procedures included:

- Interviews with personnel responsible for internal sustainability reporting and data aggregation
- Understand the systems and processes in place for managing and reporting the Identified Sustainability Information of SK ecoplant. Review of documentation regarding policies, risk assessments, materiality analysis, and stakeholder engagement

- Assessment the adequacy of the design and operation of processes and control activities for the measurement of GHG emissions and sustainability information management and reporting during the reporting period

- Conduct limited assurance on the subject data primarily through inquiries and analytical procedures

The nature, timing, and extent of the assurance procedures performed in a limited assurance engagement are designed to obtain a lower level of assurance than a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance conclusion on whether the subject information has been prepared, in all material respects, in accordance with the applicable criteria.

AA1000AS v3 Assurance

In addition, to enhance the interoperability of third-party assurance, we conducted our assurance in accordance with a Combination level that integrates both High and Moderate levels of the international assurance standard AA1000AS v3. Our engagement was performed as a Type 2 assurance, which evaluates both the organization's adherence to the AA1000AP (2018) principles—Inclusivity, Materiality, Responsiveness, and Impact—and the reliability and quality of selected sustainability information. Our conclusions on each principle are presented as follows:

Inclusivity: SK ecoplant has identified its primary stakeholders as shareholders and investors, employees, customers, business partners, and local communities, and operates tailored communication channels accordingly. The Company has demonstrated a strong understanding of its accountability regarding stakeholder engagement, incorporating diverse stakeholder needs into its sustainability activities. Since 2023, the Company has published its sustainability report via a dedicated website, improving accessibility and transparency for stakeholders. We confirmed that the Company strives to reflect stakeholder expectations in its strategies.

Materiality: The Company conducted a Double Materiality assessment based on the implementation guide provided by EFRAG. This assessment included both Impact Materiality and Financial Materiality, identifying material issues by analyzing media coverage, peer benchmarking, global sustainability initiatives, and expert reviews. Five key topics were identified: (1) Climate Change Response, (2) Workplace Safety and Health, (3) Sustainable Supply Chain, (4) Clean Tech Innovation, and (5) Human Rights Management. The first three topics were material in both impact and financial aspects. Results were reported to the board and incorporated into strategic decision-making. These topics are disclosed throughout the report along with strategies, targets, and performance.

Responsiveness: The Company is actively addressing and disclosing its response to material topics, including climate change, workplace safety, sustainable supply chains, clean tech, and human rights. It has strengthened environmental management, talent acquisition, diversity, customer protection, quality management, information security,

social contribution, governance, risk management, and ethical management, with timely disclosures on relevant impacts.

Impact: The Company identifies and discloses how its activities, operations, and performance affect ecosystems, the economy, the environment, and society at large.

We found no material non-compliance with the AA1000AP (2018) principles.

Reliability and Quality of Specified Sustainability Performance Information

We additionally assessed the reliability and quality of the specified performance data, excluding forward-looking statements. The evaluation covered the Company’s GHG emissions, energy usage, waste generation, and water consumption. Interviews were held with personnel responsible for data processes and controls. We reviewed data flows, source documentation, and internal records. Based on our findings, we found no evidence of intentional error or material misstatement in the performance information disclosed.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that SK ecoplant’s Identified Sustainability Information the year ended 31 December 2024 and the first half of 2025 is not prepared, in all material respects, in accordance with the Criteria. And, we have not found any inadequacies in respect of the principles presented by AA1000AP (2018)

Restriction of Use

This assurance report is intended solely for the management of SK ecoplant Co., Ltd. to support their understanding of the Company’s sustainability performance. We accept no responsibility to third parties.

June 26, 2025

With Accounting Corp. Yeong-seok Lee, CEO

711 Eonju-ro, Gangnam-gu, Seoul



Greenhouse Gas Verification Statement



KMR-VCV-25-051

Verification Opinion Statement

SK ecoplant CO., LTD.

ISO 14064-1:2018

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas (hereinafter “GHG”) emission of SK ecoplant CO., LTD.

SCOPE

Verification of domestic places of business and emission facilities under the control of SK ecoplant CO., LTD.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for reporting and certification of the Greenhouse Gas emissions trading scheme
- Guidelines for Preparing Environmental Product Declarations
- For indirect emissions(electricity) in the UAE, the country-specific combined heat and power emission factor from the IEA is applied
- Technical Guidance for Calculating Scope 3 Emission(Greenhouse Gas Protocol
- WRI/WBCSD GHG Protocol (2013)

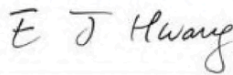
GHG emissions & Energy consumption

Direct emissions(Scope 1)	Indirect emission(Scope 2)	Other indirect emissions(Scope 3)	Total (tCO ₂ eq)
2,763.02	25,361.207	3,083,396.788	3,111,521.015
Fuel	Electricity	Total (TJ)	
44.304	529.956	574.26	

※ Note : There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

May 16th, 2025

Authorized By



CEO Eun Ju, Hwang



National Institute of Environmental Research

KMR has been recognized as a greenhouse gas verification period by the National Institute of Environmental Research (NIER) (Accreditation number: 2023-EV-05). The IAF mark is a mark that indicates recognition by an accreditation body that has joined the Multi-lateral Recognition Agreement of the International Accreditation Forum.

Korea Management Registrar
#1204, Acehightechcity 1-dong, 775 Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea T : 02)6309-9001 / F : 02)6309-9004

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KMR-VCV-25-051

SK ecoplant CO., LTD.

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas (hereinafter “GHG”) emission in 2024 of SK ecoplant CO., LTD.

● SCOPE

Verification of domestic places of business and emission facilities under the control of SK ecoplant CO., LTD.

● STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for emission reporting and certification of the Greenhouse Gas emissions trading scheme
- Guidelines for Preparing Environmental Product Declarations
- For indirect emissions(electricity) in the UAE, the country-specific combined heat and power emission factor from the IEA is applied
- Technical Guidance for Calculating Scope 3 Emission(Greenhouse Gas Protocol
- WRI/WBCSD GHG Protocol (2013)

● PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

● INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

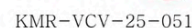
● LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

● OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results
- According to KMR's approach, nothing was found that would lead to a finding that SK ecoplant CO., LTD. failed to disclose data and information that was accurate and reliable in all material respects.

Korea Management Registrar
#1204, Acehightechcity 1-dong, 775
Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea
T : 02)6309-9001 / F : 02)6309-9004



Direct emissions(Scope 1)	Indirect emissions(Scope 2)	Other indirect emissions(Scope 3)	Total (tCO ₂ eq)
2,763.02	25,361.207	3,083,396.788	3,111,521.015
Fuel	Electricity	Total (TJ)	
44.304	529.956	574.26	
Category	Scope 3	Scope 3 emissions (tCO ₂ eq)	
1	Purchased goods and service	736,025.879	
2	Capital goods	33.767	
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	4,150.313	
4	Upstream transportation and distribution	8,186.550	
5	Waste generated in operations	8,018.088	
6	Business travel	1,381.948	
7	Employee commuting	2,274.775	
11	Use of sold products	1,524,338.543	
12	End-of-life treatment of sold products	7,547.082	
15	Investments	791,439.844	
Total			3,083,396.788

※ Note : There are differences in the total amount of greenhouse gas emissions and workplace emissions.
(Emissions at each workplace, rounded off by decimal point, are combined at the company level)

※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR

Authorized By

E J Hwang

CEO Eun Ju, Hwang



National Institute of
Environmental Research



Awards & Memberships

Awards

Order	Date of Award	Awarding Organization	Award Details
1	Jan. 9, 2024	CES 2024	Received CES 2024 Innovation Award (for the safety and health IT system "Ansim" and the waste management solution "PICKLE")
2	Jan. 11, 2024	Director of the Metropolitan Headquarters, Korea National Railway	Commendation for Contribution to On-Site Accident Prevention
3	Feb. 8, 2024	President of Korea Expressway Corporation	Plaque of Commendation for Achieving an Excellent Safety Site
4	Jun. 25, 2024	Hankyung Business	20th Well-being Apartment Awards – Brand Category
5	Jun. 26, 2024	Minister of Land, Infrastructure and Transport	Commendation for Contribution to the Advancement of the Construction Industry on Construction Day 2024
6	Jun. 28, 2024	Newsday	2024 Urban Renewal Housing Brand Awards – Redevelopment Category
7	Jun. 28, 2024	Minister of Land, Infrastructure and Transport	Commendation for Contribution to the Advancement of the Railway Industry on Railway Day 2024
8	Jul. 1, 2024	Minister of Employment and Labor	Commendation for Industrial Accident Prevention
9	Jul. 3, 2024	The Korea Economic Daily	2024 First Half Hankyung Residential Culture Awards – Knowledge Industry Center Grand Prize
10	Jul. 22, 2024	President of the Korea Occupational Safety and Health Agency (KOSHA)	Commendation for Contribution to Workplace Safety Management
11	Jul. 24, 2024	Director of the Jungbu Regional Employment and Labor Office	Grand Prize – 2024 Best Practices Presentation for Safety Activities in the Construction Industry
12	Aug. 27, 2024	Money Today	2024 Korea Premium Housing Awards – Excellence Prize
13	Sep. 5, 2024	Minister of Trade, Industry and Energy	2024 Korea Electrical Safety Awards – Contribution to Electrical Safety Management
14	Sep. 12, 2024	Minister of Land, Infrastructure and Transport	2024 Korea Representative Apartment Awards – Eco-Friendly Category
15	Sep. 25, 2024	Mayor of Seoul	19th Asia Construction Grand Awards – Social Contribution Category

Order	Date of Award	Awarding Organization	Award Details
16	Oct. 23, 2024	AJU Business Daily	2024 AJU Economy Construction Awards – Apartment Category
17	Oct. 24, 2024	Minister of Environment	Environmental New Technology Awards – Next-Generation Technology Leadership Award
18	Oct. 29, 2024	Asia Today	16th Asia Today Green Construction Awards – Eco-Friendly Technology Category
19	Nov. 6, 2024	EToday	2024 Smart Construction Awards – Excellence Prize in the Community Category
20	Nov. 11, 2024	Mayor of Daegu Metropolitan City	29th Daegu Metropolitan City Landscape Awards – Landscape Award
21	Nov. 18, 2024	Seongnam Branch, Jungbu Regional Employment and Labor Office	Excellence Prize – 2024 Safety Culture Awareness Campaign Contest
22	Nov. 20, 2024	The Economist	2024 Green Construction Industry Awards – Eco-Friendly Technology Category (WAYBLE circular)
23	Nov. 22, 2024	President of the Construction Workers Mutual Aid Association	2024 Outstanding Workplace for Retirement Benefit Compliance – Bronze Prize
24	Nov. 22, 2024	President of the Construction Workers Mutual Aid Association	2024 Outstanding Workplace for Retirement Benefit Compliance – Encouragement Prize
25	Dec. 02, 2024	The Dong-A Ilbo, Channel A, and the Industrial Policy Research Institute	11th CSV-ESG Porter Awards – Project Effectiveness Category
26	Dec. 10, 2024	Mayor of Seoul	Commendation for Selection as an Excellent Eco-Friendly Construction Site
27	Dec. 27, 2024	Minister of Land, Infrastructure and Transport	Commendation for Contribution to the Advancement of National Land and Transport Affairs (for contributions to the GTX-A Metropolitan Express Railway Line Project)
28	Dec. 30, 2024	Minister of Land, Infrastructure and Transport	Commendation for Contribution to the Advancement of National Land and Transport Affairs (for contributions to the opening and execution of the Sejong–Pocheon Expressway, Anseong–Guri section)
29	Dec. 30, 2024	President of Korea Expressway Corporation	Commendation for Contribution to the Opening and Execution of the Sejong–Pocheon Expressway, Anseong–Guri Section
30	Dec. 31, 2024	Director of the Seoul Northern Employment and Labor Office	Commendation for Cooperation and Contribution to the Ministry of Employment and Labor
31	Dec. 31, 2024	Minister of Land, Infrastructure and Transport	Commendation for Contribution to the Timely Opening of the Pohang–Samcheok Railway Construction Project

Memberships

The National Emergency Planning Officers Association (Korea)	Korean Bar Association
Society of Air-Conditioning and Refrigerating Engineers of Korea (SAREK)	Corporate Emergency and Safety Association
The Korean Institute of Electrical Engineers (KIEE)	Korean Society of Explosives and Blasting Engineering
Korea Electric Association	Energy Future Forum
Korean Society of Civil Engineers (KSCE)	Korea Disaster and Crisis Management Association
Korean Society of Environmental Engineers (KSEE)	Korea Construction Environment Association
Korea Recycled Construction Resources Institute	Korea Battery Industry Association
Korean Institute of Building Construction	Korea Hydrogen and Fuel Cell Industry Association
Korea Fair Competition Federation	Korean Combustion Institute
Korea Institute for Structural Maintenance and Inspection	Korea Nuclear Association
Korea Remodeling Association	Korea Waste Association
Korean Society of Public-Private Partnerships	Korean Society for Environmental Technology
Korean Society of Hazard Mitigation	Seoul Chamber of Commerce and Industry
Korea Industrial Technology Association	Seoul Bar Association
Korean Society for Rock Mechanics and Rock Engineering	Korea Construction Engineers Association
The Korean Society of Mineral and Energy Resources Engineers	Jongno District Dental Association
The Korean Institute of Illuminating and Electrical Installation Engineers	Jongno Chapter of the Workplace Commanders Council
The Korean Society for Railway	Korean Dental Hygienists Association
The Korea Railway Industry Association	Net Zero Research Association
Korea Concrete Institute	Korea Federation of Construction Contractors
Korean Tunneling and Underground Space Association	Korea Construction transport New-technology Association
Korea Ports & Harbours Association	Korea Construction Engineers Association
Korea Environmental Industry Association	Korea Association of Construction Quality
Korean Geotechnical Society	Korea Enterprises Federation
The State Bar of Illinois	Korea Advertisers Association
The State Bar of New York	Korea Data Center Council
SOC Forum	Korean Society for Advanced Composite Structures
Solicitors Regulation Authority	Korea Fire Facility Association
Construction Management Strategy Institute	Korea Fire Safety Institute
Construction Health Council	Korea water Resources Association
Construction Safety Managers Association	Korea Engineering & Consulting Association
Construction Safety Officers Council	Korea Atomic Industrial Forum
Construction Safety Manager Committee	Korea Electrical Contractors Association
Construction Industry KOSHA-MS Council	Korea Electrical Engineers Association
Construction Association of Korea	Korea Information & Communication Contractors Association

Korea Mech. Const. Contractors Association	Korea Housing Association
The Korean Academy of Prosthodontics	Korea Wind Energy Industry Association
American Bar Association	International Contractors Association of Korea

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