

Environment

Improved ESG Ratings and Demonstrated Climate Change Response Capabilities

SK airplus received an “A” grade in the 2025 SUSTINVEST ESG evaluation, marking a one-step improvement from the previous year’s “BB” grade. In the area of climate change response, following last year’s CDP Carbon Management Special Award, the company once again demonstrated its carbon management capabilities by consistently maintaining a "B" rating in the 2025 CDP assessment. Building on its ESG achievements validated through external evaluations, SK airplus plans to continue operating its climate change response and sustainable management systems without interruption.

Status of Air Pollutant Emissions

Category	Unit	2024	2025
T-N	Ton	2.51	2.12
BOD	Ton	0.33	0.35
TOC	Ton	3.83	3.49
SS	Ton	1.43	1.60

Status of Water Pollutant Emissions

Category	Unit	2024	2025
NOx	Ton	1.34	2.08
SOx	Ton	0.18	0.01
Dust	Ton	0.32	0.08
VOCs	Ton	0.002	-

Occupational Safety and Health

IT-Based Smart Safety Management System

SK airplus is accelerating the digital transformation of on-site safety management to minimize the risk of accidents caused by human error and strengthen a system-centered, proactive disaster prevention framework. By integrating smart safety equipment with AI technology, the company has established a comprehensive control center and wireless communication system capable of monitoring on-site risks in real time, while also deploying a wide range of smart devices. Through these efforts, SK airplus has built a comprehensive safety management system capable of preventing serious accidents before they occur.

Deployment of a Smart Safety Platform at the Yongin Project Site

Category	Details
AI Video Analysis and Hazard Monitoring	Real-time detection of hazards—such as workers not wearing safety gear, signs of fire, and workers collapsing—by integrating drones, mobile CCTV cameras, and action cameras for supervisors, in addition to applying AI video analysis technology
Safety Solutions and Monitoring Equipment	- Real-time prediction of workplace hazards using environmental monitoring equipment such as gas detectors for confined spaces, temperature and humidity meters, and anemometers - Introduction of on-site reporting equipment, such as emergency switches, to enable immediate action in the event of an emergency

Introduction of the “Ansim Service” Smart Safety System

SK airplus has fully digitized occupational safety and health administrative tasks—which were previously completed and stored manually—to establish a data-driven safety management process and maximize operational efficiency. This enables the systematic management of processes such as the computerized preparation of risk assessments, integration of work permit issuance, management of daily shift status, monitoring of worker participation in Tool Box Meetings (TBMs), as well as maintenance of records for occupational safety and health council operations and statutory safety and health training results. Moving forward, the company will continue to advance safety solutions and drive digital innovation to minimize on-site safety risks, thereby realizing its goal of “Zero Serious Accidents.”



Ansim Service Dashboard

Internalizing SHE Culture and Raising Awareness Among Employees

SK airplus is implementing a wide range of programs to internalize Safety, Health, and Environment (SHE) values into daily life and build a safe and healthy workplace, based on the voluntary participation of its employees.

To foster employees' safety awareness and promote a company-wide safety culture, SK airplus held an "Occupational Safety and Health with Family" contest. Winners were selected through employee voting and awarded prizes. Submitted entries will be utilized as topics and background images for "Safety Talk," the company-wide safety communication session, thereby fostering a culture of safety in daily life. With the goal of building a safe and healthy workplace, SK airplus also operated a management program targeting the four major indicators of lifestyle-related diseases (BMI, blood glucose, blood pressure, and triglycerides), which had shown high rates of abnormal findings in the previous year's health screenings. 54.3% of all employees took part, thanks to the encouragement of participation with the objective of increasing skeletal muscle mass as well as reducing body fat percentage and BMI. The program yielded tangible improvements in physical indicators, such as reductions in participants' average body fat mass, BMI, and visceral fat. The company plans to use these results to further enhance employee health management in the future.

In line with growing public interest in carbon neutrality, SK airplus also launched the "Environmental Protection Challenge" to strengthen internal ESG management practices through employee-led campaigns. The company designated five key missions—using reusable tumblers and shopping bags, eliminating food waste, taking the stairs, and walking 10,000 steps—to promote voluntary carbon reduction and raise environmental awareness.



Occupational Safety and Health with Family Contest



Health Promotion Challenge



Environmental Protection Challenge

Customers

Enhancing Customer-Centered Quality Management and Analysis Capabilities

SK airplus places the highest priority on earning customer trust and is continuously enhancing its quality management system. In particular, in response to clients' stricter quality management standards for trace impurities in supercritical CO₂, the company has improved measurement precision tenfold—from the previous 100 ppb to 10 ppb or less—and has completed validation to add three new guaranteed items for metal impurities. Furthermore, success has been achieved in proactively identifying and managing H/I (Hidden Impurities)—impurities that were previously difficult to detect through existing management processes. In 2024, SK airplus identified four types of H/I and shared this information with customers in real time. In 2025, the company conducted repeated measurements at least five times for three types of H/I to thoroughly verify the reproducibility of the analysis. Moving forward, SK airplus will continue to provide advanced gas solutions that support customers' innovations in semiconductor fine-process technology through the advancement of analytical technologies and proactive quality partnerships, driving sustainable growth together.

Employees

Guided by the belief that employee happiness leads to the creation of sustainable corporate value, SK airplus is harmoniously implementing a "Refresh Program" designed to foster a culture of flexible communication, alongside a talent development system aimed at maximizing professional expertise.

"Sports Day" Communication Program Held to Foster Employee Cohesion

To break barriers between departments and inject positive energy into the organization, SK airplus held the company-wide communication event "7th Happiness Plus: Sports Day." Through unity-focused cooperative matches and team-building programs, the company created a space for open communication among employees. In a satisfaction survey conducted after the event, over 95% of participants responded that it "was genuinely helpful in fostering teamwork and enhancing communication," resulting in further strengthening of the company's One-Team-based collaborative culture.

Enhancement of Engineer Competency Training

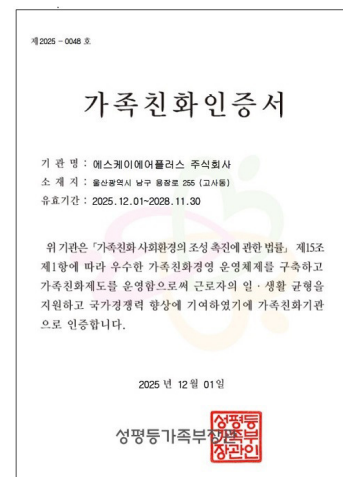
In line with the continuous expansion of projects and business growth, SK airplus implemented customized job-specific training to cultivate elite technical and production engineers and enhance plant reliability. Actively reflecting employees' needs for professional development, the company conducted core competency training focused on design, quality, and mechanical engineering, structuring the curriculum to help participants understand the latest technological trends, such as smart factories and automation. In particular, a collaborative framework with accredited professional training institutions—such as KITA, KSA, and KOPIA—was established to enhance the objectivity and expertise of training programs. Through these efforts, SK ecoplant is cultivating elite experts who will lead innovation in industrial gas manufacturing.

Acquisition of Family-Friendly Certification

SK airplus actively operates a variety of family-friendly programs designed to tangibly improve employees' quality of life, including support for childbirth and child-rearing, as well as the promotion of flexible work arrangements. In 2025, in recognition of its efforts to build a flexible and healthy organizational culture that enables employees to harmoniously balance work and family life, the company received the "Family-Friendly Certification" administered by the Ministry of Gender Equality and Family. SK airplus will continue to lead the way in fostering an exemplary corporate culture that promotes work-life balance.



Sports Day



Family-Friendly Certification

Shared Growth

Process Safety Management (PSM) Mutual Growth Mentoring and Building a Safety Ecosystem

Based on its top-tier (Grade P) Process Safety Management (PSM) capabilities, the Cheongju Plant participated as a mentor in the PSM site-matching consulting program organized by the Chungbuk Regional Major Industrial Accident Prevention Center. For mentee companies without a PSM rating, the plant provided guidelines for preparing process safety reports and identified risk factors and areas for improvement through on-site cross-inspections. Furthermore, by sharing expertise in risk assessment techniques for processes, operations, and chemicals, as well as know-how on refining change management processes, the Cheongju Plant supported the mentee company in achieving a PSM Grade S. As a result, the plant was selected as a best practice in consulting and awarded the Chungbuk Regional Headquarters Director's Award, gaining recognition for its contributions to the prevention of major industrial accidents. SK airplus will continue to actively share its outstanding SHE capabilities both internally and externally to practice mutual growth safety with its Biz. Partners.

On-site Communication with Biz. Partners and Fostering a Culture of Mutual Growth

SK airplus, in collaboration with SK ecoplant, supports Biz. Partners in establishing ESG management systems through the ECO Partners initiative and actively practices mutual growth in the supply chain by organizing regular workshops and general meetings. Additionally, to strengthen ties with sites, the company held a food truck event providing donuts and beverages to approximately 200 Biz. Partner employees conducting the Ulsan Plant's major overhaul (TA) work. This initiative served as an opportunity for mutual communication to encourage the hard work of Biz. Partner employees and enhance on-site safety and work engagement. SK airplus plans to continue harmoniously balancing systematic supply chain support with on-site mutual growth activities in the future.



Process Safety Management (PSM) Mutual Growth Mentoring



Shared Growth Food Truck