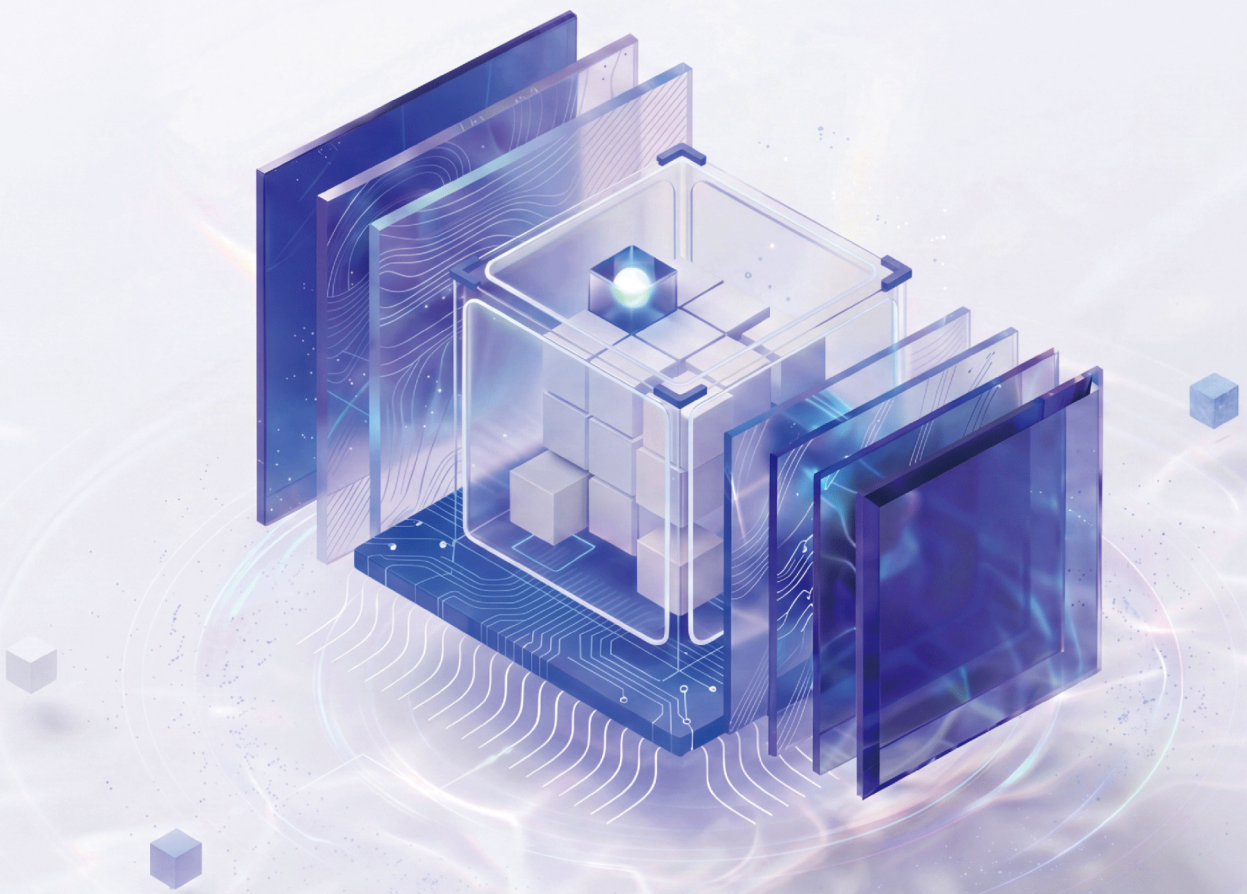


SUSTAINABILITY REPORT 2025

AI INFRA SOLUTION PROVIDER



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01 Overview

AI Infra Solution Provider SUSTAINABILITY REPORT 2025

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CEO Message

SK ecoplant is building a sustainable future by delivering value that transcends AI infrastructure.

Dear Stakeholders,

The rapid advancement of AI technology and paradigm shift in the industrial ecosystem are creating new opportunities for SK ecoplant to achieve transformative growth. As part of this strategic transformation to meet the expectations of our customers and other stakeholders, SK ecoplant has strategically repositioned its business portfolio to become a trusted partner in the development and operation of AI infrastructure. Leveraging our EPC (Engineering, Procurement, and Construction) capabilities centered on semiconductor FABs and AI data centers, we will deliver differentiated customer value across the entire AI infrastructure value chain—from core materials for semiconductor processes to resource lifecycle management. By doing so, we will enhance our corporate value and strengthen our position in the AI infrastructure market.

Furthermore, we will strengthen our fundamental competitiveness through sustainable management. Occupational safety and health are core values of sustainability. SK ecoplant continues to advance its safety and health management systems and site-centered preventive activities, creating a safe and trustworthy business environment for all on-site workers, including employees and Biz. Partners. We will continue to build trust through systematic management and a stronger safety culture.

We are also transforming the way we work to enhance efficiency through AI Transformation. By applying AI technology and data-driven decision-making, we minimize uncertainty and proactively identify and manage potential risks. Building on this, we will improve productivity, quality, and customer value while strengthening our management foundation through advanced operational systems for effective risk management.

Furthermore, all employees worked as one team to achieve sustainable results in various areas, including climate change response, shared growth, and compliance management. These efforts earned us a "Leadership" rating in the CDP assessment, the highest rating in the Shared Growth Index for nine consecutive years, and the highest rating in the CP assessment for three consecutive years. Moving forward, we will continue to deliver results through the drive rooted in our VWBE (Voluntarily, Willingly, Brain Engagement) culture and pursuit of SUPLEX to uphold our commitments and maintain the trust of our stakeholders, including customers and Biz. Partners.

As an AI Infra Solution Provider leading the AI era, SK ecoplant will continue to evolve into a company that takes sustainable management practices to the next level every year. We ask for your unwavering support and encouragement as SK ecoplant continues on its journey to demonstrate its core values through relentless innovation.

Thank you.



Vice Chairman & CEO, SK ecoplant

Dong-Hyun Jang 장 동현



President & CEO, SK ecoplant

Young-Sik Kim 김영식

New Vision & Biz. Model

About SK ecoplant

Company Profile

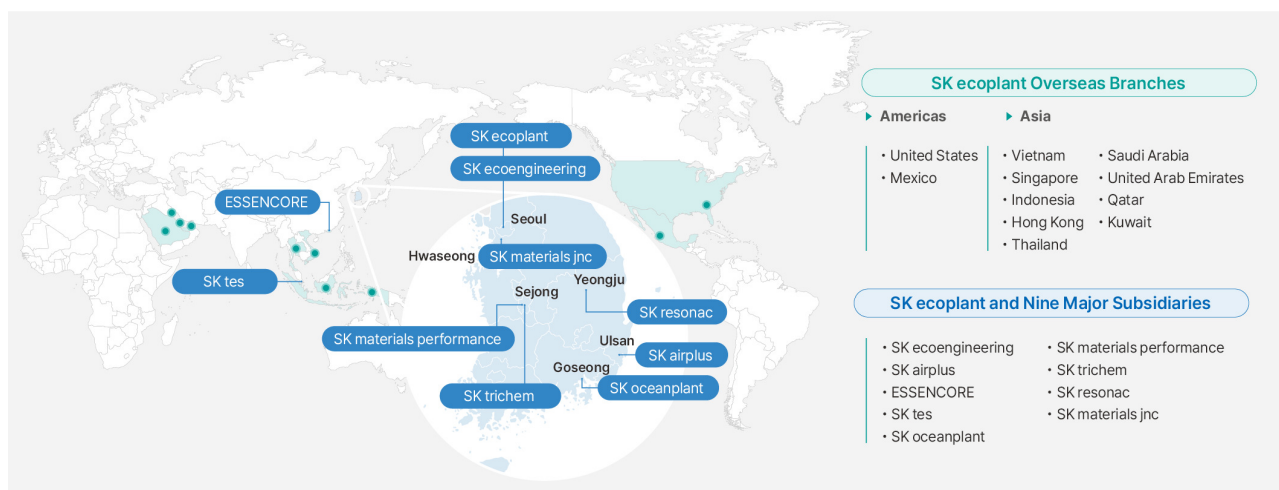
As a company committed to a sustainable future, SK ecoplant creates synergies by organically linking its core businesses, through accumulated expertise and innovative technologies. Through responsible corporate activities and the practice of ESG management, the company delivers customer-centric value and continues to grow in the global market.

General Overview

Category	Details
Company Name	SK ecoplant
CEO	Dong-Hyun Jang (CEO & Vice Chairman), Young-Sik Kim (CEO & President)
Date of Establishment	1962.02.21
Business Area	Hi-tech, Solution, Gas & Material, and Asset Lifecycle
Number of Facilities	83 (as of December 31, 2025)
Employee Count	3,708 (as of December 31, 2025)
Credit Rating	A- (Corporate Bonds, as of February 6, 2026)
Headquarters Address	19 Yulgok-ro 2-gil, Jongno-gu, Seoul
Website	www.skecoplant.com/en

Global Network

SK ecoplant is strengthening its competitiveness by establishing overseas branches and building a global network centered on key regions such as the Americas and Asia.



New Vision & Biz. Model

AI Infra Solution Provider

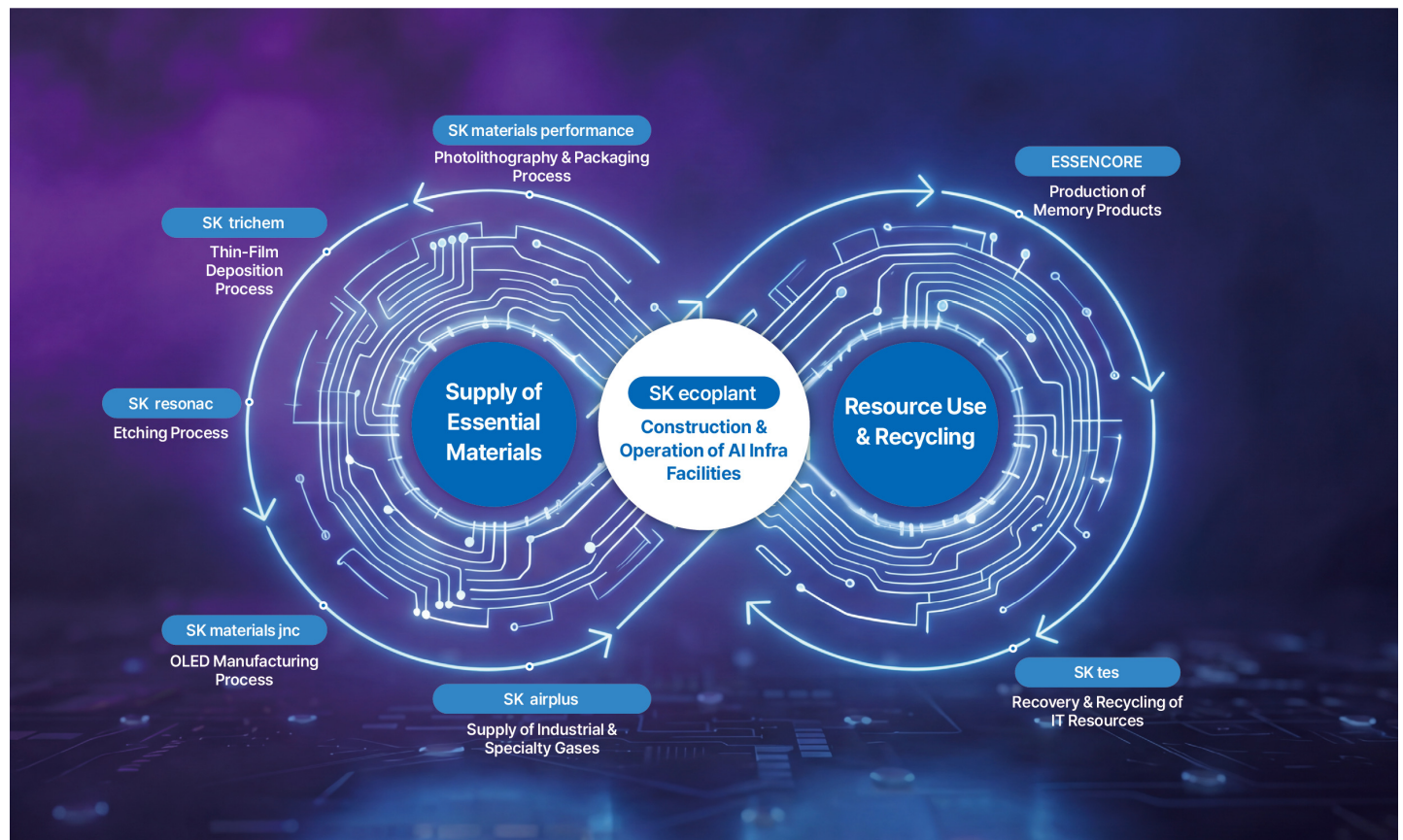
The competitiveness of the high-tech industries in which SK ecoplant's core businesses operate is now evaluated from a comprehensive perspective that encompasses not only manufacturing facilities but also the operational systems that reliably support them, as well as advanced materials. As AI technology becomes more widespread, demand for high-performance semiconductors is increasing; consequently, securing a stable supply chain for materials and a sustainable operational infrastructure—in addition to timely infrastructure development—has become more important than ever.

SK ecoplant recognizes these changes in the industrial landscape as opportunities for growth and is strengthening its expertise through strategic selection and focus. Furthermore, the company is continuously restructuring its business portfolio to secure a technological advantage in cutting-edge industries such as semiconductors and AI data centers, and to provide new value to customers across the entire AI infrastructure value chain.

SK ecoplant acquired SK airplus, which handles the production and supply of industrial gases, and ESSENCORE, a manufacturer of memory products. It also integrated SK materials performance, SK trichem, SK resonac, and SK materials jnc to complete its business portfolio across the entire spectrum of semiconductor and display materials. The company provides optimal solutions across all areas, from facility construction to the supply and operation of essential semiconductor materials and the recycling of waste resources. As a key partner responsible for the construction and operation of semiconductor infrastructure, its integrated value chain has now entered the final stages of completion.

In line with this trend, SK ecoplant has established a new vision as an "AI Infra Solution Provider" to create differentiated future value within the AI ecosystem and has undertaken organizational and business restructuring. Its goal is to evolve into a total solutions provider that supports customers' business innovation by leveraging the rapid advancement of AI technology and the paradigm shift in the industrial ecosystem for growth. To achieve this new vision, the company will prioritize adhering to safety, quality, and security standards while internalizing system-based management and achieving business goals through advanced operational improvements.

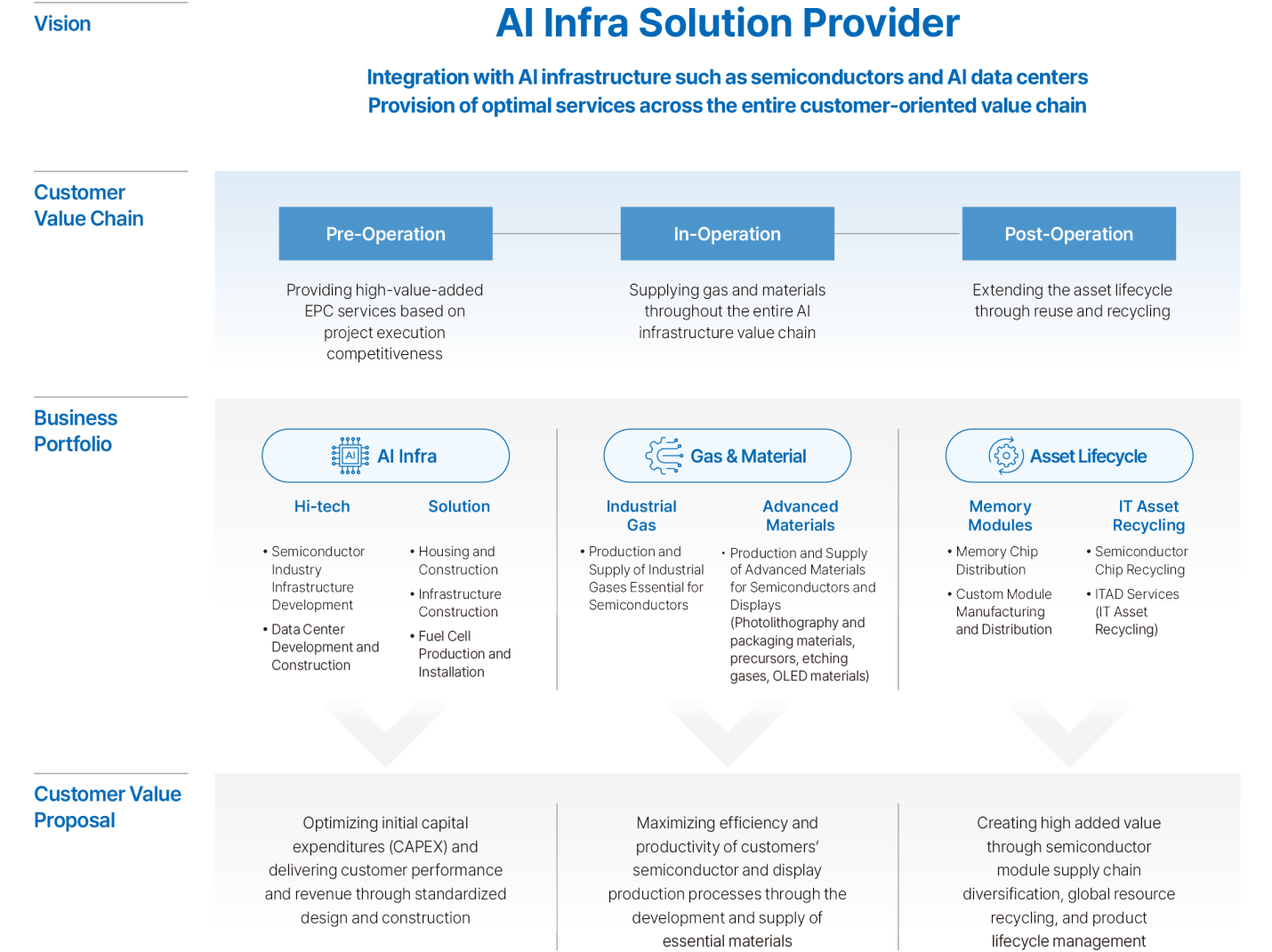
SK ecoplant's AI Infra Value Chain



Value Proposition from the Customer’s Perspective

SK ecoplant is demonstrating its competitiveness across the entire AI and semiconductor ecosystems through the organic integration of its business units. Building on its long-established EPC (Engineering, Procurement, and Construction) capabilities, the company is establishing a unique business portfolio that spans the entire value chain for AI infrastructure—from the stable supply of materials essential to semiconductor production to the asset lifecycle management of post-use resources. Through this, the company aims to leverage its unique competitive edge to establish itself as a key partner that grows alongside customers by providing optimal solutions in every area—from facility construction to operation to the recycling of waste resources.

New Vision & Biz. Model



Business Overview

AI Infra Hi-tech Business

From the construction of semiconductor manufacturing facilities to the development of industrial complexes and operational systems, SK ecoplant is expanding its AI infrastructure business by providing optimal solutions across all areas.



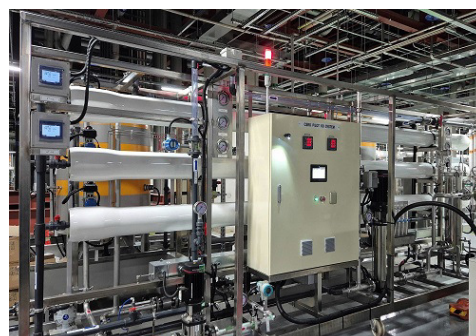
As an essential partner responsible not only for building cutting-edge AI infrastructure facilities—such as semiconductors and data centers, which are central to the AI era—but also for their operation, SK ecoplant provides optimal services to various global clients, including SK hynix. In particular, the company is strengthening trust with customers by leveraging core competencies acquired through numerous domestic and international plant construction projects—including large-scale semiconductor manufacturing facilities (FABs) and ancillary facilities—as well as its expertise in establishing standard FAB construction models, executing BIM (Building Information Modeling)-based design and construction, and developing data center solutions.

[Business Areas]

- Construction of semiconductor manufacturing facilities, development of semiconductor industrial complexes, etc.

Main Business Activities

Category	Main Business
Total Semiconductor Infra	Leveraging integrated capabilities in the design and construction of semiconductor manufacturing facilities, SK ecoplant is strengthening its position as an AI-optimized infrastructure partner, covering everything from cleanrooms and back-end facilities to infrastructure development. In particular, with the completion of the SK hynix Cheongju M15X plant—a key production base for next-generation HBM (High Bandwidth Memory) and DRAM—SK ecoplant has demonstrated total semiconductor infrastructure capabilities, which extend beyond plant construction to include renovation, maintenance, as well as power and water treatment. The company aims to proactively respond to AI-driven global demand for HBM and AI chips, while creating sustainable growth value by participating in global semiconductor cluster construction projects and providing total semiconductor infrastructure solutions. [Key Achievements] Completion of M15X, completion of the Icheon EUV FAB, etc.
Semiconductor Cluster	The Yongin Semiconductor Cluster is a project to develop a National Strategic Industrial Complex (4.15 million square meters) for the production of AI semiconductors and HBM. It is designed as a three-story, high-rise Multi FAB—the world's first facility with cleanrooms on every floor—and is currently under construction using state-of-the-art semiconductor FAB design and construction technologies. Through this project, SK ecoplant is taking the lead in realizing shared value to revitalize the local economy while contributing to strengthening the future competitiveness of the domestic semiconductor industry. [Key Achievements] <u>Commencement of construction on Yongin Phase 1 FAB</u>
Operation Solution	SK ecoplant provides operational solutions that contribute to enhancing customers' competitiveness by developing and securing air and water treatment technologies optimized for semiconductor manufacturing facilities. In particular, CSRO (Circle-Sequence Reverse Osmosis) technology—which recycles water by circulating it sequentially multiple times—is expected to play a pivotal role in the total semiconductor infrastructure services the company is currently pursuing. Going forward, SK ecoplant aims to continuously expand the scope of operational systems based on the successful commercialization of CSRO and air pollution control technologies. [Key Achievements] <u>CSRO technology demonstration underway; Performance verification of commercial-scale bay scrubber facilities</u>



AI Infra Solution Business

Setting a new standard for AI infrastructure services, SK ecoplant draws on accumulated expertise to provide total solutions covering the entire project life cycle.



Drawing on the expertise accumulated through 40 years of business experience and projects undertaken for a diverse range of domestic and international clients, SK ecoplant provides total project life cycle solutions—from design to procurement and construction—across all sectors, including housing, architecture, infrastructure, and energy.

[Business Areas]

- Housing and Architecture, Infrastructure Construction, Production and Installation of Fuel Cell Power Generation Systems, etc.

Main Business Activities

Category	Major Business
AI Data Center Total Solutions	The full-scale arrival of the AI era has driven a surge in data processing demand, and consequently the rapid growth of the data center construction market. In line with these trends, SK ecoplant is currently participating in the Ulsan AI Data Center and Bupyeong Data Center projects. The Ulsan AI Data Center will be the largest AI data center outside the Seoul metropolitan area and is set to be built as a state-of-the-art IT infrastructure utilizing high-density GPUs (Graphics Processing Units). SK ecoplant aims to provide total solutions optimized for AI data centers by ensuring both energy efficiency and operational stability through the application of a high-efficiency power supply system and next-generation cooling technology designed to address surging power demand as well as heat dissipation issues. [Key Achievements] <u>Groundbreaking ceremony held for "SK AI Data Center Ulsan"</u>
Semiconductor Infrastructure	The Yongin Semiconductor Cluster General Industrial Complex is the world's largest semiconductor ecosystem within a single city and serves as a key hub for Yongin's semiconductor industry. SK ecoplant is currently managing the development and leasing of the General Industrial Complex, and has begun full-scale construction of infrastructure such as roads, water supply, electricity, and heat sources. Moving forward, in keeping with the growth of the AI and semiconductor industries, the company plans to continuously expand its infrastructure construction services to enhance the operational efficiency of semiconductor manufacturing facilities. [Key Achievements] Promoting industrial complex operations within the Yongin Semiconductor Cluster
Energy	With cumulative orders totaling 706 MW as of 2025, SK ecoplant is recognized as the domestic industry leader in SOFC (Solid Oxide Fuel Cell) technology. The company is currently operating three fuel cell demonstration projects utilizing idle land at gas stations in urban areas, and possesses technology that converts high-temperature exhaust gases generated by fuel cells and related equipment into energy for cooling. Furthermore, starting with the supply of fuel cells for the U.S. Equinix project and Bupyeong AI Data Center, the company is emerging as an energy solutions provider for AI data centers. [Key Achievements] Supply of SOFC (Solid Oxide Fuel Cell) to the Bupyeong AI Data Center



Housing & Architecture

SK ecoplant creates differentiated value in residential, office, and commercial spaces that are closely integrated into daily life. In particular, through the premium apartment complex "DEFINE," the company provides living spaces that combine top-tier design with cutting-edge technology. From "SK VIEW"—an apartment complex that conveys the essential value of residential living—to "SK V1," a knowledge industrial complex that drives business momentum, SK ecoplant is evolving into a specialized development company that realizes not only customer needs but also environmental and social value for the local community.

[Key Achievements]

Secured contracts for redevelopment projects in Myeonmok District 7, Gwangmyeong Districts 13-1 and 2, and Geumcheon and Siheung Districts 3 and 4



Gas & Material Business

Based on our technological competitiveness, which meets quality and performance standards recognized in the global market, SK ecoplant provides essential materials for semiconductors and displays, as well as industrial gas resources.



To proactively respond to the rapid growth of the AI industry—exemplified by surging demand for data centers and semiconductors—SK ecoplant undertook a two-year business restructuring from 2024 through 2025. As a result, in addition to building AI infrastructure such as semiconductor manufacturing facilities (FABs), the company has incorporated gas and materials companies—essential for the production of advanced products like semiconductors—as subsidiaries, rapidly transforming itself into a comprehensive semiconductor services provider. In particular, with supply chain stability and quality reliability emerging as critical challenges due to the nature of the industry, SK ecoplant's technological capabilities—including R&D expertise and state-of-the-art analytical equipment—are being recognized throughout the market as key competitive advantages.

[Business Areas]

- Sales of industrial gases, primarily for the semiconductor industry; sales of semiconductor and display materials; etc.

Main Business Activities

Category	Main Business
Industrial Gas (SK airplus)	The industrial gas sector is a capital- and technology-intensive industry that requires advanced technical expertise and the prior establishment of large-scale infrastructure to ensure a stable supply. SK airplus, a subsidiary of SK ecoplant, leverages its proprietary project execution capabilities to build facilities—located within or near major industrial complexes and at customer sites—that are optimized for consistent quality and efficient supply. In particular, to meet the strict quality standards for semiconductor-grade industrial gases, the company leverages operational expertise from key production hubs such as Ulsan and Cheongju to reliably supply gases tailored to customer needs. Furthermore, building on its competitive strengths in continuous quality innovation and stable supply, the company plans to emerge as a “Top-tier Total Solution Provider of Industrial Gases for the Semiconductor Industry” and further solidify its leading position in the market. [Key Achievements] Successfully secured all orders for new semiconductor projects (P&T6, P&T7, M15 CDA Expansion, P&T3 5F)
Photolithography & Packaging Materials (SK materials performance)	A photoresist is a light-sensitive material that is an essential component in the photolithography process used to form ultra-fine circuits on wafers. SK materials performance, a subsidiary of SK ecoplant, leverages its cutting-edge R&D capabilities to develop and produce materials essential for semiconductor manufacturing, such as photoresists, BARC (Bottom Anti-Reflective Coating), and SOC (Spin-On Carbon, a carbon-based hard mask material). In addition, the company develops and supplies various materials used in semiconductor back-end processes (Advanced Packaging), such as liquid encapsulants and thermal interface materials (TIM), while expanding its business into the Wet Chem sector (including PMA and EUV Rinse) to become a leader specializing in advanced organic materials. [Key Achievements] Mass production adoption of EUV PR materials for next-generation devices



Precursors
(SK trichem)

Precursors are used in the deposition process, which involves building up thin layers of the desired material on a wafer one layer at a time through chemical reactions. As the importance of deposition processes has grown due to the recent trend toward semiconductor miniaturization and the expansion of stacked structures, demand for precursors has been steadily increasing. SK trichem, a subsidiary of SK ecoplant, produces a variety of precursors used in semiconductors, including High-k, Low-k, and Metal precursors. In particular, the company boasts the world's largest production capacity for organometallic precursors (CpHf) containing hafnium and is strengthening its quality control capabilities based on its expertise in facility operations and state-of-the-art analytical equipment. Furthermore, the company has secured various patents through its R&D capabilities and is enhancing its capacity to develop new materials through R&D collaborations with customers as well as academic and industrial institutions.



[Key Achievements]

Adoption of TEB (triethyl borate) and TEPO (triethyl phosphate) for mass production

Etching Gases
(SK resonac)

Etching gases are used in the process of removing unwanted parts during the formation of semiconductor circuits and are essential materials for precision semiconductor manufacturing. SK resonac, a subsidiary of SK ecoplant, is a joint venture with the Japanese semiconductor materials company Resonac. Through this partnership, SK resonac has achieved indigenous production of etching gases and strengthened Korea's self-reliance in semi-conductor materials. Based on its synthesis process, SK resonac is the only company in Korea to operate production facilities for CH₃F (monofluoromethane) and HBr (hydrogen bromide), enabling it to stably supply high-purity etching gases. Furthermore, leveraging its accumulated technology and capabilities, the company is committed to developing and producing etching gases that meet the diverse needs of its customers.



[Key Achievements]

Commencing mass production of HBr (hydrogen bromide)

Blue Dopants (SK materials jnc)

Blue dopant is one of the three (blue, green and red) primary color-producing materials of the OLED emissive layer, which is essential for emitting blue light. Because of its short wavelength and lifetime, developing and synthesizing blue dopant poses a greater challenge than other materials when it comes to achieving both high image quality and a long lifespan for OLED displays. SK materials jnc, a subsidiary of SK ecoplant, is a joint venture established by combining JNC's IP competitiveness—based on its extensive R&D database—with the SK Group's capabilities in business development, production, quality, and marketing. The company develops and supplies blue dopant, a core material for OLEDs. Furthermore, by leveraging proprietary technology based on boron-related patents, it is strategically collaborating with global corporations and universities in South Korea, the United States, Japan, and China on materials for various OLED layers. Through these partnerships, SK materials jnc aims to provide integrated solutions to customers and lead technological advancements in the OLED materials market.

[Key Achievements]

Expanding global market share of blue dopant;
pioneering a new market for green dopants.



Asset Lifecycle Business

Leveraging the supply chain network built through its semiconductor module distribution and ITAD capabilities, SK ecoplant is building a global resource circulation ecosystem that spans from resource recovery to reuse and redistribution.



SK ecoplant is engaged in the recovery and recycling of waste memory, metals, and storage resources generated from the manufacturing and sale of DRAM modules and SSD products, as well as from end-of-life products. With 46 facilities across 21 countries worldwide (as of the end of December 2025) and a team of professionals with extensive experience in ITAD and e-waste recycling, it is leading the way in building a global semiconductor resource circulation ecosystem.

[Business Areas]

- Semiconductor module manufacturing and distribution, e-waste recycling, ITAD services, etc.

Main Business Activities

Category	Main Business
ITAD (SK tes)	SK tes, a subsidiary of SK ecoplant, provides IT Asset Disposition (ITAD) services, which involve collecting various IT assets—such as data center servers, smartphones, laptops, and PCs—completely destroying the information stored within them, and subsequently supporting their recycling and reuse. IT assets that have undergone the ITAD process are either repaired, inspected, and resold as refurbished products, or disassembled so that their parts and materials can be recovered and resold, thereby establishing a virtuous cycle for IT asset resources. [Key Achievements] Operating an ITAD network with over 40 global locations across 21 countries, including 31 R2v3-certified facilities
Data Center ITAD (SK tes)	ITAD services are expanding into the AI data center sector. Building on its information security services, SK tes is rapidly establishing itself as a leader in the AI infrastructure asset recycling sector by quickly and securely processing large-scale data, such as data center servers. By linking its newly established ITAD facility in Virginia with the four ITAD facilities already in operation across the U.S., the company is targeting North America—the world’s largest data center market. Additionally, it expanded its business reach into the EU market by opening a new facility in Shannon, Ireland—a key European data center hub—in 2025. [Key Achievements] <u>Opened an ITAD facility supporting a hyperscale data center in Shannon, Ireland, strengthening strategic footholds and service capabilities across Europe</u>
Semiconductor Memory Modules (ESSENCORE)	ESSENCORE, a subsidiary of SK ecoplant, is a global semiconductor memory specialist that manufactures and distributes a wide range of memory and storage products, including DRAM (Dynamic Random Access Memory: volatile memory that loses data when power is turned off), NAND (NAND Flash: non-volatile memory that retains data even when power is turned off), and SSDs (Solid State Drives: NAND). In particular, the company is expanding its presence in the premium market by launching the consumer brand KLEVV centered on high-performance memory modules, and also provides customized solutions for industrial customers.



E-Waste Recycling (SK tes)	SK tes is strengthening its capabilities to manage the cross-border movement of electronic waste in response to changing global regulations while also enhancing the foundation of its e-waste recycling business. With the implementation of the amended Basel Convention in 2025 that tightens regulations governing the cross-border movement of electronic waste, a more systematic approach to compliance is required. SK tes has established regulatory compliance processes, including pre-approval procedures, and is strengthening its cross-border recycling execution system based on its global network of over 40 locations across 21 countries and its operational capabilities. Through these efforts, SK tes supports customers in conducting stable recycling operations even within a complex regulatory environment. [Key Achievements] Strengthening global e-waste recycling capabilities by establishing a compliance framework for the transboundary movement of e-waste	
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Double Bottom Line

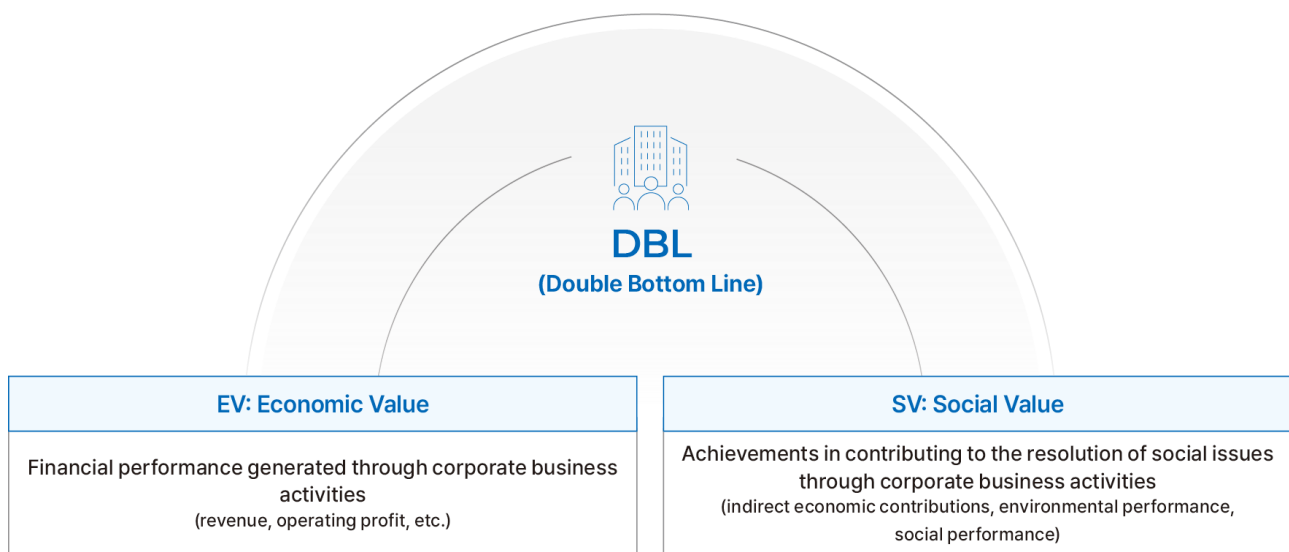
Double Bottom Line

Creating Social Value

SK's DBL (Double Bottom Line) Management Philosophy

SK ecoplant is advancing its ESG management based on the SK Group's "DBL (Double Bottom Line) Management" principle, which simultaneously pursues both economic value (EV) and social value (SV). Social value refers to the total value created by SK ecoplant's contributions to solving social issues through its business operations. In accordance with the DBL management principle that "what cannot be measured cannot be managed," social impact is measured in comparable monetary units and results are transparently disclosed. Based on this quantified social value, the company aims to innovate its business model to expand positive impacts and reduce negative impacts.

SK DBL (Double Bottom Line) System



Measuring Social Value

Social value is broadly categorized into "indirect economic contribution," "environmental performance," and "social performance," and also includes employment, dividends, taxes, outcomes generated through products and services, shared growth, and social contributions. In particular, SK ecoplant measures and manages the social value generated by its environmental, energy and solution businesses—such as reducing greenhouse gas emissions through renewable energy and eco-friendly building projects, and reducing waste through the supply of KEco-Bar, a GFRP (Glass Fiber Reinforced Plastic) replacement for traditional rebar—to support the creation of environmental and social value within its business model. In 2025, the company created a total of KRW 764 billion in social value, including KRW 122.5 billion in environmental performance and KRW 16 billion in social performance.

[SV Measurement Guidebook >](#)[SV Measurement Methodology >](#)

Social Value Measurement Areas



Social Value Creation Results¹⁾

Category	Indirect Economic Contributions ²⁾			Environmental Performance		Social Performance			Total (KRW 100 million)
2025	Employment	Dividends	Taxes	Products and Services	Environment (Production Process)	Labor and Shared Growth	Social Contribution and Volunteer Work	Donations	
	4,109	296	1,849	1,253	-28	129	17	14	

1) Social value creation performance is calculated annually based on the SK Group DBL Measurement Guidebook and the SV Measurement Methodology Landscape

2) Employment rose 12.3% year-over-year and tax payments increased by 1,367.5% due to higher payroll and welfare expenses, as well as increased corporate income tax and other tax payments

ESG Highlights

ESG Highlights

2025 Key Achievements

Business

Incorporation of semiconductor materials subsidiaries	AI Infra Solution Provider	Improvement in revenue and operating profit
Expanding Semiconductor Materials Business 	Integrated Semiconductor Value Chain 	Business Portfolio Realignment and Stabilization 

Environmental

Company-wide Advancement of Carbon Neutrality	Development of emission reduction devices by fugitive dust type	Enhanced Climate-Related Disclosure and Regulatory Response
CDP Leadership-Level A- Rating 	Awarded by the Minister of Climate, Energy and Environment 	Net-Zero and Disclosure Module Launched and Operation 

Social

Serious Workplace Accidents and Fatalities	Nine Consecutive Years in the Win-Win Growth Index	2025 CSR in the Community
Safety First, Zero Achieved 	Awarded The Highest Rating 	Awarded A+ Rating, Certified Company 

Governance

In the Fair Trade Commission's CP evaluation	Fair Trade Compliance Program	Overseeing Integrated Risk Management (under the BRM Center)
Achieved the highest rating (AAA) for three consecutive years 	Appointed a Chief Compliance Officer (also serving as Fair Trade Compliance Officer) 	Strengthened Quality, Environment and Safety Management 

ESG Management System

ESG Management System

ESG Business Principles

In July 2022, SK ecoplant announced its Business Principles and Code of Conduct, which serve as the foundation for responsible ESG management, and is embedding ESG management into company culture through annual pledges of compliance by all employees. Moving forward, the company will continue to strengthen ESG management through systematic implementation in each key area to put sound environmental, social, and governance values into practice across all business operations.

ESG Business Principles and Code of Conduct [↓](#)

ESG Management Governance

The Board of Directors and Strategy-ESG Committee (formerly the ESG Committee) formulate ESG-related strategies and make decisions based on the results of financial and non-financial risk assessments regarding key issues. The Corporate Supporting Center collaborates with relevant company-wide organizations to carry out key ESG management tasks—including compliance, legal affairs, HR, PR, procurement, and corporate social responsibility—and periodically reports its work plans and performance to the Board of Directors or the Strategy-ESG Committee. In addition, the ESG Strategy & Management Team, a department directly under the Corporate Supporting Center, is responsible for all operational aspects, including monitoring the implementation status of ESG management strategy execution initiatives.

ESG Management Organizational Chart



ESG Management Strategy

Under the vision of “a happy community creating a sustainable future,” SK ecoplant is pursuing ESG management to foster the well-being of its stakeholders. By integrating ESG management with business operations, the company aims to solve environmental and social issues both domestically and internationally, while simultaneously creating both economic value (EV) and social value (SV). In this process, a commitment to achieving “Zero Risk” across five key areas has been established, with “Driving to Zero” being put into practice by embedding 10 management principles that reflect ESG values into business and operations.

ESG Management Strategy



Subsidiary ESG Management

Subsidiary ESG Management Framework

SK ecoplant, spearheaded by its ESG Regulatory Response Council, comprehensively considers not only its major business areas but also the business characteristics of its key consolidated subsidiaries (SK airplus, SK tes, SK oceanplant, etc.), changes in external regulations, and evolving market and stakeholder demands. Based on this analysis, the company identifies direct and indirect risks and opportunities arising from climate change, assesses their materiality, and establishes and implements response strategies. The ESG Regulatory Response Council operates through two modules: Net-Zero and Disclosure. A consolidated statutory disclosure system is being established through the operation of a consultative body between SK ecoplant and its subsidiaries to respond to mandatory ESG disclosure requirements on a consolidated basis, the development of greenhouse gas reduction measures for a Net-Zero strategy, responding to governance structure requirements, monitoring recent ESG regulatory trends, and assessing and improving subsidiaries' ESG management status.

ESG Regulatory Response Council Organizational Chart



* The Net Zero Council, which had been in operation since 2022, was reorganized into the ESG Regulatory Response Council in 2024. In 2025, it has been operating through two modules: Net-Zero (discussion of practical measures for greenhouse gas reduction) and Disclosure (preparation for mandatory ESG disclosure on a consolidated basis)

ESG Support Activities

SK ecoplant conducts comprehensive reviews of ESG performance and risks across all subsidiaries and carries out ESG support activities in key areas such as climate change, environment and quality, compliance, and information security. Starting in 2025, the company has been building and managing a consolidated inventory—including subsidiaries—through the ESG Regulatory Response Council's Net-Zero and Disclosure modules.

ESG Support Activities and Performance

Category	Support Activities	Target
ESG (Climate Change and Disclosure Response)	- Compliance with ESG disclosure regulations (sharing regulatory updates and supporting report preparation) - CDP assessment training and consulting - Net-Zero roadmap review (support for BAU recalculation and reduction cost analysis) - Scope 3 inventory consulting	- SK ecoengineering - SK airplus - SK tes - SK oceanplant
Environment & Quality	- Preventive measures against environmental risks (legal violations, such as business suspension) - Establishment of operating procedures for environmental pollution control facilities - Review and development of procedures for monitoring environmental permits for wastewater discharge facilities	All subsidiaries
Procurement	- Operating a participatory consultative body with core Biz. Partners - Support for a supply chain information platform (based on supply chain analysis, including raw material price trends and forecasts as well as supply chain analysis, including logistics conditions)	- SK airplus - SK oceanplant
Compliance	- Establishment of a Compliance Management System: HR, fair trade, anti-corruption, occupational safety and health, quality and environment, information security, accounting and tax, IR, 9 common PR areas - Establishment of an Ethical Management System for subsidiaries (company regulations and training) - Conducting management audits (assessment of internal control processes and review of unethical conduct)	- SK ecoengineering - SK airplus
Information Security	- Assessment of the Information Security Management System - Information Security Council meetings - Phishing simulation drills (for employees and sites) - Information security training (regular training for employees, training for personal data handlers)	All subsidiaries

Participation in ESG Initiatives

Initiative Participation Policy

SK ecoplant aims to achieve its carbon emission reduction targets and realize a circular economy by actively participating in domestic and international initiatives and partnerships. The company and its subsidiaries are participating in global initiatives and expanding collaboration with firms and institutions that possess innovative technologies relevant to their respective business models. Through these efforts, SK ecoplant aims to support the strengthening of climate change response capabilities across the industry and contribute to solving global environmental and social issues.

Initiative Participation Activities

Since 2014, SK ecoplant has been disclosing its climate change response strategies and performance through the CDP (Carbon Disclosure Project), and through a Leadership rating (A-) in the 2025 CDP assessment, it received external recognition for its climate change response capabilities. To meet stakeholder demands and enhance the transparency of climate-related information, SK ecoplant joined the Task Force on Climate-related Financial Disclosures (TCFD) Supporters in 2021 and participated in the Korea TCFD Alliance. In 2023, it became the first Korean company in its industry to publish a standalone TCFD report.

Furthermore, in February 2023, SK ecoplant became the first company in its industry to receive Science-Based Targets initiative (SBTi) approval for its emission reduction targets aligned with the 1.5°C scenario. The results of various reduction activities are being monitored based on these targets. As part of these reduction efforts, the company has joined the K-EV100 initiative and set a goal to transition 100% of its fleet to electric and hydrogen vehicles by 2030. In accordance with guidelines from the Ministry of Environment, it has established phased expansion targets of 54.8% by 2027 and 100% by 2030.

SK airplus, a subsidiary, received the “Carbon Management Special Award” at the “2024 Best Companies in Climate Change Response and Water Management” awards ceremony held in April 2025. In the CDP assessment, SK oceanplant, SK tes, and SK airplus all earned a B rating with consulting support from SK ecoplant, thereby gaining recognition for their climate change response systems. SK ecoplant plans to continue supporting major subsidiaries’ participation in climate-related initiatives.

SK ecoplant is striving to strengthen its leadership within the industry by actively participating in various ESG initiatives linked to its business. Moving forward, it will continue to build close cooperative relationships with diverse stakeholders and take the lead in promoting sustainable development across the climate change, environmental, and energy sectors.

Double Materiality Assessment

Double Materiality Assessment

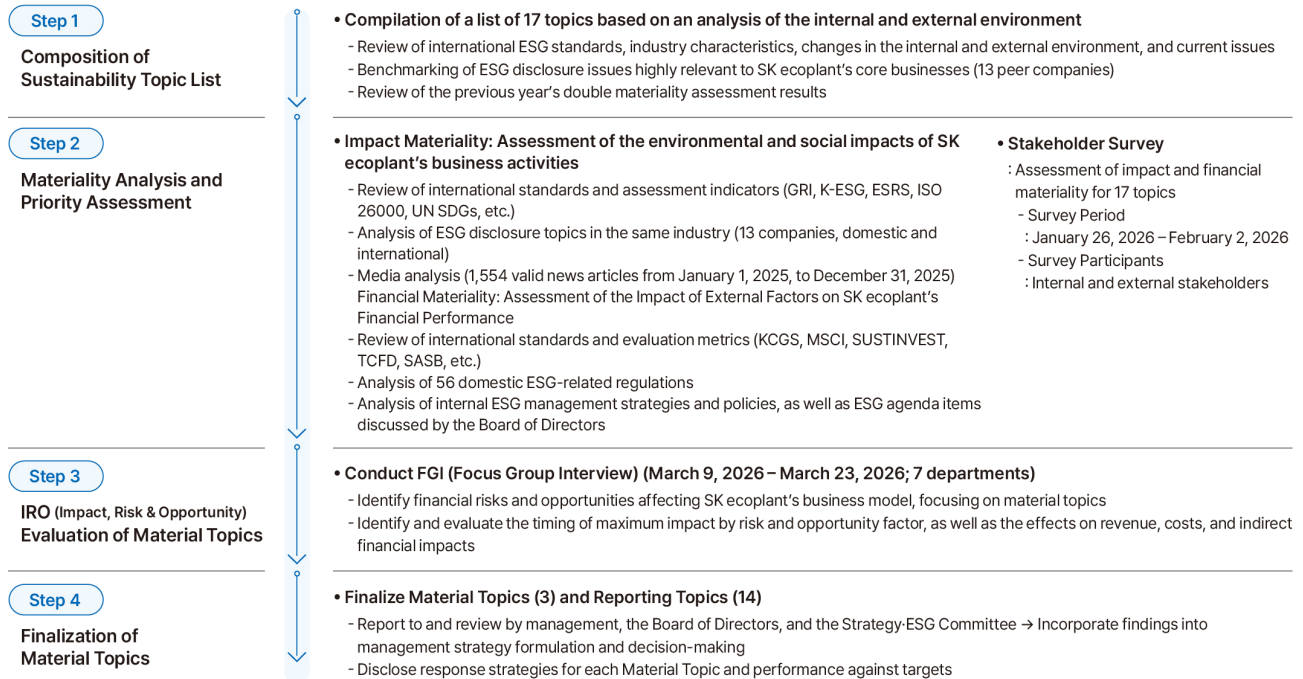
Overview of Double Materiality Assessment

SK ecoplant conducts a double materiality assessment annually in accordance with the GRI Standards' principles for selecting reporting topics and evaluation methods. This is done to identify key issues from the perspective of sustainability disclosure and to incorporate them into the company's ESG strategy as well as decision-making processes. A double materiality assessment is a process of deriving priority topics by analyzing the impact, risks, and opportunities associated with sustainability management issues, evaluating both impact and financial materiality. The impact materiality assessment analyzes the actual and potential environmental and social impacts of the company's activities across the entire value chain, while the financial materiality assessment analyzes how risks and opportunities arising from sustainability issues affect the company's value creation, cash flow, and access to capital.

Definition of the Double Materiality Assessment



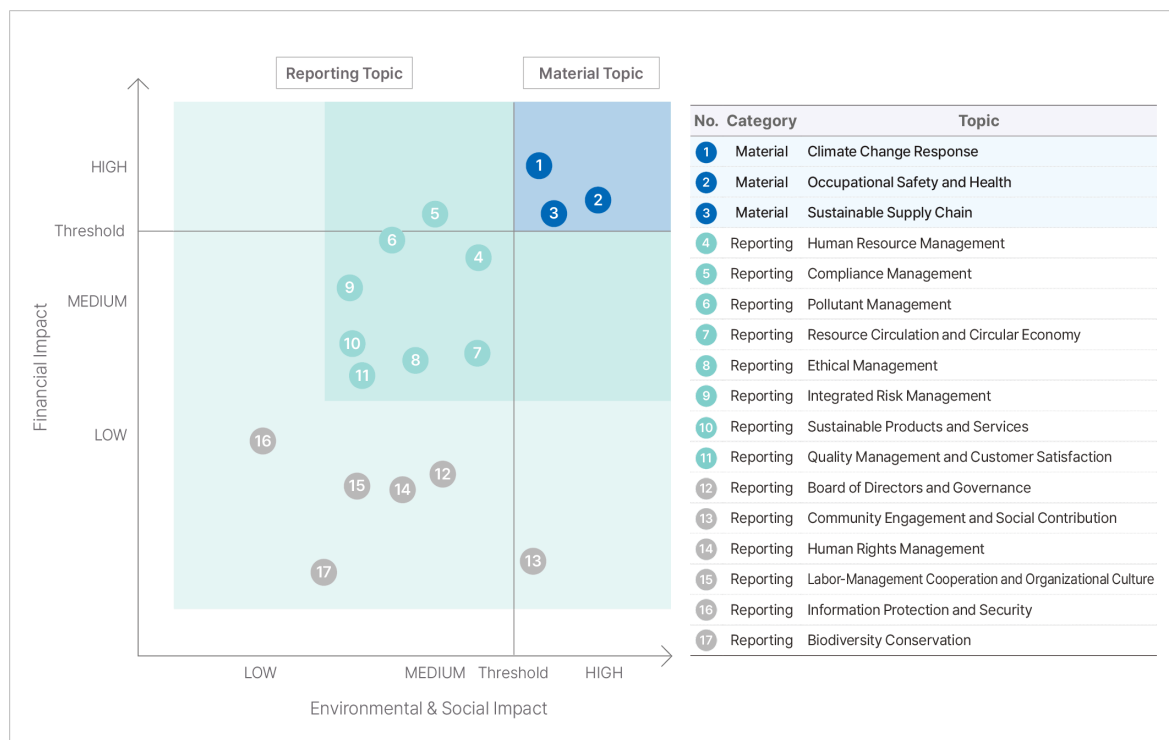
Double Materiality Assessment Process



Double Materiality Assessment Results

Based on the double materiality assessment and analysis, three issues—Climate Change Response, Occupational Safety and Health, and Sustainable Supply Chain—were identified as high-materiality topics in terms of their environmental, social, and financial impacts. Information regarding the management approach, goals, and performance related to these material topics is disclosed in detail in the “Material Topic” section of this report. Furthermore, SK ecoplant annually reports the results of the double materiality assessment to the Board of Directors and the Strategy-ESG Committee, while also incorporating them into the formulation of management strategies and decision-making.

2025 Double Materiality Assessment Results



* Threshold: Based on Z-score ($Z \geq 1.0$)

Material Topics for 2025

Category	Impact		Scope of Impact			Scope of Key Stakeholders	GRI	
	Environmental and Social	Financial	Sites	Supply Chain	Products & Services			
1	Climate Change Response	●●●●○	●●●●○	●	●	●	Customers, Government, Biz. Partners, Employees, Local Communities	302 305
2	Occupational Safety and Health	●●●●●	●●●●○	●	●		Employees, Biz. Partners	403
3	Sustainable Supply Chain	●●●●○	●●●●●○	●	●		Customers, Biz. Partners	308 414

Status and Plans for Addressing Material Topics

For each material topic, SK ecoplant establishes and implements systematic response strategies based on analysis results of positive and negative impacts, as well as risks and opportunities. In addition, the company continuously monitors implementation performance in relation to these strategies and manages them through medium- to long-term plans. The current status and plans for each material topic are disclosed in detail in the “Material Topic” section, which covers the key elements of governance, strategy, risk management, metrics, and targets, based on the ISSB’s (International Sustainability Standards Board) “IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information” and “IFRS S2 Climate-Related Disclosures.”

Status and Plans for Material Topics

Material Topics	Response Strategy	Implementation Progress (2025)	Mid- to Long-Term Plans
Climate Change Response	Achieving Net-Zero by 2040 - Net-Zero Initiatives : Streamlining on-site operations, expanding the transition to eco-friendly vehicles and renewable energy, implementation of zero-energy buildings, etc. - Supply Chain Engagement : Transition to low-carbon materials, support for subsidiaries and Biz. Partners, etc. - Development of sustainable products and services	- Greenhouse gas emissions intensity : Achieved 2.6 tCO₂eq per KRW 1 billion - Energy intensity : Achieved 51.6 GJ per KRW 1 billion	42% reduction in Scope 1 & 2 by 2030 (compared to the base year 2021) 25% reduction in Scope 3 by 2030 (compared to the base year 2021)
	Occupational Safety and Health Achieve the “Zero Serious Accidents” Goal - Establishment of a self-managed safety management system - Tailored support for on-site workers, including employees and Biz. Partners - Strengthening safety management status inspection cross-checks	- Fatality rate per 10,000 workers: 0% 0 serious accidents and fatalities - Occupational Safety and Health Law Compliance Inspection Results: Corrective actions completed on 100% of areas requiring improvement	- Achieve an LTIR of 0.414 by 2030 - Achieve a fatality rate per 10,000 workers of 0.290 by 2030 - Achieve zero serious accidents and zero fatalities by 2030
Sustainable Supply Chain	Sustainable Supply Chain Management - Stable supply and demand management and expansion of eco-friendly product procurement - Supply chain ESG risk management through ESG evaluation and Biz. Partner improvement - Enhancing supply chain competitiveness by supporting shared growth and nurturing Biz. Partners	- Purchased KRW 158.6 billion worth of eco-friendly products - Conducted ESG evaluations of 121 Biz. Partners (80% of core Biz. Partners) - Completed 100% of corrective actions on 20 Biz. Partners under priority management - Achieved designation as an Honorary Excellent Company for 9 consecutive years in the Shared Growth Index evaluation	Expansion of the scope of the supply chain ESG evaluation (Targets based on core Biz. Partners: 83% in 2026, 84% in 2027)

Stakeholder Communication

SK ecoplant defines its key stakeholders—in accordance with the SK Group's SKMS (SK Management System) management system—as shareholders and investors, employees, customers, Biz. Partners, and local communities, and strives to maximize their collective well-being. To this end, the company operates tailored communication channels for each stakeholder group and has established ESG management as a key communication theme, covering areas such as climate change response, occupational safety and health, and ethical management. Furthermore, the diverse needs of stakeholders identified during business and operational processes are incorporated into sustainable management activities. Since 2023, SK ecoplant has published a standalone Sustainable Management Report on a dedicated webpage to effectively disclose its various ESG management activities, goals, and achievements, thereby enhancing stakeholders' access to information.

Current Status and Plans for Stakeholder Communication Channels

Category	Communication Channels	Goals and Strategies		
		Short-Term	Long-Term	
Shareholders and Investors	Analyst–Investor Meetings	- Effective communication and dissemination of the company's financial story - Establishing a reputation as an ESG leader, securing future demand for ESG investments	- Regular communication with analysts - Conducting domestic and international IR for potential investors	- Analyst Report publication support - Conducting IR Events for key business units
	General Meeting of Shareholders	Strengthening shareholder rights through company-shareholder communication	Providing information on management status through the General Meeting of Shareholders	Improving shareholder friendliness through events
	Internal Portal	Enhancing understanding through timely sharing of company-wide key trend and business information	Regularly publishing content for the enhancement of business understanding and activation of communication	Utilizing channel use experience analysis to identify content dissemination strategies and channel improvements
Employees	CEO Lounge within the Internal Portal	Enhancing business understanding and trust through communication with the CEO	- Immediate Delivery of CEO messages - Sharing the CEO's management philosophy and activities	Expanding communication channels between the CEO and employees
	Culture Survey (Engagement Survey)	Identifying employee needs to improve company culture	Policy, system improvement and organizational development based on employee VoC	Developing and implementing innovation in work practices and culture
	Management Development Council	Promoting advancement through mutual understanding and cooperation between management and employees	Actively implement employee feedback on policy and organizational culture through regular Empathy Meetings	Strengthening council representativeness by operating an employee-centered council and expanding continuous participation and communication

Customer	Website and Social Media	Conveying sustainable management strategies and key business portfolios' values and performance	Official channels that present company information, such as vision, goals, and business direction, in the form of optimized content	Reinforcing continuous company brand value growth and communication
	NEWSROOM	As a contents platform for ESG management and core businesses, provide differentiated information to external stakeholders such as media, investors, industry professionals	- Creating and distributing content on ESG management, core business information, and knowledge - Providing additional information and contents on company PR as well as press releases	Bolstering NEWSROOM's role as a dedicated content platform for ESG management and core businesses
Biz. Partner	Eco Partners Meeting	Fostering closer relationships and mutual understanding through Annual General Meetings, Biz. Partner factory visits, Green Meetings, roundtables, and Shared Growth Day	Improving the methods and scope of participants for regular events	- Strengthening the consultative body's role as a communication channel - Developing programs tailored to Biz. Partners' needs
	Eco ESG Bridge (Newsletter)	Building consensus on ESG activities by sharing ESG concepts, trends, and best practices	- Newsletter promotions for Biz. Partners - Providing information regarding shared growth programs	Quantitative and qualitative enhancement of content
Local Communities	Social Contribution Programs	Expanding positive impact for future generations and local communities	Conducting a multitude of social contribution activities, such as community environmental cleanup and improving living conditions	Establishing a mid- to long-term roadmap for social contribution and operation processes, in addition to managing performance



02 Material Topic

AI Infra Solution Provider

SUSTAINABILITY REPORT 2025

Climate Change Response	34
Occupational Safety and Health	55
Sustainable Supply Chain	75

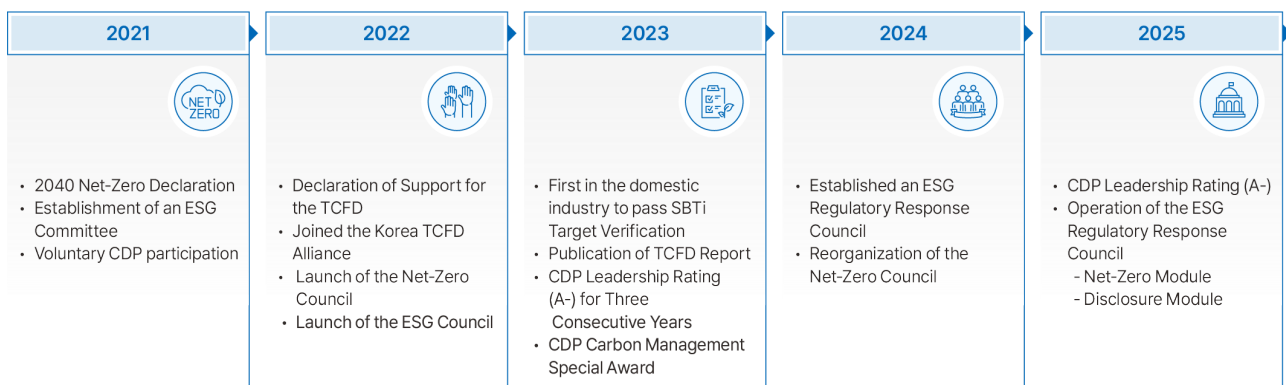
Climate Change Response

Governance

Climate Change Response Policies

Based on its climate change governance framework, SK ecoplant identifies and assesses climate change risks and opportunities, while refining response strategies. The company has established a solid foundation for addressing climate change—including becoming the first Korean firm in its industry to obtain SBTi target verification and to publish a TCFD report, achieving a CDP Leadership rating (A-) for three consecutive years from 2021 to 2023, and maintaining the CDP Leadership rating in 2025—and is delivering tangible results.

Climate Change Response Journey



Climate Change Response Governance

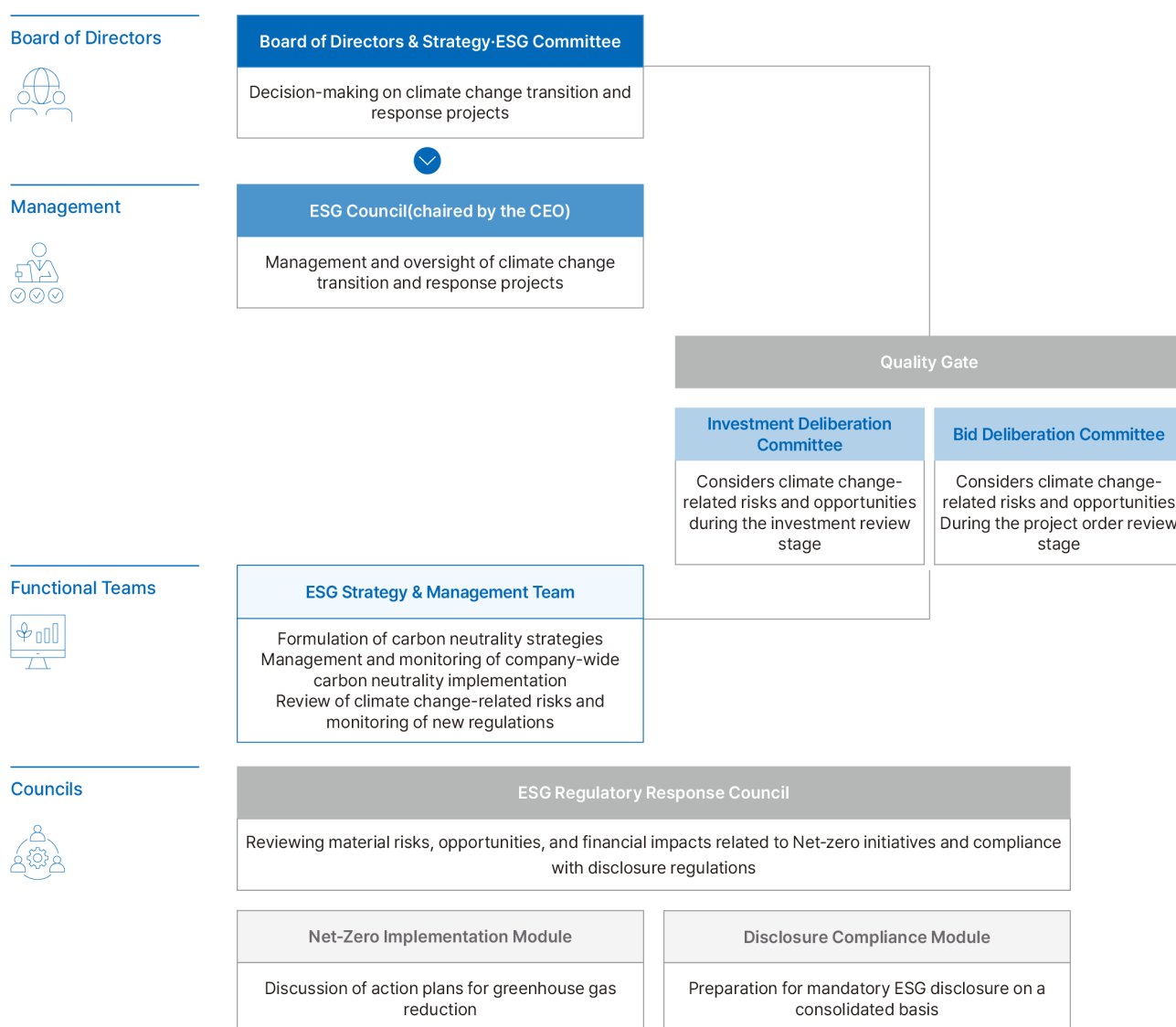
SK ecoplant is continuously enhancing its internal management systems to proactively address climate change risks and opportunities and to implement a company-wide business transformation strategy aimed at achieving Net-Zero. At the operational level, the ESG Strategy & Management Team leads the formulation and implementation of the Net-Zero strategy while continuously monitoring climate change-related risks and regulatory trends. Through the ESG Regulatory Response Council, established in 2024, the company manages carbon emission reduction metrics and strengthens its capacity to respond to ESG regulations.

Within the "Net-Zero Module," each business division discusses practical measures for reducing greenhouse gas emissions and develops implementation strategies. Having been designated as a company subject to the Greenhouse Gas and Energy Target Management System in both 2024 and 2025, SK ecoplant conducted training on system compliance at key sites, such as the Yongin Semiconductor Cluster. The company also carefully reviewed the organizational boundaries of each business unit to reduce greenhouse gas emissions and projected emissions that reflect the specific conditions of each business. Furthermore, Net-Zero roadmap scenarios are continually being evaluated to reflect restructuring of the business portfolio—including subsidiaries—as well as current business conditions.

Through the “Disclosure Module,” SK ecoplant proactively prepares for mandatory ESG disclosure on a consolidated basis while reviewing and addressing the demands of internal and external stakeholders. In 2025, consolidated disclosure standards, data metrics, and guidelines for mandatory ESG disclosure were established and refined. An IT system for ESG data management was introduced, while procedures were added to designate personnel responsible for each data metric and implement approval processes for data reliability. Going forward, the company plans to expand the scope of data collection and IT system implementation to include subsidiaries. SK ecoplant further aims to identify key risks and opportunities arising from the impacts of climate change on a consolidated basis— including subsidiaries—while also progressively conducting scenario-based impact analyses and developing response strategies.

The Board of Directors and Strategy-ESG Committee conduct annual reviews of the company’s climate change response strategy and the progress toward achieving greenhouse gas reduction targets. Decisions on major investment proposals are made only after comprehensive risk assessments by the Investment Deliberation Committee and the Bid Deliberation Committee. Management receives regular reports on greenhouse gas reduction performance through the ESG Council and, based on this information, reviews the company’s business structure and management activities with a focus on climate change response.

Organizational Chart for Climate Change Response



Strengthening the Roles of the Board of Directors and Strategy-ESG Committee

SK ecoplant’s Strategy-ESG Committee is the highest decision-making body responsible for formulating climate change response strategies and managing and overseeing their implementation. Established in 2021 under the Board of Directors, the committee has spearheaded discussions on climate change response and has formulated ESG strategies and business plans while monitoring their performance. Furthermore, to enhance the Board’s expertise, the company appoints individuals with specialized knowledge and practical experience in various fields—including business strategy, ESG, and global capacities—from the very beginning of the Board selection process.

In particular, as climate change response has become a core element of business strategy, expertise in this area is now a key criterion in the appointment of directors. The Strategy-ESG Committee meets at least four times a year and performs key functions related to climate change strategy, such as deliberating on Net-Zero implementation strategies and major investment proposals related to climate change response.

The Strategy-ESG Committee reviews major non-financial risks and opportunities across the entire company, encompassing SK ecoplant and its subsidiaries, ensuring that climate change issues are fully incorporated into the investment and business planning processes. In particular, for significant investment proposals above a certain threshold, the ESG organization’s written opinions on climate change risks and opportunities are reported to the Board of Directors as needed. Matters related to environmental management and climate change response performance are regularly reported to the Board of Directors and Strategy-ESG Committee at least once a year. In 2025, the Strategy-ESG Committee convened to discuss major management issues.

Agendas for Reporting and Resolution by the Board of Directors and Strategy-ESG Committee

Category	Agenda Item	Main Content	Voting Result
Strategy-ESG Committee	Status of SV Monetization and Stakeholder Communication	Report on 2024 SV Monetization Measurement Performance Report on 2025 Stakeholder Communication Plans	Reported
	Materiality Assessment Results	Report on the 2025 Materiality Assessment Results and Response Strategies by Material Topic	Reported
	Status of Climate Crisis Response	Report on the Background Behind the Greenhouse Gas and Energy Target Management System Designation, the Company’s Current Response, and Future Strategies	Reported
	Status of Environmental Management	Report on Strategies to Minimize the Impact of Environmental Issues Through the Environmental Risk Management Process	Reported

Climate Change Response Training for Independent Directors

SK ecoplant conducts regular training to strengthen the climate change response capabilities of its independent directors. The Board of Directors’ expertise and decision-making capabilities are enhanced through trend reports on key management issues and tailored training. In 2025, the company monitored growth trends and market prospects in the AI industry and assessed potential strategic linkages with SK ecoplant’s business model.

Executive KPI Linkage

To ensure effective climate change response, SK ecoplant has designed and implemented ESG key performance indicators (KPIs) company-wide in a phased manner, from the CEO down to business units and teams. In 2022, the CEO’s KPIs included performance metrics for achieving annual greenhouse gas reduction targets, and starting in 2024, the weighting of non-financial performance—such as carbon emissions reductions and evaluation results for key climate change indicators—was increased to 10%. The decision to grant incentives based on these metrics is made following deliberation by the Board of Directors. Each business division establishes KPIs linked to company-wide greenhouse gas reduction targets and incorporates them into their compensation systems. The company is also implementing climate change response metrics tailored to its business characteristics, such as carbon emissions reduction, Scope 3 inventory development and reduction, and supply chain management. At the team level, detailed KPIs linked to company-wide reduction targets are set to promote the systematic development and execution of work plans. Through a KPI system that is progressively linked from the CEO down to each team, SK ecoplant is enhancing its ability to implement climate change responses aimed at achieving Net-Zero.

Supporting Subsidiaries' Climate Change Response

As ESG management requirements for subsidiaries intensify, SK ecoplant is working to advance ESG management at its subsidiaries through the ESG Regulatory Response Council. First, the ESG performance of each subsidiary is assessed, taking into account its size and business characteristics. Based on these results, customized consulting and improvement recommendations are provided for each subsidiary to ensure that ESG management activities are effectively embedded.

In terms of climate change response, SK ecoplant goes beyond simply managing subsidiaries' Scope 1 and 2 emissions; it also calculates Scope 3 emissions, which include emissions from major subsidiaries. Furthermore, by identifying key reduction measures for each subsidiary and providing expert consulting to enhance their feasibility, the company continues to offer practical support so that each subsidiary can independently develop and implement its own greenhouse gas reduction strategies.

In the medium to long term, SK ecoplant plans to provide phased support to help each subsidiary develop the capacity to respond independently to changes in the external environment. Through this, the company aims not only to proactively address clients' climate change requirements and prepare for mandatory greenhouse gas disclosure obligations, but also to support subsidiaries in establishing and implementing their own reduction targets. To ensure resilience against transition risks, a Net-Zero target implementation framework that includes subsidiaries is also being established. By implementing a process to rapidly detect and proactively respond to climate change risks, losses caused by such risks are being minimized, while a transition to a sustainable business structure is being realized.



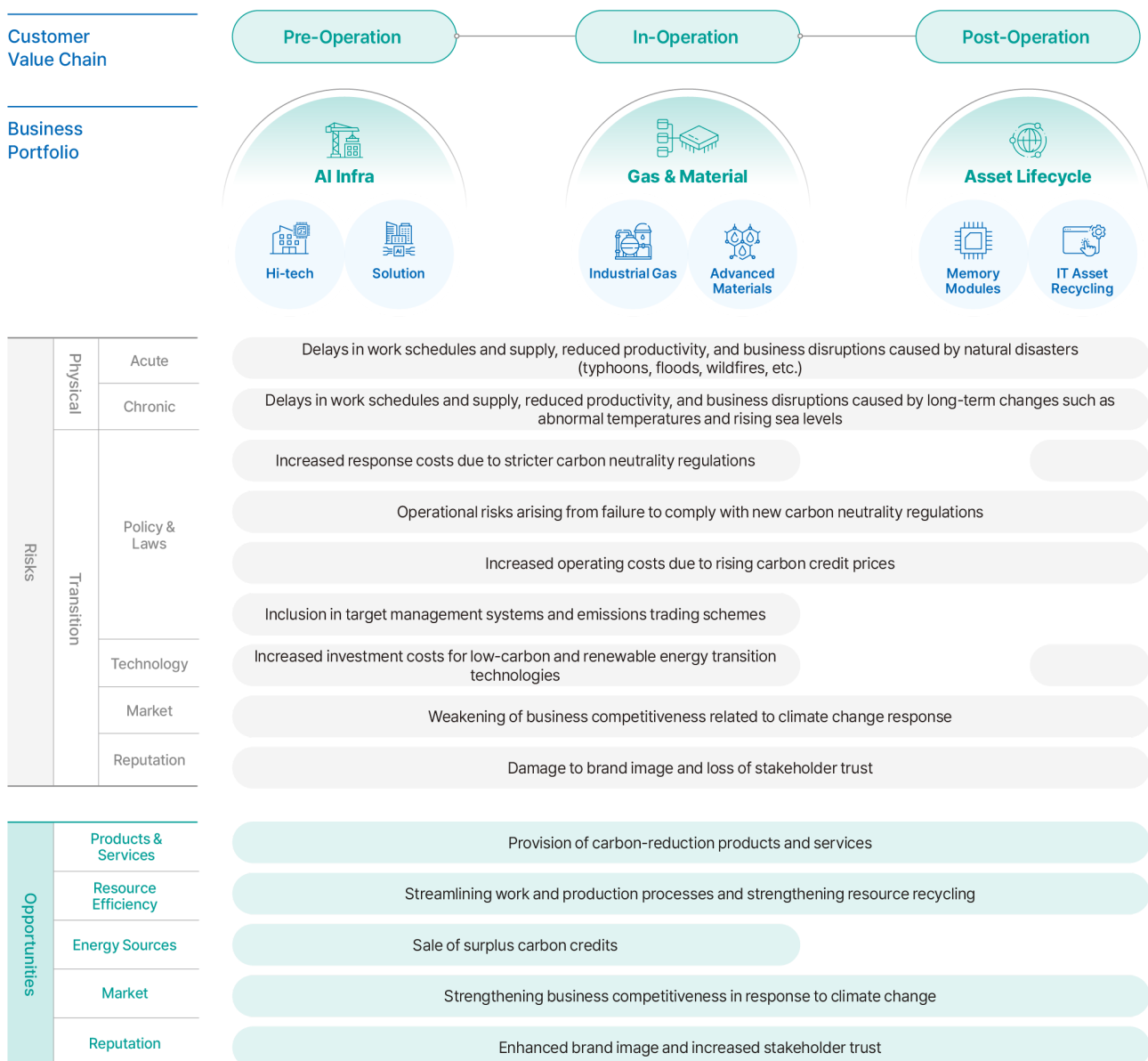
2025 ESG Regulatory Response Council

Strategy

Identifying and Assessing Climate Change Risks and Opportunities

SK ecoplant identifies and analyzes risk and opportunity factors arising from climate change, and evaluates the impact of each factor and the timing at which that impact will be greatest. The potential impact of risk factors on financial performance is assessed, with mitigation measures and response strategies being implemented to ensure resilience. Strategies aligned with the business model, market trends, enhanced competitiveness, and stakeholder needs are developed to transform opportunity factors into new business opportunities.

Impact on Business and the Value Chain



Key Risks and Opportunities

Category	Risks and Opportunities	Business and Financial Impact	Timing of Impact*			Response Strategy
			S	M	L	
Physical	Acute Increased frequency and intensity of natural disasters such as typhoons, floods, wildfires, and tsunamis	Schedules may be delayed and on-site restoration costs may arise due to natural disasters	●	●	●	- Establish an emergency response system and implement emergency measures and recovery efforts - Purchasing insurance to minimize asset and business losses
	Production disruptions, limited working days, and deteriorating worker health caused by extreme weather (heat waves, cold snaps, floods, etc.)	- Decreased productivity and schedule delays due to abnormal temperatures - Increased energy consumption and heating and cooling costs		●	●	- Strengthening seasonal health management for on-site workers - Improving the energy efficiency of heating and cooling systems
	Chronic Rising need to address long-term climate change, such as rising average temperatures and sea levels	Schedule delays due to reduced working days and difficulties securing construction water			●	Adjustment of work schedules, stricter design standards, and changes in construction methods
Risks	Policy & Laws	More stringent regulations driven by the government's strengthened Nationally Determined Contribution (NDC) targets			●	- Implementation of strategic initiatives to reduce carbon emissions - Monitoring domestic and international regulations and establishing a response system
		Mandatory zero energy building certification system requirement to meet energy self-sufficiency standards at the time of design approval	●	●		Standardization efforts to meet certification criteria
	Transition	Need for transition to eco-friendly vehicles in order to achieve K-EV100 (by 2030)	●	●		Transitioning vehicles used at headquarters and on-site to eco-friendly models
		Need to strengthen climate change response capabilities due to the mandatory disclosure of climate information (IFRS S2) ¹⁾		●	●	Launch of a Disclosure Response Task Force and implementation of key tasks
		Rising carbon credit prices due to tighter carbon taxation following the implementation of the EU Carbon Border Adjustment Mechanism (CBAM) ²⁾	●	●		Establishment of a regulatory response system and monitoring
		Increased burden of R&D investment for carbon neutrality and renewable energy transition		●	●	- Transition to low-carbon materials - Development of sustainable products and services
Technology	Need to secure technologies for the operation of eco-friendly AI and semiconductor processes (high-efficiency power, cooling, etc.)	Growing need for technology development, facility investment, and workforce recruitment		●	●	- Streamlining on-site operations - Development of sustainable products and services
		Need to secure advanced extraction and recovery enhancement technology due to increasing e-waste		●	●	Development of AI-based processes for the reuse of IT assets (SK tes)

Category	Risks and Opportunities	Business and Financial Impact	Timing of Impact*			Response Strategy
			S	M	L	
Opportunities	Products & Services	- Growing demand for eco-friendly and low-carbon businesses - Meeting customer needs and increasing revenue through the proactive adoption of eco-friendly and low-carbon products and services		●	●	Development of sustainable products and services (water reuse and zero liquid discharge (CSRO)³), fuel cell heat recovery cooling and heating (WHRC)⁴, data-driven circular economy platform (WAYBLE), etc.)
	Resource Efficiency	- Streamlining production and operational processes to reduce carbon emissions - Reduced operating costs and carbon emissions through optimized process operations	●	●	●	Process improvements, replacement of aging equipment, and optimization of equipment operations, etc. (SK airplus and semiconductor display materials subsidiaries)
		- Optimizing operating costs through streamlined construction site operations and expansion of Off-Site Construction (OSC) methods - Reducing operating costs and lowering carbon emissions through improved site operational efficiency	●	●	●	Expanding and optimizing OSC methods; operating a data-driven integrated control system
		- Increasing demand for eco-friendly buildings, with low-carbon technologies, zero-energy etc. - Increased order opportunities and revenue, as well as enhanced customer trust, through the application of low-carbon and energy-efficient technologies	●	●	●	Enhancing energy efficiency at each stage of building construction; implementing and monitoring Building Energy Management Systems (BEMS)⁵ ; and efficiently applying renewable energy sources such as building-integrated photovoltaics (BIPV)⁶ and solid oxide fuel cell (SOFC)⁷
		- Growth of the national offshore wind market - Increased order opportunities and revenue driven by the expansion of new markets		●	●	Commissioning of a third yard and pursuit of new business initiatives in response to the expansion of the floating offshore wind market, and expansion into the Taiwan market (SK oceanplant)
	Market	- Increased demand for Solid Oxide Fuel Cell (SOFC) driven by the energy transition - Revenue growth driven by the expansion of green data center models that simultaneously reduce carbon emissions and improve power efficiency		●	●	Localization and domestic deployment of solid oxide fuel cell (SOFC) technology and core components, as well as the first-ever domestic adoption⁸ of SOFC as a backup power source in data centers, among other initiatives
		- Rising demand for e-waste recycling - Securing global leadership in resource circulation and expanding new business opportunities	●	●	●	Operating key hub centers in the U.S., Germany, Ireland, and Singapore to address data center e-waste (SK tes)

* Timing of Impact: S (Short, up to 1 year), M (Medium, 1-5 years), L (Long, 5 years or more)

1) IFRS (International Financial Reporting Standards) S2 (Climate-related Disclosures)

2) CBAM (Carbon Border Adjustment Mechanism)

3) CSRO (Circle-Sequence Reverse Osmosis)

4) WHRC (Waste Heat Reuse Chiller)

5) BEMS (Building Energy Management System)

6) BIPV (Building-Integrated Photovoltaic System)

7) SOFC (Solid Oxide Fuel Cell)

8) First domestic introduction of SOFC as a backup power source in a data center (Source: Company press release): This refers specifically to the installation of a 330-kW solid oxide fuel cell (SOFC) as a backup power source at the Bupyeong Data Center.

Physical Risk Scenario Analysis

Physical risks caused by climate change—such as extreme temperatures, sea-level rise, and flooding—are gradually affecting corporate assets and operational stability in various ways. Furthermore, given the uncertainty of climate scenarios and the nature of the construction industry—where projects typically conclude within 3 to 5 years—mid-to-long-term loss estimates based on fixed assets have inherent structural limitations.

Accordingly, SK ecoplant selected seven regions (at the city level)—including Ulsan, Yongin, and Icheon—as subjects of analysis, assuming that future construction sites will be located in areas similar to current ones. Factors such as connection to current major projects, scale and duration of construction sites, and the sites' location were also taken into account. Additionally, to analyze the financial impact of physical risks on business operations and assets, the company utilized the Korea Meteorological Administration's Climate Information Portal and the S&P Global Climanomics platform.

Selection of Climate Scenarios

For the physical risk analysis, SK ecoplant applied the SSP (Shared Socioeconomic Pathways) scenarios based on the IPCC (Intergovernmental Panel on Climate Change) 6th Assessment Report, and analyzed comprehensive risks across low-, medium-, and high-emission scenarios.

Category	Scenario Description
SSP 1-2.6 (Low Emissions)	Assumes that the use of fossil fuels is minimized due to advances in renewable energy technology, leading to environmentally friendly and sustainable economic growth
SSP 2-4.5 (Medium Emissions)	Assumes an intermediate level of climate change mitigation and socioeconomic development
SSP 3-7.0 (High Emissions)	Assumes a social structure vulnerable to climate change due to passive climate change mitigation policies and delayed technological development
SSP 5-8.5 (Highest Emissions)	Assumes a focus on rapid industrial and technological development, resulting in high fossil fuel use and the expansion of uncontrolled, urban-centered development

Analysis Results: ① Risk Identification

Taking into account industry characteristics and project impacts, SK ecoplant identified the number of heatwave days, precipitation, torrential rain, average temperature, and sea-level rise as key physical risk factors. Subsequently, the company analyzed and evaluated trends in related indicators for 2030 and 2050 compared to the base year of 2021. For the scenario analysis, the Korea Meteorological Administration's National Standard Climate Change Scenarios were utilized to adapt the IPCC's SSP scenarios to Korea.

Category		Trend (compared to base year 2021)	Expected Risks
Acute	Number of Heatwave Days	- Average number of heatwave days in 7 regions in 2050 : Increase : 11.4 days (SSP 1–2.6) to 19.6 days (SSP 5–8.5)	Construction periods will lengthen due to work hour restrictions, with the same occurring for operational costs, such as on-site worker healthcare and cooling fees
	Precipitation	- Average precipitation in 7 regions in 2050 : Decrease : 283.4 mm (SSP 1–2.6) to 132 mm (SSP 5–8.5)	Increased costs for securing construction water, higher indirect costs due to drier atmosphere and soil (e.g., fugitive dust control, ground stability, etc.)
	Torrential Rain	- Average maximum daily precipitation and the annual 99th percentile number of rainy days in 7 regions in 2050 : Decrease of 30.5 mm and 0.2 days (SSP 1–2.6) - Increase of 15.2 mm and 0.2 days (SSP 5–8.5)	- Increased risk of flooding, soil erosion, structural damage, and collapses/falls, in the event of simultaneously more intense and frequent heavy rainfall - Increased working capital burden due to construction delays and reinforcement of drainage as well as disaster prevention facilities
Chronic	Average Temperature	- Average temperatures in 7 regions in 2050 : Increase : 0.6°C (SSP 1–2.6) to 1.3°C (SSP 5–8.5)	In the long term, an increase in the workforce and overtime work, plus lower productivity and operational efficiency due to factors such as equipment overheating
	Sea Level Rise	- Average sea level in 7 regions in 2050 : Increase : 0.21 m (SSP 1–2.6) to 0.27 m (SSP 5–8.5)	- Concerns over ground weakening and corrosion of equipment and materials due to flooding in low-lying areas - Rising construction costs due to reinforcement of drainage and disaster prevention facilities

Analysis Result ② Financial Impact

SK ecoplant analyzed financial impact based on electricity unit prices and electricity consumption (projected electricity consumption in 2050 compared to the base year) in relation to the increase in the number of heatwave days and average temperatures, which have the most direct impact on construction sites. As a result, electricity consumption (kWh) due to an increase in the number of heatwave days is projected to rise from 12.8% (SSP 1–2.6) to 21.8% (SSP 5–8.5) compared to the base year, while consumption resulting from rising average temperatures is also projected to increase from 4.5% (SSP 1–2.6) to 9.8% (SSP 5–8.5).

Furthermore, an analysis using S&P Global's Climonomics® Hazard Modeling indicated that the impact of disaster types such as extreme temperatures, sea-level rise, droughts, river flooding, torrential rains, typhoons, water stress, and wildfires would be minimal, with an annual asset value loss rate of less than 1% (LOW level). However, as the asset loss rate due to abnormal temperatures is showing a gradual upward trend, the company is operating a continuous monitoring and management system to prevent risks to employee safety and health, as well as declines in productivity.

Response Activities

Through the Disclosure Module of the ESG Regulatory Response Council, SK ecoplant identifies and assesses key risks and opportunities for the company and its subsidiaries arising from the impacts of climate change. After deriving risks and opportunities by business unit and subsidiary—taking into account internal and external policies, market conditions, and the magnitude and frequency of financial impacts—common and key control items are identified and managed. In addition, scenario-based impacts for each item are analyzed, while criteria are established for calculating financial impacts. After setting the direction of response strategies and mid- to long-term goals, short-term goals, performance targets for the current year, and detailed activities for strategy execution based on target levels and achievement timelines are established and implemented. Going forward, SK ecoplant plans to utilize climate materiality assessment to advance calculation criteria and processes for determining the magnitude, scope, and probability of business and financial impacts triggered by key climate change risks and opportunities. Furthermore, the number of subject subsidiaries will be expanded according to the consolidated disclosure scope.

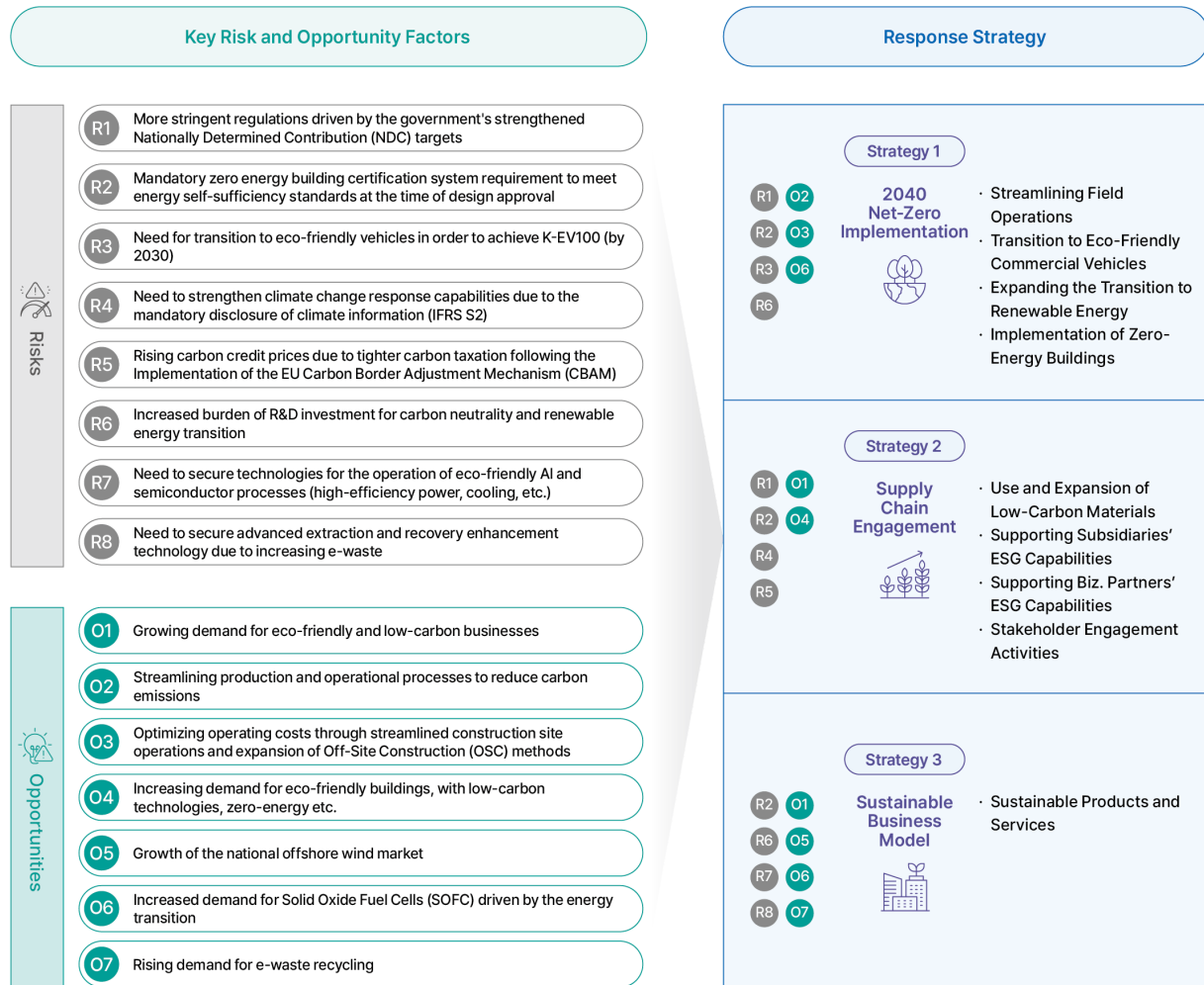
Assessment of Key Risks and Opportunities

SK ecoplant analyzed the risks and opportunities arising from climate change, assessed the impact and likelihood of each factor, and identified material risks and opportunities. Analysis results, as well as response measures, are transparently disclosed. The potential impact of risk factors on financial performance is assessed, with mitigation measures and response strategies being implemented to ensure resilience. Strategies aligned with the business model, market trends, enhanced competitiveness, and stakeholder needs are developed to transform opportunity factors into new business opportunities. By continuously monitoring and strategically managing these risks and opportunities, SK ecoplant is further strengthening its proactive response capacity for climate change.

Prioritization Evaluation Criteria for Climate Change Risks and Opportunities

Financial Impact (considering revenue, costs, and indirect financial effects)		Probability of Occurrence	
Category	Scope of Impact	Category	Scope of Impact
Very High	Long-term impact on revenue structure and core assets	Very Likely	90~100%
High	Significant impact on specific business revenues and costs	Likely	66~100%
Medium	Impact on revenue and expenses, but recovery is possible	About as likely as not	33~66%
Low	Minor impact, but manageable	Unlikely	0~33%
Very Low	Can be adjusted through internal management	Very Unlikely	0~10%

Strategies for Addressing Key Risks and Opportunities

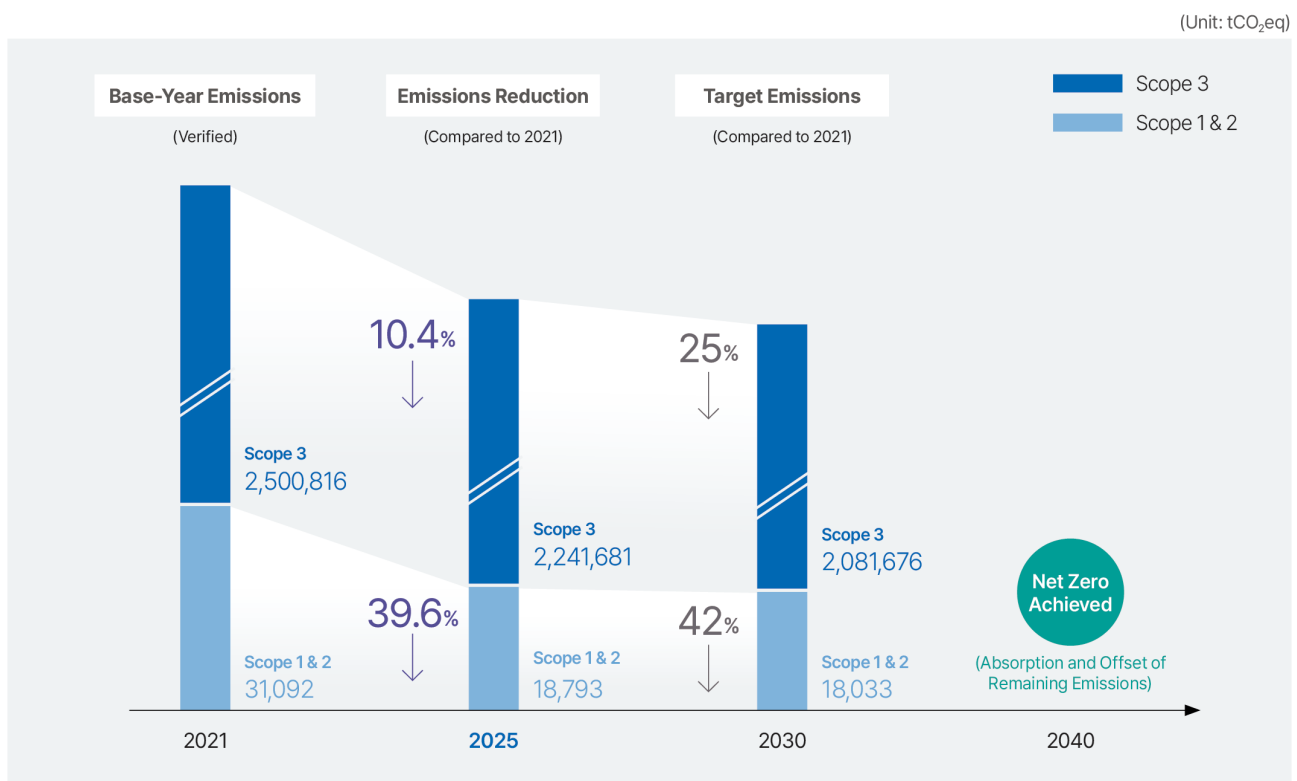


Strategy 1. 2040 Net-Zero Implementation

To proactively address climate change, SK ecoplant has established a greenhouse gas inventory covering Scope 1, 2, and 3 emissions, and is accordingly managing emissions. Furthermore, to preemptively respond to domestic and international carbon regulations through fundamental reductions in greenhouse gas emissions, the company has set a “2040 Net-Zero” target and is operating a company-wide implementation system.

SK ecoplant aims to reduce Scope 1 & 2 emissions by 42% by 2030 compared to the base year of 2021, in line with the 1.5°C scenario. For Scope 3 emissions, the company aims to reduce priority reduction targets (1,675,547 tCO₂eq) by 25% compared to the base year, in line with the sub-2°C scenario. In 2023, SK ecoplant became the first Korean company in its industry to receive official approval from the Science-Based Targets initiative (SBTi) for these 2030 reduction targets (Near-term Targets). Progress against these targets is reviewed annually.

2040 Net-Zero Roadmap



Streamlining On-Site Operations

SK ecoplant is implementing measures to streamline on-site operations in order to manage carbon emissions generated at construction sites and reduce energy consumption. To this end, the company is limiting the use of outdated equipment and expanding the use of electrified equipment, while managing energy consumption and carbon emissions by taking into account factors that affect the number of working days and construction schedules—such as typhoons and heat waves—caused by climate change.

In addition, SK ecoplant is implementing site operation improvements—such as expanding the use of off-site construction (OSC) and modular construction methods, as well as optimizing equipment routes—to shorten construction periods, ensure construction safety, and improve the working hours of on-site personnel and heavy equipment, thereby contributing to energy reduction. Through a location-based site productivity management solution, the company is digitizing deployed resources—such as personnel, vehicles, and equipment—while minimizing the movement of equipment and materials based on location and operational data to enhance construction efficiency and manage fuel consumption. Furthermore, by utilizing pre-construction technology, SK ecoplant is analyzing potential risks throughout the entire construction process starting from the design phase, and improving on-site constructability to strengthen resource usage and carbon emissions management.

Streamlining Field Operations

Category	Goal	Implementation Activities
Equipment Selection and Operation to Ensure Compliance with Legal Standards Regarding Construction Site Equipment Restrictions	Reducing Carbon Emissions from Site Equipment	Restricting the use of aging equipment and promoting the use of electrified equipment
Advancement of OSC (Off-Site Construction) Construction Methods	Enhancing Competitiveness and Energy Efficiency through OSC Method Advancement	- Establishing a modular phased system that takes into account processes, resources, and site conditions - Reducing on-site fuel consumption through the expansion of OSC and new construction methods, plus the optimization of equipment usage
Location-Based On-Site Productivity Management Solution	Integrated Control System, Congestion Mitigation, and Energy Efficiency	- Operating an integrated control system based on location data for workers, vehicles, and equipment - Efforts to reduce congestion and on-site fuel consumption through AI-based on-site staffing, equipment, and workflow optimization
Pre-Construction	Strengthening Project Execution Capabilities	- Conducting pre-construction planning that reflects customer needs and requirements (optimizing construction methods and specifications) - Providing energy efficiency solutions through the optimized combination of fuel cells and PV (rooftop solar)

CASE

Subsidiary Process Efficiency Initiatives

SK airplus, a subsidiary of SK ecoplant, is an industrial gas manufacturer with high electricity dependency. While the company faces structural constraints on greenhouse gas reduction due to ongoing business expansion driven by the growth of the semiconductor industry, it is laying the groundwork for gradual reductions through process improvements and enhanced electricity efficiency.

In particular, at the Cheongju Plant 1, operational efficiency initiatives—such as half-mode operation of the nitrogen (N₂) process and optimization of CDA (Clean Dry Air) supply—have been implemented to reduce electricity consumption, thereby contributing to Scope 2 greenhouse gas emissions reductions. Furthermore, at the Yongin Plant—scheduled to begin operations in 2027—the company plans to minimize energy loss by recovering and reusing waste heat from equipment cooling water via heat exchangers.



It also plans to optimize energy efficiency from the initial design stage by introducing high-efficiency air compressors, which account for more than 80% of the CDA process energy consumption.

In recognition of these efforts, SK airplus received the 2025 CDP Carbon Management Special Award. With the goal of achieving Net-Zero by 2045, SK airplus plans to expand its use of renewable energy through initiatives such as PPAs (Power Purchase Agreements) and RECs (Renewable Energy Certificates), while also strengthening the foundation for its transition to Net-Zero by establishing a concrete greenhouse gas reduction roadmap.

Transition to Eco-Friendly Commercial Vehicles

SK ecoplant is transitioning to eco-friendly vehicles (including electric and hybrid vehicles) to reduce greenhouse gas emissions generated by the operation of fossil fuel-based vehicles. As of 2025, approximately 15% of the vehicles operated at its headquarters and worksites have been converted, resulting in a reduction of 91 tCO₂eq in greenhouse gas emissions.

Eco-Friendly Vehicle Transition Status

Category	Unit	2023	2024	2025
Total Number of Vehicles	Vehicles	278	291	364
Number of Eco-Friendly vehicles	Vehicles	108	95	53
Eco-Friendly Vehicle Conversion Rate	%	39	33	15
Greenhouse Gas Emissions Reduced ¹⁾	tCO ₂ eq	96	80	91

1) Greenhouse gas emissions reductions resulting from the conversion to eco-friendly vehicles were calculated internally based on the Korea Road Traffic Authority's statistics on annual mileage, fuel emission factors, and national electricity emission factors, and may be subject to slight variations.

Expanding the Transition to Renewable Energy

SK ecoplant aims to transition 100% of the electricity used across its business divisions to renewable energy in order to achieve its 2040 Net-Zero goal. To this end, the company is prioritizing the installation of solar power generation facilities at sites where solar panels can be installed, while making efforts to increase the proportion of renewable energy. In 2025, renewable energy was directly generated and used at four sites equipped with solar panels, resulting in an annual greenhouse gas emissions reduction of approximately 144 tCO₂eq. Going forward, SK ecoplant plans to expand the scope of renewable energy adoption to decarbonize electricity use across facilities and strengthen foundations for achieving Net-Zero.

On-Site Solar Panel Installation Status

Category	Unit	2023	2024	2025
Greenhouse Gas Emissions Reduced ¹⁾	tCO ₂ eq	123	163	144

1) The electricity generated by solar panels installed at each site was converted into greenhouse gas emissions reduction amount by applying the national electricity emission factor.

Implementation of Zero-Energy Buildings

In line with policies mandating the adoption of Zero-Energy Buildings (ZEB), SK ecoplant is taking the lead in realizing green buildings to increase energy self-sufficiency rates. In 2021, the company formed an internal task force to develop an annual roadmap for improving self-sufficiency rates, with the goal of establishing design standards for meeting energy self-sufficiency criteria. Using a proprietary performance estimation tool, measures to maximize energy efficiency in terms of passive, active, and renewable energy during the bidding and design phases are being reviewed. In particular, SK ecoplant is focusing on optimizing integrated energy solutions that combine rooftop solar (PV), building-integrated photovoltaics (BIPV), and solid oxide fuel cell (SOFC). The company aims to proactively respond to changes in the Zero-Energy Building (ZEB) system, contribute to minimizing energy consumption, and reduce building lifecycle greenhouse gas emissions. Through these efforts, SK ecoplant will simultaneously enhance customer value and environmental performance while fulfilling its responsibility for a sustainable building environment.

Strategies for Achieving Zero-Energy Buildings

Category	Details
Passive	Minimizing heat loss in buildings through the application of highly insulated and airtight envelope systems
Active	Implementation of a Building Energy Management System (BEMS) to maximize building operational efficiency through real-time energy usage monitoring
Renewable Energy	Performance verification and analysis of medium- to large-scale solid oxide fuel cell (SOFC)

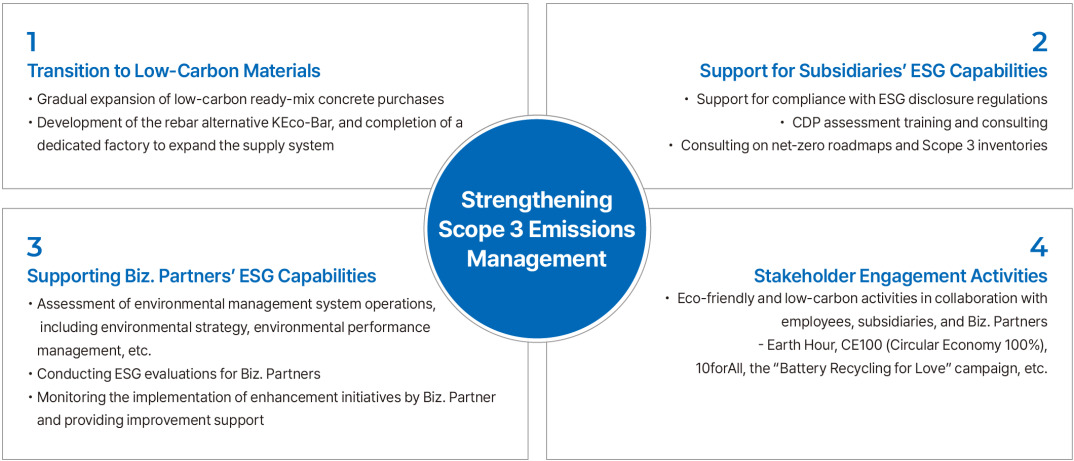
Green Building Certification & Eco-Friendly Building Revenue >

Energy Efficiency in Eco-Friendly Buildings >

Strategy 2. Supply Chain Engagement

SK ecoplant is striving to manage and reduce Scope 3 emissions within its supply chain. To this end, the company is collaborating with subsidiaries and Biz. Partners to provide materials that contribute to carbon reduction and products and services that contribute to energy savings.

Supply Chain Scope 3 Emissions Management Strategy



Use and Expansion of Low-Carbon Materials

SK ecoplant is expanding the use of low-carbon materials, such as low-carbon ready-mix concrete and cold-resistant concrete, while also striving to develop new low-carbon materials, including the development and certification of KEco-Bar. In addition, the company is jointly developing eco-friendly material technologies with Biz. Partners through open innovation and applying them to worksites. Through these efforts, SK ecoplant is accelerating the reduction of Scope 3 emissions and the achievement of carbon neutrality across the entire supply chain.

Activities to Use and Expand Low-Carbon Materials

Category	Details
Procurement of Low-Carbon Ready-Mix Concrete (Limited to products bearing the low-carbon product certification mark)	SK ecoplant is gradually expanding the use of low-carbon ready-mix concrete to reduce greenhouse gas emissions from traditional ready-mix concrete. However, there are significant constraints, including ensuring quality, supply stability, transportation distances, and site-specific specifications. Low-carbon ready-mix concrete is being introduced primarily at sites where it is currently feasible, with plans underway to expand usage in phases to those with improved supply infrastructure.
Application of Cold-Resistant Concrete	Cold-resistant concrete is a special type of concrete that can cure at sub-zero temperatures without a separate heat source. When used in winter construction, it reduces the need to operate hot-air curing units, thereby lowering greenhouse gas emissions caused by the use of kerosene-fired heaters. In 2025, cold-resistant concrete was applied to the Ulsan Data Center, Yongin Cluster, and non-security facility projects. SK ecoplant plans to gradually expand its application scope in the future depending on site conditions.
KEco-Bar Development	KEco-Bar, an alternative to rebar made by blending recycled PET with glass-fiber-reinforced plastic (GFRP), offers excellent construction stability and work efficiency. It is a material that addresses the shortcomings of conventional rebar by considering carbon emissions during the production process. In 2022, SK ecoplant completed construction of a dedicated factory with an annual production capacity of 50,000 tons. To ensure product performance and reliability, the company obtained Green Product Certification and Eco-Label Certification, in addition to completing registration under KDS (Korea Design Standard) Code 24 (General Structures) and Code 14 (Bridges). Registration under Code 41 (Building Structures) is currently being pursued.
Joint Development of Eco-Friendly Material Technology Through Open Innovation	To discover innovative technologies in the semiconductor and environmental sectors, SK ecoplant hosts annual technology competitions for small and medium-sized enterprises and startups, such as “Tech Open Collaboration” and “ConTech Meet-up Day.” In 2024, Around Blue’s “plastic manufacturing technology using natural by-products” was selected for joint R&D. In 2025, joint technology development and a patent application were completed for plastic materials for semiconductor trays using oyster shells.

Supporting Subsidiaries’ ESG Capabilities

Through its ESG Regulatory Response Council, SK ecoplant supports its subsidiaries in identifying direct and indirect risks and opportunities arising from climate change, as well as in formulating and implementing response strategies. The company provides training and consulting to help subsidiaries comply with climate change and ESG disclosure regulations, such as the CDP assessment, while collaborating with them to reassess their Business As Usual (BAU) scenarios and review reduction costs when developing their Net-Zero roadmaps. Additionally, training is provided on calculation standards and methods—including emission factors—for Scope 3 inventory calculations, in conjunction with consulting services for verification of activity data.

Supporting Biz. Partners’ ESG Capabilities

SK ecoplant conducts regular ESG evaluations of core Biz. Partners to strengthen supply chain climate change response capabilities. Under the environmental management system category, company-wide organizational structures and policies, as well as management systems for addressing climate change, are reviewed. Furthermore, implementation performance is verified based on environmental data. For Biz. Partners whose overall ESG management levels are found to be insufficient based on the evaluation results, SK ecoplant identifies improvement tasks and strengthens their sustainable management capabilities through tailored support, including training, consulting, and on-site coaching. Going forward, the company plans to expand the scope of evaluation and support to raise the overall ESG management level across the entire supply chain.

Stakeholder Engagement Activities

SK ecoplant conducts various eco-friendly and low-carbon activities in collaboration with stakeholders—including employees, subsidiaries, and Biz. Partners—to reduce greenhouse gas emissions and improve environmental awareness.

Eco-Friendly and Low-Carbon Activities with Stakeholders

Category	Details
Employees	• Earth Hour - A campaign to reduce carbon emissions by cutting back on electricity use - Turn off the lights at the office and at home, then submit a photo via the ESG Practice App → Carbon reduction amounts will be calculated, and top-performing carbon reduction teams will be rewarded • CE100 (Circular Economy 100%) - A program embodying SK ecoplant's commitment to realizing a circular economy through 100 cycles of resource circulation - Monthly challenges are held in which external organizations and employees can participate together • 10forAll - 10 hours of volunteer work per person, for the planet • Battery Recycling for Love Campaign - A campaign to collect and recycle used batteries and exchange them for new ones
Subsidiaries	• Battery Recycling for Love Campaign - A campaign to collect and recycle used batteries and exchange them for new ones • Training and consulting for subsidiaries on responding to climate change and ESG disclosure regulations • Support for Scope 3 Emissions Internalization
Biz. Partners	• Tech Open Collaboration & ConTech Meet-up Day - Annual technology competition → Discovery of eco-friendly innovative technologies; support for establishing research institutes and attracting investment for commercialization • ESG Training and Consulting for Biz. Partners • Procurement Low-Carbon Ready-Mix Concrete • Upcycling of Discarded Safety Helmets - In collaboration with social enterprises, SK ecoplant collects safety helmets used at semiconductor cluster sites, reprocesses them, and remanufactures them into new hard hats for the same purpose, before putting them back into use

Strategy 3. Sustainable Business Model

As part of its efforts to address climate change, SK ecoplant is strengthening its technological competitiveness in the environmental and energy sectors and continuously improving and advancing its sustainable product and service initiatives. Further details on these initiatives are available via the link below.

[Sustainable Products and Services >](#)

Risk Management

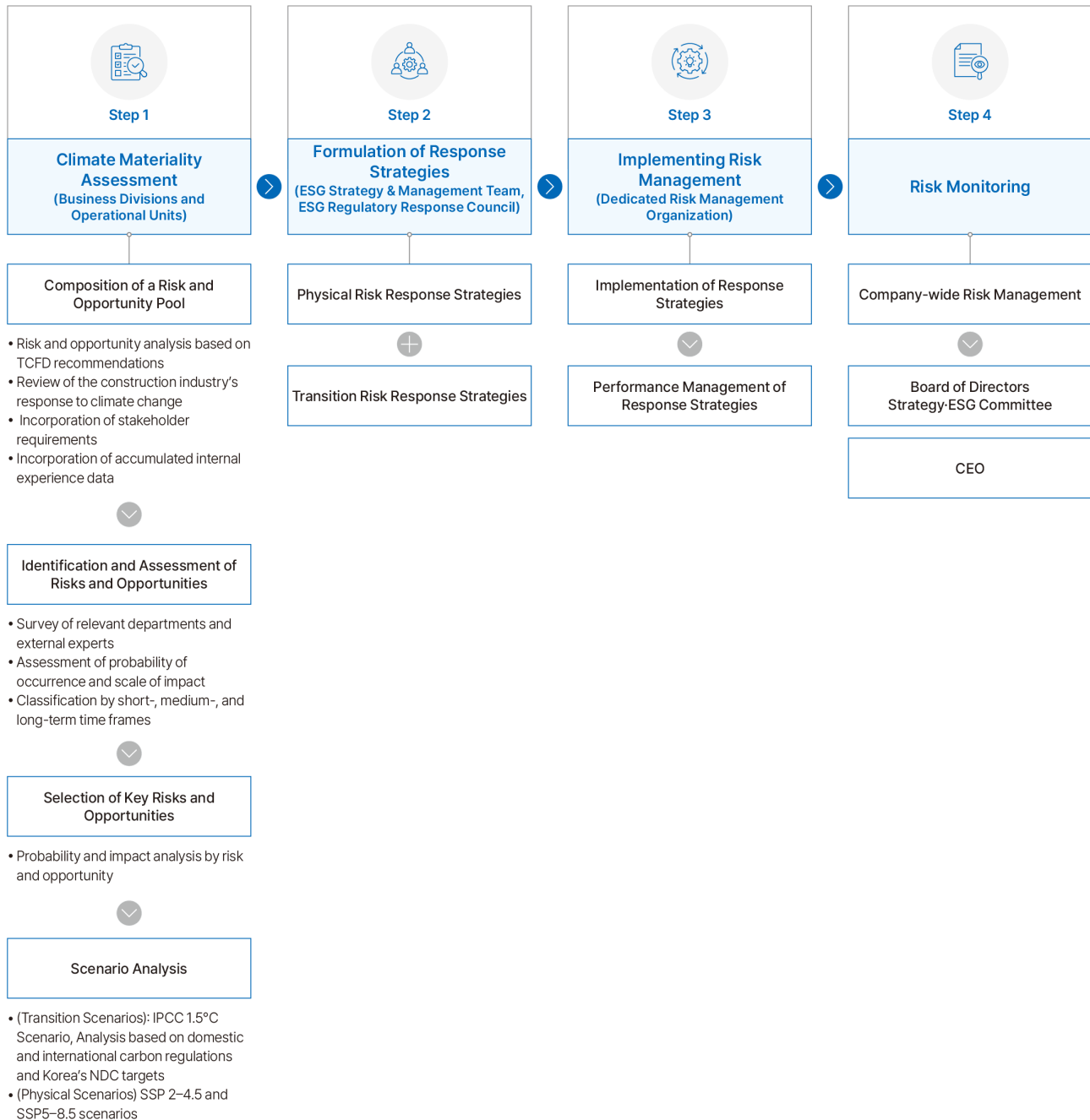
Climate Change Risk Management

SK ecoplant operates a systematic implementation process to integrate key risks and opportunities arising from climate change into its company-wide risk management framework. The company establishes a pool of climate-related risks and opportunities by comprehensively analyzing the characteristics of its business value chain—including subsidiaries—as well as external regulations, market changes, industry trends, and literature reviews. The short-, medium-, and long-term likelihood of each factor and its potential impact on business is then analyzed, through interviews with relevant internal departments and external experts. Key risks and opportunities are identified based on these findings.

Based on scenario analysis, the identified key risks and opportunities are translated into concrete response strategies that align with SK ecoplant's ESG strategy, mid- to long-term growth direction, and stakeholder expectations, before being implemented. During the strategy implementation process, key performance indicators are established, and performance against targets is periodically reviewed to strengthen the company's ability to respond to climate change issues. SK ecoplant is currently optimizing its emissions reduction portfolio based on a cost-benefit analysis that takes into account the costs and effectiveness of each response strategy. Going forward, the company plans to expand quantitative analysis to focus on factors with high probability of occurrence and significant financial impact, and to transparently disclose the results to the public.

The response strategies and implementation results derived through the risk monitoring process are reported to the Board of Directors, Strategy ·ESG Committee, as well as the CEO, and are reflected in the formulation of company-wide management strategies. Furthermore, to proactively prepare for the mandatory disclosure requirements on a consolidated basis, SK ecoplant operates a Disclosure Module under the ESG Regulatory Response Council. Starting with the enhancement of subsidiaries' ESG data management systems, the company is also strengthening their climate risk response capabilities.

Climate Change Risk Management Process



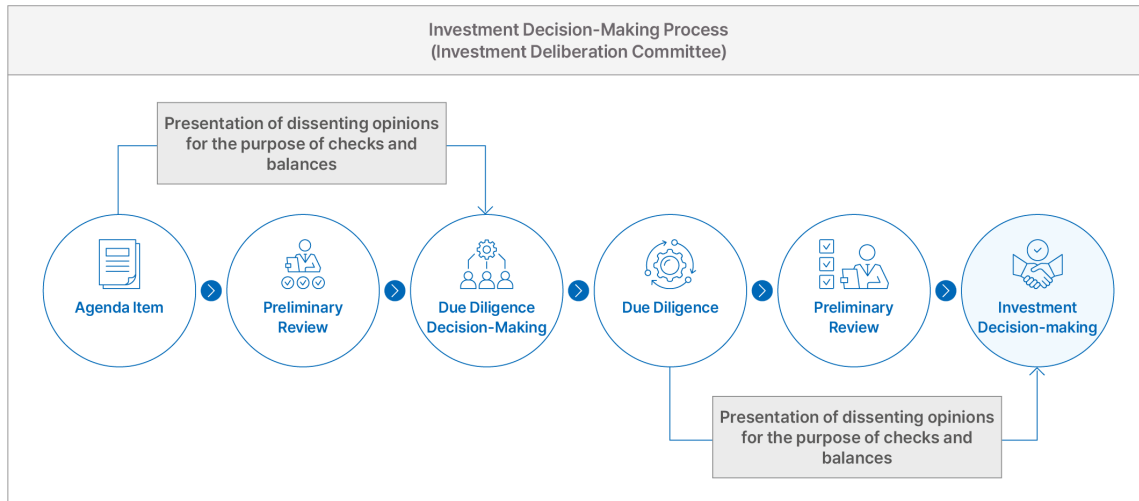
Investment Decision-Making

SK ecoplant comprehensively considers the risks and opportunities associated with climate change when reviewing investment proposals. These are incorporated as key factors in investment feasibility assessments. Starting in 2024, to ensure more objective and transparent decision-making, the company has introduced a voting system for its review committee and bases decisions for eligible projects on identified risks and verified information. Furthermore, an independent and fair investment review system has been established by separating the preliminary review and final decision-making bodies while creating a new oversight body composed of experts in various fields, including technology, ESG, and marketing. This body conducts comprehensive reviews of investment proposals and intentionally presents opposing views; during the decision-making process, the final vote is cast after comprehensively considering both the results of the preliminary review and these opposing views. In particular, when making new investments, SK ecoplant incorporates various factors—such as changes in greenhouse gas emissions and policy shifts—into 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. Through this system, the company aims to more realistically account for regulatory compliance costs, transition costs, and projected operating costs, thereby effectively managing greenhouse gas emission risks at the investment review stage. The internal carbon price was set

by referencing the annual carbon price (as of 2022) from the GCAM 5.3+ model—one of the Net-Zero 2050 scenarios developed by the Network for Greening the Financial System (NGFS)—to align with the 2040 Net-Zero target. SK ecoplant is currently in the process of gradually adjusting this price to reflect portfolio rebalancing and actual operating conditions. This framework is being adjusted to enable more substantive and consistent decision-making, and continuous reviews and refinements are planned in response to future market conditions as well as policy changes.

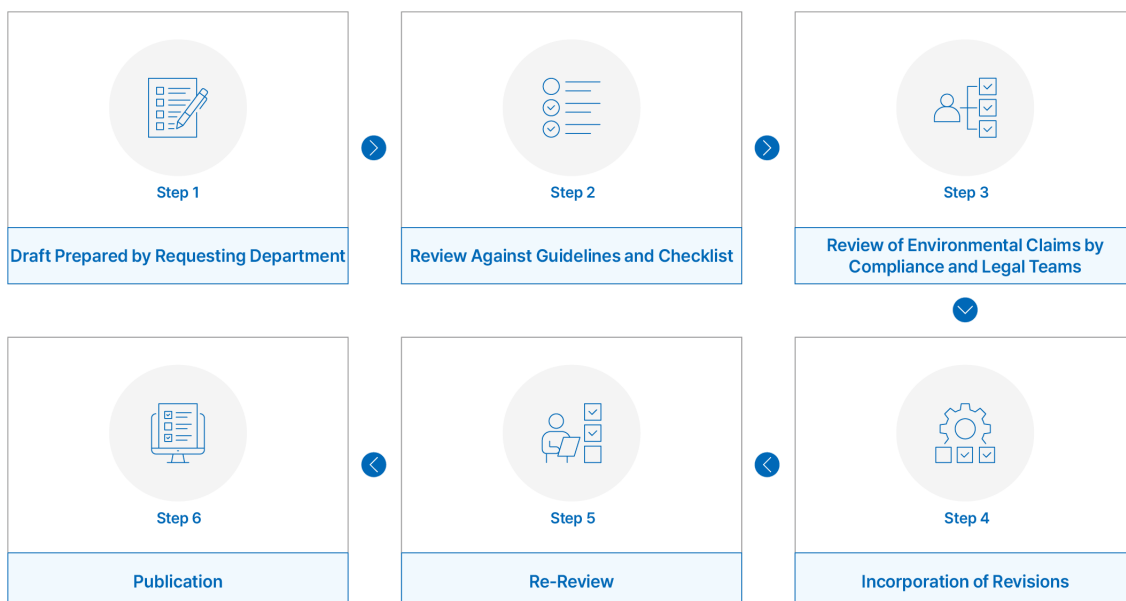
Investment Decision-Making Process



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 Act on Fair Labeling and Advertising and Article 16-10, Paragraph 1 of the Environmental Technology and 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 & Targets

Greenhouse Gas Reduction and Renewable Energy Transition Targets

SK ecoplant aims to reduce its Scope 1 & 2 emissions by 42% by 2030 compared to the base year of 2021, in line with the 1.5°C scenario. Additionally, in line with the sub-2°C scenario, the company has set a target to reduce 1,675,547 tCO₂eq—the priority reduction target among Scope 3 emissions—by 25% by 2030 compared to the base year of 2021. Total Scope 3 emissions in 2021 were approximately 2.5 million tCO₂eq, of which the categories subject to reduction are Categories 1 (Purchase of Raw Materials and Services), 6 (Employee Business Travel), 7 (Employee Commuting), 11 (Use of Sold Products), and 15 (Investment). In particular, the company is implementing key reduction measures focused on Purchase of Raw Materials and Services—which account for the largest share of emissions—to achieve this goal.

Furthermore, to achieve its 2040 Net-Zero goal, SK ecoplant aims to transition 100% of the electricity used across all business divisions to renewable energy. The target renewable energy transition rate by 2030 is 41%, and implementation plans are continuously being refined in response to domestic and international renewable energy supply conditions.

Scope 1 & 2 Emissions Status and Targets

Category	Unit	Performance		Target ²⁾
		2025(Target)	2025(Actual)	2030
Scope 1 & 2 Emissions ¹⁾	tCO ₂ eq	25,288	18,793	Achieve 18,033 tCO ₂ eq by 2030
Scope 1 & 2 Emissions Intensity	tCO ₂ eq/KRW billion	14.1	2.6	-

1) Scope 1 & 2 Emissions: Calculated on a regional basis

2) Scope 1 & 2 Emissions Intensity Targets: Targets set based on our management standards, compared to the emissions intensity of peer companies

[Scope 1 & 2 Emissions >](#)

Scope 3 Emissions Status and Targets

Category	Unit	Baseline (2021)	Performance	Target
			2025	2030
Total Scope 3 Emissions ¹⁾	tCO ₂ eq	2,500,816	2,241,681	-
Total Scope 3 Emissions Target	tCO ₂ eq	-	-	Achieve 2,081,676 tCO ₂ eq by 2030
Scope 3 Target Reduction Rate	%	-	-	25% reduction by 2030 compared to the base year (Based on priority emissions for reduction 1,675,547 tCO ₂ eq.)

1) Total Scope 3 Emissions: Calculated based on domestic emissions; among the specific items, only Category 15 (Investment) includes investee companies' overseas assets

[Scope 3 Emissions >](#)

Energy Consumption Status and Targets

Category	Unit	Performance	
		2025(Target) ¹⁾	2025(Actual)
Energy Intensity	GJ/KRW billion	226	51.6

1) Total Energy Consumption per Unit Target: Set based on our management standards, comparing against the per-unit consumption of peer companies

[Energy Consumption >](#)

Occupational Safety and Health

Governance

Occupational Safety and Health Management Policy

SK ecoplant's Occupational Safety and Health Management Policy is based on the fundamental Occupational Safety and Health Policy. It consists of implementation principles for application scope, the Occupational Safety and Health Management System, and worksite occupational safety and health management. The company strives to prevent accidents and create a safe and healthy work environment by conducting occupational safety and health risk management activities—including hazard management, accident and recurrence prevention, smart safety digital transformation (DT), compliance audits for occupational safety and health laws, safety management for Biz. Partners, and emergency response—and by reviewing implementation performance.

The Occupational Safety and Health Management Policy applies to all employees company-wide, including regular staff, contractors, service providers, outsourced workers, and workers in special employment arrangements. Compliance is also encouraged from all Biz. Partners with whom the company has transactional relationships. Furthermore, SK ecoplant conducts an annual review of the policy's effectiveness and revises detailed guidelines to align with changes in the internal and external regulatory environment.

SK ecoplant and its major subsidiaries have obtained Occupational Safety and Health Management System (KOSHA-MS, ISO 45001) certification for all domestic and international sites, and maintain an effective occupational safety and health management system through annual follow-up audits by certification bodies.

[Occupational Safety and Health Policy](#) [ISO 45001](#) [Occupational Safety and Health Management Policy](#) [KOSHA-MS \(KOR\)](#) 

Status of Occupational Safety and Health Management System Certification

Category	Initial Certification Date	Validity Period
SK ecoplant (KOSHA-MS)	Nov. 26, 2015	Nov. 26, 2024 – Nov. 25, 2027
SK ecoplant (ISO 45001)	Nov. 8, 2010	Nov. 9, 2025 – Nov. 8, 2028
SK ecoengineering ¹⁾	Feb. 1, 2022	Feb. 1, 2025 – Jan. 31, 2028
SK airplus ¹⁾	Aug. 17, 2020	May 9, 2025 – May 8, 2028
ESSENCORE ¹⁾	Dec. 8, 2020	Dec. 27, 2025 – Dec. 26, 2028
SK tes ^{1) 2)}	Feb. 7, 2025	Feb. 7, 2025 – Feb. 6, 2028
SK oceanplant ¹⁾	Jan. 19, 2018	Jan. 4, 2024 – Jan. 4, 2027
SK materials performance (Photoresist) ^{1) 3)}	Jun. 12, 2020	Jun. 12, 2026 – Jun. 11, 2029
SK materials performance (Semiconductor Back-End Process) ^{1) 3)}	Dec. 16, 2023	Dec. 16, 2023 – Dec. 15, 2026
SK trichem ¹⁾	Mar. 5, 2020	Mar. 5, 2026 – Mar. 4, 2029
SK resonac ¹⁾	Jun. 30, 2020	Dec. 27, 2023 – Dec. 26, 2026
SK materials jnc ¹⁾	Jan. 7, 2022	Jan. 7, 2025 – Jan. 6, 2028

1) All subsidiaries (SK ecoengineering, SK airplus, ESSENCORE, SK oceanplant, SK materials performance, SK trichem, SK resonac, SK materials jnc) hold ISO 45001 certification

2) SK tes data is based on the Domaine (SBS) site in France; a total of 36 sites hold ISO 45001 certification

3) SK materials performance holds ISO 45001 certification for each business division

Occupational Safety and Health Management Governance

SK ecoplant prioritizes the safety and well-being of all employees and stakeholders above all else and operates a systematic occupational safety and health management system led by the CSO (Chief Safety Officer).

The CSO, with independent decision-making authority, oversees all worksite occupational safety and health operations, including the establishment of the occupational safety and health management system, organizational operations, as well as budget planning and execution. The implementation teams under the CSO regularly review the status of the occupational safety and health management system while carrying out activities to improve safety and health performance indicators. In addition, the CSO hosts semi-annual occupational safety and health performance review meetings. Attendees—including the CSO, center heads, heads of each business unit, executives in charge of business and safety, and team leaders of subordinate organizations—review the effectiveness and implementation of the occupational safety and health management system. They identify areas requiring improvement and implement corrective measures to ensure the system operates effectively and efficiently. By sharing internal and external occupational safety and health trends along with the results of project support reviews, workplace accidents are minimized. Feedback is actively solicited from site personnel and incorporated into improvement measures, thereby contributing to accident prevention. The Board of Directors serves as the highest decision-making body for occupational safety and health. At the beginning of each year, it reviews and approves matters related to all aspects of occupational safety and health—including policies, organizational structure, budget and facilities, operational performance, and plans—as reported by the implementation teams.

Furthermore, to strengthen management's accountability for occupational safety and health, SK ecoplant has incorporated metrics such as achieving zero serious accidents, implementing risk assessment processes, complying with relevant laws and regulations, and employee health examination compliance rates into executives' KPIs, including those of the CSO. In 2025, the company introduced and implemented an evaluation system for the CEO focused on the completeness and effectiveness of the occupational safety and health management system, as well as the Lost Time Injury Rate (LTIR).

Occupational Safety and Health Management Organizational Chart



Items Reported to and Approved by the Board of Directors

Date	Agenda Item	Approval Status
Feb. 10, 2025	2025 Occupational Safety and Health Plan (2024 Results and 2025 Plan)	Approved

CASE Safety and Quality Committee



SK ecoplant operates a Safety and Quality Committee to prevent serious accidents and continuously improve safety and quality management standards, taking into account the unique characteristics of the construction industry. The Safety and Quality Committee is an independent decision-making body that deliberates and resolves key safety and quality issues based on expertise and independence. It aims to review site-centered improvement tasks and strengthen their implementation.

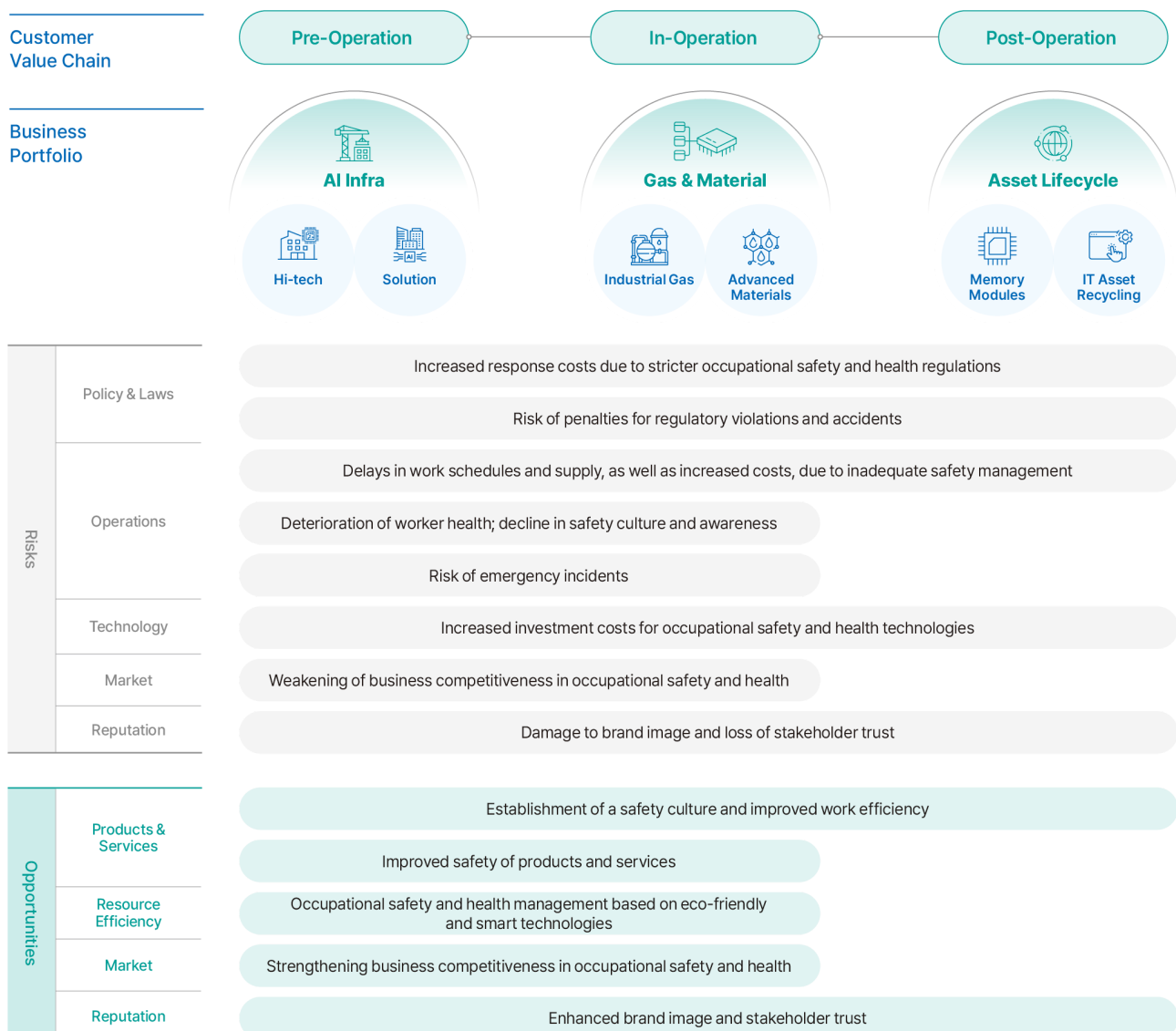
Chaired by the CSO, the Safety and Quality Committee consists of nine members, including business unit leaders, center heads, executives in charge of safety and quality, and external experts. Regular committee meetings are held monthly. By providing objective verification and advice on safety and quality management systems as well as overall operations, the Safety and Quality Committee continuously enhances the company’s safety and quality management standards.

Strategy

Identification and Assessment of Occupational Safety and Health Risks and Opportunities

SK ecoplant identifies and assesses key occupational safety and health risks and opportunities expected to impact its business operations. By understanding their implications across the entire business and value chain, the company incorporates these findings into its occupational safety and health management strategy. Through this, SK ecoplant manages occupational safety and health risks, while implementing effective improvement activities by deriving company-wide initiatives and site-specific action plans.

Impact on Business and the Value Chain



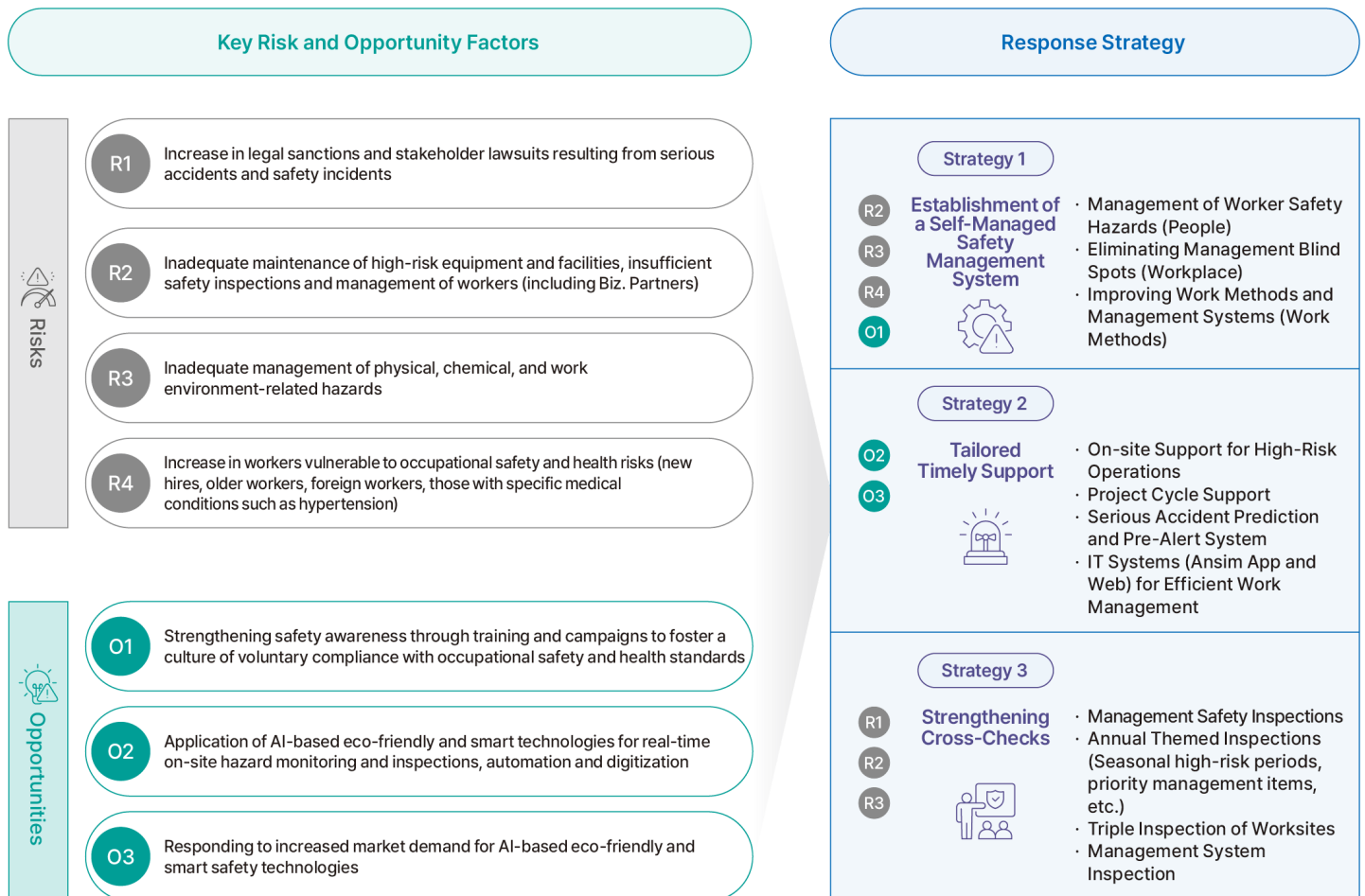
Key Risks and Opportunities

Category	Risks and Opportunities	Business and Financial Impact	Timing of Impact*			Response Strategy
			S	M	L	
Risks	Policy & Laws	• Increase in fines, damages, and litigation costs • Construction suspensions and delays, bidding restrictions • Long-term negative impacts on overall financial structure, including rising insurance premiums, declining credit ratings, and reduced investment	●	●	●	• Continuously enhance company-wide serious accident prevention and management systems • Strengthening operational capabilities by transitioning to a work execution system based on company regulations, standards, and guidelines, and clarifying roles and responsibilities • Managing safety capabilities across the entire supply chain and securing outstanding Biz. Partners
	Inadequate maintenance of high-risk equipment and facilities, insufficient safety inspections and management of workers (including Biz. Partners)	• In the event of an accident, operational efficiency decreases due to work and production stoppages • Delays in construction schedules and delivery deadlines due to work and production stoppages	●			• Establishing and operating a company-wide, prevention-Focused management system for high-risk equipment and facilities - Minimize accidents caused by equipment defects, malfunctions, and aging through regular and ad hoc inspections and preventive maintenance - Strengthen management standards through tailored intensive inspections for high-risk projects, pre-project workshops, and joint inspections - Strengthen compliance with risk assessment requirements, pre-work safety inspections, and early identification and elimination of hazardous and risky factors - Conduct performance evaluations on safety duties for supervisors, site managers, and Biz. Partner managers, among others
	Operations	• Inadequate management of physical (falls, entrapment, collisions, electric shock, etc.), chemical (dust, leaks of hazardous chemicals or gases, fires, explosions, etc.), and work environment (high temperatures, extreme cold, adverse weather conditions, confined spaces, etc.) -related hazards • Increased operational costs due to tailored safety management measures, such as education and training, translation, and health management • Potential for rising insurance premiums and decreased operational efficiency	●			• Pre-work health checks for vulnerable workers, restrictions on hazardous tasks, enhanced training, and provision of multilingual informational materials • Basic health management measures, such as adjusting work hours during extreme heat and cold, operating rest facilities, and providing personal protective equipment • Health management for older workers and those with underlying health conditions, maintenance of emergency response systems
	Increase in workers vulnerable to occupational safety and health risks (new hires, older workers, foreign workers, those with specific medical conditions such as hypertension)	• Increased operational costs due to tailored safety management measures, such as education and training, translation, and health management • Potential for rising insurance premiums and decreased operational efficiency	●	●	●	• Pre-work health checks for vulnerable workers, restrictions on hazardous tasks, enhanced training, and provision of multilingual informational materials • Basic health management measures, such as adjusting work hours during extreme heat and cold, operating rest facilities, and providing personal protective equipment • Health management for older workers and those with underlying health conditions, maintenance of emergency response systems

Opportunities	Products & Services	Strengthening safety awareness through training and campaigns to foster a culture of voluntary compliance with occupational safety and health standards	- Reduced accident rates lead to savings in compensation payments, workers' compensation costs, equipment repair costs, and operating costs resulting from work and production delays - Long-term reductions in insurance premiums and occupational safety and health risks	●			- Conducting customized safety training for new hires and workers engaged in hazardous tasks; promoting and encouraging a culture of worker self-assessment - Establishing a safe workplace culture centered on training based on real-life case studies
	Resource Efficiency	Application of AI-based eco-friendly and smart technologies for real-time on-site hazard monitoring and inspections, automation and digitization	- Reducing accident-related costs, such as restoration expenses, compensation payments, and insurance premiums - Reduced labor and maintenance costs through automated inspections and bolstered operational efficiency	●	●	●	- Continuous expansion of smart safety technology adoption and safety-related investments - Phased implementation of AI-based field-optimized smart safety technologies
		Responding to increased market demand for AI-based eco-friendly and smart safety technologies	Creation of new revenue streams and enhancement of company competitiveness	●	●	●	

* Timing of Impact: S (Short, up to 1 year), M (Medium, 1-5 years), L (Long, 5 years or more)

Strategies for Addressing Key Risks and Opportunities



Strategy 1. Establishment of a Self-managed Safety Management System

SK ecoplant continuously manages operations to ensure that safety is established and upheld as a fundamental priority at every project site and workplace. To establish a self-managed safety system at project sites, supervisors and occupational safety and health officers carry out duties under the site manager, who serves as the chief occupational safety and health officer. This approach focuses on practical accident prevention by empowering on-site workers to create a self-managed safe work environment.

SK ecoplant continuously inspects and improves unsafe and vulnerable factors related to people, workplace, and work methods, while promoting activities to strengthen safety capabilities.

First, to manage worker-related safety hazards (people factors), training on Safety Golden Rules and safety guidelines is provided to all on-site workers, including Biz. Partners. Rewards and penalties are applied to instill a code of conduct among those responsible for construction operations. Additionally, the company is establishing a safety-first culture by ensuring that not only managers but all workers utilize the "right to stop work" system to halt operations in dangerous situations.

Second, to eliminate management blind spots on-site (workplace factors), SK ecoplant focuses on managing the six major critical hazards (falls, entrapment, asphyxiation, collapse, fire, and explosion), while employing specialized contractors to inspect high-risk equipment and install safety facilities. Furthermore, the company is introducing, developing, and utilizing smart safety technologies to predict and prevent serious accidents.

Third, to improve work methods and management systems (work methods factors), SK ecoplant has added a Safety and Health Implementation Guide for Managers and Standard Safety Work Guidelines by construction work type (currently 27 types), and plans to expand this to 66 types by 2026. To automate the AI-based hazard and risk management system, improvements to the AI risk assessment process, including refinements to risk factors, safety measures, and risk rating selection methods, have been carried out. In 2026, the AI risk assessment will be further enhanced to incorporate legal and internal regulations as well as inspection results. Additionally, work productivity is being increased by preventing errors and omissions through document automation, focusing on repetitive tasks and time-consuming daily paperwork.

Self-managed Safety Management System



Support for Workers Vulnerable to Occupational Safety and Health Risks

SK ecoplant conducts health examinations and workplace environment assessments in accordance with the Occupational Safety and Health Act. Through this, the company prevents accidents and illnesses among on-site workers, creates a comfortable working environment, and enacts health protection measures based on the results. To better assess workers' conditions and prevent the risk of secondary accidents caused by deteriorating health, proactive health examinations for all workers are conducted upon project assignment, utilizing health monitoring devices such as vascular health monitors and electrocardiogram (ECG) machines. For vulnerable workers, such as the elderly or those with hypertension, risk is managed by having them wear health monitoring devices, providing ongoing health counseling, and assigning appropriate tasks.

In particular, as the frequency of heat waves increases due to abnormal weather patterns, SK ecoplant is strengthening health measures during periods of extreme heat. To prevent heat-related illnesses among outdoor workers, the company adjusts work schedules, mandates rest breaks, and provides functional protective gear such as ice vests and hard hat ice packs. Perceived temperatures and heat-related illness risks have been lowered through preventive measures tailored to site conditions, including shift rotations, mobile shade structures, health buses, and localized cooling systems.

For foreign workers, who may be particularly vulnerable to extreme heat due to language barriers and limited access to information, SK ecoplant has strengthened tailored support by closely monitoring their health before work and during peak heat hours. Multilingual heat-related illness prevention guides are also distributed as an extra precaution. Under the supervision of site managers, on-site inspections are being conducted through voluntary themed inspections in preparation for the extreme heat season. Effectiveness is enhanced through the promotion of heat-related illness prevention guidelines through a summer heat health campaign and site-specific activities. When a heat wave warning is in effect, SK ecoplant provides real-time weather updates and implements phased flexible work arrangements. The company also promotes proactive responses by helping workers monitor symptoms through self-checks using the "Heat Illness Symptom Checklist." In addition, employee CPR training ensures rapid response in the event of cardiac arrest. In 2025, this training was expanded to include headquarters employees.

CASE

Heat-Related Illness Prevention Campaign



SK ecoplant held an internal contest to identify creative ideas for preventing heat-related illnesses and encourage employees to participate in relevant campaigns. Outstanding ideas selected included the "Rest Area Hammock-Style Bed," the "Mobile QR-Based Breaktime Self-Certification System," and the "Heat-Related Illness Golden Bell Quiz." The winning teams and individuals were presented with a beverage truck offering refreshing drinks and cash prizes. Considering the nature of its sites, which involve high-intensity labor and extensive outdoor work, SK ecoplant plans to continue establishing a multifaceted response system to ensure that all on-site workers, including its employees, can work safely and healthily.

Supporting Employee Health

SK ecoplant provides various health promotion programs, including medical check-ups and management of employees with medical findings, to all employees—including contract workers—and their spouses. In particular, data on employees diagnosed with abnormal findings (such as brain/cardiovascular conditions or metabolic syndrome) during medical check-ups is collected separately and used to monitor health management levels. In 2025, the company analyzed medical check-up data to identify indicators of diseases requiring management, and starting in 2026, it plans to further strengthen employee health management by providing customized health promotion programs based on these findings.

Programs by Key Health Management Areas

Category	Management Approach	Key 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
Mental 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 EP Care 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	• Medical check-up support for each employee and 1 immediate family member • Provision of health information and counseling for all individuals with medical findings

Occupational Safety and Health Training

SK ecoplant strengthens employees' and Biz. Partners' occupational safety and health capacities through regular occupational safety and health training. Training completion is monitored via the "Ansim" system, and any non-compliance is met with real-time inspections and guidance. In particular, the company provides occupational safety and health training that exceeds statutory standards to ensure that workers and supervisors assigned to hazardous tasks possess the necessary knowledge, skills, and competencies. All project employees are required to complete onboarding training to enhance project understanding and ensure they acquire the necessary knowledge for preventing occupational safety and health incidents. Additionally, various practical measures, such as employee CPR training, are being explored and implemented to strengthen occupational safety and health capabilities.

Occupational Safety and Health Training Performance >

Strategy 2. Tailored Timely Support

To achieve and maintain its "Zero Serious Accidents" goal, SK ecoplant is enhancing its accident prevention and response systems and utilizing smart technologies—both through adoption and in-house development—to prevent serious accidents. In addition, the company utilizes IT systems (the Ansim App and web) to help workers safely and efficiently manage their tasks. Furthermore, through various Biz. Partner management and support activities, the company fosters a safe workplace environment for not only its own staff, but also those of Biz. Partners.

Serious Accident Prevention and Response System

Category	Details
Establishment of a Proactive Accident Prevention Framework	To prevent serious accidents, SK ecoplant identifies high-risk worksites and 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. Key Activities for 2025 - Identified potential scenarios for serious accidents, analyzed root causes, and established measures to prevent recurrence; distributed on-site guidelines and conducted compliance inspections - Revised the "Safety Golden Rules" and established mandatory safety work guidelines for Biz. Partners - Distributed translated versions of Recurrence Prevention Measures to foreign workers, etc.
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. Partners, 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. Key Activities for 2025 - Revised emergency response and crisis management guidelines; established emergency response organizations based on emergency response levels - Enhanced the emergency evacuation system: Regular inspections of evacuation facility alarm systems, management of evacuation equipment, etc. - Emergency response drills (semiannual): Conducted at all active project sites - CPR training: For 240 employees across 81 departments at headquarters and 66 on-site health and safety managers
Expansion of Smart Safety Technology Deployment and Development	SK ecoplant is reducing the risk of accidents by applying proven smart safety technologies at worksites to proactively detect and address hazards difficult for humans to control. To prevent falls, the company has introduced safety railing technology that can be pre-installed during the setup and dismantling of system scaffolding. For industrial equipment such as excavators and forklifts, anti-entrapment sensors—which detect people within the equipment's operating radius and trigger warning alarms—and LED safety sensors that visually mark danger zones on the ground have been implemented to prevent entrapment and collision accidents. A myriad of other safety technology is under operation, including collision-prevention sensors to prevent collisions between tower cranes, and technology that automatically stops moving conveyor belts when people approach them. Starting in 2024, SK ecoplant is expanding the on-site adoption of four safety technologies: real-time defect detection sensors for tower crane wire ropes, fall-rescue safety straps, wearable airbags, and lifeline clamps. This is being achieved through the provision of technical safety guides that allow for voluntary use based on each worksite's unique environment.

Pre-Alert System

SK ecoplant is currently utilizing the “Pre-Alert System,” developed in 2023, at its headquarters and worksites. Through this system, the company has strengthened its field-centered safety management capabilities and established a self-managed safety management system that proactively prevents legal violations. Based on data accumulated in the occupational safety and health IT system(Ansim), the Pre-Alert System proactively identifies and alerts users to situations that may lead to legal violations.

When an alert is triggered, employees review the details, take necessary actions through the occupational safety and health IT system(Ansim), and utilize it to record and manage the entire process. In 2026, SK ecoplant seeks to establish an AI-based data-driven serious accident prediction alert system, building a prevention-focused smart safety management system through early alerts and detection of warning signs. Through this, the Safety Control Center—led by the CSO—will serve as a control tower in the event of an emergency, overseeing and supervising worksite crisis situations to minimize damage and take swift follow-up measures.

Occupational Safety and Health Management System “Ansim” (App and Web)



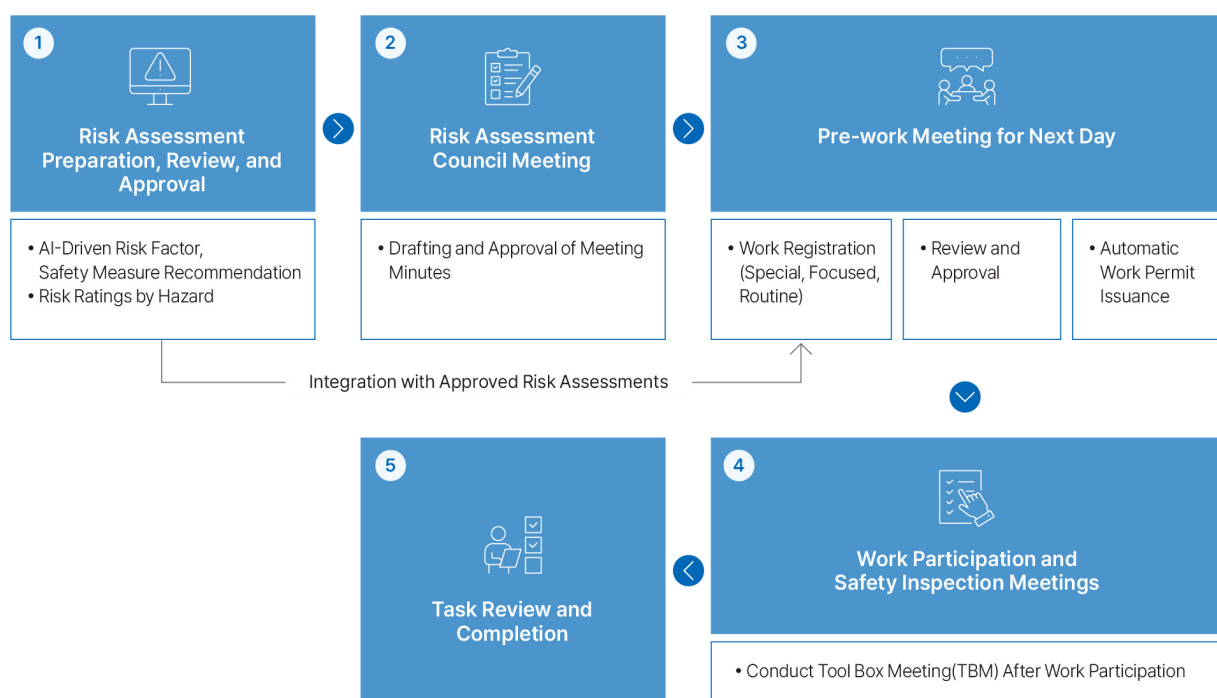
SK ecoplant has developed the “Sincerely for Safety” (hereinafter referred to as Ansim) occupational safety and health management system as both a mobile app and a web version, applying it across all worksites to ensure strict compliance with legal occupational safety and health requirements and to strengthen safe behavior among all workers. Ansim consists of interconnected modules including risk assessment, safety inspections, pre-work safety briefings (TBM: Tool Box Meeting), 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 counter measures 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.

AI-Based Hazard Management

SK ecoplant has applied the latest AI technology to its “Ansim” app and web platform. When a specific task is selected, the system provides optimal information on risk factors and safety measures tailored to the characteristics of that task. By summarizing similar or redundant information and automatically recommending risk ratings—based on recent accidents and frequency of occurrence—the AI supports highly reliable, data-driven risk assessments that do not rely on personal experience or judgment. Generated risk assessment results are linked to training materials for Toolbox Meetings (TBM) and mandatory inspection checklists for each specific task, thereby enhancing their practical application on-site. In addition, inspection results are shared in real time with all employees, allowing them to verify ongoing tasks’ compliance with safety regulations. In the future, SK ecoplant plans to further enhance the system to automatically recommend recurring non-conformities and safety hotline reports submitted directly by workers as Grade A risk assessment items.

AI-Based Hazard Management Process



Biz. Partner Occupational Safety and Health Management

To improve the level of occupational safety and health management among Biz. Partners, 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.

During Biz. Partner bidding evaluations, qualified vendors are selected based on quantitative criteria after assessing the establishment of an occupational safety and health management system and the ability to implement industrial accident prevention measures. For Biz. Partners whose scores fall below a certain threshold, support is provided through occupational safety and health system establishment consulting and the provision of improvement guides.

Based on the results of Biz. Partner safety execution evaluations, SK ecoplant provides incentives to top-performing Biz. Partners and imposes penalties on those with insufficient performance. Customized occupational safety and health management system consulting is also offered to Biz. Partners whose evaluation results fall below a certain threshold.

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

Category	Evaluation Criteria	Support Activities
Registration / Bidding	- Biz. Partner Bidding Evaluation - Selection of qualified vendors through quantitative assessment - Evaluation items include establishment of an occupational safety and health management system in accordance with the Serious Accidents Punishment Act, and ability to implement industrial accident prevention measures	- Consulting on the establishment of an occupational safety and health management system based on the Serious Accidents Punishment Act - Improvement guides are provided to Biz. Partners whose evaluation results fall below a certain threshold.
Execution / Renewal	- Biz. Partner Execution Evaluation - Quarterly execution evaluations to assess implementation levels - Assessment items include whether the Biz. Partner's head office fulfills its supervisory role, implementation status compared to the submitted safety execution plan, and compliance with corrective orders	- Safety management competency is enhanced through safety execution plan presentations led by Biz. Partner site managers and pre-work workshops for high-risk tasks. - Direct training from SK ecoplant is conducted for Biz. Partners whose evaluation results fall below a certain threshold.

Biz. Partner Execution Evaluation

Category	Unit	2023	2024	2025	Actions Taken Based on Evaluation Results
Evaluation Subjects	Companies	1,537	886	1,016	-
Grade A	Companies	16	323	410	Sending messages of appreciation and encouragement, selection as a candidate for the Biz. Partner Year-End Awards, 6-month exemption from bid evaluation
Grade B	Companies	1,465	344	427	Sending messages encouraging enhanced safety management (Notification of shortcomings and areas for improvement)
Grade C	Companies	26	206	176	Sending messages encouraging enhanced safety management (Notification of shortcomings and areas for improvement)
Grade D (High Risk)	Companies	30	13	3	Sending warning messages, restrictions on bidding and renewal if two cumulative Grade Ds are accumulated in two years

Handling Biz. Partners' Occupational Safety and Health Grievances

SK ecoplant holds occupational safety and health council meetings at least once a month to prevent accidents and address occupational safety and health grievances of Biz. Partner personnel. Workers from Biz. Partners 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. Partners conduct safety execution plan presentations and high-risk task workshops to pre-review and ensure construction safety through mutual consultation. Biz. Partners 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 >

Strategy 3. Strengthening Cross-Checks

SK ecoplant cross-checks the status of its safety management through various internal and external inspections and assessments. Management safety inspections involve key executives, including the Chief Safety Officer (CSO), verifying on-site occupational safety and health conditions, ensuring that management leads by example in adhering to accident prevention measures. Annual themed inspections focus on seasonal vulnerability periods and priority management items to prevent recurring construction accident types. The triple workplace inspection system serves as the core framework for SK ecoplant's accident prevention efforts. It consists of MSA (My Safety Area), in which project members are responsible for inspecting their designated zones; high-risk work inspections led by headquarters to prevent serious accidents; and unannounced inspections by external firms that objectively assess safety and health levels. In addition, the company conducts regular audits of ISO and KOSHA management systems to continuously improve its occupational safety and health management system, legal compliance inspections to ensure adherence to the Serious Accidents Punishment Act, and on-site audits to verify compliance with Group guidelines.

Status of Occupational Safety and Health Inspections and Assessments

Category	Subject	Period	Method
Management Safety Inspections	Management	Ongoing	Management site visits and occupational safety and health status inspections
Annual Themed Inspections	Projects	Once every two weeks	Monthly Themed Inspections (seasonal vulnerability periods and priority management items)
Triple Workplace Inspection	MSA(My Safety Area)	Projects	Twice a day
	High-risk work inspections	Headquarters	Ongoing
	Unannounced inspections	External	Once every two months
Inspection of the Occupational Safety and Health Management System	Internal & External	As needed	Compliance audit of the occupational safety and health management system (ISO, KOSHA, Group Guidelines, etc.)

CASE

Management Safety Inspections and Safety Culture Promotion Campaign



SK ecoplant's key executives, including the Chief Safety Officer (CSO), personally participate in inspecting the status of safety management. They visit construction sites to conduct safety inspections, review the implementation of fall prevention measures, and engage in practical, field-centered activities such as communicating with on-site workers. In addition, warning banners and signs were installed in fall hazard zones at construction sites nationwide, while campaigns to prevent fall accidents and promote a safety culture were carried out. Inspections were also conducted to identify fall hazards, verify the installation status of safety facilities, confirm the distribution and use of personal protective equipment (PPE), and review all aspects of on-site safety management.

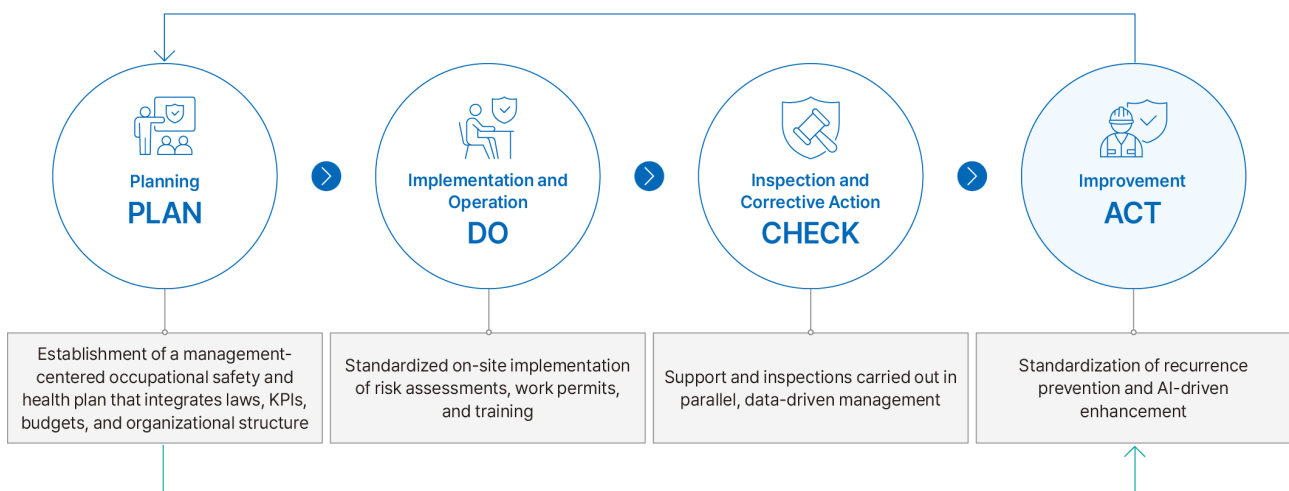
SK ecoplant, which is systematizing its safety management system through its proprietary digital occupational safety and health platform "Ansim" (app and web), plans to continue pursuing a safety management strategy that combines digital technology with management-led, field-centered inspection activities.

Risk Management

Occupational Safety and Health Risk Management

SK ecoplant operates an occupational safety and health risk management process to identify potential hazards within its workplaces and establish effective countermeasures. Through the cyclical process of P (PLAN) → D (DO) → C (CHECK) → A (ACT), the company continuously refines and improves its operational systems. To prevent accidents, the Occupational Safety and Health Department conducts audits on each project's implementation status of the occupational safety and health management system. For any identified nonconformities, the department analyzes the root causes, establishes corrective measures, and disseminates them through company-wide training to prevent similar incidents from recurring.

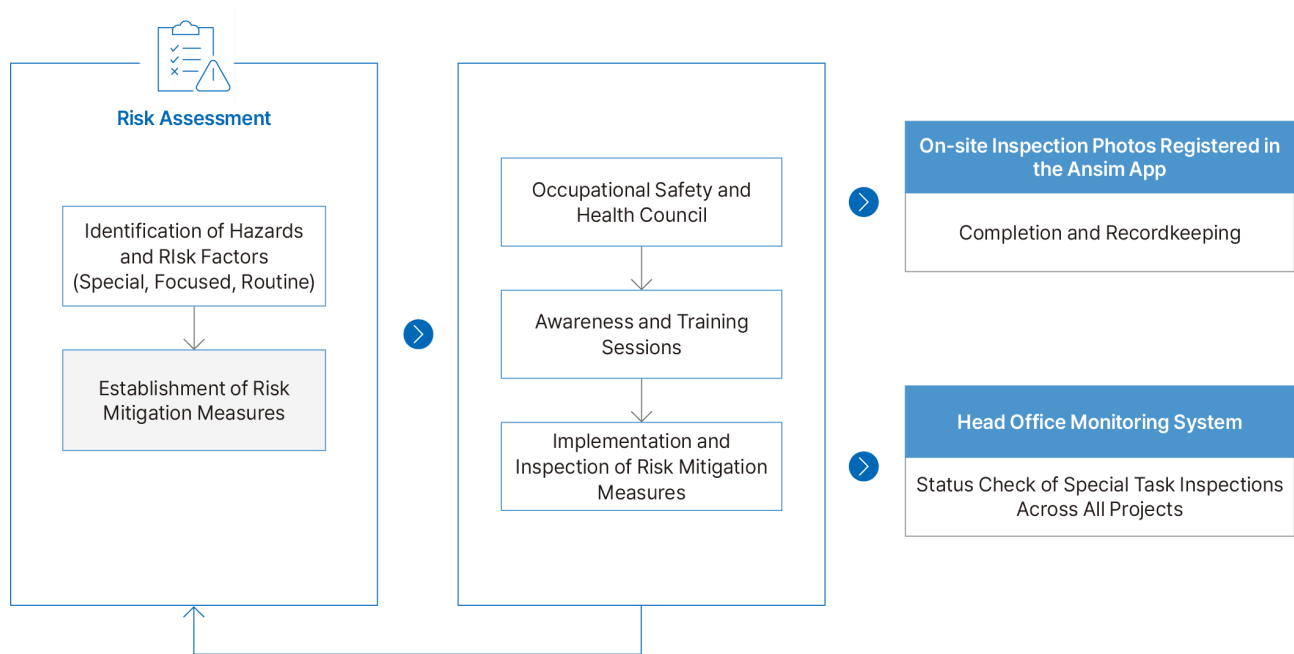
Occupational Safety and Health Risk Management Process



Occupational Safety and Health Risk Assessment

SK ecoplant conducts worker-participatory risk assessments at least once a month for all projects. Through this process, the company identifies and evaluates hazardous and risky factors within workplaces, determines the level of risk, and manages occupational safety and health risks by establishing measures to eliminate or reduce high-risk items. Based on the assessment results, on-site workers are trained on hazardous and risky factors, safety measures, and accident case studies. Compliance with corrective actions is verified through continuous inspections before and during work. In particular, for tasks involving hazardous and risky factors, the company utilizes the "Ansim" mobile app to implement systematic safety management categorized into special, focused, and routine checks, with all records of inspection results being catalogued in the app. Each project's collected safety inspection data and corrective action results are reflected in real-time in the head office's integrated monitoring system. Such information serves as foundational data for comprehensive safety management.

Occupational Safety and Health Risk Assessment Process



Pre-Work Safety Inspection for Hazardous and Risky Factors¹⁾

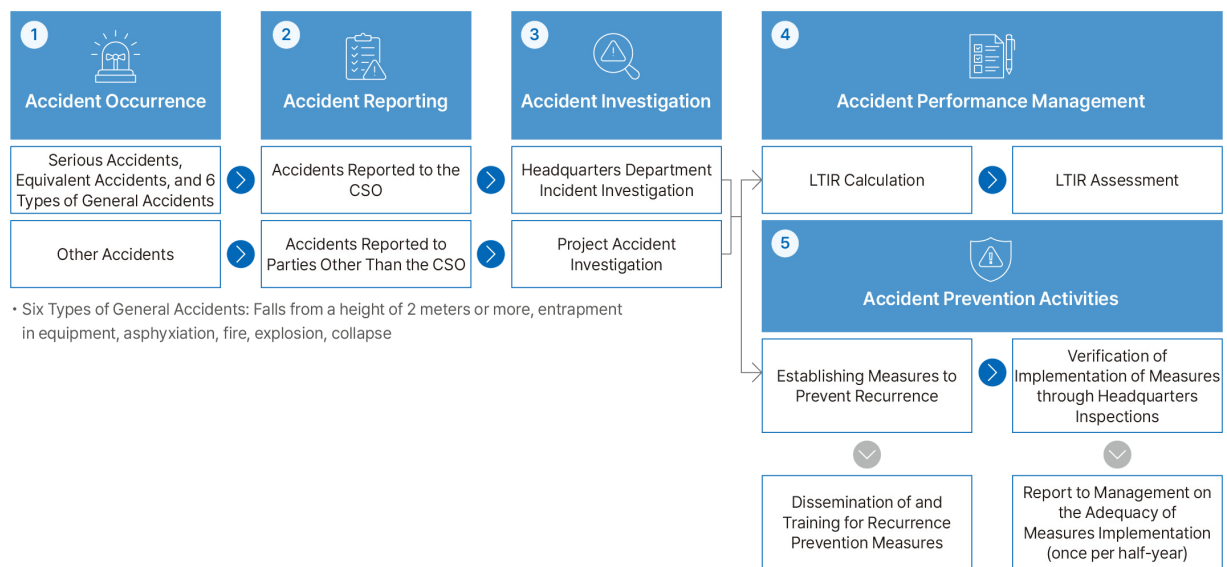
Category	Unit	First Half of 2025		Second Half of 2025	
		Number of safety Inspections (cases)	Inspection Rate (%)	Number of safety Inspections (cases)	Inspection Rate (%)
Special	Cases(%)	52,254	99.0	79,557	99.4
Focused	Cases(%)	208,193	99.1	457,293	99.5
Routine	Cases(%)	140,709	98.1	280,021	99.1

1) Based on performance review meetings held at least once every half-year in accordance with Article 4 of the Enforcement Decree of the Serious Accidents Punishment Act

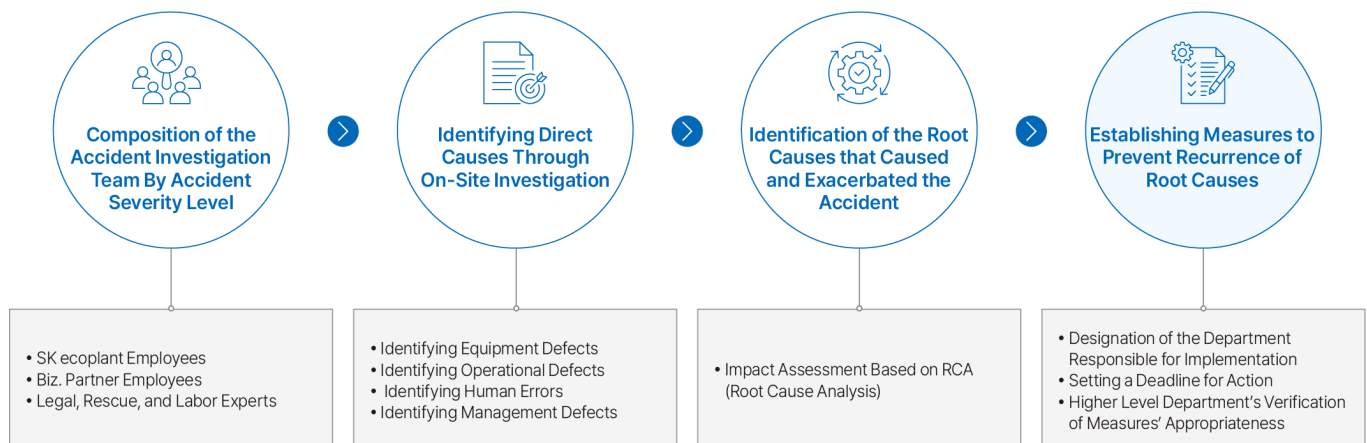
On-site Accident Investigation and Response

SK ecoplant conducts accident investigations into accidents occurring at project sites to identify the causes and establish measures to prevent recurrence. Headquarters reviews the identified causes and the appropriateness of the established measures, disseminates the accident cases company-wide, and conducts on-site inspections to verify the implementation of recurrence prevention measures and identify any residual risk factors. In 2025, the company established recurrence prevention measures for incidents occurring at worksites that were deemed to require such measures, and verified their implementation. Additionally, the effectiveness of these measures was assessed by measuring risk levels before and after the implementation of corrective actions.

Accident Reporting and Management Process



Accident Investigation Process



Measures to Prevent Recurrence and Corrective Actions

Category	Frequency	Severity ¹⁾	Major Hazards and Risk Factors	Corrective Actions	Risk Level	
					Before	After
Falls (Tipping), Collision	High	Minor ~ Moderate Injury	• Tripping over unorganized materials • Tripping over damaged or improperly installed materials in walkways • Tripping while carrying materials or personnel • Insufficient lighting	• Implement a 5-minute cleanup routine before and after work • Designate and maintain walkways • Replace manual transport methods or assign tasks to multiple workers • Ensure adequate lighting	High	Low
Entrapment	High	Moderate Injury	• Finger entrapped in material during transport or lifting • Finger entrapped in exposed rotating machine parts • Foot entrapped in joints or openings of construction equipment	• Use alternative methods for transporting materials or wear gloves to prevent pinching • Install protective covers on rotating parts of hand tools • Install access platforms for construction equipment	High	Low
Struck (Falling· Impact)	Moderate	Moderate Injury	• Workers entering the radius of heavy-load lifting operations • Simultaneous work at upper and lower levels • Falling of unsecured tools or materials • Dispersal of dust and particulates	• Demarcation of the heavy-load lifting area and enforcement of access restrictions • Coordination of simultaneous work at upper and lower levels • Secure and organize tools and materials during work • Wearing protective gear, such as safety goggles	High	Low
Falls from Height	Low	Severe Injury	• Safety harness not fastened in areas with a risk of falling • Unauthorized removal of safety equipment (railing, covers) • Inadequate protective measures for openings and edges	• Compliance with installation requirements for safety harness anchor points in fall hazard areas • Comply with reporting procedures when dismantling safety facilities • Dismissal of workers who fail to comply with safety golden rules	High	Low

1) Minor injury (2–4 weeks' recovery), moderate injury (5–8 weeks' recovery), severe injury (more than 8 weeks' recovery)

Compliance with Occupational Safety and Health Regulations

Occupational Safety and Health Compliance Inspection

SK ecoplant conducts semiannual occupational safety and health compliance inspections for all ongoing projects to verify the detailed status of compliance with relevant laws and regulations. By taking immediate corrective actions for any identified nonconformities, the company prevents the risk of accidents and occupational safety and health issues arising from violations of relevant laws and regulations. In the first half of 2025, SK ecoplant conducted compliance inspections at a total of 67 worksites, identified 237 areas requiring improvement, and completed 100% of the corrective actions. In the second half of the year, the company inspected 62 worksites, identified 385 areas requiring improvement, and completed 100% of the corrective actions. In addition, each worksite uses the legal compliance checklist provided by headquarters to conduct its own quarterly reviews of legal compliance status. Furthermore, by distributing occupational safety and health compliance guides to workers at project sites and providing training, SK ecoplant has minimized legal risks that could arise from misinterpretation or lack of legal awareness.

Occupational Safety and Health Compliance Inspections and Corrective Actions

Category	Key Risks	Corrective 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
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	- Site-specific corrective actions completed - 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 Rules	Partial deficiencies in safety management such as installation of safety facilities, and addressing unsafe conditions and behaviors	

Status of Occupational Safety and Health Law Violations >

Metrics & Targets

Occupational Safety and Health Management Target Roadmap

To achieve its “Zero Serious Accidents” goal, SK ecoplant has established short-, medium-, and long-term quantitative targets for the Lost Time Injury Rate (LTIR), fatality rate per 10,000 workers, number of serious accidents, and number of fatalities. The company aims to achieve a Lost Time Injury Rate of 0.414 or lower by 2030.

Occupational Safety and Health Management Status and Targets

Category	Unit	Baseline	Performance			Target		
			2023	2024	2025	2026	2027	2030
Lost Time Injury Rate (LTIR) ¹⁾	Cases / 200,000 Working Hours	0.828	0.971	1.508	1.265	-	-	0.414
Fatality Rate per 10,000 Workers ²⁾	‰	0.577	0.650	0.240	0	0.418	0.382	0.290
Number of Serious Accidents	Cases	0	0	1	0	0	0	0
Number of Fatalities	Cases	0	0	1	0	0	0	0

1) Lost Time Injury Rate (LTIR): Includes SK ecoplant employees (including contract workers) and Biz. Partners; baseline is based on 2023 data, figures adjusted due to retroactive application of additional industrial accident cases from 2023–2024

2) Fatality Rate per 10,000 Workers: 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 workers. The baseline for the fatality rate is the weighted average of annual fatality rates from 2020 to 2022.

Occupational Safety and Health Management Indicators >

Sustainable Supply Chain

Governance

Supply Chain Management Policy

SK ecoplant aims to create social value by fulfilling its environmental and social responsibilities based on strong partnerships with its Biz. Partners. To this end, the company operates financial and non-financial shared growth programs designed to strengthen the competitiveness of its Biz. Partners. Additionally, to fulfill its environmental responsibilities in the raw material procurement process, SK ecoplant actively identifies Biz. Partners that manufacture and sell eco-friendly products, thereby expanding its eco-friendly procurement efforts. The company also operates a supply chain ESG evaluation system to improve Biz. Partners' ESG management standards and proactively identify and address potential ESG risks. In 2024, SK ecoplant established a Supply Chain Management Policy outlining the principles for building this sustainable supply chain ecosystem, which is mandatory for all Biz. Partners.

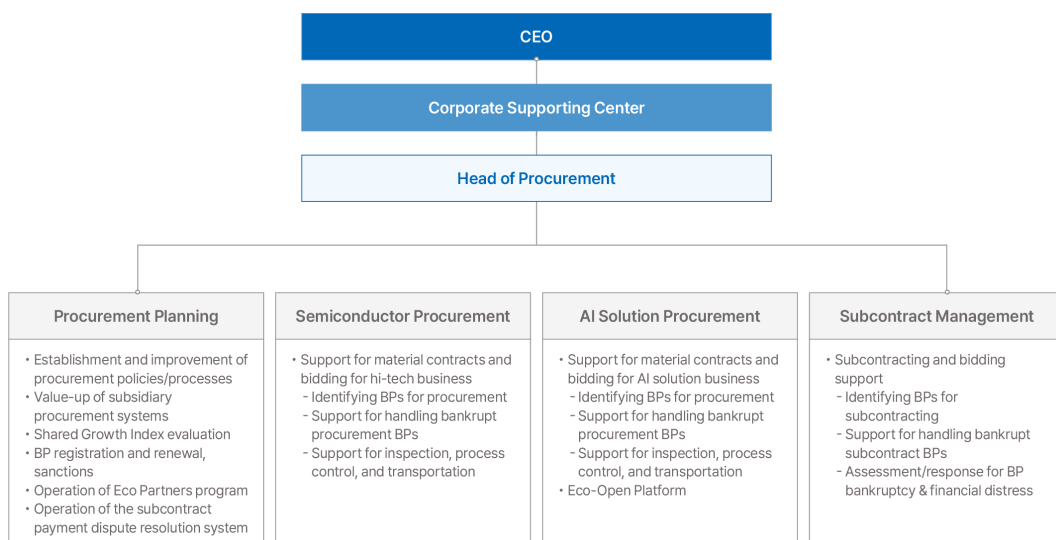
SK ecoplant outlines operational practices for Biz. Partners through its "Code of Conduct for Biz. Partners." The Code of Conduct for Biz. Partners is based on global guidelines such as the UN Universal Declaration of Human Rights, the 10 Principles of the UN Global Compact, and the International Labor Organization (ILO)'s "Declaration on Fundamental Principles and Rights at Work," and sets out detailed guidelines that Biz. Partners must adhere to in various areas, including human rights, labor, safety, health, the environment, corporate ethics, and the lawful procurement of raw materials. The Code of Conduct for Biz. Partners encourages active participation in ESG management by requiring Biz. Partners to sign and commit to complying with the Code of Conduct within the Total Materials Management System (TOMMS) upon registration as an SK ecoplant Biz. Partner.

[Supply Chain Management Policy \(KOR\) ↓](#)[Eco-friendly Procurement Policy \(KOR\) ↓](#)[Code of Conduct for Biz. Partners ↓](#)

Supply Chain Management Governance

SK ecoplant is establishing and implementing a supply chain management system centered on the Head of Procurement under the Corporate Supporting Center, in collaboration with relevant departments. To ensure stable supply chain operations and sound business execution, the company manages financial management indicators related to Biz. Partner contracts and Shared Growth Index evaluation ratings in conjunction with KPIs.

Supply Chain Management Organizational Chart

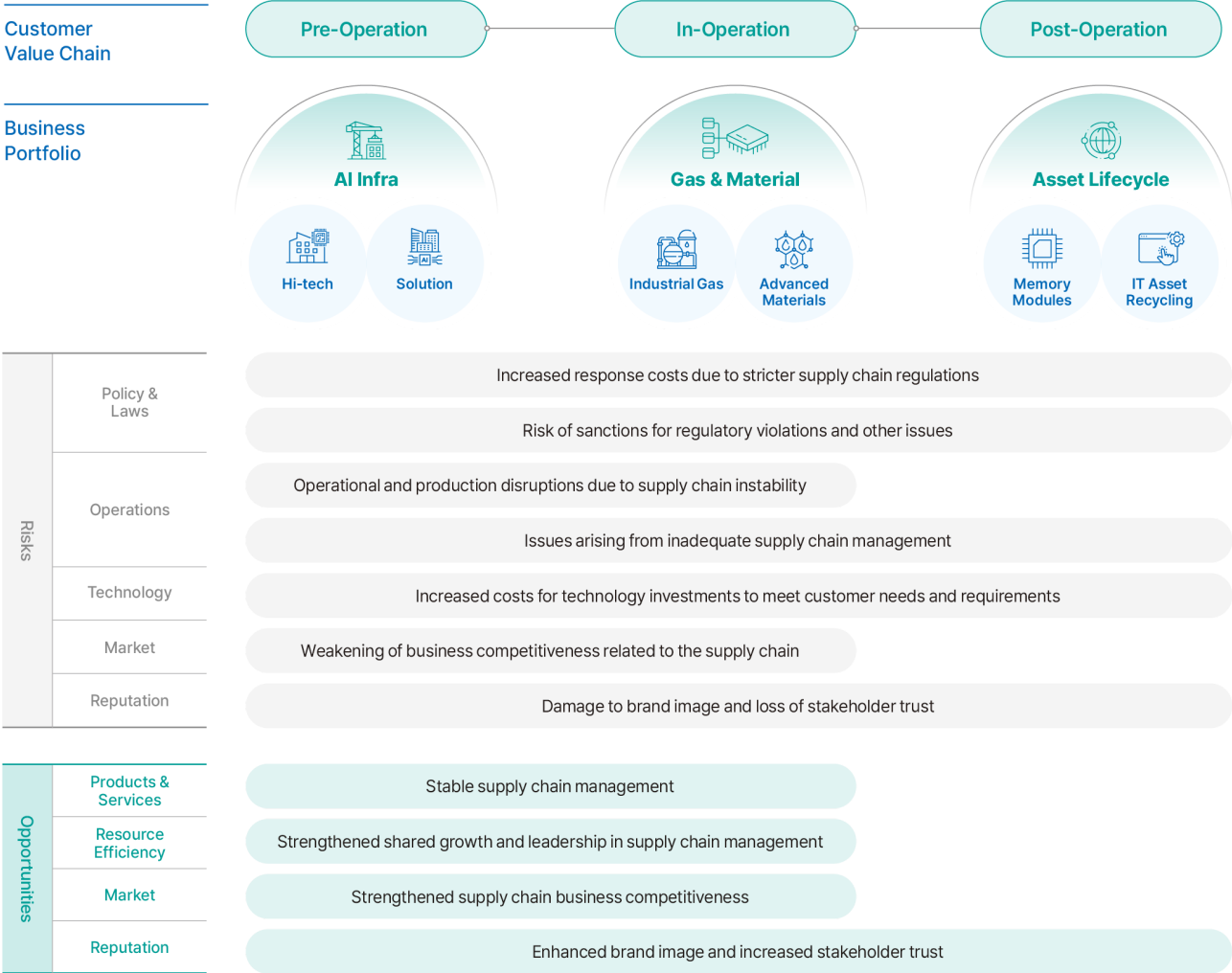


Strategy

Identifying and Assessing Supply Chain Management Risks and Opportunities

SK ecoplant identifies and assesses key supply chain management risks and opportunities expected to impact its business operations. By understanding their implications across the entire business and value chain, the company incorporates these findings into its supply chain management strategy. Through this process, SK ecoplant manages supply chain management risks, while identifying company-wide initiatives and site-specific tasks to drive effective improvement activities.

Impact on Business and the Value Chain

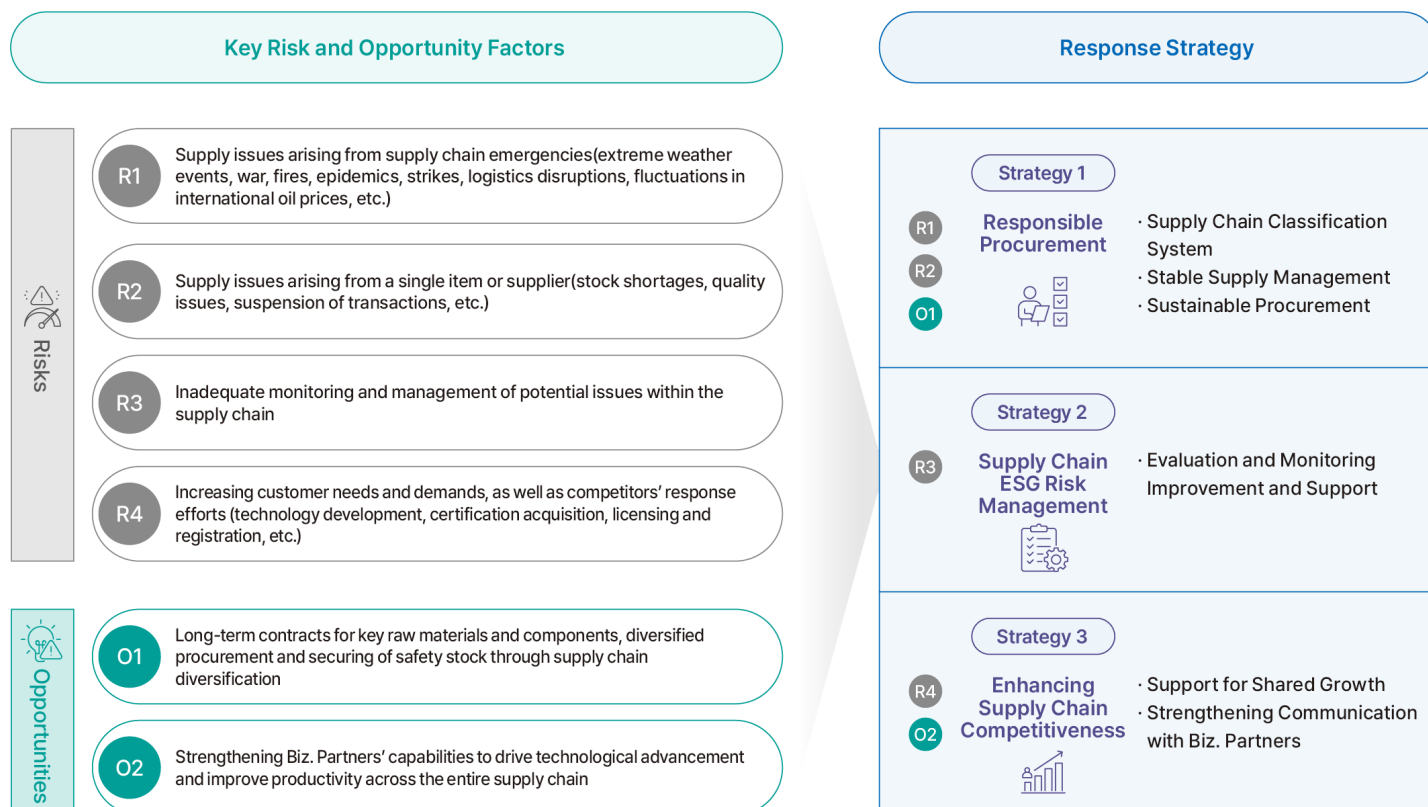


Key Risks and Opportunities

Category	Risks and Opportunities	Business and Financial Impact	Timing of Impact*			Response Strategy
			S	M	L	
Risks	Supply issues arising from supply chain (emergencies/extreme weather events, war, fires, epidemics, strikes, logistics disruptions, fluctuations in international oil prices, etc.)	Production halts and revenue declines due to disruptions in raw material supply, as well as rising costs from emergency procurement	●	●	●	- Review of on-site delivery dates, setting supply priorities, optimizing logistics routes, and securing emergency alternative supply chains - Establish a multi-sourcing system, secure projected volumes in advance, and include priority supply clauses in contracts
	Supply issues arising from a single item or supplier (stock shortages, quality issues, suspension of transactions, etc.)	Increased working capital burden as price volatility and inventory shortages intensify	●	●	●	Monitoring supply chain risks through an AI-based demand forecasting system
	Inadequate monitoring and management of potential issues within the supply chain	- Increased operating costs due to the establishment of a supply chain due diligence system, data management, and Biz. Partner audits - Direct financial losses—such as fines, lawsuits, and import restrictions—and reduced revenue due to regulatory noncompliance	●	●	●	- Supply chain ESG evaluations and consulting, as well as customized coaching support, provided by external expert organizations - Providing a variety of ESG information to Biz. Partners through online and offline training, videos, newsletters, and other channels
	Increasing customer needs and demands, as well as competitors' response efforts (technology development, certification acquisition, licensing and registration, etc.)	- Short-term cost burdens due to expanded investments in R&D, digital transformation, and ESG initiatives - Increasing volatility in revenue and widening disparities in market share due to technological gaps and varying levels of ESG compliance		●	●	Host an annual technology competition for startups to support technology development, commercialization, and investment attraction
Opportunities	Long-term contracts for key raw materials and components, diversified procurement and securing of safety stock through supply chain diversification	- Improved cost stability and procurement predictability - Maintaining an appropriate safety stock reduces short-term cost burdens and improves medium-to long-term revenue stability as well as cash flow	●	●	●	- Securing priority supply rights by strengthening strategic partnerships through long-term supply contracts and technical cooperation - Proactive risk detection through secondary~tertiary Biz. Partner monitoring
	Strengthening Biz. Partners' capabilities to drive technological advancement and improve productivity across the entire supply chain	Cost reduction and improved profitability through increased productivity and enhanced operational efficiency		●	●	- Host an annual technology competition for startups to support technology development, commercialization, and investment attraction - Creating various business opportunities, such as productivity improvements and enhanced process safety

* Timing of Impact: S (Short, up to 1 year), M (Medium, 1-5 years), L (Long, 5 years or more)

Strategies for Addressing Key Risks and Opportunities



Strategy 1. Responsible Procurement

SK ecoplant strives to ensure stable and responsible procurement by minimizing supply chain risks that may arise during the purchasing and procurement processes, based on transparent and fair transactions with Biz. Partners. To this end, the company identifies and manages core Biz. Partners through a supply chain classification system, while conducting Biz. Partner evaluations and support activities based on a purchasing strategy that considers potential risks within the supply chain and their business impact.

SK ecoplant establishes procurement plans for eco-friendly products and manages their performance. To prevent the use of raw materials obtained through unethical means, "prohibition on the use of conflict minerals" has been explicitly stipulated in the Code of Conduct for Biz. Partners (Chapter 6, Article 34). SK ecoplant's Biz. Partners are required to conduct responsible procurement activities—including policy formulation, system establishment, and due diligence—throughout the entire mineral procurement process, in accordance with their obligation to comply with the Code of Conduct for Biz. Partners, to which they voluntarily agreed upon signing the procurement contract.

Supply Chain Classification System

SK ecoplant identifies and evaluates core Biz. Partners through a supply chain classification system that takes into account strategic procurement importance and ESG risks, and then manages them on an ongoing basis. Core Biz. Partners are primarily selected from among the member companies of "ECO Partners," SK ecoplant's consortium of contracted companies, and are chosen based on a comprehensive review of transaction volume, core work categories, and the level of cooperation.

Furthermore, the evaluation process for selecting Biz. Partners incorporates not only financial and management assessments, capability evaluations, and on-site inspections but also criteria related to sustainable management performance, such as safety and quality. Biz. Partners with ESG evaluation results receive preferential treatment during the annual registration and renewal process, while those with a history of safety incidents or other accidents are subject to penalties during the selection evaluation.

Stable Supply Management

SK ecoplant manages emergency situations, ESG issues, and supply and demand issues caused by a single item or supplier. The company periodically monitors fluctuations in overall market supply and demand caused by external issues such as war, fire, epidemics, strikes, logistics disruptions, fluctuations in international oil prices, and extreme weather events. Stable supply is maintained through integrated procurement, an annual unit pricing system, and multiple supply chains.

Raw and Recycled Material Usage >

Sustainable Procurement

SK ecoplant has established an 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, incentive programs are provided for Biz. Partners that manufacture and supply eco-friendly products. In 2025, approximately KRW 158.6 billion worth of eco-friendly products were procured, and the scope of applicable items will continue to be expanded.

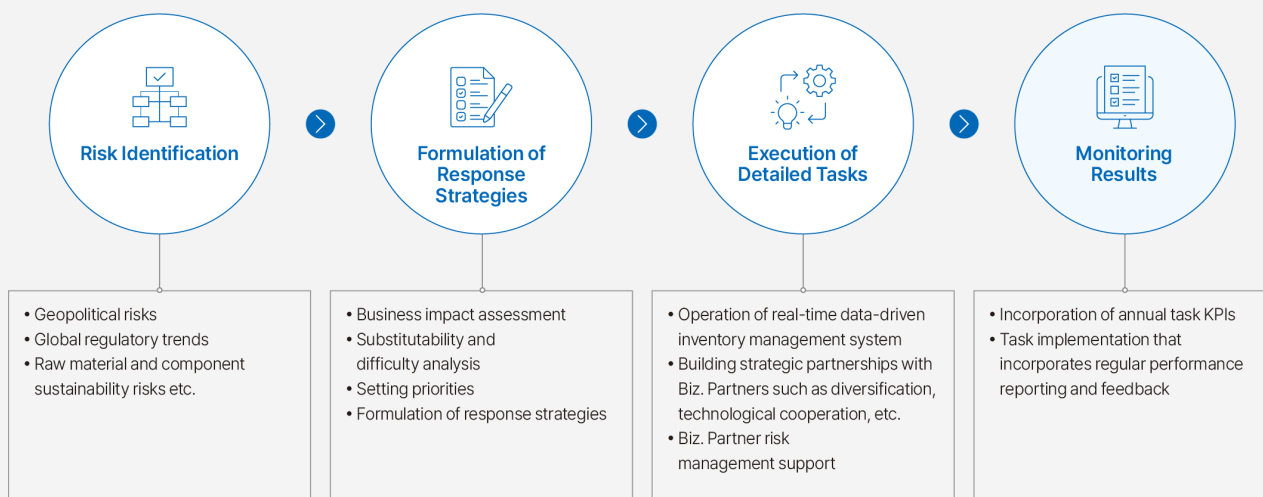
Eco-Friendly Product Procurement Status >

CASE

Subsidiaries' Efforts to Ensure Supply Chain Stability

SK ecoplant's subsidiaries—SK materials performance, SK trichem, SK resonac, and SK materials jnc—are ensuring supply chain stability through strategies such as diversifying the supply chain, identifying alternatives to scarce resources, and optimizing inventory management. They are diversifying the supply chain by sourcing from third countries and expanding the supplier base within the same country, while localizing key raw materials. They also continuously identify and adopt alternative materials, including recycled materials, to reduce reliance on scarce resources. Furthermore, subsidiaries are enhancing inventory management by diversifying logistics routes—such as expanding import and export port options—and utilizing external warehouses for efficient safety stock management. In addition, they conduct weekly inspections of raw material inventories and hold company-wide production and sales meetings every other week to discuss safety stock management and operational strategies.

Supply Chain Stability Implementation Process



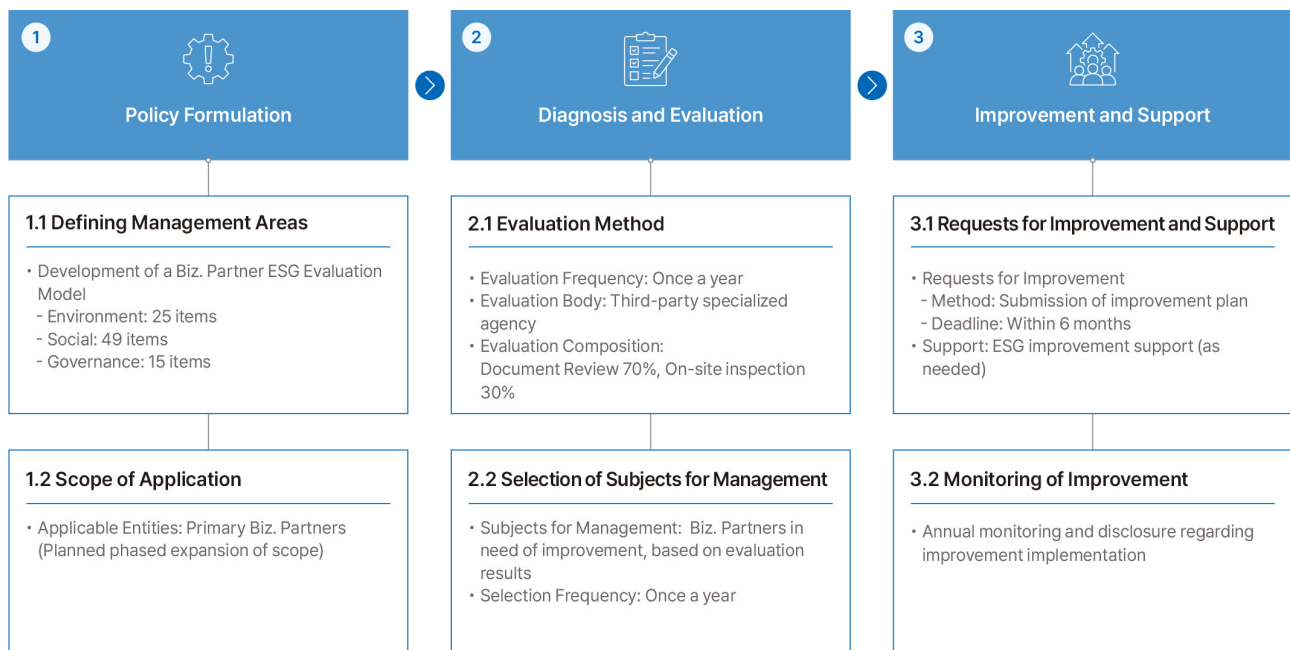
Strategy 2. Supply Chain ESG Risk Management

Supply Chain ESG Evaluation

SK ecoplant operates the “Supply Chain ESG Evaluation and Improvement Support Program,” developed in collaboration with major credit rating agencies to strengthen ESG management and manage supply chain risks. Through this program, SK ecoplant conducts annual ESG evaluations and on-site inspections by external evaluation agencies for core as well as newly registered Biz. Partners, and provides financial support to encourage active participation. In particular, to build a supply chain centered on Biz. Partners with competitiveness and ESG management capabilities amid a changing business environment, the company encourages core Biz. Partners to voluntarily participate in ESG evaluations.

Furthermore, during the Biz. Partner selection evaluation, SK ecoplant considers not only financial and management assessments, capability evaluations, and on-site inspections but also items related to sustainable management performance, such as safety and information security. Biz. Partners with ESG evaluation results receive preferential treatment during the annual Biz. Partner registration and renewal process, while those with a history of accidents—such as safety incidents—are penalized. Furthermore, to enable leadership to review and manage issues related to supply chain sustainability, the Corporate Supporting Center and relevant executives monitor and support the supply chain ESG evaluation results, risk levels, and follow-up actions.

Supply Chain ESG Evaluation and Improvement Support Program



Supply Chain ESG Evaluation Criteria

Category	Evaluation Elements	Evaluation Items
Environment	Environmental Management System	Environmental strategy, environmental management, environmental performance, environmental management practices, etc.
Social	Occupational Safety and Health	Appointment of safety managers, occupational safety and health management policies and objectives, operation of the occupational safety and health organization, site-specific risk assessments, CEO's safety initiatives, on-site occupational safety and health inspections, management systems for hazardous substances and equipment, occupational safety and health training, emergency response, channels for gathering feedback from on-site workers, provision of personal protective equipment, certification of the occupational safety and health management system, occupational safety and health investment, etc.
	Labor	Compliance with legal standards for employment contracts, compliance with the Labor Standards Act, workers' employment environment, operation of labor unions and labor-management councils, labor rights, employment of vulnerable groups, training management, etc.
	Quality	Sustainable supply management, etc.
	Shareholders	Status of largest shareholders, etc.
Governance	Management Systems	Ethical management (anti-corruption and compliance, etc.) training, regulations on the anti-corruption whistleblower reporting system, regular internal audits, regulations on the collection, storage, and processing of personal data, as well as information security, etc.

Support for Supply Chain ESG Improvement

Following Biz. Partner ESG evaluation, SK ecoplant uses its ESG Value-up Program to monitor the establishment and implementation of improvement tasks across all areas—including ESG policies, organizational structure, and training operations—and provides support for improvement activities as needed. Based on an analysis of performance levels across each ESG category, the company conducts tailored one-on-one coaching, on-site guidance, and online briefings for areas needing improvement, while checking improvement task implementation status through the year-round ESG Help Desk. In particular, for Biz. Partners whose ESG evaluation results and management are insufficient, SK ecoplant operates tailored coaching programs to support practical capacity building. Starting in 2025, as part of efforts to strengthen Biz. Partners' ESG capabilities, the company has introduced ESG consulting services provided by external specialized agencies. Additionally, to enhance the provision of ESG information to Biz. Partners, SK ecoplant produces and distributes the quarterly ESG newsletter, "Eco ESG Bridge."

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 - Tailored one-on-one coaching for each Biz. Partner - ESG consulting provided by external specialized agencies
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
Provision of Information	Providing a variety of ESG information	Quarterly production and distribution of the newsletter "Eco ESG Bridge"

Tailored Coaching Process for Biz. Partners



Strategy 3. Enhancing Supply Chain Competitiveness

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. Partners 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 & Startups Agency (KOSME), 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 nine 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.

Shared Growth Support Programs

Category	Program	Details
Financial	Shared Growth Loan Program	Interest-free funding support
	Shared Growth Fund	A fund jointly established by SK affiliates and IBK Industrial Bank of Korea, providing low-interest loans compared to market rates
	Contract Performance Guarantee Support	Reduction in contract performance guarantee rates for Biz. Partners
HR & Recruitment	Recruitment Support	Support for job creation through the operation of a program to assist Biz. Partners in recruiting top talent
Technology	Innovation Partnership Support Program	Supporting Biz. Partners' voluntary innovation initiatives using shared growth investment funds
	Support for Tech Leasing	Protect key technical data by escrowing at the Korea Foundation for Cooperation of Large & Small Business, Rural Affairs

Training	Outsourced Trainings	Support for training costs for practical construction training courses provided by the Construction Association of Korea
	Shared Growth CEO Seminar	Provide seminars to improve CEO capabilities of major Biz. Partners
Market Expansion	Participation in Sales Talks	Provide opportunities to participate in various procurement consultation meetings
	Shared Growth Mall	Operate shared growth mall to support sales channels for small and medium-sized businesses
Welfare and Benefits	Subsidies for Consolation and Celebration Expenses	Support for wreaths, artificial flowers, and condolence payments during significant events for Biz. Partners
	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
ESG	Support for ESG Evaluation	Support for Biz. Partners' participation in ESG evaluations

Performance of Shared Growth Support Programs >

Biz. Partner Development Program

Since 2023, SK ecoplant has been operating the Eco Open Platform to support startups in areas such as technology development, commercialization, investment attraction, and marketing. To assist with investment attraction, the company operates a comprehensive support system covering the entire lifecycle—from startup discovery to investment and commercialization—through partnerships with organizations such as SK Securities and Korea Science & Technology Holdings. Furthermore, by securing over KRW 6 billion in government funding to expand joint technology development with Biz. Partners, SK ecoplant is contributing to the creation of a sustainable industrial ecosystem. In 2025, it is also operating a Semiconductor Open Innovation Program in collaboration with nine institutions, including KAIST and the Korea Electronics Technology Institute, to build a virtuous cycle ecosystem for the semiconductor industry.

SK ecoplant hosts annual technology competitions, such as “Tech Open Collaboration” and “ConTech Meet-Up Day,” to support the establishment of research institutes and attraction of investment for the discovery of eco-friendly innovative technologies and their commercialization. “Tech Open Collaboration” is an open technology innovation program that promotes research and development based on partnerships between established companies and startups. In 2025, the company co-hosted Tech Open Collaboration with the Korea Institute of Startup and Entrepreneurship Development and the Korea International Trade Association, and ultimately selected seven companies for “Joint R&D Projects” to identify and develop technologies necessary for business operations.

ConTech is a portmanteau of “Construction” and “Technology” and refers to innovative technologies that enhance the productivity of construction processes by leveraging Fourth Industrial Revolution technologies such as automation and digitalization. Since 2020, SK ecoplant has hosted the “ConTech Meetup Day” competition in partnership with the Korea Innovation Foundation for six consecutive years. When selecting technologies, the company comprehensively evaluates factors such as the potential for application and expansion, distinctiveness and feasibility, demand and utility, and commercial viability. In the competition held in the second half of 2025, six companies were ultimately selected for “Joint R&D Projects.”

In addition, SK ecoplant is expanding the operation of industry-specific programs, such as the Semiconductor Open Innovation Program, and strengthening the operation of platforms to foster a sustainable industrial ecosystem.

Tech Open Collaboration & ConTech Meet-Up Day

Category	Details
 Tech Open Collaboration	• 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 (2025) - Enhitech: Technology for producing semiconductor-grade water and reusing and treating process wastewater - QuantumCat: Catalyst technology for reducing greenhouse gas emissions using nanostructure control technology - Mobilio: Solutions for improving construction quality using quadruped robots - LK ROBOTICS: AI-based robot system that can be integrated with CCTV - aetech: Smart resource recovery solutions utilizing AI and robots - Binding: Building-integrated photovoltaics (BIPV) for urban solar power - Ingkle: Real-time geometric measurement system for the formation of structural steel sheets into steel pipes
 ConTech Meet-Up Day	• 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 (2025) - SepraTek: Technology for manufacturing degassing membranes for semiconductor ultrapure water processes - H&W: Solutions for manufacturing eco-friendly construction materials using semiconductor wastewater sludge - CARBON value: Technology for high-efficiency carbon capture using rotational force and the construction of compact facilities - GoLe Robotics: AI and robot-based on-site material transport solution - ToFit: AI-based blueprint analysis, review, and automated design solution - MITHRIL: AI solution specialized in preventing serious accidents

CASE

Subsidiaries' Shared Growth Activities with Biz. Partners

SK materials performance is strengthening cooperation with Biz. Partners through technical exchange meetings covering quality, material analysis, and commercialization. In particular, the company held a total of six technical development and supply chain management exchange meetings in 2025, as well as quarterly quality exchange meetings to share information on quality issues. SK trichem held monthly Occupational Safety and Health Council meetings with core Biz. Partners to gather and discuss opinions on occupational safety and health matters, such as internal safety activities and industrial accident prevention measures. Additionally, the company supports Biz. Partners with quality analysis and, through OEM and ODM models, enhances production efficiency and maximizes profits while contributing to the improvement of Biz. Partners' production and quality capabilities.



In 2025, SK airplus provided mentoring and tailored on-site consulting to Biz. Partners with insufficient Process Safety Management (PSM) implementation. The company reviewed the status of process safety report preparation and management, in addition to providing technical support. Focusing on the 12 key elements of process safety management, it conducted on-site cross-inspections to benchmark best practices and identify areas for improvement. As a result of these improvement efforts, the company was selected as a best practice example at a workshop held by the Korea Occupational Safety & Health Agency (KOSHA)'s Chungbuk Process Safety Council.

Strengthening Communication with Biz. Partners

SK ecoplant actively incorporates feedback from Biz. Partners into its management activities through various communication channels, such as roundtable discussions and training sessions. The company receives and addresses complaints through the "Biz. Partner Contributions" section on the dedicated Biz. Partner website, and also operates a permanent website channel for consultations and reports related to ethical business practices. Since 2023, SK ecoplant has been operating the Subcontract Dispute Mediation Committee—a settlement consultation body—to reconcile differences with Biz. Partners and resolve issues related to subcontracting payments. The Subcontract Dispute Mediation Committee convenes as needed when disputes arise and swiftly mediates conflicts between the principal contractor and the subcontractor. 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 >](#)
[Subcontract Dispute Mediation Committee Case Status >](#)

CASE

Operation of ECO Partners



SK ecoplant has been collaborating with Biz. Partners since launching the "Subcontract ECO Partners" program in 2011, followed by the "Procurement ECO Partners" program in 2013. In 2025, the company held the annual general meeting of the "Subcontract and Procurement ECO Partners" and shared insights on the outlook for the global economy and business environment, along with strategies to strengthen business competitiveness. Furthermore, to concentrate capabilities on core businesses such as comprehensive semiconductor services, energy, and the environment, and to enhance competitiveness by increasing synergy among Biz. Partners, the "ECO Partners" subcommittees were reorganized into Hi-tech, Energy, and Solution. SK ecoplant plans to continue pursuing mutual growth based on close communication with Biz. Partners.

Risk Management

Risk Management

SK ecoplant is strengthening the competitiveness of its supply chain by minimizing potential risks through Biz. Partner selection and periodic evaluations, as well as supply chain ESG evaluations and improvement activities.

Strategy 2. Supply Chain ESG Risk Management >

Metrics & Targets

Supply Chain ESG Management Target Roadmap

In 2025, SK ecoplant conducted ESG evaluations of 121 companies—representing 80% of all core Biz. Partners—based on evaluation criteria in the environmental, social, and governance (ESG) domains. The evaluation results identified approximately 26% of Biz. Partners as high-risk. Among these, Biz. Partners with high ESG risks or those requiring urgent improvement were selected for priority management, and their progress is being monitored. As a general principle, Biz. Partners whose ESG management levels were found to be relatively inadequate based on the evaluation results are designated as “Biz. Partners subject to priority management,” and their progress toward improvement is monitored annually. In 2025, a total of 20 companies were selected for priority management, and 100% of them implemented corrective measures.

Going forward, SK ecoplant plans to expand the scope of ESG evaluations to include 83% of core Biz. Partners in 2026, and 84% in 2027. The company aims to maintain the proportion of Biz. Partners requiring priority management due to inadequate ESG performance at 15% or below through 2025, and—reflecting overall improvements in ESG performance—to reduce this proportion to 8% or below starting in 2026. Furthermore, to strengthen Biz. Partners’ ESG capabilities, SK ecoplant conducted ESG risk evaluations for Biz. Partners in 2025 and quantitatively managed the status of improvement support provided to high-risk Biz. Partners. In 2025, the company introduced regular training for 151 core Biz. Partners, and plans to gradually expand the training content and scope starting in 2026.

Supply Chain ESG Management Status and Goals

Category	Unit	Performance			Target		
		2023	2024	2025	2026	2027	2028
Total No. of Biz. Partners	Companies	1,776	1,965	1,896	1,896	1,896	1,896
No. of Core Biz. Partners ¹⁾	Companies	324	324	151	151	151	151
No. of Biz. Partners Participating in ESG Evaluation	Companies	200	230	121	125	127	130
No. of Biz. Partners Under Priority Management	Companies	30	35	20	10	11	11

1) No. of Core Biz. Partners was adjusted starting in 2025 to reflect changes in business and operational structures

Biz. Partner ESG Improvement Action Implementation Status >

AI Infra Solution Provider

SUSTAINABILITY REPORT 2025

Environmental	
Environmental Management	88
Sustainable Products and Services	102
Biodiversity Conservation	111
Social	
Quality Management and Customer Satisfaction	116
Human Resource Management	121
Human Rights Management	133
Social Contribution	140
Information Security	150
Governance	
Governance Structure	158
Integrated Risk Management	171
Compliance Management	176
Ethical Management	192

Environmental Management

Environmental Management Framework

Environmental Management Policy

SK ecoplant establishes environmental management policies, guidelines, and strategies, and based on these, strives to minimize environmental pollution across all business divisions. The Environmental Management Policy applies to all employees at all sites, including the headquarters and subsidiaries. Compliance is actively encouraged for customers and Biz. Partners as well.

All domestic and international sites have established environmental management frameworks that comply with international standards by obtaining ISO 14001 (Environmental Management Systems) certification. Certification is maintained through annual surveillance audits and triennial renewal audits. Major consolidated subsidiaries (SK ecoengineering, SK airplus, SK materials performance, SK trichem, SK resonac, SK materials jnc, ESSEN CORE, SK tes, and SK oceanplant) have also obtained ISO 14001 certification to strengthen their environmental management frameworks.

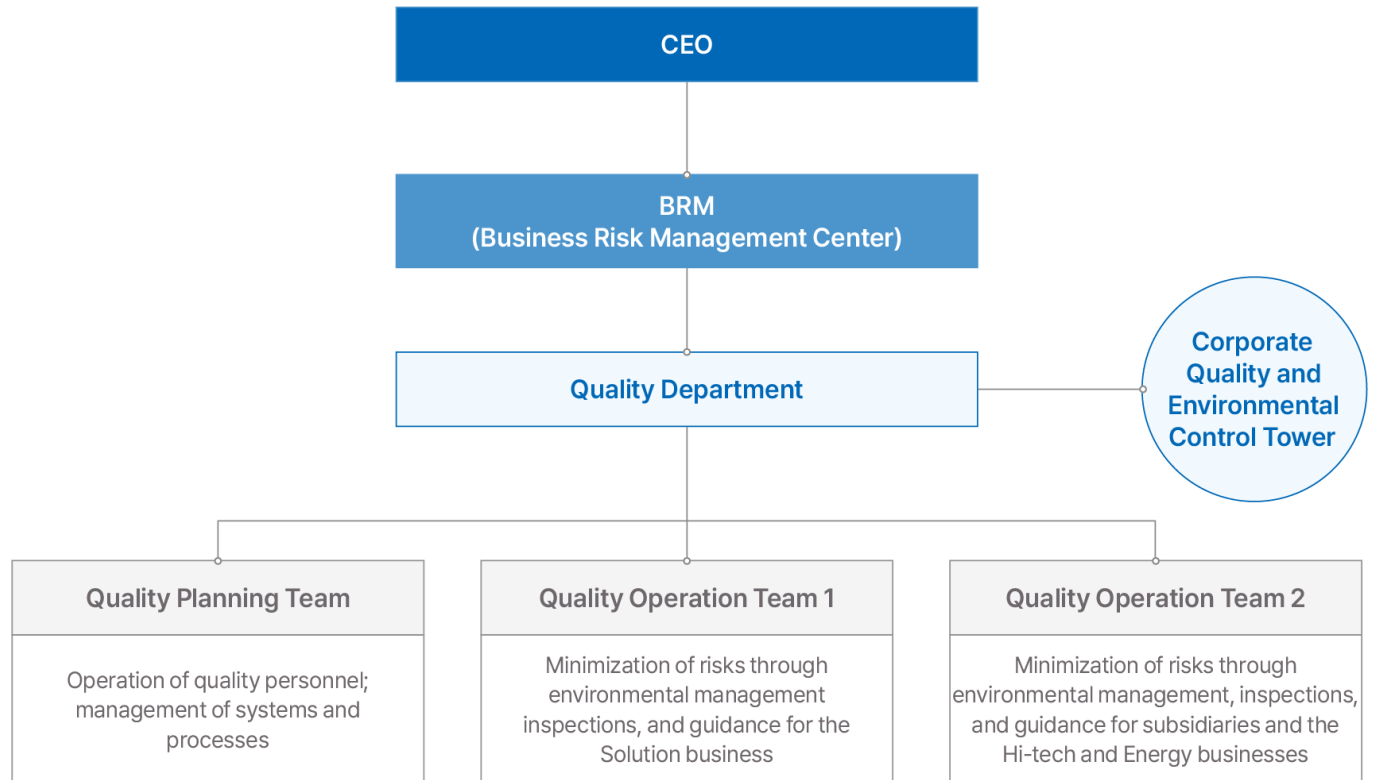
[Environmental Policy](#) [Environmental Management Policy](#) [ISO 14001 Certificate](#) 

Environmental Management Governance

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 annually reviews and approves/resolves environmental management plans and key matters; in 2025, it assessed legal violations and the outcomes of environmental management activities through the Annual Quality and Environment Business Plan Report. The Quality Department under the BRM (Business Risk Management) Center, 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.

In addition, to implement the environmental management framework, SK ecoplant incorporates environmental performance metrics into the performance evaluations of executives and business divisions. The CEO's KPIs include greenhouse gas reduction targets aimed at achieving Net-Zero, while the KPIs for each business division set improvement targets for key environmental indicators such as greenhouse gas emissions, water withdrawal, waste generation, and energy consumption. In 2025, the Quality Department's KPIs reflected the enhancement of the environmental management framework in conjunction with the Group's SHE management system, as well as a 15% reduction in environmental law violations (compared to the previous year) achieved through inspections based on environmental risk ratings and theme.

Environmental Management Organizational Chart



Environmental Management Goals and Strategies

SK ecoplant has adopted the vision of becoming a leading ESG company through eco-friendly management activities as its strategic direction and has established specific environmental management goals to achieve this. In particular, the company is enhancing its waste management system to achieve a waste recycling rate that meets ZWTL (Zero Waste To Landfill) standards. Furthermore, with the long-term goals of zero violations of environmental regulations and maintaining a 99% waste recycling rate, SK ecoplant is continuously strengthening its environmental management capabilities.

Environmental Management Roadmap

A company that leads ESG by practicing eco-friendly management				
Implementation Target	2026	2027	2030	
Climate	Implementation of the Greenhouse Gas and Energy Target Management System	- Achieving reduction targets - Use of eco-friendly materials - Expansion of zero-energy buildings	- Development of construction methods and technologies for greenhouse gas reduction - Entry into renewable energy business	
Pollutants	Promoting the expansion of waste recycling	Establishment of a digital waste management system	Establishment of a digital environmental pollutant management system	
Key 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 an environmental dispute support system	- 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	
General Environment				

Detailed Environmental Management Goals

Category	Unit	2026	2027	2028
No. of Major Environmental Regulation Violations ¹⁾	Cases	0	0	0
Waste Recycling Rate	%	97	99	99

1) No. of Major Environmental Regulation Violations: Based on cases involving fines or penalties of KRW 10 million or USD 10,000 or more

2) Waste-related figures are compiled based on the standards set forth in the Construction Waste Recycling Promotion Act and are calculated using data from the Allbaro System.

Environmental Management Strategy

Based on its environmental management goals, SK ecoplant is intensifying company-wide efforts to protect our lives today and build a better tomorrow.



Environmental Risk Management

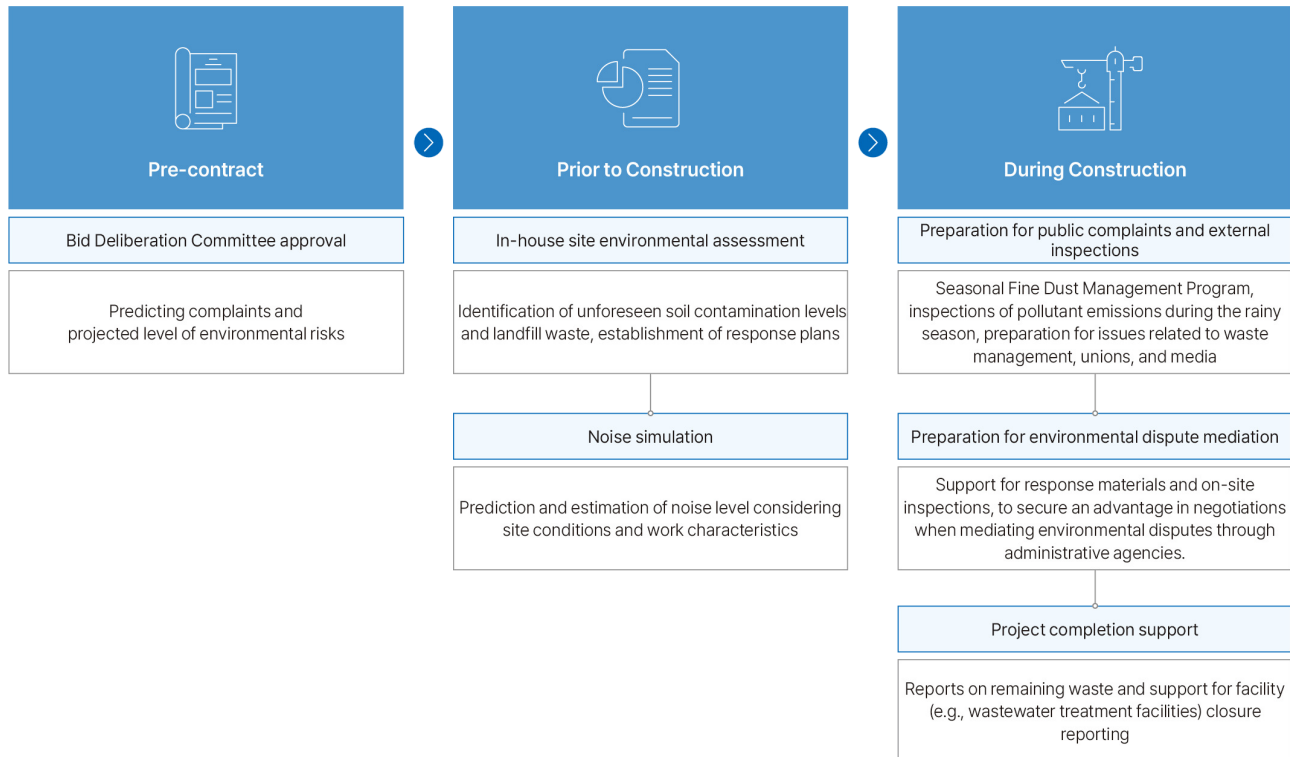
Environmental Risk Assessment

SK ecoplant continuously monitors environmental laws and regulations through its Compliance Management System (CMS), using this to identify potential environmental risks, develop action plans, and implement them. However, complaints from various stakeholders are increasing, due to the majority of recent construction projects being located in urban areas where noise issues persist, and the increase in the number of large-scale projects attracting significant public attention. To address this, SK ecoplant goes beyond merely taking corrective actions in response to issues and accidents or ensuring regulatory compliance; it conducts environmental risk assessments and management throughout the entire process—from pre-contract stages through construction to project completion. The company predicts risks associated with specific sources of environmental pollution based on each project's processes and characteristics. It then implements tailored, proactive responses, all with the aim of minimizing negative impacts on the surrounding environment, including air, soil, water quality, and biodiversity.

Environmental Risk Status by Factor

Environmental Factor	Risk Factor	Relevant Regulation	Severity	Potential Financial Impact	Response Measures	Post-Mitigation Severity
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	Mid
Air Pollutants	Unauthorized discharge, violation of environmental regulations	Clean Air Conservation Act	High	Fines, penalties	Continuous monitoring of emission-generating processes for air pollutants (fugitive dust)	Low
Fugitive Dust	Unauthorized discharge, violation of environmental regulations	Clean Air Conservation Act	Mid	Improvement order, penalties	Participation in the Seasonal Fine Dust Management Program; thematic inspections on fugitive dust; strengthened dust suppression measures	Low
Construction Waste	Unauthorized discharge, violation of environmental regulations	Construction Waste Recycling Promotion Act	High	Fines, penalties	Thematic inspections on waste in response to stricter regulations	Mid
Designated Waste	Unauthorized discharge, violation of environmental regulations	Wastes Control Act	High	Fines, penalties	Thematic inspections on waste in response to stricter regulations	Mid
Water Pollutants	Unauthorized discharge, violation of environmental regulations	Water Environment Conservation Act	High	Fines, penalties	Continuous monitoring of wastewater discharge facilities	Mid
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	Mid
Vibration	Resident complaints, damage to livestock, aquaculture facilities, and homes	Noise and Vibration Control Act	Mid	Fines, penalties	Thematic inspections on noise and vibration; additional deployment of mitigation facilities	Mid

Environmental Risk Management Process



Environmental Audit

To prevent environmental risks that may arise during business operations, SK ecoplant conducts environmental audits at least once a year for all domestic sites*. 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 2025, approximately 51 domestic sites were grouped into four regions, and a total of 103 environmental audits were conducted. All 165 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.

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

2025 Environmental Audit Overview

Risk Category	No. of Risks Identified	Rate of Resolution	Key Corrective Actions Implemented
Environmental Management	43	100%	Management of environmental management plans, environmental education, environmental performance, waste reduction plans, etc.
System	10	100%	Management of the Safety Environment Integrated System (SEIS) and the Waste Allbaro system
Air Quality	37	100%	Measures to control operations that generate fugitive dust (transportation, stockpiling, outdoor grinding, and cutting)
Waste	47	100%	Separation and sorting of waste; compliance with storage standards for designated waste
Water Quality	25	100%	Operation and management of wastewater discharge facilities; management to reduce turbidity
Noise	3	100%	Management of noise reduction facilities

Environmental Audit Checklist

Category	Inspection Items
System	• Are environmental goals established in the environmental plan and being implemented? • Is environmental performance being measured and managed? • Is management in place to keep environmental regulations up to date? • Are environmental training and emergency response drills being conducted?
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?
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 sediment basins or similar facilities?
Noise & 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?

Environmental Incident Response

In the event of non-compliance with environmental regulations, SK ecoplant promptly implements corrective actions in accordance with its site 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 2025, 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. Together, these measures contributed to the consistent management and monitoring of environmental regulation violations. Based on a voluntary agreement with the Ministry of Environment, efficient air pollutant monitoring was carried out at project sites by improving sprinkler 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.

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 major environmental regulation violations since the company’s founding remains at zero.

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 (KRW 10 million or above)
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)

SK ecoplant aims to maintain Zero Major Environmental Regulation Violations into the future 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 >

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.

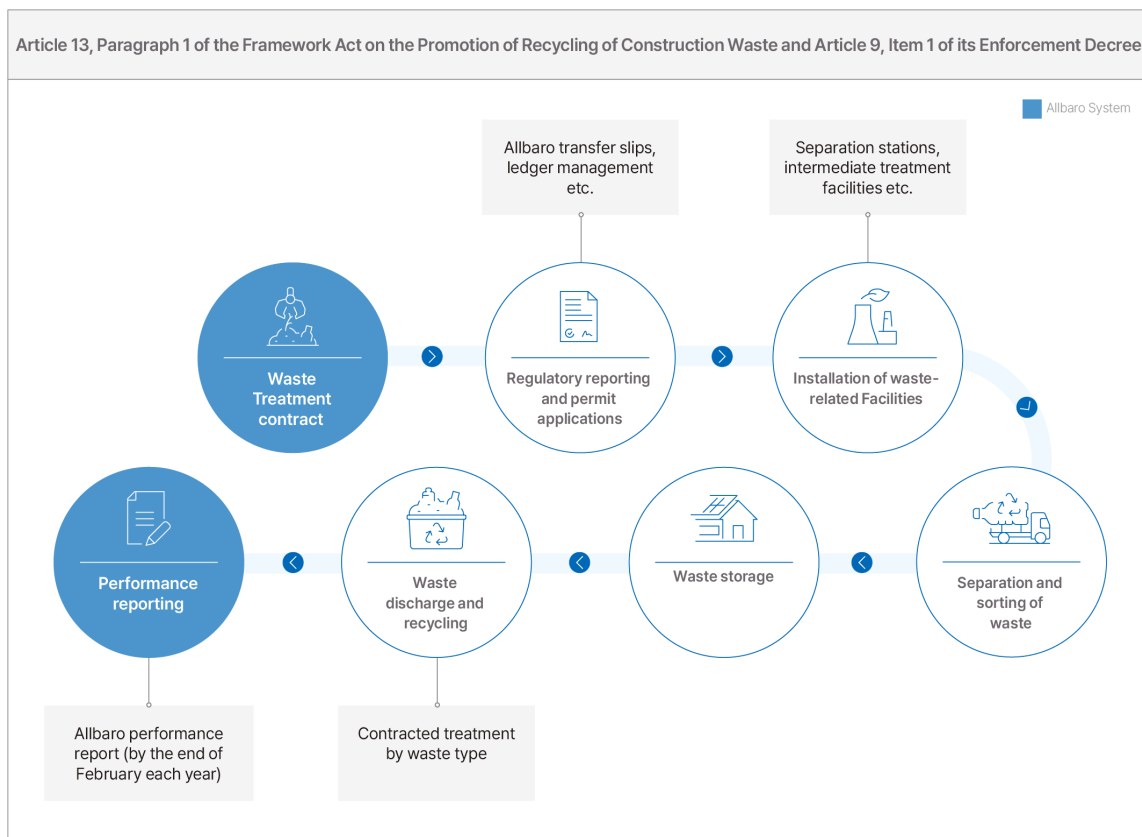
Environmental Education Performance >

Environmental Impact Mitigation Activities

Waste Management

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



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 2025, the target waste generation intensity was 8.46 tons per KRW 100 million, with actual performance recorded at 4.06 tons per KRW 100 million.

Target and Status of Waste Generation Intensity¹⁾

Category	Unit	2022	2023	2024	2025	
					Target	Performance
Waste Generation Intensity	Tons per KRW 100 million	6.71	9.51	9.15	8.46	4.06

1) Waste-related figures were compiled based on the standards set forth in the Construction Waste Recycling Promotion Act and calculated using data from the Allbaro System.

Waste Generation and Treatment by Type >

Water Resource Management

SK ecoplant systematically monitors water withdrawal and consumption 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.

Water Withdrawal and Consumption >

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. Since water use is essential at construction sites for both construction work and dust suppression, an increase in water stress levels can lead to higher water consumption costs in the medium to long term. SK ecoplant is implementing measures to improve water use efficiency in regions where water stress levels are rated “High” or higher, and is promoting water conservation initiatives that comprehensively consider the proportion of water withdrawal from each region.

Results of Water Stress Analysis at Major Sites

Site Location	Water Stress Level ¹⁾	Proportion of Water Withdrawal
Gangwon	Mid - High	0.9%
Gyeonggi	Mid - High	26.6%
Gyeongsangnam-do	Mid - High	12.2%
Gyeongsangbuk-do	Mid - High	0.02%
Daegu	Mid - High	3.7%
Daejeon	High	4.0%

Site Location	Water Stress Level ¹⁾	Proportion of Water Withdrawal
Seoul	Mid - High	20.0%
Sejong	High	0.6%
Ulsan	Mid - High	0.8%
Incheon	Mid - High	6.1%
Busan	Mid - High	21.6%
Chungcheongbuk-do	Mid - High	3.4%

1) High: Total water use accounts for 40–80% of available water resources, Mid-High: Total water use accounts for 20–40% of available water resources

Hazardous Substance Management

SK ecoplant monitors compliance with legal standards and health and safety regulations regarding hazardous substances that may arise not only at its directly operated sites but also throughout the entire project value chain. Construction sites are characterized by being established, operated, and decommissioned according to the lifecycle of each project; depending on project characteristics and relevant laws such as the Clean Air Conservation Act and the Water Environment Conservation Act, emission facilities subject to permits or notifications may be installed and operated. SK ecoplant continuously verifies and inspects compliance with relevant regulations, such as emission standards. For projects requiring the management of emission facilities—such as underground excavation and tunnel construction, as well as the operation of batch plants and crushers—the company monitors operations to ensure that pollutants are managed below legal limits through the proper operation of wastewater treatment and air pollution control facilities.

Management of Environmental Hazards

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.

SK ecoplant operates a rigorous management system for each type of environmental hazard. 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, Ulsan LALS, Centum Park SK VIEW, and the Yeongdeungpo-gu office development project.

IT-Based Environmental Information Management

Category	Details
Company-wide Environmental Management System SEIS+ (Safety Environment Integrated System Plus)	- 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 consumption, 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.

Environmental Hazard Monitoring Systems

Category	Frequency	Management Method
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)
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
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 a Tele-Monitoring System (TMS) for remote automatic water quality monitoring (for projects operating wastewater treatment facilities of Type 3 or higher, managed by Biz. Partner)
Noise and Vibration	Pre-construction, continuous	Prediction of noise and vibration impact range using noise simulation software

Environmental Hazard Management

Category	Management Details
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.
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.
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.
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.

CASE

Fugitive Dust Management and Efficient Water Resource Use

As large-scale removal of excavated soil from construction sites using dump trucks continues, the importance of controlling fugitive dust is increasing. SK ecoplant has improved operational efficiency by reducing the wheel-washing time for dump trucks through a two-row, inline arrangement of tank-type and automatic wheel-washing facilities. Additionally, during rainy weather, mobile sprinklers are added in front of and behind the existing wheel-washing facilities, while the washing times for each facility are adjusted to prevent contamination of external roads. During the winter, anti-freeze tunnel-type housing facilities, along with internal heaters, hot water heaters, and pipe heating cables, are installed to ensure the wheel-washing facilities operate normally even during cold snaps, thereby maintaining the effectiveness of fugitive dust management. Furthermore, sedimentation facilities have been installed to recycle the water used in the wheel-washing stations, thereby improving the water quality of the tank-based wheel-washing water and ensuring that no water pollutants are discharged.



Inline Arrangement of tank-type and automatic wheel-washing facilities



Tunnel-type housing facilities for freeze protection



Wheel-washing water reuse facility

CASE

Development of Customized Dust Reduction Devices by Fugitive Dust Type

SK ecoplant has developed and is currently implementing a “pile driver concentrated water spraying system” and “linear sprinklers” that not only reduce fugitive dust but also ensure the safety of on-site workers, reduce costs, and improve work efficiency. The pile driver concentrated water spraying system is equipped with a device that sprays water directly onto the pile driver’s soil discharge port to suppress the primary sources of fugitive dust and eliminate risks associated with workers manually spraying water. It can be installed on relevant equipment even at demolition sites or during high-rise operations, offering the advantage of directly spraying water onto high-risk areas or dust sources that are otherwise inaccessible. Additionally, the linear automatic sprinkler system, featuring a modular design that allows for immediate relocation and installation, can be set up regardless of road configuration and automatically sprays water twice daily without requiring separate operation. In particular, the system enhances spraying efficiency by incorporating a solenoid valve that automatically controls leaks caused by water pressure and gravity, as well as a high-pressure pump that maintains a consistent water pressure. In recognition of these efforts to reduce fugitive dust, SK ecoplant received the “Minister of Climate, Energy, and Environment Award” at the Construction Environmental Management Best Practices Competition.



Pile driver concentrated water spraying system



Linear sprinklers

CASE

Noise Management

SK ecoplant conducts noise simulations prior to construction to predict and assess noise levels based on site conditions and work characteristics. This enables the company to verify the risk of exceeding noise emission standards, and incorporate findings into the development of noise reduction measures. Noise-suppressing barriers are installed during underground construction, while mobile noise barriers, Inflatable Noise Barrier, and soundproof domes are also being utilized. Furthermore, recognizing that many buildings exceed noise standards even when inter-floor soundproofing sheets are installed, noise measurements and monitoring are continuously conducted.



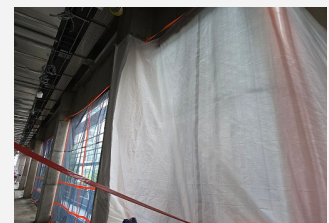
Generator noise barrier



Noise barrier inflatable for concrete pump trucks



Sound-absorbing pads for pile drivers



Soundproofing sheets

CASE

Management of Environmental Hazards at the Yongin Semiconductor Cluster

Category	Environmental Hazards	Management Details
Yongin Semiconductor Cluster General Industrial Complex Road Construction	Fugitive Dust	- Installation and operation of high-pressure sprinklers (15 units) and solar-powered automatic sprinklers (5 units) - Operation of water trucks (3 units), Bobcat sweeper (1 unit), and street sweepers (1 unit) - Installation and operation of wheel/vehicle-washing facilities (15 locations) (to be removed after opening)
	Water Pollution	- Installation of sediment basins (15 locations) (to be removed after opening) - Installation of turbidity reduction filters in drainage channels (5 locations)
	Noise & Vibration	Installation of temporary mobile noise barriers (5 units) and noise barrier inflatables (4 units)
	Waste	Operating designated waste storage areas (3 locations) and recycling bins for clear PET bottles (3 locations)
Yongin Semiconductor Cluster General Industrial Complex Development Project	Fugitive Dust	- Installation and operation of mobile high-pressure sprinklers (63 units) - Operation of water trucks (21 units), vacuum sweeper (1 unit), and Bobcat sweepers (2 units) - Installation and operation of automatic and tank-type wheel-washing facilities (20 locations)
	Water Pollution	Installation of temporary sediment basins (38 locations) and turbidity control screens (6 locations)
	Noise & Vibration	Installation of noise and vibration barriers (approx. 6 km) and mobile noise barrier inflatables (7 units)
	Waste	Operation of temporary waste storage areas (2 locations) and designated waste storage areas (8 locations)
Construction of Support Facilities for Yongin FAB Phase 1	Other	Installation of real-time environmental monitoring stations (10 locations) to measure fine dust and noise
	Fugitive Dust	- Installation and operation of mobile high-pressure sprinklers (12 units) - Operation of a water truck (1 unit)
	Water Pollution	Operation of mobile wastewater treatment facilities (2 units)
	Noise & Vibration	Installation of RPP (reinforced plastic) noise barrier fencing (approx. 1.2 km)
	Waste	Installation and operation of storage roll-off containers for each BL

Yongin Semiconductor Cluster Phase 1 Construction	Fugitive Dust	• Installation and operation of high-pressure sprinklers (11 units), wide-area sprinklers (3 units), and mobile wide-area sprinklers (2 units) • Operation of high-pressure sprinkler systems (6 sets) and line sprinkler systems (1 set)
	Water Pollution	• Installation of temporary sediment basins (4 locations)
	Noise & Vibration	• Installation of RPP (reinforced plastic) noise barrier fences (approx. 2.1 km) • Noise measurements in areas expected to generate complaints (once a week)
	Waste	• Installation of waste management facilities (1 set) • Operation of recycling bins (150), battery collection bins (72), and discarded safety helmet collection bins (2) • Operation of recycling robots (2 units)
	Other	• Measurement of illuminance (amount of light) in areas where complaints are expected (once a week)

Sustainable Products and Services

Sustainable Products and Services

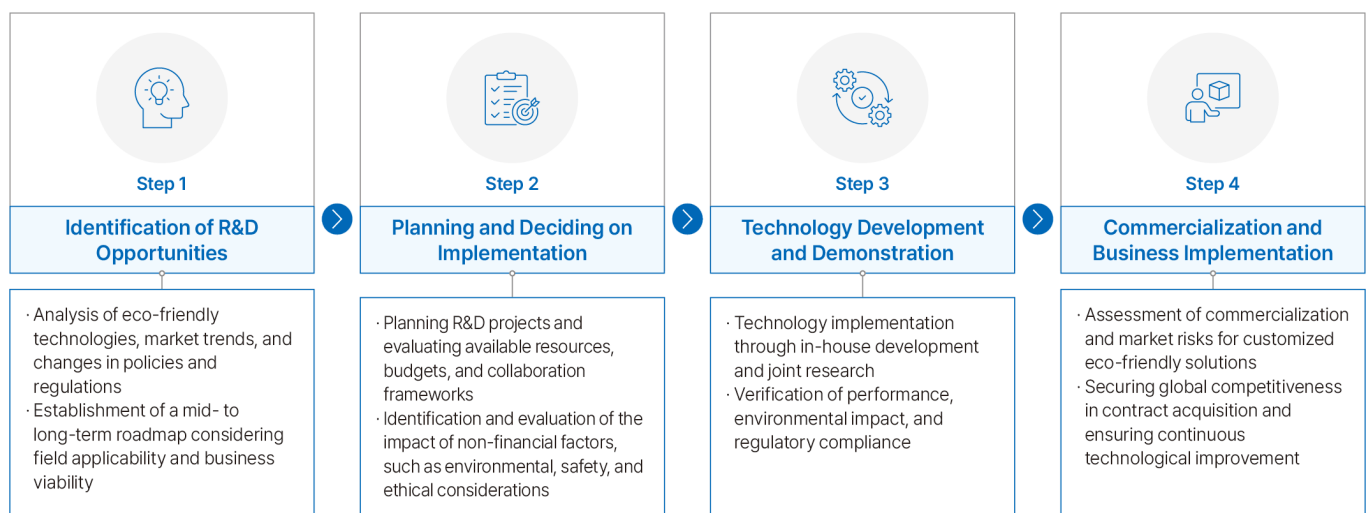
Sustainable Technology Development for Products and Services

SK ecoplant has adopted technology development for sustainable products and services as a core growth strategy, securing future growth capabilities during the transition of its business portfolio while simultaneously enhancing the operational efficiency of its existing assets. Starting in 2024, to strengthen competitiveness in environmental and energy technologies, the company established greenhouse gas reduction, energy optimization, air pollutant reduction, and the identification of solutions and development of technologies for water reuse and zero discharge as core KPIs within its company-wide ESG-specific metrics; these have been implemented as priority tasks. As a result, SK ecoplant is currently conducting demonstrations of proprietary water reuse and zero liquid discharge technology (CSRO), in addition to preparing pilot testing for the air pollutant-reducing Bay Scrubber technology.

SK ecoplant is currently pursuing the phased commercialization of each of these technologies and aims to continue realizing both economic and social value by establishing environmental infrastructure that integrates AI and digital technologies, as well as by localizing and advancing clean energy technologies. Furthermore, the company reports and reviews key agenda items related to sustainable product and service technologies—such as the circular economy and renewable energy—with the Board of Directors and the Strategy-ESG Committee.

SK ecoplant establishes R&D roadmaps by comprehensively analyzing eco-friendly technologies, policies, and market trends, and is building a diverse technology portfolio through C&D (Connect & Development) activities aligned with its business strategy. The company provides advanced eco-friendly solutions not only through in-house technology development but also through joint development with external innovation partners, and applies a systematic risk management framework that incorporates environmental, social, and technical factors throughout the entire process—from the initial planning stage of technology development to commercialization. In particular, to address social and policy demands for eco-friendly R&D and the uncertainties associated with technology investment, SK ecoplant proactively identifies and manages risks at every stage of the R&D process—from identifying and planning opportunities to technology development, demonstration, commercialization, and business implementation.

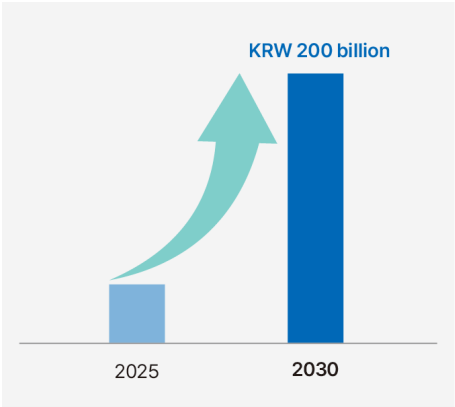
Sustainable Technology R&D Process



Investment Objectives and Plans

SK ecoplant has been continuously expanding its investments in the fields of Hi-tech, AI Solutions, and Asset Lifecycle to secure a leading position in the future AI infrastructure market and develop sustainable products and services, and plans to invest approximately KRW 200 billion by 2030.

Scale of Business Investment



Category		Investment Details
Hi-tech	Core Infrastructure	Investments aimed at establishing and securing the operational foundation for core industrial infrastructure—such as semiconductor and AI data centers—and areas that strengthen competitiveness in executing projects within the AI infrastructure sector
Solution	Transition Infrastructure	An area focused on developing and building infrastructure related to energy and environmental transition to facilitate customers' low-carbon transition and expand our solution-centric business foundation
Asset Lifecycle	Resource Circulation	An area that contributes to the environment and strengthens the expansion of a sustainable business foundation by recovering, reusing, and recycling end-of-life assets and establishing resource circulation models

Sustainable Products and Services Performance

Sustainable Construction and Technology Development

In response to the growing market demand for eco-friendly buildings, SK ecoplant conducts building Life Cycle Assessments (LCA) on a project-by-project basis and quantitatively evaluates the environmental impacts generated throughout a building's life cycle. Furthermore, the company develops and applies eco-friendly technologies across the entire life cycle of a building—from design through construction to operation. In particular, SK ecoplant has obtained certifications under the Green Building Certification and Building Energy Efficiency Rating systems, both of which are eco-friendly building certification programs. Furthermore, by constructing zero-energy buildings (ZEBs) that incorporate environmental and energy solutions, SK ecoplant is actively participating in the national initiative to mandate zero-energy buildings (ZEBs).

SK ecoplant defines, calculates, and discloses “eco-friendly building revenue” (aggregated separately, excluding subsidiaries) as revenue generated from products certified by third parties (official certification bodies such as the Korea Real Estate Board and the Korea Research Institute of Eco-Environmental Architecture) under programs such as the Green Building Certification (G-SEED) and the Building Energy Efficiency Rating Certification. The company consistently sets final certification targets in consideration of trends in the construction industry, thereby strengthening its competitiveness in the eco-friendly construction market.

Green Building Certification

Category	Unit	2023	2024	2025			2026	2027
				Total	SK ecoplant	SK ecoengineering	Target ³⁾	
Final Certification for Green Building Certification (G-SEED) ¹⁾	Cases	5	12	10	10	0	5	7
Final Certification for Building Energy Efficiency Rating ²⁾	Cases	5	13	11	11	0	5	5

1) Green Building Certification (G-SEED): A system that grants eco-friendly building certification to structures that contribute to energy conservation and the reduction of environmental pollution throughout the entire process, including design, construction, and maintenance.

2) Building Energy Efficiency Rating : A certification system designed to expand demand for high-energy-performance buildings and promote awareness of effective building energy management by providing quantitative and objective information on building energy performance.

3) Target: Total target, including SK ecoplant and SK ecoengineering

Eco-friendly Building Revenue

Category	Unit	2023	2024	2025
Total Revenue (Separate Basis)	KRW 100 million	46,022	54,173	74,896
Eco-friendly Building Revenue ¹⁾	KRW 100 million	16,247	18,458	14,293
Eco-friendly Building Revenue Ratio ²⁾	%	35.3	34.1	19.1

1) Eco-friendly Building Revenue: Products that have received third-party certification were defined as Eco-friendly Building Revenue, and the total figure includes eco-friendly building revenue generated from projects that have completed either full or preliminary certification. 2) Eco-friendly Building Revenue Ratio = (Eco-friendly Building Revenue ÷ Total Revenue (Separate Basis)) × 100

SK ecoplant is also developing construction materials using industrial and municipal waste. KEco-Bar, an eco-friendly rebar substitute based on glass-fiber-reinforced plastic (GFRP) blended with recycled PET, is a new material that is lightweight, has high tensile strength, and offers excellent corrosion resistance. It has been successfully listed in the National Design and Specification Standards (24 Code, 14 Code) and has also obtained Green Product Certification and Eco-Label Certification. Its registration under the Korea Design Standard (KDS, 41 Code: Building Structures) is currently being prepared, while it is already listed as a Public Procurement Service "Excellent Product." Furthermore, to introduce environmental solutions linked to resource circulation, SK ecoplant aims to take the lead in solving environmental problems through sustainable products and services, such as developing an automated waste collection and sorting system for apartment complexes.

R&D and Patents

SK ecoplant continues to invest in R&D across the entire value chain. To secure differentiated technological capabilities related to sustainable products and services, the company is expanding the number of patents it files and holds; as a result, it currently holds a total of 83 patents related to sustainable products and services as of 2025.

R&D Investment & Patent Status >

Strategic Directions for Sustainable Products and Services

Through this report, SK ecoplant details key examples that align with its strategic direction for sustainable products and services across each business division, and will continue to expand these activities through ongoing improvement and advancement.

Strategic Directions by Business Division

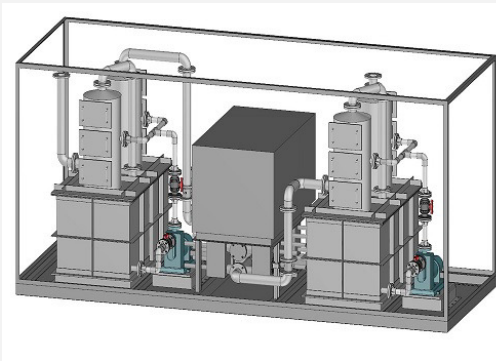
Category	Strategic Direction
Hi-tech	- Optimize operation and enhance performance of catalyst-type Bay Scrubbers; pursue commercialization based on pilot testing within semiconductor manufacturing facilities - Optimize and automate CSRO water treatment and water quality-linked operations; greater commercialization of water conservation and wastewater reuse initiatives
Solution	- Reduce energy consumption through passive and active technologies; improve building energy self-sufficiency through the optimal combination of rooftop photovoltaic (PV) systems, building-integrated photovoltaic (BIPV) systems, and renewable energy sources - Expand fuel cell waste heat reuse chiller (WHRC) technology domestically and enter overseas markets; promote technology standardization
Asset Lifecycle	- Expand the domestic and international application of the digital platform (WAYBLE) service to achieve data-driven carbon emissions reduction and circular economy establishment - Lead the way in resource recycling and a circular supply chain through IT asset dismantling and recycling technologies, processing facilities, and a reliable e-waste collection network

CASE

Catalytic Bay Scrubber for Removing Greenhouse F-Gases in Semiconductor Processes

Due to recent trends in semiconductor miniaturization and the surge in AI demand, not only front-end semiconductor process equipment but also back-end systems and environmental facilities are requiring more space and power. Consequently, environmental equipment in sub-FABs—such as scrubbers, electrostatic precipitators, and vacuum pumps—must be compactly designed to reduce power consumption, installation footprint, and piping complexity while maintaining performance.

Currently, environmental equipment used to treat greenhouse F-gases generated during semiconductor production processes (such as etching and deposition) relies on small-scale plasma-wet and burn-wet scrubber technologies. With approximately 10,000 units installed in semiconductor manufacturing facilities, there is a pressing need to enhance space efficiency, reduce power consumption, and improve maintenance convenience through the adoption of medium- and large-scale systems.



Based on technical collaboration with global partners and its own design capabilities, SK ecoplant has developed medium- to large-scale catalytic bay scrubber technology. By using a catalyst to significantly lower the decomposition temperature of greenhouse gases, this technology reduces power consumption and can replace 20 to 50 existing units, thereby greatly improving space efficiency and ease of maintenance.

By 2025, SK ecoplant has completed pilot technology validation and built a prototype on the same scale as commercial facilities, achieving a greenhouse gas reduction efficiency of 95% or higher for major F-gases and an energy recovery rate of 90% or higher. In addition, the company has developed its own dynamic simulator to optimize design and operating conditions, thereby enhancing technical performance. In 2026, SK ecoplant plans to conduct demonstration tests at semiconductor manufacturing facilities to lay the groundwork for commercialization, in addition to developing technology to scale up systems installed on factory roofs.

* Greenhouse gas reduction efficiency and energy recovery rates are based on internal measurements; figures may vary depending on actual operating conditions.

- Greenhouse gas reduction efficiency: The reduction rate calculated by using infrared-based analytical tools to measure changes in gas concentration before and after the gas passed through the equipment, following the steady injection of CF₄, a representative F-group greenhouse gas

- Energy recovery rate: The proportion of thermal energy supplied to the equipment that is recovered rather than lost to the outside; calculated by estimating the degree of heat loss based on changes in gas temperature

CASE

Proprietary CSRO Technology for Water Reuse and Zero Liquid Discharge

As industrial water usage increases across the electronics industry—including semiconductor manufacturing—the burden of securing water resources is growing, and from an ESG perspective, customer demand for wastewater reuse is surging. SK ecoplant has developed a high-efficiency water treatment technology (CSRO: Circle-Sequence Reverse Osmosis) that increases recovery rates and reduces concentrated wastewater discharge compared to existing processes, while also minimizing operating costs with minimal equipment.

CSRO is a system technology that uses reverse osmosis membranes—which are widely used for process water production and wastewater reuse—to sequentially switch between forward and reverse modes, thereby recirculating concentrate internally.



Reverse osmosis membranes act as filters that remove chemicals and impurities from the effluent. Depending on the properties and condition of the influent, CSRO is a technology capable of achieving a higher recovery rate compared to conventional reverse osmosis processes.

In 2025, SK ecoplant is verifying performance and stability through CSRO technology demonstrations while simultaneously pursuing commercialization. The company is also enhancing operational stability and efficiency through the development of design and automated operation software for CSRO. In 2026, SK ecoplant aims to advance technology—including the development of a water-quality-linked operational optimization program capable of responding to various inflow conditions—while proceeding with demonstration and practical application. Based on this, the company will support customers in achieving their ESG goals of reducing water consumption and expanding reuse, while also translating these efforts into business results.

CASE

Energy Efficiency in Eco-Friendly Buildings

SK ecoplant aims to minimize waste and carbon emissions throughout the entire life cycle of various buildings—including residential and commercial facilities, infrastructure, and industrial complexes—by integrating eco-friendly elements with the EPC (Engineering, Procurement, Construction) capabilities accumulated through its existing construction business. To this end, the company is continuously conducting R&D on design and construction technologies that reduce environmental impact and enable resource circulation.

In particular, to reduce a building's energy consumption and greenhouse gas emissions, SK ecoplant applies design and technical elements that enhance the building's energy efficiency while improving comfort for residents and users. To this end, the company evaluates the potential for utilizing natural energy based on the building's location, orientation, and insulation performance from the initial design stage, while employing high-efficiency heating systems, equipment, and lighting. Furthermore, SK ecoplant operates a phased integrated energy design process—covering the entire “review–design–implementation–operation” cycle—to gradually increase a building's energy self-sufficiency through the application of renewable energy sources such as solar power. The goal is not only to optimize elements such as the building envelope, systems, controls, and renewable energy to achieve energy performance that meets external standards—such as Zero-Energy Buildings (ZEB)—but also to ensure that performance is maintained stably throughout the operational phase.

In 2025, a highly insulated and airtight building envelope system was implemented at the SK V1 knowledge industrial complex in West Busan to minimize heat loss, while a Building Energy Management System (BEMS) was established to enhance operational efficiency through real-time monitoring of energy consumption. Furthermore, by installing a rooftop photovoltaic (PV) system and solid oxide fuel cell (SOFC), the facility achieved an energy self-sufficiency rate (the percentage of primary energy production relative to primary energy consumption) of over 20%, thereby earning a Zero Energy Grade 5 (preliminary certification).



The Yeongdeungpo office building also incorporates a highly insulated and airtight building envelope system; the use of a double-skin envelope system enhances occupant comfort and minimizes energy loss. To strengthen energy usage management, an integrated building energy management system was implemented, while the building itself was designed to improve energy self-sufficiency through a rooftop photovoltaic (PV) system and solid oxide fuel cell (SOFC).

SK ecoplant is standardizing the most efficient combinations of renewable energy sources—such as building-integrated photovoltaic (BIPV) systems and solid oxide fuel cell (SOFC)—tailored to the purpose, size, and energy usage characteristics of all buildings currently under construction. Based on this, the company plans to establish specific performance targets aligned with the government's energy self-sufficiency goals and monitor their implementation progress.

Energy Efficiency Measures by Construction Phase

Category	Details
Design	• Introduction of design and technical elements to ensure the building's energy efficiency and enhance occupant comfort • Strategic directions for utilizing natural energy, application of passive design that takes building envelope performance into account, active design that utilizes high-efficiency heat source systems, equipment, and lighting • Implementation of a phased, integrated energy design process that maximizes a building's energy self-sufficiency through renewable energy
Construction	• Expanded application of the OSC (Off-Site Construction) method • Conducting pre-construction consulting for clients and stakeholders; promoting energy-saving solutions and modularization
Operation	• Enhanced energy efficiency and reduction of environmental impact through energy and waste solutions, energy management system (BEMS), and AI-based automated indoor environment control system implementation • Implementation of water-saving plumbing fixtures, rainwater reuse systems, graywater systems, and Low Impact Development (LID)

CASE

Fuel Cell Waste Heat Reuse Chiller (WHRC) Technology

Fuel cell power generation inevitably produces high-temperature exhaust gas (waste heat) during the electricity production process; recovering and utilizing this heat can improve energy efficiency while reducing the environmental impact. SK ecoplant set the improvement of integrated thermo-electric efficiency—converting heat sources previously wasted during power generation into usable energy—as its core objective by developing Waste Heat Reuse Chiller (WHRC) technology that utilizes this waste heat for system cooling.

To implement this technology, SK ecoplant identified a Biz. Partner specializing in absorption chillers and conducted joint technology development. Technological competitiveness was strengthened by registering the results as a joint patent. Furthermore, the company developed and manufactured equipment for application in a 19.8 MW fuel cell power plant, completed testing to ensure performance and reliability, and successfully applied the technology to a project.



To simultaneously expand the scope of technology application and business viability, SK ecoplant aims to strengthen cost competitiveness and supply stability by increasing the localization rate and continuing performance improvement efforts. Furthermore, the company plans expansion into international markets by securing overseas technology rights for WHRC, in addition to standardizing the technology so it can be consistently applied to all projects. In addition, SK ecoplant will implement Hot Water System (HWS) technology that utilizes waste heat to produce hot water, thereby establishing a comprehensive waste heat utilization system capable of not only cooling but also hot water production.

CASE

Data-Driven Circular Economy Platform (WAYBLE)

SK ecoplant's WAYBLE is a digital platform designed to reduce carbon emissions and cultivate a circular economy, currently offering services in five areas. WAYBLE circular manages the entire waste and resource recycling process, while WAYBLE decarbon manages the entire process of calculating, analyzing, and reducing corporate carbon emissions. WAYBLE re:energy is an AI-based system for optimizing energy, water treatment, and recycled resource production. These three service areas, along with WAYBLE re:water and WAYBLE resources, help companies manage their carbon emissions and waste disposal operations.

In particular, WAYBLE circular is a service that digitally tracks and manages the entire waste management process—from generation to collection, transportation, and final disposal. It automates previously manual tasks through features such as the automatic generation of waste transfer forms and integration with the Ministry of Environment's Allbaro reporting system, thereby enhancing operational productivity and data transparency.



Furthermore, the platform enables the management of key performance indicators—such as waste generation volumes by category, disposal patterns, and recycling rates—and supports global business operations, including the acquisition of Zero Waste to Landfill (ZWTL) certification.

Currently, over 900 sites owned by domestic companies are utilizing WAYBLE circular, while WAYBLE re:energy is being implemented not only in Korea but also at environmental and energy facilities in Vietnam and Malaysia. Centered on the two key pillars of resource circulation and carbon emissions management, WAYBLE is addressing the climate crisis through digital transformation while simultaneously improving corporate operational efficiency. SK ecoplant intends to continue presenting its unique vision for the circular economy through WAYBLE services.

CASE

E-Waste Recycling



Through SK tes, its IT Asset Disposition (ITAD) subsidiary that focuses on the disposal of IT products and high-performance electronic equipment, SK ecoplant has proactively secured technologies for the dismantling and recycling of IT assets and is responding to the demand for related services. SK tes currently operates approximately 40 processing facilities in 21 countries worldwide and has established a stable e-waste collection network. The company possesses recovery and processing technologies for resources classified as key future industries, ranging from e-waste containing semiconductors to electric vehicle batteries and data center servers.

Furthermore, SK ecoplant's semiconductor memory subsidiary, ESSENCore, reprocesses components collected from high-performance servers handled by SK tes into memory products such as SSDs and SD cards. Thus, it contributes to efficiently recycling resources and establishing a circular supply chain.

Biodiversity Conservation

Biodiversity Conservation

Biodiversity Policy

SK ecoplant recognizes the potential impact of its business activities on the environment and biodiversity, and strives to minimize any adverse effects on biodiversity both domestically and internationally. To this end, the company has established principles and implementation standards within its environmental management policy to mitigate biodiversity risks across all business operations.

Biodiversity Policy

SK ecoplant considers the protection of biodiversity essential for sustainable development and recognizes the potential environmental and biodiversity impacts of its business operations. Accordingly, it strives to minimize the adverse effects of business activities on biodiversity.

- SK ecoplant will prevent, minimize, and mitigate biodiversity risks across all operations. When undertaking new projects, such as facility expansions or upgrades, SK ecoplant will identify and assess the status and value of biodiversity and monitor the resulting impacts. Furthermore, SK ecoplant will seek to extend biodiversity management principles and expectations to secondary and tertiary suppliers as appropriate.
- Regarding land management and biodiversity conservation, SK ecoplant will comply with all relevant local, national, and regional legal requirements at all sites subject to applicable international conventions (World Heritage Areas, IUCN Category I–IV Protected Areas).
- SK ecoplant will prioritize the protection of endangered, rare, and endemic species while exploring ways to support local, national, and global biodiversity conservation initiatives. Furthermore, SK ecoplant will provide various environmental training programs to employees and stakeholders to enhance their knowledge and understanding of biodiversity conservation issues.
- At sites containing critical habitats, SK ecoplant will strive to prevent biodiversity loss (NNL: No Net Loss) and achieve a positive impact (NPI: Net Positive Impact). To this end, SK ecoplant will comply with biodiversity policies while measuring and reviewing pollution levels near its sites affecting wildlife, plants, air quality, odors, groundwater and marine water quality, as well as soil. Furthermore, SK ecoplant will actively engage in monitoring activities to improve the local environment.

Biodiversity Management System

SK ecoplant identifies the degree of biodiversity dependence based on industry characteristics and the level of ecological impact caused by its business activities, while evaluating and analyzing biodiversity risks in the areas where its sites and construction sites are located. When launching new businesses or projects, the company conducts environmental impact assessments and implements measures to mitigate any identified negative impacts. Additionally, SK ecoplant manages biodiversity risks through continuous monitoring of environmental impacts.

Biodiversity Management Process

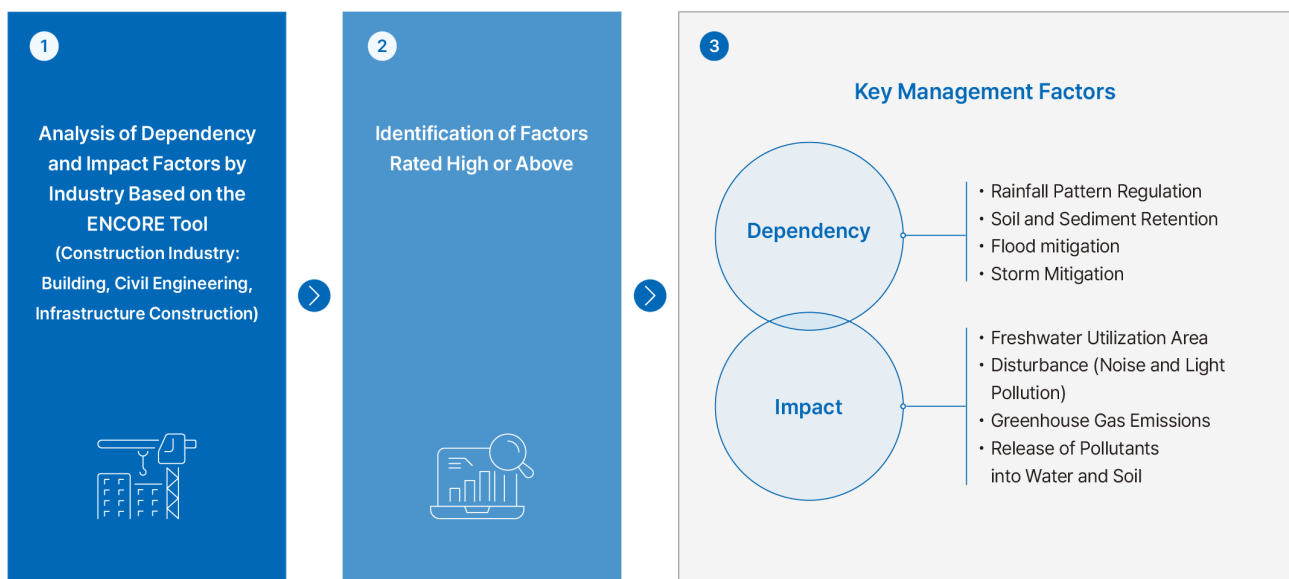


Analysis of Biodiversity Dependency and Impacts

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, Rainfall Pattern Regulation—a function of natural water cycles—and Soil and Sediment Retention—which contributes to preventing soil erosion and ensuring ground stability—and Flood as well as Storm Mitigation—which reduce floods, storms, or subsequent damage—were identified as key management factors. 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 assessed biodiversity risks in the regions where its major domestic operations are located using the World Wildlife Fund(WWF)'s Biodiversity Risk Filter (BRF). The BRF is a global assessment framework that enables companies to quantitatively analyze not only their impact on natural ecosystems but also the risks that biodiversity loss poses to their operations. The BRF categorizes biodiversity risks into physical risks and reputational risks. Physical risks refer to potential operational disruptions and increased costs that may arise if the ecosystem services on which the company relies are damaged or weakened. Reputational risks refer to risks that affect a company's social reputation—such as criticism from local communities or stakeholders, or a decline in brand trust—should the company negatively impact the ecosystem.

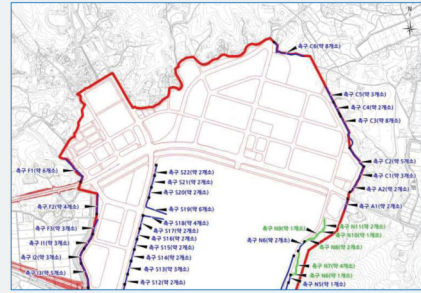
The analysis revealed that among the regions where SK ecoplant's domestic sites are located, none were assessed as having a "Very High" overall level of physical and reputational risk; most were rated at the "Medium" or "High" level. However, in some regions—including Gyeonggi-do, Seoul, Sejong, Chungcheongnam-do, and Chungcheongbuk-do—the Biodiversity Pressure indicator, which reflects ecosystem stress levels, was rated 'Very High' in some regions due to factors such as changes in land use, pollution, population density, and climate. SK ecoplant is prioritizing biodiversity conservation activities, particularly in these regions, to minimize ecosystem stress caused by its business operations.

Biodiversity Risk Analysis Results

Category	Physical Risk						Reputational Risk			
	Overall	Provisioning Services	Supporting Services	Regulating Services	Cultural Services	Biodiversity Pressure	General	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
Gyeong sangnam-do	High	Mid	Low	High	Very Low	High	Mid	Mid	Mid	Mid
Gyeong sangbuk-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
Chung cheongnam-do	High	Mid	Low	High	Very Low	Very High	Mid	Mid	Mid	Mid
Chung cheongbuk-do	High	Mid	Low	High	Very Low	Very High	High	Mid	Mid	High

• WWF BRF Risk Score by Level (out of 5 points): Very High(4.2~5.0), High(3.4~4.2), Mid(2.6~3.4), Low(1.8~2.6), Very Low(1.0~1.8)

SK ecoplant has established an environmental impact monitoring plan and is implementing activities that comply with relevant laws in the regions and countries where its sites are located. In particular, prior to launching new projects and commencing construction, SK ecoplant identifies potential negative impacts on areas surrounding the project site through the developer's environmental impact assessment. To mitigate these impacts, the company implements various biodiversity conservation measures tailored to the characteristics of identified protected species, including minimizing habitat destruction, installing ecological corridors and artificial nests, creating resting areas, establishing alternative habitats, relocating species, as well as restoring and replanting vegetation. In addition, SK ecoplant conducts biodiversity monitoring at least once per quarter to carry out detailed surveys of key flora and fauna.



Biodiversity Protection and Management Activities

Regions and Projects	Identified Protected Species	Conservation Activities
① Gwangmyeong–Seoul Expressway Investment Project (Section 3)	- Common Kestrel (<i>Falco tinnunculus</i>) (Natural Monument No. 323-8) - White-necked stilt (Class II Endangered Wildlife)	- Management and supervision to prevent capture and damage - Habitat protection for key food sources (moles, rodents, insects, and small birds)
② Yongin Semiconductor Cluster General Industrial Complex Development Project	- Leopard cat, flying squirrel (Class II Endangered Wildlife) - Newts (Not endangered, but protected due to habitat loss in some areas)	- Use of low-vibration, low-noise equipment - Installation of ecological corridors (420 locations) - Captured using a bag trap, then relocated to a habitat with similar conditions (341 individuals) - Biodiversity monitoring (detailed surveys of key flora and fauna at least once per quarter) - Detection and removal of invasive alien species (giant ragweed, Japanese hop)
③ Yangchon and Yongjeong Districts General Industrial Complex Development Project	- Clithon retropictum (Class II Endangered Wildlife) - Seagrass (eelgrass, protected marine species) - Otter (Class I Endangered Wildlife, Natural Monument No. 330)	- Creation of alternative habitats and relocation (11,421 Clithon retropictums, 563,230 seagrass) - Post-project environmental impact assessment monitoring - Creation of a resting area (1 location) and installation of floating platforms at sea - Education on the protection of legally protected species (once a year), transplantation of damaged trees (819 trees) - Installation of ecological corridors (23 locations) and artificial nests (10 locations)
④ Wolgot–Pangyo Double-Track Railway Construction Project (Section 8)	Common Kestrel (<i>Falco tinnunculus</i>) (Natural Monument No. 323-8)	- Management and monitoring of primary food sources - Implementation of low-noise and low-vibration construction methods
⑤ Pyeongtaek–Osong 2nd Double-Track Railway Construction Project (Section 2)	- Boreal digging frog (Class II Endangered Wildlife) - Stickleback, tuman river sculpin (Class II Endangered Wildlife)	- Habitat relocation, expert consultation - Installation of turbidity barriers, preservation of aquatic habitats, installation of lateral drainage channels and sediment basins during river embankment construction
⑥ Gangneung–Jejin Single-Track Railway Construction Project (Section 4)	Otter (Class I Endangered Wildlife, Natural Monument No. 330)	- Installation of river impact mitigation facilities such as side drainage channels, sediment basins, and turbidity barriers, installation of corridors - Vegetation restoration and planting (pilot implementation of green soil, Grade 1) - Biodiversity monitoring (detailed surveys of key flora and fauna at least once per quarter) - Detection and removal of invasive alien species (Japanese hop)

Quality Management and Customer Satisfaction

Quality Management System

Quality Management Policy

SK ecoplant has established a Quality Policy that prioritizes quality as a core value and aims to provide products and services that place customer satisfaction first. Based on this policy, the company has established a quality management system and dedicated organizations. Annual quality management business plans are reported to the CEO each year, and key performance results are reported quarterly to the Head of the BRM (Business Risk Management) Center. To prevent quality-related incidents, SK ecoplant operates quality inspection and management processes following the "Plan-Do-Check-Act" cycle, conducting intensive inspections for large-scale projects and those involving material issues. During construction, the company assesses quality in terms of design adequacy, constructability, and operation and maintenance. Quality risks are minimized through proactive quality management activities that apply technical solutions to identified potential risk factors.

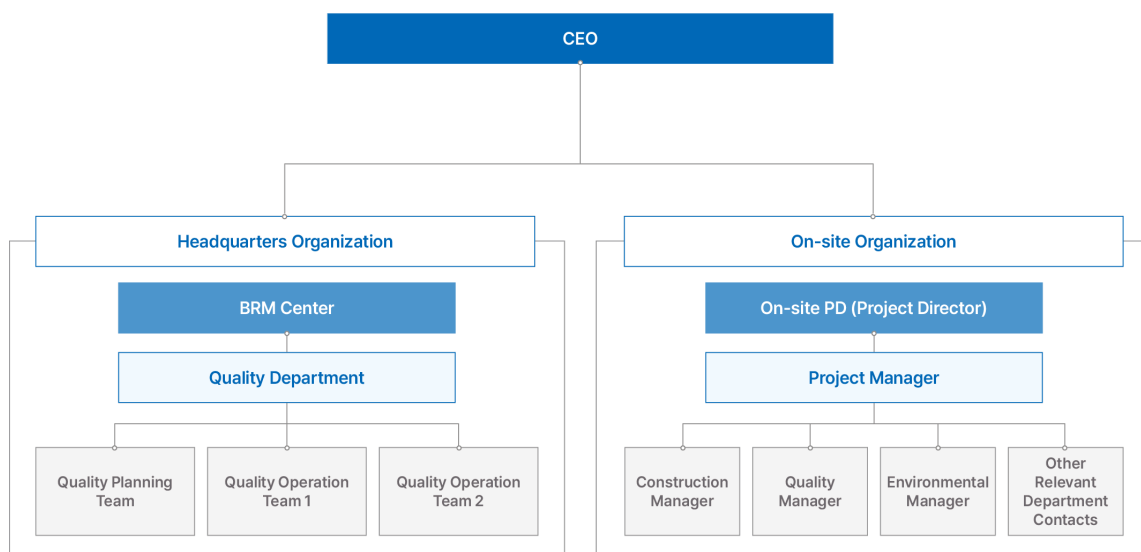
Furthermore, to maximize customer satisfaction and ensure quality reliability, all domestic and international sites have obtained and maintain ISO 9001 (Quality Management System) certification. All domestic nuclear power sites have also obtained and maintain KEPIC (Korea Electric Power Industry Code) quality certification.

[Quality Policy](#)
[ISO 9001](#)
[KEPIC_MN](#)
[KEPIC_EN](#)
[KEPIC_SN](#)
[KEPIC_HN](#)

Quality Management Governance

To operate a world-class quality management system, SK ecoplant has established and operates quality management organizations at both headquarters and on-site under the CEO. The headquarters organization manages quality risks through the Business Risk Management (BRM) Center's Quality Department, while on-site organizations carry out their own quality management activities by assigning construction managers, quality managers, and environmental managers under the project manager.

Quality Management Organizational Chart



Quality Management Objectives

SK ecoplant has established and is implementing a quality management roadmap aimed at preventing major property damage incidents by strengthening quality risk management. Material incidents totaling approximately KRW 400 million occurred in 2025, and the company is managing rework costs in accordance with its internal property damage incident classification criteria. Moving forward, SK ecoplant plans to further enhance its prevention-focused quality management system based on the quality management roadmap.

Quality Management Roadmap

Category	Performance		Objectives	
	2025	2026	2027	2028
Resources and Capabilities	Building a trust-based organizational quality culture and driving change	Establishing a talent development system that can flexibly respond to the evolving business environment and existing business areas	Strengthening a training and capacity development system to enhance quality expertise	Establishing a multirole self-directed quality competency system, and advancing implementation
Systems and Processes	- Establishing and running a quality risk management system - Automating concrete quality testing process	Establishing and managing AI-based quality and process management systems	Expanding the on-site implementation and operation of AI-based quality management systems	Proactively managing quality risks and supporting decision-making through an agentic AI-based integrated quality management system
Inspection and Diagnostics	Establishing and running a quantitative data-driven smart inspection and diagnostic system	Enhancing operation of smart inspection and diagnostic systems based on quantitative data	Establishing a preventive data-driven quality diagnostic system	Continuous quality performance management through the establishment of a self-inspection and ongoing diagnostic system

Quality Management Activities

Quality Training

To enhance project integrity, SK ecoplant has made it mandatory for employees slated for project assignment to complete “Project Assignment Quality Training.” This training covers topics such as the importance of quality management through accident case studies, understanding quality management, project-specific quality activities, and quality IT systems. In 2025, a total of 623 employees completed the training.

Quality Training Performance >

Quality Incident and Recurrence Prevention

SK ecoplant conducts regular, special, and joint quality inspections annually 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. In particular, to prevent recurring material incidents, the company has enhanced its quality risk management system and operates a management framework centered on sensing(early detection), based on comprehensive analysis of incident and risk data. Furthermore, SK ecoplant is enhancing the effectiveness of its quality management by applying a differentiated support system according to each project's risk ratings.

In 2025, SK ecoplant revised quantitative quality inspection checklists to reflect the characteristics of each site, and based on these, conducted a total of 103 customized support and inspection sessions tailored to each project's quality risk levels. SK ecoplant plans to further enhance its quality management system through quantitative data-driven risk analysis and quality improvement activities.

Status of Violations of Product and Service Safety Regulations >

Improving Productivity in Quality Operations

SK ecoplant is focusing on improving the productivity of project quality management tasks to enhance on-site quality control efficiency and strengthen management reliability. In particular, by streamlining repetitive quality control tasks, the company enables on-site personnel to focus on core quality management activities. For example, SK ecoplant implemented automated data entry using OCR (Optical Character Recognition) and RPA (Robotic Process Automation) technologies for quality test results submitted to the Construction Safety Management Integrated Information (CSI). This system automatically enters concrete quality test results and generates related reports, thereby reducing workload while improving data accuracy as well as management efficiency. As a result, the company has established a foundation for the systematic management of quality information while achieving an overall improvement in on-site quality control standards. SK ecoplant plans to continue expanding its quality management innovations using digital technology.

Biz. Partner Quality Management Support

SK ecoplant strives to prevent material accidents and improve performance quality through Biz. Partner quality management. By utilizing data-driven quantitative quality assessments and fair feedback processes, the company enables Biz. Partners to establish their own quality management systems and enhance their management capabilities. In particular, by factoring Biz. Partners' quality management capabilities into business decision-making, SK ecoplant is raising the overall quality standard across its supply chain, while restricting access for Biz. Partners with inadequate quality management. Furthermore, the company is strengthening commitment to quality improvement by offering incentives to outstanding Biz. Partners during bidding.

In 2025, SK ecoplant expanded the scope of work categories (specific types or areas of work performed in construction projects) subject to evaluation. As a result, the company minimized evaluation gaps for key work categories with high potential quality risks, while strengthening the effectiveness of supply chain quality management.

Customer Satisfaction Management System

Customer Rights Protection Policy

SK ecoplant established the "Customer Protection Charter" in 2023 to foster a lasting relationship of trust with customers. Based on this, the "Customer Rights Protection Policy" was enacted in 2026, with the purpose of effectively protecting customer rights and ensuring smooth remedies in the event of harm. This policy outlines specific measures, including the identification of and response to risk factors related to customer rights protection—such as customer complaints and the safety of products and services—as well as procedures for prompt remedies in the event of harm. It is transparently published on the SK ecoplant website to ensure accessibility to customers.

Customer Rights Protection Policy ⬇

Customer Satisfaction Management Activities

Customer Rights Protection

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, mobile app, and Customer Happiness Center, relevant departments are directly involved from the root cause analysis stage to ensure timely and accurate feedback.

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 Program

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 the mobile app 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.

Customer Satisfaction Status and Targets ¹⁾

Category	Unit	Performance	Targets		
		2025	2026	2027	2028
Move-in Service Satisfaction	Points	3.2	3.3	3.5	3.7
Defect Resolution Service Satisfaction	Points	3.7	3.8	3.9	4.0

1) Out of a total of 5 points

[Customer Satisfaction Survey Results >](#)

CASE

Customer 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-out 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.

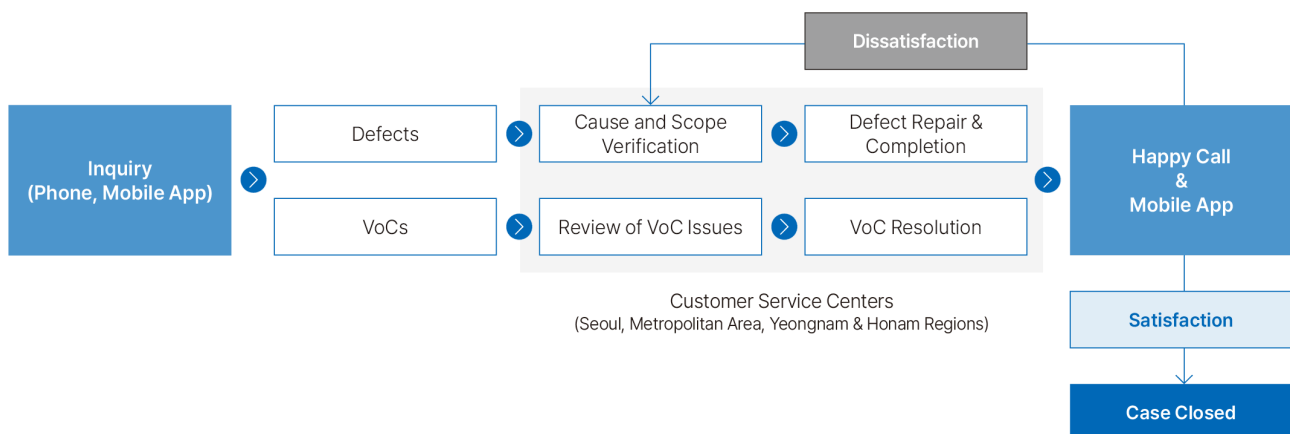
* Flush-out: The process of using ventilation systems to introduce sufficient fresh outdoor air indoors to expel indoor air pollutants.

Customer Remedy Procedures

SK ecoplant operates structured remedy procedures to minimize potential customer harm during the use of its products and services. Inquiries received via phone or mobile app regarding defects or Voice of Customer (VoC) 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 customer 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.

Customer Remedy Procedures



[Customer Happiness Center – VoC Handling Status >](#)



Human Resource Management

Talent Acquisition and Diversity Promotion

Recruiting and Retaining Top Talent

In line with the paradigm shift toward a semiconductor- and AI-centered industry, SK ecoplant operates a “Preemptive Demand Forecasting Management” system to secure top talent in a timely manner for business portfolio innovation. The company secures talent with the expertise and leadership suited to new businesses through various methods, such as internship-linked recruitment, rolling recruitment, and expert-targeted hiring. To nurture internal capabilities and support employees’ proactive career development, SK ecoplant operates an internal recruitment system called “Job Posting,” which assigns the right talent to the right positions. In 2025, 47 employees transitioned to new positions through the Job Posting system, realizing autonomous career development. Going forward, the job posting system will continue to operate in alignment with strategic business direction.

[Employee Status >](#)[New Employee Recruitment Status >](#)

Promoting Employee Diversity

SK ecoplant aims to strengthen organizational competitiveness and realize social value by ensuring employee diversity. To this end, the company continuously monitors diversity metrics. To expand employment opportunities for persons with disabilities, female candidates with disabilities were prioritized for administrative support positions at headquarters. Subsequently, to provide diversified high-quality jobs for persons with disabilities while supporting their independence and self-fulfillment, SK ecoplant expanded employment for persons with disabilities—which had previously been limited to administrative support roles—to include the sports sector. As a result, the company has gradually expanded its hiring scale by establishing and operating a “Team of Athletes with Disabilities” composed of athletes from five different sports since 2020.

In 2025, SK ecoplant fielded a team of 45 athletes competing in 13 summer and winter sports, participating in and medaling at the Paris Paralympics and various international parasports competitions. Additionally, to foster female leaders, the company expanded the proportion of females selected for group and in-house key talent training programs to at least 25%. Moving forward, SK ecoplant plans to provide comprehensive development programs to ensure gender diversity in leadership positions. Through the continued employment of persons with disabilities, the company aims not only to improve awareness within but also to expand its positive influence in promoting inclusivity and diversity throughout society.

[Employee Diversity Status >](#)

Roadmap for Enhancing Employee Diversity

Category	Achievements (2025)	Targets (2026–2027)
Persons with Disabilities	- Maintained a 3.5% employment rate for persons with disabilities - Key Achievements of the Team of Athletes with Disabilities 4 athletes selected for the national team 3 athletes medaled in the Paralympics and international competitions	- Maintain an employment rate for persons with disabilities of 3.5% or higher - Provide special training grants and competition participation support to allow athletes with disabilities to focus on matches and training
Females	- Maintained a 16% employment rate for females - Recruitment for administrative support positions is female-centric, with females accounting for 65% of hires - Female candidates account for 38% of those selected for group key talent programs - Target (25%) exceeded	- Increase the proportion of female hires to 20% or higher - Select and develop female candidates for group and in-house key talent programs - Maintain a level of at least 25% of the total
Foreigners	- Enhanced organizational adaptability to and awareness of the global environment - Supported group and in-house activities involving global junior talent - Supported language learning to strengthen global adaptability	- Expand hiring of local personnel to at least 20% for overseas projects - Successfully execute overseas projects through workforce localization - Actively recruit professionals (including managers and technical specialists) with job-specific expertise, regardless of nationality → Secure employee diversity

CASE

SK ecoplant's Min-kyu Hwang Finishes a Personal Best 6th in Alpine Skiing Giant Slalom

Min-kyu Hwang, a member of the SK ecoplant Team of Athletes with Disabilities, competed in the men's alpine skiing giant slalom for visually impaired athletes at the 2026 Milan-Cortina d'Ampezzo Paralympic Winter Games. Despite a torn knee ligament, he displayed remarkable determination and achieved his personal best finish of 6th place.



Alpine skiing giant slalom is an event that tests speed and turning technique as athletes zigzag through gates spaced far apart. In the visually impaired category, athletes team up with a non-disabled guide; the athlete listens to the guide's instructions via a Bluetooth microphone while racing down the snow-covered slope. Hwang, who competed in his third consecutive Paralympics following the 2018 PyeongChang and 2022 Beijing Games, improved his result by one place from the 7th-place finish he achieved in the 2022 Beijing Super Combined event.

SK ecoplant operates the Team of Athletes with Disabilities to realize the values of diversity and inclusion. The company actively supports athletes through systematic programs, such as providing special training grants to help them focus on training and matches, in addition to supporting their participation in domestic and international competitions.

Talent Development

Talent Development System

SK ecoplant operates various talent development programs to proactively secure human capital and foster an environment conducive to growth. The competency development framework, established in alignment with business strategies, consists of four areas: "Leadership Competency," "Global Competency," "Professional Competency," and "Foundation Competency."

Each framework begins by defining the competencies required for specific businesses and job roles. Based on this, SK ecoplant sets specific competency development levels and goals, and implements a variety of measures—ranging from internal training programs to external talent recruitment—to achieve these goals. In addition, the company operates an organizational adjustment support program to help employees achieve psychological stability and organizational adaptation. Through the psychological support system "EP Care," employees receive support in resolving personal difficulties and enhancing their work engagement.

In 2025, as part of its organizational revitalization efforts, SK ecoplant fostered active participation and drove change by helping employees build growth capabilities and regain confidence in embracing change. To this end, the company launched the "EP C.O.R.E. (Change Mindset, Open to AI/OI, Ready to be Great, Encourage Synergy) Enhancement Project," an online program designed to strengthen core competencies. This was operated in conjunction with various learning programs and incentive schemes that encouraged voluntary employee participation.

Competency-Based Development Framework



Support for Business Strategy-Linked Competencies

Leadership Competency Enhancement

SK ecoplant operates a systematic leadership development framework that encompasses all levels, from professional staff to executives. In 2025, the company actively leveraged SK Group-wide leadership development resources to progressively strengthen employees' leadership competencies, focusing on group-wide programs tailored to specific job levels, such as the Future Leaders Program (FLP), New Leaders Program, and New Executives Program. These programs helped employees internalize the Group's management philosophy and leadership principles, while providing a learning environment that facilitated networking and the collective intelligence sharing through exchanges among affiliates. SK ecoplant also planned and conducted a one-day "Leader Workshop" to address the company's current business situation and revitalize the SUPLEX Spirit. The workshop was designed with a three-tier structure—establishing the fundamentals of leadership, in-depth discussions based on the Group's management system, and communication between management and leaders—to provide an immersive learning experience where lectures, discussions, and presentations were organically integrated.

Results of the Leadership Competency Enhancement Program

Program Name	No. of Participants (persons)	Completion Rate (%)	Training Hours per Person (hours)	Effectiveness Rating (out of 5)		
				Training Satisfaction	Competency Improvement	On-the-Job Application
Leadership Program for Managers	224	100	8	4.44	4.51	4.56

Developing Global Competencies

SK ecoplant operates an "English Learning Support Program" to enhance the global language proficiency of all employees, including executives. The company also provides a multitude of learning channels tailored to learners' goals and preferences, such as learning apps, phone-based English lessons, video-based English lessons, and conversation sessions with native speakers.

In 2025, SK ecoplant improved its operational system to enhance learning accessibility and effectiveness. The company introduced a new language learning app and strengthened incentives, allowing employees to enroll in premium courses upon completing a certain level of coursework. As a result of these improvements, the number of participants in language learning programs in 2025 increased by approximately 17% compared to the previous year. Both the average course completion rate and satisfaction levels improved significantly year-over-year, leading to enhanced employee engagement and performance.

In addition, by operating a separate native-speaker conversation program for executives to strengthen their communication skills in the global business environment, SK ecoplant established a foundation for global communication capabilities that spans both management and working-level staff. SK ecoplant plans to continue enhancing learner convenience and learning effectiveness to help employees develop the language skills necessary to thrive in the global business environment.

Global Competency Development Program Performance

Program Title	No. of Participants (persons)	Completion Rate (%)	Training Hours per Person (hours)	Training Satisfaction (out of 5)
Executive English Learning Support Program	31	100	63.8	5.0
Company-wide English Learning Support Program	987	86.6	45.4	4.5

Professional Competency Development

To enhance the quality of its internal capabilities, SK ecoplant has designed an education system centered on core technologies. The company also operates systematic upskilling and reskilling programs to address employees’ needs for career transitions and technical advancement. SK ecoplant has developed practical, job-specific curricula for fields such as design, construction, and project management, and is strengthening technology-driven organizational culture through lectures by in-house experts and support for obtaining professional certifications. In particular, to secure specialized expertise in future technology business areas such as semiconductors and AI data centers, the company is operating a master’s program in collaboration with Sungkyunkwan University’s Department of High-Tech Solutions. A customized transition training program is offered for employees pivoting to the Solutions business, which includes practical training and support for adapting to the new work environment. Furthermore, starting in 2025, SK ecoplant has signed corporate training agreements with six major domestic cyber universities to ensure self-directed learning opportunities for employees through tuition support and non-competitive admission processes.

Professional Competency Development Program Performance

Category	No. of Participants (persons)	Completion Rate (%)	Training Hours per Person (individual unit)	Remarks
Department of High-Tech Solutions Master’s Program	14	100	1.5 years	Training Satisfaction 4.8 Competency Improvement 5.0 On-the-job Application 4.8
Job Transition Training	40	100	30 hours	-
Cyber University	43	Currently enrolled	Varies by individual (less than 4 years)	-

Foundation Competency Development

SK ecoplant continues to strengthen “Foundation Skills”—the core foundational competencies that employees must possess to effectively respond to future changes. In 2025, the company launched the “EP C.O.R.E. Enhancement Project,” a company-wide online program designed to improve employees’ understanding of new business models and their ability to apply this knowledge in practice. “C.O.R.E.” is an acronym formed from the first letters of four core competencies: Change Mindset (an open mind toward change), Open to AI/OI (understanding of AI and operational improvement), Ready to be Great (striving for excellence), and Encourage Synergy (strengthening synergy-based collaboration). The program offered theme-based curricula covering the Group’s management system, AI utilization skills, and OI (Operational Improvement). As a result, employees fostered a strong, employee-driven learning culture through voluntary participation.

Additionally, through “EP-Learn & Run Together”—a special lecture program held during lunch breaks featuring invited external experts—SK ecoplant hosted lectures on various topics, including AI trends, the practical workplace application of generative AI, and global business issues. The company expanded accessibility by enabling learning without time or location constraints through real-time online participation and mySUNI video-on-demand (VOD) replays.

SK ecoplant is also actively utilizing the SK Group’s competency development system. The Group-wide program is designed as a three-phased, progressive structure—ranging from understanding basic concepts (focused on VOD and online learning) to internalizing practical application skills (workshop-based) and cultivating experts (PBL-based Talent courses)—and covers all job functions, including strategy, business development, marketing, finance, HR, SCM, legal affairs, work practices, and SV-ESG. By participating in these group programs according to job role and career stage, employees share collective intelligence across affiliates and strengthen their competencies in multiple ways through synergy with training programs.

Employee Training and Education Performance >

CASE

Operation of the Department of High-Tech Solutions Master's Program

Since 2022, SK ecoplant and its subsidiary SK ecoengineering have been operating the "Department of High-Tech Solutions" master's program in collaboration with Sungkyunkwan University. This program, officially accredited by the Ministry of Education, grants a Master of Engineering degree upon graduation. The curriculum focuses on foundational high-tech construction engineering technologies—including the construction of semiconductor manufacturing facilities (FABs)—as well as specialized expertise in cutting-edge technologies such as AI, BIM (Building Information Modeling), and digital twins. Any employee with a four-year bachelor's degree and at least three years of full-time work experience is eligible to apply. Those selected through screening receive full financial support covering all costs associated with the degree throughout the 1.5-year program. Salaries and benefits remain unchanged during the program, and the time spent in the program counts toward seniority. Under the close guidance of an academic advisor, students conduct thesis research focused on solving real-world industry challenges, thereby enhancing both their academic achievements and practical skills.



All eight graduates of the third cohort, who graduated in February 2026, have been placed in semiconductor-related roles, while the 11 graduates of the second cohort are also working in the semiconductor and AI data center sectors.

The fourth cohort is currently underway, with the selection process for the fifth cohort scheduled for the first half of 2026, ensuring a sustainable supply of specialized talent. Through the Department of High-Tech Solutions program, SK ecoplant plans to cultivate interdisciplinary experts equipped with both technical expertise and practical skills, leveraging them as core assets to realize its new vision.

Psychological Safety and Organizational Adjustment Support

EP Care EAP (Employee Assistance Program)

SK ecoplant operates “EP Care,” a psychological counseling program designed to promote the mental well-being of employees and their immediate family members (spouses and children), creating a psychologically stable environment that helps alleviate stress-related difficulties and enables employees to focus on their work. Introduced in June 2022, this counseling program offers comprehensive support ranging from personal emotional issues such as anxiety and depression to work-related stress, parenting challenges, and family conflicts. Users can choose from a variety of online and offline channels—including in-person, phone, video call, and mobile messenger—based on their convenience. The program is fully covered up to five sessions per year, with additional support available depending on the individual's mental health needs. In addition, a “Self-Assessment Service” is provided through a dedicated website, allowing employees to diagnose their own stress factors and receive personalized advice on solutions. SK ecoplant has established a user environment that guarantees anonymity by strictly managing information on whether counseling was provided and specific content in accordance with the principle of confidentiality.

Since 2023, SK ecoplant has been operating a psychological support system designed to proactively identify and address employee stress. When employees working on-site or across the country experience psychological difficulties, the company promptly identifies the issue and provides tailored support—such as recommending counseling or, if necessary, dispatching a counselor directly to the site. EP Care was able to establish itself as a professional mental healthcare program as a result of these efforts, with the cumulative number of counseling sessions reaching 2,169 as of the end of 2025, surpassing 2,000 just three years and six months after introduction. Notably, the proportion of family members—including spouses and children—utilizing EP Care exceeds 50%, establishing it as a welfare program that extends beyond individual employees to encompass the mental health of entire families. Participant satisfaction is continually rising as well.

Performance of the Organizational Adjustment Support Program

Program Name	No. of Participants (persons)	Completion Rate (%)	Training Hours per Person (hours)	Training Satisfaction (out of 5)
EP Care EAP	131	100	5	4.8

Improving Employee Work Efficiency and Promoting an AI Culture

CASE

Implementation of a Customized AI Solution to Improve Work Efficiency

SK ecoplant has rolled out “EP AI,” an in-house generative AI solution designed to improve company-wide operational efficiency and productivity. EP AI is an OpenAI-based generative AI service developed to enhance work convenience and efficiency while limiting the use of external generative AI tools that pose security risks. It offers features such as creating and sharing AI chatbots, searching for and utilizing various in-house AI chatbots, and providing HR and work support guides. By establishing an integrated pipeline system that links with the company's internal system databases and applies AI, users can leverage more accurate and reliable data-driven AI services.



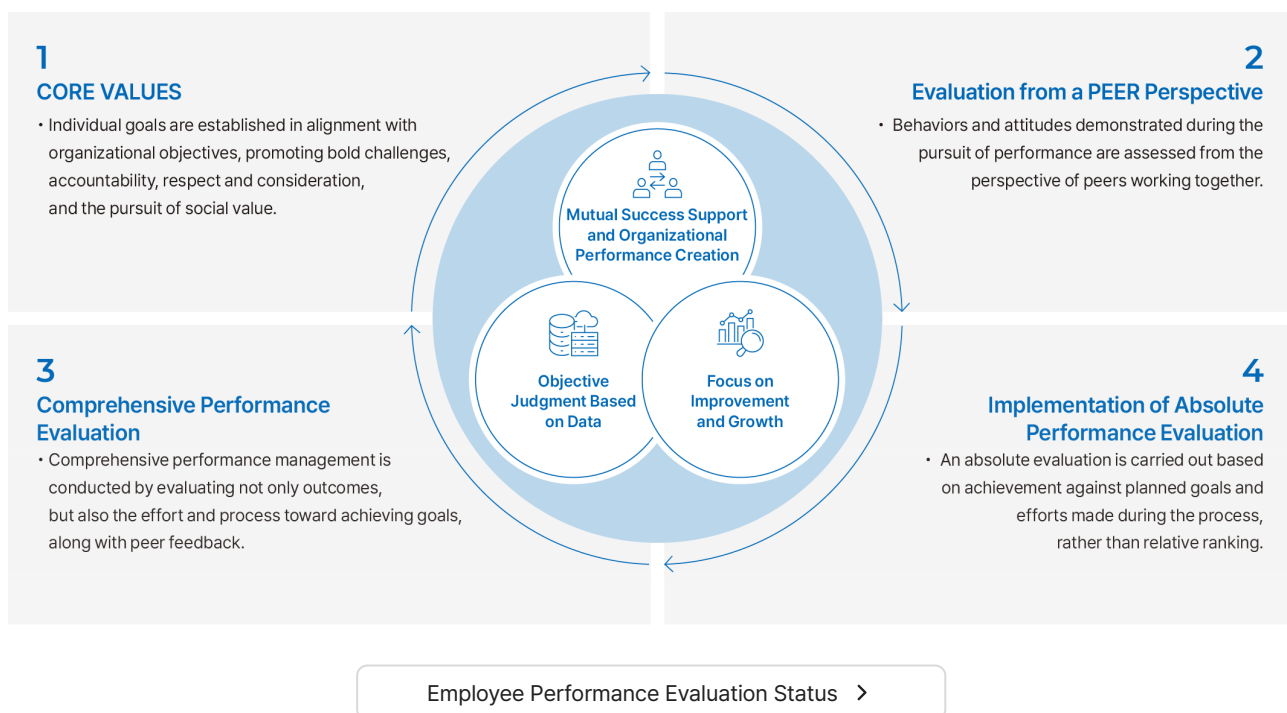
In the future, “EP AI” is slated to expand and evolve beyond a simple utility tool to become an integrated in-house AI portal. By managing the AI agent lifecycle (creation, utilization, and decommissioning), integrating the management of AI resources and commercial licenses, and monitoring AI usage status, SK ecoplant will establish a safe and systematic foundation for AI operations. The company plans to conduct a company-wide pilot of Microsoft Copilot to verify its effectiveness before rolling it out in full starting in the second half of the year. Through this, SK ecoplant will simultaneously standardize and systematize AI usage across the company while securing a foundation for secure governance.

Fair Performance Evaluation and Compensation

Performance Evaluation System

SK ecoplant conducts annual, data-driven, fair, and objective performance evaluations for all employees, and the results are utilized in various human resources management activities, including compensation, development, selection, and placement. Individual performance goals are established in alignment with organizational goals, ensuring that employees and the company share and realize the same core values. Additionally, performance management activities are encouraged through year-round meetings and feedback sessions with leaders, to ensure that the process of achieving constructive results leads to tangible outcomes. Peer evaluations are also conducted to enhance objective and multidimensional assessment.

Principles of Employee Performance Evaluation



Fair Compensation

SK ecoplant grants annual performance-based incentive bonuses to all employees, 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 53%, 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. Information regarding the gender composition of employees, average tenure, and compensation is disclosed annually in the annual report.

Pursuit of Employee Happiness

Support for Work-Life Balance

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 family health check-up support.

Work-Life Balance Programs

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, a family accompaniment policy for overseas assignments, and psychological counseling support for employees and family. In 2025, reflecting employees' diverse family structures, the company expanded the scope of family health check-up support from spouses to include immediate family members. SK ecoplant is committed to creating a family-friendly work environment where employees can feel psychologically and physically secure both at home and at work.

Work-Life Balance Program Performance

Category	Program	Performance
Flexible Work Arrangements and Overtime Restrictions	Employees can customize their work schedules and utilize staggered working hours.	
	Remote work implemented based on job characteristics	54% 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	Used by 217 employees
	Five-day Summer Vacation provided	Applicable to all employees
	Half-Day Leave System	Used by 2,399 employees
	Parental Leave Extended to a Maximum of Two Years	74 employees took leave (84% retention rate after one year of return)
	Operation of "Wings of Happiness" Daycare Center at Headquarters	25 children enrolled
Employee and Family Support	Flexible Welfare Points Provided	Applicable to all employees
	Group Accident Insurance / Dental Insurance / Outpatient Medical Expense Coverage	Covering 818 employees, with KRW 912 million in insurance benefits
	Happy Umbrella Loan Program	Support provided to 76 employees
	Breakfast, Lunch, and Dinner Provided	Used by an average of 2,506 employees per month
	Health Check-ups for Spouses	Support provided to 1,263 employees
	Transportation Support for Family Events	Driver and vehicle support
	Subsidy Program for Eco-Friendly Agricultural Products	Support provided to 2,782 employees
	In-House Dental Clinic at Headquarters	Used by an average of 268 employees per month
	In-House Fitness Center at Headquarters	Used by an average of 427 employees per month
	Funeral Assistance Services	Support provided to 129 employees
	Mobile Phone Cost Support	Support provided to an average of 3,351 employees per month

[Parental Leave Utilization Status >](#)
[Employee Welfare Support Status >](#)

Pre-Retirement Support Program

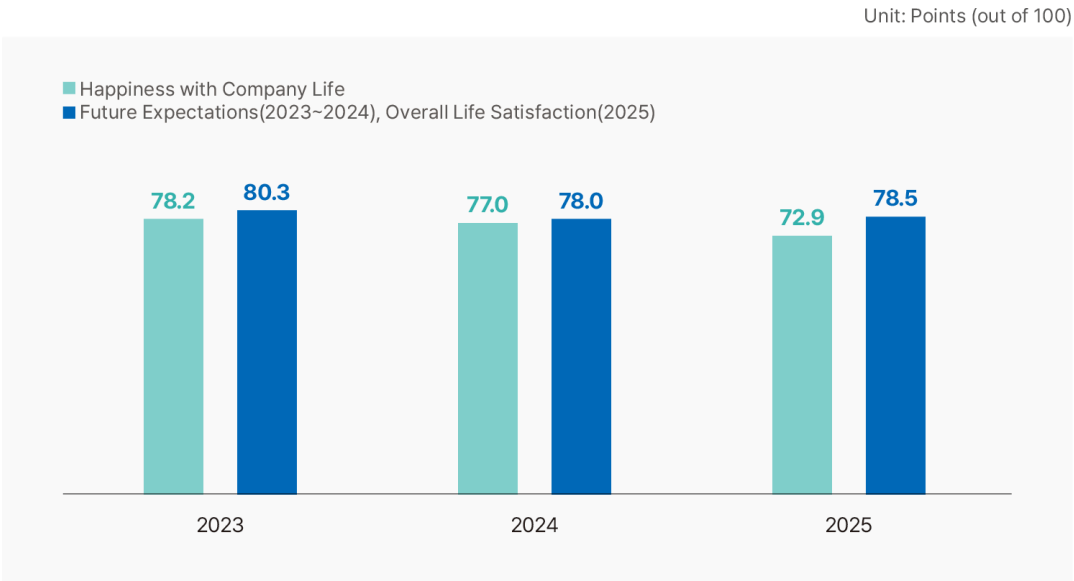
Since 2021, SK ecoplant has operated a Re-employment Support Service for employees approaching retirement and retirees. In 2024, the program was enhanced to combine online group training with in-person consulting by professional career counselors, improving accessibility and user satisfaction. Additionally, 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 Re-employment Support Service in 2025 increased by 10 percentage points year-over-year, reaching 87%. 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 >

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 2025 survey results, the Happiness with Company Life score was 72.9 points, while the Overall Life Satisfaction score was 78.5 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



Building a Culture of Communication

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 brains, and such VWBE—Voluntarily, Willingly, Brain Engagement—employees pursue the Super Excellent Level (SUPEX), the highest possible level achievable by human capability. This, in turn, enables 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 75 points with a 79% 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 >](#)

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 5 employee representatives and 5 management committee members. 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 2025, a total of sixteen regular and empathy meetings were conducted, while the groundwork for more proactive communication with employees and addressing their grievances was established through an employee communication program. Meanwhile, one grievance case was submitted through the 2025 Management Development Council. It was resolved through status assessment and coordination with relevant departments.

[Management Development Council Meeting Status >](#)

Human Rights Management

Human Rights Management System

Human Rights Management Policy

SK ecoplant supports and complies with the UN Universal Declaration of Human Rights, key conventions of the International Labor Organization (ILO), the 10 Principles of the UN Global Compact, and domestic labor laws and regulations. SK ecoplant's "Human Rights Management Declaration" and "Human Rights Policy" apply across the entire value chain—including employees, subsidiaries, Biz. Partners, and joint ventures—and encompass a human rights risk management system that includes risk identification and remediation. Furthermore, through the 10 Ground Rules, the company publicly commits to its social and environmental responsibilities to protect the human rights of all stakeholders, including the prohibition of discrimination, respect for diversity, and the creation of a safe working environment.

[Human Rights Management Declaration](#) ↓

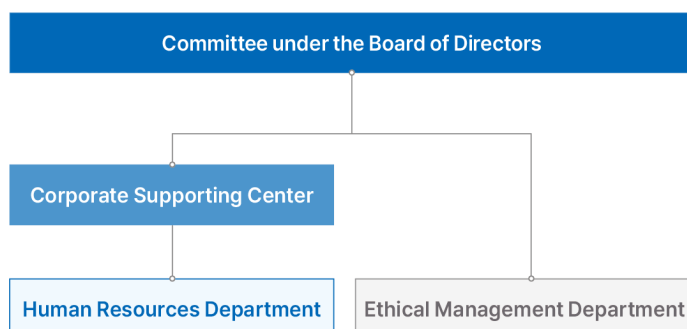
[Human Rights Policy \(KOR\)](#) ↓

Human Rights Management Governance

SK ecoplant has established a system for reporting major human rights-related issues to a committee under the Board of Directors. The Human Resources Department is responsible for the working-level management of human rights. As the organization overseeing human rights management, it performs roles such as conducting human rights impact assessments for human rights risk management, establishing and implementing corrective measures, and providing human rights training. The Ethical Management Department regularly reports issues received through the Group's integrated whistleblowing system and other channels to the CEO and the Audit Committee to address employees' human rights concerns. It also collaborates with the Human Resources Department to discuss and determine specific response measures, such as remedial actions and disciplinary levels, for cases of human rights violations.

Meanwhile, the Safety and Quality Organization under the BRM Center is exclusively responsible for managing and maintaining the work environment from a safety, health, and environmental perspective. It establishes operational standards and implements measures to improve on-site working conditions. It also disseminates the same standards and guidelines to subsidiaries as those used by the parent company and, when necessary, inspects their operational and maintenance levels to ensure that employees can tangibly experience and actively participate in the human rights management system.

Human Rights Management Organizational Chart

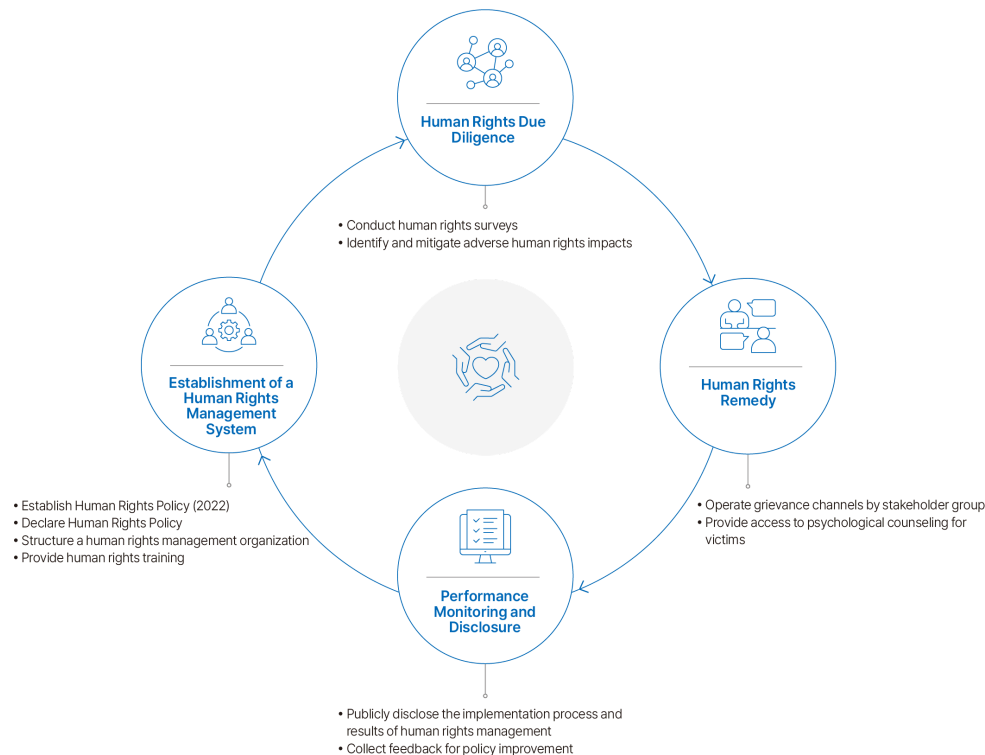


Organization	Roles and Responsibilities
Committee under the Board of Directors	Highest decision-making body for human rights
Corporate Supporting Center	Integrated management of company-wide human rights risks
Ethical Management Department	Deliberation on the investigation and handling of human rights violations
Human Resources Department	Establishment and operation of the human rights management system

Human Rights Management System

SK ecoplant has established a human rights management system based on the UN Guiding Principles on Business and Human Rights. The company has laid the groundwork for implementation by enacting a Human Rights Policy and forming a dedicated organization. Potential human rights risks are proactively identified and addressed through risk management processes, including human rights impact assessments. In addition, SK ecoplant operates a human rights grievance channel to provide stakeholders with practical remedies and take appropriate measures in response to reported grievances. The company continuously monitors the performance of these human rights management activities and incorporates findings to enhance its human rights management system. These results are transparently disclosed through the Sustainability Report and other channels.

Human Rights Management Implementation Process



Human Rights Management Objectives

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. Partners by 2030, aiming to establish a human rights management system across the entire value chain.

Human Rights Management Roadmap

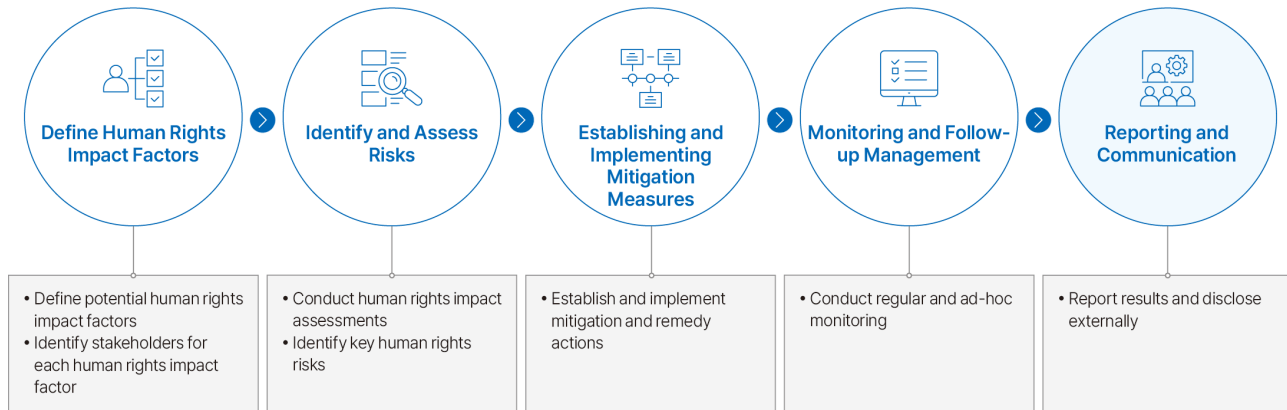


Human Rights Risk Management

Human Rights Risk Management Procedures

Through the human rights risk management process, SK ecoplant protects the human rights of all stakeholders by proactively identifying and managing human rights risks that may arise throughout the business value chain. This process consists of five stages: defining human rights impact factors, identifying and assessing risks, establishing and implementing mitigation measures, monitoring, and post-implementation reporting.

Human Rights Risk Management Process



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.

Human Rights Survey Overview

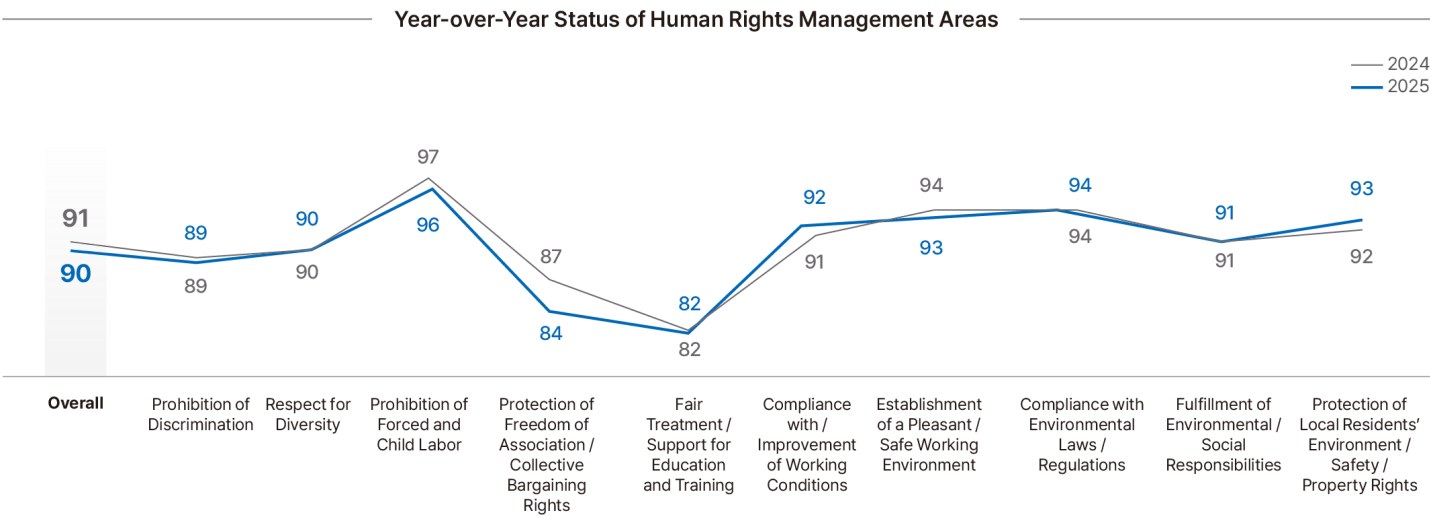
Category	Details	
Evaluation Target	All SK ecoplant employees	
Evaluation Frequency	Once a year	
Evaluation Procedure	Establish assessment plan → Develop questionnaire → Conduct survey → Identify vulnerable groups and conduct FGI → Prepare result report → Report to senior management and disclose information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

Identification and Assessment of Human Rights Risks

An assessment of employees’ awareness of human rights management, conducted through human rights impact assessments and surveys, revealed a 90% positive response rate* for human rights management in 2025, retaining a similarly high level to the previous year. Furthermore, positive response rates exceeded 80% across all 10 management areas of the the Human Rights Policy, indicating a high level of company-wide awareness of human rights. Among the 10 management areas, the item with the lowest positive response rate—“Fair Treatment and Support for Education and Training”—was designated as a priority management area.

* Percentage of employees who responded that the company’s human rights management level in each area is well-established (“Strongly Agree” and “Agree”)

Human Rights Management Awareness Level Diagnosis Results



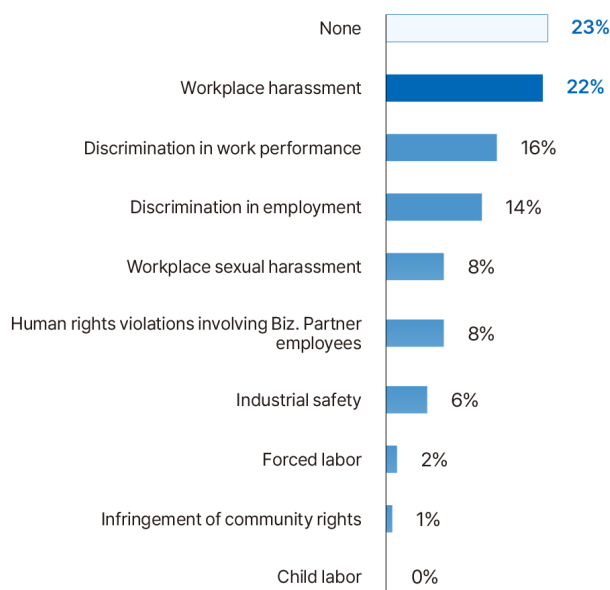
Management of Potential Human Rights Risks

For the management of potential human rights risks, SK ecoplant conducted an investigation on internal 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 latent 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 this area was analyzed to be “individual misconduct due to insufficient human rights awareness,” and the key area for improvement was identified as enhancing employee awareness.

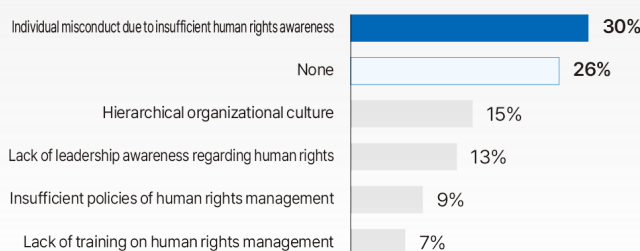
To mitigate potential human rights risks, SK ecoplant is conducting human rights and ethical management training for all employees to enhance their consciousness of human rights issues. In particular, for managers who play a key role in shaping organizational culture, the company has organized and implemented separate training—such as sexual harassment prevention training—as part of its ethical management initiatives. This effort aims to establish a culture that eradicates human rights violations within the organization through leaders setting a positive example. Through this approach, leaders are spearheading the fostering of a healthy organizational culture, thereby building a virtuous cycle in which respect for human rights spreads throughout the entire workforce.

Results of the Potential Human Rights Risk Investigation

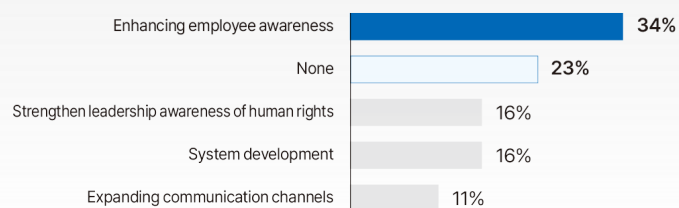
Vulnerable Areas (Multiple selections allowed)



Causes of Vulnerabilities



Key Areas for Improvement



Human Rights Risk Improvement and Mitigation

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 forums 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.

Activities to Improve and Mitigate Human Rights Risks

Category	Area	Details	Effectiveness Evaluation Result
Focus Area	Fair Treatment and Support for Education and Training	- Promotion of Company-wide Training - Company-wide “EP C.O.R.E. Enhancement Training (50 hours online)” and ‘EP-Learn & Run Together (in-person)’ to enhance employees’ understanding of new business initiatives and practical response capabilities - Conducted a one-day workshop to strengthen leaders’ foundational skills	- Of the average learning hours per person, 1,208 employees completed C.O.R.E. training 100% participation rate in the leaders’ workshop, Training Satisfaction Rating of 4.4
		- Strengthening of efforts to prevent and remedy human rights violations against employees - Enhancing human rights violation prevention efforts - Awareness-raising training, operating communication channels for female employees, etc. - Expanding remedial measures for employees - Appointing grievance committee members within the Management Development Council, providing integration with psychological counseling for victims	- Results of workplace harassment prevention training - Training Satisfaction Rating of 84.0 points - Training Understanding and Implementation of 84.8 points

Prevention and Remedy of Human Rights Violations

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 Ethical 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. Partners, 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 2025, 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. In July 2025, whistleblower protection policies were revised. Post-reporting monitoring was institutionalized to regularly check whether whistleblowers and those who assist them are experiencing retaliation, adverse treatment, or other harm. Furthermore, to raise employees’ awareness of human rights and instill a culture of human rights management, the company operates a “Human Rights Management Bulletin” on the internal intranet. The bulletin is publicly available for employees to review at any time, containing information on human rights policies, related processes, and human rights management programs.

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 in Terms of Human Rights	Ethics Reporting Website

Status of Human Rights Grievance Receipt and Resolution >

Human Rights Training

SK ecoplant provides regular statutory 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 training, participants are evaluated on the content, and, if necessary, follow-up training is conducted to reinforce learning outcomes. In 2025, SK ecoplant achieved a 100% completion rate for human rights training, including follow-up sessions. For daily workers and overseas skilled workers, training was conducted in written format as a substitute to ensure universal participation.

Furthermore, going beyond statutory training, SK ecoplant has independently developed and implemented “Corporate Human Rights Training” to further enhance employees’ understanding of and commitment to human rights management. In 2024, training and internal intranet content was provided covering the concept of human rights management, the company’s human rights policies, and best practices from other companies. In 2025, SK ecoplant continued to offer online training via the mySUNI education platform to enhance awareness on the necessity for human rights management. Training content was built around human rights establishment measures in external environments, society, and companies where corporate human rights requirements are being strengthened, as well as concrete examples of global companies' human rights policies(DEI) and corporate culture. Furthermore, employees' human rights awareness levels and potential risks are diagnosed through training-linked "human rights status surveys." Survey results are being utilized as foundational materials to advance human rights management.

Human Rights Training Performance >

Social Contribution

Social Contribution Implementation Direction

Social Contribution Strategy

SK ecoplant strives to grow alongside society through environmental protection and contributions to local communities. Under the mission "Plant A Green Impact," the company fulfills social contribution and carries out various social contribution activities to realize a sustainable society. In particular, social contribution activities that reflect the unique nature of SK ecoplant's business are continuously being expanded. Starting in 2025, SK ecoplant is actively expanding community safety awareness programs to help address social issues—such as safety and healthcare—in areas near semiconductor facilities.

Social Contribution Implementation Strategy

Mission

For local communities and future generations

Plant A Green Impact

Eco-friendly and positive influence

Slogan

10forAll

Sharing 10 hours of my time for everyone living on Earth

Implementation Direction

Conducting social contribution programs linked to SK ecoplant's business

Each employee participates in 10 hours of volunteer work for the local community and future generations

For the Planet

For the People



Implementation Strategy

Supporting Local Communities

- Strengthening activities to address environmental and safety issues by working closely with local communities near sites and subsidiaries
- Proactive management and building a foundation for shared growth regarding issues resulting from semiconductor business expansion
- Conducting environmental and resource-recycling social contribution initiatives linked to core business competencies

Supporting Future Generations

- Establishing a foundation for the healthy growth of future generations through ongoing, community-based support
- Educational programs for future generations linked to business expertise
- Supporting future generations through global social contribution initiatives
- Supporting the growth of marginalized groups and promoting local community welfare through employee volunteer activities

Key Programs

One Meal Sharing Project

Happy Space Environmental Improvement Activities

Sundukwon Support Project

Meal Support Project for Malnourished Children

Goods for Good Donation Campaign

Outreach Safety Training

Free Surgery Support Program for Vietnamese Children with Facial Deformities

Grandparent-Grandchild AI Safety House

Outreach Medical Volunteer Activities

Environmental Improvement Social Contribution

Happy Safety Class

Support for Environmental Education

Social Contribution Goals

SK ecoplant is working to contribute to solving social issues through collaboration and connection by refining policies and programs that link its core businesses with the Sustainable Development Goals (SDGs) and local community issues.

In 2023, SK ecoplant established the in-house “EP (Eco People) Volunteer Group” (a volunteer group composed of SK ecoplant and subsidiary employees) to conduct in-person volunteer activities and expand opportunities for employees to engage in external volunteer work. Additionally, the company operates the “10forAll” program, which requires 10 hours of annual volunteer service for the benefit of local communities and future generations; in 2023, employees averaged more than 5 hours per person, and starting in 2024, this increased to 10 hours. To broaden the scope of social contribution, SK ecoplant is promoting an organizational CSR culture by expanding volunteer participation from individual to team levels, while also conducting CSR activities in collaboration with subsidiaries. Three new initiatives have been launched in 2025. These include participatory programs involving employees’ families (EP Family Plogging Festival), an environmental cleanup program (Waterway Volunteer Group) in partnership with a client (SK hynix), and a local community AI education program (Happy AI Study Lab).

Furthermore, to enhance the effectiveness of these social contribution activities, SK ecoplant conducts an annual year-end survey of employees and, after reviewing the feasibility of employee-proposed CSR programs, incorporates them into operations. Through this, the company is continuously expanding opportunities for employees to voluntarily create social value.

Social Contribution Goals

Direction	- Conduct social contribution programs linked to SK ecoplant’s business - Implement business-linked CSR programs through collaboration with a client (SK hynix) - Launch social contribution programs focused on “water” and “health,” key issues in the semiconductor industry - Strengthen social contribution activities centered on “Safety First” - Operate employee volunteer programs for local communities and future generations (target of 10 hours of participation per employee) - Maintain existing programs with high satisfaction ratings - Conduct annual end-of-year employee surveys to identify new programs that meet employee needs, review and implement proposed ideas	
	- Establish a system where SK ecoplant employees participate in 10 hours of social contribution activities annually - Expand community outreach to areas associated with SK ecoplant’s hi-tech business - Expand volunteer participation to include on-site employees and their families - Establish a CSR collaboration framework with other member companies	
Mid- to Long-Term Goals	2026	Establish an AI-based social contribution model that reflects the New Vision - Implement CSR programs that address the needs of key clients and stakeholders - Encourage employee participation in social contribution activities (SK ecoplant and major subsidiaries) - Expand the scope of support to include more local communities and future generations
	2027	Enhance the AI-based social contribution model - Expand collaboration programs with key clients and diversify the network of partner organizations - Increase employee participation in social contribution activities (SK ecoplant and major subsidiaries) - Enhance the shared growth model for community engagement
	2030	Expand the AI-based social contribution model - Expand collaboration programs with key clients and increase stakeholder participation through SK ecoplant’s network of partner organizations - Increase employee participation in social contribution activities (SK ecoplant and all subsidiaries) - Build a sustainable local community ecosystem through social contribution activities

Social Contribution Activities

Theme 1. Supporting Local Communities

One Meal Sharing Project



SK ecoplant operates the “One Meal Sharing through Zero Day” 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 2025, a total of 11,788 employees participated, donating goods equivalent to KRW 23,576,000.

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 2025, the program expanded its scope to include more beneficiaries and a wider geographic area. With the participation of 58 members, the program improved the living conditions of low-income grandparent-headed households near the Yongin Semiconductor Cluster and, in collaboration with a client company (SK hynix), created a space for local youth to experience and learn about AI. In 2026, SK ecoplant plans to support the renovation of dilapidated living spaces for vulnerable and marginalized members of the community—such as those at local children’s centers, senior centers, and public housing—who need attention and assistance.

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. As a result, a cumulative total of 11,842 items have been donated as of 2025, equivalent to an estimated value of KRW 28,888,000.

Since 2024, as part of the “Waste Zero” campaign linked to “Zero Day,” SK ecoplant has also been hosting “Zero Day Appreciation Day.” In collaboration with the Seoul Metropolitan Government, the company provides free beverages to employees who bring their own reusable cups and exchanges collected used batteries for new ones. Additionally, SK ecoplant held an in-house bazaar and donated all proceeds from the sale to support job creation and wage subsidies for persons with disabilities.

Happy AI Study Lab



The “Happy AI Study Lab” is a program currently being conducted in collaboration with SK hynix to enhance local communities’ experience with AI, improve their ability to utilize it, and bridge the AI education gap. It was established to increase local residents’ access to information and communications technology (ICT) education and support the development of future talent equipped with skills in cutting-edge technologies such as AI.

Currently, in partnership with the Anseong Central Library, SK ecoplant is preparing AI and ICT education programs tailored to each generation—including teenagers, adults, and seniors. An AI Digital Experience Zone will be set up to offer a variety of AI services, including a Human AI Kiosk that provides information about Anseong City alongside book curation, an AI Go robot plus educational/experiential kiosks to assist seniors in experiencing AI, in addition to PCs and tablets capable of AI dubbing, translation, and webtoon creation.

The Happy AI Study Lab is enhancing local residents’ access to IT information through its partnership with public libraries. Furthermore, it is gaining attention as a community hub where people can experience, learn, and communicate using AI technology, thereby serving as a region-specific educational model.

Outreach Safety Training ("Where Is the AED in My Apartment Complex?")



"Outreach Safety Training" is a program that teaches first aid and AED (automated external defibrillator) usage to residents of apartment complexes built by SK ecoplant. In collaboration with local fire departments, the program focuses on pinpointing the exact locations of AEDs within apartment complexes and providing hands-on first aid training to enhance residents' emergency response capabilities.

A total of three sessions were held in 2025, and considering the high participant satisfaction ratings, the program is scheduled to be expanded nationwide starting in 2026.

Outreach Medical Volunteer Activities ("The Healthier Bus")



Since 2025, SK ecoplant has been conducting medical volunteer activities for the elderly in medically underserved areas such as Yeoncheon, Icheon, and Yangpyeong, in collaboration with the Korean Open Doctors Society. Additionally, to ensure that more vulnerable groups can access medical care, the company sponsors "The Healthier Bus," a mobile medical volunteer service operated by the Open Doctors Society.

Environmental Improvement Social Contribution_ Local Community Cleanup



SK ecoplant operates various programs that encourage employees to contribute to local environmental cleanup through small actions in their daily lives. In 2025, 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.

Environmental Improvement Social Contribution_ Internal Activities for Greenhouse Gas Reduction



SK ecoplant operates a range of ESG engagement programs for employees, including Zero Day 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. In February 2026, SK ecoplant signed an MOU covering the collection and recycling of both used batteries and end-of-life information technology equipment, and plans to receive annual greenhouse gas reduction certificates certified by the Ministry of Environment. The Battery Recycling for Love campaign began at SK ecoplant's headquarters and is expanding to the Yongin Semiconductor Cluster General Industrial Complex project site and to its subsidiary, SK oceanplant. SK ecoplant plans to continue its efforts to protect the local environment and promote the transition to a circular economy.

Environmental Improvement Social Contribution_ Waterway Volunteer Group



The "Waterway Volunteer Group" is a volunteer program that manages and conserves water—a key resource for the semiconductor industry—while carrying out carbon neutrality and environmental conservation activities in collaboration with local communities. In 2026, the "Waterway Volunteer Group with Yongin Citizens" was held around the Yongin Stadium waterfront park to purify the Gyeongancheon and improve water quality. Activities included river cleanup using Miple Catcher (a water drone) and a plogging challenge. Approximately 250 people participated, including SK ecoplant employees, SK hynix volunteer corps, Yongin citizens, and representatives from 13 companies affiliated with the Social Economy Council.

Environmental Improvement Social Contribution_ EP Family Plogging Festival



To celebrate Family Month and its founding anniversary, SK ecoplant hosted the "EP Family Plogging Festival" as part of a campaign to engage the EP Family in addressing climate change. Family-oriented plogging tours took place outdoors, while various hands-on activities were held indoors, including building solar-powered and self-driving cars, upcycling waste materials, playing traditional games, and making sea glass keychains. These activities allowed participants to practice environmental protection in a more meaningful way alongside their families. Activities emphasizing the values of carbon neutrality and resource recycling—such as CPR (cardiopulmonary resuscitation) training, solar car kit assembly, and refill station experiences—were also organized, followed by eco-friendly play experiences using bicycle-powered generators. Food and beverages were provided in reusable containers to offer employees and their families a unique experience while also conveying the ESG message.

Theme 2. Supporting 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 2025, a roof that collapsed due to heavy snowfall was repaired, while 30 employees participated in major cleanup activities. The company also took part in various end-of-year cultural activities, such as watching musicals, with Sundukwon children. Through this, SK ecoplant is continuing its commitment to supporting future generations in the local community.

Meal Support Project for Malnourished Children



SK ecoplant collaborates with "Happy Alliance" 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 2023, the program provided 13,464 side-dish lunch boxes over the course of a year to 51 children in Chungju City, and in 2024, delivered 13,200 side-dish lunch boxes over the course of a year to 50 children at risk of going hungry in Icheon City. In 2025, side dishes and Onnuri gift certificates were provided to 40 children in Yongin City for one year.

* Happy Alliance is a social safety net where companies, the 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.

Free Surgery Support Program for Vietnamese Children with Facial Deformities



Since 1996, SK ecoplant has been conducting an annual program to provide free surgery for children with facial deformities in Vietnam. Most of the beneficiaries have cleft lip and palate, a condition that can lead to lifelong physical and emotional difficulties if not treated in a timely manner. Through this program, beneficiaries are regaining their health, and as of 2025, a total of 4,391 children have benefited from approximately KRW 4.2 billion in funding provided over 27 rounds. In addition to covering surgery and hospitalization costs, the company also provides funding to help local Vietnamese medical staff acquire medical skills and purchase surgical equipment.

Grandparent-Grandchild AI Safety House



The Grandparent-Grandchild AI Safety House is a program that improves living conditions and establishes safety systems incorporating AI technology so that children living with their grandparents can live in a safe and comfortable environment. Considering that there are approximately 112,600 grandparent-headed households nationwide (based on the 2024 Statistics Korea Population and Housing Census) and that more than half of them receive basic livelihood security benefits, this program was launched with the aim of providing a better learning environment for future generations facing difficult family circumstances.

In collaboration with ChildFund Korea (Green Umbrella Children's Foundation), the program provided desks and furniture to grandparent-headed households in Icheon and Yongin to improve their learning environments, and carried out wallpapering, flooring, and waterproofing work to enhance their overall living conditions. Additionally, AI-based care services for grandparents were introduced to create a smart living environment.

Happy Safety Class



SK ecoplant is currently running the "Happy Safety Class" program for all students at two elementary schools located near the under-construction semiconductor cluster site in Yongin. Key programs include theoretical and practical first-aid training conducted in collaboration with the local fire department, as well as safety board game activities.

"Happy Safety Class" is a program that evolved from "Happy Green Class," SK ecoplant's flagship social contribution program, expanding upon its original purpose and values. From 2009 to 2019, "Happy Green Class" provided environmental education to approximately 65,000 students at 625 schools nationwide. After a brief hiatus due to the COVID-19 pandemic, the program has been relaunched as "Happy Safety Class" to enhance safety awareness among future generations.

Support for Environmental Education



SK ecoplant produced the "Future Energy & Environment Pop-up Book" to raise ESG awareness among employees involved in environmental and energy initiatives and to support environmental education for future generations. In particular, during the summer—when outdoor volunteer activities are difficult—30 employees participated each week in pairs to complete the pop-up book. The finished pop-up books were delivered to local children's centers and are being used as environmental education materials for children.

Social Contribution Activity Performance

Social Contribution Investment Status

Category		Unit	2023	2024	2025
Investment Amount (Donations and In-kind Sponsorships)		KRW 100 million	11.9	15.3	14.5
Social Contribution Activity Expenses (Includes costs related to the purchase of goods and other expenditures necessary for social contribution activities)		KRW 100 million	3.4	0.5	1.7

Key Social Contribution Program Performance

Category		Unit	2023	2024	2025
Meal Support Project for Malnourished Children (Happy Two Meals Project)	No. of Children Supported	Persons	51	50	40
	Scale of Support	KRW 100 million	1.0	0.98	0.4
Free Surgery Support Program for Vietnamese Children with Facial Deformities	No. of Children Supported	Persons	116	-	118
	Scale of Support	KRW 100 million	1.9	-	1.9

Employee Volunteer Activity Performance

The EP Volunteer Group is currently comprised of employees from SK ecoplant and SK ecoengineering, with plans to expand participation to include major subsidiaries in the future. The volunteer group is formed each month through voluntary sign-ups and continuously carries out activities in collaboration with various volunteer organizations. Volunteer hours and activity results are managed through the “Haenggarae” mobile app, and in 2025, SK ecoplant’s cumulative volunteer hours surpassed 30,000 hours.

Employee Volunteer Activity Performance >

CASE

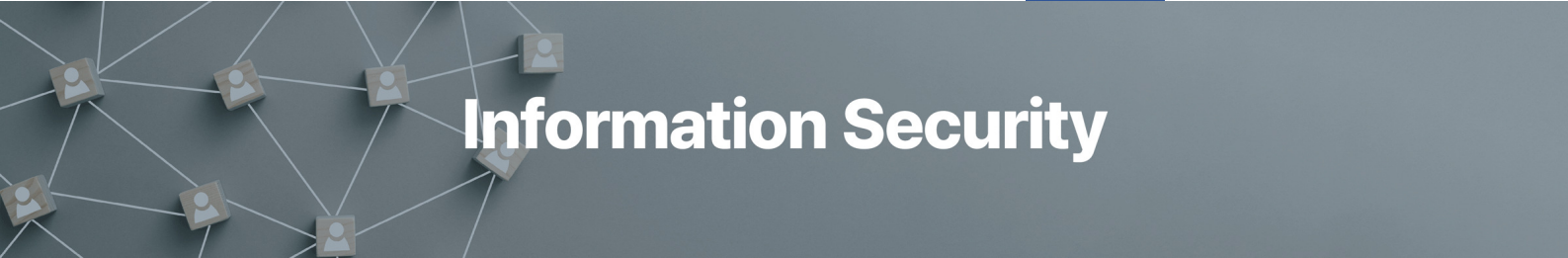
Selected as a 2025 CSR in the Community Certified Company

SK ecoplant was selected as a “Certified Company” through an A+ rating under the “2025 CSR (Corporate Social Responsibility) in the Community,” jointly organized by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. CSR in the Community is a system designed to identify companies and organizations that have contributed to local communities, recognize their achievements, and encourage their continued efforts. Evaluations are based on 19 assessment criteria that reflect the current status of ESG management.



With the goal of achieving its social contribution mission, “Plant a Green Impact” (creating an eco-friendly and positive impact for local communities and future generations), SK ecoplant is operating various social contribution programs to address environmental, resource recycling, and safety issues in local communities by leveraging its core business competencies.

This selection as a 2025 CSR in the Community Certified Company is a result of external recognition for SK ecoplant’s sustained efforts in conducting community-focused social contribution activities—such as improving the environment of “Happy Spaces,” the “Grandparent-Grandchild AI Safety House” project, the collection and recycling of used batteries, and employee-participatory volunteer activities—through continuous collaboration with local community partners.



Information Security

Information Protection and Security Framework

Information Security Policy

SK ecoplant has established information security policies, including information security regulations and personal data management regulations, to safely protect the information assets of both the company and its customers. The information security regulations include detailed rules for each area, such as the “Personnel Security Standards” and “Security Audit Standards.” Under each of these rules, guidelines, manuals, and other documents have been prepared to provide specific standards for performing work tasks. In addition, to protect corporate confidentiality and customer personal data, the company operates a 24-hour monitoring system and controls access to critical data in accordance with the three principles of access control: “Need to Know,” “Least Privilege Policy,” and “Separation of Duties.”

Information security policies are periodically established and revised to reflect relevant laws and regulations as well as technological and industry trends. SK ecoplant verifies policy compliance and the adequacy of protective measures through regular security assessments, inspections, and audits. Based on this, the security management system is being continually enhanced across administrative, physical, and technical aspects. In 2025, the company revised its security regulations and personal data management regulations to clarify the composition and roles of the Information Protection Committee and Information Protection Working Council, while amending the “Physical Security Standards” to strengthen requirements for wearing physical access cards (employee ID cards). Furthermore, SK ecoplant revised the “Security System Security Guidelines” to explicitly specify the minimum retention period for security system audit logs, thereby clarifying compliance standards with relevant laws and regulations.

Information Security Certification

To strengthen the stability and reliability of its information security framework, SK ecoplant has obtained and maintains domestic and international information security certifications. To ensure a secure management system for personally identifiable information (PII), the company maintains not only ISO 27001 (Information Security Management Systems) and ISO 27701 (Privacy Information Management Systems) certifications but also the Personal information & Information Security Management System (ISMS-P) certification. In 2025, following the addition of new personal data processing systems, the company underwent an initial ISMS-P audit and expansion audits for ISO 27001 as well as ISO 27701 certifications to verify the level of administrative and technical protective measures for the new systems. Moving forward, SK ecoplant plans to continue verifying the adequacy of its management system through follow-up audits.

ISO 27001

ISO 27701

ISMS-P

Status of Information Security Certifications

Category	ISO 27001	ISO 27701	ISMS-P
Standard	International	International	Domestic
Validity Period	Sep. 28, 2024 – Sep. 27, 2027	Sep. 28, 2024 – Sep. 27, 2027	Jan. 21, 2026 – Jan. 20, 2029
Certification Scope	Pre-sale, 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		

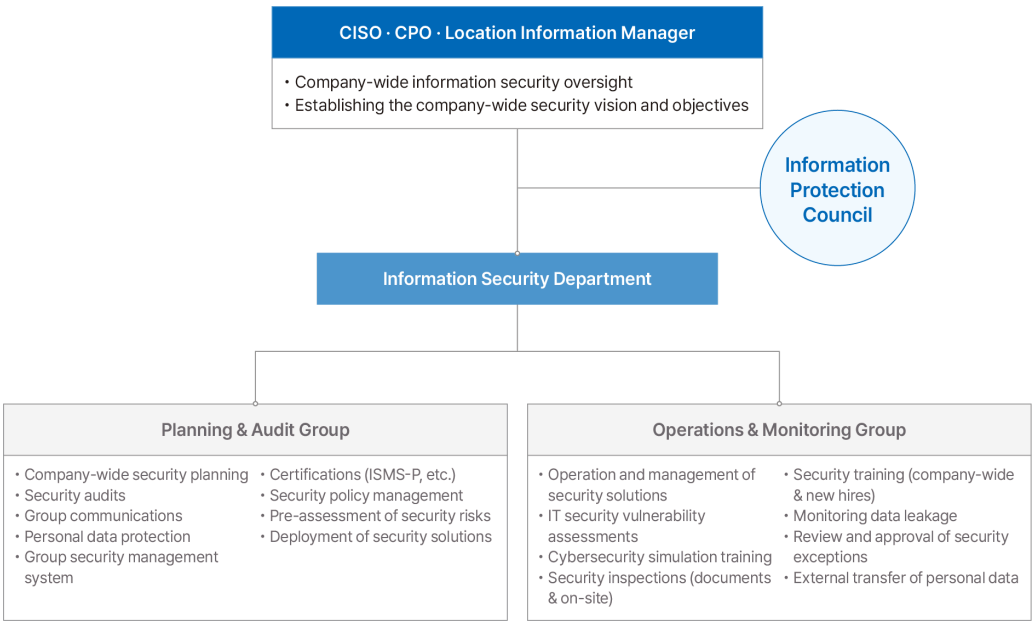
Information Security Governance

SK ecoplant’s information protection and security organization consists of experts in information security, personal data protection, and information and communications technology, each with an average of over 17 years of experience. The organization establishes company-wide security objectives, operates an integrated information protection framework, and conducts continuous monitoring to prevent security incidents. Additionally, it assesses, inspects, and audits policy compliance within organizations responsible for security operations and execution, and responds swiftly to security incidents to prevent further damage.

The Information Protection Council, the highest decision-making body for information protection and security, is chaired by the CISO (Chief Information Security Officer), the CPO (Chief Privacy Officer), and the Location Information Manager. Together with organizations that handle customer personal data and location data—such as IT, Pre-Sales, Customer Service, and Safety—the council discusses key decision-making matters, including the status and plans for security activities in each department. In 2025, a total of four council meetings were held to discuss compliance measures related to the Act on Promotion of Information and Communications Network Utilization and Information Protection, Personal Information Protection Act, and Act on the Protection and Use of Location Information, as well as the results of implementing internal personal data management plans and the outcomes of effectiveness assessments. Starting in 2026, operations will be separated into the Information Protection Committee—a decision-making body composed of senior management—and the Information Protection Working Council, consisting of leaders and members from operational units.

The Chief Information Security Officer (CISO), Chief Privacy Officer (CPO), and Location Information Manager are responsible for directing and supervising all information security and security operations. When appointing these officers, SK ecoplant establishes and adheres to internal standards that reflect the qualification requirements stipulated in relevant laws—such as the Act on Promotion of Information and Communications Network Utilization and Information Protection, Personal Information Protection Act, and Act on the Protection and Use of Location Information—to ensure that their activities are based on professional expertise. Currently, SK ecoplant’s information protection and security officers are experts with over 13 years of experience in their respective fields, exceeding the legal qualification requirements.

Information Security Organizational Chart



Roles and Responsibilities of Information Security Officers

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

Information Security Objectives

SK ecoplant is proactively mitigating information security risks with the goal of achieving “Zero incidents of data breaches and violations of relevant regulations.” To this end, the company has broken down its information security activities into seven areas: personal data management, internal information leakage control, cyber threat response, location information management, cloud security, AI security, and subsidiary security management support. For each of the seven areas, SK ecoplant has established and manages a dedicated mid- to long-term roadmap to advance information security based on AI and the Zero Trust security model*.

* Zero-Trust security model: A network security model that assumes all internet environments are potentially vulnerable to intrusion and strengthens monitoring, authentication, and access control

Roadmap for Information Security Initiatives

Category	2026	2027	2028
Personal Data Management	Enhancement of personal data handler conduct inspection systems (customers)	Enhancement of personal data handler conduct inspection systems (employees, external)	Regular implementation and improvement of internal personal data status audits
Internal Information Leakage Control	Next-generation document security and integrated PC security solution	Advancement of AI-based internal information leak detection systems	Automation of AI-based internal information leak detection systems
Cyber Threat Response	Advancement of Security Information and Event Management (SIEM) platform	IT infrastructure security patch management	- Establishing a protection system applying Micro-Segmentation - Implementing automated AI mock hacking solutions
Location Information Management	Conducting regular internal location information audits and implementing improvements	Conducting regular internal location information audits and implementing improvements	Conducting regular internal location information audits and implementing improvements
Cloud Security	Continuous monitoring of CSPM and managing cloud security levels	Continuous monitoring of CSPM and managing cloud security levels	Continuous monitoring of CSPM and managing cloud security levels
AI Security	Establishing AI security guidelines and utilization standards	AI-based security threat detection	Establishment of an AI-based autonomous response system
Subsidiary Security Management Support	Provision of security services tailored to each subsidiary's management environment	Provision of security services tailored to each subsidiary's management environment	Achieve Level 3.0(Good) or higher in the Group's security management system

Information Security Framework

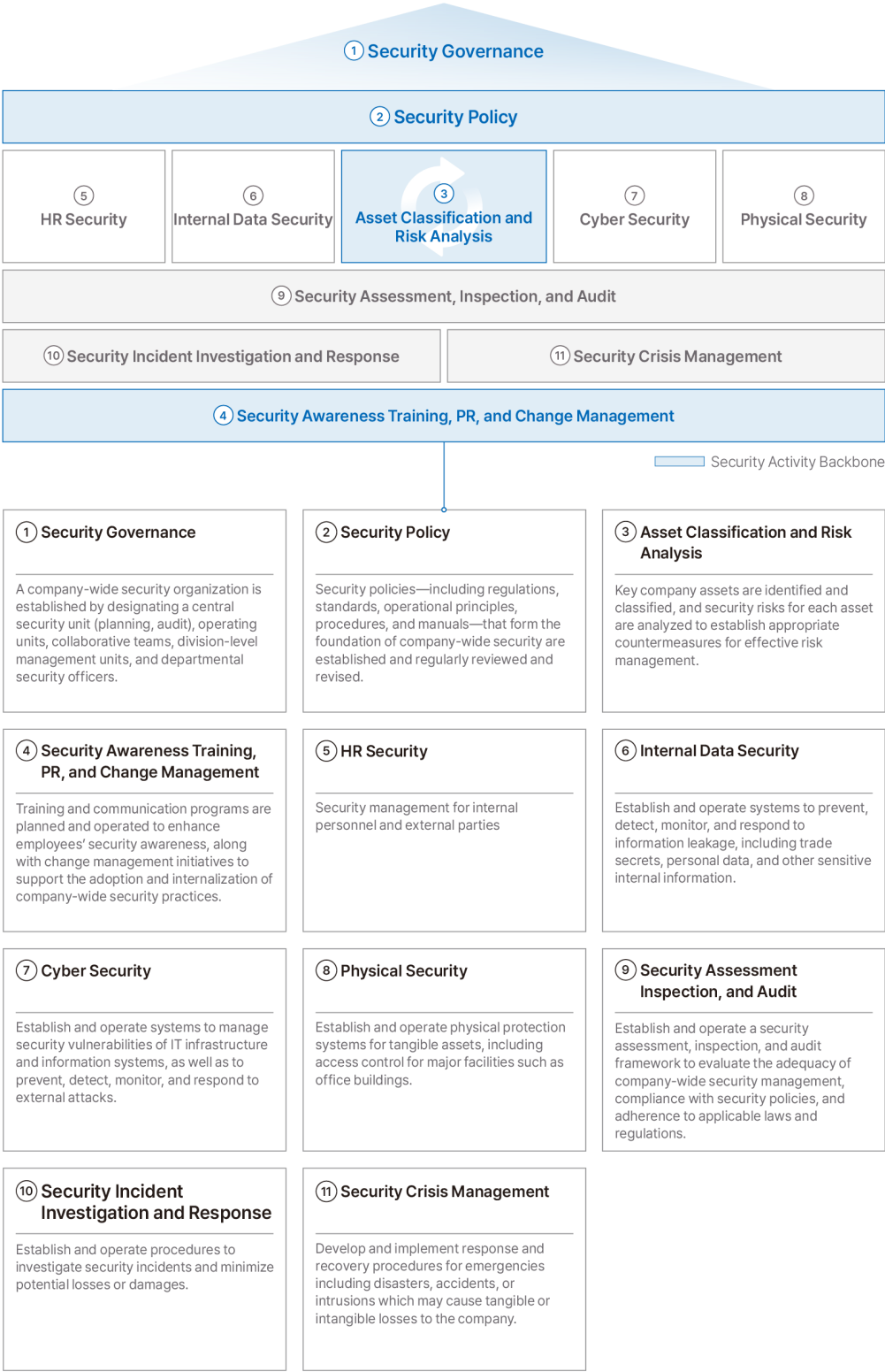
Mission

Vision

Security Framework

We manage the company’s security risks to support stable operations and the achievement of business objectives.

Security Leader For AI Infra Solution Provider



Information Protection and Security Activities

Information Security Risk Management

Personal Data Management

SK ecoplant has obtained domestic and international certifications related to information security and the protection of customer personal data, including ISO 27001, ISO 27701, and ISMS-P, and operates a management system based on these certifications to safely protect customers' valuable information assets. To improve stakeholders' access to information regarding personal data management, a user-friendly version of the Privacy Policy has been posted to the company website. The company has also incorporated amendments to the Personal Information Protection Act into internal management plans and conducted inspections as well as improvements to further strengthen personal data protection standards. In 2025, SK ecoplant strengthened the management of personal data processing for subsidiary employees and external parties*, and conducted internal audits and improvement activities covering all personal data of customers, employees, and external parties. In 2026, the company plans to continue strengthening security systems to ensure that the personal data of employees and external parties is managed as securely as that of customers.

* External parties: Non-employees who work at or have access to SK ecoplant's offices and sites, or who have authorization to access the company's systems

Internal Information Leakage Control

SK ecoplant constantly detects abnormal attempts and signs of internal information leaks through its anomaly monitoring system. By optimizing internal information leakage monitoring scenarios, false positives and negatives have been reduced, while monitoring accuracy has been enhanced. Additionally, measures are being implemented to reduce the risk of external document leaks to raise employees' security awareness. In 2025, SK ecoplant established a security model for 3D design drawings at semiconductor sites, and plans to build an information leakage monitoring system for these sites in 2026.

Cyber 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. To detect security threats in real time, the company monitors the dark web, ASM (Attack Surface Management)*, EDR (Endpoint Detection & Response)**, and Active Directory (AD) security solutions. Additionally, it proactively identifies and addresses hidden security risks through penetration testing conducted by white-hat hackers. In 2026, SK ecoplant plans to enhance the stability of real-time monitoring by upgrading its aging security monitoring platform and strengthen real-world response capabilities through cyber simulation exercises involving senior management.

* ASM (Attack Surface Management): A security approach that continuously discovers and manages all externally exposed assets, such as servers, domains, IP addresses, and cloud resources

** EDR (Endpoint Detection & Response): A security system that detects and responds to threats originating from PCs, servers, and other devices in real time

Location Information Management

SK ecoplant protects customers' location information in compliance with relevant laws and regulations. In particular, to enhance the security of customer location information, the company has established and is implementing an internal management plan that includes self-assessments of location information handling practices and related training. In 2025, the company further strengthened the security of personal location information by refining its location information protection guidelines and developing an inspection checklist that incorporates requirements for compliance with relevant laws and regulations. In 2026, SK ecoplant seeks to continue conducting internal audits of location information handling practices and pursuing improvement initiatives.

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.

AI Security

In step with the proliferation of generative AI technology, SK ecoplant is establishing an AI security governance framework that balances productivity innovation with information protection. The company comprehensively reviews security controls to ensure AI is utilized primarily through approved services, while continuously evaluating the security and utility of new AI services through a whitelist management system (which allows only permitted items to pass while blocking all others).

In particular, SK ecoplant applies differentiated usage standards based on sensitivity levels for critical data, such as personal data and industrial technology data, and is strengthening post-implementation management system based on monitoring and user behavior analysis. Through the establishment of an AI security framework, employee training, and verification of generated results, the company is fostering a culture of responsible AI use, while also identifying and managing risks arising from the use of generative AI or external AI services without proper approval or control. Going forward, SK ecoplant seeks to proactively respond to environmental changes that pose threats to AI technology and security, further advancing the safety and reliability of its AI security framework.

Subsidiary Security Management Support

SK ecoplant is striving to establish a company-wide, advanced information security framework by providing tailored support to strengthen the information security capabilities of its subsidiaries. For subsidiaries with relatively limited control over cybersecurity threats, the company provides a "Security Shared Service" that leverages headquarters resources, such as training and inspections. CISO councils are held with subsidiaries in the first and second halves of the year to regularly share security support measures. Additionally, cyber simulation exercises are conducted to raise information security awareness among subsidiary employees and develop improvement plans that reflect IT system vulnerability assessments and security requirements for each subsidiary.

For newly acquired subsidiaries, SK ecoplant assesses their security levels in accordance with its security management system. Based on the results, assistance is provided to establish improvement goals, identify improvement tasks, and implement them. In addition, the company assists subsidiaries in setting medium- to long-term security goals tailored to their business environment and autonomously operating their information protection and security systems.

Subsidiary Security Management System



Investment in Information Security

SK ecoplant is investing in information security to strengthen its internal capabilities and respond to external security incidents. In 2025, information security investment accounted for approximately 7.2% of the total IT budget.

Information Security Investment Status >

Information Security Education and Training

SK ecoplant conducts annual online information security training for all employees in addition to providing job-specific security training, such as secure coding and training for personnel handling personal data. To proactively respond to increasingly sophisticated cyber threats, the company also conducts various types of simulation exercises every year. To internalize cyber attack response capabilities, SK ecoplant conducts training that reflects real-world scenarios, such as DDoS attack response, system recovery, and encryption key changes. The company has also objectively assessed its security level through participation in two simulation exercises organized by the Korea Internet & Security Agency (KISA).

Status of Cybersecurity Simulation Training >

Governance Structure

Board-Centered Responsible Management

Governance Structure

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-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](#) ↓[Governance Charter](#) ↓[Board of Directors Regulations](#) ↓

Board Composition

As of the end of March 2026, the Board of Directors at SK ecoplant consists of two inside directors, four 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. Additionally, 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 reappointment. In March 2025, the ESG Committee was reorganized into the Strategy-ESG Committee, enabling in-depth reviews and discussions aimed at strengthening the formulation and execution of mid- to long-term management strategies grounded in sustainability. Additionally, with the goal of establishing a transparent and authentic governance system, the Corporate Governance Charter has been comprehensively revised to more clearly define the Board’s roles, responsibilities, and authorities.

SK ecoplant transparently 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 of Directors Website](#) >[Board Committees Website](#) >

Current Composition of the Board of Directors (as of the end of March 2026)

Structure	Members	Career	Membership Committees		
			Strategy-ESG Committee	Nomination and Remuneration Committee	Audit Committee
Inside Directors	Chairman of the Board/CEO	Dong-Hyun Jang	Current: Vice Chair and CEO, SK ecoplant Vice Chair and CEO, SK Inc. President and CEO, SK Inc.		
	CEO	Young-Sik Kim	Current: President and CEO, SK ecoplant Chief Production Officer, SK hynix Head of Manufacturing and Technology, SK hynix		
Independent Directors	Senior Independent Director	Mira Lee	Current: Visiting Professor, Graduate School of International Studies, Yonsei University Independent Director and ESG Committee Chair, Hankook Tire & Technology CHRO, General Electric (GE) Korea		
	Independent Director	Yeon-Man Jeong	Current: Advisor, Bae, Kim & Lee LLC (Taepyeongyang) President, Korean Society of Environmental Restoration Technology Vice Minister of Environment		
	Independent Director	Il-Hwan Kim	Current: Professor, Dep. of Law and Law School, Sungkyunkwan University Dean, Sungkyunkwan University Law School President, Korean Constitutional Law Association		
	Independent Director	Jae-Cheol Kim	Current: Rep. of Tax Accounting Corp. WITH WIN Commissioner, NTS jungbu Regional Office Spokesperson, NTS		
Non-Executive Director		Kee-Dong Kim	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		

Board Independence

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. To further strengthen Board independence, the company operates a Senior Independent Director system. The Senior 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.

Disqualification Criteria for Independent Director Independence

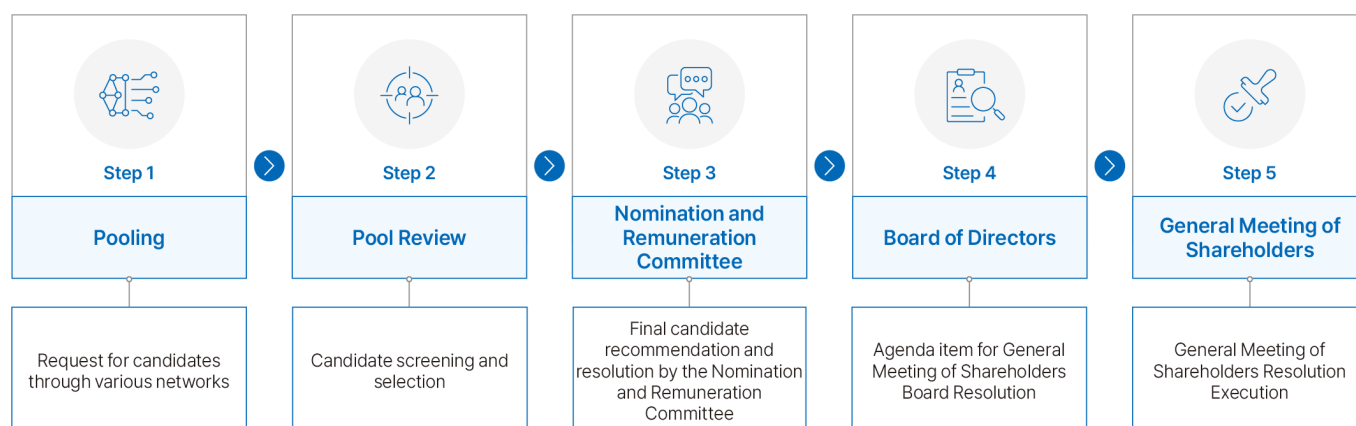
- Directors, executive officers, or employees currently engaged in the company's business, or those who held such positions—whether as directors, auditors, executive officers, or employees—within the past two years
- The largest shareholder, as well as their spouse and direct lineal ascendants or descendants.
- If the largest shareholder is a corporation, any directors, auditors, executive officers, or employees of that corporation
- The spouses and direct ascendants or descendants of such directors, auditors, or executive 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.

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.

* Independent Director candidate pool: Individual recommenders, management recommenders, Governance Council recommenders, and external search firm recommenders

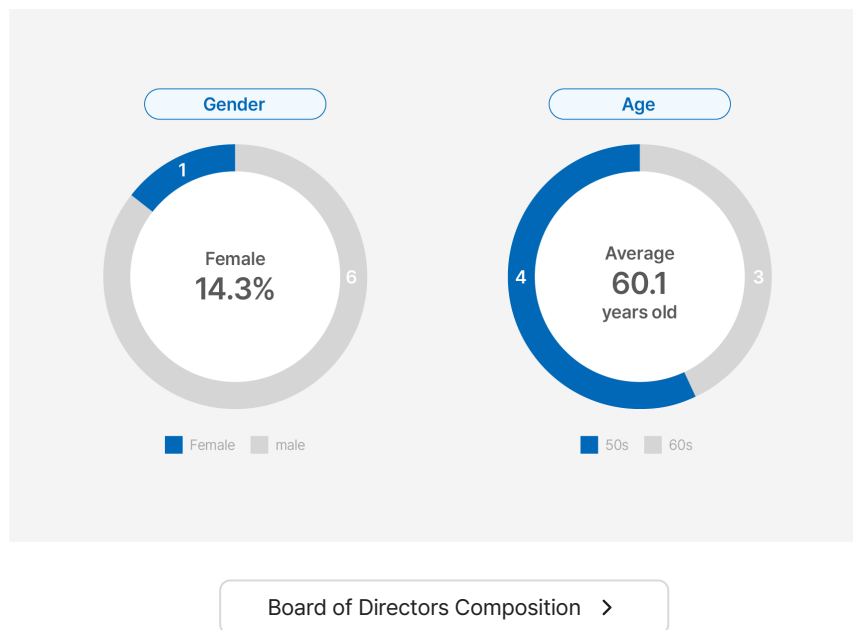
Independent Director Nomination Process



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 by considering a range of factors in director appointments, including gender, age, race, nationality, country of birth, and cultural background. Furthermore, the company will appoint experts in various fields as Independent Directors based on the BSM (Board Skills Matrix) to further bolster Board diversity and expertise.

Board Diversity Status



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 competency. 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 2025, to strengthen change management following the reorganization of the business portfolio, Independent Director Mira Lee was reappointed. In January 2026, to strengthen the management and oversight of legal risks in accordance with amendments to the Commercial Act, Independent Director Il-Hwan Kim, a legal expert, was newly appointed. And in March, Independent Director Jae-Cheol Kim, a finance and accounting expert, was newly appointed to strengthen the management and oversight of financial risks.

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	●	●	●	●			
Young-Sik Kim	●			●	●	●	●
Mira Lee	●			●	●		●
Yeon-Man Jeong	●			●	●	●	
Il-Hwan Kim	●			●	●		●
Jae-Cheol Kim	●	●		●	●		
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 engineering credentials relevant to future growth sectors such as the AI, semiconductor, construction and environmental industries
Global Competency	Has experience in executing global business operation

Independent Director Expertise Training

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 2025, the company held a total of six training sessions covering topics such as business portfolio restructuring strategies in response to internal and external environmental changes, as well as the current state of the AI and semiconductor industries and the global economy. Participants also visited relevant domestic sites to deepen their business understanding. Detailed information regarding the status of training programs for Independent Directors is transparently disclosed in the annual business report.

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 2025, the Board held a total of 19 meetings, during which 101 resolutions and 21 reporting items were deliberated. The average attendance rate of independent directors in 2025 was 98%, with no objections or abstentions recorded on any resolutions.

Board of Directors Operations >

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.

Discussion of ESG Agenda Items

The Board of Directors actively discusses ESG agenda items through the activities of the Board and its specialized committees. The Board of Directors, Audit Committee, and Nomination and Remuneration Committee discuss initiatives to improve ethical management, occupational safety and health, and corporate governance, while the Strategy-ESG Committee reviews ESG management-related matters such as human rights management, environmental management, and climate change response. In 2025, the Board and Strategy-ESG Committee addressed a total of 27 ESG agenda items.

ESG Agenda Decision-Making

Committee	Date	ESG Agenda Item	Resolution Status
Board of Directors	Feb. 10, 2025	2025 Safety and Health Plan (2024 Performance and 2025 Plan)	Approved
		Report on the 2024 Internal Control over Financial Reporting Operations	Reported
		Amendment to the Internal Control over Financial Reporting Operations	Reported
	Mar. 6, 2025	Committee Modification/Establishment	Approved
		Amendment to the Articles of Incorporation	Approved
		Report on the Evaluation of 2024 Internal Control over Financial Reporting Operations	Reported
	Mar. 26, 2025	Report on 2025 Compliance Program Plan	Reported
		Appointment of Committee Members	Approved
		Amendment of Regulations	Approved
	Jun. 26, 2025	Renewal of Directors and Officers (D&O) Liability Insurance	Approved
		Impact of the New Administration on the Company	Reported
	Nov. 27, 2025	Amendment to the Articles of Incorporation	Approved
		Report on SPC Liquidation for BADAENERGY's Floating Business and the Sale of Shares in Permanent Establishment	Reported
		Report on 2025 Compliance Operations	Reported
Board of Directors	Dec. 22, 2025	Appointment of CEO	Approved
	Dec. 22, 2025	Appointment of Committee Members	Approved
		Establishment of Compliance Guidelines	Approved
		Appointment of Chief Compliance Officer	Approved
		Appointment of a "Fair Trade Compliance Officer" for the Fair Trade Compliance Program	Approved
		Report on the 2026 Management Plan	Reported
Strategy-ESG Committee (formerly ESG Committee)	Feb. 10, 2025	Report on the Direction of the 2024 Board Evaluation	Reported
	Mar. 6, 2025	Report on the Results of the 2024 Board Evaluation	Reported
	Apr. 24, 2025	Status of SV Monetization and Stakeholder Communication	Reported
	Jun. 26, 2025	Merger of Singapore-Based Subsidiaries, etc.	Reported
	Oct. 29, 2025	Results of Materiality Assessment	Reported
		Status of Climate Crisis Response	Reported
		Status of Environmental Management	Reported

Board Committee Activities

SK ecoplant operates a Strategy-ESG Committee, Nomination and Remuneration Committee, and Audit Committee under its Board of Directors. The Nomination and Remuneration Committee also performs the functions of the Independent Director Nomination Committee and 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.

[Strategy-ESG Committee Regulation](#)
[Nomination and Remuneration Committee Regulation](#)
[Audit Committee Regulation](#)

Status of Board Committees

Committee Name	Key Functions	Committee Composition	Chair	Supporting Organization
Strategy-ESG Committee	Review of the company's mid- to long-term strategy and annual business plan	One Inside Director (Young-Sik Kim)		
	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	Four Independent Directors (Mira Lee, Yeon-Man Jeong, Il-Hwan Kim, Jae-Cheol Kim)	Yeon-Man Jeong	Responsible Departments by Agenda Item and Board Secretariat
	Review of major investment items related to climate change response	One Non-Executive Director (Kee-Dong Kim)		
	Review of Safety, Health, and Environment (SHE) policies and plans			
Nomination and Remuneration Committee	Recommendation of independent director candidates for shareholder approval	Two Independent Directors (Mira Lee, Il-Hwan Kim)		
	Evaluation of CEO performance			
	Review of compensation levels for inside directors	One Non-Executive Director (Kee-Dong Kim)	Mira Lee	HR Department and Board Secretariat
Audit Committee	Review of the annual internal audit plan and audit results			
	Audit of financial statements and preparation and submission of the audit report	Three Independent Directors (Jae-Cheol Kim, Mira Lee, Yeon-Man Jeong)	Jae-Cheol Kim	Finance Department, Ethical Management Department, and Board Secretariat
	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			

Strategy-ESG Committee

In March 2025, SK ecoplant renamed the ESG Committee to the Strategy-ESG Committee to strengthen its role in reviewing mid- to long-term strategies. The Strategy-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 2025, the committee convened five times, deliberating on a total of nine agenda items, including one related to strategy, two to environment, one to society, and five to governance. The average attendance rate in 2025 was 93%, with no objections or abstentions recorded on the two resolution items.

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 2025, the committee convened six times, deliberating and resolving a total of 12 agenda items, including recommendations for new independent director and CEO candidates, evaluation of CEO activities, and internal director compensation resolutions. The average attendance rate for the committee in 2025 was 94%. Among the six resolution items, there were no objections or abstentions.

Audit Committee

The Audit Committee serves as the body responsible for directing and overseeing internal ethics and anti-corruption activities. 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 review and approve personnel evaluations relating to the head of the internal audit function—ensuring effective oversight.

To maintain independence, SK ecoplant has composed the three Audit Committee members entirely of independent directors, and as of March 2026, 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 2025, the Audit Committee held a total of 14 meetings and deliberated and resolved 55 items, including 12 related to internal accounting control, 9 on financial statement audits, 13 general audit items, 11 other major audit matters, and 10 prior reviews of internal transactions. The average attendance rate of committee members in 2025 was 100%, 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.

Board Committee Status >

Audit Training Status

Training Date	Training Organizer	Key Training Topics
May 28, 2025	Audit Committee Forum	A New Paradigm for Preventing Financial Misconduct: New Roles and Strategies for the Board of Directors and Audit Committee
Jul. 1, 2025	KPMG Samjong Accounting Corp.	- Considerations for the Board of Directors and Audit Committee in Preparation for Sustainability Disclosure - The Role of the Audit Committee in Enhanced Financial Controls and New Internal Control over Financial Reporting Evaluation and Reporting Standards - Improving Corporate Governance and Challenges for Directors
Sep. 30, 2025	Financial Planning Team	Understanding Cases of Internal Control over Financial Reporting Failures
Oct. 21, 2025	Audit Committee Forum	- The New Business Environment and the Role of the Audit Committee - The Purpose of Accounting Reform and the Role of the Audit Committee - Communication on Key Audit Matters - Industry-Specific Sessions - Six Major Issues in the Semiconductor Industry and Response Strategies - Fundamentals and Current Status of the Petrochemical Industry
Dec. 12, 2025	Audit Committee Forum	Establishment of Guidelines for Appointing External Auditors and Measures to Rationalize the Independence of Certified Public Accountants

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 Review of Internal Transactions

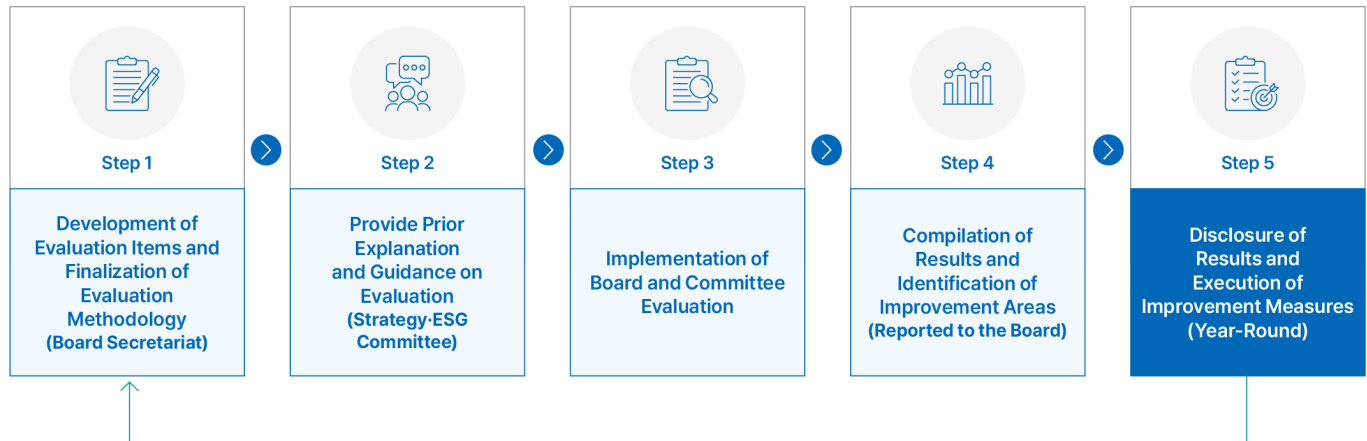
Date	Agenda Item	Attendance/Eligibility (Attendance Rate)
May 8, 2025	Execution of Third-Party Allotment Capital Increase (In-Kind Contribution)	3/3(100%)
	Execution of a Comprehensive Share Swap Agreement and Setting of the Record Date	3/3(100%)
Aug. 18, 2025	Business Acquisition	3/3(100%)
	Acquisition of FI Shares	3/3(100%)
Aug. 22, 2025	Amendment to Third-Party Allotment Capital Increase (In-Kind Contribution) Conditions	3/3(100%)
	Amendment to the Comprehensive Share Swap and Setting of the Record Date	3/3(100%)
Oct. 29, 2025	Approval of Large-Scale Internal Transaction with SK airplus Inc.	3/3(100%)
Nov. 13, 2025	Sale of renewenergy Chungbuk	3/3(100%)
Dec. 22, 2025	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	3/3(100%)

Board Evaluation

SK ecoplant conducts an annual board evaluation to continuously improve the operational performance of the Board of Directors and its committees. In principle, this self-assessment—administered by the Board Secretariat—consists of both multiple-choice and open-ended questions. Prior to evaluation, the Board and each committee are informed of the purpose, methodology, scope, and evaluation criteria. Furthermore, the evaluation process includes assessments of the Board, its specialized committees, individual directors (self-assessment and peer review), and management, all rated on a 5-point scale (1: Very Poor to 5: Excellent). The results are reported annually to the Board or Strategy-ESG Committee to assess the overall status of the Board's operations, after which improvement measures are developed and implemented.

In 2025, the Strategy-ESG Committee shared the direction for the board evaluation and reported results to the Board. Based on this, in 2026, SK ecoplant plans to supplement discussions on SK ecoplant's short-, medium-, and long-term strategies and implement programs to strengthen the Board's professional capacities. Going forward, the company aims to refine the evaluation criteria and diversify the evaluators to enable the implementation of a "shareholder evaluation," in which major shareholders evaluate the Board, as well as a "Board Chair Evaluation" (to be implemented after separation of the inside director and Board Chair roles). Additionally, Board evaluation results will be transparently disclosed on the company's website or in annual business reports.

Board Evaluation Process



Board Evaluation Criteria

Category	Roles and Composition	Operations	Independence	Integrity	Understanding	Contribution
Board of Directors (35 questions)	●	●				
Committees under the Board (15 questions each)	●	●				
Individual Director Self-Assessment (15 questions)			●	●	●	●
Peer Evaluation of Individual Directors (4 questions)			●	●	●	●
Management Evaluation (35 questions for the Board and 15 questions for committees)	●	●				

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.

Both financial and non-financial performance are considered when calculating director compensation, with the criteria for compensation payments being transparently disclosed in the annual business report. Non-financial performance includes factors such as the achievement of strategic goals, leadership, progress toward Net-Zero, the level of ESG management, and happiness-oriented and ethical management. Non-financial performance and goals are also reflected at a certain minimum percentage when establishing KPIs for the entire executive team, including the CEO.

Shareholder-Friendly Management

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.

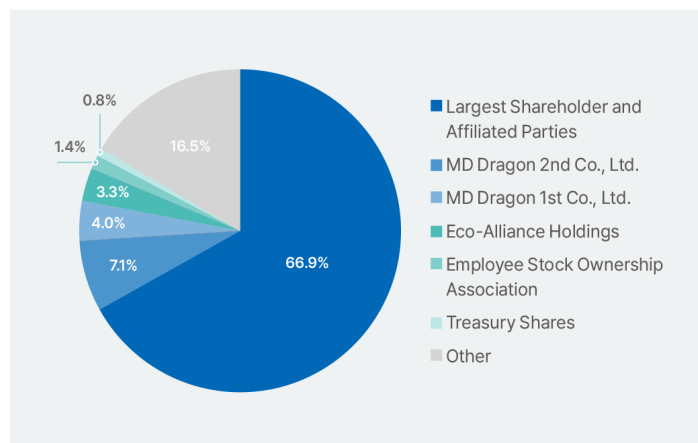
Matters Resolved at the General Meeting of Shareholders

SK ecoplant follows the principle of one voting right per share. As of the end of March 2026, there were 64,659,748 shares with voting rights, accounting for approximately 98.6% of all issued shares; the company has also issued a limited number of non-voting preferred shares.

Voting Rights Status (as of the end of March 2026)

Category	No. of Shares (shares)	Shareholding Ratio (%)
Shares with Voting Rights	64,659,748	98.6
Shares without Voting Rights	940,000	1.4
Total No. of Issued Shares	65,599,748	100

Shareholder Ownership Status (as of the end of March 2026)



Classification	No. of Shares (shares)	Ownership Ratio (%)
Largest Shareholder and Affiliated Parties	43,870,774	66.9
MD Dragon 2nd Co., Ltd.	4,639,310	7.1
MD Dragon 1st Co., Ltd.	2,628,977	4.0
Eco-Alliance Holdings	2,154,236	3.3
Employee Stock Ownership Association	950,939	1.4
Treasury Shares	508,001	0.8
Other	10,847,511	16.5

Integrated Risk Management

Integrated Risk Management System

Risk Management Governance

SK ecoplant manages various risks that could affect its overall business operations and management activities in an integrated manner. Key risk areas—including finance, investment, business strategy, and ESG—are broken down into specific categories, allowing operational units in each field to identify and assess risks that may arise during work. For major issues, response plans and execution strategies are discussed through company-wide committees involving C-level executives and senior management. Key business plans and performance results are regularly reported to the Board and its committees to strengthen the appropriateness of decision-making and accountability in management.

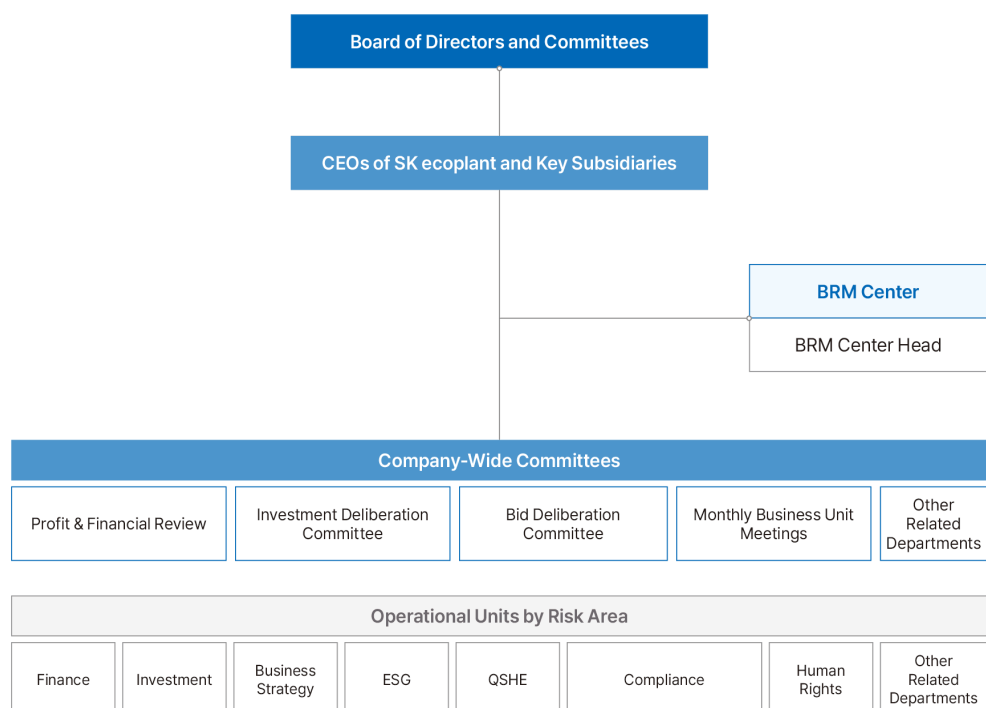
In 2025, SK ecoplant established the Business Risk Management (BRM) Center to prevent risks related to business operations and support swift internal decision-making. The BRM Center also serves as a liaison for external cooperation to address risks not only in the construction industry but also in new business areas such as semiconductors and energy. The Head of the BRM Center, as the person in charge of overseeing the company-wide integrated risk management system, plays a pivotal role in establishing a governance framework to respond swiftly and effectively when risks arise. To this end, the center closely reviews financial and non-financial risks across the entire organization and its business operations, and reports the results of business-related risk management to the Board and its committees. Furthermore, the center continuously enhances the risk management framework for business operations by establishing risk management standards, operating risk identification, assessment, and monitoring processes, and supporting executive reporting as well as decision-making. In addition, the CEOs of SK ecoplant and its key subsidiaries regularly review company-wide risk management strategies and directions while monitoring implementation progress. The Audit Committee independently oversees the appropriateness of company-wide risk management framework operation.

Risk Management Organizational Chart

Risk Management and Oversight



Risk Identification, Assessment, and Response



Risk Management Process

SK ecoplant categorizes risks by area and conducts regular reviews centered on operational units and consultative bodies, operating a systematic, company-wide risk management framework. For financial risks, the CEO presides over profit-and-loss and financial review meetings to continuously monitor financial soundness and operational efficiency. Additionally, the Bid and Investment Deliberation Committees preemptively evaluates potential risk factors arising from new investments and portfolio expansion, incorporating these findings into decision-making.

In addition, key issues in each business division are reviewed through monthly meetings to ensure the efficient allocation of resources and stable business operations even amid a rapidly changing market environment. Furthermore, the company has established separate management systems to comprehensively address ESG risks across the board, including climate change, occupational safety and health, human rights, supply chain, ethics, and compliance.

Management Activities by Risk Type

Category	Risk Type	Risk Management Activities
Business Management	Determination of Business Participation and Scale at the Marketing Stage	- Establish ground rules for business participation, develop bid policy - Improve decision-making methods and processes for participation in new businesses - Operate a company-wide review system based on checklists for business feasibility and execution conditions
	Ongoing Risk Management for Active Projects	- Conduct comprehensive risk exposure assessments and establish action plans for target achievement - 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. Partners
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. Partners
Supply Chain	Unfair Trade Practices and Misconduct with Biz. Partners	- Enhance the procurement verification process - Promote zero tolerance for anti-corruption violations among Biz. Partners
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

Strategic Risk Management

Risk Management by Business Stage

In line with the transition of its business portfolio toward a focus on semiconductors and AI, SK ecoplant is strengthening its financial stability through operational improvement (O/I) activities, such as enhancing cost efficiency and profitability in its existing businesses. Building on this foundation the company not only establishes a stable business structure, but also utilizes objective analytical metrics and scenario planning to quantitatively assess potential risks, analyze their likelihood and impact, as well as develop and implement response strategies.

Furthermore, by applying the concept of “total risk management,” SK ecoplant proactively identifies and manages risk factors inherent throughout the entire business process, thereby minimizing the influx of new risks and reducing the overall scale of risks. In addition, to enhance the transparency and objectivity of the decision-making process, the company operates a deliberation system centered on open discussion and voting rather than relying on the judgment of specific individuals, thereby promoting rational decision-making regarding business participation.

Marketing Stage

To ensure stable business execution and achieve financial targets, SK ecoplant strives to identify potential risks from the marketing stage and determine whether to proceed with a project and at what scale, based on a comprehensive business feasibility review. Through this process, the company minimizes foreseeable losses and comprehensively evaluates projects’ feasibility and profitability.

Since 2024, SK ecoplant has integrated its project acquisition and investment management systems to enhance management efficiency. To identify and review risks, the company employs checklists tailored to the specific characteristics of each project and product, collaborating closely with relevant departments across various specialized fields. Furthermore, project viability is objectively evaluated based on quantitative indicators such as market conditions, contract terms, and cash flow. The resolvability and acceptable levels of identified risks are carefully assessed by considering various scenarios and their likelihood of occurrence. These findings are ultimately incorporated into the project review stage to support rational and objective decision-making. Externally, even amid ongoing economic uncertainty, SK ecoplant continuously monitors the financial soundness and risk factors of projects in the development stage, improving management processes to enable proactive responses to potential risks and swift decision-making.

Execution Stage

For projects approved for execution, 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.

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. Furthermore, key milestones and action plans are established for each major risk to achieve project objectives. In the event of risk occurrence, swift and situationally appropriate response is conducted to prevent escalation. 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 committee centered voting-based decision-making system has been established to ensure that decisions regarding project participation are made based on objective information and identified risks.

The company has also separated preliminary review and final decision-making functions and established a separate challenge function, thereby strengthening the independence and fairness of the investment review process. The 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, SK ecoplant is establishing an investment decision-making system based on checks and balances, while also developing a reliable risk management framework.

Investment Decision-Making Process



•CoN (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

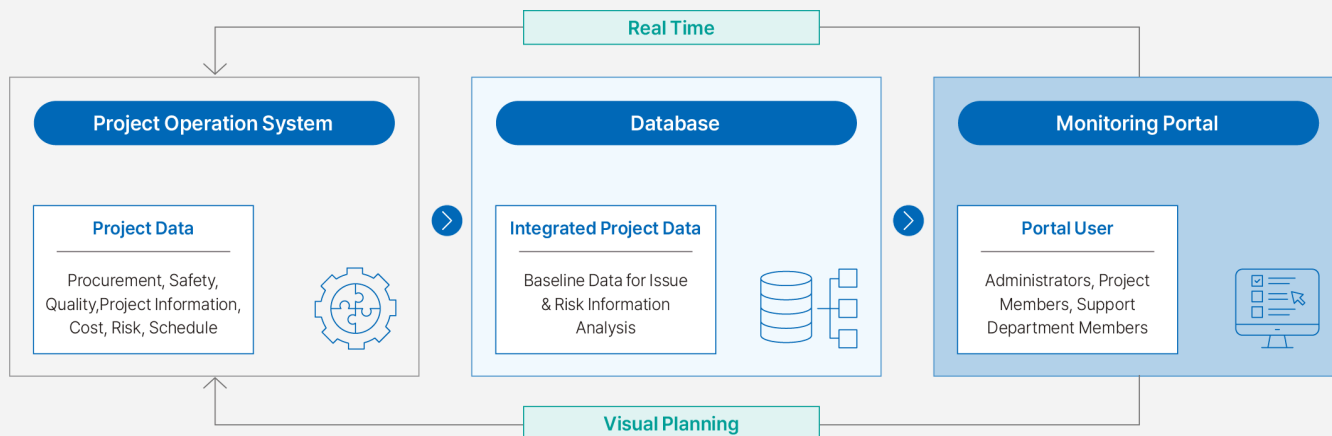
SK ecoplant operates a Quality Gate system to segment the entire project execution process into distinct phases and manage issues and potential risks in an integrated manner. Through this system, phase-specific risks are identified in advance and business feasibility is verified to support final decision-makers in determining whether to proceed with project participation.



CASE

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.



- Standardizes project data scattered across the Operation System and stores it in a database that supports comprehensive analysis and issue & risk sensing
- Develops management indicators using the data stored in the database and conducts monitoring through a portal

Subsidiary Risk Management

SK ecoplant has reorganized its Net-Zero Council into the ESG Regulatory Response Council to promote ESG zero risk initiatives across its subsidiaries. Centered on two modules—"Net-Zero" and "Disclosure"—the ESG Regulatory Response Council comprehensively considers not only the business characteristics of each subsidiary but also changes in external regulations, market conditions, and stakeholder demands. Based on this, the council identifies direct and indirect risks and opportunities arising from climate change, establishes response strategies following a materiality assessment, and implements them.

ESG Potential Risk Management

SK ecoplant proactively identifies and manages ESG risks to minimize uncertainty in the business environment. Through continuous monitoring, the company tracks changes in the domestic and international ESG regulatory landscape, establishes improvement goals and response strategies for compliance, and implements systematic management activities. This approach helps mitigate the negative impacts of potential ESG risks and supports the leveraging of opportunities based on strategic decision-making. Key ESG risks, opportunities, and response strategies are disclosed in this report in conjunction with materiality assessment results.

Status and Plans for Addressing Material Topics >

Compliance Management

Compliance Management System

Compliance Guidelines and Operating Regulations

SK ecoplant has been operating the Fair Trade Compliance Program (CP) since 2008 to foster a transparent and mature compliance culture. For the systematic operation of the internal Compliance Management System (CMS) and the CP, the company appointed a Compliance Officer in 2025 and established the “Compliance Guidelines.” The Compliance Guidelines serve as the top-level company regulations governing the operation of the company-wide Compliance Management System (CMS). They define the standards and procedures for compliance control activities—which involve assessing all laws and regulations applicable to business operations and enabling employees to self-monitor their compliance to prevent illegal acts.

Compliance Guidelines

Compliance Management System Operating Regulations

Company regulations that codify the operating procedures and guidelines for the Compliance Management System (CMS), a company-wide integrated compliance management framework

Fair Trade Compliance Program Operating Regulations

Company regulations that codify the operating procedures and guidelines for the Fair Trade Compliance Program (CP)

Compliance Guidelines (KOR) ⬇

Compliance Management System Operating Regulations (KOR) ⬇

Fair Trade Compliance Program Operating Regulations (KOR) ⬇

Fair Trade Policy (Fair Trade Compliance Manual)

Since first establishing the “Fair Trade Compliance Manual” in 2008, SK ecoplant has been using it as an operational guideline to establish a fair trading order. The Manual selects and includes regulations highly relevant to the company’s business structure, contract types, and stakeholders, and periodic revisions are issued to reflect changes in the policy environment, regulatory amendments, and the latest violation cases. In 2025, the revision cycle was expanded from once a year to twice a year, resulting in the publication of the 8th and 9th revised editions. This revision incorporated four new or amended legal provisions—including revisions to the notice and review guidelines on unfair special agreements, as well as the enactment of operational guidelines for the subcontract price adjustment system—along with 19 new cases of violations of fair trade laws. The 9th edition was also produced as an e-book to enable access via PCs and smartphones. For the Subcontracting Act section of the Manual—which is highly relevant to the daily work of on-site staff—the company separately produced and distributed a revised edition of the “Compliance Handbook - Subcontracting Act,” containing practical guidelines, processes for preventing legal violations, and checklists.

Fair Trade Compliance Manual (KOR) >

Compliance Handbook_Subcontracting Act (KOR) ⬇

Compliance Handbook_Unfair Special Agreements (KOR) ⬇

Compliance Pocketbook_Subcontracting Act (KOR) ⬇

Compliance Pocketbook_Framework Act on the Construction Industry (KOR) ⬇

Status of Revisions to the Fair Trade Compliance Manual

Category	2008	2011	2015	2017	2021	2022	2023	2024	2025
Revision History	Enactment	1st Revision	2nd Revision	3rd Revision	4th Revision	5th Revision	6th Revision	7th Revision	8th-9th Revisions
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 Management System

Compliance Management System (CMS)

SK ecoplant established a company-wide integrated Compliance Management System (CMS) in 2023 to proactively respond to changes in the internal and external business environment and prevent compliance risks. In 2024, the company developed a CMS IT platform to establish an IT-based risk management system capable of identifying and responding to key compliance information—such as regulatory amendments, policy trends, and industry violation cases—in real time. Through this platform, the company supports collaboration among relevant departments, monitors management status in real time via dashboards, and accumulates management histories for various risk types within the system to strengthen its risk management capabilities. Since 2023, based on the operational performance of the CMS, SK ecoplant has obtained and maintained the international ISO 37301 (Compliance Management Systems) certification, thereby demonstrating the compliance of its integrated compliance risk management system with international standards.

ISO 37301 [↓](#)

Fair Trade Compliance Program (CP: Compliance Program)

To ensure systematic CP operations, SK ecoplant has established relevant regulations and rules as company policies, and practices strict adherence to them. Every year, all employees—including the CEO—sign a compliance commitment pledge, reaffirming their commitment to fair trade. In 2025, to strengthen compliance execution, the company incorporated internal audit results into its KPIs and bolstered the effectiveness of CP operations by maintaining a completion rate of 90% or higher for all compliance training programs. As a result, in 2025, SK ecoplant became the first large corporation to achieve the highest AAA rating for three consecutive years in the Fair Trade Commission's Fair Trade Compliance Program evaluation. This achievement stems from the company's efforts since introducing the CP in 2008 to continuously strengthen its internal audit framework through the establishment of clear operational standards and procedures, as well as the operation of a compliance management system—all while ensuring that every executive and employee actively participates in the CP to prevent legal violations.



Statement Oath for Fair Trade Compliance (CEO Dong-Hyun Jang) [↓](#)

Statement Oath for Fair Trade Compliance (CEO Young-Sik Kim) [↓](#)

Compliance Governance

At SK ecoplant, a Board-appointed Chief Compliance Officer (who also serves as the Fair Trade Compliance Officer) oversees the systematic and independent operation of the Compliance Management System. The system’s operational plans and results are reported to top management on a quarterly basis, while operational standards are continuously improved by incorporating feedback from these reviews. In addition, since establishing a Dedicated Compliance Department in 2022 to oversee the operation of the Compliance Management System, the company has been continuously expanding and maintaining dedicated staff to strengthen compliance capabilities. In particular, to ensure that the Fair Trade Compliance Program—which requires company-wide collaboration—can be operated under a single-team structure, SK ecoplant has established the Fair Trade Compliance Officer by integrating personnel from relevant departments, such as the Ethical Management Team and Legal Team. The office reports directly to the CEO, enabling organic and coordinated operations.

Compliance Management Organizational Chart



Duties and Authority of Chief Compliance Officer

Category	Details
Authority and Duties of the Chief Compliance Officer (Article 9, Compliance Guidelines)	① The Chief Compliance Officer shall have the following authorities: - Implementation of education and training programs related to compliance - Conducting of regular or ad hoc inspections and reporting on compliance with the Compliance Guidelines - Requesting the collection and submission of information and materials, as well as statements, from relevant departments and employees, when necessary for the Chief Compliance Officer's compliance control activities - Requiring the company and its employees to comply with compliance standards, and demanding the cessation, improvement, or correction of matters deemed unlawful - Requesting of disciplinary action against employees who violate relevant laws, regulations, or Compliance Guidelines - Attending of Board of Directors meetings for the presentation of opinions regarding compliance control duties - Overseeing of the compliance support organization and recommendation of personnel for relevant departments - Other matters designated by the Board of Directors as falling within the authority of the Chief Compliance Officer ② The Chief Compliance Officer may seek advice and assistance from external experts when necessary. ③ The Chief Compliance Officer must perform his or her duties with the care expected of a prudent manager and must not disclose the company's trade secrets learned in the course of his or her duties, not only during his or her tenure but also after leaving office.
Authority and Duties of the Fair Trade Compliance Officer (Articles 7 and 8, CP Operating Guidelines)	① The Fair Trade Compliance Officer shall perform the roles listed in the following subparagraphs to ensure the efficient operation of the Compliance Program: - Establishment of Compliance Program plans and management of operations - Conducting risk assessments to identify and manage competition law violation risks - Pre-consultation on business activities to ensure compliance with competition laws - Management of training related to competition law and compliance - Monitoring of the actual state of compliance implementation - Analysis of competition law violations and implementation of corrective and preventive measures - Determination of disciplinary actions for competition law violations and referral to the Disciplinary Review Committee - Reporting of compliance-related activities and matters to the Board of Directors - Collection of compliance pledges from all employees - Other matters deemed necessary by the Board of Directors ② The authorities of the Fair Trade Compliance Officer is as follows: - Authority to conduct compliance inspections and assessments - Right to request submission of documents and information necessary to perform duties - Authority to investigate and report on violations and violators of competition law - Authority to implement corrective and improvement measures for competition law violations - Other powers as deemed necessary by the Board of Directors ③ The duties of the Fair Trade Compliance Officer are as follows: - Duty to exercise the care expected of a prudent manager - Duty to operate the Compliance Program efficiently

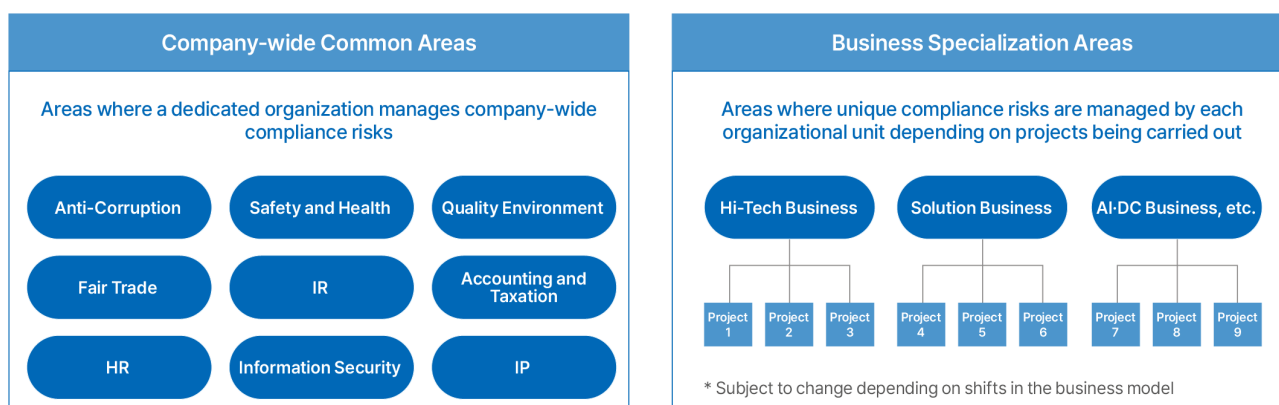
Compliance Risk Management

Risk Management Through the Compliance Management System

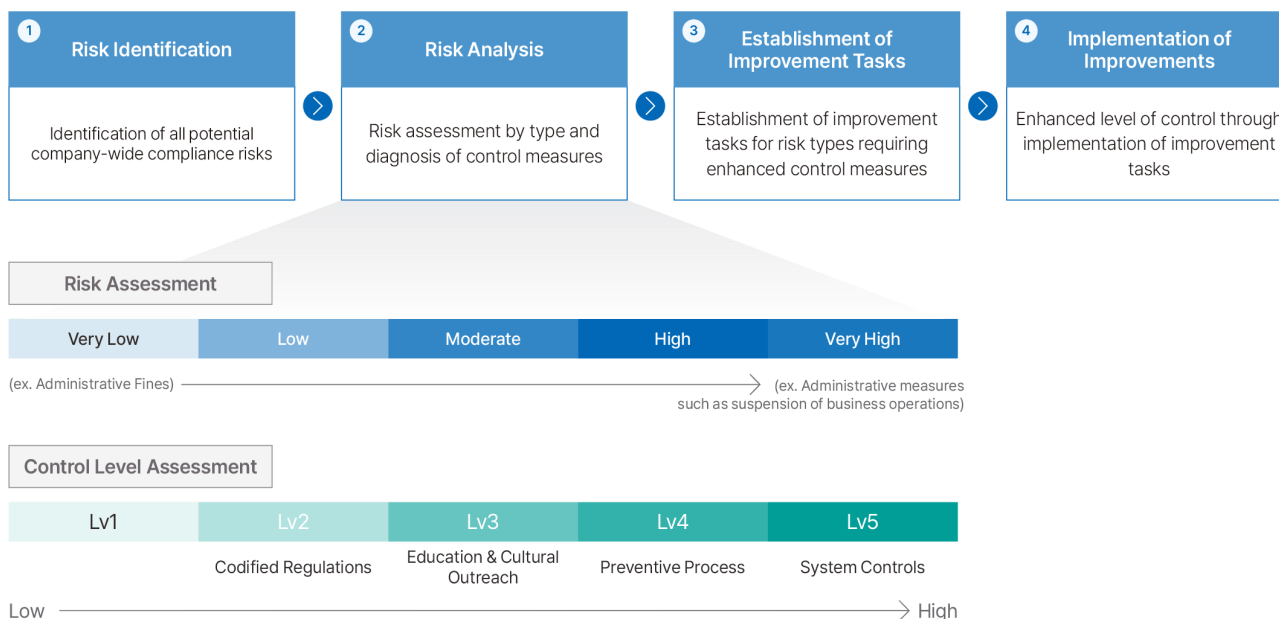
To prevent compliance risks, SK ecoplant is operating a company-wide, IT-based integrated Compliance Management System (CMS). The real-time collaboration of all organizational units across the company is supported via an IT platform throughout the entire risk management process—including risk identification, risk analysis, and the development and improvement of control measures. Systematic and efficient risk management is conducted through the maintenance of a dedicated database.

Through analysis of business models and operational processes, SK ecoplant identifies areas subject to compliance requirements as well as applicable regulations, and systematically identifies all types of risks that may arise during operations. For each identified risk type, the company assesses risk level by comprehensively evaluating the likelihood of occurrence and the potential impact—which reflects the severity of penalties in the event of a violation—through regular and ongoing monitoring. The organizations responsible for managing each risk then establish and implement regulations, conduct training, build operational processes, and carry out system control activities necessary for prevention. After evaluating the effectiveness of control measures, if the level of control is found to be insufficient relative to the risk level, SK ecoplant develops and implements improvement plans to continuously enhance the level of control. All results are reported transparently to senior management.

Compliance Management Areas



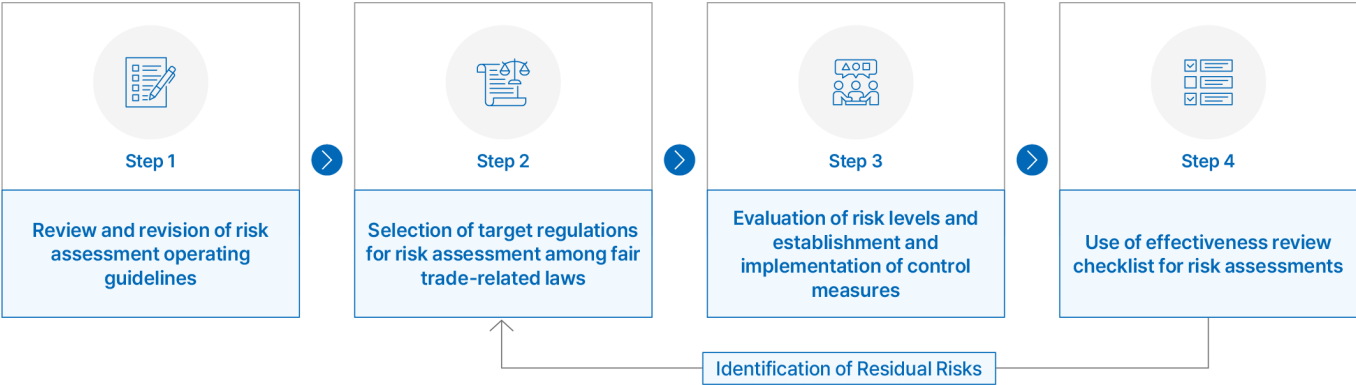
Compliance Risk Management Process



Fair Trade Risk Management

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 2025, taking into account business relevance, 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 causes were analyzed to establish and implement specific risk control measures.

Fair Trade Risk Assessment Process



Fair Trade Risk Assessment Results

Category	Key Risks	Improvement Measures	Risk Level ¹⁾	
			Before Measures	After Measures
Subcontracting Act	- Legislative Revisions and Amendments (7 cases throughout year) [Jan. 9, 2025] Amendment to the notice on unfair special agreements : Specification of detailed categories [Feb. 3, 2025] Enactment of the subcontract price adjustment system operational guidelines [Mar. 13, 2025] Amendment to the Subcontracting Act : Explicit provision that the Prohibition against Unfair Special Agreements is deemed null [Apr. 17, 2025] Revision of the guidelines for fair subcontracting transactions : Establishment of domestic corporations, application of the Subcontracting Act at overseas subsidiaries, etc. - Industry-wide Violation Cases (21 cases throughout year) - Based on Fair Trade Commission ruling precedents	- Employee Training Conducted - Compliance awareness reinforced through basic compliance training by the CEO - New subcontracting practice training implemented to enhance employee capabilities (Prevention of unfair special agreements, issuance of subcontracting documents, adjustment of subcontract payments, etc.) - Improved Business Guidance - Legal updates shared with relevant departments and reflected in business guides 8th-9th edition of the Fair Trade Compliance Manual updated with legal revisions and distributed company-wide - Revision and company-wide distribution of the "Compliance Handbook – Subcontracting Act"	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 Violation Inspection

Pre-Review and Post-Inspection System

Through its Compliance Management System, SK ecoplant proactively reviews and inspects potential compliance risks that may arise during business operations, continuously monitoring for possible violations. If any violations are discovered, corrective actions are implemented immediately, while disciplinary measures are taken in accordance with internal policy when necessary. Since 2021, the company has operated a "Compliance KPI Deduction System," which deducts organizational KPI scores based on regulatory violations. The scope and severity of these deductions have been continuously expanded since the system's introduction. In 2025, SK ecoplant introduced new criteria to award bonus points for outstanding examples of Compliance Management System operation.

Status of Compliance KPI Deduction System

Category	2021	2022	2023	2024	2025
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 discovered during internal audits (subsidiaries) - Inadequate operation of the Compliance Management System	- Violation of any company regulations [Improvement] On-site inspection of Subcontracting Act compliance, discovery of violations (SK ecoplant) - Inadequate operation of the Compliance Management System [New] Excellent operation of the Compliance Management System (bonus points awarded)
	Maximum Deduction ¹⁾	5 points	10 points	10 points	10 points (can be made up with bonus points)

1) Points deducted from the total KPI score of 100

CASE

Subcontracting Act Compliance Inspections

SK ecoplant conducts regular inspections to ensure no legal violations occur during the execution of subcontracting transactions. For all domestic projects, the company inspects for violations of the Subcontracting Act's 13 items (including payment of subcontractor fees and prohibition of unfair reductions) corresponding to the Fair Trade Commission's written status survey. If any issues are identified, corrective measures are taken immediately, and disciplinary actions are imposed depending on case severity. To ensure the disclosure of subcontractor payment details, SK ecoplant reviews whether all subcontractor payments have been made in accordance with the law; any deficiencies are immediately rectified before final disclosure.

On-site Inspection

- In 2025, conducted 132 domestic on-site inspections; corrective actions completed for identified issues
- Implementation of special training at sites where issues were identified, etc.

Inspection of Subcontracting Disclosure

- Inspection and disclosure of 6,754 subcontracting transactions in the first half of 2025 (Aug. 2025)
- Inspection and disclosure of 5,366 subcontracting transactions in the second half of 2025 (Feb. 2026)

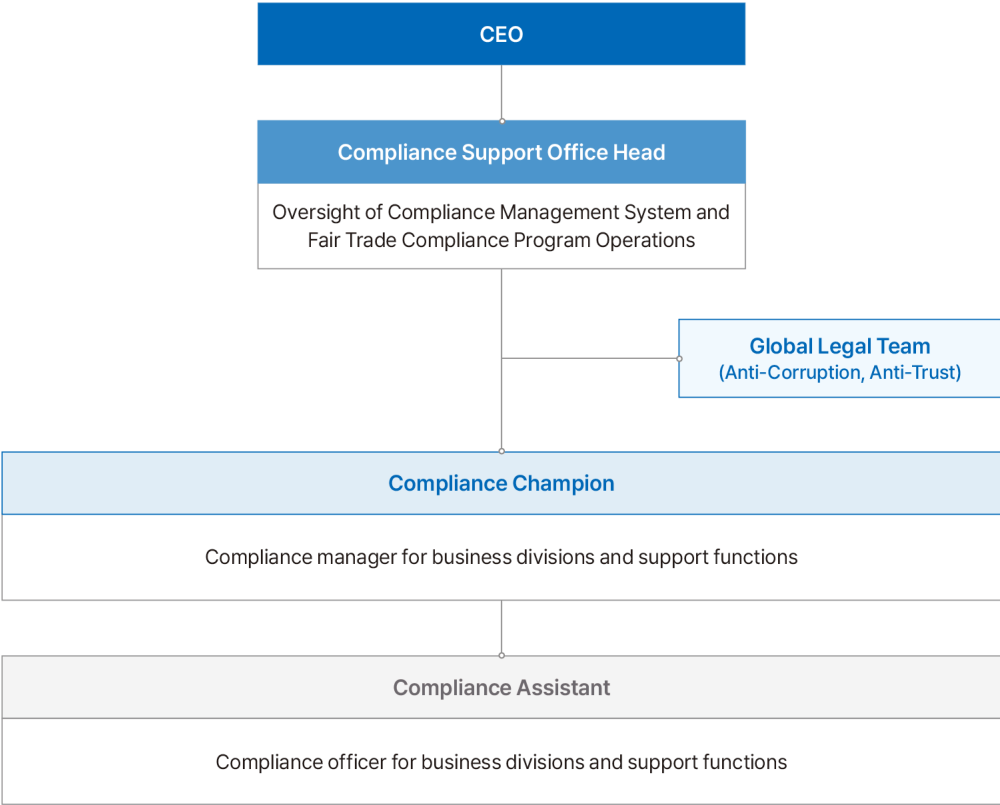
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Global Compliance Activities

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 2025, in response to major changes in international law—including revisions to the U.S. Foreign Corrupt Practices Act (FCPA) guidelines, the introduction of the UK’s “Failure to Prevent Fraud” offense, and amendments to the EU Corporate Sustainability Due Diligence Directive (CSDDD)—the company conducted an annual review and revision of its anti-corruption compliance regulations. In addition, through the operation of quarterly global compliance committees for each subsidiary, the company revised the due diligence checklists for third parties (agents, brokers, and subcontractors) to meet the evaluation criteria of the U.S. Department of Justice and the UK Serious Fraud Office. The aforementioned measures were supplemented by anti-corruption and compliance training. By also assessing the effectiveness of its internal reporting channels, SK ecoplant verified the adequacy of its anonymity and whistleblower protection policies. Moreover, an evaluation was conducted to determine each subsidiary’s compliance with the revised EU Corporate Sustainability Due Diligence Directive (CSDDD) and Corporate Sustainability Reporting Directive (CSRD). SK ecoplant aims to continue refining relevant regulations while enhancing institutional mechanisms and management systems.

Global Anti-Corruption Codebook (KOR) ⌵

Global Compliance Organizational Chart



Compliance with Fair Trade Laws and Regulations

SK ecoplant thoroughly reviews legal risks that may arise from its business activities to ensure compliance with domestic and international fair trade regulations. In addition, the company monitors violations by type to manage the status of fair trade violations.

Fair Trade Violation Status >

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 2025, the company provided a total of 5,613 hours of fair trade training, including company-wide training, job- and level-specific training, as well as special training.

Fair Trade Training by Target Group

Category	Target Group	Training Content	No. of Participants (Completion Rate)
Company-wide Training	Compliance Management System (CMS) Basic Training	Concepts, organizational structure, and roles of the Compliance Management System (CMS)	3,066 participants (98.5%)
	CEO Compliance Training	Importance of compliance and encouragement of compliance practices	3,406 participants (99.0%)
	Global Compliance Training	Introduction to overseas anti-corruption laws and real-world case studies	3,950 participants (97.0%)
Training by Job Function and Level	New Hire Training	Compliance and information security training	417 participants (100%)
	Training on Internal Transactions for Independent Directors	Overview of internal transactions and self-dealing, examples of violations, etc.	3 participants (100%)
	Training on Internal Transactions for the CEO and Executives	Key cases and precautions regarding information exchange collusion and internal transactions	47 participants (100%)
	Cartel Prevention Training ¹⁾	Explanation of the concept of unfair joint conduct and guidance on preventive processes	180 participants (100%)
	Training on Preventing Unfair Internal Transactions ¹⁾	Guidance on practical considerations for transactions with affiliates following designation as subject to regulations on the misappropriation of corporate assets for personal gain	237 participants (100%)
	Training on Improvements to the Document Issuance System	Training for staff on improvements to the Document Issuance System	219 participants (100%)
	Pre-training for Project Consulting Implementation ¹⁾	Briefing on project background and the annual implementation schedule, etc.	163 participants (98.8%)
	Training on Subcontracting Issues (Regarding Technical Data)	Training to disseminate key information and provide guidance in the event of subcontracting-related issues (violations, disputes, policy changes, etc.)	229 participants (100%)
	Training on Compliance with the Obligation to Adjust Subcontractor Payments	Training on system improvements and work processes to ensure compliance with statutory deadlines for subcontract payment adjustments	101 participants (100%)
	Training on the Protection of Subcontractors' Technical Data	Case studies on technology misappropriation and guidance on the Technical Data Management System (TDMS)	2,135 participants (99.4%)
	Subcontracting Act Training for Field Assignees	Key provisions of the Subcontracting Act necessary for on-site operations	618 participants (100%)

Special Training	Compliance Workshop (Training for CP Violators)	Workshop to analyze causes and develop improvement plans for violations discovered during Framework Act on the Construction Industry audits	36 participants (100%)
	On-site Training (Training for CP Violators)	Tailored training on the Subcontracting Act based on project consulting results, provision of compliance manuals	23 participants (100%)
	Remedial Training (Basic CMS Training)	Remedial training for those who have not completed training (Concepts, organizational structure, and roles of the Compliance Management System (CMS))	19 participants (90.5%)
	Remedial Training (CEO Compliance Training)	Remedial training for those who have not completed training (importance of compliance and encouragement of compliance practices)	76 participants (91.6%)

1) For some training programs, this figure includes participants from subsidiaries

- Cartel Prevention Training: SK ecoengineering (11 participants), SK airplus (5 participants), SK oceanplant (22 participants)
- Training on Preventing Unfair Internal Transactions: SK ecoengineering (22 participants), SK airplus (5 participants), SK oceanplant (24 participants)
- Pre-training for Project Consulting Implementation: SK ecoengineering (1 participant), SK airplus (2 participants), SK oceanplant (2 participants)

Fair Trade Training Performance >

Fair Trade Compliance

Operation of the Fair Trade Compliance Program (CP)

Since introducing the Fair Trade Compliance Program (CP) in 2008, SK ecoplant has been conducting various activities centered on eight key elements, including compliance with fair trade laws and the monitoring of fair trade practices. The details of the 2025 Compliance Program operations are as follows.

Fair Trade Compliance Program (CP) Operational Activities

Date	Activity
Jan. 22, 2025	Publication of the regular "CP Letter" newsletter _ Fair Trade Compliance Manual usage methods
Jan. 23, 2025	Publication of the regular "CP Letter" newsletter _ CMS platform grand opening & training (total of 3,066 participants, 98.5% completion rate)
Feb. 4, 2025	Fair trade and subcontracting project consulting training (total of 158 participants, 99% completion rate)
Feb. 28, 2025	Training on the prohibition of requests for technical data and TDMS (Technical Data Management System) (total of 229 participants, 102% completion rate)
Mar. 4, 2025	Solicitation of consent and pledges regarding compliance with laws on personal data processing, security, fair trade, and anti-corruption overseas, as well as ethical guidelines and ESG management principles (94% consent rate)
Mar. 6, 2025	Report to the Board of Directors on the 2025 Compliance Operations Plan
Apr. 1, 2025	Fair Trade Day: Raising awareness of the importance of the Fair Trade Compliance Program (CP) via SK ecoplant's social media accounts
Apr. 16, 2025	Publication of the regular "CP Letter" newsletter _ Awards presented to sites with outstanding compliance (safety, quality, and subcontracting) in the first quarter
May 27, 2025	Publication of the regular "CP Letter" newsletter _ Employee invention reporting and compensation system
Jun. 12, 2025	Training on preventing unfair collusion (total of 142 participants, 100% completion rate)
Jun. 25, 2025	2025 SUPEX Award _ Establishment and excellent operation of an integrated compliance risk management system
Jul. 1, 2025	Award ceremony for outstanding compliance organizations in the second quarter (improvement of information security work processes)
Jul. 7, 2025	Training on the prevention of improper insider transactions (total of 186 participants, 100% completion rate)
Jul. 15, 2025	CEO Report on compliance operations for the first half of 2025
Jul. 31, 2025	Publication of the regular "CP Letter" newsletter _ Improvements to the verification process for multiple trade licenses
Aug. 26, 2025	CEO-led compliance training (total of 3,406 Participants, 99% Completion Rate)
Sep. 1, 2025	Training for CEOs and executives on preventing information exchange collusion and unfair internal transactions (total of 47 participants, 100% completion rate)
Sep. 1, 2025	Revision of the Compliance Management System Operating Regulations
Sep. 8, 2025	2025 global compliance training (total of 3,950 participants, 97% completion rate)
Sep. 30, 2025	Publication of the regular "CP Letter" newsletter _ Anonymous reporting channel "CP HOT-LINE"
Sep. 30, 2025	8th Revision of the Fair Trade Compliance Manual

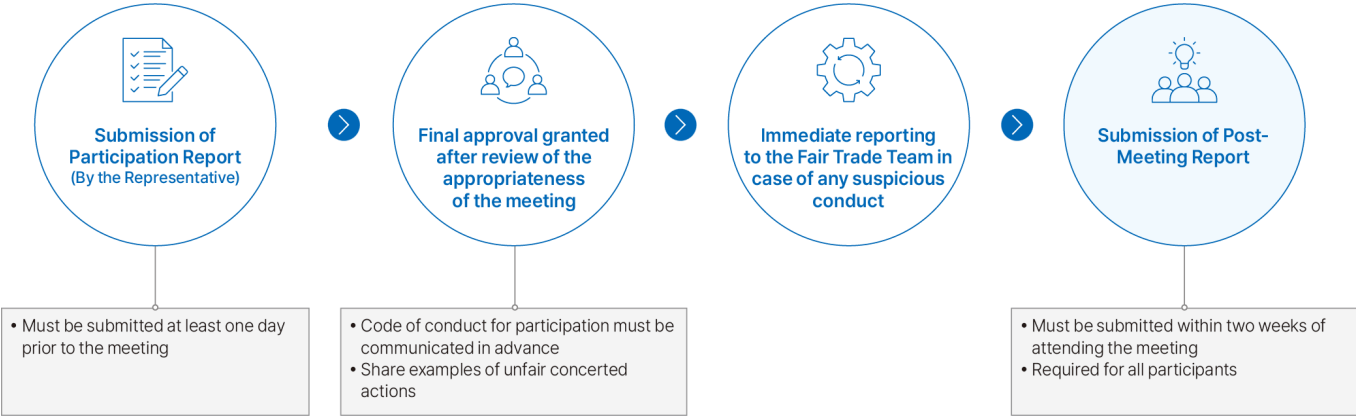
Oct. 2, 2025	CEO Report on compliance operations for the third quarter of 2025
Oct. 17, 2025	Awards Presented to sites with outstanding compliance (safety, quality, and subcontracting) in the third quarter
Oct. 31, 2025	Publication of the regular "CP Letter" newsletter _ Report on compliance issues and and guidance on response systems
Nov. 3, 2025	SK ecoplant achieves top rating in Shared Growth Index Evaluation for 9 consecutive years
Nov. 6, 2025	Refresher training for employees who did not attend mandatory training (total of 95 Participants, 91% completion rate)
Nov. 20, 2025	Awards presented to outstanding compliance organizations for the fourth quarter
Nov. 27, 2025	Report to the Board of Directors on 2025 compliance operations results
Nov. 28, 2025	Publication of the regular "CP Letter" newsletter _ Survey on the Fair Trade Compliance Program (CP) awareness
Dec. 1, 2025	CEO Message: Urging the Practice of Compliance by Upholding Fundamentals and Principles
Dec. 1, 2025	Penalties (warnings issued in the name of the Chief Compliance Officer) for employees who have not completed mandatory training
Dec. 8, 2025	Training on the Subcontracting Act to protect suppliers' technical data (total of 2,135 participants, 99.4% completion rate)
Dec. 9, 2025	Revision and on-site distribution of the "Compliance Handbook - Subcontracting Act" (90 copies)
Dec. 10, 2025	Conducted on-site compliance workshops
Dec. 18, 2025	9th Revision of the Fair Trade Compliance Manual, E-book publication
Dec. 19, 2025	Fair Trade Compliance Program (CP) evaluation: Achieved the highest rating (AAA) for three consecutive years
Dec. 22, 2025	Board of Directors approved appointment of the Compliance Officer/Chief Compliance Officer
Dec. 22, 2025	Board of Directors approved establishment of Compliance Guidelines
Dec. 26, 2025	Publication of the regular "CP Letter" newsletter _ Establishment of Compliance Guidelines

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 for industry meetings. 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 (39 pledges signed in 2025). Any suspicious conduct must immediately be reported to the Fair Trade Team, while post-meeting reports on the occurrence of any legal violations must be submitted to the Fair Trade Team. Through this process, both pre- and post-participation activities are closely monitored.

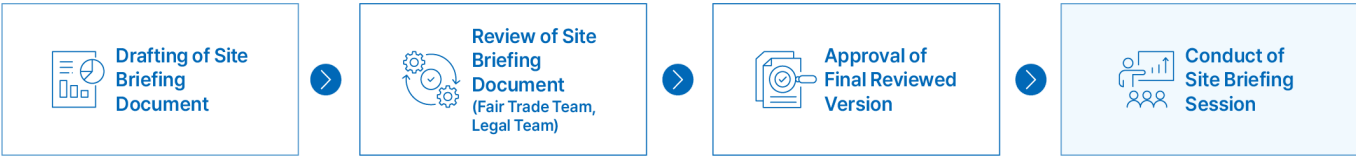
Pre-Reporting System for Industry Meetings



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 items in the special terms & conditions and site briefing documents conflict with the Subcontracting Act. In 2025, a total of 702 site briefing documents were reviewed.

Pre-Review Process for the Subcontracting Act



Prevention of Technology Misappropriation and Unfair Use Against Biz. Partners

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 contract and bidding process is continuously monitored through the system, ensuring that technical data request forms and NDAs are properly executed to prevent legal violations such as the misappropriation or unauthorized use of subcontractors' technical data. In 2025, SK ecoplant conducted a comprehensive review of all 1,795 requests for technical data eligibility verification and request form issuance, corrected all errors in legally required information, and issued 81 technical data request forms.

Technical Data Request Management Process



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 2025, a total of 6 promotional materials, including real estate listing advertisements, were reviewed. Potentially misleading language was corrected in advance to prevent violations of the Act on Fair Labeling and Advertising.

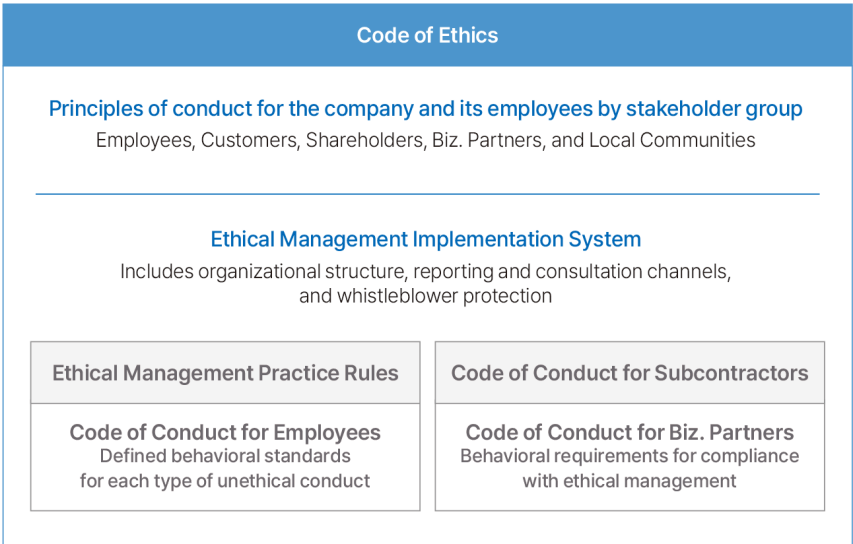
Ethical Management

Ethical Management System

Ethical Management Policy

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.

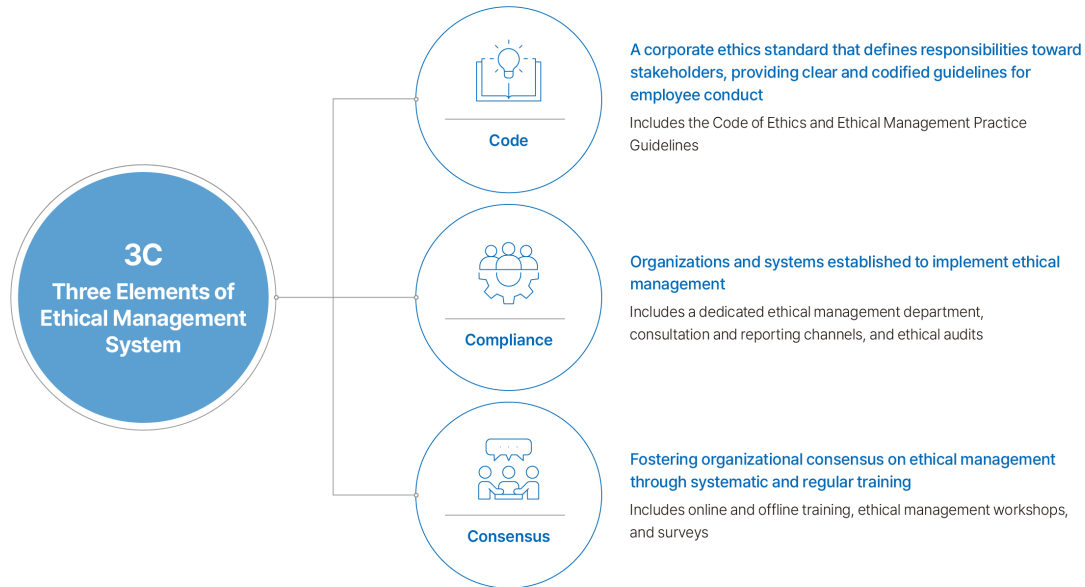


- Code of Ethics ⌵
- Ethical Management Practice Rules ⌵
- Code of Conduct for Subcontractors ⌵

Ethical Management Governance

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 System



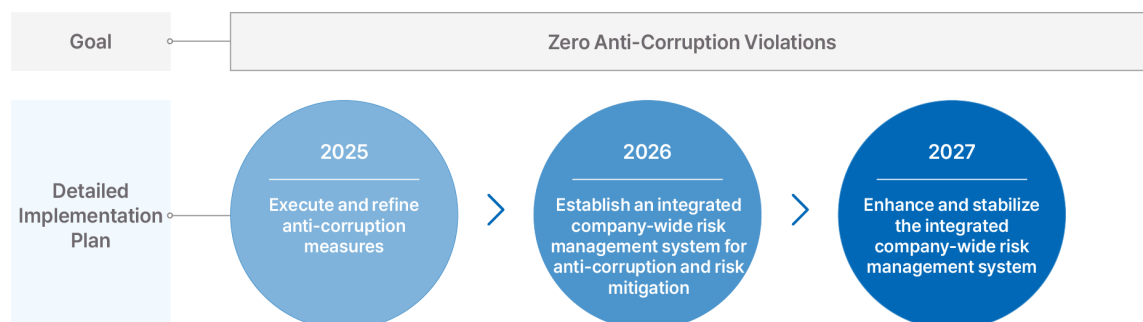
Ethical Management Execution Organization

To establish a strong ethical culture, SK ecoplant carries out various initiatives led by its Ethical Management team. As the department responsible for internal audits, the Ethical Management team reviews internal ethical risks and reports the findings to the Audit Committee. The Ethical Management team 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 team, 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 2025 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 Roadmap



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. In 2025, a total of four internal audits were conducted across business divisions, identifying 19 potential risks. The company is monitoring corrective actions with the goal of achieving 100% resolution of identified issues.

Internal Audit Status >

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 2025, 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 2025, no irregular cases were detected.

Pre-Assessment of Risk Status >

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. The 2025 assessment results showed that the area with the most significant improvement over the past three years was “inappropriate handling of duties,” and the effectiveness of related corrective actions was also confirmed. On the other hand, “guaranteeing whistleblower anonymity” was identified as an area requiring improvement. Accordingly, the company is strengthening specific measures to ensure anonymity, such as revising whistleblower protection regulations and conducting annual whistleblower monitoring. Other areas requiring improvement will be incorporated into the process of overhauling the ethical management system, with the aim of further raising the standard of ethical management practices. In 2025, SK ecoplant's ethical management evaluation score exceeded the SK Group average, indicating strong employee trust and positive perceptions regarding ethical management.

Compliance with Ethics and Anti-Corruption Laws

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 violations of ethics or anti-corruption laws at domestic or international sites over the past three years.

Status of Ethics and Anti-Corruption Law Violations >

Ethics Reporting and Training

Promoting Ethics Reporting

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.

At the same time, to ensure a secure reporting environment, SK ecoplant has publicly disclosed whistleblower protection policies 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 Channels

Category	Details
Mail	4F, SK ecoplant, 19 Yulgok-ro 2-gil, Jongno-gu, Seoul, Republic of Korea – Ethical Management Division
Online	SK Group Ethical Management Website
Email	skecoplant.ethics@sk.com
KakaoTalk 1:1 Open Chat	Search "SK ecoplant Ethical Management" or scan the QR code



Whistleblower Protection Policy

SK ecoplant Whistleblower Protection Policy

1. The identity of the whistleblower and the contents of the report are strictly kept confidential and will not be disclosed.
2. Whistleblowers will not face any disadvantage or discrimination due to filing a legitimate report.
3. If any disadvantage occurs as a result of whistleblowing, the individual may request correction and protection from the Ethical Management Department.
4. Individuals who cooperate with investigations—by providing statements or documents—will receive the same protection as whistleblowers.
5. If a person voluntarily reports their own involvement in unethical or illegal acts, disciplinary measures may be mitigated.

Actions Taken on Ethics Reports

In 2025, SK ecoplant addressed a total of 13 cases through its ethics reporting channels and risk assessment activities. As a result, disciplinary measures were imposed on 26 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 Reports and Actions Taken >

Ethics Training

SK ecoplant promotes ethical values and practices throughout the organization by providing annual ethics training that exceeds statutory requirements, as well as ethics management workshops tailored to each unit, for all employees—including contract, part-time, regular, dispatched employees, and executives. In 2025, the company conducted in-person training for on-site staff focused on recommended standards of conduct based on real-life cases and ethical standards aimed at raising awareness among supervisors. This supported the effective resolution of ethical dilemmas that may arise on-site while strengthening the practice of ethical behavior. Additionally, to improve the ethical environment in the workplace and foster a culture of gender equality, separate sexual harassment prevention training was conducted for field site managers.

For Biz. Partners, SK ecoplant continued to operate existing programs—such as online ethics training, compliance newsletters, and financial support for external training programs—to broaden consensus on ethical management. Going forward, the company plans to continuously expand the scope of ethics training for Biz. Partners and enhance the effectiveness of these programs by improving training content and methods.

Ethics Training Performance >



04

Group Companies

AI Infra Solution Provider

SUSTAINABILITY REPORT 2025

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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	Hyung-Won Lee
Date of Establishment	February 1, 2022 (based on spin-off date)
Business Areas	Industrial Business, Hydrogen & Green Business, Gas & Power Business
Number of Employees	614 (as of December 31, 2025)
Head Office Address	6th–13th Floor, Building B, Twin Tree Tower, 6 Yulgok-ro, Jongno-gu, Seoul, Republic of Korea
Website	www.skecoengineering.com

Business Areas

Category	Details
Industrial (Semiconductors)	SK ecoengineering is supporting SK hynix's expansion into the North American market, leveraging its extensive experience in semiconductor projects. As construction of a semiconductor FAB in Indiana gets underway, the company is providing integrated EPC services covering the entire process from initial design through construction. By combining SK ecoplant's semiconductor execution capabilities with its own on-site operational experience in North America, SK ecoengineering is strengthening its global competitiveness in the semiconductor EPC field. [Key Achievements] Full-scale launch of SK hynix's semiconductor FAB construction project in Indiana, USA



Industrial (Battery Materials)

The company has expanded its business scope across the entire battery industry, leveraging its experience in constructing production facilities for battery cells and key materials. Beyond Korea, SK ecoengineering has successfully built copper foil, lithium-ion battery separator (LiBS), and battery cell production facilities in North America and Europe, thereby establishing a track record of executing EPC projects across the entire battery value chain—from materials to cells.

[Key Achievements]

Expanding global battery project execution capabilities based on experience constructing battery production facilities in North America and Europe



Industrial (Pharmaceuticals & Biotechnology)

Leveraging its global capabilities in pharmaceutical and biotech plant construction, SK ecoengineering is contributing to the advancement of cutting-edge pharmaceutical production infrastructure by building facilities for the production of vaccines and blood products. Notably, the company successfully constructed SK plasma's plasma fractionation plant in Indonesia, contributing to the establishment of the country's largest blood product production infrastructure. Furthermore, drawing on its experience in constructing the Andong Pharmaceutical plant—which received EU-GMP certification from the European Medicines Agency—SK ecoengineering successfully completed its expansion for the production of pneumococcal vaccines. Through the construction of numerous domestic and international pharmaceutical and biotech plants, the company is proving its capabilities as a specialized EPC company in the pharmaceutical and biotech sectors.

[Key Achievements]

Completion of a plasma fractionation plant in Indonesia and expansion of the pneumococcal vaccine production facility in Andong, Gyeongsangbuk-do



Hydrogen & Eco-Friendly

SK ecoengineering is strengthening its design capabilities in the hydrogen and eco-friendly energy sectors in response to the global energy transition. The company is contributing to the establishment of a hydrogen energy ecosystem, focusing on hydrogen production and liquefaction processes, and is continuously expanding its portfolio of related projects. In addition, it is conducting conceptual and basic FEED design work for Sustainable Aviation Fuel (SAF) production processes in North America, accumulating design expertise across a wide range of SAF production technologies—from bio-based HEFA (Hydro-processed Esters and Fatty Acids) processes to PtL (Power-to-Liquid) processes utilizing CO₂.

[Key Achievements]

Conducted Front-End Engineering Design (FEED) for a North American Sustainable Aviation Fuel (SAF) production project



Gas & Power

SK ecoengineering provides services optimized for customers across the entire power plant business, leveraging its top-tier technical personnel and accumulated EPC capabilities. In particular, drawing on extensive experience in large-scale power generation EPC projects, the company provides eco-friendly energy solutions in various fields, including combined-cycle power plants, cogeneration plants, distributed engine power plants, and LNG terminals. Furthermore, SK ecoengineering is carrying out the EPC for the Yongin Semiconductor Cluster District Energy Project, led by SK E&S, establishing infrastructure to supply stable and efficient heat sources to semiconductor industrial complexes.

[Key Achievements]

EPC for the Yongin Semiconductor Cluster District Energy Project



2025 ESG Highlights

SK ecoengineering has been strengthening its sustainable management practices based on its 2024 key ESG initiatives. Through rigorous waste management, the company achieved a waste recycling rate of 99% (calculated based on the standards of the Construction Waste Recycling Promotion Act and data from the Allbaro System), and in accordance with the “2040 Net-Zero Roadmap,” reduced greenhouse gas (Scope 1 +2) emissions by 15% compared to its target (actual emissions of 924 tCO₂eq compared to the 2025 target of 1,087 tCO₂eq; calculated based on the default heat of combustion coefficients provided by the IPCC and country-specific emission factors). Furthermore, zero serious industrial accidents occurred thanks to the establishment and operation of an effective occupational safety and health management system. Legal risks were minimized through the operation of facilities without any major violations of critical quality or environmental regulations.



ESG Management Strategy and Activities

SK ecoengineering’s ESG management strategy and detailed activities can be viewed by clicking the website link below.

SK ecoengineering ESG Management Website >



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 Tonnage (direct gas supply via pipelines after installing gas production facilities within the client's factory or on an adjacent site) and Bulk (transportation of gas in liquid form by tanker truck, before supplying it to storage tanks on the client's premises) 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 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.

General Information

Category	Details
Company Name	SK Airplus Co., Ltd.
CEO	Jong-Jin Oh
Date of Establishment	Jun. 25, 2007
Business Areas	Manufacturing and Sales of Industrial Gases
Number of Employees	270 (as of December 31, 2025)
Head Office Address	255, Yongjam-ro, Nam-gu, Ulsan, Republic of Korea

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

electronics

drinks

industry

medicine

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

Medical

Industrial

Other

2025 ESG Highlights

In 2025, SK airplus earned an “A” grade in the SUSTINVEST ESG evaluation while consistently maintaining a “B” rating in the CDP assessment, thereby gaining external recognition for its ESG management performance and climate change response capabilities. Furthermore, drawing on its experience operating at the highest PSM rating (Grade P) and its safety management expertise, the company participated as a mentor in the PSM site-matching consulting program aimed at strengthening safety capabilities in local communities. Through this initiative, the company contributed to the creation of a safety-centered industrial ecosystem and the promotion of mutual growth by supporting its mentee Biz. Partner in achieving a PSM Grade S. Furthermore, building on its Family-Friendly Certification from the Ministry of Gender Equality and Family, it improved employees' quality of life and fostered a flexible organizational culture. SK airplus also established an AI-based smart safety management system to enhance its on-site safety management framework.

SUSTINVEST ESG Rating

A Grade

Process Safety Management (PSM)

P Grade

Obtained Ministry of Gender Equality and Family

Family-Friendly Certification

Established an AI-based smart safety platform



ESG Management Strategy and Activities

SK airplus's ESG management strategy and detailed activities can be viewed by downloading the file below.

SK airplus_ESG Management Strategy and Activities

⬇

SK materials performance, SK trichem, SK resonac, SK materials JNC

Company Overview

SK ecoplant's semiconductor-display materials subsidiaries (SK materials performance, SK trichem, SK resonac, and SK materials jnc) are solidifying their positions as "Global Top Material Solution Providers" through innovative technology development and continuous global expansion in the advanced materials industry, particularly in the semiconductor and display sectors. Through joint ventures with leading global companies, these subsidiaries develop and produce precursors and etching gases. Leveraging their cutting-edge R&D capabilities, they have expanded their offerings to include photolithography and semiconductor back-end (Advanced Package) materials, thereby completing a comprehensive portfolio covering the entire semiconductor manufacturing process. Additionally, in the OLED display sector, SK ecoplant's semiconductor-display materials subsidiaries have successfully developed next-generation red, green, and blue dopant materials, earning customer recognition for technological expertise. Moving forward, they aim to develop and supply materials that align with customers' technology roadmaps in a timely manner, and to emerge as leaders in the global advanced materials market.

General Information

Category	Details
Company Name	SK materials performance
CEO	Chang-Rock Song
Date of Establishment	February 10, 2020
Business Areas	Manufacture and sale of photoresists, adhesives, and encapsulants for the semiconductor industry
Number of Employees	219 (as of December 31, 2025)
Head Office Address	130, Myeonghaksandan-ro, Yeondong-myeon, Sejong-si, 7-9, Dongtansandan 2-gil, Hwaseong-si, Gyeonggi-do
Website	www.sk-materials.com/new/kor/html/subsidiary/performance.asp

Category	Details
Company Name	SK trichem
CEO	Jung-Hwan Ha
Date of Establishment	July 27, 2016
Business Areas	Manufacture and sale of precursors
Number of Employees	183 (as of December 31, 2025)
Head Office Address	110-5, Myeonghaksandan-ro, Yeondong-myeon, Sejong-si
Website	www.sk-materials.com/new/kor/html/subsidiary/trichem.asp

Category	Details
Company Name	SK resonac
CEO	Shin Yoo
Date of Establishment	June 1, 2017
Business Areas	Manufacture and sale of etching gases
Number of Employees	69 (as of December 31, 2025)
Head Office Address	71 Gaheunggongdan-ro, Yeongju-si, Gyeongsangbuk-do
Website	www.sk-materials.com/new/kor/html/subsidiary/resonac.asp

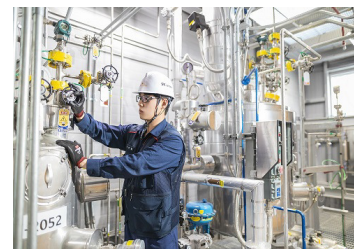
Category	Details
Company Name	SK materials jnc
CEO	Jung-Hwan Ha
Date of Establishment	December 28, 2020
Business Areas	Manufacture and sale of OLED materials
Number of Employees	72 (as of December 31, 2025)
Head Office Address	11F, 560, Dongtangiheung-ro, Hwaseong-si, Gyeonggi-do
Website	www.sk-materials.com/new/kor/html/subsidiary/jnc.asp

Business Areas

Category	Main Business
Photolithography & Packaging Materials (SK materials performance)	A photoresist is a light-sensitive material and an essential component used in the photolithography process to form ultra-fine circuits on wafers. Leveraging its cutting-edge R&D capabilities, SK materials performance develops and produces materials essential for semiconductor manufacturing, such as photoresists, BARC (Bottom Anti-Reflective Coating), and SOC (Spin-On Carbon: a carbon-based hard mask material). The company develops and supplies a variety of materials used in semiconductor back-end processes (Advanced Packaging), such as liquid encapsulants and thermal interface materials (TIM), and is expanding its business into the Wet Chem sector (including PMA and EUV Rinse) to become a leading specialist in advanced organic materials. [Key Achievements] Mass production adoption of EUV PR materials for next-generation devices 

Precursors (SK trichem)

Precursors are used in the deposition process, which involves building up a thin film of the desired material layer by layer on a wafer through chemical reactions. As the importance of deposition processes has grown due to the recent trend toward semiconductor miniaturization and the expansion of stacked structures, demand for precursors has been steadily increasing. SK trichem produces a variety of precursors used in semiconductors, including High-k, Low-k, and Metal precursors. In particular, the company boasts the world's largest production capacity for organometallic precursors (CpHf) containing hafnium and is strengthening its quality control capabilities based on its expertise in facility operations and state-of-the-art analytical equipment. Leveraging its R&D capabilities, the company has secured numerous patents and is enhancing its capacity to develop new materials through R&D collaborations with customers as well as academic and industrial institutions.

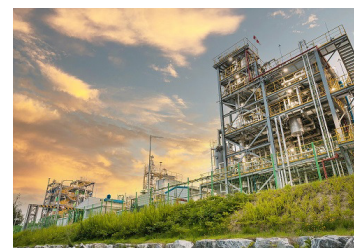


[Key Achievements]

Adoption of TEB (triethyl borate) and TEPO (triethyl phosphate) for mass production

Etching Gases (SK resonac)

Etching gases are used in the process of removing unwanted parts during the formation of semiconductor circuits, and are essential materials for precision semiconductor manufacturing. SK resonac has achieved the localization of etching gases and strengthened Korea's self-reliance in semiconductor materials. Based on its synthesis process, the company is the only one in Korea to operate production facilities for CH₃F (monofluoromethane) and HBr (hydrogen bromide), enabling it to reliably supply high-purity etching gases. Furthermore, leveraging its accumulated technology and capabilities, the company is committed to developing and producing etching gases that meet the diverse needs of its customers.



[Key Achievements]

Commencement of mass production of HBr (hydrogen bromide)

Blue Dopants (SK materials jnc)

Blue dopant is one of the three (blue, green and red) primary color-producing materials of the OLED emissive layer, which is essential for emitting blue light. Because of its short wavelength and lifetime, developing and synthesizing blue dopant poses a greater challenge than other materials when it comes to achieving both high image quality and a long lifespan for OLED displays. SK materials jnc, a subsidiary of SK ecoplant, is a joint venture established by combining JNC's IP competitiveness—based on its extensive R&D database—with the SK Group's capabilities in business development, production, quality, and marketing. The company develops and supplies blue dopant, a core material for OLEDs. Furthermore, by leveraging proprietary technology based on boron-related patents, it is strategically collaborating with global corporations and universities in South Korea, the United States, Japan, and China on materials for various OLED layers. Through these partnerships, SK materials jnc aims to provide integrated solutions to customers and lead technological advancements in the OLED materials market.



[Key Achievements]

Expanding global market share of blue dopant;
pioneering a new market for green dopants.

2025 ESG Highlights

SK materials performance received a commendation from the Minister of Science and ICT in the 2025 Certification of Exemplary Laboratories in Safety Management. 11 of its laboratories were certified as laboratories with excellent safety management, thereby earning external recognition for the company's high standards of safety management. SK trichem contributed to resource circulation by achieving a waste recycling rate of 95.62% in 2025, and is promoting mutually beneficial supply chain activities by providing quality analysis support to 271 Biz. Partners annually. SK resonac has maintained the highest PSM (Process Safety Management) rating of Grade P since 2023. The company has also achieved "Zero" for both LTIR (Lost Time Injury Rate) and OIRF (Occupational Illness Rate Frequency) for four consecutive years, realizing an accident-free workplace. SK materials jnc has obtained and maintained certification as a "Workplace Recognized for Excellence in Risk Assessment" since 2024 and is strengthening its SHE management by achieving a 69% production plant waste recycling rate, among other initiatives.

SK materials performance

Safety Management

Commendation from the Minister of Science and ICT

11 Laboratories

Certified as Excellent Safety Management

SK trichem

Achieved Waste Recycling Rate of

95.62%

(Based on data from the Allbaro System)

Support for Biz. Partner quality analysis

271 cases completed

SK resonac

Process Safety Management (PSM)

P Grade

LTIR & OIRF

Zero

for 4 consecutive years

SK materials jnc

Risk Assessment

Excellent workplace

Achieved Waste Recycling Rate of

69%

(Based on data from the Allbaro System)

ESG Management Strategies and Activities

The ESG management strategies and detailed activities of SK materials performance, SK trichem, SK resonac, and SK materials jnc can be viewed via the website link below.

Semiconductor & Display Materials Subsidiaries ESG Management Website >

ESSENCORE

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	103 (as of December 31, 2025)
Head Office Address	Central Plaza, 18 Harbour Road, Wanchai, Hong Kong
Website	www.essencore.com

Business Areas

Category	Main Business
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 Genuine(G560) and CRAS(C930, C925G etc.) 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 Solution	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. 

2025 ESG Highlights

ESSENCORE conducted one-on-one HR interviews with employees across all regions and regularly organized team-building activities to strengthen communication between departments. 100% of employees signed an Ethics Commitment Pledge to instill a culture of ethical management. The company is striving to enhance ethical awareness, as evidenced by a participation rate of over 85% in an employee survey designed to assess the level of ethical management practices across the company.



ESSENCORE recognizes the safety and health of all employees as core corporate values and has established an Occupational Safety and Health Management Policy to protect them. Occupational safety and health activities are carried out based on this policy. Details regarding ESSENCORE’s occupational health and safety activities can be found via the website link below.

ESSENCORE Occupational Safety and Health Management >

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 21 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 Permits(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). Recently, SK tes has been expanding its ITAD business to target hyperscale data centers, providing services such as the recovery of data center equipment, data erasure, reuse, and the recovery and recycling of components.

General Information

Category	Details
Company Name	SK tes PTE. LTD
CEO	Jin-Mo Lee
Date of Establishment	May 30, 2005
Business Areas	Electronic Waste and Waste Battery Recycling
Number of Employees	2,179 (as of December 31, 2025)
Head Office Address	9 Benoi Sector, Singapore 629844
Website	www.sktes.com

Business Areas

Category	Details
ITAD	SK tes has expanded its strategic footprint in Europe by opening an IT Asset Disposition (ITAD) facility in Shannon, Ireland, to support hyperscale data centers. This facility was established to strengthen the company’s ability to serve large data center customers by providing ITAD and data center-related services. Through this initiative, SK tes has expanded its service coverage in the European market and further enhanced its asset lifecycle management capabilities, covering the entire process from IT asset disposition to secure data destruction. [Key Achievements] Strengthening strategic footholds and service capabilities in Europe with the opening of an ITAD facility in Shannon, Ireland, to support hyperscale data centers. 

Recycle

In response to global regulatory changes, SK tes is enhancing its capabilities to address regulations governing the transboundary movement of electronic waste and strengthening the foundation of its recycling business. With the implementation of the amended Basel Convention in 2025, regulations on the transboundary movement of electronic waste are becoming stricter, requiring a more systematic approach to compliance. Accordingly, the company has established regulatory compliance processes, including the Prior Informed Consent (PIC) procedure, and operates a cross-border recycling system leveraging its global network and operational capabilities. Through these efforts, SK tes supports its customers in conducting recycling operations reliably, even within complex regulatory environments.

[Key Achievements]

Strengthening global recycling capabilities by establishing a compliance framework for the transboundary movement of e-waste



2025 ESG Highlights

SK tes completed the verification of its greenhouse gas reduction targets through the Science-Based Targets initiative (SBTi) in 2025, thereby ensuring the credibility of its climate change response strategy, which includes both short-term goals and long-term Net-Zero targets. The company continues to make steady improvements even amid evolving ESG evaluation criteria, as evidenced by its B rating in the CDP (Carbon Disclosure Project) assessment and Silver rating in the EcoVadis assessment. Additionally, it achieved tangible results in resource circulation and environmental protection, with the weight of reused and recycled IT assets reaching 126 million kg. Furthermore, with a 99% participation rate among employees in anti-corruption and ethics training, SK tes continues to strengthen ethical responsibility and foster a sound organizational culture.

SBTi
(Science-Based Targets Initiative)

Greenhouse gas reduction targets verified

EcoVadis Silver rating
(* Top 15% of companies based on evaluation results)

Silver rating

IT asset reuse and recycling

126 Million kg Attained

Employee participation rate in anti-corruption and ethics training

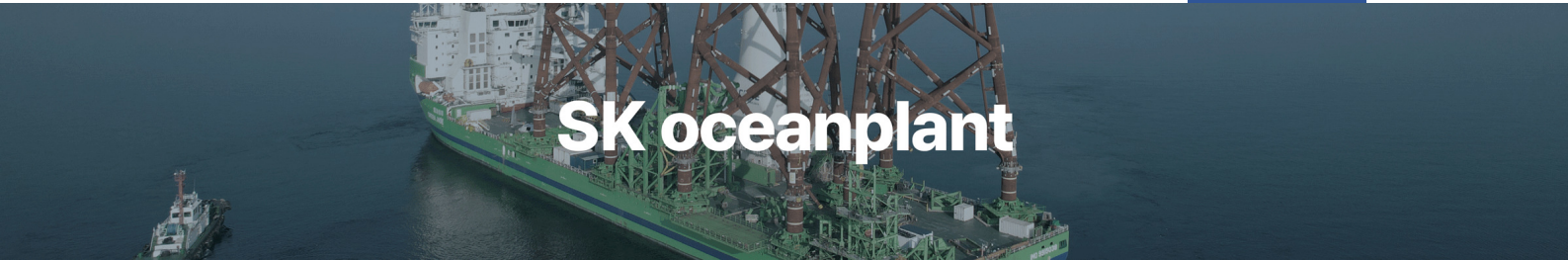
99% Achieved

* The figures for IT asset reuse and recycling represent the total weight of materials processed and shipped out from SK tes's ITAD facility; the scope of these figures includes assets resold for reuse, recovered resources sold as secondary raw materials, materials transferred to recycling processes, and final disposal volumes such as energy recovery, incineration, and landfilling. These figures are based on the weight recorded at the time of removal from the facility, and duplicate counts of the same asset have been excluded.

ESG Management Strategy and Activities

SK tes's ESG management strategy and detailed activities can be viewed via the website link below.

SK tes ESG Management Website >



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
CEO	Young-Kyu Kang
Date of Establishment	November 29, 1996
Business Areas	Offshore Wind, Ships and Offshore Plants, Ship MRO (Maintenance, Repair, and Overhaul)
Number of Employees	801 (as of December 31, 2025)
Head Office Address	51-1 Naesan 3-gil, Donghae-myeon, Goseong-gun, Gyeongsangnam-do
Website	www.skoceanplant.com

Business Areas

Category	Details
Offshore Wind	SK oceanplant has secured superior cost and production competitiveness relative to its competitors through an integrated production system that enables in-house manufacturing of thick-walled steel pipes for offshore wind and plant structures. In addition, the company is continuously diversifying its major equipment suppliers to further strengthen its price competitiveness. To expand production capacity and enhance the competitiveness of K-substructures, the company has established the “SK oceanplant Alliance” with 24 Biz. Partners to drive innovation in supply chain and offshore wind production capabilities. Furthermore, SK oceanplant is expanding its market reach beyond its dominant position in Taiwan to include South Korea, Japan, and Europe. [Key Achievements] <u>Signed new contracts worth KRW 883.8 billion, including the Anma Offshore Wind and Taiwan’s Round 3.1 and Round 3.2 offshore wind projects</u> <u>Established a floating offshore wind partnership</u>



Ships & Offshore
Plants

Based on a selective business strategy focused on profitability, SK oceanplant is actively pursuing contracts for a wide range of vessels, from small to medium and large-sized ships, in addition to manufacturing and delivering offshore plant components and ship blocks. In response to growing demand for vessels that comply with stricter environmental regulations and for ships capable of switching to alternative energy sources, the company has entered the eco-friendly ship market by securing contracts for two methanol dual-fuel oil and chemical tankers, leveraging its extensive shipbuilding experience.

[Key Achievements]

Secured contracts for two eco-friendly methanol dual-fuel oil and chemical tankers



Steel Pipes

Based on a system of high-mix, low-volume production, SK oceanplant is continuously strengthening its market position by supplying high-quality, customized thick-walled steel pipes that meet customers' diverse needs. The company supplies products to energy companies worldwide and is expanding its customer base for thick-walled steel pipes in response to various market changes.

[Key Achievements]

Construction underway on the world's first three specialized yards for floating offshore wind substructures

Special-Purpose
Vessels

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 2025, the company holds a contract backlog for three Ulsan-class Batch-III frigates (KRW 197.3 billion) and has successfully launched two frigates (ROKS Gyeongbuk and ROKS Jeonnam), establishing itself as a key player in the domestic defense industry.

[Key Achievements]

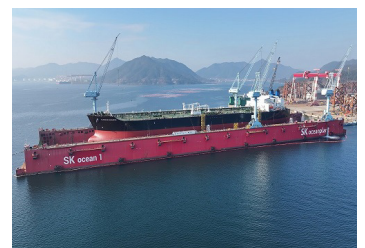
Launch of Two Ulsan-class Batch-III frigates (ROKS Gyeongbuk and ROKS Jeonnam)

MRO
(Maintenance,
Repair and Overhaul)

Samkang S&C, a subsidiary of SK oceanplant, is the only shipyard capable of repairing ultra-large vessels of VLCC class (maximum loading capacity of 200,000 tons) or larger in Korea. It operates a floating dock with a maximum lifting capacity of 100,000 tons and has a substantial track record of repair projects. Following key evaluations related to the signing of the MSRA (Master Ship Repair Agreement) and the completion of the agreement, the company is currently preparing to participate in a bid for a U.S. Navy logistics support ship.

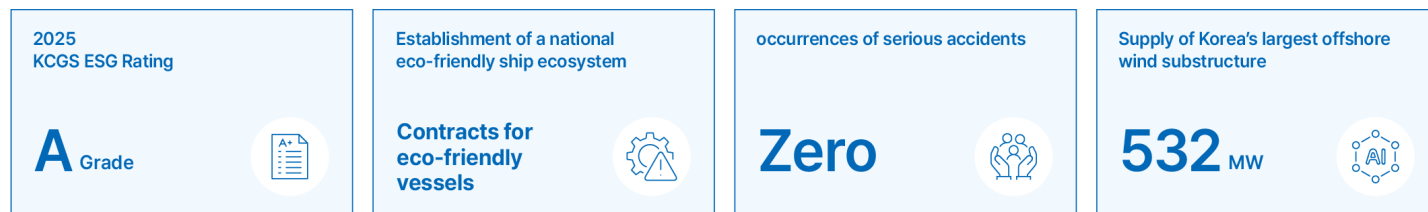
[Key Achievements]

Acquired qualification for warship MRO through the signing of the U.S. Navy Master Ship Repair Agreement (MSRA)



2025 ESG Highlights

With the goal of embedding ESG management into its operations, SK oceanplant has established a systematic management framework across all areas—including environment, safety, quality, and ethics—and is delivering tangible results. In 2025, the company earned an “A” grade in the Korea Institute of Corporate Governance and Sustainability (KCGS) ESG rating, receiving recognition for the reliability and transparency of its information disclosures. SK oceanplant also demonstrated its technological competitiveness in the eco-friendly ship market by securing a contract for a methanol dual-fuel vessel. Moreover, by fostering a company-wide safety culture and expanding employee participation, the company achieved “Zero” serious accidents. It has also signed a contract to supply substructures for Korea’s largest offshore wind farm development project, contributing to the supply of 532 MW of renewable energy.



* An eco-friendly vessel refers to a vessel defined as such under Article 2 of the “Act on Promotion of Development and Distribution of Environment-Friendly Ships” and is classified based on vessel specifications, such as propulsion method and fuel type, as specified in the contract.

This classification is based on the legal definition and does not directly indicate the actual environmental performance or greenhouse gas reduction effects of individual vessels.

ESG Management Strategy and Activities

SK oceanplant’s ESG management strategy and detailed activities can be viewed via the website link below.

SK oceanplant ESG Management Website >

AI Infra Solution Provider
SUSTAINABILITY REPORT 2025

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ESG Factbook

Reporting Scope

- SK ecoplant: Data for the 2023–2025 (three-year) period from 83 domestic sites, including Seoul, Yongin, Icheon, and Cheongju
- Subsidiaries
 - 2025 data for SK ecoengineering, SK airplus, ESSENCORE, SK tes, and SK oceanplant
 - Semiconductor-display materials subsidiaries incorporated in December 2025 (SK materials performance, SK trichem, SK resonac, SK Materials jnc) : Excluded due to limitations in applying existing reporting metrics and calculation standards, consistency checks, and comparability
 - Each subsidiary is referred to as SKEE, SKAP, ESSENCORE, SK tes, and SKOP
 - SK tes's greenhouse gas emissions, energy consumption, waste generation and treatment, and water withdrawal and consumption : As the Sustainability Report is disclosed annually in the second half of the year, some data figures may be adjusted based on the final disclosure results
- If additional explanation regarding the reporting scope is required, it is noted separately in the footnotes of each table
- Due to rounding, the totals for individual items in some environmental data may differ slightly from the overall total

Economy

Financial Performance (SK ecoplant)¹⁾

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	89,710	112,720	125,690
Total Equity	KRW 100 million	20,909	36,214	42,092
Revenue	KRW 100 million	46,022	54,173	74,896
Operating Profit	KRW 100 million	393	2,763	2,217

1) Separate basis

Financial Performance (Subsidiaries)¹⁾

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total Assets	KRW 100 million	5,747	18,245	5,357	11,482
Total Equity	KRW 100 million	69	15,670	2,007	8,145
Revenue	KRW 100 million	6,896	3,529	6,831	9,654
Operating Profit	KRW 100 million	1,650	824	-258	595

1) Separate basis for each subsidiary

Environmental

Climate Change Response

Scope 1 & 2 Emissions (SK ecoplant)

Category	Unit	2023	2024	2025
Scope 1 & 2 Emissions ¹⁾	tCO ₂ eq	29,690	28,124	18,793
Scope 1 Emissions	tCO ₂ eq	3,922	2,763	3,972
Scope 2 Emissions	tCO ₂ eq	25,768	25,361	14,821 ³⁾
Scope 1 & 2 Emissions Intensity ²⁾	tCO ₂ eq/KRW billion	7.8	5.8	2.6

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

2) Scope 1 & 2 Emissions Intensity: Scope 1 & 2 Emissions ÷ Domestic Revenue (separate basis)

3) Scope 2 emissions figures may vary depending on the classification of organizational boundaries as defined in the greenhouse gas statement verification manual and detailed verification guidelines

4) Greenhouse gas emission figures may be subject to minor adjustments due to fluctuations in emission factors provided by steam suppliers

Scope 1 & 2 Emissions (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Scope 1 & 2 Emissions ¹⁾	tCO ₂ eq	924	311,899	7,375	33,982
Scope 1 Emissions	tCO ₂ eq	177	178	1,897	7,595
Scope 2 Emissions	tCO ₂ eq	747	311,721	5,478	26,387

1) Scope 1 & 2 Emissions: Calculated on a regional basis

Scope 3 Emissions (SK ecoplant)

Category	Unit	2023	2024	2025
Total Scope 3 Emissions ¹⁾	tCO ₂ eq	2,541,420	3,083,396	2,241,681
Scope 3 Emissions: Upstream	tCO ₂ eq	1,054,654	760,071	1,234,853
1. Purchase of Raw Materials and Services	tCO ₂ eq	1,024,984	736,026	1,214,730
2. Capital Goods Investment and Procurement	tCO ₂ eq	18	33.8	43
3. Fuel- and Energy-Related Activities Not Included in Scope 1 or 2s	tCO ₂ eq	2,503	4,150	2,520
4. Transportation of Raw Materials	tCO ₂ eq	13,291	8,187	9,213
5. Waste Generated in Operations	tCO ₂ eq	8,840	8,018	4,335
6. Employee Business Travel	tCO ₂ eq	2,217	1,382	1,418
7. Employee Commuting	tCO ₂ eq	2,801	2,275	2,594
Scope 3 Emissions: Downstream	tCO ₂ eq	1,486,766	2,323,325	1,006,828
11. Use of Sold Products	tCO ₂ eq	538,996	1,524,339	650,750
12. End-of-Life Treatment of Sold Products	tCO ₂ eq	4,221	7,547	3,494
15. Investment	tCO ₂ eq	943,550	791,440	352,584

1) Total Scope 3 Emissions: Calculated based on domestic emissions; among the detailed items, only Category 15 (Investment) includes the overseas assets of investee companies.

Energy Consumption (SK ecoplant)

Category	Unit	2023	2024	2025
Total Energy Consumption ¹⁾	TJ	603	577	376
Energy Intensity (Total Energy Consumption per Revenue) ²⁾	GJ/KRW 1 billion	158.7	118.1	51.6
Total Non-Renewable Energy Consumption	TJ	600	574	373
Direct energy	TJ	62	44	63
Gasoline	TJ	8	8	9
Kerosene	TJ	33	15	24
Diesel	TJ	6	7	11
LPG	TJ	0	1	1
LNG	TJ	14	14	16
Other	TJ	0	0	0
Indirect Energy	TJ	538	530	311
Electricity	TJ	538	530	308
Steam	TJ	0	0	2
Other	TJ	0	0	0
Total Renewable Energy Supplied	TJ	117	237	3
Utilization of Green Premium Program	TJ	114	234	0
PPA	TJ	0	0	0
Self-Generated Solar Power	TJ	3	3	3
Renewable Energy Conversion Rate ³⁾	%	19.4	41.1	0.8

1) Total Energy Consumption: Total Non-Renewable Energy Consumption + Self-Generated Solar Power

2) Energy Intensity: Total Energy Consumption ÷ Domestic Revenue (separate basis)

3) Renewable Energy Conversion Rate: (Total Renewable Energy Supplied ÷ Total Energy Consumption) × 100

Energy Consumption (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total Energy Consumption ¹⁾	TJ	18.2	6,526.6	30.6	611.5
Energy Intensity (Total Energy Consumption per Revenue) ²⁾	GJ/KRW 1 billion	26.5	18,492.4	44.8	633.5
Total Non-Renewable Energy Consumption	TJ	18.2	6,526.6	26.5	611.5
Direct energy	TJ	2.6	3.0	24.1	62.6
Gasoline	TJ	0.3	1.5	3.4	0.9
Kerosene	TJ	2.2	0	0	0
Diesel	TJ	0.1	0.2	13.9	30.7
LPG	TJ	0	0	0.5	31.0
LNG	TJ	0	1.3	5.8	0
Other	TJ	0	0	0.5	0
Indirect Energy	TJ	15.6	6,523.6	2.4	549.0
Electricity	TJ	15.6	6,513.8	0	549.0
Steam	TJ	0	9.8	0	0
Other	TJ	0	0	2.4	0
Total Renewable Energy Supplied	TJ	0	0	6.2	0
Utilization of Green Premium Program	TJ	0	0	2.1	0
PPA	TJ	0	0	0	0
Self-Generated Solar Power	TJ	0	0	4.1	0
Renewable Energy Conversion Rate ³⁾	%	0	0	20.3	0

1) Total Energy Consumption: Total Non-Renewable Energy Consumption + Self-Generated Solar Power

2) Energy Intensity: Total Energy Consumption ÷ Revenue (separate basis)

3) Renewable Energy Conversion Rate: (Total Renewable Energy Supplied ÷ Total Energy Consumption) × 100

4) ESSENCE's Total Energy Consumption: 0.85 TJ (Due to the nature of the business, only electricity consumption at branch offices and subsidiaries is included in the tally)

Environmental Management

Waste Generation and Treatment by Type (SK ecoplant)

Category	Unit	2023	2024	2025
Total Waste Generated	Ton	437,502	495,468	304,081
Total Waste Generation Intensity ¹⁾	tons per KRW 100 million	9.51	9.15	4.06
Waste Recycling Rate ²⁾	%	98.6	99.9	99.9
Construction Waste Generated	Ton	414,197	486,464	299,640
Incinerated Volume	Ton	712	306	0
Landfilled Volume	Ton	0	0	0
Recycled Volume	Ton	413,485	486,158	299,640
General Waste Generated	Ton	23,222	8,950	4,139
Incinerated Volume	Ton	10.4	0	0
Landfilled Volume	Ton	5,510	0	0
Recycled Volume	Ton	17,702	8,950	4,139
Designated Waste Generated	Ton	83	54	302
Incinerated Volume	Ton	83	53	0.8
Landfilled Volume	Ton	0	0	298.4
Recycled Volume	Ton	0	1	2.5

1) Total Waste Generation Intensity: Total Waste Generated ÷ Revenue (separate basis)

2) Waste Recycling Rate: (Total Waste Recycled ÷ Total Waste Generated) × 100

Waste Generation and Treatment by Type (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total Waste Generated	Ton	7,322	74.7	105,462	7,051
Total Waste Generation Intensity ¹⁾	tons per KRW 100 million	1.06	0.02	15.44	0.73
Waste Recycling Rate ²⁾	%	99.2	75.6	93.4	98.6
Construction Waste Generated ³⁾	Ton	6,911	-	-	-
Incinerated Volume	Ton	0	-	-	-
Landfilled Volume	Ton	0	-	-	-
Recycled Volume	Ton	6,911	-	-	-
General Waste Generated	Ton	411	53.3	100,481	6,873
Incinerated Volume	Ton	0	14.5	5,270	0
Landfilled Volume	Ton	56	0	669	0
Recycled Volume	Ton	355	38.8	94,542	6,873
Designated Waste Generated	Ton	0	21.4	4,981	178
Incinerated Volume	Ton	0	3.7	970	101
Landfilled Volume	Ton	0	0	47	0
Recycled Volume	Ton	0	17.6	3,964	77

1) Total Waste Generation Intensity: Total Waste Generated ÷ Revenue (separate basis)
2) Waste Recycling Rate: (Total Waste Recycled ÷ Total Waste Generated) × 100
3) Construction Waste Generated: Due to the nature of their business areas, SKOP, SK tes, and SKAP do not track construction waste generation or disposal volumes

Water Withdrawal and Consumption (SK ecoplant)

Category	Unit	2023	2024	2025
Total Water Withdrawal	Ton	363,652	456,380	722,549
Municipal and Industrial Water	Ton	339,073	438,018	706,024
Groundwater	Ton	7,650	405	0
Other (river water, rainwater)	Ton	16,929	17,957	16,525
Total Water Consumption	Ton	363,652	456,380	722,549

Water Withdrawal and Consumption (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total Water Withdrawal	Ton	7,097	1,170,187	127,280	154,188
Municipal and Industrial Water	Ton	7,097	1,170,187	126,351	154,188
Groundwater	Ton	0	0	0	0
Other (river water, rainwater)	Ton	0	0	929	0
Total Water Consumption	Ton	7,097	842,589 ¹⁾	127,280	111,142 ²⁾

1) SKAP Total Water Consumption: Total Water Withdrawal (1,170,187 tons) minus Total Water Discharge (327,598 tons)
2) SKOP Total Water Consumption: Total Water Withdrawal (154,188 tons) minus Total Water Discharge (43,046 tons)

Environmental Education Performance (SK ecoplant)

Category	Unit	2023	2024	2025
Total No. of Eligible Employees	Persons	3,491	3,455	3,572
No. of Participants	Persons	1,525	1,116	635
Participation Rate ¹⁾	%	43.7	32.3	17.8
Total Training Hours	Hours	26,054	5,147	3,577
Training Hours per Employee ²⁾	Hours	17.1	4.6	5.6
Training Cost	KRW million	202	121	61.5
Training Cost per Employee ²⁾	KRW	132,459	108,423	96,850

1) Participation Rate: (No. of Participants ÷ Total No. of Eligible Employees (as of the time of training)) × 100

2) Training Hours and Cost per Employee: Total Training Hours or Training Cost ÷ No. of Participants; figures for 2023–2024 have been revised due to changes in internal calculation standards

Environmental Education Performance (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total No. of Eligible Employees	Persons	625	91	2,100	874
No. of Participants	Persons	309	91	2,034	693
Participation Rate ¹⁾	%	49.4	100	96.9	79.3
Total Training Hours	Hours	902	542	5,978	734
Training Hours per Employee ²⁾	Hours	2.9	6.0	2.9	1.1
Training Cost	KRW million	20.5	2.26	6.8	0.25
Training Cost per Employee ²⁾	KRW	66,343	24,835	3,343	361

1) Participation Rate: (No. of Participants ÷ Total No. of Eligible Employees (as of the time of training)) × 100

2) Training Hours and Cost per Employee: Total Training Hours or Training Cost ÷ No. of Participants

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

Category	Unit	2023	2024	2025
No. of Violations	Cases	0	0	0
Monetary Amount of Violations	KRW million	0	0	0

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

Status of Major Environmental Regulation Violations (Subsidiaries)¹⁾

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Violations	Cases	0	0	0	0
Monetary Amount of Violations	KRW million	0	0	0	0

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

Sustainable Products and Services

Green Building Certification (SK ecoplant)

Category	Unit	2023	2024	2025
Final Certification for Green Building Certification (G-SEED) ¹⁾	Cases	5	11	10
Final Certification for Building Energy Efficiency Rating ²⁾	Cases	5	13	11

1) Green Building Certification (G-SEED): A system that grants eco-friendly building certification to structures that contribute to energy conservation and the reduction of environmental pollution throughout the entire process, including design, construction, and maintenance.

2) Building Energy Efficiency Rating : A certification system designed to expand demand for high-energy-performance buildings and promote awareness of effective building energy management by providing quantitative and objective information on building energy performance.

Eco-friendly Building Revenue (SK ecoplant)

Category	Unit	2023	2024	2025
Total Revenue (Separate Basis)	KRW 100 million	46,022	54,173	74,896
Eco-friendly Building Revenue ¹⁾	KRW 100 million	16,247	18,458	14,293
Eco-friendly Building Revenue Ratio ²⁾	%	35.3	34.1	19.1

1) Eco-friendly Building Revenue: Eco-friendly building revenue is defined as revenue from products that have received third-party certification, and includes revenue generated from projects that have completed final and preliminary certification

2) Eco-friendly Building Revenue Ratio = (Eco-friendly Building Revenue ÷ Revenue (separate basis)) × 100

R&D Investment Status (SK ecoplant)

Category	Unit	2023	2024	2025
R&D Expenditures	KRW million	28,545	6,622	13,396
R&D Investment Ratio to Revenue ¹⁾	%	0.62	0.12	0.18

1) R&D Investment Ratio to Revenue: (R&D Expenditures ÷ Revenue (separate basis)) × 100

R&D Investment Status (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
R&D Expenditures	KRW million	0	0	1,577	23
R&D Investment Ratio to Revenue ¹⁾	%	0	0	0.23	0.002

1) R&D Investment Ratio to Revenue: (R&D Expenditures ÷ Revenue (separate basis)) × 100

Patent Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Patents Held	Cases	130	149	164
No. of Clean Technology-Related Patents Held	Cases	51	65	83

Patent Status (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Patents Held	Cases	3	0	1	5
No. of Clean Technology-Related Patents Held	Cases	0	0	1	0

Social

Occupational Safety and Health

Occupational Safety and Health Training Performance (SK ecoplant)

Category	Unit	2023	2024	2025
Employee Training Hours	Hours	14,611	22,885	20,617
Biz. Partner Training Hours	Hours	149,182	299,502	562,803
Onboarding Training	No. of Eligible Participants	557	454	627
	No. of Participants	557	454	627
	Total Training Hours	1,950	1,589	2,195

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

Category	Unit	2023	2024	2025
No. of Improvement Suggestions	Cases	2,154	1,762	4,196
Hazard Reports	Cases	1,283	953	2,692
Suggestions	Cases	871	809	1,504
No. of Improvement Actions Taken	Cases	2,154	1,762	4,196
Improvement Action Rate ¹⁾	%	100	100	100

1) Improvement Action Rate: (No. of Improvement Actions Taken ÷ No. of Improvement Suggestions) × 100

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

Category	Unit	2023	2024	2025
No. of Violations	Cases	12	8	6
Monetary Amount of Violations	KRW million	28	70	5

Status of Occupational Safety and Health Law Violations (Subsidiaries)

Category	Unit	2025				
		SKEE	SKAP	ESSENCORE	SK tes	SKOP
No. of Violations	Cases	0	0	0	0	1
Monetary Amount of Violations	KRW million	0	0	0	0	2

Occupational Safety and Health Management Indicators (SK ecoplant)

	Category	Unit	2023	2024	2025
Employees	Total Work Hours	10,000 hours	1,003.0	978.0	997.7
	Lost Time Incidents (LTI)	Cases	11	17	13
	Lost Time Injury Rate (LTIR) ¹⁾	No. of cases per 200,000 working hours	0.22	0.35	0.26
	No. of Serious Accidents	Cases	0	0	0
	No. of Fatalities	Cases	0	0	0
Biz. Partner	Total Work Hours	10,000 hours	2,992.0	2,430.0	5,200.8
	Lost Time Incidents (LTI)	Cases	183	240	379
	Lost Time Injury Rate (LTIR) ¹⁾	No. of cases per 200,000 working hours	1.22	1.98	1.46
	No. of Serious Accidents	Cases	0	1	0
	No. of Fatalities	Cases	0	1	0

1) Lost-Time Injury Rate (LTIR): (Lost Time Incidents ÷ Total Work Hours) × 200,000

Occupational Safety and Health Management Indicators (Subsidiaries)

	Category	Unit	2025				
			SKEE	SKAP	ESSENCORE ³⁾	SK tes	SKOP
Employees	Total Work Hours	10,000 hours	150	53.3	4.0	477	157
	Total Recordable Incidents (TRI)	Cases	0	0	-	36	0
	Total Recordable Incident Rate (TRIR) ¹⁾	No. of cases per 200,000 working hours	0	0	-	1.51	0
	Lost Time Incidents (LTI)	Cases	0	0	0	22	0
	Lost Time Injury Rate (LTIR) ²⁾	No. of cases per 200,000 working hours	0	0	0	0.92	0
	No. of Serious Accidents	Cases	0	0	0	0	0
	No. of Fatalities	Cases	0	0	0	0	0
Biz. Partner	Total Work Hours	10,000 hours	1,022	106	-	3,069	342
	Total Recordable Incidents (TRI)	Cases	29	2	-	19	4
	Total Recordable Incident Rate (TRIR) ¹⁾	No. of cases per 200,000 working hours	0.57	0.38	-	0.12	0.23
	Lost Time Incidents (LTI)	Cases	13	2	-	4	3
	Lost Time Injury Rate (LTIR) ²⁾	No. of cases per 200,000 working hours	0.26	0.38	-	0.03	0.18
	No. of Serious Accidents	Cases	0	0	-	0	0
	No. of Fatalities	Cases	0	0	-	0	0

1) Total Recordable Incident Rate (TRIR): (Total Recordable Incidents ÷ Total Work Hours) × 200,000

2) Lost-Time Injury Rate (LTIR): (Lost Time Incidents ÷ Total Work Hours) × 200,000

3) ESSENCORE selects and manages certain occupational safety and health management indicators for its employees

Sustainable Supply Chain

Raw and Recycled Material Usage (SK ecoplant)

Category	Unit	2023	2024	2025
Ready-Mixed Concrete	m ³	1,778,523	1,138,488	1,738,214
Cement	Ton	112,549	64,607	42,602
Aggregate	m ³	71,156	9,929	13,008
Asphalt Concrete	Ton	45,457	30,497	66,046
Sand	m ³	767	17,251	25,681
Rebar	Ton	161,459	149,174	169,904
Recycled Aggregates (including slag)	m ³	0	0	0

Eco-Friendly Product Procurement Status (SK ecoplant)

Category	Unit	2023	2024	2025
Total Procurement Amount	KRW million	1,155,577	867,759	900,137
Eco-friendly Product Procurement Amount ¹⁾	KRW million	211,412	126,600	158,649
Officially Certified Eco-friendly Products	KRW million	211,242	126,223	158,649
Eco Label-certified product	KRW million	4,064	2,567	4,059
Excellent Recycled Products	KRW million	135,806	81,516	128,632
Low-Carbon Products	KRW million	53,371	30,368	24,393
High-Efficiency Energy Material and Energy Efficiency Grade 1-2 Products	KRW million	18,001	11,772	1,565
Other Eco-friendly Product Procurement Amount ²⁾	KRW million	170	377	0
Eco-friendly Procurement Ratio ³⁾	%	18.3	14.6	17.6

1) Eco-friendly Product Procurement Amount: Officially Certified Eco-friendly Products + Other Eco-friendly Product Procurement Amount

2) Other Eco-friendly Product Procurement Amount: Purchases of products that meet the eco-friendly product certification systems and standards established by SK ecoplant

3) Eco-friendly Procurement Ratio: (Eco-friendly Product Procurement Amount ÷ Total Procurement Amount) × 100

Performance of Shared Growth Support Programs (SK ecoplant)

	Category	Unit	2023	2024	2025
Financial	Shared Growth Loan Program	KRW 100 million	300	332	234
	Shared Growth Fund	KRW 100 million	115	71	46
	Contract Performance Guarantee Support	Companies	45	167	218
HR & Recruitment	HR and Recruitment Support Program ¹⁾	Companies	3	7	9
Technology	Innovation Partnership Support	Companies	4	4	8
	Support for Tech Leasing	Companies	6	6	6
Training	Outsourced Trainings	Persons	67	90	111
	Shared Growth CEO Seminar	Persons	193	44	48
Market Expansion	Participation in Sales Talks	Cases	12	12	14
	Shared Growth Mall	KRW 100 million	0.12	0.02	0.23
Welfare and Benefits	Subsidies for consolation and celebration expenses	KRW million	1.2	2.9	3.2
	Support for Long- Term employment of key personnel	Companies	2	2	1
ESG	Support for ESG Evaluation	Companies	200	230	161

1) HR and Recruitment Support Program: Integrated operation of legacy “Job Creation via Industry-University Partnership” and “Enabling Participation in Job Fairs” programs as the HR and Recruitment Support Program

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

	Category	Unit	2023	2024	2025
	No. of Grievances Received	Cases	26	19	11
	No. of Grievances Resolved	Cases	26	19	11
	Grievance Resolution Rate ¹⁾	%	100	100	100

1) Grievance Resolution Rate: (No. of Grievances Resolved ÷ No. of Grievances Received) × 100

Subcontract Dispute Mediation Committee Case Status (SK ecoplant)

	Category	Unit	2023	2024	2025
	No. of Grievances Received	Cases	3	2	0
	No. of Grievances Resolved	Cases	2	2	0
	No. of Grievance Cases in Progress	Cases	1	0	0

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

Category	Unit	2023	2024	2025
Total No. of Biz. Partners	Companies	1,776	1,965	1,896
No. of Core Biz. Partners	Companies	324	324	151
No. of Biz. Partners Participating in ESG Evaluation ¹⁾	Companies	200	230	121
No. of Biz. Partners Under Priority Management (Implementation of improvement actions) ²⁾	Companies	30	35	20
Implementation Rate of Improvement Actions ³⁾	%	100	100	100

1) No. of Biz. Partner Participating in ESG Evaluation: 80% of No. of Core Biz. Partner (as of 2025)

2) No. of Biz. Partner Under Priority Management (Implementation of improvement actions): The number of Biz. Partners identified through ESG evaluation results as having high ESG risks or requiring urgent improvement and thus requiring priority management

3) Implementation Rate of Improvement Actions: (No. of Biz. Partners that implemented improvement actions ÷ No. of Biz. Partner Under Priority Management) × 100

Quality Management and Customer Satisfaction

Quality Training Performance (SK ecoplant)

Category	Unit	2023	2024	2025
Total No. of Eligible Employees	Persons	489	641	623
No. of Participants	Persons	489	641	623
Participation Rate ¹⁾	%	100	100	100

1) Participation Rate: (No. of Participants ÷ Total No. of Eligible Employees (as of the training date)) × 100

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

Category	Unit	2023	2024	2025
No. of Violations	Cases	0	0	0
Monetary Amount of Violations	KRW million	0	0	0

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

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Violations	Cases	0	0	0	0
Monetary Amount of Violations	KRW million	0	0	0	0

Customer Satisfaction Survey Results (SK ecoplant)¹⁾

Category	Unit	2023	2024	2025
Move-in Service Satisfaction	Points	3.65	3.31	3.20
Defect Resolution Service Satisfaction	Points	4.05	3.80	3.70

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

Customer Happiness Center – VoC Handling Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Reports Received	Cases	196,161	278,146	256,482
No. of Cases Processed	Cases	179,085	254,586	237,276
Processing Rate ¹⁾	%	91.3	91.5	92.5

1) Processing Rate: (No. of Cases Processed ÷ No. of Reports Received) × 100

Human Resource Management

Employee Status (SK ecoplant)

Category		Unit	2023	2024	2025 ²⁾
Total No. of Employees ¹⁾		Persons	3,488	3,452	3,568
Gender	Male	Persons	2,952	2,925	3,046
	Female	Persons	536	527	522
By Position Level	Executive	Male	63	64	52
		Female	4	4	2
	Management Positions (Team Leaders, Project Leaders(PL))	Male	276	227	218
		Female	17	12	13
	Staff Positions	Male	2,611	2,634	2,776
		Female	517	511	507
By Employment Type	Regular Employees	Persons	2,533	2,500	2,518
	Non-Regular Employees	Persons	955	952	1,050
By Age Group	Under 30	Persons	128	126	176
	Executive	Persons	0	0	0
	Management Positions (Team Leaders, PL)	Persons	0	0	0
	Staff Positions	Persons	128	126	176
	30 or Older – Under 50	Persons	2,245	2,238	2,449
	Executive	Persons	8	9	11
	Management Positions (Team Leaders, PL)	Persons	103	91	96
	Staff Positions	Persons	2,134	2,138	2,342
	50 or Older	Persons	1,115	1,088	943
	Executive	Persons	59	59	43
	Management Positions (Team Leaders, PL)	Persons	190	148	135
	Staff Positions	Persons	866	881	765

1) Total No. of Employees: The sum of executives, regular employees, part-time employees, and contract employees; 76 temporary employees are excluded from the total (as of December 31 of the reporting year).

2) Calculated excluding the 140 employees in the Gas & Materials business division, which was newly incorporated in December 2025

Employee Status (Subsidiaries)

Category			Unit	2025					
				SKEE	SKAP	ESSENCORE	SK tes	SKOP	
Total No. of Employees ¹⁾			Persons	614	270	103	2,179	801	
Gender	Male		Persons	507	250	54	1,372	710	
	Female		Persons	107	20	49	807	91	
By Position Level	Executive	Male	Persons	6	12	5	7	27	
		Female	Persons	0	0	0	1	2	
	Management Positions (Team Leaders, Project Leaders(PL))	Male	Persons	43	21	18	107	59	
		Female	Persons	1	0	4	76	1	
	Staff Positions	Male	Persons	458	217	31	1,258	624	
		Female	Persons	106	20	45	730	88	
	By Employment Type	Regular Employees		Persons	587	248	98	2,003	666
		Non-Regular Employees		Persons	27	22	5	176	135
By Age Group	Under 30		Persons	14	46	5	471	86	
	Executive		Persons	0	0	0	0	0	
	Management Positions (Team Leaders, PL)		Persons	0	0	0	19	0	
	Staff Positions		Persons	14	46	5	452	86	
	30 or Older – Under 50		Persons	416	193	78	1,219	504	
	Executive		Persons	1	1	0	2	3	
	Management Positions (Team Leaders, PL)		Persons	18	18	14	103	26	
	Staff Positions		Persons	397	174	64	1,114	475	
	50 or Older		Persons	184	31	20	489	211	
	Executive		Persons	5	11	5	5	26	
	Management Positions (Team Leaders, PL)		Persons	26	3	8	62	34	
	Staff Positions		Persons	153	17	7	422	151	

1) Total No. of Employees: The sum of executives, regular employees, part-time employees, and contract employees; temporary employees are excluded from the total (as of December 31 of the reporting year).

New Employee Recruitment Status (SK ecoplant)

Category		Unit	2023	2024	2025
Total No. of New Hires		Persons	211	83	216
By Employment Type	Regular Employees	Persons	48	5	2
	Non-Regular Employees	Persons	163	78	214
By Age Group	Under 30	Persons	64	16	38
	30 or Older – Under 50	Persons	133	56	158
	50 or Older	Persons	14	11	20
By Gender	Male	Persons	168	59	182
	Female	Persons	43	24	34

1) Total No. of New Hires: Employees transferred from SKEE to SK ecoplant not included

New Employee Recruitment Status (Subsidiaries)

Category		Unit	2025				
			SKEE	SKAP	ESSENCORE	SK tes	SKOP
Total No. of New Hires		Persons	9	50	6	407	59
By Employment Type	Regular Employees	Persons	0	36	6	334	35
	Non-Regular Employees	Persons	9	14	0	73	24
By Age Group	Under 30	Persons	0	18	1	176	15
	30 or Older – Under 50	Persons	6	28	4	190	21
	50 or Older	Persons	3	4	1	41	23
By Gender	Male	Persons	8	46	2	269 ¹⁾	53
	Female	Persons	1	4	4	136 ¹⁾	6

1) Since some of SK tes's new hires did not disclose their gender, there is a discrepancy between the combined number of males and females and the Total No. of New Hires

Employee Diversity Status (SK ecoplant)

Category	Unit	2023	2024	2025
Percentage of Employees with Disabilities ¹⁾	%	3.5	3.8	3.5
Percentage of Foreign Employees	%	0.50	0.50	0.25

1) Percentage of Employees with Disabilities: Calculated based on Article 28 of the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities and Article 25 of the Enforcement Decree of the same Act

Employee Training and Education Performance (SK ecoplant)

Category	Unit	2023	2024	2025
Total Training Hours ¹⁾	Hours	126,817	96,720	186,692
Training Hours per Employee ²⁾	Hours	36	28	52
Total Training Expenses	KRW 10,000	741,435	737,924	586,731
Training Expenses per Employee ²⁾	KRW 10,000	213	214	164

1) Total Training Hours: Total hours spent by executives, regular employees, part-time employees, and contract employees on SK ecoplant's mySUNI platform + hours spent on internal and external training + hours spent on mandatory training such as sexual harassment prevention

2) Training Hours and Expenses per Employee: Total Training Hours or Total Training Expenses ÷ Total No. of Employees (as of December 31 of the reporting year)

Employee Training and Education Performance (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total Training Hours ¹⁾	Hours	27,396	7,300	26,864	40,548
Training Hours per Employee ²⁾	Hours	44.6	27.0	12.3	50.6
Total Training Expenses	KRW 10,000	18,471	30,766	7,674	59,281
Training Expenses per Employee ²⁾	KRW 10,000	30.1	113.9	3.5	74.0

1) Total Training Hours: Total hours spent by executives, regular employees, part-time employees, and contract employees on internal and external training + hours spent on mandatory training such as sexual harassment prevention

2) Training Hours and Expenses per Employee: Total Training Hours or Total Training Expenses ÷ Total No. of Employees (as of December 31 of the reporting year)

Employee Performance Evaluation Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Eligible Employees ¹⁾	Persons	2,955	2,909	3,036
Evaluation Rate ²⁾	%	100	100	100

1) No. of Eligible Employees : Number of regular employees, excluding those who have been with the company for less than 6 months (e.g., those on leave or who joined mid-year) and contract employees

2) Evaluation Rate: (No. of employees evaluated ÷ No. of Eligible Employees) × 100

Parental Leave Utilization Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Parental Leave Users	Persons	34	40	42
Male	Persons	13	15	22
Female	Persons	21	25	20
Return-to-Work Rate After Parental Leave	%	85.7	77.3	96.2
Male	%	78.6	68.8	96.0
Female	%	89.3	82.1	96.3
Retention Rate for 12 Months or More After Returning from Parental Leave	%	75.0	97.1	96.0
Male	%	72.7	100.0	95.8
Female	%	80.0	95.7	96.2
No. of Childcare-Related Work Hours System Users	Persons	19	20	3

Employee Welfare Support Status (SK ecoplant)

Category	Unit	2023	2024	2025
Employee Welfare Expenses ¹⁾	KRW 100 million	177	339	369
Employee Health Check-up Participation Rate ²⁾	%	94.0	96.0	96.0
Participation Rate in Flexible Work Arrangements ³⁾	%	36.7	51.3	54.0

1) Employee Welfare Expenses: Calculated based on specific items related to employee welfare (welfare expenses in the business report include various incentives and other related items; the calculation criteria differ from those used in this report)

2) Employee Health Check-up Participation Rate: (No. of employees who underwent health check-ups ÷ Total No. of Employees (as of December 31 of the reporting year)) × 100

3) Participation Rate in Flexible Work Arrangements: (No. of employees who used flexible work arrangements ÷ Total No. of Employees (as of December 31 of the reporting year)) × 100

Turnover and Resignation Status (SK ecoplant)

Category	Unit	2023	2024	2025
Total No. of Resignations	Persons	324	243	357
Total Resignation Rate ¹⁾	%	9.3 ²⁾	7.0 ²⁾	10.0
No. of Voluntary Leavers	Persons	181	121	138
Voluntary Turnover Rate ³⁾	%	5.2 ⁴⁾	3.5 ⁴⁾	3.9

1) Total Resignation Rate: (Total No. of Resignations ÷ Total No. of Employees (as of December 31 of the reporting year)) × 100

2) Total Resignation Rate for 2023–2024: Figures revised due to a change in the calculation criteria for the Total No. of Employees, now based on December 31 of the reporting year

3) Voluntary Turnover Rate: (No. of Voluntary Leavers ÷ Total No. of Employees (as of December 31 of the reporting year)) × 100

4) Voluntary Turnover Rate for 2023–2024: Figures revised due to a change in the calculation criteria for the Total No. of Employees, now based on December 31 of the reporting year

Employee Engagement Survey Results (SK ecoplant)

Category	Unit	2023	2024	2025
Total	Points	80.2	78.8	75.0
By Position Level	Management (Team Leader, PL)	87.3	84.8	81.6
	Staff Positions	79.2	77.9	74.2
By Age Group	Under 30	78.1	78.8	69.8
	30 or Older ~ Under 50	79.2	78.0	73.6
	50 or Older	82.8	80.4	78.9
Gender	Male	81.1	79.4	75.7
	Female	74.2	73.6	69.9

Management Development Council Meeting Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Council Meetings Held	Sessions	9	7	9
No. of Agenda Items Discussed	Cases	4	32	16
No. of Agenda Items Resolved	Cases	4	32	16
No. of Grievances Received	Cases	1	3	1
No. of Grievances Resolved	Cases	1	3	1
Grievance Resolution Rate ¹⁾	%	100	100	100

1) Grievance Resolution Rate: (No. of Grievances Resolved ÷ No. of Grievances Received) × 100

Human Rights Management

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

Category	Unit	2023	2024	2025
No. of Grievances Received	Cases	14	8	6
No. of Grievances Resolved	Cases	14	8	6
Cases Resulting in Disciplinary Action	Cases	7	6	5
Cases Resolved with Warning or Lesser Measures	Cases	7	2	1
Grievance Resolution Rate ¹⁾	%	100	100	100

1) Grievance Resolution Rate: (No. of Grievances Resolved ÷ No. of Grievances Received) × 100

Status of Human Rights Grievance Receipt and Resolution (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Grievances Received	Cases	0	1	16	1
No. of Grievances Resolved	Cases	0	1	16	1
Cases Resulting in Disciplinary Action	Cases	0	0	4	1
Cases Resolved with Warning or Lesser Measures	Cases	0	1	4	0
Grievance Resolution Rate ¹⁾	%	-	100	100	100

1) Grievance Resolution Rate: (No. of Grievances Resolved ÷ No. of Grievances Received) × 100

2) If the investigation finds no evidence of a human rights violation or determines that the incident does not constitute a human rights violation, the case is closed without disciplinary action or warning.

Human Rights Training Performance (SK ecoplant)

Category	Unit	2023	2024	2025
Total No. of Eligible Employees	Persons	3,488	3,452	3,572
No. of Participants	Persons	3,488	3,452	3,572
Participation Rate ¹⁾	%	100	100	100
Total Training Hours	Hours	12,005	14,720	13,505
Training Hours per Employee ²⁾	Hours	3.4	4.3	3.8

1) Participation Rate: (No. of Participants ÷ Total No. of Eligible Employees (as of the training date)) × 100
2) Training Hours per Employee: Total Training Hours ÷ No. of Participants

Human Rights Training Performance (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total No. of Eligible Employees	Persons	514	278	438	792
No. of Participants	Persons	514	277	438	792
Participation Rate ¹⁾	%	100	99.6	100	100
Total Training Hours	Hours	2,117	829	1,335	3,960
Training Hours per Employee ²⁾	Hours	4.1	3.0	3.0	5.0

1) Participation Rate: (No. of Participants ÷ Total No. of Eligible Employees (as of the training date)) × 100
2) Training Hours per Employee: Total Training Hours ÷ No. of Participants

Social Contribution

Employee Volunteer Activity Performance (SK ecoplant)

Category	Unit	2023	2024	2025
Total No. of Participants	Persons	2,312	2,705	3,001
Volunteer Participation Rate ¹⁾	%	66.3 ²⁾	78.4	84.1
Total Volunteer Hours ³⁾	Hours	17,593	35,817	50,208
Volunteering Hours Per Person ⁴⁾	Hours	7.6	13.2	16.7

1) Volunteer Participation Rate: (Total No. of Participants ÷ Total No. of Employees (as of December 31 of the reporting year) × 100

2) 2023 Volunteer Participation Rate: Figures revised due to a change in the calculation criteria for the Total No. of Employees, now based on December 31 of the reporting year

3) Total Volunteer Hours: For certain activities such as the One Meal Sharing Project and the Goods for Good Donation Campaign, the number of participations was converted into volunteer hours.

4) Volunteering Hours per Person: Total Volunteer Hours ÷ Total No. of Participants

Employee Volunteer Activity Performance (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
Total No. of Participants	Persons	509	152	8	693
Volunteer Participation Rate ¹⁾	%	82.9	56.3	0.4	86.5
Total Volunteer Hours ³⁾	Hours	7,302	951	284	2,973
Volunteering Hours Per Person ⁴⁾	Hours	14.3	6.3	35.5	4.3

1) Volunteer Participation Rate: (Total No. of Participants ÷ Total No. of Employees (as of December 31 of the reporting year) × 100

2) Volunteering Hours per Person: Total Volunteer Hours ÷ Total No. of Participants

Social Contribution Investment Status (SK ecoplant)

Category	Unit	2023	2024	2025
Investment Amount (Donations and In-Kind Sponsorships)	KRW 100 million	11.9	15.3	14.5
Social Contribution Activity Expenses ¹⁾	KRW 100 million	3.4	0.5	1.7

1) Social Contribution Activity Expenses: Includes cash, time, goods, and management fees, social contribution activity expenses, and costs associated with "Happy Space" environmental improvement activities

Key Social Contribution Program Performance (SK ecoplant)

Category		Unit	2023	2024	2025
Meal Support Project for Malnourished Children (Happy Two Meals Project)	No. of Children Supported	Persons	51	50	40
	Scale of support	KRW 100 million	1.0	0.98	0.4
Free Surgery Support Program for Vietnamese Children with Facial Deformities	No. of Children Supported	Persons	116	-	118
	Scale of support	KRW 100 million	1.9	-	1.9

Information Security

Information Security Investment Status (SK ecoplant)

Category		Unit	2023	2024	2025
IT Budget		KRW million	37,323	34,953	34,642
Information Security Investment		KRW million	2,970	3,051	2,508
Information Security Investment Ratio ¹⁾		%	8.0	8.7	7.2

1) Information Security Investment Ratio: (Information Security Investment ÷ IT Budget) × 100

Status of Cybersecurity Simulation Training (SK ecoplant)

Category		Unit	2023	2024	2025
DDoS Attack Response Training		Sessions	1	1	1
System Recovery Training		Sessions	1	1	1
Encryption Key Replacement Training		Sessions	1	1	1
Phishing Email Response Training		Sessions	2	2	2

Information Security Regulation Violation Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Violations ((personal) data breaches)	Cases	0	0	0
Monetary Amount of Violations	KRW million	0	0	0

Information Security Regulation Violation Status (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Violations ((personal) data breaches)	Cases	0	0	0	0
Monetary Amount of Violations	KRW million	0	0	0	0

Governance

Governance Structure

Board of Directors Composition (SK ecoplant)¹⁾

Category	Unit	2023	2024	2025
Total No. of Directors	Persons	7	6	7
Independence	Inside Directors	Persons	2	2
	Independent Directors	Persons	4	3
	Non-Executive Directors	Persons	1	1
	Male Directors	Persons	6	5
Diversity	Female Directors	Persons	1	1
	Directors in their 50s	Persons	3	3
	Directors in their 60s	Persons	4	3
	Industry Experts ²⁾	Persons	2	1
Expertise	Finance Experts ³⁾	Persons	3	1
	Experts in Other Fields ⁴⁾	Persons	2	4

1) Board Composition: As of March 31 of the year following the reporting year
2) Industry Experts: Industry experts based on the BSM (Board Skills Matrix)
3) Finance experts: Finance experts as defined by the Commercial Act (including non-executive directors)
4) Experts in Other Fields: Registered directors other than industry and finance experts

Board of Directors Operations (SK ecoplant)¹⁾

	Category	Unit	2023	2024	2025
No. of Board Meetings Held	Regular	Sessions	10	12	13
	Extraordinary	Sessions	4	4	6
Resolutions	Approved	Items	37	49	101
	Opposed/Amended	Items	1	0	0
Average Attendance Rate	Inside Directors	%	96	94	89
	Independent Directors	%	97	97	98
	Non-Executive Directors	%	93	88	84
Average Tenure of Independent Directors		Years	4.2	4	4
Independent Director Training	No. of Training Sessions	Sessions	15	14	12
	Average Attendance Rate	%	95	100	94

1) Board of Directors Operations: As of December 31 of the reporting year

Board Committee Status (SK ecoplant)¹⁾

	Category	Unit	2023	2024	2025
Strategy-ESG Committee	No. of Meetings	Sessions	4	6	5
	No. of Agenda Items	Items	5	7	9
	No. of Independent Directors	Persons	4	3	3
	Average Independent Director Attendance Rate	%	100	100	93
Nomination and Remuneration Committee	No. of Meetings	Sessions	6	9	6
	No. of Agenda Items	Items	6	15	12
	No. of Independent Directors	Persons	2	2	2
	Average Independent Director Attendance Rate	%	100	100	100
Audit Committee	No. of Meetings	Sessions	13	16	14
	No. of Agenda Items	Items	47	56	55
	No. of Independent Directors	Persons	3	3	3
	Average Independent Director Attendance Rate	%	100	96	100

1) Board Committee Status: As of December 31 of the reporting year

Compliance Management

Fair Trade Training Performance (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Eligible Participants	Persons	3,073	2,971	3,113
No. of Participants	Persons	3,060	2,954	3,066
Participation Rate ¹⁾	%	99.6	99.4	98.5
Total Training Hours	Hours	1,530.0	492.3	766.5

1) Participation Rate: (No. of Participants ÷ No. of Eligible Participants (as of the training date)) × 100

Fair Trade Violation Status (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Violations	Cases	4	2	0
Monetary Amount of Violations	KRW 100 million	97	42	0

Fair Trade Violation Status (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Violations	Cases	0	0	0	0
Monetary Amount of Violations	KRW 100 million	0	0	0	0

Ethical Management

Internal Audit Status (SK ecoplant)

Category		Unit	2023	2024	2025
No. of Audits Conducted		Cases	3	4	4

Internal Audit Status (Subsidiaries)

Category	Unit	2025				
		SKEE	SKAP	ESSENCORE	SK tes	SKOP
No. of Audits Conducted	Cases	0	0	1	5	2

Pre-Assessment of Risk Status (SK ecoplant)

Category		Unit	2023	2024	2025
Risk Self-Monitoring System	No. of Assessment Areas	Cases	6	6	6
	No. of Improvement Items Identified	Cases	2	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 Ethics Reports and Actions Taken (SK ecoplant)

Category		Unit	2023	2024	2025
No. of Reports Filed		Cases	206	146	253
No. of Cases Addressed		Cases	26	29	24

Status of Ethics Reports and Actions Taken (Subsidiaries)

Category	Unit	2025				
		SKEE	SKAP	ESSENCORE	SK tes	SKOP
No. of Reports Filed	Cases	4	7	1	2	24
No. of Cases Addressed	Cases	1	1	1	2	4

Ethics Training Performance (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Eligible Participants	Persons	3,588	3,588	3,443
No. of Participants	Persons	3,450	3,450	3,428
Participation Rate ¹⁾	%	96.2	96.2	99.6
Total Training Hours	Hours	7,590	7,590	8,284
Training Hours per Person ²⁾	Hours	2.2	2.2	2.4

1) Participation Rate: (No. of Participants ÷ No. of Eligible Participants (as of the training date)) × 100
2) Training Hours per Person: Total Training Hours ÷ No. of Participants

Ethics Training Performance (Subsidiaries)

Category	Unit	2025				
		SKEE	SKAP	ESSENCORE	SK tes	SKOP
No. of Eligible Participants	Persons	523	274	99	2,234	799
No. of Participants	Persons	523	272	95	2,210	792
Participation Rate ¹⁾	%	100	99.3	96.0	98.9	99.1
Total Training Hours	Hours	148	77	95	1,105	231
Training Hours per Person ²⁾	Hours	0.3	0.3	1.0	0.5	0.3

1) Participation Rate: (No. of Participants ÷ No. of Eligible Participants (as of the training date)) × 100
2) Training Hours per Person: Total Training Hours ÷ No. of Participants

Status of Ethics and Anti-Corruption Law Violations (SK ecoplant)

Category	Unit	2023	2024	2025
No. of Violations	Cases	0	0	0
Monetary Amount of Violations	KRW 100 million	0	0	0

Status of Ethics and Anti-Corruption Law Violations (Subsidiaries)

Category	Unit	2025			
		SKEE	SKAP	SK tes	SKOP
No. of Violations	Cases	0	0	0	0
Monetary Amount of Violations	KRW 100 million	0	0	0	0

Reporting Framework

GRI Standards

GRI Content Index

Statement on Reporting	SK ecoplant prepares and reports this report in accordance with the GRI Reporting Standards. (Reporting Period: January 1, 2025 – December 31, 2025)
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	About SK ecoplant
	2-2	Entities included in the organization's sustainability reporting	About This Report
	2-3	Reporting period, frequency and contact point	
	2-4	Restatements of information	Footnotes in relevant sections
	2-5	External assurance	Third-Party Verification Statement
Activities and workers	2-6	Activities, value chain and other business relationships	Business Overview
	2-7	Employees	
	2-8	Workers who are not employees	Employee Status

Governance	2-9	Governance structure and composition	
	2-10	Nomination and selection of the highest governance body	Board Composition , Board Independence
	2-11	Chair of the highest governance body	Board Independence , Board Diversity
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Activities , Board Committee Activities
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	Double Materiality Assessment
	2-15	Conflicts of Interest	Board Independence , Board Diversity
	2-16	Communication of critical concerns	Stakeholder Communication
	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	
Strategy, policies and practices	2-20	Process to determine remuneration	Director Compensation Policy
	2-21	Annual total compensation ratio	
	2-22	Statement on sustainable development strategy	CEO Message
	2-23	Policy commitments	Policies and Certifications
	2-24	Embedding policy commitments	Environment , Occupational Safety and Health , Quality , Human Rights , Compliance , Ethical Management System
	2-25	Processes to remediate negative impacts	Human Rights Grievance Handling
	2-26	Mechanisms for seeking advice and raising concerns	Promoting Ethics Reporting
	2-27	Compliance with laws and regulations	Compliance Management
	2-28	Membership associations	Memberships
	2-29	Approach to stakeholder engagement	Stakeholder Communication
	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	Double Materiality Assessment
	3-2	List of material topics	Double Materiality Assessment Results

Material Topic 1. Climate Change Response

Topic	GRI	Metric	Contents
Disclosures on material topics	3-3	Management of material topics	Climate Change Response Strategy
Economic Performance	201-2	Implications and other risks and opportunities due to climate change	Climate Change Response Strategy , Climate Change Response Risk Management
Energy	302-1	Energy consumption within the organization	
	302-2	Energy consumption outside of the organization	Energy Consumption
	302-3	Energy intensity	
	302-4	Reduction of energy consumption	Strategy 1. 2040 Net-Zero Implementation
Emissions	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	Scope 1 & 2 Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Scope 3 Emissions
	305-4	GHG emissions intensity	Scope 1 & 2 Emissions
	305-5	Reduction of GHG emissions	Strategy 1. 2040 Net-Zero Implementation
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Hazardous Substance Management

Material Topic 2. Occupational Safety and Health

Topic	GRI	Metric	Contents
Disclosures on material topics	3-3	Management of material topics	Occupational Safety and Health Strategy
Occupational Health and Safety	403-1	Occupational health and safety management system	Occupational Safety and Health Governance
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health Risk Management
	403-3	Occupational health services	Support for Workers Vulnerable to Occupational Safety and Health Risks, Supporting Employee Health
	403-4	Worker participation, consultation, and communication on occupational health and safety	Campaign, Grievance Handling
	403-5	Worker training on occupational health and safety	Occupational Safety and Health Training
	403-6	Promotion of worker health	Supporting Employee Health
	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 Management Policy
	403-9	Work-related injuries	Occupational Safety and Health Metrics & Targets,
	403-10	Work-related ill health	Occupational Safety and Health Management Indicators

Material Topic 3. Sustainable Supply Chain

Topic	GRI	Metric	Contents
Disclosures on material topics	3-3	Management of material topics	Sustainable Supply Chain Strategy
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Strategy 2. Supply Chain ESG Risk Management
	308-2	Negative environmental impacts in the supply chain and actions taken	Biz. Partner ESG Improvement Action Implementation Status
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	
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Strategy 2. Supply Chain ESG Risk Management
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	
	414-2	Negative social impacts in the supply chain and actions taken	Biz. Partner ESG Improvement Action Implementation Status

Topic Standards

Topic	GRI	Metric	Contents
Economic Performance	201-2	Direct economic value generated and distributed	Financial Performance, Double Bottom Line
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 Training
	205-3	Confirmed incidents of corruption and actions taken	Status of Ethics and Anti-Corruption Law Violations
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair Trade Violation Status
Materials	301-1	Materials used by weight or volume	Raw and Recycled Material Usage
	301-2	Recycled input materials used	
Water and Effluents	303-1	Interactions with water as a shared resource	Water Resource Management
	303-3	Water withdrawal	Water Withdrawal and Consumption
	303-4	Water discharge	
	303-5	Water consumption	
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation
	304-3	Habitats protected or restored	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
Waste	306-1	Waste generation and significant waste-related impacts	Waste Management, Waste Generation and Treatment by Type
	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	
	306-4	Waste diverted from disposal	
	306-5	Waste directed to disposal	
Employment	401-1	New employee hires and employee turnover	New Employee Recruitment Status, Turnover and Resignation Status
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Support for Work-Life Balance, Employee Welfare Support Status
	401-3	Parental leave	Parental Leave Utilization Status
Training and Education	404-1	Average hours of training per year per employee	Employee Training and Education Performance
	404-2	Programs for upgrading employee skills and transition assistance programs	Support for Work-Life Balance
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee Performance Evaluation Status
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Board of Directors Composition, Employee Status
	405-2	Ratio of basic salary and remuneration of women to men	Annual Report (p.432)
Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	Human Rights Risk Management

Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	<u>Social Contribution Activities</u>
	413-2	Operations with significant actual and potential negative impacts on local communities	<u>Environmental Impact Mitigation Activities</u>
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	<u>Quality Management Activities</u>
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<u>Status of Violations of Product and Service Safety Regulations</u>
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<u>Information Security Regulation Violation Status</u>

SASB Standards

SK ecoplant utilizes the SASB (Sustainability Accounting Standards Board) Standards to provide stakeholders with information on sustainability-related risks and opportunities across the consolidated scope, including its subsidiaries. The SASB Standards businesses applicable to the business activities of SK ecoplant and its key subsidiaries—SK ecoengineering, SK oceanplant, SK tes, 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.

Engineering & Construction Services Business

Topic	SASB Code	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	0 cases (Based on criteria for major violations of environmental regulations)	0 cases
	IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	Remediation and action plans are developed for potential environmental risk factors identified during environmental impact assessments. These are utilized as the basis for formulating and implementing construction plans. In addition, the environmental impacts that project activities may have across various are as—including air, soil, water quality, and biodiversity—are comprehensively identified, while mitigation measures are established to minimize any negative impacts. Emission standards are strictly enforced for each environmental factor—such as waste, water quality, and air pollutants—while inspection processes and monitoring systems are operated to ensure transparent management. Checklists have been developed covering key items—including air quality, waste, noise and vibration, and water quality—for the entire project lifecycle, from permits and operations to the implementation of prevention and control measures. Internal inspections are conducted based on these checklists. In addition, a “Standard Model for Site Environmental Issue-Centered Management” has been developed and is in use to quickly identify environmental issues at each site. Unscheduled inspections are also conducted at all sites based on six major non-conformity items in key processes, thereby ensuring compliance with environmental regulations.	
Structural Integrity & Safety	IF-EN-250a.1	Amount of defect- and safety-related rework costs	Domestic: KRW 20.94 billion Overseas: KRW 1.76 billion	Domestic: KRW 0 Overseas: KRW 0
	IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Domestic: KRW 12.49 billion Overseas: KRW 0	Domestic: KRW 0 Overseas: KRW 0
Workforce Health and Safety	IF-EN-320a.1	(1) Total Recordable Incident Rate (TRIR)	Employee Lost Time Incident Rate (LTIR): 0.26	Employee LTIR: 0
		(2-a) Fatality Rate – Direct Employees	Number of Employee Fatalities: 0	Number of Employee Fatalities: 0
		(2-b) Fatality Rate – Contract Employees	Biz. Partner LTIR: 1.46 Number of Biz. Partner Fatalities: 0	Biz. Partner LTIR: 0.261 Number of Biz. Partner Fatalities: 0

	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) 10 projects with with full Green Building Certification (G-SEED) (2) 5 projects with with full Green Building Certification (G-SEED)	(1) 0 projects with with full Green Building Certification (G-SEED)
Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	SK ecoplant and SK ecoengineering are implementing measures to optimize resource use and reduce environmental impact at construction sites and during the design phase. During the design phase, pre-construction technology is utilized to review risk factors and process plans in advance, thereby reducing unnecessary waste of resources and contributing to improved project quality and safety. To reduce energy and water consumption, passive design elements—such as improved insulation, high-efficiency windows, and designs that maximize natural lighting and ventilation—are employed to minimize heating and cooling energy use, while water consumption is managed through rainwater reuse systems. In addition, water resource recycling measures—such as rainwater storage, wastewater reuse, and the utilization of groundwater runoff—tailored to site-specific conditions are implemented. Stored rainwater and reused water are utilized for non-potable purposes such as landscaping, cleaning, and sprinkling, while groundwater runoff is used to mitigate heat waves and reduce airborne dust, thereby reducing the site's water consumption burden. In terms of materials and waste management, the use of recyclable or locally sourced materials is evaluated based on site conditions. A system of separate collection, reuse, and recycling is implemented to reduce waste generated during construction and operation.	
Climate Impacts of Business Mix	IF-EN-410b.1	(1) Amount of Backlog for hydrocarbon-related projects	KRW 104.4 billion	KRW 818.7 billion
		(2) Amount of Backlog for renewable energy projects	KRW 1.10729 trillion	KRW 1.4 billion
	IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon related projects	KRW 0	KRW 0
	IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation	KRW 522.71 billion	KRW 816.0 billion

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	0 projects	0 projects
		(2) Number of Backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index	KRW 0	KRW 0
	IF-EN-510a.2	(1) Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruption	Domestic: 0 cases	Domestic: 0 cases
			Overseas: 0 cases	Overseas: 0 cases
		(2) Total amount of monetary losses as a result of legal proceedings associated with charges of anti-competitive practices	Domestic: KRW 0	Domestic: KRW 0
			Overseas: USD 0	Overseas: USD 0
	IF-EN-510a.3	The Code of Ethics applies to all domestic and international branches and subsidiaries, with compliance being encouraged to all stakeholders with whom the company has business relationships. Ethics training is carried out and employees sign compliance pledges, while violations of regulations and laws are monitored through periodic audits and anti-corruption risk assessments. Based on SK Group's "Anti-Corruption Risk Management System and Capability" indicators, anti-corruption risks are identified and evaluated company-wide. Improvement measures are implemented, and regular reports are made to the Board of Directors. The Fair Trade Compliance Program (CP), overseen by a Chief Compliance Officer and Fair Trade Compliance Officer appointed by a resolution of the Board of Directors, was introduced in 2008. The contract execution process is monitored to prevent legal violations; this is conducted through pre-inspection systems and internal monitoring mechanisms, such as prior reporting of industry meetings to prevent bid-rigging, preventing unfair subcontracting clauses through prior review of site instructions, operating the Technical Data Management System (TDMS), and preventing technology theft. Through written and on-site inspections, monthly checks are carried out on all domestic projects for violations of the Fair Transactions in Subcontracting Act and Framework Act on the Construction Industry. Corrective measures and disciplinary procedures are implemented based on the results.		
		Description of policies and practices for prevention of		
		(1) Bribery and corruption		
		(2) Anti-competitive behavior in the project bidding processes		
Activity Metrics	IF-EN-000.A	Number of active projects	83 projects	49 projects
	IF-EN-000.B	Number of commissioned projects	32 projects	20 projects
	IF-EN-000.C	Total backlog	KRW 23.8 trillion	KRW 1.7 trillion

Chemicals Business

Topic	SASB Code	Metric	SK airplus
Greenhouse Gas Emissions	RT-CH-110a.1	(1) Gross global scope 1 emissions	178 tCO ₂ eq
		(2) Percentage covered under emissions-limiting regulation	100%
Air Quality	RT-CH-120a.1	(1) Emissions of Nitrogen Oxides (NO _x), excluding Nitrous Oxide (N ₂ O)	2.08 tons
		(2) Emissions of Sulfur Oxides (SO _x)	0.01 tons
		(3) Emissions of Volatile Organic Compounds (VOCs)	0 tons
		(4) Emissions of Hazardous Air Pollutants (HAPs)	0 tons
Energy Management	RT-CH-130a.1	(1) Total energy consumption	6,526,584.72 GJ
		(2) Percentage grid electricity	100%
		(3) Percentage renewable energy	0%
		(4) Total self-generated energy	0 GJ
Water Management	RT-CH-140a.1	(1) Total Water Withdrawal	1,170,187 tons
		(2) Total Water Consumption	842,589 tons
		(3) Total Water Consumption and Percentage of each in regions with High or Extremely High Baseline Water Stress	45% ¹⁾
	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	21 tons
		(2) Percentage recycled hazardous waste generated	85.71%
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 6 million was spent in 2025 for social contribution programs, funded through employee donations and corporate matching grants.

	RT-CH-320a.1	(1-a) Total Recordable Incident Rate (TRIR) – Direct employees	0
		(1-b) Total Recordable Incident Rate (TRIR) – Contract employees	0.38
		(2-a) Fatality Rate – Direct employees	0%
		(2-b) Fatality Rate – Contract employees	0%
Workforce Health and Safety	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 summertime legionella testing, 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	0%
		(2) Percentage of such products that have undergone a hazard assessment	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	1 case

1) According to the WRI (World Resources Institute) Aqueduct criteria, the Cheongju site is located in a “High Water Stress” region; therefore, the site’s water consumption was calculated as a percentage of total water consumption.

Hardware Business

Topic	SASB Code	Metric	ESSENCE
Employee Diversity & Inclusion	TC-HW-330a.1	(1) Gender and	Executive Management (Male): 4.8%
		(2) Diversity group representation for	Executive Management (Female): 0%
		(a) Executive Management	Non-Executive Management (Male): 17.5%
		(b) Non-Executive Management	Non-Executive Management (Female): 3.9%
		(c) Technical Employees	Other Employees (Male): 30.1%
		(d) Other Employees	Other Employees (Female): 43.7%

Industrial Machinery & Goods Business

Topic	SASB Code	Metric	SK oceanplant
Energy Management	RT-IG-130a.1	(1) Total energy consumption	611.5 TJ
		(2) Percentage grid electricity	100%
		(3) Percentage renewable energy	0%
Activity Metrics	RT-IG-000.B	Number of employees	801 employees

Waste Management Business

Topic	SASB Code	Metric	SK tes ¹⁾
Greenhouse Gas Emissions	IF-WM-110a.1	Scope 1 Emissions	1,897 tCO ₂ eq
Fleet Fuel Management	IF-WM-110b.1	(1) Fleet fuel consumption	16,486.3 GJ
		(2) Percentage of fleet fuel from natural gas	0%
		(3) Percentage of fleet fuel from renewable energy	0.8%
	IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	4.4%
Air Quality	IF-WM-120a.1	(1) Air emissions of Nitrogen Oxides (NO _x)	4.202 tons
		(2) Air emissions of Sulfur Oxides (SO _x)	0.008 tons
		(3) Air emissions of Volatile Organic Compounds (VOCs)	N/A (Only compliance with emission regulations is verified; emission levels are not tallied)
	IF-WM-120a.2	Number of facilities in or near areas of dense population	3 units
Management of Leachate & Hazardous Waste	IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases	N/A (No hazardous substance emissions)
		(2) Percentage of TRI released to water	
	IF-WM-150a.2	Number of corrective actions implemented for landfill releases	0 cases
Labour Practices	IF-WM-310a.1	Percentage of active workforce employed under collective agreements	11%
	IF-WM-310a.2	(1) Number of work stoppages	0 cases
		(2) Total days idle	0 days
Workforce Health & Safety	IF-WM-320a.1	(1) Total Recordable Incident Rate (TRIR)	Employees: 1.51% Contractors: 0.12%
		(2) Fatality Rate	Employees: 0% Contractors: 0%
		(3) Near-Miss Frequency Rate (NMFR)	Employees: 1.09% Contractors: 0%
	IF-WM-320a.3	Number of road accidents and incidents	12 cases

Recycling & Resource Recovery	IF-WM-420a.1	(1) Amount of waste incinerated at company-owned and operated facilities	0 tons (No on-site incineration facility; waste sent to a contractor for disposal)
		(2) Percentage of incinerated waste classified as hazardous	0%
		(3) Percentage of incinerated waste used for energy recovery	0%
	IF-WM-420a.2	By Customer Type (1) Percentage of customers receiving with recycling services	Commercial: 100%
		(2) Percentage of customers receiving with composting services	
	IF-WM-420a.4	(1) Amount of electronic waste collected	97,662.4 tons
		(2) Percentage of material recovery from recycled waste	95%
Activity Metrics	IF-WM-000.A	Number of customers by category (Municipal, Commercial, Industrial, Residential, Other)	Commercial: 100%
	IF-WM-000.B	Vehicle fleet size	136 vehicles
	IF-WM-000.C	Number of facilities by category (Landfills, Transfer Stations, Recycling Centers, Incinerator, Other Facilities)	Recycling Centers: 37
	IF-WM-000.D	Total amount of materials managed by customer category (Municipal, Commercial, Industrial, Residential, Other)	Commercial: 97,662.4 tons

1) Since SK tes publishes its Sustainability Report in the second half of each year, some data figures may be adjusted based on the final published results.

TCFD

Category	Metric	CDP Index	Contents
Governance	a. Describe the board's oversight of climate-related risks and opportunities.	4.2	<u>Climate Change Response Governance</u>
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	4.3	
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2.1, 2.2.1, 3.6	<u>Climate Change Response Strategy (Identifying and Assessing Climate Change Risks and Opportunities)</u>
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	3.6, 5.3.1, 5.3.2	
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	5.1.2	<u>Climate Change Response Strategy (Physical Risk Scenario Analysis)</u>
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks.	2.1, 2.2.1, 2.2.2	<u>Climate Change Response Risk Management</u>
	b. Describe the organization's processes for managing climate-related risks.	2.1, 2.2.1	
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2.1, 2.2.1	
Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	7.54	<u>Climate Change Response Metrics & Targets</u> <u>Climate Change Response Strategy (Strategy 1. 2040 Net-Zero Implementation)</u>
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	7.6, 7.7, 7.8	
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	7.53, 7.53.1, 7.54	

Policies & Certifications

ESG Management

ESG Management Principles and Code of Conduct

Korean 

English 

QSHE Management

Quality Policy

Korean 

English 

ISO 9001

Korean 

English 

KEPIC-MN

Korean 

English 

KEPIC-EN

Korean 

English 

KEPIC-SN

Korean 

English 

KEPIC-HN

Korean 

English 

Customer Rights Protection Policy

Korean 

English 

Occupational Safety and Health Policy

Korean 

English 

Occupational Safety and Health Management Policy

Korean 

English 

KOSHA-MS

Korean 

ISO 45001

English 

Environmental Policy

Korean 

English 

Environmental Management Policy

Korean 

English 

ISO 14001

Korean 

English 

Supply Chain Management

Supply Chain Sustainability Management Policy

Korean 

Eco-friendly Procurement Policy

Korean 

Code of Conduct for Biz. Partners

Korean 

English 

Guidelines for Fair Subcontracting Transactions

Korean 

Guidelines for Fair Contracting to Promote Win-Win Cooperation between Large and Small-Medium Enterprises

Korean 

Guidelines for Issuance and Retention of Written Documents in Subcontracting Transactions

Korean 

Guidelines for Fair Selection and Registration of Partner Companies

Korean 

Guidelines for Establishing and Operating an Internal Review Committee for Subcontracting Transactions

Korean 

Human Rights Management

Human Rights Management Declaration	Korean 	English 
Human Rights Policy	Korean 	

Information Security

ISO 27001		English 
ISO 27701		English 
ISMS-P	Korean 	English 

Governance

Articles of Incorporation	Korean 	English 
Governance Charter	Korean 	English 
Board of Directors Regulations	Korean 	English 
Strategy-ESG Committee Regulation	Korean 	English 
Nomination and Remuneration Committee Regulation	Korean 	English 
Audit Committee Regulation	Korean 	English 

Ethical Management and Compliance

Code of Ethics	Korean 	English 
Ethical Management Practice Rules	Korean 	English 
Compliance Guidelines	Korean 	
Compliance Management System Operating Regulations	Korean 	
Fair Trade Compliance Program Operating Regulations	Korean 	
Fair Trade Compliance Manual	Korean 	
Compliance Handbook – Subcontracting Act	Korean 	
Compliance Handbook – Unfair Special Agreements	Korean 	
Compliance Pocketbook – Framework Act on the Construction Industry	Korean 	
Compliance Pocketbook – Subcontracting Act	Korean 	
ISO 37301		English 
Global Anti-Corruption Codebook	Korean 	

Awards & Memberships

Awards

Date of Award	Award Details	Awarding Organization
Apr. 1, 2025	Commendation for Contribution to the Establishment of Fair Trade Practices and National and Social Development	Prime Minister of the Republic of Korea
Apr. 22, 2025	Commendation for Contribution to Industrial Accident Prevention Efforts and the Promotion of District Health Culture	Director of the Seoul Regional Office of Employment and Labor's Southern District Office
Apr. 24, 2025	Commendation for Contribution to the Advancement of Construction and Transportation Technology	Minister of Land, Infrastructure and Transport
May 28, 2025	2025 Asia Business Daily Apartment Brand Awards (Power Brand Category)	The Asia Business Daily
Jun. 25, 2025	Korean Society of Urban Refurbishment Award - 2025 Urban Renewal Housing Brand Awards	The Korean Society of Urban Refurbishment, Newsway
Jul. 2, 2025	Officetel Grand Prize - 2025 First Half Hankyung Residential Culture Awards	The Korea Economic Daily
Jul. 4, 2025	Commendation for Contribution to Realizing the "Yongin Renaissance" and Promoting City Development	Mayor of Yongin City
Jul. 17, 2025	Plaque of Appreciation for Contributions to Workplace Accident Prevention	CEO of the Korea Occupational Safety & Health Agency
Aug. 11, 2025	Certificate of Appreciation for Contributions to Achieving the Corporation's 2025 First-Half Management Goals	President of the Busan Transportation Corporation
Aug. 27, 2025	Commendation for Contribution to Realizing the "Yongin Renaissance" and Promoting City Development	President of the Republic of Korea
Aug. 27, 2025	Commendation for Contribution to the Advancement of the Construction Industry on Construction Day 2025	Minister of Land, Infrastructure and Transport
Oct. 16, 2025	Commendation for Contribution to Realizing the "Yongin Renaissance" and Promoting City Development	Mayor of Yongin City
Oct. 20, 2025	Commendation for Contribution to the Revitalization of the Local Construction Industry	Mayor of Ulsan Metropolitan City
Oct. 22, 2025	Commendation for Contributions to Enhancing Safety, Quality, and Environmental Awareness	Director of the Korea National Railway's Metropolitan Headquarters
Nov. 6, 2025	Commendation for Contribution to Fire Service Development on the 63rd Anniversary of "Firefighters' Day"	Commissioner General of the National Fire Agency
Nov. 19, 2025	Excellence Prize - 2025 Competition for Best Practices in Establishing Safe Workplaces at Construction Sites	Chief of the Jungbu Regional Office of Employment and Labor's Seongnam Branch Office
Nov. 25, 2025	Selected as Certified Company, 2025 CSR in the Community	Ministry of Health and Welfare, Korea National Council on Social Welfare
Nov. 26, 2025	Grand Prize in Occupational Health - Best Practices Presentation for the 17th Occupational Health Academic Conference	Korean Industrial Health Association
Nov. 26, 2025	Association President Award - The 21st Construction Environmental Management Best Practices Competition	President of the Korea Construction Environment Association

Nov. 28, 2025	Minister of Climate, Energy and Environment Award - The 21st Construction Environmental Management Best Practices Competition	Minister of Climate, Energy and Environment
Dec. 3, 2025	Corporation Integrity Promotion Appreciation Certificate	President of the Busan Transportation Corporation
Dec. 3, 2025	Seoul Chairperson's Award - Seoul Itda Food Bank Donor Appreciation Night	Seoul Council on Social Welfare
Dec. 4, 2025	12th Michael Porter Awards – CSV Effectiveness Category (for the 2nd consecutive year)	Industrial Policy Research Institute, The Dong-A Ilbo, Channel A
Dec. 9, 2025	Jongno-gu Mayor's Award - 2025 Volunteers and Donors Day	Jongno-gu, Jongno Welfare Foundation
Dec. 11, 2025	Excellence Prize - The 21st Korea Civil Engineering and Architecture Technology Awards	Maekyung Media, Architectural Institute of Korea, Korean Society of Civil Engineers
Dec. 11, 2025	Commendation for Contribution to the Advancement of National Land and Transport Affairs	Minister of Land, Infrastructure and Transport
Dec. 11, 2025	Commendation for Contribution to National Industrial Development	Prime Minister of the Republic of Korea
Dec. 15, 2025	Commendation for Contribution to the Advancement of National Land and Transport Affairs	Governor of Gyeonggi Province
Dec. 16, 2025	Commendation for Contribution to the Advancement of Sustainable Society	Minister of SMEs and Startups
Dec. 18, 2025	Outstanding Workplace for Retirement Benefit Compliance – Gold Prize	Board of Directors of the Construction Workers Mutual Aid Association
Dec. 18, 2025	Commendation for Outstanding Contributions to the Prevention of Workplace Accidents	Director of the Korea Occupational Safety & Health Agency's Incheon Metropolitan Head quarters
Dec. 19, 2025	Brand Innovation Award - Metro Apartment Landscape Award Hue & Hue	Metro Media
Dec. 23, 2025	Commendation for Excellence in Construction Quality, Safety, and Environmental Management	Mayor of Seoul Metropolitan Government
Dec. 23, 2025	Excellence Prize for Contributions to the Zero-Defect Construction Initiative at Private Construction Sites	Mayor of Seoul Metropolitan Government
Dec. 23, 2025	Outstanding Site Award in the Occupational Safety Category - 2025 KR Rail way Safety Awards	Chairman of Korea National Railway
Dec. 31, 2025	Commendation for Contribution to the Advancement of Oceans and Fisheries Affairs	Minister of Oceans and Fisheries
Dec. 31, 2025	Commendation for Contribution to the Advancement of National Land and Transport Affairs	Minister of Land, Infrastructure and Transport
Dec. 31, 2025	Commendation for Contribution to Reducing Workplace Accidents	Minister of Employment and Labor

Memberships

The National Emergency Planning Officers Association (Korea)	Korean Geotechnical Society
Korean Society of Water and Wastewater	The State Bar of California
Society of Air-Conditioning and Refrigerating Engineers of Korea (SAREK)	District of Columbia Bar
The Korean Institute of Electrical Engineers (KIEE)	Solicitors Regulation Authority
Korea Electric Association	Construction Management Strategy Institute
Korean Society of Civil Engineers (KSCE)	Construction Health Council
Korean Society of Explosives and Blasting Engineering	Construction Safety Officers Council
Korean Society of Environmental Engineers	Construction Safety Manager Committee
buildingSMART Korea	Construction Industry KOSHA-MS Council
Energy Future Forum	Construction Association of Korea
Korea Construction Environment Association	Korea Mech. Const. Contractors Association
Korean Institute of Building Construction	Korean Dental Hygienists Association
Korea Fair Competition Federation	Seoul Chamber of Commerce and Industry
The Korean Federation of Science and Technology Societies	Seoul Bar Association
Korean Society of Public-Private Partnerships	Jongno Chapter of the Workplace Commanders Council
Korea Public-Private Partnership Association	Korea Federation of Construction Contractors
Korean Society of Hazard Mitigation	Korea Construction transport New-technology Association
Korea Battery Industry Association	Korea Association of Construction Quality
(Korea Industrial Technology Association	Korea Enterprises Federation
Korea Hydrogen Fuel Cell Industry Association	Korea Advertisers Association
Korean Society for Rock Mechanics and Rock Engineering	Korea Data Center Council
Korea Nuclear Association	Korea Fire Facility Association
The Korean Society of Mineral and Energy Resources Engineers	Korea Fire Safety Institute
The Korean Institute of Illuminating and Electrical Installation Engineers	Korea Engineering & Consulting Association
The Korean Society for Railway	Korea Atomic Industrial Forum
The Korea Railway Industry Association	Korea Electrical Contractors Association
Korea Concrete Institute	Korea Electrical Engineers Association
Korean Tunneling and Underground Space Association	Korea Information & Communication Contractors Association
Korea Waste Association	Korea Housing Association
Korea Plant Industries Association	Korea Wind Energy Industry Association
Korea Environmental Industry Association	International Contractors Association of Korea

Scope & Assurance

About This Report

Report Overview

Since 2016, SK ecoplant has been transparently disclosing its sustainable management strategy and key achievements in the economic, environmental, social, and governance areas to stakeholders through the annual publication of its Sustainability Report. Moving forward, SK ecoplant will continue to share its sustainable management strategies, goals, and performance results through the Sustainability Report. This will be used as a basis for communication with various stakeholders.

Reporting Principles

This report has been prepared in accordance with the GRI Standards (2021), the global framework for sustainability reporting. Material issues identified through a double materiality assessment are structured in accordance with the “IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information” and “IFRS S2 Climate-related Disclosures Standard” frameworks published by the International Sustainability Standards Board (ISSB). Furthermore, this report incorporates the business standards of the SASB (Sustainability Accounting Standards Board), disclosure recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures), ISO 26000, and UN SDGs (United Nations Sustainable Development Goals). Financial information is presented in accordance with K-IFRS (Korean International Financial Reporting Standards) on a consolidated basis.

Reporting Period

This report is based on sustainable management activities and performance from January 1, 2025, to December 31, 2025. Quantitative performance data covers the most recent three years to illustrate annual trends; considering the timeliness and materiality of the information, some data and performance results from the first half of 2026 are also included (these sections are clearly marked with their respective reporting periods).

Reporting Scope

The scope of qualitative and quantitative data covers the activities and performance of SK ecoplant's domestic sites (83 locations, including Seoul, Yongin, Icheon, and Cheongju), while the scope of quantitative data for subsidiaries includes SK ecoplant as well as its subsidiaries (SK ecoengineering, SK airplus, ESSENCORE, SK tes, and SK oceanplant). SK materials performance, SK trichem, SK resonac, and SK materials jnc were newly incorporated in December 2025; they were excluded from the quantitative data aggregation in this report, as there were limitations in applying the definitions and calculation standards of existing reporting indicators, verifying consistency, and ensuring comparability. In the quantitative data tables within this report, the names of each subsidiary are denoted as SKEE, SKAP, ESSENCORE, SK tes, and SKOP. Where additional explanation regarding the scope of reporting is necessary, separate notes have been provided in the footnotes of each table.

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—in accordance with international assurance standards and procedures (ISAE 3000, AA1000AS v3 Type 2). Assurance results are included in the Third-Party Verification Statement.

Report Publication Date and Contact Information

Publication Date	July 2026
Responsible Department	ESG Strategy & Management Team, SK ecoplant
Address	19, Yulgok-ro 2-gil, Jongno-gu, Seoul, Republic of Korea
Email	skep_esg@sk.com
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Greenhouse Gas Verification Statement



The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(here in after "GHG") emission (Scope 1,2,3) in 2025 of SK ecoplant CO.,LTD.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of SK ecoplant CO.,LTD.

STANDARDS

- ISO 14064-3:2019, ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2004)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines for Environmental Product Declarations (EPD) and EPD Characterization Factors
- For indirect emissions (electricity) in the UAE, the country-specific emission factors for combined heat and power (CHP) from the IEA are applied
- Technical Guidance for Calculating Scope 3 Emission(Greenhouse Gas Protocol)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

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.
- Criticality: meets the criterion, which is less than 5%

GHG Emissions & Energy Consumption

2025	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total (tCO ₂ eq)	
	3,972.421	14,820.824	18,793	
2025	Fuel (TJ)	Electricity (TJ)	Steam(TJ)	Total (TJ)
	62.867	308.127	2.389	373

Scope 3 Emissions

Category	Scope 3	Domestic Emissions (tCO ₂ eq)	Overseas Emissions (tCO ₂ eq)
CAT 1	Purchased goods and service	1,214,730	-
CAT 2	Capital goods	43	-
CAT 3	Fuel and energy-related activities	2,520	-
CAT 4	Upstream transportation and distribution	9,213	-
CAT 5	Waste generated in operations	4,335	-
CAT 6	Business travel	1,418	-
CAT 7	Employee commuting	2,594	-
CAT 8	Upstream leased assets	-	-
CAT 9	Downstream transportation and distribution	-	-
CAT 10	Processing of sold products	-	-
CAT 11	Use of sold products	650,750	-
CAT 12	End-of-life treatment of sold products	3,494	-
CAT 13	Downstream leased assets	-	-
CAT 14	Franchises	-	-
CAT 15	Investments	352,584	-
	Total	2,241,681	-

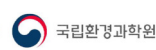
RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express "unmodified" opinion.

May, 18, 2026

KMR CEO

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Third-Party Verification Statement

Independent Assurance Report on the 2025 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 2025 Sustainability Report of SK ecoplant Co., Ltd. (hereinafter the "Company") for the fiscal year from January 1, 2025 to December 31, 2025. 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, 2025. While some key performance indicators may reference data from periods prior to 2025 and the first half of 2026, 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
- IFRS (International Financial Reporting Standards) Sustainability Disclosure 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 Moderate level 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: The Company 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, throughout this process, the company makes efforts to ensure that the views and expectations of stakeholders are reflected in the reporting organization's strategy.

Materiality: The Company conducted a Double Materiality assessment in accordance with the topic selection principles and evaluation methodology of the GRI Standards. The Company identified environmental, social, and financial impact levels based on media research analysis, benchmarking analysis of peer industries and key customers, analysis of major global sustainability-related initiatives, and the analytical judgments of expert groups. Based on the double materiality assessment and analysis, a total of three issues were identified as topics of high materiality from environmental, social, and financial impact perspectives: ① Climate Change Response, ② Occupational Safety and Health, and ③ Sustainable Supply Chain. We confirmed that the company discloses its management approach, strategies, targets, and performance through this report, and provides detailed information on each material topic throughout the report.

Responsiveness: The Company has established ① Climate Change Response, ② Occupational Safety and Health, and ③ Sustainable Supply Chain as its key sustainability material topics, and is strategically responding to these issues in a timely and appropriate manner while publicly disclosing such responses. In addition, we confirmed that the company is advancing its environmental management, sustainable products and services, quality management, customer satisfaction, talent acquisition and diversity, and human rights, social contribution. Furthermore, the company is strengthening sound governance operations, integrated risk management, and ethical management, and is responding to related impacts in a timely manner from the perspective of sustainability materiality and disclosing them accordingly.

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 2025 and the first half of 2026 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 25, 2026

711 Eonju-ro, Gangnam-gu, Seoul
With Accounting Corp.

Yeong-Seok Lee, CEO



AA1000
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000-683/V3-KTJAQ



위드회계법인
With Accounting Corporation

This Assurance report is valid as of the report date of June 25, 2026. Accordingly, events or circumstances that may have a material impact on The Company's report may arise during the period between the report date and the time this report is subsequently read, and this Assurance report may be revised as a result.

SKecoplant