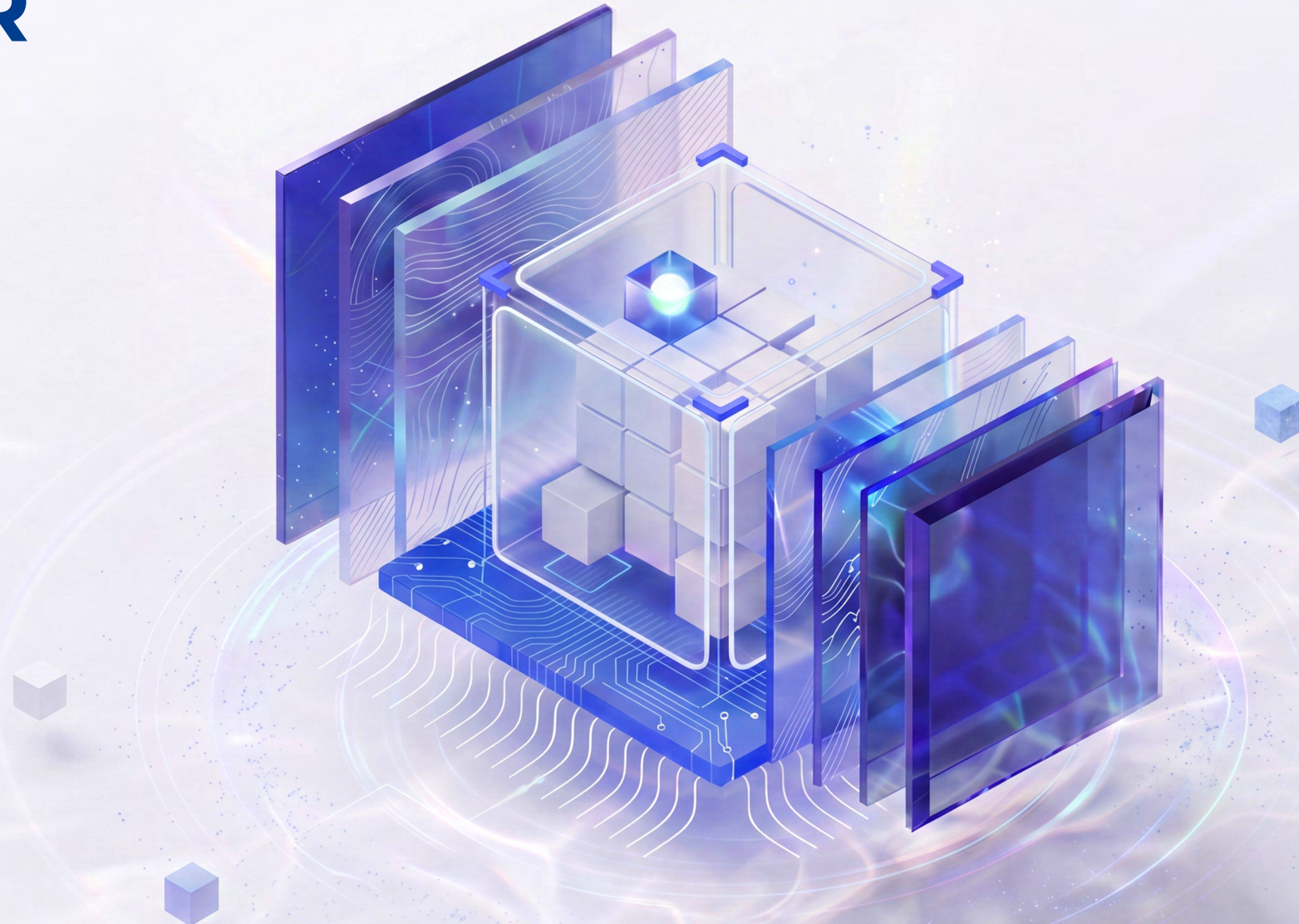


AI INFRA SOLUTION PROVIDER



MATERIAL TOPIC

Climate Change Response

Occupational Safety and Health

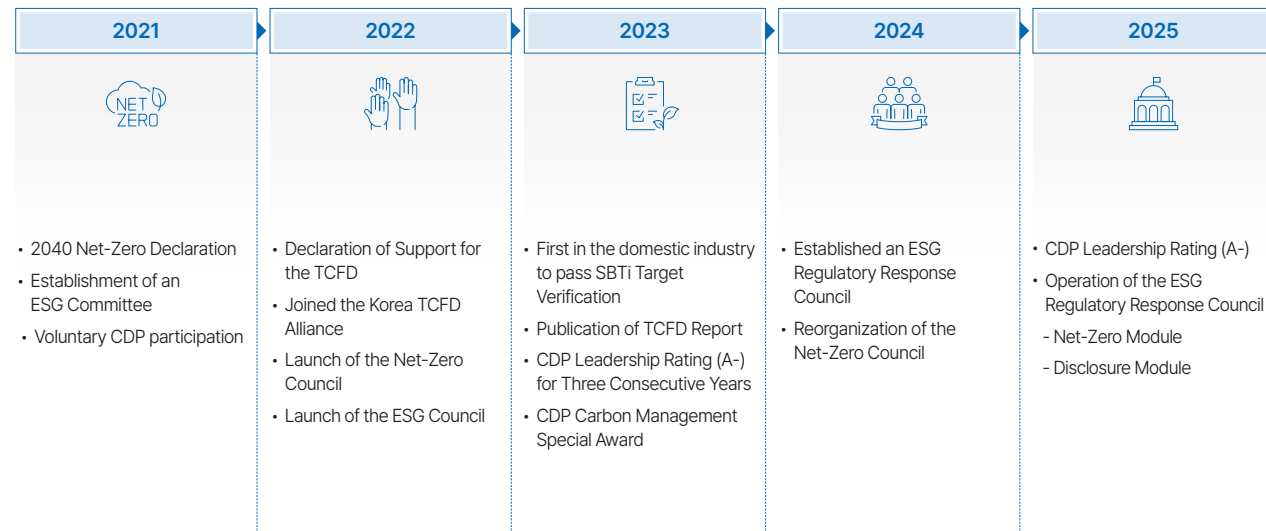
Sustainable Supply Chain

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.

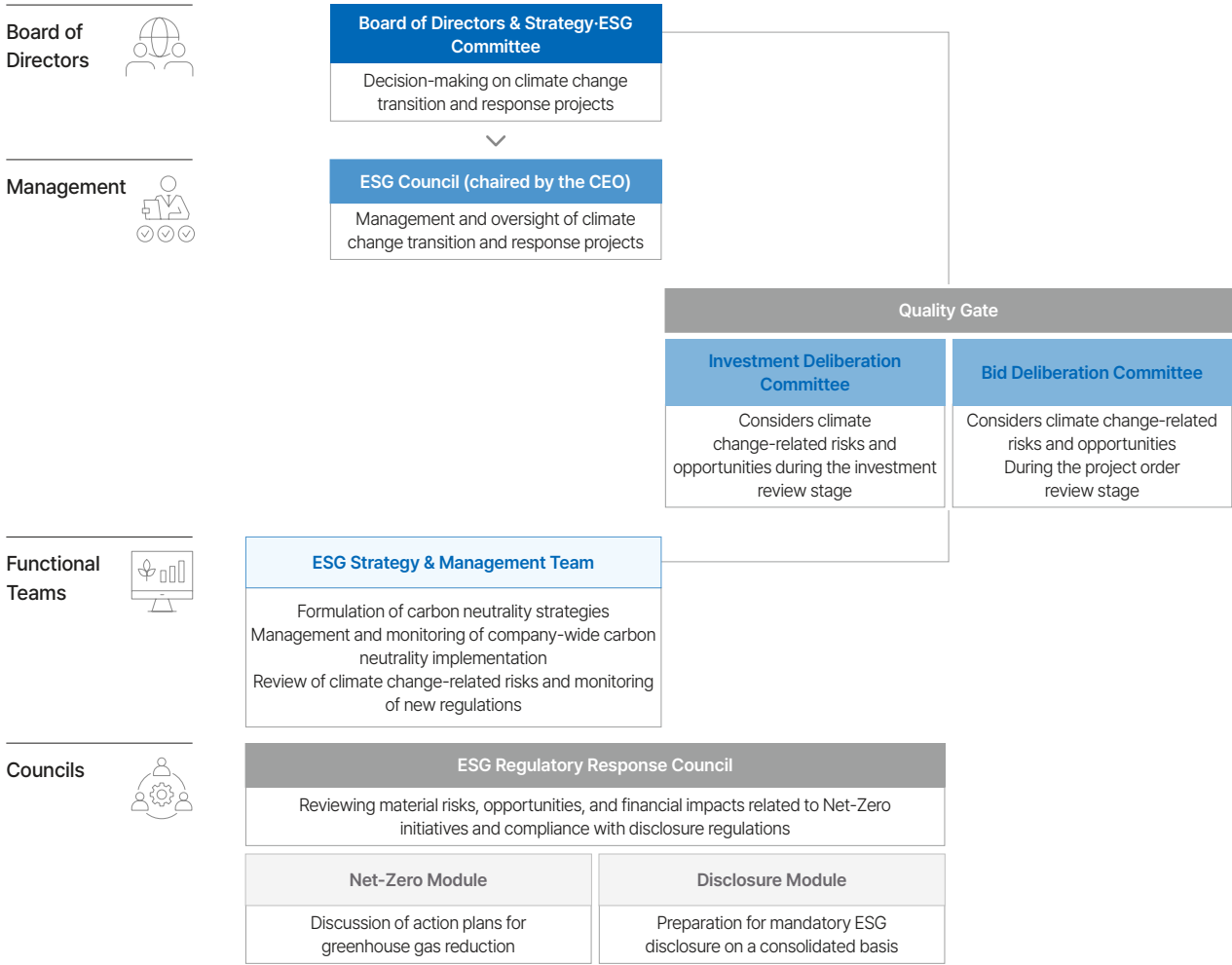
Through the “Disclosure Module,” SK ecoplant proactively prepares for mandatory ESG disclosure on a consolidated basis while reviewing and addressing the demands of internal and external stakeholders. In 2025, consolidated disclosure standards, data metrics, and guidelines for mandatory ESG disclosure 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.

Governance

Climate Change Governance

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

Governance

Climate Change Governance

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.



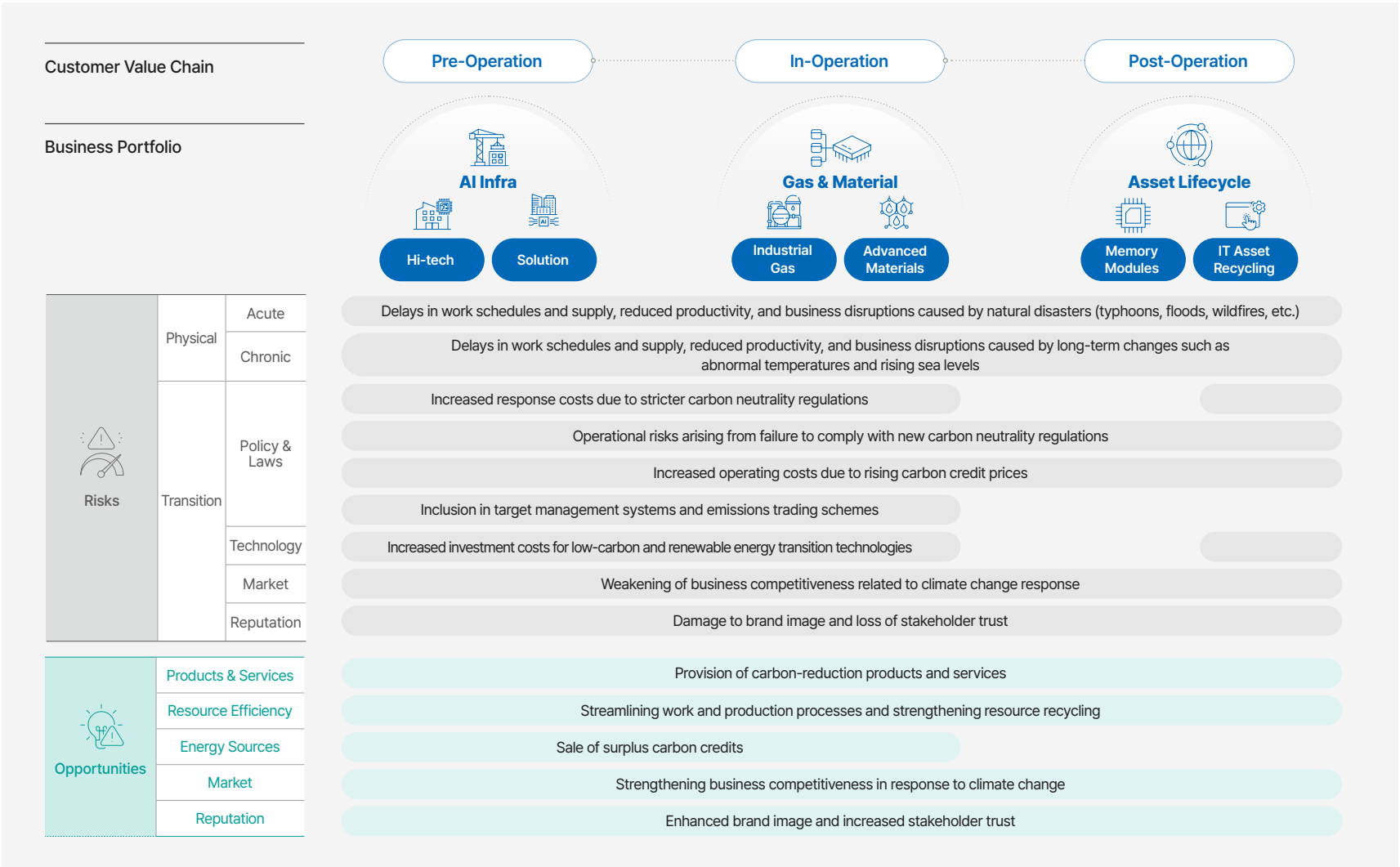
2025 ESG Regulatory Response Council

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



Strategy

Identifying and Assessing Climate Change Risks and Opportunities

Key Risks and Opportunities ①

Category	Risks and Opportunities	Business and Financial Impact	Timing of Maximum Impact			Response Strategy
			Short-term (up to 1 year)	Medium term (1-5 years)	Long-term (5 years or more)	
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	More stringent regulations driven by the government's strengthened Nationally Determined Contribution (NDC) targets	• Increased personnel and costs required to comply with current and upcoming regulations			●	• 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	• Increased investment, such as R&D and permits, due to structural changes in design and construction methods	●	●		• Standardization efforts to meet certification criteria
	Policy & Laws Need for transition to eco-friendly vehicles in order to achieve K-EV100 (by 2030)	• Costs associated with the transition to eco-friendly vehicles	●	●		• Transitioning vehicles used at headquarters and on-site to eco-friendly models
	Transition Need to strengthen climate change response capabilities due to the mandatory disclosure of climate information (IFRS S2) ¹⁾	• Costs incurred for setting up a climate information disclosure system, training personnel, and third-party verification • Brand value may be damaged if information lacks credibility		●	●	• 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⁾	• Cost burdens due to increased demand for carbon credits and rising prices	●	●		• Establishment of a regulatory response system and monitoring
	Increased burden of R&D investment for carbon neutrality and renewable energy transition	• Growing need for technology development, facility investment, and workforce recruitment		●	●	• 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.)	• Increased development of eco-friendly production technologies and investments for facilities		●	●	• 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 advanced electronic waste treatment technologies and increased investment in facilities		●	●	• Development of AI-based processes for the reuse of IT assets (SK tes)

1) IFRS (International Financial Reporting Standards) S2 (Climate-related Disclosures)
2) CBAM (Carbon Border Adjustment Mechanism)

Strategy

Identifying and Assessing Climate Change Risks and Opportunities

Key Risks and Opportunities ②

Category	Risks and Opportunities	Business and Financial Impact	Timing of Maximum Impact			Response Strategy
			Short-term (up to 1 year)	Medium term (1-5 years)	Long-term (5 years or more)	
 Opportunities	Products & Services	Growing demand for eco-friendly and low-carbon businesses		●	●	• Development of sustainable products and services (water reuse and zero liquid discharge (CSRO) ¹⁾ , fuel cell heat recovery cooling and heating (WHRC) ²⁾ , data-driven circular economy platform (WAYBLE), etc.)
	Resource Efficiency	Streamlining production and operational processes to reduce carbon emissions	●	●	●	• 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	●	●	●	• Expanding and optimizing OSC methods; operating a data-driven integrated control system
	Market	Increasing demand for eco-friendly buildings, with low-carbon technologies, zero-energy etc.	●	●	●	• Enhancing energy efficiency at each stage of building construction; implementing and monitoring Building Energy Management Systems (BEMS) ³⁾ ; and efficiently applying renewable energy sources such as building-integrated photovoltaics (BIPV) ⁴⁾ and solid oxide fuel cell (SOFC) ⁵⁾
		Growth of the national offshore wind market		●	●	• 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)
		Increased demand for Solid Oxide Fuel Cell (SOFC) driven by the energy transition		●	●	• Localization and domestic deployment of solid oxide fuel cell (SOFC) technology and core components, as well as the first-ever domestic adoption of SOFC as a backup power source in data centers ⁶⁾ , among other initiatives
		Rising demand for e-waste recycling	●	●	●	• Operating key hub centers in the U.S., Germany, Ireland, and Singapore to address data center e-waste (SK tes)

1) CSRO (Circle-Sequence Reverse Osmosis)
2) WHRC (Waste Heat Reuse Chiller)
3) BEMS (Building Energy Management System)
4) BIPV (Building-Integrated Photovoltaic System)
5) SOFC (Solid Oxide Fuel Cell)
6) 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.

Strategy

Identifying and Assessing Climate Change Risks and Opportunities

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: 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

Strategy

Identifying and Assessing Climate Change Risks and Opportunities

Analysis Result @ 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.

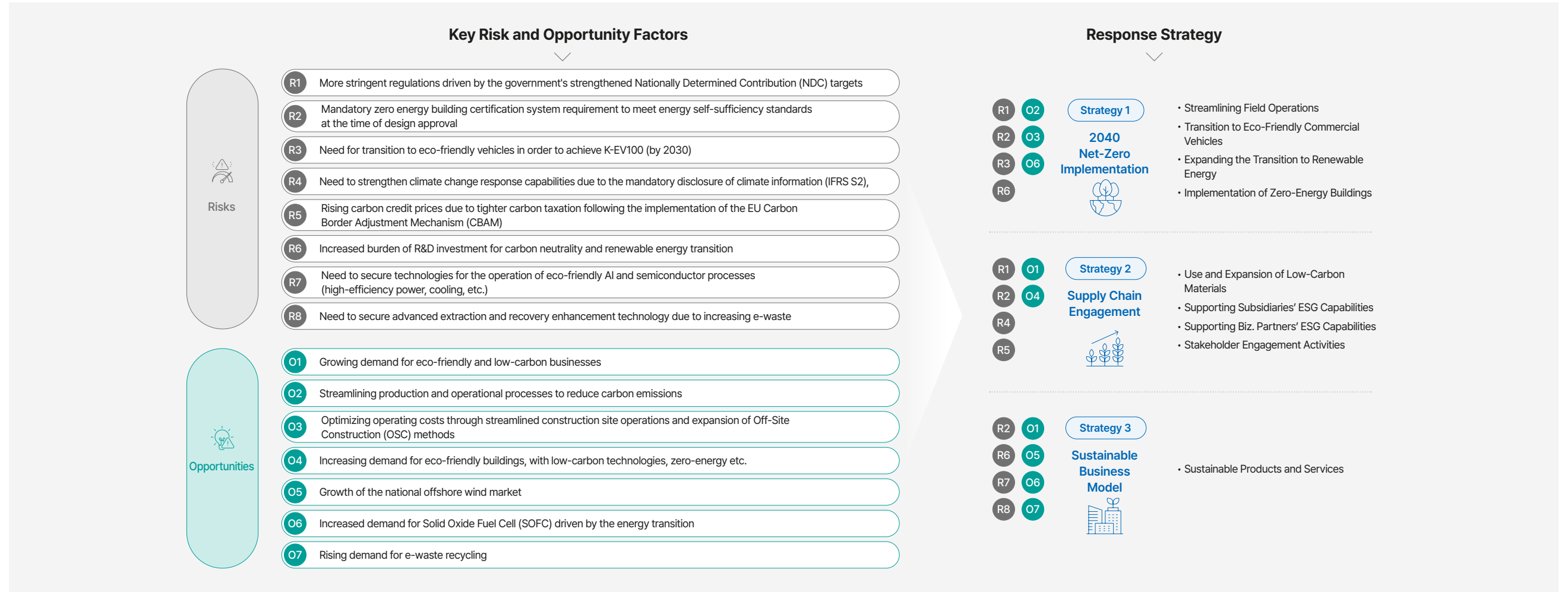
Prioritization Evaluation Criteria for Climate Change Risks and Opportunities

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%

Strategy

Identifying and Assessing Climate Change Risks and Opportunities

Strategies for Addressing Key Risks and Opportunities



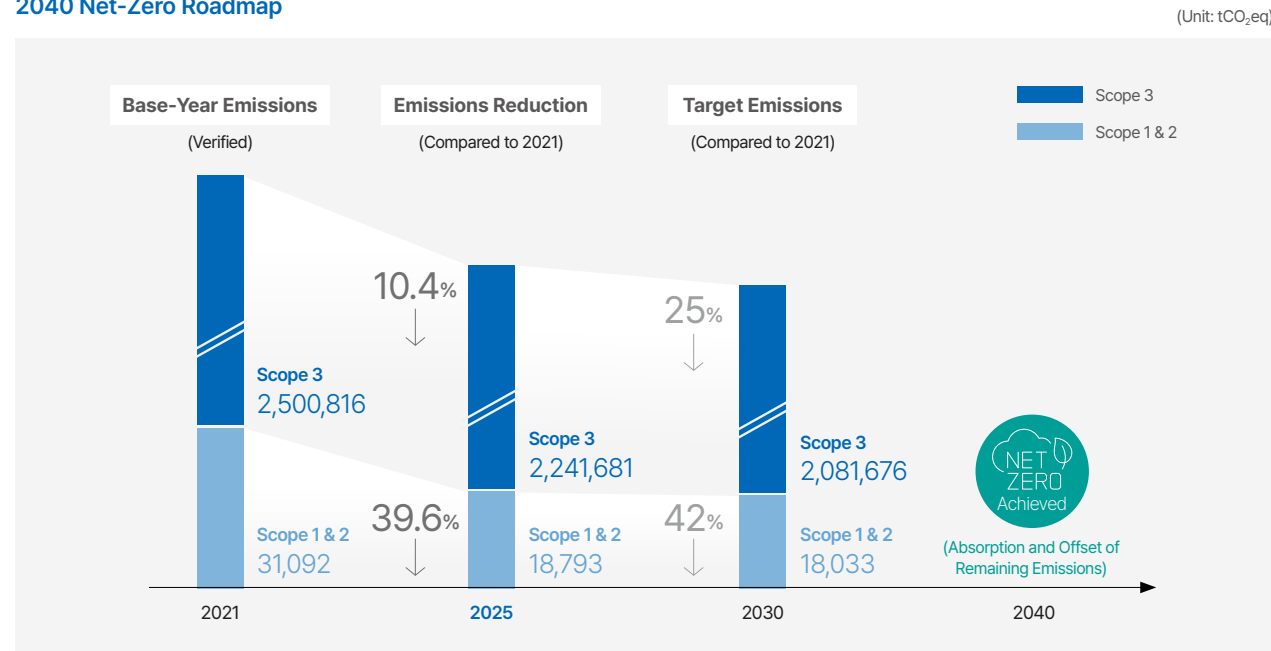
Strategy

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.

Strategy

Strategy 1 | 2040 Net-Zero Implementation

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.

Strategy

Strategy 1 | 2040 Net-Zero Implementation

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

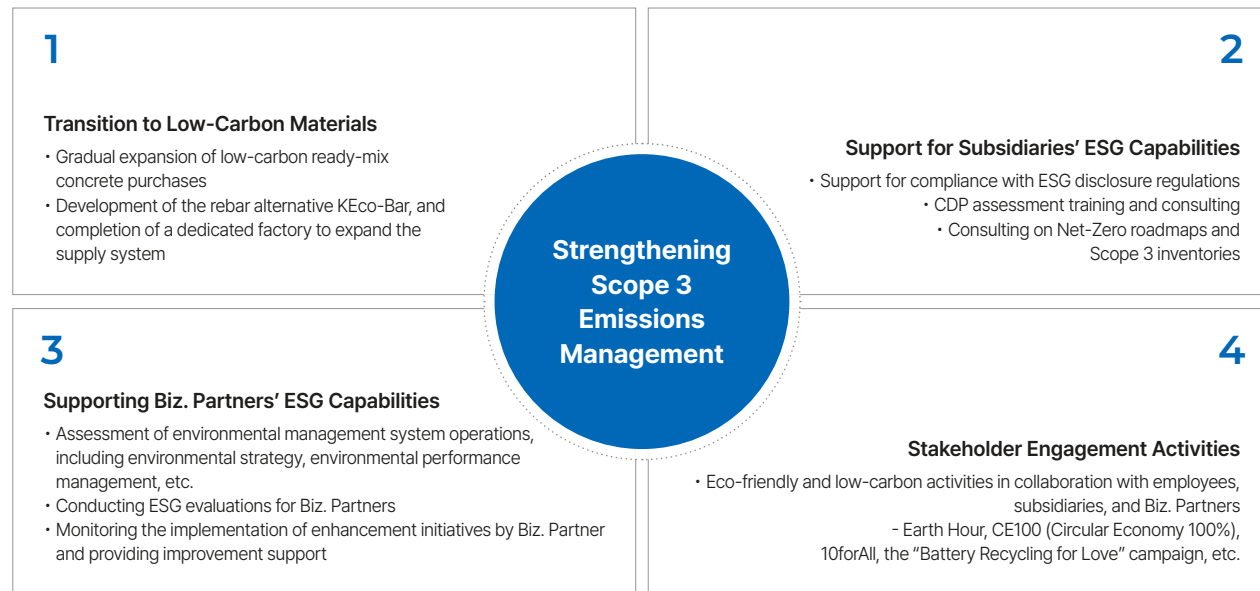
Category	Details
Passive	Minimizing heat loss in buildings through the application of highly insulated and airtight envelope systems
Active	Implementation of a Building Energy Management System (BEMS) to maximize building operational efficiency through real-time energy usage monitoring
Renewable Energy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

Strategy

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.

Strategy

Strategy 2 | Supply Chain Engagement

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	• Training and consulting for subsidiaries on responding to climate change and ESG disclosure regulations • Support for Scope 3 Emissions Internalization • Battery Recycling for Love Campaign - A campaign to collect and recycle used batteries and exchange them for new ones
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

Strategy 3 | Sustainable Business Model

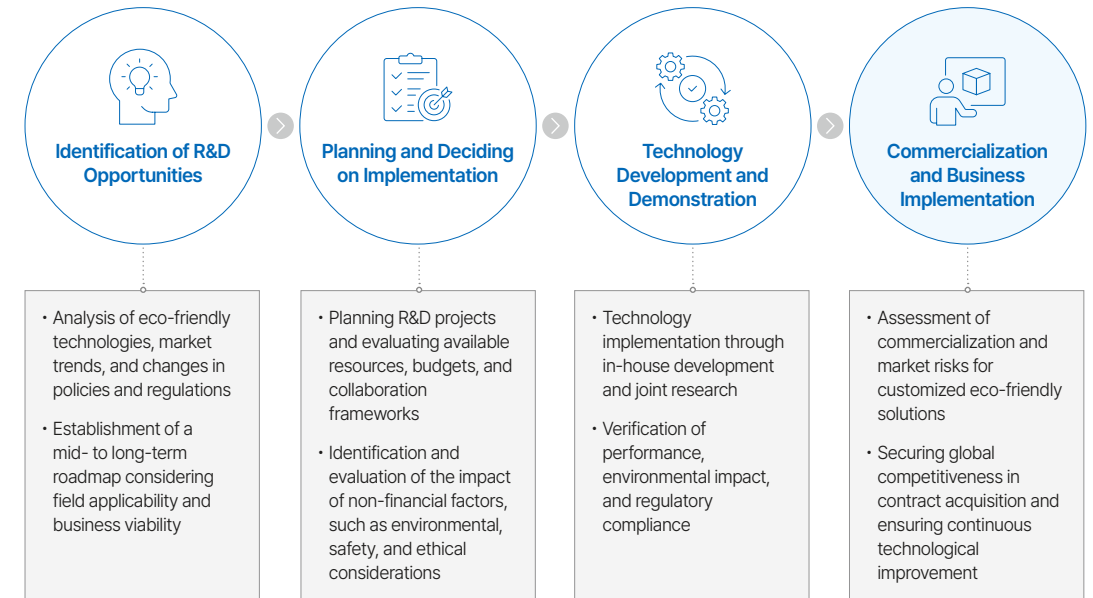
Sustainable Technology Development for Products and Services

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



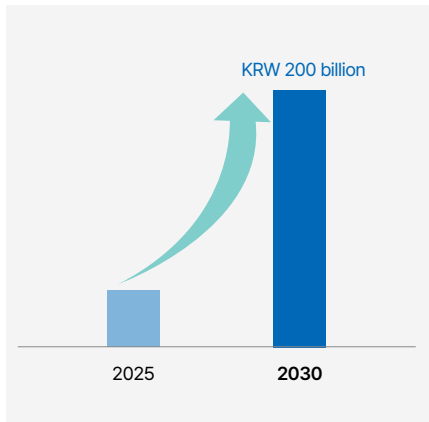
Strategy

Strategy 3 | Sustainable Business Model

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			Target ³⁾	
				Total	SK ecoplant	SK ecoengineering	2026	2027
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

Strategy

Strategy 3 | Sustainable Business Model

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 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			
		SK ecoengineering	SK airplus	SK tes	SK oceanplant
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			
		SK ecoengineering	SK airplus	SK tes	SK oceanplant
No. of Patents Held	Cases	3	0	1	5
No. of Clean Technology-Related Patents Held	Cases	0	0	1	0

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

Strategy

Strategy 3 | Sustainable Business Model

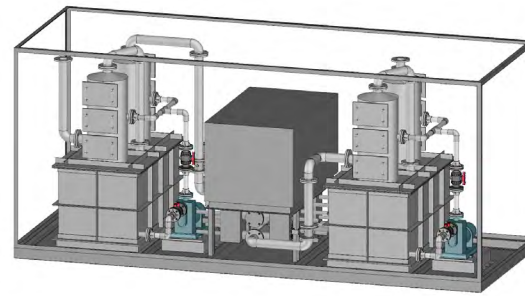
CASE 1 Catalytic Bay Scrubber for Removing Greenhouse F-Gases in Semiconductor Processes

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 2 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.



Strategy

Strategy 3 | Sustainable Business Model

CASE 3 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 4 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.



Strategy

Strategy 3 | Sustainable Business Model

CASE 5 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.

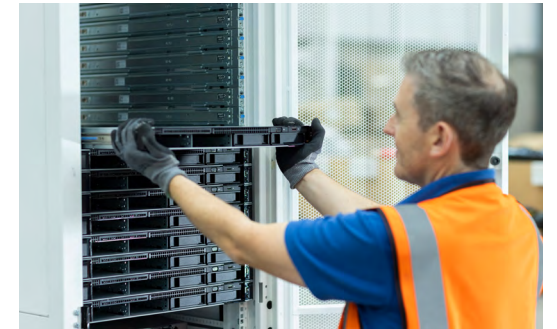
Currently, over 900 sites owned by domestic companies are utilizing WAYBLE circular, while WAYBLE re:energy is being implemented not only in Korea but also at environmental and energy facilities in Vietnam and Malaysia. Centered on the two key pillars of resource circulation and carbon emissions management, 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 6 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.



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

Step 1

Climate Materiality Assessment
(Business Divisions and Operational Units)

Composition of a Risk and Opportunity Pool

- Risk and opportunity analysis based on TCFD recommendations
- Review of the construction industry's response to climate change
- Incorporation of stakeholder requirements
- Incorporation of accumulated internal experience data



Identification and Assessment of Risks and Opportunities

- Survey of relevant departments and external experts
- Assessment of probability of occurrence and scale of impact
- Classification by short-, medium-, and long-term time frames



Selection of Key Risks and Opportunities

- Probability and impact analysis by risk and opportunity



Scenario Analysis

- (Transition Scenarios): IPCC 1.5°C Scenario, Analysis based on domestic and international carbon regulations and Korea's NDC targets
- (Physical Scenarios) SSP 2–4.5 and SSP5–8.5 scenarios

Step 2

Formulation of Response Strategies
ESG Strategy & Management Team, ESG Regulatory Response Council)

Physical Risk Response Strategies



Transition Risk Response Strategies

Step 3

Implementing Risk Management
(Dedicated Risk Management Organization)

Implementation of Response Strategies



Performance Management of Response Strategies

Step 4

Risk Monitoring

Company-wide Risk Management



Board of Directors Strategy-ESG Committee

CEO

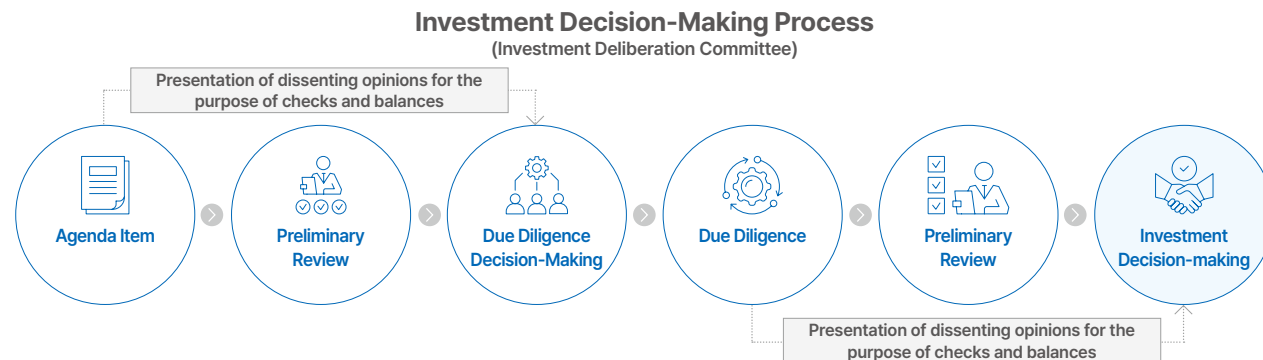
Risk Management

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 (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			
		SK ecoengineering	SK airplus	SK tes	SK oceanplant
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

Metrics & Targets

Greenhouse Gas Reduction and Renewable Energy Transition Targets

Scope 3 Emissions Status and Targets (SK ecoplant)

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 (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	18.0	33.8	43.0
3. Fuel- and Energy-Related Activities Not Included in Scope 1 or 2	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 Status and Targets (SK ecoplant)

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

Metrics & Targets

Greenhouse Gas Reduction and Renewable Energy Transition Targets

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			
		SK ecoengineering	SK airplus	SK tes	SK oceanplant
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)

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.



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

Governance

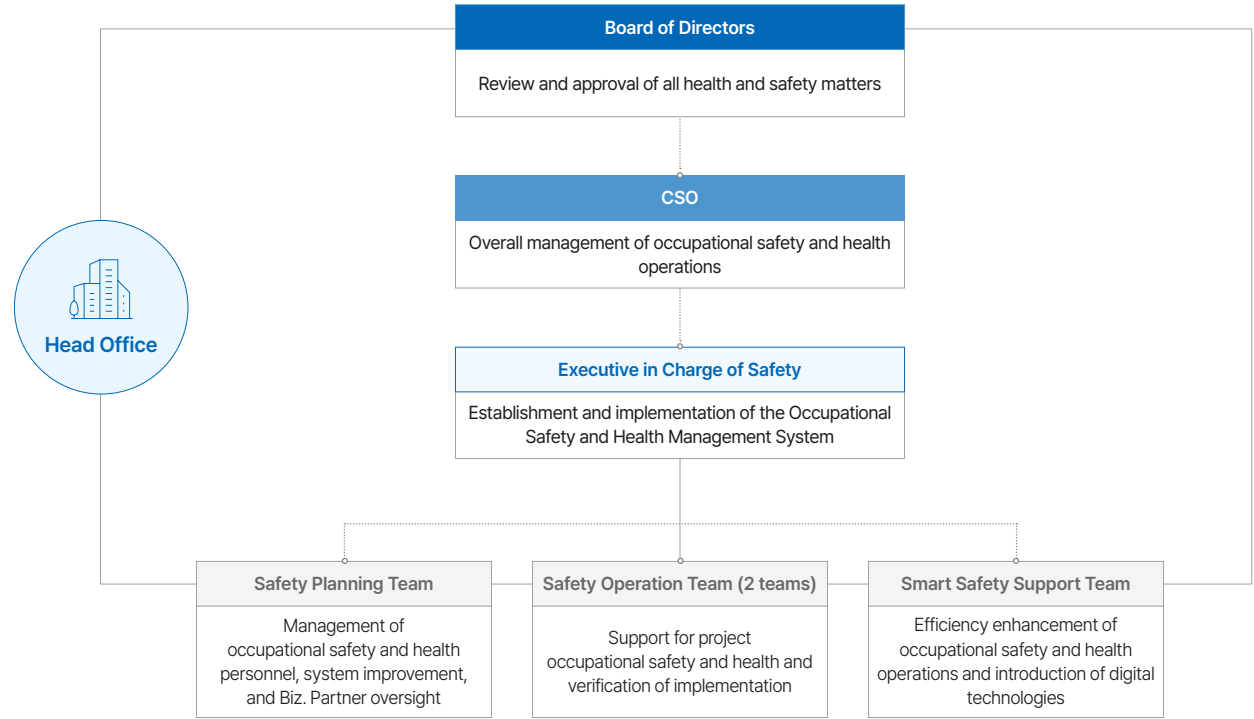
Occupational Safety and Health Management Governance

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

Governance

Occupational Safety and Health Management Governance

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.

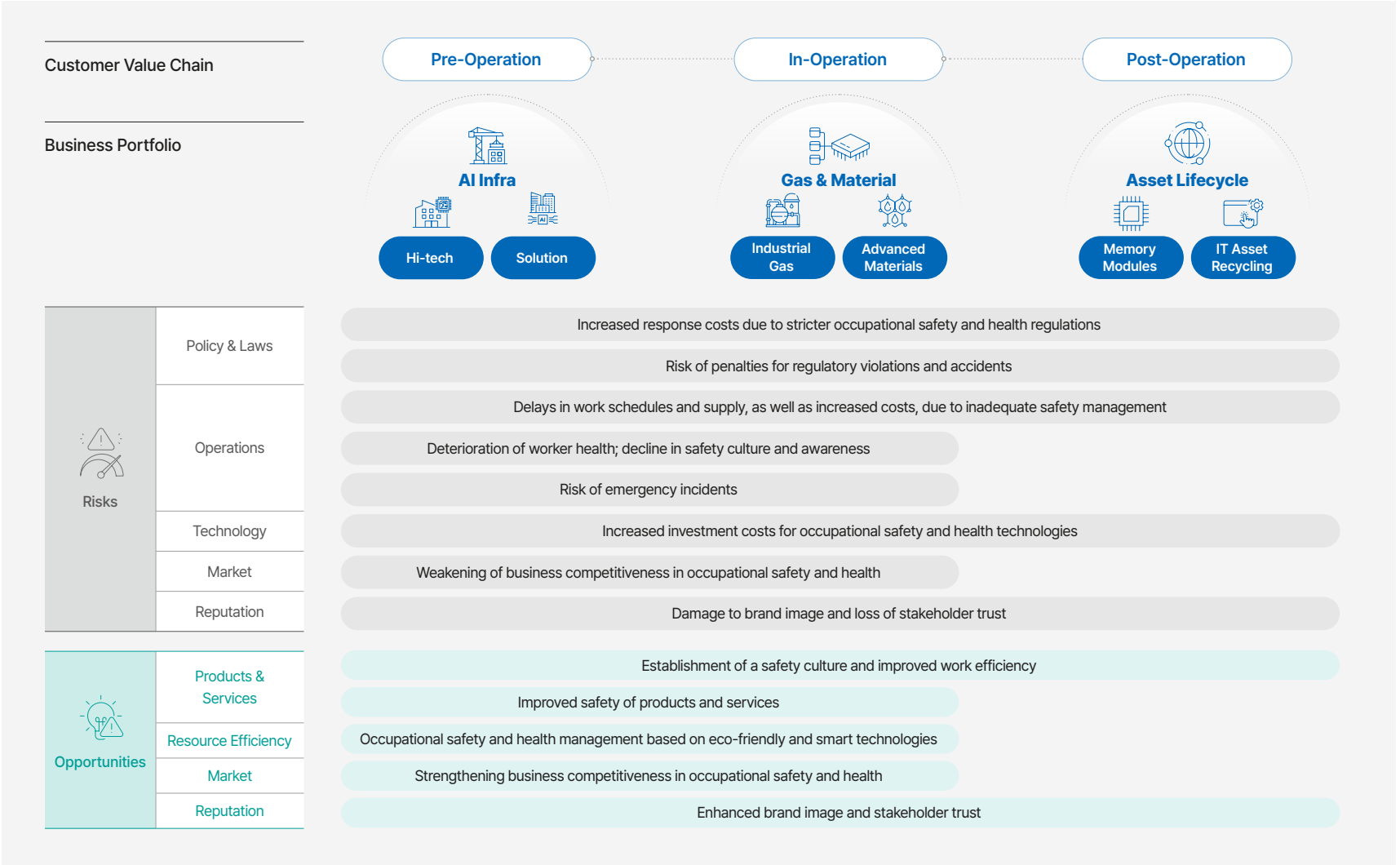


Strategy

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



Strategy

Identification and Assessment of Occupational Safety and Health Risks and Opportunities

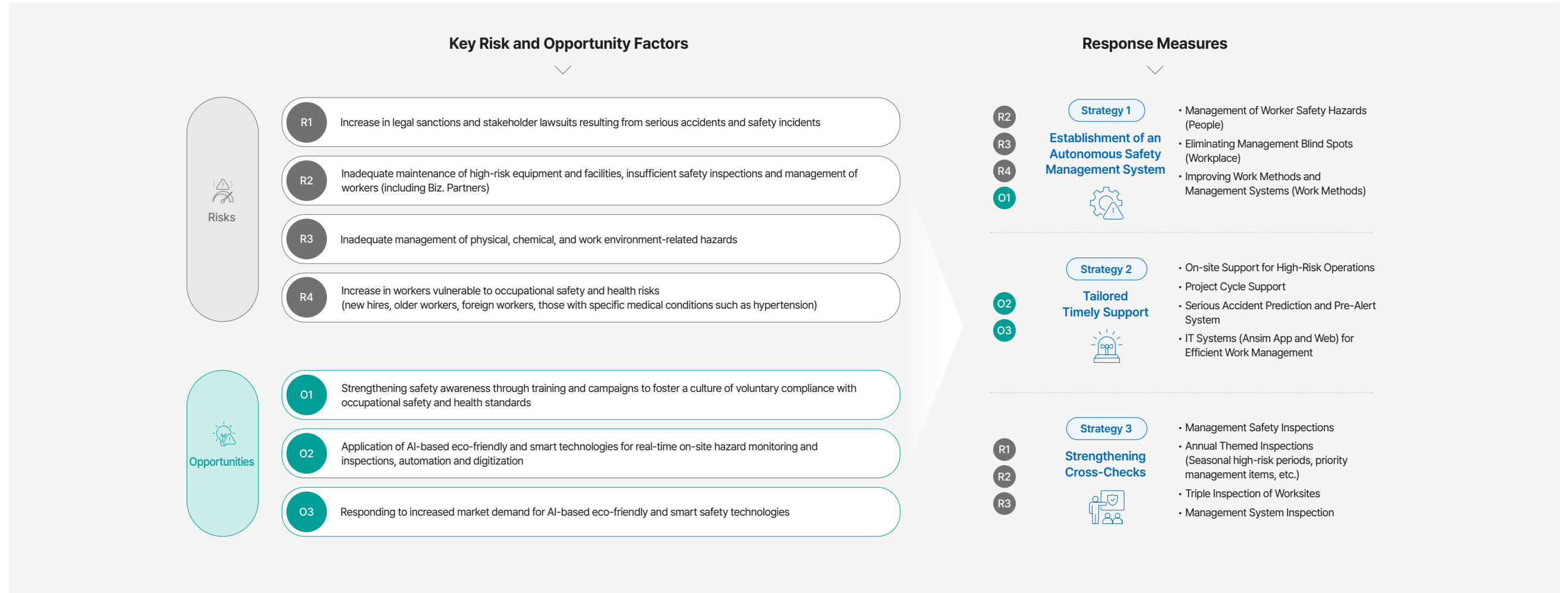
Key Risks and Opportunities

Category	Risks and Opportunities	Business and Financial Impact	Timing of Maximum Impact			Response Strategy
			Short-term (up to 1 year)	Medium term (1–5 years)	Long-term (5 years or more)	
 Risks	Policy & Laws	Increase in legal sanctions and stakeholder lawsuits resulting from serious accidents and safety incidents • 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 • Long-term increase in management costs, such as recovery expenses, compensation payments, and insurance premiums	●			
	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
	Responding to increased market demand for AI-based eco-friendly and smart safety technologies	• Creation of new revenue streams and enhancement of company competitiveness	●	●	●	• Phased implementation of AI-based field-optimized smart safety technologies

Strategy

Identification and Assessment of Occupational Safety and Health Risks and Opportunities

Strategies for Addressing Key Risks and Opportunities



Strategy

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

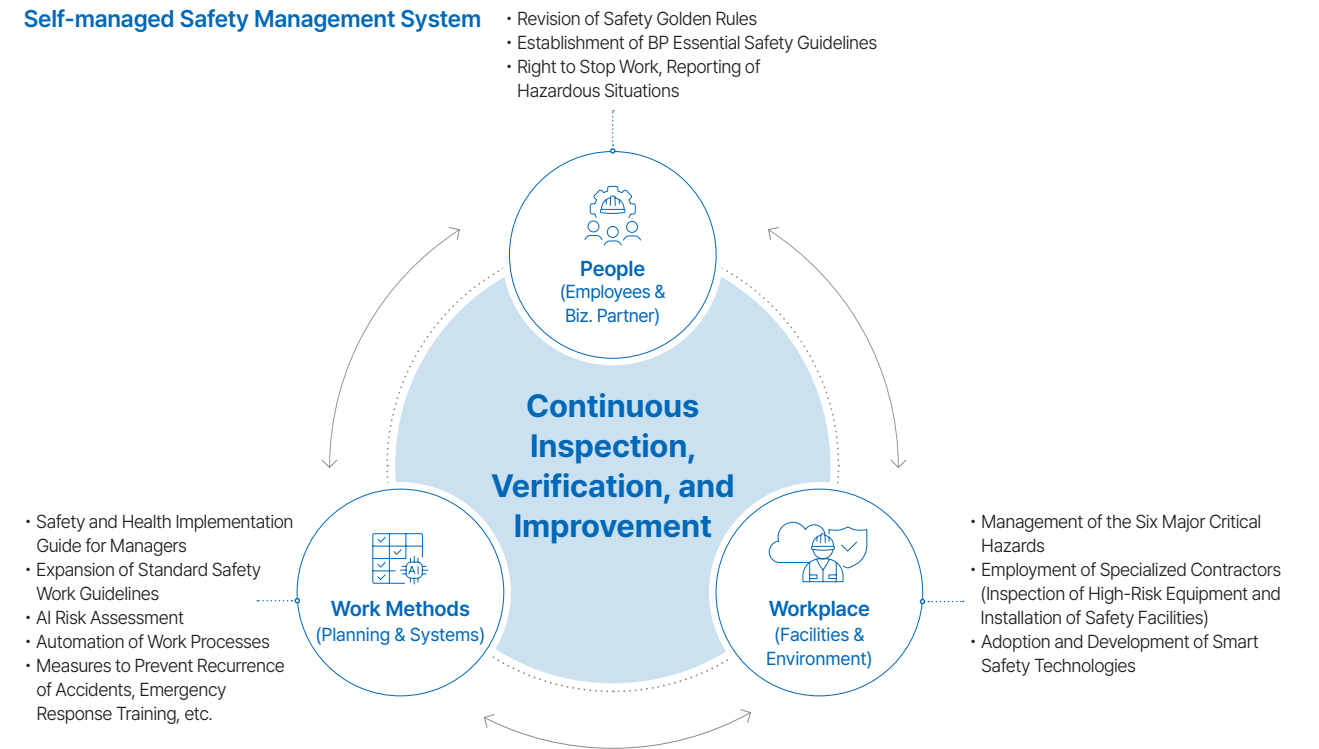
SK ecoplant continuously manages operations to ensure that safety is established and upheld as a fundamental priority at every project site and workplace. To establish a self-managed safety system at project sites, supervisors and occupational safety and health officers carry out duties under the site 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, workplaces, 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



Strategy

Strategy 1 | Establishment of a 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.

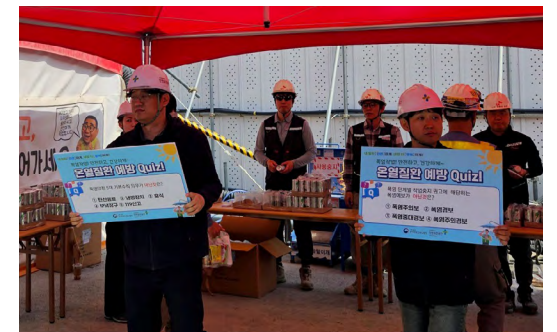
In particular, as the frequency of heat waves increases due to abnormal weather patterns, SK ecoplant is strengthening health measures during periods of extreme heat. To prevent heat-related illnesses among outdoor workers, the company adjusts work schedules, mandates rest breaks, and provides functional 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.



Strategy

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

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

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

Strategy

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.

Strategy

Strategy 2 | Tailored Timely Support

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 countermeasures directly into the system. In particular, managers can conduct safety inspections using QR code tags and monitor worker status and legal training completion in real time. The safety hotline function of the Ansim app allows users to freely report hazards or suggestions identified on-site. Verified risks are shared with site managers, supervisors, safety officers, and relevant personnel to ensure prompt action. Suggestions received are reviewed for their effectiveness and relevance to accident prevention, and improvement measures are developed and implemented accordingly.

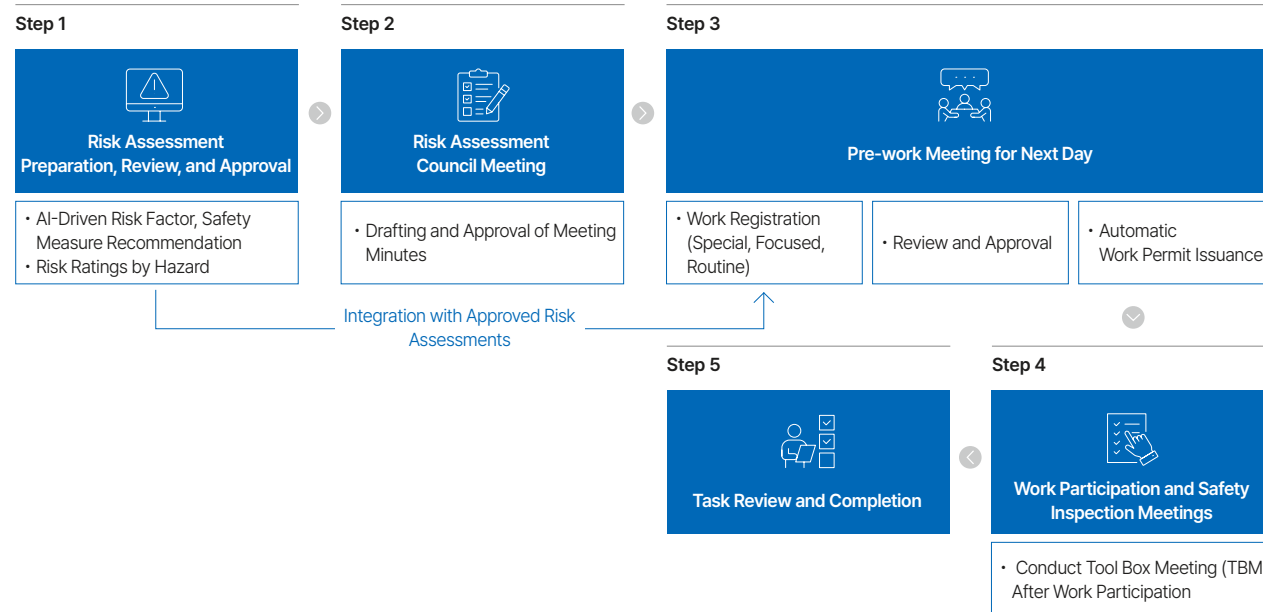
Strategy

Strategy 2 | Tailored Timely Support

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.

Strategy

Strategy 2 | Tailored Timely Support

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

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

Strategy

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	Daily inspection of project team members’ assigned areas
	High-risk work inspections	Headquarters	Ongoing	Inspection of safety protocol compliance during high-risk operations
	Unannounced inspections	External	Once every two months	Unannounced safety and health inspections conducted by external inspection firms
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.

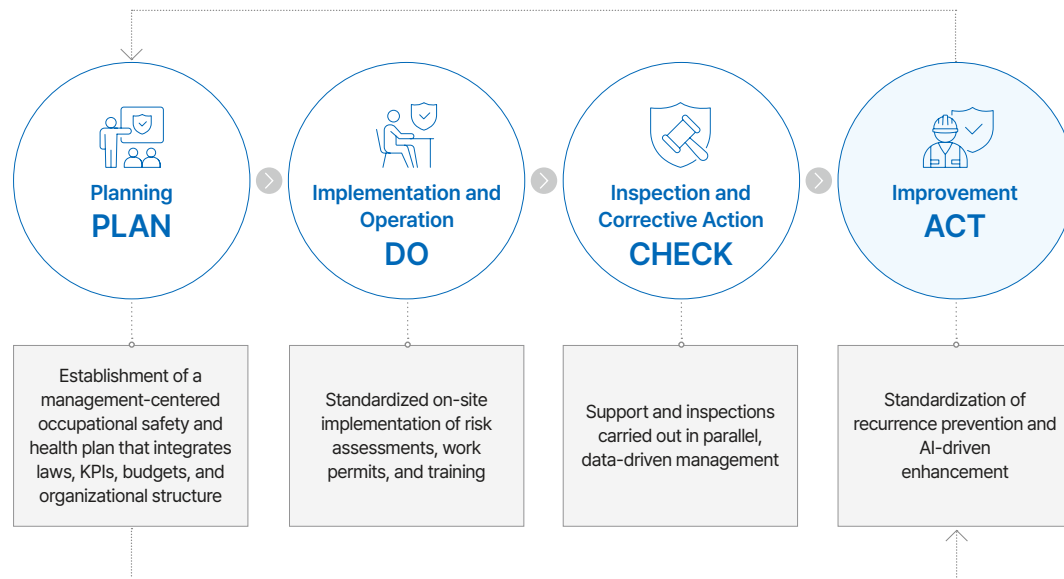


Risk Management

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.

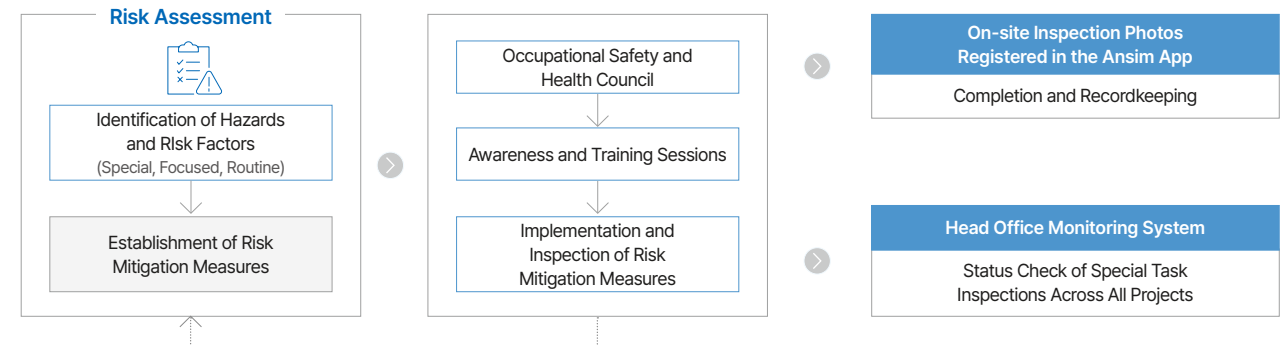
Occupational Safety and Health Risk Management Process



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

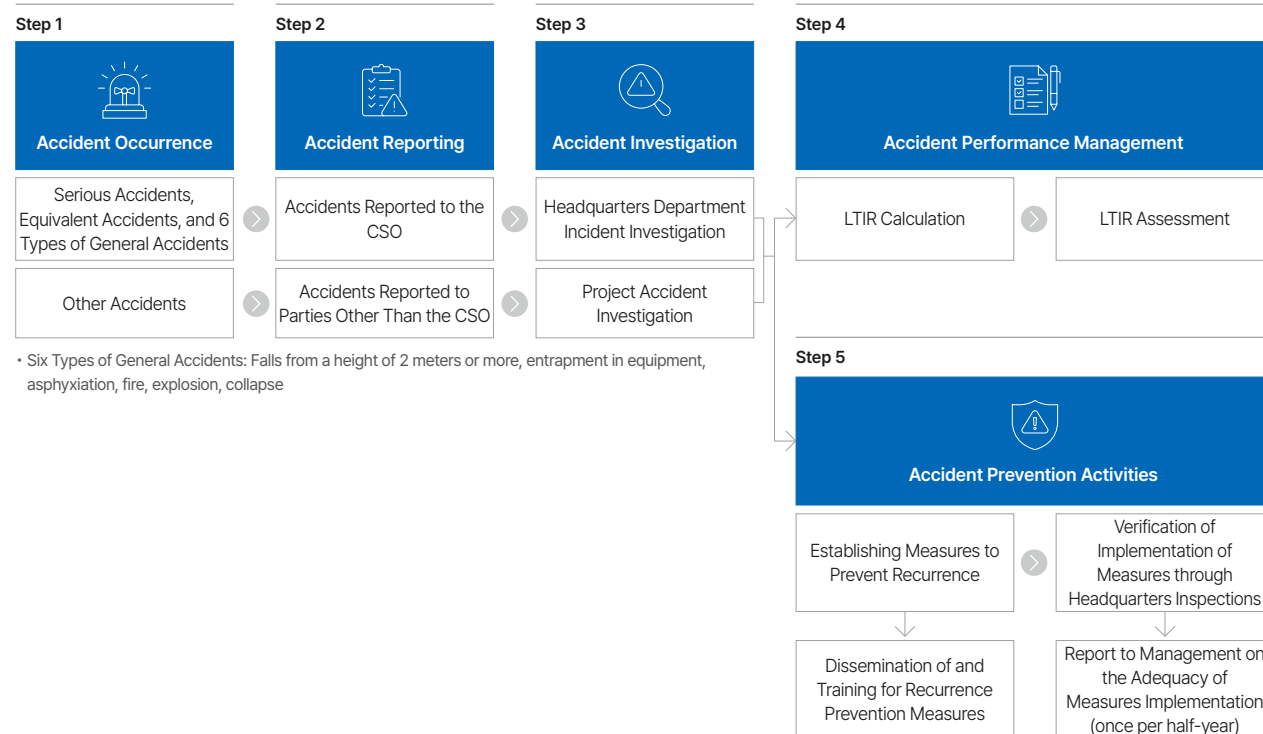
¹⁾ Based on performance review meetings held at least once every half-year in accordance with Article 4 of the Enforcement Decree of the Serious Accidents Punishment Act

Risk Management

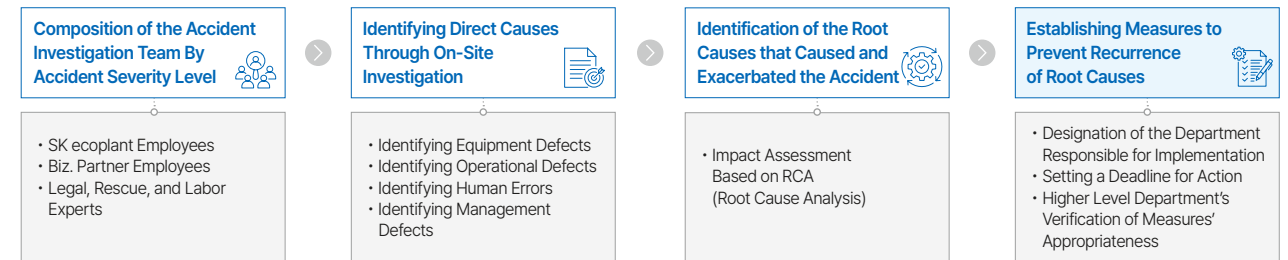
On-site Accident Investigation and Response

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 Correction	After Correction
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)

Risk Management

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 - 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 Act	Partial deficiencies in system implementation related to risk assessments, occupational safety and health training, and occupational safety and health councils	
Occupational Safety and Health Rules	Partial deficiencies in safety management such as installation of safety facilities, and addressing unsafe conditions and behaviors	

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				
		SK ecoengineering	SK airplus	ESSENCORE	SK tes	SK oceanplant
No. of Violations	Cases	0	0	0	0	1
Monetary Amount of Violations	KRW million	0	0	0	0	2

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 (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

Metrics & Targets

Occupational Safety and Health Management Target Roadmap

Occupational Safety and Health Management Indicators (Subsidiaries)

Category		Unit	2025				
			SK ecoengineering	SK airplus	ESSENCORE ³⁾	SK tes	SK oceanplant
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

Governance

Supply Chain Management Policy

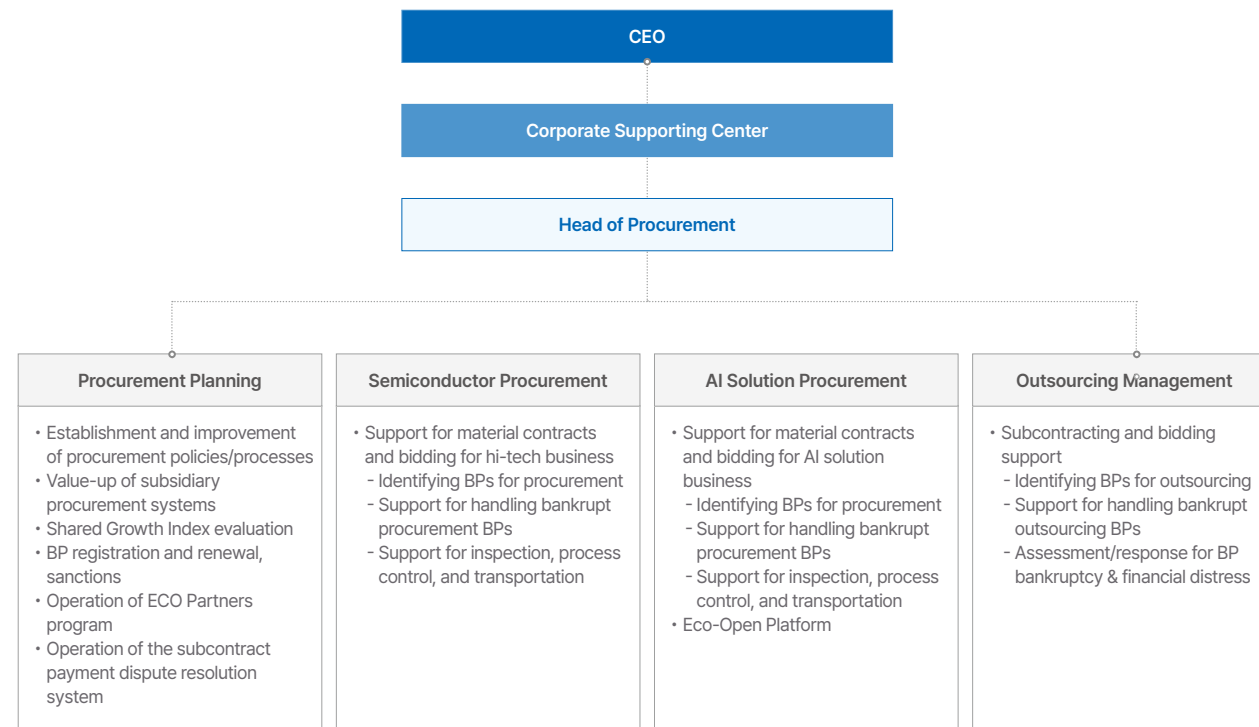
SK ecoplant aims to create social value by fulfilling its environmental and social responsibilities based on strong partnerships with its Biz. Partners. To this end, the company operates financial and non-financial shared growth programs designed to strengthen the competitiveness of its Biz. Partners. 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 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



Supply Chain Sustainability Management Policy



Eco-friendly Procurement Policy



Code of Conduct for Biz. Partners

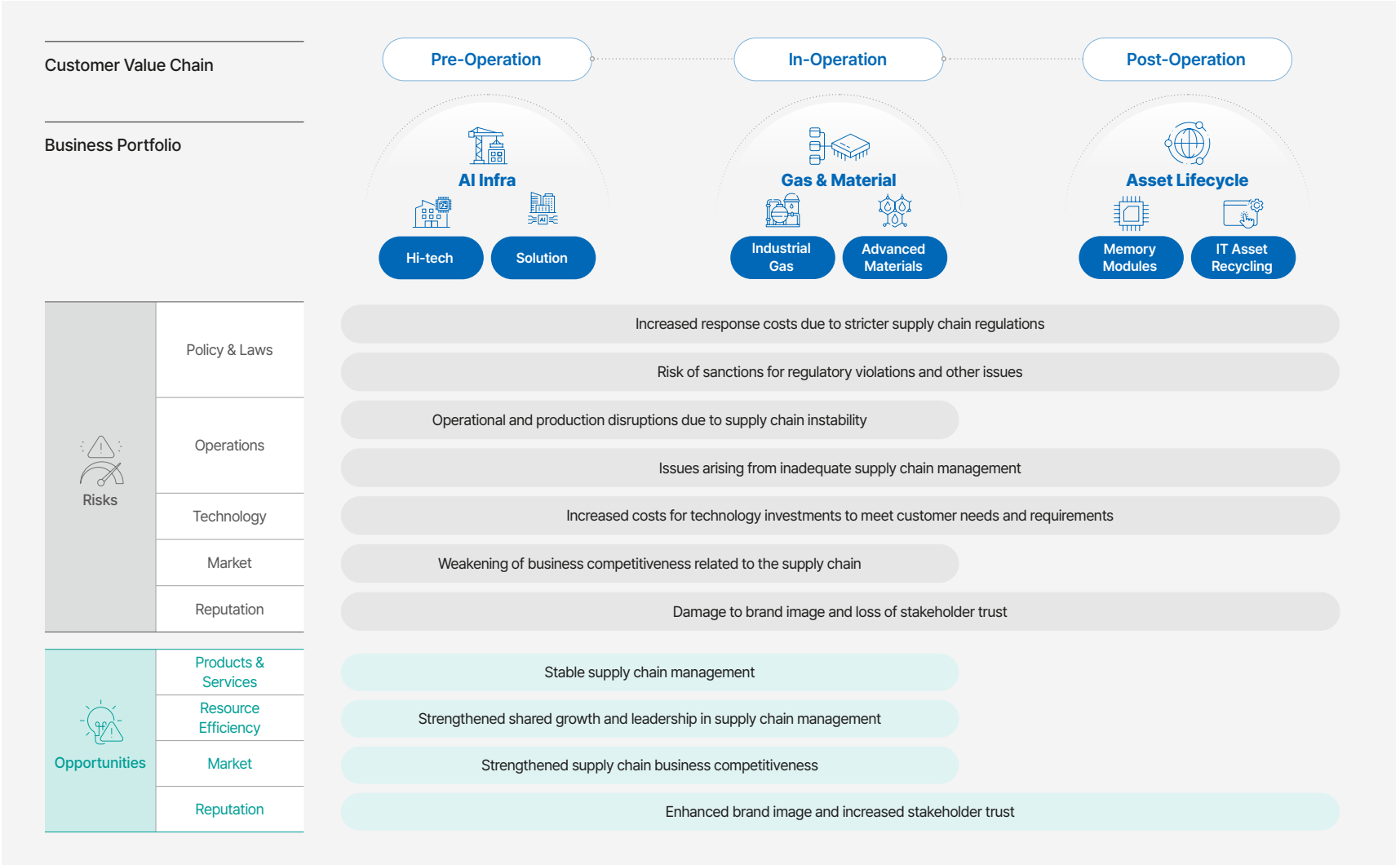


Strategy

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



Strategy

Identifying and Assessing Supply Chain Management Risks and Opportunities

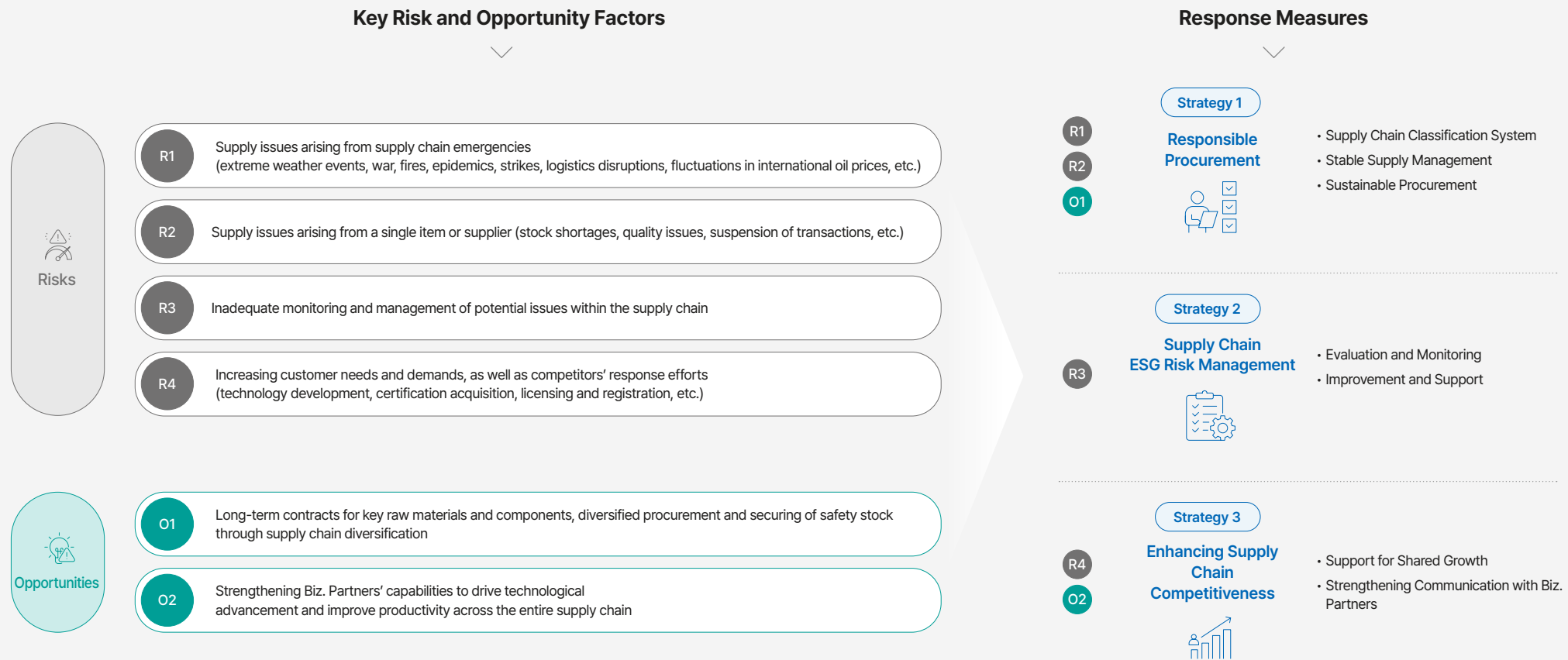
Key Risks and Opportunities

Category	Risks and Opportunities	Business and Financial Impact	Timing of Maximum Impact			Response Strategy
			Short-term (up to 1 year)	Medium term (1-5 years)	Long-term (5 years or more)	
 Risks	Operational	Supply issues arising from supply chain (emergencies/extreme weather events, war, fires, epidemics, strikes, logistics disruptions, fluctuations in international oil prices, etc.)	●	●	●	• 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 • Monitoring supply chain risks through an AI-based demand forecasting system
		Supply issues arising from a single item or supplier (stock shortages, quality issues, suspension of transactions, etc.)	●	●	●	
		Inadequate monitoring and management of potential issues within the supply chain	●	●	●	
 Opportunities	Technology	Increasing customer needs and demands, as well as competitors' response efforts (technology development, certification acquisition, licensing and registration, etc.)		●	●	• Host an annual technology competition for startups to support technology development, commercialization, and investment attraction
		Long-term contracts for key raw materials and components, diversified procurement and securing of safety stock through supply chain diversification	●	●	●	
		Strengthening Biz. Partners' capabilities to drive technological advancement and improve productivity across the entire supply chain		●	●	

Strategy

Identifying and Assessing Supply Chain Management Risks and Opportunities

Strategies for Addressing Key Risks and Opportunities



Strategy

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

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	169,094
Recycled Aggregates (including slag)	m ³	0	0	0

Strategy

Strategy 1 | Responsible Procurement

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

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

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

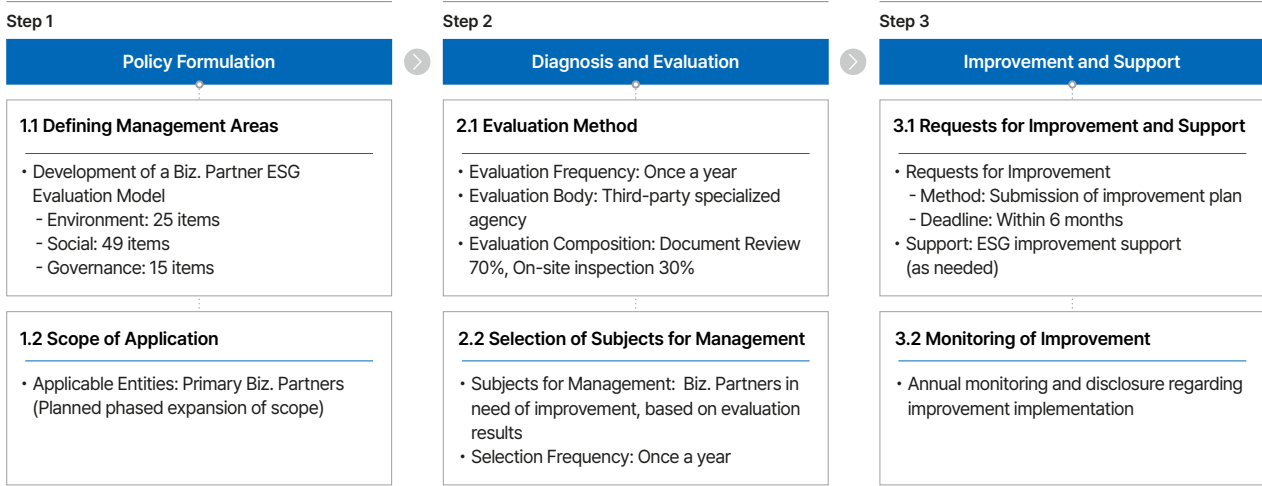
Strategy 2 | Supply Chain ESG Risk Management

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.
Governance	Shareholders	Status of largest shareholders, etc.
	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.

Strategy

Strategy 2 | Supply Chain ESG Risk Management

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

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 Chaum Deduction System
ESG	Support for ESG Evaluation	Support for Biz. Partners' participation in ESG evaluations

Performance of Shared Growth Support Programs

	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

Strategy

Strategy 3 | Enhancing Supply Chain Competitiveness

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

Strategy

Strategy 3 | Enhancing Supply Chain Competitiveness

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

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

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

Strategy

Strategy 3 | Enhancing Supply Chain Competitiveness

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.

Go to: 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

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. Partners Participating in ESG Evaluation: 80% of No. of Core Biz. Partners (as of 2025)
2) No. of Biz. Partners 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. Partners Under Priority Management) × 100

