

Board Diversity Guidelines

SK Inc. believes that a diverse board of directors can better reflect the interests of shareholders, customers and stakeholders from a wider perspective in making important decisions. At the end of each year, the board of directors determines the direction of director candidate selection and composition of the board of directors in order to meet the following diversity requirements.

1. Professionalism

- Required expertise: Business management (organizational operation), economics, law, accounting
- Detailed expertise: Business management, economics, global, core industry expertise, risk management, sustainable management
- Expertise of outside directors: Understanding director duties

2. Diversity

- Nationality: Candidates of various nationalities considering the company's overseas business
- Gender: Candidates of different genders reflecting the principle of gender equality to operate directors with diverse perspectives
- Age: Candidates of various ages to flexibly respond to changes in the business environment and increase the efficiency of the board of directors
- Others: Candidates must not be discriminated against on the basis of race, religion, ethnicity, nationality or other factors of diversity.

3. Recommendation

In order to reflect the interests of various stakeholders, we adopted an open approach when recommending independent directors, and when determining the direction of the board of directors, we ensure that the above diversity requirements are reflected in the



composition of the board of directors through the 'Diversity Verification Matrix'. Going forward, SK Inc. will continue to make efforts to increase the efficiency of the board of directors by adding various perspectives and experiences to the extent that it does not violate the laws of the Republic of Korea.