

Consolidated Criteria | Social Performance

Employees

| Category | Item | Unit | 2019 | 2020 | 2021 | 2022 | | | | | | | |
|--|--------------------------------|---------|--------|--------|--------|---------------|---------|---|------------|-------------|-----------|-------|--------------------------|
| | | | | | | Total | SK Inc. | SK Innovation (including SK IE Technology) | SK Telecom | SK Networks | SK Square | SKC | SK Biopharmaceuticals |
| Total number of employees* | | Persons | 22,352 | 23,793 | 24,497 | 25,945 | 4,605 | 9,390 | 5,314 | 4,306 | 87 | 1,970 | 273 |
| Gender | Male | Persons | 17,885 | 19,040 | 19,218 | 20,130 | 3,546 | 7,716 | 4,212 | 2,763 | 68 | 1,685 | 140 |
| | Female | Persons | 4,467 | 4,753 | 5,279 | 5,815 | 1,059 | 1,674 | 1,102 | 1,543 | 19 | 285 | 133 |
| By age | Under 30 years of age | | - | - | 2,939 | 3,542 | 346 | 1,896 | 395 | 428 | 3 | 432 | 42 |
| | 30-50 years of age | Persons | - | - | 15,595 | 16,007 | 3,379 | 4,827 | 3,184 | 3,116 | 81 | 1,203 | 217 |
| | Over 50 years of age | | - | - | 5,963 | 6,396 | 880 | 2,667 | 1,735 | 762 | 3 | 335 | 14 |
| Total number of full-time employees | | Persons | 20,672 | 22,225 | 22,967 | 24,221 | 4,406 | 8,993 | 5,036 | 3,601 | 84 | 1,828 | 273 |
| Total number of contract workers | | Persons | 1,680 | 1,568 | 1,530 | 1,724 | 199 | 397 | 278 | 705 | 3 | 142 | 0 |
| Socially underprivileged | Number of disabled employees** | Persons | 636 | 760 | 849 | 861 | 167 | 335 | 176 | 128 | 0 | 45 | 10 |
| | Number of veterans employed | | - | 602 | 589 | 607 | 82 | 296 | 167 | 42 | 0 | 20 | 0 |

* Criteria for aggregation of employee status data are different from business reports depending on whether inside/outside directors are included

** In the case of disabled employees, calculation is based on Article 22, Paragraph 3 of the Employment Promotion and Vocational Rehabilitation Act for Disabled Persons

New Hires

| Category | Item | Unit | 2019 | 2020 | 2021 | 2022 | | | | | | | |
|---|--|---------|-------|-------|-------|--------------|---------|---|------------|-------------|-----------|-----|--------------------------|
| | | | | | | Total | SK Inc. | SK Innovation (including SK IE Technology) | SK Telecom | SK Networks | SK Square | SKC | SK Biopharmaceuticals |
| Number of new hires | | Persons | 2,471 | 2,153 | 2,577 | 4,039 | 556 | 2,029 | 537 | 553 | 4 | 290 | 70 |
| Gender | Male | Persons | 1,693 | 1,433 | 1,627 | 2,675 | 396 | 1,484 | 285 | 270 | 3 | 198 | 39 |
| | Female | | 778 | 720 | 950 | 1,364 | 160 | 545 | 252 | 283 | 1 | 92 | 31 |
| By age | Under 30 years of age | | 788 | 979 | 1,128 | 1,691 | 159 | 913 | 211 | 239 | 1 | 152 | 16 |
| | 30-50 years of age | Persons | 858 | 1,040 | 1,256 | 2,194 | 376 | 1,081 | 293 | 269 | 3 | 125 | 47 |
| | Over 50 years of age | | 65 | 134 | 193 | 154 | 21 | 35 | 33 | 45 | 0 | 13 | 7 |
| Internal hires (Open Position) | Number of internal hires | Persons | 724 | 1,971 | 1,998 | 1,907 | 495 | 90 | 202 | 1,120 | N/A | N/A | N/A |
| | Percentage of open positions filled by internal candidates | % | 47 | 46 | 45 | 38 | 93 | 4 | 25 | 67 | N/A | N/A | N/A |

※ Annual hiring costs: 369 (2019) / 718 (2020) / 481 (2021) / 1,325 (2022) [unit: KRW million]

Consolidated Criteria | Social Performance

Employee Turnover

| Category | Item | Unit | 2019 | 2020 | 2021 | 2022 | | | | | | | |
|---|----------------------|---------|------|-------|-------|--------------|---------|---|------------|-------------|-----------|------|-----------------------|
| | | | | | | Total | SK Inc. | SK Innovation** (including SK IE Technology) | SK Telecom | SK Networks | SK Square | SKC | SK Biopharmaceuticals |
| Number of turnover | | Persons | 973 | 1,411 | 1,477 | 1,335 | 219 | 268 | 112 | 533 | 2 | 178 | 23 |
| Total employee turnover rate | | % | 4.35 | 5.93 | 6.03 | 5.15 | 4.76 | 2.85 | 2.11 | 12.38 | 2.30 | 9.04 | 8.42 |
| By Gender | Male | Persons | 747 | 1,045 | 1,130 | 992 | 159 | 297 | 93 | 295 | 2 | 138 | 8 |
| | Female | | 226 | 456 | 446 | 436 | 60 | 64 | 19 | 238 | 0 | 40 | 15 |
| By Age | Under 30 | Persons | 146 | 353 | 391 | 379 | 45 | 85 | 8 | 145 | 0 | 91 | 5 |
| | Over 30 and under 50 | | 644 | 839 | 834 | 723 | 132 | 138 | 72 | 299 | 2 | 62 | 18 |
| | Over 50 | | 183 | 309 | 351 | 326 | 42 | 138 | 32 | 89 | 0 | 25 | 0 |
| Number of voluntary turnover* | | Persons | 646 | 1,149 | 1,226 | 1,109 | 196 | 204 | 89 | 465 | 2 | 130 | 23 |
| Voluntary employee turnover rate | | % | 2.89 | 4.83 | 5.00 | 4.27 | 4.26 | 2.17 | 1.67 | 10.80 | 2.30 | 6.60 | 8.42 |

* Voluntary turnover: Refers to cases where an employee voluntarily leaves a job, not for reasons such as retirement or dismissal.

** SK Innovation's 'number of turnover by gender and age' is the sum of 'regular workers + non-regular workers.'

Position and Gender Status in Occupational Group* (2022)

| Category | Item | Unit | Total |
|--|--|------|-------------|
| Current Status of Female Employees by Position/Occupational Group | Share of women in total workforce | % | 22.4 |
| | Share of women in all management positions | | 13.8 |
| | Share of women in top management positions | | 16.7 |
| | Share of women in junior management positions | | 8.7 |
| | Share of women in management positions in revenue-generating functions** | | 9.0 |
| | Share of women in STEM-related positions** | | 22.1 |

* Position and gender status in the job group are calculated according to the sum and average value of the employees of each company

** SK Square is a holding company and consists of only management and support departments, so it is excluded from the data calculation values of revenue generation departments and STEM departments

Gender Pay Indicators* (2022)

| Category | Item | Unit | Total** |
|-------------------------------|-------------------------------------|------|-----------|
| Executive level | Base salary only | | 74 |
| | Base salary + Other cash incentives | | 68 |
| Management level | Base salary only | % | 87 |
| | Base salary + Other cash incentives | | 92 |
| Non-management level** | Basic pay | | 73 |
| | Basic pay and performance pay | | 72 |

* Ratio of base salary (and total wages) of women to men by equivalent positions: Average Women Salary / Average Men Salary

** Non-management level wages at SK Innovation (including SK IE Technology) are paid separately by the dispatching company, so they are excluded from the sum of this data.

Employee Workforce Status by Nationality (2022)

| Category | Number of total workforces | Number of total management workforces |
|-----------|----------------------------|---------------------------------------|
| US | 35 | 15 |
| China | 27 | 7 |
| Canada | 15 | 5 |
| Malaysia | 12 | 0 |
| Australia | 3 | 1 |
| Others | 30 | 5 |

Consolidated Criteria | Social Performance

Labor Union/Collective Bargaining Status (2022)

| Category | Item | Unit | 2022 | | | | | | | |
|------------------------|---------------------|---------|--------|---------|---|------------|-------------|-----------|-------|--------------------------|
| | | | Total | SK Inc. | SK Innovation (including SK IE Technology) | SK Telecom | SK Networks | SK Square | SKC | SK Biopharmaceuticals |
| Labor Union/Management | Number of Employees | Persons | 21,102 | 4,595 | 9,390 | 2,484 | 2,316 | 85 | 1,970 | 262 |
| Council membership | Membership rate | % | 81.33 | 99.78 | 100 | 93.90 | 73.80 | 100 | 100 | 100 |

Human Capital Development

| Category | Item | Unit | 2019 | 2020 | 2021 | 2022 | | | | | | | |
|-------------------------------|---|-------|----------------|----------------|----------------|-------------------|---------------|---|----------------|---------------|--------------|---------------|--------------------------|
| | | | | | | Total | SK Inc. | SK Innovation (including SK IE Technology) | SK Telecom | SK Networks | SK Square | SKC | SK Biopharmaceuticals |
| Training & development hours | Total number of hours of training and development | Hours | 1,372,043.00 | 1,694,234.80 | 1,715,191.50 | 1,384,445.28 | 497,399.38 | 374,813.00 | 334,782.00 | 102,688.00 | 2,008.00 | 64,756.00 | 7,998.90 |
| | Average hours of training and development per employee | | 75.20 | 71.21 | 70.02 | 53.36 | 108.01 | 38.63 | 63.00 | 23.85 | 23.10 | 32.90 | 29.30 |
| Training & development amount | Total amount spent on training and development | KRW | 37,968,900,684 | 49,500,199,812 | 52,328,858,205 | 62,731,867,226.20 | 6,297,350,942 | 27,444,000,000 | 17,004,800,000 | 5,854,406,923 | 180,761,000 | 4,612,848,361 | 1,337,700,000 |
| | Average amount spent on training and development per employee | | 2,080,943.81 | 2,080,452.23 | 2,136,133.33 | 2,417,878.87 | 1,367,502.92 | 2,828,695.11 | 3,200,000 | 1,359,592.88 | 2,078,000.00 | 2,347,506.00 | 4,900,000.00 |

Health and Safety

| Category | Item | Unit | 2019 | 2020 | 2021 | 2022 | | | | | | | |
|-------------|---|--------------------|------|------|------|-------|---------|---|------------|-------------|-----------|------|--------------------------|
| | | | | | | Total | SK Inc. | SK Innovation (including SK IE Technology) | SK Telecom | SK Networks | SK Square | SKC | SK Biopharmaceuticals |
| Employees | Fatalities | Persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Number of Work Loss Injuries (LTI) | Cases | 20 | 14 | 15 | 26 | 0 | 10 | 0 | 1 | 0 | 15 | 0 |
| | Lost-Time Injury Frequency Rate (LTIFR) | Case/million hours | 1 | 0.29 | 0.29 | 0.59 | 0 | 0.53 | 0 | 0.11 | 0 | 3.27 | 0 |
| Contractors | Fatalities | Persons | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| | Number of Work Loss Injuries (LTI) | Cases | 32 | 27 | 35 | 38 | 1 | 23 | 9 | 2 | 0 | 3 | 0 |
| | Lost-Time Injury Frequency Rate (LTIFR) | Case/million hours | 1.02 | 1.11 | 1.44 | 1.41 | 0.01 | 1.05 | 2.86 | 0.56 | 0 | 1.94 | 0 |

Customer Satisfaction*

| Category** | Unit | 2019 | 2020 | 2021 | 2022 | 비고 | |
|---------------|--|-------------|---------------------------------|--|---|---|------------------------------------|
| SK Inc. | CSI (Customer Satisfaction Index) | Score | 75.7 | 75 | 72.2 | 72.3 | - |
| SK Innovation | KCSI (Korea Management Association Consulting) | Ranking | 1st place (9 consecutive years) | 1st place (10 consecutive years) | 1st place (11 consecutive years) | 1st place (12 consecutive years) | 1st place for 12 consecutive years |
| SK Telecom | NCSI (Korea Productivity Center) | Score | 77 | 79 | 79 | 79 | #1 for 25 consecutive years |
| SK Networks | GEI (Customer Satisfaction) NCSI (National Customer Satisfaction Index) | Qualitative | Walkerhill (GEI): 4.3 NCSI 8th | Speedmate (self): 91.4/100 Walkerhill (NCSI): 4.2/5 | Speedmate (self): 91.7/100 Walkerhill (NCS): 4.3/5 | Speedmate (self): 91.7/100 Walkerhill (NCS): 4.3/5 | - |

* SK Square, SKC, SK Biopharmaceuticals, and SK IE Technology are excluded because they do not conduct separate customer satisfaction due to their business characteristics

** Customer Satisfaction Rating Methodology: CSI (Customer Satisfaction Index), KCSI (Korean Customer Satisfaction Index), NCSI (National Customer Satisfaction Index), GEI (Guest Experience Index)