

Fair Trade Policy

SK Inc. aims to earn trust and support through the creation of economic and social value, and to contribute to the sustainable happiness of our society and stakeholders through the creation of economic and social value, based on the SKMS, which is to pursue the happiness of our stakeholders, including our employees, customers, business partners, shareholders, and society, by achieving continuous stability and growth.

Fair trade compliance is a core value directly linked to the survival and development of the company. Through thorough implementation, we aim to enhance the long-term sustainability and value of the company, thereby becoming a trusted enterprise among all stakeholders, including shareholders, customers, business partners, and society.

Fair Trade Compliance Declaration

Dear Members,

I would like to extend my deepest gratitude to all of you for your dedication and hard work for our company, even in this rapidly changing business environment. Over the past 30 years, SK Corporation has grown into a leading IT company in Korea, building trust with stakeholders such as partners and customers through transparent and fair management. Since introducing the Fair Trade Compliance Program in 2009, we have consistently endeavored to implement the core values of fair trade fairness, transparency, autonomy, and trust while internalizing related laws and procedures. Additionally, we have conducted various compliance training programs for all employees to actively comply with and respond to the ever-changing legal regulations relevant to our company. We strive to operate an effective compliance program at the company-wide level every year. Our efforts in fair trade compliance are yielding tangible results.

Last year, we obtained ISO 37301 (Compliance Management System) certification, achieved the highest level, "Excellent," in the Win-Win Growth Index for eight consecutive years, and have been included in the Dow Jones Sustainability Index (DJSI) World for 11 consecutive years. These accomplishments demonstrate that our company's ESG (Environmental, Social, Governance) management is recognized globally as top tier.

Dear members, ESG management is now a necessity of our time. We must examine and eliminate any



unfair trade or business practices. Through strict compliance awareness and autonomous compliance practices, let's strive to coexist and prosper with society, always remaining honest and trusted as the "No.1 Digital IT Service Partner in Korea."

Thank you.

SK Inc. C&C CEO 

Fair Trade Management System

SK Inc. reviews and resolves all matters related to fair trade, subcontracting, worker dispatch, business and information protection, corruption, and other unfair trade practices and unfair competition through the Fair Trade Compliance Committee. The Compliance Officer oversees and manages risk prevention and review of violations related to fair trade compliance.

We have established procedures to prevent and mitigate risks of unfair trade and unfair competition. We conduct an annual compliance awareness survey among our members and use the results to improve and develop our compliance program. We strengthen fair trade management by incorporating fair trade risk assessments into independent external verification (ISO 37301 Compliance Management System) and obtaining certification. Every two years, we update the Fair Trade Compliance Handbook, incorporating the latest revised laws and response guides, and make it available to all members via the groupware (HiSK). To enhance our members' awareness of human rights management, we annually send out CEO Letters and Compliance Officer Letters and conduct compliance training for all members. We also include the prohibition of unfair trade and unfair competition in our Code of Ethics and Ethical Management violation cases (Don'ts) to serve as ethical behavior guidelines for our members in their job performance.

Publishing the Fair Trade Compliance Manual

SK Inc. updates its Fair Trade Compliance Manual every two years, incorporating revised laws and response guides related to fair trade, and ensures that members are well-versed in relevant regulations to prevent violations related to fair trade and subcontracting in their work.

The key contents of the 2022 edition of the Fair Trade Compliance Manual are as follows:

- CEO's declaration of willingness to comply, CP definition and reasons for introduction, CP implementation system, 8 core elements of CP



- Commentary on laws related to fair trade (Fair Trade Act, Subcontracting Act, Mutually Beneficial Cooperation Act, Improper Solicitation and Graft Act)
- Commentary on other company-related laws (Act on the Protection of Temporary Agency Workers, Intellectual Property Rights, Personal Information Protection Act)
- In-house regulations (relevant company regulations, step-by-step guide for business progress, whistleblowing system, introduction of the department in charge)

Fair Trade Risk Management

We diagnose potential risks in the workplace through risk assessments and hazard evaluations and take necessary actions when required. To resolve risks, we prioritize, integrate, and manage quantified goals and action plans. The Fair Trade Compliance Program Operating Regulations establish the standards and procedures for compliance with all fair trade regulations, and the Compliance Management System Operating Regulations include procedures for responding to and investigating issues related to fair trade compliance. Additionally, we strengthen risk management by obtaining independent external verifications, such as ISO 37301 certification, which include fair trade risk management.

Coverage

- ① This policy applies to employees of SK Inc. headquarters, all domestic and overseas business sites, and subsidiaries.
- ② This policy applies to all workers who have a contract, service, outsourcing or special type of work contract with SK Inc.
- ③ SK Inc. encourages all stakeholders involved in business relationships with the company, including our suppliers and business partners, to adopt this policy and promotes the necessity of fair trade.