

CEO Human Rights Statement

SK Innovation affiliates (SK Innovation, SK Energy, SK Geo Centric, SK On, SK Enmove, SK Incheon Petrochem, SK Trading International, SK IE Technology, SK Earthon) have played a key role in preparing for the future. Founded as the first oil refining company in Korea, we have been a driving force to propel the world through our energy and chemical businesses and demonstrated a history of challenge and innovation.

SK Innovation affiliates will constantly challenge, innovate and ultimately solidify our position as a Global Green Energy & Materials Company. As a global leading company, we declare our commitment to respect the human rights of our employees and all stakeholders while driving our business forward.

SK Innovation affiliates aim to ensure employees' happiness. We pursue the happiness of our employees and stakeholders and seek long-term and sustainable happiness of the present and the future. We will strive to respect the human rights of our employees and all stakeholders involved in our business, to achieve our ultimate goal of happiness.

SK Innovation affiliates joined the global sustainability initiative, the United Nations Global Compacts (UNGC), and have supported and respected the human rights of all employees and stakeholders. Enthusiastically advocating the human rights principles in global guidelines such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, we declare that we shall fulfill our responsibilities related to human rights. To this end, we have established the following 10 human rights principles based on international human rights principles. SK Innovation affiliates declare that we endorse and adhere to these principles and take the lead in human rights management.

<p>1</p> <p>Respect for Human Rights</p> <p>SK Innovation affiliates respect all members and stakeholders as human beings and strive to prevent any acts that violate human rights.</p>	<p>2</p> <p>Prohibition of Forced Labor</p> <p>SK Innovation affiliates do not force employees to work against their free will due to either mental or physical restraints, including slave labor and human trafficking. We also do not demand the transfer of government-issued identification cards, passports, or work permits for employment conditions.</p>	<p>3</p> <p>Prohibition of Child Labor & Use of Youth Labor</p> <p>SK Innovation affiliates do not employ children and youths below the age of 15. In the case of a person under the age of 18, he/she shall be employed in compliance with the related labor laws and regulations of the relevant country or region, and shall not engage in dangerous or harmful work.</p>	<p>4</p> <p>Working Hours</p> <p>Regular and overtime working hours are subject to standards stipulated in the labor laws and regulations of each country or region.</p>	<p>5</p> <p>Wages</p> <p>The wages of employees are set to exceed the minimum wage stipulated by relevant labor laws and regulations of each country or region, complying with the Equal Pay for Equal Work principle.</p>
<p>6</p> <p>Non-discrimination</p> <p>SK Innovation affiliates do not discriminate in the employment process on any grounds such as gender, race, nationality, ethnicity, religion, sexual orientation and identity, political belief or social status, and do not discriminate in terms of working conditions such as wages and promotions based on the grounds above.</p>	<p>7</p> <p>Respect for Diversity</p> <p>SK Innovation affiliates acknowledge and respect employee's gender, nationality, ethnicity, religion, sexual orientation and identity, political belief and social status, and support employees from diverse backgrounds to perform to the best of their abilities.</p>	<p>8</p> <p>Freedom of Association</p> <p>The right to the freedom of association and the right to collective bargaining are guaranteed according to the relevant labor laws and regulations of each country or region, and no disadvantageous treatment shall be given due to union membership participation, activities, or organization.</p>	<p>9</p> <p>Workplace Safety and Environment</p> <p>Continuous efforts shall be made to create a pleasant working environment and prevent safety accidents by complying with international standards, related laws, and internal regulations regarding the working environment.</p>	<p>10</p> <p>Human Rights Due Diligence</p> <p>The human rights due diligence process shall be thoroughly completed to address actual human rights issues, and ultimately to prevent human rights risks and protect human rights.</p>

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Kim Jun, SK Innovation Vice Chairman & CEO

