

# Promotion of Employees' Health

SK Innovation supports its employees' physical and mental health with various health care programs and, by monitoring the result, analyzes potential risks and upgrades the programs. The company also seeks to promote organizational health by running campaigns to tackle issues preemptively, education courses by business site, and counseling for grievances, thus fostering a sound organizational culture where our employees work with mutual respect.



## 2025 Targets

Coverage of physical and mental health care programs

Programs customized to domestic and overseas biz. sites

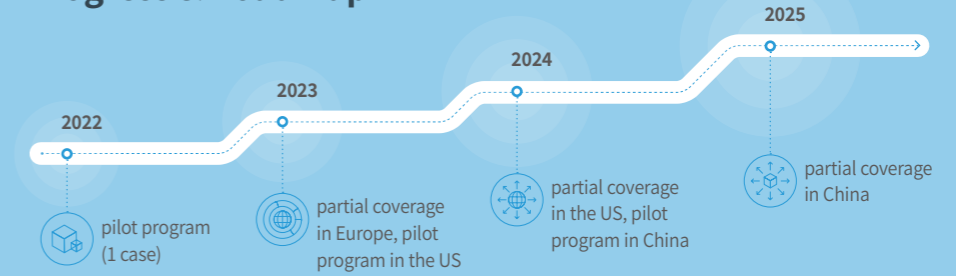
## Strategies to Achieve Key Tasks (Mid-to Long Term)

SK Innovation strives to support the physical and mental health of all employees at domestic and overseas business sites and promote their happiness by providing health care systems and programs tailored to each business site. We will make devoted efforts to develop programs customized to the local culture and operation of each business site as well as relevant laws and regulations with a view to leading the efforts to create healthy organizational culture.

### SK Innovation's Strategies to Make Employees Stay Healthy



## Progress & Roadmap



## Major Activities Planned for 2023

Along with overseas business expansion, SK Innovation has expanded mental health care programs to cover expats assigned to overseas business sites. Mental health care programs are provided to expats across all overseas business sites, including new business operations in the US (Georgia), China, Poland, and France. Expats' families also benefit from these programs, which help expats settle down with a new life outside the country. The company plans to increase coverage gradually to benefit local employees as well as expats, and expand these mental health care programs considering requirements by relevant laws and regulations and local culture.



SK Innovation has upgraded counseling and coaching programs to help its employees stay healthy and improve them by monitoring the results. The company has also increased programs for physical exercises so its employees can feel less stress and avoid occupational diseases.

### Activities and Achievements in 2022

#### Achievement 1 Reinforcing Mental Health Care Programs

##### Hamonia Counseling and Coaching Center

In 2022, SK Innovation upgraded the Hamonia Counseling and Coaching Center to support employees' mental health care better employees' mental health care. While the existing counseling and coaching programs are kept intact, we introduced new programs to cover the overall life cycle of employees and reflect the management directions of the company. We also provided our employees more opportunities to use these programs and as a result of active mental health care support, as such, the stress indicators (SRI) of those employees who used the programs decreased to 35% on average.

##### Improvement of Programs

1 Health care for expats and their families	2 Increased coaching for HIPOs and leaders	3 Programs customized to employees' life cycle	4 Increased support for crises and prevention
--	---	---	--

##### Emotional Care Programs for Overseas Employees

We provide emotional care programs tailored to overseas business sites. The counseling programs previously available to those in China and Hungary are now expanded to all overseas business sites. There are programs for expats and their children, respectively, so they can build closer unity and emotional stability within the family, and the company provides other active support for expats' mental health care.

### Employees' Mental Health and Stress Level Management

SK Innovation strives to enhance its employees' mental health. We monitor various indicators relating to mental health and upgrade our support programs following the monitoring results.

#### Key Indicators to Monitor

Counseling service	Number of users: up 12% YOY Number of sessions: up 17% YOY
Mental health	Users' stress level fell 35% on average after counseling. (before: 82.8 → after: 54 points)
Emotional composure	Gaining emotional composure after counseling (4.6/5.0)
Work engagement	Work engagement after counseling (4.5/5.0)
Communication with co-workers	Support for communication workshops: up 637% YoY (organizational change, eased social distancing)

#### Achievement 2 Health Management Programs for Employees

##### Occupational Health Management

SK Innovation assesses the work environment of all plants twice a year following the Occupational Safety and Health Act. The purpose of the assessment is to protect the employees of the company and suppliers from hazardous factors and foster a pleasant work environment. Our target is to record "zero" incidents of exceeding legal exposure standards. Assessment results are all shared with the employees and the suppliers and we control hazards by making immediate fixes on facilities that violated the legal standards. Also a preemptive control, plant operators take special health checkups twice a year to determine if there are any impacts from exposure to hazardous factors at work.

### Health Care Support

SK Innovation supports its employees to stay healthy by operating health clinics befitting the size of each business site. These health clinics run various health programs engaging employees, such as stress control and anti-smoking campaign. At the Ulsan CLX, an occupational health physician is stationed at the Occupational Health Center, which is an in-house clinic. Every year, the Center holds the Health Day event to provide consultations and health checkups and, based on the result, suggests advice to stay healthy. The health clinics and the Occupational Health Center are open to all employees, including contract workers.

### Occupational Disease Management

Occupational diseases are ailments or physical injuries (e.g., musculoskeletal disorders) that workers can suffer from while handling or being exposed to hazardous factors such as chemicals in their work environment. SK Innovation seeks to prevent occupational diseases by running the "Golden Rules Campaign for Your Safety at Work" as it endeavors to internalize safety mindsets and behaviors in corporate culture. We also provide special health checkups for employees at each business site to find those with occupational diseases early and arrange fast treatments or proper follow-up medical care. Every year, we report the number of new cases (those whose conditions need monitoring or are suspected) to the BOD(Board of Directors), whereby occupational disease control becomes the management's responsibility, and long-term plans to address occupational diseases are prepared at a corporate level. Cerebral and cardiovascular diseases were added to the items for special health checkups in 2021 and data have since been compiled by the business site. We plan to prepare long-term measures to tackle occupational diseases by monitoring the data.



## ESG SPECIAL PAGE

# XR Safety Training Center for Supplier Employees at Ulsan CLX

### Background and Purpose

The Ulsan CLX, which is SK Innovation's main business site pushing for migration to a smart factory, is home to supplier employees, up to 10,000 per year, who work together with our employees in the field. We embrace SK Group's business philosophies focusing on employees' happiness and also pursue stakeholders' happiness as a critical value we should be committed to. In that sense, supplier workers' safety is one of our top priorities.

SK Innovation sincerely complies with the Occupational Safety and Health Act and the Serious Accident Punishment Act fulfilling its responsibilities as a contractor and carrying out comprehensive safety enhancement activities, including consulting services by outside professionals and safety control upgrades for all production facilities. Furthermore, we operate the XR Safety Training Center adopting extended reality (XR), one of the key technologies for digital transformation, to enhance the safety mindset of everyone at the Ulsan CLX.

### Interview with Users of the XR Safety Training Center

I think "safety" is a shortcut to shared growth and co-prosperity at the Ulsan CLX, home to both SK employees and suppliers. I will make my best efforts to ensure the XR Safety Training Center can help suppliers' workers stay safe and happy at SK as well as provide fun and joyful safety experiences. We will soon open the center also to SK members, so please wait with expectations. Everyone, stay safe also today!



PM Huh Jun-seok Facility Planning, SK Energy

### Programs in Detail

The company opened the XR Safety Training Center for the employees of our small and medium-sized suppliers, not SK employees, for the first time in the industry. Employees at these suppliers are often denied access to safety education due to the lack of education systems and infrastructure. SK Innovation hopes to provide supplier employees with access to the right education they deserve and not to compromise on safety, which we believe is the very basic prerequisite to shared growth and co-prosperity. The training programs at the Center are designed to let trainees indirectly experience real-life situations, like falls, fires, explosions, electric shocks, and suffocation, that commonly occur at most petrochemical plants, including the Ulsan CLX. About 20 types of training content on human injuries are used in education and new training content is being developed, based on the actual accidents that occurred in the business site, to prevent the recurrence of similar accidents.

We maximize the effectiveness of safety education by letting trainees choose the kinds of programs and time they want out of curriculums. The Safety Training Center is located in the suppliers' administration and maintenance complex, where supplier workers are stationed, to enhance their access to and participation in training.

### Major Achievements and Expectations

Most workers from our suppliers expressed high satisfaction with the training programs at the XR-based Safety Training Center. SK Innovation will throw full support to help the supplier workers get the right safety mindset through repeated training at the Safety Training Center and make all business sites free from physical injuries with zero LTIR. SK Innovation will develop various safety education programs for its supplier workers, in addition to the XR-based Safety Training Center. This way, we will create sustainable social value and further promote shared growth and co-prosperity with our stakeholders, including local communities.

The programs at the XR Safety Training Center are so much fun and engaging as the way they run is like playing games. At the toolbox meeting (TBM) before work, I have to explain things only verbally and feel sometimes limitations in delivering messages. But here, we can get hands-on experience of accidents and responses in the field. It makes me think hard about what I have to do to prevent and contain accidents. The center will be of great help in getting us a more active mindset for safety.



Lim Min-jun JCON



XR Safety Training Center for Suppliers