

Social Data

Total Employment Status

The total number of employees, consisting of both permanent and non-permanent(contractors) employees under employment contracts, was determined by excluding personnel from subsidiaries and affiliates, as well as executives. To support growth for AI transformation, recruitment was expanded, resulting in a total of 5,579 employees in 2023 – an increase of approximately 4.7% from the previous year. The largest age group is between 30 and under 50 years old, with the number of employees aged 50 and over increasing by 13.7% compared to the previous year. The proportion of permanent employees has risen slightly to 94.6%, staying close to last year’s level.

1) From a total of 5,579 employees (571 managers), not including unregistered executives and dispatched workers, the number of employees by country(excluding Korea) is as follows: USA(8), China(6), CCanada(5, incl. 1 manager), Switzerland(2), Others(16)

2) 0 LGBTQI+(lesbian, gay, bisexual, transgender, queer, intersex)

3) Employment status by overseas business site(locally hired employees, including contractors): US(12), China(9),Japan(10), Malaysia (11),Others(4)

4) All local managers are senior manager or higher

5) Ratio of local managers = number of local managers / total number of managers at overseas business site

Number of Employees(As of December 31, 2023)

		Unit	2021	2022	2023
Total Number of Employees ¹⁾		Persons	5,245	5,314	5,579
By Employment Type	Permanent		4,961	5,036	5,280
	Contractors		284	278	299
	Agency workers		225	223	232
By Gender ²⁾	Male		4,170	4,212	4,377
	Female		1,075	1,102	1,202
By Age	Under 30		413	395	434
	Over 30 - Under 50		3,379	3,184	3,134
	Over 50		1,453	1,735	2,011
Overseas Employment	Expatriates		17	17	18
	Locally-hired employees ³⁾		27	27	28
	Total number of overseas employees		44	44	46
	Total number of overseas managers		20	17	18
	Total number of local managers ⁴⁾			6	6
	Percentage of local managers ⁵⁾	%	55	35	33

		Unit	2021	2022	2023
Unemployed Workers	Dispatched Workers	Persons	225	223	232
	Trainees				
	Service Contractors		1,184	1,198	1,143
	Home Workers				
	Intern				
	Self-employed				
	Subcontractors				



Hiring and Turnover

The number of new hiring by age and gender includes only those directly employed by SK Telecom, either as permanent or non-permanent(contractors), excluding employees and executives belonging to affiliates and subsidiaries. Although new hires decreased compared to the previous year, the hiring rate of women and individuals under 30 continues to increase, considering solutions to youth unemployment and expanding diversity.

The number of turnovers has been decreasing over the past three years, with voluntary resignations dropping by about 50% compared to last year. SK Telecom is maintaining an appropriate level of personnel suitable for a successful transition to a Global AI Company, while expanding workforce diversity to develop a competitive human capital structure.

Recruitment and Turnover ¹⁾					
		Unit	2021	2022	2023
Total number of new employees		Persons	374	537	424
By Gender	Male		168	285	174
	Female		206	252	250
By Age	Under 30		192	211	218
	Over 30 - Under 50		154	293	186
	Over 50		28	33	20
Total Turnover			164	112	68
By Gender	Male		139	93	54
	Female		25	19	14
By Age	Under 30		13	8	3
	Over 30 - Under 50		149	72	45
	Over 50		2	32	20
Voluntary Turnover ²⁾			98	89	51
Internal announcement rate for candidate		%	59.8	25.3	41.3

1) Corrections made to errors in past data calculation

2) Voluntary turnovers exclude those who quit due to retirements, disciplinary actions, or death

3) Gender wage ratio: Average female salary / Average male salary

4) STEM: Employees using knowledge in science, technology, engineering, and mathematics in their work

5) In 2023, SK Telecom exceeded the mandatory employment rate target of 3.1% for people with disabilities, achieving 3.2%, by counting severely disabled individuals twice(as per the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities). The total was 176 people, including 47 with mild disabilities and 6 severe disabilities with from SK Telecom, 1 with mild disabilities and 58 with severe disabilitiesfrom Happyhanool.

6) Happyhanool: Standard workplaces for persons with disabilities in the areas of business support service /car wash/bath/massage and other body care services.

Employee Salaries

SK Telecom transparently discloses the overall remuneration status of all its employees through quarterly, semi-annual, and annual business reports. The differences in total and average salary amounts between genders are attributable to the average tenure of employees, ensuring no gender wage discrimination within the same position.

Gender Wage Ratio ³⁾ (As of December 31, 2023)				
	Unit	Non-Management	Management	Executive
Base Salary	%	85.9	95.9	99.0
Base Salary + Other Cash Incentives		87.7	96.3	96.2

Diversity

		Unit	2021	2022	2023
Female Talent	Ratio of Female(Persons)	(%)	20.3(1,082)	20.5(1,109)	21.6(1,200)
	Ratio of total female managers(Persons)	Person	10.6(352)	11.1(331)	11.8(319)
	Ratio of Female Middle Managers(Persons)		8.5(58)	9.8(56)	9.8(55)
	Ratio of Female Junior Managers(Persons)		11.2(287)	11.6(268)	11.8(282)
	Ratio of Female executives(Persons)		8(7)	7(7)	8.8(10)
	Ratio of Female Managers in Revenue-Generating Departments(Persons)		9.4(27)	11.5(33)	11.6(33)
	Ratio of Female STEM ⁴⁾ (Persons)		24(248)	29.1(276)	31.1(424)
Special Employment and Minorities	Employment of the disabled ⁵⁾	Person	59	53	50
	Happyhanool ⁶⁾		54	59	62
	Employment of Patriots and Veterans		169	167	171

- 1) Includes cases where maternity/parental leave periods overlap even for one day in 2023
- 2) Return ratio after parental leave:
Excludes employees who resigned during parental leave as of the end of 2023(Parental leave termination date(or expected termination date) ≥ Resignation date)
- 3) Resignation ratio within 12 months after return: The number of employees who resigned within 12 months after returning divided by the total number of employees on parental leave in 2023

Maternity and Parental Leave¹⁾

	Unit	2021	2022	2023
Number of Maternity Leave Users	Person	162	150	134
Maternity Leave Used - Female		37	45	34
Maternity Leave Used - Male		125	105	100
Return Rate after Maternity Leave	%	98.8	98	100
Number of Parental Leave Users	Person	81	94	109
Parental Leave Used - Female		60	63	73
Parental Leave Used - Male		21	31	36
Return Rate after Parental Leave ²⁾	%	97.5	98.9	99.1
Resignation Rate within 12 Months after Return ³⁾		6.2	1.1	1.8

Mind Care Program Diagnosis/Counseling Status(Unit: Person)

Suppliers Classification		2021	2022	2023
Service Ace	Diagnostic Participation(persons)(percentage of Total)	1,736(63.9%)	1,891(70.5%)	1,784(65.2%)
	Mitigation Measures - Individual Counseling(persons)	247	318	350
	Mitigation Measures - Group Counseling(persons)	22	9	18
	Mitigation Measures - Psychological Consultation(persons)	12	16	17
	Mitigation Measures - Healing Programs(persons)	476	353	510
Service Top	Diagnostic Participation (persons)(percentage of Total)	2,911(91%)	2,545(91%)	2,622(92.6%)
	Mitigation Measures - Individual Counseling(persons)	643	551	668
	Mitigation Measures - Group Counseling(persons)	267	631	767
	Mitigation Measures - Psychological Consultation(persons)	64	92	39
	Mitigation Measures - Healing Programs(persons)	273	719	374

- 4) A collective agreement signed with a majority labor union is applied to all employees eligible to join a labor union

Psychological Satisfaction Survey

Partner Company	Item(%)	2021	2022	2023
Service Ace	Response Rate	83.8%(114/136)	93.7%(180/264)	72.7%(213/293)
	Positive Rate for Mental Health Aid	100.0%	98.9%	98.1%
	Program Satisfaction	98.2%	99.4%	99.5%
Service Top	Response Rate	92.6%(528/570)	93.7%(685/731)	95.3%(475/498)
	Positive Rate for Mental Health Aid	99.2%	98.0%	94.2%
	Program Satisfaction	98.9%	98.2%	94.9%

Labor-Management Relations

SK Telecom actively protects the freedom of association of its employees in accordance with ILO Conventions No. 87 and 98, and domestic labor laws. Employees at SK Telecom voluntarily form and join labor unions based on their free will. As of the end of 2023, the labor union ratio among eligible employees stood at 94.2%.

SK Telecom and its union have agreed to a 5.9% wage increase for 2023 and have reached an agreement on enhancing employee benefits. In the case of corporate mergers, splits, and other managerial changes, sufficient preliminary consultations are conducted with the labor union in accordance with the employment stability agreement and collective bargaining agreement signed between the parties.

Labor Union Membership

	Unit	2021	2022	2023
Number of employees eligible for labor union memebership	Person	2,670	2,644	2,630
Labor union members		2,453	2,484	2,478
Labor Union Membership Rate	%	91.8	93.9	94.2
Collective Bargaining Coverage Rate ⁴⁾		100	100	100

- 1) Loss Time Incidents Rate
2) Includes both internal and external affiliates
3) Occupational Illness Frequency Rate

- 4) Increase in R&D-type investments:
A., Strategic alliance(equity investment) with a global generative AI company(Anthropic), etc.
5) R&D payment include pure R&D costs(network infrastructure, marketing infrastructure, new growth business), R&D-type investments (equity investments in AI business and devices), investments in growth businesses(CAPEX, OPEX), and organizational costs
6) Personnel increase for AI services such as A. Acquisition of specialized personnel to accelerate AI transformation

- 7) Online marketing platforms(T world, T Direct, etc.) and online additional service users
8) Total online revenue, direct and indirect, from communication fees, service fees, and revenue generated through marketing on online marketing platforms and additional services

Occupational Safety and Health Status

SK Telecom recognizes protecting the life and safety of customers, citizens, employees, and suppliers as its highest value and fundamental principle of action. Accordingly, the company demands strict adherence to an enhanced safety management system not only by its employees but also by ICT family companies and suppliers, aiming for zero major accidents. SK Telecom is also making every effort to create a safe working environment.

Category	Detailed Items	Unit	2021	2022	2023
Employee Safety Management	Employee lost time incident rate(LTIR) ¹⁾	Per 200,000 working hours	0%	0%	0%
	Supplier lost time incident rate(LTIR)		0%	3.48%	1.50%
	Lost time incident rate(LTIR) of employees and suppliers		0%	2.86%	1.23%
	Number of employee lost time injuries(LTI)	cases	0	0	0
	Number of supplier ²⁾ lost time Injuries(LTI)		0	9	4
	Lost time injury of employees and suppliers		0	9	4
	Employee death rate	%	0	0	0
	Number of employee deaths(categorized as industrial accidents)	cases	0	0	0
Employee Health	Employee occupational illness frequency rate(OIFR) ³⁾	Per 200,000 working hours	0	0	0
	Number of employee occupational illnesses	cases	0	0	0

R&D Investment Status⁴⁾

	Unit	2021	2022	2023
R&D Expenses ⁵⁾	KRW billion	583.9	628.3	649.2
R&D Staff ⁶⁾	Persons	1,305	1,360	1,404

Online Service Users and Related Revenue Status

	Unit	2020	2021	2022	2023	2023 Target
Proportion of Online Service Users ⁷⁾	%	68	70	71	73	73
Proportion of Online Revenue ⁸⁾	%	35	36	39	43	43

1) Only one year application possible for contractors
2) Applicable to all employees (including executives, permanent workers, part-time and contractors)

Employee Happiness and Wellbeing Programs

Type	Major Programs and Guidelines
 Creating a Healthy Work Environment	<ul style="list-style-type: none">• Twice daily measurement of an automatic temperature and humidity control system, Management of dust and CO₂ levels through the operation of air conditioners and exhaust fans, and bulk ventilation before work hours management of lighting and noise standards.• Provision and expansion plans for ergonomically designed workspaces within the office building(adjustable-height desks, transformable chairs, open standing meeting rooms, etc.)
 Stress Management²⁾	<ul style="list-style-type: none">• Operation of the “Mind Forest” employee psychological counseling service program (providing support for work stress, difficulties, health, personal counseling, etc.).• Operation of the Actium Mental Health Program(mental health newsletters, health lectures, laughter exercise, healing yoga, etc.).• Healthcare massage services, nail care services
 Physical Fitness and Training²⁾	<ul style="list-style-type: none">• Operation of the “Actium,” an in-house fitness space for employees, and provision of massage service “Healthcare” to support and manage employee fitness.• Operation of a physical and mental training room within the office building
 Flexible Work Hours²⁾	<ul style="list-style-type: none">• Operation of a flexible work system allowing self-determined start and end times(Flexible Time)• Introduction of a selective work system(registering flexible work hours within monthly standard working hours and concentrated work)
 Work from Anywhere (WfA) System²⁾	<ul style="list-style-type: none">• Operation of the WfA system enables employees to work freely from various company-provided workplaces, including work from home.• Operation of “Spheres,” hub offices that enables focused work in spaces close to residence
 Part-Time Working Options²⁾	<ul style="list-style-type: none">• Operation of part-time working options for reasons such as family care, personal care, retirement preparation, and personal development

Type	Major Programs and Guidelines
 Childcare and Child Education	<ul style="list-style-type: none">• Operation of an in-house daycare, breastfeeding facilities, and a variety of child-rearing support programs, including financial support for children’s education (kindergarten through university) and support for children’s camps
 Maternity Leave²⁾	<ul style="list-style-type: none">• Reduced working hours during pregnancy: 6 hours of work per day throughout the pregnancy• Maternity leave: 90 days around childbirth, 120 days in case of twins, with 10 days of fully paid leave for spouses
 Parental Leave²⁾	<ul style="list-style-type: none">• Available for all male/female employees with children under 8 years old or in the second grade of elementary school or lower<ul style="list-style-type: none">- Up to 2 years¹⁾(1 year of statutory parental leave + 1 year of company-supported parental leave).> Key welfare systems, including medical payment, are maintained throughout the parental leave period. However, only the maximum statutory parental leave pay is provided during the additional one year beyond the statutory leave.> Automatic conversion system for parental leave: After the end of maternity leave, it automatically connects to parental leave without a separate application process.• School enrollment care leave: 90-day leave provided once per year for employees with children entering elementary school.
 Employee and Family Care System	<ul style="list-style-type: none">• Operation of personal and family care systems that allow employees to care for family members during illness or accidents without interrupting their careers²⁾ Operation of a system to support employees’ second careers post-retirement, which includes a startup support program with external professional coaching, consulting, and provision of Next Career leave
 Refresh leave system for long service	<ul style="list-style-type: none">• After every five years of service, employees are granted a long-term leave ranging from 10 to 45 days, providing them ample time to recharge

Transparent Participation in Public Policy and Execution of Association Fees

SK Telecom is enhancing its fair trading system based on the 'SK Compliance System Guidelines' provided by the SK Group, which delineate responsibilities for ethical management and fair trading. Alongside this, SK Telecom is committed to preventing misconduct related to political contributions and to fulfilling its role as a responsible corporate citizen. In order to comply with the domestic Political Fund Act and prevent corruption related to political funds, we do not provide political and election funds and lobbying funds to specific political parties and political organizations. However, the company regularly supports politically neutral organizations that contribute to the public interest and transparently discloses the details and scale of these expenditures on an annual basis. Since February 2017, SK Telecom has implemented a pre-approval process through board resolution for donations exceeding KRW 1 billion, enhancing the fairness in the execution of these donations.

Policy-Related Expenditure Status(Unit: Million KRW)

	2021	2022	2023
Total Political Contributions	0	0	0
Total Lobbying Funds	0	0	0
Total Association Fees for Relevant Institutions	578	609	670
Others	0	0	0

Top 5 Expenditures on Association Fees for Relevant Institutions in 2023(Unit: KRW Million, rounded to the nearest KRW Million)

Association Name	Position	Amount
Korea Telecommunications Operations Association	Vice-Chair	203
Korea Association for ICT Promotion	Chair	200
Seoul Chamber of Commerce and Industry	Presidential Group	174
Korea Communications User Protection Association	Vice-Chair	50
ITU(ITU-R Sector)	Member	43

2023 List of Major Contributions

Program Name	Amount(KRW)	Promoting Organization
Promotion of ESG Project	3,000,000,000	Happy Connect
Sponsorship of the Korean Fencing Federation	2,838,500,000	Korean Fencing Federation
Support for Social Value Research Projects	900,000,000	Center for Social Value Enhancement Studies
Support for International Academic Exchange and Research	900,000,000	Chey Institute for Advanced Studies
Sponsorship of Scholarship Programs	900,000,000	Korea Foundation for Advanced Studies
Support for Foundation Projects	900,000,000	Happiness Sharing Foundation
Sponsorship of 2024 Hope Sharing Campaign Fund	800,000,000	Community Chest of Korea
Donation for Wildfire-Affected Areas	500,000,000	Community Chest of Korea
Sponsorship of Barun ICT Research Center	780,000,000	Yonsei University
Contribution to Industry Innovation Movement Programs	400,000,000	Large, Small and Medium Business, Agriculture and Fisheries Cooperation Foundation
Contribution to 2023 Mutual Cooperation Fund for Rural Areas	300,000,000	Large, Small and Medium Business, Agriculture and Fisheries Cooperation Foundation
Sponsorship of the 2023 UN Youth Environmental Conference	100,000,000	Ecomom Korea
Sponsorship of Scholarship Programs	100,000,000	KJ Choi Foundation
Sponsorship of the Korean War Veterans Memorial Project	100,000,000	Korea-US Alliance Foundation
Round-up Matching Fund Donation	160,000,000	Association on Intellectual Developmental Disabilities, etc.
Support for Legal Research Development Support Project	75,000,000	Seoul National University Foundation Inc.
Sponsorship of the Happiness Sharing Kimchi Making Event	50,000,000	Large, Small and Medium Business, Agriculture and Fisheries Cooperation Foundation
Sponsorship of Information Vulnerable Class Support Project	30,000,000	Korea Welfare Info-Communications Association
Sponsorship of Scholarship Programs	20,000,000	ICT Polytech Institute of Korea
Sponsorship of Cultural and Art Programs	10,000,000	Korea Mecenat Association



1) Location-based Greenhouse Gas Emissions have been calculated in accordance with the guidelines on the operation of GHG ETS(Notification No.2023-221, Korean Ministry of Environment). See p.193 for Greenhouse Gas Emissions Independent Verification Opinion

2) Greenhouse gas intensity is calculated based on emissions per KRW 1 billion in revenue

3) Market-based Greenhouse Gas Emissions includes the emissions of Scope 2, which reflects the purchase of renewable electricity by the 2023 Green Premium, in accordance with the GHG protocol. See p.193 for Greenhouse Gas Emissions Independent Verification Opinion

4) Greenhouse gas intensity is separately calculated based on emissions per KRW 1 billion in revenue

5) Energy intensity is separately calculated based on energy consumption per KRW 1 billion in revenue

* The totals of greenhouse gas emissions and energy consumption may differ from the aggregated values by direct, indirect, and specific energy sources due to government rounding off at the facility level and the application of aggregation standards

** The standards for calculating greenhouse gas emissions and energy consumption follow the methodology outlined in the "Guidelines on Reporting and Verification of Emissions for the Greenhouse Gas Emissions Trading Scheme." Refer to p.193 Greenhouse Gas Emission Verification Opinion

Environmental Data

Location-based Greenhouse Gas Emissions ¹⁾					
Category	Unit	2021	2022	2023	2023 Target
Total GHG emissions	tCO ₂ e	1,051,380	1,101,340	1,149,240	1,227,222
Direct GHG emissions		6,286	6,394	6,063	7,496
Stationary Combustion		4,351	4,448	4,143	5,496
Mobile Combustion		1,935	1,947	1,920	2,000
GHG emissions		1,045,114	1,094,967	1,143,195	1,219,726
Electricity(local)		1,044,583	1,094,388	1,142,609	1,219,176
Steam		531	579	586	550
GHG intensity ²⁾	tCO ₂ e	86.9	88.7	91.3	97.5
Direct Intensity	/KRW Billion	0.5	0.5	0.5	0.6
Indirect Intensity		86.4	88.2	90.8	96.9

Market-based Greenhouse Gas Emissions ³⁾					
Category	Unit	2021	2022	2023	2023 Target
Total GHG emissions	tCO ₂ e	1,030,910	1,046,153	1,053,142	1,119,630
Direct GHG emissions		6,286	6,394	6,063	7,496
Indirect GHG emissions		1,024,624	1,039,780	1,047,097	1,112,134
GHG intensity ⁴⁾	tCO ₂ e /KRW Billion	85.2	84.3	83.7	88.9

Energy Usage Status					
Category	Unit	2021	2022	2023	2023 Target
Total Energy Consumption	TJ	21,952.6	22,995.3	23,997.4	25,652.2
Direct Energy Consumption		106.8	111.1	104.8	131.3
Natural Gas		56.9	64.9	58.7	77.8
Diesel		8.9	5.4	4.7	6.2
Indoor Kerosene		15.0	11.9	11.5	15.2
Jet Fuel Kerosene		4.0	5.0	4.0	4.1
Gasoline		20.3	22.0	23.2	24.1
LPG		1.6	1.9	2.8	3.7
Indirect Energy Consumption		21,845.8	22,884.2	23,892.6	25,520.9
Electricity		21,831.1	22,868.7	23,876.3	25,505.5
Steam		14.8	15.5	16.3	15.4
Energy Intensity ⁵⁾	TJ/ KRW million	1.81	1.85	1.91	2.04
Direct		0.01	0.01	0.01	0.01
Indirect		1.81	1.84	1.90	2.03

Category	Unit	2021	2022	2023	2023 Target
Total Energy Consumption	TOE	527,929	552,986	576,818	617,054
Direct		2,551	2,654	2,503	3,136
Natural Gas		1,359	1,550	1,402	1,860
Diesel		212	129	112	149
Indoor Kerosene		360	284	274	364
Jet Fuel Kerosene		96	120	94	98
Gasoline		487	526	554	577
LPG		38	45	67	89
Indirect Electricity		522,474	547,307	571,423	610,412
Indirect Steam		353	371	389	370
Energy Intensity	TOE/ KRW million	44	45	46	49



1) The values for direct energy consumption and indirect steam consumption are converted using a conversion factor (0.2777778 MWh/GJ)
2) Indirect electricity consumption includes location-based electricity consumption and solar power self-generation

3) Green Premium applied in 27 office buildings
4) Power generated by solar panels installed on some office buildings
5) Power generated by solar panels for operating infrastructure equipment in telecommunications stations
6) N/E: Not Estimated
7) In 2022, the emission calculation method based on actual activity data was expanded to include 7 companies in Category 1 and 21 companies in Category 15, resulting in reduced emissions compared to 2021
8) From 2023, emissions from the raw material production stage of used electricity are additionally calculated. As a result, greenhouse gas emissions in this category have increased
9) Scope 3 greenhouse gas intensity is calculated based on emissions per KRW 1 billion in revenue

Category	Unit	2021	2022	2023	2023 Target
Total Energy Consumption	MWh	2,310,273	2,420,773	2,526,147	2,699,642
Direct ¹⁾		29,661	30,853	29,102	36,460
Indirect Electricity ²⁾		2,276,511	2,385,616	2,492,531	2,658,892
Indirect Steam ¹⁾		4,101	4,304	4,515	4,291
Energy Intensity	MWh / KRW million	191	195	200	214
Location-Based Scope 2 Electricity Consumption	MWh	2,275,650	2,382,157	2,487,119	2,653,783

Renewable Energy Usage Status

Category	Unit	2021	2022	2023	2023 Target
Total Renewable Energy Consumption	MWh	45,461	123,584	214,587	239,304
Green Premium ³⁾		44,600	120,125	209,176	234,196
Solar Panels on Buildings ⁴⁾		522	1,112	453	546
Solar Power for Telecommunication Systems ⁵⁾		338	2,346	4,958	4,562
Total Non-renewable Energy Consumption		2,265,673	2,300,648	2,316,971	2,465,447
Total Power Consumption		2,276,511	2,385,616	2,492,531	2,658,892
Renewable Energy Ratio	%	2.0	5.2	8.6	9.0

Greenhouse Gas Reduction Status(Market-based)

Category			Unit	2021	2022	2023	2023 목표
Total Reduction			tCO ₂ e	34,135	186,400	272,489	261,636
Energy Efficiency	Office Buildings	Replacement with High-efficiency Equipment		1,862	1,895	1,143	194
		Telecommunications Equipment		11,380	28,632	28,629	28,629
	Telecommunications Equipment	Power Saving		N/E ⁶⁾	58,859	57,481	52,235
		5G Public Network		-	21,835	60,723	58,235
		Replacement with High-efficiency Equipment		N/E ⁶⁾	18,096	25,928	12,404
Fuel Conversion	Adopting electric vehicles			N/E ⁶⁾	1	3	0
Renewable Energy	Office Buildings	Green Premium		20,490	55,187	96,098	107,592
		Solar Power		240	511	208	251
	Telecommunications Equipment	Solar Power		155	1,078	2,278	2,096

Status of Other Indirect(Scope 3) Greenhouse Gas Emissions

Category	Unit	2021	2022 ⁷⁾	2023	2023 Target
Total Scope 3 Emissions	tCO ₂ e	4,384,495	3,322,029	3,237,292	6,455,110
1. Purchased Goods and Services		2,543,897	1,925,932	1,870,658	2,500,769
2. Capital Goods		1,186,700	922,967	682,412	1,089,059
3. Fuel and energy consumed		455	471	136,300 ⁸⁾	739
5. Wastes		461	218	456	600
6. Business Trips		1,411	962	3,519	768
7. Commuting		9,015	3,522	6,362	9,369
8. Rental Property		13,058	12,979	16,388	13,480
14. Merchants		81,013	54,095	79,986	74,271
15. Investment		548,485	400,883	441,212	2,766,055
Scope 3 GHG Intensity ⁹⁾	tCO ₂ e /KRW million	362.3	267.6	257.1	512.7



1) Water withdrawal and usage were equal

2) Sewage usage in general buildings is calculated as follows: Sewage Usage = Municipal Water Usage + underground water Usage. However, sewage charges are reduced for four eligible office buildings(Busan Data Center, Jeonju Building, Daejeon Busa Building, Gwangju Usan Building), calculated as follows: Sewage Usage = Municipal Water Usage + underground water Usage - Cooling Tower Input(measured separately)

3) A survey and tally were conducted for 27 SK Telecom office buildings

4) Waste disposal and recycling are entirely outsourced

5) In 2021, a statutory major cleaning of the sewage treatment plant in the Boramae Building resulted in the generation of a large amount of designated waste, totaling 484 tons of sludge

6) Waste discharge intensity is calculated based on waste discharge per KRW 1 billion in revenue

7) A survey and summary were conducted for 27 SK Telecom office buildings

Water Usage Status and Intensity					
Category	Unit	2021	2022	2023	2023 Target
Water withdrawal ¹⁾ (=Water Usage)	m ³	604,870	640,831	675,296	672,000
Municipal Water		591,396	599,741	631,570	630,000
Groundwater		13,474	41,090	43,726	42,000
Water Discharge		604,870	640,831	652,262	602,000
Sewage ²⁾		604,870	640,831	652,262	602,000
Water Consumption (=Water withdrawal - Water Discharge)		0	0	23,034	70,000
Water Usage Intensity (=Water Usage / Sales)	m ³ /KRW million	50.0	51.6	53.6	53.4
Data Coverage ³⁾	%	100	100	100	100

Waste and Recycling ⁴⁾					
Category	Unit	2021	2022	2023	2023 Target
Total waste discharged	Ton	1,740	1,229	1,229	1,325
Domestic waste		383	389	450	400
Large-sized waste		176	154	121	200
Food Waste		232	236	186	250
Waste Cooking Oil		3	1	1	5
Designated Waste		530 ⁵⁾	29	42	50
Recyclable waste		417	419	429	420
Recycling Rate	%	23.9	34.1	34.9	31.7
Total waste disposed	Ton	1,324	810	800	905
Waste landfilled		490	82	81	300
Waste incinerated with energy recovery		178	166	170	100
Waste with unknown disposal method		655	562	549	505
Waste discharge intensity ⁶⁾	Ton/KRW Billion	0.144	0.099	0.098	0.105
Data Coverage ⁷⁾	%	100	100	100	100

Total Environmental Cost				
Category	Unit	2021	2022	2023
Total Environmental Costs	KRW million	3,483	2,414	1,493
Energy Saving and Climate Change Response Cost		2,559	2,128	1,189
Waste Disposal/Recycling Service		293	242	232
Education/Training cost		-		
Charges & Taxes		631	44	72
		0.4	0.4	0.3

Other Environmental Data						
	Category	Unit	2021	2022	2023	2023 Target
Biodiversity	Number of facilities in the ecological protection area	places	0	3	0	0
	Number of eco-friendly wireless stations	places	216,580	218,111	215,235	217,000
	Environmental friendliness rate	%	33.8	32.0	30.9	31
Forest	Scale of forest damage prevention scale by external projects	trees	1,552,855	2,420,627	3,425,415	3,376,426
	Target progress rate	%	19.5	30.5	43.1	42.5
Training for Members	Training completion rate	%	70.8	81.5	88	85