Social Data

Total Employment Status

The total number of employees, consisting of executives, permanent and non-permanent (contractors) employees under employment contracts, was determined by excluding personnel from subsidiaries and affiliates.

No. of Employees

(as of December 31, 2024)

		Unit	2022	2023	2024
Total No. of Executives and Employees[1]		Persons	5,413	5,579	5,493[6]
By Employment Type	Permanent Workers		5,143	5,280	5,153
	Contract Workers		270	299	340
	Agency Workers		223	232	230
By Gender[2]	Male		4,304	4,377	4,226
	Female		1,109	1,202	1,267
By Age	Under 30		395	434	436
	Over 30 - Under 50		3,205	3,134	3,142
	Over 50		1,813	2,011	1,915
Overseas Employment	Expatriates		17	18	15
	Locally-hired Employees[3]		27	28	47
	Total No. of Overseas Employees		44	46	62
	Total No. of Overseas Managers		17	18	16
	Total No. of Local Managers[4]		6	6	5
	Percentage of Local Managers[5]	%	35.0	33.0	31.3

		Unit	2022	2023	2024
Unemployed Workers	Agency Workers	Persons	223	232	230
	Trainees				
	Service Contractors		1,198	1,143	1,147
	Home Workers				
	Interns				
	Self-Employed				
	Subcontractors				

1) Aligned with business report standards; dispatched workers excluded
2) LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex): 0 cases
3) Employment status by overseas business site (including locals and contract workers): U.S. 21 / China 7 / Japan 9 / Malaysia 7 / Others 3
4) Local managers are personnel granted authority equivalent to assistant general manager or above
5) Percentage of local managers = Number of local managers / Total number of managers at overseas sites
6) Among a total of 5,493 employees (617 managers), number of non-Korean employees by nationality (managers): U.S. 9 / China 6 / Canada 4 (1) / Others 22

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 retirees has shown an overall declining trend over the past three years. However, in 2024, the total number of retirees temporarily increased due to the implementation of the Next Career Program. The number of voluntary resignations decreased compared to 2023. SK Telecom plans to maintain an appropriate level of human resources suitable for a successful transition to a Global AI Company, while also expanding diversity to establish a competitive human resources structure.

Recruitment and Turnover[1)]

		Unit	2022	2023	2024
Total no. of new employees		No. of Persons	540	427	379
By Gender	Male		288	177	169
	Female		252	250	210
By Age Group	Under 30		211	218	223
	Over 30 - Under 50		293	189	124
	Over 50		36	20	32
Total Turnover			120	77	337
By Gender	Male		100	62	312
	Female		20	15	25
By Age	Under 30		8	3	3
	Over 30 - Under 50		72	45	40
	Over 50		40	29	294
Voluntary Turnover[2)]			89	51	42
Voluntary Turnover Rate[3)]		%	1.6	0.9	0.8
Internal Announcement Rate for Candidate			25.3	41.3	72.0

1) Errors identified in the calculation of previous years' data have been corrected.
2) Employees who left due to retirement, disciplinary action, or death are excluded from the category of voluntary leavers.
3) Voluntary turnover rate: (Number of voluntary leavers in the evaluation year / Total number of employees in the evaluation year) x 100

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[4)]

(as of December 31, 2024)

	Unit	Non-Management	Management	Executive
Base Salary	%	88.1	97.9	98.7
Base Salary + Other Cash Incentives		89.1	97.9	92.3

4) Gender pay ratio: Average female salary / average male salary

Diversity

		Unit	2022	2023	2024
Female Talent	Ratio of Female (Persons)	(%) Person	20.5 (1,109)	21.6 (1,200)	23.1 (1,267)
	Ratio of Total Female Managers (Persons)		11.1 (331)	11.8 (319)	12.7 (333)
	Ratio of Female Middle Managers (Persons)		9.8 (56)	9.8 (55)	10.7 (54)
	Ratio of Female Junior Managers (Persons)[5)]		11.6 (268)	12.4 (254)	13.4 (268)
	Ratio of Female Executives (Persons)		7.0 (7)	8.8 (10)	9.0 (11)
	Ratio of Female Managers in Revenue Generating Departments (Persons)		11.5 (33)	11.6 (33)	10.7 (26)
	Ratio of Female STEM[6)] (Persons)		29.1 (276)	31.1 (424)	28.4 (393)
Special Employment and Minorities	Employment of the disabled[7)]		53	50	52
	Happyhanool[8)]		59	62	67
	Employment of Patriots and Veterans		167	171	170

5) 2023 data has been revised due to errors in the calculation of previous years' data.
6) STEM refers to employees who utilize knowledge in science, technology, engineering and mathematics in their work.
7) When applying the double-counting rule for persons with severe disabilities (in accordance with the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities), the total number is 189 (46 persons with mild disabilities and 6 with severe disabilities at SK Telecom, and 3 with mild disabilities and 64 with severe disabilities at Happyhanool). As a result, the 2024 employment rate of persons with disabilities reached 3.5%, exceeding the target of 3.1%.
8) Happyhanool is a standard workplace for persons with disabilities, providing business support services, automobile washing, massage and nail services, and other service operations.

Maternity and Parental Leave[1)]

		Unit	2022	2023	2024
No. of Maternity Leave Users[2)]	Total	No. of Persons	150	134	141
	Female		45	34	46
	Male		105	100	95
Return Rate after Maternity Leave		%	98	100	99.3
No. of Parental Leave Users	Total	No. of Persons	94	109	128
	Female		63	73	84
	Male		31	36	44
Parental Leave Usage Rate[3)]	Total	%	16.7	19.4	25.1
	Female		68.5	71.2	75.0
	Male		1.9	3.3	7.7
Return Rate after Parental Leave[4)]		%	98.9	99.1	93.0
Resignation Rate within 12 Months after Return[5)]			1.1	1.8	2.3

1) Applies to regular employees and contract employees, and includes users whose periods of maternity leave or parental leave overlap within the year, regardless of the number of days.
2) Number of users of maternity leave and paternity leave.
3) Employees who took parental leave within one year after childbirth in the relevant year / Employees with a child under one year old in the relevant year
4) Number of employees who returned to work after parental leave among those who used parental leave in the relevant year.
5) Number of employees who resigned within 12 months after returning from parental leave among those who used parental leave in the relevant year / Number of employees who used parental leave in the relevant year.

Psychological Satisfaction Survey

Company	Item	Unit	2022	2023	2024
Service Ace	Response Rate	%	93.7 (180/264)	72.7 (213/293)	69.6 (126/181)
	Positive Rate for Mental Health Aid		98.9	98.1	98.4
	Program Satisfaction		99.4	99.5	98.4
Service Top	Response Rate		93.7 (685/731)	95.3 (475/498)	97.3 (468/481)
	Positive Rate for Mental Health Aid		98.0	94.2	94.2
	Program Satisfaction		98.2	94.9	94.9

Mind Care Program Diagnosis/Counseling Status

Company		Unit	2022	2023	2024
Service Ace	Diagnostic Participation (Percentage of Total)	No. of Persons	1,891 (70.5%)	1,784 (65.2%)	2,000 (77.3%)
	Mitigation Measure - Individual Counseling		318	350	258
	Mitigation Measure - Group Counseling		9	18	17
	Mitigation Measure - Psychological Consultation		16	17	16
	Mitigation Measure - Healing Program		353	510	752
Service Top	Diagnostic Participation (Percentage of Total)		2,545 (91.0%)	2,622 (93.0%)	2,617 (100%)
	Mitigation Measure - Individual Counseling		551	668	596
	Mitigation Measure - Group Counseling		631	767	358
	Mitigation Measure - Psychological Consultation		92	39	84
	Mitigation Measure - Healing Programs		719	374	170

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 2024, the labor union ratio among eligible employees stood at 94.6%.

The company and the labor union are committed to improving working conditions to a reasonable level, taking into account business performance, in a spirit of mutual respect and cooperation. 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 Status

	Unit	2022	2023	2024
Employees Eligible for Labor Union Membership	No. of Persons	2,644	2,630	2,541
Labor Union Members		2,484	2,478	2,405
Labor Union Membership Rate (Eligible Employee Basis)	%	93.9	94.2	94.6
Collective Bargaining Coverage Rate[1)]		100.0	100.0	100.0

1) The collective agreement concluded with the labor union is also extended to members who are not unionized.

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.

Occupational Safety and Health Status

		Unit	2022	2023	2024
Employee Safety	Employee Lost Time Incident Rate (LTIR)[1]	Per 200,000 Working Hours (%)	0	0	0
	Supplier Lost Time Incident Rate (LTIR)		3.48	1.50	0.75
	Lost Time Incident Rate (LTIR) of Employees and Suppliers		2.86	1.23	0.63
	No. of Employee Lost Time Incident (LTI)	No. of Cases	0	0	0
	No. of Supplier[2] Lost Time Incident (LTI)		9	4	2
	Lost Time Incident of Employees and Suppliers		9	4	2
	Employee Death Rate	%	0	0	0
	No. of Employee Deaths (Categorized as Industrial Accidents)	No. of Cases	0	0	0
Employee Health	Employee Occupational Illness Frequency Rate (OIFR)[3]	Per 200,000 Working Hours (%)	0	0	0
	No. of Employee Occupational Illnesses	No. of Cases	0	0	0

1) Lost Time Incidents Rate
2) Including internal and external partners
3) Occupational Illness Frequency Rate

R&D Investment Status[4]

	Unit	2022	2023	2024
R&D Expenses[5]	KRW billion	628.3	649.2	662.1
R&D Staff[6]	Persons	1,360	1,404	1,438

4) Increase in R&D-type investment: AI infrastructure, strategic partnership (equity investment) with global AI data center solution provider (Penguin Solutions).
5) R&D expenses include pure R&D costs (network infrastructure, marketing infrastructure, and new growth businesses), R&D-type investments (equity investments in AI businesses and devices), growth business investments (CAPEX, OPEX), and organizational expenses.
6) Increase in workforce for AI services, such as acquiring professionals to accelerate AI transformation

Online Service Users and Related Revenue Status

	Unit	2021	2022	2023	2024	2024 Target
Proportion of Online Service Users[7]	%	70.0	71.0	73.0	75.0	74.0
Proportion of Online Revenues[8]		36.0	39.0	43.0	45.0	44.0

7) Users of online marketing platforms (such as T World and T Direct) and online value-added services
8) The total sum of direct and indirect online revenue, including telecommunication fees, service usage fees, and revenue inflow generated through marketing related to online marketing platforms and online value-added services

Employee Happiness and Well-Being Programs

Type	Main Programs and Guidelines
Creating a Healthy Work Environment	• Twice daily measurement of an automatic temperature and humidity control system, Management of dust and CO_2 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.)
Workplace Stress Management[1]	• 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 Training[1]	• 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 Working Hours[1]	• 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 Home and Focused Workspaces	• Operation of a Work from home system to enable employees to choose a workspace that best supports concentration
Part-Time Working Options[1]	• Operation of part-time working options for reasons such as family care, personal care, retirement preparation, and personal development

Type	Main Programs and Guidelines
Childcare and Child Education	• 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 Leave[1]	• 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 Leave[1]	• Available for all male/female employees with children under 8 years old or in the second grade of elementary school or lower - Up to 2 years[2] (1 year of statutory parental leave + 1 year of paid parental leave) ※ An additional 6 months of statutory parental leave may be used if certain conditions are met > All major employee welfare programs, including medical benefits, are maintained throughout the entire period of parental leave. For the additional 1 year beyond statutory parental leave, the company grants paid parental leave up to the statutory limit. > Automatic conversion to parental leave: At the end of maternity leave, employees can automatically transition 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 Program	• In addition to parental leave, a personal and family care program is operated to allow employees to care for family members in the event of illness or accident without career interruption[1] • In particular, a startup support program is available to assist employees in pursuing a second career after retirement, offering professional coaching, consulting, and Next Career leave
Refresh Leave Program for Long Service	• Employees are granted long-term leave of 10 to 30 days every five years after joining the company, enabling them to take sufficient time for rest and rejuvenation

1) Applicable to all employees, including executives, full-time and part-time employees, and contractors.
2) For contract employees, only a one-year application is permitted.

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	2022	2023	2024
Total Political Contributions	KRW million	0	0	0
Total Lobbying Funds		0	0	0
Total Association Fees for Relevant Institutions		609	670	1,356
Others		0	0	0

Top 5 Expenditures on Association Fees for Relevant Institutions in 2024

Association Name	Unit	Status	Amount
The Federation of Korean Industries	KRW million (rounded to the nearest KRW million)	Member	541
KTOA (Korea Telecommunications Operators Association)		Vice Chair	200
KAIT (Korea Association for ICT Promotion)		Chair	200
Seoul Chamber of Commerce and Industry		Presidential Group	174
The National Academy of Engineering of Korea		Member	100

2024 List of Major Contributions

Program Name	Amount (KRW)	Organization
Sponsorship of the Korea Fencing Federation	3,055,000,000	Korea Fencing Federation
Implementation of ESG Project	3,000,000,000	Happy Connect Foundation
Support for Social Value Research	900,000,000	CSES (Center for Social value Enhancement Studies)
Support for International Academic Exchange and Research	900,000,000	Chey Institute for Advanced Studies
2024 Year-End Donation for Neighbors in Need	900,000,000	Community Chest of Korea
Sponsorship of the Barun ICT Research Center	620,000,000	Yonsei University
Sponsorship of Scholarship Program	556,000,000	Korea Foundation for Advanced Studies
Support for Foundation Projects	400,000,000	SK Happiness Foundation
Sponsorship of Korea Youth Counseling and Welfare Institute	300,000,000	Korea Youth Counseling and Welfare Institute
Round-Up Matching Fund Donation	160,000,000	Korea Association on Intellectual & Developmental Disabilities, etc.
2024 Contribution to the Win-Win Cooperation Fund for Rural and Fishing Villages	145,000,000	Korea Foundation for Cooperation of Large & Small Business, Rural Affairs
Sponsorship of Scholarship Program	100,000,000	KJ Choi Foundation
Support for Legal Research Development Project	50,000,000	Seoul National University Development Fund
Sponsorship of the 2024 UN Youth Environment Assembly	30,000,000	EcoNow
Sponsorship of the Korean War Veterans Memorial Project	30,000,000	Korea-US Alliance Foundation
Operating Expenses for the Commission for Shared Growth	30,000,000	Korea Foundation for Cooperation of Large & Small Business, Rural Affairs
Sponsorship of Information Vulnerable Class Support Project	30,000,000	korea welfare info-commuications association
Sponsorship of Scholarship Program	20,000,000	ICT Polytech Institute of Korea
Sponsorship of the Culture and Arts Programs	10,000,000	Korea Mecenat Association

Environmental Data

Location-based Greenhouse Gas Emissions[1)]

Category	Unit	2021	2022	2023	2024	2024 Target
Total GHG Emissions	tCO_2e	1,051,380	1,101,340	1,149,240	1,166,518	1,265,795
Direct GHG Emissions		6,286	6,394	6,063	5,923	6,254
Stationary Combustion		4,351	4,448	4,143	4,352	
Mobile Combustion		1,935	1,947	1,920	1,571	
Indirect GHG Emissions		1,045,114	1,094,967	1,143,195	1,160,614	1,259,541
Electricity (location-based)		1,044,583	1,094,388	1,142,609	1,160,016	
Steam		531	579	586	598	
GHG Intensity[2)]	tCO_2e/ KRW billion	86.9	88.7	91.3	91.3	
Direct	tCO_2e	0.5	0.5	0.5	0.5	
Indirect		86.4	88.2	90.8	90.9	

1) Location-based GHG emissions: Emissions are calculated in accordance with the guidelines on reporting and verification of emissions under the GHG emissions trading scheme ("Guidelines on Reporting and Verification of Emissions under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No. 2025-28)"). Please refer to p.191 of the greenhouse gas emissions verification statement.
2) GHG intensity is calculated based on the amount of greenhouse gas emissions per KRW 1 billion in separate revenue.

Market-based Greenhouse Gas Emissions[3)]

Category	Unit	2021	2022	2023	2024	2024 Target
Total GHG Emissions	tCO_2e	1,030,910	1,046,153	1,053,142	1,059,935	1,142,187
Direct GHG Emissions		6,286	6,394	6,063	5,923	6,254
Indirect GHG Emissions		1,024,624	1,039,780	1,047,097	1,054,031	1,135,933
GHG Intensity[4)]	tCO_2e/ KRW billion	85.2	84.3	83.7	83.0	

3) Market-based emissions: In accordance with the Greenhouse Gas Protocol, emissions for 2024 have been calculated by recognizing the amount of renewable energy electricity purchased through the green premium as a reduction. Please refer to p.191 of the greenhouse gas emissions verification statement.
4) Greenhouse gas intensity is calculated based on the amount of greenhouse gas emissions per KRW 1 billion in separate revenue.

Energy Use Status (TJ)

Category	Unit	2021	2022	2023	2024	2024 Target
Total Energy Consumption	TJ	21,952.6	22,995.3	23,997.3	24,379.4	26,431.7
Direct Energy Consumption		106.8	111.1	104.8	102.8	
Natural Gas		56.9	64.9	58.7	60.2	
Diesel		8.9	5.4	4.7	8.9	
Indoor Kerosene		15.0	11.9	11.5	9.1	
Jet Fuel Kerosene		4.0	5.0	4.0	3.4	
Gasoline		20.3	22.0	23.2	19.3	
LPG		1.6	1.9	2.8	1.9	
Indirect Energy Consumption		21,845.8	22,884.2	23,892.6	24,276.6	
Electricity		21,831.1	22,868.7	23,876.3	24,259.6	
Steam		14.8	15.5	16.3	17.0	
Energy Intensity[5)]	TJ/KRW billion	1.81	1.85	1.91	1.91	
Direct		0.01	0.01	0.01	0.01	
Indirect		1.81	1.84	1.90	1.90	

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

* The total amount of greenhouse gas emissions and energy consumption may differ from the sum of direct and indirect values and the sum by energy source, due to the application of the government's site-level rounding and aggregation standards.
** The calculation standards for greenhouse gas emissions and energy consumption follow the methodology set forth in the guidelines on reporting and verification of emissions under the greenhouse gas emissions trading scheme. Please refer to the emissions verification statement on pages 191-192.

Energy Usage Status (MWh)

Category	Unit	2021	2022	2023	2024	2024 Target
Total Energy Consumption	MWh	2,310,273	2,420,773	2,526,147	2,563,710	2,780,755
Direct[1]		29,661	30,853	29,102	28,559	
Indirect Electricity[2]		2,276,511	2,385,616	2,492,531	2,530,422	
Indirect Steam[1]		4,101	4,304	4,515	4,728	
Energy Intensity	MWh/ KRW billion	191	195	200	201	
Location-Based Scope 2 Electricity Consumption	MWh	2,275,650	2,382,157	2,487,119	2,525,010	

1) The values for direct energy consumption and indirect steam consumption have been converted using the conversion factor of 0.2777778 MWh/GJ.
2) Indirect electricity consumption includes both location-based electricity consumption and on-site solar power generation.

Greenhouse Gas Reduction Status

Category			Unit	2021	2022	2023	2024	2024 Target
Total Reduction			tCO_2e	34,135	186,400	272,489	329,336	320,396
Energy Efficiency Improvement	Office Buildings	Replacement with High-Efficiency Equipment		1,862	1,895	1,143	1,143	
	Telecommunications Equipment	Single RAN Project		11,380	28,632	28,629	28,629	
		Power Saving		N/E[3]	58,859	57,481	63,818	
		5G Shared Network		-	21,835	60,723	78,044	
		Replacement with High-Efficiency Equipment		N/E	18,096	25,928	48,903	
Renewable Energy	Office Buildings	Green Premium		20,490	55,187	96,098	106,583	
		Solar Power		240	511	208	182	
	Telecommunications Equipment	Solar Power		155	1,078	2,278	2,034	
Others	Others			N/E	1	3	0	

3) N/E: Not Estimated

Renewable Energy Usage Status (MWh)

Category	Unit	2021	2022	2023	2024	2024 Target
Total Renewable Energy Consumption	MWh	45,461	123,584	214,587	237,412	250,267
Green Premium[4]		44,600	120,125	209,176	232,000	
Solar Panels on Buildings[5]		522	1,112	453	396	
Solar Power for Telecommunication Systems[6]		338	2,346	4,958	5,016	
Total Non-Renewable Energy Consumption		2,265,673	2,300,648	2,316,971	2,331,710	
Total Power Consumption		2,276,511	2,385,616	2,492,531	2,530,422	
Renewable Energy Ratio	%	2.0	5.2	8.6	9.4	9.0

4) Green Premium applied in 27 office buildings
5) Power generated by solar panels installed on some office buildings
6) Power generated by solar panels for operating infrastructure equipment in telecommunications stations

Renewable Energy Usage Status (TJ)

Category	Unit	2021	2022	2023	2024	2024 Target
Total Renewable Energy Consumption	TJ	436	1,186	2,060	2,279	2,403
Green Premium		428	1,153	2,008	2,227	
Solar Panels on Buildings		5	11	4	4	
Solar Power for Telecommunication Systems		3	23	48	48	
Total Non-Renewable Energy Consumption		21,750	22,086	22,243	22,384	
Total Power Consumption		21,855	22,902	23,928	24,292	
Renewable Energy Ratio	%	2.0	5.2	8.6	9.4	

* The conversion was based on the country-specific calorific values and emission factors for each fuel type, applying 9.6 terajoules per gigawatt-hour (9.6 TJ/GWh) for electricity consumption.

Other indirect GHG emission (Scope 3)

Category	Unit	2021	2022[1]	2023	2024	2024 Target
Total scope 3 GHG emissions	tCO_2e	4,384,495	3,322,029	3,237,292	3,210,242	6,300,718
1. Purchased Goods and Services		2,543,897	1,925,932	1,870,658	1,992,087	
2. Capital Goods		1,186,700	922,967	682,412	548,573	
3. Fuel and Energy Consumed		455	471	136,300[2]	179,796	
5. Wastes		461	218	456	771	
6. Business Trips		1,411	962	3,519	2,446	
7. Commuting		9,015	3,522	6,362	5,422	
8. Rental Property		13,058	12,979	16,388	10,614	
14. Merchants		81,013	54,095	79,986	27,056	
15. Investments		548,485	400,883	441,212	443,477	
Scope 3 GHG Intensity[3]	tCO_2e/ KRW billion	362.3	267.6	257.1	251.3	

1) In 2022, the emissions calculation methodology was expanded to include actual activity data from seven companies under Category 1 and 21 companies under Category 15, resulting in a decrease in GHG emissions compared to 2021.
2) From 2023, emissions from the raw material production stage of purchased electricity have been additionally calculated. Accordingly, GHG emissions in the relevant category have increased.
3) Scope 3 GHG intensity is calculated based on GHG emissions per KRW 1 billion in revenue, according to a separate standard.

Water Usage Status and Intensity

Category	Unit	2021	2022	2023	2024	2024 Target
Water Withdrawal[4] (=Water Usage)	m^3	604,870	640,831	675,296	710,778	719,552
Municipal Water		591,396	599,741	631,570	669,496	
Groundwater		13,474	41,090	43,726	41,282	
Water Discharge				652,262	683,731	695,008
Sewage[5]				652,262	683,731	
Water Consumption (=Water Withdrawal - Water Discharge)				23,034	27,047	24,544
Water Use Intensity (=Water Usage/Sales)	m^3/KRW million	50.0	51.6	53.6	55.6	
Data Coverage[6]	%	100	100	100	100	

5) Wastewater discharge for general office buildings is calculated as follows:
- Wastewater discharge = municipal water use + groundwater use
  However, for the four office buildings eligible for wastewater fee reduction (Busan Data Center, Jeonju, Daejeon Busan, Gwangju Usan), the calculation is as follows:
- Wastewater discharge = municipal water use + groundwater use - cooling tower input (separately measured)

6) Survey and aggregation were conducted for 27 SK Telecom office buildings.

Waste[1] and Recycling (By Source and Type)

Category	Emission Source	Category	Unit	2021	2022	2023	2024	2024 Target
Total Waste Discharged	Total		ton	5,554	4,112	5,982	4,399	5,216
		General		4,003	3,342	4,886	3,689	
		Hazardous		1,551	770	1,096	711	
	Headquarters			1,740	1,229	1,229	1,175	
		General		1,210	1,200	1,187	1,149	
		Hazardous		530	29	42	26	
	Network Infrastructure			3,814	2,883	4,753[2]	3,224	
		General		2,793	2,142	3,699	2,540	
		Hazardous		1,021	741	1,054	685	
Waste Intensity[3]			ton/ KRW billion	0.46	0.33	0.48	0.34	
Data Coverage[4]			%	100	100	100	100	

1) All waste is 100% treated through outsourcing.
2) The increase is attributable to the concentrated removal of equipment from discontinued services (2G and 3G).
3) Waste generation intensity is calculated based on waste emissions per KRW 1 billion revenue, according to a separate standard.
4) Based on the survey and aggregation of data from 27 SK Telecom office buildings and 4 infrastructure headquarters.

Waste and Recycling[2] (By Treatment Types[5])

Category	Treatment Types		Unit	2021	2022	2023	2024	2024 Target
Total Waste Discharged			ton	5,554	4,112	5,982	4,399	5,216
	Recycled/Reused			3,859	2,991	5,078	3,616	3,948
	Disposed			1,694	1,120	904	784	1,268
		Landfilled		617	105	110	236	
		Incinerated with Energy Recovery		250	187	194	390	
		With Unknown Disposal Method		826	828	600	158	
Recycling Rate (=Recycled/Total Waste Generation)			%	69.5	72.7	84.9	82.2	75.7

5) Based on the nationwide waste generation and treatment status from the resource circulation information system, estimates have been made.

Waste and Recycling (Electronic Waste only) – Details on waste electrical and electronic equipment[6]

Category	Unit	2021	2022	2023	2024
Electronic Waste	ton	1,254	497	969	1,433
Recycling Rate (Reused, Resold, Recycled)[7]	%	91.2	94.1	99.5	99.6
Other Disposal Rate (Disposed, Landfilled)		8.8	5.9	0.5	0.4

6) Waste from network infrastructure classified as "industrial waste electrical and electronic equipment" is disposed of through sale or consignment in accordance with relevant regulations.
7) Estimations are based on national statistical data from the "National Waste Generation and Treatment Status" in the Resource Circulation Information System

Total Environmental Cost

Category		Unit	2022	2023	2024
Total Environmental Cost	Total	KRW million	2,414	1,493	2,078
	Energy Saving and Climate Change Response Cost		2,128	1,189	1,809
	Waste Disposal/Recycling Service		242	232	198
	Charges & Taxes		44	72	70
			0.4	0.3	0.6

Other Environmental Data

Category		Unit	2021	2022	2023	2024	2024 Target
Training for Members	Training Completion Rate	%	70.8	81.5	88.0	88.1	88.0