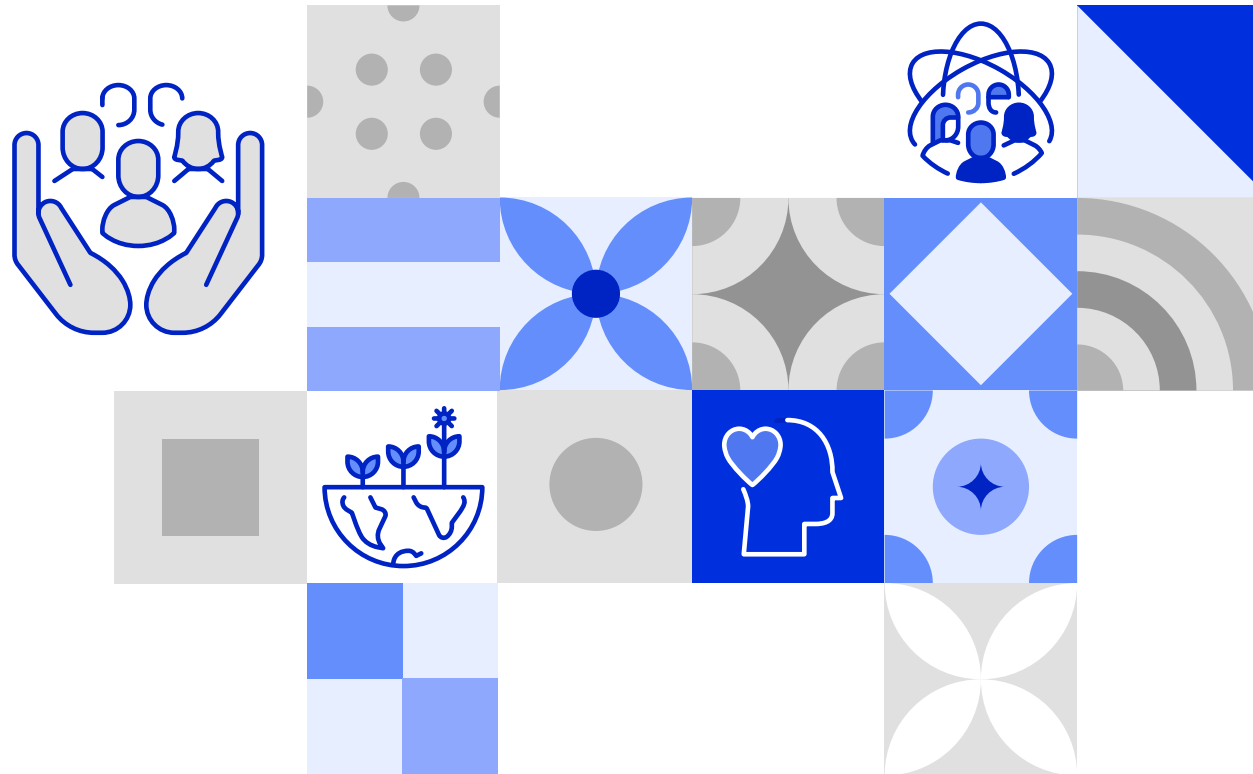


2025

# SK Telecom Human Rights Report



# ABOUT THIS REPORT

The intention of this report by SK Telecom is to provide an account of SK Telecom's human rights management, outlining its current status and performance.

## The Foundation of the Report and the Incorporation of International Guidelines

This report has been prepared in compliance with the items and contents set forth in the UN Guiding Principles Reporting Framework and the Corporate Human Rights Benchmark and Index(CHRB).

## Matters Concerning the Scope and Boundaries of Reporting

In this report, the term 'SK Telecom' refers to an individual SK Telecom company that does not include its subsidiaries that are subject to consolidation under the Korean version of International Financial Reporting Standards (K-IFRS). Data from SK Telecom's overseas branches, subsidiaries, and invested companies are excluded unless otherwise indicated for general descriptions and information whereas the contents of this report cover SK Telecom's supply chain. The geographical boundaries of the report are the Republic of Korea, where the main business is located, and more than 99% of sales are generated. The temporal boundaries are from January 1, 2024 to December 31, 2024. However, some qualitative activities may include content up to June 2025.

## International Initiatives and Partnerships

To improve social ethics and the international environment, SK Telecom joined the UN Global Compact, which was initiated through cooperation between UN agencies and businesses in 2007 and has been active in the network in addition to its compliance with ISO 26000, a management system standard on social responsibility.

SK Telecom bases all business operations on human rights and labor principles, respecting the human rights, dignity, and fundamental rights of all our members. To communicate our efforts and achievements in human rights and to enhance sustainable values, we are publishing our fourth human rights report in 2025.

## Validation of the Report

In order to increase confidence in its content, this report has been verified by the BSI(British Standards Institution) Group Korea an independent professional verification agency, thereby ensuring the reliability and fairness of the preparation process, open data, and content.

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<b>Publication Month</b>	June 2025
<b>Publication Organization</b>	Human Rights Management Team of SK Telecom
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CEO's Human Rights Policy Statement

Under the principle of SK Management System (SKMS), "SK Telecom plays a crucial role in societal and economic development by continuously existing and growing as an enterprise. It creates value for customers, employees, and shareholders, thereby contributing to the well-being of humanity." SK Telecom aims to achieve its business goals while fulfilling its social responsibilities and adhering to social norms. Our corporate social responsibilities define our unwavering commitment to respecting the human rights of our customers, employees, business partners and members of the local communities.

As a company that practices a high level of global citizenship, SK Telecom respects the fundamental rights of all stakeholders who come into contact SK Telecom in terms of products, services, contracts, purchases, and other business activities in their daily lives.

SK Telecom publicly declares its support for the human rights principles outlined in the 'Universal Declaration of Human Rights' and the 'UN Guiding Principles on Business and Human Rights (Ruggie Framework)', and commits to upholding responsibilities related to human rights. SK Telecom will strive to prevent human rights violations that may occur in the course of its business operations and will make every effort to avoid complicity in or collusion with such violations. Furthermore, in accordance with the principles of human rights and labor of the United Nations Global Compact, the company will have a responsible organization, operational structure, monitoring procedures, and a transparent management structure for action and communication on incidents that may occur. SK Telecom will exercise due diligence to ensure that this policy is followed not only by SK Telecom but also by its subsidiaries and business partners.

Scope of Application

SK Telecom, along with its overseas subsidiaries, upholds the human rights of all stakeholders, including employees and contracted business partners, in all of its business operations.

Governance

In-house organizations responsible for human rights management in the areas of ethical management, safety and health, information protection, SCM, ESG, HR, ER, among others, have joined forces to launch a task force to establish SK Telecom's human rights management indicators and systematize items that each organization must check for its human rights risk management in terms of policies, organizational structure, training and performance. Having set forth its KPIs as well as its human rights performance management system, SK Telecom strives to continuously mitigate its human rights risks and enhance the company's management proficiency.

Human Rights Management Risk Management System

SK Telecom complies with the UN Guiding Principles on Business and Human Rights; Ruggie Framework and emphasizes the principles of 'Protect, Respect, and Remedy.' In accordance with the principles, SK Telecom specifically identifies and manages human rights risks across its value chain, including its subsidiaries, business partners, and SK's own operations.

1) Risk Identification: Human Rights Impact Assessment

SK Telecom identifies key human rights risk factors based on global standards and its own gap analysis. Specifically, we define our human rights risks by compiling data and materials collected from third-party assessment, stakeholder engagement channels, and grievance channels. Additionally, we conduct internal employee human rights surveys to identify potential risks.

2) Risk improvement: Establishment of a Mitigation Process

SK Telecom identifies major human rights issues that may arise in the course of business operations and identifies the most vulnerable groups and review targets. To address the identified significant concerns, thorough due diligence is conducted to understand their nature and level of risk. A dedicated team is then assigned to each issue, responsible for implementing essential remedial and mitigation measures.

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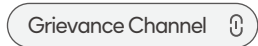
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# CEO's Human Rights Policy Statement

## Grievance-handling Process

SK Telecom operates a stakeholder engagement channel to prevent possible human rights violations in the course of its business. Our aim is to create an environment where all stakeholders can openly express their views regarding our business practices, instances of harm caused, and violations of social responsibility. This approach enables us to effectively address these concerns and take appropriate actions. If you have witnessed or directly suffered a case of non-compliance with human rights principles or a case of human rights violation, please inform us through the following channel.



Reports identified through monitoring and due diligence are promptly addressed, following thorough fact verification by the responsible departments. For cases that are judged to be serious and taken actions against, we report the issues, the handling processes, and the results to the ESG Committee under the Board of Directors, and try to prevent similar cases by reflecting them in overall management activities.

## Basic Principles

### 1. Prohibition of Forced Labor

- Guarantee of employee freedom of voluntary employment and resignation
- Guarantee of employee freedom of entry into and movement around relaxation spaces, factories, dormitories, etc.
- Prohibition of keeping original personal documents of employees, such as passports and ID cards
- Prohibition of recruitment and employment contracts secured by fees, debts, etc.

### 2. Prohibition of Child Labor

- Prohibition of the employment of children in accordance with the laws of the region and country where the business is located
- Checking the health status of the child and guaranteeing the child's educational opportunity when child labor is detected
- Prohibition of deployment of underage employees to a site that is hazardous or dangerous in terms of health and safety

### 3. Compliance with Working Conditions

- Compliance with the laws of working hours in the region and country where the workplace is located
- Compliance with the legal minimum wage in the region and country where the workplace is located
- Prohibition of overtime work exceeding the local laws of the country of entry or the agreed standards
- Overtime work is strictly voluntary and shall not be imposed on any employee. When necessary, it may be undertaken upon the employee's request and subject to company approval, with reasonable compensation provided in accordance with applicable standards

- Guarantee of legal welfare benefits such as annual paid leave for workers
- In cases of termination due to managerial reasons, such as transfers, acquisitions, or mergers, employees must be notified in accordance with the prior consultation period stipulated by local laws, following agreement with the employees' representative

### 4. Provision of Living Wage

- Guarantee of a living wage based on local economy and cost of living
- Compliance with living wage standards set by the national or local government (living wage committee) where each workplace is located
- Regular monitoring of the appropriate living wage level and wage payment status for each workplace for an appropriate living wage and fair compensation

### 5. Humane Treatment

- Prohibition of sexual harassment and bullying in the workplace
- Application of a zero-tolerance policy for all acts of sexual harassment and bullying.
- Preventing workplace sexual harassment and bullying and protecting victims, taking remedial action when necessary
- Managing damage reporting channels

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6. Non-discrimination

- Prevention of discrimination on the basis of sex, race, nationality, religion, disability, origin, gender identify and sexual orientation, political belief, social class, etc.
- Zero tolerance for all discriminatory acts
- Prohibition of discrimination in terms of hiring, job/department transfers, performance appraisal and compensation, promotion, training opportunities, use of maternity and paternity leave, and work placement upon return

7. Provision of Equal Remuneration

- Guaranteeing equal remuneration for workers providing work of equal value without discrimination based on gender, race, nationality, religion, disability, origin, gender identity and orientation, political beliefs, social class, etc.

8. Freedom of Association

- Guarantee of employee freedom of association and collective bargaining rights
- Prohibition of discrimination and disadvantage on the basis of membership or non-membership in a labor union or conducting activities in the union

9. Employee Safety and Health

- Regular safety inspection and management to provide employees with a safe and hygienic working environment
- Publishing manuals for emergencies, installing exit signs, and conducting regular evacuation drills
- Conducting regular health checkups for employees for appropriate measures according to examination results

10. Protection of Personal Information

- Collecting, recording and storing minimal personal information in accordance with legal requirements
- Ensuring information security according to the personal information life-cycle
- Operation of various channels to guarantee the rights of data subjects
- Prohibition of use other than the purpose of collecting personal information

11. Responsible Procurement

- Management to prevent human rights violations and environmental pollution cases in the production, distribution, procurement, and sales of raw materials, parts, equipment, and finished products
- Prohibition of the use of conflict minerals such as tin, tantalum, tungsten, and gold mined in conflict zones in Africa, such as the Democratic Republic of Congo
- Tracing the origin of raw materials, parts, and equipment delivered, conducting due diligence, and monitoring whether conflict minerals are included

12. Protection of the Human Rights of Local Communities

- Management of direct and indirect human rights and environmental impacts on local communities arising from the course of business operation
- Listening to and reflecting on the opinions of local stakeholders

As a company that fulfills its social responsibilities and pursues happiness of all, SK Telecom will take the lead in supporting and complying with human rights principles. Thank you.

June 2025

President & CEO, SK Telecom Young Sang Ryu

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# Human Right Management Policy

SK Telecom strives to create a sustainable future with all stakeholders. We respect the rights of various stakeholders, such as customers, employees, business partners, and local communities, and practice human rights management based on a high level of global citizenship awareness. In order to fulfill our responsibility to respect and protect human rights, we have publicly declared our support for key international human rights standards, including the 'Universal Declaration of Human Rights', the 'UN Guiding Principles on Business and Human Rights; Ruggie Framework', and the human rights and labor principles of the 'UN Global Compact'. Grounded in global human rights principles, SK Telecom has established five key policies—the 'Human Rights Policy Declaration', 'Health and safety management policy', 'Code of Ethics', 'Supplier ESG Code of Conduct', and 'Stakeholder Engagement Policy'—to reinforce its human rights management system.

## Human Rights Management Policy Framework

Policies and Declarations	Scope	Contents
Human Rights Policy Declaration	Employees, Business Partners	SK Telecom has established and disclosed a human rights policy declaration to introduce human rights management, including scope of application, governance, management system, and grievance process. The policy consists of 12 basic principles, including prohibition of forced labor, prohibition of child labor, compliance with working conditions, payment of living wages, humane treatment, prohibition of discrimination, payment of equal wages, freedom of association, safety and health of workers, protection of personal information, responsible procurement, and protection of human rights in local communities. 
Health and safety management policy	Employees, Business Partners	SK Telecom recognized protecting the lives and safety of stakeholders as the top priority of management, and has established the Health and safety management policy to faithfully implement the safety and health management system and continuously prevent accidents. The Health and safety management policy, consisting of the goal of 'Zero Serious Accidents' and five key practices, applies to customers, citizens, in-house employees, and employees of partner companies who are in contact with all of the company's products, services, and activities. We have established a safety and health management system that reflects 15 general matters stipulated in the Enforcement Decree of the Serious Accident Punishment Act, and have appointed a Chief Serious Accident Prevention Officer (CSPO) to systematically promote serious accident prevention activities. 
Code of Ethics	Employees	SK Telecom has established the Code of Ethics to play a key role in social and economic development by creating values for various stakeholders such as customers, employees, shareholders, business partners, and society, and to practice corporate management that further contributes to the happiness of mankind. The company has established the Code of Ethics for both internal and external stakeholders, including attitude toward customers, basic ethics of employees, responsibility toward employees, responsibility toward shareholders, relationship with business partners, and role toward society, and have clarified the application targets and compliance obligations, operated the ethics management practice guidelines, and clearly stated the operating regulations for the anti-corruption management system regulations. 
Supplier ESG Code of Conduct	Partners, all business relationship partners	SK Telecom has established the Supplier ESG Code of Conduct for all business partners in business relationships with us to build a sustainable supply chain and asked them to comply with social responsibility. The Supplier ESG Code of Conduct commonly applies to all stakeholders in the value chain, including all executives and employees, contractors, secondary business partners, and agents. The ESG Code of Conduct consists of detailed requirements for ESG management in the areas of labor and human rights, health and safety, environment, ethics, and management systems, based on the UNGC principle, OECD MINE guideline, and GeSi's JAC (Joint Audit Cooperation) guideline. 
Stakeholder Engagement Policy	All stakeholders	SK Telecom has established a stakeholder engagement policy based on the AA1000 SES (Stakeholder Engagement Standard) to ensure the participation of stakeholders in the management process and to enhance management transparency and efficiency. Stakeholders are defined as executives and employees, shareholders and investors, customers, business partners, government authorities, media, associations, NGOs, and local communities, considering the mutual influence of business operations, responsibilities and roles, reputation, and expectations. Additionally, socially vulnerable and marginalized stakeholders are identified and defined as vulnerable stakeholders. We identify each stakeholder, assess the impact of our business operations, and diversify communication channels to identify stakeholder complaints and grievances, follow-up management and monitoring, and potential issues. 

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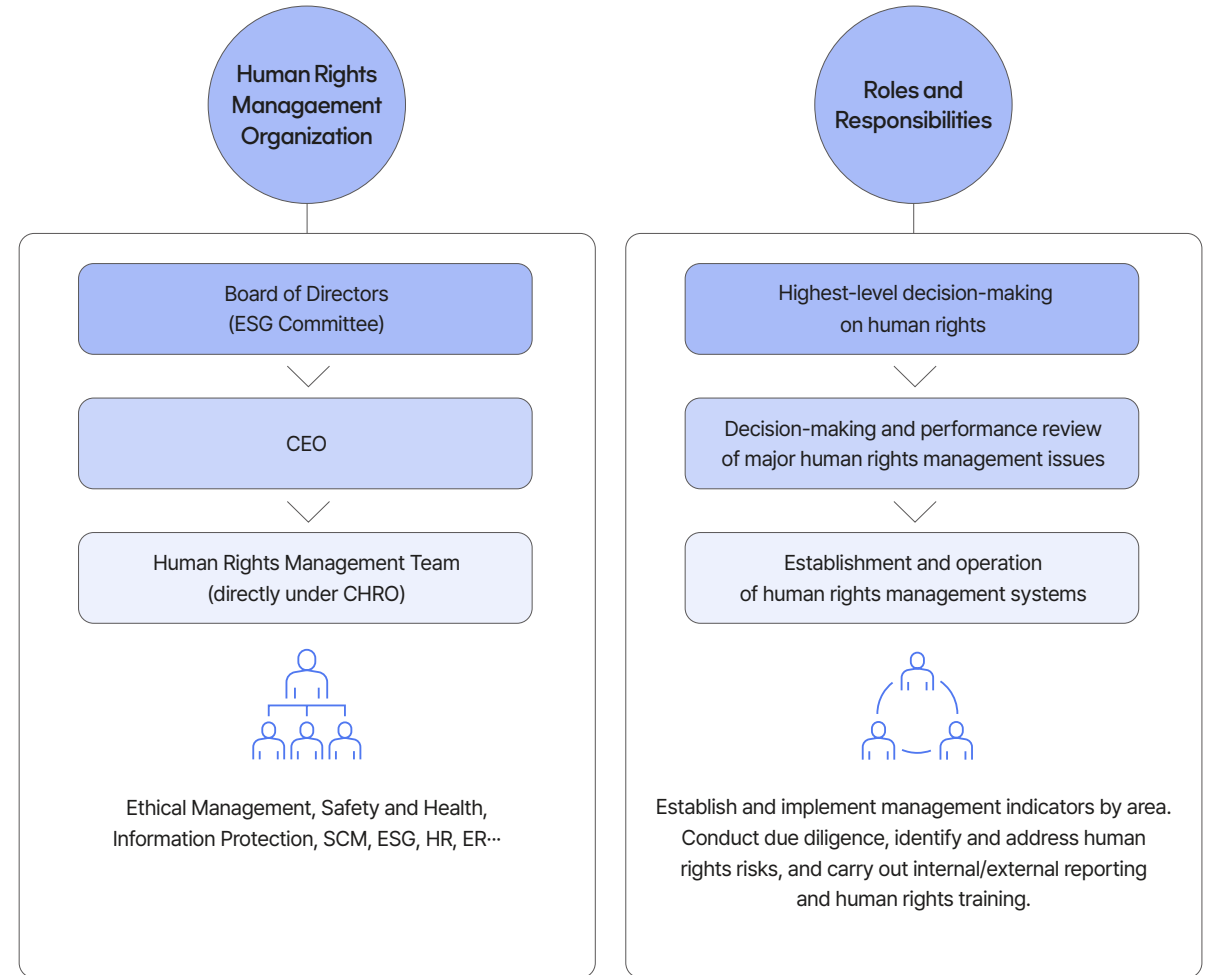
# Human Rights Management Governance

SK Telecom has introduced and implemented human rights management in all business operations by establishing a systematic human rights management governance from the Board of Directors to the top management, the human rights management department, and related departments. The Board of Directors and the ESG Committee, a subcommittee under the BOD, are the highest decision-making bodies related to human rights and are responsible for deliberation and resolution on key ESG-related agenda items. The CEO listens to reports on human rights issues, reviews decision-making on key issues and the performance of human rights management. The Human Rights Management Team, operating under the Chief Human Resources Officer (CHRO) and Director of the HR Center, is responsible for advancing human rights management. The team collaborates with relevant departments—including Ethics, Safety and Health, Information Security, Supply Chain Management, ESG, HR, and Employee Relations (ER)—to identify and manage human rights-related risks, develop improvement initiatives, and monitor issue-specific human rights activities.

**ESG Committee**

The ESG Committee, established in 2021, reviews key agendas for ESG management, such as environment, society, customers, and information security including human rights management. The ESG Committee is comprised of three or more directors, and a majority of the members are independent directors to ensure the independence of the Committee, and based on the expertise of the participating members, the Committee receives and reviews reports on the company's ESG promotion direction and performance, disclosure, stakeholder communication, and the results of human rights impact assessment.

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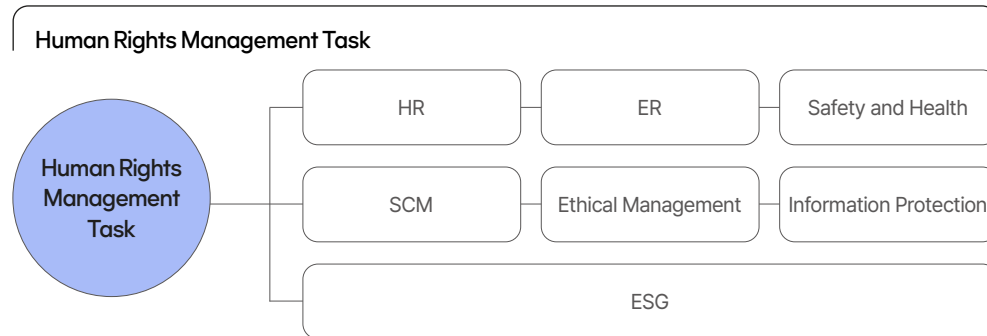
Our human rights management team conducts an annual human rights impact assessment based on our human rights policy to manage possible human rights risks, and the ESG Committee under the Board of Directors verifies and manages the assessment results.

**Reinforcement of Human Rights Management Responsibilities and Roles**

SK Telecom pursues and manages economic and social value simultaneously based on the DBL (Double Bottom Line) management principle. We set and practice ESG KPIs, which include human rights management, ESG activities, environmental performance, and social contribution performance. By evaluating the performance of the management and reflecting this in compensation, we strive to implement practical human rights management. Additionally, to enhance expertise in the human rights domain, we have strengthened the responsibility and role by transferring ownership of human rights management from our ESG organization to our corporate culture organization.

**Operation of a dedicated human rights management team**

SK Telecom's Human Rights Management Team under the HR Center organization is in charge of implementing the company's human rights management, and has checked management items such as policies, organizational structure, education, and performance of each related department. We have continuously improved human rights risks through conducting human rights risk impact assessments and managing KPI and performance management for human rights management activities.



**Stakeholder Engagement**

SK Telecom categorizes its stakeholders into customers, employees, subsidiaries, business partners, local communities and NGOs, shareholders, and the government. We seek to gain trust and support for the company by encouraging stakeholder engagement while enhancing the transparency and efficiency of company management. As part of its efforts to engage stakeholders, SK Telecom has prepared and announced a stakeholder engagement and communication policy to the public. The stakeholder engagement policy stipulates company-wide guidelines for communication with stakeholders, including conditions for participation in management activities by internal and external stakeholders, and a resolution process in the event of problems.

Stakeholder Engagement Policy	
<b>Scope</b>	• This Stakeholder Engagement Policy applies equally to all stakeholders and local communities involved in SK Telecom's business operations and supply chains, including overseas subsidiaries.
<b>Purpose</b>	• By establishing and disclosing participation and communication requirements for internal and external stakeholders in SK Telecom's management activities, the company expresses its firm commitment to stakeholder engagement and provides company-wide guidance to relevant internal departments.
<b>Objective</b>	• The goal is to enhance transparency and efficiency in management and to earn stakeholder support and trust through active stakeholder engagement and communication.
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>• Communication channels and engagement methods for each stakeholder group are overseen by the company-wide stakeholder management department and operated under the responsibility of each corresponding department (with designated responsible organizations and personnel).</li> <li>• Policies and key issues related to stakeholder engagement are reported to the ESG Committee under the Board of Directors.</li> </ul>
<b>Issue Management</b>	<ul style="list-style-type: none"> <li>• If any potential or actual negative impacts are identified through stakeholder engagement, measures to mitigate or eliminate such impacts will be established and proactively implemented.</li> <li>• The results of stakeholder complaints or grievance handling are tracked and disclosed both internally and externally to improve transparency.</li> <li>• Capability-building programs are operated to strengthen stakeholders' participation capacity and improve access to relevant information.</li> </ul>

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# Establishment of the Human Rights Risk Management System

## Establishment of the Human Rights Risk Management System

SK Telecom conducts human rights impact assessments for all members to systematically review our company's policies, procedures, and systems concerning human rights issues, identify potential risks, and prepare effective improvement measures. The human rights impact assessment, centered on a self-developed checklist, allows our company to set and measure goals related to human rights issues, enabling efficient responses and contributing to identifying potential human rights issues and measuring their impact on vulnerable groups, as well as deriving improvement tasks.

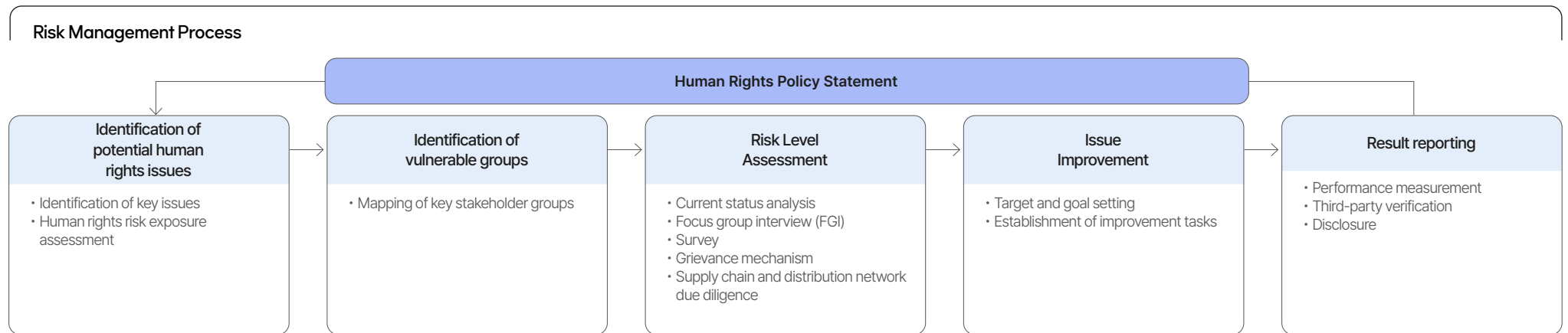
### Scope of Risk Management

SK Telecom has been continuously managing its human rights issues by introducing company-wide human rights policies since 2012. The company has created a clear framework for advancing human rights for companies and stakeholders, based on the UN Guiding Principles on Business and Human Rights (Ruggie Framework) emphasizing the principles of 'Protect, Respect, and Remedy.' SK Telecom examines human rights risks across its value chain, including its subsidiaries and business partners, meaning that its assessment includes due diligence on SK Telecom's direct business operations, as well as all of its subsidiaries, joint ventures and business partners. Risks are identified and reviewed before engaging in a new business relationship (mergers, acquisitions, JVs, etc.).

### 1. Identification of Potential Human Rights Issues

SK Telecom identifies key human rights risk factors based on global standards and SK Telecom's gap analysis. We identify human rights risks through a combination of third-party survey data, stakeholder engagement channels, and grievance channels. Additionally, we conduct human rights surveys for internal employees to identify potential risks. Meanwhile, we are continuously upgrading the scope and methods of identifying potential risks, such as conducting checklist-based human rights inspections for joint ventures.

SK Telecom conducts the following investigations and communications to identify potential human rights issues. We first examine recent human rights issues consistent with the UNGC Human Rights Principles and global guidelines such as Global e-sustainability Initiatives (GeSI), the Corporate Human Rights Benchmark Index (CHRB) and the OECD Due Diligence Guidelines for responsible supply chains. We also review third-party research materials that include the Business and Human Rights Resource Center (BHRRC) Action Platform and third-party human rights findings (including human rights risk indicators). On the other hand, we also classify issues raised to the BOD through annual stakeholder interviews (one-on-one, conferences, conference calls, etc.), surveys, and grievance/complaint channels (ESG Committee and CSR grievance/complaint channels) as risk factors.



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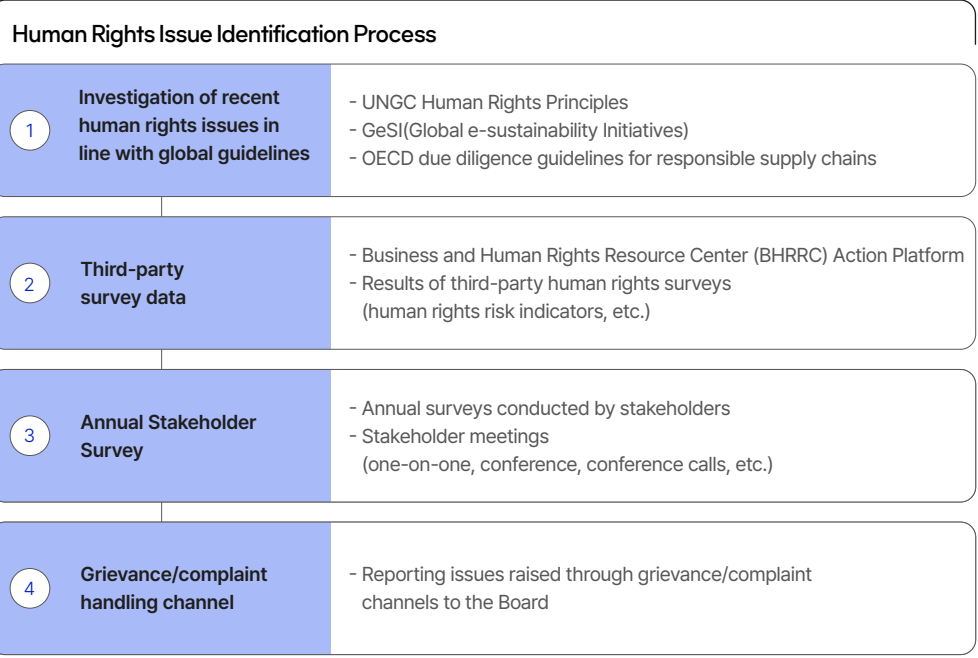
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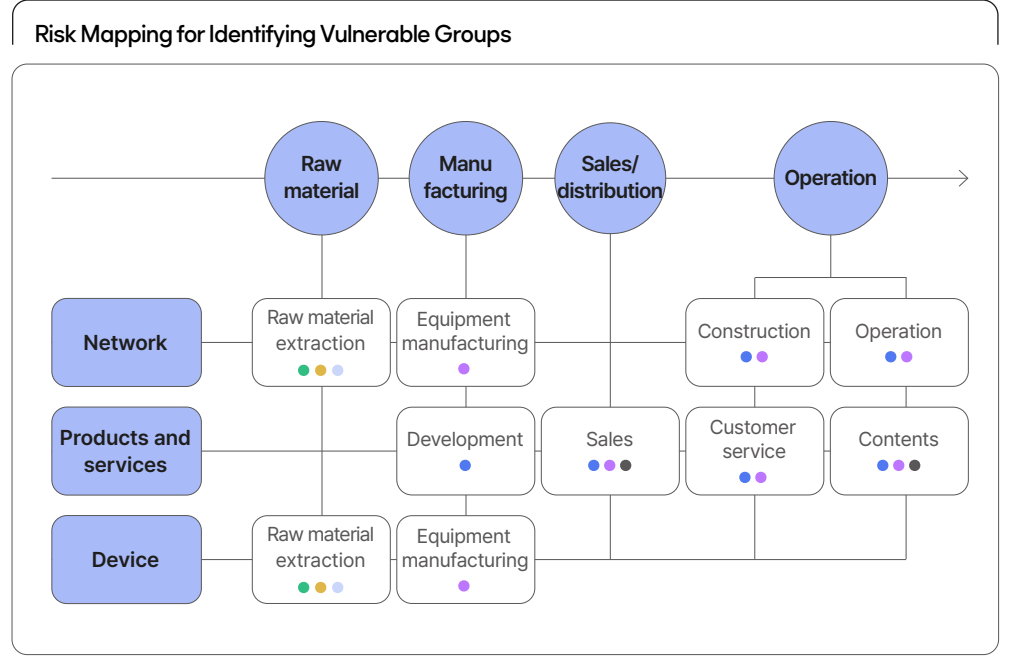
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## 2. Identification of Vulnerable Groups

SK Telecom structures the value chain to identify vulnerable groups and determines the possibility of human rights issues occurring by process. Accordingly, SK Telecom has identified vulnerable groups across areas such as networks, products and services, and devices. These groups include SK Telecom employees and those of its subsidiaries and joint ventures; women; minors under the age of 18; indigenous landowners affected by base station construction; suppliers of raw materials for terminals; network equipment manufacturers; foreign workers involved in terminal and network equipment supply chains; all business partners within SK Telecom's value chain; and both existing and potential customers. The company proactively identifies key human rights issues related to vulnerable groups identified during the risk mapping stage, analyzes the nature of the issues, and decides whether to conduct due diligence based on the risk levels. We implement corrective actions for 100% of the issues identified through due diligence.

● Internal employees ● Children ● Supplier employees ● Foreign workers ● Suppliers ● Local communities



#### SK Telecom's Definition of Vulnerable Groups

	Definition	Related groups
<b>Internal Employees</b>	SK Telecom and its subsidiaries/joint ventures	SK Telecom, SK Broadband, SK ICT Family, etc.
<b>Children</b>	Minors under the age of 18	SK Telecom, its subsidiaries, suppliers and joint ventures
<b>Suppliers</b>	Indigenous people working for Tier 1 and Tier 2 suppliers, primary, secondary upper and lower-tier business partners	All business partners of SK Telecom's value chain including indigenous landowners in the construction of base stations, suppliers of raw materials for terminals and manufacturers of network equipment, etc.
<b>Foreign Workers</b>	Foreign workers working for primary and secondary material suppliers	Suppliers of raw materials of terminals and manufacturers of network equipment, etc.
<b>Local Community</b>	General public	Existing and potential customers of SK Telecom, and local residents who are influential in the company's business expansion, activities and operations
<b>Females</b>	Women in SK Telecom's value chain	SK Telecom, its subsidiaries, suppliers and joint ventures

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**3. Human Rights Risk Measurement Process**

Human rights risk impact measurement consists of periodic assessments based on an annual surveys and non-periodic assessments that include issues raised in grievance/complaint channels. This assessment takes into account both the frequency and intensity of occurrence, and the identified risk level becomes the standard for the assessment. Accordingly, if a high risk is identified, immediate corrective action is taken. When the risk is identified as moderate, we devise a goal setting and implementation plan, and when the risk is identified as low, we respond to it by monitoring. The risk management standards for this measurement are based on the Human Rights Policy Declaration.

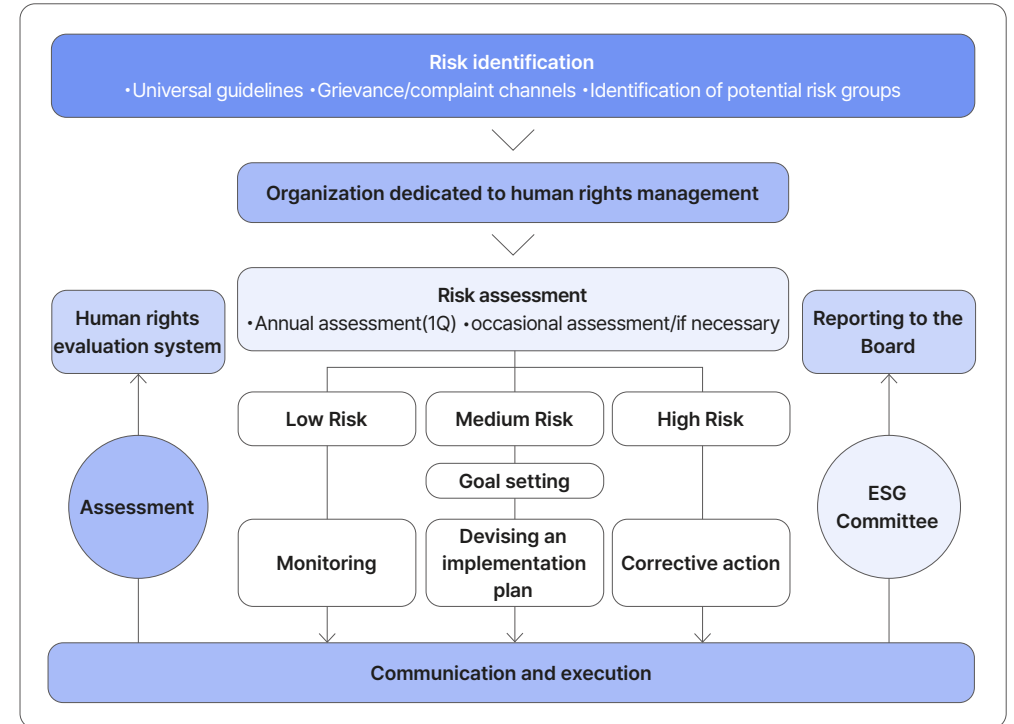


**4. Integration of evaluation result and system enhancement**

SK Telecom resolves human rights issues identified in human rights risk assessments and human rights impact assessments through universal procedures based on global standards. Human rights risks found are reported to the board of directors, shared internally to prevent the same problem from reoccurring, and remedial actions are implemented according to the characteristics of the relevant workplace. In the event of a negative impact on human rights during SK Telecom's business operations, we provide remedies, set targets according to the degree of risk, devise monitoring and implementation plans, and prepare corrective measures to communicate and implement them. Afterwards, we evaluate the effectiveness of corrective actions and advance the human rights evaluation system according to the results.

**5. Third Party Verification and Disclosure**

SK Telecom's human rights risk management process and results are verified by a third party and shared with internal and external stakeholders through annual reports, human rights reports, and websites.



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**Establishment of Risk Mitigation Processes**

SK Telecom identifies and implements measures to mitigate human rights risks to ensure that no direct or indirect human rights violations occur throughout our business activities. Specifically, the human rights issues identified through impact assessments are managed by designating dedicated organizations to carry out remedial and mitigation measures. Human rights problems discovered in the evaluation are resolved based on global standard grievance handling procedures. Mitigation measures are established based on universal guidelines such as the UNGC Human Rights Principle, industry guidelines such as GeSI, and the OECD Due Diligence Guidelines, while also respecting third-party investigation materials. Internally, SK Telecom has established comprehensive stakeholder engagement channels and enhanced grievance-handling mechanisms to respond effectively. After identifying human rights risks, a dedicated organization leads the establishment and implementation of improvement tasks and continuously monitors the implementation to promote the improvement of human rights risk management.

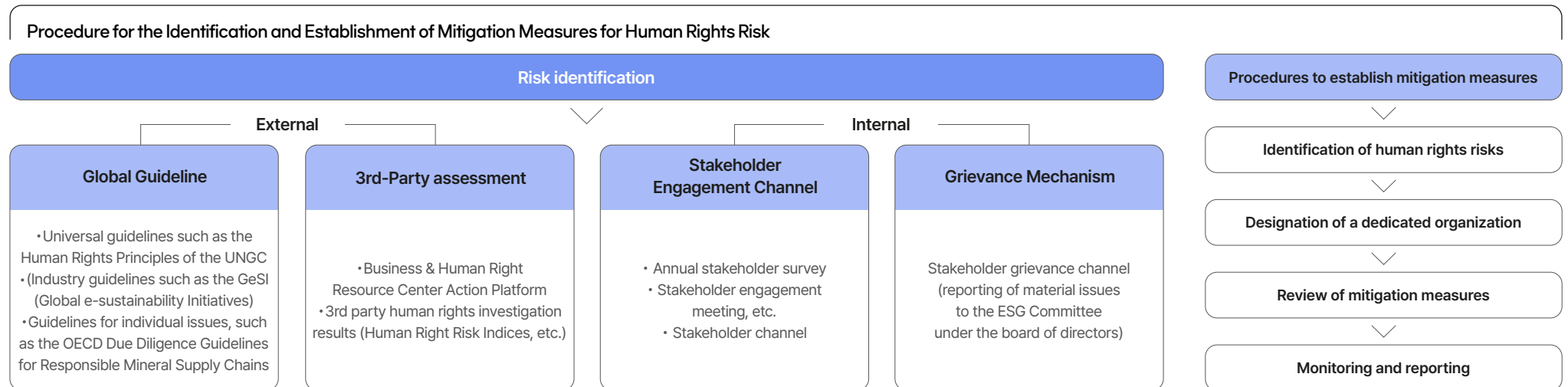
**Grievance Mechanism**

To collect ESG grievances and complaints from stakeholders, SK Telecom operates an online channel for receiving grievances and complaints related to issues such as labor, human rights, and ethics on the company's website. Through the ESG grievance channel, the company immediately responds to and resolves opinions, damage cases, and violations of social responsibility presented by stakeholders on

overall business activities. Following a thorough examination of facts, the diverse opinions and feedback received from stakeholders through this channel are actively addressed through monitoring and due diligence conducted by the relevant working-level departments at SK Telecom. Additionally, for cases that have been judged and acted upon as serious ESG issues, we report to the ESG Committee under the BOD their contents, process, and results and actively reflect them in our management activities to prevent similar instances from occurring in the future.

In addition, SK Telecom operates a reporting channel and an ethics counseling channel that can be accessed via various online and offline methods such as websites, face-to-face counseling, and letters, thus enabling stakeholders to report and consult at any time. The Ethics Management Portal, Letter to HR, dedicated female counselors for sexual harassment, intranet channels, and anonymous bulletin boards all serve as channels for reporting irregularities and acts of corruption, as well as channels for consultation on ethical issues for stakeholders. Based on the 'Public Interest Whistleblower Protection Act', SK Telecom strives to protect whistleblowers who report cases of unfairness or wrongdoings that violate the code of ethics. In accordance with the law, whistleblowers may request confidentiality, personal protection measures, personnel actions, and measures to prevent any disadvantages being levied against them. In addition, we operate a separate whistleblower and counselee protection program to protect the identity of whistleblowers and counselees and to keep the contents of a report confidential, as well as taking measures to prevent any disadvantages to the whistleblowers, collaborators in an investigation, and counselees.

Grievance Mechanism Online Channel



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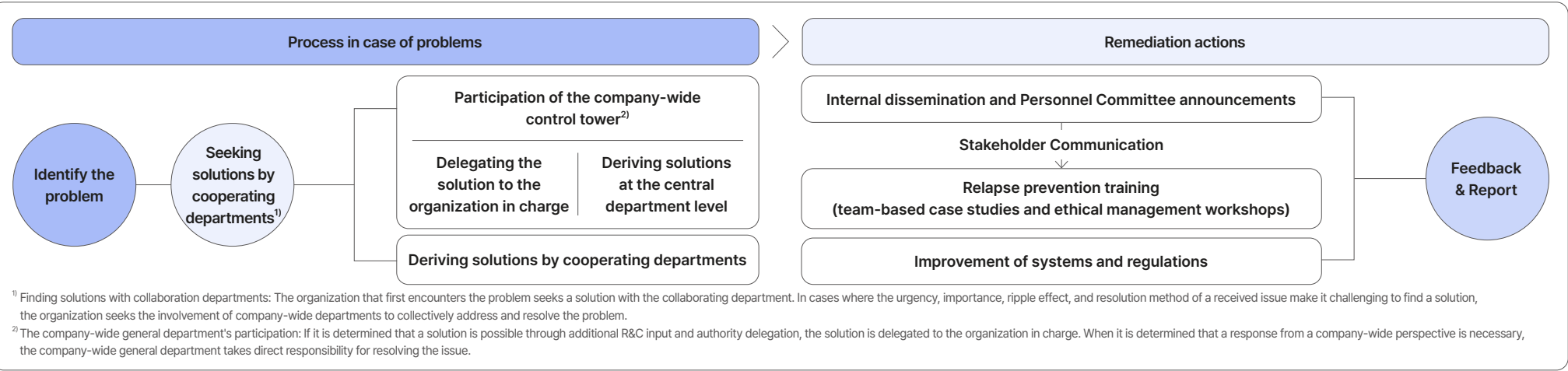
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**Grievance Procedure System**



**Operation status of an ethics counseling center in 2024 (Unit: cases)**

	Cases	Completed cases	Processing rate
Ethics counseling and reporting <sup>3)</sup>	18	15	83.3%
No Issues <sup>4)</sup>	23	23	100%
Simple work level issues	52	52	100%
Customer Complaints	164	164	100%
<b>Total</b>	<b>257</b>	<b>254</b>	<b>98.8%</b>

<sup>3)</sup> Self-investigation was conducted for ethics-related consultation/reporting cases, and other cases were transferred to relevant departments.  
<sup>4)</sup> Investigation was not conducted due to insufficient report content or withdrawal of the relevant report.

**Actions for Ethical Code Violations in 2024<sup>5)</sup>**

Classification	Cases	Actions	Remediation Action
Anti-Corruption/Bribery	2	Severe 1/Minor 1	100%
Conflict of Interest	5	Severe 3/Minor 2	100%
Others	1	Severe 1	100%
<b>Total</b>	<b>8</b>	<b>Severe 5/Minor 3</b>	

<sup>5)</sup> No violations related to discrimination/harassment, money laundering/insider trading

**Reporting and Improvement Actions**

SK Telecom completed processing and improvement measures for 254 cases (98.8%) out of 257 cases received through grievance channels in 2024. Most of these were related to customer complaints and simple business issues, and we took disciplinary actions for eight cases that violated the code of ethics. Among the disciplined cases, there were no cases of human rights violations due to discriminatory behavior or harassment, or violations of money laundering/insider trading. Looking at the details of the disciplinary actions, there were two cases of Anti-Corruption/Bribery, five cases of Conflict of Interest, and one case of violation of mutual respect, and during the disciplinary process, we prohibited disadvantageous measures such as confidentiality and personal protection to informants and cooperators and implemented monitoring procedures by the working departments.

Additionally, follow-up actions included ethical management workshops and team-based case education to prevent recurrence, and improvements were made to related systems and policies to prevent conflicts of interest. Improvement measures were implemented for all reported cases, including the 8 disciplinary cases, with detailed improvements disclosed through "Management and Improvement Activities by Human Rights Area".

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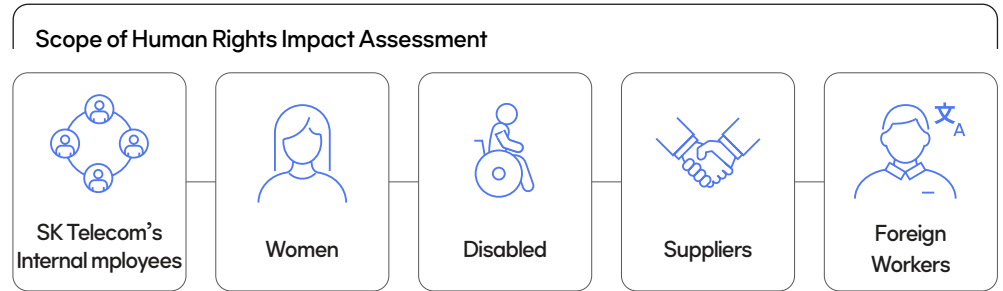
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# Human Rights Impact Assessment and Human Rights Risk Assessment

## Human Rights Impact Assessment

SK Telecom conducts human rights impact assessments regularly once a year to understand the status of human rights management and to derive potential human rights risks. Starting with the employee survey conducted in 2022, we expanded the scope to include joint ventures by conducting human rights impact assessments on them in 2023. In 2025, we conducted the human rights impact assessment to include the disabled, partners, and foreign workers among the vulnerable groups identified by SK Telecom. The human rights impact assessment is conducted through diagnosis and evaluation by an external expert organization to derive objective and independent results, and the survey is conducted through external online to ensure anonymity. The indicators of the human rights impact assessment are selected by reflecting the characteristics of the industry and organization based on international human rights standards such as the UN Guiding Principles on Business and Human Rights, CHRБ, OECD Guidelines for Multinational Enterprises, and ILO Guidelines.

The human rights impact assessment is structured with the focus on identifying the level of importance based on the need to manage human rights issues, human rights risk management systems, and human rights experiences. As such, it is conducted based on a checklist consisting of 23 sub-areas in 9 fields and a total of 51 indicators for companies and joint ventures that form new business relationships; and it comprises a verification of the supporting data in order to confirm compliance with the human rights management policy and the detailed operating guidelines. In the event that any risks are identified by the human rights impact assessment, we derive measures for improvement and promote improvement activities accordingly.



### Identification of Human Rights Impact Assessment Issues

Classification	No. of Cases	Assessment Issues
Human Rights Issues	Discrimination-related issues that SK Telecom must manage	<ul style="list-style-type: none"> <li>Prohibited Grounds for Discrimination: gender, race, nationality, age, sexual minority, university, region of origin, disability, permanent and temporary employees</li> <li>Prohibited Areas of Discrimination: recruitment process, job/department transfer, performance evaluation and compensation, promotion, educational opportunity, use of maternity and paternity leave, assignment and execution of duties upon return from maternity and paternity leave.</li> </ul>
	Issues related to the working condition that SK Telecom must manage	<ul style="list-style-type: none"> <li>Employee working hour management</li> <li>Reduced working hours for pregnant women</li> <li>Employee health management</li> <li>Employee safety training</li> <li>Industrial accident management</li> <li>Stress and mental health management</li> </ul>
	Information security issues that SK Telecom must manage	<ul style="list-style-type: none"> <li>Procedures for collection/use/destruction of employees' personal information</li> <li>Agreement procedures for collection/use/destruction of customer personal information</li> <li>Lawful analysis and utilization of personal information</li> <li>Operational safety of the company security program and monitoring of the risk of personal information leakage</li> <li>Management and improvement of personal information leakage cases</li> </ul>
	Impact on local communities that SK Telecom must manage	<ul style="list-style-type: none"> <li>Aggravating factors that directly affect local communities and workers (base stations/repeaters, etc.)</li> <li>Lack of communication with local community stakeholders</li> </ul>
Human Rights Risk Management	SK Telecom's need to operate its human rights risk management system	<ul style="list-style-type: none"> <li>Human rights issue reporting channel</li> <li>Counseling process for employees' concerns, complaints, grievances, and conflicts</li> <li>Appropriate remedies for employees' concerns, complaints, grievances, and conflicts</li> <li>Regular inspection activities to identify human rights risks</li> <li>Collecting and reflecting opinions of external stakeholders such as customers and local communities</li> </ul>
	Identification of groups where SK Telecom needs to manage human rights in its business operations	<ul style="list-style-type: none"> <li>Children</li> <li>Seniors</li> <li>Women</li> <li>Residents of local communities</li> <li>LGBT people</li> <li>Religious minorities</li> <li>Migrant workers</li> <li>Financially disadvantaged</li> <li>Displaced persons or refugees</li> </ul>

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Human Rights-related Worker Experience	SK Telecom's need to manage sexual harassment in the workplace	<ul style="list-style-type: none"> <li>• Verbal sexual harassment</li> <li>• Physical sexual harassment (intentional touch, etc.)</li> <li>• Visual sexual harassment (stare, etc.)</li> <li>• Forcing an uncomfortable situation at work, staff dinner, etc.</li> </ul>
	SK Telecom's need to manage workplace bullying	<ul style="list-style-type: none"> <li>• Bullying (exclusion, alienation, or isolation from work or meetings)</li> <li>• Talkdown</li> <li>• Abusive language</li> <li>• Inappropriate calling</li> <li>• Excessive work orders</li> <li>• Deliberate obstruction of work</li> <li>• Unnecessary contact after working hours and forcing overtime</li> <li>• Unfavorable transfer assignment or forced departmental change</li> <li>• Restrictions on the use of vacation or sick leave</li> <li>• Forced participation in dinners, social gatherings, etc.</li> <li>• Forced drinking or smoking</li> <li>• Running personal errands</li> </ul>

**Results of Human Rights Impact Assessment**

SK Telecom has identified potential risks that need to be managed highly by evaluating human rights issues that affect company management activities based on awareness of importance on a scale from 1 (very unimportant) to 7 (very important) for all employees and vulnerable groups. No serious human rights risks were found in the results of human rights impact assessment in 2025, and as the results of survey, we confirmed that the protection of employee and customer information was perceived as the most important overall.

Additionally, SK Telecom implemented mitigation activities and improvement measures for potential human rights risks discovered in the human rights impact assessment conducted last year, and measured the level of risk improvement. As a result, we confirmed that the awareness of the importance of management necessity was improved in general. The importance ratio was improved by an average of 0.6% compared to the previous year, and the importance ratio was improved in 5 out of a total of 7 areas. In particular, the area of inhumane treatment showed the greatest improvement, with an improvement of 1.8% compared to the previous year.

Checklist-based Human Rights Impact Assessment Identification Issues		Checklist-based Human Rights Impact Assessment Identification Issues	
Classification	Assessment Issues	Classification	Assessment Issues
Establishment of a Human Rights Management System	<ul style="list-style-type: none"> <li>• Necessary measures for the institutionalization of human rights management</li> <li>• Strengthening and internalizing human rights capacity</li> </ul>	Prohibition of Forced Labor	<ul style="list-style-type: none"> <li>• Prohibition of forced labor</li> </ul>
Non-discrimination in Employment	<ul style="list-style-type: none"> <li>• Non-discrimination in employment</li> <li>• Non-discrimination against non-regular workers</li> <li>• Non-discrimination between men and women in employment</li> </ul>	Prohibition of Child Labor	<ul style="list-style-type: none"> <li>• Prohibition of employment of minors</li> <li>• Measures to protect minors -</li> </ul>
Humane Treatment of Workers	<ul style="list-style-type: none"> <li>• Working hours</li> <li>• Wage</li> <li>• Support for quality welfare benefits</li> <li>• Maternity protection</li> <li>• Eradication of violence</li> </ul>	Guaranteed Industrial Safety	<ul style="list-style-type: none"> <li>• Safety and health</li> <li>• Protection of pregnant women and people with disabilities</li> <li>• Assistance to workers affected by industrial accidents</li> </ul>
Guarantee of Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> <li>• Freedom of association and collective bargaining</li> <li>• Prohibition of disadvantageous treatment for labor union activities</li> <li>• Guarantee of collective bargaining and faithful implementation</li> </ul>	Responsible Supply Chain Management	<ul style="list-style-type: none"> <li>• Prevention of supplier human rights violations, etc.</li> </ul>
		Protection of Personal Information	<ul style="list-style-type: none"> <li>• Strict management of personal information</li> </ul>

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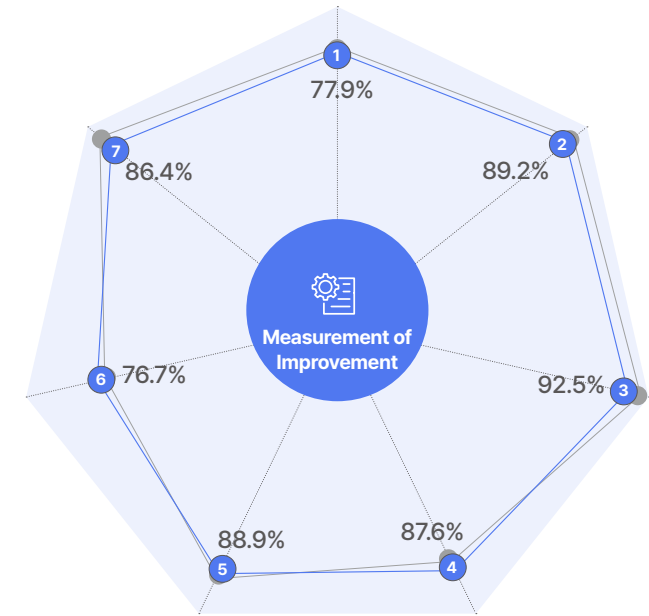
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## Results of Human Rights Impact Assessment

Subject of Human Rights Impact Assessment	Method	Area	Improvement Rate (GAP <sup>1)</sup> )	Improvement Activities
Employees and workplaces, vulnerable groups	Survey	Discrimination	1.2%	<ul style="list-style-type: none"> <li>Strictly prohibit discrimination and harassment in the workplace by specifying the 'Human Rights Statement'</li> <li>Comply with the principle of equal work and equal pay without discrimination</li> </ul>
		Improving working conditions	1.0%	<ul style="list-style-type: none"> <li>Manage working hours and work time</li> <li>Provide well-being program to make employees happy</li> <li>Operate the Design Your Work &amp; Time system</li> </ul>
		Protecting employee and customer information	1.1%	<ul style="list-style-type: none"> <li>Conduct information protection and cybersecurity training</li> <li>Establish AI basic principles</li> <li>Expand 'ZEM', a service exclusively for children</li> </ul>
		Local communities	-1.0%	<ul style="list-style-type: none"> <li>Prevent forest damage and operate forest policies</li> <li>Expand communication services to vulnerable areas (mountainous areas, islands, remote villages, etc.)</li> </ul>
		Human rights risk management system	0.5%	<ul style="list-style-type: none"> <li>Improve accessibility to grievance channel</li> <li>Regular implementation and advancement of human rights impact assessment</li> </ul>
		Identifying human rights impact groups	-0.4%	<ul style="list-style-type: none"> <li>Classification of vulnerable groups such as partners, foreigners, and people with disabilities and implementation of human rights impact assessment</li> </ul>
		Inhumane treatment	1.8%	<ul style="list-style-type: none"> <li>Conduct online education on sexual harassment prevention</li> <li>Conduct regular surveys on ethical management practices</li> </ul>

<sup>1)</sup> GAP(%p) = (Ratio of 'high importance' of survey in 2024) - (Ratio of 'high importance' of survey in 2025)

## Measurement of Improvement



Area	Survey Results		Improvement Rate(%p) <sup>1)</sup>
	2024	2025	GAP
1 Discrimination	79.1	77.9	1.2
2 Improving working conditions	90.2	89.2	1.0
3 Protecting employee/customer information	93.6	92.5	1.1
4 Impact on the community	86.6	87.6	-1.0
5 Human rights risk management system	89.4	88.9	0.5
6 Identifying human rights impact groups	76.3	76.7	-0.4
7 Inhumane treatment	88.2	86.4	1.8

<sup>1)</sup> GAP(%p) = (Rate in 2024) - (Rate in 2025)

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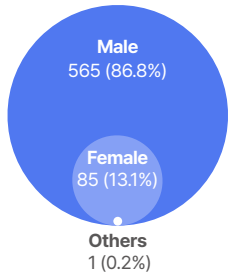
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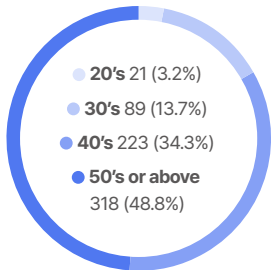
## Status of Participation in the Human Rights Impact Assessment



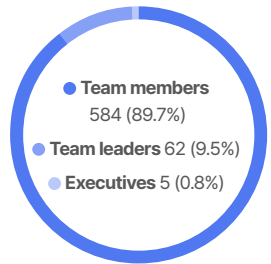
#### Gender (unit: person, %)



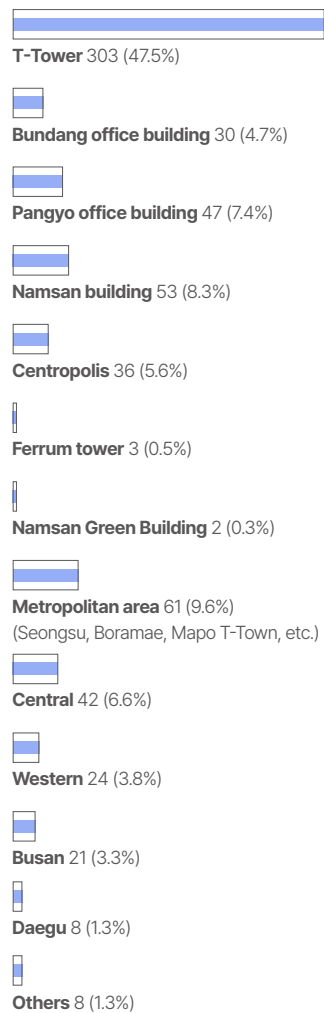
#### Age (unit: person, %)



#### Position (unit: person, %)



#### Business sites<sup>1)</sup> (unit: person, %)



#### Jobs<sup>1)</sup> (unit: person, %)



## Human Rights Issues by Human Rights Impact Assessment Group

SK Telecom divided internal members into groups based on their characteristics to identify human rights issues for each group. This approach allowed for a detailed understanding of internal stakeholders' human rights issues and facilitated practical improvement measures. The identified human rights issues for each group, as confirmed by the human rights impact assessment results, were shared with relevant departments to establish improvement tasks for individual issues.

Classification	Gender		Age			Position			
	Female	Male	20's	30's	40's	50's or above	Team member	Team leader	Executives
Discrimination	●			●		●		●	●
Work Environment	●	●		●	●	●	●	●	●
Information Protection	●	●		●	●	●	●	●	●
Local Communities									●
Risk Management System				●	●	●		●	●
Identification of Human Rights Groups									●
Sexual Harassment in the Workplace	●	●			●	●	●	●	●
Bulling in the Workplace	●	●			●	●	●	●	●

### Human Rights Risk Assessment Status

Classification	A. Three-year Assessment Rate (%)	B. Risk Identification Rate (%)	C. Mitigation/Remediation Rate (%)
Management activities (including JVs where the company has management rights)	100	7.7 <sup>2)</sup>	100
Contractors and Tier 1 suppliers	100	16.1	100
JVs (more than a 10% stake) <sup>3)</sup>	100	0	100

<sup>2)</sup> The percentage of business establishments among the total of 13, where the average proportion of high importance ratings in each area during the human rights impact assessment is 80% or higher.

<sup>3)</sup> Ratio of companies classified as high-risk in the field of human rights among supply chain ESG diagnostics companies and ICT family subsidiaries

<sup>1)</sup> The figures exclude business partners and Standard Workplace for Persons with Disabilities.

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**Identification and Improvement Status of Human Rights Issues in 2024**

SK Telecom has categorized the major human rights issues in 2024 as follows: 1) humane treatment, 2) safety and working hours of network operation workers, 3) protection of personal information, 4) forced and child labor in employee working conditions, and 5) conflict minerals. Through due diligence, we have identified the risk levels of these major human rights issues and established and implemented remediation and mitigation measures. In cases where negative impacts on human rights occur or are contributed to, disciplinary actions and preventive education are carried out according to the situation. Additionally, related systems and regulations are improved, and remedies are provided to affected individuals.

key Human Rights Issues	Vulnerable Groups	Review Targets	Nature of Issues	Mitigation/Remediation actions <sup>1)</sup>					Page
				Risk Level	Scope of Investigation	Identified Issue	Rate of Action	Detail actions	
Humane Treatment	Suppliers	Subsidiaries (SERVICE TOP, SERVICE ACE)	Protecting consultants from customers' improper behavior(abusive language, threats, insults, sexual harassment, etc.) and unreasonable demands	Due diligence target	88.7%	48.8%	100%	· Operation of service counselor protection program · MindCare Program	p.30
Working Hours and Safety	Installation and operation operators	Subsidiary SKons	Compliance with working hours and resolution of safety issues involving physical threats during network operations		100%	00.0%	100%	· Prior permission from the team leader for holiday/night shifts · Registration of work status in the attendance management system	p.26
Protection of Personal Information	General public	Subsidiaries, partners	Protection of privacy and personal information, a major human right in the information age		100%	6.2%	100%	· Dissemination of customer information protection manuals and self-inspection guides/checklists to distribution networks. · Conducting online/offline personal information protection training	p.37 ~38
Working Hours	Internal employees	SK Telecom	Issues of forced labor, child labor, and rights violations in employee working conditions	Precautionary measure	100%	0	100%	-	p.25
Conflict Minerals	Supplier employees, children	Raw material suppliers	Tin, tungsten, tantalum used in electronic devices, if sourced from Congo and surrounding countries, contribute to conflicts and involve child labor exploitation in the production process	Due diligence target			N/A		p.33
Indigenous People Rights	Supplier employees	Local communities	Direct infringement on Indigenous people's rights such as land and property due to business expansion	Precautionary measure	-	-	-	-	p.36
Information Accessibility	Children, general public	SK Telecom	Protection of universal information access rights and content responsibility for children, etc.		-	-	-	-	p.40

<sup>1)</sup> Improvement activities related to disciplinary measures can be found on page 16.

**Results of Human Rights Impact Assessment for New Businesses**

SK Telecom expanded the scope of human rights impact assessments to include JVs (Joint Ventures) and new investment companies since 2023. The companies that have conducted human rights impact assessments include JVs and investment companies that started new business relationships in 2025. The department in charge conducted self-assessments based on the checklist. We identified potential risks across 23 sub-areas and 51 specific items within the 9 selected categories to verify the implementation of key human rights management tasks. As a result, we found no serious human rights violation issues or risks, but found some deficiencies, derived potential issues, and established a plan for future improvement. SK Telecom will continue to strive to minimize the human rights impact from its management activities.

Subject to Human Rights Impact Assessment	Method	Area	Potential Issues	Future Improvement Tasks
JVs/New investment companies	Checklist-based workplace human rights inspection	Strengthening human rights capacity	Lack of activities to internalize human rights policy	Expansion of human rights education programs
		Prevention of human rights violations	Limiting the scope of application of human rights policy	Expanding the scope of human rights policy application to the supply chain

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# Working Environment

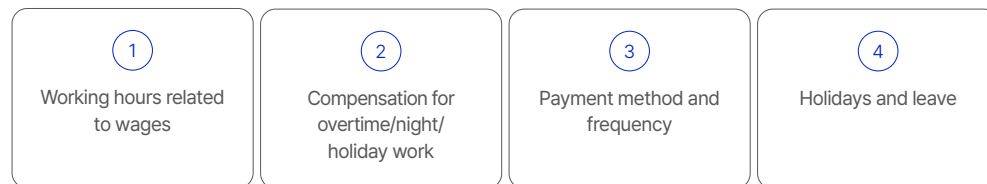
## Labor Practices

### Prohibition of Child Labor

SK Telecom firmly prohibits all forms of child labor in its production processes and upholds the fundamental principle of employing only individuals who meet or exceed the legal minimum age for employment. If the minimum age for employment is not clearly stipulated by local laws, we do not employ anyone who has not completed compulsory education or under the age of 16 (or under the age of 15 in countries with underdeveloped education systems) in accordance with international agreements. Additionally, we strictly manage minors under the age of 18 to ensure that they are not engaged in dangerous work or work that is unsuitable for their personal development. Furthermore, we do not employ minors in work that involves hazardous substances, drugs, extreme temperatures, excessive noise, or vibrations that may pose health risks. We also restrict their involvement in unfavorable working conditions, such as extended hours (over 8 hours per day and/or more than 3 days), night shifts, or tasks that are unreasonably controlled by employer directives.

### Prohibition of Forced Labor

SK Telecom and its suppliers strictly prohibit any forced, bonded, indentured labor, or human trafficking. Workers have free access to the workplace and have the right to voluntarily terminate their employment contracts. All recruitment is based on the voluntary consent of the workers. Suppliers do not impose money deposits, withholding wages or debts as a condition of employment, and do not require the surrender of government-issued identification, passports or work permits. Additionally, we guarantee freedom of movement in all areas where workers live or work, including workplaces, rest facilities and dormitories. All employers have defined employment conditions and have employment contracts signed by both the employer and the employee. The original copy of an employment contract is provided to the workers and includes but is not limited to the following.



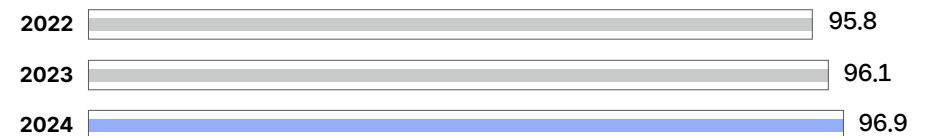
### Prevention of sexual harassment and bullying

SK Telecom and its suppliers create and maintain an environment in which all workers are treated with respect and dignity, and do not engage in any violent threats, sexual exploitation or abuse, or verbal/psychological harassment. Additionally, it prohibits any acts similar to these, including harsh or inhumane treatment, coercion or physical punishment, and threats.

SK Telecom systematically manages sexual harassment and bullying issues in the company-wide risk management area. We classify and manage sexual harassment, gender discrimination, and other violations of sexual ethics for executives and employees, and conflicts between employees are classified and managed as issues of conflict between employees/leaders/companies, and incidents/accidents involving employees are classified and managed as major disasters, work-related accidents, social controversies (such as assault), etc. For partner companies, we include issues such as violence, sexual harassment, and legal disputes due to changes in the business environment in the main management targets.

SK Telecom strictly prohibits discrimination and harassment in the workplace by stipulating the 'Human Rights Statement'. We strictly prohibit discrimination or harassment based on gender, race, religion, disability, nationality, or other personal characteristics, as well as inappropriate requests or unreasonable directives that disrupt healthy workplace relationships. Any violations are addressed with a zero-tolerance policy. Additionally, we conduct systematic training for all employees annually to raise awareness of discrimination and harassment in the workplace and to reduce the possibility of occurrence.

Online Sexual Harassment Prevention Training (unit: %)



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**Freedom of Association and Collective Bargaining**

SK Telecom guarantees the three labor rights of workers, including the rights of association, collective bargaining, and collective action, in accordance with ILO Conventions No. 87 and No. 98, the Constitution of the Republic of Korea, and the Labor Relations Act, and does not treat employees unfavorably or discriminate against them for reasons of labor union activities. All workers have the right to organize and operate a labor union at their own discretion. The company respects these rights and actively guarantees that workers can freely participate in labor union activities without any negative consequences or intervention from the company. Additionally, the company does not in any way interfere with labor unions representing workers from collective bargaining with the company and signing collective agreements accordingly. If the right to freedom of association and collective bargaining under the ILO Convention is not applicable, the company allows workers to freely elect workers' representatives as an alternative. The Company guarantees that any executives and employees who are involved in the organization of labor union members, workers' representatives, or other workers will not be discriminated, harassed, threatened, or retaliated against for doing so, and guarantees that worker representatives and others can freely meet with employees in the workplace.

According to the collective agreement, SK Telecom operates a union shop system in which employees within the scope of union membership are automatically enrolled in the labor union upon employment, and the collective agreement is also applied to members outside the scope of union membership. SK Telecom sets wage increase rates and seeks to improve the working conditions of its employees through collective bargaining and wage negotiations between labor and management. The company and the labor union conduct wage negotiations every year and collective bargaining every two years based on the basic principles of mutual-cooperation and respect, and hold labor-management councils once every quarter.

As of May 2025, there have been no cases of non-performance. SK Telecom is conducting constructive discussions to improve the working environment of its employees through the labor-management council.

SK Telecom strives to ensure job stability to the greatest extent possible through an employment security agreement between labor and management. In cases where workforce reductions may result from significant business changes—such as shifts in business scale, mergers, or acquisitions—the company commits to notifying the labor union at least 50 days in advance and engaging in negotiations.

**Freedom of Association Management Indicators**

Issue	Key Stakeholders			Management Status	Management Standards
	Emplo- yees	Supply Chain	Custo- mers		
Right to Organize	●			· Guarantee of rights to organize, join labor unions	· Whether the right to join a labor union or other organizations is guaranteed · Whether there is illegal or unfair intervention in labor union activities, etc.
Guarantee of Collective Bargaining Rights	●			· Wage negotiation is conducted annually, and collective bargaining is conducted every two years · Unification of windows for negotiation procedures is conducted during collective bargaining.	· Whether wages and collective bargaining are progressed appropriately
Guarantee of Collective Action Rights	●			· Protection of the right to strike	· Whether the right to conduct legitimate dispute action is guaranteed
Promotion of Worker Participation and Cooperation	●			· Quarterly labor-management council (4 times a year)	· Whether the labor-management council is properly implemented

**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 <sup>1)</sup>		100.0	100.0	100.0

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

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**Working Hours Management and Working System**

SK Telecom complies with legal working hours, and overtime hours do not exceed the legal limit stipulated in relevant laws. In regions where there is no relevant law defining weekly working hours and overtime hours, suppliers follow the following. In accordance with the policy of the International Labor Organization (ILO), the normal working hours per week in principle are applied as 8 hours per day or 48 hours per week.

To manage employee working hours, SK Telecom systematically monitors attendance through its management system, ensuring that overtime does not exceed 12 hours per week, in compliance with Article 4, Paragraph 7 of SA8000:2008 (Social Responsibility Requirements). Additionally, in order to prevent excessive work hours for workers, workers take at least one day off after six consecutive days of work. SK Telecom and its suppliers compensate for overtime work by applying an additional rate, and granting workers the right to take paid leave.

SK Telecom also offers a flexible working hours system over a 4-week period, enabling employees to plan and manage their work schedules more adaptively. Additionally, the company implements the Happy Friday program, which allows employees to adjust their hours and take a full day off on the second and fourth Fridays of each month. Additionally, the company is taking the lead in improving the work-life balance of its employees by implementing shortened work hours for pregnancy/childcare/family care, childcare leave, and leave for caring children entering elementary school.

Average working hours per week (Unit: hours)



**Employee Happiness and Well-Being Programs**

Type	Main Programs and Guidelines
<b>Creating a Healthy Work Environment</b>	<ul style="list-style-type: none"> <li>Twice daily measurement of an automatic temperature and humidity control system, Management of dust and CO<sub>2</sub> levels through the operation of air conditioners and exhaust fans, and bulk ventilation before work hours management of lighting and noise standards</li> <li>Provision and expansion plans for ergonomically designed workspaces within the office building (adjustable-height desks, transformable chairs, open standing meeting rooms, etc.)</li> </ul>
<b>Workplace Stress Management<sup>1)</sup></b>	<ul style="list-style-type: none"> <li>Operation of the "Mind Forest" employee psychological counseling service program (providing support for work stress, difficulties, health, personal counseling, etc.)</li> <li>Operation of the Actium Mental Health Program (mental health newsletters, health lectures, laughter exercise, healing yoga, etc.)</li> <li>Healthcare massage services, nail care services</li> </ul>
<b>Physical Fitness and Training<sup>1)</sup></b>	<ul style="list-style-type: none"> <li>Operation of the "Actium," an in-house fitness space for employees, and provision of massage service "Healthcare" to support and manage employee fitness</li> <li>Operation of a physical and mental training room within the office building</li> </ul>
<b>Flexible Working Hours<sup>1)</sup></b>	<ul style="list-style-type: none"> <li>Operation of a flexible work system allowing self-determined start and end times (Flexible Time)</li> <li>Introduction of a selective work system (registering flexible work hours within monthly standard working hours and concentrated work)</li> </ul>
<b>Work from Home and Focused Workspaces</b>	<ul style="list-style-type: none"> <li>Operation of a Work from home system to enable employees to choose a workspace that best supports concentration</li> </ul>
<b>Part-Time Working Options<sup>1)</sup></b>	<ul style="list-style-type: none"> <li>Operation of part-time working options for reasons such as family care, personal care, retirement preparation, and personal development</li> </ul>
<b>Childcare and Child Education</b>	<ul style="list-style-type: none"> <li>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</li> </ul>

<sup>1)</sup> Applicable to all employees, including executives, full-time and part-time employees, and contractors.

<sup>2)</sup> For contract employees, only a one-year application is permitted.

Type	Main Programs and Guidelines
<b>Maternity Leave<sup>1)</sup></b>	<ul style="list-style-type: none"> <li>Reduced working hours during pregnancy: 6 hours of work per day throughout the pregnancy</li> <li>Maternity leave: 90 days around childbirth, 120 days in case of twins, with 10 days of fully paid leave for spouses</li> </ul>
<b>Parental Leave<sup>1)</sup></b>	<ul style="list-style-type: none"> <li>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"> <li>Up to 2 years<sup>2)</sup> <ul style="list-style-type: none"> <li>(1 year of statutory parental leave + 1 year of paid parental leave)</li> <li>※ An additional 6 months of statutory parental leave may be used if certain conditions are met</li> </ul> </li> <li>&gt; 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.</li> <li>&gt; Automatic conversion to parental leave: At the end of maternity leave, employees can automatically transition to parental leave without a separate application process</li> </ul> </li> <li>School enrollment care leave: 90-day leave provided once per year for employees with children entering elementary school</li> </ul>
<b>Employee and Family Care Program</b>	<ul style="list-style-type: none"> <li>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<sup>1)</sup></li> <li>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</li> </ul>
<b>Refresh Leave Program for Long Service</b>	<ul style="list-style-type: none"> <li>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</li> </ul>

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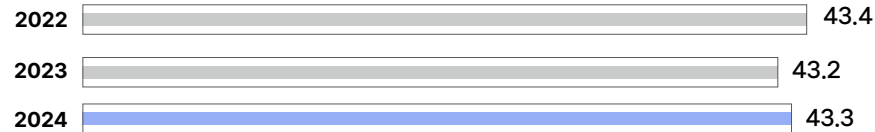
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**Safety and Working Hours of Subsidiary Employees**

We manage working hours in network construction and operation work in SKons, SK Telecom's network operating subsidiary, to prevent human rights violations caused by excessive work. In order to provide a work-life balance and a safe work environment for employees, we have implemented an overtime management dashboard in detail on our internal homepage to ensure that leaders and employees mutually comply with the legal working hours. Through this, we were able to further strengthen the attendance management system that allows analysis for overtime work by month, year, quarter, and organization, as well as trends by year. Additionally, when working on holidays or at night, we require prior permission from the head of the department, and when the overtime hours for individual members (3.5 hours per week) are exceeded, we send an SMS to both the leader and employee at the same time to raise awareness of overtime management and prevent work from being concentrated on specific employees. In 2024, the working hours per person recorded 43.3 hours per week, an increase of 0.1 hours from the previous year. This is consistent with previous years, and we will continue working to manage working hours effectively in response to evolving on-site conditions.

**Safety and working hours of Network Operation Personnel**  
- working hours per employee (hours/week)



**Mitigation Measures**



- Operation of the Safe T Center, acquisition of ISO 45001 certification, implementation of the right to stop work



- Analysis of working hours trends by organization and individual, expansion of Family Day, and enhancement of individual productivity through AI and digital transformation

**Case**

**DYWT Selective Work Schedule System**

SK Telecom has reviewed the introduction of a selective work hour system, a type of flexible work arrangement, and since April 2018 has operated its own unique work culture and attendance management system called DYWT (Design Your Work & Time). DYWT is a monthly selective work hour system that enables employees to autonomously plan and manage their daily work schedules, including start and end times, within the prescribed monthly working hours. In addition, SK Telecom enables employees to choose their own optimal work locations by offering a remote work system and operating Sphere, dedicated workspaces for focused tasks located in various existing company buildings. We are striving to build a cloud-based work environment that provides the same level of support as the main office when working from home, and we are distributing non-face-to-face work guidelines to help employees focus more on their work. By granting employees the autonomy to choose their working hours and locations based on their work situations and personal schedules, SK Telecom has achieved positive outcomes such as increased job satisfaction, enhanced work engagement, and a reduction in total working hours.

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**Payment of Fair Wage**

**Payment of Living Wage**

SK Telecom pays wages that are higher than the standard of living wage suggested by the International Labor Organization (ILO) and local governments. We set wages that are higher than the living wage<sup>1)</sup> and implement highly competitive compensation policies that meet high labor productivity, and regularly monitor the appropriate living wage level and wage payment status at each workplace to provide a reasonable living and fair wage.

<sup>1)</sup> Living wage is a wage that is equivalent to a reasonable level of living of workers and families in consideration of the various circumstances of the country in which the workers reside, and refers to remuneration received for work performed during working hours (the International Labor Organization (ILO). Agreement on Living Wage Policy (24.03.13))

**Payment of Equal Wage**

SK Telecom adheres to the principle of paying equal wage for the same work value without discrimination on the basis of gender, race, nationality, religion, disability, origin, gender identity and orientation, political beliefs, social class, etc. Additionally, it monitors equal wages (wage gaps between men and women) every year and transparently discloses the contents through the Annual Report and Human Rights Report.

Wages are paid on a fixed date along with a pay stub, and any overtime work is calculated according to applicable laws and included in the salary payment. SK Telecom and the labor union are collaboratively working to enhance working conditions to a reasonable level, taking into account business performance, based on mutual respect and cooperation. Workers must be paid fair and reasonable wages by suppliers, where 'reasonable compensation' is defined as sufficient to ensure a stable livelihood and at least aligned with legal and industry minimums.

**Gender Wage Ratio<sup>1)</sup> (2024.12.31)**

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

<sup>1)</sup> Gender wage ratio: Average female salary/average male salary

**Labor Conditions Management Indicators**

Issue	Key Stakeholders			Management Status	Management Standards
	Emplo-yees	Supply Chain	Custo-mers		
Compensation	●				Review of wage and welfare adequacy - Adequacy of the range of ordinary/average wages - Payment of additional wages for overtime/holiday/night work - Payment of wages above the minimum wage - Support for welfare through internal labor welfare funds (medical expenses, children's education expenses, elective welfare expenses, etc.) - Allowances for working alone in non-affiliated areas, IT equipment support, etc.
Welfare	●				
Working Hours	●			Operation of a flexible work system (individual setting of working hours)	Management of average weekly working hours per employee
				Implementation of reduced working hours during pregnancy, childcare, and family care	Status and hours of reduced working hours during pregnancy, childcare, and family care
				Overtime work conducted with agreement between leaders and employees	Status and trends of overtime work
			30 minutes over 4 hours, 1 hour over 8 hours, 30-minute breaks every 4 hours		Review of adequacy of break times: - Trends in vacation usage - Assurance of break times

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**Safety, Health, and Well-Being**

**Safety and Health**

SK Telecom has declared its commitment to safety and health management both internally and externally by stipulating the Health and safety management policy consisting of the 'Zero Serious Accidents Goal and Five Core Practices' together with labor. The company has taken the initiative in practicing the policy and making company-wide efforts to protect the lives and safety of customers, citizens, in-house employees, and employees of partner companies, from all products and services to activities. Additionally, we ask all stakeholders related to the company, including employees and employees of association companies, to comply with this Health and safety management policy. The organization dedicated to safety and health is strengthening execution power of safety and health by performing the role of a company-wide control tower and management of each business unit. We are actively practicing safety accident prevention activities such as implementing annual safety and health plans, reviewing and improving harmful and risk factors, establishing a major accident response process, and establishing and improving a process for listening to opinions from employees. In 2024, a total of 181 serious accident simulation drills were conducted at business sites nationwide, and 61 first aid training sessions were provided to 1,900 employees, their families, and partner company personnel, further strengthening crisis response capabilities.

Additionally, SK Telecom mandates compliance with the "Supplier ESG Code of Conduct" for all suppliers. Based on the implementation of the detailed health and safety management contents of the Code of Conduct, we minimize safety and health risks and recommend all business partners and secondary business partners who have contractual relationships with us to comply with the principle. Additionally, we proactively prevent safety risks related to business partners, including suppliers, through regular monitoring of compliance with the Code.

SK Telecom operates a comprehensive support system for early detection and management of diseases through health screening for employees. The company provides regular comprehensive health screening programs for employees and their families, and in 2024, introduced a "selective health screening" program, which focuses on intensive examinations on a biennial basis to offer more in-depth support. This approach enhances opportunities for early disease detection, and in 2025, SK Telecom will support employees in checking their health status through basic examinations. In 2024, a total of 5,366 employees participated in health screening, encouraged through internal intranet and email notifications. In accordance with the Occupational Safety and Health Act, SK Telecom conducts special health screening for night shift workers, and from 2024, has expanded the scope to

include irregular night shift employees. A total of 299 employees underwent special health screening in 2024, and based on the results, individualized health management guidelines were provided via email to promote worker health. In addition, to prevent infectious diseases among employees, SK Telecom supported influenza and hepatitis B vaccinations, with a total of 1,922 employees receiving vaccinations. In 2025, the company plans to expand support to include shingles vaccinations.

SK Telecom is fully committed to supporting the health and emotional well-being of its members through a variety of programs. The company operates "Actium," a fitness facility within its headquarters, and "Forest of Mind," a psychological counseling program, to provide comprehensive support for both physical fitness and mental health management. Each floor is equipped with single-occupancy refresh zones, enabling members to recover from fatigue and manage their physical condition during breaks.

**Occupational Safety and Health Status of Employees and Suppliers**

Classification	Detailed Items	Unit	2022	2023	2024
Occupational Safety for Employees	Employee lost time incident rate (LTIR)	% per 200,000 working hours	0	0	0
	Partner lost time incident rate (LTIR)		3.48	1.50	0.75
	Employee + partner company (LTIR)		2.86	1.23	0.63
	Employee lost time incident case (LTI)	Cases	0	0	0
	Partner company lost time incident case (LTI)		9	4	2
	Employee + partner company (LTI)		9	4	2
	Employee Mortality rate	%	0	0	0
	Number of employee fatalities (subject to industrial accident)	Cases	0	0	0
Employee Health	Employee occupational illness frequency rate (OIFR)	% per 200,000 working hours	0	0	0
	Number of employee occupational illnesses	Cases	0	0	0

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**Safety and Health Management Indicators**

Issue	Key Stakeholders			Management Status	Management Standards
	Emplo- yees	Supply Chain	Custo- mers		
Safety and Health Management	●	●	●	<ul style="list-style-type: none"> <li>Establishing an annual safety and health management plan and gaining Board approval</li> <li>Formulating a Health and safety management policy and sharing it company-wide</li> <li>Ensuring compliance with safety and health regulations within the Supplier ESG Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Board of Directors' approval status</li> <li>Assessment of ESG risks in the supply chain</li> </ul>
Establishment and Operation of a Safety and Health Organization	●			<ul style="list-style-type: none"> <li>Developing a basic safety plan and setting up a management organization</li> <li>Appointing safety and health managers and supervisors in accordance with safety management regulations</li> </ul>	<ul style="list-style-type: none"> <li>Status of forming a dedicated organization</li> <li>Appropriateness of appointing safety and health managers and supervisors</li> </ul>
Safety and Health Budget	●			<ul style="list-style-type: none"> <li>Developing and implementing a safety and health budget plan</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing the establishment of a safety and health budget plan</li> <li>Analyzing the performance of safety and health budget execution</li> </ul>
Safety and Health Training Management	●			<ul style="list-style-type: none"> <li>Providing 6 hours of training per half-year for office staff, 12 hours of training per half-year for non-office staff, and 16 hours of training per year for supervisors.</li> <li>Offering 8 hours of training for new hires and 1 hour for daily workers</li> <li>Delivering 6 hours of initial and refresher training every 2 years for safety and health managers</li> <li>Administering 34 hours of initial training and 24 hours every 2 years for safety/health managers</li> </ul>	<ul style="list-style-type: none"> <li>Managing training completion status</li> </ul>
Risk Assessment and Management	●	●		<ul style="list-style-type: none"> <li>Determining whether to conduct regular or occasional risk assessments</li> <li>Tracking the number of improvements made based on identified hazardous and risk factors following risk assessments</li> <li>Conducting safety inspections of subcontracted worksites (once per quarter)</li> <li>Carrying out on-site inspections at workplaces and job sites</li> </ul>	<ul style="list-style-type: none"> <li>Whether or not regular/ad-hoc risk assessments are conducted</li> <li>Status of improvements in hazardous/risk factors</li> <li>Status of performing safety inspections across various workplaces</li> </ul>

Issue	Key Stakeholders			Management Status	Management Standards
	Emplo- yees	Supply Chain	Custo- mers		
Listening to Employee Opinions	●	●		<ul style="list-style-type: none"> <li>Operating an Occupational Safety and Health Committee at each workplace (once per quarter)</li> <li>Holding a safety and health council to gather employee opinions (once per month)</li> </ul>	<ul style="list-style-type: none"> <li>Results of the Occupational Safety and Health Committee operations</li> <li>Outcome of the Safety and Health Council operations</li> </ul>
Establishment of Emergency Response Procedures	●	●		<ul style="list-style-type: none"> <li>Reviewing and updating the Serious Accident Response Manual</li> <li>Conducting mock drills for serious accident response at least once a year</li> </ul>	<ul style="list-style-type: none"> <li>Management of the Serious Accident Response Manual</li> <li>Status of mock drills at each business site</li> </ul>
Safety Assurance	●	●		<ul style="list-style-type: none"> <li>Calculating the occupational incident rate as (number of casualties/number of wage workers) × 100</li> <li>Determining LTIR as the number of lost time incident/(number of employees × 50 weeks/year × 40 hours/week) × 200,000</li> </ul>	<ul style="list-style-type: none"> <li>Calculating annual performance</li> </ul>
Health Check-up	●			<ul style="list-style-type: none"> <li>Managing and encouraging the annual health check-ups for employees</li> <li>Managing and supporting special health examination results (including providing health management guides)</li> <li>Administering health check-up programs and support items</li> </ul>	<ul style="list-style-type: none"> <li>Cumulative health check-up rate over the past three years</li> <li>Management of participants with special health examination findings</li> <li>Conducting a satisfaction survey and reviewing suggestions for health check-ups</li> </ul>

**Case**

**Improvement of Workplaces through Risk assessments and Opening of Safety Experience Education Center**

In 2024, SK Telecom carried out a comprehensive risk assessment across its ICT infrastructure facilities and equipment, enterprise information and communication constructions sites, customer stores, and all office buildings. Hazardous and risk factors were identified at each site, and improvement and recurrence prevention measures were implemented in order of priority, focusing on risk levels C2 to C4. Since 2020, we have conducted risk assessments on 200,000 telecommunication facilities across the country, uncovering 59,000 risk factors and successfully mitigating 44,000 to reduce risks. We plan to conduct risk assessments and continuous improvement activities for more than 10,000 local telecommunication facilities in 2025. Additionally, we conduct annual inspections for office buildings, dealerships, contract workplaces, and manufacturing facilities to make improvement measures. In October 2023, SK Telecom opened the safety experience center, "SKT Family Safe T Center," at the Busa office in Daejeon to enhance the safety awareness of employees, SK ICT family companies, and partner companies, prevent workplace accidents, and promote a safety culture. By integrating the latest ICT such as virtual reality (VR) and augmented reality (AR), SK Telecom has established an immersive experience space that offers a total of 26 training programs, ranging from specialized telecommunications construction training such as aerial work platforms and rooftop work environments, to electrical safety and everyday safety topics including emergency descent devices. The center meets the safety and health education standards of Korea Occupational Safety and Health Agency (KOSHA) and has received official government recognition as a private safety experience center. Training is available for all levels, from managers to field workers, and a total of 7,290 participants completed the program between its opening and December 2024.

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**Protection of Customer Service Advisors**

SK Telecom recognizes that customer service advisors of its subsidiaries are constantly exposed to emotional labor risks during customer consultations and supports its subsidiaries to operate a customer service advisor protection system to manage the protection and treatment of customer service advisors. If a customer service advisor encounters inappropriate behavior such as sexual harassment or abusive language or unconventional demands from a customer, the customer service advisor issues a warning to the customer and either terminates the consultation or escalates the issue to a supervisor for resolution.

**Status of Mind Care Program Diagnosis and Counseling**

Suppliers Classification		2022	2023	2024
Service Ace	Diagnostic Participation (person) (percentage of Total)	1,891 (70.5%)	1,784 (65.2%)	2,000 (77.3%)
	Mitigation Measures - Individual Counseling (person)	318	350	258
	Mitigation Measures - Group Counseling (person)	9	18	17
	Mitigation Measures - Psychological Consultation (person)	16	17	16
	Mitigation Measures - Healing Programs (person)	353	510	752
Service Top	Diagnostic Participation (person) (percentage of Total)	2,545 (91.0%)	2,622 (93.0%)	2,617 (100%)
	Mitigation Measures - Individual Counseling (person)	551	668	596
	Mitigation Measures - Group Counseling (person)	631	767	358
	Mitigation Measures - Psychological Consultation (person)	92	39	84
	Mitigation Measures - Healing Programs (person)	719	374	170

**Diversity and Inclusion**

**Respect for Diversity and Non-discrimination**

SK Telecom and its suppliers do not engage in or support discrimination on the basis of race, skin color, age, veterans, gender identity, sexual orientation, pregnancy, ethnicity, disability, religion, political opinion, union membership, nationality, indigenous status, disease, HIV/AIDS status, social origin, or marital status in hiring, employment period, compensation, opportunities for education, promotion, contract termination, or retirement procedures.

SK Telecom and its suppliers provide equal opportunities and treatment regardless of employment type. SK Telecom identifies unreasonable treatment and discrimination experienced by executives and employees due to culture, gender discrimination, minorities, and age through culture surveys, target surveys, etc., and provides various systems and opportunities to eliminate such acts. Additionally, we respect the religious and cultural rights of employees, foster a positive company culture, and provide equal opportunities in evaluation and compensation by hearing the opinions of employees of various ages and classes. SK Telecom transparently discloses the compensation status of all employees through semi-annual and business reports. In line with the principle of equal pay for equal work, we are committed to providing equal compensation for the same positions regardless of gender, and we conduct annual monitoring of the gender wage gap. As a result, it was confirmed that the gender gap in compensation is decreasing every year, and the difference in total amount and average salary per person is due to the average length of service of male and female employees.

When a female employee becomes pregnant, SK Telecom provides informational emails and guidance on the maternity protection not only to the employee but also to her leaders and executives. Additionally, male employees continue to maintain a high rate of parental leave usage, with the number steadily increasing every year. SK Telecom will continue to proactively implement various systems to protect mothers and balance work and family life.

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## Diversity and Non-Discrimination Management Indicators

Issue	Key Stakeholders			Management Status	Management Standards
	Emplo-yees	Supply Chain	Custo-mers		
Gender Equality	●			Exclusion of gender-biased elements · Prohibition of irrelevant discrimination in recruitment · Equal pay for work of equal value between men and women · Prohibition of discrimination in transfers, placements, promotions, retirements · Non-application of marriage, pregnancy, or childbirth as reasons for retirement · Conducting related training for all employees Preparation of proactive systems/practices for maternity protection, work-family balance · Operation of support systems beyond legal requirements (maternity leave, paternity leave, restrictions on extended work hours) · Expansion of support related to marriage, pregnancy, or childbirth · Operation of maternity protection facilities in the workplace · Reflecting women's opinions in maternity protection projects · Operation of in-house childcare facilities · Activation of Happy Friday system linked to flexible working hours · Implementation of various support programs including maternity congratulatory benefits, children's education funding, and children's camp support.	Talent Pipeline Management · Overall and by position/title, percentage of women by job category Systems for maternity protection and work-family balance support · Female resignation rate · Maternity/paternity leave usage period and rate · Happy Friday usage rate · Other company efforts
Work Environment for Disabled and Minority Employees	●			Eradication of unfair treatment/discrimination against disabled and multicultural employees - Creation of an environment that fully utilizes capabilities - Cultivation of a culture of working together through awareness training	Disability employment rate · Proportion of multicultural employees (foreign employment rate) · Review of efforts to improve the minority work environment
Employee Survey	●			Survey on discrimination prohibition, categorized by target and item among members	Annual evaluation to manage cumulative trends

## Diversity

		Unit	2022	2023	2024
Female Talent	Ratio of Female Talent (No. of Persons)	% (No. of Persons)	20.5 (1,109)	21.6 (1,200)	23.1 (1,267)
	Ratio of Total Female Managers (No. of Persons)		11.1 (331)	11.8 (319)	12.7 (333)
	Ratio of Female Middle Managers (No. of Persons)		9.8 (56)	9.8 (55)	10.7 (54)
	Ratio of Female Junior Managers (No. of Persons) <sup>1)</sup>		11.6 (268)	12.4 (254)	13.4 (268)
	Ratio of Female Executives (No. of Persons)		7.0 (7)	8.8 (10)	9.0 (11)
	Ratio of Female Revenue-Generating Managers (No. of Persons)		11.5 (33)	11.6 (33)	10.7 (26)
Special Employment and Minorities	Ratio of Female STEM <sup>2)</sup> (No. of Persons)		29.1 (276)	31.1 (424)	28.4 (393)
	Employment of the disabled <sup>3)</sup>		53	50	52
	Happyhanool <sup>4)</sup>		59	62	67
	Employment of Patriots and Veterans		167	171	170

<sup>1)</sup> 2023 data has been revised due to errors in the calculation of previous years' data.  
<sup>2)</sup> STEM refers to employees who utilize knowledge in science, technology, engineering and mathematics in their work.  
<sup>3)</sup> 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%.  
<sup>4)</sup> 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<sup>5)</sup>

Classification		Unit	2022	2023	2024	Classification		Unit	2022	2023	2024
No. of Maternity Leave Users <sup>6)</sup>	Total	No. of Persons	150	134	141	Parental Leave Usage Rate <sup>7)</sup>	Total	%	16.7	19.4	25.1
	Female		45	34	46		Female		68.5	71.2	75.0
	Male		105	100	95		Male		1.9	3.3	7.7
Return Rate after Maternity Leave	%		98	100	99.3	Return Rate after Parental Leave <sup>8)</sup>	%	98.9	99.1	93.0	
No. of Parental Leave Users	Total	No. of Persons	94	109	128	Turnover Within 12 Months After Return <sup>9)</sup>			1.1	1.8	2.3
	Female		63	73	84						
	Male		31	36	44						

<sup>5)</sup> 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.  
<sup>6)</sup> Number of users of maternity leave and paternity leave.  
<sup>7)</sup> 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  
<sup>8)</sup> Number of employees who returned to work after parental leave among those who used parental leave in the relevant year.  
<sup>9)</sup> 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.

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# Supply Chain Management

SK Telecom strives to establish a responsible management system, support capacity building of suppliers, and realize stable supply chain management. The company collaborates with its suppliers in all aspects of business operations, including development and distribution of network devices, construction and operation of network infrastructure, and development and provision of platform contents, and provides stakeholders with information on responsibility and warranty for products and services. Additionally, the company supports capacity building programs in areas such as technology, finance, and education, and continuously expands communication and cooperation to realize shared growth with its suppliers. As regulations related to supply chains are strengthened domestically and internationally, SK Telecom recognizes the need to expand and evolve its partnerships and has set 'Biz. Suppliers Differentiation Management', 'Win-Win Cooperation to Improve Supply Chain Stability', and 'Establishment of Biz. Suppliers ESG Practices' as the main directions for the supply chain management strategy in 2025.

SK Telecom pursues sustainable supply chain management by focusing on ESG risk management of its suppliers based on ESG policies including the Supplier ESG Code of Conduct. SK Telecom's 'Supplier ESG Code of Conduct' was enacted based on the UNGC principle, OECD MNE guideline, and JAC (Joint Audit Cooperation) guideline of GeSi. By requiring all suppliers to sign the 'Supplier ESG Code of Conduct Compliance Pledge' in the online purchase management system at the beginning of each year, we have established a cyclical ESG management system that repeatedly recognizes the code and pursues efforts for improvement. The ESG Code of Conduct applies to all suppliers that have business relationships with SK Telecom and all employees of those companies. Additionally, suppliers must comply with this Code of Conduct in all business activities conducted with SK Telecom, and we require suppliers to strictly implement it not only in their own business activities, but also in their business relationships with third-party suppliers.

**Details of the Supplier ESG Code of Conduct**

 <p><b>Labor/Human Rights Management</b></p>	<p>Prohibition of forced labor, child labor, compliance with working hours, wages/benefits, humane treatment, prohibition of discrimination/harassment, freedom of association.</p>
 <p><b>Health/Safety Management</b></p>	<p>Establishment of an occupational health and safety management system, industrial safety, management of occupational accidents and illnesses, safety management of machinery/equipment/facilities, hygiene/food and housing, and health/safety communication.</p>
 <p><b>Environmental Management</b></p>	<p>Setting environmental management goals, eco-friendly products/services, climate change response, pollution prevention and waste management, natural capital, biodiversity protection and prohibition of deforestation, chemical management, and compliance with environmental regulations for products.</p>
 <p><b>Ethical Management</b></p>	<p>Business integrity, fair trade, personal information protection, information disclosure, intellectual property protection, whistleblower protection, responsible mineral procurement, and compliance with laws.</p>
 <p><b>Management Systems</b></p>	<p>Establishing management systems, responding to regulations and external requirements, conducting risk assessments, facilitating education and communication, managing information, operating grievance procedures, and managing trading entities (sub-tier suppliers)</p>

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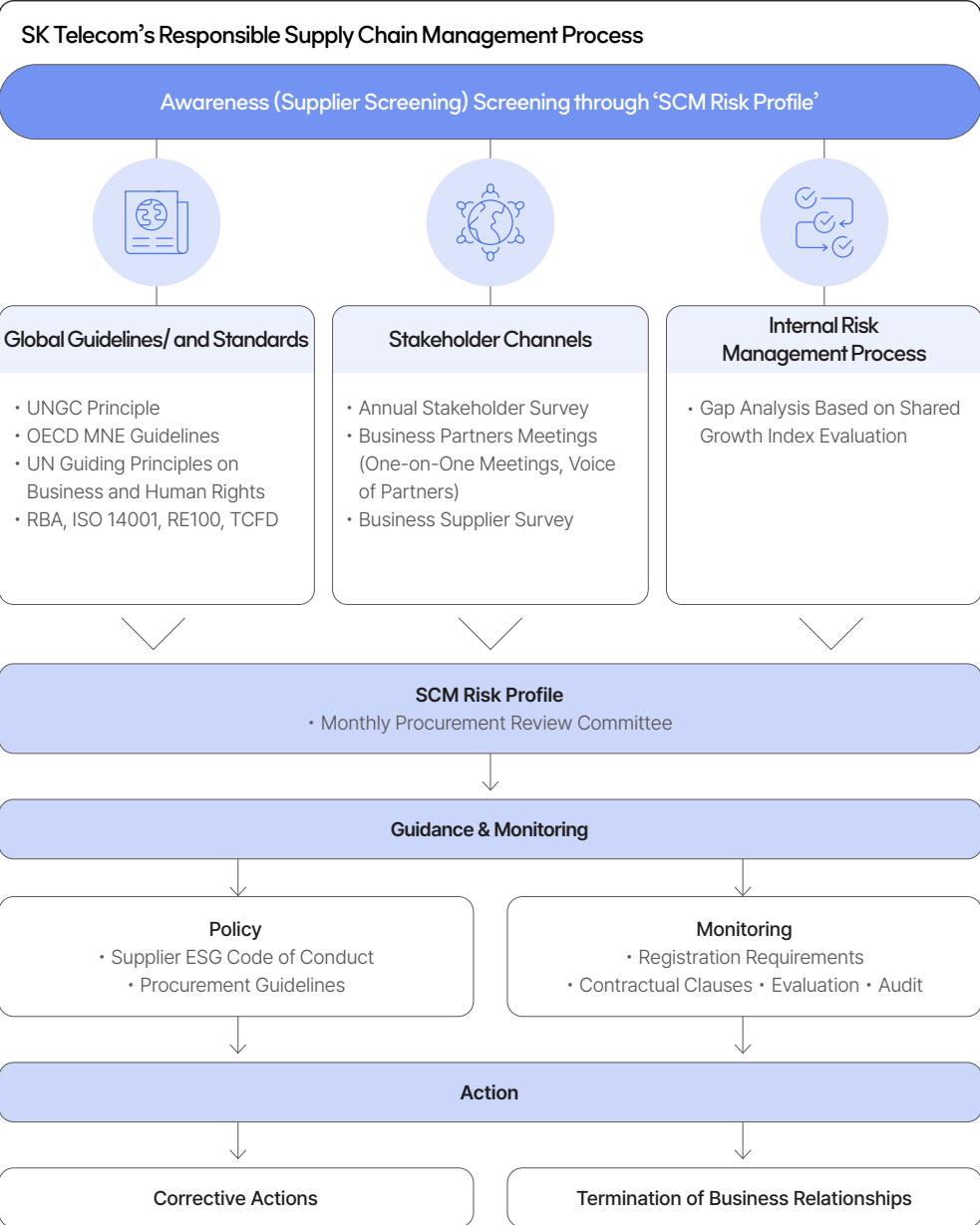
**Conflict Minerals**

Conflict minerals refer to the 3TG minerals (tantalum, tin, tungsten, gold) that are illegally mined in the Democratic Republic of the Congo (DRC), neighboring countries, and conflict-affected areas. SK Telecom recognizes human rights issues such as the spread of conflict and labor exploitation arising from the mining of conflict minerals as serious problems and continuously monitors the presence of conflict minerals in the materials, parts, and equipment supplied. To this end, SK Telecom utilizes the Conflict Minerals Reporting Template (CMRT) based on the frameworks of the Responsible Business Alliance (formerly EICC), GeSI, and the Responsible Minerals Initiative (RMI) to perform origin tracing. According to the 2024 supply chain inspection results, SK Telecom does not directly purchase 3TG minerals and has no direct relationship with the mines or smelters processing these minerals. SK Telecom continues to monitor to maintain a target of zero conflict minerals.

Conflict Minerals Management Status				
Classification	Unit	2022	2023	2024
Number of Conflict Mineral Cases at SK Telecom	Cases	0	0	0
Mitigation Measures		Ongoing monitoring regarding the use of conflict minerals at major business sites		

**Responsible Management Promotion Process for the Supply Chain**

SK Telecom evaluates the current level of ESG of the entire supply chain through various methods such as document reviews, self-assessments, and on-site audits for registered suppliers, and conducts systematic ESG risk management of suppliers focusing on major improvement items. Particularly, we implemented a program to ask our suppliers who need support to establish corrective action plans to improve their ESG performance based on the results of the supplier risk diagnosis and evaluation and to provide periodic feedback. We introduced and operate the 'ESG Risk In-Depth Diagnosis Program', which is an upgraded version of the existing ESG diagnosis method since 2022. In 2023, we conducted a newly introduced ESG Risk In-Depth Diagnosis Program centered on ESG priority management suppliers with high transaction importance and weight. Based on the results of the in-depth diagnosis, we supported customized improvement support education by suppliers and ESG level improvement consulting through on-site visits to suppliers. In 2024, we collaborated with SK C&C and SK Broadband, which are ICT affiliates, to establish a foundation for enhancing synergy in the suppliers ESG diagnosis system, and from 2025, we plan to introduce an ESG risk preemptive prevention process by continuously sharing duplicate suppliers diagnosis data.



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SK Telecom designates a group of significant suppliers by comprehensively considering the influence and dependency on the company's main business, such as the company's key business or infrastructure investment relevance, top-level security or transaction size, and irreplaceable business for exclusive technology. As of 2024, we have classified 113 out of 1,045 total suppliers as Tier 1 Significant Suppliers, based on factors such as transaction volume and continuity of business relationships. Additionally, we classified five companies among the secondary and tertiary suppliers with which there are no direct transactions to the non-Tier 1 Significant Supplier group.

**2024 Supply Chain Status**

Suppliers Classification		Number of Suppliers (company)	Share of Purchases (%)
Tier 1 Suppliers	Total registered	1,045	100
	Equipment (network and infrastructure)	139	14
	Construction	95	20
	Services (software and solution development)	746	56
Significant and Supplier	Products	65	10
	Tier 1	113	89
	Non-Tier1	5	-

**2024 Supply Chain ESG Assessment/Risk Management**

**Supply Chain Screening**

SK Telecom identifies ESG risks included in the Supplier ESG Code of Conduct during the purchasing process and reflects them in contracts, and may reflect a minimum ESG evaluation index (3%) when selecting suppliers and signing contracts. Companies that do not meet the minimum ESG requirements required by SK Telecom may reduce transaction volume or be excluded from contracts.

Before initiating transactions, SK Telecom requires suppliers to submit both an ethical conduct pledge and an information protection pledge via its electronic contract system (OPEN2U). Additionally, the company manages ESG risks by conducting comprehensive pre-screening of all suppliers in accordance with its Supplier ESG Code of Conduct. In the pre-screening, ESG-related factors such as labor, human rights, health and safety, environment, ethics, and management systems are considered along with business relevance, and screening methodologies including national, industrial, and product risks are applied. In particular, when evaluating business relevance, we assess whether a company

can collaborate with SK Telecom to realize its strategic goals, such as the expansion of networks and AI infrastructure. Additionally, we identify potential ESG risks by categorizing the types of transactions with suppliers and evaluating whether they belong to high-risk industries. In 2024, we conducted pre-screening for 100% of both newly registered suppliers and existing suppliers with ongoing transactions.

**Supply Chain Human Rights Risk Management Indicators**

Issue	Key Stakeholders			Management Status	Management Standards
	Emplo- yees	Supply Chain	Custo- mers		
Human Rights	●			· Selection of suppliers based on the size of transactions and their strategic importance	· Human rights policies (prohibition of forced/child labor, etc.) · Verification of employee labor contracts · Freedom of association · Set employment rates for women and disabled workers, among others
Labor	●			· Implementation of Supply Chain ESG Assessment	· Provision of statutory wages and the four major insurances · Creation of a favorable work environment · Education as a part of talent development · Grievance handling procedures
Health and Safety	●			· On-site verifications and support for improvement measures for lower-tier suppliers	· Health and safety management policies · Industrial accident/disease prevention management systems · Health and safety education and industrial accident rates measurement · Ownership of health and safety prevention facilities and equipment
Ethical Management	●				· Ethical management policy · Implementation and monitoring of ethical management training · Ownership of ethical issue reporting channels, etc
Information Protection	●				· Establishment and operation of information protection policies · Provision of information protection education · Information protection management systems and monitoring, etc

**2024 Supplier ESG Evaluation and Pre-Screening (By Evaluation Type)**

Suppliers Classification	Identified Issue	2024	
		Number of Suppliers (company)	Purchase Share
Tier 1	Document & On-site Audit (Total)	1,045	100
	Document & On-site Audit (Key Suppliers)	113	89
Non-Tier 1	Document & On-site Audit (Key Suppliers)	5	-

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**Identification and Analysis of Key Risks in the Supply Chain**

SK Telecom proactively manages major risks in the supply chain by conducting regular surveys (Shared Growth Perception Survey, Business Supplier Survey etc.) on its suppliers every year, as well as in-depth meetings with supplier, VOP (Voice of Partners) listening, supplier surveys, and risk management working groups. Risk factors identified through surveys are reflected in risk gap analysis and risk mapping by supplier group and reviewed at the purchase performance analysis and improvement meetings held quarterly. Key risks from a supply chain perspective are categorized into economic, social, and environmental risks and integrated into the supply chain sustainability process. These key risks are incorporated into the Supplier ESG Code of Conduct and the ethical practice pledge to ensure full application during future supplier evaluations. For high-risk suppliers, we conduct supply chain evaluations (audits) through site visits or third-party surveys to prevent the possibility of risk occurrence in advance.

Results of supplier risk assessment and status of corrective action support (Unit: companies)

Suppliers Classification	2024	
	Number of Suppliers	Target
Number of suppliers identified as having significant actual/potential negative impacts	4	-
Ratio of suppliers with significant actual/potential negative impacts that have agreed corrective action or improvement Plans	100%	100%
Number of suppliers with significant actual/potential negative impacts removed	4	-
Number of suppliers assisted with implementing corrective action plans	4	-
Ratio of suppliers provided with support to implement corrective action plans	100%	100%

**Win-Win Growth and Supplier Support**

SK Telecom has actively pursued shared growth with its suppliers to create a sound ICT industry ecosystem and create sustainable value. In 2024, we conducted the Win-Win Growth Index Evaluation for 2023 on 125 fair trade agreement companies, hosted by the Win-Win Growth Committee and the Fair Trade Commission. As a result of the Win-Win Growth Index Evaluation, the company was evaluated as having the 'highest' grade for 12 consecutive years among 224 major domestic companies, and was recognized once again for its efforts to establish a fair trade culture with its supplier and its genuine shared growth activities. Additionally, we operate a capacity building program along with education for suppliers, and on-site support for correction and improvement to fully implement the supply chain ESG.

Participation Status in Supplier Capability Building Programs (Unit: companies)

	2024	
	Number of Suppliers	Target
Number of suppliers participating in capacity building programs <sup>1)</sup>	282	118
Number of suppliers participating in ESG capability building programs <sup>2)</sup>	348	-
Number of Tier 1 significant suppliers participating in overall programs	170(87%) <sup>3)</sup>	-

<sup>1)</sup> Capacity-building programs essential for supplier organizations and employees, including mobile communication technology, AI, and business/economics  
<sup>2)</sup> Required and recommended programs for sustainability, such as workplace bullying prevention, sexual harassment prevention, and ESG practice  
<sup>3)</sup> Based on 2024 data: among 196 total significant suppliers, 170 Tier 1 suppliers received capacity-building support (87%)

**Communication with Suppliers**

SK Telecom operates various communication channels that its supplier participate in, such as in-depth meetings, VOP (Voice of Partners), supplier surveys, and SCM mailboxes, to collect opinions from the field regarding shared growth and reflect them in policies.

**Supplier Happiness Survey**

Conduct anonymous opinion surveys for suppliers on key items such as business relationships and decision-making in the process of doing business or collaborating with SK Telecom, and reflect the results in business department feedback and shared growth policies.

**Supplier In-depth Meeting**

Collect opinions from the field regarding contracts with SK Telecom shared growth activities through one-on-one free meetings and reflect them in policies.

**SCM Mailbox<sup>4)</sup>**

Collect any difficulties or opinions for improvement in the process of purchasing-related works (orders, contracts, delivery dates, etc.) with SK Telecom, and improve and reflect them (OPEN2U 'Open Communication')

<sup>4)</sup> Performance in 2024: 2 cases received, 2 cases processed (100% completion rate)

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# Local Communities

## Management of Impact on the Community

SK Telecom and its related suppliers consider the local community when building network infrastructure such as base stations and repeaters. For SK Telecom's business, we identify and review potential risks that may infringe on the rights of local residents and the surrounding environment and manage direct and indirect human rights and environmental impacts on the local community. Most of the projects to build base stations and network infrastructure are conducted domestically, and the risk of infringement upon the rights of indigenous people is relatively low. We are taking preventive measures against the possibility of infringement on residents' safety and other rights due to electromagnetic waves, we are constantly receiving and responding quickly through communication channels such as the customer center when it occurs. Additionally, when SK Telecom's base stations are to be located in areas such as ecological and scenic conservation areas, wildlife protection areas, and UNESCO World Heritage sites, we minimize the impact of our infrastructure on the local community by installing them away from the surrounding areas or utilizing existing facilities in the area. We provide necessary support to the local community in relation to SK Telecom's business and strive to interact positively with the local community.

## Efforts to Prevent Forest Fires

SK Telecom is establishing a policy to prevent forest degradation and expand forests to mitigate climate change. Forest fires caused by climate change are a financially significant climate-related risk that can potentially occur in the short, medium, and long term, and pose a threat to biodiversity conservation at the same time.

Therefore, we review and apply new construction methods and materials to reduce damage to the surrounding communities caused by forest fires due to SK Telecom's infrastructure. We apply flame retardant fireproof materials and install fire extinguishing equipment, focusing on base stations and facilities installed in mountainous areas. We have also developed and implemented construction methods that relocate components exposed externally to the interior of the infrastructure. Additionally, we have established an emergency communication network for early monitoring of forest fires through agreements with local governments and the Korea Forest Service, and have established a mobile phone wireless system with the National Fire Agency in preparation for a network outage in the event of a base station fire.

## Expanding Telecommunications Services in Underserved Areas

SK Telecom is collaborating with the Ministry of Science and ICT and two other telecommunications companies to build a shared 5G network in rural areas, enhancing access to 5G services and improving nationwide service accessibility. We are continuously expanding the scope of communication areas for local residents in mountainous areas, islands, and remote villages where access to telecommunications services is vulnerable. Efforts are also made to reduce duplicate spending and repetitive facility construction and management, while minimizing inconveniences such as construction noise for local residents.

Installation Status in Underserved Telecom Service Areas (Unit: Sites)

Network type	Area Type	2022	2023	2024
5G	Remote mountain area	1,275	1,298	1,073
	Hiking trail	2,581	2,661	1,175
	Island area	89	90	36
LTE	Remote mountain area	201	202	487
	Hiking trail	251	262	212
	Island area	12	12	6

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# Information Security

## Personal Information Governance

SK Telecom has established an information protection system in which key top executives, including the CEO, COO, and CSPO, manage information protection risks at the company level under the overall direction of the Board of Directors and the ESG Committee. In accordance with related laws such as the Personal Information Protection Act revised in 2021, we designated the Chief Information Security Officer (CISO) and Personal Information Protection Officer (CPO) as the Head of the Information Security Office.

We appointed a seasoned professional with over 20 years of experience in information security and information technology as our CISO/CPO. This individual oversees company-wide customer information protection through the dedicated execution team under their leadership.

## Personal Information Protection Activities

SK Telecom regularly conducts thorough risk assessments of its partners to safeguard customers' personal information and privacy, and to prevent data breaches. The company also performs routine evaluations of its retail distributors, targeted diagnostics through data analysis, inspections and improvements of customer information handling systems, and provides training to enhance awareness of customer information protection. Additionally, we have conducted sampling diagnosis and in-depth privacy audits of customer information protection for distribution network and all partner companies to discover blind spot risk and take corrective actions. Since 2015, we have conducted privacy audits at distributor retail locations and remotely inspects approximately 10,000 customer data-handling PCs on a weekly basis. To secure objectivity and independence, we implemented 100% of the customer information audit for retail distributors through third-party external organizations such as SK Shieldus, and implemented improvement measures for 167 risks derived through sampling audits in 2024.

## Personal Information Protection Policy

SK Telecom is committed to the protection of customers' personal information and does its best to protect customers' personal information. SK Telecom complies with all personal information-related laws, including the Personal Information Protection Act, and discloses the personal information processing policy on its website (privacy.sktelecom.com) so customers have easy access to it at any time according to the related laws. The collected personal information of customers is used for the purpose of providing various services and improving the quality of SK Telecom, and is managed safely through technical and administrative protection measures.

In order to improve SK Telecom's brand value based on customer trust, the 'SK Telecom Customer Information Protection Policy' is implemented based on the following five principles. These principles are managed to serve as a foundation for decision-making when conducting business activities that involve the use of personal information.

### Personal Information Protection Principles

Principle	Content
Principle of Minimal Collection	We must specifically inform customers of the minimum information necessary for business purposes and obtain their consent.
Principle of Safe Storage	We must securely store and manage customers' personal information to protect it from internal and external access.
Principle of Purpose-Limited Use	We must only use or provide personal information for the purposes consented to by the customer.
Principle of Enhanced External Management	We must enhance the management of external contractors and partners to protect personal information that has been shared.
Principle of Timely Disposal	We must properly classify and dispose of personal information that is no longer needed due to consent withdrawal, termination, or expiration of the relevant period.

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Issue	Key Stakeholders			Management Status	Management Standards
	Emplo-yees	Supply Chain	Custo-mers		
Personal Information Policy Management	●	●	●	<ul style="list-style-type: none"> <li>Annual review of policies in accordance with laws, regulations, relevant agency policies, and internal and external environmental changes of the organization</li> <li>Management of related history during revision and creation</li> <li>Compliance with personal information protection regulations within the supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>History management during amendment or creation</li> <li>Implementation of the supplier Code of Conduct</li> </ul>
Personal Information Risk Management Process	●	●	●	<ul style="list-style-type: none"> <li>Information security and personal information management status assessments</li> <li>- Target: Entire SKT, distribution networks, subsidiaries, and investment companies</li> <li>- Frequency: Annually</li> <li>- Activities: Development of diagnostic plans and diagnosis of inspection status</li> </ul>	<ul style="list-style-type: none"> <li>Entire company security level inspection</li> <li>Whether or not ISMS-P certification is performed/maintained</li> <li>Improvement measures</li> <li>Number of measures taken</li> </ul> <hr/> <ul style="list-style-type: none"> <li>Distribution network inspection</li> <li>Offline inspection rate</li> <li>- Number of stores inspected offline</li> <li>- Number of stores violating (violation rate)</li> <li>- Number of stores actioned</li> </ul> <hr/> <ul style="list-style-type: none"> <li>Subsidiaries and investment company inspection</li> <li>- Security inspection rate for subsidiaries and investment companies</li> </ul>
Number of Customer Personal Information Leak Incidents			●	<ul style="list-style-type: none"> <li>Number of customer personal information leak incidents</li> </ul>	<ul style="list-style-type: none"> <li>Annual number of customer personal information leak incidents</li> </ul>
Information Security Education	●	●		<ul style="list-style-type: none"> <li>Conducting personal information protection and cybersecurity training</li> <li>Promoting awareness and culture of information security and personal information protection among all employees and enhancing the effectiveness of information security implementation</li> <li>Conducting both online and offline personal information protection training</li> <li>Strengthening personal information protection activities in the distribution network</li> </ul>	<ul style="list-style-type: none"> <li>Training participation rate (number of participants compared to total company employees)</li> </ul>

**Sampling Diagnosis of the Customer Information Protection in Distribution Channels (Unit: Cases)**

Classification		2022	2023	2024
Customer Information Protection Diagnosis in Distribution Channels	Number of diagnoses	2,140	2,664	2,680
	Cases with Identified Issues & Mitigation Measures	164	169	167
	Remarks	Identification and improvement of distribution network risks		

<sup>1)</sup> Regular diagnostics performed by sampling stores from each division's complete list of offline distribution networks

**2024 Personal Information Protection and Cybersecurity Training Status**

<b>Training Course</b>	Personal Information Protection and Information Security Training
<b>Period</b>	April 29 - May 9, 2024
<b>Mode</b>	Online training via SK Group's education platform (mySUNI)
<b>Results</b>	5,451 out of 5,606 participants completed (Completion Rate: 97.2%)

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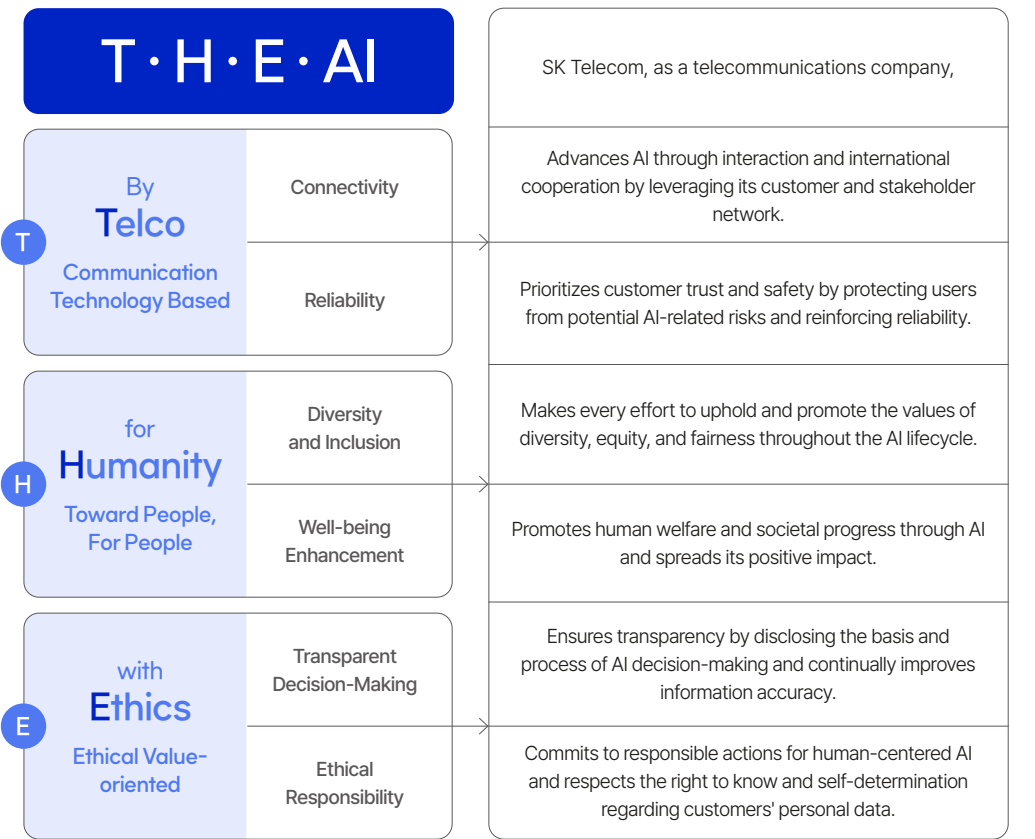
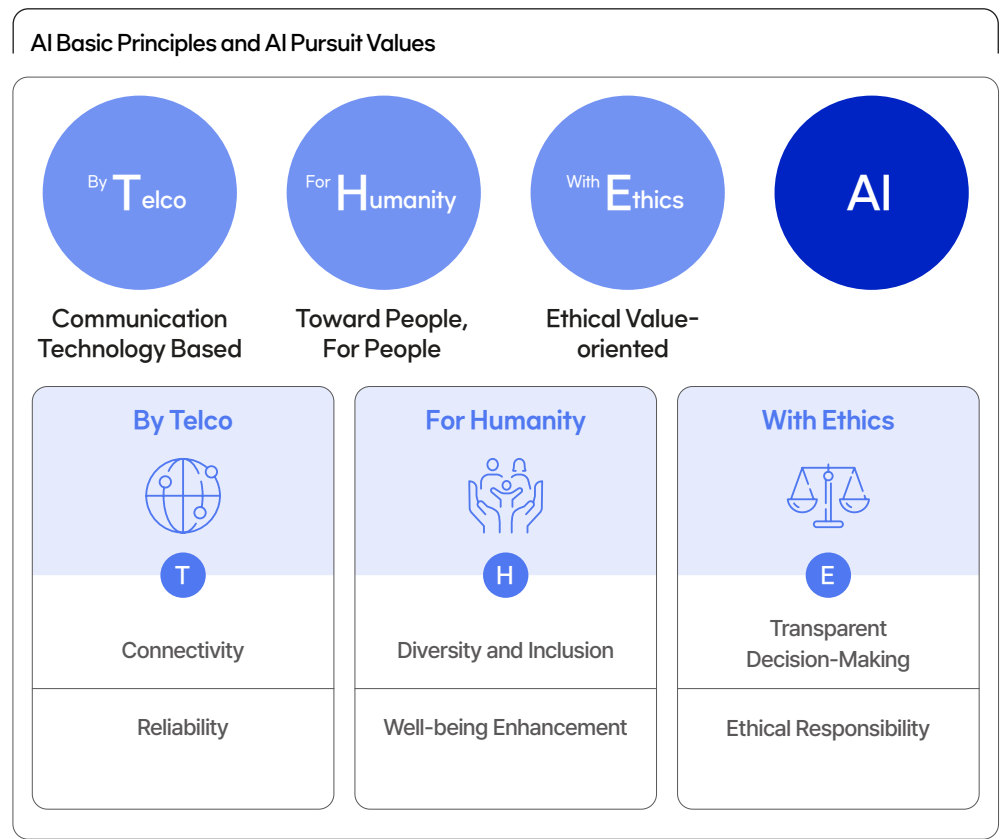
**AI Core Principles**

SK Telecom established AI governance to ensure that the AI pyramid strategy, which will lead to its evolution into a Global AI Company, has strong execution power in 2024. AI governance is a decision-making system for developing AI technologies and providing services that guarantee reliability and safety in each area of the AI pyramid strategy.

In January 2024, we made the decision to implement AI governance within our corporate management framework to ensure the reliability and safety of artificial intelligence. Further reinforcing our commitment, we unveiled SK Telecom's AI governance principle, 'T.H.E. AI,' at the general shareholders' meeting in March. 'T.H.E. AI' stands for 'by Telco. for Humanity. with Ethics,' encapsulating the core attributes of SK Telecom's AI: its foundation

in communication technology (Telco), its human-centered goals (Humanity), and its guiding ethical values (Ethics). These principles form the foundation of our AI governance approach.

In April 2024, we achieved ISO/IEC 42001 certification, the international standard for artificial intelligence management systems. This certification reflects global recognition of our effective AI risk management, built on systems that prioritize reliability and safety. Moving forward, SK Telecom will continue to deliver new value to all stakeholders, including customers, by responsibly leveraging and efficiently managing AI technology through a strong AI governance framework.



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**Online Child Protection**

SK Telecom and its suppliers make various efforts to ensure that children and teenagers can use services safely and soundly in an environment that uses online-centered communication service. In cases where consent is required for the collection and use of customer information from children under the age of 14 in accordance with relevant laws, consent is obtained from the child's legal guardian and processed. Additionally, we respond as soon as the legal guardian requests the exercise of the rights to view, provide, and correct the customer information of children.

ZEM, an app service exclusively for children, is an app service that helps children under 12 years old who use smartphones for the first time develop good usage habits, and guardians connected to their children can use various safety features for free through ZEM. In 2024, we released an app for iOS for children, allowing the 'ZEM' service to be used on all smartphones regardless of OS, which is the only one among domestic telecommunication companies. Additionally, as parents are more interested in an environment where they can raise their children with ease of mind, new functions such as 'Safety Map' and 'Safety Report' have been introduced to strengthen the safety features of 'ZEM'. 'Safety Map' provides information on nearby hospitals and pharmacies that children can visit when children are sick late at night, provides various safety information such as the location of child safety guard centers that children can visit when they need help, and information on areas where child traffic accidents frequently occur. The 'Safety Report' feature provides parents with an overview of their child's smartphone safety settings, including information on harmful content blocking, app market payment restrictions, and alerts for smartphone use while walking—all in a single, easy-to-understand report.

'T Youth Safety Pack' is a safety tool designed to help prevent teenagers from smartphone addiction and exposure to harmful content. It enables guardians, as legal representatives, to manage their children's healthy smartphone use by blocking harmful content and controlling screen time. For the 'Data Gifting Between T' service, which allows users to exchange data, we have implemented safety measures to prevent misuse related to school violence by defaulting gift reception to only children and teenagers under 19. Protection measures are also incorporated into our rate plan designs. For example, the latest 5G youth plan, 'O Teen 5G,' automatically includes free services such as T Youth Harmful Content Blocking, T Youth Safety Service, International Call Blocking, and Overseas SMS Sending Blocking upon subscription. These features enhance youth protection by preventing exposure to harmful content and avoiding excessive charges for international calls. When providing Internet services, we also provide rate plans that include additional services for blocking malware, viruses, and harmful websites to protect the personal information of families and help children use the Internet in a sound manner.

**Online Child Protection Management Indicators**

Issue	Key Stakeholders			Management Status
	Employees	Supply Chain	Customers	
Harmful Content			●	· Operation of a child-specific app service (ZEM) and a youth safety service (T Youth Safety Pack) to prevent exposure to harmful content
Smartphone Addiction and Cyberbullying			●	· Provide service guides and contents for preventing smartphone addiction and cyber violence through the update of 'T World' and 'ZEM', which are service websites for customers

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**UN Guiding Principles Reporting Framework**

Classification	Reporting Principles	Details	Reporting Status
Governance for Respect for Human Rights	A1. Policy Commitment	Disclosure of SK Telecom's will to respect human rights to the public.	p.4-7
	A2. Embedding Respect for Human Rights	Efforts to internalize SK Telecom's will to respect human rights.	p.4-7
Defining the Focus of Reporting	B1. Statement of salient issues	Major human rights issues related to business activities.	p.15-21, 23-40
	B2. Determination of salient issues	How to select major human rights issues.	p.12-21
	B3. Choice of focal geographies	Regions with major human rights issues and how to select regions.	p.12-21
	B4. Additional severe impacts	Major and potential human rights issues.	p.15-21, 23-40
Management of Major Human Rights Issues	C1. Specific policies	Detailed policies for major human rights issues.	p.4-7
	C2. Stakeholder engagement	Stakeholder engagement for each major human rights issue.	p.9-10
	C3. Assessing impacts	Identifying ongoing key human rights issues.	p.12-21
	C4. Integrating findings and taking action	Reflecting decision-making processes and activities in major human rights issues.	p.8-10, 12-20
	C5. Tracking performance	Effectiveness of activities in addressing major human rights issues.	p.19
	C6. Remediation	Follow-up support activities for human rights-related victims.	p.15-16, 21, 23-40

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Key Areas	Indicator	Page		
Governance and Policy Commitment	A.1.1	Commitment to respect human rights	p.4-6	
	A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	p.4-6	
	A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	p.4-6	
	A.1.3.a	Commitment to respect human rights particularly relevant to the sector: Responsible sourcing of minerals	p.4-6	
	A.1.3.b	Commitment to respect human rights particularly relevant to the sector: Vulnerable groups.	p.4-6	
	A.1.4	Commitment to remedy	p.4-5	
	A.1.5	Commitment to respect the rights of human rights defenders	p.4-6	
	A.2.1	Commitment from the top	p.4-6	
	A.2.2	Board responsibility	p.8	
	A.2.3	Incentives and performance management	p.8	
	A.2.4	Business model strategy and risks	p.7, 12-16	
	Embedding Respect and Human Rights Due Diligence	B.1.1	Responsibility and resources for day-to-day human rights functions	p.8-9
		B.1.2	Incentives and performance management	p.8-9
		B.1.3	Incentives and performance management	p.7-8, 12-16
		B.1.4.a	Communication/dissemination of policy commitment(s): Workers and external stakeholders	p.5, 7, 9-10
B.1.4.b		Communication/dissemination of policy commitment(s): Business relationships	p.5, 7, 9-10	
B.1.5		Training on human rights	p.4, 7	
B.1.6		Monitoring and corrective actions	p.12-16	
B.1.7		Engaging and terminating business relationships	p.32-35	
B.1.8		Approach to engaging with affected stakeholders	p.9-10	
B.2.1		Identifying human rights risks and impacts	p.12-21, 23-40	
B.2.2	Assessing human rights risks and impacts	p.12-21		
B.2.3	Integrating and acting on human rights risks and impact assessments	p.12-21, 23-40		
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	p.19		
B.2.5	Communicating on human rights impacts	p.12-21, 23-40		

Key Areas	Indicator	Page	
Remedies and Grievance Mechanisms	C.1	Grievance mechanism(s) for workers	p.5, 15-16
	C.2	Grievance mechanism(s) for external individuals and communities	p.5, 15-16, 32-36
	C.3	Users are involved in the design and performance of the mechanism(s).	p.5, 15-16
	C.4	Procedures related to the grievance mechanism(s) are equitable, publicly available and explained.	p.5, 15-16
	C.5	Prohibition of retaliation for raising complaints or concerns	p.5, 15-16
	C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	p.5, 15-16
	C.7	Remediating of adverse impacts	p.5, 15-16
	C.8	Communication on the effectiveness of grievance mechanism(s) and incorporation of the lessons learned	p.5, 15-16
Performance: Company Human Rights Practices	D.4.1	Living wage	p.27
	D.4.2	Aligning purchasing decisions with human rights	p.32-35
	D.4.3	Mapping and disclosing the supply chain	p.32-35
	D.4.4	Prohibition of child labor	p.23
	D.4.5	Prohibition of forced labor: Recruitment fees and costs, wage practices, restrictions on workers	p.23-27
	D.4.6	Freedom of association and collective bargaining	p.24
	D.4.7	Health and safety	p.28-30
	D.4.8	Women's rights	p.30-31
	D.4.9	Working hours	p.25-26
	D.4.10.a	Responsible sourcing of minerals: Arrangements with suppliers and smelters/refiners in the mineral resource supply chains	p.21, 33
D.4.10.b	Responsible sourcing of minerals: Identification of risks in mineral supply chains	p.21, 33	
D.4.10.c	Responsible sourcing of minerals: Management of risks in the mineral supply chain	p.21, 33	

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## Assur Opinion on SK Telecom's Human Rights Report

### INDEPENDENT ASSURANCE OPINION STATEMENT

To. the Board of SK Telecom Corporation

65, Eulji-ro, Jung-gu, Seoul, Republic of Korea

Holds Statement No.: SRA 748825

The British Standards Institution (BSI) has conducted a limited assurance engagement on 2025 SK Telecom Human Rights Report.

#### Scope

SK Telecom to prepare used the UN Guiding Principles Reporting Framework and the Corporate Human Rights Benchmark(CHRB). The sustainability information subject to assurance included in the report are as follows.

- Presented on Appendix p.42, Sustainability information in the UN Guiding Principles Reporting Framework Index.
- Presented on Appendix p.43, Sustainability information in the Corporate Human Rights Benchmark(CHRB) Index.

#### Opinion Statement

We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above Sustainability Information. The limited assurance is compared to the reasonable assurance, and provides a lower level of assurance than the reasonable assurance. As a result, the procedure for collecting evidence, such as the nature, scope and sampling of the procedure carried out by the assurer, is planned at a lower level than that of the reasonable assurance, and may not be aware of the important points that may be identified through the reasonable assurance. Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects and assurer has found no findings that would determine that the information and data contained were improperly described in accordance with the criteria used by SK Telecom Corporation in view of the importance of the information to be verified.

#### Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised). Our work was designed to gather evidence on which to base our conclusion. As part of its independent assurance, the assurer has used the methodology developed to collect relevant evidence to comply with the verification criteria and to reduce errors in the reporting, and has performed the following activities.

- To determine the assurance priority, we reviewed a human rights impact assessment, confirmation of the suitability of the internal analysis process, and the highest level of human rights-related issues that may be raised by external stakeholders in the context of sustainability
- a top level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on organization's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- visit of the Head Quater of SK Telecom Corporation to confirm the data collection processes, record management practices.

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**Responsibility**

SK Telecom Corporation is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria and is responsible for designing and implementing an internal control system related to the content of the report and maintaining it to ensure that there are no significant errors due to forgery or alteration or distortion.

British Standards Institution (BSI) is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described. We have conducted review the information presented by SK Telecom Corporation according to expert judgment, and prepared assurance opinion based on the assurance procedure and conclusion performed. We assume that all information provided by SK Telecom Corporation is true, accurate, and complete. We shall not bear any responsibility to a third party other than SK Telecom Corporation regarding the work performed by the assurer and the conclusions presented in this opinion.

**Independence, Quality Control and Competence**

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901 and an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years history in providing independent assurance services and complied with the other ethical requirements of BSI. BSI Group Korea implements a comprehensive system that meets the accreditation requirements of ISO 14065 (General principles and requirements for bodies validating and verifying environmental information) and ISO/IEC 17021 (Requirements for bodies providing audit and certification of management systems), which complies with the Code of Ethics requirements of ISQM1 (International Standard on Quality Management 1) and IESBA (Certified Public Accountant of International Ethics Standards Board for Accountants). No member of the assurance team has a business relationship with SK Telecom Corporation Group. The Assurer has conducted this verification independently, and there has been no conflict of interest. The Assurer applies Quality Control of BSI scheme and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. All assurers who participated in the assurance have qualifications as an ISAE3000 assurer, have wide assurance experience and in-depth understanding of the BSI Group's assurance standard methodology.

**Issue Date: 16/06/2025**

For and on behalf of British Standards Institution (BSI):

**Jungwoo Lee, Lead Assurer of BSI Korea**

**SeongHwan Lim, Managing Director of BSI Korea**

BSI Group Korea, Republic of Korea, 29, Insa-dong 5-gil, Jongno-gu, Seoul

