

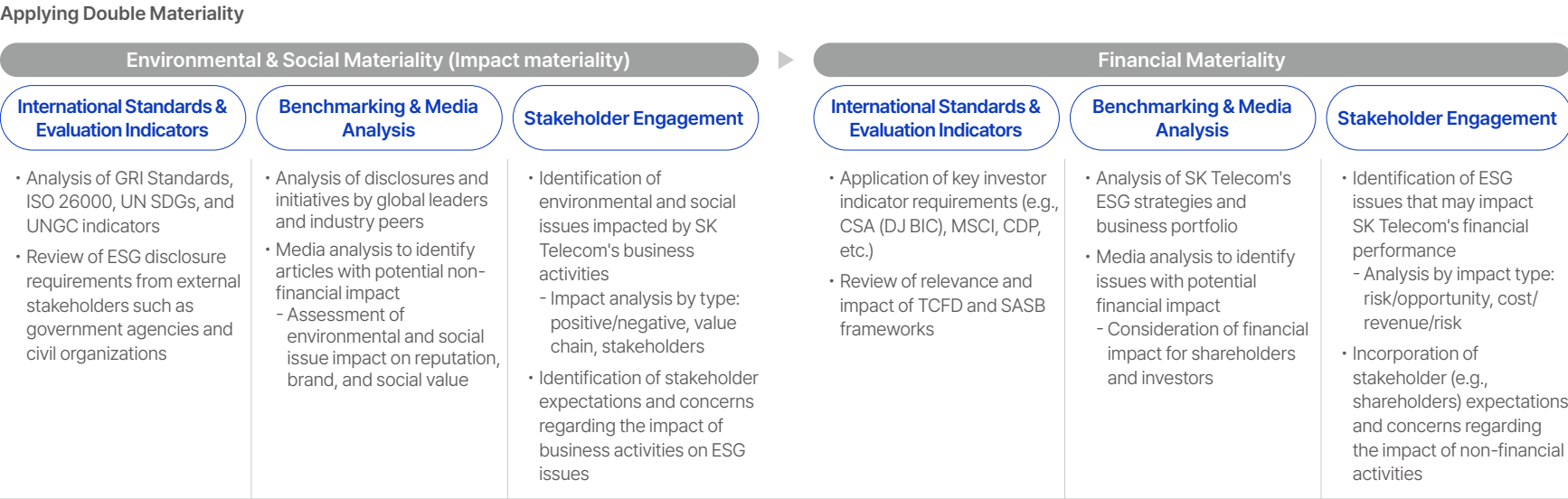
Materiality Assessment

Materiality Assessment Process

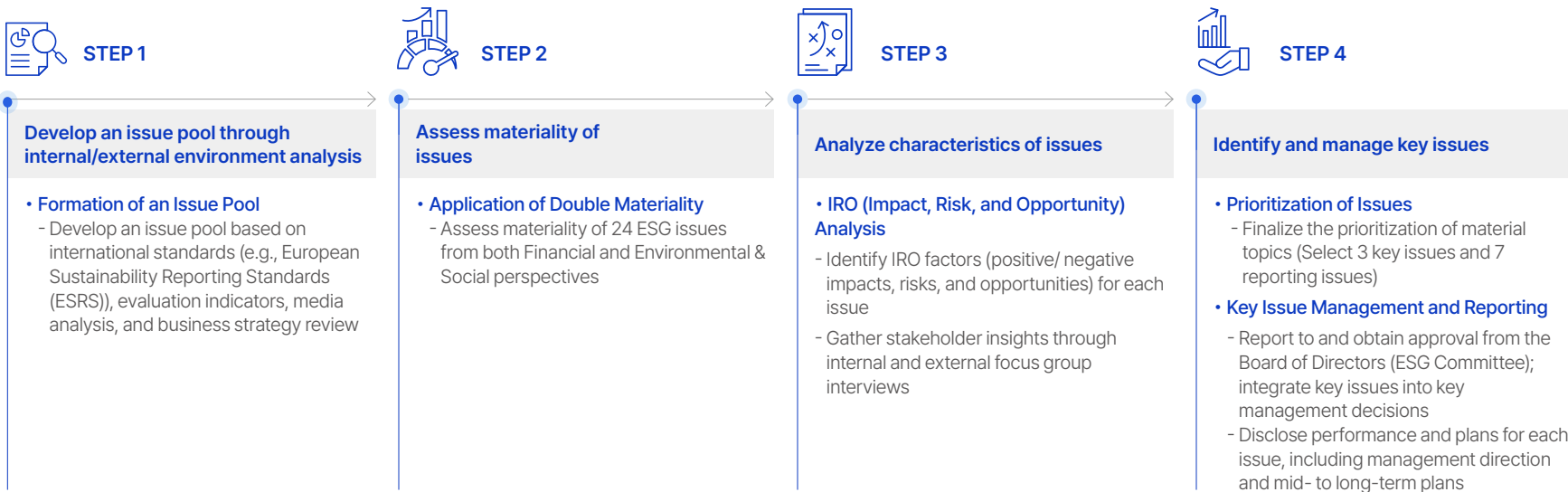
SK Telecom conducts an annual materiality assessment involving internal and external stakeholders to identify material topics and determine priorities for driving ESG management. The Board of Directors reviews and approves these material issues along with their associated risks and opportunities. SK Telecom also operates a response process to manage these identified issues. Furthermore, an independent third-party assurance provider, DNV, validated the integrity of SK Telecom's materiality assessment process and the credibility of its results.

SK Telecom's materiality assessment process is aligned with the guidance provided by the Global Reporting Initiative (GRI) Standards, the International Sustainability Standards Board (ISSB), and the European Sustainability Reporting Standards (ESRS) in identifying disclosure topics and structuring report content.

The materiality assessment identifies the potential risks and opportunities of ESG issues by evaluating both their financial impacts on the company and its value chain, and their environmental and social impacts. Fully integrated with the company-wide risk management framework across environmental, social and governance areas, this process enables SK Telecom to continuously monitor how material issues affect corporate sustainability.



Materiality Assessment Process



Materiality Assessment Results

Strengthening External Stakeholder Engagement

▶ Step 1~2

Regular operation of communication channels with external stakeholders such as suppliers, customers, and investors, and incorporating their feedback into the materiality assessment.

▶ Step 3

Conduct surveys with internal and external stakeholders and reflect the results in the materiality assessment, along with ESG feedback from major investment institutions such as DJ BIC and MSCI.

▶ Gather feedback through media analysis and incorporate it into the materiality assessment (as of January to December 2025)

Materiality Assessment Results Matrix



Materiality Assessment Results

Through the materiality assessment, SK Telecom prioritized a total of 24 issues, from which 3 key issues and 7 reporting issues were identified. In 2025, enhancing shareholder value and guaranteeing labor practices were newly identified as material issues. Meanwhile, issues such as service quality management and accountability and expanding occupational health and safety management were excluded from the list.

● High, ◐ Medium, ○ Low

Rank	Issue	Materiality		Nature of Impact		Stakeholders						Pages
		Impact	Financial	Positive	Negative	Employ-ees	Custom-ers	Suppliers	Govern-ment	Local Communi-ties	Share-holders	
1	Strengthening Information Security and Personal Data Protection	4.3	3.3	◐	●	●	●	●			●	20-31, 177-179
2	Technology Innovation (AI)	2.5	4.7	●	○		●	●		●	●	32-38, 177-179
3	Climate Change Response (Adaptation and Mitigation)	3.9	2.0	●	●		●	●	●	●		39-58, 177-179
4	Ethical Management and Compliance	3.3	2.1	◐	●	●			●			143-158, 180
5	Expanding Customer-Centric Services	2.9	2.0	◐	●		●	●		●	●	96-100, 180
6	Strengthening Governance Integrity and Transparency	3.1	2.1	◐	●	●					●	131-142, 180
7	Talent Acquisition and Development	3.2	2.0	◐	◐	●				●		73-82, 181
8	Enhancing Shareholder Value*	1.4	4.1	◐	○						●	131-133, 181
9	Guaranteeing Labor Practices*	2.9	1.9	◐	○	●						74, 80, 181
10	Building a Circular Economy Through Water and Waste Management	3.0	1.8	◐	◐				●	●		64, 67-71, 181

* Newly included issues in 2025

Key Issues

Analysis of Material Issues for Corporate Value Creation (*as of December 31, 2025) * As of 2025.12.31

Category	Material Issue	Risk/ Opportunity Identifica- tion	Business cases	Impact on Business	Business Strategy (Response Measures)	Mid- to Long-Term Plans (Target year)	Key Performance (Current Status)	Executive Compensation *		
								Corporate Value	Stock Price Linked	ESG
New Issue	Strengthening Information Security and Personal Data Protection	- Proactive information security governance and technical response to cyber threats and data breaches - AI-driven risk detection and prevention systems and reinforcement of security across the entire supply chain	- Cyberattacks and personal information leaks may undermine customer trust and brand value - Risk of financial losses due to service disruptions, regulatory penalties, and litigation/compensation costs - Monetary and psychological harm may arise from breaches of customer personal information	- Cost - Risk	- Strengthening the data privacy framework - Managing the entire data lifecycle (collection, use, retention, and destruction) based on explicit customer consent - Enhancing supplier security via regular audits and targeted training programs - Reinforcing dedicated information security risk management organizations and response frameworks	- Information security investment - Investing KRW 700 billion (by 2029) - Securing top-tier domestic security capabilities (by 2028)	- Information security governance restructuring - Establishing policies and procedures aligned with the ISO/IEC 27002 international standard to maximize execution - Sustaining continuous compliance with ISMS and ISMS-P certification standards	1.9% increase in consolidated revenue, 4.0% increase in consolidated operating profit compared to previous year - Executive compensation is determined based on role and responsibility, leadership and expertise, contribution to the company, and management performance, in accordance with the Board's compensation policy.		
New Issue	Technology Innovation (AI)	- Internalizing technical capabilities across three core business areas: AI DC, AI B2B, AI B2C - Advancing new Agentic AI-driven services and expanding AI ecosystem partnerships	- Revenue base may be weakened if competitiveness declines in the changing AI technology environment - Driving new streams of AI revenue through expanded AI/ICT-based services - Risk of customer churn and diminished user experience (UX) from suboptimal AI service quality	- Cost - Revenue - Risk	- Strengthening AI DC capabilities - Initiating construction of Korea's largest AI DC in Ulsan - Expanding AI B2B operations - Boosting productivity and workplace innovation powered by A. Biz - Advancing AI B2C services - Executing the "AI for All" strategy via daily life-integrated services on A.	- AI business investment - Investing a cumulative KRW 5 trillion in AI (by 2030) - AI DC Infra expansion - Securing a cumulative capacity of over 300MW (by 2030)	- Generated KRW 519.9 billion in AI DC business revenue A. Biz expansion - Deployed across 18 SK Group affiliates (as of March 2026) A. subscriber growth - Surpassed 11 million cumulative subscribers in 2025			
Maintained from Previous Year	Climate Change Response (Adaptation and Mitigation)	- Conducting physical risk analysis for climate events (wildfires, heavy rainfall, typhoons) based on SSP scenarios - Evaluating socioeconomic impacts under shifting market conditions aligned with IEA and NGFS scenarios	- Operational costs for critical infrastructure (e.g., base stations) can increase and potential market competitiveness may be undermined - Risk of network blackouts and physical asset damage to nationwide wired/wireless telecom facilities from natural disasters - Strengthened climate regulations and a continued rise in carbon pricing	- Cost - Risk	- Reducing power consumption by 25% - Replacing worn-out equipment with energy-efficient models - Expanding the deployment of Single-RAN across its network - Expanding AI-driven smart cooling and low-power architectural solutions - Transitioning to 100% renewable energy - Installing on-site solar power generation at offices and telecom facilities - Applying renewable energy via Power Purchase Agreements (PPAs)	- GHG emissions - 47.7% reduction (by 2030)** - Achieving Net Zero (by 2050) **Compared to 2020 levels - Share of renewable energy use - Reach 65% (by 2030) - Reach 100% (by 2050) - Securing domestic and international carbon credits	- Reduced 319,756 tCO₂e through network energy optimization and high-efficiency equipment replacements (Single-RAN, advanced Power Saving, and joint 5G network infrastructure deployment) in offices and telecom facilities - RE100: Sourced 284 GWh via Green Premium and generated 5.6 GWh through solar power	32.0% increase in AIX (AI Transformation) business revenue, and 13.1% increase in AI DC revenue compared to previous year	- External ESG assessment (capital market) ratings - Strengthening ESG and climate change communication with major shareholders.	Meeting carbon emission targets (maintaining market-based emissions at or below 1.052 million tons)

Key Issues

Analysis of Material Issues for External Stakeholders

Category	Material Issue	Value Chain (Scope of Impact, %)	Stakeholder	Impact Type	External Stakeholder Relevance and Materiality	Output Metric	Impact Assessment	Impact Metric
New Issue	Strengthening Information Security and Personal Data Protection	Product/Service - 100%	Society, Customers (End Users), External Stakeholders	Positive/Negative (Neutral)	[Prevention of Damage from Cyber Threats and Data Breaches] - Preventing the churn of current and potential users through data breach response strategies and operational security measures [Prevention of Cyber Crime Damage] - Protecting customers from cyber crimes, including voice phishing and SIM swapping	- Revenue impact per customer - Number of prevented cybercrime cases	Social costs incurred	[Strengthening Information Security Response] - Revenue impact from mobile subscriber churns due to data breaches - SKT Mobile Average Revenue Per User (ARPU)¹⁾: KRW 28,600²⁾ [Strengthening Social Safety Nets] - Number of voice phishing cases blocked in 2025: 310,958 - Social Value created: KRW 259.85 billion
New Issue	Technology Innovation (AI)	Product/Service - 100%	Society, Customers (End Users), External Stakeholders	Positive/Negative (Neutral)	[Creating Social Value for Customers through AI Innovation] - Enhancing daily customer convenience through A. [Fostering an ICT Cooperation Ecosystem] - Driving shared growth through AI/ICT technology convergence and support with startups and business partners [Expanding AI-driven Social Safety Nets] - Broadening AI-driven social safety nets and expanding support for vulnerable groups	- Number of A. subscribers - Number of suppliers that received technology support - Number of households provided with AI Care/Call services	Social costs incurred	[AI Technological Innovation] - Cumulative subscribers: Over 11 million for A. [Shared Growth] - Startups: 528 companies supported since 2013, growing to a corporate value of KRW 20 trillion - Joint technology development and market pathway expansion for business partners - SV support totaling KRW 78 billion [Voice Phishing Prevention / Support for Vulnerable Groups] - Blocking of incoming and outgoing voice phishing calls, including fraudulent roaming calls from abroad - SV created: KRW 399.15 billion - Digital inclusion programs for low-income groups, harmful-content blocking services for low-income users, and fee discounts for people with disabilities - SV created: KRW 1.56 billion
Maintained from Previous Year	Climate Change Response (Adaptation and Mitigation)	Product/Service - 100%	Environment, Society, Customers (End Users), External Stakeholders	Positive/Negative (Neutral)	[GHG and Energy Reduction] - Intensifying demands for response measures, including GHG reduction and decarbonization investments - Expanding eco-friendly energy investment activities to proactively address climate change [Establishing a Resource Circularity Ecosystem] - Providing a positive impact across local communities and the broader industry by establishing a resource circularity ecosystem	- GHG emissions reduction - Eco-friendly energy investment expenditure - Carbon credits secured	Social costs incurred	[GHG Emissions Reduction] - Energy efficiency optimization: 320,000 tons [Renewable Energy Procurement Costs] - Green Premium purchases: KRW 4.64 billion [Cookstove Project in Least Developed Countries] - Cumulative carbon credits secured: 260,000 tons - Cumulative Social Value (SV) created since 2020 (6-year period): KRW 145.2 billion

1) Based on SK Telecom MNO profit and wireless subscribers (including 3G/LTE/5G and IoT)
- Based on MNO profit: Includes voice and data profit (excluding subscription fees and connection profit), additional service profit, etc.
* Reflection of sales discounts (agreements and combined discounts, etc.). Excluding MVNO-related sales.
- Based on wireless subscribers: Quarterly average number of billing line subscribers among the statistics of subscribers from the Ministry of Science and ICT

2) Based on the average amount of ARPU by quarter from previous 2 years

Focus Group Interviews

Q. Please share your views on the impacts, risks, and opportunities related to SK Telecom's material issues, as well as SK Telecom's current responses to them.

Category	Employees	External Experts
Strengthening Information Security and Personal Data Protection	SK Telecom recognizes information security and data privacy not merely as matters of regulatory compliance, but as core business elements that safeguard customer trust and define corporate brand value. Amid an increasing number of domestic and international security breaches, internal vigilance regarding reputation risk management has significantly intensified. Consequently, SK Telecom continuously inspects security vulnerabilities in alignment with its company-wide risk management processes, focusing on reinforcing substantial security capabilities beyond basic compliance. Furthermore, during its strategic transition into an AI company, SK Telecom recognizes the critical importance of data security, making proactive efforts to identify data-specific security risks that may emerge during future AI business expansion while systematically securing necessary response personnel and technical capabilities.	Given the highly public nature of the telecommunications industry, stakeholders maintain exceptionally high expectations for information security. Accordingly, SK Telecom needs to transition beyond its traditional image of stability and establish a more transparent, advanced disclosure framework that can objectively verify the effectiveness of its security management. With the arrival of AI era, the security paradigm is expanding from system-centric defenses to data protection. Thus, it will be crucial to enhance technical resilience by securing a well-balanced pool of internal experts. To fortify security across the entire value chain, SK Telecom must also advance the security standards of its subsidiaries and business partners, while playing a pivotal role in strengthening national security capabilities through collaboration with the domestic cybersecurity ecosystem. Moving forward, strategic initiatives to lead industry security standards such as activating external communication channels through hosting security conferences will be highly required.
Technology Innovation (AI)	SK Telecom defines technology innovation as a core engine driving transformation across industries by combining the company's unique assets with its AI capabilities. In terms of risks, SK Telecom is closely monitoring the intensifying competition to secure specialized talent driven by rapid technological environment changes, as well as the potential depreciation of existing technological assets. Meanwhile, opportunities related to technology innovation are identified in the rising demand for hyper-personalized services fueled by advancing AI technologies, the expanding supply of tailored solutions for enterprise-wide AI Transformation (AX), and the growing demand for building and operating high-performance intelligent infrastructure. In practice, the company is solidifying its foundation for sustainable growth by generating tangible AX outcomes, spearheaded by B2C services like A. alongside the expansion of AI DC infrastructure and global partnerships.	In a rapidly shifting AI regulatory environment, establishing an advanced AI governance framework that moves beyond basic legal compliance is essential for SK Telecom to solidify its status as a global leading company. In particular, SK Telecom must look past policy and staffing to secure operational control through technical systems, while enhancing expertise by raising AI readiness across auditing bodies and management. From a technological standpoint, proactive investment is required in strategic domains with high future growth potential, such as Physical AI. Furthermore, to minimize bias in AI models and enhance reliability, internal and external multi-layered validation frameworks must be secured, while developing human-centric AI models ensuring that everyone can experience the benefits regardless of race, age, or disability status. Moving forward, SK Telecom is expected to actively utilize regulatory sandboxes through close communication with government institutions, thereby fulfilling its role as a policy pioneer that leads social value creation and industrial promotion.
Climate Change Response	SK Telecom recognizes climate change response as a critical focus for key stakeholders, including customers and investors, and as a strategic imperative that determines the company's sustainable growth. Because energy price volatility and strengthened regulations such as the GHG emissions trading scheme can directly impact profitability, SK Telecom is focusing on minimizing its environmental footprint by deploying high-efficiency energy equipment and expanding the use of renewable energy. To address increasing stakeholder demands for disclosure, SK Telecom is preparing for comprehensive climate-related disclosures, ensuring transparent communication regarding its adaptation and mitigation strategies. Furthermore, SK Telecom views climate change response as a new business opportunity rather than a mere risk management exercise. SK Telecom is actively working to generate new value by delivering diverse AI-driven climate response solutions to other industry sectors.	As the global climate agenda becomes a defining paradigm, companies are required to adopt proactive and preemptive response strategies that go beyond basic regulatory compliance. Given that mid- to long-term power demand management is becoming increasingly critical due to AI business expansion and infrastructure advancement, establishing systematic response measures to secure energy supply stability and optimize operational efficiency is essential. SK Telecom must leverage its own ICT and AI capabilities to identify differentiated business models within energy efficiency and resource optimization, while expanding its industry influence through close collaboration with group affiliates and government institutions. Moving forward, strategic initiatives will be required to advance carbon emission management frameworks across the entire supply chain, while solidifying external trust by enhancing transparency throughout stakeholder communication channels.

Reporting Issues

No.	Issue	Context	Our approach	Activities	Long Term Target	Linked KPI
4	Ethical Management and Compliance	Ethical responsibility and compliance are core elements that determine corporate sustainability and stakeholder trust. Fair decision-making and regulatory compliance are no longer just basic management principles; they are essential prerequisites for survival amid rapid technological shifts and intensifying global regulatory environments. Leading global companies are moving beyond basic norm compliance to upgrade their ethical management frameworks, focusing on managing ethical risks stemming from the adoption of new technologies like AI and reinforcing integrated risk response capabilities across supply chains and subsidiaries. In particular, they focus on enhancing long-term stakeholder trust and corporate value by establishing disclosure frameworks and risk identification processes (IRO) that align with international standards.	SK Telecom operates a company-wide ethical management framework to achieve sustainable growth grounded in deep stakeholder trust. To address a rapidly changing business environment and stricter regulatory standards, SK Telecom has established an integrated compliance system to preemptively mitigate operational risks. Within the compliance domain, SK Telecom operates an updated CPMS rooted in the "ICT Family Compliance 2.0" framework. By conducting continuous monitoring across company-wide systems, SK Telecom implements prevention-oriented governance that detects anomalies in advance. Furthermore, SK Telecom enhances credibility and solidifies its ESG management through specialized response systems, including a dedicated compliance portal and an insider trading prevention system.	• Advancing Ethical Management Frameworks - Operating a three-stage ethical management process: Prevention, Identification, and Response - Applying a Zero Tolerance policy to enforce strict disciplinary actions against non-compliance and violations - Establishing a dedicated ethics organization with a direct reporting line to the Audit Committee - Cultivating a culture of compliance through ethics training, campaigns, and dedicated reporting/grievance channels • Establishing Integrated Compliance Systems - Establishing the ICT Family Compliance 2.0 framework and expanding its implementation across affiliates - Implementing CPMS alongside preliminary review processes and AI-driven document risk detection technologies - Delivering training programs tailored to each department and fostering an environment of voluntary compliance	Achieving zero ethical risks	Establishing and enforcing a Code of Conduct framework
5	Expanding Customer-Centric Services	With the advancement of digital technology, the quality of customer experience has become a core metric that determines a company's fundamental competitiveness. Telecommunications services, serving as an essential infrastructure for daily life, must go beyond maintaining simple service quality to preemptively resolving latent customer inconveniences and build lasting trust. As cyber threats such as voice phishing grow increasingly sophisticated, the responsibility to leverage technology for customer protection is highly emphasized. Consequently, companies are focusing on securing a long-term foundation of trust by driving innovation across all customer touchpoints and reinforcing social safety nets.	Prioritizing customer trust, SK Telecom operates a dedicated customer rights protection framework under the oversight of the CEO, objectively reviewing risks across all business activities. In particular, SK Telecom runs an internal control system between the customer rights protection department and business units to preemptively prevent grievances, securing operational effectiveness by aligning department-specific R&Rs with the performance evaluation system. Furthermore, SK Telecom has diversified both in-person and remote channels to enhance customer convenience, establishing a preventive customer grievance management framework focused on prompt resolution and thorough root-cause analysis.	• Operating Customer-Centric Governance: Hosting the "Customer Value Innovation Meeting" presided over by the CEO, launching the "Customer Trust Committee" composed of external experts (May 2025), and operating a 100-member "Customer Advisory Panel" (June 2025). • Innovating AI-Driven Personalized Services: Applying AI data-driven recommendation services within T World and T Membership, and improving customer awareness of personalized benefits. • Reinforcing Infrastructure against Cyber Threats: Establishing the Social Engineering Threat Response Team, building a collaborative framework with the National Police Agency, and advancing spam and voice phishing blocking systems utilizing AI technology. • Delivering Touchpoint Innovation: Improving consultation quality through AI and data-driven insights, securing the top ranking in major domestic customer satisfaction surveys (NCSI, KS-SQI) in 2025.	Sustaining zero violations of customer rights	Managing customer satisfaction levels, reducing VoCs, and expanding support for vulnerable groups
6	Strengthening Governance Integrity and Transparency	As non-financial ESG metrics carry increasing weight in investor decision-making, demands for integrity and transparency regarding corporate governance continue to expand. This importance is further underscored by recent government-led company value-up programs, which identify governance practices as a key factor behind the undervaluation of the domestic stock market. In response, companies are proactively improving corporate governance by strengthening the accountability of the Board of Directors, ensuring the independence of auditing bodies, and protecting shareholder rights.	Emphasizing the establishment, maintenance, and advancement of sound and transparent corporate governance as a core management principle, SK Telecom amended its Corporate Governance Charter in 2021 and reinforced its institutional foundation by establishing a basis for the Charter within the Articles of Incorporation. Playing a pivotal role in this framework, the Board of Directors has expanded its authority over major corporate decisions and continuously strengthens its compliance and management oversight functions amid intensifying operational risks and environment changes. Moving forward, grounded in the Board's accountable management and transparent governance, SK Telecom plans to protect shareholder rights and continuously enhance both shareholder and corporate value.	• Declaring commitment and action plans to establish sound corporate governance, advancing corporate governance structures and strengthening Board-centric management. - Amending the Corporate Governance Charter and Articles of Incorporation, and strengthening strategic communication with shareholders * Aligning with the Code of Best Practices for Corporate Governance of the Korea Institute of Corporate Governance and Sustainability (KCGS) • Expanding Board authority and enhancing compliance oversight (2021–Present)	Establishing Board-centric accountable management and optimal decision-making framework	Improving corporate governance and elevating stakeholder trust

Reporting Issues

No.	Issue	Context	Our approach	Activities	Long Term Target	Linked KPI
7	Talent Acquisition and Development	Human capital is a company's most vital asset, driving corporate innovation and performance generation. Consequently, the entire lifecycle of human capital development, spanning from talent acquisition to competency-building, is a prerequisite for corporate growth. Recognizing the critical importance of talent, global companies pursuing sustainable growth compete intensely to secure top-tier talents while maintaining aggressive investments to elevate the professional expertise of their workforce.	SK Telecom operates a robust human capital cultivation system to drive "AI Sustainability" and the "AX Transformation," focusing on generating tangible outcomes. Specifically, SK Telecom preemptively secures industry-leading talent in AI and core technology sectors while reinforcing specialized training programs to enhance employee AX proficiency. Furthermore, by fostering a self-directed learning culture through job-specific tailored curricula and internal educational infrastructure, SK Telecom forges a robust platform for top talent to maximize their capabilities and achieve continuous growth.	- Establishing a Cultivation Framework to Accelerate Enterprise-Wide AX - AX Design Camp - Redefining business processes and identifying AI transformation tasks - AX Frontier - Developing AI Agents based on internal data and platforms - AX Boot Camp - Promoting the continuous utilization of AI Agents and developing advanced Agentic Systems	Transforming all employees into AX experts (One AI Agent per employee)	Ensuring over 20% of employees secure AI Agent development capabilities (by 2026)
8	Enhancing Shareholder Value	Along with the advancement of the capital market, market demands are increasing not only for profitability but also for capital efficiency and shareholder returns. In particular, predictable dividend policies and transparent governance have become core elements of corporate value-up programs. In response to these environment changes, companies are focusing on securing market trust by establishing capital allocation standards and fostering a shareholder-friendly management environment, such as enhancing the convenience of exercising shareholder rights.	Grounded in stable business performance, SK Telecom establishes a balanced capital allocation strategy and strives to maximize corporate value through predictable and sustainable shareholder returns. To achieve this, SK Telecom evenly distributes free cash flow among shareholder returns, growth investments, and financial structure optimizations. SK Telecom has also established and publicly disclosed a mid- to long-term shareholder return policy that returns over 50% of consolidated adjusted net income to shareholders. Furthermore, by implementing quarterly dividends and disclosing dividend decisions prior to the dividend record date, SK Telecom has significantly enhanced the predictability of its shareholder returns. To protect shareholder rights, SK Telecom adheres to the one-share-one-vote principle, schedules annual General Meetings of Shareholders away from peak dates, and utilizes electronic voting alongside online shareholder meetings, while continuously strengthening information transparency through CEO shareholder letters and quarterly earnings releases.	- Implementing Predictable and Sustainable Shareholder Return Policies - Disclosing the shareholder return policy targeting over 50% of consolidated adjusted net income (FY2024–2026) - Executing quarterly dividends and announcing dividend decisions prior to the dividend record date to maximize predictability	Maximizing corporate value by executing predictable, sustainable shareholder return policies and anchoring a transparent communication framework	Establishing and executing corporate value-up initiatives while reinforcing ESG investor relations
9	Guaranteeing Labor Practices	For a company to achieve sustainable growth, protecting employee rights and establishing sound labor-management relations are essential. Particularly as global ESG disclosure standards intensify, guaranteeing the freedom of association and ensuring the substantive implementation of collective bargaining rights have become core metrics for evaluating corporate social responsibility. In response to these shifts, enterprises are moving beyond basic legal compliance to anchor collaborative relationships built on mutual trust between labor and management, thereby simultaneously enhancing working conditions for employees and strengthening organizational competitiveness.	Under the principles of mutual cooperation and respect, SK Telecom maintains close communication with its labor union to foster a sound labor-management culture. The company operates a Union Shop system to substantively guarantee the basic labor rights of its workforce and extends the application of collective bargaining agreements to non-union employees to promote equitable improvements in working conditions across the entire enterprise. In particular, SK Telecom incorporates on-site feedback into its management through regular wage negotiations, collective bargaining, and labor-management councils, maintaining a strong foundation of trust by thoroughly executing all derived agreements.	- Operating the Union Shop - Implementing automatic labor union enrollment for all eligible employees - Extending the scope to also include non-union employees - Strengthening Collective Bargaining and Labor-Management Cooperation - Conducting annual wage negotiations and biennial collective bargaining - Conducting quarterly labor-management council meetings	Anchoring an advanced labor-management culture grounded in mutual trust and cooperation	Conducting regular wage negotiations and collective bargaining
10	Building a Circular Economy Through Water and Waste Management	As the global transition toward a circular economy to respond to climate change and protect the environment accelerates, corporate responsibility for the entire product lifecycle is being further emphasized. In particular, as the domestic "Act on Promotion of Transition to Circular Economy and Society" took effect in January 2024, resource circulation has become a core element of environmental management. Accordingly, companies are moving away from the traditional linear structure that leads from "production-consumption-disposal" and are deploying multi-faceted resource circulation activities to establish a circular structure that continuously recycles resources.	SK Telecom is establishing a systematic governance framework and strategy to respond to global environmental regulations and resource crises and to increase execution capabilities. The circular economy implementation organization, which consists of the Sustainability Management Office and a separate TF, identifies resource circulation risks and improvement tasks and reflects them in the climate crisis response strategy. In addition, SK Telecom is securing sustainable competitiveness by improving resource efficiency through RE-FINE, its circular economy strategy.	- Operating the ECO LOOP TF - Supporting the execution of circular economy tasks, reviewing performance, and coordinating collaboration between departments - Operating a resource circulation risk identification and reporting system - Enhancing Resource Circulation Execution through the "RE-FINE" Strategy - Improving the operational efficiency of discarded device collection channels and increasing the collection rate - Developing participatory circular economy campaigns such as hand towel recycling - Expanding network waste disclosure and standardizing management processes - Strengthening the USIM ESG package and the reliable compensation program for used devices	Embedding environmental management through water reduction and zero waste	Increasing the implementation rate of circular economy tasks and the risk response systems