

# Stakeholders Participation Policy

Version 1.0



310 Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do

SK Chemicals

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## **Chapter 1: General Provisions**

### **Article 1 (Purpose)**

SK Chemicals recognizes the importance of communication with both internal and external stakeholders in expanding its sustainability management activities. Therefore, the Company has established and publicly disclosed this stakeholder engagement policy to clearly define the concept of stakeholders and provide guidelines for effective stakeholder communication.

### **Article 2 (Scope of Policy Application)**

This stakeholder engagement policy applies to SK Chemicals' domestic business sites and subsidiaries and is applicable to all of SK Chemicals' management activities.

## **Chapter 2: Detailed Provisions**

### **Article 3 (Identification of Stakeholder Impact)**

SK Chemicals identifies risk factors that may affect internal and external stakeholders in advance to implement sustainability management that meets international standards and fulfills corporate social responsibility. To implement effective measures for identified impacts, SK Chemicals establishes specific impact indicators and response strategies.

SK Chemicals does not impose any distinctions or limitations on stakeholders participating in communication with the Company. Among these, customers, shareholders and investors, employees, government and associations, partners, and local communities are defined as the primary stakeholders closely related to the Company. Local community stakeholders include residents near business sites. To enhance stakeholder engagement, SK Chemicals plans to include procedures for identifying vulnerable groups in its stakeholder identification process.

Stakeholder Classification	Communication Channel
Customers	Customer satisfaction survey (Green Chemicals business) - Annual Customer service center operation (Pharma business) - Ongoing SK Chemicals website customer feedback channel - Ongoing Individual customer visits - Ongoing
Shareholders and Investors	Business reports/Semi-annual reports Timely disclosures/Voluntary disclosures Regular/Extraordinary general meetings Quarterly performance announcements and NDR - Quarterly Contact IR board operation - Ongoing
Employees	Town hall meetings - Quarterly G+/L+ meetings - Quarterly Labor-management council In-house broadcasting and newsletter Employee satisfaction survey/Culture survey - Annual SK Ethics Management reporting channel operation - Ongoing
Government and Associations	Policy-related local government consultations - As needed
Partners	Support for establishing ESG management systems for partners - Ongoing SK Group win-win growth academy Individual partner visits - Ongoing Monthly subcontractor meetings - Monthly Monthly safety manager meetings with partners - Monthly Safety reporting system operation - Ongoing
Local Communities	Joint development and operation of local government cooperation programs Local community volunteer groups

#### Article 4 (Policy Implementation Strategy)

- ① SK Chemicals actively encourages stakeholder participation to incorporate diverse perspectives into business strategies. The Company continuously operates community contribution programs to deeply understand and resolve issues that may arise in local communities near business sites and plans to secure more diverse communication channels in the future.
  
- ② The Company establishes a grievance mechanism for mutual coexistence with stakeholders, including local communities. All stakeholders, including local residents, can raise issues through the communication channels on the Company website ([https://www.skchemicals.com/support/email\\_agree.aspx](https://www.skchemicals.com/support/email_agree.aspx)), the responsible department's email (esgskchem@sk.com), and phone (02-2008-2008). The grievance mechanism is as follows:
  - Step 1: Receive reports (website, phone, email)
  - Step 2: Classify reports: Assess the severity and validity of reports and assign them to the appropriate department
  - Step 3: Review response plans and solutions for the raised complaints/grievances
  - Step 4: Implement solutions
  - Step 5: Provide feedback on follow-up actions (upon request)
  
- ③ The Board of Directors, SK Chemicals' highest decision-making body, supports the active implementation of this policy and will fulfill its role in managing and supervising stakeholder engagement and cooperation in management activities.

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Jae-hyun Ahn

President and CEO, SK Chemicals

