

A family of four (two adults and two children) stands on a grassy hill, looking out over a city skyline at sunset. A large tree with orange leaves is on the right. A white wireframe cube is superimposed over the scene, with the family inside it. The sun is low on the left, creating a warm, golden glow.

Sustainability and Beyond

SK Securities Sustainability Report 2023

About this Report

Report Content

SK Securities actively promotes environmental, social, and governance (ESG) management based on the mission of “assisting our customers, shareholders, members, and society at large in achieving happiness and growth.” This is our first Sustainability Report, which encompasses SK Securities’ ESG strategy, initiatives, achievements, and objectives and incorporates the contents of the existing Annual Report. In the future, we will publish the Sustainability Report every two years to transparently disclose our ESG management and communicate with our stakeholders, thereby proactively fulfilling the role of a platform for happy investment.

Report Preparation Standard

To prepare for this report, we referred to the recommendations of the Global Reporting Initiative (GRI) Standards 2021, a global standard for sustainability reporting, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD) for disclosure related to sustainability issues that may affect corporate finance. The reporting standards and definitions of financial and non-financial information provided in this report are based on the Korean International Financial Reporting Standards.

Report Period and Scope

According to GRI standards, this report contains achievements from January 1, 2022 to December 31, 2022. However, as this is the first publication, some information contains performances from 2020 to 2021, and some qualitative data includes content from the first half of 2023 as needed. The reporting scope encompasses SK Securities’ headquarters and branches, while environmental data pertains to the headquarters. We applied SK Securities’ standards for sustainability management activities conducted at the corporate level, such as social contributions and operational systems. Footnotes or explanations regarding the reporting scope can be found in the reporting data.

Report Verification

To ensure the objectivity and reliability of the report, we applied the AA1000 Assurance Standard (AS) v3 (2020) verification standard and underwent a third-party verification process through Han Consulting Group Ltd., whose detailed opinion can be found in the appendix from pages 109 to 110.

SK Securities

Address 31 Gukjegeumyung-ro 8-gil
(SK Securities, Yeouido-dong 45-1),
Yeongdeungpo-gu, Seoul

Department ESG Enabling Office

Telephone +82-2-3773-8245

Email esg@sks.co.kr

Website www.sks.co.kr

Table of Contents

02

Introduction

02 CEO Message

04 Company Profile

08 Business Overview

12

ESG Fundamental

13 ESG Strategic Direction

14 ESG Governance

15 ESG Footprint

16 Stakeholder Engagement

18 Materiality Assessment

20 Managing Method for Major Issues

22 ESG Highlights

23

Sustainable Finance with SK Securities

24 Sustainable Finance Actively Addressing Climate Change

30 Compassionate Financial Services for Diverse Stakeholders

36 Transparent Finance Based on Integrity and Expertise

40

ESG Performance

Environmental

43 Progress on Climate Change Response Plans and Objectives

44 Climate Change-Related Opportunities and Potential Financial Impacts

45 ESG Finance Solutions

46 Climate Change-Related Risks and Potential Financial Impacts

47 The Operation Status of the Coal-Free Investment Guidelines

48 Green Management

Social

51 Talent Management

61 Health and Safety

62 Human Rights and Diversity

64 Customer-Centric Management

66 Customer Information Protection

67 Financial Consumer Protection

69 Community Participation

Governance

73 Governance

76 Ethical and Compliance Management

84 Risk Management

86

Appendix

87 Financial Data

89 ESG Data

102 GRI Index

105 SASB Index

106 TCFD Index

107 UN SDGs

108 Greenhouse Gas Assurance Statement

109 Third party Assurance Statement

111 Major Awards and Association Membership Status

112 Company Executives

113 Network

CEO Message

Dear Stakeholders who always show interest and support for SK Securities,

Dear Stakeholders, Thank you for your continued interest and support for SK Securities.

To prepare for the publication of SK Securities' first Sustainability Report, we once again reflect on our mission of "assisting our customers, shareholders, members, and society at large in achieving happiness and growth" and contemplate the sustainability embedded within it.

Sustainable management, pursued by SK Securities, is for our company's long-term survival and to contribute to the sustainability of society and the environment through our business operations. It begins with the happiness and growth of SK Securities' employees, who dedicate their best efforts in every aspect, and it involves consideration and care for society and the environment throughout this rigorous process.

As a financial institution that expands its business based on trust and credibility, our responsibilities for sustainability are clearer and more distinct than ever. The role of finance in the transition to a low-carbon economy also carries strong expectations and demands.

Therefore, SK Securities not only built a reputation as a financial company with integrity and expertise but also took the lead in making choices that benefit society and the environment by continuously embracing a proactive approach. While responding actively to the challenges and opportunities posed by climate change, we pursue the financial innovation that the world needs with warm-hearted management, considering diverse stakeholders and people beyond them and focusing on ESG integration and ESG internalization.

Incorporating the efforts and achievements in realizing sustainable finance, from the 2022 TCFD climate disclosure to the 2023 ESG management diagnosis and double materiality assessment, this Sustainability Report faithfully records SK Securities' sincere commitment to ESG management.

Dear Stakeholders,

SK Securities will not be satisfied with our industry-leading achievements but will challenge and explore the endless possibilities. Along the way, we will do our best to ensure that the happiness and growth of our stakeholders are always together in our sustainable journey.



In SK Securities' first Sustainability Report, we have put our efforts and achievements related to sustainability, rooted in our mission of "assisting our customers, shareholders, members, and society at large in achieving happiness and growth."

October 2023

Shin Kim

CEO, SK Securities

A handwritten signature in gold ink, consisting of stylized Korean characters.

We will make our utmost effort to ensure that the happiness and growth of our stakeholders coexist in the sustainable future built by SK Securities.

October 2023

Woo-jong Jeon

CEO, SK Securities

A handwritten signature in gold ink, consisting of stylized Korean characters.



Company Profile

Overview

SK Securities, a mid-sized securities company established in 1955, has grown alongside the domestic securities and financial industry for over 70 years. We are guided by the values of assisting the happiness and growth of customers, shareholders, employees, and society at large. Based on these values, we aim to grow the company and, ultimately, enhance shareholder value to make our customers happier. To pursue this virtuous cycle of happiness and growth, we spare no effort in investing in employee education and work diligently to create a culture of respect and care.

Company Introduction		Status of Major Subsidiaries			
As of December 31, 2022		As of December 31, 2022			
Company Name	SK Securities	SKS Private Equity	Trinity Asset Management	PTR Asset Management	MS Mutual Savings Bank
CEO	Shin Kim, Woo-jong Jeon	SKS Private Equity is a pioneer in the domestic private equity fund (PEF) industry, having initiated its operations in 2005. Based on the management philosophy of a harmonious blend of stability and profitability, ethics and expertise, and active post-investment management to enhance value, it spares no effort to maximize investor returns, boost corporate value, and contribute to the development of the national economy.	Trinity Asset Management thrives in the fiercely competitive hedge fund market, delivering outstanding operational performance. Its vision is to lead the way in transforming and advancing the Korean hedge fund industry, contributing to the development of the Korean capital market, ensuring continuous profit generation for the customers, and fostering mutual growth for the company and its employees.	PTR Asset Management calculates the Price Technology Ratio (PTR) index to measure a company's technological capabilities objectively. It adopts a strategy of investing in undervalued value stocks relative to their technological prowess. With pioneering technology value investment by bringing together intellectual property (IP) and finance within the information technology (IT) domain, it shapes the future of the intangible asset-based investment market.	Since its establishment in 1972, MS Mutual Savings Bank has steadily grown into a strong savings bank, marked by milestones like the merger of six mutual savings and finance companies in 2000. MS Mutual Savings Bank has realized its vision of a well-respected nationwide savings bank by maintaining a steady and solid internal-focused management approach.
Established	July 30, 1955				
Initial Public Offering (IPO) Listed	September 20, 1986				
Address	31 Gukjegeumyung-ro 8-gil (SK Securities, Yeouido-dong 45-1), Yeongdeungpo-gu, Seoul				
Industry	Financial Investment Business				
Status of Branches	25 in Korea				

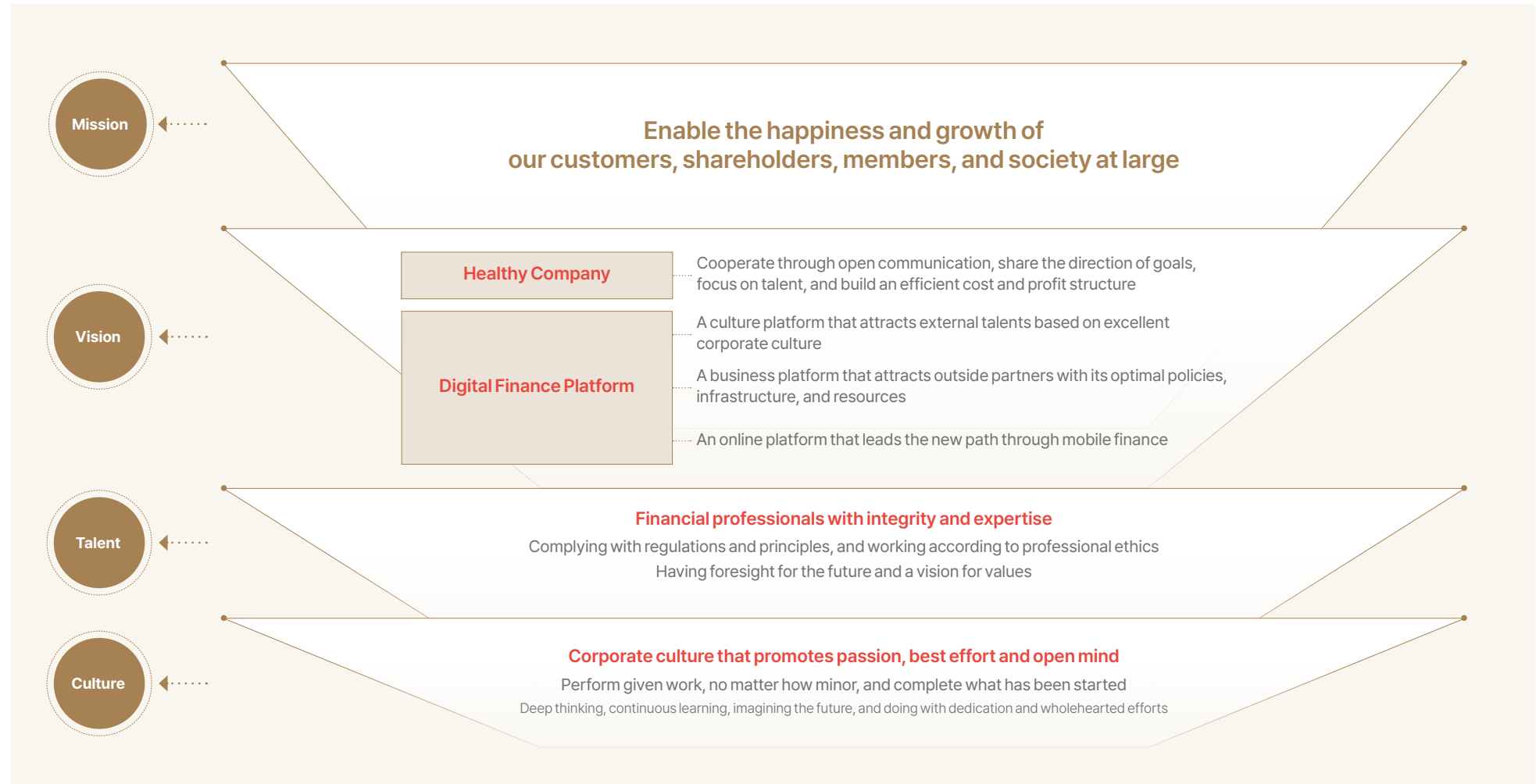
Total Assets (Non-Consolidated Basis)	Customer Deposits	Number of Customers (Domestic Stock Account Basis)	
KRW 5,612.7 billion	KRW 634,418 billion	438,995	
Total Capital (Non-Consolidated Basis)	No. of Employees	Credit Rating	
KRW 607.5 billion	958	A	

Key Milestones



Vision and Values of MS Mutual Savings Bank as a Subsidiary

The members of SK Securities are passionate financial professionals with integrity and expertise who actively seek to identify and address the concerns of our customers, shareholders, and fellow employees and share our strengths with society. To achieve this, we cooperate through open communication, share the direction of goals, focus on talent, and build a healthy company with an efficient cost and profit structure. Furthermore, we continuously enhance our competitiveness to contribute to the happiness and growth of our customers, shareholders, employees, and society.



2023 Management Plans

SK Securities has set three key strategies to adapt flexibly to changing market conditions: Change, Focus, and Efficiency. In unity, our entire team is embarking on new challenges and creating greater happiness toward becoming a healthier company.



Business Overview

Wealth Management Business Headquarters

The Wealth Management Business Headquarters performs portfolio optimization, asset allocation, and risk management tasks to promote healthy asset growth and enhance stable investment returns for our customers. With expertise in the core competencies of wealth management, including products, services, people, and organizational capabilities, we adhere rigorously to regulations and principles, upholding high integrity standards and supporting our customers' happiness and growth. Furthermore, we offer customized wealth management services through differentiated consulting, such as tax and real estate services, along with a team-based sales approach. We also provide more convenient and effective financial transaction services through integration with online channels.

Wholesale Business Headquarters

The Wholesale Business Headquarters consists of the Wholesale Business Division and Fixed Income Sales Division and aims to secure the industry's top-notch competitiveness in floor trading by product type, including stocks, bonds, and financial instruments. We are expanding our coverage, primarily around 113 core institutions, including asset management companies and pension funds. Focusing and concentrating our efforts will achieve remarkable growth in the Wholesale Business and Fixed Income Sales sectors. In the future, we will continue proactively responding to the market with a one-team spirit, expanding our market share by creating various co-work synergies, and fulfilling a stable Cash Cow role.

Investment Headquarters

The Investment Headquarters consists of the Equity Division, Fixed Income Division, AI Platform Trading Division, and New Technology Investment Division, all diligently and promptly responding to the rapidly changing and highly volatile global financial markets. Despite the increasing uncertainty and volatility in domestic and international financial markets, we are making meaningful results through effective and strategic responses and our risk management capabilities. Furthermore, we aim to turn crises into opportunities by implementing differentiated and professional strategic investment management that transcends the fundamentals of asset and risk management.



IB Headquarters

We established the IB Headquarters in 2022 to improve organizational efficiency and promote growth. The IB Headquarters oversees the Corporate Finance Headquarters, Structured Finance Headquarters, and Alternative Investment Headquarters, consolidating the IB capabilities that different business units had previously handled separately to strengthen our core competitiveness. By leveraging our excellent expertise and efficient operations, the IB Headquarters is actively driving the stable and sustainable growth of SK Securities.



▪ Corporate Finance Headquarters

The Corporate Finance Headquarters fulfills an essential IB role in connecting companies needing capital with investors capable of supplying the required capital. We offer various services, including Debt Capital Markets (DCM), where corporations raise money through bonds; Equity Capital Markets (ECM), where capital is raised through equity and mezzanine financing; IPO, where unlisted companies get listed in the stock market or the KOSDAQ market; and advisory services on company management like Mergers and Acquisitions (M&A), corporate governance, and debt structure. We focus on strengthening our competitiveness through quantitative and qualitative improvements in coverage, aiming to evolve into an investment bank capable of proactively managing and utilizing risks. Furthermore, we will proactively respond to customer needs by fostering mindset changes to enable our members and the organization to grow into experts and expand our workforce to handle structured advisory deals.

▪ Structured Finance Headquarters

With extensive experience and operational capabilities across various fields, the Structured Finance Headquarters preemptively identifies and meets customer needs, providing optimal financial solutions. This approach builds trust and strong customer relationships, contributing to our continuous growth. We offer optimal integrated financial solutions for fund-raising by designing financial structures for various projects, attracting financial investors, and offering financial advisory services. In the Project Financing (PF) business, we diversify revenue sources through participation in new businesses and offer comprehensive financial solutions by providing consistent advisory and arrangement services. Moreover, with a focus on mobile handset receivables Asset-Backed



Securities (ABS), we lead the market and generate sustainable profits by providing accounts receivable securitization solutions for small and medium-sized enterprises.

▪ Alternative Investment Headquarters

The Alternative Investment Headquarters formulates investment strategies and analyzes the current alternative investment market conditions, playing a crucial role in securing superior investment opportunities through extensive networking compared to competitors. We diversify our income resources by leveraging our financial arrangement expertise, enhancing profitability through efficient use of available resources, and diversifying assets beyond traditional housing products. Despite challenges in the financial environment and a sluggish real estate PF market, we nurture a professional and systematic investment culture in this increasingly significant alternative investment. This entails consistently exploring stable short-term revenue sources while securing long-term growth drivers.



Product Strategy Headquarters

The Product Strategy Headquarters acknowledges that we should transcend traditional financial product brokerage, provide tailor-made products, and establish asset allocation strategies to propel SK Securities toward becoming a top-tier asset manager. In pursuit of this, we focus on procuring specialized asset management companies and enhancing our expertise in shaping a company-wide strategy. We actively foster collaboration between divisions engaged in product supply and development to fortify our asset management business. We also maximize synergy from our affiliates' product lineup to meet customer needs with tailored private equity funds. In addition, we create personalized solutions and portfolios using big data. We will continue to provide asset management solutions that offer a comprehensive and differentiated advisory service. Diverse products will also be developed and released to provide a comprehensive trust property service to assist our customers in achieving happiness and growth, contributing to becoming a top-tier asset manager.

Future Strategy Headquarters

SK Securities established the Future Strategy Headquarters in 2023 to foster the potential of various future businesses. We became the first domestic securities company to receive formal approval on carbon reduction targets from the Science Based Targets initiative (SBTi) and published a TCFD report. The Future Strategy Headquarters consists of digital, ESG financial, and smart city businesses, and all members of the Headquarters are striving to create sustainable finance and new growth for SK Securities.

▪ Digital Headquarters

Based on the company-wide goal of becoming a "digital happiness partner that grows together," SK Securities is at the forefront of digital transformation. To adapt to the evolving digital landscape, we are strengthening our core capabilities and gradually scaling up to fulfill the role as a significant business unit that will drive the company toward becoming a large-scale securities firm.

In 2023, the Digital Headquarters introduced a differentiated customer experience through the AI Contact Center (AICC). We digitalized the existing call center with Koscom and NAVER Cloud using cloud technology and integrating AI chatbots and voicebots, enabling uninterrupted consultation services 24/7, 365 days a year. Moreover, introducing our "Visible Audio Response Service (ARS)" service allowed customers to independently perform tasks on their smartphones.

Furthermore, we have established a new customer analysis system by integrating cutting-edge AI technology introduced through the AI Contact Center with our big data technology. In particular, AI technologies such as Speech-to-Text (STT) and Text Analysis (TA) convert conversations between customer

service representatives and customers into text. This converted text is then analyzed using big data technology, enabling comprehensive customer analysis. Through this, we proactively identify customer needs, enhance customer satisfaction, and provide data-driven, customer-centric tailored services.

We are making strides as a leading digital financial platform, aiming to contribute to the happiness and growth of our customers, shareholders, employees, and society at large through customer-friendly digital financial services. One of our focus areas is blockchain-based digital assets, utilizing various non-standard securities like trust income securities and investment contract securities. With the rapid growth of digital assets, we expect the role of financial companies with investor protection systems to become even more significant. Therefore, we are preparing for digital asset business through tokenized securities (Security Token, ST). To achieve this, we are collaborating with various players in the finance, content, and technology sectors to build a tokenized securities ecosystem, starting with the real estate piece investment platform company, Funble. We aim to lead in the digital asset field with a differentiated strategy and advanced technology.

▪ Smart City Department

SK Securities established the “SolaSeaDo Smart City Corporation,” a dedicated entity for Smart City operations, in June 2021, only two years after the “Smart City Department” launch—the first among domestic securities companies. SolaSeaDo, a cutting-edge future city, is under development by Bosung Inc. in collaboration with Haenam-gun and Jeollanam-do. It boasts a pristine natural environment with lakes, seas, gardens, and a clean, renewable energy infrastructure. The city occupies approximately 20.9 million m² (around 6.4 million pyeong, 7 times the size of Yeouido) and is located in the Haenam area.

After announcing a collaboration for the development of a smart city in the region through the signing of a Memorandum of Understanding (MOU) in 2021, we partnered with Haenam-gun to initiate the SolaSeaDo project, having been selected as the “2022 Ministry of Land, Infrastructure and Transport Regional Hub Smart City Development Project.” This milestone represents the first private–public joint venture established for a smart city project under South Korea’s Ministry of Land, Infrastructure and Transport. The joint venture has been responsible for establishing infrastructure, including self-driving systems, solar power generation, energy storage systems (ESS)–integrated electric vehicle charging, and various innovative services utilizing eco-friendly energy. In addition, they are developing resident-convenience services that leverage Internet of Things (IoT) technology, including digital health care, metaverse tourism, security, and a comprehensive data hub. SK Securities has actively led the project, with applications for four relevant patents.

Furthermore, the Future Strategy Headquarters actively explores various possibilities in future businesses beyond the smart city project. We are also dedicated to discovering new directions for

growth as a financial company by focusing on areas of societal contributions such as environmental sustainability and ESG business. The Smart City Department is committed to maintaining a long-term perspective as the ultimate embodiment of ESG and will continue conducting research and planning accordingly.

▪ Environment Social Governance Finance Division

SK Securities has led ESG finance in the domestic capital market as we quickly recognized the importance of green management, emphasizing resource and energy conservation, minimizing greenhouse gas emissions, and emphasizing social and ethical responsibility. As early as November 2014, we organized a dedicated PF team for renewable energy. We have been creating ESG funds since 2017, now sourcing and selling a total of KRW 432.9 billion, including 14 ESG funds. Since 2018, we accumulated ESG bonds worth KRW 53 trillion (338 issuances in total), continuously promoting sustainable values in ESG aspects.



Despite not being obligated to reduce carbon emissions, in March 2021, we acquired carbon credit issued by the United Nations Framework Convention on Climate Change (UNFCCC). In November of the same year, we declared “coal-free finance” and, in collaboration with energy solutions specialist “Soul Energy,” performed financial advisory roles for various renewable energy projects, such as solar, wind power, and ESS. Furthermore, we cooperated with “Alporter,” an eco-friendly logistics equipment manufacturing, rental, and sales company, to jointly operate a carbon neutralization fund, enhancing the foundation of ESG management through collaborations with various energy-related companies.



<u>13</u>	ESG Strategic Direction
<u>14</u>	ESG Governance
<u>15</u>	ESG Footprint
<u>16</u>	Shareholder Engagement
<u>18</u>	Materiality Assessment
<u>20</u>	Managing Method for Major Issues
<u>22</u>	ESG Highlights

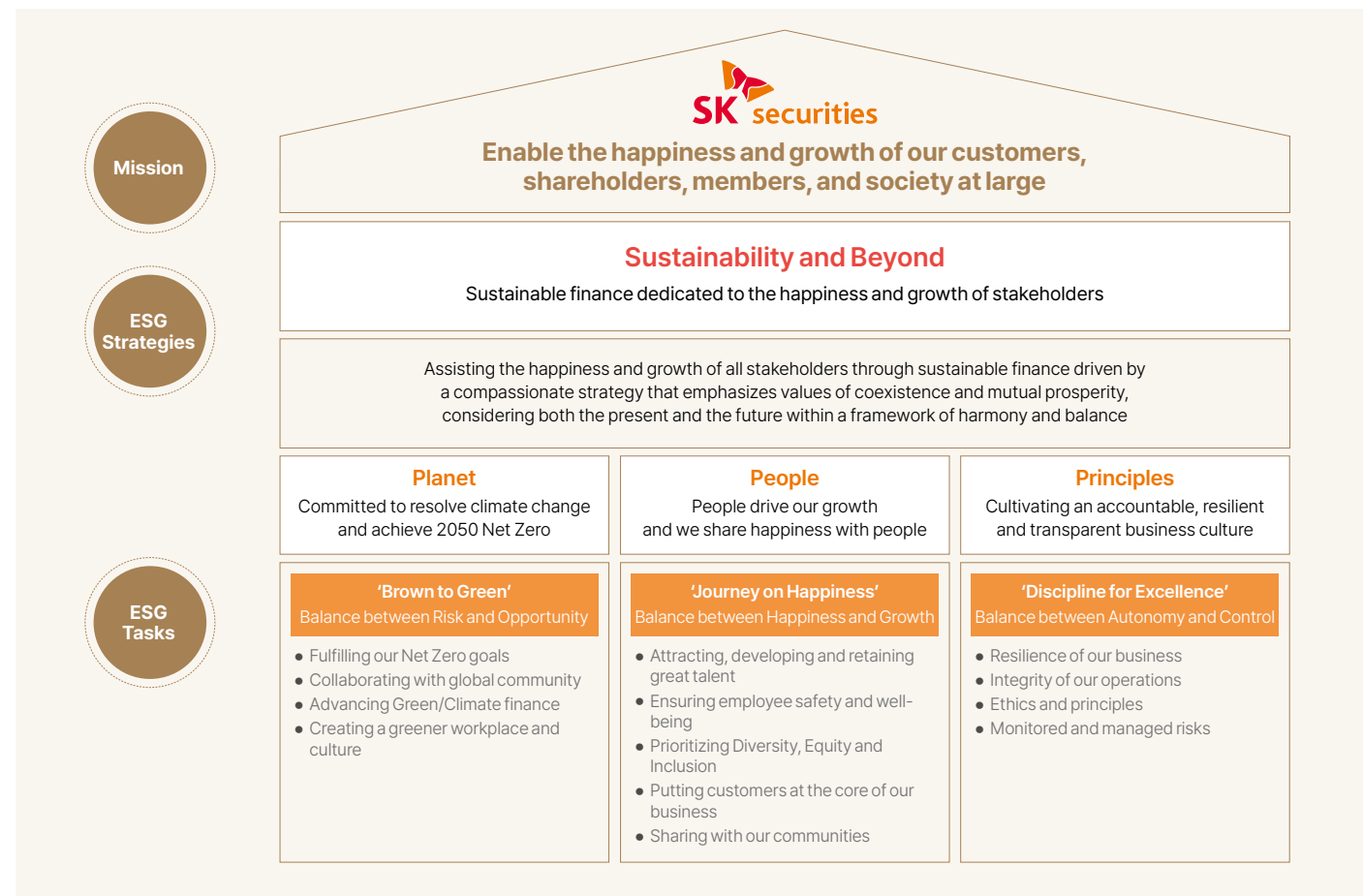
ESG FUNDAMENTAL

ESG Strategic Direction

ESG Strategies

As we work towards our mission of “pursuing the happiness of stakeholders by fostering a healthy corporate culture,” all SK Securities members are passionate professionals with integrity and expertise. We are committed to performing the given work, no matter how minor, and finishing what has been started to “assist our customers, shareholders, members, and society at large in achieving happiness and growth.” To create a happy society, we aim to create a sustainable and reliable community by offering compassionate financial services, our core competency, and actively communicating and sharing with people in need at home and abroad.

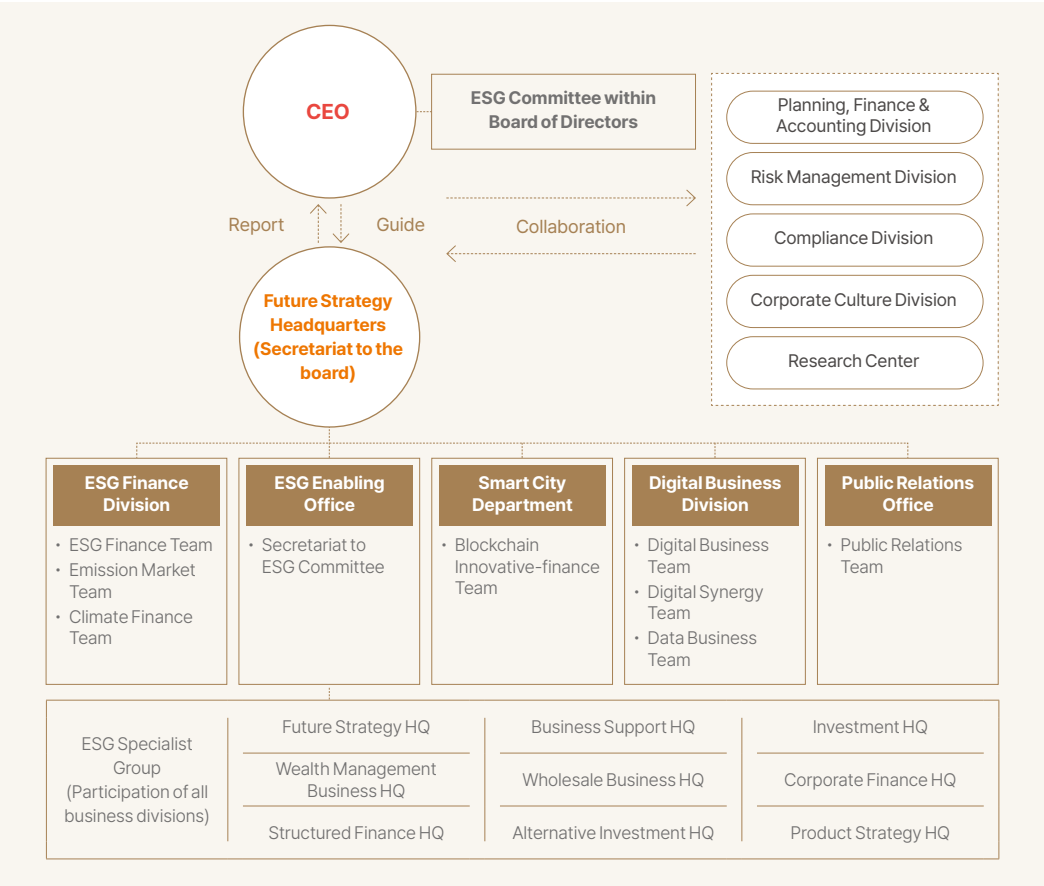
ESG Strategy Framework



ESG Governance

In March 2023, SK Securities established the “ESG Committee” under the Board of Directors to ensure sustainable growth and protect stakeholders’ interests. In addition, we strengthened the governance structure by restructuring the ESG Headquarters, which was previously the Board of Directors secretariat, into the Future Strategy Headquarters, and the Social Contribution Office, responsible for climate change initiatives, into the ESG Enabling Office. Furthermore, we effectively internalize ESG management by appointing and training 19 in-house ESG Specialists, each responsible for spearheading ESG initiatives tailored to their respective business units’ specific characteristics and enhancing the ESG Committee’s function.

Governance System



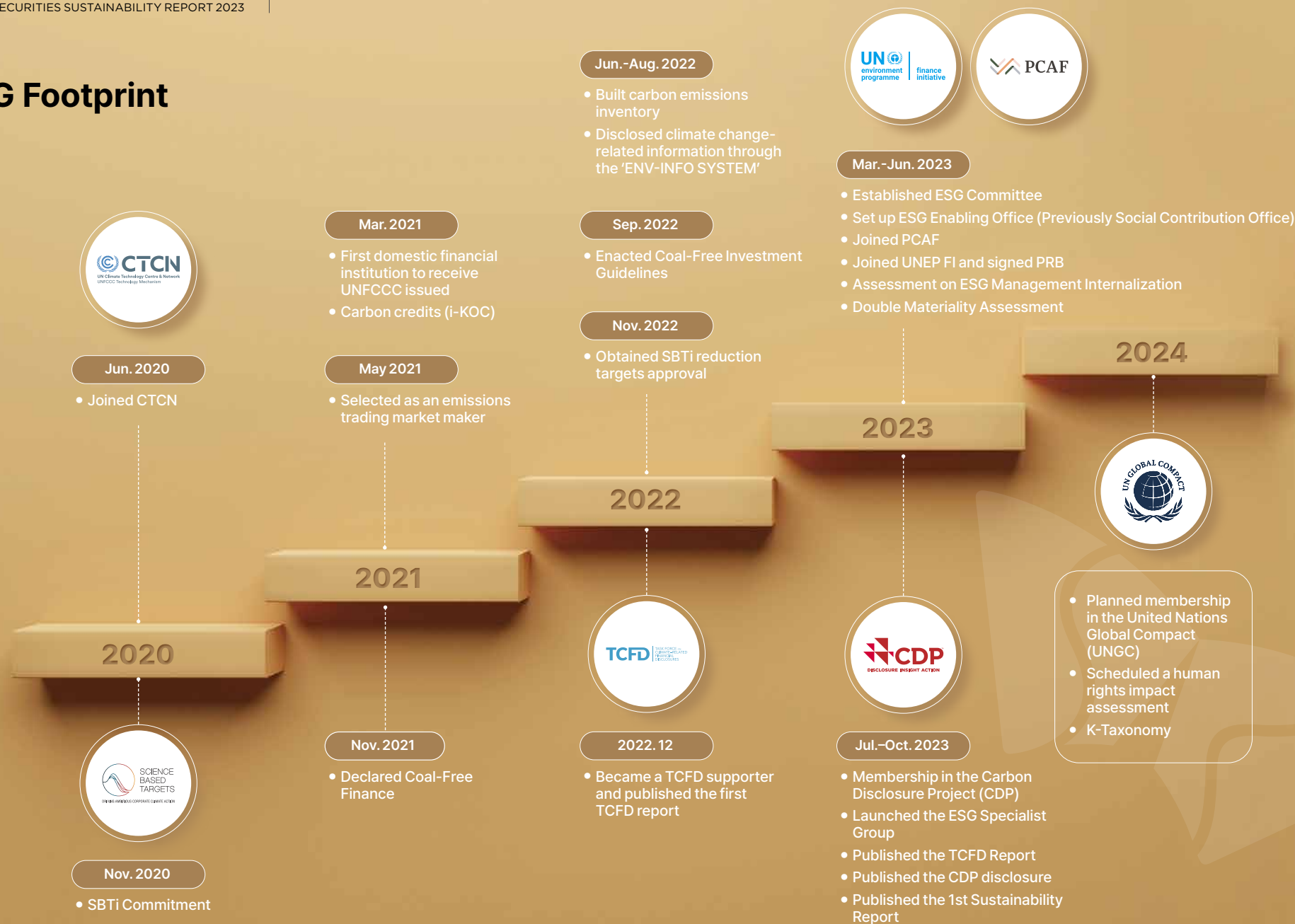
ESG Committee and Board of Directors Reporting Agendas

SK Securities is actively engaged in climate change-related discussions centered on the strengthened governance system. The management of Future Strategy Headquarters is responsible for organizing and reporting on climate change-related agendas, while the ESG Committee, centered on the CEO as the top decision-making authority, monitors and deliberates on the relevant agendas. In addition, collaboration between departments, including the Risk Management Division, is carried out when organizing agendas. The ESG Committee within the Board of Directors holds regular meetings bi-annually and irregular meetings as needed and reports to the Board of Directors based on the ESG Committee’s reports. In the 5th Board of Directors’ report in 2023, ‘establishment of a climate change response policy system’ and ‘greenhouse gas emission management and reduction’ were selected as major environmental issues.



Date	Content	Agendas
2023. 05. 25	1st ESG Committee Meeting	Report on 2023 ESG strategy and results of double materiality assessment • Includes climate change and carbon neutrality
2023. 07. 10	5th Board of Directors Report	Report on the 1st ESG Committee Agenda • Establishment of climate change response policies and systems, and management and reduction of greenhouse gas emissions were selected as material issues

ESG Footprint





Stakeholder Engagement

Established SK Securities’ Stakeholder Engagement Policy

Recognizing the importance of open communication with our stakeholders, SK Securities actively engages with key stakeholders who play a significant role in sustainable management. We utilize the stakeholder classification criteria provided by ISO 26000, which considers legal, financial, operational responsibility, and influential factors, to categorize stakeholders into three groups: Core, Strategic, and Environment. Under the Core and Strategic stakeholder groups are our customers, employees, government and related agencies, shareholders and investors, and the local community. Considering the unique characteristics of each key stakeholder group, we operate various online and offline communication channels by which we listen to stakeholders’ key concerns and opinions and integrate them into our business activities. Moving forward, we are committed to maintaining a genuine and continuous dialogue with our stakeholders, thereby nurturing a healthy relationship built on trust.



	Group for which SK Securities has legal, financial, or operational responsibilities
	Group affecting SK Securities’ performance
	Group affected by SK Securities’ operations
Stakeholder Group	
Core stakeholder	
Employees, customers, shareholders, investors	
Strategic stakeholder	
Government and related agencies, local community	
Environmental stakeholder	
Partner companies, media, non-government organizations (NGOs) / non-profit organizations (NPOs), underprivileged, peer group, research institutions, experts	

Interview with stakeholders

employer



SK Securities is creating a virtuous cycle of individual and company by offering fair opportunities.



Deputy Senior Manager
Mi-kyung Nam
from Retail Business Team

To me, SK Securities transcends being just a company; it’s been like a family and a steadfast companion for more than half my life. The most significant value I’ve experienced during my time with SK Securities is the “opportunity for personal growth.” The company has offered various programs and opportunities that have allowed me to grow. In addition to these opportunities, the considerate and supportive corporate culture has made sure that I can successfully complete all programs with a profound sense of fulfillment. Back when I was contemplating participating in an educational program during my early years at the company, my branch manager’s advice of “If you want to do something, you should do it” became the catalyst that marked the beginning of my successful completion of the MBA program at Korea University. I believe SK Securities, with its warm corporate culture, is a companion for all its members, offering equitable opportunities to everyone. Just as the piece of advice from a senior colleague created a turning point for me, I am committed to actively helping younger colleagues in finding and seizing similar opportunities within this virtuous cycle.

contractor



Witnessing SK Securities' unwavering dedication by putting its heart and soul into ESG management, I could look forward to a bright and sustainable future for SK Securities, dedicated to pursuing happiness and growth for all stakeholders.



ESG management within the financial industry may present unique business opportunities. Unlike other industries that rely on skills and products, the financial sector's success hinges on gaining the support and trust of diverse stakeholders to promote sustainability for all. In my five months of ESG management consulting at SK Securities, I discovered that the most profound value lies in dedication and commitment to excellence. Even before the surge in ESG regulations and awareness, I could see that SK Securities had put considerable effort and thought into securing sustainability. Throughout my time in ESG management consulting, it was evident that all employees were wholeheartedly practicing ESG management to the best of their abilities. SK Securities, a trailblazer in the industry, does not rest on its laurels. Instead, it continues to inspire hope with its steadfast commitment to ESG management, and I look forward to the countless possibilities it will bring forth.



Division Head
Joong-sik Yoon
from Daishin Economic
Research Institute

customer

In my experience, the most crucial factor for individual investors in securities trading is achieving stable growth. SK Securities is a dedicated partner that wholeheartedly supports the development of its customers in pursuing growth and happiness. The employees always warmly welcome customers with a smile, patiently explaining how to use trading platforms like MTS or home trading services (HTS), catering to the varied levels of customer understanding. Through SK Securities' sincere efforts to assist customers from the customer's perspective, I have come to understand the true meaning of SK Securities' mission of "assisting our customers, shareholders, members, and society at large in pursuing their happiness and growth." Regardless of the investment outcomes, I'm grateful for the consistently satisfying experience I have had throughout the process.



SK Securities is a true partner, genuinely invested in the happiness and growth of its customers.



Retail customer
Young-ok Choi
from Namyangju branch

I started my trading journey with SK Securities upon the recommendation of a cosmetics industry analyst. Over time, I have come to regard SK Securities' greatest strength as its personalized services. I firmly believe that the company excels in offering tailored solutions to address changing financial trends and risk factors. They provide consultations that help customers understand and navigate these shifts, effectively alleviating any concerns. Moreover, it offers a range of one-on-one solutions for comprehensive asset management, all delivered in a sincere manner to support customers' growth. In fact, I vividly recall a time when the company directly connected me to the relevant department to effectively address my tax-related concerns, demonstrating itself as a trustworthy partner with expertise in asset management. With the increasing shift toward non-face-to-face services, I hope that SK Securities can maintain its branch presence, ensuring that more customers can access the personalized services that I have come to appreciate.



I consistently find great satisfaction in the specialized one-on-one asset management service.

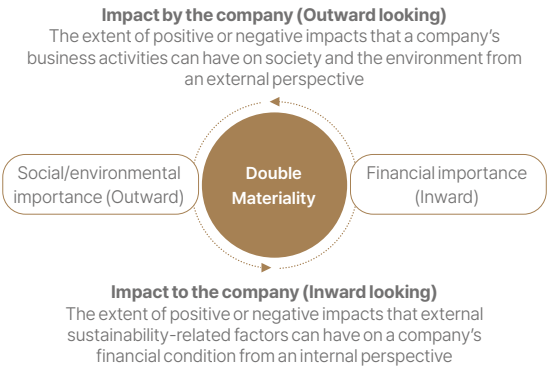


Corporate customer
Jae-hwan Jung
from Myungdong PIB Center

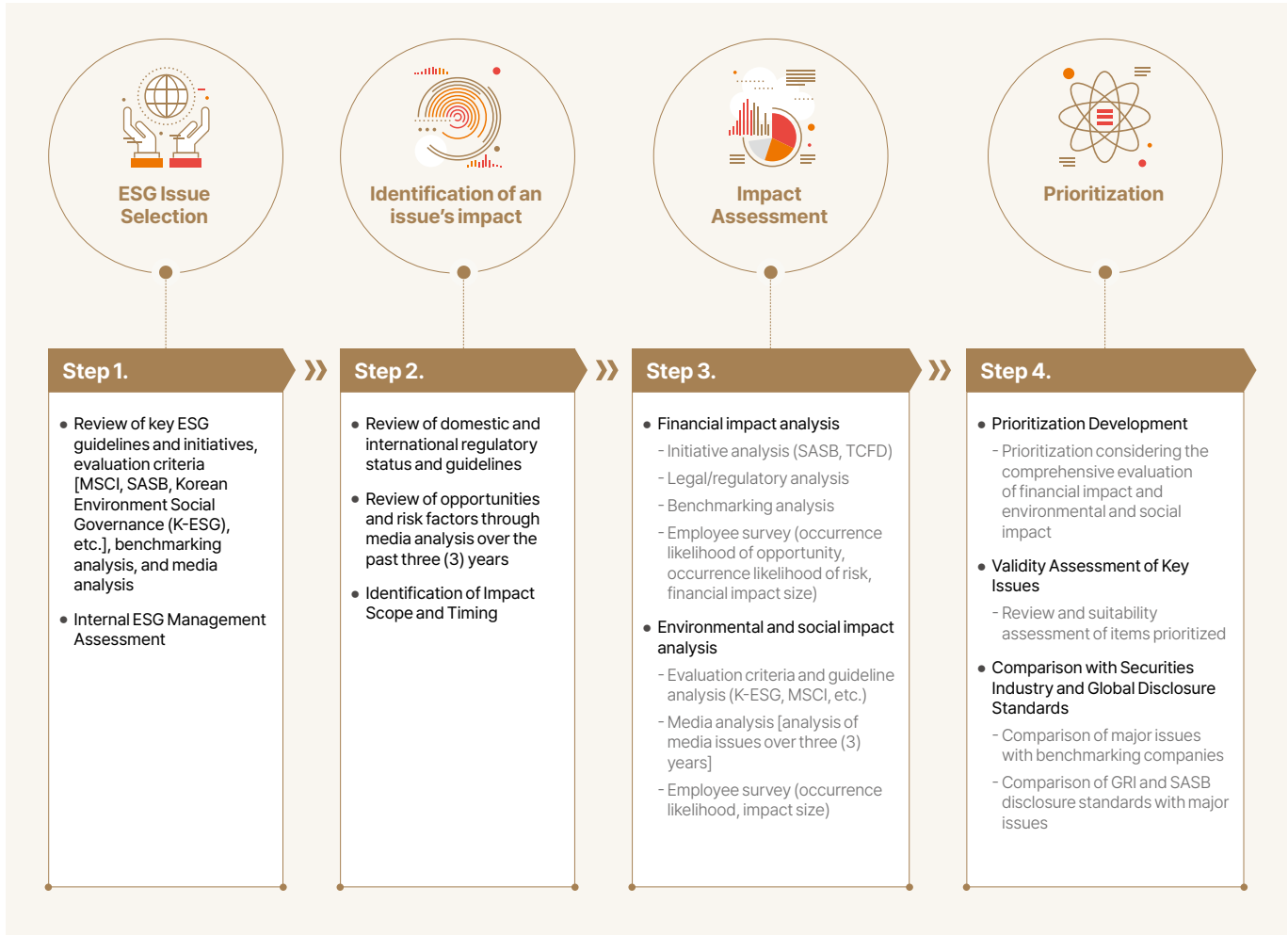
Materiality Assessment

Materiality Assessment Overview






SK Securities conducted a comprehensive materiality assessment to gain insight into and transparently communicate the key issues in the field of sustainable management with our stakeholders. This materiality assessment was carried out based on the principles of Sustainability Context, Materiality, Completeness, and Stakeholder Engagement, as recommended in GRI Standards and ISO 26000. In addition, it involved a “double materiality” assessment, which is a core concept discussed in the recent global non-financial disclosure standardization process. The double materiality assessment evaluates both the environmental and social impact materiality and financial materiality when assessing the importance of sustainability for a company. SK Securities used this double materiality assessment to identify the top material issues by incorporating stakeholders’ opinions and plans and actively integrating them into our corporate management activities.






Materiality Assessment Process



Managing Method for Major Issues

Major Issues	Context	KPIs
<div>Proactive Risk Management</div> <div></div>	<ul style="list-style-type: none">Risk management aims to measure a company's available resources, ultimately solidifying financial soundness, management stability, and profitability. Recognizing that risk management is indispensable for survival and a fundamental competitive advantage, SK Securities continuously monitor and foresees internal and external environmental changes, such as diversification in the financial industry, domestic and international market fluctuations, and regulatory changes. Our goal is to establish an optimal risk management system that aligns with global standards.	<ul style="list-style-type: none">Operating Risk Management OrganizationEstablishing and Operating Crisis Response Task Force
<div>Establishing ESG-centered Investment Policies</div> <div></div>	<ul style="list-style-type: none">With the growing internal and external interest in ESG, the emphasis on considering ESG aspects and expanding the discovery of assets aligned with ESG principles has become prominent in the execution of alternative investments. SK Securities has been at the forefront of ESG management, actively engaged in renewable energy financial advisory and equity investment operations since 2014. In particular, we provide comprehensive financial solutions for addressing climate change and environmental pollution issues through ESG business advisory, bridge loans, and equity participation in areas such as renewable energy and the environment. In addition, since 2017, we have established ESG funds, demonstrating our commitment to promoting sustainable values in the realms of environmental, social, and governance.	<ul style="list-style-type: none">Application of coal-free investment guidelinesEnvironment-friendly finance solution
<div>Ethical Management and Internal Controls</div> <div></div>	<ul style="list-style-type: none">Ethical and lawful management are core factors that contribute to a company's competitiveness and value addition, and the degree of ethical management within a company is a critical determinant of its reputation. In light of the heightened importance of corporate social responsibility, ethical integrity has garnered increased attention. SK Securities places ethical and lawful management as the top priority principle in decision-making, and we commit to adhering to a code of ethics and employee conduct standards for transparent and fair business operations. Furthermore, we have established an internal control system to conduct systematic monitoring and review of ethical and lawful management and invest efforts in preventive checks and internalization through education.	<ul style="list-style-type: none">Ethical Management CodeCode of Business Ethics Pledge by all EmployeesEthical Management Culture Promotion Activities
<div>Information Security and Personal Data Protection</div> <div></div>	<ul style="list-style-type: none">Consequent to the evolving threat of cyberattacks and the accelerated digital transformation due to the COVID-19 pandemic, the management of customer information and system security risks has increased. Safeguarding customer information from data breaches and security threats is one of the most critical areas in the financial industry. SK Securities places significant emphasis on personal data protection and, to effectively safeguard customer information from external threats, we conduct information security activities across all business processes to ensure comprehensive security.	<ul style="list-style-type: none">Information Security Management System (ISMS) CertificationOperating Information Security CommitteePromoting Various Information Security Enhancement Activities
<div>Managing and Reducing Greenhouse Gas Emission</div> <div></div>	<ul style="list-style-type: none">Following the 2015 "Paris Agreement on Climate Change" and discussions during the 48th General Assembly of the "Intergovernmental Panel on Climate Change (IPCC)" in 2018, the global community set its sights on limiting the rise in global temperature to within 1.5 °C. This goal required a reduction of carbon emissions by 45% by 2030 (compared to 2010 levels) and achieving carbon neutrality by 2050. Major countries, including South Korea, have declared carbon neutrality goals, emphasizing the imperative for active engagement from both industries and the financial sector. Since 2021, SK Securities has been measuring our internal carbon emissions (Scopes 1 and 2) and carbon intensity as metrics to evaluate climate risks and opportunities—specialized third-party verification agencies have validated these measurements. At the same time, we have also been calculating financial carbon emissions (Scope 3) stemming from our financial activities based on the PCAF methodology.	<ul style="list-style-type: none">Measurement of Carbon EmissionsEstablishing 2050 Net Zero Roadmap

Major Issues	Context	KPIs
Financial Consumer Protection 	<ul style="list-style-type: none"> With the enforcement of the Act on the Protection of Financial Consumers, the obligations of financial instrument sales companies have been expanding throughout the financial instrument sales and management processes. At SK Securities, we have established the Financial Consumer Protection Department, which operates directly under the CEO's supervision. This department is dedicated to safeguarding the rights of financial consumers and enhancing our consumer protection efforts. An independent Chief Consumer Officer (COO) has been appointed to take overall responsibility for the operations of a dedicated organization for financial consumer protection and ensure fulfillment of all related tasks. 	<ul style="list-style-type: none"> Establishing Financial Consumer Protection System Establishing and Reinforcing Complete Sales Process Conducting Mystery Shopping
Enhancing Digital Financial Platform Competitiveness 	<ul style="list-style-type: none"> The rapid digital transformation in the finance sector has been propelled by the surge of non-face-to-face services driven by the COVID-19 pandemic and the advancement of IT technology. Furthermore, as IT technology evolves, the financial industry's boundaries are expanding, making it challenging for traditional core competencies alone to maintain a leading position in an environment where new competitors are entering the market. Since 2020, SK Securities has embraced Digital Transformation as our destiny, and we are approaching various tasks with a new mindset. We view digital business not as a choice but as a fundamental element for our survival, integrating digital technology across all business areas, including asset management. We are actively cultivating company-wide capabilities to accelerate the pace of digital business. 	<ul style="list-style-type: none"> Providing Digital Service Opening of AI Contact Center Operating Digital Capacity Strengthening Education Programs for Employees
Establishing Climate Change Response Policies and Systems 	<ul style="list-style-type: none"> Climate change risks refer to the risks that can impact finance through physical damages due to extreme weather events or business deterioration in the transition to a low-carbon economy. There is a global concern that climate change risks could lead to a second financial crisis. Climate change can affect a company's credit risk, market risk, liquidity risk, operational risk, insurance risk, and reputation risk, and hence, managing climate change risks is a critical element for the company's sustainable growth. SK Securities recognizes the importance of preparing for and responding to climate risks in the rapidly changing financial environment. To reflect this, we established plans for climate risk management processes in 2022, and in 2023, we measured industry-specific financial emissions and exposure to implement these processes and identified high-carbon industries. 	<ul style="list-style-type: none"> Membership in Global Initiative Establishing Climate Risk Management Processes and Policies Published the TCFD Report
Fostering Respect for Human Rights and Human Rights Risk Management 	<ul style="list-style-type: none"> SK Securities, guided by our mission to "assist our customers, shareholders, members, and society at large in pursuing their happiness and growth," focuses on human-centric, sustainable happiness and growth. In our commitment to human rights management, we have adopted international standards and guidelines related to human rights and labor. Across all facets of our operations, such as the sale of financial products and the provision of financial services, we aim to eliminate potential human rights violations. We are also leading human rights-friendly management practices, ensuring prompt and efficient relief is available in case any human rights violations occur. 	<ul style="list-style-type: none"> Human Rights Management Education and Activities Respect for Diversity
Providing ESG-Related Products and Services 	<ul style="list-style-type: none"> ESG Bonds play a pivotal role in contributing to a sustainable future during the shift toward a low-carbon economy and providing financial institutions with new growth opportunities. Since 2018, SK Securities has issued approximately KRW 53 trillion worth of ESG bonds, demonstrating our commitment to expanding financial instruments, services, and advice related to ESG to meet customer demands. Furthermore, as a lead manager for ESG bonds, the company aims to use green finance as a new growth driver and take a leading role in addressing climate change in the ESG bond market. 	<ul style="list-style-type: none"> Issuing ESG Bond Developing Financial Instruments Based on the "Carbon Emissions Trading Market" Expanding Climate Finance Services
Building ESG Governance 	<ul style="list-style-type: none"> Governance is a crucial aspect of understanding a company as it pertains to the decision-making structure within the organization. SK Securities places a strong emphasis on the significance of building a robust governance framework for sustainability. Transparency and the independence of the Board of Directors hold a pivotal role in influencing a company's competitiveness across various dimensions. As a committed proponent of sustainable management, we implemented a world-class governance system to clarify roles and responsibilities in driving ESG management and to bolster our overall ESG execution capabilities and responsiveness. Notably, in March 2023, we established an ESG Committee under the Board of Directors. 	<ul style="list-style-type: none"> Established the ESG Committee Operated the Board of Directors led by outside directors

ESG Highlights

Dominated the digital business



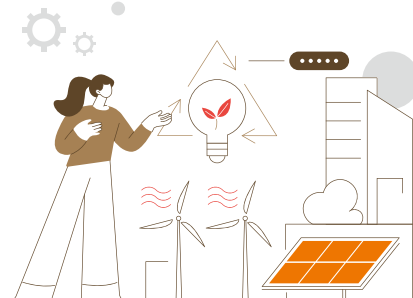
- Signed a business agreement token securities based on wind and other renewable energy sources (with Five Node, Galaxia Money Tree, etc.)
- Signed a business agreement for STO project related to marine assets (KMAX)
- Signed a business agreement for token securities based on patent rights (Finger)
- Signed a memorandum of understanding (MOU) with AIPorter
- Signed a business agreement with ETRI – ETRI Holdings to promote investment in the "Digital ESG" sector



Secured an ESG management leadership



- Achieved the 1st place in the ESG management category of the National Brand Awards
- Advanced its ESG management initiatives following its membership to the UNEP FI
- Became the first and only securities company in Korea to receive approval on carbon reduction targets from SBTi
- Became the first and only securities company in Korea to publish an exclusive TCFD report
- Published the first "ESG Guide for Listed Companies" in Korea, in collaboration with the Who's Good
- Smart City Department, established SolaSeaDo Smart City Corporation, a dedicate corporation for smart city operations



Customer Service Innovation



- 2Digit to provide AI news service to SK Securities
- Opening of AICC
- Launched the personalized service "Rediscovering Investment"



Implemented mutual growth management



- Established the Star Ventures and SK Securities collaboration to discover and invest in innovative startups
- Invested in the digital asset custody company "InfiniteBlock"
- Signed a business agreement with KISA for active investments in blockchain startups



Happy Together CSR programs



- Provided an "Eco-friendly Learning Center" through the completion of a solar facility at a local children's center
- Conducted "Happy Sharing Forest" an eco-friendly campaign involving employees and their families
- Conducted a resource recycling campaign for carbon neutrality
- Conducted a blood donation campaign in commemoration of "World Blood Donor Day"
- Hosted a "Spring Concert" featuring an integrated orchestra of people with and without disabilities



Sustainable Finance with SK Securities

24 Sustainable Finance Actively Addressing Climate Change

Participation in Global ESG Initiative
Establishing Climate Risk Management Processes and Policies
Climate Risk Evaluation and Management
Management of Carbon Emissions and Reduction Targets

30 Compassionate Financial Services for Diverse Stakeholders

Practicing Customer Satisfaction Management
Digital Transformation of SK Securities
SK Securities' digital services
ESG Finance and New Business Expansion Strategy
'ESG Business Area Expansion' based on 4th Industrial Technology

36 Transparent finance based on integrity and expertise

Corporate culture fostering a virtuous cycle of happiness and growth
SK Securities' ESG Specialist Group

Climate Change

Sustainable Finance Actively Addressing Climate Change

The global issue of climate change, triggered by carbon emissions, poses a significant challenge for the current generation. Addressing this challenge necessitates concerted efforts from governments and businesses. In this regard, SK Securities recognizes climate change not only as a matter of corporate survival but also as a threat to humanity. We are committed to fulfilling our responsibilities and taking steps toward a low-carbon economy transition, in line with our global mission, for a sustainable future.



Participation in Global ESG Initiative

Following the 2015 “Paris Agreement on Climate Change” and discussions during the 48th General Assembly of the “Intergovernmental Panel on Climate Change (IPCC)” in 2018, the global community set its sights on limiting the rise in global temperature to within 1.5 °C. This goal required a reduction of carbon emissions by 45% by 2030 (compared to 2010 levels) and achieving carbon neutrality by 2050. Major countries, including South Korea, have declared carbon neutrality goals, emphasizing the

imperative for active engagement from both industries and the financial sector. In line with this, SK Securities actively participates in global ESG initiatives and contributes to addressing climate change. We became the first domestic financial institution to join the Climate Technology Centre and Network (CTCN) under the UNFCCC and are engaged in supporting climate change and low-carbon technology projects in developing countries. In November 2022, we became the first and only securities company in Korea to receive formal approval on carbon reduction targets from SBTi, dedicated to achieving the goals of the 2015 Paris Agreement. Furthermore, in December 2022, we joined the TCFD as official support-

ers, demonstrating our commitment and dedication to climate change-related disclosures. Furthermore, SK Securities, in pursuit of global-level ESG management practices, became the first and only securities company in Korea to join the UNEP FI and signed the United Nations Principles for Responsible Banking (UN PRB). We also joined the PCAF and further aligned with the CDP to transparently measure and disclose greenhouse gas emissions resulting from financial transactions, thereby promoting the transition to a low-carbon economic system. In the future, SK Securities will maintain its leadership role in addressing international climate change issues through active participation in various global initiatives.



Global collaboration on climate change response

2020



- Engaging in climate change response and low-carbon technical support projects in developing countries
- First domestic financial institution to join

2023



- Joining Principles for Responsible Banking and enhancing ESG management capabilities as a financial institution
- First independent securities company to join

Measuring emissions and setting reduction targets

2022



- Setting carbon emissions reduction targets under SBTi Financial Institutions Guidelines
- First independent securities company to obtain SBTi approval for its reduction targets



- Measuring financed emissions by asset classes under the PCAF methodology
- First independent securities company to join

Disclosure of climate change response information



- Building a climate change response framework in line with TCFD recommendations
- First independent securities company to publish TCFD report



- Participating in CDP responses for climate change disclosures

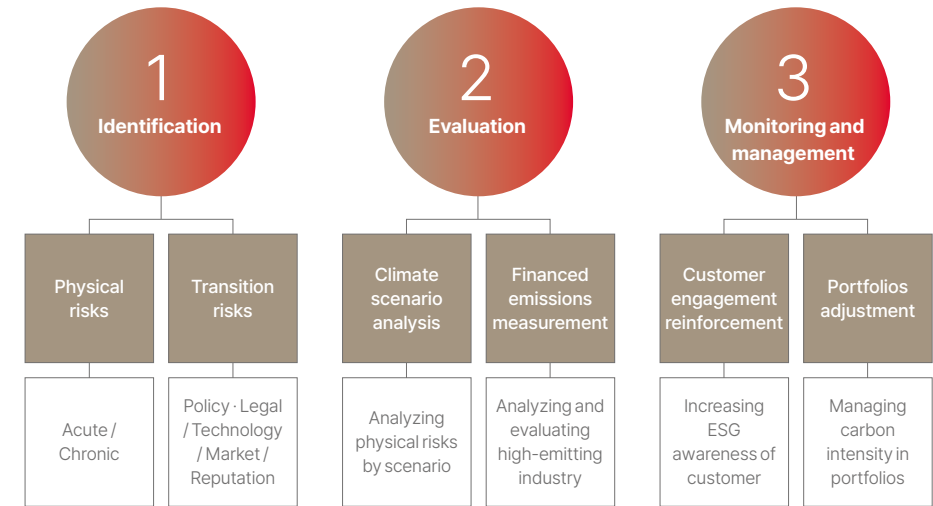
Establishing Climate Risk Management Processes and Policies

Climate Risk Management Process

SK Securities recognizes the importance of preparing for and responding to climate risk in a rapidly changing financial environment. Reflecting this, we established a plan for a climate risk management process in 2022, measured financed emissions and exposures by industry, and identified high-emitting industries to implement the process in 2023. (see page 24) Based on this, we plan to monitor future changes in the portfolio’s financial emissions and carbon intensity, and further designate and manage industries for priority management.



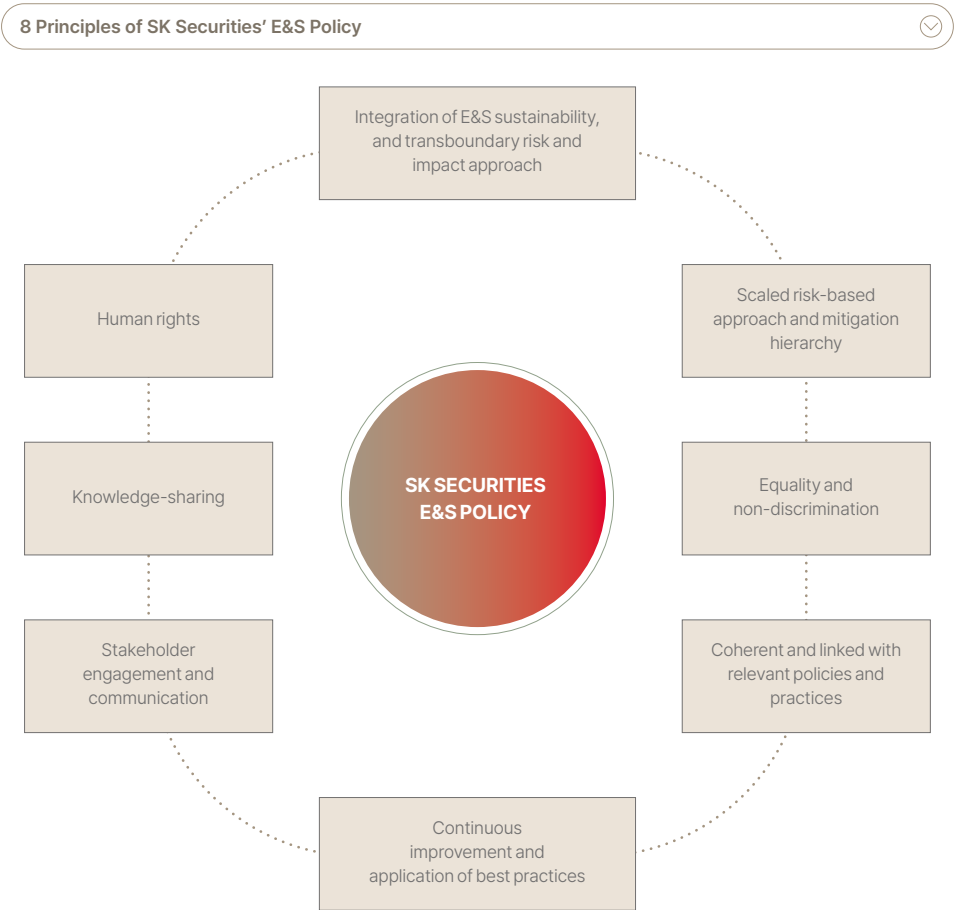
Climate Risk Management Process



E&S Policy

SK Securities has formulated the Environmental and Social Policy (E&S Policy) not only to maintain traditional market values but also to incorporate environmental and social values that must be considered for sustainable development. Our E&S policy is based on 8 principles that reflect our commitment to minimize ad-

verse impacts on people and the environment. SK Securities plans to further develop the E&S Policy to include these key principles and establish procedures and guidelines to assess the environmental and social impacts of climate change projects and minimize the risks that may arise while implementing them.



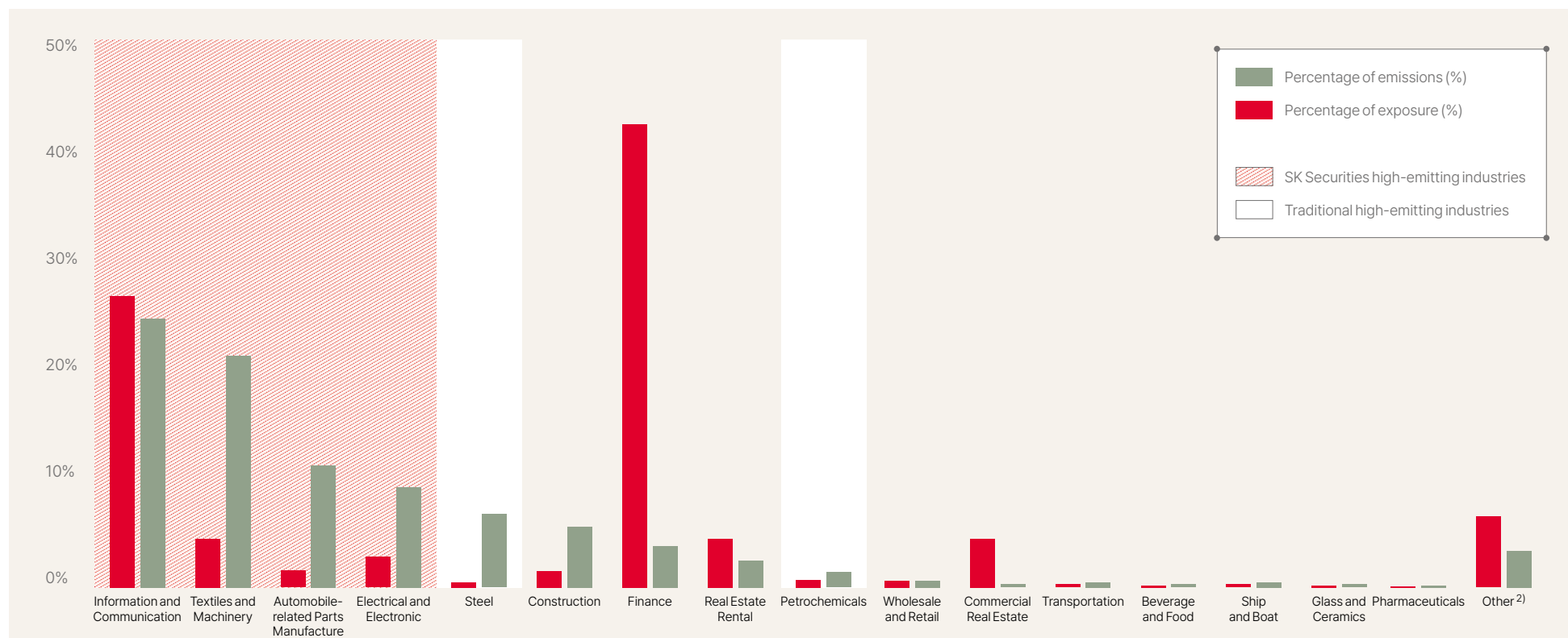
Climate Risk Evaluation and Management

To evaluate and manage climate risk, SK Securities has measured the emissions and exposure of its portfolio, including corporate finance and private equity direct investments. In doing so, it aims to gradually reduce the share of high-emitting industries and actively manage climate risk to enhance asset quality and capital adequacy.

Looking at SK Securities' emissions and exposure by industry, we found that Information and Communication, Textile and Machinery, and Automobile-related Parts Manufacture account for 65% of our total emissions, while Finance and Information and Communication account for 72% of our total exposure. On the other hand,

Steel and Petrochemicals, which are traditionally high-emitting industries, do not have a high share of emissions (10%) and exposure (1%). In the future, we plan to prioritize and manage the portfolio based on emissions and exposure by industry, and ultimately contribute to the implementation of reduction targets.

Financed emissions and Exposure by industry¹⁾



1) Corporate finance, commercial real estate, and private equity direct investments all included 2) Professional services, business support services, sports activities and amusement activities, etc.

Management of Carbon Emissions and Reduction Targets

Since 2021, SK Securities has been measuring internal carbon emissions (Scope 1,2) and carbon intensity as metrics for evaluating climate change risks and opportunities and secured reliability through a third-party verification by specialized verification organizations. At the same time, financed emissions (Scope 3) generated by lending and investment activities of financial institutions were also measured based on the PCAF methodology. Overall, carbon emissions increased in 2022 due to the incorporation of subsidiaries, increased asset size, and increased coverage, but the methodology used for 2022 is more advanced than when emissions were measured in 2021, thereby increasing accuracy and we are disclosing them transparently.

Scope 1,2
In accordance with the GHG Protocol and the 「Guidelines for reporting and certification of greenhouse gas emission trading scheme」 in Korea, SK Securities measured carbon emissions at the headquarters and all offices of SK Securities and its 4 subsidiaries. In 2022, scope 1,2 emissions and carbon intensity increased, but in detail, scope 1 from office heating and vehicles decreased by 25% year-on-year, and scope 2 from office electricity use increased by 21% year-on-year. This is attributed to the incorporation of MS Mutual Savings Bank and the increase in electricity consumption at the headquarters due to a decrease in telecommuting due to the easing of COVID-19 regulations. Based on the SBTi 1.5°C scenario, SK Securities has set near-term reduction targets by 42% by 2030 compared to 2021 and plans to specify scope 1,2 reduction for this purpose.

Scope 1,2 Emissions Status

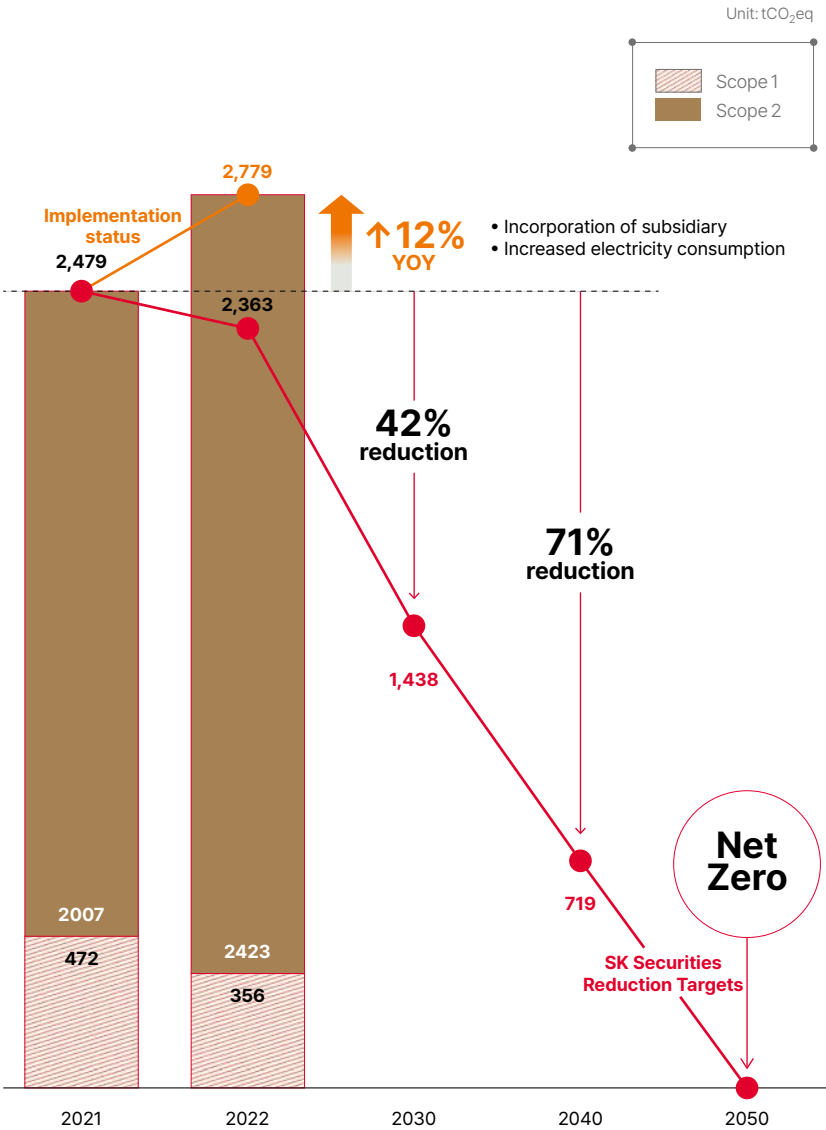
Scope	2021	2022
Scope 1	472	356
Scope 2	2,007	2,423
Total	2,479	2,779

Carbon Intensity Status

Category	2021	2022
Based on the number of employees ¹⁾ (tCO ₂ eq/FTE)	3.14	3.44
Based on the total assets ²⁾ (tCO ₂ eq/trillion won)	389	430

1) Based on business reports by the end of 2022 (808, excluding executives and advisers)
2) Based on financial statements by the end of 2022 (KRW 6.46 trillion)

Scope 1,2 Reduction Targets and Implementation Status



Scope 3 Emissions (Category 15) Status¹⁾

Asset Class	2021 (tCO ₂ eq)	2022		
		Financed Emissions (tCO ₂ eq)	Exposure (hundred million won)	Intensity (tCO ₂ eq/hundred million won)
Listed equity and Corporate bonds	60,327	40,385	2,195	18.4
Business loans and Unlisted equity	-	14,252	3,789	3.8
Commercial Real Estate	-	598	518	1.2
Private Equity Direct Investment	29,719	56,764	5,065	11.2
Total	90,045	112,000	11,567	9.7

1) The rounded number on the table might be different from the number on the system with ±1 tCO₂eq

Scope 3 Reduction Targets and Implementation Status (SDA and Temperature Ratings)

Category	Methodology	Reduction Targets in 2030	Implementation Status in 2022
Power	SDA	73.3% reduction (tCO ₂ eq/MWh)	Full Divestment, Achieved 100% reduction
Real Estate	SDA	67.3% reduction (tCO ₂ eq/m ²)	Full Divestment, Achieved 100% reduction
ETF	Temperature Ratings	Scope 1+2: 2.64 → 2.36 (°C) Scope 1+2+3: 2.90 → 2.62 (°C)	Full Divestment

Scope 3

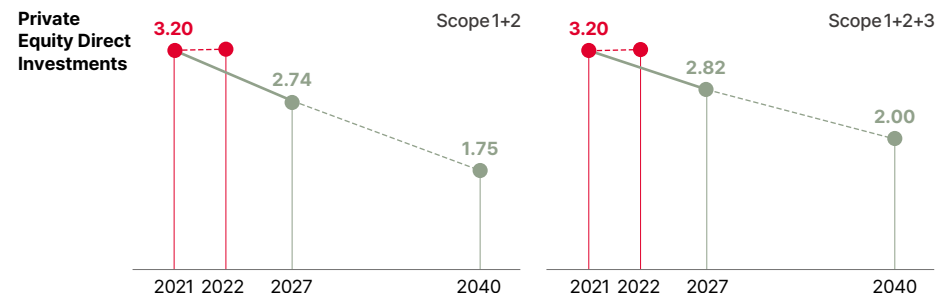
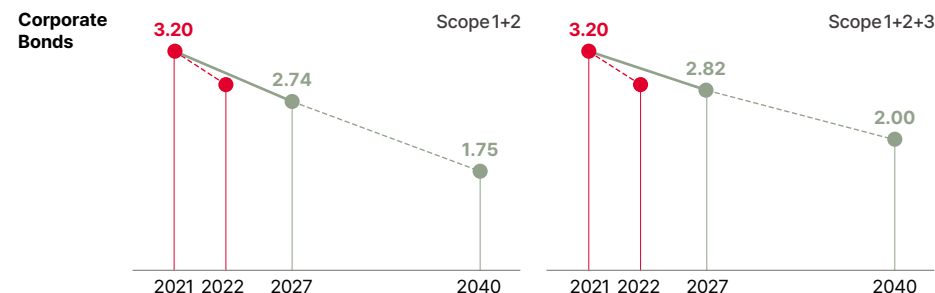
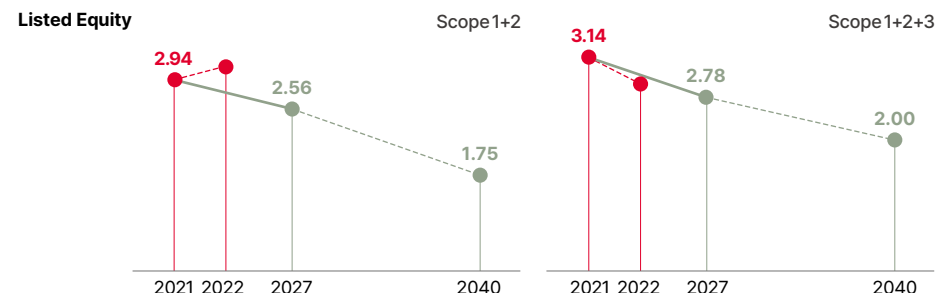
SK Securities measured financed emissions from SK Securities and four subsidiaries according to the PCAF methodology. The coverage is 19% of the total financial activities and has been expanded by increasing 3%p from last year. In 2022, financed emissions increased due to the incorporation of subsidiaries, expanded coverage, and advanced methodology used for 2022. In detail, listed equity and corporate bonds fell 33% year-on-year due to a decrease in exposure, while private equity direct investments increased year-on-year due to an increase in exposure as well as a result of using high-quality revenue-based emission factors. Business loans were newly included following

the incorporation of MS Mutual Savings Bank, and commercial real estate was newly included following the completion of the construction. In addition, unlisted equity was included in the measurement to expand asset coverage for 2022.

Based on the SBTi B2DS and 1.5°C scenario, SK Securities has set near-term targets for 2030 compared to 2021 by asset class. In detail, the reduction targets (power, real estate, ETF) set through the sectoral decarbonization approach (SDA) were achieved early through divestment, and the targets set through temperature ratings will be gradually managed through portfolio adjustment by asset class.

Scope 3 Reduction Targets and Implementation Status (Temperature Ratings)

Unit: °C



Compassionate Finance

Compassionate Financial Services for Diverse Stakeholders

SK Securities' mission is to "assist our customers, shareholders, members, and society at large in pursuing their happiness and growth." To fulfill this mission, we have established a customer-centric business development system and enhanced our product and service delivery capabilities to create a foundation for becoming a premier asset manager. Building on this foundation, we strive to understand the thoughts and lives of our stakeholders and provide a better financial experience.



Practicing Customer Satisfaction Management

SK Securities plans and executes customized initiatives to establish the foundation for becoming a premier asset manager. We focus on core products within our subsidiaries and securities companies, optimizing services to align with the needs of our customers and the environment. This approach enhances customer satisfaction and value.



SK Securities' Customer Satisfaction Management

Transition of the asset management model to a thorough customer-centric approach



- Growth as experts who offer convenience and instill trust
- Prioritizing corporate culture initiatives such as "Only Mobile" and "Addressing Customer Pain Points"
- Cultivating trust with customers through a focus on "Integrity and Expertise"

Enhancing resilience by increasing asset size and proportion



- Delivering diverse, customer-centric, and timely differentiated products
- Offering customized sales tailored to customers
- Strengthening portfolio asset sales

Establishing a premier VIP asset manager reputation by expanding the VIP customer base



- Concentrating verified marketing capabilities on VIP customers
- Enhancing advisory services in areas including taxation, real estate, and portfolios
- Evaluating loan brokerage operations and recruiting banking talents in loan and deposit areas

Enhancing the efficiency and effectiveness of capabilities, systems, and networks



- Strengthening the capacity for proactive proposal suggestions
- Improving the integrity and expertise of sales personnel
- Restructuring incentive systems to align opportunities and rewards for motivation

Continuously identifying core content to maintain competitiveness

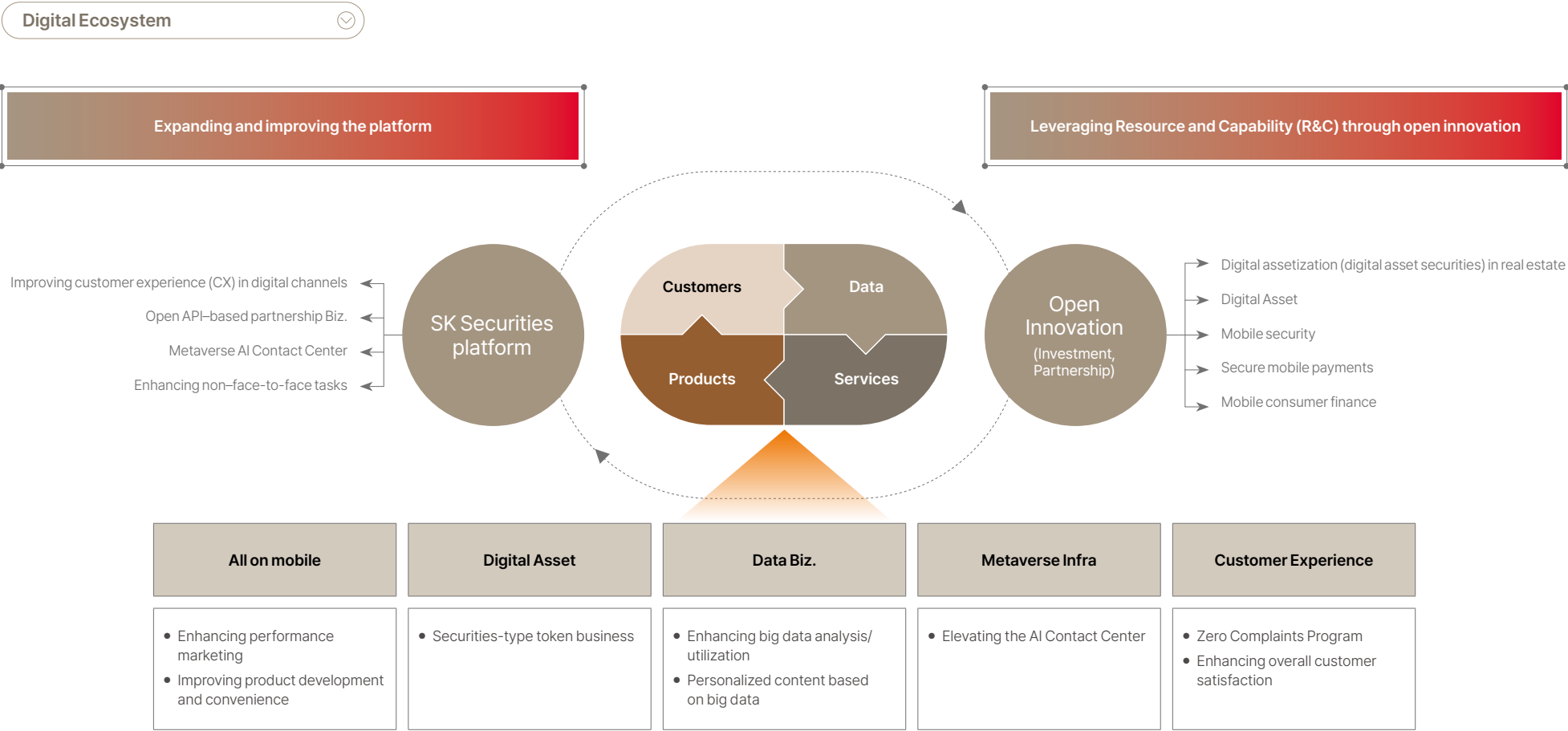


- Securing optimal channels for the highest level of competitiveness in product-specific floor business
- Expanding and fostering synergies through collaboration
- Elevating productivity by reinforcing internal capabilities

Digital Transformation of SK Securities

Since 2020, SK Securities has been fully committed to the digital transformation of our business. We have adopted a fresh perspective on various aspects of our operations to adapt to the rapidly evolving digital business environment. Our primary focus has been developing our organization and enhancing our capabilities

while seeking outward growth. The ultimate objective is to attain economies of scale within the digital financial platform. Furthermore, we aim not only to improve our platform but also to expand through open innovation, including investments and partnerships, to create a competitive digital ecosystem of our own.



SK Securities' Digital Services

SK Securities is preparing for the company's future with digital business as our foundation. Digital innovation has already revolutionized our lives, and the pace of change is expected to accelerate even further. We are integrating digital technology into all facets of our business, including asset management, and are harnessing capabilities across the organization to expedite the progress of our digital business.



"Joopasoo," SK Securities' flagship brand



Joopasoo is SK Securities' flagship application brand, introduced in 2011. The brand, which signifies the "watchman protecting stocks," now serves SK Securities' customers through "Joopasoo W," offering a user-friendly and swift HTS service, "Joopasoo 3.0," an MTS service that facilitates convenient transactions and banking services, and "Joopasoo Wealth," providing asset management services.

"Joopasoo Wealth," an asset management service



Joopasoo Wealth is a dedicated asset management app designed for both young adults looking to build wealth and middle-aged to older individuals in need of managing their assets. It addresses the concerns of investors who may find it challenging to choose from various financial instruments. This app enables investments in selected bonds, funds, cash management accounts, and foreign exchange repurchase agreements chosen by SK Securities' professional portfolio managers. It offers a user-friendly design and optimized processes to ensure everyone can easily join and use the app, enhancing customer convenience.

Establishing a blockchain-based real estate liquidity system



SK Securities has signed a business agreement with Funble, a real estate piece investment platform company, and has successfully established a blockchain-based real estate liquidity system.

Through this service, customers can now engage in trading digital asset securities (DAS), utilizing blockchain technology, and make real estate investments on the Funble platform. In collaboration with the Korea Securities Depository, we are actively involved in the entire process, from real estate liquidity to storage, distribution, and liquidation.

Once customers' investments in DAS are electronically registered as trust income securities with a 1:1 match in the Korea Securities Depository, the DAS transactions are reflected in the customer's account in real time. This framework complements our existing services and aligns with the regulatory requirements for the Korean-style security token offering (STO), ensuring convenience for investors and bolstering investor protection.

Opening of AI Contact Center



SK Securities has launched an AI Contact Center (AICC), employing cloud-based AI technology to adapt effectively to the rapidly evolving digital environment.

The project aims to redesign the current Customer Service Center by integrating innovative AI technology with SK Securities' big data technology and providing customer experience (CX) innovation services. Features such as a 24/7 chatbot, AI voice service voicebot, and visual ARS providing simultaneous voice guidance and screen display on smartphones enable customers to access real-time personalized consultation services anytime.

Furthermore, in collaboration with Koscom and NAVER Cloud, SK Securities has successfully transitioned the existing call center infrastructure into a 100% cloud-based system. We have introduced robust Korean language processing engines, including speech-to-text and text analysis technologies, laying the groundwork for a comprehensive customer needs analysis. This initiative allows us to expand AI-based digital financial services.

With the establishment of AICC, SK Securities aims to proactively identify customer concerns, offer consumer-centric services, and continuously deliver optimized services based on data analysis, enhancing digital communication with customers.

ESG Finance and New Business Expansion Strategy



Leading the Response to Global Climate Change through the 'Voluntary Carbon Market'



As part of our financial institution's social responsibility compliance and ESG management activities, SK Securities purchased and offset GHG emissions of 2,479tCO₂eq in 2021, equivalent to our internal carbon emissions, through the voluntary carbon market. For reliability and quality assurance, we selected highquality credits certified by Verra and Gold Standard, two of the world's leading voluntary carbon credit certifiers. Additionally, we diversified its portfolio by differentiating the projects to be offset by emission sources. For direct emissions from fuel use (Scope 1), we selected REDD+ projects that reduce carbon emissions through forest diversion and deforestation prevention, with a rating of AA or higher from each certification body's expert advisory board, credits issued since 2017, and projects that meet at least nine of the UN Sustainable Development Goals (SDGs). For indirect sources of emissions from electricity purchases (Scope 2), we limited the offset to energy efficiency projects that meet at least six of the SDGs and were issued after 2021. SK Securities plans to establish a related business model and provide advisory services to companies interested in the voluntary carbon market based on this achievement.

Supporting ESG value creation through the convergence of digital transformation and ESG



SK Securities signed a business agreement (Aug. '22) with the Electronics and Telecommunications Research Institute (ETRI) and ETRI Holdings to establish a KRW 50 billion 'Digital ESG Spread System Construction'. Digital ESG is a method that utilizes IT technologies such as the Internet of Things (IoT), data, and Digital Twin to help companies apply ESG in the actual business environment. Under the agreement, the three organizations agreed to jointly form an investment union worth KRW 50 billion to jointly discover and invest in promising companies that commercialize digital ESG technologies. In particular, SK Securities will focus on identifying promising businesses with rapidly growing market demand for digital technology-based ESG investments and focusing on follow-on investments, IPOs, and M&A advisory, arranging, and hosting. We anticipate that we can achieve both the growth of SK Securities and the establishment of an ESG management culture through the spread of digital ESG. In addition, the New Technology Investment Division, which was established in April 2021, recognizes the importance of investing in and nurturing startups and actively invests not only in companies with Series C rounds or higher, but also in startups with Series A rounds that are in the early stages of their business. SK Securities strives to create a virtuous cycle of contributing to the discovery and growth of promising companies in the startup ecosystem and generating profits as an investment institution.

In the dynamic business landscape, SK Securities has constantly focused on developing ESG financial instruments for our customers while actively engaging in investments in various ESG-compliant assets. We have been actively involved in advising and facilitating services, as well as bridging loans and equity participation in ESG-oriented businesses, particularly in sectors like renewable energy and environ-

Expanding the base of climate finance services through 'FinTech'



SK Securities signed a business agreement (Apr. '23) with Fivenode, a climate fintech startup, Galaxy MoneyTree, which promotes token securities¹⁾ business, and EUGENE Investment & Securities, which promotes token securities based on renewable energy such as wind power. This aims to facilitate the financing of renewable energy projects using token securities, a fintech, to activate residents' participation and create new investment opportunities, and each participant will work together to ensure that the renewable energy financial service model using token securities gets designated as an innovative financial service. In addition, we plan to jointly promote token securities issuance projects for various marine assets such as eco-friendly ships by signing a 'business agreement for token securities¹⁾ business related to marine assets' with the Korea Maritime Asset Exchange (KMAX). Based on the stable account management system operation in the business agreement, SK Securities will facilitate financing for renewable energy generation projects under the investor protection environment and actively support investors to invest easily.

1) A security issued in the form of a token (a virtual asset used on a specific platform) by dividing a share of a real asset or financial asset into smaller shares and utilizing blockchain technology

mental initiatives, to address climate change and environmental pollution. Our expertise in ESG investments extends beyond supporting renewable and hydrogen energy projects to address the root causes of climate change and managing and repurposing previously emitted environmental pollutants. This approach positions us as a Total Financial Solution Provider.

Developing financial products based on the 'Carbon Credit Market'



SK Securities signed a 'Business Agreement to Revitalize the Carbon Credit Market' (May. '23) with NAMU EnR, which provides research services related to the carbon credit market and renewable energy market. Through the agreement, SK Securities will ① research the carbon credit market, ② broker on- and off-market transactions of carbon credits, ③ establish strategies for financial engineering and derivatives, and develop carbon credit financial products, and play the role of a leading financial institution within the carbon credit regulated market. Meanwhile, SK Securities has been selected as a market maker for the emissions trading system since May 2021, playing a role in providing liquidity to the market, and has acquired the qualification of a trading brokerage firm that can engage in self-dealing. This business agreement will help us respond proactively to future institutional changes, such as the adoption of consignment sales and the introduction of derivatives. It will also be the first step towards offering ESG financial products, such as a security issued in the form of a token by dividing a share of a real asset or financial asset into smaller shares and utilizing blockchain technology.

'ESG Business Expansion' Based on 4th Industrial Technology

SK Securities launched the 'Smart City Department', the first organization dedicated to smart cities in Korea (Jun. '21), and jointly established 'SOLASEADO Smart City company' with Bosung Corporation (Mar. '23) to expand new businesses and create eco-friendly future cities. SOLASEADO is being created as a future city with a natural environment and smart infrastructure based on clean renewable energy on a site of about 6.4 million pyeong (20.9 million m²) in Haenam-gun, Jeollanam-do. The two companies signed a business agreement in 2021, and the joint venture will be responsible for building and operating metaverse entertainment, metaverse safety, crime prevention, autonomous transportation services, and various convenience services for residents using smart IoT technology. In particular, SK Securities has applied for four patents in the metaverse business and is leading the business. SK Securities will continue its research and plan with a long-term perspective on smart cities. Currently, the Smart City Department is promoting projects related to climate change response, such as carbon emission reduction, renewable energy infrastructure, and eco-friendly transportation. We will minimize carbon emissions by utilizing metaverse technology and creating green spaces and take the lead in revitalizing eco-friendly transportation in smart cities that will be created in the future by producing renewable energy using solar power. We will also

contribute to reducing carbon emissions by connecting solar power generation facilities to data centers that use a lot of electricity and aim to create a future renewable energy industrial complex. Furthermore, SK Securities is building a model of cooperation with local governments for the mutual growth of local communities and businesses and promoting climate change-responsive companies. In addition, Future Strategy Headquarters is identifying the possibilities of various future businesses other than the smart city business, and as a leading financial company in ESG management, we are continuously seeking new ways to generate profits and develop directions through businesses linked to social contributions such as eco-friendly and ESG.



Status of Climate Change-Related Projects in Smart City Department

Core Business	Status
Construction of metaverse entertainment, safety, and crime prevention services using metaverse technology (Reducing carbon mileage)	<ul style="list-style-type: none"> Transforming the Haenam business area into a tourist hotspot and promoting remote visits through the creation of eco-friendly gardens utilizing metaverse technology Reducing tourists' carbon mileage by promoting local tour sites utilizing an online and offline connection Contributing to community safety through local crime prevention services using metaverse technology and reducing carbon mileage by minimizing unnecessary moves for safety/crime prevention such as patrols
Provision of transportation services in Haenam SOLASEADO using eco-friendly energy sources	<ul style="list-style-type: none"> Contributing to the promotion of eco-friendly transportation by supplying solarpowered EV fast-charging services in the region Reducing the number of internal combustion engine vehicles in the region by introducing and operating EV-based autonomous buses
Carbon emissions reduction through additional green spaces in Haenam SOLASEADO	<ul style="list-style-type: none"> Building an eco-friendly business model within the Haenam project area by creating additional green spaces through initiatives such as winery projects to contribute to climate change mitigation
Solar power-linked data center construction project	<ul style="list-style-type: none"> Constructing a data center integrated with a solar power generation facility (98MW) at the project site operating related financial services Contributing to carbon emissions reduction at the data centers, a representative energy-intensive industry, by sourcing eco-friendly energy
RE100 industrial complex	<ul style="list-style-type: none"> Promoting the development of the RE100 industrial complex powered by solar energy within the Haenam site Aiming to create a futuristic industrial complex where solar power drives both local community development and environmental sustainability
Eco-friendly projects tailored to local characteristics and establishment of local/central government cooperation models	<ul style="list-style-type: none"> Planning carbon emission reduction-related business models suitable for the characteristics of local communities such as urban and rural areas and exploring collaborative models with local governments Planning carbon emission reduction projects, such as livestock industry-linked biomass energy projects and energy-saving building technologies, and applying them to local governments
Promotional activities for addressing climate change	<ul style="list-style-type: none"> Discovering and promoting companies that can address future climate change through the publication of a Specialized Smart City Magazine Contributing to the expansion of business areas for companies pursuing business models that contribute to carbon reduction such as smart farms and zero-energy buildings

Transparent Finance

Transparent finance based on integrity and expertise

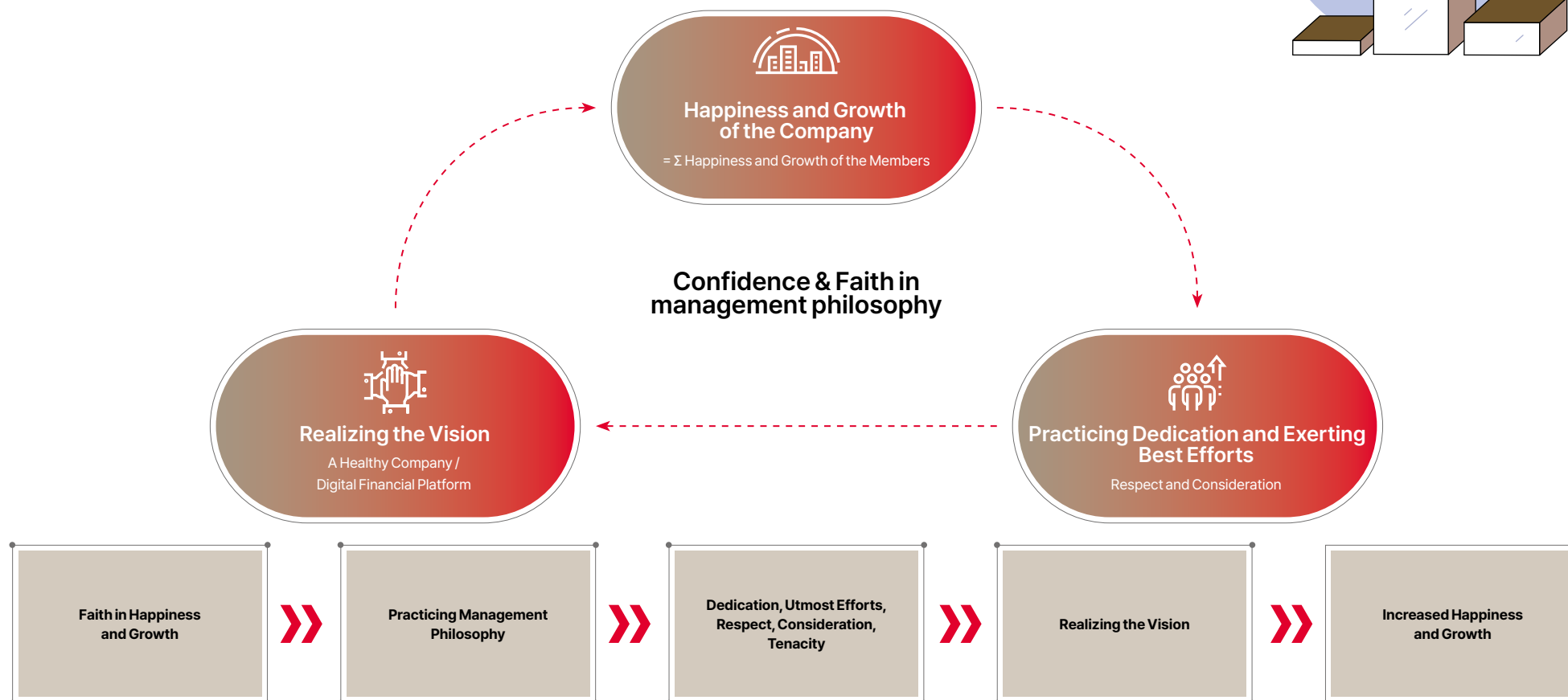
SK Securities nurtures a corporate culture that values dedication and the pursuit of excellence, helping our stakeholders' happiness and growth. The company comprises passionate financial professionals who embody integrity and expertise, dedicating themselves to every task, regardless of its scale, committing themselves to see these tasks through to completion. Based on this foundation, SK Securities identifies and addresses the concerns of its customers, shareholders, and employees, becoming an ethical company and a digital financial platform that extends its strength to society, contributing to the happiness and growth of customers, shareholders, employees, and society at large.



Corporate Culture Fostering a Virtuous Cycle of Happiness and Growth

The members of SK Securities are passionate financial professionals who embody integrity and expertise, consistently seeking to understand and resolve the concerns of our customers, shareholders, and fellow employees and share our strengths with society. To achieve this, we promote open communication, set shared goals,

prioritize talent development, and cultivate a healthy organization with an efficient cost and profit structure. Furthermore, we persistently enhance our competitive edge to contribute to the happiness and growth of our customers, shareholders, employees, and society.





SK Securities' ESG Specialist Group

In 2023, SK Securities launched the “ESG Specialist Group” to disseminate information about the company’s various sustainable management activities and achievements. The group also serves to assess employee awareness and the current status of future sustainable management initiatives.

Through the ESG Specialist Group, SK Securities actively incorporates employee perspectives in critical internal tasks, including formulating future ESG strategies, identifying challenges, and prioritizing internal initiatives. Ultimately, the goal is to enhance the ESG awareness of all its members, contributing to the happiness and growth of customers, shareholders, employees, and society.

Purpose and Intent

SK Securities has actively embraced ESG management, fully acknowledging its responsibility as a global corporate citizen to contribute to advancing the goals of the Paris Agreement and the United Nations Sustainable Development Goals.

SK Securities has appointed and trained internal ESG specialists to harness the distinctive attributes of financial investment companies and explore opportunities for positive impact. These specialists are dedicated to implementing ESG initiatives tailored to the unique characteristics of each business unit and division, ensuring a consistent level of professionalism throughout the organization and driving genuine and substantial ESG management.

Through the ESG Specialist Group, SK Securities aspires to establish practical and achievable objectives to ensure that ESG acts as an opportunity, not a crisis, in transitioning from

Key Activities of ESG Specialist Group

Date	Content
Jul. 6, 2023	<ul style="list-style-type: none">• CEO Message• Sharing SK Securities’ ESG management strategies and vision• Introducing selected members and program objectives and activities
Aug. 7, 2023	<ul style="list-style-type: none">• Understanding and empathy toward ESG initiatives in financial institutions• Status of SK Securities and takeaways (sharing financial emissions calculation results, reduction targets, and plans)
Sep. 12, 2023	<ul style="list-style-type: none">• Lecture by an external expert, “SK Securities’ opportunities and sustainability”• Climate change and latest trends from an opportunity perspective

a Brown to a Green economy. They actively explore implementation methods for each business unit and division, striving for sustainable growth and expansion through SK Securities’ unique “green transformation.”

Operation Status

The ESG Specialist Group comprises 19 employees selected based on the recommendations of representatives from each business unit. They enhance their ESG capabilities by utilizing field-specific toolkits provided by the United Nations Environment Programme Finance Initiative, including in-person or online domestic and international seminars. They explore opportunities and challenges related to ESG internalization within each business unit, addressing topics suitable for financial investment companies and improving operational efficiency in various fields.

Key Activities

SK Securities’ ESG Specialist Group has conducted three meetings so far to promote the effective internalization of ESG management. During these meetings, we defined the strategic direction of ESG management that SK Securities is pursuing, along with the associated vision. This has increased our sense of responsibility and deepened our understanding of ESG management efforts. In addition, we have shared the current status and significant achievements, paving the way for introducing practical objectives. Furthermore, by inviting external experts, we have gained insights into the latest trends in ESG-related issues, enhancing our awareness, all while exploring new opportunities within ESG management.

The ESG Specialist Group remains committed to actively supporting the internalization of ESG through SK Securities’ unique ESG management practices.



Interview



**"We will create and nurture
SK Securities' unique insights."**

Manager Jin-woo Kim
from Coverage 2 Team

I believe that ESG management is currently one of the most critical topics in both domestic and international markets. Through the activities of the ESG Specialist Group, I've come to understand that various efforts are in place, not only in the financial investment industry to which we belong. Moreover, I realized the significance of the ESG management that we are putting into practice.

As a member of SK Securities, which led ESG management faster than others, I am determined to create and implement our distinctive ESG management marked by dedication and unwavering commitment through the ESG Specialist Group activities, which will nurture SK Securities' unique insights.



**"ESG is no longer a choice but a vital factor
for a company's survival."**

Manager Cheol-hee Shin
from the New Technology Investment Team

The enthusiasm for ESG has already become the norm in the capital markets. Following the challenges brought about by the COVID-19 pandemic, a company's sustainability is now evaluated on a broader and larger scale, extending beyond external growth. Through our ongoing activities, I am learning and discovering how the pursuit of ESG aligns with the fundamental goal of maximizing shareholder value within a capitalist system and where there might be room for compromise.

The investment paradigm is shifting from short-term perspectives to long-term horizons, and within this transformation, I am identifying the distinct strengths and opportunities that SK Securities possesses. I believe that ESG is a fundamental element of comprehensive risk management. In our future activities, I will seek out long-term and sustainable opportunities, share them with our members, and work toward positioning SK Securities as a leading company in ESG management.

42 Environmental

- Progress on Climate Change Response Plans and Objectives
- Climate Change-Related Opportunities and Potential Financial Impacts
- ESG Finance Solutions
- Climate Change-Related Risks and Potential Financial Impacts
- The Operation Status of the Coal-Free Investment Guidelines
- Green Management

50 Social

- Talent Management
- Health and Safety
- Human Rights and Diversity
- Customer-Centric Management
- Customer Information Protection
- Financial Consumer Protection
- Community Participation

72 Governance

- Governance
- Ethical and Compliance Management
- Risk Management

ESG PERFORMANCE

SUSTAINABILITY AND BEYOND

SK Securities is actively implementing ESG management with a strategy centered on values of coexistence and mutual growth. Our goal is to contribute to sustainable finance, in achieving happiness and growth of all stakeholders through sustainable finance. As always, we will place people at the core and assist them in achieving sustainable happiness and growth of humanity, bridging the past to the present and the present to the future.



Environment

Committed to resolve climate change and achieve 2050 Net Zero

Climate change, resulting from carbon emissions, is a global issue confronting the present generation. Efforts by governments and businesses to address it have gained significant importance. Within the financial sector, there is a growing demand for low-carbon energy resources and products that address climate change, driven by shifts in key energy sources. Since 2014, SK Securities has actively supported companies in emission reduction by practicing renewable energy financial advisory, arrangement, and equity investment. Our commitment is evident in our leadership role in ESG management, actively contributing to expanding domestic renewable energy development projects.



Social

People drive our growth and we share happiness with people

All SK Securities employees practice active communication and collaboration while focusing on creating a happy corporate culture. In line with the mission of "assisting our customers, shareholders, members, and society at large in achieving their happiness and growth," we are engaged in differentiated and systematic mutual growth activities with various stakeholders, including partner companies and local communities.

Furthermore, SK Securities is committed to practicing a genuine and human-centric management encompassing human rights issues emphasized in the domestic Labor Standards Act and global human rights agreements such as the UN Universal Declaration of Human Rights and the International Labour Organization.



Governance

Cultivating an accountable, resilient and transparent business culture

SK Securities is striving to become the "best company for corporate governance" by fostering an exceptional corporate governance structure, setting the standard among domestic companies, including financial institutions, through our "BOD-driven management" approach.

Additionally, we consistently strengthen our ethical and compliance management system to establish the highest level of transparency and sound governance in the industry. Under the goal of preemptive risk control to respond to the uncertain market, we are assessing and managing potential risks step by step, thereby building stable growth.

Environmental


- 43 Progress on Climate Change Response Plans and Objectives
- 44 Climate Change-Related Opportunities and Potential Financial Impacts
- 45 ESG Finance Solutions
- 46 Climate Change-Related Risks and Potential Financial Impacts
- 47 The Operation Status of the Coal-Free Investment Guidelines
- 48 Green Management

UN SDGs



Progress on Climate Change Response Plans and Objectives



	Plans and Objectives	Progress	Details
 Climate change -related opportunities	<ul style="list-style-type: none"> Acting as a total financial solution provider to address climate change and environmental pollution issues 	In Progress	<ul style="list-style-type: none"> Issued KRW 53.231 trillion worth of ESG bonds (Jul. '23) Sourced and sold ESG funds worth KRW 439.2 billion (Jul. '23) Established a foundation for advisory services by offsetting carbon emissions through the voluntary carbon market Promoting the development of financial products based on the carbon credit market Promoting the development of climate finance services through fintech (token securities) Expanding ESG business into 4th industrial technology and climate change response business
	<ul style="list-style-type: none"> Expansion of participation in global initiatives to respond climate change 	In Progress	<ul style="list-style-type: none"> Joined PCAF as the first independent securities company (May. '23) Joined UNEP FI member companies and signed for the PRB (May. '23)
	<ul style="list-style-type: none"> Development of green investment products under the K-Taxonomy 	Planning	<ul style="list-style-type: none"> Plans to analyze K-Taxonomy alignment and proportion of assets Plans to develop green financial products and services based on K-Taxonomy
 Climate change -related risks	<ul style="list-style-type: none"> Declaration of coal-free finance and implementation of coal-free Investment guidelines 	Achieved	<ul style="list-style-type: none"> Maintaining coal company divestment after the declaration of coal-free investment Implementing flawless coal-free finance following the operation of the coal-free investment guideline (definition of coal companies, exclusion of investment in coal companies, and exceptions of investment in coal companies)
	<ul style="list-style-type: none"> Comparison and analysis of carbon emissions and exposure by industry Evaluation and determination of high-emitting industries 	Achieved	<ul style="list-style-type: none"> Measured financed emissions and exposure by industry
	<ul style="list-style-type: none"> Identification of the potential impact and scale of physical risk 	In Progress	<ul style="list-style-type: none"> Measured the physical risk of commercial real estate Plans to review the commercial real estate purchases and operations in 2024
	<ul style="list-style-type: none"> Reinforcement of customer engagement activities 	Planning	<ul style="list-style-type: none"> Plans to conduct customer ESG awareness activities to engage in climate change response in the future

Climate Change-Related Opportunities and Potential Financial Impacts

Climate Change-Related Opportunities






The impact of climate change on the global economy and industrial structure is growing every day, and financial institutions are recognizing the potential impact of opportunities and crisis brought by climate change. As the sustainable growth is emerging and the paradigm is rapidly shifting towards a low-carbon econo-

my, SK Securities aims to identify opportunities related to climate change and fulfill its role as a financial investment institution to broker funds and provide the necessary investment opportunities. In particular, SK Securities is continuously expanding ESG-related financial products, services, and advisory services to meet the needs of its clients, as corporate customers' financing demand to improve energy efficiency, build low-carbon and renewable

energy generation facilities, and the demand to develop greenhouse gas reduction and climate adaptation technologies are increasing.

In addition, we plan to expand our business areas into new markets such as the voluntary carbon market and FinTech¹⁾ that incorporate innovative IT technology and play a leading role as a financial institution in the future market. Furthermore, as a representative organizer of ESG bonds, we aim to take the lead in respond-

ing to climate change in the ESG bond market by utilizing green finance as a new growth engine. By reflecting on the opportunities brought about by climate change in its core business, SK Securities plans to expand ESG investment opportunities and contribute to the transition to a low-carbon economy based on 1.5°C scenario by providing customers with the financial products and services they need.

	<div>Resource Efficiency</div> 	<div>Energy Sources</div> 	<div>Products / Services</div> 	<div>Markets</div> 	<div>Resilience</div> 
Climate change -related opportunities	<ul style="list-style-type: none"> Improvement of energy and water efficiency Improvement of waste disposal and resource recycling system Expansion of green transportation usage Expansion of green construction 	<ul style="list-style-type: none"> Expansion of low-carbon and renewable energy sources utilization Application of new technologies Transition to distributed energy resources 	<ul style="list-style-type: none"> Increasing consumer preference for low-carbon products Expansion of low-carbon products and service development Expansion of green and mitigation projects 	<ul style="list-style-type: none"> Participation in the voluntary carbon market Expansion of liquidity in new markets responding to climate change Diversification of green business portfolio 	<ul style="list-style-type: none"> Expansion of renewable energy utilization Diversification of resources and exploration of alternative sources
Potential financial impacts	<ul style="list-style-type: none"> Increasing demand for corporate customers' financing for energy efficiency improvement, and the development of green transportation and infrastructure Growing demand for corporate customers' financing to build circular economy systems 	<ul style="list-style-type: none"> Expansion of investment in largescale projects for the establishment of low-carbon and renewable energy generation capacity and energy supply Increasing demand corporate customers' financing for energy transition and energy security 	<ul style="list-style-type: none"> Increasing revenue through expansion of Climate Tech³⁾ and ESG-themed financial products and services Increasing demand for green financial products essential for responding environment and climate change issues 	<ul style="list-style-type: none"> Proactive securement of funding sources in emerging markets through industry monitoring Future market leadership and profit growth through diversification of financial products incorporating new technologies such as fintech 	<ul style="list-style-type: none"> Establishment of the climate finance ecosystem and financial arrangements through collaboration with ESG-oriented companies Diversification of business portfolio and building a foundation for sustainable growth
Time ²⁾	<div>Short</div> <div>Medium</div> <div>Long-term</div>	<div>Short</div> <div>Medium</div> <div>Long-term</div>	<div>Short</div> <div>Medium</div> <div>Long-term</div>	<div>Short</div> <div>Medium</div> <div>Long-term</div>	<div>Short</div> <div>Medium</div> <div>Long-term</div>

1) A combination of Finance and Technology, a financial service that combines advanced information technology (IT)

2) Short-term defined as 1 year, medium-term 3-5 years, and long-term 6 years or more

3) It is a combination of climate and technology and is an innovative technology that contributes to greenhouse gas reduction and climate adaptation, divided into five areas: Clean, Carbon, Eco, Food, and GeoTech

ESG Finance Solutions

SK Securities' Eco-friendly Finance Solutions

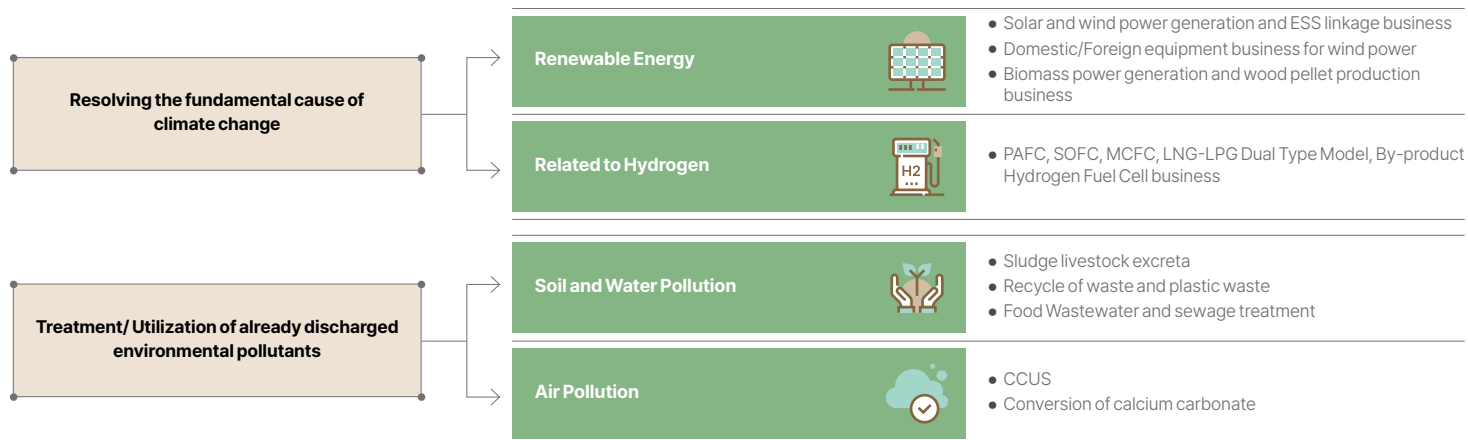
Since 2014, SK Securities has been leading the way in ESG management by providing financial advisory and equity investments in renewable energy. In particular, SK Securities serves as a provider of comprehensive financial solutions to address climate change and environmental pollution through advisory, bridge loans, and equity participation in ESG projects in the fields of renewable energy and environment. As a leading financial investment institution responding to climate change, SK Securities is investing and financing technologies and businesses that address the root causes of climate change, treat environmental pollutants

emitted and utilize them. In the future, we will expand our investment and financing programs to take into account the characteristics of each company's industry and play a role in the transition to an ESG industry through active financial activities to respond to global climate change. Since 2017, SK Securities has been creating ESG funds to spread sustainable values of environment, society, and governance. To date, we have sourced and sold 14 ESG funds totaling KRW 439.2 billion, of which the solar and wind power business funds (2 cases) have the largest investment volume of KRW 259 billion, and the corporate governance improvement/ shareholder funds (12 cases) worth KRW 184.2 billion.

ESG bonds are contributing to creating a sus-

tainable future in the transition to a low-carbon economy and serving as a new growth opportunity for financial institutions. Since 2018, SK Securities' ESG bonds have totaled about KRW 53 trillion (338 cases as of the end of July 2023), an increase of about KRW 6 trillion in social bonds compared to last year. In the future, we plan to gradually increase the proportion of green and sustainable bonds issued for investments such as eco-friendly and renewable energy projects. We are also taking the lead in enhancing the credibility of green bonds and revitalizing the green bond market by participating in the construction of the 'Korean Green Bond Guidelines' (Dec. '22) published by the Ministry of Environment.

Major investment/loan businesses of SK Securities



Green Bond

23 cases
KRW **2.159** trillion



Social Bond¹⁾

296 cases
KRW **49.429** trillion



Sustainability Bond

19 cases
KRW **1.635** trillion



¹⁾ Including MBS (Mortgage Backed Securities) Bond issued by Korea Land & Housing Corporation

Climate Change-Related Risks and Potential Financial Impacts







Climate Change-Related Risks

In recent years, the frequency of extreme weather events such as rising temperatures, local downpours, typhoons, floods, and droughts has been increasing. In particular, the Korean Peninsula has been experiencing increasing variability in climate change due to changes in the rainy season patterns, which results in

rapidly pouring precipitations in a short period of time, heavy rains, heat waves, and droughts. Along with the risks arising from climate change, strong carbon emission control policies have led to the possibility of declining asset values of financial assets, stranded assets, and declining production capacity. In particular, according to the Ripple Paths of Climate Change Transition Risks (Bank of Korea, 2021) published by the

Bank of Korea, high-emitting industries (10.2% to 18.8%) are expected to have a much higher default rate than low-emitting industries (0.1% to 0.4%). Accordingly, SK Securities is shifting its investment assets to low-carbon companies and has categorized risks arising from this into transition risks and physical risks to identify risk factors and time and to understand their potential financial impact. Since November 2021, SK

Securities has prohibited investment activities related to fossil fuels, which are high-emitting business areas (Nov. '21. Declaration on Coal-Free Finance, Dec. '22. Establishment of Coal-Free Investment Guidelines) and will continue to reduce its exposure to high-emitting industries.

	Policy / Legal 	Technology 	Market 	Reputation 	Acute 	Chronic 
	Transition risks				Physical risks	
Climate change -related Risks	<ul style="list-style-type: none"> Increasing carbon credit prices Strengthened carbon regulations and climate disclosure standards Loan restrictions on high-emitting industries Environmental-related lawsuits 	<ul style="list-style-type: none"> Increasing demand for low-carbon technology development for investee companies and increasing need for additional investment in green technology development for investors Increasing market demand and supply fluctuations along with heightened uncertainty due to the climate crisis 	<ul style="list-style-type: none"> Increasing customers' demand for the inclusion of environmental-related questions for corporate evaluation and investment decisions Occurrence of demand-supply fluctuations and increased uncertainty due to climate crisis 	<ul style="list-style-type: none"> Strengthened climate change mitigation efforts Increasing negative reputation for investors in high-emitting industries 	<ul style="list-style-type: none"> Increasing frequency and intensity of natural disasters such as wildfires, droughts, floods, local downpours, earthquakes, and typhoons due to abnormal climate conditions 	<ul style="list-style-type: none"> Changes in long-term climate patterns, including rising sea levels, increasing average temperatures, and higher frequency of annual disasters
Potential financial impacts	<ul style="list-style-type: none"> Deterioration of Investment firms' financial soundness due to rising issue response costs and reduced profitability Increasing insolvency rate due to increased regulatory costs and higher risk of lawsuit losses Losses due to stranded assets 	<ul style="list-style-type: none"> Increasing costs for investee companies' low-carbon technology R&D and facility investment Decreasing investor's BIS ratio due to deteriorating financial soundness and increased risk of impairment losses Risk of loss in the event of delay or failure in new low-carbon technology development by investees 	<ul style="list-style-type: none"> The need for adjustment and improvement to investment portfolios due to lower demand and depreciation risk of high-emitting companies' products 	<ul style="list-style-type: none"> Decline in corporate reputation due to failure to meet environmental disclosure standards and complacent response Demand for changes in investment portfolio in the event of non-fulfillment of eco-friendly management and investment risks arising from market volatility 	<ul style="list-style-type: none"> Risk of data loss and online service constraints due to damages to the area where the server is located Increasing costs due to server expansion and location distribution resulting from the widespread disaster areas Direct damages to the worksites and business interruptions during the recovery period 	
Time	ShortMediumLong-term	ShortMediumLong-term	ShortMediumLong-term	ShortMediumLong-term	ShortMediumLong-term	

The Operation Status of the Coal-Free Investment Guidelines

Declared Coal-Free Finance and Established Investment Guidelin

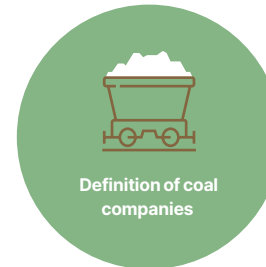
Currently, the proportion of coal power generation in Korea accounts for a large part of 32.5%. Coal power generation causes significant water and soil pollution from mining and processing, as well as air pollution from combustion, and is the largest contributor to greenhouse gas emissions among fossil fuel power generation. For this reason, the 10th Basic Plan for Long-term Electricity Supply and Demand in Korea aims to reduce the share of coal power generation, which currently accounts for nearly one-third, to 19% by 2030 and 15% by 2036, and to achieve carbon neutrality by 2050. Countries around the world, including Europe, are also announcing plans to complete coal-free within 2030~2040. As these domestic and international carbon policies intensify,

fossil fuel finance is likely to lose its value and become a stranded asset in the era of climate crisis. SK Securities established the coal-free investment guidelines in September 2022 after the declaration of coal-free finance in November 2021. The definition of coal companies is based on the German non-profit organization Urgewald's¹⁾ criteria, which are currently used globally, and considers both relative and absolute criteria. To exclude investment in coal companies, SK Securities has banned new and ongoing investments in fossil fuel companies in all areas, including financial arrangements, corporate bonds, stock investments, all loans, refinancing, and underwriting. Since November 2021, SK Securities has not made any investment or promotion activities in coal companies and will continue to adhere to the coal-free investment guidelines.

1) UrgeWald, a German environmental organization, discloses a Global Coal Exit List, which is widely used around the world and provides the relative, absolute, and expanded criteria applied to coal companies on the list



SK Securities' Coal-Free Investment Guideline



- Power companies that generate 20% or more of total power from coal
- Companies that generate 30% or more of their sales through coal business
- Companies with 5GW or more of coal power generation capacity
- Mining companies that mine 10 million or more tonnes of coal per year
- Companies developing coal mines (at least 1 million tonnes per year)
- Companies developing coal power plants (at least 300MW)
- Companies developing coal-related infrastructure



- All loans and financial arrangements, including project financing (PF)
- Corporate bond and stock investment
- Refinancing of existing investment
- Underwriting the coal business



- Investment in national projects
- Companies that have clearly shown energy transition in the last 12 months at minimum

Green Management



Spread of Eco-Friendly Values

SK Securities is working in various ways to achieve its reduction targets. We are conducting activities to reduce direct emissions, such as using and switching to LED, in-house environmental campaigns, increasing the proportion of electric vehicles, and we plan to focus on reducing indirect emissions through participation in RE100 in near future. We also plan to continuously monitor and adjust our portfolio based on previously disclosed emissions and exposure to high-emitting industries.

SK Securities acutely realized the seriousness of climate change and judged that it is important to

raise awareness within our community. As a way of raising awareness and also for education purposes, we are conducting various ESG activities with our employees. In July 2023, we launched the 'Milk Carton Recycling!' campaign as part of our resource recycling project to realize a sustainable circular economy. The campaign is designed to be an ongoing activity rather than a one-time event, as we installed separate collection boxes for employees to voluntarily dispose of paper cartons (divided into regular and sterilized cartons) that can be recycled into industrial resources, marking the beginning of a high-quality recycling system. The campaign, which connects disposable products to

materialization rather than waste by correctly separating, was promoted with the advice of CSR Impact, which created a resource recycling project (Project re). This campaign was carried out by 22 'Green Heroes' (our in-house campaigners voluntarily leading the eco-friendly campaigns) this year. SK Securities plans to gradually expand its recycling items to plastic and metal cans following the paper cartons that began as the first step. In addition, we continue to carry out activities to internalize ESG, such as the Plastic-free July campaign, planting trees in Happiness Sharing Forest with employee families, plogging near the seawall, and the weekly Meat-free Lunch campaign.



SK Securities installed a solar facility at a local children's center to provide an 'eco-friendly learning center'

SK Securities installed a solar facility at the Mirae Community Children's Center in Gyeongju, Gyeongsangbuk-do, in partnership with Save the Children, an international NGO for children, to improve the conditions of a local children's center. The solar facility support project was carried out as a response to the climate crisis by Save the Children to reduce the amount of electricity used by local children's centers and to reduce greenhouse gases and increase energy efficiency, thereby providing a safe, sustainable and eco-friendly learning center for children.

Shin-young Lee, Head of Mirae Community Children's Center, said, "Our center is a place where a total of 32 children are nurturing their dreams, and recently, since the cost of electricity increased significantly, we were faced with a high electricity bill for running the air conditioner in the upcoming summer. We were worried about the high cost of installing the solar facility, which we could not afford with our own budget, so we are very grateful to SK Securities and Save the Children for their support."



Suseong PIB Center conducts a cigarette butt-picking campaign to commemorate Earth Day

SK Securities' Suseong Private Investment Banking (PIB) Center conducted a cigarette butt-picking campaign to commemorate Earth Day. The area of Beomeo-dong, Suseong-gu, Daegu, where the Suseong PIB Center is located, has a high concentration of offices, resulting in cigarette butts littering the streets and sewers. The cellulose acetate that makes up cigarette filters is a microplastic that flows into storm drains, sewers, and rivers, contributing to marine debris. The Green Heroes of the Suseong PIB Center recognized the seriousness of cigarette butts and conducted a cigarette butt-picking activity to help solve this problem and raise awareness in the community. This is the first official ESG activity of the Suseong PIB Center, but definitely not the last as they plan to do more in the future.



SK Securities conducts 'EM Soil Ball Making' activity to clean up ecology in Yeongdeungpo-gu and Yeouido Saetgang

In honor of World Water Day, SK Securities conducted an 'EM Soil Ball Making' activity for 20 employees and officials in Yeongdeungpo-gu. EM soil ball is made by mixing a solution of EM (Effective Micro-organisms) and loess, which are useful microorganisms and are said to have excellent effects on water purification, odor removal, and fermentation and decomposition of organic matter. SK Securities employees made more than 200 EM soil balls by mixing EM solutions and loess according to the instruction of environmental experts with a set of "EM soil balls" provided by the social cooperative HanGang and Yeongdeungpo-gu Volunteer Center. After two weeks of fermentation, the balls were used for the ecological cleanup of the Yeouido Saetgang. SK Securities will continue to carry out ecological cleanup and restoration activities with various experts to help members recognize and understand biodiversity and contribute to its recovery more effectively.



Social

- 51 Talent Management
- 61 Health and Safety
- 62 Human Rights and Diversity
- 64 Customer-Centric Management
- 66 Customer Information Protection
- 67 Financial Consumer Protection
- 69 Community Participation

UN SDGs





Talent

SK Securities searches for a top-tier financial specialist with an “ethical mind,” a competitive expert who is committed to complying with laws and principles and carrying out duties aligned with professional ethics. We also value individuals with a strong sense of “professionalism,” demonstrating foresight to anticipate the future and insight to recognize inherent values.



Fair Recruitment and Reasonable Compensation

SK Securities actively practices fair and equal opportunity in recruitment, evaluation, and diversity. We operate a fair recruitment process to attract talent with integrity and professionalism who can lead change and innovation with passion. Believing that members with integrity and professionalism are at the core of the company’s competitiveness, SK Securities discovers talent and provides ample opportunities, creating an environment where individuals can fully demonstrate their capabilities. To achieve this, we are building a human-centric corporate culture in which the mutual growth of individuals and the company can coexist.

Fair Recruitment

SK Securities focuses on individuals’ competencies without discrimination to recruit talent based on integrity and professionalism. We run open recruitments and year-round recruitments

to consistently secure talent who fits into SK Securities. Starting from the 2023 open recruitment for new employees, the company has introduced AI-based aptitude tests with artificial intelligence analysis technology to objectively and scientifically evaluate candidates’ competencies, significantly enhancing the fairness and efficiency of the recruitment process.

Reasonable Compensation

SK Securities employs an evaluation compensation system aimed at attracting top talent through industry-leading compensation across all HR aspects, such as promotion, relocation, development and rewards. Simultaneously, the system enables individuals to showcase their competence through fair competency and performance evaluations, offering differential compensation based on individual abilities and achievements. The compensation system comprises a salary structure, an incentive scheme, and a recognition program.

Recruitment Status

Division		Unit	2020	2021	2022
Total		Number of people	152	290	139
Gender Status	Male	Number of people	106	167	78
	Female	Number of people	46	123	61
Other Types	Disabled	Number of people	2	4	2
	Foreigner	Number of people	3	4	1

Talent Development

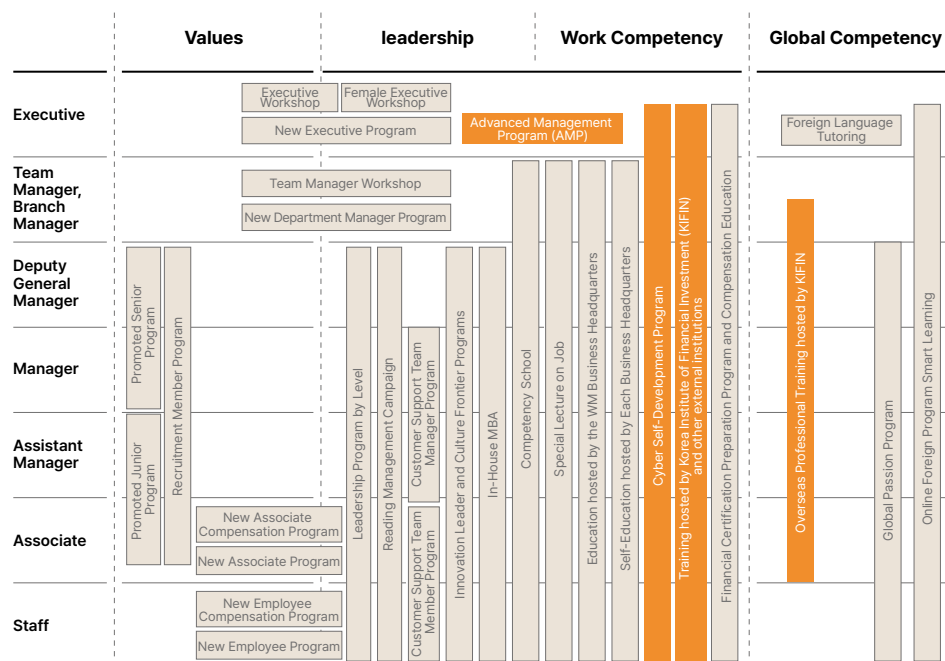
At SK Securities, we firmly believe that our members are the fundamental source of our competitive edge. With this belief in mind, we build a corporate culture that genuinely treasures talent and operate wide-ranging capacity-building programs to pursue the growth of our members.

Leadership Program

SK Securities operates leadership development programs tailored to employees' positions and responsibilities, aiming to cultivate influential leaders capable of envisioning the organization's future and formulating growth strategies.

Competency Building Programs

Internal Programs External Programs



Leadership Program by Level

Leadership Program for Promoted Employees

Conducted annually for newly promoted staff; this program is designed to deepen their understanding of the new role and foster self-leadership skills.

Year	Main Content	Scheduled Date
2022	Workshop on practicing dedication, best effort, and fierceness	(1st) Jul. 4-5, (2nd) Jul. 11-12
2021	Workshop on practicing fierceness and special lecture on leadership	(1st) Jan. 26, (2nd) Jan. 29
2020	Special lecture on leadership	Dec. 10

Innovation Leader and Culture Frontier Programs

To secure a leadership pipeline by cultivation of talents, we are proposing methods for change and innovation of the company and performing tasks to practice corporate culture.

Year	Target	Activities	Scheduled Date
2022	Selected innovation leaders from managers and deputy general managers	Derived the direction for revising the corporate philosophy 2.0	Apr. 27 - Oct. 26 (6 months)
2021	Selected culture frontiers from associates and assistant managers	Conducted a campaign to practice respect, consideration, and fierceness	Mar. 31 - Oct. 28 (7 months)
2020	Selected innovation leaders	Business Innovation tasks from a digital transformation perspective	Sep. 24 - Nov. 19 (2 months)

Leadership Program for Customer Support Team Manager

Conducted leadership programs to cultivate practical skills and foster leadership for the Customer Support Team Manager

Year	Main Content	Scheduled Date
2022	Coaching leadership and compliance	Sep. 28 - Sep. 29
2021	Communication strategies for managers, anti-money laundering work	Nov. 2
2020	Customer support team role redefinition workshop	Oct. 12 - Oct. 16

ESG Program

SK Securities is making a positive impact by implementing diverse programs that align with the company’s leadership in ESG management and reflect current trends.



ESG Education Program



Target	Program Name	Period
Executives and the Management	ESG leadership program for the management hosted by maeil business newspaper and green fund	Mar. 25, 2021 — Jun. 03, 2021
	Special lecture on “ESG management and investment” for executives	Mar. 02, 2021
	ESG leadership program for the management hosted by maeil business newspaper and green fund	Mar. 09, 2023 — May 18, 2023
Headquarters Members	Seminar on ESG research direction and strategy for research center members	May 21, 2021
	In-house training on “understanding ESG business approval” by ESG finance division	Mar. 30, 2023
	Understanding diversity for sustainable growth	May 31, 2023
Person in Charge	Corporate sustainability forum (CSF) hosted by daishin economic eesearch institute	Aug., 2022 — Jun., 2023
	Education on the concept, structure, context of ESG management / Establishment of ESG management goals and strategies / Understanding and applying ESG global guidelines	Dec. 02, 2021
	Education on building and operating ESG, corporate Social Responsibility (CSR), and sustainable management	Jul. 28, 2021
	The 84th attorney training (latest laws on ESG management)	Mar. 17, 2021
	Venture capital back office understanding program (ESG disclosure report certification, etc.).	Sep. 14, 2022 — Oct. 05, 2022
New Employees	Understanding CSR and ESG	Apr. 01, 2021
	Understanding corporate social responsibility	Jun. 03, 2022
	Introduction to ESG management and ESG activities	Sep. 20, 2023 — Sep. 25, 2023
All Members	Introduction to ESG for all members	Jul. 03, 2023 — Jul. 28, 2023 (Once a year)

Professionalism Enhancement Program

We implement effective and professional development programs to empower all employees, fostering individuals with foresight for the future and insight to recognize values.

SK Securities' MBA Program

As part of this initiative, SK Securities provides the 'In-House MBA Program' in collaboration with universities. This program aims to enhance the capabilities of our members as financial professionals with integrity and expertise. It includes comprehensive financial courses covering structured finance, corporate finance, valuation, and future finance topics such as blockchain and AI. Exceptional performers have the opportunity for overseas training and enrollment in domestic MBA programs.

Competency School

To enhance the skills needed to maintain high level of professionalism for SK Securities members, we carefully curate and provide proven programs on competency development.

Competency School



Operation Details in 2023

Biz. Planning	Biz. Writing	Biz. Comm.
Purpose		
Improve planning skills for solving problems	Enhance skills in writing logical reports	Improve business communication skills to persuade reporting target (supervisors and customers)
Schedule		
May 12 (Fri.), May 19 (Fri.)	Jun. 09 (Fri.), Jun. 16 (Fri.)	Jul. 07 (Fri.), Jul. 14 (Fri.)
Target		
Interested Parties 27 (Headquarters 21, Branches 3, Affiliates 3)	Interested Parties 37 (Headquarters 19, Branches 16, Affiliates 2)	Interested Parties 24 (Headquarters 14, Branches 8, Affiliates 2)
Details		
Strengthen competency in determining problems and formulating solutions	Enhance skills in writing reports that meet the needs of supervisors and customers	Improve skills to communicate effectively and analyze the needs of the reporting target

MBA Program

Management Strategy

"The first year of change and growth through innovation"
Promoting innovation from change in products, channels, investments, and perspectives
[New Year's Message from CEO, Jan. 2, 2019]



Insight to Recognize Values

Expert Development



Foresight to Look into the Future

Development of Financial Expert Leading Corporate Innovation

Financial Insight



Fin-Tech Perspective

Learning various financial investment issues and trends

Learning FinTech for financial investment innovation

Target

40 participants (regardless of positions)

Scheduled Date

Aug. 24 (Saturday) – Oct. 6 (Saturday), 2019 for 9 weeks
Every Saturday, 9 a.m. – 4 p.m.

Venue

Sogang University Graduate School of Business (Mapo-gu)

Main Content

Finance

- International Finance
- Investment Principles
- Derivatives
- Corporate Finance
- Financial Risk
- Corporate Finance
- Real Estate Finance
- Bullet point

Fin-Tech

- The Fourth Industrial Revolution
- Innovative Business Model
- Smart Management
- Investment Portfolio / Artificial Intelligence
- Cryptocurrency Blockchain
- Blockchain / Platform Strategy
- Utilize Big Data
- Cloud Funding

Digital Program

SK Securities is conducting a systematic digital talent development program to innovate the business based on an understanding of financial investment business and digital technology.



Required Competencies

Enhance Digital Transformation Awareness	Understand Digital Transformation	Comprehensive understanding of IT environment changes brought by the Fourth Industrial Revolution and digital technologies
	Solution Utilization Competency	Efficient handling of responsibilities using current solutions and devices
Innovate Work Efficiency	Work Innovation Competency	Utilize digital technology to address stakeholders' issues by innovating the work process
	Platform Business-Building Competency	Leverage the existing business competency to build a platform for stakeholders' greater happiness and growth
Accelerate Platform Development	New Business Development Competence	Redefine the essence of the business and foster new business using digital technology for stakeholders' happiness and growth

Digital Competency Enhancement Program

Details of the Programs		
Digital Transformation Education Festival	Digital Convergence Training Program	Micro Learning
Host rewarding events for employees engaging in education across four categories related to digital transformation (DT) on SK Securities' Smart Learning site	Conduct a Digital Convergence Training Program organized by the Korea Insurance Institute (covering AI, metaverse, big data, and blockchain)	Share work skills and know-how through brief five-minute videos
D-Ground	Data-Driven Value Design Program	Competency School DCX Program
"Knowledge Sharing Venue," focusing on digital topics (Themes include: Digital Transformation Essentials, Strategies for MyData Business Response, Understanding AI and Industry-Specific Applications, Understanding and Utilizing Metaverse, The War of Digital Currencies)	Enhance capabilities for providing innovative digital-driven customer service experiences (targeting 22 members from digital-related organizations)	Enhancement Program for planning data-driven customer experiences to increase value
D-Campus	New Employee DT Course	Fin-Tech MBA
Undertake tasks involving Understanding DT, DT Planning (Design Thinking), Practical DT (Data Science), Personal Assignment (Personal Work Design Thinking), and Group Assignment (Company's DT Strategies)	Conduct DT lectures, online coding education and assignments, and BI practical projects	Aspirants (40 members) to learn Financial Insight and Fintech Perspective at Sogang University Graduate School of Business
Innovation Leader Program	[Internal] DT Idea Contest	[External] SK Securities' DT Idea Contest
Selected innovation leaders execute business innovation projects from a digital technology perspective and report to management	Host an idea contest for digital transformation innovation methods to foster the happiness and growth of customers, shareholders, employees, and society	External digital technology idea contest to uncover concepts applicable to current businesses by actively welcoming external skills and ideas (recruited the winning team from the first contest and provided internships for all members of the winning team in the second contest)





Healthy Corporate Culture

SK Securities envisions a healthy company that shares goal directions by collaborating through communication, values talents, and maintains an efficient cost-revenue structure. We aim to create such a company to ensure continual competitiveness, generate value for customers, shareholders, and employees, and contribute to societal happiness and growth. With open minds and enthusiasm, SK Securities members are dedicated to fostering a corporate culture of completing assigned work, regardless of scale.

Various Welfare Benefits Tailored to the Life Cycle of Members

SK Securities operates diverse welfare programs to maximize the quality of life for our employees. Aligned with the life cycle of our members, these programs aim to promote happiness and growth. They include recreational facilities like vacation condos, a special leave system, medical expense support, children's educational funds, family celebration and condolence grants and self-development aid, providing opportunities for leisure and refresh, and fostering an environment conducive to focused work. Furthermore, we implement in-house loan and personal pension support systems to assist employees in housing, life stability, and retirement preparation.

Welfare Benefits











Category	Name	Details
 Family	Support for celebrations and bereavement	<ul style="list-style-type: none"> Providing time-off and grants in cases of celebrations and bereavement
	Children's educational funds	<ul style="list-style-type: none"> Support educational expenses for employee's children currently enrolled in an educational institution (with aid for actual expenses within specified limits)
	Filial piety grant · Elderly filial piety grant	<ul style="list-style-type: none"> Filial piety grant: KRW 300,000 on every Parents' Day Elderly filial piety grant: KRW 500,000 each on Lunar New Year's and Thanksgiving Day
	Wedding Anniversary	<ul style="list-style-type: none"> Three days off for every five years of marriage Accommodation fees up to KRW 250,000 for a condominium stay every five years of marriage
 Health	Recreation Facilities	<ul style="list-style-type: none"> Exclusive access to recreation facilities for employees and their families (Hanwha Resort, Sono Hotels & Resorts, Kensington Resort, Jeju C&P Resort)
	Medical Fee Aid	<ul style="list-style-type: none"> In the case of medical expenses exceeding KRW 100,000 per injury or illness <ul style="list-style-type: none"> For employees and their spouses: Support 100% of expenses exceeding KRW 100,000 Other dependents: Support 50% of expenses exceeding KRW 100,000
	Health Check-ups	<ul style="list-style-type: none"> Conduct annual health check-ups to monitor employees' health <ul style="list-style-type: none"> For employees aged 30 and over: Annual comprehensive check-ups (for spouses aged 35 and over: every two years) For employees under 30: Standard check-ups
	Stable Livelihood	
 Stable Livelihood	Home mortgage loans	<ul style="list-style-type: none"> Offer support for a certain amount over the long term at a low-interest rate for employees seeking to purchase or rent a national housing-scale home
	Living expenses loan	<ul style="list-style-type: none"> Offer support for a certain amount for employees requiring a loan for purposes such as purchasing/renting a home, medical costs, and celebrations or bereavement grants
	Company association loan	<ul style="list-style-type: none"> Manage a loan system for small amounts, including medical expenses for members and immediate family, celebrations or bereavement grants, and housing deposits
	Individual pension · Long-term savings	<ul style="list-style-type: none"> To provide employees financial stability postretirement and encourage savings, support 50% of the self-contribution amount within the limit of the subscription amount by position (annually ranging from KRW 420,000 – KRW 1.2 million)
	Pension Fund	<ul style="list-style-type: none"> Manage a pension fund system (DB/DC) to foster financial stability after retirement
	Group Accident Insurance	<ul style="list-style-type: none"> Enroll employees in group insurance for accidents (death, cancer, acute myocardial infarction, stroke, etc.)
	Disaster Relief Fund	<ul style="list-style-type: none"> Offer a disaster relief fund for maintaining a stable livelihood in the event of housing damage due to a disaster
	Company Life	
	Employee Association	<ul style="list-style-type: none"> Operate an employee association to promote camaraderie among members, enhance welfare, and provide mutual aid in celebrations and condolences by providing grants
	Club Support	<ul style="list-style-type: none"> Provide support for club activities to foster intimacy and interaction among members and facilitate rewarding leisure activities (Support for actual expenses within KRW 1 million per quarter)
	Employee Stock Ownership Association	<ul style="list-style-type: none"> In the event of the company's paid-in capital increase, a certain percentage of shares can be preferentially allocated over existing shareholders' preemptive rights The company or a financial institution can provide a portion of the acquisition amount through a loan
	Long-Term Service	<ul style="list-style-type: none"> Recognize and reward long-term employees with benefits for their service
	Dignity Maintenance Fee	<ul style="list-style-type: none"> Annual clothing allowance (KRW 1 million per year) to uphold employees' dignity and facilitate a smooth work life
	Self-Development Fee	<ul style="list-style-type: none"> Provide a self-development fee (KRW 1 million per year) to support employees' personal development and health management
	Support for Mobile Phone Bill	<ul style="list-style-type: none"> Offer fee support (KRW 12,100 per month) to assist employees in performing their tasks seamlessly and alleviate the burden of mobile phone bills

Employees' Happiness Program

SK Securities endeavors to enhance employee morale and motivation by cultivating a top-notch corporate culture that people want to be a part of. Particularly, we strive to foster a culture of respect and consideration through various communication programs, aiming to establish an environment where active communication thrives.



Employees' Happiness Program

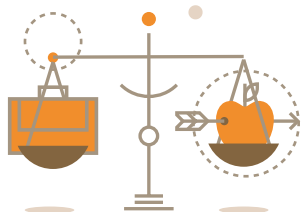
Program	Period	Details
 Happiness Survey	Every May	<ul style="list-style-type: none"> To gauge the happiness level of members and identify factors influencing happiness Understanding the reality of sexual harassment and bullying
 Culture Survey	Every October	<ul style="list-style-type: none"> Comprehend the perception and practice level of management philosophy Analyze each organization's cultural characteristics
 Focus Group Interview	Every June and November	<ul style="list-style-type: none"> For selected members by level and role Share the Happiness Survey and Culture Survey results and discuss each issue
 Digestive Program	Once a month	<ul style="list-style-type: none"> Enhance communication skills of respect and consideration and expand opportunities for interaction among members Freely discuss topics after watching short videos on communication skills during the lunch hour
 Digestive Program Available on Request	Any time (upon request)	<ul style="list-style-type: none"> Conduct the Digestive Program based on communication upon request from headquarters/teams/branches
 Our Compliment Program	Any time	<ul style="list-style-type: none"> Convey compliments and celebratory messages among members on the company's intranet platform
 Dialogue with the CEO	Any time	<ul style="list-style-type: none"> Communication with the management through dialogue with the CEO during education programs by level
 Gifts for employees' children	Throughout the year	<ul style="list-style-type: none"> Provide congratulatory cards from the CEO and school supplies to children starting elementary school, and gifts to children facing the university entrance exam
 Broadcast Corporate Culture Campaign	Throughout the year	<ul style="list-style-type: none"> Produce and share communication skill videos for a healthy corporate culture
 Distribute printed materials on corporate culture	Throughout the year	<ul style="list-style-type: none"> Replace image frames of the corporate mission in the office, produce and distribute diary stickers Produce and distribute "Healthy Corporate Culture Guide for Creating a Happy Workplace"

Work-Life Balance

SK Securities implements various family-friendly policies to ensure work-life balance for employees. This includes maternity and paternity leave, as well as reduced working hours for expectant employees or their partners. Special leave is provided for miscarriages or necessary fertility treatments to support the physical and mental well-being of employees' families.

From pregnancy to childcare, we implement various family-friendly policies, such as shortened working hours during pregnancy, childbirth, childcare periods, and child school admission leave, to facilitate seamless family care and maternal protection. Furthermore, measures such as minimizing overtime work and implementing "PC OFF" policies for punctual departures support the harmony between work and personal life for the employees.

We will continue to take the lead in establishing a healthy organizational culture through various programs that satisfy the work-life balance of our employees.



Break System



Category		Description
Statutory Break	Annual Break	<ul style="list-style-type: none"> Employees with continuous employment of less than 1 year: 1 day off granted for each month of perfect attendance (maximum 11 days) Employees with continuous employment of more than 1 year [Basic number of days] 15 days for attendance of 80% or more in 1 year [Additional number of days] 1 day added for every 2 years with continuous employment of more than 3 years (maximum 27 days)
	Menstrual Break	<ul style="list-style-type: none"> 1 day off per month when a female employee makes a claim 1 day off per month for regular checkups when a pregnant employee makes a claim
	Maternity Break	<ul style="list-style-type: none"> 120 days off (150 days for multiple births) before and after the childbirth of a pregnant employee (secured at least 60 days after giving birth) Split use is possible at any time during pregnancy for the following reasons: [Reason 1] Previous experience of miscarriage or stillbirth [Reason 2] Risk of miscarriage or stillbirth according to the doctor's opinion [Reason 3] Over 40 years old
	Miscarriage Break	<ul style="list-style-type: none"> Pregnancy period of less than 16 weeks: Within 10 days with a doctor's note attached Pregnancy period of 16–21 weeks: Within 45 days from the date of miscarriage Pregnancy period of 22–27 weeks: Up to 60 days from the date of miscarriage Pregnancy period of more than 28 weeks: Same as maternity break
	Shared Parental Break	<ul style="list-style-type: none"> For male employees, 10 days off for childbirth is used within 90 days of the birth, and one-time split use is possible.
	Family Care Break	<ul style="list-style-type: none"> Support for parents, spouse's parents, grandparents, spouse, children, and grandchildren during instances of illness, accidents, aging, or childcare needs - Up to 10 days per year, available daily (unpaid)
Recognized Break	Celebrations and Condolences Break	<ul style="list-style-type: none"> Short break for wedding, death, 60th birthday, etc.
	Fertility Treatment Break	<ul style="list-style-type: none"> Fertility treatment of an employee without children: 1 day on the treatment day Request for a continuous break for fertility treatment by an employee without children: Cumulative of four days yearly
	Wedding Anniversary Break	<ul style="list-style-type: none"> 3 days off on the wedding anniversary every 5 years of marriage
	Relocation Break	<ul style="list-style-type: none"> 1 day off for relocating one's residence (weekdays only)
Special Break		<ul style="list-style-type: none"> Welfare and physical training breaks apply to eligible employees only. Special break days for mid-year hires (split use per day possible) [Joined in January–March] 5 days a year [Joined in April–September] 3 days a year [Joined after October] No special break * Special breaks may be granted for a necessary period in cases where separate recognition is given to an employee for exceptional contributions or suggestions in work or through a proposal scheme.
Compassionate Break (Sick Break)		<ul style="list-style-type: none"> In cases of work-related injury or illness: Within 3 months cumulatively In cases of unable to work for more than 7 consecutive days due to other illness: Within 2 months cumulatively * Application is possible after using all personal breaks.
Others	Mandatory Break	<ul style="list-style-type: none"> Can be mandated once a year for up to 5 days to prevent or detect accidents
	Official Break	<ul style="list-style-type: none"> In cases of military examinations, roll call, military call, or inspection In cases of a court summons or law enforcement regarding work In cases of voting as per law or other official duties In cases of natural disasters, fire, floods, traffic obstruction, or other emergencies that make commuting to work impossible In cases of overnight drills for reserve forces and civil defense: 4 work hours are reduced the next day.

Leave System

Category	Application Conditions
Childcare Leave	<ul style="list-style-type: none"> In cases of employees with a continuous employment period of over 6 months, caring for a child aged under 8 or under second grade of elementary school, applying for a childcare leave: Can be used within 14 months, splitting for 2 times is possible
Family Care Leave	<ul style="list-style-type: none"> In cases of employees with a continuous employment period of over 6 months applying for leave for themselves, parents, spouse's parents, grandparents, spouse, children, and grandchildren during instances of illness, accidents, aging, or childcare: Maximum 90 days (with a minimum of 30 days for each leave) * Family care break period is included in family care leave.
Sick Leave	<ul style="list-style-type: none"> In cases of leave application due to work-related injury or illness requiring treatment: Within 2 years In cases of leave application due to non-work related injury or illness requiring treatment: Within 6 months from the date of occurrence * Application is possible after using all personal breaks.
Enlistment Leave	<ul style="list-style-type: none"> In cases of conscription or mobilization according to military service laws: Conscription, mobilization, or deployment period
Personal Leave	<ul style="list-style-type: none"> ㊦ In cases of leave application due to personal reasons: Within 6 months ㊦ In cases of leave application to pursue academic goals: Within 3 years * Application is possible after using all personal breaks.
Mandatory Leave	<ul style="list-style-type: none"> In case it is determined that normal work is difficult due to infectious diseases or mental health conditions, or there is a risk of health deterioration due to continuous work: Within 12 months In cases of unknown whereabouts due to natural disasters or for other reasons: Within 3 months In cases of unavoidable factors and discussed with the labor union
Criminal Leave	<ul style="list-style-type: none"> In cases when an employee is arrested or prosecuted for other criminal cases: Until the final court decision

Shortened Working Hours

Category	Description
Shortened Working Hours during Pregnancy	Target
	Applicants among female employees who are within 16 weeks (112 days) after pregnancy or after 32 weeks (218 days) of pregnancy
Shortened Working Hours for Childcare	Details
	A reduction of 2 work hours per day (paid)
	Target
	Applicants with children under the age of 8 or the second grade of elementary school among employees with a continuous work period of more than 6 months
Shortened Working Hours for Elementary School Admission	Period
	Within 1 year (minimum 3 months per application)
	Details
	A reduction of 1-5 work hours per day (proportional pay reduction)
	Target
	Applicants with children entering elementary school
	Period
	Within 1 month (the month of school admission)
	Details
	Reduction of 2 work hours per day (proportional pay reduction)

Win-win partnership of labor and management

SK Securities fosters a cooperative labor-management relationship based on mutual trust and healthy communication channels to ensure a symbiotic relationship, allowing both labor and management to grow together.

We conduct regular labor-management meetings and, in the case of significant business changes, proactively engage with the labor union to ensure members are well-informed, promoting a progressive dialogue. Furthermore, through quarterly business status briefings, we share recent operational updates and key initiatives, actively listening to diverse perspectives.



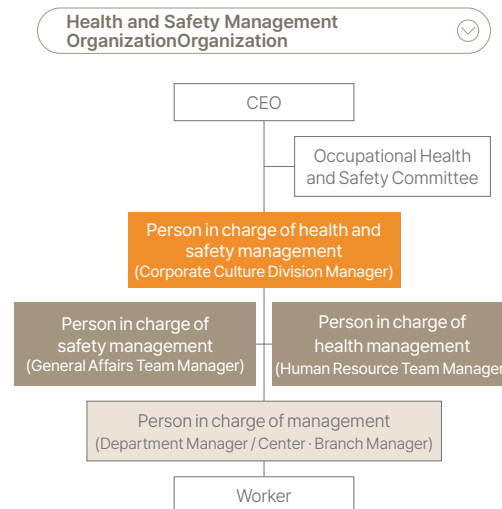
Health and Safety

Health and Safety Management System

SK Securities rigorously manages health and safety according to the World Health Organization (WHO) guidelines, the Serious Accidents Punishment Act, collective agreements with labor unions, and global best practices.

Health and Safety Management Organization

SK Securities operates the Health and Safety Management Organization for our employees and affiliated personnel according to Article 8 of the Occupational Health and Safety Management Regulations. We have established a safety and health management system for our employees, staff, and customers. Through the system, we are creating a pleasant and safe working environment, enhancing the safety awareness of our employees, building a safe and healthy culture, and preventing industrial accidents by complying with relevant laws. To this end, we set safety and health goals and implement plans to achieve them yearly. We draw clear guidelines, secure a sufficient workforce and budget for



the goals, and continuously inspect major risk factors to make improvements.

Health and Safety Activities

Risk Management | Although large-scale disasters do not occur frequently, their potentially significant impact necessitates the establishment of proactive prevention and post-incident response systems. Hence, SK Securities has formed a dedicated risk management team to

maintain and oversee business continuity management systems and disaster recovery frameworks. In addition, we conduct disaster preparedness activities, including disaster recovery transition drills, to ensure readiness. In a disaster, SK Securities swiftly and effectively switches to an emergency response organizational structure to address the situation.

Accident Investigation and Recurrence Prevention Measures

| In the event of a disaster, SK Securities thoroughly investigates it by creating a disaster report encompassing an overview of the affected facility, personal details of involved staff, the time and location of the disaster, its causes and progression, and a plan to prevent the disaster from reoccurring. Through this, we meticulously examine the event and establish appropriate measures.

Employee Safety Education

| SK Securities conducts regular safety education to enhance employees' safety awareness and ensure swift response during emergencies. Through in-house broadcasts, the company conducted four video training sessions covering cardiopulmonary resuscitation (CPR), Automated External Defibrillator (AED) usage, and health information registration on smartphones. All employees completed these sessions. Furthermore, hands-on training for CPR and AED was provided to supervisors and interested staff (260 individuals) to ensure their proficiency in these techniques. The safety department is dedicated to enhancing safety and health management capabilities by obtaining international Emergency First Response (EFR) qualifications through outsourced training programs.

Dual Work System (Remote/Separated) | SK Securities actively implements a dual work system (remote/separated) involving remote and on-site work to establish an efficient response system during disasters, emergencies, and outbreaks. Employees can request a remote arrangement according to the system if necessary for health reasons. However, in cases where multiple employees apply for remote work, priority is given to pregnant employees, those caring for family members, individuals handling childcare, or those undergoing medical treatment. Moving forward, we remain committed to preparing for pandemics like COVID-19 and unforeseen future disasters by operating various flexible systems, ensuring a prompt response in any crisis.

Support for Employee Health Management

| SK Securities operates various systems to support the healthy lives of employees and their families. We guarantee hospital visits during work hours for necessary medical services. In addition, we provide a "psychological counseling program" for interested employees. This program enables employees to receive up to four counseling sessions annually through external professional agencies, addressing workplace relationships, work-related stress, and personal concerns such as marital issues, family relationships, and childcare. Employees can receive counseling in person or via phone at nearby counseling centers near the workplace or residence. The confidentiality principle ensures strict confidentiality of the counselee's personal information and the content discussed during the counseling sessions.

Structure and Responsibilities of the Health and Safety Management Organization

(As of the end of June 2023)

Organization	Total Number of People	Responsibilities
Person in charge of safety (General Affairs Team)	6 people	<ul style="list-style-type: none"> Managing and operating workplaces facilities Safety-related education and training Support the operation of the Occupational Health and Safety Committee
Person in charge of health (Human Resource Team)	7 people	<ul style="list-style-type: none"> Establish and operate regulations for employees' health Health-related education and training

Human Rights and Diversity

Respect for Human Rights

Based on the mission of “assisting our customers, shareholders, members, and society at large in achieving happiness and growth,” SK Securities prioritizes employees’ happiness as a core part of our business goals. We endeavor to play a pivotal role in creating happiness for the primary stakeholders—customers, partners, shareholders, and society. Placing people at the center, SK Securities swiftly addresses customer needs and assists in the sustainable happiness and growth of humanity, bridging the past to the present and the present to the

future. SK Securities is preparing to implement international standards and guidelines related to human rights and labor to uphold human rights in our business. Furthermore, we aim to foster mutually beneficial relationships through fair transactions with suppliers, service providers, and partner companies. Particularly in the sales and services of financial instruments, we ensure the elimination of elements that could potentially infringe on human rights. In cases where human rights violations occur, SK Securities promotes a human rights-friendly management style, making every effort to swiftly and efficiently address any infringements.

인권경영 가이드라인

SK증권은 이해관계자의 행복과 성장을 돕는다는 경영철학을 바탕으로 UN의 '세계인권선언' 및 기업과 인권에 대한 기본지침에서 제시하는 인권 원칙을 준수하고 있습니다.

SK증권의 인권경영정책은 임직원, 고객, 주주 및 투자자, 자회사, 협력사, 지역사회 등 모든 이해관계자에게 적용됩니다.

【인권경영 방침】
SK증권은 지속가능경영의 주요 요소인 '인권 침해 예방'을 최우선으로 제도적 장치를 두고 있습니다. 특히 헌법이나 근로기준법 등 국내 법령에 의거하여 일직원의 인권 침해가 발생하지 않도록 사업 운영 전반에서 존중하고 있습니다.

【인권존중 서약 및 교육】
SK증권의 모든 임직원은 매년 '임직원 인권존중 헌장 서약', '글로벌선서약' 등을 통해 인권 존중의 중요성을 인식하고 인권 존중을 실천할 것을 약속하고 있습니다. 또한, 직장 내 성희롱 예방, 직장 내 괴롭힘 방지, 장애인 인식 개선 등 인권보호 법령 교육과 공정한 조직문화 조성을 위한 윤리경영 교육을 매년 시행하고 있습니다.

【인권 고충처리 제도】
SK증권은 내·외 고충처리절차 제도를 마련하여 인권 침해 행위에 대해 체계적으로 대응할 수 있도록 구조적 제도를 제공하고 있습니다. 임직원의 고충을 듣고 이를 해결하기 위한 다양한 채널을 운영하고 있습니다. HR 고충 상담실, 직장에 성희롱-괴롭힘 상담실, 윤리경영 상담실, 민원·분쟁 상담실, 내부외부 내부신고실을 운영하고 있습니다. 접수된 신고 및 고충 내용은 철저하게 보안을 유지하여 신속하게 조치하고 있습니다. 또한, 홈페이지 '고객의 소리'를 통해 고객의 고충을 청취하고 있으며, 임직원의 위법·부당행위 등을 신고할 수 있는 '윤리리포트'를 운영하고 있습니다.

SK증권 인권 선언문

SK증권은 이해관계자의 행복과 성장을 돕는다는 경영철학을 바탕으로 지속가능경영의 주요 요소인 '인권 침해 예방'을 최우선으로 제도적 장치를 두고 있습니다. 특히 헌법이나 근로기준법 등 국내 법령에 의거하여 일직원의 인권 침해가 발생하지 않도록 사업 운영 전반에서 존중하고 있습니다.

SK증권 인권존중 헌장 서약서

1. 모든 임직원은 성별, 국적, 인종, 민족, 종교, 장애, 출신 지역, 정치적 성향 등의 이유로 차별과 소외, 보살핌 등의 대우에서 차별을 금지하며 다양성을 존중한다.
2. 공정한 근로 조건에서 동일한 기회를 보장하고 개인적 능력과 성과에 따른 공정한 보상을 제공한다.
3. 우리사는 이윤노동, 강제노동을 금지하며 보건, 안전, 근무시간 등과 관련하여 국제노동기구(ILO)가 권고하고 국가가 비준한 모든 노동법칙을 준수한다.
4. 노사 간 화합과 신뢰 향상을 위해 당사 및 단체교섭의 자유를 보장한다.
5. 임직원의 권익을 증진할 수 있도록 안전하고 쾌적한 근무환경 조성을 위해 노력한다.
6. 고객대상 과정에서 성별, 국적, 인종, 민족, 종교, 장애 등에 따른 차별적 대우를 금지한다.
7. 고객 및 임직원의 개인정보 보호를 위해 기술적·관리적 조치를 취한다.
8. 주주와 투자자에게 필요한 정보는 관련 법률과 내규에 따라 적시에 공정하게 제공한다.
9. 자회사 및 협력사를 상장의 동반자로서 상호대응 관계에서 공정하게 거대한다.
10. 자사사업 발전에 관한 책임과 의무를 인식하고, 자사주인의 인권 침해에 해당하는 활동을 유한한다.

Human Rights Management Education and Activities

Program	Period	Details
Online education to prevent sexual harassment, harassment, and improve awareness of people with disabilities	Yearly	<ul style="list-style-type: none"> Online training is provided to all members once a year.
Group training to prevent sexual harassment and harassment	Aug. 1–9, 2023 (Yearly)	<ul style="list-style-type: none"> Additional special training will be held in 2023 during the corporate culture education for executives, department managers, and senior members on preventing harassment and bullying conducted by an external expert (labor attorney).
	Yearly	<ul style="list-style-type: none"> Additional
Respect Human Rights Charter Pledge Ceremony	Yearly	<ul style="list-style-type: none"> Conduct the “Respect Human Rights Charter Pledge Ceremony” for all employees yearly.
Happiness Survey	Every May	<ul style="list-style-type: none"> To gauge the happiness level of members and identify factors influencing happiness Understand the reality of sexual harassment and bullying
Introduce a psychological counseling program for employees	In operation at any time	<ul style="list-style-type: none"> Support external psychological counseling to relieve employees’ psychological anxiety and improve their ability to cope with stress.
Job training for the person in charge of health and safety management, hosted by the Korea Industrial Safety Psychology Counseling Association	Mar. 31, 2022 (Yearly)	<ul style="list-style-type: none"> Participation of executives in charge
Hands-on training for CPR	Dec. 19–23, 2022 (Yearly)	<ul style="list-style-type: none"> Supervisors and interested staff: 260 individuals (25 sessions)
Distribute printed materials on corporate culture	Throughout the year	<ul style="list-style-type: none"> Replace image frames of the corporate mission in the office, produce and distribute diary stickers Produce and distribute “Healthy Corporate Culture Guide for Creating a Happy Workplace”
Checklist for corporate culture of respect and consideration	Weekly	<ul style="list-style-type: none"> Company intranet pop-up notice for all members Sharing a checklist to self-check words and actions without harassment or sexual harassment
Production of broadcasts to prevent infectious diseases (coronavirus, etc.)	Any time	<ul style="list-style-type: none"> Information on behavior rules to prevent infectious diseases (coronavirus, etc.)

Respect for Diversity

SK Securities recognizes diversity as a new opportunity for our sustainable development. Embracing diversity in people and culture with a balanced perspective, we value and embrace employees, customers, and societal members alike. SK Securities does not harbor prejudice or discriminate based on personal characteristics, background, identity, or cultural differences in any aspect of our business. As of the end of December 2022, among 958 employees, 365 are women, constituting 38.1% of the workforce, surpassing the average ratio of female workers in the financial and insurance industry (34.3%). We also continue our effort to ensure diversity among members include hiring veterans, persons with disabilities, and foreigners. Regular workshops and training sessions for female managers are also conducted to support the growth of women leaders.

SK Securities' Female Employee Ratio




38.1%

As of December end 2022

Compared to the average
female workers ratio (34.3%)
in the financial and insurance industry

Above 3.9%

Female worker ratio (total number of people / supervisor / recruitment, etc.)

Category		Unit	2020	2021	2022
Total Number of People	Male	Number of People	552	602	593
	Female		311	358	365
	Total		863	960	958
	Female Ratio	%	36 	37.3 	38.1 
New recruitment	Male	Number of People	106	167	78
	Female		46	123	61
	Total		152	290	139
	Female Ratio	%	30.3 	42.4 	43.9 
Executives and position holder	Female ratio among total supervisors*	%	5.5	5.6	6.9
	Female ratio among total executives		3	4.8	6.1

* Team manager level and above (organization manager, leader level)

Customer-Centric Management

Provide Customer-Centric Products and Services

As customer expectations for financial services continue to rise, SK Securities proactively anticipates customer needs through various channels and offers diverse products and specialized services.



Design Customer-Centric Services



SK Securities strategically plans and operates business solely from a customer-centric perspective at a company-wide level. Across all departments, we develop diverse strategies to provide financial products and services that cater to customer needs. We foster innovation in various sectors, including retail, digital, and investment banking (IB), to create new revenue opportunities. Our consistent focus is on enabling customers to confidently purchase financial instruments. As a result, we actively revised the process from designing and launching customer-oriented products to prevent any customer losses. We reinforced the pre-launch process to create products that customers can trust. Our dedication lies in establishing the company's brand and image as one that prioritizes customers above all.

Manage Sales Process



SK Securities has established internal control standards for financial consumer protection and investment solicitation guidelines to safeguard financial consumers' rights. We adhere to these guidelines and conduct activities focused on consumer protection. We devised qualification criteria for sales staff based on the products, operated procedures for approving financial products and advertisements, and ensured a structured education system to equip employees with comprehensive knowledge of the complete sales process and individual products. In addition, the mystery shopping checks provide continual compliance with suitability procedures and duty to explain, allowing for continuous improvement. Furthermore, we strengthen the control mechanisms against incomplete sales through post-sale follow-ups such as "happy calls."

Provide Customer-Centric Products



SK Securities goes beyond mere financial instrument intermediation. We strengthen the supply of differentiated in-house instruments and operate Product Strategy Headquarters responsible for developing tailored product supplies and devising company-wide product strategies, thereby propelling the company as a top-notch asset manager. The Product Strategy Headquarters acts as a control tower for SK Securities' growth as an asset management leader, handling tasks such as monitoring new product trends, product supply, and interdepartmental coordination for product development. The Headquarters maximizes synergy through affiliate product lineups, offering customized private funds to fulfill customer needs. Leveraging big data, it provides tailored solutions and portfolios. The Trust Division, previously focused solely on management, has transformed into an organization conducting its own sales functions, swiftly providing various in-house products for asset management, such as funds, trusts, and wrap products. This integration allows for comprehensive asset management, evolving into a comprehensive asset trust service capable of managing diverse assets. From now on, SK Securities will play a pivotal role as an asset management solutions provider, offering differentiated and comprehensive advisory services. We intend to develop and launch various products to advance as a comprehensive asset trust, supporting customer happiness and growth, thereby progressing as a prominent asset management entity.

Customer-Centric Financial Service



Customer satisfaction and trust are crucial in sustainable management, directly impacting corporate performance. Therefore, SK Securities prioritizes thinking from the customer's perspective and provides ample information to support rational and optimal product offerings. We offer the "Joopasoo" platform and website, enabling everyone to easily and conveniently invest and engage in financial transactions. This platform allows for domestic and international stock trading and handles most financial product transactions, banking, and credit/loans all in one place. For novice investors, services like "Easy Mode," "Customized Counseling," and "Video Counseling" are provided. Notably, we introduced 2Digit's "News Salad" engine in the industry, which offers real-time information on significant keywords and associated stocks. This aids in discovering stocks, timing trades, and managing issues and disclosures related to stocks held, making investing more accessible and manageable for individuals.

Reflect Customer Feedback

SK Securities employs various methods to gather and consider customer feedback to deliver genuine value to our customers. We established a Voice of the Customer (VOC) system and an online complaint system on the website. Internally, through an Idea Center, employees directly propose improvement methods regarding customer demands and complaints, with relevant departments jointly reviewing and implementing these suggestions.

Enhanced financial accessibility

Financial investment should be easy and convenient but must also be executed swiftly and securely. Within the Joopasoo platform, we provide features like screen enlargement, large text mode, visible ARS, Voice Over, voice-based one-time pin (OTP), and braille security cards to ensure a hassle-free experience for marginalized groups, including the elderly and persons with disabilities. Moreover, SK Securities has obtained a "Pass" certification in web accessibility quality verification and achieved certification marks like Web Watch by enhancing the website, activating caption functions, and operating a visible ARS.

We made significant improvements in the Joopasoo platform, such as app loading times and menu transition speeds, providing customers with a seamless app experience by enhancing security through V3 vaccine internalization and eliminating app integration errors. Additionally, we introduced diverse login processes such as public certification, financial certification, and simplified authentication to improve accessibility, effectively reducing initial entry barriers for customers.

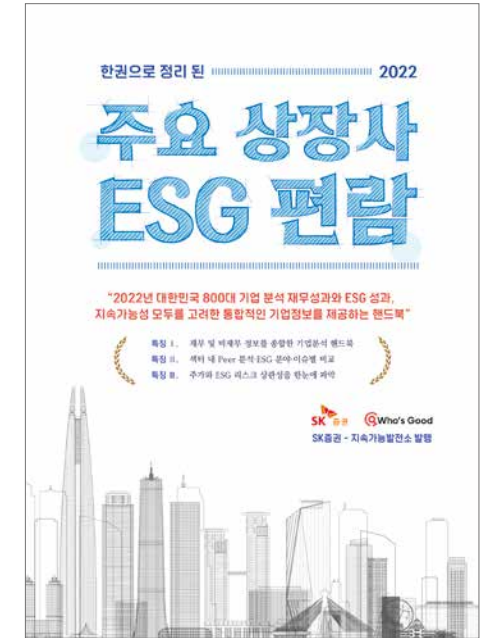
SK Securities will continue to gather customer feedback regularly and swiftly implement improvements to ensure more customers easily find, stay longer, and enjoy a pleasant investment experience.

Published ESG Handbook

In October 2022, SK Securities jointly published Korea's first ESG handbook for listed companies, "ESG Handbook on Major Listed Companies," with the Institute for Sustainable Development (Who's Good). It was published to address the information inequality issues for individual investors with limited access to ESG information and to more accurately identify ESG risks of companies to effectively support investment decision-making.

The ESG Handbook contains comprehensive corporate information on 800 major listed companies on the KOSPI (507 companies) and KOSDAQ (293 companies), including key financial information and stock charts, as well as non-financial information such as ESG performance and risk status.

In particular, the ESG analysis section provides information on 1) integrated ESG scores and ratings, quarterly rating trends, 2) peer analysis, 3) the level compared to the sector of 15 ESG performance issues, and 4) correlations between stock prices and ESG risks to help investors understand comprehensive ESG risks. The ESG evaluation methodology is based on the integrated ESG score and ratings of Who's Good, which is calculated based on 1) ESG disclosure, 2) ESG performance level compared to the industry average, 3) severity of ESG incidents, and 4) ESG risk exposure, which is



analyzed based on reliability, timeliness, ESG materiality, and international standards (GRI, ISO 26000, etc.).

Through the ESG handbook on Major Listed Companies, SK Securities took the lead in improving the market's capital efficiency by accurately identifying ESG risks of companies based on ESG information, especially supporting various stakeholders who require reliable analysis for their investment decisions. As a financial investment company, we will continue to contribute to building a more sustainable investment market.

Customer Information Protection

Strengthening Customer Information Protection

With the growing significance of digital-based financial services and platforms, SK Securities acknowledges the importance of personal information protection and actively engages in information security activities across the entire business process to address emerging external threats associated with the expansion of digital financial services and to effectively protect customer data.

Information Security Management System (ISMS)

The personal data of customers is more than a mere tool to identify customers, constituting a part of customer assets that warrants our protection with a strong sense of responsibility. SK Securities has achieved the Information Security Management System (ISMS) certification to raise the bar on customer data protection. We also establish a systemic information security organization and managerial/technical protective measures to safeguard customers’ personal data.

Information Security Committee

We operate the Information Security Committee, which consists of members with decision-making authority under the leadership of the Chief Information Security Officer (CISO). The committee deliberates and decides on major issues related to information security and reports to the CEO the outcomes of its deliberations.

The major decision items for the committee include strategies to establish the safety of electronic financial transactions and protect users, analysis/assessment outcomes on the vulnerabilities of electronic financial infrastructure and implementation plans of complementary measures, matters concerning the Information Security Management System, computer security incidents and the handling of employees who violated computer security regulations, and other important decisions to be made on information security.

Information Security Enhancement Activities

SK Securities provides comprehensive information security education for all employees and affiliates, covering basic security protocols, regulatory updates, emerging technological trends, and essential knowledge. We ensure that all members are well-informed by selecting mandatory topics and requiring 100% attendance. By designating essential training hours for each department, we promote information security awareness and offer additional training for information security personnel to bolster their professional capabilities. Moreover, we schedule information security check days to internally inspect PC security, the office environment, and personal (credit) information, aiming to enhance employees’ awareness through security campaign activities in daily life, including malicious email response training, thus proactively preventing information security incidents.

Information Security Committee Structure		Review items for the Information Security Committee		
Chairman	Chief Information Security Officer (CISO)	Review Items	Frequency of Sessions	
Administrative Officer	IT Strategy Team Manager		Yearly	
Commissioner	<ul style="list-style-type: none">Department Manager in charge of information security (IT Strategy Team Manager)Department Manager in charge of IT operations and development (Infra System Team Manager, Channel System Team Manager, ICT Team Manager)Department Manager in charge of compliance (Compliance Team Manager)		Analysis and evaluation of vulnerabilities in the electronic financial infrastructure and implementation plans for remedial actions.	A. Yearly B. Semi-yearly
			A. Analysis and evaluation of vulnerabilities in information and communications infrastructure	
			B. Analysis and evaluation of vulnerabilities of the website	
			Computer security accidents	Upon occurrence
	Matters concerning the handling of violators of computer security-related regulations, etc.		Upon occurrence	
	Establishment of strategies and plans for electronic financial transaction stability, usage, and protection	Yearly		
	Matters related to Information Security Management System (ISMS)	Yearly		
Information Security Enhancement Activities				
Category	Job Description		Frequency	
Information security education	<ul style="list-style-type: none">According to Article 19-2 of the Regulation on Supervision of Electronic Financial Transactions, the minimum mandatory education hours, including personal/credit information education, are required. Other educational subjects may change annually.Subjects selected based on the previous year's survey results and security trendsPersonal information protection training for new employees		Yearly	
After-hours inspection	<ul style="list-style-type: none">Inspections conducted after employees leave work, and findings are reflected in the relevant team KPI<ul style="list-style-type: none">Unattended important documents, personal notebooks, and passesCheck cabinet and drawer locksUnlocked laptops - Shut down PCs before leaving		Quarterly	
Email mock training	<ul style="list-style-type: none">Sending training emails in a form similar to malicious emails to assess and improve employees' security awareness		Yearly	
Mock training for server hacking and denial of service	<ul style="list-style-type: none">Conduct mock training to prepare for infringement situations and check the response system		Yearly	
Disaster Recovery (DR) system conversion training	<ul style="list-style-type: none">DR conversion and service inspection in preparation for disaster situations		More than once a year	
Information security internal control inspection	<ul style="list-style-type: none">Monthly security solution patches applied each month (on the 25th), monitoring exception handling status and assessing personal information processing history for internal security control checks		Monthly	
Information protection disclosure	<ul style="list-style-type: none">Disclose information protection status, including relevant activities and personnel (subject to voluntary disclosure)		Yearly	
Security notice	<ul style="list-style-type: none">When a security-related issue occurs, notices are disseminated company-wide through the company intranet/messenger.		Any time	
Information protection infrastructure improvement	<ul style="list-style-type: none">In the process of establishing an integrated security monitoring system through advanced security information and event management (SIEM) enhancement and strengthening control processes through security portal renewal		Any time	

Financial Consumer Protection

Financial Consumer Protection

At SK Securities, the Financial Consumer Protection Department is under the direct control of the CEO to safeguard the rights of financial consumers and improve our consumer protection operations. An independent Chief Consumer Officer (CCO) takes the overall responsibility for the operations of the dedicated organization for financial consumer protection.

Establishing Financial Consumer Protection System

SK Securities actively adheres to financial consumer protection policies and regulations, conducting meticulous tasks such as operating the Financial Consumer Protection Internal Control Committee, pre-discussion procedures on financial product and service provision, document and advertisement approval processes, and implementing a prevention system against incomplete sales. Moreover, we regularly conduct financial consumer protection education for employees, customer Happiness Calls, and internal Mystery Shopping to ensure compliance with sales processes at the branches. We also conduct field inspections to identify practical improvement areas and implement necessary changes accordingly. We have established various measures to protect the growing population of elderly financial consumers, with significant efforts focused on enhancing checks for implementing these



measures. SK Securities also operates a “Voice of the Customer (VOC)” program to capture diverse opinions from financial consumers, using this feedback to analyze complaints and actively make institutional improvements.

Establish a Complete Sales Process

SK Securities has refined its financial product sales process into six phases to align with implementing the Act on the Protection of Financial Consumers and the reinforced trend in elderly financial consumer protection. Specific products and sales targeting elderly consumers undergo reinforced sales processes at each phase, ensuring robust financial consumer protection.

Establish a financial consumer protection process regarding sales



Complete Sales Process

Category	Phase	Description
Suitability and adequacy principles	[Phases 1-2] Identify the information of financial consumers and explain their propensities	<ul style="list-style-type: none"> Differentiate between general and specialized financial consumers Identify the investment propensities of general financial consumers Verify vulnerable financial consumers
	[Phase 3] Solicitation of suitable products	<ul style="list-style-type: none"> Record and apply products under the cooling-off period Strengthen the protection of senior investors Check investment transactions to ensure suitability for consumers' investment propensities
Duty to Explain	[Phase 4] Product briefing	<ul style="list-style-type: none"> Explain product details using the prospectus Distribute suitability reports upon subscription to derivative-linked securities Record the sales process for products under the adequacy principle
	[Phase 5] Product subscription	<ul style="list-style-type: none"> Check consumers' understanding of the product Designate a helper for senior investors and introduce alert services
	[Phase 6] Follow-up management	<ul style="list-style-type: none"> Check subscription intent during the cooling-off period program Conduct Happy Calls

Conducting Mystery Shopping

SK Securities operates an independent Mystery Shopping program to ensure the proper implementation of its complete sales process, reflecting the Financial Consumer Protection Act and other applicable systems, making necessary improvements. Unexpected visits are made to respective business branches to assess front services and sales employees for any shortcomings regarding suitability (adequacy) procedures, unjust solicitation, faithful presentation of product information, and senior investor protection in the sales of bonds, ELs, trusts, foreign-currency-denominated bonds, and other products. To enhance the effectiveness of the checks, we incorporate the results into the evaluation of the branch and individual performances. In the future, we will continue to carry out our duties diligently to ensure consumer protection through adherence to sales processes.

Consumer Protection Plaza

SK Securities operates an online VOC system on its website to receive complaints and collect feedback and requirements to make necessary improvements. Upon receiving customer feedback, relevant divisions promptly respond, and recurring issues are handled through consultation with concerned divisions to implement improvement measures. When complaints are raised by consumers, we handle them swiftly and fairly, following established financial consumer protection standards, without infringing the legitimate rights of financial customers. We make continuous improvements through findings from customer

feedback, minimizing the recurrence of similar complaints.

Approval of Financial Product Investment Advertising

SK Securities ensures compliance with relevant laws, operating a pre-approval procedure to prevent financial consumer harm from false or exaggerated advertising. Particularly, the company conducts regular education for employees and inspections at branches to prevent unauthorized advertising by the CCO and compliance officer. We also run a system to block advertising SMS beforehand and frequently monitor sent content. Violations of advertising standards by employees are reflected in organizational and individual performance evaluations as practical preventive measures.

Financial Consumer Protection Training

SK Securities annually designs a financial consumer protection education plan to enhance employee understanding of consumer protection work. We conduct regular and ad hoc education sessions, including site visits, in-house training, online training, and dissemination of information on pertinent issues. In addition, educational programs with various themes cover key aspects of the Act on the Protection of Financial Consumers, completing sales processes, protection of senior investors, and preemptive measures to mitigate dispute occurrences. We continuously refine related materials to facilitate education. In response to increasingly complex and diverse trends in newly established regulations and

complex financial products, SK Securities continuously enhances employee awareness and compliance regarding financial consumer protection and consistently refines relevant education programs to strengthen employees' capabilities in consumer protection tasks. To ensure the effectiveness of education programs and incorporate diverse opinions from sales staff and financial consumers, we conduct branch-centric education sessions through onsite visits.

SK Securities' Pledge to Practice Protection of Financial Consumers

SK Securities has consistently led consumer protection practices through the dedication of all employees, emphasizing integrity and professionalism in their respective duties. With



the enforcement of the Act on the Protection of Financial Consumers in 2021, we held an event to make a firm commitment to safeguarding financial consumers. This was not merely a one-time event but a weekly occurrence held every Wednesday, where employees pledged on eight practices, ensuring a consistent and reinforced awareness of consumer protection practices among themselves.

SK Securities' Pledge to Practice Protection of Financial Consumers

As an integral member of SK Securities, I pledge to lead consumer protection through integrity and professionalism, as detailed below.

We think and act from the viewpoint of financial consumers.

- We think and act from the viewpoint of financial consumers.
- We strictly comply with the suitability principle, the adequacy principle, and the duty to explain to assist financial consumers in making reasonable investment judgments and decisions.
- We do not engage in unfair sales activities or unjust solicitation of financial consumers.
- We do not mislead financial consumers through false or exaggerated advertising and base advertisement phrases on objective facts.
- We fully commit ourselves to protecting the financial and personal data of financial consumers.
- We abide by applicable laws and regulations to protect the rights and interests of financial consumers and provide them with the best possible services.
- We do our utmost to handle any complaints raised by financial consumers.
- We protect financial consumers with the view to contributing to the growth and development of the financial investment business.

Community Participation

Compassionate Finance

Under the mission of “pursuing the happiness of our stakeholders by creating a healthy company,” our members dedicate themselves to performing assigned work no matter how minor and completing what they started with wholehearted commitment, morality, and expertise.

To implement compassionate finance that creates a happy society, we strive to create a healthy and sustainable society by communicating with people who need our help locally and internationally through voluntary participation and a sincere spirit of sharing. To that end, we will continue implementing diverse CSR programs and establish a systematic system to assist society in pursuing happiness and growth through our thoughts, words, and actions.

Corporate Social Responsibility System

SK Securities’ corporate social responsibility aims to fulfill its mission of “assisting our customers, shareholders, members, and society at large in achieving happiness and growth,” thereby creating a sustainable and happier world through sustainable finance. This commitment involves selecting projects based on ESG concerns, relevance to core operations, and employee engagement, pursued through collaboration with specialized organizations to build understanding and empathy in various fields.

Corporate Social Responsibility System

Implementation goals

Implementation system

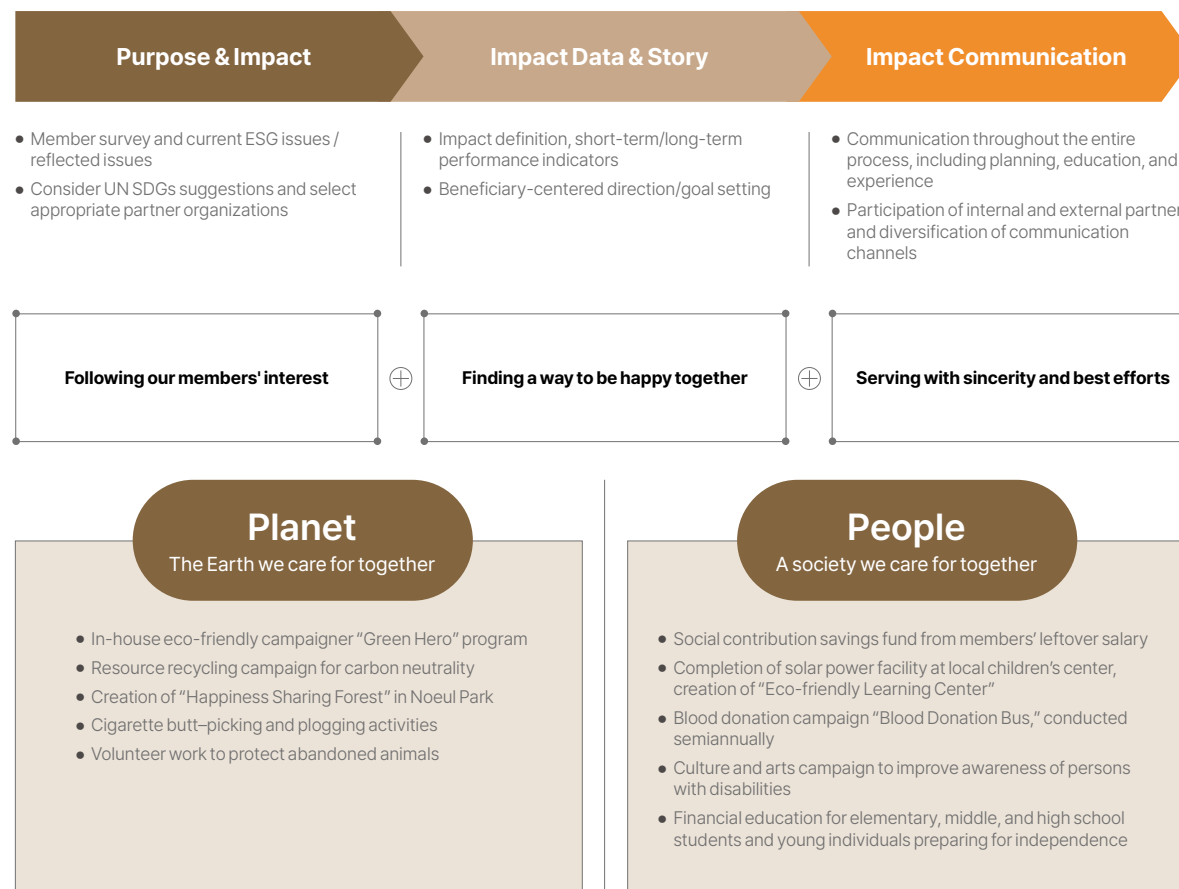
Strategic direction

Primary activities



Happy together

A happier world with sustainable finance



Planet:

The Earth we care for together



In-house eco-friendly campaigner “Green Hero” program

SK Securities enhances the effectiveness of environmental campaigns and fosters an eco-friendly culture within the company through the “Green Hero” (in-house campaigners leading eco-friendly initiative). Green Hero members share articles or content related to climate change, propose ideas for environmental campaigns, and actively encourage participation and interest in these initiatives. They take the lead in major CSR campaigns to cultivate an eco-friendly atmosphere within the organization, demonstrating SK Securities’ dedicated and proactive approach to eco-friendly business practices.



Status of Green Heroes

10

individuals
in 2022

12

individuals
in 2023

22

activists in total

Resource recycling campaign for carbon neutrality

SK Securities initiated the “Milk Carton Recycling!” campaign as part of our resource recycling project (Project re) in pursuit of carbon neutrality and a sustainable circular economy. This ongoing initiative, designed for continuous operation, involves installing separate collection bins for paper cartons, categorized as ordinary and sterilized, across different floors at SK Securities headquarters and selected branches. Employees voluntarily dispose of recyclable paper cartons, marking the inception of a system aimed at retrieving high-quality recycled materials.

The campaign, which connects disposable products to materialization rather than waste by correctly separating, was promoted with the advice of CSR Impact, which created a resource recycling project (Project re). This campaign was executed by 22 Green Heroes (our in-house campaigners voluntarily leading the eco-friendly campaigns) this year.



Creation of “Happiness Sharing Forest” in Noeul Park

The Happiness Sharing Forest is an environmental campaign initiated in 2019 involving SK Securities employees and their families. This activity includes establishing a seed bank required for the reforestation of Noeul Park and planting autumn indigenous tree saplings like Manchurian ash.

Planting trees is one of the most straightforward methods for carbon absorption, reducing fine dust, and restoring areas affected by wildfires. Autumn tree planting, a continuation of the efforts during spring, helps decrease damage to deforestation caused by spring droughts.

SK Securities conducts the Happiness Sharing Forest, hoping that the trees planted with children will become a ray of hope to revive the earth, aiming to secure future timber resources and actively address climate change through transformative actions.



Cigarette butt-picking and plogging activities

In honor of Earth Day, SK Securities conducted the “Pledge to Collect and Properly Dispose of Cigarette Butts” campaign on April 22. Around 20 SK Securities employees, in collaboration with Yeongdeungpo-gu Office and local businesses, collected cigarette butts around the smoking booths in the Yeouido financial district. This initiative aimed to raise awareness regarding cigarette butt microplastics entering the sea.

This campaign, driven by a collective understanding among stakeholders on a shared issue, is unique in practicing ESG practices within the community by demonstrating the picking up and proper disposal of cigarette butts in the Yeouido financial district.



Volunteer work to protect abandoned animals

SK Securities actively participates in voluntary social contributions, including animal rescue efforts at an animal shelter dedicated to protecting abandoned animals who were left to survive on their own amid risks.

Members of SK Securities dedicate weekends to activities such as kennel cleaning, refilling food and water, waste disposal, and walking the animals. In addition to environmental service initiatives, the company consistently promotes activities that foster coexistence.



People:

A society we care for together



Social contribution savings fund from members' leftover salary

With the unique characteristics of the securities industry, SK Securities aims to create social value alongside customers. One of our flagship products, "Happiness Sharing CMA," automatically donates a portion of the profits generated from the CMA to organizations specified by customers at the time of sign-up. Since 2008, this distinctive and sincere social contribution initiative of SK Securities has been striving to foster the happiness and growth of society through finance.



Number of participating customers

3,843

participants



Accumulated donation

KRW 450,881,872

(as of the end of June 2023)

Blood donation campaign "Blood Donation Bus," conducted semiannually

SK Securities conducts the "SK Securities Blood Drive" (blood donation) to address the issue of low blood reserves on "World Blood Donor Day." Supported by a blood donation bus from Hanmaeum Blood Center stationed in front of the SK Securities head office, the initiative encourages voluntary participation from employees and citizens. Participants donate blood directly through the allocated donation vehicle on the day or by presenting blood donation certificates.

Following the decrease in blood donors caused by the COVID-19 pandemic, domestic blood reserves have recently dropped to the "caution level." To raise awareness and encourage direct participation in the local community, SK Securities conducts biannual regular blood donation campaigns each year.

The blood donation campaign by SK Securities is part of the company's ESG business practice, involving employees, their colleagues in the Yeouido financial district, and local citizens. This serves as an ongoing community-based CSR initiative.



SK Securities hosted a solo exhibition by Lee Dae, an artist with a developmental disability

SK Securities celebrated "Persons with Disabilities Day," hosting a solo exhibition by Lee Dae, an artist with a developmental disability. The exhibition took place from April 13 to 29, 2022, on the first floor of the Yeouido head office. Lee Dae, known for expressing pure and warm emotions through landscapes depicted in still life, gained significant attention when her artworks, including "Full Moon," "Adventure of the Wooden Doll (Sea)," and "Sunflower," were issued as NFTs in February 2022.

This event provided a valuable opportunity to showcase the work of artists facing difficulties due to the prolonged impact of COVID-19, conveying ESG values into the everyday spaces of visitors and SK Securities members.



"Spring Concert" featuring the Korea Art.bility Chamber to unite persons with and without disabilities

SK Securities hosted a "Spring Concert" at the lobby of the Yeouido head office, featuring the Korea Art.bility Chamber. Established in 2010, the Korea Art.bility Chamber is the first integrated orchestra in Korea, comprising skilled classical musicians and talented performers with and without disabilities, creating professional performances through social collaboration.

The Spring Concert aimed to provide an opportunity for SK Securities employees and tenant companies to experience harmonious coexistence in their daily spaces, pursuing the social value of integrating persons with and without disabilities while challenging perceptions and biases.



Financial education for elementary, middle, and high school students and young individuals preparing for independence

SK Securities employees actively engage in financial education for future generations by conducting specific financial education sessions tailored for different audiences by visiting directly in coordination with the Financial Supervisory Service and institutions.

There are 28 partner schools involved in the "One Company One School Financial Education" currently hosted by the Financial Supervisory Service, providing financial education in elementary, middle, and high schools. In addition, SK Securities offers financial literacy and theory education for various generations, including programs for financially independent youth.



One Company One School
Financial Education Partners

28

elementary, middle,
and high schools

(as of the end of June 2023)

Governance

- 73 Governance
- 76 Ethical and Compliance Management
- 84 Risk Management

UN SDGs



Governance

Healthy Corporate Governance

Corporate governance is highly linked with the company's value in the end, so a company with outstanding corporate governance demonstrates strong performance and commands a high market valuation.

SK Securities strives to become the "Best Corporate Governance Company" with the most excellent corporate governance among all domestic companies beyond financial institutions through a board of directors (BOD)-driven management approach. BOD-driven management refers to operating the board consistently with its role, ensuring a balanced reflection of shareholder interests, and establishing a governance structure that allows for proper and transparent managerial decision-making.

Since May 2008, SK Securities has independently operated its BOD to fulfill its essential function of overseeing and collaborating with the management as part of our commitment to practicing BOD-driven management.

BOD Structure

SK Securities' BOD serves as the company's primary permanent decision-making body and comprises 3 or more members (Article 27 of the Articles of Incorporation). According to the Act on Corporate Governance of Financial Companies, financial investment companies must have 3 or more outside directors, constituting most of the total number of directors. As of the end of June

2023, our BOD consists of 9 members (2 CEOs, 5 outside directors, and 2 inside directors).

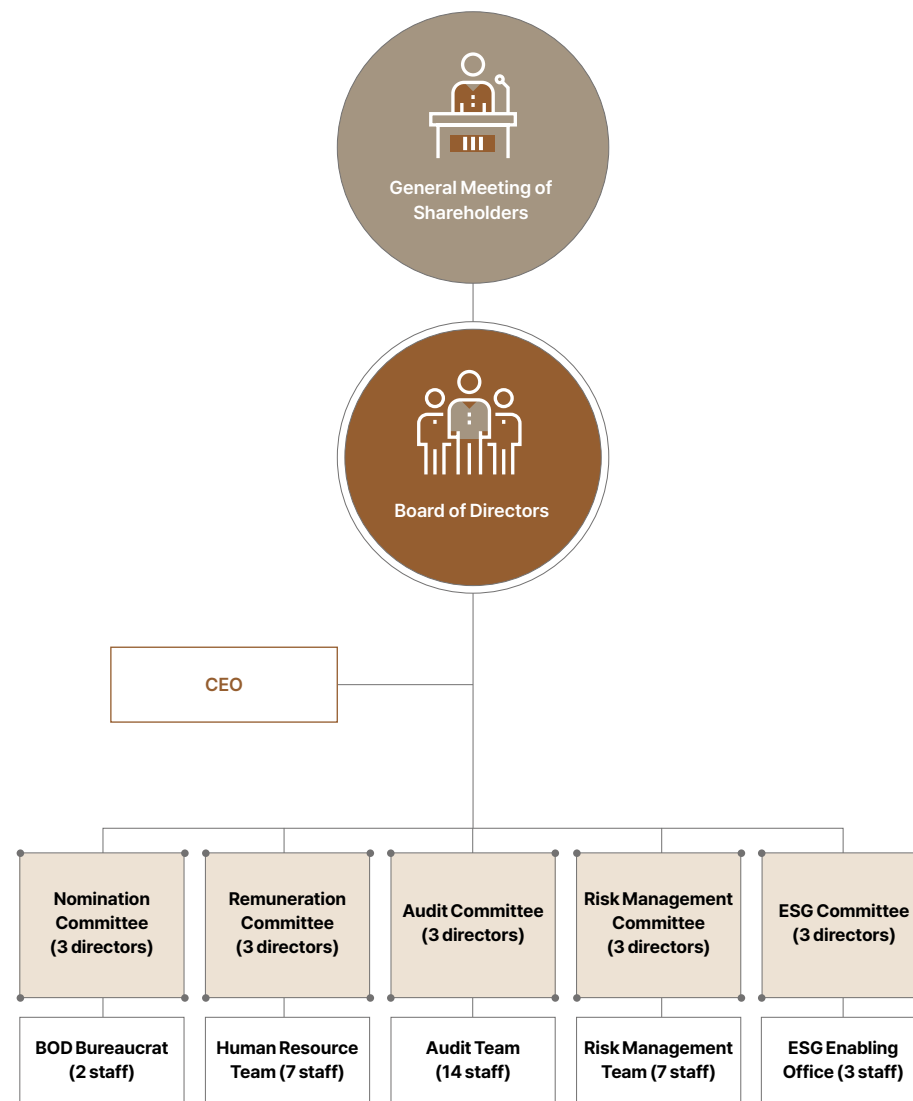
Responsibilities of the BOD

SK Securities' BOD strives for transparent and sound management and governance structures, supporting the executives' efficient implementation of responsible management. As the highest decision-making body of SK Securities, the BOD exercises voting rights over crucial matters, including the appointment of top management, such as the CEO. In cases where issues are identified in the overall management activities of the executives, the company facilitates reasonable decision-making by submitting relevant information and corrective demands. To achieve this, SK Securities forms its BOD with experts from various fields and endeavors to facilitate smooth communication among members. The company also actively utilizes external experts' assistance whenever necessary, providing comprehensive support for their involvement.

Composition of the BOD based on Diversity and Expertise

To achieve an efficient governance structure, the BOD, as the key decision-making body, comprises individuals with diverse expertise (as of the end of June 2023, the BOD includes 6 members with expertise in finance, 2 in economics, and 1 in law). This composition is designed to prevent concentration in specific backgrounds or professions. Regular and ad-hoc meetings among the members are consistently held to ensure that their expertise is maximally integrated, addressing any deficiencies and efficiently resolving the various challenges and issues faced by the company.

Organization Chart



BOD Composition



CEO Shin Kim

Permanent Director

Major Career

- CEO of SK Securities (present)
- CEO of Hyundai Securities
- CEO of Mirae Asset Securities

Initial Appointment Date:

Mar. 21, 2014

Term Expiry Date:

2024 General Meeting of Shareholders



Inside Director Ja-won Gu

Permanent Director

Major Career

- Chief Secretary of SK Securities (present)
- Head of SK Securities Retail Innovation Division

Initial Appointment Date:

Mar. 31, 2023

Term Expiry Date:

2025 General Meeting of Shareholders



Sung-gi Jun

Outside Director

Major Career

- Outside Director of SPC Samlip (present)
- Vice President of Lead Power
- Vice President of Deloitte Korea

Initial Appointment Date:

Mar. 31, 2023

Term Expiry Date:

2026 General Meeting of Shareholders



CEO Woo-jong Jeon

Permanent Director

Major Career

- CEO of SK Securities (present)
- Head of SK Securities Business Support Headquarters
- Manager of SK Securities Risk Management Office

Initial Appointment Date:

Mar. 24, 2022

Term Expiry Date:

2024 General Meeting of Shareholders



Nam-soo Choi

Outside Director

Major Career

- Professor at Sejeong University (present)
- CEO of YTN
- CEO of Money Today Network

Initial Appointment Date:

Mar. 29, 2019

Term Expiry Date:

2024 General Meeting of Shareholders



Jong-kun Seo

Outside Director

Major Career

- Chief Information Officer (CIO) at K-Growth
- Secretary General of the Korea Development Bank
- Team Head at Korea Finance Corporation

Initial Appointment Date:

Mar. 31, 2023

Term Expiry Date:

2025 General Meeting of Shareholders



Inside Director Tae-hyung Park

Permanent Director

Major Career

- President of SK Securities IB Headquarters (present)
- President of SK Securities Retail Business Headquarters
- President of SK Securities Channel Business Headquarters

Initial Appointment Date:

Mar. 31, 2023

Term Expiry Date:

2025 General Meeting of Shareholders



Soo-hyeon Ahn

Outside Director

Major Career

- Professor at Hankuk University of Foreign Studies Law School (present)
- Member of the Financial Development Council at the Financial Services Commission (present)
- Non-Permanent Director at Korea Financial Consumers Protection Foundation (present)

Initial Appointment Date:

Mar. 29, 2019

Term Expiry Date:

2025 General Meeting of Shareholders



Dae-hong Kim

Outside Director

Major Career

- Compliance Manager of Shinhan Securities

Initial Appointment Date:

Mar. 31, 2023

Term Expiry Date:

2025 General Meeting of Shareholders

Committees within the BOD

Committees are established within the BOD as mechanisms to ensure efficient operation, objectivity, and expertise in decision-making. These committees are delegated to make decisions or conduct reviews on matters that arise periodically and regularly or require intensive examination among the BOD resolutions. SK

Securities has established five committees within the BOD: the Audit Committee, Risk Management Committee, Nomination Committee, Remuneration Committee, and ESG Committee. These committees play a role in handling specific matters to enhance the overall functionality of the BOD and contribute to informed decision-making.

Committees within the BOD

Category	Responsibilities	Names and Positions
Audit Committee	Ensure transparency in management by performing the role of an internal oversight and management supervision entity, including evaluating and improving the adequacy of the overall internal control system and management performance.	<ul style="list-style-type: none"> • Sung-gi Jun (Chairman, Outside Director) • Dae-hong Kim (Outside Director) • Nam-soo Choi (Outside Director)
Risk Management Committee	Establish comprehensive risk management policies, oversee the efficient execution of risk management tasks, and deliberate on and resolve matters as stipulated in relevant regulations or guidelines.	<ul style="list-style-type: none"> • Jong-kun Seo (Chairman, Outside Director) • Sung-gi Jeon (Outside Director) • Woo-jong Jeon (CEO)
Nomination Committee	Undertake the role of identifying candidates for the CEO, outside directors, and audit committee members, conducting qualification verification as required by relevant laws and regulations, and recommending executive candidates during the shareholder meetings.	<ul style="list-style-type: none"> • Soo-hyeon Ahn (Chairman, Outside Director) • Nam-soo Choi (Outside Director) • Ja-won Gu (Inside Director)
Remuneration Committee	Design and operate a remuneration system within the boundaries that do not pose sustainability issues for a financial institution, based on the harmony between performance and corresponding risk structure.	<ul style="list-style-type: none"> • Dae-hong Kim (Chairman, Outside Director) • Jong-gun Seo (Outside Director) • Tae-hyung Park (Inside Director)
ESG Committee	Deliberate on and resolve matters related to the establishment of ESG management strategies	<ul style="list-style-type: none"> • Nam-soo Choi (Chairman, Outside Director) • Soo-hyeon Ahn (Outside Director) • Shin Kim (CEO)

BOD Evaluation and Remuneration

BOD Evaluation



SK Securities conducts a regular evaluation, at least once a year, to assess whether the BOD appropriately fulfills the roles and responsibilities required by laws and internal regulations. The evaluation criteria include the roles and composition of the BOD and the independence and appropriateness of their operations. The evaluation involves a written survey on the minutes of the board meetings and surveys targeting the entire BOD. The evaluation results are reported to the BOD and disclosed in the annual corporate governance report.

Outside Director Evaluation



The term of office for outside directors is 3 years, with the possibility of reappointment for up to 6 years after a fair evaluation. An annual evaluation (self-assessment and attendance evaluation) is conducted on the activities of outside directors to facilitate this. It is an absolute evaluation with critical evaluation criteria categorized for each outside director, covering basic roles, expertise, fairness, ethical awareness, responsibility, commitment, and attendance at board and committee meetings. After each fiscal year-end, the BOD's Office explains the evaluation overview and content to the outside directors, distributing evaluation surveys. Based on the collected surveys, individual evaluations for outside directors are conducted.

Remuneration System

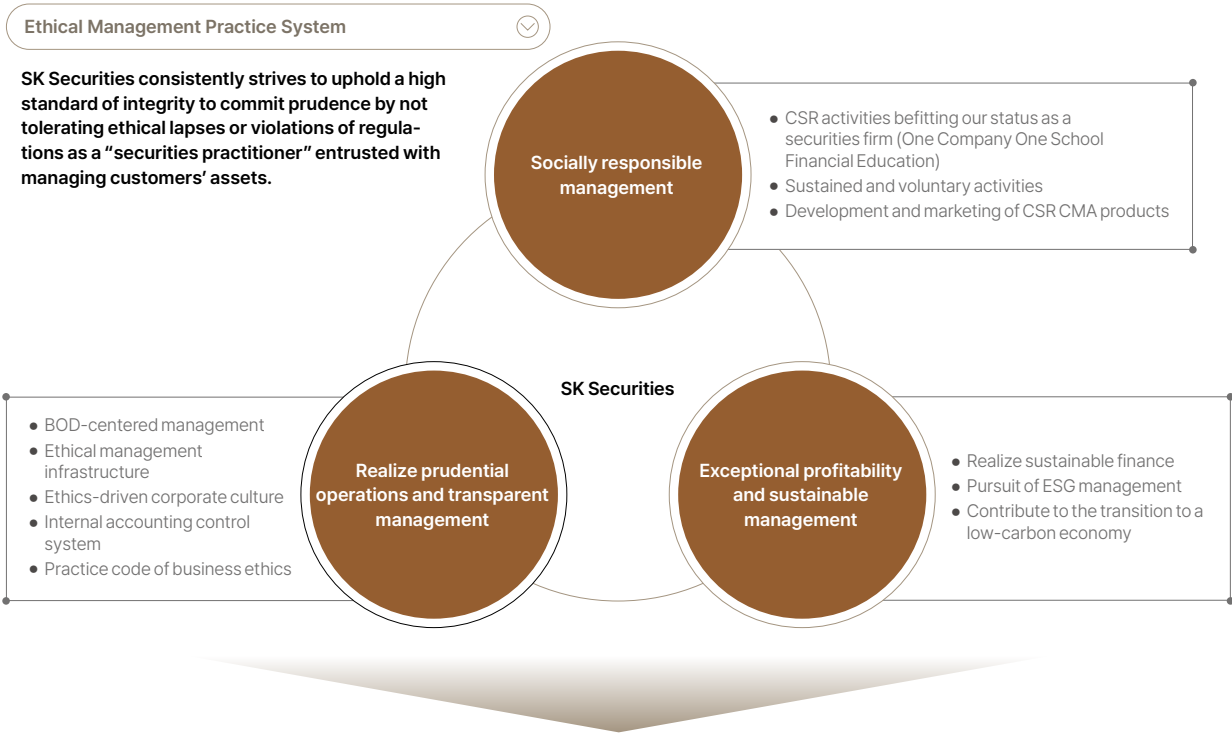


The director's remuneration system is annually reviewed through the Remuneration Committee. Remuneration for directors comprises the base salary, performance bonuses, and activity allowances, and it is paid within the approved limit set by the shareholders' meeting. In the 2022 shareholders' meeting, a limit of KRW 7 billion was designated, and the actual payment amounted to KRW 3.05 billion.

Ethical and Compliance Management

Ethical Management Practice

SK Securities strives to achieve sustainability and growth as a respected financial company by practicing prudent and transparent management, fulfilling the company’s social responsibility, and earning trust from the customers and shareholders.



Major system for practicing ethical management

SK Securities Code of Ethics	Code of Ethics Practice Guidelines	Ethics Practice Infrastructure	Practice Code of Business Ethics
<ul style="list-style-type: none">• Attitude toward customers• Responsibility for shareholders• Code of business ethics for members• Relationship with business partners and competitors• CSR	<ul style="list-style-type: none">• Employee Behavior Guidelines• Voluntary reporting of receipt of money, service, benefits, etc.• Report other violations• Ethical Education and Evaluation	<ul style="list-style-type: none">• Ethical Management Committee• Ethical Management Award• Internal Reporting System “Guard of the Ethics”	<ul style="list-style-type: none">• “Code of Business Ethics Pledge” by all employees• The ‘Five Musts and Five Must-Nots’• e-clean Compliance Check



Code of Ethics

SK Securities is committed to practicing prudent and transparent management, fulfilling corporate social responsibility, and becoming a securities company trusted by customers and shareholders and respected by society. We pledge to uphold the Code of Ethics to ensure sustainability and growth.



Attitude toward customers

We think and act from the customer's perspective to achieve customer happiness and provide them with the utmost value.

- We practice customer-centric management by creating and offering products and services that meet our customers' needs.
- We do our utmost to protect our customers' assets by faithfully fulfilling our obligations as financial professionals.
- We always listen to the voices of our customers and maintain courteous and respectful communication when interacting with them.



Responsibility for shareholders

We strive to enhance the company's value and ensure shareholders' interests through efficient and rational management.

- We aim to achieve sustainable profits, thereby enhancing shareholder value by fostering continuous innovation and practicing transparent and sound management.
- We actively protect shareholders' rights by implementing BOD-driven transparent management, respecting shareholders' fair demands and proposals, and complying with relevant regulations on internal accounting standards.
- We consistently devise measures to prepare for challenges, ensuring the company's sustainability and preventing actions or decisions that go against the shareholders' interests.



Code of business ethics for members

We secure customer trust through fair and transparent business practices, creating an environment where members can work voluntarily and enthusiastically.

- We handle all tasks fairly and clearly and secure customer trust based on work ethics and morality.
- We strive for continuous self-improvement, cultivating the necessary skills and knowledge to become experts in our respective fields.
- We build mutual trust among organizational members, working to create alignment and cohesion in understanding the company's policy direction.



Relationship with Business Partners and Competitors

We respect a free and fair market economy, seeking mutual development with our business partners through mutual trust and cooperation.

- We pursue mutual development with our business partners by establishing mutual trust and cooperative relationships through fair transactions.
- We strive to apply fair and rational criteria in selecting business partners, ensuring their alignment with our business objectives.
- We compete fairly with competitors based on mutual respect and avoid unfair competition that undermines the financial order.



CSR

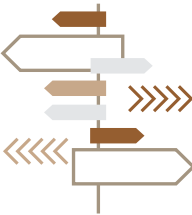
We comply with laws and social norms, practicing transparent management and fair competition to become a financial institution trusted by society.



- We take the lead in advancing finance by creating a fair financial transaction order through prudent and transparent management and establishing systems and frameworks.
- We faithfully fulfill our responsibilities and obligations to the local community, the nation, and humanity as a responsible and ethical corporate citizen.
- We adhere to all applicable laws and social norms at our branches and offices, respecting the traditions and culture of local communities. In addition, we actively fulfill our social responsibility by contributing to the creation and development of a healthy local culture and protecting the environment.

Ethical Management Practice

The ‘Five Musts and Five Must-Not’s’(五行五不) Campaign

SK Securities has introduced and is practicing The ‘Five Musts and Five Must-Not’s’ principle to enhance compliance and ethical management by cultivating ethical mindsets among its sales staff.



 五行 the Five ‘Must’s	一行	We pledge to diligently verify the identity of individuals when opening accounts, particularly adhering to strict procedures when opening futures and options accounts.
	二行	We commit to providing product prospectuses, delivering thorough explanations when customers open accounts for high-risk transactions, such as futures and options trading or margin trading, and obtaining the customer’s signed acknowledgment after the explanation.
	三行	We will provide suitable investment recommendations based on the customer’s financial status, investment goals, and level of investment experience and knowledge.
	四行	We will accept entrusted trading orders from the authorized individual, and when someone other than the account holder is designated as the authorized person, we will obtain clear written consent.
	五行	We will promptly notify the customer according to the agreed-upon method upon executing a trading transaction.
 五不 the Five ‘Must-Not’s	一不	We pledge not to fill out or sign account-related documents and receipts on behalf of the customer, and we will not store the customer’s transaction seal, securities (security) card, bank passbook, etc.
	二不	We will not compensate for losses or guarantee returns or profit rates to the customer, regardless of the names, contracts, guarantees, agreements, etc.
	三不	We commit to not participating in illegal activities or unethical business practices, such as arbitrary or consignment trading
	四不	We will not entrust unfair transactions such as market manipulation, use of undisclosed information, transactions with clear payment defaults, or imaginary orders.
	五不	We will ensure that individuals who are not employees or unqualified are prevented from engaging in investment advisory and business activities. Furthermore, we will refrain from using titles that may cause customer misunderstandings.

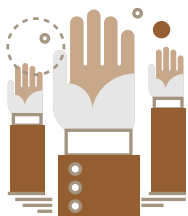
Spread of Compliance Management Culture

SK Securities operates an ethical management program, prioritizing ethical values in its business activities. In doing so, we pursue methods appropriate for new environments and standards to create a virtuous cycle of mutual growth involving customers, society, and us. In addition, we conduct regular ethical and compliance education to enhance employees' ethical awareness, understanding of ethical management, and commitment to compliance. This initiative aims to build an organizational culture that promotes voluntary compliance.

Guard of the Ethics (Internal Reporting System) 



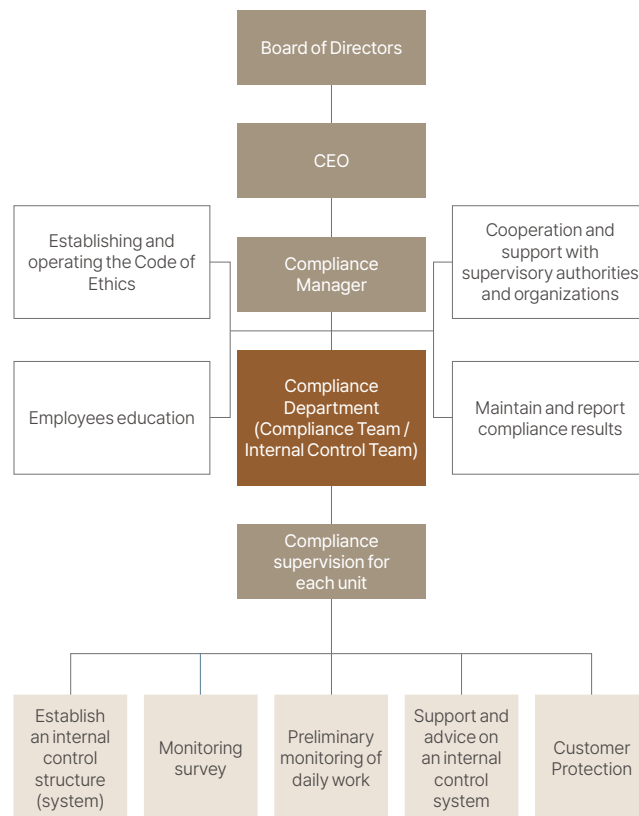
Category	Job Description
Ethical Management Committee	Report on activities of the Ethical Management Committee quarterly (four times a year) <ul style="list-style-type: none"> Report on the current status of ethical management for the quarter
Ethical Management Award	Grant SK Securities Ethical Management Award (once a year) <ul style="list-style-type: none"> Select the award winner after evaluation by the Ethical Management Committee Award Category: Customer Trust, Code of Business Ethics, Social Contribution
Code of Business Ethics Pledge Ceremony	Signatures are affixed during management strategy meetings between executives and department managers (beginning of the year)
Online Code of Business Ethics Pledge	Code of Business Ethics Pledge by all employees (once a year) <ul style="list-style-type: none"> All employees must digitally sign through the company intranet
Ethical Education (Ethical Management and Compliance Day)	Ethics practice and internal control education for all employees on the company intranet (both online and offline) <ul style="list-style-type: none"> Internal education on overall legal compliance, including ethical management, unfair trade, internal control, employee-trading, and anti-money laundering
e-Clean Compliance Check	<ul style="list-style-type: none"> Self-check on code of business ethics A pop-up announcement on the company intranet for important matters among Code of Ethics practice guidelines and related laws after consulting with relevant departments (every Thursday)
Guard of the Ethics (Internal Reporting System)	Report ethics-related matters through "Guard of the Ethics" on the SK Securities website <ul style="list-style-type: none"> SK Securities > Ethics Management > The Guard of Ethics (Internal Reporting System): https://www.sks.co.kr/company/html/SE_04000.htm
Business Ethics Briefs Upload	Upload the "Business Ethics Briefs" PDF by the Anti-Corruption & Civil Rights Commission on the company intranet's "Compliance PLAZA" to share ethics-related matters
No Holiday Gifts campaign	Implement the No Holiday Gifts campaign (twice a year) <ul style="list-style-type: none"> Provide guides about campaigns through intranet announcements or official letters Implement a week before the Lunar New Year and Chuseok holidays
No Orchids/Pots campaign	Implement the No Orchids/Pots campaign <ul style="list-style-type: none"> Official letters or announcements about the No Orchids/Pots campaign for promoted employees Sales funds are used as social contribution activity funds by the "Social Contribution Department (ESG Enabling Office)"
Promote ethical management culture internally and externally	When major events occur related to ethical management, there will be updates on the SK Securities website's company introduction page (ethical management award, online education, etc.) <ul style="list-style-type: none"> Ethical management recommendations



Compliance Management

SK Securities controls and supervises in advance or regularly to ensure that all of the company's employees strictly comply with all laws and regulations and operate a "Compliance System" to ensure adherence to the laws and regulations while performing their duties.

Compliance Organization



*Finance Consumer Protect Office: Operate investor protection system

*Finance Consumer Protect Office

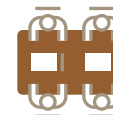
Compliance System

Operate compliance manager



- Selection criteria: Managerial level who has worked in each department for more than 1 year
- Tasks
 - Compliance monitoring: Monitor internal control and employee compliance with laws and regulations based on periodic checklists.
 - Employee education: Compliance and training are requested by the responsible department.
 - Reporting: Self-monitor and regularly report through monthly "compliance reports."

Operation of the Internal Control Committee: Held semiannually



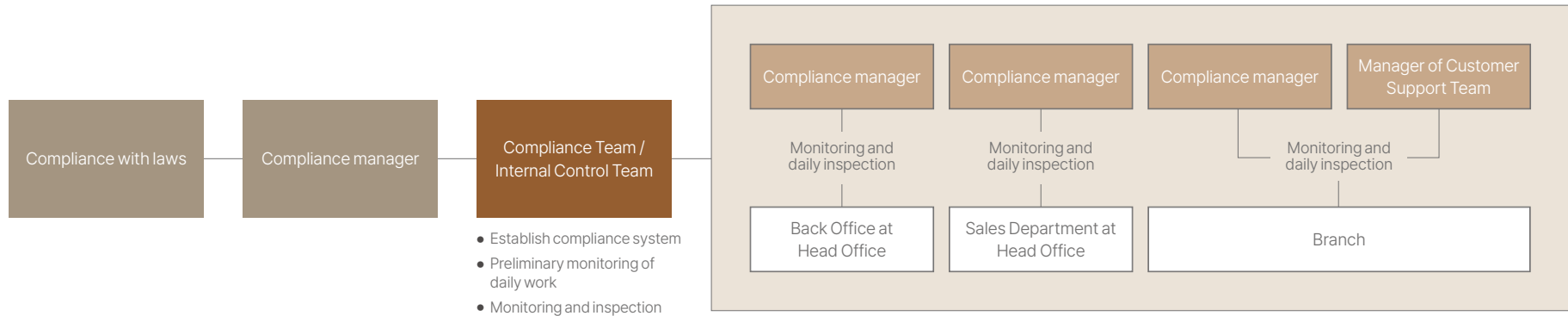
- Share internal control monitoring results and review them for improvements.
- Inspect and prepare response plans for weaknesses in internal control, such as financial accidents.
- Discuss major matters related to internal control
- Efforts to enhance ethical and compliance awareness of employees

Operate Compliance PLAZA (in-house intranet Community of Practice (CoP))



- Window of continuous communication of internal control system
- Share various materials such as laws and articles

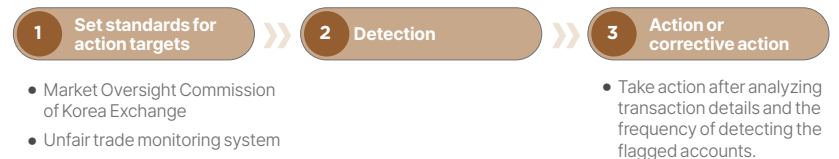
Compliance monitoring system



Monitoring system and workflow



Monitoring workflow of unfair trading





Internal Control Activities

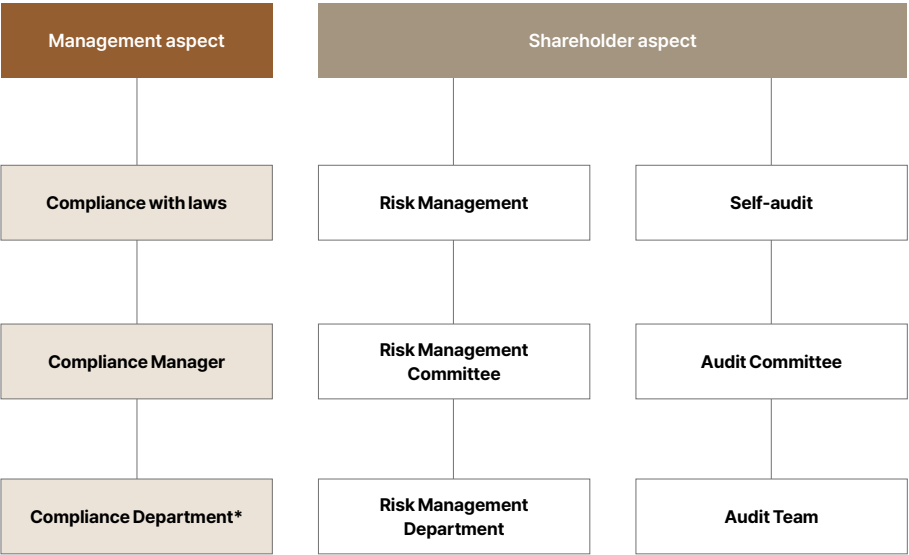
SK Securities operates an Internal Control Committee chaired by the CEO to facilitate cooperation and coordination among internal control entities in establishing and implementing internal control policies. The committee also introduces new tasks and systems and regularly monitors daily operations such as internal transactions. The Audit Committee of SK Securities conducts routine audits, continuous and regular audits for branches and offices, special audits, and ad-hoc audits for specific areas. The committee evaluates the overall operation and compliance of the company's internal control system and reports the assessment results to the BOD five times a year as part of its internal monitoring system.

Anti-Money Laundering System

As part of our efforts to comply with international standards for anti-money laundering, we have effectively established and operated an anti-money laundering system based on Risk Assessment (RA) and the Risk-Based Approach (RBA). Through this system, SK Securities identifies and analyzes the risks of money laundering and terrorist financing, actively allocating

and managing company resources efficiently based on the RA results. Through this, we perform core tasks of the anti-money laundering system, such as suspicious transaction report (STR), currency transaction report (CTR), and customer due diligence (CDD), ensuring appropriate responses to money laundering risks. Furthermore, we upgraded the existing RBA system to effectively respond to changes in business scope, such as entering new business areas and regulatory environment changes. SK Securities has established an appropriate governance system to effectively execute anti-money laundering operations. When there are changes in legal and regulatory requirements and other variations in the regulatory environment, we incorporate such changes timely into its internal regulations, guidelines, manuals, etc., and regularly review the relevant business processes to eliminate gaps in regulatory compliance. Furthermore, we operate various tailored training and development programs to promote the spread of the anti-money laundering culture among employees and enhance the practical skills of practitioners. These educational initiatives are conducted through diverse channels, including face-to-face sessions, remote methods (video conferencing, online training), video recordings, written communication, and external training provided by external organizations. In particular, employees responsible for anti-money laundering activities continually strive to enhance their professional expertise by participating in various practical training courses offered by external organizations and acquiring domestic and international certificates.

Internal control system

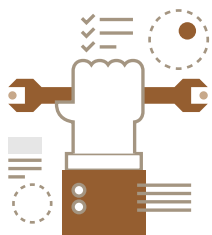


* Compliance Team / Internal Control Team

Internal Control Awards

Mar, 2023 Won the "2022 Great Example Award (Corporate Category)"	Mar, 2022 Won the "2021 Compliance Excellence Award"	Feb, 2020 Won the "2019 Compliance Excellence Award"	Jan, 2016 Won the "2015 Compliance Grand Award"
Jan, 2015 Won the "2014 Compliance Grand Award"	Jan, 2013 Won the "2012 Compliance Grand Award"	Jan, 2013 Won the "2012 Compliance Grand Award (Individual Category)"	Feb, 2009 Selected as a "2008 Fair Trade Contributor"

TF Operation Process



Operation of Crisis Response Task Force (TF)

SK Securities operates a risk management system by establishing a separate Crisis Response TF to overcome company-wide crises through ① prompt and immediate reporting when a situation occurs, ② accurate response from the initial stage, and ③ consistent and continuous monitoring.



Frontline and Internal
Control Department

Reporting Standard

- **Credit/Operation/Legal Risk Related**
 - When there is concern about loss exceeding a certain amount
 - When difficulties are expected in avoiding and reducing losses by implementing the existing risk management process
- **In the event of a crisis, immediately report (notify) the CEO and compliance manager and establish a Task Force**



Crisis Response TF

Operation Structure

- **Chairman**
Manager of Frontline Headquarters, Compliance Manager
- **Vice Chairman**
Manager of Risk Management Office, Legal Service Office, Finance Consumer Protect Office
- **Commissioner**
Manager of the Frontline Team (Administrative Officer), Risk Management Team, Investment Analysis Team, Legal Service Team, Compliance Team, Internal Control Team, Finance Consumer Protect Team



CEO

Decision reporting and feedback

- Weekly reporting until the end of the crisis and feedback

Risk Management



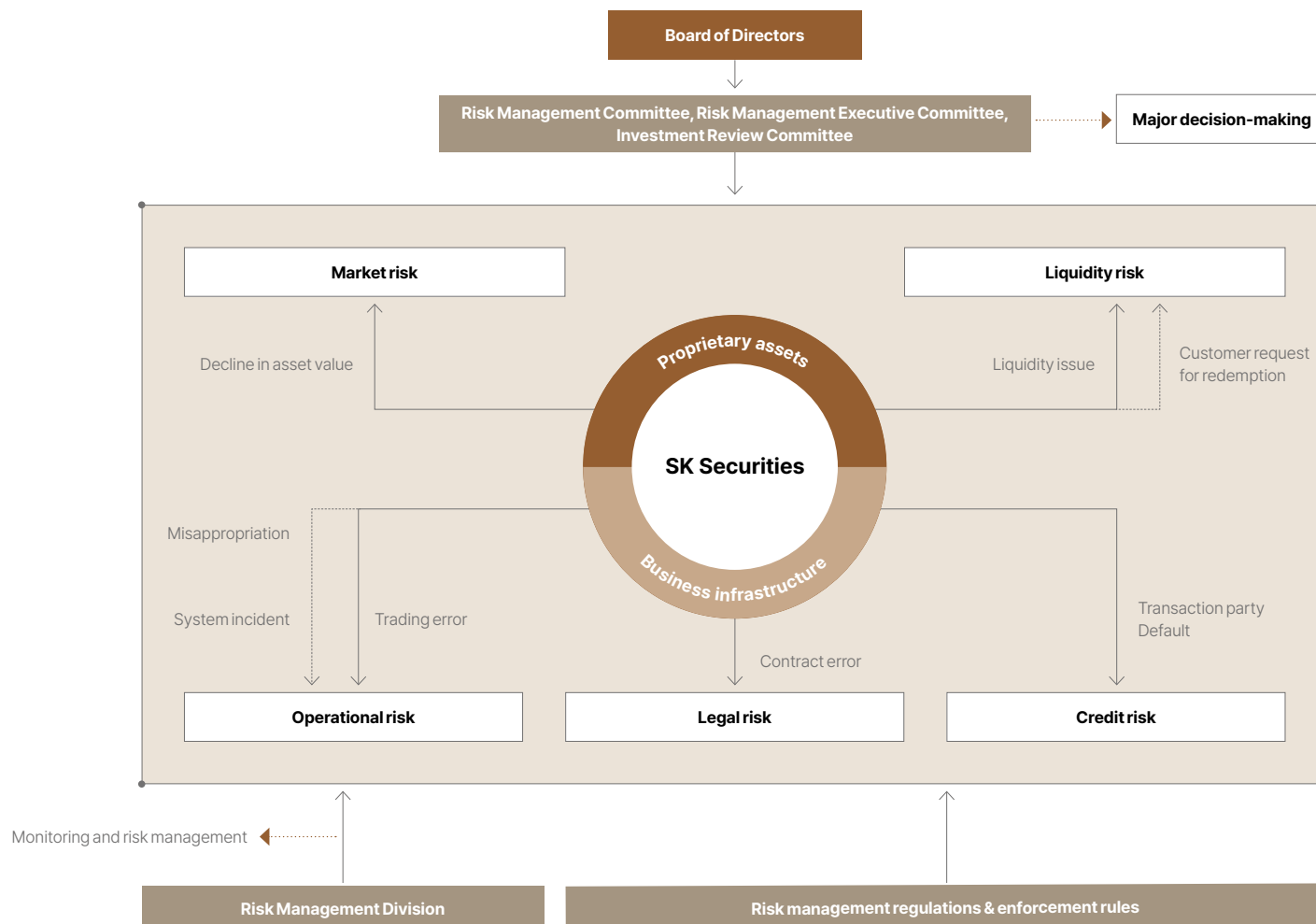
Risk Management

At SK Securities, we recognize that risk management serves as an essential prerequisite for our survival and a determining factor of our competitiveness. It is with this awareness in mind that we consistently monitor and predict changes in internal/external conditions, including the diversification of the financial industry, fluctuations in the domestic/international markets, and regulatory changes with an aim to establish an optimized risk management system in line with global standards. We also ensure that decision-makers are provided with timely, accurate risk-related information to support their management decision-making and disseminate risk management practices at all levels so that all members take action in their daily work routines. SK Securities will seek risk diversification in order to maximize shareholder interests through sustained and stable growth.

Types of Risk



SK Securities defines and manages risks that may occur across different sectors internally and externally as follows.



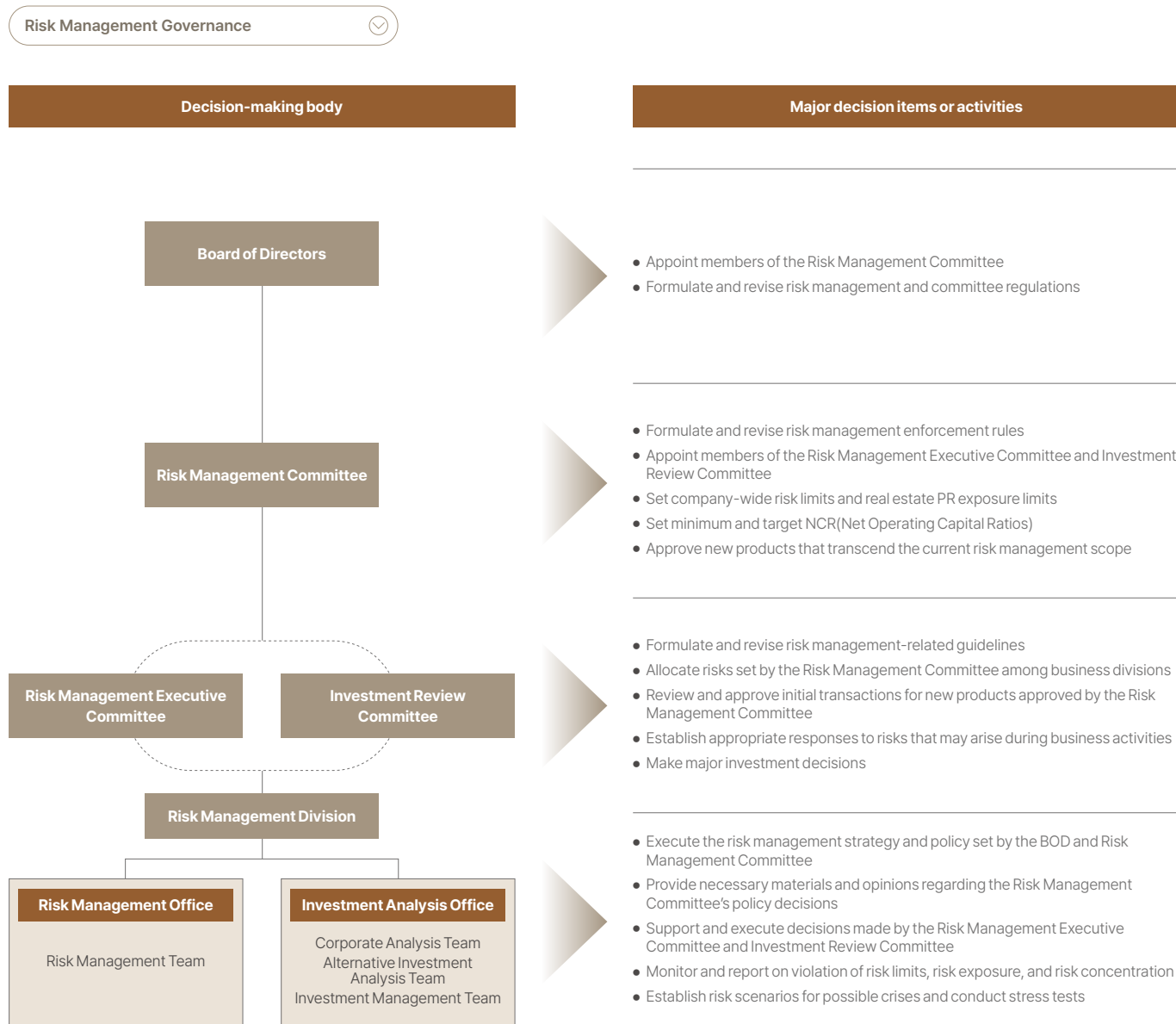
- Normal situation: Guidelines for the management of market risks, credit risks, liquidity risks and other risks
- Crisis situation: Provisions on risk management under the risk management enforcement rules

Risk Management Organization

SK Securities' risk management organization consists of the Risk Management Committee, the Risk Management Executive Committee, the Investment Review Committee, and the Risk Management Division. The Risk Management Committee, our highest risk management decision-making body, is under the Board of Directors and is mandated to develop overall risk management policies, efficiently supervise risk management operations, and deliberate and decide on the matters stated in applicable regulations and guidelines.

The Risk Management Executive Committee and the Investment Review Committee are operated under the Risk Management Committee and delegated by the Committee to engage in working-level operations, including the development and revision of risk management guidelines, allocating company-wide risk limits across divisions, and making key investment decisions in order to ensure the effective and practical execution of risk management while reporting its activity outcomes to the Risk Management Committee.

The Risk Management Division is composed of the Risk Management Office with the Risk Management Team under its leadership, as well as the Investment Analysis Office with the Corporate Investment Analysis Team and the Alternative Investment Analysis Team under its leadership in a bid to reinforce our expertise in different risk areas. Respective teams engage in work related to the operation of the Risk Management Committee, the Risk Management Executive Committee, and the Investment Review Committee while monitoring risk limits and measuring and assessing company-wide risks. They are also responsible for regularly reporting to senior management and for performing preliminary risk analyses and follow-up management on a variety of risk management issues.



- [87](#) Financial Data
- [89](#) ESG Data
- [102](#) GRI Index
- [105](#) SASB Index
- [106](#) TCFD Index
- [107](#) UN SDGs
- [108](#) Greenhouse Gas Assurance Statement
- [109](#) Third party Assurance Statement
- [111](#) Major Awards and Association Membership Status
- [112](#) Company Executives
- [113](#) Network

APPENDIX

FINANCIAL DATA

Consolidated statements of financial position

	Unit	2020	2021	2022
Assets	Cash and due from banks	KRW Million	366,054	413,779
	Financial assets at FVTPL	KRW Million	3,437,495	3,816,975
	Financial assets at FVOCI	KRW Million	130,942	141,560
	Securities at amortized cost	KRW Million	-	6,104
	Investments in associates	KRW Million	112,400	120,503
	Derivative assets	KRW Million	23,471	29,833
	Loan receivables	KRW Million	530,405	1,099,502
	Property and equipment	KRW Million	17,081	30,032
	Leased assets	KRW Million	-	21,897
	Right-of-use assets	KRW Million	90,661	91,402
	Investment properties	KRW Million	-	6,968
	Intangible assets	KRW Million	30,131	45,357
	Current tax assets	KRW Million	-	-
	Other assets	KRW Million	620,786	547,490
	Total assets	KRW Million	5,359,425	6,371,402
Liabilities	Deposits	KRW Million	745,377	1,227,802
	Financial liabilities at FVTPL	KRW Million	300,296	222,995
	Borrowings	KRW Million	2,817,052	3,540,923
	Derivative liabilities	KRW Million	166,658	126,847
	Defined benefit liabilities	KRW Million	9,782	6,202
	Lease liabilities	KRW Million	90,955	93,714
	Current tax liabilities	KRW Million	5,427	14,553
	Deferred tax liabilities	KRW Million	9,055	5,174
	Other liabilities	KRW Million	634,153	514,516
	Total liabilities	KRW Million	4,778,757	5,752,726

		Unit	2020	2021	2022
Equity	Equity attributable to owners of the parent:	KRW Million	575,142	607,864	631,127
	Capital stock	KRW Million	238,251	238,251	238,251
	Capital surplus	KRW Million	70,336	70,336	70,308
	Capital adjustments	KRW Million	(19,102)	(33,329)	(35,449)
	Accumulated other comprehensive income	KRW Million	77,777	89,966	111,922
	Retained earnings	KRW Million	207,880	242,640	246,095
	Non-controlling interests	KRW Million	5,526	10,812	10,207
	Total equity	KRW Million	580,669	618,676	641,333
Total liabilities and equity		KRW Million	5,359,425	6,371,402	6,464,841

Consolidated statements of comprehensive income

	Unit	2020	2021	2022
Operating income	KRW Million	1,023,527	1,065,216	1,250,685
Operating profit	KRW Million	12,250	50,801	17,884
Profit for the year	KRW Million	12,294	41,432	8,609
- Owners of the parent	KRW Million	11,380	40,036	9,420
- Non-controlling interests	KRW Million	914	1,396	(811)
Other comprehensive income(loss)	KRW Million	13,915	12,189	21,956
Total comprehensive income attributable to	KRW Million	26,210	53,621	30,565
- Owners of the parent	KRW Million	25,296	52,225	31,376
- Non-controlling interests	KRW Million	914	1,396	(811)
Earnings per share	KRW	25	92	23

ESG DATA

Economy

Creation and Distribution of Economic Value

Creation of Economic Value

Category	Unit	2020	2021	2022
Operating Profit	KRW 1 Billion	12.3	50.8	17.9
Pre-Tax Profit	KRW 1 Billion	17.9	58.3	10.2
Net Income	KRW 1 Billion	12.3	41.4	8.6

Distribution of Economic Value

Category		Unit	2020	2021	2022
Shareholders and Investors	Dividends and Interests	KRW 1 Billion	57.3	46.6	117.7
Government	Corporate Tax	KRW 1 Billion	5.6	16.9	1.5
Employees	Salary	KRW 1 Billion	111.6	152.7	118.8
	Welfare Benefit Expenses	KRW 1 Billion	17.9	22.8	26.6
Community	Community Investment	KRW 1 Billion	0.2	0.1	0.1

Corporate Tax Expenses

Category		Unit	2020	2021	2022
Republic of Korea	Pre-Tax Profit	KRW 1 Billion	17.9	58.3	10.2
	Corporate Tax	KRW 1 Billion	5.6	16.9	1.5

Status of ESG Bond

Category	Unit	2020*	2021	2022
Accumulated Green Bonds	Ea	-	23	23
Accumulated Green Bonds Amount	KRW 1 Billion	-	2,159.0	2,159.0
Accumulated Social Bonds**	Ea	-	252	296
Accumulated Social Bonds Amount**	KRW 1 Billion	-	43,214.2	49,429.1
Accumulated Sustainable Bonds	Ea	-	18	19

*Data compiled since 2021

**Including Mortgage Backed Securities (MBS) Bond issued by Korea Land & Housing Corporation

ESG DATA

Environment

*Business loans were newly included in the measurement scope following the incorporation of MS Mutual Savings Bank in 2022, and unlisted equity was also included to expand asset coverage

**Commercial real estate was newly included after the completion of construction following the incorporation of MS Mutual Savings Bank in 2022

***Increased due to a rise in 2022 exposure and a result of using high-quality revenue-based emission factors

Greenhouse Gas (GHG) Emissions

Category		Unit	2020*	2021	2022
Scope 1		tCO ₂ eq	-	472	356
Scope 2		tCO ₂ eq	-	2,007	2,423
Scope 3		tCO ₂ eq	-	90,045	112,000
Listed Equity and Corporate Bonds		tCO ₂ eq	-	60,327	40,385
Business Loans and Unlisted Equity*		tCO ₂ eq	-	-	14,252
Commercial Real Estate**		tCO ₂ eq	-	-	598
Private Equity Investment***		tCO ₂ eq	-	29,719	56,764
Total GHG Emissions		tCO ₂ eq	-	92,524	114,779
GHG Intensity (Employees)		tCO ₂ eq/FTE	-	3.14	3.44

Energy Consumption

Category		Unit	2020*	2021	2022
LNG		TJ	-	4.74	2.14
Kerosene		TJ	-	0.01	0.01
Gasoline		TJ	-	3.37	3.61
Diesel		TJ	-	0.08	0.07
Electricity		TJ	-	42.22	50.93
Energy Consumption Total		TJ	-	50.42	56.76
Energy Intensity	Number of Employees	TJ/FTE	-	0.06	0.07
	Total Assets	TJ/KRW Trillion	-	7.8	8.79

Water Consumption

Category	Unit	2020*	2021*	2022
Water Consumption**	m ³	-	-	2,027.0

*Data compiled since 2022

**Total Water Consumption of SK Securities Building

Paper Consumption

*Calculated (purchase history of A4 paper for the year × weight per box) after checking the annual purchase history

Category	Unit	2020	2021	2022
Paper Consumption*	Ton	9.4	6.7	7.4

Waste Emissions

*Data compiled since 2021

**Calculated based on the purchase history of garbage bags used on each floor

Category	Unit	2020*	2021	2022
General Waste**	Ton	-	23.4	16.9

Environmental Investment Amount

*Data compiled since 2021

** Environmental Investment Amount = Environment Improvement + LED Lights + Construction of Old Facilities

Category	Unit	2020*	2021	2022
Environmental Investment Amount**	KRW 1 Million	-	985	829
Purchased LED Lights	KRW 1 Million	-	2	23
Replaced Old Facilities	KRW 1 Million	-	17	3

Status of Company Electric Cars and Charging Stations

Category	Unit	2020	2021	2022
Purchased Electric Cars	Ea	0	0	1
Purchased Hybrid Cars	Ea	0	0	1
Electric Car Charging Stations	Ea	0	1	1

ESG DATA

Social

Employees

Status of Employees

Category		Unit	2020	2021	2022
Total Employment Status*					
Total Employees	Male (Ratio)	People, %	552 (64.0)	602 (62.7)	593 (61.9)
	Female (Ratio)	People, %	311 (36.0)	358 (37.3)	365 (38.1)
	Total	People	863	960	958
Full-time	Male (Ratio)	People, %	466 (63.0)	489 (62.5)	499 (62.2)
	Female (Ratio)	People, %	273 (37.0)	293 (37.5)	303 (37.8)
	Total	People	739	782	802
Fixed-term / Temporary	Male (Ratio)	People, %	86 (69.4)	113 (63.5)	94 (60.3)
	Female (Ratio)	People, %	38 (30.6)	65 (36.5)	62 (39.7)
	Total	People	124	178	156
Status of All Employees by Age					
Under 30 years old		People, %	79 (9.2)	112 (11.7)	95 (10.0)
30–40 years old		People, %	541 (62.7)	579 (60.3)	581 (60.6)
Over 50 years old		People, %	243 (28.1)	269 (28.0)	282 (29.4)

*Excluding Registered Executives

Diversity of Employee

Category		Unit	2020	2021	2022
Job Level	Ratio of women in the entire workforce	%	36.0	37.3	38.1
	Ratio of women among all managers*	%	19.2	21.3	23.3
Position	Ratio of women in all positions**	%	5.5	5.6	6.9
	Ratio of women among all executives	%	3.0	4.8	6.1
Contract Type	Ratio of women among contract employees	%	30.6	36.5	39.7
	Ratio of women among full-time employees	%	36.9	37.5	37.8
Female managers by age*	Ratio of 30s	%	22.5	19.1	19.7
	Ratio of 40s	%	55.9	61.1	61.9
	Ratio of the 50s and older	%	21.6	19.8	18.4
	Ratio of high school graduates***	%	0.0	0.0	0.0
Diversity ratio of other employees	Ratio of veterans	%	1.9	1.7	1.5
	Ratio of persons with disabilities	%	1.6	1.4	1.3
	Ratio of foreign	%	0.9	0.9	0.8

*Manager: Manager level or higher (based on manager job, expert)

**Employees with positions: Team Manager level or higher (based on organizational manager and leader)

***Based on employment for the year

Status of Collective Agreements

Category	Unit	2020	2021	2022
Number of employees eligible to join the labor union	People	774	851	835
Number of labor union members	People	389	383	400
Labor union membership rate	%	50.3	45.0	47.9
Ratio of employees subject to collective agreements	%	100	100	100

Employment and Turnover*

Category		Unit	2020	2021	2022
Status of New Employment					
Total number of people		People	152	290	139
Number of new employees by age	Under 30 years old	People	57	137	64
	30–50 years old	People	80	127	65
	Over 50 years old	People	15	26	10
Number of new employees by gender	Male	People	106	167	78
	Female	People	46	123	61
Number of new employees by employment type	Full-time	People	38	68	21
	Contract workers	People	114	222	118
	High school graduates**	People	0	0	0
Number of new employees by other types	Persons with disabilities	People	2	4	2
	Foreigners	People	3	4	1
Status of Turnover and Retirement					
Total number of people		People	126	183	166
Number of turnovers and retirements by age	Under 30 years old	People	68	84	52
	30–50 years old	People	37	72	72
	Over 50 years old	People	21	27	42
Number of turnovers and retirements by gender	Male	People	89	104	114
	Female	People	37	79	52
Voluntary Turnover Rate***		%	40.5	50.8	48.2

*Includes all contract workers

**Based on employment for the year

** Voluntary turnover: Resignation not due to retirement, dismissal, etc., but stemming from personal reasons such as changing jobs, starting a business, etc.

Formula: (Number of voluntary turnovers / Total resignations and retirements) × 100

Ratio of workers eligible for periodic performance assessments

Category		Unit	2020	2021	2022
Ratio of workers who underwent periodic performance assessments	Male	%	49.9%	52.8%	50.2%
	Female	%	50.1%	47.2%	49.8%

Employees’ Remuneration and Retirement Pension

Category		Unit	2020	2021	2022
Status of Employees’ Remuneration					
Salary of Newly Hired Employees*	Male (staff level)	KRW	32,872,800	33,859,080	35,059,080
	Female (staff level)	KRW	32,872,800	33,859,080	35,059,080
	Male (associate level)	KRW	47,142,240	48,556,560	49,756,560
	Female (associate level)	KRW	47,142,240	48,556,560	49,756,560
Average Salary for Manager Level**	Male	KRW	81,665,702	88,803,124	93,682,134
	Female	KRW	66,567,622	69,392,694	73,875,538
Operation Status of Retirement Pension					
Operation Amount of Retirement Pension		KRW Hundred Million	436	489	556
Number of members		People	704	637	630

*Entry-level salary for university graduates among staff/associates by year

**Manager: Average salary of manager level or higher: Average amount per person of the total base salary for the year

Status of childcare leave usage

Category		Unit	2020	2021	2022
Number of employees eligible for childcare leave	Male	People	170	171	159
	Female	People	96	98	86
	Total	People	266	269	245
Number of employees on childcare leave	Male*	People	1	0	1
	Female	People	14	12	14
Return rate from childcare leave	Male**	%	100%	-	100%
	Female	%	92.9%	91.7%	100%
Percentage of continuous employment of more than 12 months after returning	Male***	%	-	-	100%
	Female	%	90.9%	92.3%	100%

*Counted per child from the start date

**The year of the return to work date

***One year after the return to work date

Status of Employees' Education

Category		Unit	2020	2021	2022
Total Education Hours		Hour	6,062	5,395	7,620
Total Education Cost		KRW 1 Million	361	526	567
Education Hours per Person		Hour	6.8	5.6	7.9
Education Cost per Person		KRW 1 Million	0.43	0.59	0.62
Education Attendees by Job Level	Management	People	432	425	575
	Manager and Above	People	3,529	3,125	4,449
	Assistant Manager and Below	People	2,101	1,845	2,596
Education Attendees by Job Type	Sales	People	3,637	3,237	4,572
	Support Staff	People	2,425	2,158	3,048

Human Rights Education Status

Category		Unit	2020	2021	2022
Total Education Hours		Hour	4,445	3,536	2,892
Education Attendees (Ratio)		People	889	964	964

Ban on Discrimination

Category		Unit	2020	2021	2022
Number of Discrimination Cases		Case	0	0	0
Number of Corrective Measures		Case	0	0	0

Safety and Health Status of Employees

Category		Unit	2020	2021	2022
Status of Health Checkup Support for Employees	Number of Employees Who Completed Health Checkups	People	690	788	860
Safety and Health Status of Employees	Workplace Accident Rate*	%	0	0	0
Usage Status of Mental Health Program for Employ	Number of Psychological Counseling Sessions	Case	83	73	76
	Number of Employees Who Received Counseling	People	36	26	30

*Result of the workplace accident rate inquiry to the Korea Occupational Safety & Health Agency

Customer

Consumer Protection

Category		Unit	2020	2021	2022
Mystery Shopping Assessment Result	Number of Assessments	Time	2	0*	3
	Average Score	Score	83.20	-	91.17
Display and Advertising Regulation Violations	Number of Display and Advertising Regulation Violations	Case	0	0	0
	Measures for Display and Advertising Regulation Violations	Case	0	0	0
Education for Complete Sales Process and Financial Consumer Protection**	Total Education Hours	Hour	7,536	9,088	14,467
	Education Attendees	People	7,536	9,088	12,683
Number of Electronic Financial Fraud Cases		Case	9	16	22

*Not implemented in 2021 due to COVID-19

**Prepared using the record of official letters sent based on the year-end departmental staffing status

Digital Asset Management

Category		Unit	2020	2021	2022
Number of Non-Face-to-Face Accounts	Number of Subscriptions*	Case	103,369	421,257	121,165
	Number of Subscribers**	People	54,537	282,139	76,618

* Number of account openings based on individual accounts

** Number of account openings based on the number of customers

Status of Information Protection Education

Category		Unit	2020	2021	2022
Employees	Total Education Hours	Hour	4,640	5,139	5,546
	Education Attendees	People	795	876	935
External / Partner Companies	Total Education Hours	Hour	941	558	534
	Education Attendees	People	107	63	61

Customer Information and Data Security

Category		Unit	2020	2021	2022
Number of Customer Complaints Related to Personal Information Breaches (Consumer Protection Department)		Case	0	0	0
Number of Personal Information Leaks		Case	0	0	0

*Increased number of reports in Apr. 2021 during online subscription for SK ie technology's IPO due to delays in the computer processing system

**Survey Target: All employees in branches and customer support teams; Target Customers: Branch customers (in-person, wired); Survey Period: May–October 2022

Customer Satisfaction

Category		Unit	2020	2021	2022
Customer Complaint Resolution	Number of Registration Cases	Case	41	1,543*	28
	Number of Handled Cases	Case	41	1,543*	28
	Handling Rate	%	100	100	100
Result of the Customer Satisfaction Survey**		Score			92.6

Community

Social Contribution Activities

Category		Unit	2020	2021	2022
Cash Donations		KRW Hundred Million	2.3	1.1	1.0
In-Kind Donations		KRW Hundred Million	0.04	0.1	0.3
Total		KRW Hundred Million	2.34	1.1	1.3

Volunteer Work Status of Employees

Category		Unit	2020	2021	2022
Volunteer Participation Hours		Hour	1,140	1,218	1,560
Number of Volunteer Participants		People	570	609	390
Participation Hours per Person		Hour	2	2	4

ESG DATA

Governance

BOD Composition

Category		Unit	2020	2021	2022
Category	Inside Director	People	2	2	3
	Outside Director	People	5	5	5
Gender	Male	People	6	6	7
	Female	People	1	1	1

Status of BOD Operation

Category		Unit	2020	2021	2022
Status of BOD	Total Number of BOD Held	Time	6	10	9
	Number of Agenda Items	Case	18	22	21
Status of BOD Participation		%	100	98.57	100
Performance of BOD Education		Time	1	1	1

Status of Committee Operation within the BOD

Category		Unit	2020	2021	2022
Performance of Nomination Committee Meetings		Time	2	1	2
Performance of Remuneration Committee Meetings		Time	2	2	1
Performance of Audit Committee Meetings		Time	7	7	7
Performance of Risk Management Committee Meetings		Time	3	4	5

Status of Remuneration Payment to Directors

Category		Unit	2020	2021	2022
Registered Directors	Number of People*	People	2	2	3
	Total Payment Amount	KRW 1 Million	2,018	2,437	2,800
	Average Remuneration Amount per Person	KRW 1 Million	1,009	1,219	933
Outside Director	Number of People**	People	5	5	5
	Total Payment Amount	KRW 1 Million	257	253	253
	Average Remuneration Amount per Person	KRW 1 Million	51	51	51

*Registered / Inside Directors

**Registered / Outside Directors

Anti-Corruption

Category		Unit	2020	2021	2022
Anti-Corruption Education Hours*		Hour	12,074.4	17,267.6	8,880.0
Irregularities/Corruption Education Attendees**		People	774	881	925
Irregularities/Corruption	Investment Cases	Case	0	0	0
	Handled Cases (Disciplinary Action, etc.)	Case	0	0	0
Number of Anti-Corruption Report Cases		Case	0	0	0
Availability of Reporting Protection System		Yes/No	Yes***	Yes***	Yes***

*Replaced with preventive education of unethical activities (corruption/receipt of bribery, entertainment, convenience, etc. / money laundering / unhealthy business practices / unfair transactions, etc.), Formula: (Education hours to prevent money laundering and public intimidation financing + Ethical Management Compliance Day education hours) × Number of employees

**Replaced with preventive education of unethical activities (corruption/receipt of money, entertainment, convenience, etc. / money laundering / unhealthy business practices / unfair transactions, etc.)

***Internal Reporting System "Guard of the Ethics"

Ethical Management

Category		Unit	2020	2021	2022
Number of employees who signed the Code of Business Ethics Pledge		People	915	1,130	1,186
Ethical Management Education Attendees		People, %	779 (100)	870 (100)	904 (100)
Ethical Management Education Hours		Hour	3,116	870	904
Violation of Employee Compliance Standards	Conflict of Interest	Case	0	0	0
	Investment in Securities	Case	0	0	0
	Receipt of Bribery and Entertainment	Case	0	0	0
	Violation of Competition Regulations	Case	0	0	0
	Violation of Anti-Money Laundering	Case	0	0	0
	Violation of Internal Control Beyond the Above	Case	0	0	0
Measures for Violation of Employee Compliance Standards	Salary Deduction	Case	0	0	0
	Reprimand	Case	2	1	0
	Warning	Case	8	1	4
	Others	Case	0	0	0

Compliance

Category		Unit	2020	2021	2022
Legal and Regulatory Violations from a Social and Economic Perspective	Total fines for legal and regulatory violations	KRW	0	0	0
	Total non-monetary sanctions for legal and regulatory violations	Case	0	0	0
	Cases raised through dispute resolution mechanisms	Case	4	1	2

Internal Control

Category	Unit	2020	2021	2022
Number of reviews (reports) on internal control checklists	Time	5	5	5

GRI INDEX

- **Statement of Use**
Reporting organization SK Securities reports this information by applying the GRI Standards in reporting sustainable management content during the period until Jun. 30, 2023.
- **GRI 1 used**
GRI 1: Foundation 2021
- **Applicable GRI Sector Standards**
N/A

GRI Standard		Major Issues	Disclosure	Location		
GRI 2: General Disclosures 2021						
The organization and its reporting practices		2-1	Organizational details	4		
		2-2	Entities included in the organization's sustainability reporting	4		
		2-3	Reporting period, frequency and contact point	1		
		2-4	Restatements of information	첫 보고서 발간		
		2-5	External assurance	1, 109-110		
Activities and workers		2-6	Activities, value chain and other business relationships	8-11		
		2-7	Employees	92		
		2-8	Workers who are not employees	92		
Governance	Building ESG Governance	2-9	Governance structure and composition	14, 73-75		
		2-10	Nomination and selection of the highest governance body	14, 73-75		
		2-11	Chair of the highest governance body	14, 73-75		
		2-12	Role of the highest governance body in overseeing the management of impacts	14, 73-75		
		2-13	Delegation of responsibility for managing impacts	14, 73-75		
		2-14	Role of the highest governance body in sustainability reporting	14		
		2-15	Conflicts of interest	73-75		
		2-16	Communication of critical concerns	14, 73-75		
		2-17	Collective knowledge of the highest governance body	75		
		2-18	Evaluation of the performance of the highest governance body	75		
		2-19	Remuneration policies	75		
		2-20	Process to determine remuneration	75		
		Strategy, policies and practices	Ethical Management and Internal Controls	2-21	Annual total compensation ratio	75
				2-22	Statement on sustainable development strategy	13
				2-23	Policy commitments	42, 62, 77
2-24	Embedding policy commitments			62, 78-79		
2-25	Processes to remediate negative impacts			80-85		
2-26	Mechanisms for seeking advice and raising concerns			80-85		
2-27	Compliance with laws and regulations			101		
Stakeholder engagement		2-28	Membership associations	111		
		2-29	Approach to stakeholder engagement	16-17		
		2-30	Approach to stakeholder engagement	93		
GRI 3: Material Topics 2021						
Material Topic		3-1	Process to determine material topics	18		
		3-2	List of material topics	19		
		3-3	Management of material topics	20-21		

Topic Standards

GRI Standard	Major Issues	Disclosure	Location
Economic Performance (GRI 200)			
GRI 201: Economic Performance 2016	Establishing Climate Change Response Policies and Systems	201-1 Direct economic value generated and distributed	89
		202-2 Financial implications and other risks and opportunities due to climate change	43-44, 46
GRI 203: Indirect Economic Impacts 2016		203-1 Infrastructure investments and services supported	34-35, 45, 48-49
		203-2 Significant indirect economic impacts	44, 46
GRI 205: Anti-Corruption 2016	Proactive Risk Management	205-1 Operations assessed for risks related to corruption	76-83
		205-2 Communication and training about anti-corruption policies and procedures	80-82
		205-3 Confirmed incidents of corruption and actions taken	101
GRI 206: Anti-Competitive Behavior 2016		206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	101
Environmental Performance (GRI 300)			
GRI 302: Energy 2016		302-1 Energy consumption within organization	90
		302-3 Energy intensity	90
		302-5 Reductions in energy requirements of products and services	27-29
GRI 303: Water and Effluents 2018		303-5 Water consumption	90
GRI 305: Emissions 2016	Managing and Reducing Greenhouse Gas Emission	305-1 Direct (Scope 1) GHG emissions	28
		305-2 Energy indirect (Scope 2) GHG emissions	28
		305-3 Other indirect (Scope 3) GHG emissions	29
		305-4 GHG emissions intensity	28-29
		305-5 Reductions of GHG emissions	28-29
GRI 306: Waste 2020		306-3 Waste generated	91
Social Performance (GRI 400)			
GRI 401: Employment 2016		401-1 New employee hires and employee turnover	52, 93
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57-60
		401-3 Parental leave	59-60, 95
GRI 403: Occupational Health and Safety 2018		403-1 Occupational health and safety management system	61
		403-2 Hazard identification, risk assessment, and incident investigation	61
		403-3 Occupational health services	61
		403-4 Worker participation, consultation, and communication on occupational health and safety	61
		403-5 Worker training on occupational health and safety	61, 95-96
		403-6 Promotion of worker health	61, 95
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61
		403-8 Workers covered by an occupational health and safety management system	61
		403-9 Work-related injuries	95
		403-10 Work-related ill health	95

GRI Standard	Major Issues	Disclosure	Location
GRI 404: Training and Education 2016		404-1 Average hours of training per year per employee	95
		404-2 Programs for upgrading employee skills and transition assistance programs	53-56
		404-3 Percentage of employees receiving regular performance and career development reviews	53-56, 95
GRI 405: Diversity and equal Opportunity 2016	Fostering Respect for Human Rights and Human Rights Risk Management	405-1 Diversity of governance bodies and employees	73, 92
GRI 406: Non-discrimination 2016		405-2 Ratios of basic salary and compensation of women to men	94
		406-1 Incidents of discrimination and corrective actions taken	94
GRI 413: Local Communities 2016		413-1 Operations with local community engagement, impact assessments, and development programs	69-71
GRI 417: Marketing and Labeling 2016		417-2 Requirements for product and service information and labeling	101
		417-3 Incidents of non-compliance concerning product and service information and labeling	101
GRI 418: Customer Privacy 2016	Information Security and Personal Data Protection	418-1 Substantiated compliants concerning breaches of customer pricacy and losses of customer data	66, 97-98

Financial Service Sector Supplement

GRI Standard	Major Issues	Disclosure	Location
Social Performance (GRI 400)			
Financial service additional indicators	Establishing ESG-Centered Investment Policies	FS1 Specific environmental and social factors applied to the overall business	13, 25, 26, 34
		FS2 Process to evaluate and detect environmental and social risks in an overall society	43-44, 46-47
		FS3 Process for monitoring client's implementation of and compliance with environmental and social requirements included in agreements or transactions	26, 44, 46
		FS4 Process for improving staff competency to implement the environmental and social policies and procedures as applied to business lines	26, 43
	Providing ESG-Related Products and Services	FS5 Interaction with customers, investees, business partners in relation to environmental and social risks and opportunities	44, 46
		FS7 Monetary value of products and services designed for realizing specific social benefits	45
		FS8 Monetary value of products and services designed for realizing specific environmental benefits	45
Financial service sector specific on product responsibility society performance indicators	Enhancing Digital Financial Platform Competitiveness	FS14 Plan for improving accessibility of financial services for the economically disadvantaged	64-65
Financial service sector specific disclosure on management approach	Financial Consumer Protection	FS15 Fair design and sales policy for financial products and services	67-68
Financial service sector specific product responsibility performance indicators		FS16 Plan for improving financial knowledge of beneficiaries by type	65

SASB INDEX

SASB(Sustainability Accounting Standard Board) Investment Banking & Brokerage

Topic	Code	Accounting Metric	Unit of Measure	Disclosure
Employee Diversity & Inclusion	FN-IB-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	%	92
Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities	FN-IB-410a.1	Revenue from (1) underwriting, (2) advisory, and (3) securitization transactions incorporating integration of environmental, social, and governance (ESG) factors, by industry	KRW	45
	FN-IB-410a.2	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	Number, KRW	45
	FN-IB-410a.3	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	n/a	44-47
Business Ethics	FN-IB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	KRW	No such losses occurred during the reporting period.
Professional Integrity	FN-IB-510b.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Number, %	No investigation, complaint, or civil suit occurred during the reporting period.
	FN-IB-510b.2	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party	Number	No medication and arbitration cases associated with professional integrity occurred during the reporting period.
	FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	KRW	No legal proceedings associated with professional integrity occurred during the reporting period.
	FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	n/a	76-83
Systemic Risk Management	FN-IB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	Basis points (bps)	N/A
	FN-IB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	n/a	84-85
Employee Incentives & Risk Taking	FN-IB-550b.1	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	%	Remuneration is provided according to our remuneration system, and MRTs are not applied.
	FN-IB-550b.2	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	%	Remuneration is provided according to our remuneration system, and MRTs are not applied.
Activity Metrics	FN-IB-000.A	(1) Number and (2) value of (a) underwriting, (b) advisory, and (c) securitization transactions *The entity shall include only the value for which it was accountable	Number, KRW Billion	1) IPO underwriting: 2 cases, KRW 13 billion 2) Corporate bonds underwriting : 132 cases, KRW 5,611.4 billion 3) Rights issues underwriting: 5 cases, KRW 240.8 billion

TCFD INDEX

SK Securities has been a TCFD member since 2022, strengthening climate-related response systems and reporting following TCFD recommendations and key disclosure elements.

















TCFD Report



Recommendations	Recommended Disclosures	SK Securities' TCFD Implementations	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities	<ul style="list-style-type: none"> Established and operating ESG Committee 	14
	b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> Set up Future Strategy Headquarters and ESG Enabling Office 	
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<ul style="list-style-type: none"> Identified climate change-related risks and opportunities in the short, medium, and long-term 	44, 46
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<ul style="list-style-type: none"> Identifying progress on climate change action plans and objectives already established Expanding climate change-related new business areas Issued ESG bonds and raising awareness of stakeholders Plans to develop green financial products and services based on K-Taxonomy Analyzed the impact of physical risks on real estate assets 	43, 45
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<ul style="list-style-type: none"> Following-up management after enacting the coal-free investment guidelines 	47
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	<ul style="list-style-type: none"> Existence of climate risk management process Formulated E&S policy Analyzed high-emitting industries with a climate risk management process 	26-27
	b) Describe the organization's processes for managing climate-related risks		
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management		
Metrics & Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<ul style="list-style-type: none"> Carbon emissions, Energy consumption, Intensity, and Reduction targets 	28-29, 48-49
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas 26-29 (GHG) emissions, and the related risks	<ul style="list-style-type: none"> Scope 1,2: 2,779 tCO₂eq Scope 3: 112,000 tCO₂eq 	
	c) Disclose the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<ul style="list-style-type: none"> Scope 1,2: 42% reduction in carbon emissions by 2030 compared to 2021 Scope 3: Linear reduction to meet the minimum temperature scores required by SBTi 	

UN SDGs

SK Securities is trying to achieve sustainable finance by aligning its business activities with the SDGs announced by the United Nations.

UN SDGs Goal	Alignment with the Tax Target	SK Securities Activities	Reporting Page
 1 End poverty in all its forms everywhere	1.4, 1.5	<ul style="list-style-type: none"> Operation of a social contribution savings fund created from leftover salaries Support Sundukwon 	<ul style="list-style-type: none"> 70 Homepage ↗
 2 End hunger, achieve food security and improved nutrition and promote sustainable agriculture	2.1, 2.2	<ul style="list-style-type: none"> Happy Two Meals Project to overcome child hunger 	<ul style="list-style-type: none"> Homepage ↗
 3 Ensure healthy lives and promote well-being for all at all ages	3.2, 3.7, 3.8	<ul style="list-style-type: none"> Participation in Blood Donation Campaigns Safety and Health Policy and Management Employees Mental Health Program Reduced working hours for expectant employees Making a sleep vest 	<ul style="list-style-type: none"> 57-60, 71 Homepage ↗
 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1, 4.5, 4.7, 4.A	<ul style="list-style-type: none"> Financial education for adolescents Production of Braille books for visually impaired elementary students Financial education for young individuals preparing for independence 	<ul style="list-style-type: none"> 71 Homepage ↗
 5 Achieve gender equality and empower all women and girls	5.1, 5.4, 5.5	<ul style="list-style-type: none"> Fair recruitment and reasonable compensation Human Rights and Diversity 	<ul style="list-style-type: none"> 52, 62-63
 6 Ensure availability and sustainable management of water and sanitation for all	6.3, 6.6	<ul style="list-style-type: none"> Yeouido Saetgang Effective Micro-organisms (EM) Soil Ball Making Sponsorship of seminars for demilitarized zone (DMZ) conservation 	<ul style="list-style-type: none"> 49 Homepage ↗
 7 Ensure access to affordable, reliable, sustainable and modern energy for all	7.A	<ul style="list-style-type: none"> Financial advice arrangements for renewable energy and equity investment work Expansion of renewable energy source usage and building power generation facilities 	<ul style="list-style-type: none"> 34, 45, 48
 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.3, 8.5, 8.6, 8.10	<ul style="list-style-type: none"> Fair recruitment and reasonable compensation Operation of the Talent Nurture Program 	<ul style="list-style-type: none"> 52-56
 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1, 9.3	<ul style="list-style-type: none"> Expansion of digital accessibility through the opening of the AI Contact Center Creation of an ESG handbook to address information imbalance issues 	<ul style="list-style-type: none"> 33, 65
 10 Reduce inequality within and among countries	10.2, 10.3, 10.4, 10.5, 10.6	<ul style="list-style-type: none"> Human Rights Management Guidelines Human Rights Management Education and Activities Community Participation Participation in global initiatives such as the United Nations Environment Programme Finance Initiative (UNEP FI) membership 	<ul style="list-style-type: none"> 62-63
 11 Make cities and human settlements inclusive, safe, resilient and sustainable	11.3, 11.A	<ul style="list-style-type: none"> Promotion of SolaSeaDo Smart City Development Project 	<ul style="list-style-type: none"> 35
 12 Ensure sustainable consumption and production patterns	12.5	<ul style="list-style-type: none"> Conducted a recycling campaign for carbon neutrality 	<ul style="list-style-type: none"> 48-49, 70
 13 Take urgent action to combat climate change and its impacts	13.3, 13.B	<ul style="list-style-type: none"> Declare coal-free finance and implement coal-free investment guidelines Provide environmentally friendly finance solutions TCFD disclosure / Management of financial emissions (Scope 3) Expansion of participation in global initiatives in response to climate change Provided an "Eco-friendly Learning Space" through the completion of a solar facility at a local children's center 	<ul style="list-style-type: none"> 25-29, 45, 48-49 Homepage ↗
 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development	14.1, 14.2	<ul style="list-style-type: none"> Business agreement for token securities related to marine assets Plogging Yeongjongdo seawall 	<ul style="list-style-type: none"> 45, 48 Homepage ↗
 15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	15.4, 15.7, 15.9	<ul style="list-style-type: none"> Creation of "Happiness Sharing Forest" in Noeul Park Cigarette butt-picking and plogging activities Volunteer work to protect abandoned animals 	<ul style="list-style-type: none"> 48-49, 70 Homepage ↗
 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.5, 16.6, 16.7	<ul style="list-style-type: none"> Ethical and Compliance Management Operate Compliance System Internal Control Activities Anti-Money Laundering System Establish a sound and transparent governance structure 	<ul style="list-style-type: none"> 67-68, 73-83 Homepage ↗

GREENHOUSE GAS ASSURANCE STATEMENT

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by SK Securities Co., Ltd. ("SK Securities") to verify the SK Securities' Greenhouse Gas Inventory Report ("the report") for the calendar year 2022 based upon a limited level of assurance. SK Securities is responsible for the preparation of the GHG emissions data on the basis set out within the 'ISO 14064-1:2018 (Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals)'. Our responsibility in performing this work is to the management of SK Securities only and in accordance with terms of reference agreed with them. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this assurance statement.

Scope of Assurance

The reported emissions cover Direct emissions (Scope 1) and Energy Indirect emissions (Scope 2) from SK Securities boundary of the report;

- Organizational boundary: SK Securities and SK Securities' domestic subsidiary company (SKS Private Equity Co., Ltd, Trinity Asset Management Co., Ltd, PTR Asset Management, Inc, MS Mutual Savings Bank)
- Operational boundary: Direct Emissions (Scope 1: Stationary, Mobile Emission), Energy Indirect Emissions (Scope 2: Emissions from Consumption of Electricity)

Verification Approach

The verification has been conducted by DNV in May 2023 and performed in accordance with the verification principles and tasks outlined in the 'ISO 14064-3:2019 (Greenhouse gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions)'. We planned and performed our work to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level, concerning the completeness of the emission inventory as well as the reported emission figures in ton CO2 equivalent. As part of the verification process;

- We have reviewed and verified the SK Securities' GHG inventory report for the calendar year 2022 (Excel based tool)
- We have reviewed and verified the process to generate, aggregate and report the emissions data

Conclusions

Based on the above verification of core elements, it is the DNV's opinion that nothing comes to our attention to suggest that GHG emissions are not properly calculated, and a significant uncertainty and error are included in the GHG Emissions from domestic sites of SK Securities for the year 2022 below;

Greenhouse Gas Emissions of SK Securities for Yr 2022

(Unit: tCO₂eq)

Company	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total emissions
SK Securities	302	2,014	2,316
SKS Private Equity	24	84	108
Trinity Asset Management	9	12	21
PTR Asset Management	10	17	27
MS Mutual Savings Bank	11	296	307
Total	356	2,423	2,779



31 May 2023 Seoul, Korea

Jang-Sub Lee

Country Manager
DNV Business Assurance Korea Ltd

THIRD PARTY ASSURANCE STATEMENT

To the stakeholders of SK Securities Co., Ltd.

Preface

Han Consulting Group (hereinafter the 'assurer') conducted Assurance of the "SK Securities Sustainability Report 2023" (hereinafter referred to as the "Report") at the request of SK Securities. Responsibility for report preparation and information lies with SK Securities management, and Han Consulting Group's responsibility is to comply with contracts and agreed upon tasks and issue Assurance statement.

Assurance standards and levels

The assurer applied the international Assurance standards AA1000AP (2018) and AA1000AS v3 (2020) and performed Assurance at Type 1 and Moderate level.

Assurance scope

This report contains performance from January 1, 2022 to December 31, 2022 (qualitative and partial data until the first half of 2023) in accordance with GRI standards. The scope of reporting is SK Securities' headquarters, branches, and other business sites, and environmental data is limited to the headquarters. The Assurance scope applied to the report is as follows.

Compliance with the following requirements was assured through a report prepared in accordance with GRI Standards 2021, the international standard guideline for sustainability reports (Reporting in accordance with GRI Standards).

- Application of GRI Standard 2021 disclosure principles
 - ▶ Universal Standard
 - GRI 1- Foundation standard applied
 - GRI 2- General Disclosure standards applied
 - GRI 3- Material Topics disclosure standards applied
 - ▶ Topic Standard
 - Economic performance 201, 203, 205, 206
 - Environmental performance 302, 303, 305
 - Social performance 401, 403, 404, 405, 406, 413, 417, 418
- SASB (Sustainability Disclosure Topics & Accounting Metrics)
- TCFD (Task Force on Climate-related Financial Disclosures)
- Application of 16 of 17 UNSDGs goals

The items below were not included in the scope of Assurance.

- Financial information presented in the report Appendix
- Index items related to other international standards excluding GRI presented in the report appendix
- Other related additional information such as homepage

Assurance method

The assurer applied the Assurance standards and reviewed the relevant procedures, systems and control methods and available performance data to confirm the validity of the report contents. The documents confirmed during the Assurance process are as follows.

- Financial information: Financial statements disclosed on the Financial Supervisory Service Electronic Disclosure System (<https://dart.fss.or.kr>)
- Non-financial information: Data provided by SK Securities

This Assurance was conducted through both document review and on-site inspection.

During the on-site review, an interview was conducted with the person in charge of preparing the report to evaluate the effectiveness of the materiality assessment procedure in the report, selection of issues considering stakeholders, data collection and management, and report writing procedures, and the validity of the descriptive content. Afterwards, it was confirmed that some errors, inappropriate information, and unclear expressions found in the above steps were appropriately supplemented before publication of the report.

The independence and competencies

The assurers for this Assurance were qualified in accordance with Han Consulting Group's internal regulations. Han Consulting Group has no interests that could impede the independence and fairness of Assurance throughout SK Securities' business other than providing third-party Assurance services.

Limitations

The assurer conducted limited Assurance within a limited period of time based on data and materials provided by the reporting organization. Accordingly, no major errors are discovered during the Assurance process, and it contains limitations related to inevitable risks that may exist. The assurer conducted a comparative review of the information and evidence provided under the contract and did not confirm the reliability of the original data itself. We do not provide assurances regarding possible future impacts or additional aspects related thereto that cannot be predicted or confirmed during the Assurance process.

Assurance results

As a result of the Assurance, the assurer found that the information and data contained in SK Securities' report were inappropriate in terms of materiality.

I couldn't find anything that would make me think it was described. The report is reported in accordance with GRI Standards 2021. (Reporting in accordance with the GRI Standards) and presented in AA1000 AP (2018)

The Assurance opinion on the four major principles is as follows.

Inclusivity

SK Securities classifies stakeholders into three groups: core stakeholders, strategic stakeholders, and other stakeholders. Considering the characteristics of each group of major stakeholders, it operates various online and offline communication channels to reflect the opinions of stakeholders in management activities. The assurer found no evidence that any key stakeholders other than those mentioned in the report were omitted.

Materiality

SK Securities' mission, 'Helping customers, shareholders, members, and society to grow and be happy', confirms that SK Securities is committed to realising its unique value of putting customers first, providing new value through sustainable management, and creating better value in response to change. We confirmed that we are providing value and making efforts to create better value in response to changes. SK Securities conducted a materiality assessment on 31 issues from economic, environmental, and social perspectives to identify the interest and impact of internal and external stakeholders and identified 11 material issues.

Responsiveness

SK Securities is making efforts to respond in a timely manner to the demands and major concerns collected from stakeholders. The 11 material issues identified were given weight in this report, and the important issues identified during the materiality assessment process were covered in the report without omission. I confirmed that I am losing. The assurer found no evidence that the organization's response activities and performance to material issues were reported inappropriately.

Impact

SK Securities identifies and monitors the impact of material issues related to stakeholders throughout its management activities and reports them to the extent possible. The assurer found no evidence that the impact related to material issues was inappropriately measured or reported.

Improvement recommendations

The assurer presents the following opinions to the extent that they do not affect the Assurance results. SK Securities is actively communicating with stakeholders by disclosing the organization's ESG strategies, activities, and performance through the publication of its first sustainability report. In particular, SK Securities is actively responding to climate change by becoming the first securities company to join UNEP FI, joining CTCN under the UNFCCC, approving SBTi, and publishing the TCFD report for the first time as a single securities company, and is moving forward as a financial institution contributing to the transition to a low-carbon economy. However, in the future, in addition to disclosing information related to material issues selected by SK Securities, we hope to meet the needs and expectations of various stakeholders by expanding and disclosing various disclosure information presented in the GRI Topic Standards.

October 26, 2023
Seoul, South Korea


CEO Seung Yong Lee


Team Leader Min Kyung Kim



AA1000
Licensed Report
000-670/V3-19XEO



(주) 한컨설팅그룹
Han Consulting Group Ltd.

MAJOR AWARDS AND ASSOCIATION MEMBERSHIP STATUS

Awards

(As of Oct. 2023)

Date	Institution	Award Names
Jan. 29, 2020	the bell	2020 Korea Capital Market the bell League Table Awards, "Best Asset Backed Securities House" for the 4th consecutive year
Feb. 6, 2020	Korea Exchange	2019 Compliance Awards Ceremony "Excellence Award" winner
Jun. 11, 2020	FnGuide (Money Today Network)	The 11th MTN Korea Analyst Awards "Best Securities Company in the Large Cap Yield Category"
Sept. 14, 2020	League of American Communications Professionals LLC (LACP)	Annual Report_2021 Silver Award at the LACP Spotlight Awards
Jan. 27, 2021	the bell	2021 Korea Capital Market the bell League Table Awards, "Best Asset Backed Securities House" for the 5th consecutive year
Jan. 28, 2021	The Institute for Industrial Policy Studies (Ministry of Trade, Industry and Energy, JoongAng Ilbo)	2021 Hall of Fame for Korea Brand Honor "Mobile Stock Trading Service" Grand Prize winner
Jan. 28, 2021	Yonhap Infomax (Korea Exchange)	10th Yonhap Infomax Financial Best Innovation Award (ESG Bond Acquisition category)
Dec. 30, 2021	Minister of Ministry of Health and Welfare	Recognition Award by the Minister of the Ministry of Health and Welfare
Jan. 27, 2022	The Institute for Industrial Policy Studies (Ministry of Trade, Industry and Energy, JoongAng Ilbo)	2022 Hall of Fame for Korea Brand Honor "Mobile Stock Trading Service" Grand Prize winner
Feb. 9, 2022	the bell	2022 the bell League Table Awards, Debt Capital Market (DCM) sector, "Best Bond Deal" category
Feb. 14, 2022	League of American Communications Professionals LLC (LACP)	Annual Report_2021 Silver Award at the LACP Spotlight Awards
Feb. 22, 2022	Hankyung Market Insight	The 13th Korea IB Awards "Innovation House"
Nov. 24, 2022	League of American Communications Professionals LLC (LACP)	Annual Report_2021 LACP Spotlight Excellence Awards winner
Apr. 4, 2023	Korea Master Brand Awards Korea Operation Committee (New York Festival)	The 14th Korea Master Brand Awards, first place in the ESG Management category
Jun. 14, 2023	FnGuide (Money Today Network)	The 14th Korea Analyst Grand Awards hosted by Money Today Network in 2023
Jul. 18, 2023	Hankyung Magazine (Hankyung Business)	2023 Golden Bull Awards winner hosted by Hankyung

Association Membership Status

(As of Oct. 2023)

Seoul IB Forum
Financial Information Protection Council
Korea Emissions Market Association
Korea Chamber of Commerce and Industry
Seoul Financial Forum
Credit Information Companies Association
Korea Capital Market Institute
Association of Compliance Officers (ACOF)
Association of Securities Company Audit Lead
Korea Business Council for Sustainable Development (KBCSD)
Korea Exchange
Korea Enterprises Federation
Securities Friday Conference of the Korea Financial Investment Association
Korea Listed Companies Association
Audit Conference of the Korea Listed Companies Association
Korean Securities Law Association
Korea Payment & Settlement Association
Korea Financial Telecommunications & Clearings Institute
Financial Security Institute
Korea Credit Information Services
Seoul Bar Association
Korea Federation of Banks
Korea Scale-up Tips Association
CDP
UNEP FI
PCAF
TCFD
SBTi
Climate Technology Centre and Network (CTCN)

COMPANY EXECUTIVES



Dong-hwan Kim
Head of Wealth Management
Business Headquarters



Min-young Oh
Head of Wholesale Business
Headquarters



Sam-kyu Park
Head of Investment Headquarters



Tae-hyung Park
Head of IB Headquarters



Seong-hunn Yu
Head of Corporate Finance
Headquarters



Sung-woon Choi
Head of Structured Finance
Headquarters



Beom-sik Jun
Head of Alternative Investment
Headquarters



Seok-won Choi
Head of Future Strategy
Headquarters



Soo-beom Joe
Head of Product Strategy
Headquarters



Chang-hun Choi
Head of Business Support
Headquarters



Dong-khan Park
Compliance officer in Compliance
Division



Joon-ho Jung
CRO of Risk Management Division

NETWORK

Head office

07332 31, Gukjegeumyung-ro 8-gil,
Yeongdeungpo-gu, Seoul,
Republic of Korea
Tel. 82-2-3773-8245

Head Office Sales Dept.

07332 2F, 31, Gukjegeumyung-ro 8-gil,
Yeongdeungpo-gu, Seoul,
Republic of Korea
Tel. 82-2-3773-8245

**Gyeonggi Private Investment
Banking Center**

13591 2F, 25, Hwangsaetul-ro
360beon-gil, Bundang-gu,
Seongnam-si, Gyeonggi-do, Korea
Tel. 82-31-708-8245

**Kyungin Private Investment
Banking Center**

14623 3F, 88, Songnae-daero,
Bucheon-si, Gyeonggi-do, Korea
Tel. 82-32-325-8245

**Gwangju Private Investment
Banking Center**

61962 4F, 9, Sangmujungang-ro,
Seo-gu, Gwangju, Korea
Tel. 82-62-222-8245

Guseo branch

46230 3F, 1925, Jungang-daero,
Geumjeong-gu, Busan, Korea
Tel. 82-51-581-8245

Namyangju branch

12149 3F, 29, Neureul 1-ro 16beon-gil,
Namyangju-si, Gyeonggi-do, Korea
Tel. 82-31-594-8245

Namwon branch

55770 3F, 447, Nammun-ro,
Namwon-si, Jeollabuk-do, Korea
Tel. 82-63-633-8245

**Daegu Private Investment
Banking Center**

42633 8F, 1545, Dalgubeol-daero,
Dalseo-gu, Daegu, Korea
Tel. 82-53-651-8245

**Daejeon Private Investmnet
Banking Center**

35229 4F, 229, Daedeok-daero,
Seo-gu, Daejeon, Korea
Tel. 82-42-472-8245

**Myungdong Private Investment
Banking Center**

04539 11F, 19, Eulji-ro 5-gil, Jung-gu,
Seoul, Korea
Tel. 82-2-774-8245

Busan branch

48741 2F, 5, Jobang-ro 16beon-gil,
Dong-gu, Busan, Korea
Tel. 82-51-633-8245

Samcheonpo branch

52558 3F, 85, Jungang-ro, Sacheon-si,
Gyeongsangnam-do, Korea
Tel. 82-55-834-8245

West Incheon branch

22727 4F, 293, Seogot-ro, Seo-gu,
Incheon, Korea
Tel. 82-32-568-8245

**Seocho Private Investment
Banking Center**

06695 1F, 73, Bangbae-ro, Seocho-gu,
Seoul, Korea
Tel. 82-2-521-8245

**Suseong Private Investment
Banking Center**

42019 3F, 2393, Dalgubeol-daero,
Suseong-gu, Daegu, Korea
Tel. 82-53-254-8245

Ansan branch

15537 6F, 364, Yongsin-ro, Sangnok-gu,
Ansan-si, Gyeonggi-do, Korea
Tel. 82-31-416-8245

**Apgujeong Private Investment
Banking Center**

06022 1F, 4F, 14, Nonhyeon-ro 176-gil,
Gangnam-gu, Seoul, Korea
Tel. 82-2-515-8245

Ulsan branch

44707 2F, 243, Samsan-ro, Nam-gu,
Ulsan, Korea
Tel. 82-52-258-8245

Icheon branch

17369 5F, 1233, Iseopdaecheon-ro,
Icheon-si, Gyeonggi-do, Korea
Tel. 82-31-634-8245

Jeonju branch

54859 4F, 55, Manseongjungang-ro,
Deokjin-gu, Jeonju-si, Jeollabuk-do,
Korea
Tel. 82-63-287-8245

Jinju branch

52791 3F, 183, Dongjin-ro, Jinju-si,
Gyeongsangnam-do, Korea
Tel. 82-55-759-8245

**Changwon Private Investment
Banking Center**

51503 4F, 60, Sangnam-ro,
Seongsan-gu, Changwon-si,
Gyeongsangnam-do, Korea
Tel. 82-55-262-8245

Cheongju branch

28397 3F, 6, Pungsan-ro,
Heungdeok-gu, Cheongju-si,
Chungcheongbuk-do, Korea
Tel. 82-43-268-8245

Pohang branch

37593 2F, 160, Jangnyang-ro, Buk-gu,
Pohang-si, Gyeongsangbuk-do, Korea
Tel. 82-54-249-8245

**Haeundaemarin Private Investment
Banking Center**

48120 4F, 38, Marine city 2-ro,
Haeundae-gu, Busan, Korea
Tel. 82-51-894-8245



This Report was printed on FSC®(Forest Stewardship Council®)-certified paper in soy oil ink.



www.sks.co.kr

31 Gukjegeumyung-ro 8-gil (SK Securities, Yeouido-dong 45-1), Yeongdeungpo-gu, Seoul

