

Enhancing Employee Happiness

SK Group considers that the happiness of its employees is linked to the creation of economic and social values in a virtuous cycle. Keeping them happy and satisfied with their jobs allows them to engage in VWBE (Voluntary & Willing Brain Engagement) and pursue SUPEX (Super Excellent Level), and eventually lead us to the SUPEX Company.

We have been implementing various programs for the pursuit of happiness since 2019 and affirmed employees' will to actively support our commitment to the happiness. In 2021, 'Enhancing Employee Happiness' was set as a priority task. Based on this, we will increase our efforts to improve the level of employees' satisfaction.



A family invitation event (Seorin Building Open House)

Priority Task Implementation Strategy (Mid/Long-term Strategy)

We set a goal of reaching 75 points in the SKI Happiness Index by 2025 to maintain our commitment to improving the level of happiness for our employees. To achieve the goal, we have to increase the score by 1 point a year from 2021 to 2025.

Considering that the level of happiness in Korea surveyed by various domestic and overseas agencies is on a downward trend, the goal of maintaining a steady upward trend is somewhat challenging. However, we are going to encourage our employees to take initiatives and engage in actions by helping them understand our vision for happiness and raising their awareness. If they can find and feel greater happiness in the process, we may get closer to our long-term goal of reaching 80 points by 2030 as well as the 2025 target.

Alignment with UN SDGs



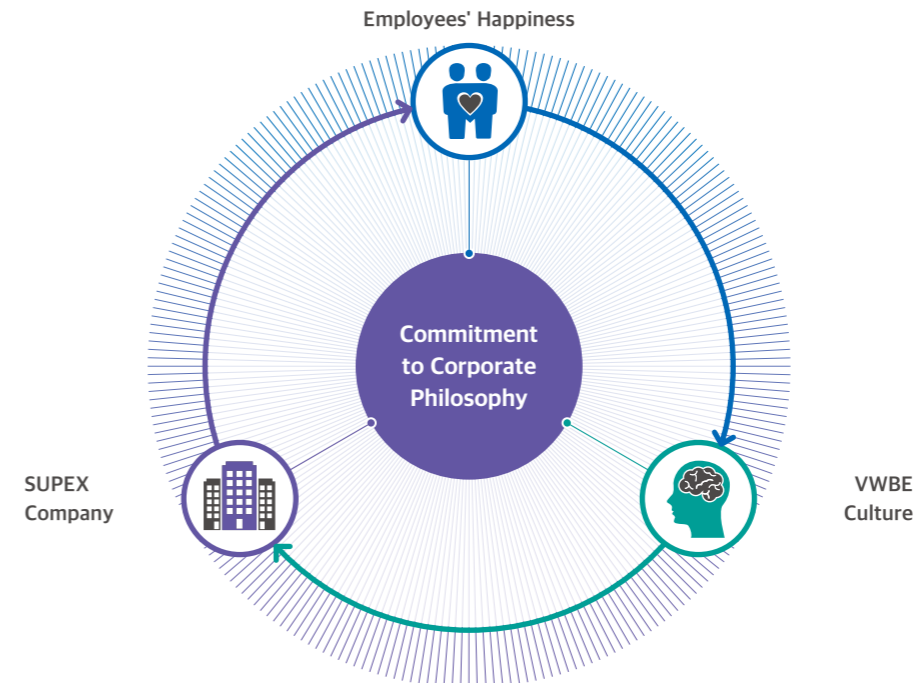
Goals for 2025



Raising SKI Happiness Index to

75 points

SK Group's Management Philosophy



Action Plans for 2022

By carrying out projects with a focus on bringing happiness starting from 2022, each subsidiary is going to select and implement best action plans in line with their business operation to further enhance the satisfaction level of their employees. Furthermore, we will share the history and direction of the happiness management once again with our new employees who joined our company after 2019, the first year of its implementation, in order to promote their understanding of the programs. The level of happiness will be checked every two months instead of a year to keep track of changes and the pictures of happy moments will be displayed on a large media screen in the office building to encourage their engagement and reaffirm our commitment while raising awareness.

Progress in 2021

Following 2020, we measured the level of employees' happiness and identified factors affecting the results in 2021 using a dedicated system. Based on this, we developed and implemented six programs to support the program.

Employee-led Programs

There were four programs led by employees in the form of 'Happiness Clan'. Through the Vacation Clan, we expanded reward leave for long-term service (10 days every 10 years) and promoted a culture where employees can use their leave whenever they want. Through the activities of the Horizontal Culture Clan, we decided to establish a mutual feedback system called 'Happiness Thermometer' to encourage sound language culture and 'O' Peace', a channel to report and prevent verbal abuse between employees. In addition, through the Happy Companion Clan, the position, title, and promotion system of the office support group were improved. The Transfer Clan program was carried out, having implemented necessary improvements, after its introduction in 2020 to support the career planning and transfer process within the organization.



A view of a town hall meeting

Company-led Programs

In 2021, there were two programs led by the company. Reflecting the feedbacks from the employees, we implemented the 'Timely Communication Program' and held 8 town hall meetings a year to facilitate the communication on important company issues. We also operated the 'Flexible Work Schedule Program 2.0' that reflects the needs of employees for continuous improvement in work process and culture. Going forward, we will continue to support these programs and follow up on the results to make necessary improvements.

 <p>Vacation Clan</p> <p>Expanded reward leave for long-term service (10 day every 10 years)</p>	 <p>Horizontal Culture Clan</p> <p>Established the channels to report and prevent verbal abuse, 'Happiness Thermometer' and 'O' Peace'</p>	 <p>Happy Companion Clan</p> <p>Improved the position, title and promotion system of the office support group</p>	 <p>Transfer Clan</p> <p>Improved the career planning and transfer process</p>
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Comments from the Department in Charge

It has been four years since we introduced programs to support employees' happiness based on the belief that happy employees make a happy company and a happy company can achieve success and grow. We will continue to make sure that our culture of pursuing happiness develops and expands further and reach a level where it can have a positive influence on the industry and society.



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Progress in 2021



Developed and implemented employee-led Happiness Clan programs

4 programs