

# Talent Management

Recruiting talented people with expertise and global experience is the key factor for companies to achieve sustainable growth. Therefore, SK Innovation recruits and fosters talented people with competitiveness, while also striving to create a pleasant working environment where employees can concentrate on their duties with pride.

## Recruiting Outstanding Talent

### Strategy for Recruiting Talented People

SK Innovation has the human resource development (HRD) policies directed at fostering highly trusted global experts who practice innovation and take on any challenge. We set up a system for recruiting talented people from diverse fields without restrictions on gender and academic background through a fair and reasonable recruitment system. We refrain from a unified evaluation based on specifications and evaluate on internal and external experiences like work experiences and club activities, so that talented people with the job competencies and abilities required for various job duties are hired and assigned at the suitable position to realize their full potential.

### SK Innovation's HRD Policies



### Fair Opportunities and Respect for Diversity

SK Innovation strives to ensure fair and reasonable opportunities are provided for all job seekers without discrimination. All recruitment procedures abide by Korea's Labor Standards Act and Equal Employment Act to ensure fair opportunities are given across the board regardless of gender, nationality and social status. Furthermore, we are working towards gradually increasing the ratio of female employees to create a corporate culture of respecting diversity.

## Human Resource Development (HRD)

### The 4 Strategies of HRD

Based on the management principle of the pursuit of SUPEX through human-oriented management practices, we support the development of our employees from new employees to the CEO in various stages. We conducted HRD policies with the responsibilities of the company and on-site leaders and employees specified in the categories of SK Values, leadership, job competencies and globality. Through these efforts, we strive to create a happy workplace where all employees can realize their full potential.



## Performance Evaluation and Compensation

### Reasonable Performance Evaluation

SK Innovation prohibits unfair discrimination based on gender and academic background and conducts evaluations regularly on employees' abilities and competencies according to fair standards by using standard indexes, including promotion, transfer of position, training programs and compensations. The performance evaluation is applied to all regular employees to take into consideration SK Values, competencies and performances, with differentiation in evaluation categories and procedures according to the employees' job position, such as team members being evaluated on their job competencies and team leaders on their role as leaders.

### Fair Compensation

SK Innovation operates the annual salary system and performance-related pay based on competencies to motivate its employees and maximize business performance. According to the overall evaluation, we give more compensation to employees with more outstanding results and abilities in grades. The performance-related pay is given according to the employees' performance results based on the EVA (Economic Value Added) and the KPI (Key Performance Indicator). There is no difference in salaries for male and female employees and we implement a fair and reasonable promotion system that takes into consideration the overall evaluation results.

## Enhancing Employee Welfare

SK Innovation operates diverse welfare programs to help the self-development of its employees and ensures they maintain a stable life. We provide regular medical check-ups and medical cost support, while also helping out with loans to purchase or rent houses. Also, we support our employees' leisure activities by providing condominium facilities and giving monetary support during times that call for congratulations or condolences. Furthermore, we help out with the living expenses of our retired employees by running a retirement grants system, with rewards given to long tenured employees.

## Increasing Outstanding Female Employees

SK Innovation has continuously supported fostering female leaders above managerial levels by ensuring that fair opportunities are given regardless of gender. In particular, we give a generous maternity leave package and rest, to our female employees who are assured that they can later return to the same position.