

SK HYNIX SUSTAINABILITY REPORT **2026**

About this Report

Report publication date: June 25, 2026

Report Overview

SK hynix has published an annual Sustainability Report every year since 2008 to transparently communicate information across the economic, social, and environmental dimensions of its activities to stakeholders. In the course of preparing the report, SK hynix conducts a Materiality Assessment that incorporates stakeholder perspectives to identify material issues, and faithfully documents the company's efforts and performance related to those issues.

Reporting Period

The reporting period runs from January 1, 2025 to December 31, 2025. Where significant developments occurred outside this period, activities through the first half of 2026 have also been included. For quantitative performance data, four years of data from 2022 through 2025 are presented together to allow trend analysis.

Reporting Boundary

The report covers sustainability management activities and performance at all domestic sites (Icheon, Cheongju, Bundang, and Seoul satellite offices) and the Chinese production sites (Wuxi and Chongqing). The reporting boundary is specified for each data point.

Reporting Standards

This report was prepared with reference to ISO 26000, the UN Global Compact principles, SASB disclosure standards, Korean Sustainability Disclosure Standards, and EU Sustainability Reporting Standards. Financial information is presented on a consolidated basis, and the standards and definitions applied follow K-IFRS. Both financial and non-financial information have been prepared on a fiscal-year basis in accordance with the company's disclosure framework; energy use data and greenhouse gas emissions reflect the results of emissions verification. Where significant changes have occurred, these are separately noted in the relevant sections.

Report Assurance

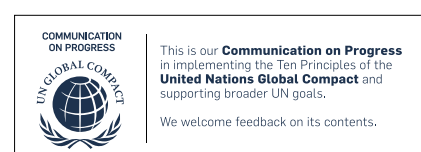
To enhance the credibility of report content with both internal and external audiences, SK hynix engaged the professional assurance firm Samil PwC to conduct third-party assurance, ensuring the reliability and fairness of the preparation process, disclosed data, and content. The assurance statement is submitted to the CEO and the Board of Directors (Sustainability Committee). The detailed assurance statement is included in the Appendix.

Forward-Looking Statements

All content in this Sustainability Report, including ESG short-term and medium-to-long-term goals and strategies, may constitute forward-looking statements. The forward-looking statements in this report reflect SK hynix's current views on sustainability-related matters and performance, and involve uncertainties. While SK hynix believes these views are reasonable, there is no guarantee that they will prove accurate in the future. Forward-looking statements are intended to help readers understand SK hynix's approach, strategies, and future goals relating to key sustainability areas. Actual results may differ materially from these statements due to a variety of risks and uncertainties, including but not limited to: fluctuations in global economic conditions, shifts in raw material availability and supply chains, sudden changes in relationships with customers and other stakeholders, geopolitical and political-economic conditions in countries where SK hynix operates, exchange rate fluctuations, regulatory changes, unexpected disruptions to business continuity, and the outcomes of ongoing or potential litigation. Forward-looking statements are assessed as of the date on which they are made, and SK hynix undertakes no obligation to update them in light of new information or future events.

Report Inquiries

SK hynix Sustainability Communications
sustainability_skhynix@sk.com



SK hynix supports the ten principles of the UN Global Compact and strives to uphold these principles across all aspects of its business operations.

Contents



4 Introduction

5	Letter to our Stakeholders
6	Company Overview
7	Business Strategy
8	2025 at a Glance
10	Double Bottom Line

12 Materiality

13	Stakeholder Engagement
14	Materiality Assessment
18	PRISM Framework and 2030 Goals

22 Environmental

23	Climate Change
31	Water and Biodiversity
37	Waste
39	Pollution

42 Social

43	Our Members
61	Supply Chain
68	Local Communities
71	Our Customers

77 Governance

78	Business Conduct
89	Risk Management
92	Board of Directors
96	ESG Management

98 ESG Data

99	Financial Highlights
102	Environmental
110	Social

117 Appendix

118	SASB Standards Alignment
122	UN SDGs Alignment
123	Membership in Associations
125	Independent Assurance Statement
127	Greenhouse Gas Verification Statement
131	Endnote

Interactive PDF

This report has been published as an interactive PDF, incorporating features such as internal links to related pages within the report, hyperlinks to relevant webpages, and additional information.

Introduction

Letter to our Stakeholders ·····	5
Company Overview ·····	6
Business Strategy ·····	7
2025 at a Glance ·····	8
Double Bottom Line ·····	10



Letter to our Stakeholders

The year 2025 was a historic one in which memory transitioned from a simple component to the core driving force of the AI industry. At the heart of this transformation, SK hynix developed HBM4 and established an associated mass production system for the first time in the industry. By expanding our high-value-added product portfolio, including DDR5, LPDDR5, and high-capacity enterprise SSDs (eSSDs), we drove both profitability and growth. As a result, we shattered previous records to achieve unprecedented performance milestones, dramatically improved our financial soundness, and cemented our fundamental competitiveness.

As part of efforts to ensure the leading technological prowess that made these achievements possible serves as the momentum for future growth, we dedicated our efforts to expanding our production infrastructure. Major projects progressed smoothly, including the cleanroom opening of the M15X Fab at our Cheongju Campus, the development of the Yongin Semiconductor Cluster, and the construction of an advanced packaging facility in Indiana, USA.

All these accomplishments were made possible by the dedication of our employees, who pooled their capabilities toward a single goal, and the unwavering trust and support you have shown us served as a tremendous source of strength. We extend our deepest gratitude.

Moving beyond mere business performance, SK hynix continues its relentless pursuit of sustainable growth across all domains.

As the balance between technology and the environment becomes increasingly critical in the AI era, we are implementing concrete plans toward our mid-to-long-term goals of achieving Net Zero and RE100. Following the first domestic Power Purchase Agreement (PPA) entered in Korea in 2024, we began leveraging eco-friendly energy based on hydroelectric power through a Power Purchase Agreement (PPA) in June 2025. Furthermore, we completed the development of the “HyLCA (Life Cycle Assessment)” system to calculate and manage carbon emissions for each production process across all products.

In addition, to cultivate employee happiness, the ultimate goal of SK’s management philosophy, we strove to foster a work environment that supports a healthy work-life balance. By pursuing innovation in our work methods and corporate culture through expanded flexible working arrangements, reduced working hours, promotion of the use of paid leave, and strengthened childcare support, we were honored with the “2025 Korea Work-Life Balance Excellence” award.

In the realm of ethical management, we are fulfilling our responsibilities based on a transparent management philosophy to maintain top-tier global standards. We have institutionalized ethical judgment criteria across all areas of our management activities and are solidifying a consensus on ethical management to promote shared growth with our suppliers. As part of external recognition of these implementation activities, we were once again named one of the “World’s Most Ethical Companies” by the Ethisphere Institute in 2026, following our inclusion in 2025.

For SK hynix, sustainable development means continuous innovation through ecosystem-wide collaboration and the simultaneous enhancement of local community competitiveness. To this end, centered around the Shared Growth Council, we are strengthening partnerships with our suppliers and rolling out win-win initiatives to elevate their technological competitiveness and sustainable management capabilities. Furthermore, by nurturing future talent and supporting vulnerable groups, we are forging a future where the company and society grow together.

As a company standing at the center of a new era where AI has become an everyday reality, SK hynix will spearhead global transformation while practicing systematic and authentic sustainable management. We ask for your continued interest and support on our journey to leap forward as a trusted partner and a top-tier company contributing to the sustainable development of humanity.

Thank you.



President and CEO, SK hynix
Kwak Noh-jung

Noh-Jung Kwak



Company Overview

The Architect of Memory Innovation Spearheading the AI Era

Since pioneering Korea's first 16Kb SRAM in 1984, SK hynix has charted a course of continuous growth fueled by distinctive technological innovation. Based on our Global Tech Leadership, we deliver greater value to stakeholders, including customers, suppliers, investors, local communities, and employees.

In an era where the transformation ignited by artificial intelligence is accelerating, SK hynix supplies AI memory semiconductors, exemplified by our High Bandwidth Memory (HBM). As a company leading the AI memory industry, we are unlocking novel possibilities and delivering unparalleled value. Furthermore, we are evolving beyond a simple memory provider into a "Full Stack AI Memory Creator." This signifies our role as a "Co-Designer" and "Ecosystem Partner" that goes beyond merely meeting customer needs, actively transcending the limits of AI computing together to create new value.

In addition, moving away from management practices that solely pursue economic profit, we are strengthening ESG Management by jointly considering social value and robust governance to pursue sustainable growth. Going forward, SK hynix will forge the core values of the AI era with full-stack AI memory technologies encompassing DRAM and NAND Flash. Concurrently, we will contribute to resolving diverse societal issues, including climate change response, and promote the happiness of all stakeholders through the creation of sustainable social value.

[Table] Company Profile

Company Name	SK hynix
CEO	Kwak Noh-Jung
Date of commencement of semiconductor business	February 1983
Area of business	Manufacturing and sales of semiconductor devices
Address of headquarters	2091, Gyeongchung-daero, Bubal-eup, Icheon-si, Gyeonggi-do, Republic of Korea
Products and services	DRAM, NAND Flash, MCP (Multi-Chip Package), etc.

[Table] Company Brand Identity (BI)

Purpose Purpose of SK hynix's existence	As a technology-based IT ecosystem leader, we create a better world together with all members of society.
Values Our unique values that all SK hynix employees must uphold	Tenacity Advanced Tech Prosperity Together
Drivers Drivers for why customers/society choose and support SK hynix	Leading Technology Trusted Partnership Shared Social Value



Business Strategy

Based on our consolidated leadership in the AI memory space and a sustained competitive edge in technology, SK hynix is preemptively securing AI memory solutions such as HBM, eSSDs, and other next-generation products. Furthermore, we are responding to market changes through product leadership optimized for customer needs and by developing sustainable technologies for tomorrow, while focusing heavily on energy efficiency and reducing our environmental impact.

[Table] Solidifying AI Memory Leadership

HBM	Cementing our status as a leading HBM company by strengthening product and technological competitiveness.
eSSD	Preemptively securing a product lineup of high-bandwidth, ultra-high-capacity eSSDs.
Next-Generation Products	Preparing next-generation products/technologies like CXL and PIM to enhance AI system performance.

[Table] Sustaining a Competitive Edge in Technology

DRAM	Leading the industry based on the zenith of technological prowess in terms of micro-processes and performance.
NAND	Spearheading the development of ultra-high-layer NAND stacking technology to realize high capacity and high performance.

[Table] Securing Product Leadership Optimized for Customer Needs

DRAM	Strengthening product competitiveness and technological dominance by providing high-performance memory solutions optimized for diverse applications.
NAND	Deploying technologies and operating products optimized for market and technological shifts.

[Table] Sustainable Technologies for Tomorrow

Product Development	Continuously developing energy-efficient products that reduce power consumption per unit of processing capacity, led by products for data centers.
Reducing Environmental Impact	Relentlessly pursuing technological development efforts to reduce environmental impacts, such as raw material recycling and water treatment technologies.



2025 at a Glance

Leaping Forward as a “Full Stack AI Memory Creator”

Embracing the critical role of memory semiconductors at the center of the AI ecosystem, SK hynix relentlessly pursues innovation to reach the pinnacle of technological prowess. Moving beyond a mere provider, SK hynix will leap forward as a “Full Stack AI Memory Creator” that presents and realizes the value our customers require through creative approaches.

Achieving Unprecedented Performance Milestones

The year 2025 was a year in which SK hynix demonstrated its dominance in the AI memory market and achieved unprecedented performance milestones. As the paradigm shift in the AI industry raises complex performance standards required of memory—such as speed, efficiency, and stability—SK hynix generated differentiated results based on industry-leading technological competitiveness and high levels of customer trust. Notably, we solidified our market leadership by expanding investments in DRAM, where demand remains robust, while simultaneously successfully improving our business fundamentals in NAND by reorganizing our product portfolio to flexibly respond to shifts in AI demand.

Spearheading AI Memory Technology and Strengthening Market Dominance

In 2025, SK hynix broke through technological barriers across all fields of HBM, DRAM, and NAND, further cementing its position as a frontrunner in AI memory technology. For HBM4, we helped overcome the performance limits of AI infrastructure by establishing the world’s first mass production system in September 2025. In DRAM, we secured top-tier performance as well as cost competitiveness through the full-scale mass production of 1cnm DDR5. We also demonstrated our technological leadership in the server module market by introducing the industry’s highest capacity 256GB DDR5 module based on 1b 32Gb technology. Furthermore, in NAND, we expanded our enterprise SSD market share and simultaneously commenced mass production of QLC products based on the world’s leading “321-layer NAND.” We also strengthened cooperation with global customers and partners to develop next-generation storage. Going forward, SK hynix will continue to strengthen its market leadership across all memory domains based on a product portfolio optimized for the proliferation of AI infrastructure.

Investments in Securing the Foundation for Future Growth

SK hynix is accelerating the expansion of its global production infrastructure to proactively respond to the surging demand for AI memory and secure mid-to-long-term growth momentum. As part of efforts to supply products in a timely manner tailored to customer demand, we opened the M15X Fab at the Cheongju Campus in October 2025, and we plan to maximize the production capacity of this facility early on. Additionally, the construction of the initial fab within the Yongin Semiconductor Cluster (USD 21.5 billion) and the advanced packaging facility in Indiana, USA (USD 4.09 billion) are progressing on schedule, and we also plan to expedite the opening schedule for the Yongin Fab’s cleanroom, targeting completion in the first quarter of 2027. Through this, we plan to enhance our globally integrated manufacturing capabilities encompassing everything from front-end to back-end processing. Beyond this, we have established a global AI research center and a dedicated AI investment subsidiary in the United States to explore new growth opportunities. Through preemptive investments, SK hynix will proactively respond to the explosive demand of the AI era while firmly securing a robust platform for sustained future growth.

2025 at a Glance

Building Production Hubs for AI Infrastructure

As AI competition accelerates globally, demand for high-performance memory such as HBM—a core component of data centers—is structurally expanding. To proactively respond to these market changes and establish a stable supply system, SK hynix is building three strategic production hubs both in Korea and abroad. The products manufactured at these hubs are expected to contribute to energy conservation, total cost of ownership reduction, and carbon footprint reduction in data centers.

In Korea, we are constructing mega-scale fabs in Yongin, Gyeonggi-do, and Cheongju, Chungcheongbuk-do. For the initial fab of the Yongin Semiconductor Cluster, we decided on an additional investment in February 2026, planning to invest a total of USD 21.5 billion in facility investments (including the original USD 6.5 billion for the initial fab) by 2030. A total of four fabs will be sequentially constructed within the Yongin Cluster, and we will continue to invest until completion. In Cheongju, Chungcheongbuk-do, P&T7, a dedicated advanced packaging Fab essential for manufacturing AI memory like HBM, is being built by the end of 2027 with an investment of USD 13 billion. Construction will commence in April 2026 with a targeted completion by the end of 2027. Organically linked with the M15X (USD 14.6 billion scale), a DRAM production base already preparing for operation, P&T7 is expected to position Cheongju as SK hynix's core AI memory hub, seamlessly connecting front-end processing to packaging and testing.

Overseas, we are investing approximately USD 4.09 billion in West Lafayette, Indiana, USA, to construct an advanced packaging production facility for AI memory, which we plan to open the cleanroom starting in the second half of 2028. As the first AI advanced packaging hub established in the United States by the semiconductor industry, it will serve as the core foundation for fortifying a customized supply system for local Big Tech customers.

With data center power consumption and heat management emerging as core challenges in AI infrastructure operations, SK hynix plans to contribute to sustainable AI infrastructure by supplying high-performance, high-efficiency products.





Double Bottom Line

DBL Management Philosophy

Double Bottom Line (DBL) is SK hynix's management principle of simultaneously increasing Economic Value (EV) and Social Value (SV) to grow together with society. In an era of increasing interconnectedness among all elements of society, securing the trust and support of stakeholders is essential for the sustainable development of a company, and stakeholders' expectations of a company's social role are growing ever higher. Accordingly, SK hynix aims to provide stakeholders with not only EV but also SV, sharing DBL value and thereby securing stakeholder trust and support while ultimately maximizing stakeholder wellbeing.

SK hynix 2025 SV Measurement Results

[Table] Indirect Contribution to Economy

Category	2024	2025
Employment	KRW 6.9071 trillion	KRW 8.7114 trillion
Dividends	KRW 1.5251 trillion	KRW 2.1117 trillion
Taxes Paid	KRW 3.5545 trillion	KRW 9.5329 trillion
Total	KRW 11.9867 trillion	KRW 20.3561 trillion

[Table] Environmental Performance

Category	2024	2025
Products/Services (Environmental)	KRW 20.1 billion	KRW 39.2 billion
Processes (Resource Use/Pollution)	- KRW 829.8 billion	- KRW 1.012 trillion
Total	- KRW 809.7 billion	- KRW 972.8 billion

[Table] Social Performance

Category	2024	2025
Products/Services (Quality of Life)	KRW 81.5 billion	KRW 93.2 billion
Processes (Labor/Shared Growth)	KRW 592.6 billion	KRW 712.2 billion
Social Contribution (Activities/Donations/Volunteering)	KRW 143.6 billion	KRW 136 billion
Total	KRW 817.7 billion	KRW 941.4 billion

*The social value (SV) measurement includes data from six subsidiaries and four social enterprises (Subsidiaries: SK hynix system ic, SK hystec, SK hyeng, SK Key Foundry, Happy More, Happy Narae / Social enterprises: Happy Lunchbox, Happy School, Happy Together, Wuxi Cleaning).

**Includes measurement values of Dalian Fab in China starting from 2025



Double Bottom Line

SK hynix SV Management Framework

[Table] SV Measurement Framework

Indirect Contribution to Economy	· Definition: Value that indirectly contributes to the economy through corporate activities · Key elements: Employment, dividends, taxes paid
Environmental Performance	· Definition: Environmental outcomes generated through the company's products and services · Key elements: Products/services, processes → resource consumption, environmental pollution
Social Performance	· Definition: Social outcomes arising from corporate activities · Key elements: - Products/services → quality of life, consumer protection - Processes → labor, shared growth - Social contribution → social contribution activities, donations, volunteering

[Table] SV Measurement Principles

Measurement of all business activities	· Measure overall corporate activities, including product development, production, sales, HR, and cooperation with business partners · Measure positive as well as negative performance
Outcome measurement (impact-oriented)	· Measure the changes in the lives of the beneficiaries as the direct outcome of business activities · Aim to assess the impact that our business activities ultimately have on society [Input → Activity → Output → Outcome → Impact]
Principle of conservatism	· Use objective and conservative criteria and data to increase validity and reliability

*SV measurement principles and formulas are available on the Social Value Institute integrated platform (Social Value Institute Integrated Platform (SV Hub): <https://svhub.co.kr/contents/info?id=5408>)



Materiality

Stakeholder Engagement 13

Materiality Assessment 14

PRISM Framework and 2030 Goals ... 18



Stakeholder Engagement

In order to listen carefully to stakeholder perspectives and create shared wellbeing, SK hynix has categorized its key stakeholders into seven groups and actively engages with each group through optimal communication channels. Stakeholder needs identified through this process are incorporated into SK hynix's business activities in various ways, and the results are shared back with stakeholders.

[Table] Stakeholder Communication Channels and Activities

Stakeholder Group	Communication Channels	Communication Activities
Customers 	- Customer-oriented Quality Intelligence activities - Website	- Operation of Customer Service Center (CSC) on website for customer inquiry submissions - Operation of Quality Business Review (QBR) to share business status with customers - Operation of Quarterly Technical Review (QTR) for production planning and technical issue review meetings
Employees 	- Management briefings - Labor-Management Council - Communication board - Junior Board, 1-on-1 meetings - Employee surveys	- Quarterly operation of "The Communication" a communication event between the CEO and employees - Operation of employee communication board "Comm.ON" - Regular 1-on-1 meetings between employees and their executive officers - Regular company-wide "Culture Survey" and "SwitchON Survey" for all employees
Government·NGOs 	- Korea Chamber of Commerce and Industry - National Assembly - Policy Meetings - UN Global Compact	- Participation in Korea Chamber of Commerce and Industry Digital Leading Enterprise Academy - Submission of UNGC Communication on Progress (CoP) report
Shareholders·Investors 	- Earnings releases - Shareholders' meeting - Investor and securities firm meetings - Website, phone responses	- Quarterly earnings conference calls and website disclosures - Ongoing investor meetings and securities firm conferences - Annual general shareholders' meeting and electronic voting system
Local Communities 	- Work Environment Health Center - Happy Sharing Fund Operating Council - Chemical Substance Regional Council	- Operation of the Work Environment Health Center - Discussion of fund disbursements through the Happy Sharing Fund Operating Council
Suppliers 	- Shared Infrastructure Portal - Co-Prosperity Council - Eco Alliance - ESG consulting	- Ongoing operation of business partner support programs through the Shared Infrastructure Portal, including Semiconductor Academy and Youth Hy-Five - Strengthening strategic partnerships with business partners through the Co-Prosperity Council
Associations·Initiatives 	- Korea Semiconductor Industry Association - Semiconductor Equipment and Materials International (SEMI) - Semiconductor Climate Consortium (SCC)	- Participation in SEMICON - Participation as a founding member of SCC



Materiality Assessment

Defining Materiality Assessment Methodology

Each year, SK hynix undertakes a materiality assessment to identify key sustainability management issues that materially impact corporate sustainability and to reflect these findings in strategic planning and decision-making processes. In 2024, leveraging the Materiality Assessment Implementation Guidance issued by the European Financial Reporting Advisory Group (EFRAG), SK hynix formulated its Double Materiality Assessment methodology, which has been applied since the 2025 materiality assessment. This double materiality approach is designed to identify sustainability-related impacts, risks, and opportunities (IROs) and to pinpoint material issues by comprehensively considering both the financial ramifications of external factors on the company and the effects of the company’s own business activities on the external environment.

The Materiality Assessment Process

SK hynix’s materiality assessment unfolds across four distinct phases: ① Identification and review of impacts, risks, and opportunities (IROs); ② Financial materiality assessment; ③ Impact materiality assessment; and ④ Selection of material issues.

Identification and Review of IROs

This initial phase builds upon the IROs from the preceding year. It involves a thorough analysis of value chain impacts, international standards and evaluation metrics, media trends, national industry regulations, and reports from peer companies, customers, and industry leaders to ascertain necessary additions, modifications, or enhancements to the existing IRO inventory. Individual IROs are ultimately consolidated into overarching issues. While refining the materiality assessment methodology in 2025, SK hynix re-examined the existing pool of issues, adjusting the structure and nomenclature of mid- and sub-themes to ultimately select a pool of 18 issues.

[Table] 2026 Issue Pool

Environment	Social	Governance & General
Climate Change	Human Resources	Information Protection & Security
Energy	Occupational Safety and Health	Technology Innovation
Water Resources	Human Rights & Labor Practices	Corporate Governance
Hazardous/Polluting Substances	Diversity & Inclusion	Ethics & Compliance Management
Resource Circulation & Waste	Value Chain Sustainability	Information Disclosure
Biodiversity	Community Impact	
	Product Quality & Safety	

Financial Materiality Assessment

This stage evaluates the financial risks and opportunities within the pool of IROs identified previously. Elevating the financial materiality assessment methodology developed in 2024, SK hynix refined the evaluation methods for likelihood and scale in 2025. Both likelihood and scale were assessed individually for all risks and opportunities, which were then synthesized at the issue level to calculate the final results.



Materiality Assessment

[Table] Financial Materiality Assessment Criteria

Category	Assessment Criteria
Likelihood Assessment	Comprehensively evaluates the level of exposure to risks or opportunities that could financially impact SK hynix (exposure level), alongside SK hynix's capacity to manage these risks and opportunities (management level).
Scale Assessment	Quantitatively evaluates the magnitude of the financial impact that could arise if each risk or opportunity were to materialize.

Impact Materiality Assessment

Here, the focus shifts to evaluating the impacts on the external environment and society stemming from SK hynix’s business activities, selected from the previously identified IROs. For the 2026 impact materiality assessment, concerted efforts were made to reflect the diverse voices of stakeholders to the fullest extent. Notably, Focus Group Interviews (FGIs) were conducted with investors and NGOs to ensure stakeholder interests were deeply integrated into the impact materiality assessment.

Selection of Material Issues

Synthesizing the outcomes of the financial and impact materiality assessments, SK hynix designated a total of 9 material issues spanning the environmental, social, and governance & general domains. These material issues for 2026, which were subjected to management review before being reported to the Sustainability Committee under the Board of Directors for final endorsement, are as follows:

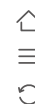
[Table] 2026 Material Issues

Environment	Social	Governance & General
Climate Change	Value Chain Sustainability	Technology Innovation
Energy	Occupational Safety and Health	Corporate Governance
Water Resources	Human Resources	Information Protection & Security

Analysis of Materiality Assessment Results and Future Direction

Through the 2026 Materiality Assessment, SK hynix identified nine material issues. While the overall set of material issues remained consistent, “Corporate Governance” was newly added as a material issue. This reflects the heightened importance placed on this issue following the 2025 amendment to the Commercial Act, which expanded directors’ duty of loyalty to include shareholders, alongside regulatory initiatives to enhance shareholder value.

The persistent similarity in the profile of material issues, even with the application of the Double Materiality Assessment framework, suggests that certain themes hold enduring significance within the semiconductor sector, provided the external landscape remains relatively stable. Nonetheless, refining the quantitative assessment of financial risks and opportunities, alongside deepening our comprehensive understanding of the company’s external impacts, remains absolutely essential for enhancing corporate sustainability. SK hynix is committed to the ongoing refinement of its materiality assessment methodology and the faithful execution of management and oversight of material issues at both the executive and board levels.



Materiality Assessment

Management of Material Issues

[Table] Climate Change / Energy

Governance Structure	· Strategy and performance oversight by the Sustainability Committee under the Board of Directors · Discussion of key issues and major decision-making by the CEO-chaired ESG Management Committee · Formulation and implementation of execution strategies by the Carbon Management Committee
Strategy and Risk Management	· Development and implementation of detailed reduction strategies for Scope 1, 2, and 3 greenhouse gases · Conducting risk, opportunity, and scenario analyses related to climate change
Key Related Targets	· Achieve Net Zero by 2050 · Maintain Scope 1&2 greenhouse gas emissions at 2020 levels by 2030 · Achieve 100% renewable energy usage by 2050 · Achieve 33% renewable energy usage by 2030
Related Pages	23-30

[Table] Water Resources

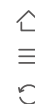
Governance Structure	· Strategy and performance oversight by the Sustainability Committee under the Board of Directors · Discussion of key issues and major decision-making by the CEO-chaired ESG Management Committee · Formulation and implementation of execution strategies by the SHE Management Committee
Strategy and Risk Management	· Development and implementation of detailed strategies for water conservation, water risk management, and ecosystem health · Assessment and management of water stress levels at each site
Key Related Targets	· Achieve cumulative water savings of 600 million tonnes by 2030
Related Pages	31-36

[Table] Value Chain Sustainability

Governance Structure	· Strategy and performance oversight by the Sustainability Committee under the Board of Directors · Discussion of key issues and major decision-making by the CEO-chaired ESG Management Committee · Formulation and implementation of execution strategies by the Human Rights and Labor Council
Strategy and Risk Management	· Ongoing risk monitoring in accordance with the “Supplier Code of Conduct” and “Supply Chain ESG Management Policy and Guidelines”
Key Related Targets	· Achieve 100% ESG on-site assessments for high-risk/priority business partners by 2030 · Expand responsible sourcing to 12 mineral types by 2030
Related Pages	61-67

[Table] Occupational Safety and Health

Governance Structure	· Strategy and performance oversight by the Sustainability Committee under the Board of Directors · Discussion of key issues and major decision-making by the CEO-chaired ESG Management Committee · Formulation and implementation of execution strategies by the SHE Management Committee
Strategy and Risk Management	· Ongoing risk monitoring in accordance with the “Safety and Health Management Policy”
Key Related Targets	· Achieve a 10% reduction in integrated incident rate by 2030 · Achieve a 10% reduction in metabolic syndrome prevalence by 2030
Related Pages	55-60



Materiality Assessment

[Table] Human Resources

Governance Structure	· Strategy and performance oversight by the Sustainability Committee under the Board of Directors · Discussion of key issues and major decision-making by the CEO-chaired ESG Management Committee
Strategy and Risk Management	· Ongoing risk monitoring in accordance with internal regulations including the “Human Resources Regulation”
Key Related Targets	· Achieve a 95% certification rate for Digital Competency Level 2 by 2030.
Related Pages	43-54

[Table] Technology Innovation

Governance Structure	· Discussion of key issues and major decision-making centered on the Technology Steering Committee (TSC)
Strategy and Risk Management	· Ongoing risk monitoring managed in accordance with internal regulations including the “Product Development Work Rules”
Key Related Targets	· Achieve a twofold increase in HBM energy efficiency by 2026 · Achieve a 2.3-fold increase in eSSD energy efficiency by 2030 · Achieve a 1.6-fold increase in LPDDR energy efficiency by 2030
Related Pages	28, 74-76

[Table] Corporate Governance

Governance Structure	· Discussion of key issues and major decision-making by the CEO-chaired ESG Management Committee
Strategy and Risk Management	· Ongoing risk monitoring managed in accordance with “Board of Directors Regulations” and related bylaws
Key Related Targets	· Achieve 30% Board gender/nationality diversity by 2030
Related Pages	92-95

[Table] Information Protection and Security

Governance Structure	· Discussion of key issues and major decision-making centered on the CISO, Head of Industrial Security
Strategy and Risk Management	· Ongoing risk monitoring in accordance with the “Industrial Security Policy”
Key Related Targets	-
Related Pages	89-90



PRISM Framework and 2030 Goals

PRISM Framework

Since unveiling its proprietary ESG strategy framework, PRISM, in 2022, SK hynix has communicated transparently with stakeholders each year regarding the company's direction, approach, and progress in ESG management. Each of the five pillars of PRISM carries its own meaning and encompasses the company's goals through 2030 in pursuit of sustainable management. SK hynix plans to disclose the full journey toward these goals without omission, while closely monitoring changes in the external environment, incorporating stakeholder perspectives, and continuously identifying new challenges through which the company can contribute to a better world.

2025 Performance and 2026 Targets by Pillar

SK hynix establishes annual targets alongside its 2030 goals, and discloses its efforts and results each year. In 2025, the company achieved its targets for 24 of the 27 annual targets (excluding three biennial management targets). In May 2026, at the ESG Management Committee attended by the CEO and key senior management, SK hynix reviewed 2025 performance and held discussions to establish 2026 targets. As a result, three existing targets were revised to reflect changes in the internal and external environment. SK hynix will continue to strive toward target achievement and disclose its progress and results with full transparency.

[Table] PRISM 2030 Goals at a Glance

2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Generate cumulative value created from SV social contribution activities of KRW 1 trillion	KRW 600.8 billion	KRW 620.2 billion	Achieved	KRW 685.8 billion
Create 1,000 jobs for people with disabilities or low-income households*	1,000 jobs	1,066 jobs	Achieved	1,000 jobs
Promote the cumulative participation of 100,000 people in the global ICT talent fostering program*	47,679 persons	48,161 persons	Achieved	57,861 persons
Help cumulative 100,000 people from underserved communities by conducting social contribution activities with cutting-edge technology*	60,054 persons	60,422 persons	Achieved	68,422 persons
Serve cumulative 12,000 people through our meal sharing program*	6,200 persons	6,170 persons	Underachieved	7,200 persons
Increase gender/nationality diversity of the Board to 30%	20%	22%	Achieved	20%
Reduce the integrated incidents rate by 10%* (Baseline year: 2021)	4.4% decrease	20.5% increase	Underachieved	5.5% decrease
Reduce the metabolic syndrome prevalence by 10%* (Baseline year: 2021)	4.4% decrease	25.0% increase	Underachieved	5.5% decrease
Maintain Scope 1 and 2 GHG emissions at 2020 levels	5.67 million tCO ₂ eq	5.56 million tCO ₂ eq	Achieved	5.99 million tCO ₂ eq
Reduce GHG emissions intensity by 70%	48% decrease	55% decrease	Achieved	62% decrease
Create cumulative energy savings of 3000 GWh	1,602 GWh	1,636 GWh	Achieved	1,942 GWh
Achieve 33% renewable electricity use	31.0%	31.0%	Achieved	31.0%
Achieve cumulative water conservation of 600 million tons	264 million tons	303.37 million tons	Achieved	329 million tons
Reduce water withdrawals intensity by 35% (by 2026)	3% decrease	25% decrease	Achieved	35% decrease
Receive ZWTL Gold (99%) certification	99% (overall)	99% (overall)	Achieved	99% (overall)
Achieve 30% recycled materials use**	20%	20%	Achieved	23%
Reduce GHG emissions from process gases by 40%	49% decrease	52% decrease	Achieved	40% decrease
Improve the destruction and removal efficiency of scrubbers to 95%	95%	95%	Achieved	95%
Double HBM energy efficiency (by 2026)	-	-	N/A	twofold
Increase eSSD energy efficiency 2.3-fold	1.58-fold	1.76-fold	Achieved	-
Increase LPDDR energy efficiency 1.6-fold (Baseline year: 2024)	-	-	N/A	1.3-fold
Ensure 100% of new suppliers sign SK hynix Supplier Code of Conduct	100%*	100%*	Achieved	100%*
Ensure 100% of first-tier suppliers complete online ESG self-assessment (every two years)	100%*	100%*	Achieved	-



PRISM Framework and 2030 Goals

2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Ensure 100% of high-risks/critical suppliers receive on-site ESG assessment (every two years)	-	-	N/A	100%*
Triple the number of responsibly sourced minerals (from 3TG minerals to 12 minerals)	7 minerals	8 minerals	Achieved	9 minerals
Invest/support cumulative KRW 1.5 trillion in technological cooperation to promote shared growth	KRW 716.1 billion	KRW 952.1 billion	Achieved	KRW 1.0167 trillion
Triple the ratio of women in executive positions (Baseline year: 2021)	3.4%	3.4%	Achieved	3.9%
Ensure 10% representation of women in team leader positions***	6.5%	6.8%	Achieved	7.3%
Achieve 95% certification rate for Digital Competency Level 2****	86.9%	90.8%	Achieved	91.6%
Ensure 20,000 cumulative participants in semiconductor talent development programs (Baseline year: 2022)	5,620 persons	7,326 persons	Achieved	10,126 persons

*Figures from domestic sites

**Figures based on product weight (excl. SSD case)

***Figures based on domestic engineering and office staff

****Figures from domestic and Chinese manufacturing sites

※ The standards for each target and the changes compared to the previous year are detailed on pages 19-21.

PURSUE

In the PURSUE pillar, SK hynix achieved 5 of 8 targets in 2025. Most targets were met through the continued implementation of diverse social contribution programs; however, the meal sharing program fell slightly short. In 2026, targets have been set to include performance shortfalls from 2025, and the company plans to pursue these initiatives more actively to achieve the stated goals. Both safety and health targets were not achieved. Despite diverse efforts, both indicators increased compared to the baseline year. In 2026, we will strive to achieve performance at the targeted level through continuous improvement of the safety and health management system.

[Table] PURSUE Pillar — Performance and Targets

Category	2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Our Value to Society	Generate cumulative value created from SV social contribution activities of KRW 1 trillion	KRW 600.8 billion	KRW 620.2 billion	Achieved	KRW 685.8 billion
	Create 1,000 jobs for people with disabilities or low-income households*	1,000 jobs	1,066 jobs	Achieved	1,000 jobs
	Promote the cumulative participation of 100,000 people in the global ICT talent fostering program*	47,679 persons	48,161 persons	Achieved	57,861 persons
	Help cumulative 100,000 people from underserved communities by conducting social contribution activities with cutting-edge technology*	60,054 persons	60,422 persons	Achieved	68,422 persons
	Serve cumulative 12,000 people through our meal sharing program*	6,200 persons	6,170 persons	Underachieved	7,200 persons
Robust Governance	Increase gender/nationality diversity of the Board to 30%	20%	22%	Achieved	20%
Safety & Health at Work	Reduce the integrated incidents rate by 10%* (Baseline year: 2021)	4.4% decrease	20.5% increase	Underachieved	5.5% decrease
	Reduce the metabolic syndrome prevalence by 10%* (Baseline year: 2021)	4.4% decrease	25.0% increase	Underachieved	5.5% decrease

*Figures from domestic sites



PRISM Framework and 2030 Goals

RESTORE

In the RESTORE pillar, SK hynix achieved all 8 of 8 targets in 2025. Despite a significant increase in production volume compared to 2024 due to favorable semiconductor market conditions, all environmental targets were met as planned. The “emissions intensity” target has been raised to a 70% reduction by 2030. SK hynix will continue its efforts to meet all environmental targets even as production volumes continue to rise amid favorable market conditions.

[Table] RESTORE Pillar — Performance and Targets

Category	2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Climate Action	Maintain Scope 1 and 2 GHG emissions at 2020 levels	5.67 million tCO ₂ eq	5.56 million tCO ₂ eq	Achieved	5.99 million tCO ₂ eq
	Reduce GHG emissions intensity by 70%	48% decrease	55% decrease	Achieved	62% decrease
	Create cumulative energy savings of 3000 GWh	1,602 GWh	1,636 GWh	Achieved	1,942 GWh
	Achieve 33% renewable electricity use	31.0%	31.0%	Achieved	31.0%
Water Stewardship	Achieve cumulative water conservation of 600 million tons	264 million tons	303.37 million tons	Achieved	329 million tons
	Reduce water withdrawals intensity by 35% (by 2026)	3% decrease	25% decrease	Achieved	35% decrease
Circular Economy	Receive ZWTL Gold (99%) certification	99% (overall)	99% (overall)	Achieved	99% (overall)
	Achieve 30% recycled materials use*	20%	20%	Achieved	23%

*Figures based on product weight (excl. SSD case)

※ Emissions targets are based on market-based method. GHG emissions from the Dalian fabrication plant (acquired from Intel), and Key Foundry are not reflected. All intensities are measured by a unit of production (Gigabit equivalent)

INNOVATE

In the INNOVATE pillar, SK hynix achieved all 3 of the 3 targets (excluding 2 biennial management targets). Given the accelerated achievement of efficiency improvement, the 2030 target for “eSSD energy efficiency” has been raised from 1.8-fold to 2.3-fold the baseline. SK hynix will continue its efforts to maximize product energy efficiency alongside reducing in-process emissions in 2026.

[Table] INNOVATE Pillar — Performance and Targets

Category	2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Sustainable Manufacturing	Reduce GHG emissions from process gases by 40%	49% decrease	52% decrease	Achieved	40% decrease
	Improve the destruction and removal efficiency of scrubbers to 95%	95%	95%	Achieved	95%
Green Technology	Double HBM energy efficiency (by 2026)	-	-	N/A	twofold
	Increase eSSD energy efficiency 2.3-fold	1.58-fold	1.76-fold	Achieved	-
	Increase LPDDR energy efficiency 1.6-fold (Baseline year: 2024)	-	-	N/A	1.3-fold



PRISM Framework and 2030 Goals

SYNCHRONIZE

In the SYNCHRONIZE pillar, SK hynix achieved all 4 of the 4 targets (excluding 1 biennial management target). In 2026, the company will further strengthen investment in and support for enhancing suppliers' ESG management capabilities and promoting shared growth in order to achieve all targets as planned.

[Table] SYNCHRONIZE Pillar — Performance and Targets

Category	2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Responsible Engagement	Ensure 100% of new suppliers sign SK hynix Supplier Code of Conduct	100%*	100%*	Achieved	100%*
	Ensure 100% of first-tier suppliers complete online ESG self-assessment (every two years)	100%*	100%*	Achieved	-
	Ensure 100% of high-risks/critical suppliers receive on-site ESG assessment (every two years)	-	-	N/A	100%*
	Triple the number of responsibly sourced minerals (from 3TG minerals to 12 minerals)	7 minerals	8 minerals	Achieved	9 minerals
Shared Growth	Invest/support cumulative KRW 1.5 trillion in technological cooperation to promote shared growth	KRW 716.1 billion	KRW 952.1 billion	Achieved	KRW 1.0167 trillion

*Figures from domestic sites

MOTIVATE

In the MOTIVATE pillar, SK hynix achieved all 4 of 4 targets in 2025. Given that early achievement of the “semiconductor talent development program participation” target is expected ahead of schedule, the 2030 target has been raised from 10,000 to 20,000 participants. In 2026, SK hynix will continue to advance efforts to enhance leadership diversity, strengthen employees' digital capabilities, and expand semiconductor talent development programs to ensure all targets are achieved.

[Table] MOTIVATE Pillar — Performance and Targets

Category	2030 Target (Base Year: 2020)	2025 Target	2025 Performance	Compared to 2025 Target	2026 Target
Inclusive Workplace	Triple the ratio of women in executive positions (Baseline year: 2021)	3.4%	3.4%	Achieved	3.9%
	Ensure 10% representation of women in team leader positions*	6.5%	6.8%	Achieved	7.3%
Talent Development	Achieve 95% certification rate for Digital Competency Level 2**	86.9%	90.8%	Achieved	91.6%
	Ensure 20,000 cumulative participants in semiconductor talent development programs (Baseline year: 2022)	5,620 persons	7,326 persons	Achieved	10,126 persons

*Figures based on domestic engineering and office staff

**Figures from domestic and Chinese manufacturing sites



Environmental

Related Material Issues

Climate Change, Energy, Water Resources, Technology Innovation

Climate Change 23

Water and Biodiversity 31

Waste 37

Pollution 39

Climate Change

Our Approach

At SK hynix, the Sustainability Committee, operating under the Board of Directors, oversees the company-wide climate change response strategy, targets, and performance. Furthermore, the ESG Management Committee, chaired by top executives including the CEO, along with heads of relevant divisions, reviews and makes decisions on major ESG agenda items, including climate change response. Since 2022, SK hynix has operated the Carbon Management Committee under the ESG Management Committee, pursuing detailed implementation tasks to reduce company-wide greenhouse gas emissions. Key achievements are reported regularly to the ESG Management Committee. GHG reduction performance is also reflected in the KPIs of the CEO and key executives chairing the Carbon Management Committee, linking performance to compensation.

SK hynix has formulated strategies to reduce Scope 1, 2, and 3 greenhouse gas emissions and is executing concrete plans to implement these strategies. Centered around the Carbon Management Committee, we are continuously advancing our carbon reduction strategies. By analyzing production plans, policies, and technological trends from multiple angles, we establish optimal implementation pathways and actively pursue reduction measures to realize them. More specifically, to establish consistent and efficient decision-making criteria for investments and expenditures on greenhouse gas reduction measures, we conduct Marginal Abatement Cost (MAC) curve analyses. The MAC curve allows us to simultaneously consider the mitigable volume of a reduction measure and the abatement cost per ton, comparing the investment efficiency of available reduction measures to determine the optimal combination. By establishing structural and consistent decision-making criteria for investments in greenhouse gas reduction measures based on the MAC curve, SK hynix anticipates adopting a more strategic approach to mid-to-long-term investment decisions. At the same time, SK hynix meticulously examines business risks and opportunities that may arise in the future due to climate change and reviews corresponding response measures. We have previously disclosed these details through the TCFD Report, which we have published twice. Considering the nature of climate change scenarios—where significant shifts do not manifest in the short term—we are focusing on refining our climate change scenarios to better reflect SK hynix's unique business characteristics in the predictive results, rather than publishing a new report at this time. Internally, under a management system spanning the Carbon Management Committee, ESG Management Committee, and Sustainability Committee, we continuously monitor the risks and opportunities posed by climate change and strive to integrate the findings into our business strategy. In addition, we plan to disclose SK hynix's climate change risks, opportunities, and corresponding response strategies when meaningful changes emerge in future climate change scenario analysis results.

Targets and Progress

SK hynix has established long-term goals of achieving Net Zero and RE100 by 2050. To fulfill these, we have set interim targets for 2030: maintaining Scope 1 & 2 greenhouse gas emissions at 2020 levels and ensuring 33% of our energy comes from renewables. In addition, we are exploring the future direction for the mid- to long-term greenhouse gas targets and the advancement of our management system, taking into account changes in our business environment including the expansion of production facilities and the operation of new sites.

Scope 1 GHG Emission Reduction Activities

Process Gas Reduction and Alternative Gas Introduction

SK hynix's Scope 1 GHG emissions stem primarily from process gas emissions during semiconductor manufacturing. To achieve Net Zero, SK hynix is identifying and applying diverse measures to reduce gas usage within processes, focusing particularly on developing and introducing low-Global Warming Potential (GWP) substitute gases that can replace high-GWP gases and reduce emissions.

In 2025, the company focused on process gas reduction and substitute gas introduction in thin-film deposition, diffusion, and etch processes. In thin-film deposition and diffusion processes, usage time and volume of nitrogen trifluoride (NF₃) gas — used to remove residual impurities inside chambers — were optimized, and in certain processes NF₃ was converted to fluorine (F₂) gas, which has a GWP of zero, to achieve substantive GHG reductions. In the etch process, at the Redistribution Layer (RDL) stage, carbon tetrafluoride (CF₄) was converted to NF₃ gas, which reduces gas usage itself, to improve reduction efficiency.

SK hynix will continue to focus on reduction activities in etch processes — which have high usage of gases such as perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), and sulfur hexafluoride (SF₆) — to drive ongoing reductions in process gas emissions. The company will also extend proven reduction initiatives to other processes within the scope of normal production operations and continuously identify new GHG reduction initiatives to lead the way in climate change response.



Climate Change

[Table] Annual Reduction Rate of Process Gas Emissions Compared to the Baseline Year (2020)

Year	Target	Performance
2024	40% decrease	55% decrease
2025	49% decrease	52% decrease
2026	40% decrease	-
2030	40% decrease	-

Scrubber Treatment Efficiency Improvement

Scrubbers are critical equipment used to treat GHG emissions and harmful substances generated in semiconductor processes, which use a variety of chemicals, rendering them safe for discharge. SK hynix focuses on improving treatment efficiency through operational optimization of existing scrubbers as well as developing new scrubber technologies.

For scrubbers that decompose carbon tetrafluoride (CF₄) generated in etch processes using plasma heat, SK hynix has developed and applied technology capable of achieving approximately 99% treatment efficiency by introducing active control systems synchronized with production equipment and combining nitrogen (N₂) flow control, improving operational efficiency. This technology is being introduced at domestic sites first, followed by sequential rollout. In addition, to address the limitations of chamber-level scrubber installations in etch processes, SK hynix has co-developed a “bay-type scrubber” with a supplier. The bay-type scrubber achieves greenhouse gas treatment efficiency at a 99% level while reducing power consumption compared to the conventional chamber-level installation approach. Bay-type scrubbers were first introduced at M15X in 2025, and will be applied to new Fab builds going forward. In etch processes within new Fabs, the adoption of these scrubbers is expected to enable high-efficiency GHG treatment.

SK hynix will continue to identify new technologies such as Point-Of-Use (POU) catalytic scrubbers to simultaneously achieve 99% company-wide scrubber treatment efficiency.

[Table] Annual Scrubber Treatment Efficiency Compared to Baseline Year (2020)

Year	Target	Performance
2024	93%	94%
2025	95%	95%
2026	95%	-
2030	95%	-

Climate Change

Scope 2 GHG Emission Reduction Activities

Expanding Renewable Energy Procurement

SK hynix is expanding renewable energy procurement as a core task for achieving its Net Zero target. Overseas production sites with abundant renewable resources achieved RE100 ahead of schedule in 2022 and have maintained stable ratios since. Domestic sites gradually expand renewable energy share according to supply conditions.

In 2025, 31% of total electricity at global production facilities came from renewable sources. While total renewable volume rose 13% year-on-year, the transition rate only increased 1%p due to higher total electricity consumption from expanded production. Starting with Korea's first PPA in 2024, SK hynix is gradually expanding renewable procurement through additional PPA sourcing, securing a stable procurement foundation.

Moving forward, SK hynix will diversify implementation methods to achieve RE100 and collaborate with ecosystem stakeholders to build a stable, sustainable renewable energy base.

[Table] Renewable Energy Usage Rate

Year	Target	Performance
2024	30.0%	29.9%
2025	31.0%	31.0%
2026	31.0%	-
2030	33.0%	-

Energy Conservation Activities

Since acquiring Energy Management System (ISO 50001) certification in 2014, SK hynix has conducted systematic energy conservation activities in compliance with international standards. We established the Energy Management Working Group, with participation from production, R&D, utilities, environment, investment, and procurement, to set company-wide energy conservation goals and review progress through monthly meetings. As a subcommittee under the Carbon Management Committee, the working group systematically manages key decisions, issue reporting, and task implementation related to energy conservation.

In 2025, energy demand expanded due to increased production volumes amid the semiconductor industry recovery. SK hynix responded by expediting planned energy investment initiatives and maximizing efficiency through AI and digital transformation (DT) technologies. Key improvements included chiller chilled water set point optimization, bay-type scrubber introduction, and low-power pump deployment, achieving 308 GWh in energy savings—exceeding our planned target of 274 GWh. This demonstrates our “smart conservation” strategy: boosting energy efficiency even as production volumes increase. Going forward, SK hynix will continue strengthening technological innovation and systematic operations to maximize energy efficiency and lead energy management practices.

[Table] Cumulative Energy Savings (from 2020)

Year	Target	Performance
2024	1,274 GWh	1,328 GWh
2025	1,602 GWh	1,636 GWh
2026	1,942 GWh	-
2030	3,000 GWh	-



Climate Change

[Table] Detailed Energy Savings by Campus (2025)

Campus	Savings
Icheon	143 GWh
Cheongju	100 GWh
Wuxi	57 GWh
Chongqing	8 GWh

Optimizing Chiller Chilled Water Set Points

Within semiconductor manufacturing facilities (fabs), power consumption is most heavily concentrated in the chillers of the refrigeration systems that produce chilled water. When chilled water used to cool equipment is recovered at an elevated temperature, it is cooled again in the chiller through heat exchange with cooling water. Generally, to reduce a chiller’s power consumption, it is more efficient to operate it by lowering the temperature of the cooling water and raising the temperature of the chilled water. Accordingly, SK hynix has been pursuing energy savings during the summer season by maintaining lower cooling water temperatures within a range that does not impact equipment operation. However, as chilled water is a core element directly affecting the manufacturing process, raising its temperature dramatically poses the risk of disrupting process operations. SK hynix developed its own model to precisely predict the refrigeration load based on outdoor air temperature and chilled water temperature to resolve this issue. Through this, we established a system to operate the chillers by adjusting the chilled water temperature upward within an optimal range that prevents operational issues. However, as the chilled water temperature was raised, the chilled water flow rate increased to alleviate the load in some usage areas, occasionally resulting in the unintended consequence of requiring the operation of additional chillers. As this situation could ultimately increase energy usage, SK hynix meticulously compared and analyzed power consumption across these diverse cases, deriving and introducing the most efficient optimal operational methods geared towards reducing energy usage. As a result, over the course of 2025, we successfully saved a total of 6,300 MWh of power while seamlessly maintaining the stability of process operations. Moving forward, SK hynix plans to continuously advance and update this prediction model from a utility operations perspective to maximize energy efficiency and realize substantial power savings.

Power Savings through the Introduction of Bay-Type PFC Scrubbers

SK hynix is introducing bay-type PFC scrubbers to simultaneously reduce greenhouse gases and improve energy efficiency. This initiative was reviewed by the Heating, Venting, Air Conditioning (HVAC) Equipment Process Standardization Committee (EPSC) and verified through rigorous demo testing. The bay-type PFC scrubber treats perfluorocarbons intensively and efficiently. By utilizing catalysts to lower reaction activation energy, it reduces treatment temperatures and substantially cuts power consumption. Currently, one unit operates at the M15X Fab, replacing 40 conventional primary scrubbers. In 2025, this achieved power savings of approximately 3,840 MWh compared to conventional scrubber operations. SK hynix has established the technological foundation for successfully rolling out high-efficiency, low-power facilities to new fabs based on this operational know-how.

Climate Change

Scope 3 GHG Emission Reduction Activities

Supply Chain Emissions Management

SK hynix established and continues to operate the ECO Alliance to enable Korean semiconductor firms to jointly address environmental issues and enhance their competitiveness. Launched in 2019 with 31 Tier 1 suppliers, the ECO Alliance expanded its scope starting in 2024 to include major Tier 1 suppliers targeted for greenhouse gas reduction. It promotes diverse activities, including setting GHG reduction targets, participating in the Carbon Disclosure Project (CDP) Supply Chain program, and enhancing member capabilities and networking through workshops. Thanks to these efforts, 17 member companies adopted a joint declaration on renewable energy usage in 2022, and 28 member companies adopted a joint declaration on GHG reduction in 2024. SK hynix provides consulting services to assist ECO Alliance member companies in calculating their GHG emissions and setting targets, and strives to create opportunities for synergy by sharing these achievements among members. In 2026, alongside three of our suppliers, we are participating in the Industrial Supply Chain Carbon Partnership project, led by the Ministry of Trade, Industry and Energy, which supports carbon reduction among multiple companies within the industrial supply chain. Through this, we aim to move beyond short-term support and contribute to laying the foundation for sustainable GHG reductions among our suppliers.

Participation in External Initiatives

SK hynix joined the Semiconductor Climate Consortium (SCC), established for collaborative global climate action in the semiconductor industry, as a joint founding member. We continuously engage in cooperative activities aimed at reducing GHG emissions across the value chain. In May 2025, we participated in the “Global Climate Summit Workshop 2025” hosted by Semiconductor Equipment and Materials International (SEMI). Alongside key organizations like SEMI and the SCC, as well as global hyperscaler customers, we engaged in discussions on decarbonization technologies viable for the semiconductor industry. Centered on GHG reductions, the workshop facilitated discussions on corporate case analyses regarding direct site emissions (Scope 1) reduction technologies, and the definition of industry-wide collaborative GHG reduction targets and actionable tasks. Participants agreed to systematically share future progress through official platforms like SEMI and the SCC. Additionally, at the “SEMI Global Executive Summit” held in December 2025, we joined major companies within the semiconductor supply chain to discuss decarbonization targets and viable collaborative measures. We built a consensus on a balanced decarbonization transition that simultaneously considers cost, stability, and sustainability. Furthermore, by sharing Korea’s energy policies and SK hynix’s carbon reduction plans with major customers, we solidified the foundation for cooperation toward a sustainable transition across the entire supply chain. Moving forward, beyond our own carbon reduction efforts, SK hynix plans to continuously engage in a variety of external initiative activities to identify and propagate practical and actionable GHG reduction measures collaboratively across the industry.

Climate Change

Product Carbon Reductions

High-efficiency Technologies and Products for Reducing Carbon Emissions

While SK hynix focuses on enhancing product performance, we recognize that improving the power efficiency of our semiconductors directly contributes to improving the power efficiency of electronic devices essential to our daily lives—such as data centers, PCs, and mobile devices. Accordingly, in 2025, we incorporated “developing energy-efficient products that reduce power consumption per unit of processing capacity” into our core company strategy. To execute this strategy, we continually track our performance against product development targets set in 2022 for improving energy efficiency over previous generations of the same product, such as “doubling HBM energy efficiency by 2026” and “increasing eSSD energy efficiency 2.3-fold by 2030” (both compared to 2020 levels). Notably, as the AI era garners traction and the power consumption of data centers progressively increases, SK hynix’s semiconductors are expected to contribute to enhancing the energy efficiency of data centers.

HBM4, SK hynix’s flagship AI-oriented product, more than doubles the bandwidth compared to the previous generation, boosting data processing speeds while elevating power efficiency by over 40%, thereby contributing to simultaneous improvements in data center performance and energy efficiency. In addition, the 1cnm DDR5 product, which entered mass production in 2025, features an 11% speed increase and an over 9% improvement in power efficiency compared to the previous generation. It is projected that global customers operating cloud services could reduce their power costs by up to 30% compared to previous levels if they deploy this product in their data centers.

Furthermore, SK hynix supplies high-efficiency semiconductors for diverse applications, including PCs, mobile devices, and automotive applications, contributing to elevated customer value by enhancing product performance while lowering power consumption for the same processing capacity. SK hynix will continue striving toward its goal of developing high-value-added products featuring high degrees of performance and energy efficiency with each passing generation, keeping pace with the demands of our customers and the market.

[Table] HBM Energy Efficiency (Baseline year: 2020)

Year	Target	Performance
2022	1.28x	1.28x
2024	1.38x	1.42x
2026	2x	-

[Table] eSSD Energy Efficiency (Baseline year: 2020)

Year	Target	Performance
2023	1.26x	1.28x
2025	1.58x	1.76x
2030	2.3x	-

[Table] LPDDR Energy Efficiency (Baseline year: 2024)

Year	Target
2024	(Baseline year)
2026	1.3x
2030	1.6x



Climate Change

Product Carbon Footprint Certification

Life Cycle Assessment (LCA) is a method for comprehensively evaluating the environmental impact of a product throughout its entire lifecycle, from raw material extraction to the production processes. LCA measures the environmental loads caused by resources used and substances emitted during the product manufacturing process. By allocating these to the product unit, it compares and analyzes the environmental impacts across various products. While past focus was primarily on greenhouse gas emissions generated from production processes within a company's facilities, stakeholder interest in greenhouse gas emissions across the entire product lifecycle has recently been growing significantly. SK hynix conducts carbon footprint certification according to LCA guidelines for its main representative DRAM and NAND Flash memory products on an annual basis.

Since obtaining the first Environmental Product Declaration (EPD) certification from the Ministry of Environment in 2013 for a 20nm-class 4G DDR3 product, SK hynix has expanded its certified product portfolio. In 2025, the company obtained carbon reduction certifications for 11 products and carbon footprint certifications for 4 products, comprising 15 memory products including HBM, from **Carbon Trust**¹. Specifically, SK hynix received carbon reduction certifications for 11 HBM and DRAM products, and carbon footprint certifications for four NAND and storage products from Carbon Trust in 2025. SK hynix is the only company to have obtained carbon reduction certification for HBM3 and HBM3E products. Additionally, reflecting customer LCA requirements, we developed the "HyLCA system," which can calculate carbon emissions for each product. By obtaining third-party verification from Lloyd's Register Quality Assurance (LRQA), we ensured the consistency and reliability of the system. We plan to utilize this system to systematically provide customers with information on the carbon emissions of our semiconductor products in the future.

Climate Change

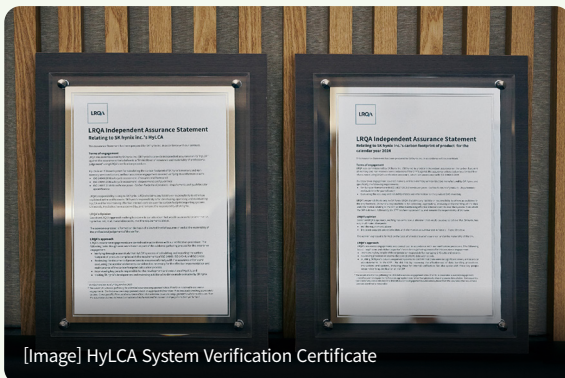
Development of the HyLCA System

To participate in addressing the global climate change crisis and proactively respond to strengthening global environmental regulations, SK hynix developed and now operates “HyLCA,” an in-house carbon footprint calculation system based on Life Cycle Assessment (LCA). The carbon footprint is an indicator that converts the total volume of greenhouse gases generated across the entire lifecycle such as production and distribution of a product into carbon dioxide emissions. SK hynix has focused on establishing a system to provide highly reliable data to customers and stakeholders by calculating this footprint quantitatively.

The HyLCA system is designed to seamlessly manage carbon emission data across the entire process, encompassing basic information for all products manufactured at domestic and overseas facilities, extending through front-end and back-end processing, utilities, packaging materials, and logistics. Through this, SK hynix developed a proprietary platform capable of automatically calculating and managing carbon emissions for each of the company’s products. We completed official third-party verification of the carbon emission calculation logic, data, and system conformity from LRQA, a global certification body, thereby demonstrating the objectivity and reliability of our data.

Building on these achievements, SK hynix plans to expand the scope of carbon footprint calculations to encompass all products and provide detailed reports by product to our customers, proactively responding to global customers’ demands for product-specific carbon emission information.

Furthermore, through continuous enhancement of the HyLCA system, SK hynix will proactively respond to stricter global carbon regulations, such as the European Union’s Carbon Border Adjustment Mechanism (CBAM), and movements toward the legal mandating of carbon footprint reporting. SK hynix will also generate highly reliable data that can be utilized for carbon reduction activities, contributing to the realization of Net Zero.



Water and Biodiversity

Our Approach

At SK hynix, the Sustainability Committee, operating under the Board of Directors, oversees matters related to environmental issues, including water resources. Additionally, the ESG Management Committee, chaired by top executives including the CEO, along with heads of relevant divisions, reviews and makes decisions on major ESG agenda items, including water resources. Concurrently, we operate the SHE Management Committee, centered around the organization responsible for safety, health, and environment, to continuously monitor environmental activities, key issues, strategies, and performance, including those related to water resources. SK hynix has established and manages the direction of its water management initiatives—encompassing water conservation, water risk management, and ensuring healthy ecosystems—along with detailed implementation strategies to achieve these goals. Furthermore, we assess the water stress levels in the regions where each of our production facilities is located based on data from the World Resources Institute's (WRI) Aqueduct “Water Risk Atlas,” utilizing this as reference material when formulating regional water management plans. Water stress represents the proportion of total water demand relative to the average available water resources annually; a higher value signifies a greater demand relative to supply. However, while the water stress data provided by WRI is relatively accurate for assessing available water volume across broad basins, it has limitations in precision regarding water volume or demand in smaller, localized areas. Therefore, as a “high” water stress designation does not necessarily equate to an absolute current water shortage in that specific area, SK hynix utilizes these results primarily as a reference point. We are establishing water resource management strategies through close cooperation with local governments that manage regional water sources.

[Table] Water Stress Level by Major Production Site Location*

Campus	Water Stress
Icheon	Medium-high
Cheongju	High
Wuxi	Medium-high
Chongqing	Low

*Utilizing WRI Aqueduct 4.0, each business site was analyzed based on latitude and longitude coordinates.

Targets and Progress

SK hynix has established goals of achieving 600 million tons in cumulative water savings by 2030 and reducing water withdrawal intensity by 35% through 2026 compared to 2020 levels. We review and implement progress towards these goals annually.

Water Conservation and Expanding Reuse

Operation of the Water/Wastewater Reduction Task Force

The semiconductor manufacturing process inherently requires massive volumes of water. To minimize the environmental impact of water resource usage, SK hynix established and operates the “Water/Wastewater Reduction Task Force,” promoting water conservation and the expansion of wastewater reuse across our facilities and processes. From a water circulation perspective, this task force manages the entire lifecycle of water, from usage to treatment and reuse. It formulates water use reduction plans and regularly monitors implementation performance, thereby enhancing water resource efficiency within our sites and laying the foundation for stable water management.

SK hynix has contributed to reducing water withdrawals by establishing an on-site wastewater reuse system in 2017. In 2023, we expanded our water conservation achievements by optimizing water usage through structural improvements to the internals of Point of Use (POU) scrubbers, which are large-scale water-consuming facilities. In 2024, responding to the increased need for water conservation following the opening of the new M16 Fab, we made full-scale investments, exceeding our reduction targets by improving spray methods and altering supply paths. In 2025, we achieved both stable production operations and efficient water management by further reducing water usage through the optimization of operating conditions for pollution control facilities that treat waste gases from the production process and cooling towers that maintain appropriate environments within the fab. Going forward, SK hynix plans to continue expanding investments in structural improvements to scrubbers and identifying additional conservation opportunities to further reduce water usage and strengthen our water management capabilities.

Water and Biodiversity

[Table] Cumulative Water Savings (from 2021)

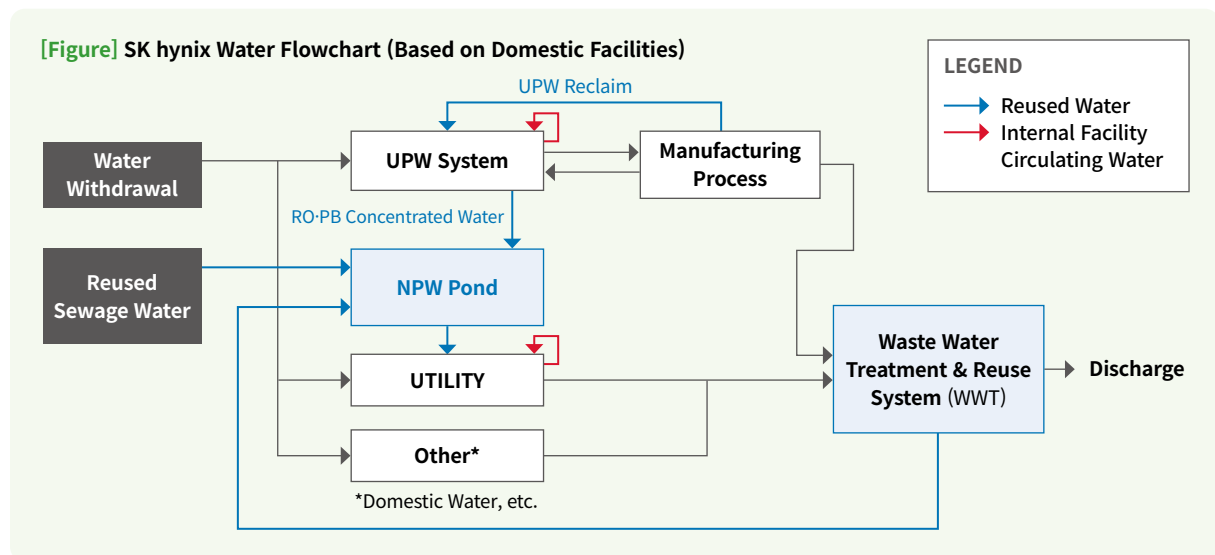
Year	Target	Performance
2024	201 million tons	225.94 million tons
2025	264 million tons	303.37 million tons
2026	329 million tons	-
2030	600 million tons	-

Water Management in Water-Stressed Regions

SK hynix identifies and manages the water stress levels in the regions where its production facilities are located based on the World Resources Institute's (WRI) "Water Risk Atlas." Among the regions hosting SK hynix production facilities, Cheongju in Korea is classified as a "high" stress region.

At the Cheongju campus, which is assessed as facing high water stress, SK hynix began receiving treated municipal wastewater since 2023, with supply volumes increasing incrementally. In 2025, approximately 10.8 million tonnes of treated wastewater were received and used as process water, delivering significant water conservation benefits. SK hynix will continue to collaborate with local communities to secure treated wastewater supplies and expand water reuse volumes.

[Figure] SK hynix Water Flowchart (Based on Domestic Facilities)





Water and Biodiversity

[Table] Detailed Description of the Water Flowchart

Key Components	· Ultrapure Water (UPW) System: Ultrapure water production system · Non-Potable Water (NPW) Pond: Reservoir for storing reused water · Waste Water Treatment & Reuse System (WWT): System for treating wastewater for reuse or discharge
Withdrawn and Reused Water Flow	· Withdrawn water is supplied to the UPW system and purified into ultrapure water. · Ultrapure water produced by the UPW system is used in manufacturing processes, with a portion recovered back into the UPW system via UPW Reclaim. · Concentrated and reused sewage water generated from manufacturing processes and the UPW system, alongside reused wastewater, is collected in the NPW Pond. · Water from the NPW Pond is supplied to infrastructure facilities. · Water used in each facility moves to the WWT, where it is treated and either recycled back to the NPW Pond or ultimately discharged.
Internal Circulating Water Flow within Equipment	· Water circulates and is reused internally within the UPW system and utility facilities.

Water and Biodiversity

Water Quality and Biodiversity Management

Water Quality Pollutant Monitoring

In consideration of the semiconductor industry's characteristic use and discharge of large water volumes, SK hynix has been regularly monitoring the water quality and aquatic ecosystem status of the rivers receiving discharged water (discharge rivers) near its domestic facilities since 2019. We assess the aquatic environment, aquatic ecosystem status, and the presence of legally protected (endangered) species in the discharge rivers tailored to each site's location (Icheon, Cheongju, Yongin). We strive to improve habitats by controlling the behavior of invasive and ecologically disruptive species. Furthermore, on a quarterly basis, we collect data on ecological changes for a total of six biological communities: plants, mammals, birds, fish, benthic macroinvertebrates, and algae. We calculate indices of biological community health such as diversity, dominance, richness, and evenness using this accumulated data, quantifying the health of the discharge rivers by comparing them with natural rivers.

Additionally, to preemptively block environmental pollution damage resulting from unforeseen environmental accidents or malfunctions in wastewater treatment plants, we install and operate emergency storage facilities linked with a Tele-Monitoring System (TMS). The TMS incorporates both instruments that measure physicochemical indicators and biomonitoring devices (toxicity monitoring systems utilizing biological species), a unique SK hynix system. Biomonitoring devices assess toxicity in the water by observing behavioral changes in species upon exposure to pollutants. Using daphnia (for heavy metals and ionic substances), microalgae (for organic substances), and sulfur-oxidizing bacteria (for heavy metals and ionic substances), the sensitivity changes upon exposure to contaminants are converted into toxicity indices for each device to determine the presence of toxic substances. Monitoring is managed across four levels (Interest-Caution-Alert-Serious), allowing ongoing assessment of potential impacts on aquatic ecosystems and biodiversity by identifying toxicity effects before discharge. SK hynix thus ensures the safety of its discharged water by directly confirming biological impacts.



[Image] Monitoring the Aquatic Ecosystem of Discharge Rivers

Assessing the Biological Toxicity Safety of Discharged Water and Discharge Rivers

As part of efforts to conduct long-term monitoring of the potential toxic effects of discharged water on aquatic and terrestrial flora and fauna upon entering rivers, SK hynix employs the concept of the "Mesocosm" for regular biological toxicity assessments. Mesocosm is a technique used for simulating natural ecosystems; we artificially replicate the environment in nearby discharge rivers at a controllable laboratory scale to periodically evaluate toxic effects through species exposure tests.

Target species are first divided into aquatic and terrestrial organisms. For aquatic species, standard test organisms include daphnia, **dominant species**² in the discharge river like crucian carp, first-grade indicator species like *Rhynchocypris oxycephalus*, aquatic plants indicating good water quality (*Ceratophyllum demersum*, *Potamogeton crispus*), and freshwater benthic amphipods. Terrestrial species are represented by local agricultural crops. For aquatic organisms, **serial cultivation**³ is conducted for each receptor in accordance with water pollution process testing methods and international standard testing methods, with toxicity evaluations conducted according to exposure assessment periods. For terrestrial crop species, an artificial cultivation system has been established by planting seedlings in experimental pots. We evaluate the growth status of the experimental group (exposed to discharged water) against a control group (exposed to local agricultural water) and confirm the toxicity of the discharged water by analyzing the bioaccumulation of pollutants across the water-soil-root-stem-leaf continuum. SK hynix plans to continue monitoring toxic impacts from a mid-to-long-term perspective to foster a better ecological environment.

Water and Biodiversity

Restoring River Biodiversity through the Regular Introduction of Fish

Aiming to restore the fundamental functions of the river ecosystem, SK hynix launched an integrated biodiversity restoration project. This initiative combines structural habitat improvements within the ecological park created by SK hynix with the regular introduction of first-grade indicator fish species. First, to create a physical habitat environment in the target section, we strategically placed rocks on the riverbed to naturally disperse the water flow. We also created diverse micro-habitats and hiding places where fish can take refuge from strong currents and predators.

Subsequently, we periodically introduced first-grade indicator fish species from pristine waters alongside dominant species of the local water system. To increase the initial settlement rate, we provided customized feeding and conducted precise monitoring in tandem, helping the newly introduced species adapt smoothly to their unfamiliar environment. Through this systematic management, the population density of the introduced indicator species increased, forming stable populations. The more abundant fish resources attracted higher-level predators, successfully establishing a robust food chain within the aquatic ecosystem. This demonstrates that efforts involving artificial habitat creation and the introduction of fish species have catalyzed interactions within the ecosystem, strengthening “self-sustaining resilience,” allowing nature to maintain and expand its biodiversity independently. Going forward, SK hynix intends to continue its sustainability management by creating ecological value for local communities through advanced Nature-based Solutions (NbS) that go beyond creating simple green spaces to fully restore ecosystem functions.



[Image] Fish in the Ecopark



[Image] Icheon Ecopark

Water and Biodiversity

Biodiversity Conservation with Stakeholders Based on AI

With the goal of biodiversity conservation, SK hynix is making dedicated efforts to proactively observe the impact its business activities have on the ecosystem. Notably since 2021, we have continued to operate the “Anseongcheon Stream ECOSEE Program,” where citizen scientists take the lead in meticulously observing ecosystem changes before and after fab construction and transparently recording the data. In 2025, a total of 414 citizen scientists, consisting of local students and residents, participated in the “ECOSEE Ecological Monitoring Program,” one of the project’s sub-programs. They took part in Anseongcheon Stream biodiversity conservation activities, exploring aquatic life, plants, and birds around the stream, while plogging along the riverbanks.

Additionally, in May 2025, SK hynix launched “AI for Impact,” a program leveraging AI technology to support the resolution of social issues. Through this, we are expanding AI-based social value creation across the environmental, safety, and health domains, as well as broader issues of regional coexistence. More specifically, a project selected as an outstanding case—the “Biodiversity AI Monitoring” app developed by Sangmyung University graduate student Baek Jong-Won—was showcased through an exhibition and forum at the “2nd Korea Social Value Festa.” By offering an opportunity to directly experience an app that uses AI to identify climate indicator species, ecologically disruptive species, and native species, the project effectively highlighted the importance of biodiversity conservation and the potential of AI technology to solve social and environmental problems. In 2026, SK hynix plans to continuously expand a diverse range of social value creation activities, centering on resolving environmental issues using AI technology.



[Image] The “Biodiversity AI Monitoring” App Development Project Showcased at the 2nd Korea Social Value Festa

Gyeongancheon Stream Environmental Cleanup Activities

SK hynix organizes the “Waterway Volunteer Corps,” composed of participating employees, to carry out water environment conservation activities in local rivers. In 2025, we conducted water environment conservation activities at the Gyeongancheon Stream near the Yongin City Sports Complex Waterside Park in Cheoin-gu, Yongin. This included removing trash and tossing **Effective Micro-organisms (EM) mudballs⁴** into the stream. The Gyeongancheon Stream is a first-grade tributary flowing into the Namhgang River. It is a vital water resource that sustains the local ecological environment while also playing a crucial role in the stable operation of the Yongin Semiconductor Cluster. Approximately 250 people participated in this volunteer activity, dedicating themselves to the cleanup and water quality improvement of the Gyeongancheon Stream. Participants included around 130 SK hynix employees, SK ecoplant employees, Yongin residents, representatives from 13 companies belonging to the Social Economy Council, Bright Society Green Environment, and the Korea Forest Welfare Professionals Association.



[Image] Gyeongancheon Stream Environmental Cleanup Activities

Waste

Our Approach

At SK hynix, the Sustainability Committee, operating under the Board of Directors, oversees matters related to environmental issues, including waste and resource circulation. Additionally, the ESG Management Committee, chaired by top executives including the CEO, along with heads of relevant divisions, reviews and makes decisions on major ESG agenda items, encompassing waste and resource circulation. Concurrently, SK hynix operates the SHE Management Committee, centered around the organization responsible for safety, health, and environment, to continuously monitor environmental activities, key issues, strategies, and performance related to waste and resource circulation.

SK hynix promotes diverse waste reduction and resource circulation activities, including waste-to-resource initiatives, waste minimization and recycling expansion, the reuse of used assets, and the utilization of recycled materials. We strictly manage waste generation, collection, storage, and treatment according to the “Environmental Management Policy,” and the environmental department under the safety, health, and environment organization monitors and mitigates waste-related risks on an ongoing basis. To safely and lawfully treat waste generated at our facilities, SK hynix operates a systematic management framework for waste treatment suppliers. Considering the types and characteristics of waste, we select suppliers capable of stable treatment in full compliance with relevant laws, and we continuously monitor their expertise and management.

Targets and Progress

SK hynix has established goals of achieving a recycled material usage rate of 30% by 2030 and ZWTL Gold certification by 2030, reviewing and implementing progress toward these targets annually.

Use of Recycled Materials

Expanding the Use of Recycled Materials in Products

In February 2024, aiming to minimize environmental impact through the efficient use of resources, SK hynix announced its goal of using recycled materials in its products, along with its policy for the use and management of recycled materials. To proactively review and manage the use of recycled materials during the product design and manufacturing stages, we launched a dedicated task force in the first half of 2023, encompassing sustainability-related departments as well as diverse operational areas such as development, procurement, sales, and quality. Leveraging the specific expertise of each department, we conducted a comprehensive review of the feasibility of using recycled materials in semiconductor products. As a result, we set a mid-to-long-term goal of achieving a recycled material usage rate of 30% by weight (excluding SSD product cases) by 2030, and we are actively pursuing this objective.

Considering environmental impacts and material properties, SK hynix began transitioning to recycled materials, starting with certain metal materials used in back-end processing. In 2024, we started substituting the copper used in the substrates of our memory semiconductor products with recycled sources, and as of 2025 more than 80% recycled copper is being applied. Furthermore, to expand the scope of recycled material usage, we are in close consultation with various stakeholders, including our supply chain, to review the viability of recycled materials other than copper.

Notably, we conduct thorough reliability testing from the initial introduction phase to ensure no quality issues arise from using recycled materials in final products. For directly purchased raw materials, we enhance internal certification procedures and quality assessments prior to incorporating them into products. For materials included in components manufactured by suppliers, we meticulously review the accompanying quality assessment reports, striving to exceed our high product quality standards while simultaneously minimizing our environmental footprint. Moving forward, SK hynix plans to transparently disclose its efforts to utilize recycled materials through the Sustainability Report.

[Table] Recycled Material Usage Rate

Year	Target	Performance
2024	16%	16%
2025	20%	20%
2026	23%	-
2030	30%	-

*Figures based on product weight (excl. SSD case)

Waste

Reducing Waste through Expanded Recycling

Expanding Circular Resource Certification Items

The “Circular Resource Certification” system, implemented in 2018, is a scheme designed to promote the circular use of resources. It recognizes certain substances meeting specific legal criteria as valuable resources rather than waste, thereby exempting them from waste-related regulations. In 2019, SK hynix became the first large corporation in Korea to obtain a Circular Resource Certification by having its integrated circuit (IC) trays officially recognized as circular resources. Since then, we have continuously reviewed the recyclability of various by-products generated in our processes and expanded our recognized circular resource items, newly acquiring certifications for six additional items including plastics in 2025. Moving forward, SK hynix will continue to enhance resource efficiency and strengthen our sustainable resource circulation system by identifying new circular resources through the further subdivision of waste classification.

Achieving Zero Waste to Landfill Certification

SK hynix maintains a high waste recycling rate of over 99% across the company and strives to strengthen the resource circulation system. To minimize the environmental impact of waste generated at our sites, non-recyclable waste is meticulously subdivided and segregated for disposal, while recyclable resources are converted into valuable assets through diverse recycling technologies and cooperation with specialized treatment providers. Furthermore, we promote the efficient use of resources by continuously examining the recyclability of by-products and materials generated from semiconductor manufacturing processes and expanding the list of our Circular Resource Certification items. Through these concerted efforts, all our domestic facilities and the Wuxi site maintain their Zero Waste to Landfill (ZWTL) Platinum status, while the Chongqing site maintains its Gold status. SK hynix will also work to obtain zero waste to landfill certification for new domestic and overseas sites currently under development.

[Table] ZWTL Certification Level by Major Sites (2025)

Campus	Ratings
Icheon	Platinum
Cheongju	Platinum
Wuxi	Platinum
Chongqing	Gold

Reducing Waste through Used ICT Asset Donation

Since 2018, SK hynix has donated used ICT assets — rather than disposing of them — to social enterprises, contributing to resource circulation while generating social value. Donated items include office automation assets (PCs, monitors, laptops, thin clients) and industrial assets (servers, network equipment, storage devices, mounters, and high-value consumables). Assets donated by SK hynix are refurbished by “Happy ICT,” a social enterprise that employs people with developmental disabilities. From 2018 through 2025, a cumulative total of approximately 290,000 items were donated, and the social enterprise created cumulative employment for 28 individuals with developmental disabilities. The social value created through this secondhand ICT asset donation program is estimated at a cumulative KRW 9.3 billion. SK hynix will continue to expand the scope and volume of donations to contribute more to resource circulation.



Pollution

Our Approach

At SK hynix, the Sustainability Committee, operating under the Board of Directors, oversees environmental issues, including pollution and chemical substances. Additionally, the ESG Management Committee, chaired by top executives including the CEO, along with heads of relevant divisions, reviews and makes decisions on major ESG agenda items, encompassing pollution and chemical substances. SK hynix operates the SHE Management Committee, centered around the organization responsible for safety, health, and environment, to continuously monitor environmental activities, key issues, strategies, and performance related to pollution and chemical substances.

SK hynix promotes diverse pollution and chemical management activities, including the reduction of air pollutants and chemical life cycle management. We strictly manage pollution and chemical substances according to the “Environmental Management Policy.” Relevant departments, such as the environmental department and the chemical substance management department under the safety, health, and environment organization, monitor and respond to pollution and chemical-related risks on an ongoing basis.

Targets and Progress

Air Pollutant Reduction

Expansion of Air Pollutant Reduction System

Various process gases and chemical substances are used in semiconductor manufacturing processes. SK hynix has continuously developed advanced technology for treating air pollutants to prepare for future fab expansions and increased product output. Notably, we developed the “De-NOx” system, capable of treating Nitrogen Oxides (NOx) and Hydrogen Fluoride (HF)—fine dust precursors generated during the decomposition of process gases—successfully treating NOx, which was previously difficult to manage using conventional methods. In addition, we developed the “De-NH₃” system to effectively treat ammonia (NH₃) used in processes with higher efficiency than before. The “De-NOx” and “De-NH₃” systems were sequentially installed and expanded throughout existing facilities from 2020 to 2023. Since 2024, these systems have been installed as a standard baseline when setting up air pollution control facilities. SK hynix plans to expand the introduction of the “De-NOx” and “De-NH₃” systems to future production facilities, including the Yongin Semiconductor Cluster.

[Table] Air Pollutant Emissions (Management Target: Reduction Below 2020 Air Pollutant Emission Levels)

Year	Performance
2020	823 tons
2025	315 tons

*Figures from domestic sites; refer to ESG Data for included substances.

Air Pollutant Reduction through the Introduction of Bay-Type PFC Scrubbers

SK hynix operates Point of Use (POU) scrubbers to effectively decompose and remove greenhouse gases such as perfluorocarbons (PFCs) generated during the semiconductor manufacturing process. Conventional scrubbers were installed and operated per chamber. However, this method required a large volume of equipment units to be installed, leading to increased power consumption, and faced limitations such as the generation of Nitrogen Oxides (NOx), an air pollutant, during the greenhouse gas treatment process. To resolve these issues, SK hynix newly introduced the “Bay-Type PFC Scrubber,” which comprehensively treats greenhouse gases at the bay level, a significantly larger unit than individual chambers.

Bay-type scrubbers operate at relatively lower temperatures compared to chamber-level scrubbers, and therefore have the technical advantage of effectively suppressing the formation of NOx. Going forward, SK hynix will continue to contribute to the reduction of air pollutants through the introduction of such high-efficiency equipment.



Pollution

Hazardous Chemical Management

Chemical Management Policy

SK hynix acknowledges the significant impact that chemicals used in semiconductor manufacturing can have on people and the environment. We strive to make use of substitute substances with lower impacts on employees and the environment while ensuring safe chemical usage through systematic and thorough management. To this end, we established and put in place the “SK hynix Regulated Substances for Chemical Management (RSC).” We closely monitor changes in domestic and international chemical management policies and regulations, proactively reflecting major changes in the RSC through policy revisions. SK hynix has produced the RSC to help suppliers understand and carry out tasks in accordance with our chemical management policies and supply procedures. The RSC is provided in four languages (Korean, English, Chinese, and Japanese), alongside reference materials for identifying substances likely to be regulated in the future and finding safer alternative chemicals. We hold annual briefing sessions for suppliers to facilitate their understanding of key provisions. We recommend, through the RSC, that chemical suppliers establish their own chemical management systems and document their management status to ensure a safe working environment for employees and ensure quality control. SK hynix also designates and manages its own list of regulated substances (prohibited/managed substances), thereby restricting internal use. Besides legally prohibited substances and those regulated under international conventions, chemicals presenting significant environmental hazards (air, water, etc.) and a high degree of risk to people (carcinogenicity, reproductive toxicity, cell mutagenicity, etc.) are also rigorously managed to prevent their entry into our facilities. Furthermore, chemicals subject to requests for regulation by customers are managed by reflecting customer policies and regulatory requirements of the country of origin into our own list of regulated substances to prevent their introduction and use internally. We also fulfill our corporate social responsibilities within the global supply chain by complying with the Responsible Business Alliance (RBA) chemical regulations.

MSDS Management and Enhancing Reliability

Material Safety Data Sheets (MSDS) are the most fundamental data for the safe use and management of chemical substances, containing vital information on chemical hazards and handling instructions. SK hynix manages MSDS obtained from chemical suppliers through a dedicated system, providing information to ensure employees fully understand the hazards and potential health impacts of chemicals and can work safely. We ensure that MSDS for all chemicals handled in the workplace are readily available for access at any time. For employees who directly handle or may be indirectly exposed to chemicals, we conduct regular MSDS training at least once a year to continuously raise awareness and foster a safe working environment.

Meanwhile, the low reliability of supplier-provided MSDS can hinder regulatory compliance and safety and health measures. Therefore, SK hynix continuously endeavors to enhance the reliability of MSDS data. First, before chemical substances are received, submitted MSDS are pre-reviewed to ensure they are prepared in compliance with the Industrial Safety and Health Act and Ministry of Employment and Labor notifications. In 2023, SK hynix introduced AI technology to develop a system that more efficiently verifies MSDS compliance. By continuously training the AI system, we have significantly improved operational efficiency by automatically verifying the regulatory compliance of submitted MSDS.

Additionally, as the requirements of inspection agencies regarding safety and health measures have recently become stricter, we move beyond simple MSDS reviews. We operate regular and ad-hoc revision systems to request and secure additional safety information tailored to material characteristics from suppliers. Based on this, we provide appropriate safety and health measures and vital information to users.

In addition, to strengthen the capabilities of chemical manufacturers and suppliers who actually draft the MSDS, we periodically conduct training on relevant laws and MSDS preparation methods, emphasizing the absolute importance of MSDS reliability through continuous promotion and guidance.



Pollution

Chemical Lifecycle Management

SK hynix operates a system-based chemical lifecycle management process to ensure the safe and transparent management of chemicals, systematically managing the entire process from preliminary assessment to disposal. Notably, before chemicals are received, the “SHE Chemical Hazard Evaluation Management System (SHE CHEMs)” reviews all incoming chemicals for proper MSDS preparation and compliance with the company’s own list of regulated substances, fundamentally blocking the entry of non-compliant chemicals into our facilities. Chemicals approved and received are periodically tracked for usage volume and inventory by major usage points and equipment within the site. Information tracking usage through to the disposal process, along with worker exposure data corresponding to the actual flow of chemicals, is managed and proactively utilized for workplace environment measurements, health checkups based on hazardous risk factors, and other measures.

Hazardous Chemical Reduction Activities

Through monitoring domestic and international chemical regulatory trends, SK hynix proactively identifies impacts on the company to eliminate risks and strives to reduce the use of hazardous chemicals.

Ozone-Depleting Substances

In accordance with the Montreal Protocol on Substances that Deplete the Ozone Layer, SK hynix is conducting internal reduction activities to comply with regulations. This involves sequentially substituting Hydrochlorofluorocarbon (HCFC)-based substances used as refrigerants in chillers according to the equipment’s lifespan and stringently restricting their use in new equipment.

Per- and Polyfluoroalkyl Substances (PFAS)

Per- and Polyfluoroalkyl Substances (PFAS) are currently facing stricter global regulations. In line with these trends, SK hynix is identifying alternative technologies according to usage status. Through continuous monitoring, we reflect regulatory requirements in our internal policies. Regulated substances such as Perfluorooctanoic Acid (PFOA), Perfluorooctanesulfonic Acid (PFOS), and Perfluorohexanesulfonic Acid (PFHxS) have been designated as internally prohibited substances, fully blocking their entry. Substances which we expect to be regulated, such as Long-chain Perfluorocarboxylic Acids (LC-PFCAs) and Perfluorohexanoic Acid (PFHxA), are currently under review for formal designation as internally prohibited substances.

Social

Related Material Issues

Value Chain Sustainability, Occupational Safety and Health, Human Resources, Technology Innovation

Our Members 43

Supply Chain 61

Local Communities 68

Our Customers 71



Our Members

Our Approach

At SK hynix, the Sustainability Committee, operating under the Board of Directors, oversees matters related to human resources management. Additionally, the ESG Management Committee, chaired by top executives including the CEO, along with heads of relevant divisions, reviews and makes decisions on major ESG agenda items including human resources management. Since 2023, we have operated the Labor & Human Rights Council, a working-level committee involving departments closely related to human rights and labor issues. This council reviews related issues that may arise in internal operations or relationships with suppliers, proactively preventing risks and formulating response measures. The Labor & Human Rights Council is divided into regular bi-monthly meetings and subcommittees involving only departments pertinent to specific issues. The council's major activities and key agenda items are reported to the ESG Management Committee and the Sustainability Committee.

SK hynix believes that employee happiness translates directly into corporate happiness and social value. Based on this conviction, we strive to select outstanding talent aligned with the SK hynix desired talent profile and are committed to their continuous development. Furthermore, alongside employee happiness, we respect the values of human rights, diversity and inclusion, sparing no effort in providing support to foster a safe and healthy work environment. We also promote a variety of activities to enhance positive impacts on our employees and mitigate potential negative effects.

Target and Progress

SK hynix has established goals related to its employees, including achieving a 95% Digital Competency Level 2 certification rate and ensuring that 10% of team leader positions are held by women by 2030. We review and implement progress towards these goals annually.

Talent Acquisition

[Talent Acquisition Principles](#)

SK hynix is dedicating its efforts to securing outstanding talent who will work together to realize the world's finest semiconductor technology. To respond to rapidly changing technology trends, we operate a recruitment system that meticulously evaluates specialized expertise for each role and associated growth potential. As a global enterprise, we reflect the values of diversity, equity, and inclusion (DE&I) in our recruitment process. Adhering to the principle of "unbiased hiring," we ensure that no unjustifiable discrimination occurs based on gender, nationality, disability, or any other factors that are not relevant to job performance, providing equal opportunities to all applicants through fair and transparent recruitment procedures.

[Industry-Academia Cooperation](#)

To overcome the shortage of semiconductor talent and solidify future technological leadership, SK hynix is systematically building an industry-academia cooperation ecosystem with major Korean universities (such as Seoul National University, KAIST, Korea University, Hanyang University, and Sogang University). By collaborating with each university, we are developing curricula specialized in AI and next-generation memory technologies and continuously supporting educational infrastructure to identify outstanding talent early on and nurture such talent into semiconductor experts. Additionally, we provide practical experiences and opportunities for students from semiconductor-linked university departments by organizing special lectures on our vision for the semiconductor industry, fab tours, and hands-on programs, enabling them to grow into leaders of the future semiconductor industry.

[Tech Day](#)

SK hynix holds "Tech Day" events annually at major university campuses across Korea to expand its touchpoints with top master's and doctoral talent who will lead the semiconductor industry in the future. Specifically, we invite researchers in master's and doctoral programs majoring in fields related to future technology to share and discuss the latest technology trends, future growth strategies, and technological challenges with our senior technology executives. Following the event, we offer sessions for job introductions and career counseling with current team leaders, supporting talent in their career exploration and focusing on building continuous relationships to secure outstanding future semiconductor talent.

Our Members

Securing Global Talent

SK hynix operates an array of programs such as “Global Recruiting” and the “SK Global Forum” to secure outstanding global talent. Through “Global Recruiting,” we visit major universities in the United States to host informational sessions and meetings, conveying SK hynix’s innovative technological prowess and growth potential to top local talent. Furthermore, through the “SK Global Forum” held in Silicon Valley, we invite current employees of major U.S. Big Tech firms and master’s and doctoral researchers from overseas to engage in in-depth exchanges of opinions on future semiconductor technologies with our key technology executives. More specifically, our key executives personally introduce the company’s vision and technology strategy and build connections with attendees, thereby strengthening strategic exchanges that lead to global talent recruitment.

[Table] Representation of women in team leader positions

Year	Target	Performance
2024	5.8%	6.3%
2025	6.5%	6.8%
2026	7.3%	-
2030	10%	-

*Figures based on domestic engineering and office staff

Talent Development

Global Talent Development

Global Business English/Chinese/Japanese Program (GBEP/GBCP/GBJP)

GBEP/GBCP/GBJP is an English/Chinese/Japanese language education program designed for employees requiring foreign language proficiency for clear communication with overseas subsidiaries, customers, and other stakeholders. Participating employees are provided with support to focus intensively on foreign language learning for a certain period, away from their regular duties, to effectively enhance their language skills.

Global eXperience Program (GXP)

GXP is a program where employees are dispatched to overseas subsidiaries or suppliers’ locations abroad, designing their own schedule for up to five weeks to perform tasks on-site. GXP participants maximize collaboration efficiency by simultaneously handling work tasks both in Korea and abroad as an extension of their existing duties, gaining direct opportunities to experience the work styles and environments of global enterprises.

Global Insight Program (GIP)

GIP is a short-term overseas training program aimed at fostering technical exchanges with research institutions within prestigious universities overseas or enhancing job-related specialized knowledge. Participants in this program can interact with overseas research institutions or participate in educational courses at overseas universities for up to one year, thereby improving their technical capabilities and professional expertise.

Our Members

[Enhancing Artificial Intelligence \(AI\) and Digital Competency](#)

Citizen Data Scientist (CDS) Camp

To respond to the era of AI and Digital Transformation, SK hynix systematically runs the Citizen Data Scientist (CDS) Camp to strengthen the data-driven decision-making capabilities of its employees. Moving beyond the previous method of utilizing external training, we have completed the internalization of this program by using practice-oriented educational content developed directly by in-house experts. This enables practical learning utilizing actual operational data without security concerns. We operate a subdivided curriculum consisting of a foundation track and an advanced track, allowing for balanced learning of core CDS competencies such as Generative AI, statistics, programming, and data management. We focus on enhancing the practical capabilities of our employees by separating training and certification. As of 2025, the cumulative number of participants totaled 6,411. In the mid-to-long term, we plan to nurture approximately 10,000 AI integration experts equipped with both semiconductor domain knowledge and AI capabilities by 2030.

Spartan

Spartan is a Project-Based Learning (PBL) program designed to cultivate core AI experts, where employees nurtured through Citizen Data Scientist (CDS) training directly analyze issues in the field they have brought up and devise solutions. Field leaders select tasks linked to business needs and provide full support so that team members can focus on the program during a six-month immersion period. During this period, participants enhance their problem-solving capabilities utilizing a provided computing environment for analysis and 1:1 mentoring from digital experts. After the training period concludes, the program is designed to disseminate knowledge throughout the entire organization through outcome sharing, and the selection and highlighting of outstanding case studies. Notably, in 2026, to elevate company-wide AI capabilities, we plan to focus our support on AI Agent development tasks at the business unit level, thereby cultivating employees equipped with the core capabilities to directly drive AI Transformation (AIX) in the workplace.

[Table] Digital Competency Lv.2 Certification Rate

Year	Target	Performance
2024	-	86.8%
2025	86.9%	90.8%
2026	91.6%	-
2030	95.0%	-

*Figures based on domestic and Chinese manufacturing sites

[Team SUPEX Can Meeting](#)

SK hynix is spreading the “Team SUPEX Can Meeting” initiative company-wide to internalize the SK Management System (SKMS)—SK’s management philosophy—and the SKMS Code of Conduct (CoC)—SK hynix’s unique way of working—into our organizational culture. Building on the achievements of the “Dream-On” workshop conducted in 2024 for all employees to internalize the SKMS CoC, we selected and trained approximately 200 in-house SKMS instructors, and through creative group activities such as board games and webtoon creation, we strengthened employees’ sense of belonging and organizational capabilities. In 2025, a total of 560 sessions were held with approximately 11,000 employees participating, receiving a highly positive response with an average satisfaction score of 4.9 (out of 5). The successful spread of SKMS extended to our global operations, with approximately 80 sessions held and over 4,500 overseas employees participating at the Wuxi and Chongqing campuses in China. In 2026, we plan to upgrade and continuously operate the program so that more organizations and employees can fully understand and implement SKMS and the SKMS CoC.



Our Members

Executive Competency Enhancement Programs

SK hynix operates the Strategic Insight Seminar (SIS) and Management Intensive Class (MIC) programs to strengthen executives' strategic insights in the fields of AI and Operational Improvement (O/I). SIS is an insight-oriented program featuring special lectures from top-tier experts in diverse fields, with voluntary participation from all executives. MIC is a program designed for in-depth learning by combining theoretical classes delivered online with case studies reviews conducted offline in a selected field among strategy, finance, and leadership. Both programs are structured to enable systematic learning of strategic decision-making, recognition of executive roles, and leadership execution strategies based on actual corporate case studies, contributing to the enhancement of core management capabilities.

Company-wide Routine Promotion of Can Meetings

Can Meetings are SK hynix's unique way of collaborating, gatherings where members of an organization freely discuss management tasks in an informal manner at a location separate from their daily work environment. SK hynix encourages team-level Can Meetings to be held at least once a quarter and provides company-wide guidance on quarterly themes and how to conduct the meetings. In addition, a wide variety of issues are resolved through mixed Can Meetings between different organizations and company-wide executive/team leader Can Meetings. These meetings have become a routine part of corporate culture, with approximately 800 teams conducting them voluntarily in 2025. Based on this success, we plan to continuously spread an informal culture of sharing opinions founded on the One Team Spirit.

SK hynix Future Forum

SK hynix has been hosting the "SK hynix Future Forum" since 2024 to help employees understand and stay one step ahead of technological changes in the AI era and prepare for the future. The Future Forum is a venue for communication where we thoroughly discuss the rapidly changing trends of the global AI market and the development direction of semiconductor technology, sharing insights so that all employees can equip themselves with knowledge and insights regarding future technologies. It is not merely a lecture event; rather, it involves selecting core agenda items for the year through management discussions early on, followed by approximately five months of intensive study and debate among internal and external experts preparing presentations. The results of these fierce discussions among key internal experts, domestic and foreign university faculty, and business partners gathered in one place are then shared with all employees.

The theme for 2025 was "The AI Era: Technological Leaps and Paradigm Shifts as a First Mover." Together with various domestic and international experts, we conducted in-depth discussions on topics encompassing both technology and business, including the evolution direction of AI models, next-generation memory/storage solutions, Co-Packaged Optics (CPO) technology, and the future of smart factories. The forum results are reflected in the training curriculum of SK hynix University (SKHU), our in-house employee development platform, and are offered so that employees can continuously utilize them for learning in their daily lives. SK hynix plans to continuously expand the Future Forum to contribute to enhancing all employees' understanding of and insight into future technologies.



[Image] 2025 SK hynix Future Forum

Our Members

Fostering Future Semiconductor Talent

Regarded as a core strategy for the sustainable growth of the semiconductor industry, SK hynix systematically operates a wide range of educational programs to nurture future talent. The “Semiconductor hy-School,” launched in 2023, is a program for middle, high school, and university students, providing online educational content that covers everything from basic semiconductor knowledge to advanced courses in a step-by-step manner. Encouraged by the interest in and success of the “Basics Version” produced in early 2023, we newly created the “Advanced Version” in late 2024, containing in-depth content on the eight major semiconductor processes. More specifically, the program is structured as a fusion education course where SK hynix researchers and in-service science (physics, chemistry) teachers collaborate to explain scientific concepts from textbooks integrated with related semiconductor applications, designing it so that students can learn by connecting theory with practice.

In addition, through the “Outreach Semiconductor Class,” our in-house expert instructors directly visit schools to deliver special lectures on semiconductors. Through hands-on training in the field, we are simultaneously boosting students’ interest and understanding in semiconductors. We are also working to expand this program to strengthen public education and thereby bridge the educational gap between regions.

Additionally, the “Semiconductor Curriculum” program, designed to enhance practical competencies at the university level, has also been offered since 2022. Through over 100 lectures developed by dedicated SKHU academic faculty—composed of former SK hynix executives—and current industry experts, this program provides content tailored to key job roles in the field relating to devices, processes, and design, along with insights into the overall semiconductor industry. Faculty in semiconductor-related departments at major domestic universities can directly apply to utilize the program; as of 2024, 70% of the participating faculty integrate this curriculum into regular credit-bearing courses for educational use. Approximately 2,000 university students enroll in the program annually, and we continuously instill learning motivation by providing a variety of benefits to outstanding students, such as tuition assistance scholarships, Icheon Campus production line tours, and mentoring from industry experts. Based on these educational programs, SK hynix aims to contribute to strengthening the capabilities of the entire industrial ecosystem through the early identification and systematic cultivation of future semiconductor talent. We plan to establish this as a core platform for nurturing global semiconductor talent through ongoing content upgrades and the expansion of partner universities in the future.



[Table] Participants in Semiconductor Talent Fostering Programs (cumulative since 2022)

Year	Target	Performance
2024	-	4,620 persons
2025	5,620 persons	7,326 persons
2026	10,126 persons	-
2030	20,000 persons	-



Our Members

Employee Happiness and Welfare

Family-friendly Policies for Work-Life Balance and Employee Happiness

SK hynix pursues sustainable growth by facilitating a work-life balance for our employees. To this end, we are continuously expanding family-friendly policies that provide customized support throughout their reproductive lives, from pregnancy preparation through childbirth and childcare. The “Fertility Concierge Service,” introduced in 2023, comprehensively provides useful information, administrative support, and local support programs during the fertility treatment process. We offer six days of fertility leave, up to a one-year leave of absence for fertility treatments and provide 100% assistance with fertility-related medical expenses without limits on the number of treatments. As part of efforts to alleviate anxiety and assist with recovery, miscarriage and stillbirth leave are provided for up to 90 days depending on timing. Additionally, we provide leave for fetal checkups, nutritional supplements, operate 41 “Dodamibang” rest areas for employees who have given birth or are rearing children, and offer reduced working hours for expectant mothers.

When one of our employees gives birth, we cover 100% of treatment and delivery costs, grant maternity leave, and expanded spousal childbirth leave to 25 days for male employees, regardless of the number of children in the family. We deliver practical assistance by expanding congratulatory packages for mothers and newborns, as well as childbirth congratulatory payments, based on the number of children. Following childbirth, alongside childcare leave, we provide support to maintain a work-life balance through flexible commuting systems for mothers with newborns less than one year old, special childcare leave, and elementary school enrollment childcare leave. We alleviate financial burdens with school admission congratulatory grants, children’s education funds, assistance with education expenses for children with severe disabilities, and family medical expense assistance. Starting in 2024, we offer special housing loans of up to KRW 200 million for employees with three or more children and pay 50% of the insurance premiums for savings products tailored to families with multiple children.

Recognizing the value of time spent with children, we deliver gifts that families can enjoy together, such as Lego block sets and amusement park tickets, every Children’s Day. As a result of these continuous efforts, SK hynix was honored as a “Leading Family-Friendly Company” by the Ministry of Gender Equality and Family in 2023. We plan to continuously expand diverse family-friendly policies to contribute to resolving the low birth rate and to enhancing the lives of our employees. Believing that employee happiness translates directly to corporate growth, we will forge a warmer and more sustainable corporate culture.

Improving the Quality of Life for Employees through Customized Benefits

SK hynix strives to improve our employees’ quality of life through diverse corporate welfare benefit systems. First, to ensure post-retirement income security and stable livelihoods, we offer a personal pension and retirement pension system. For personal pensions, the company pays half of the insurance premium during the payment period while the employee is actively employed. The retirement pension is offered as either a Defined Benefit (DB) or Defined Contribution (DC) plan. Under the DB plan, retirees receive a retirement benefit calculated according to a predetermined formula. Under the DC plan, employees manage pension contributions in individual accounts, receiving a retirement benefit reflecting investment performance.

Furthermore, to alleviate the economic burden of health and medical expenses for our employees’ families, we provide support for medical expenses up to an annual limit of KRW 100 million for employees and KRW 50 million for their spouse and children. Starting in 2024, for employees who consent to the necessary provision of data, we operate a system that automatically pays for medical expenses based on Korea’s National Health Insurance Service data without requiring separate applications or submissions of documents.

Fostering a Flexible Work Environment for Employee Happiness and Immersion

SK hynix operates flexible work environments and a variety of leave systems so that employees can balance personal and family life with deeper work engagement. To establish a culture of self-directed work focus and sufficient refreshment, we designate the second Friday of each month as “Happy Friday,” a time for refreshment, and the fourth Friday of each month and bridge holidays (public holidays separated by one business day) as “Recommended Joint Annual Leave Days.” We support a flexible work culture through selective working hours where employees can autonomously adjust their working hours (by a minimum 1 hour per day) over 1-to-4-week periods. Within our leave systems, we introduced “self-approved leave” and “hourly leave” to support the free use of leave, and we provide up to 6 days annually of Night Shift Care leave for shift workers. “Long-Service Leave” grants employees 10 days off every 5 years and up to 3 weeks every 10 years of long-term service. Through the “Annual Leave Usage Reward Program,” we provide up to 600,000 won in welfare benefit points based on annual leave usage rates. Additionally, we operate satellite offices in Euljiro, Korea University, Sogang University, and Bundang to foster an environment where employees can balance work and life



Our Members

while achieving focus and immersion. We alleviate the work inconveniences and encourage rest through care programs for shift workers and by offering commuter buses with more comfortable seating. Moving forward, we plan to spare no effort in providing support for the happiness and refreshment of our employees.

“The Series”: A Benefit Program for Employees with Diverse Lifestyles

To enhance the quality of life and happiness of employees with diverse lifestyles, SK hynix operates “The Series,” a targeted, customized benefit program. We also host various family-friendly events where employees and their families can create special memories on and off campus. In addition, we strive to continuously elevate routine daily happiness by providing a high-quality working environment through enhanced convenience and flexibility in workspaces.

At the Icheon and Cheongju Campuses, we operate “The Open” program, allowing employees’ families and friends to experience a semiconductor manufacturing fab window tour and corporate life. This program, which includes campus tours, exhibition hall viewings, lunches, and commemorative photos, enjoys high satisfaction levels. “The Camp” program utilizes latent availability at the SK Academy, our training facility in Yongin, as an employee resort, offering 2-day, overnight getaways for employees, their families, and friends. It offers facilities that include lecture halls and training spaces, cooking classes, and glider-making programs, providing rest and relaxation with barbecues and food trucks. “The Campus Begins Again,” an in-house performance festival which invites famous artists to perform busking on the company’s campuses, is designed to relieve work-related stress and encourage employees to spend quality time with their colleagues by enjoying performances by artists during lunch hours and after work. “The Concert,” which offers opera, classical, and jazz performances on campus, provides opportunities to build cultural appreciation through collaborations with famous artists. It is organized in cooperation with specialist external institutions so that employees can experience and enjoy culture and arts with their peers.

To provide cultural experiences for employees living long-term in dormitories, we offer diverse performances at the “Godam Theater” within the dormitories, and through “The Studio,” we run cultural classes such as Dubai chewy cookie making, woodworking experiences, and painting. “The Goods,” which involves creating special merchandise through collaborations with famous brands and selling them internally, includes various items like Oxford blocks modeled after the inside of a semiconductor fab and brand-name ceramics, boosting employees’ pride and sense of belonging.

“The Communication” with the CEO

Since 2022, SK hynix has held quarterly “The Communication” events where the CEO and key executives communicate directly with employees. We expand trust and consensus by communicating the company’s major pending issues, performance, and strategies to employees. During the Q&A session, executives answer employees’ inquiries and suggestions directly, resolving their issues. Moving forward, SK hynix plans to continue fostering open communication, ensuring the CEO and key executives align with the perspectives of our employees.

Enhancing Trust through Participation/Empathy-Based Communication

To foster a communication culture based on participation and empathy, we have been operating the online communication channel “CommON” since 2022. “CommON” signifies turning “ON” communication with employees. It consists of “Information ON,” providing useful information about company life; “Sharing ON,” sharing news about diverse transformations in corporate culture; “Participation ON,” interacting by answering employee suggestions and inquiries; “Focus ON,” facilitating in-depth exchanges of opinions on specific topics; and “New Hy-tong,” facilitating open communication among employees. Because trust between the company and its employees and the consensus for change increases when improvements and changes are driven by employee feedback, we communicate by ensuring responsible departments review and respond to employee suggestions and inquiries.

Indeed, there are numerous cases where employee suggestions on “CommON” led to changes in actual work environments, systems/policies, and welfare, eliciting high levels of engagement. Furthermore, to foster a culture of positivity, positive feedback such as praise and encouragement is shared through the “Compliments” category. “CommON” is operated according to guidelines to cultivate a mutually respectful culture of communication, applying penalty systems for inappropriate behavior like profanity or derogatory remarks, and inducing self-correction through the “Online Etiquette Meter” policy. We plan to continue promoting changes through participation and empathy based on a culture of mutual respect.



Our Members

Employee-Led Transformations in Corporate Culture and in the Field

The “Junior Board,” a representative employee council operating since 2010, reflects voices from the business frontlines with 100 participating employees in 2025. We operate four working groups (Work Environment, Customized Welfare, Recruitment, and Communication) to drive Common Tasks that discuss and advance company-wide corporate culture innovation from an integrated perspective for strengthening fundamental competitiveness (O/I), as well as Biz. Tasks that identify and improve areas requiring change to innovate the way we work for each business. Through this, we design the future direction of corporate culture and collaborate with executives and members to discover customized solutions. We plan to continue leveraging the Junior Board to lead changes in the company and corporate culture driven by employees, strengthen relationships among employees, and strive to create a company that grows sustainably.

Happiness Narratives Created Together with Employees: gbs

Operating since 2012, our in-house broadcast network “gbs” conveys our management philosophy, future vision, and corporate culture values to employees under the slogan “Happiness Narrative Created Together with Employees: gbs.” In 2025, we planned and produced “Welcome to C-World” and “SKMS Code” to share executive messages and information about SKMS. Through programs like “10-Minute Debate,” “Se-Tta-Ban,” and “Catch-UP,” we aimed to foster mental wellbeing among employees and a One Team culture. In addition, we rapidly deliver major company updates every week through “News Catch” and produce a range of public service campaign videos to strengthen our stature and dignity as a global enterprise. In step with changes in our work methods based on global trends and AI infrastructure, we plan to continuously elevate employee happiness and pride by producing content that employees can empathize with and participate in.



Our Members

Recognized as an “Outstanding Korean Enterprise for Work-Life Balance in 2025”

SK hynix focuses on fostering an environment where employees can balance personal and family life with deeper work engagement by providing ample opportunities for leisure and refreshment. As part of these efforts, we were recognized as “Outstanding Korean Enterprise for Work-Life Balance in 2025” for our achievements in spreading an employee-centric work-life balance culture, including expanding flexible working systems, reducing working hours, encouraging the use of leave, and strengthening childcare support.

SK hynix continuously develops flexible working systems to respect employee autonomy and enhance work efficiency. We operate a selective working hours system where employees can autonomously adjust their working hours over 1-to-4-week periods, providing an environment where they can design their own work schedules. Notably, we maximized work flexibility by reducing the minimum daily working hours to 1 hour and allowing autonomous scheduling of work hours between 6:00 AM and 10:00 PM. We also improved accessibility to workplaces by operating four satellite offices in the Seoul/Bundang areas and shared offices within the Icheon, Cheongju, and Bundang Campuses, and by expanding self-driving commuting shuttles. We secured policy transparency and reliability by making work regulations and standards, established through labor-management agreements, accessible at any time via “G-HeSS,” an intranet-based system.

A wide range of leave programs are also actively offered to increase work immersion through psychological stability and physical rest. We designate the second Friday of each month as “Happy Friday,” encouraging refreshment through a day off if mandatory working hours are met, and we designated the fourth Friday of each month or bridge holidays (public holidays separated by one business day) as Recommended Joint Annual Leave Days. In addition, we established a culture of encouraging employees to take leave by granting welfare benefit points based on annual leave usage rate through the “Annual Leave Usage Reward Program.” We enhanced employee convenience by introducing short-term hourly leave and a self-approved annual/vacation leave system. Alongside this, we offer accommodating welfare benefits through customized support based on job characteristics, such as long-service leave of up to 3 weeks and “Night Shift Care Leave” for shift workers.

Furthermore, to participate in solving the social challenge of low birth rates and to foster a family-friendly workplace, we are strengthening a comprehensive “All-in-One Care” system covering the entire process of pregnancy, childbirth, and childcare. We implement customized support for each life stage by providing support for fertility treatment costs and concierge services, reduced working hours throughout pregnancy, paternity leave exceeding legal standards, and congratulatory bonuses for childbirth. We also minimize caregiving gaps by providing special childcare leave and school enrollment childcare leave, and by establishing dependable childcare infrastructure such as workplace-run daycare centers, nursing facilities, and mother’s lounges at each campus. Notably, we prevent career interruptions and assist with a smooth return to work by providing a “Soft Landing Program” and psychological counseling and coaching for employees returning from childcare leave and working parents.

SK hynix will continue to maximize employee capabilities and achieve sustainable growth by continuously refining its policies based on employees’ actual experiences, providing an optimal work environment where work and life are in balance.



[Image] “Outstanding Korean Enterprise for Work-Life Balance in 2025” Award Plaque

Our Members

Human Rights Management

[Advancement of Human Rights Management Framework](#)

SK hynix internalizes human rights management company-wide through a systematic governance structure comprising the Sustainability Committee, ESG Management Committee, and the Labor & Human Rights Council. As the highest decision-making body, the Board of Directors, through its Sustainability Committee, deliberates on the direction and key policies of human rights management, and regularly reviews human rights-related performance and risks. The ESG Management Committee oversees human rights management linked with our ESG strategy, while the Labor & Human Rights Council is a standing, working-level consultative body among departments responsible for human rights, holding both regular bi-monthly meetings and issue-specific subcommittees. Among the competent departments of the Labor & Human Rights Council, the ESG Department develops and operates human rights education programs and conducts human rights due diligence at each business site. The HR Department is responsible for ensuring compliance with labor standards, managing the enactment and revision of related regulations, and receiving and counseling on employee grievances. The Ethics Department operates reporting channels and conducts education, promotional activities, and monitoring to prevent unethical behavior, while the Procurement Department drives supply chain ESG assessments and activities to enhance the capabilities of suppliers. In 2025, we executed short-term tasks in line with human rights management analysis and improvement strategies, conducted a Human Rights Impact Assessment at headquarters and Chinese manufacturing sites (Wuxi and Chongqing), and promoted the enactment/revision of human rights policies. In 2026, we plan to discuss human rights due diligence at headquarters and Chinese manufacturing sites (Wuxi and Chongqing) and the implementation of mid-term improvement tasks. In 2025, the company defined five operational frameworks — policy, governance, due diligence, grievance handling and remedy, and stakeholder engagement and communication — and diagnosed implementation performance across each, identifying a total of 42 improvement tasks. Based on this, a roadmap through 2030 was developed for phased implementation, and the “SK hynix Human Rights Management Report 2025” was published to transparently disclose progress and future improvement plans.

[Human Rights Policy Revision](#)

SK hynix identifies and manages human rights risks based on its “Human Rights & Labor Policy” and detailed policies (Child Labor Prohibition Policy, Workplace Harassment and Discrimination Prohibition Policy, and Migrant Worker Policy). In 2025, we revised human rights-related policies reflecting international norms and stakeholder demands. Notably, we newly enacted a human rights due diligence policy and a stakeholder participation policy, establishing procedural norms for systematic management. Through this, we plan to strengthen the transparency and efficiency of human rights risk management and disseminate a culture of human rights management across the company.

Our Members

Strengthening Workplace Human Rights Management Systems

SK hynix regularly reviews human rights risks at its headquarters, subsidiaries, and global facilities. We refined our checklist of 15 domains and 171 items to reflect the latest global legislation, international human rights norms, and human rights evaluation indicators. By conducting human rights impact assessments at our headquarters and Chinese manufacturing facilities (Wuxi, Chongqing), we identified human rights issues across 11 domains and 25 items. Identified issues are prioritized based on severity and likelihood of causing major human rights risks. We will outline improvement measures and regularly check their implementation status and effectiveness using monitoring indicators and effectiveness evaluation indicators for each task. In 2026, we plan to conduct human rights interviews and on-site due diligence at our headquarters and Chinese manufacturing facilities, comprehensively review the evaluation results, and formulate and implement response plans.

[Figure] SK hynix Human Rights Risk Management Process



Living Wage

SK hynix continuously monitors living wage indicators to guarantee the basic livelihoods of its workers. Utilizing the [Anker methodology](#)⁵, recognized by the World Benchmarking Alliance's (WBA) Core Social Indicators (CSI), and the [database of the Wage Indicator Foundation \(WIF\)](#)⁶, an international non-profit organization, we calculate the living wage in the regions where SK hynix's global facilities are located. By conducting a comparative analysis of current salary levels, we are working to strengthen the guarantee of basic human rights for our employees.

Freedom of Association and Collective Bargaining Guarantee

SK hynix guarantees employees' basic rights, including freedom of association and the right to collective bargaining, in accordance with Korean law. We respect labor unions and all forms of employee representation. Furthermore, we ensure that employees are not subject to discrimination, retaliation, harassment, or other disadvantageous outcomes for reasons such as joining a labor union, demanding collective bargaining, or participating in collective actions. Based on mutual trust between labor and management, SK hynix engages in collective bargaining with an open attitude and strives to resolve issues through sincere discussions between labor and management. Currently, three labor unions (Icheon, Cheongju, Technical/Office Workers) operate domestically at SK hynix. Wage and collective agreements are concluded annually through labor-management discussions. Additionally, various communication channels such as labor-management councils, subcommittee councils, and CommON facilitate effective mutual communication between labor and management. In 2025, approximately 400 agenda items were discussed through labor-management and subcommittee councils.



Our Members

Employee Evaluation, Compensation, and Career Development

[Employee Evaluation and Compensation](#)

SK hynix believes that enabling employees to grow through their work, contribute to organizational performance, and realize happiness through fair evaluation and compensation is the core value of talent management. Based on the One Team Spirit, we operate a performance management system centered on actual field operations, and we support continuous employee growth through a year-round ongoing feedback system. First, at the beginning of the year, each organization establishes performance goals and evaluation criteria reflecting the opinions of its members. Linked to these goals and evaluation criteria, ad-hoc coaching and feedback are provided throughout the year, and evaluations are conducted at the end of the year.

For employee-led performance management, employees first conduct self-reviews of their year-round performance during the evaluation process, and leaders evaluate employees based on their performance accumulated over the year while referencing these self-reviews. Furthermore, evaluations are determined based on discussions between the primary and secondary evaluators to increase objectivity and suitability. We operate a performance compensation system where compensation varies according to year-round performance. The SK hynix evaluation system boasts 100% participation from all eligible employees, excluding employees exempt from evaluation due to a leave of absence, etc. Regarding promotions, SK hynix employs an expert-focused promotion system that grants roles corresponding to higher job competency levels by comprehensively taking into account employees' performance, job competencies, and level of expertise.

In addition, we maintain top-tier salary structures domestically and operate incentive systems linked to business performance, such as Productivity Incentives (PI) and Profit Sharing (PS). Through the Performance Bonus DC system, we enhance employees' tax savings and long-term financial stability. We also actively utilize stock compensation systems. In 2007 and 2021, we granted employee stock purchase options to all employees, and as of the end of 2025, 12,481 individuals were enrolled in the program. Since 2023, we introduced a shareholder participation program where employees can choose to receive a portion of their PS in company stock, receiving additional cash incentives if held for a certain period, thereby enhancing mid-to-long-term profit sharing and a sense of responsibility.

[Employee Career Development](#)

To support employee-led career development, SK hynix has operated the "Career Growth Program (CGP)" and "CGP-Up" year-round since 2022. CGP is an internal job posting system where organizations in need publicly recruit employees with the necessary competencies and experience. Employees review postings, submit a career profile, and are selected through a screening process. CGP-Up is a system where employees can register their career profiles in advance with their desired organization within the company to receive priority for opportunities in the future. Through these two programs, employees gain opportunities for career development in their desired organizations and roles.

Furthermore, to integrate employees' fragmented career data, we developed "One Resume," consolidating pre- and post-employment career data for employees and leaders. Utilizing AI and Machine Learning (ML) capabilities, it automatically summarizes career pathways, minimizing the time employees spend writing their resumes. Moving forward, we will continuously develop support measures for employee career development.

Our Members

Employee Safety and Health

Implementing Safety and Health Management Systems

SK hynix is dedicating all its efforts to preventing serious accidents by establishing a safety and health management system centered on the responsible management, building a system to preemptively identify, mitigate, and manage hazardous risk factors. As a result of recognizing the need for stronger management and establishing the system when the Serious Accidents Punishment Act took effect in 2022, we expanded the scope of safety management to include off-site operating facilities (such as shared offices) falling under the company's de facto control, operation, and management in 2025. Through this, we further strengthened the field operability of our Safety and Health Management System by identifying and mitigating potential hazardous risk factors not only inside our worksites but also at off-site facilities. In addition, we are building a 24-hour unmanned patrol system utilizing the latest technologies based on AI and Digital Transformation (DT). We also ran a "Special Safety Support Period" targeting not only SK hynix employees but also the employees of our suppliers. This initiative resulted in heightened awareness of accident risks, highlighted the need for prevention, and cultivated a safety culture mindset that involved all employees. In 2026, we plan to pursue continuous accident prevention activities through a process of assessing and upgrading the Safety and Health Management System from an objective, third-party perspective.

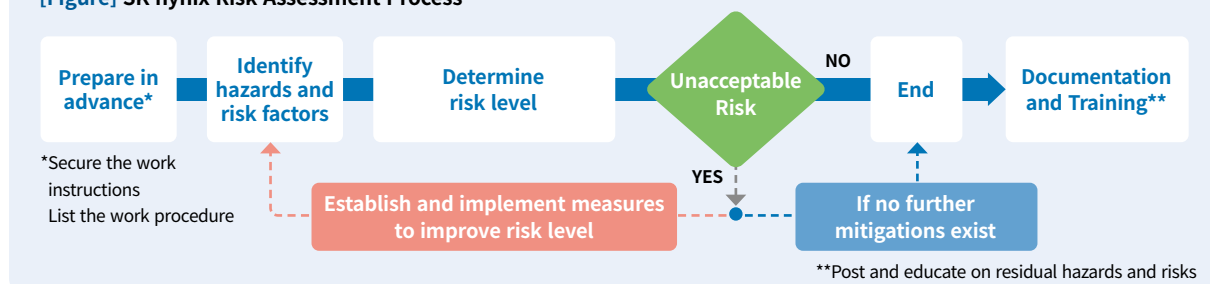
Fostering a Safety Culture

To build a safe workplace, institutional frameworks alone will not suffice. Instead, we must cultivate a culture where employees feel responsible and actively participate as "agents" of safety. SK hynix formed a dedicated "Safety Culture Team" and continues to shape our unique safety culture. In 2025, we established the Safety, Health, Environment (SHE) experience center in Cheongju, providing an educational environment to strengthen employee safety capabilities, and we engage in a variety of hands-on campaigns to increase safety awareness and compliance. Notably, through the "SHE Committee," with voluntary participation from SHE and Process Safety Management (PSM) personnel and field safety workers, we are actively seeking out ideas and suggestions for practical on-site safety improvements. To quantitatively measure the effectiveness of these activities, we conduct the internally developed "SK hynix Safety Culture Assessment (HSCA)" annually. By analyzing safety vulnerabilities and deriving improvements based on HSCA data, we are fostering a sustainable and dedicated safety culture.

Work Risk Assessment

SK hynix conducts Work Risk Assessments of all facilities annually in accordance with the Industrial Safety and Health Act and the Serious Accidents Punishment Act. We conduct ad-hoc evaluations for all regular tasks, as well as additional evaluations whenever serious industrial accidents or near-misses occur, or when there are changes in the workplace. Supervisors and workers participate directly in this process. The core goal of the assessment is to preemptively identify hazardous risk factors that may arise during work to fundamentally prevent accidents and injuries. Evaluation results are posted on the in-house "SHE Portal," managed transparently so that relevant personnel can recognize and share risk factors at any time. In 2025, we performed approximately 46,000 Work Risk Assessments, identifying 1,244 risk factors requiring improvement, all of which were successfully remediated. The identified hazardous risk factors were classified into a total of 22 types, including gas/chemical leaks, contact, electric shock, and getting caught-in/between machinery. More specifically, items related to radiation, collapses, burns, and fire exhibited high risk levels. The average risk level prior to improvement measures was 5.7, but after establishing plans and completing improvements, the risk level dropped to 2.5, achieving a risk reduction of approximately 60%.

[Figure] SK hynix Risk Assessment Process



Our Members

[Table] Risk Assessment Level

Risk level	Category	Management level	Comments	Risk grade
1~3	Acceptable	Maintain current safety measures	Risk acceptance (Work can continue under current conditions)	C
4~6		Risks requiring the provision of safety information and periodic Standard Operating Procedure (SOP) safety training		
8~10	Unacceptable	Risks requiring safety mitigation measures to be established during planned maintenance periods	Conditional risk acceptance (Work conditionally permissible)	B
12~15		Risks where work may proceed after establishing emergency temporary safety measures, but formal safety measures must be established during planned maintenance periods		
16~20		Immediate work stoppage (Risks requiring immediate corrective actions to continue work)	Risk rejection (Immediate work stoppage)	A

Chemical Leak Monitoring

SK hynix has put in place two types of gas detectors to prevent chemical leak accidents within its facilities. We installed “target detectors,” which detect leaks from specific equipment and facilities, and “ambient detectors,” which monitor entire hazardous zones, operating a 24-hour surveillance network. These detectors are monitored 24/7 by the Central Disaster Control Room, our control tower. Upon detection of any anomalies, the “Emergency Response Team (ERT)” is immediately dispatched. The ERT is dedicated to initial response measures, such as stopping leaks, preventing spread, measuring concentrations, and leading evacuations. We also regularly conduct “Emergency Control Tower (ECT)” simulated drills based on various chemical leak scenarios to strengthen real-world response capabilities. Notably, we are upgrading the emergency response capabilities of the ERT team by working with specialized agencies such as nearby fire stations and the National Institute of Chemical Safety. In the second half of 2025, we conducted a “Comprehensive Emergency Rescue Drill for Disaster Preparedness” organized by the Icheon Fire Department. Twenty-eight agencies and organizations, 58 pieces of equipment, and 278 personnel participated, successfully completing a large-scale gas leak and explosion response drill. Through this strengthening of chemical leak monitoring and emergency response systems, SK hynix aims to ensure zero harm to employees and suppliers and the prevention of external spread in the event of an accident.



[Image] Comprehensive Emergency Rescue Drill for Disaster Preparedness

Our Members

Preventing Serious Civil Disasters

SK hynix recognizes the potential impact on the local community in the event of a chemical leakage accident at its facilities and strives to prevent the occurrence of serious civil disasters resulting from such incidents. In addition, while preparing for potential accidents, we identify accident scenarios to grasp the scope of impact, notify the local community with guidebooks detailing resident evacuation locations and reporting methods, and conduct regular emergency response drills to enhance our accident response capabilities. In addition, SK hynix participates in the “Gyeonggi Committee on Chemical Substances” and the “Icheon Chemical Safety Management Committee” to discuss plans with the local community and experts to reduce chemical-related risks. The regular meeting of the Gyeonggi Committee on Chemical Substances held at the SK hynix Icheon Campus in October 2025, hosted by the Gyeonggi Provincial Government, featured resident representatives, experts, and relevant agencies. We shared the chemical safety management practices at our site and discussed accident prevention and response systems in the event of an accident, providing a forum for stakeholder communication.



Our Members

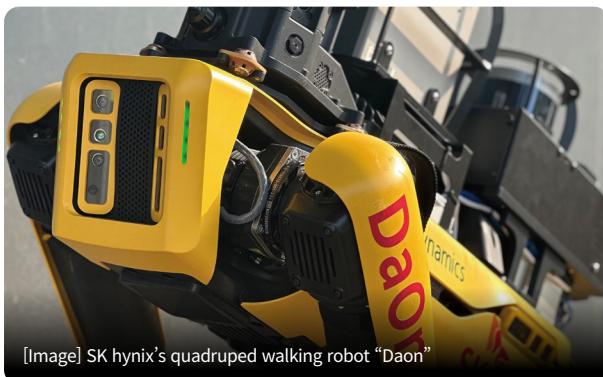
Safety Digital Transformation (SDX)

Semiconductor fabs consist of a multi-story structure connected by complex piping, with safety management scopes being broad and distributed in various forms. While the number of tasks and workers to be managed continuously increases due to the expansion of domestic and overseas facilities, the semiconductor production environment cannot entirely rule out the possibility of large-scale safety accidents like fires or explosions due to the use of multiple chemicals. Previous safety management methods relied on humans directly inspecting the inside of the fab 24 hours a day, carrying out safety management inspections during the day and at night. Consequently, potential risk factors at complex work sites had to be assessed by relying solely on visual inspections and experience, and there were instances requiring supplementary protective measures depending on work type and location.

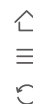
In response, SK hynix is promoting the Safety Digital Transformation (SDX) initiative, integrating safety and AI technologies for application in the field. By implementing an unmanned inspection system utilizing robots and AI, we assigned robots to perform simple, repetitive daily safety inspections covering approximately 33,000 square meters of space and over 1,000 pieces of equipment every day. This allows our employees to focus on advanced tasks such as analyzing inspection results and deriving solutions. Furthermore, by introducing sensor technology that visualizes site risks previously assessed by humans and protects workers, data-driven safety management has become a reality. This signifies a paradigm shift in safety systems, minimizing the possibility of humans being exposed to on-site risks, and maximizing synergy through smart safety technology exchanges among SK affiliates.

Notably, to establish operational standards for quadruped (four-legged) walking robots, which were lacking both domestically and internationally, we enacted the KOROS standard “Operational Guidelines for Quadruped Surveillance Robots Used in Semiconductor Manufacturing Facilities” from a user perspective. Through this, we strengthened operational stability by developing risk assessment checklists for robot operations. Additionally, by integrating Large Language Model (LLM) and Robotics Process Automation (RPA) technologies recently, we developed a technology that automatically generates documents by learning from existing work procedures and risk assessments. This compensated for potential omissions of risk factors that could occur during manual drafting, inducing an upward standardization of safety work documentation capabilities. It also reduced the man-hours spent on simple document preparation by batch-processing lexical modifications according to changes in company rules and processes. As a result, employees can focus on the final review of the automatically output documents for abnormalities, increasing work efficiency by strengthening the core tasks of actual risk analysis and coming up with preventive measures.

Furthermore, SDX aims to realize an “Autonomous Fab” through the continuous development of a wide array of robot hardware and AI component technologies. We continuously explore the development and field applicability of multi-modal technologies such as [Vision-Language Models \(VLM\)](#)⁷ and [Vision-Language-Action Models \(VLA\)](#)⁸ to expand the scope of interaction between robots and humans, aiming to build a safe production environment where robots replace humans in high-risk tasks. Additionally, we are developing digital twin technology to construct a 3D virtual space identical to the actual manufacturing site. Through this, we are preparing new technologies to swiftly verify on-site safety data during emergency situations, supporting fast and accurate decision-making by leaders and minimizing site damage. We also have a future roadmap to realize “Virtual Safety,” enabling efficient operations and identifying potential accident risks through digital twin simulations.



[Image] SK hynix's quadruped walking robot "Daon"



Our Members

[Table] Reduction in Integrated Accident Rate (Baseline year: 2021)

Year	Target	Performance
2024	3.3% decrease	14.7% increase
2025	4.4% decrease	20.5% increase
2026	5.5% decrease	-
2030	10% decrease	-

*Figures from domestic sites

Enhancing the “Hi health” Mobile App

Since launching “Hi health,” an internally developed mobile health management app, in October 2024, SK hynix has continuously developed and enhanced features to support employee health promotion and increase access to health programs. In 2025, we developed an anonymous community feature for communication among health promotion program participants, improving employee motivation and engagement. We added a feature allowing individuals to check their health mission performance records and achievement rates. Additionally, by linking the usage records of the in-house cafeteria and gym, we strengthened personalized features enabling self-management of basal metabolic rate, calorie intake and expenditure, weight/BMI, etc., fostering an environment where employees can autonomously manage their health. Based on this, when operating the in-house health promotion program “Return to Leeds” in 2026, we plan to actively utilize the features of the Hi health app to support personalized health management, further increasing employee convenience and participation. Moving forward, leveraging the advantages of the mobile app, we hope to continuously expand the app’s features to support the formation of self-directed health management habits. We will also introduce AI-based health management features reflecting the latest mobile healthcare trends, strengthening the app’s role as an integrated health promotion platform.

Health Promotion Activities

To strengthen the company’s occupational health management so that all employees can work in a healthier and safer environment, SK hynix established the “Health-related Sustainable Development Goals (H-SDGs),” our mid-to-long-term goals in occupational health. We periodically monitor detailed indicators and devise intervention strategies for each indicator, systematically striving to ultimately achieve our designated goals. In 2025, we actively promoted new programs introducing differentiated and specialized elements to existing health promotion programs so that employees can systematically manage their weight and prevent chronic diseases early on. We focused on improving program quality through careful oversight led by health managers while concurrently operating a 12-week exercise program and a communication channel with dedicated nurses. We also promoted the “Wellness Clinic,” providing customized pharmaceutical therapy with specialized medical personnel for high-risk employees whose conditions are difficult to manage solely through lifestyle improvements. As a result of our support for improved employee health through physical activity monitoring analysis via our mobile health app, “Hi health,” we witnessed meaningful improvements in health level indicators beyond simple physical changes like weight loss.

Furthermore, we conducted an in-depth analysis of the know-how gained from the 2025 program and the factors influencing goal achievement. Based on this, we significantly improved our 2026 operational strategy, seeking to develop even more effective customized programs. We expanded the number of people able to participate in the programs by carefully reflecting employee requests, and we plan to provide follow-up to ensure existing program participants maintain their improved health and stay within the normal range. Notably, targeting long-term and sustainable changes in health behavior rather than short-term effects, we are fostering an environment where continuous physical activity and practice can be combined with balanced diet management. Through this, we expect to contribute not only to enhancing the physical and mental health of our employees but also to creating a health-friendly culture.



Our Members

[Table] Reduction in Metabolic Syndrome (Baseline year: 2021)

Year	Target	Performance
2024	3.3% decrease	21.8% increase
2025	4.4% decrease	25.0% increase
2026	5.5% decrease	-
2030	10% decrease	-

*Figures from domestic sites

Workplace Environment Management Index

To safeguard employee health and prevent occupational diseases, SK hynix quantifies related activities and continuously improves the workplace environment by reflecting such efforts through annual targets. The “Workplace Environment Management Index” is designed to comprehensively evaluate the minimization of hazardous substance use, on-site inspection/improvements outcomes, exposure levels, and respiratory protective gear Fit-Test Pass rates, according to the basic principles of workplace environment improvements: “Elimination/Substitution → Engineering/Administrative Controls → Personal Protective Equipment.” Following its introduction in 2025, this index is being continuously managed. From 2026, we plan to reflect employees’ subjective awareness levels in the index to establish and carry out perception-based customized improvement strategies. Through this, we aim to heighten employees’ participation and sense of responsibility regarding safety and foster a proactive management system that mitigates future occupational disease risks in advance. Moving forward, this index will be continuously enhanced and expanded, serving as a core tool to preemptively avert occupational diseases, which are garnering increasing social attention.



Supply Chain

Our Approach

SK hynix's supply chain ESG management strategy and status are overseen through the ESG Management Committee and the Sustainability Committee, a subcommittee of the Board of Directors. The dedicated procurement organization checks ESG management levels from new supplier registration and identifies and manages risks early through regular supply chain ESG assessments.

Furthermore, prior to registering new suppliers, SK hynix conducts evaluations of essential ESG management requirements and registration reviews for conflict minerals and responsible minerals. We operate on the principle that only suppliers passing these evaluations may be registered and conduct transactions. To promote responsible procurement practices, we expressly include an obligation to comply with the Supplier Code of Conduct in the standard basic materials transaction agreement with suppliers, striving to spread the foundation for sustainability management across the entire supply chain.

Along with this, we have established and regularly operate a supply chain ESG assessment framework to understand the current state of suppliers' ESG management and improvement tasks. The SK hynix supply chain ESG assessment proceeds through the sequence of self-assessment → on-site assessment → risk identification → implementation of improvement measures → monitoring. Based on evaluation indicators across five areas — human rights and labor, safety and health, environment, ethics, and management systems — developed by comprehensively reviewing the Responsible Business Alliance (RBA) Code of Conduct and international supply chain management requirements, it enables suppliers to understand their overall ESG management status and remedy shortcomings.

Based on assessment results, we establish improvement tasks for high-risk suppliers requiring focused management and key partners, continuously monitor their implementation status, and provide ESG consulting and training programs to enhance their ESG management levels and ensure compliance with the "Supply Chain ESG Management Policy and Guidelines." If a supplier violates policy or is deemed unwilling to remedy major violations within the requested period, we may take sanctions such as transaction suspension, depending on severity. We also provide incentives to suppliers demonstrating outstanding ESG performance, striving to build a sustainable supply chain.

Target and Progress

SK hynix has established goals related to the supply chain, including achieving 100% on-site ESG assessment for high-risk/critical suppliers by 2030 and expanding the scope of responsible mineral sourcing to 12 types. We review and implement progress towards these goals annually.

Supply Chain Assessment and Management

Headquarters Supply Chain ESG Assessment

To foster a sustainable supply chain ecosystem based on win-win cooperation with suppliers, SK hynix operates a biennial supply chain ESG assessment, advancing a virtuous cycle of "assessment - improvement - monitoring." In 2025, we provided support for customized improvement programs for each supplier regarding non-conformities identified from the 2024 on-site assessment results. As a result, 17 tasks generated across the 15 targeted suppliers were successfully improved. Simultaneously, we comprehensively analyzed past assessment results to enhance the alignment of the assessments, and we improved our supply chain ESG assessment indicators by reflecting the latest RBA standards and major global ESG policies.

To verify the effectiveness of the improved assessment indicators and review ESG management compliance levels across the supply chain, we conducted an online self-assessment targeting 275 key suppliers. These represented approximately 93% of our total transaction volume, excluding specific types of companies (large corporations, SK Group affiliates, those with RBA or EcoVadis assessment history, etc.). The 2025 assessment results showed increased ESG scores compared to the previous assessment, and we confirmed that the revamped indicators more accurately capture suppliers' actual ESG management capabilities. SK hynix plans to select suppliers for focused management based on the online self-assessment results in 2026 and conduct on-site assessments. Through this, we will proactively identify and manage ESG risks within the supply chain and build a transparent and sustainable supply chain ecosystem.



Supply Chain

[Table] Supplier Online ESG Self-Assessment Completion Rate (Biennial)

Year	Target	Performance
2023	100%	100%
2025	100%	100%
2030	100%	-

*Figures from domestic sites

Supply Chain ESG Assessment of Overseas Subsidiaries

SK hynix conducted an online self-assessment in 2025 to proactively identify and manage potential ESG risks within the supply chains of its overseas subsidiaries. The results of this assessment showed an overall score increase compared to the initial assessment in 2023, demonstrating the steady efforts and achievements of overseas suppliers in strengthening ESG management practices. To enhance the reliability of the online assessment results and verify actual field conditions, we also conducted on-site assessments of a total of 42 suppliers through specialized local auditing agencies overseas. The on-site assessment results revealed some deficiencies in areas such as safety and health, but the vast majority of items were confirmed to be at a level similar to the online self-assessment results. Through continuous communication and monitoring of suppliers, SK hynix plans to encourage the effective implementation of related measures, thereby elevating the ESG management levels of the supply chains at our overseas subsidiaries.

[Table] 2025 ESG On-site Assessments of Overseas Subsidiaries: Domains and Areas Requiring Improvement

Domain	Key Areas Requiring Improvement
Labor & Human Rights	Inclusion of provisions related to voluntary labor union membership in company regulations
Safety & Health	Provision of personal protective equipment, establishment of emergency evacuation plans, installation of emergency evacuation signs, execution of emergency evacuation drills, preparation of emergency medical supplies, worker safety training, etc.
Environment	Greenhouse gas management
Ethics	Conflict minerals management
Management Systems	Supplier ESG assessment



Supply Chain

Responsible Minerals Management

As a member of the “Responsible Minerals Initiative (RMI),” SK hynix designates target responsible minerals to ensure the responsible sourcing of minerals used in the semiconductor manufacturing process, putting in place a strict management system starting from the smelting stage. Furthermore, through the “Minerals Regulation Response Council”—composed of key organizations directly or indirectly related to responsible minerals, including Procurement, ESG, Global Quality & Reliability Assurance (Global QRA), the Future Technology Research Institute, Mass Production General Management, and AI Infrastructure—we closely analyze global regulatory trends and stakeholder requirements. Based on the results, the council continuously enhances responsible minerals management policies and procedures, and periodically inspects the supply status of both conflict minerals and responsible minerals within the supply chain to ensure transparency. In 2025, through a regular mineral supplier survey, we identified the smelter status of 88 suppliers utilizing the six target minerals which managed based on RMI standards—3TG (tungsten, tantalum, tin, gold), cobalt, and mica. We confirmed that a total of 293 smelters are included in the supply chain, and we currently maintain a 100% RMAP certification rate for these minerals. Additionally, as copper and lithium were newly added to the Extended Minerals Reporting Template (EMRT) of the Responsible Minerals Initiative (RMI) in April 2025, SK hynix proactively collected supply chain information for these minerals to prepare for future survey scope expansion. Consequently, we newly secured supply chain investigation foundations for copper and lithium, in addition to the existing six managed minerals that maintain a 100% RMAP certification rate. With this, we incorporated a total of eight minerals into our responsible minerals management system, exceeding the 2025 PRISM target of expanding responsible mineral procurement to seven types. This use of responsible minerals by SK hynix is disclosed externally by publishing the “Minerals Management Report.” SK hynix plans to continuously improve policies and management programs for responsible mineral use, sequentially expanding the list of target responsible minerals to 12 types by 2030.

[Table] 2025 Responsible Minerals Survey Results (6 type of minerals managed based on RMI standards)

Category	Number of Suppliers	Number of Smelters
Tungsten	34	35
Tantalum	24	35
Tin	59	70
Gold	49	93
Cobalt	37	60
Mica	-	-
Total	88	293

*There are suppliers that overlap for different minerals.

Supply Chain

Supply Chain Capacity Building

Supply Chain ESG Training and Consulting

SK hynix is promoting all-encompassing support measures to proactively respond to rapidly changing global ESG regulations and carbon neutrality demands, and to strengthen the self-sustaining capabilities of our suppliers. To identify and manage potential risks within the supply chain early, we conduct a biennial “online supply chain ESG self-assessment,” and for suppliers identified as requiring risk management through this process, we provide customized consulting at no cost to facilitate substantial improvements. In 2025, we completed consulting for a total of 30 suppliers, assisting them with enhancing their own internal capabilities. In addition, moving beyond simple risk management, we operate “strategic consulting” to bolster our suppliers’ comprehensive capabilities in areas such as energy management, technology protection, and smart manufacturing. In 2025, we selected 25 key suppliers and provided a broad range of solutions ranging from support for writing sustainability reports to the establishment of GHG calculation systems and investment support for carbon-neutral projects. Concurrently, we provide ongoing training programs to expand the foundation for ESG management practices. In 2025, a total of 168 employees from our suppliers participated in free training sessions under the theme of “Practical Sustainability Report Writing.” Going forward, SK hynix plans to continuously expand the scope of education and consulting support, building a semiconductor ecosystem with ESG management capabilities together with its suppliers.

Shared Growth Council

SK hynix strengthens sustainable partnerships based on mutual cooperation through the “Shared Growth Council” with suppliers possessing differentiated core competencies in fields such as materials, components, equipment, and infrastructure. The council functions as a venue to promote mutual development and the achievement of shared goals by holding regular general meetings and subcommittee meetings as primary activities, sharing business issues among member companies, and benchmarking best practices. Following the adoption of the “Joint Declaration to Practice ESG Management” in 2023, we enhanced our suppliers’ ESG capabilities in 2024 through consulting and implementation support aimed at GHG reduction. Subsequently in 2025, we further elevated our level of cooperation by setting “Strengthening ESG Management” and “GHG Reduction” as joint tasks, selecting detailed themes tailored to the characteristics of each subcommittee, and engaging in in-depth discussions on implementation plans. Moving forward, SK hynix will continue to expand customized training and consulting programs tailored to our suppliers’ business environments and capabilities, thereby solidifying the shared growth framework for building a sustainable supply chain and bolstering global competitiveness.

Innovative Tech Companies Program

SK hynix operates the “Innovative Tech Companies” program to select and intensively nurture suppliers with high potential to spearhead the localization of semiconductor materials, components, and equipment. Through this program, which started in 2017 and reached its 8th round in 2025, selected companies receive diverse types of support, including joint technology development with SK hynix, interest-free loans for technology development capital, and management consulting for up to three years. In 2025, we selected two companies—equipment firms IMT and Nexensor—as 8th round Innovative Tech Companies, and we outlined and proceeded with joint development tasks to secure new technologies aligned with SK hynix’s technology roadmap. As a result, the Innovative Tech Companies program generated approximately KRW 42.9 billion in social value in the single year of 2025. Furthermore, among the 20 companies that participated from the 1st to 8th rounds, four have grown into listed companies. The continuous revenue growth of the selected companies confirms that the program is significantly contributing to the growth of the domestic semiconductor industry. SK hynix will continue to support the growth and development of domestic suppliers, aiming to create a virtuous cycle capable of generating sustainable performance.

[Table] Cumulative Shared Growth Technological Cooperation Investment/Support Amount (from 2020)

Year	Target	Performance
2024	KRW 555.6 billion	KRW 677.7 billion
2025	KRW 716.1 billion	KRW 952.1 billion
2026	KRW 1.0167 trillion	-
2030	KRW 1.5 trillion	-

Supply Chain

ESG Financial Support

Under the auspices of SK Group, SK hynix operates the “ESG Interest Support Program” to encourage voluntary ESG management practices among suppliers. This program is an incentive system that provides interest rate reductions for loans—thereby alleviating tangible financial burdens—to suppliers participating in our supply chain ESG assessment when they require loans for facility investments or operational funds aimed at improving ESG management. To elevate the program’s reliability, SK hynix works with the Group’s Shared Growth Subcommittee to regularly and transparently disclose the fund disbursement rate. In 2025, a total of 7 suppliers received support through this program.

*The ESG Interest Support Program concludes after the Q4 2025 disbursement.

Supplier Social Value (SV) Measurement Program

To share and realize our “Double Bottom Line (DBL)” management philosophy—which generates economic value (EV) and social value (SV) simultaneously—with our suppliers, SK hynix operates the “Supplier Social Value Measurement Program.” In 2025, targeting approximately 30 suppliers, we quantified and measured the social value created by tangible and intangible shared growth programs provided by SK hynix, such as technical and financial support, for each supplier. By sharing these results, we further strengthened our cooperative relationships. Moving beyond simple value measurement, this program offers support to suppliers by analyzing their ongoing environmental reduction and social contribution activities, converting them into costs (inputs) and effects (outcomes), and providing this data to serve as foundational material for DBL promotion. SK hynix plans to continuously share and communicate social value measurement outcomes with key stakeholders, thereby contributing to the creation of a sustainable semiconductor ecosystem.

Supplier Employment Support Program

Since 2018, SK hynix has operated “Youth Hy-Five,” a win-win employment support program connecting young job seekers aspiring to work in the semiconductor industry with exceptional suppliers facing difficulties in securing young talent. Based on SK hynix’s talent selection and development know-how, this program aims to simultaneously achieve two goals: strengthening youths’ job competencies and providing a stable supply of talent to our suppliers. The training consists of a two-week offline residential camp and two weeks of real-time remote online training. During the residential camp, we boost trainees’ immersion in learning through practical training on semiconductor processes utilizing virtual reality (VR) technology alongside basic competency training. In the subsequent online specialized courses, current SK hynix instructors deliver field-centric practical training covering overall semiconductor processes, devices and operating principles, and packaging technology. After completing the training, trainees undergo a three-month internship at a supplier, with opportunities for conversion to full-time regular employment provided based on evaluations of their work performance and job suitability during the internship period. From 2018 to 2025, a total of 1,457 young individuals participated in supplier internships through this program, achieving outstanding outcomes with 975 of them transitioning into full-time regular employment. In recognition of these contributions, we were honored with the Minister of Employment and Labor Award (Individual Category) in February 2026. SK hynix will continue to improve the “Youth Hy-Five” program to stabilize youth employment and strengthen supplier competitiveness.



[Image] Receiving the Minister of Employment and Labor Award in February 2026

Supply Chain

Support for Enhanced Employee Technological Competencies at our Suppliers

SK hynix operates the “Semiconductor Academy,” sharing differentiated knowledge and know-how to strengthen the technological competencies of supplier employees and enhance the competitiveness of the semiconductor industry. As of 2025, we provide over 500 specialized courses at no cost, broadly covering all R&D areas—from semiconductor manufacturing processes, materials, analysis, and metrology technologies to design, devices, products, packaging, and testing—as well as the latest component technologies such as AI and data analysis. Notably, current engineers step up directly as instructors to deliver practical and useful knowledge, thereby elevating the effectiveness of the training.

Online video courses can be taken at any time through “DBL Square,” and a wide array of offline open courses are offered by combining classroom training with real-time video sessions. As a result, in 2025, 6,029 individuals from 466 suppliers completed open courses, and training videos recorded 142,902 views, demonstrating a high level of engagement. Additionally, to ease the burden on small and medium-sized suppliers that face challenges in establishing separate new employee training systems, we launched a quarterly “Supplier New Employee Onboarding Course,” which was received very positively. SK hynix plans to continuously develop and operate training courses that can be immediately applied to on-site work, further reinforcing shared growth with our suppliers.



[Image] “Semiconductor Academy” Onboarding Course for New Employees of Suppliers

Supplier SHE Consulting Program Operation

Since 2018, SK hynix has operated customized consulting programs in the fields of safety, health, and environment (SHE) as part of its commitment to shared growth with suppliers. This program is designed to prevent industrial accidents, occupational diseases, and environmental incidents, and to enhance suppliers’ autonomous safety management capabilities. By assessing the SHE management standards of each supplier through consulting and jointly seeking out and implementing improvement measures, we foster the smooth fulfillment of legal obligations and the establishment of a safety culture.

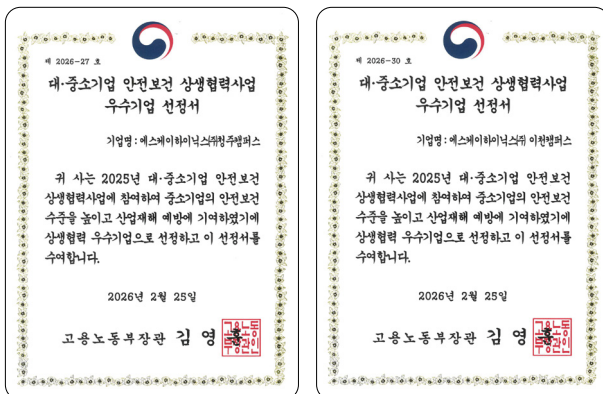
In 2025, we conducted in-depth consulting for 206 suppliers, identifying over 3,100 non-conformities. By preemptively eliminating the risk of potential fines and penalties and providing parallel technical guidance, we contributed to reducing our suppliers’ real-world legal risks and elevating their SHE management standards. According to a survey targeting participating suppliers, the primary motivations for participation were “technical guidance on SHE-related laws/standards and preparation of legal documents (44%)” and “overhaul of the SHE management system (14%),” with program satisfaction reaching 93%.

Furthermore, the “Occupational Health Program⁹” and “Work Environment Improvement Support Project¹⁰” were actively carried out at participating companies. Targeting over 4,900 workers across 108 suppliers, we ran 35 types of programs for a total of 332 times, including CPR and cardiovascular disease prevention training, and musculoskeletal disorder prevention counseling. We also spearheaded expanded investment in SHE and accident prevention by subsidizing grants to improve high-risk work environments for 42 issues at 24 small and medium-sized suppliers facing technical or financial difficulties. In 2026, SK hynix plans to actively reflect supplier demands to further upgrade the consulting program. More specifically, by working with the Korea Occupational Safety & Health Agency (KOSHA) and government support projects, we intend to expand the target of our support to local SMEs, delivering an even more effective and rewarding SHE win-win cooperation framework.

Supply Chain

Participation in the Win-Win Safety and Health Cooperation Project for Large, Medium, and Small Enterprises

SK hynix actively participates in the “Win-Win Safety and Health Cooperation Project for Large, Medium, and Small Enterprises,” led by the Ministry of Employment and Labor and KOSHA, supporting the strengthening of suppliers’ safety and health capabilities and the establishment of self-sustaining safety systems. Through this project, the parent company shares its safety and health management knowledge, technology, and experience with its suppliers, while the government provides funding and incentives. In 2025, with a total of 233 companies participating, SK hynix was recognized for its ongoing win-win cooperative activities, with both the Icheon and Cheongju campuses selected as “Outstanding Business Sites” and receiving the corresponding ministerial award. According to agency data, approximately KRW 9 billion in government funding was injected into the project that year, and sites that ranked in the top 10% for performance were selected as outstanding enterprises. Every year, together with 50 to 60 suppliers, SK hynix promotes safety and health consulting, the provision of safety supplies, hosting seminars, operating training programs, and carrying out facility improvement projects. By doing so, the parent company and suppliers collectively create safe working environments, elevate safety levels at industrial sites, and contribute to spreading a culture of sustainable win-win cooperation.



[Image] Outstanding Enterprise Certificate for the Win-Win Safety and Health Cooperation Project for Large, Medium, and Small Enterprises

Local Communities

Our Approach

At SK hynix, the Sustainability Committee, operating under the Board of Directors, oversees matters related to community coexistence and social contribution. Additionally, the ESG Management Committee, chaired by top executives including the CEO, along with heads of relevant divisions, reviews and makes decisions on major ESG agenda items, including community coexistence and social contribution. SK hynix has presented a new social contribution mission: “AI for Humanity – Corporate Social Responsibility (CSR) for People,” and is rolling out diverse social contribution projects focusing on three core areas: fostering AI innovation-driven talent, building AI-responsive social safety nets, and creating a social change platform jointly-created by AI/tech and people.

[Table] SK hynix Social Contribution Framework

Mission	AI for Humanity, CSR for People		
Slogan	"A Future Where Everyone is United through AI Technology"		
Focus Target	6 Local Communities (Icheon, Yongin, Anseong, Yeosu, and Gwangju in Gyeonggi-do, and Cheongju in Chungcheongbuk-do)		
Key Activity Directions	Fostering AI Innovation-Driven Talent	Building AI-responsive Social Safety Nets	Social Change Platform Co-created by AI/Tech & People

Target and Progress

SK hynix established goals related to local communities and social contribution, such as creating social value contribution outcomes by 2030, and reviews and implements progress towards these goals annually.

Fostering AI Innovation-Driven Talent

Heinstein

To nurture AI talent, SK hynix operates “Heinstein,” a creative convergence science education program targeting children and adolescents. To cultivate the science and technology-based capabilities required in the rapidly evolving AI era, we took a step forward from conventional programming and coding-centric education by introducing AI literacy and generative AI utilization training as core aspects of the curricula. We also introduced the “AI Career Concert,” which includes special lectures and discussion forums with experts in the semiconductor and AI fields, providing opportunities for students to easily learn about future technologies and explore career paths. SK hynix plans to continue operating Heinstein as a learning platform where future AI talent can dream even bigger dreams.

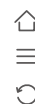
Happy AI STUDY LAB

SK hynix operates the “Happy AI STUDY LAB” to help bridge the AI education gap in small and medium-sized cities, supporting enhanced access to AI-based creative convergence courses and AI experiences for children and adolescents. In 2025, we opened a total of 3 labs, providing AI training and hands-on opportunities to over 3,000 children and adolescents annually. SK hynix plans to continuously contribute to bridging the AI education gap in small and medium-sized cities by steadily opening additional labs in the future.

[Table] Cumulative Global ICT Talent Nurturing Program Participants (Cumulative)

Year	Target	Performance
2024	37,650 persons	38,087 persons
2025	47,679 persons	48,161 persons
2026	57,861 persons	-
2030	100,000 persons	-

*Figures from domestic sites



Local Communities

Building AI-responsive Social Safety Nets

Happy GPS

“Happy GPS” is a program providing support for dementia patients and individuals with developmental disabilities by providing GPS tracking devices and covering communication costs to prevent them from becoming lost and facilitate early detection of their whereabouts. Since the program’s inception in 2016, we have provided a cumulative total of approximately 38,700 GPS tracking devices through 2025. Notably, during the single year of 2025, the program achieved the remarkable outcome of safely returning 404 missing individuals to their families. To further enhance the Happy GPS program, SK hynix plans to establish a Happy GPS Missing Person Prevention Network and an expert advisory panel in 2026 to explore multifaceted ways to provide integrated support to individuals vulnerable to disappearance.

Senior AI Memory Care

In 2025, SK hynix launched “Senior AI Memory Care,” an AI-powered emotional care program for seniors that is more inclusive and accessible, building upon and advancing the “Silver Friend” initiative it has operated since 2018 to alleviate loneliness and support health management for elderly individuals living alone. The Senior AI Memory Care program includes: “AI Care App,” which provides emotional care through generative AI-powered natural conversation and AI picture diaries; “AI Autobiography,” which enables seniors to reflect on their lives through AI dialogue and analysis; and “AI Counseling Desk,” which facilitates mental health screenings and consultations at elderly care facilities.

AI Data Planet

To respond to the intensifying regional population decline caused by low birth rates and an aging demographic, and to support the stable independence of the growing immigrant population within local communities, SK hynix newly launched “AI Data Planet (AI Annotator Cultivation),” an AI-based job creation model. This project runs “Annotation” job training—tagging labels onto AI training data—concurrently with Korean language education. By providing real employment-linked projects to course graduates, we focus on strengthening the foundations for economic and social independence among immigrant communities. Moving beyond mere education, we support employment-linked projects post-completion so that participants can securely establish themselves as members of the local community. In 2025, through the AI Data Planet project, we conducted training for over 30 migrant residents in the Anseong area. SK hynix plans to expand the target regions and demographics of the AI Data Planet project in the future.

Support for Vulnerable Elderly During Periods of Extreme Heat/Cold

As extreme weather events become more frequent due to climate change, SK hynix rolled out biannual volunteer activities in 2025, providing heating and cooling supplies to approximately 3,800 vulnerable elderly individuals during periods of extreme heat and cold. Employee volunteers visited elderly households to personally deliver the cooling/heating supplies and daily necessities they packed, lending a hand to help seniors stay healthy during the summer and winter seasons.

Hi-Safety

Since 2022, SK hynix has operated the “Hi-Safety” program to minimize damage from disasters within Korea caused by extreme weather and to provide relief to victims. Under MOUs signed with the Ministry of the Interior and Safety and the Korea Disaster Relief Association, we provided relief kits and shelters for a total of approximately 1,500 disaster victims in 2025 through this ongoing program. Adding to this, in 2026, we plan to expand the program by leveraging AI technology to detect disasters such as wildfires early, thereby preventing damage and enabling swift support.

[Table] Cumulative Beneficiaries of Social Contribution Activities Utilizing Advanced Technology for Vulnerable Groups (from 2020)

Year	Target	Performance
2024	41,362 persons	51,354 persons
2025	60,054 persons	60,422 persons
2026	68,422 persons	-
2030	100,000 persons	-

*Figures from domestic sites

Local Communities

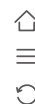
Social Change Platform Jointly Created by AI/Tech & People

2025 Immigrant AI Annotator Future Symposium

In November 2025, SK hynix held the “2025 Immigrant AI Annotator Future Symposium” to share the achievements of the “Immigrant AI Annotator Cultivation Project,” which was promoted in collaboration with key stakeholders including the government, local municipalities, academia, and civil society. This event was held not only to share the project’s main outcomes externally but also to serve as a venue to jointly explore effective dissemination methods for inclusive Corporate Social Responsibility (CSR) models. With experts from diverse fields participating, we continued discussions to establish sustainable coexistence models, forging an opportunity to broaden the horizons of social value creation.

Happy AI STUDY LAB Impact Report Sharing Workshop

For the durable operation and sustainable development of the “Happy AI STUDY LAB” project, SK hynix invited on-site managers from operating institutions, impact research institutes, and expert advisory panel members to host the “Impact Report Sharing Workshop.” During this workshop, we shared an impact report containing the project’s quantitative and qualitative achievements and engaged in deep discussions with participating organizations and experts. Notably, based on the shared outcomes, we derived concrete execution plans to upgrade the program and substantially elevate its social impact through expert advice regarding the project’s future development direction.



Our Customers

Product Responsibility

SK hynix operates the Quality Innovation Council to fulfill its product responsibilities, including securing quality competitiveness and customer value. The Quality Innovation Council is a bi-monthly council chaired by the CEO, with participation from key executives in product development, mass production, sales, and quality organizations. Its purpose is to eliminate potential quality risks and secure our standing as a “Best-in-Class (BIC) Customer Brand” based on customer trust. Each year, SK hynix sets “Zero Quality Events” as its quality goal to enhance customer trust in the company, and we strive to achieve this by outlining and implementing a diverse range of innovative ideas derived from the Quality Innovation Council.

SK hynix prioritizes customer happiness as its highest value, built on top-tier quality and leading innovation. Through strict implementation of our Quality Policy, we proactively analyze the rapidly changing market environment each year to establish our quality strategy. In 2025, we formulated a quality strategy that actively aligns with the transition to the AI era and ongoing market uncertainties. For 2026, we prepared a strategy to solidify the market-leading position of our “Full Stack AI Memory” through differentiated quality competitiveness. Specific execution strategies include an optimized certification system reflecting customer usage environments and quality risks, a flexibility-focused mass production system capable of smoothly adapting to market volatility, and a verification framework prioritizing customer system quality. In accordance with this strategy, SK hynix oversees a systematic quality management process across all stages—from product planning and development to mass production and sales—providing high-quality products that meet customer needs.

[Table] Quality Management Process by Stage

Stage	Quality Management Plan
Development	We ensure product quality and reliability by setting quality assurance goals and verification processes at each detailed stage. Lessons learned are aggregated and reflected in new products.
Mass Production	We operate a data-driven process quality management system that ensures reliability. By establishing and operating an automated process environment, we reduce unnecessary losses (manpower, errors, etc.) and secure the capability to comply with international requirements like the MSA Core Tool¹¹ for measurement systems. We also operate councils composed of specialized personnel for process changes and non-conforming product management to maintain product quality.
Customers	We communicate major changes to customers through Product Change Notifications (PCN) and respond swiftly to quality defects occurring post-delivery via the Return Material Analysis (RMA) process.

In addition, quality engineers are assigned to global facilities across the Americas, Europe, and Asia to ensure proactive product quality assurance through swift technical responses to quality issues and collaborative engagement with customers.

[Table] SK hynix Quality Policy

Customer Happiness	We promote customer happiness by building trust and pride in the SK hynix brand and manufacturing products that exceed customer-required quality satisfaction levels through top-tier quality competitiveness.
Quality Innovation	We become the pathfinder of a New ICT era by pioneering quality technology through innovative products and a bold vision.
Sustainable Growth	We achieve sustainable growth by realizing positive social and economic value based on a steadfast quality mindset for the happiness of all employees and stakeholders.

Our Customers

Green Product Policy

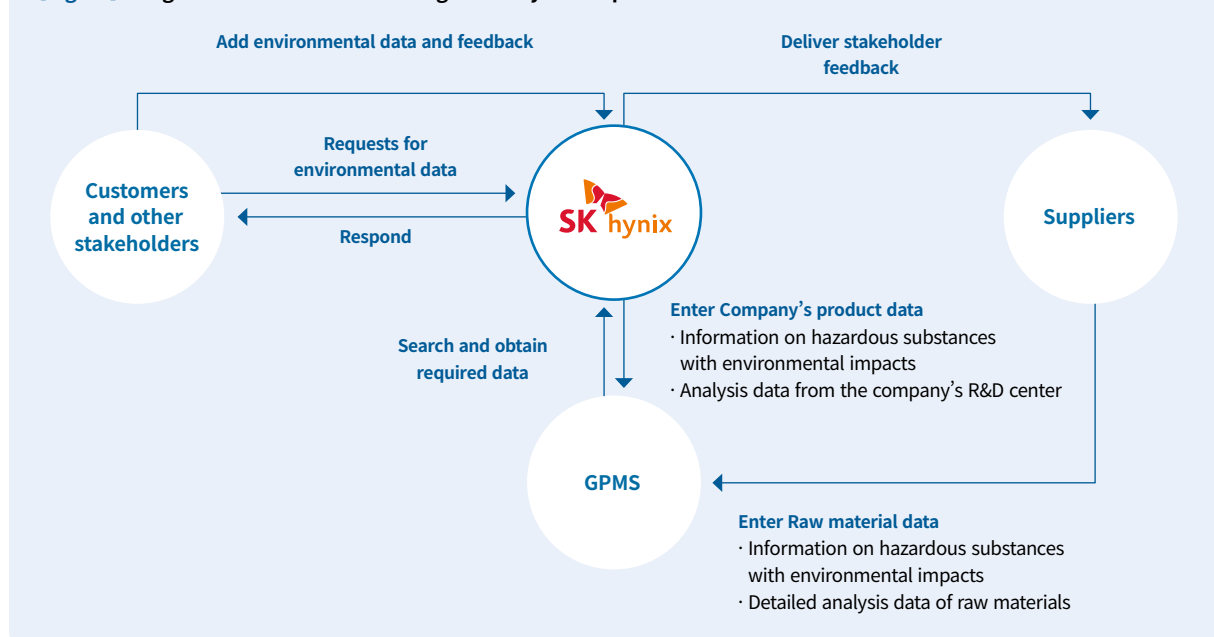
SK hynix has established and manages a Green Product Policy to produce safe products that minimize impacts on the environment and human health while satisfying international standards and customer requirements. All hazardous substances contained in the products manufactured by SK hynix and supplied to customers comply with international standards, such as the EU Restriction of Hazardous Substances (RoHS) directive and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). In accordance with the Green Product Policy, SK hynix designs and verifies products avoiding the use of harmful substances from the development stage, taking into account factors that minimize environmental impact. Furthermore, to ensure the use of raw materials free of hazardous substances, we have instituted verification procedures from receipt to usage. We conduct regular evaluations alongside ongoing inspections so that suppliers can provide eco-friendly raw materials, and we stringently manage hazardous substances used in the process to prevent product contamination during manufacturing and shipping.

To ensure this management system operates on the basis of international standards and regulations, SK hynix continuously monitors environmental regulations for electrical and electronic products such as RoHS and REACH, along with trends surrounding the expansion of regulated substances. For newly regulated substances, we fundamentally block their entry into our facilities through procedures like comprehensive inspections of raw materials/components and the securing of alternatives. SK hynix will proactively respond to the latest regulations alongside thorough management of substances used in our processes, continuing to supply safe products to our customers.

Integrated Product Hazardous Substance Information Management

SK hynix has put in place a strict management framework to comply with international regulations and satisfy customer requirements regarding hazardous substances in products. To achieve this, we deployed and now operate the “Green Product Management System (GPMS),” which encompasses the entire process from raw material approval to customer response and regulated substance database management. The GPMS supports swift responses to international regulatory trends and the demands of customers and other stakeholders based on systematic data. Utilizing GPMS, we conduct rigorous preliminary verification and follow-up management starting from the raw material stage, striving to provide safe products that do not impact the environment or human health.

[Figure] Integrated Green Product Management System Operation Process





Our Customers

[Table] Integrated Product Hazardous Substance Information Management Process

Entity	Process
Customers and Stakeholders	Request for environmental data from SK hynix
SK hynix	1) Enter product data into GPMS - Information on hazardous substances with environmental impacts - Analytical data from the company's research labs 2) Search for and acquire necessary data from GPMS 3) Respond to the requirements of customers and stakeholders
Customers and Stakeholders	Provide feedback to SK hynix regarding the addition or supplementation of environmental data
SK hynix	Relay stakeholder feedback to suppliers
Suppliers	Enter raw material data into GPMS - Information on hazardous substances with environmental impacts - In-depth raw material analysis data

In-House Hazardous Substance Analysis Lab Operation and Verification

SK hynix has in-house analysis lab infrastructure and standard analysis procedures capable of precisely analyzing regulated substances under the RoHS directive and other international agreements, as well as REACH Substances of Very High Concern (SVHC). Through this, we have established an internal verification system where the validation of hazardous substances in raw materials and finished products is performed directly in-house. We inspect compliance with international regulations through regular hazardous substance analysis, continuously updating our analysis techniques to address newly added regulated substances every year.



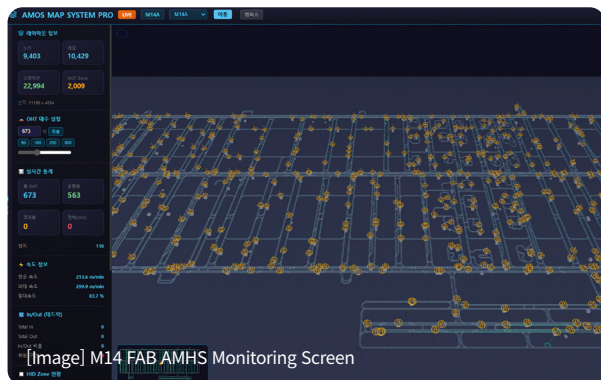
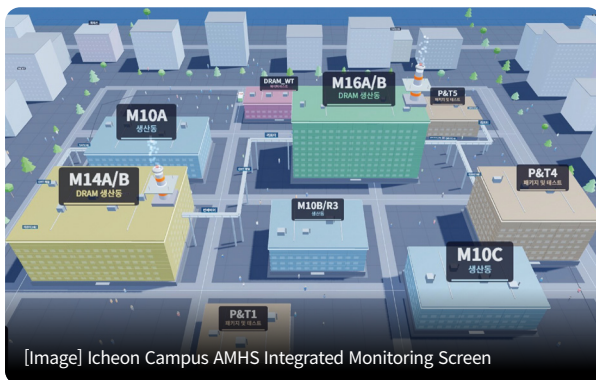
Our Customers

Technological Competitiveness

Digital Transformation

Advancing the AI-based AMHS Anomaly Prediction and Determination System (AMOS)

For the stable operation of the Automated Material Handling System (AMHS), which manages wafer transport within the fab, SK hynix introduced and operates the “AI AMHS Monitoring System (AMOS),” an internally developed AI-based monitoring platform. As fab environments become larger and more complex, AMHS disruptions lead directly to reduced productivity, making proactive prevention rather than reactive responses essential. AMOS applies Machine Learning (ML) algorithms to the big data generated by logistics equipment and related systems to detect anomalies early. By providing real-time alerts and mitigation guidance to engineers, it averts system failures and reduces recovery times. First applied to the M14 Fab in 2025, this system will be upgraded starting in 2026 by incorporating AI agent features powered by Large Language Models (LLMs). Through this, we anticipate expanding the scope of AI services by carrying out instructions conveyed through AI chats and intelligently analyzing the root causes of anomalies, thereby minimizing production losses stemming from AMHS disruptions and drastically boosting fab operational efficiency.



Establishing an Intelligent AI Chat Service (LLM Chat) Within the Internal Security Network

Public generative AI services carry the risk of corporate confidential data being leaked externally or exploited as training data. Therefore, to prevent the leakage of classified industrial technology while maximizing the utility value of generative AI in a closed-network environment, SK hynix developed “LLM Chat,” an intelligent AI chat service operating within the internal security network. This service supports employees in utilizing AI for various tasks—such as report drafting, data summarization, multi-language translation, image generation, and code development—without the fear of leaking classified data. Following its official launch in October 2025, it spread rapidly, surpassing 24,000 cumulative users in just under four months, and has now entrenched itself as an indispensable tool in routine work processes. Notably, by acting as an “AI Colleague” across domains from searches of internal regulations to analysis of semiconductor manufacturing data, LLM Chat reduces the need for employees to learn through a trial-and-error approach and amplifies productivity. Moving forward, we plan to maximize work productivity across the entire organization by adding Agentic AI capabilities and shifting towards an AI-centered workflow.

Establishing a Real-Time Equipment Resource Management System (MAPS)

In collaboration with SK telecom, SK hynix is refining the “Manufacturing Asset Positioning System (MAPS)¹²,” a real-time location tracking and asset management platform for production equipment. After undergoing technological testing in 2021, this system was officially launched at the Icheon and Cheongju Fabs in September 2025. It eliminated information discrepancies between IT systems and physical assets by monitoring the location data of thousands of production machines in real-time. MAPS constructed a comprehensive equipment resource management system by comprehensively delivering equipment status data alongside location information. By interfacing with the online asset inventory system, it drastically slashed the workload involved in on-site inventories and conserved human resources and time. In 2026, we plan to broaden its application scope to **subcomponents¹³**, HBM processes, back-end processing, and the Wuxi Campus. Through this, we anticipate accelerating the Digital Transformation of production sites by linking and supplying the real-time equipment location data essential for digital twin implementations to related systems, thereby forming a pillar of the futuristic smart factory operating framework.



Our Customers

Open Innovation

Academic Conference

The SK hynix Academic Conference has been held annually since 2013 to establish an internal culture of innovation where employees share and discuss their research outcomes. Operating under the slogan “We Do Technology, We Talk Technology,” the conferences function as a core platform that internally shares and verifies key technologies difficult to disclose externally for security reasons, deepening technological expertise through vigorous data-driven debates. Entering its 14th year in 2026, the SK hynix Academic Conference has received submissions of a cumulative total of approximately 10,700 papers, with around 3,800 papers accepted (an acceptance rate of approximately 30%). Notably, over 320 of the accepted papers led to patent registrations, 36% of which were classified as strategic patents, demonstrating the high caliber of conference papers. Furthermore, the cumulative number of paper views has surpassed 195,000, averaging over 18 views per paper. Moving beyond a simple event, this conference completes the technology capitalization cycle spanning “Paper → Patent → Product Development,” contributing to fostering an intrepid pioneering spirit and an ecosystem of inter-team collaboration.

Industry-Academia Cooperation

SK hynix has forged strategic industry-academia cooperative relationships with over 30 universities domestically and internationally, engaging in the early discovery and cultivation of core talent who will pioneer future semiconductor technologies. Extending beyond straightforward support for research, we are nurturing an ecosystem where academia and industry grow complementarily by operating research programs where students participate in actual projects, alongside an “On-Site Collaborative Advisory Program,” which enables academic experts to conduct intensive research within the company. Through these programs, the company promptly resolves complex technical hurdles on-site and amplifies its internal capabilities, while academia heightens its practical comprehension of prevailing industry issues. Going forward, SK hynix will faithfully fulfill its social responsibility to cultivate talent that will steer the sustainable growth of the semiconductor sector, in addition to securing technological dominance through ongoing industry-academia partnerships.

Intellectual Property Protection

Intellectual Property Rights Management

Centered around a dedicated organization that manages the development, application, registration, and dispute response for intellectual property, SK hynix is focusing its efforts on elevating its technological competitiveness by securing intellectual property rights early and systematically managing associated risks.

Securing Intellectual Property Rights

SK hynix is building a formidable patent portfolio to secure growth engines and bolster its global competitiveness by developing future technologies at an early stage. Notably, we hold a diverse array of patent training sessions to boost employees’ patent-related expertise and lay the groundwork for in-house patent creation. We also strive for early patent discovery by running multiple patent development programs tailored to specific technological fields, such as patent development councils. For patents discovered through these avenues, we encourage employees’ inventions and patent filings by offering a variety of compensation and rewards. Concurrently, we are broadening our patent portfolio by acquiring high-caliber patents from external sources and securing patents through industry-academia collaboration with several universities. As of the end of 2025, SK hynix holds approximately 21,400 registered patents worldwide. Moving forward, SK hynix plans to focus on preemptively securing patents by continuously monitoring market and technological trends, prioritizing the development of superior patents with high practical applicability alongside next-generation technology patents.

Response to Intellectual Property Disputes

SK hynix also responds to a diverse array of disputes related to intellectual property. We proactively respond to global patent infringement lawsuits to minimize risks. In cases where an outflow of resources is highly probable and losses can be estimated reliably, we recognize and manage that amount as a liability. Furthermore, we have concluded numerous patent license agreements in connection with the production and sale of our products.

Our Customers

Receiving Government Awards on Invention Day

The Korean Intellectual Property Office (KIPO) confers government awards annually on Invention Day (May 19) to individuals who have propelled national industrial development, presenting honors such as the Order of Industrial Service Merit, Industrial Service Medal, Presidential Citation, and Prime Minister's Commendation depending on their merits. SK hynix nominates employees who exhibit exceptional internal patent creation track records and heavily contribute to shaping the foundation for patent filings as candidates for the Invention Day awards. At the "60th Invention Day Ceremony" in 2025, Song Cheong-Gi (HBM Development) was awarded the Bronze Tower Order of Industrial Service Merit. Serving as a memory design researcher for roughly 20 years since joining the company in 2005, TL Song has partaken in the development of numerous DRAM and HBM products, starting with the development of DDR2.

His major achievements include: discussing the development of next-generation High Bandwidth Memory (HBM) products; reviewing and patenting hybrid bonding technology; developing and patenting GDDR6-AiM (Accelerator-in-Memory) embedded with Processing-In-Memory (PIM) capabilities; standardizing and patenting DRAM technologies for the Joint Electron Device Engineering Council (JEDEC); developing and patenting Compute Express Link (CXL) prototypes; and broadening the base of memory semiconductor technology through internal and external training. Many of the roughly 300 patents he has filed and registered are already commercialized, generating economic value and are evaluated as core assets for preemptively securing future technologies.





Governance

Related Material Issues

Information Protection & Security, Corporate Governance

Business Conduct 78

Risk Management 89

Board of Directors 92

ESG Management 96



Business Conduct

Ethics Management

Code of Ethics

SK hynix has established and publicly disclosed its “Code of Ethics,” which define proper conduct and value judgment criteria for employees based on SK Management System (SKMS), SK Group’s management framework, along with implementation guidelines detailing specific behavioral principles. Key stakeholders, including the Board of Directors, employees, and suppliers, are expected to fully understand the Code of Ethics and the implementation guidelines, using them as a framework for decision-making and conduct throughout all management and operational processes, thereby actively practicing ethical management.

In 2025, we undertook a full revision of the Code of Ethics to enhance employee understanding and strengthen their commitment to ethical practices by specifically detailing new examples of unethical conduct and providing specific Do’s & Don’ts.(SK hynix Code of Ethics: <https://www.skhynix.com/sustainability/UI-FR-SA12/>)

[Table] Ethical Management Mission and Direction

Mission	Substantively contribute to strengthening the core competitiveness of the semiconductor business through activities to prevent unethical conduct and provide diagnosis and audits of problems.		
Domain	Consensus	Compliance	Cost Effectiveness/Efficiency
Direction	Continuously enhance overall infrastructure and systems to improve stakeholder ethical practice capabilities.	Periodic risk assessments and regular reviews of high-risk areas to detect and eradicate unethical behavior.	Identification and elimination of wasteful practices and discovery of cost-saving opportunities by reviewing the effectiveness and efficiency relative to expenditure objectives.
2026 Key Tasks	· Support suppliers in establishing ethical management realization systems.· Select and focus on meaningful certification systems for customers and investors.	· Advancing audit support infrastructure, including risk analysis/detection systems and audit methodologies utilizing AI/DT technology.	· Enhancing internal performance from an “Operational Improvement” perspective and strengthening fundamental competitiveness.

Business Conduct

Ethical Management Operating Framework

SK hynix enhances its implementation of ethical management through an operating framework comprised of three stages: ① Prevent, ② Detect, and ③ Respond. In the comprehensive annual assessment of ethical management systems, execution capabilities, and operational effectiveness conducted at the SK Group level, SK hynix achieved the highest rating in 2025, maintaining its top-tier status from 2024.

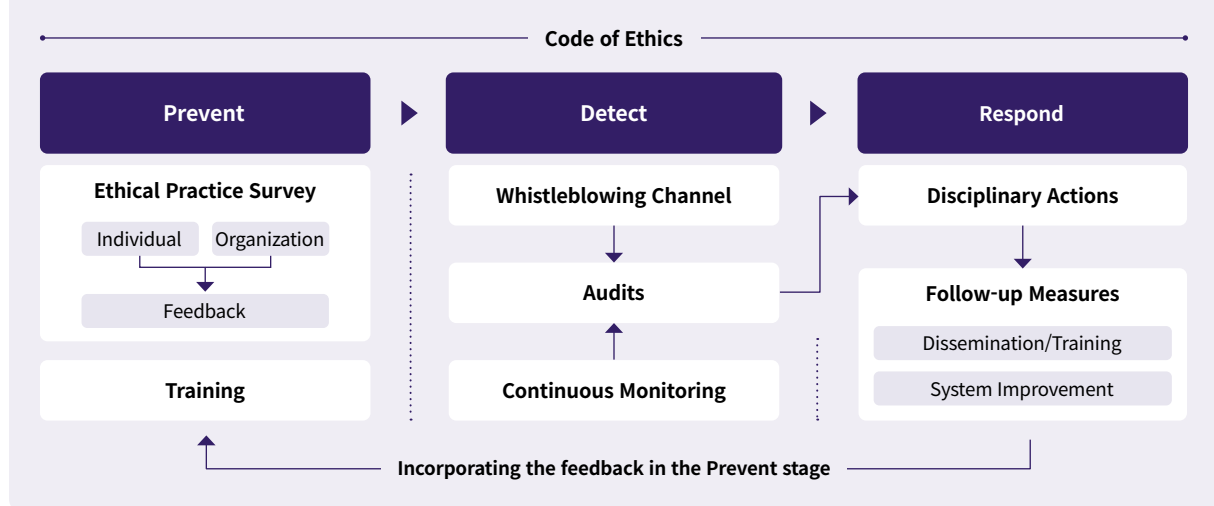
Furthermore, specific ethical practice implementation tasks to prevent corruption, including audit plans for major organizations and operations, are established, periodically reported to, and approved by the CEO and the Audit Committee each year. To strengthen the independence of the internal audit organization, the reporting line of the ethical management organization was changed from the CEO to the Audit Committee, effective from 2024.

Promoting Ethical Management Among Subsidiaries

To expand ethical management to its subsidiaries, SK hynix launched the “Ethical Management Council,” in which all subsidiaries participate. Since then, it has annually shared best practices for operating implementation systems such as the Ethical Practice Pledge, training, and survey, supporting subsidiaries in building their own execution capabilities.

Additionally, starting in 2024, the SK Group-level ethical management evaluation was expanded to include subsidiaries, thereby endeavoring to elevate the level of ethical management at these entities.

[Figure] Ethics Management Operating Framework



[Table] Ethical Management Operating Framework

Stage	Key Activities	Comments
1. Prevent	· Diagnostic Survey: Gathering feedback from individuals/organizations · Training	
2. Monitor & Detect	· Whistleblowing channels · Continuous monitoring · Audits	· Incorporate whistleblowing channels and continuous monitoring items into audits · Audit findings are reflected in disciplinary actions
3. Respond & Prevent Recurrence	· Disciplinary actions · Follow-up measures: Dissemination/training, system improvements	· Response measures and prevention of recurrence are reflected in the Prevent stage



Business Conduct

Prevent

Ethical Practice Pledge and Survey

All domestic and international employees of SK hynix as well as all the employees of subsidiaries and suppliers voluntarily participate in the “Ethical Practice Pledge” annually to understand the importance and necessity of ethical management and affirm their commitment to ethical practice. In addition, SK hynix conducts the “Ethical Practice Survey” targeting all employees to identify changes in their ethical practice levels and derive effective improvement measures for the company’s ethical practices system.

Promoting Ethical Management Among Suppliers (BP Counseling & Survey)

Since 2023, SK hynix has been operating the BP Counseling program, directly visiting suppliers to conduct preventive training focused on case studies of unethical behavior, provide guidance on ethical practice systems such as the leniency program and whistleblowing reward system, and listen to grievances. In 2025, the scope of the program was expanded beyond transaction volume and revenue dependency on SK hynix to include suppliers deemed to urgently require preemptive management, resulting in counseling being offered at a total of 40 companies.

Additionally, to ascertain the overall level of supplier awareness regarding SK hynix’s ethical management standards and practices, the BP Survey has been carried out since 2024. Notably, in 2025, we expanded the survey scope beyond the management of approximately 1,200 suppliers to include on-site representatives who frequently interact with our employees, thereby more broadly listening to practical voices from the field. The results of the analysis will be gradually reflected in initiatives to expand ethical management practices to suppliers.

Ethics Training

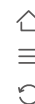
SK hynix conducts “Basic Ethics Training” for all employees at domestic and international facilities (including regular, contract, and dispatched workers), covering topics such as negligence, dual employment/concurrent positions, and non-compliance with work procedures. This is complemented by case-based “Advanced Discussion-based Training” led by each organizational leader. In addition, customized training was conducted in 2025 for new team leaders and newly dispatched expatriate employees to impart the necessity of leaders and expatriates setting an example and methods for handling ethical conflicts. Beyond these, a variety of employee communication programs related to ethical management are also offered, including the “Useful Ethical Management Knowledge Dictionary,” which reviews a wide range of situations involving ethical conflicts frequently brought up by employees through company regulations and actual case studies.

Strengthening Internal Training at Overseas Subsidiaries

Based on disciplinary cases over the past five years, we produced educational video scenarios and featured local employees as cast members, enhancing the realism and acceptability of the training content. We also proactively utilized spaces such as elevators to increase the exposure and impact of the educational content, thereby elevating employees’ awareness of ethical management practices.

[Table] Ethical Practice Pledge and Training Participation Rates

Year	Ethical Practice Pledge	Ethics Training (Basic-Online)	Ethics Training (Advanced-Offline)
2022	98.4%	99.4%	100%
2023	98.4%	99.5%	100%
2024	98.9%	99.6%	100%
2025	98.0%	99.5%	100%



Business Conduct

Detect

Whistleblowing and Counseling

SK hynix operates reporting and counseling channels via its website, phone lines, and email, enabling all stakeholders, including employees, suppliers, and customers, to seek guidance or report ethical concerns related to the company at any time. (Whistleblowing channel: <https://ethics.sk.co.kr/>). Whistleblowers can choose to report anonymously or disclose their identity, with the assurance that their identity and the details of their report will be kept confidential in accordance with whistleblower protection regulations.

SK hynix operates a post-reporting monitoring system to prevent any adverse consequences from whistleblowing. The monitoring period for reported cases has been extended from one year to three years from the date of receipt, and the scope of eligibility has been expanded to include overseas subsidiaries and affiliates. Furthermore, all SK hynix employees can receive counseling on a wide range of issues, including unethical behavior, sexual harassment, and workplace bullying, through dedicated internal channels.

[Table] Ethical Practice Whistleblowing and Counseling Status

Year	Total Reports	Valid Reports	Ethics Counseling Center
2022	308 cases	51 cases	90 cases
2023	283 cases	49 cases	61 cases
2024	361 cases	77 cases	70 cases
2025	414 cases	92 cases	136 cases

*Number of reports concerning subsidiaries in 2025: 119 cases (56 valid reports)

*Number of reports from suppliers among total reports in 2025: 4 cases (3 valid reports)

*Number of reports from valid reports of suppliers in 2025 related to human rights: 1 (about organizational culture)

*100% of reports received are processed in accordance with whistleblowing handling standards and procedures

*Data scope: All subsidiaries and facilities in Korea and abroad

Self-Assessment System

SK hynix requires operational departments to conduct annual autonomous checks on compliance with standards for key operational areas such as procurement, HR, finance, and investment management. The ethical management department categorizes necessary assessment items by operational area and prepares checklists to support operational departments in their autonomous assessment activities, and based on data from each operational system, makes a final judgment on the adequacy of the self-assessment results. Areas identified through diagnostic and audit activities as requiring ongoing management are added to the scope of the self-assessment system, ensuring management targets are updated annually. Starting in 2024, by designating dedicated assessment personnel for each subsidiary, we provide meticulous support and strengthen cross-checks on assessment results, thereby supporting the effective operation of self-assessment systems among our subsidiaries.

Additionally, for anomalous indicators identified during the self-assessment checks or areas requiring strengthened internal controls, the ethical management department conducts supplementary audit activities, determines necessary improvements, and systematically manages them.

Establishing and upgrading the AI Auditor System

To effectively detect misconduct, SK hynix actively utilizes AI/DT technologies in actual operations, such as detecting fraudulent use of corporate credit cards and analyzing patterns of misuse and abuse. The AI Auditor swiftly identifies anomalies from vast amounts of data and supports the ethical management department in follow-up checks and actions, thereby elevating management effectiveness for a wide range of fraud risks. In 2026, we plan to upgrade the system to further bolster the reliability and response effectiveness of misconduct detection.



Business Conduct

Audit and Assessment

To support the risk management activities of the Audit Committee and management, the SK hynix ethical management organization conducts regular audits and assessments on the management activities of all operations, including subsidiaries, according to the principle of conducting audits and assessments on all operational areas on a three-year cycle. Through this, we verify compliance with all relevant regulations and procedures, review the adequacy and efficiency of operational processes, and identify unethical conduct. To achieve this, company-wide operations are categorized into five domains, and the scope of audits and assessments is established focusing on high-risk areas identified through risk analysis for each field. An annual plan is reported to the CEO and the Audit Committee early each year, which the Audit Committee deliberates and approves.

Audit and assessment results, including improvement recommendations and implementation plans, are regularly reported by the head of the internal audit function to the CEO and the Audit Committee. In 2025, a total of 12 operational reports were carried out. In 2026, in accordance with the mid-to-long-term audit and assessment plan, audits and assessments are being performed across diverse areas, including major product investment and production management.

[Table] Annual Audit and Assessment Execution Performance and Plans

Category	R&D	Manufacturing (Mass Production/Quality)	Sales/Marketing	Management Support	Subsidiaries
2023	-	- Newly developed/introduced equipment - Safety accident prevention costs - FAB parts management	Accounts receivable management	Bid rigging	SK hystec
2024	-	Work-in-process/inventory disposal process	Specific product business diagnosis	Payment fee execution management	Happynarae
2025	Company-wide analysis equipment investment/operation	Facility utility investment/operation (SEC/Gas/Water treatment)	-	- IT infrastructure investment/operation - Control Self-Assessment (HR domain) - Vendor management	- SK hystec - SK hyeng
2026	○	○	○	○	-
2027	-	○	○	○	○
2028	○	○	○	○	○



Business Conduct

Respond

SK hynix takes immediate corrective actions for matters identified during the monitoring and detection phases that require improvement, such as unethical or inefficient practices. We collaborate with relevant departments to formulate improvement tasks and diligently monitor implementation status to prevent recurrence. Notably, for serious unethical conduct such as false reporting, bribery, sexual misconduct, and harassment, a zero-tolerance principle is applied, and strict measures are taken regardless of position. Additionally, to reinforce the managerial accountability of leaders (executives) who should lead by example, SK hynix operates the “Penalty Points” system, deducting points from Key Performance Indicators (KPIs) for unethical conduct by leaders themselves or their subordinates. In 2025, a total of 27 leaders received penalty point deductions. Also, if a supplier is implicated in unethical conduct, sanctions such as transaction restrictions or suspensions and restricted site access are imposed through a review by the “BP Sanctions Review Committee.”

[Table] Employee Disciplinary Actions and Supplier Sanctions Status

Year	Minor Disciplinary Actions Involving Employees	Major Disciplinary Actions Involving Employees	Supplier Access/Volume Restrictions	Supplier Transaction Suspension/Termination
2022	27 cases	72 cases	1 case	1 case
2023	33 cases	84 cases	1 case	5 cases
2024	111 cases	88 cases	1 case	7 cases
2025	127 cases	77 cases	3 cases	3 cases

*Number of disciplinary actions for discrimination and harassment among employee disciplinary actions in 2025: 17 cases

*Major disciplinary actions: Pay cuts, suspensions, demotions, dismissals

*Data scope: All subsidiaries and facilities in Korea and abroad

Business Conduct

SK hynix Named One of the World's Most Ethical Companies® for Two Consecutive Years

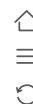
Based on a transparent management philosophy, SK hynix complies with global standards for corporate ethical practices and is dedicating itself to building a management environment trusted by all stakeholders. As a result of these efforts, SK hynix was named to the “2026 World's Most Ethical Companies® (WMEC)” list, organized by the global ethical management evaluation institute [Ethisphere](#)¹⁴, for the second consecutive year following its selection as the first Korean semiconductor company to be included on the list last year. This once again proved the sustainability and excellence of our ethical management system on the global stage.

Notably, in 2026, only 138 companies across 40 industries in 17 countries were selected, and in the semiconductor industry, SK hynix achieved the remarkable feat of being the sole Korean company among five globally selected enterprises. It is worth noting that this year's evaluation criteria were significantly elevated to be more rigorous; moving from simply checking whether a system is operating to demanding proof of activity plan formulation, the structure of execution processes, and effectiveness evaluations post-activity completion. Despite these strict assessment criteria, SK hynix recorded a higher score than last year, proving that ethical management has settled into a substantive execution capability and competence that goes beyond simple declarations.

Behind this achievement lay a systematic preparation process, including preemptively analyzing global trends and the ethical management status of leading companies to supplement deficiencies, and operating educational programs to improve professional internal audit capabilities. More specifically, the active introduction of AI/DT technology for the prevention and discovery of unethical behavior received a positive evaluation. We also showed the most significant growth in the area of ethical management support and management for suppliers, a result of strengthening sustainable partnerships based on mutual trust by preemptively identifying supplier needs through regular anonymous surveys and engaging in “Outreach Counseling.” Even amidst the challenge of global standards that are raised on an annual basis, SK hynix has evolved a management system equipped with universality and excellence through the strong commitment of management and the responsible practices of all employees. This can be seen as the result of building a strong compliance mindset and robust governance by reflecting ethical consciousness in daily decision-making and long-term strategies.

Moving forward, gravely recognizing the reality that in the midst of a rapid reorganization in technological shifts and the investment environment, the individual judgments of employees are directly linked to corporate risks, SK hynix will further strengthen the role of ethical management practices. By continuing the accumulated daily practices so that ethical management takes root as a natural part of the organizational culture, we will grow into a leading global company that inspires even deeper trust both internally and externally.





Business Conduct

Compliance Management

Establishing and Operating a Company-wide Integrated Compliance System

To systematically respond to the complex regulatory environment the company faces as a global enterprise, SK hynix has established and operates a company-wide Compliance Management System (CMS). Going beyond compliance with individual regulations, this system is grounded in a governance structure that comprehensively identifies and manages company-wide risks, striving for a risk-based management system linked to sustainable management strategies. The CMS is designed to encompass 15 major risk domains, including safety/health/environment, information security, and fair trade. These domains are structured around four management pillars: ① Operational Risks and Safety Nets, ② Market Order and Fair Competition, ③ Technological Assets and Information Protection, and ④ Global Regulations and External Cooperation. This reflects an integrated management scope that simultaneously considers ensuring the company's business continuity, maintaining market trust, protecting core technologies, and responding to global regulations. Based on the laws, international norms, and customer requirements of each country where we do business, SK hynix systematically identifies, evaluates, and manages compliance risks for the abovementioned domains. This company-wide CMS enhances the consistency and transparency of risk management by correspondingly linking compliance management activities that were previously dispersed across respective divisions within a single framework. Through this, we are strengthening the foundation for compliance management that meets the demands of global customers and stakeholders, in addition to minimizing legal risks.

Launch of the Company-wide Global Compliance Council

The company-wide Global Compliance Council, launched in February 2026, functions as the operating platform for implementing and monitoring the CMS. The management status and key tasks of each specialized domain are regularly shared and reviewed through the council, undergoing a process that comprehensively compares and analyzes risk characteristics and management levels across domains. Through this, we are laying the operational groundwork so that dispersed management activities can be linked and coordinated within a company-wide integrated management system. Proactive control activities performed in each domain are managed according to company-wide standards, and based on this, we have put in place a structure that reviews risk levels and the need for management from a company-wide perspective.

More specifically, by maintaining a balance between managing defensive risks that could have an immediate impact upon incident occurrence and strategic risks directly tied to corporate competitiveness and sustainable growth, we are striving for a system that simultaneously considers short-term risk minimization and mid-to-long-term value protection. Through such an integrated operating structure, management activities centered on individual domains secure consistency within the company-wide governance system and are continuously being upgraded in a direction that minimizes overlapping management elements and inspects blind-spot risks. Through the systematic operation and regular inspection and refinement of the CMS, SK hynix is flexibly responding to global business expansion and shifts in the regulatory environment, establishing a foundation for sustainable management.

[Table] Composition of the Company-wide Global Compliance Council

Chair	Compliance Officer
Operating Secretariat	Compliance Department
Members	Major Risk Management Departments
Related Parties	External Experts



Business Conduct

Enhancing the Global Compliance Management System (GCMS)

As part of efforts to put in place a compliance system aligned with global standards, SK hynix has established and operates a Global Compliance Management System (GCMS) focused on major global regulatory domains (① strategic materials and export control systems, ② counterparty and sanctions risk management, ③ antitrust and unfair trade practices, ④ anti-corruption, etc.). We continuously carry out regular inspections and risk-based improvement activities for the global compliance program annually. These activities signify a systematic response foundation for proactively managing regulatory risks arising from global supply chain operations and overseas business expansion.

The GCMS is an internal system designed to comprehensively manage regulatory requirements such as strategic material classification, counterparties and sanctions list management, and transaction adequacy verification in response to the strengthening global regulatory environment, including international sanctions and export controls. Notably, to proactively respond to the US Department of Commerce’s expansion of the scope of counterparty controls in September 2025, we further strengthened our global regulatory response capabilities by upgrading the system to broaden the scope of sanctions list management to include affiliates and equity-invested companies. Through this, SK hynix enhances the transparency and efficiency of internal processes and proactively prevents regulatory violations while consolidating the trust of stakeholders, including customers, shareholders, partners, and local communities. Adherence to global regulations has moved beyond a simple obligation to emerge as a core management element for sustainable growth.

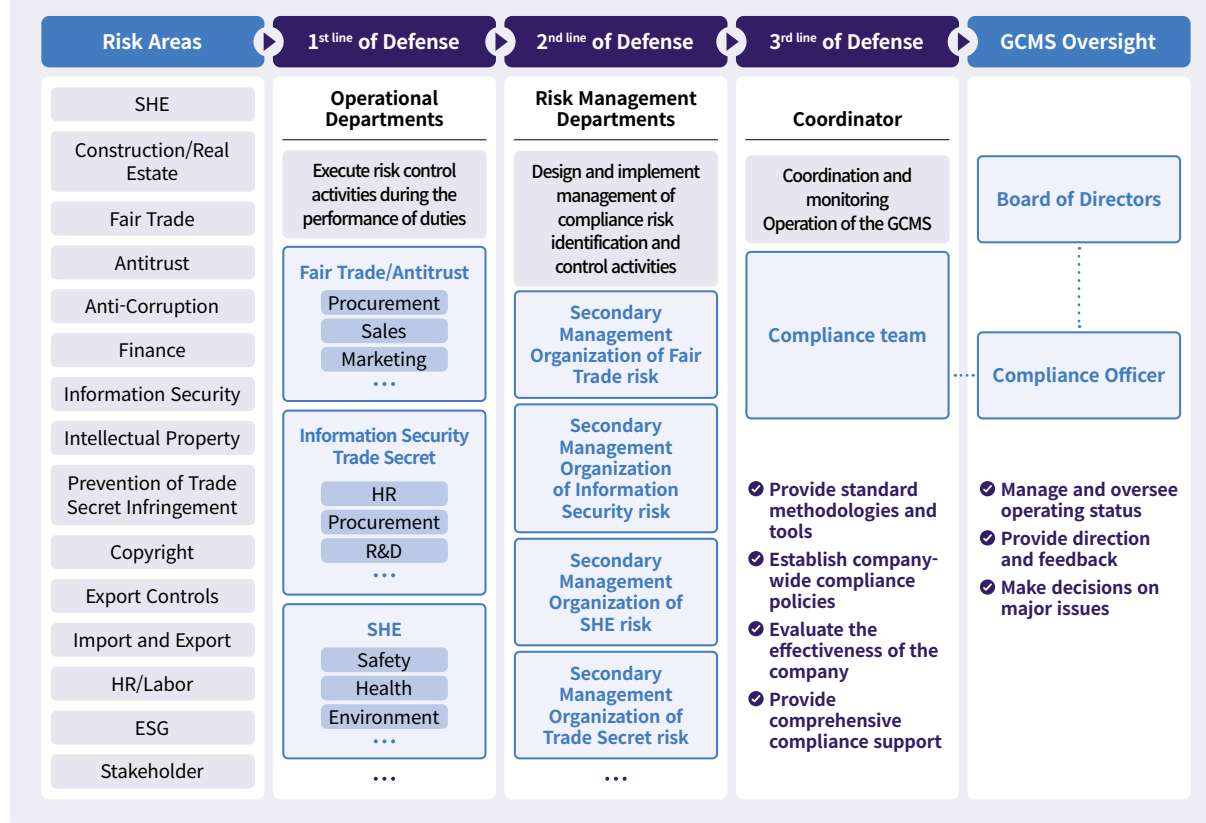
[Table] Global Compliance Management System (GCMS) Risk Management Domains

Management Domain	Detailed Domains
Operational Risks and Safety Nets	Safety/Health/Environment, Construction/Real Estate
Market Order and Fair Competition	Fair Trade, Antitrust, Anti-Corruption, Finance
Technological Assets and Information Protection	Information Security, Intellectual Property, Prevention of Trade Secret Infringement, Copyright
Global Regulations and External Cooperation	Export Controls, Import and Export, HR/Labor, ESG, Stakeholders

Business Conduct

[Figure] Global Compliance Management System (GCMS) Framework

Introduce a unified line of defense from tier 1 and tier 2 management organizations up to the BOD, centered around the compliance department



[Table] Detailed Description of Global Compliance Management System (GCMS) Framework

Mission	"Introduce a unified line of defense from tier 1 and tier 2 management organizations up to the Board of Directors, centered around the compliance organization."
Risk Areas	Safety, Health and Environment, Construction/Real Estate, Fair Trade, Antitrust, Anti-Corruption, Finance, Information Security, Intellectual Property, Prevention of Trade Secret Infringement, Copyright, Export Controls, Import and Export, HR/Labor, ESG, Stakeholder, etc.



Business Conduct

Process	Entity and Role
1st Line of Defense	[Entity] Operational Departments [Role] Execute risk control activities during the performance of duties
2nd Line of Defense	[Entity] Risk Management Organizations [Role] Design and implement management of compliance risk identification and control activities
3rd Line of Defense	[Entity] Company-wide CMS Operating Organization [Role] Coordination and monitoring, operation of the company-wide CMS framework [Detailed Roles] - Provide standard methodologies and tools - Establish company-wide compliance policies - Evaluate the effectiveness of the company wide CMS - Provide comprehensive compliance support
Company-wide CMS Framework Oversight	[Entity] Compliance Officer and Board of Directors [Role] - Manage and oversee operating status - Provide direction and feedback - Make decisions on major issues

Compliance Training

SK hynix conducts compliance training centered around antitrust and anti-corruption annually. Notably, we provide customized compliance training centered on departments with high-risk exposure, such as procurement, sales/marketing, strategy, external cooperation, and PR. As of 2025, approximately 950 relevant employees have completed the training. SK hynix plans to continuously offer compliance training for employees to further strengthen their capabilities so that they adhere to norms and do not violate laws and regulations while performing their duties.



Risk Management

Information Protection & Industrial Security

SK hynix, centered around the Chief Information Security Officer (CISO), who is the executive in charge of industrial security, aims to manage and control security risks based on top-tier security infrastructure and management systems, thereby preventing any impact on business operations and creating a culture of security through effective security vulnerability prevention activities. To this end, we continuously pursue industrial security, including company-wide integrated security monitoring encompassing overseas subsidiaries, security vulnerability assessments and improvements, building and operating security infrastructure, and raising security awareness among employees. We share the progress of these initiatives through the industrial security council.

As a company possessing National Core Technologies and National High-tech Strategic Technology under the Act on Prevention of Divulgence and Protection of Industrial Technology and the Act on Special Measures for Strengthening the Competitiveness of and Protecting National High-tech Strategic Industries, SK hynix ensures business continuity by implementing protection measures stipulated by these laws. Going a step further, we proactively build and respond to threats with a variety of security infrastructure improvements to address internal and external environmental changes related to security. Concurrently, SK hynix reviews and revises internal security regulations on an annual basis to ensure legal compliance. We designated a National Core Technology Security Manager and hold regular and ad-hoc Security Review Committee meetings to share and deliberate on plans and progress regarding security enhancements. We also conduct security inspections on crucial information assets and carry out regular security vulnerability assessments, taking corrective measures for any identified vulnerabilities. In accordance with the Act on the Promotion of Information Security Industry, we annually disclose the status of SK hynix's information security personnel, investments, and activities. Furthermore, SK hynix's security framework is externally recognized through the international information security certification ISO/IEC 27001 and the international privacy information management certification ISO/IEC 27701. Robust industrial security necessitates that subsidiaries and suppliers also maintain appropriate security systems. Accordingly, SK hynix supports security assessments for its subsidiaries and suppliers to identify security improvement tasks and implement enhancements.

Cyber Threat Response

SK hynix has established and operates security solutions tailored to cyber threat vectors, including the detection and analysis of malware infection indicators, prevention of malware ingress, and isolation and remediation of infected systems. Both domestically and for overseas subsidiaries, we operate 24/7 proactive prevention and response measures against external cyber threats and reinforce our cyber threat response framework through simulated hacking exercises. Concurrently, a variety of security solutions are deployed for anticipated information leakage paths, and anomalies are reviewed based on existing scenarios, with necessary action taken for issues requiring improvement.

Raising Security Awareness

To prevent security incidents such as information leakage, it is essential not only to establish systems but also for employees themselves to recognize the importance of security. SK hynix employs diverse methods to enhance employees' security awareness. First, to facilitate employee-led security management, we designate a monthly Security Day and conduct security training led by the leaders within each department. Furthermore, as part of efforts to protect trade secrets—including National Core Technologies and National High-tech Strategic Technology handled by the company—biannual online security training is conducted on topics such as company security policies and security incident case study analysis. Through such industrial security training, we aim to elevate security awareness, including the necessity of protecting information assets. In 2025, 100% of our employees completed online industrial security training. In addition, participatory security events, such as O/X security quizzes featuring webtoons and information protection tips, are provided to create a culture of security in conjunction with employees. The importance of industrial security is also constantly highlighted to employees through the broadcasting of security content, such as phishing precautions, on internal broadcast networks.

Privacy Protection

SK hynix recognizes the importance of privacy protection and endeavors to safeguard the personal information of all stakeholders in its business operations. To comprehensively manage privacy-related risks across the company, the executive in charge of industrial security has been appointed as the Chief Privacy Officer (CPO). We have established and put in place an internal personal information management plan to protect the personal information of stakeholders, including customers, employees, and suppliers. Specifically, in accordance with the Personal Information Protection Act and standards for ensuring the safety of personal information, we conduct management status checks on personal information processing systems and personal information



Risk Management

consignees at least once a year. We also continuously operate a personal information security management system for regular security checks and the management of improvements to maintain personal information protection levels. In addition, to guarantee the rights of data subjects under the Personal Information Protection Act and to disclose our privacy policy, we launched the Privacy Protection Portal (<https://privacy.skhynix.com>). Alongside this, to raise personal information protection awareness, we conduct privacy protection training for all employees at least once a year.

To protect personal information across global facilities, SK hynix strengthens its country-specific personal information response systems by reflecting key national laws and systems such as the General Data Protection Regulation (GDPR) of Europe, the California Consumer Privacy Act (CCPA) of the United States, and the Personal Information Protection Law of the People's Republic of China (PIPL). We are establishing a top-tier global personal information protection management system by applying an integrated global privacy protection framework. Additionally, by acquiring the international standard privacy information management certification ISO/IEC 27701:2019, we maintain personal information security levels that meet or exceed international standards. SK hynix has also established procedures to respond swiftly in the event of a leakage incident, and we have developed and introduced an anomaly detection system to prevent the leakage, exposure, and misuse of personal information. Concurrently, we make proactive efforts, such as subscribing to liability insurance, to fulfill compensation responsibilities in case data subjects suffer losses due to personal information leakage incidents.



Risk Management

Business Continuity Management

The “Business Continuity Plan (BCP)” highlighted by SK hynix signifies an essential company-wide response system designed to minimize damage during unexpected crisis situations, restore core operations within a designated time, and swiftly normalize the business. This system is becoming increasingly crucial as the threats facing companies, such as extreme weather, pandemics, and geopolitical risks, grow ever more complex and diversified. SK hynix operates its BCP centered around the future strategy department, conducts annual BCP drills directly attended by the CEO, and secures the reliability of its operational systems by undergoing the International Organization for Standardization (ISO) 22301 international certification audit.

A company’s crisis response capabilities are directly linked to its competitiveness and, ultimately, its survival. A company’s disaster recovery capabilities can ensure business continuity and positively impact corporate value by enhancing stakeholder trust. Furthermore, as customers expect a stable supply of products and services even during unexpected crises, they require periodic updates to the BCP and conduct due diligence. In other words, the operation of a BCP is an essential aspect of fulfilling customer requirements and swiftly overcoming crisis situations.

SK hynix has established and maintained its BCP since 2015, and its operational system consists of five stages. The BCP operates as a series of procedures that recognize and prioritize threats affecting business operations, followed by prevention, probability reduction, preparedness, response, and recovery for operational disruptions. These efforts contribute to SK hynix maintaining customer trust by providing products and services on a stable basis even under unpredictable circumstances. In addition, SK hynix receives annual international recognition for its corporate crisis management capabilities through ISO 22301 certification. The ISO publishes the requirements that a BCP must satisfy as the ISO 22301 standard, and SK hynix undergoes an annual certification audit to maintain its certification, proving the reliability of its BCP framework to internal and external organizations and customers. The Wuxi and Chongqing campuses passed the audit in July 2025 and renewed their certifications, while the Icheon and Cheongju campuses reaffirmed the efficiency and reliability of the BCP framework through an audit conducted in November of the same year.

[Table] BCP Operation Plan

Stage	Details
1. Risk Factor Identification and Assessment	Continuously identify and assess various risk factors that could halt the company's production lines and focus on managing them.
2. Recovery and Response Strategy Formulation	Define key recovery tasks based on identified risks and establish specific response strategies.
3. Regular Drills and Improvements	Conduct regular drills to enhance the effectiveness of BCP strategies and continuously advance the BCP framework by reflecting points for improvement derived from the process.
4. Employee Training	Provide regular BCP training to employees, striving to spread awareness of business continuity plans and establish a BCP culture.
5. Emergency Response Committee Operation	In the event of a crisis, the existing organization transitions into a BCP organization, entering an emergency work mode. To achieve rapid normalization to predefined operational levels, activities related to disaster recovery and response, and business normalization are actively pursued.



Board of Directors

Responsible Board Management

Enhancing Board Functions

Strengthening Board Roles

In step with SK Group's drive toward "Board 2.0," the SK hynix Board of Directors continuously fortifies its management and oversight functions. "Board 2.0" represents the SK Group-level direction for board operations, aiming to strengthen the board's management and oversight functions over corporate mid-to-long-term strategies and risks, thereby monitoring management activities to ensure sustained corporate growth and value enhancement.

In alignment with this direction, SK hynix standardized management planning workshops involving the Board, initiated in 2024, to be held biannually starting in 2025. By conducting a revised management plan workshop in June and the following year's management plan workshop in November, we strengthened the framework where the Board effectively manages the executive team's mid-to-long-term strategic direction setting.

Furthermore, regarding critical decision-making matters approved by the Board, such as major investment agenda items and affiliate transactions, progress is reported on a quarterly basis. This is to move beyond mere deliberation and approval, rigorously tracking whether the agenda items are implemented and assessing their outcomes. By standardizing management planning workshops and advancing the inspection and management systems for major decision-making matters, the SK hynix Board of Directors will further solidify an effective checks and balances framework over management, in accordance with "Board 2.0."

Strengthening the Audit Committee's Role

In conjunction with the SK Group's "Board 2.0" drive, SK hynix is also substantively strengthening the Audit Committee's oversight functions. In June 2025, the Audit Committee spearheaded an independent evaluation of the external auditor. Subsequently, in September 2025, it meticulously deliberated proposals and audit execution plans for selecting the next external auditor, and in October 2025, through a selection procedure characterized by enhanced procedural transparency and fairness, it appointed the external auditor for the 2026-2028 fiscal years (FY26-28) well in advance. This series of procedures is a preemptive measure to raise the independence and objectivity of the external auditor selection process, while simultaneously securing prior verification of audit quality and mid-to-long-term audit stability.

Based on the Audit Committee's transparent accounting and audit oversight role, SK hynix will further bolster financial reporting oversight functions and establish a sound accounting/auditing governance and responsible management system.

Enhancing Board Expertise

Enhancing Board Management Insight

To enhance the management insight of its directors, SK hynix hosts independent director meetings with the executive tier across various business fields—including research, development, market, and manufacturing—and actively implements field management practices (Management by Wandering Around, MBWA), such as attending renowned global exhibitions, visiting global ICT companies, and touring its domestic and international facilities.

First, through a total of four quarterly meetings with executives leading respective fields at SK hynix, we deepened their understanding of company management, laying the groundwork for enhancing the professional expertise required to support more rational decision-making on key agenda items. By attending the International Consumer Electronics Show (CES) in January 2025, the directors had the opportunity to quickly grasp the latest technology and industry trends, thereby cultivating insights into industry transformations. They also visited suppliers with whom we have established strategic collaborative systems, gaining an in-depth understanding of cutting-edge semiconductor industry trends and technological shifts, and elevating insights into the mid-to-long-term business environment.

Additionally, an independent directors' meeting was held at the Icheon Campus, a domestic facility, in September 2025 to tour M16, one of the new fabs, and review operational status. Based on this, they were able to fortify their strategic judgment capabilities regarding future growth opportunities and risk factors. SK hynix plans to continue creating opportunities to enhance the professional expertise required for corporate management in a rapidly changing industry and market through diverse programs.



Board of Directors

[Table] Boards Skill Matrix Results (as of March 2026)

Category	Ratio
Leadership (Possesses expertise in operating large-scale organizations)	60%
Finance/Risk Management (Possesses expertise in financial accounting and management for company operations and supervision)	60%
M&A/Business Development (Possesses expertise in company investment activities and strategic direction setting)	30%
ESG (Possesses expertise in environmental, social, and governance-related risks)	70%
Industry/Technical (Possesses expertise in industries/technologies such as semiconductors, design, and materials)	40%
Legal/Public Policy (Possesses expertise in legal risk management and response, as well as regulations and public policies)	20%
Global (Possesses global competence and experience in corporate management)	80%

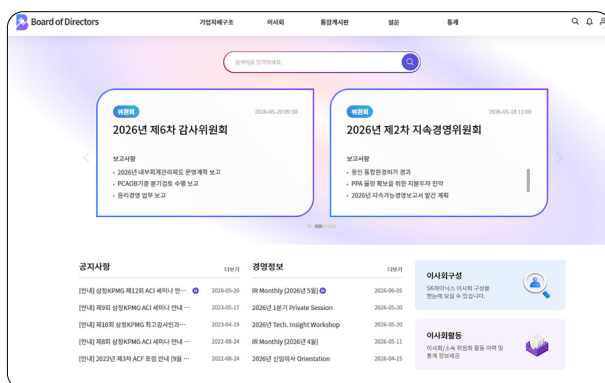


Board of Directors

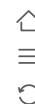
Enhancing Board Operations

Driving the Advancement of Board Operations

To elevate board operations, SK hynix instituted improvements in the board information provision system and re-established the process for submitting agenda items to the board. First, in June 2025, we re-established board deliberation and proxy approval procedures and announced them company-wide, thereby clarifying the preliminary review and internal approval processes of related departments for agenda items brought before the board. Through this, we minimized the possibility of omitting agenda items subject to board deliberation, proactively reviewed financial and legal risks, and prevented procedural risks in holding board meetings while strengthening controls. Along with this, we are further enhancing the efficiency of governance infrastructure through system improvements and procedural refinements. In December 2025, we comprehensively improved the mobile and web-based board information provision system to enhance user-friendliness and strengthen the efficiency and productivity of board operations. Through this improvement, we developed an agenda search function and analysis and statistics functions that systematically leverage data accumulated from board meetings, thereby supporting the board's decision-making. Furthermore, based on an intuitive user interface and structured content, we enhanced information accessibility and usability, and by introducing an electronic signature feature, we streamlined the signing process for key documents such as meeting minutes.



[Image] Mobile and Web-based Board Information Provision System



Board of Directors

Board Evaluation and Compensation

Director Compensation Policy

The compensation for SK hynix directors primarily consists of a base salary (annual), performance bonus (incentive), and other income. The maximum compensation a director can receive is determined within the limit approved at the general shareholders' meeting. SK hynix sets a stable mid-term compensation limit, and the actual payout is finalized through an independent and fair deliberation and resolution process—centered on independent directors, including the HR & Compensation Committee—in accordance with performance evaluation and compensation policies, within the limit set by the general shareholders' meeting.

Enhancement of HR & Compensation Committee Functions

At SK hynix, the HR & Compensation Committee, under the Board of Directors, not only deliberates and resolves on CEO Key Performance Indicator (KPI) setting and evaluation, and corresponding compensation, but also reviews and deliberates on policies related to top management succession. The “CEO Succession Plan” was reported to the HR & Compensation Committee in September 2025, systematizing the succession program for CEO candidates. In 2026, a HR & Compensation Committee forum for CEO candidates and other activities to proactively secure CEO succession plans and senior management candidate pools will be continued.

[Table] Director Compensation Composition and Payment Criteria

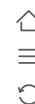
Category	Details	Payment Limit
Base salary (annual salary)	· Determined by comprehensively considering the previous year's performance, the role performed by the individual, and internal/external compensation competitiveness annually.	Adjusted within 0-10% of the previous year's annual salary.
Short-Term Incentive (1 year)	1) Target Incentive(TI) - Paid according to the achievement level of individual KPIs, with the final payment amount adjusted considering the achievement level of company-wide KPIs. 2) Value Incentive(VI) - Paid based on financial performance (operating profit, etc.) linked to the company's performance and corporate value.	1) 0-50% of annual salary 2) 0-110% of annual salary
Long-Term Incentive (3 years)	· Operation of stock-based compensation schemes such as Stock Options, Stock Grants, Stock Appreciation Rights (SARs), and Performance Share Units (PSUs). · PSUs are paid three years after the grant, reflecting the SK hynix stock price and the KOSPI 200 growth rate.	PSU: Number of shares equivalent to 0-300% of the initial grant volume.

*In cases where an individual makes a significant contribution to the sustainable growth of the company and the enhancement of shareholder value through groundbreaking business performance, additional compensation may be paid subject to approval by the HR & Compensation Committee.

[Table] Director Compensation Determination Process

1. Establishment of Compensation Criteria (early in the year, or when a change in criteria is needed)	[External] Benchmarking global semiconductor companies and referencing stakeholder opinions [Internal] Corporate Culture: Establishment of internal director compensation scheme [Board of Directors] HR & Compensation Committee: Deliberation/confirmation of internal director compensation scheme
2. Evaluation (Oct-Nov of the current year)	[Internal] Corporate Planning: Report on company KPI results (draft) [Board of Directors] HR & Compensation Committee: Deliberation/confirmation of company KPI results
3. Confirmation/Payment of Compensation (Dec-Jan of the following year)	[Internal] Corporate Culture: Report on internal director compensation (draft) [Board of Directors] HR & Compensation Committee: Deliberation/confirmation of internal director compensation levels

*In accordance with Article 11 (Matters for Deliberation) and Article 13 (Delegation) of the Board of Directors Regulations, the compensation of internal directors is delegated to the HR & Compensation Committee.



ESG Management

ESG Management Committee

The ESG Management Committee, launched in 2021 to establish a system for managing and making decisions on ESG issues at the executive level, has become a core decision-making body in SK hynix's ESG management. Chaired by the CEO and involving key executives from respective organizations, the committee addresses over 20 agenda items annually on average. In 2025, the ESG Management Committee discussed a wide range of agenda items, including reviewing the implementation status of the mid-to-long-term goals of the ESG strategy framework "PRISM" and establishing annual targets, as well as climate change response, supply chain, safety, and human rights. SK hynix reflects some of the PRISM goals in the CEO's KPIs. Key matters discussed by the ESG Management Committee are reported to the Sustainability Committee under the Board of Directors to ensure responsible management and oversight at the Board level, thereby adding momentum to the company's ESG management initiatives.

[Table] 2025 Key Agenda Items of the ESG Management Committee

Category	Agenda Name
PRISM	PRISM 2030 Goal Management Status*
Climate Change / Energy	RE100 Implementation Status Report* Scope 3 Goal Setting and Management Plan Company-wide Integrated GHG Management Strategy Direction for Expanding GHG Reductions to Achieve Net Zero
Supply Chain	Status of Response to Geopolitical Issues Related to Responsible Minerals
Industrial Safety and Health	Management Plans and Performance for Major Industrial Safety Risks*
Human Rights	Living Wage Calculation Results and Future Plans for Headquarters and Subsidiaries Mid-to-Long-Term Human Rights Management Improvement Strategy
Stakeholders / Disclosures	Enactment/Revision of ESG Policies and Establishment of Management Systems Investor ESG Engagement Status Status and Plans for Responding to Mandatory Global ESG Disclosures Establishment of a Sustainable Economic Activity Management System*

*Agenda items reported to the Sustainability Committee or the Board of Directors

ESG Checklist

As the importance of ESG management grows, an increasing number of external organizations are demanding that ESG factors be reviewed alongside significant investment or transaction decisions related to corporate management. Furthermore, the global ESG disclosure standards soon to be introduced also mandate the disclosure of these same elements. While SK hynix had already been reviewing environmental and compliance factors during critical investment decisions, to meet the heightened expectations of stakeholders, we established an ESG checklist in 2024 that broadens the review scope to encompass the entire ESG domain, introducing enhanced procedures for major investment decisions. Aimed at proactively reviewing potential ESG issues for pivotal investment agenda items with significant business impact, these include new external business investments (M&A, venture capital) of a scale requiring Board approval.

The ESG checklist consists of 23 items that evaluate investment risk and opportunity factors across environmental, social, and governance domains, tailored to SK hynix's industry characteristics. During investment deliberations, the proposing department is required to submit the ESG checklist review results of the investment target alongside the evaluation opinions of the dedicated ESG organization. After the investment is made, the company-wide investment review department conducts a post-implementation evaluation based on the previously submitted checklist to discuss response measures for ESG risks arising during project progression. This establishes procedures to minimize potential ESG risks and maximize growth opportunities in future endeavors. SK hynix plans to review the phased expansion of the ESG checklist's application scope and will continuously strive to solidify ESG practices across all management activities.



ESG Management

Reflecting ESG Performance in CEO KPIs

SK hynix sets the KPIs for the CEO through the HR & Compensation Committee under the Board of Directors, incorporating and evaluating ESG-related tasks within the CEO KPIs and reflecting the results in the CEO’s compensation. In 2026, we increased the ESG weighting within the CEO KPIs from 5% in 2025 to 10%, distinguishing between bonus points and penalty points to reflect the characteristics of detailed tasks. Through this, we ensure the CEO actively manages non-financial factors that significantly impact corporate growth, thereby practicing ESG management.

[Table] Sustainability-related Goals and Performance in 2025 CEO KPI

Category	Weighting	Performance
Sustainability - PRISM core indicators, SHE, Employee Happiness, etc.	5%	96% achieved

[Table] Sustainability-related Goals in 2026 CEO KPI

Category	Weighting
Sustainability [Bonus points] PRISM core indicators, greenhouse gas emissions, strengthening supplier communication, etc. [Penalty points] SHE, Ethical Management, Information Security, etc.	10%



ESG Data

Financial Highlights 99

Environmental..... 102

Social 110



Financial Highlights

Key financial performance

(Unit: KRW billion)

Category	2022	2023	2024	2025
Sales	44,622	32,766	66,193	97,147
Gross profit	15,628	(533)	31,828	58,691
Operating profit	6,809	(7,730)	23,467	47,206
Profit before corporate tax	4,003	(11,658)	23,885	50,466
Corporate tax	1,761	(2,520)	4,088	7,518
Cash taxes paid	3,979	1,384	552	5,891
Net profit	2,242	(9,138)	19,797	42,948
Total assets	103,872	100,330	119,855	176,108
Total borrowings	22,995	29,469	22,684	22,248

*Cash taxes paid are based on the corporate tax expense determined in the previous year.

Key financial performance by international region in 2025

(Unit: KRW 100 million)

Company name	Type of business	No. of employees (persons)	Sales	Profit before tax	Corporate tax (accrual basis)
SK hynix Semiconductor (China) Ltd.	Semiconductor production	4,039	58,500	10,271	200
SK hynix Semiconductor (Chongqing) Ltd.		2,640	9,485	830	124
SK hynix (Wuxi) Semiconductor Sales Ltd.		223	159,528	2,338	589
SK hynix America Inc.	Semiconductor sales	346	586,933	2,706	347
SK hynix Deutschland GmbH		28	4,699	57	41
SK hynix UK Ltd.		12	15,436	22	0
SK hynix Japan Inc.		45	11,051	60	11
SK hynix Asia Pte. Ltd.		28	27,063	52	0
SK hynix Semiconductor Hong Kong Ltd.		17	31,032	52	0
SK hynix Semiconductor Taiwan Inc.		56	32,756	108	23
SK hynix Semiconductor India Pvt. Ltd. ¹⁾		6	1,940	7	2
SK hynix memory solutions America Inc.	Semiconductor R&D	261	2,604	246	(44)
SK hynix memory solutions Taiwan Ltd.		42	121	8	1

1) Business year of India subsidiary: From April 1st 2025 to March 31st 2026.

*Data scope: Key semiconductor manufacturing, sales, and R&D subsidiaries among our consolidated entities.

*Due to varying accounting audit schedules for each country, some subsidiaries' financial figures are before the audit, and there may be some changes after the audit.



Financial Highlights

Shareholders' status

(As of the end of 2025, common stocks)

Category	No. of stocks	Shareholding (%)
SK square ¹⁾ and others ²⁾	146,115,103	20.07
National Pension Service ³⁾	57,439,774	7.89
Others	498,136,643	68.43
Treasury Shares ⁴⁾	26,310,845	3.61
Total	728,002,365	100

1) SK Inc. is the largest shareholder of SK Square, with members of the founding family representing the majority shareholders.

2) Executives and related parties hold 15,103 shares

3) SK hynix does not issue any golden shares for government institutions. The number of stocks owned and the shareholding ratio of the National Pension Service are based on the "Report on the Status of Large-Scale Shareholdings" of the National Pension Service as of December 31, 2025

4) As of the end of 2025, this includes 17,378,298 treasury shares and 8,932,547 treasury shares subject to exchangeable bonds. The treasury shares subject to exchange are currently deposited with the Korea Securities Depository.

Shareholding by executives and special affiliated investors

(As of the end of 2025)

Category	Name	No. of stocks
Executive directors	Kwak Noh-Jung	5,770
	Ahn Hyun	4,407
	Han Ae-Ra	1,806
	Jeong Deog-Kyoon	988
Independent directors	Kim Zeong-Won	988
	Sohn Hyun-Chul	572
	Yang Dong-Hoon	572

*Excluding two other non-executive directors who do not hold shares (Jang Yong-Ho, Han Myung-Jin)

Stock types and voting rights

(As of the end of 2025)

Category	Issued stocks	Ratio (%)	Remarks
Preferred stocks	0	0	No voting right
Common stocks with voting right	701,691,520	96.39	Voting right
Common stocks - Treasury stocks	26,310,845	3.61	No voting right
Total	728,002,365	100	



Financial Highlights

Ratio of CEO compensation in 2025

Category	Unit	CEO	Employees (Mean)	Employees (Median)
Compensation ¹⁾	KRW million	1,540	89	76
CEO compensation divided by the employee compensation	times	-	17.3	20.3

1) Compensation is calculated based on contractual annual salaries.

BOD compensation in 2025

Category	No. of directors (persons)	Total compensation (KRW million)	Average compensation per person (KRW million) ¹⁾
Executive directors ²⁾	2	6,290	3,145
Independent directors (excluding members of the Audit Committee)	2	303	152
Members of the Audit Committee	3	511	157

1) The average compensation per person is calculated by dividing the total compensation by the average number of individuals over the period.

2) Excluding independent directors and non-executive directors



Environmental

Greenhouse gas emissions

Category		Unit	2022	2023	2024	2025
Scope 1	CO ₂		197,807	1,165,172	2,569,211	2,968,321
	CH ₄		10,150	10,434	8,908	11,412
	N ₂ O		71,954	45,438	28,198	30,345
	HFCs		252,547	42,789	54,642	55,440
	PFCs		1,020,389	184,136	171,793	159,543
	SF ₆		228,907	41,874	48,098	52,414
	NF ₃		1,161,003	848,248	881,732	973,051
	Total		2,942,757	2,338,090	3,762,584	4,250,526
Scope 2 ¹⁾	CO ₂		6,116,917	4,969,392	3,801,880	3,559,656
	CH ₄		1,106	864	518	479
	N ₂ O		21,854	16,634	9,722	8,499
	Total	tCO ₂ eq	6,139,877	4,986,890	3,812,119	3,568,634
Scope 3	Upstream	Purchased raw materials and services ²⁾	2,616,779	1,604,881	2,600,134	2,720,123
		Fuel- and energy-related activities	557,269	878,254	712,532	1,054,355
		Upstream transportation and distribution	70,096	153,694	92,595	104,134
		Waste generated in operations	261,498	286,402	315,027	459,368
		Business travel	1,944	1,993	2,858	4,111
		Employee commuting	26,869	24,717	31,495	35,154
	Downstream	Downstream transportation and distribution	2,934	1,087	201	3,647
	Total		3,537,388	2,951,027	3,754,842	4,380,892
Scope 1&2	Emissions intensity by sales ³⁾	tCO ₂ eq/ KRW 100 million	20.35	22.36	11.44	8.05

1) Location-based method emissions¹⁵

Market-based method emissions¹⁶ (Scope 1&2) managed under PRISM goals:

7,173,550 tCO₂eq in 2022, 5,415,283 tCO₂eq in 2023, 5,502,136 tCO₂eq in 2024, 5,555,285 tCO₂eq in 2025

2) Emissions from the Chongqing site that were double-counted with the headquarters' emissions in purchased raw materials have been excluded.

3) Location-based method emissions

Market-based method emissions intensity by sales managed under PRISM goals:

16.08 in 2022, 16.53 in 2023, 8.31 in 2024, 5.72 in 2025 (unit: tCO₂eq/KRW 100 million)

*Global warming potential (GWP) values from The Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC) are applied.

*Based on the criteria of the US Electronic Product Environmental Assessment Tool (EPEAT), the F-GHG process emissions in 2025: 1,376,496 tCO₂eq (Using IPCC Tier 2a methodology, IPCC AR5, Measured DREs by IPCC)

*Data scope: Icheon, Cheongju, Bundang, Seoul (satellite offices), Wuxi, Chongqing.

*Data for 2024 was updated due to reflect verified suppliers' emissions data.



Environmental

Energy consumption

Category		Unit	2022	2023	2024	2025
Energy consumption by source	Electricity ¹⁾		99,215,693	76,540,811	50,238,443	45,039,228
	LNG		3,450,900	22,973,048	50,832,690	58,767,547
	Steam	GJ	6,176,572	5,927,267	5,735,056	5,554,208
	Others		44,148	41,776	42,476	43,680
	Total		108,887,311	105,482,902	106,848,666	109,404,663
Energy consumption intensity by sales ²⁾	Electricity		222.35	233.60	75.90	46.36
	LNG		7.73	70.11	76.79	60.49
	Steam	GJ/ KRW 100 million	13.84	18.09	8.66	5.72
	Others		0.10	0.13	0.06	0.04
	Total		244.02	321.93	161.42	112.62

1) According to the Enforcement Rules of the Energy Act in the Republic of Korea, 1MWh of domestic electricity consumption equals 9600MJ, while 1MWh of overseas electricity consumption equals 3600MJ. Self-generation through the Smart Energy Center (SEC) was excluded to avoid double counting of electricity usage and included in LNG usage.

2) Based on sales in the Annual Report's consolidated accounting standards.

*Data scope: Icheon, Cheongju, Bundang, Seoul (satellite offices), Wuxi, Chongqing.

*Data for 2022-2024 was updated due to simple numerical errors.

Electricity consumption

Category		Unit	2022	2023	2024	2025
Total electricity	Consumption ¹⁾	GWh	12,083	12,011	12,620	13,706
	Consumption by sales ²⁾	GWh/KRW billion	0.27	0.37	0.19	0.14
Renewable electricity	Consumption	GWh	3,572	3,606	3,779	4,253
	Rate	%	29.6	30.0	29.9	31.0

1) Total electricity consumption including self-generation through SEC.

2) Based on sales in the Annual Report's consolidated accounting standards.

*Data scope: Icheon, Cheongju, Bundang, Seoul (satellite offices), Wuxi, Chongqing.

Energy savings

Category		Unit	2022	2023	2024	2025
Target		GWh	155	285	295	274
Achievement			207	585	350	308

*Reduction in GHG emissions based on energy savings in 2025: 141,332 tCO₂eq

(An emission reflecting the Korean national grid emission factor, applied the GWP of the AR5)

*Data scope for 2022 was based on domestic sites, and was expanded to overseas manufacturing sites from 2023



Environmental

Air pollutant emissions

Category		Unit	2022	2023	2024	2025
Icheon	SOx	Ton	22.6	10.6	22.1	15.8
	NH ₃		11.1	21.7	3.6	1.2
	NOx		158.2	142.1	156.9	188.9
	HF		3.6	0.6	0.1	0.0
	HCl		7.4	2.9	2.4	1.5
	VOC		-	-	-	-
	Dust		0.4	0.0	0.4	0.1
Cheongju	SOx		5.2	1.4	2.3	8.7
	NH ₃		22.3	8.3	1.2	0.1
	NOx		82.7	79.2	78.1	95.5
	HF		2.6	0.7	0.1	0.0
	HCl		3.6	4.6	1.2	0.1
	VOC		-	-	-	-
	Dust		24.9	4.9	1.6	3.4
Wuxi	SOx		0.7	4.7	6.0	3.7
	NH ₃		0.1	1.3	18.8	2.7
	NOx		0.0	2.9	2.3	1.2
	HF		0.0	0.0	0.0	0.0
	HCl		23.7	23.9	29.6	15.9
	VOC		0.3	13.0	16.3	1.2
	Dust		-	-	-	-
Chongqing	SOx		0.5	0.1	0.0	0.4
	NH ₃		-	-	-	-
	NOx		2.8	2.9	2.0	2.9
	HF		-	-	-	-
	HCl		0.0	0.0	0.0	0.0
	VOC		0.0	0.4	0.1	0.0
	Dust		2.1	9.2	8.7	8.0

*Data for substances that are not process materials or whose emission concentrations are negligible and therefore do not affect pollutant emissions are indicated with a “-” to denote exclusion from the list of regulated substances.



Environmental

Water management

Category		Unit	2022	2023	2024	2025
Domestic sites	Withdrawals	Municipal water	43,488	40,237	43,406	40,596
		Surface water	34,697	31,534	31,414	32,106
		Reclaimed water	-	2,375	4,581	10,800
		Total	78,185	74,146	79,401	83,502
	Consumption		17,327	15,925	16,569	16,566
	Wastewater discharge		60,858	58,221	62,832	66,936
	Ultra pure water consumption		29,475	27,313	28,943	31,410
Overseas sites	Withdrawals	Municipal water	26,154	24,550	25,071	24,570
		Surface water	-	-	-	-
		Reclaimed water	7,300	7,852	8,509	8,943
		Total	33,454	32,402	33,580	33,513
	Consumption		3,523	3,273	3,054	3,513
	Wastewater discharge		29,931	29,129	30,526	30,000
	Ultra pure water consumption		10,040	8,950	9,696	9,753
Total	Withdrawals	Municipal water	69,642	64,787	68,477	65,166
		Surface water	34,697	31,534	31,414	32,106
		Reclaimed water	7,300	10,227	13,090	19,743
		Total	111,639	106,548	112,981	117,015
	Consumption		20,851	19,198	19,623	20,079
	Wastewater discharge		90,789	87,350	93,358	96,936
	Ultra pure water consumption		39,515	36,262	38,639	41,163

Water reuse and reuse rate

Category		Unit	2022	2023	2024	2025
Water reuse	Domestic sites	1,000m ³	36,075	46,462	52,033	60,550
	Overseas sites		11,802	11,623	12,660	13,037
	Total		47,877	58,085	64,693	73,587
Water reuse rate	Domestic sites	%	37	44	45	47
	Overseas sites		28	29	29	30
	Total		35	40	41	43



Environmental

Wastewater discharge quality

Category		Unit	2022	2023	2024	2025
Domestic sites	TOC	Ton	194.5	115.0	94.6	109.9
	BOD		110.7	90.6	90.9	114.1
	T-P		2.0	1.0	0.7	1.6
	SS		96.9	67.2	42.8	32.1
Overseas sites	COD	Ton	453.1	369.1	554.7	731.9
	F		36.5	87.4	30.4	28.5
	NH ₃ -N		137.0	80.0	127.2	167.7

Water stressed areas

Category		Unit	2022	2023	2024	2025
Withdrawals	Amount	1,000m ³	42,115	35,919	40,892	44,809
	Rate	%	38	34	36	38
Consumption	Amount	1,000m ³	11,274	5,074	6,741	8,102
	Rate	%	54	26	34	40

*As new water stress areas (above High) were identified based on the updated WRI Aqueduct 4.0 framework as of August 2023, data for 2022 was disclosed based on Icheon, while data for 2023~2025 was disclosed based on Cheongju.



Environmental

Total waste

Category			Unit	2022	2023	2024	2025
Domestic sites	Total waste generated		Ton	368,711	330,430	367,584	409,697
	Waste disposal	Recycled		359,188	320,616	361,040	401,644
		Self-reuse ¹⁾		-	-	-	-
		Incineration ²⁾		9,057	5,533	5,547	7,127
		Others ³⁾		465	4,281	997	926
Overseas sites	Total waste generated		Ton	221,635	174,466	201,658	206,083
	Waste disposal	Recycled		205,886	159,564	184,416	184,576
		Self-reuse ¹⁾		11,533	12,145	14,359	16,829
		Incineration ²⁾		3,190	2,716	2,760	4,676
		Others ³⁾		1,026	40	123	2
Total	Total waste generated			590,346	504,895	569,242	615,779
	Waste disposal	Recycled		565,075	480,180	545,456	586,220
		Self-reuse ¹⁾		11,533	12,145	14,359	16,829
		Incineration ²⁾		12,247	8,250	8,308	11,803
		Others ³⁾		1,491	4,321	1,120	928
		Recycled Rate ⁴⁾		%	99.7	99.1	99.8

1) Self-reuse of waste within the facility, separate from recycling through external waste treatment facilities.

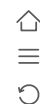
2) Recycling through heat energy recovery, such as generating steam and electricity using heat generated from waste incineration.

3) Solidification, landfilling, neutralization, incineration without energy recovery, etc.

4) The recycled rate is defined as the sum of recycled, self-reuse, and incineration, which is identical to the definition of waste recovery.

*Data scope: Korea (Icheon, Cheongju), overseas (Wuxi, Chongqing)

*Data for 2022-2024 was updated due to simple numerical errors.



Environmental

General waste

Category			Unit	2022	2023	2024	2025
Domestic sites	Total waste generated		Ton	113,750	107,392	130,182	152,112
	Waste disposal	Recycled		109,082	100,995	126,174	146,894
		Self-reuse ¹⁾		-	-	-	-
		Incineration ²⁾		4,669	3,906	4,008	5,218
		Others ³⁾		-	2,491	-	-
Overseas sites	Total waste generated			71,857	60,228	68,014	66,752
	Waste disposal	Recycled		67,979	57,709	65,463	63,628
		Self-reuse ¹⁾		-	-	-	-
		Incineration ²⁾		3,052	2,480	2,428	3,122
		Others ³⁾		826	40	123	2
Total	Total waste generated		185,607	167,620	198,196	218,864	
	Waste disposal	Recycled	177,061	158,704	191,636	210,523	
		Self-reuse ¹⁾	-	-	-	-	
		Incineration ²⁾	7,721	6,385	6,436	8,339	
		Others ³⁾	826	2,531	123	2	
		Recycled Rate ⁴⁾	%	99.6	98.5	99.9	100

*Footnote description is the same as total waste

Hazardous waste

Category			Unit	2022	2023	2024	2025
Domestic sites	Total waste generated		Ton	254,961	223,038	237,402	257,585
	Waste disposal	Recycled		250,107	219,621	234,866	254,749
		Self-reuse ¹⁾		-	-	-	-
		Incineration ²⁾		4,389	1,628	1,539	1,909
		Others ³⁾		465	1,789	997	926
Overseas sites	Total waste generated			149,778	114,237	133,644	139,331
	Waste disposal	Recycled		137,907	101,856	118,953	120,948
		Self-reuse ¹⁾		11,533	12,145	14,359	16,829
		Incineration ²⁾		138	237	332	1,554
		Others ³⁾		200	-	-	-
Total	Total waste generated		404,739	337,275	371,047	396,916	
	Waste disposal	Recycled	388,014	321,476	353,820	375,697	
		Self-reuse ¹⁾	11,533	12,145	14,359	16,829	
		Incineration ²⁾	4,526	1,865	1,872	3,464	
		Others ³⁾	665	1,789	997	926	
		Recycled Rate ⁴⁾	%	99.8	99.5	99.7	99.8

*Footnote description is the same as total waste

*Data for 2022-2024 was updated due to simple numerical errors.



Environmental

SHE investment result

Category	Unit	2022	2023	2024	2025
Invested Capital	KRW million	62,227	70,721	68,390	101,400

Breach of environmental laws (Korea)

Category	Unit	2022	2023	2024	2025
Breach of law	Cases	0	0	0	0

*Cases of non-compliance with a value exceeding USD 10,000.

Environmental training (Korea)

Category	Unit	2022	2023	2024	2025
Training hours	Hours	116,662	131,141	113,177	101,302



Social

Employee status

Category		Unit	2022	2023	2024	2025
Number of employees			40,153	39,810	40,100	46,209
Type	Regular	Persons	35,437	35,939	38,593	44,845
	Temporary		4,716	3,871	1,507	1,364
Gender	Male		25,616	25,481	25,815	30,091
	Female		14,537	14,329	14,285	16,118
	Others		-	-	-	0
Age group	~29		11,889	9,833	8,357	10,449
	30~49		25,713	27,056	28,400	31,805
	50+		2,551	2,921	3,343	3,485
	Undisclosed		-	-	-	470
Location	Korea		31,217	31,439	31,777	33,945
	China		7,744	7,304	7,163	11,311
	Americas		618	662	660	609
	Others		574	405	500	344

*Starting in 2025, certain personal information includes "Others" and "Undisclosed" categories.

Employee status by type and gender in 2025 (Korea)

Category		Unit	Type		
			Regular	Temporary	Total
Gender	Male	Persons	22,428	47	22,475
	Female		11,438	32	11,470
	Total		33,866	79	33,945

*There are no part-time contract workers among our employees, and the number of dispatched or non-affiliated workers is 14,490



Social

Hires

Category		Unit	2022	2023	2024	2025
New hires			3,901	739	942	3,201
Gender	Male	Persons	2,892	568	779	2,308
	Female		1,009	171	163	893
	Others		-	-	-	0
Age group	~29		2,927	228	379	2,560
	30~49		932	497	545	608
	50+		42	14	18	17
	Undisclosed		-	-	-	16
Average hiring costs (Korea)		KRW	1,164,986	1,353,895	1,038,919	1,263,205
Average length of service (Korea)		Years	11.8	12.7	13.3	13.4

*Starting in 2025, certain personal information includes “Others” and “Undisclosed” categories.

*Average hiring cost = Current year’s hiring cost / Number of hires in the current year.

*Data for 2024 was updated due to simple numerical errors.

Turnover (Korea)

Category		Unit	2022	2023	2024	2025
Voluntary turnover rate	Gender	Male	2.4	1.8	1.1	0.5
		Female	1.5	1.1	0.6	0.4
	Age group	~29	3.1	2.4	1.6	0.6
		30~49	1.6	1.2	0.7	0.4
		50+	2.1	1.5	1.3	0.7
	Total		2.0	1.5	0.9	0.5
Nonvoluntary turnover rate	Gender	Male	0.5	0.4	0.4	0.5
		Female	0.2	0.1	0.2	0.2
	Age group	~29	0.1	0.1	0.1	0.1
		30~49	0.3	0.1	0.2	0.2
		50+	2.9	2.6	2.7	2.9
	Total		0.3	0.3	0.3	0.4
Total turnover rate	Gender	Male	2.8	2.2	1.6	1.1
		Female	1.6	1.1	0.8	0.5
	Age group	~29	3.2	2.5	1.7	0.7
		30~49	1.9	1.3	0.9	0.6
		50+	5.0	4.1	4.0	3.6
	Total		2.4	1.8	1.3	0.9



Social

Diversity (Korea)

Category			Unit	2022	2023	2024	2025
Representation of female	Total			33.9	34.4	33.6	33.3
	Leadership ¹⁾	Senior managers		2.1	2.5	3.1	3.4
		Middle managers	%	29.6	29.6	30.0	29.5
		Management level		29.6	32.1	32.6	32.4
	Revenue-generation functions ²⁾	Non-management level		35.5	35.5	35.1	34.8
Others	Employees with disabilities	Own operation	Persons	188	184	183	184
		Subsidiaries ³⁾		889	852	875	957
	National veterans			328	324	319	318

1) Leadership criteria

- Senior managers: Executives (registered and non-registered)
- Middle managers: Team leaders, independent part leaders, field managers, line leaders.

2) Revenue-generating functions: Departments directly contributing to sales or product manufacturing (excluding support departments)

3) Happymore

*Figures for employees with disabilities are calculated based on Article 22 (4) and Article 28-3 of the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities.

Parental leave (Korea)

Category			Unit	2022	2023	2024	2025
No. of employees who used a maternity leave (Female)				431	431	354	407
No. of employees who used a paternity leave (Male)				794	735	794	1,091
Childcare leave	No. of valid employees for childcare leave	Male	Persons	7,691	7,769	7,889	8,186
		Female		4,051	4,995	3,589	3,816
		Total		11,742	12,764	11,478	12,002
	No. of employees on childcare leave	Male	Persons	145	217	162	165
		Female		775	827	594	659
		Total		920	1,044	756	824
	No. of employees who returned to work after childcare leave	Male	Persons	130	167	196	144
		Female		777	799	693	574
		Total		907	966	889	718
	Return to work rate after childcare leave	Male	%	91.6	94.4	95.6	97.3
		Female		98.1	99.3	99.7	99.7
		Total		97.1	98.4	98.8	99.2
	No. of employees who worked for at least 12 months after returning to work (%)	Male	Persons (%)	98(91.6)	124(95.4)	160(95.8)	196(100)
		Female		743(95.4)	765(98.5)	739(92.5)	691(99.7)
		Total		841(94.9)	889(98.0)	899(93.1)	887(99.8)



Social

Labor (Korea)

Category		Unit	2022	2023	2024	2025
Working hours	Annual working hours per person	Hours	2,116	2,126	2,085	2,097
	Average weekly working hours		40.7	40.9	40.1	40.3
	No. of employees on flexible working	Persons	18,612	18,966	19,423	20,940
Share of labor union membership ¹⁾	Icheon	%	95.2	99.0	99.1	99.4
	Cheongju		99.3	99.6	99.6	99.3

1) The contents of the collective agreement between labor and management apply equally to all employees (100%) of SK hynix.

*Data for 2024 was updated due to simple numerical errors.

Compensation (Korea)

Category		Unit	2025
Equal pay ratio ¹⁾	Executive level	%	100
	Team leader level		103
	Non-management level		99
New hires starting salary ²⁾	Monthly salary	KRW	4,505,000
	Percentage of monthly starting salary to legally required minimum	%	215

1) The equal pay ratio (female salary/male salary) is calculated as a simple arithmetic average without considering factors such as years of service, performance evaluation, or job type, and there is no wage discrimination based on gender.

2) The starting salary for new employees is based on technical and administrative positions for bachelor's degree holders who joined in 2025.

*Based on the annual contract salary for domestic technical and administrative positions.

Employee training (Korea)

Category		Unit	2022	2023	2024	2025
Expenses	Total	KRW 1,000	60,673,330	54,516,012	57,539,253	67,497,742
	Per person		3,764	3,244	3,261	3,575
Time	Total	Hours	1,798,881	1,831,753	1,650,511	2,403,004
	Per person		112	109	94	127

*As of 2025, the training hours by gender are 127 hours for male employees and 129 hours for female employees.

*Based on domestic engineering and office staff.



Social

Employee engagement (Korea)

Category		Unit	2022	2023	2024	2025
Total			66	71	70	74
Gender	Male	%	67	72	71	75
	Female		55	63	62	68
Job positions	Senior managers		84	93	93	94
	Middle managers		80	86	86	88
	Non-management level		63	69	68	72

Occupational safety management (Korea)

Category		Unit	2022	2023	2024	2025
Accident rate		%	0.07	0.10	0.10	0.09
Lost time injuries frequency rate		Per 200,000 working hours	0.04	0.02	0.02	0.03
Fatalities		Persons	0	0	1	0

International standard certification

Category	Icheon	Cheongju	Wuxi	Chongqing	Rate
ISO 45001	~2027.01.16	~2027.01.16	~2027.08.02	~2028.01.18	100%
ISO 14001	~2029.01.30	~2029.01.30	~2027.08.14	~2028.01.18	100%
ISO 50001	~2026.10.03	~2026.10.03	~2026.12.21	~2028.11.09	100%
ISO 9001	~2027.07.21	~2027.07.21	~2027.08.16	~2027.08.31	100%

Supplier status

Category	Unit	2022	2023	2024	2025
Total suppliers (first-tier) ¹⁾	Companies	1,822	1,717	1,806	1,889
Critical suppliers (first-tier) ²⁾		59	59	50	50
High risk suppliers (first-tier) ²⁾		45	45	0	0
New suppliers ³⁾		145	70	145	142
Total purchase amount	KRW 100 million	273,308	186,045	268,835	445,384

1) Our first-tier suppliers are divided into equipment, raw materials, infrastructure, and parts categories.

2) From 2022 to 2023, the figures include cases where a single supplier is counted as both a key and high-risk supplier.

3) All new suppliers passed our SHE adequacy assessments (human rights and labor, environment, safety).

*Based on domestic transactions.



Social

Supplier management

Category	Unit	2022	2023	2024	2025
New suppliers that agreed with the Supplier Code of Conduct	%	100	100	100	100

*Based on domestic transactions.

Supply chain ESG assessment

Category	Unit	2025
Suppliers ESG online self-assessment		275
Critical and high-risk suppliers ESG on-site assessment	Companies	-
RMAP certification	%	100

1) Major domestic suppliers with average transaction volume of over KRW 5 billion from 2023–2024, excluding SK affiliates and large corporations.

2) Based on online self-assessment results and have been conducted every two years.

*Based on domestic transactions.

Shared growth

Category	Unit	2022	2023	2024	2025
Total amount of support	KRW 100 million	2,914	2,815	2,935	2,923
No. of companies on Shared Growth Agreement		122	129	116	172
No. of companies that joined Shared Growth Committee	Companies	91	94	93	90

Ethical training status in 2025

Category	Unit	2025
SK hynix		100
Subsidiaries	SK hynix system IC	100
	SK hystec	100
	SK hyeng	100
	Key Foundry	100
	Happy More	100
	Happy Narae	100

Product quality

Category	Unit	2022	2023	2024	2025
No. of recalled products		0	0	0	0
No. of complaints from customers	Cases	0	0	0	0



Social

Community support (Korea)

Category		Unit	2022	2023	2024	2025
Expenditure	Investment	Social contribution	748	559	807	806
		Cash	576	474	683	622
	Donations	In kind	2.0	0.3	35.6	2.2
		Total	578	474	719	624
	Employees fund raising	Amount raised	22	23	23	23
Employees volunteering		Employee participation	11,117	11,090	11,112	11,401
	Employee participants	Persons	3,256	3,275	3,629	3,544
	Participation rate	%	10.2	10.4	11.4	10.4
	Total time spent	Hours	12,129	15,019	15,769	15,583
	Time spent per person		0.38	0.48	0.50	0.46

R&D and Patents

Category	Unit	2022	2023	2024	2025
R&D expenses	KRW 100 million	49,053	41,884	49,544	67,325
Revenue-to-investment ratio ¹⁾	%	11.0	12.8	7.5	6.9
Research personnel	Persons	8,977	8,765	9,104	9,651
Total number of registered patents ²⁾	Cases	18,446	19,656	19,733	21,444
Number of new registered patents		2,147	2,703	2,505	2,322

1) Based on sales in the Annual Report's consolidated accounting standards.

2) The total number of registered patents refers to the company's entire portfolio of patents that have been fully registered by the end of each year, following the application and examination process.

Contributions to relevant associations

Category	Unit	2022	2023	2024	2025
Total amount	KRW 100 million	29.8	30.9	50.9	50.3

Contributions to relevant associations in 2025

Category	Unit	Amount
The Federation of Korean Industries	KRW million	2,068
Korea Semiconductor Industry Association		846
Korea Enterprises Federation		336
Semiconductor Industry Association		235
Silicon Integration Initiative		215

*Apart from the aforementioned relevant associations, there were no contributions related to lobbying, interest groups, or political funds.

Appendix

SASB Standards Alignment ····· 118

UN SDGs Alignment ····· 122

Membership in Associations ····· 123

Independent Assurance Statement ····· 125

Greenhouse Gas Verification Statement ····· 127

Endnote ····· 131



SASB Standards Alignment

GHG Emissions

[Code] TC-SC-110a.1

● SK hynix disclosure

Category	Unit	2022	2023	2024	2025
Scope 1 emissions	tCO ₂ eq	2,942,757	2,338,090	3,762,584	4,250,526
PFCs emissions		1,020,389	184,136	171,793	159,543

*Data scope: Icheon, Cheongju, Bundang, Seoul (satellite offices), Wuxi, Chongqing

*Scope 1 emissions are calculated in accordance with “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition, March 2004)” for greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) directly emitted from business sites, and converted to CO₂eq by applying the Global Warming Potential (GWP) from the IPCC Fifth Assessment Report (AR5) to emissions by gas type.

*PFCs emissions are calculated based on the same criteria as above for perfluorocarbons emitted from processes, and represent the perfluorocarbons emissions included in total Scope 1 emissions.

○ Reporting page: 102

[Code] TC-SC-110a.2

● SK hynix disclosure

SK hynix, together with other SK Group affiliates, became the first in Korea to join the RE100 initiative in 2020 and declared its 2050 Net Zero target in 2021. SK hynix has established and is managing a mid-term goal to maintain greenhouse gas scope 1 and 2 emissions at the 2020 level by 2030. In addition, we are exploring the future direction of our mid- to long-term greenhouse gas targets and management system, taking into account changes in our business environment including the expansion of production facilities and the operation of new sites.

○ Reporting page: 23-27

Energy Management

[Code] TC-SC-130a.1

● SK hynix disclosure

Category	Unit	2022	2023	2024	2025
Total energy consumed		108,887,311	105,482,902	106,848,666	109,404,663 ◆
Total grid electricity consumed	GJ	99,208,555	76,526,802	50,216,885	45,014,058 ◆
Total renewable electricity consumed		18,883,026	19,991,873	21,056,227	25,478,623 ◆
Percentage of grid electricity	%	91	73	47	41 ◆
Percentage of renewable electricity		17	19	20	23 ◆

*Data scope: Icheon, Cheongju, Bundang, Seoul (satellite offices), Wuxi, Chongqing

*Total energy consumption is calculated by converting all energy sources used within business sites—including electricity, steam, and fuel—into gigajoules (GJ).

*The electricity conversion standard applied is 1kWh = 9.6 MJ for domestic sites in accordance with Korean energy laws, and 1kWh = 3.6 MJ for sites in China.

*Grid electricity refers to electricity purchased through external power grids, excluding self-generated electricity.

*Renewable energy consumption is calculated as total renewable energy use including renewable electricity procured through green premiums, Renewable Energy Certificates (REC), Power Purchase Agreements (PPA), and self-generation (renewable energy).

*The ratios of grid electricity and renewable energy are calculated by dividing each consumption amount (GJ) by total energy consumption (GJ).

*Data for 2022-2024 was updated due to simple numerical errors.

○ Reporting page: 103



SASB Standards Alignment

Water Management

[Code] TC-SC-140a.1

● SK hynix disclosure

Category	Unit	2022	2023	2024	2025
Total water withdrawn	1,000m ³	111,639	106,548	112,981	117,015 ◆
Total water consumed		20,851	19,198	19,623	20,079 ◆
Withdrawals with “High” or above water stress area ratio	%	38	34	36	38 ◆
Consumption with “High” or above water stress area ratio		54	26	34	40 ◆

*Data scope: Icheon, Cheongju, Wuxi, Chongqing

*Total water withdrawal includes municipal water, surface water, groundwater, and reclaimed water, and is calculated by aggregating the withdrawal volume of all water sources entering the business site.

*Total water consumption is calculated by subtracting the discharge volume from the withdrawal volume.

*Areas with water stress of “High” or above are defined based on the Baseline Water Stress standard of WRI Aqueduct 4.0. Icheon was identified as such an area for 2022, and Cheongju for 2023–2025.

*The withdrawal ratio for areas with water stress of “High” or above is calculated as the proportion of withdrawal in those areas relative to total water withdrawal. The consumption ratio is calculated as the proportion of consumption in those areas relative to total water consumption.

○ Reporting page: 105-106

Waste Management

[Code] TC-SC-150a.1

● SK hynix disclosure

Category		Unit	2022	2023	2024	2025
Amount of hazardous waste	Domestic sites	Ton	254,961	223,038	237,402	257,585 
	Overseas sites		149,778	114,237	133,644	139,331 
Hazardous waste recycling rate	Domestic sites	%	98.1	98.5	98.9	98.9 
	Overseas sites		99.8	99.8	99.8	98.9 

*Data scope: Icheon, Cheongju, Wuxi, Chongqing

*Hazardous waste generation refers to the total amount of hazardous waste generated during site operations, and is calculated based on generation at our business sites regardless of the treatment method (self-treatment, external consignment, etc.).

*Hazardous waste follows the legal definitions of each country where the business site is located.

- Domestic (Icheon · Cheongju): Hazardous waste under the “Waste Control Act”

- China (Wuxi · Chongqing): Hazardous waste under China’s “Law on the Prevention and Control of Environmental Pollution by Solid Wastes”

*Hazardous waste recycling rate is calculated as the proportion of recycled waste volume to total waste generation volume.

*According to SASB Standards, recycled volume includes recycling and self-reuse, and excludes energy recovery (heat recovery), landfilling, and simple incineration.

*Data for 2022-2024 was updated due to simple numerical errors.

○ Reporting page: 108



SASB Standards Alignment

Employee Health & Safety

[Code] TC-SC-320a.1

● SK hynix disclosure

Guided by the principle of “Safety First,” SK hynix strives to create a workplace where all employees can work happily. To ensure the safety and health of our employees and those of our suppliers, we have integrated the safety and health management system (ISO 45001), the environmental management system (ISO 14001), and the process safety management system into our Safety, Health, and Environment (SHE) management system. Furthermore, we conduct annual risk assessments to identify and continuously improve potential risk factors in the workplace. We also strive to reduce the prevalence of metabolic syndrome among employees through cohort research related to employee health.

○ Reporting page: 55-60

[Code] TC-SC-320a.2

In accordance with Section 3, “Matters Related to Sanctions, etc.” of Chapter XI, “Other Matters Necessary for Investor Protection,” in the 2025 Annual Report (p.383-384).

Recruiting & Managing a Global & Skilled Workforce

[Code] TC-SC-330a.1

● SK hynix disclosure

Category	Unit	2022	2023	2024	2025
Percentage of foreign employees	%	0.2	0.1	0.1	0.1

*Data scope: HQ (based on separate financial statements).
*Percentage of foreign employees is calculated as the proportion of members holding foreign nationality to the total employees working at the headquarters at the end of 2025, and employees include both regular and non-regular employees.

Product Life-cycle Management

[Code] TC-SC-410a.1

SK hynix does not use substances in the IEC 62474 Declarable Substance List (DSL), and all substances we use comply with international standards.

[Code] TC-SC-410a.2

N/A



SASB Standards Alignment

Materials Sourcing

[Code] TC-SC-440a.1

● SK hynix disclosure

SK hynix recognizes that human rights violations, such as labor exploitation, ecosystem damage, and environmental pollution that occur in the mining process of conflict-affected and high-risk areas, are serious problems, and makes every effort to eradicate them. Since we do not directly purchase and procure any minerals used for semiconductor manufacturing from mines but source them through suppliers, we transparently track and manage the entire supply chain under our policy based on the OECD Due Diligence Guidance for responsible minerals sourcing. Additionally we operate the Supply Chain Risk Management System (SCRM) to monitor and respond to major risks that may arise within the supply chain. SK hynix requires raw material suppliers to sign a Responsible Mineral Use Compliance Pledge, committing not to purchase minerals from conflict-affected and high-risk areas. To ensure compliance, we use the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI) to regularly verify information about our mineral supply chain. If a supplier provides false information or fails to take corrective measures for identified risks, SK hynix considers it non-compliant with the pledge and suspends transactions. SK hynix also provides consulting and training to suppliers to raise awareness of responsible minerals sourcing. As of December 2025, there were a total of 293 3TG, cobalt and mica smelters and refiners, and the RMAP conformance rate was 100%.

○ Reporting page: 63

IP Protection & Competitive Behavior

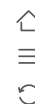
[Code] TC-SC-520a.1

N/A

Production metrics

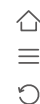
[Code] TC-SC-000.A, TC-SC-000.B

In accordance with Section II. Business Overview, 3. Raw Materials and Production Facilities (p. 19-22) of the 2025 Annual Report, the production percentage from owned facilities is 100%.



UN SDGs Alignment

UN SDGs	Details	Page
1. No poverty	End poverty in all its forms everywhere	68-70
2. Zero hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	-
3. Good health and well-being	Ensure healthy lives and promote well-being for all at all ages	48-51, 55-60, 68-70
4. Quality education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	68-70
5. Gender equality	Achieve gender equality and empower all women and girls	48-51
6. Clean water and sanitation	Ensure availability and sustainable management of water and sanitation for all	31-36
7. Affordable and clean energy	Ensure access to affordable, reliable, sustainable and modern energy for all	25-26
8. Decent work and economic growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	43-54
9. Industry, innovation and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	8-9
10. Reduced inequalities	Reduce inequality within and among countries	61-67
11. Sustainable cities and communities	Make cities and human settlements inclusive, safe, resilient and sustainable	68-70
12. Responsible consumption and production	Ensure sustainable consumption and production patterns	71-73
13. Climate action	Take urgent action to combat climate change and its impacts	23-30
14. Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	31-36
15. Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	31-36
16. Peace, justice and strong institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	78-88
17. Partnerships for the goals	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	99, 123-124



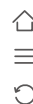
Membership in Associations

The American Chamber of Commerce in Korea	Korea Association of AI/Robot industry
Compute eXpress Link	Korea Authorized Economic Operator
Global Semiconductor Alliance	Korea Forum of Chief Information Offices
IOWN Global Forum	Korea Investor Relations Service
Joint Electron Device Engineering Council	Korea RE100 Alliance
Mobile Industry Processor Interface	Korean Institute of Gas
Responsible Business Alliance	Korean Chief Privacy Officers Council
Semiconductor Climate Consortium	Korea Enterprises Federation
Semiconductor Equipment and Materials Institute	The Federation of Korean Industries
Silicon Integration Initiative Open Access Coalition	Korea Fair Competition Federation
Silicon Integration Initiative Compact Model Coalition	The National Academy of Engineering of Korea
Semiconductor Industry Association	Korea Customs Logistics Association
The Climate Group	Korea Financial Law Association
The Linux Foundation	The Korean Society of Climate Change Research
Universal Chiplet Interconnect Express	Nano Technology Research Association
UN Global Compact Network Korea	Korean Society for Atmospheric Environment
University of New Hampshire Interoperability Laboratory	The Korean Microelectronic and Packaging Society
Voluntary Control Council for Interference	Korea International Trade Association
World Semiconductor Trade Statistics	Korean Society on Water Environment
Gyeonggi, Seoul, Incheon Green Company Council	Korea Semiconductor Industry Association
Gyeonggi Enterprises Federation	Consortium of Semiconductor Advanced Research
Process Safety Council in Southern Gyeonggi Province	The Institute of Semiconductor Test of Korea
Corporate Renewable Electricity Foundation	The Korean Association for Industrial Technology Security
Korea Mech. Const. Contractors Association	Korea Industrial Technology Association
Korea Industrial Safety Association Seongnam Branch	Korea Occupational Hygiene Association
Korea Industrial Safety Association Chungbuk Branch	Korean Industrial Hygiene Association
The Korea Chamber of Commerce & Industry Carbon Neutral Research Association	Korea Listed Companies Association
The Institute of Electronics and Information Engineers	Korea Fire Safety Institute (Icheon)
The Korean Society of Occupational and Environmental Medicine	Korea Fire Safety Institute (Cheongju)
Korea Handball Federation Industrial Athlete Committee	Korea Water Resources Association
Korean Society of Environmental Engineers	Korean Institute of Hazardous Materials
Carbon Free Association	The Korean Society for Life Cycle Assessment
The Institute of Semiconductor Engineers	Korea Electric Engineers Association (Icheon)
The Korean Academic Society of Business Administration and Law	Korea Electric Engineers Association (Cheongju)
Ministry of Trade, Industry and Energy Emergency Planning Council	Korea Electric Engineers Association (Yongin)
Metropolitan Area Chemical Safety Community Council	Korea Power Exchange
Icheon Chamber of Commerce	Korea Council of Chief Information Security Officers



Membership in Associations

Icheon Chamber of Commerce Council of Environmental Safety Department Heads	Korea Intellectual Property Association
Korea Business Council for Sustainable Development	Korea Integrated Logistics Association
Cheongju Chamber of Commerce and Industry	Korea Society of Waste Management
CHERRY Forum	Korean Standards Association (Icheon)
Chungbuk Enterprises Federation	Korean Standards Association (Cheongju)
Chungbuk Environmental Engineers Association	The Korean Quality Master Association
Chungchung Green Company Council	Korean Institute of Fire Science and Engineering
Chungchung Chemical Safety Community Council	



Independent Assurance Statement

Independent Practitioner's Limited Assurance Report on the Identified Sustainability Information of SK hynix Inc.

(English Translation of a Report Originally Issued in Korean)

To the Management of SK hynix Inc.

We have conducted a limited assurance engagement on the information described below that is included in the Sustainability Report (the "Report") of SK hynix Inc. (the "Company") for the year ended December 31, 2025. The scope of our assurance engagement is limited to the indicators marked with the "◆" symbol on pages 118–120 of the Report (the "Identified Sustainability Information"). The reporting boundary for each indicator follows the sites specified in the footnote to each item of the Identified Sustainability Information. The criteria applied by the Company in preparing the Identified Sustainability Information (the "Criteria") are disclosed in the notes presented beneath the respective information and include the definition, measurement method, and calculation scope of each indicator.

Assurance Conclusion – Limited Assurance

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information in the Report for the year ended December 31, 2025, has not been prepared, in all material respects, in accordance with the Criteria. We do not express an assurance conclusion on information relating to prior periods or on any information other than the 2025 Identified Sustainability Information.

Basis for the Conclusion

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the "Practitioner's Responsibilities" section of our report.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants of the Korean Institute of Certified Public Accountants and the International Code of Ethics for Professional Accountants (the "IESBA Code") issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. The firm applies International Standard on Quality Management 1 and, accordingly, maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Understanding the Basis of Preparation of the Identified Sustainability Information

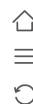
The absence of a generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure sustainability information allows for the application of different measurement techniques that can affect comparability between entities and over time.

Accordingly, the Identified Sustainability Information should be read in conjunction with the Criteria the Company used to prepare such information.

Responsibilities of the Company

The Company's management is responsible for:

- selecting and establishing suitable Criteria for the preparation of the Report, taking into account the laws and regulations relevant to the reporting of sustainability information, and applying reasonable assumptions and estimates appropriate in the circumstances;
- preparing the Identified Sustainability Information in accordance with the Criteria; and
- designing, implementing, and maintaining internal control relevant to the preparation of sustainability information that is free from misstatement, whether due to fraud or error.



Independent Assurance Statement

Practitioner's Responsibilities

Our responsibility is to plan and perform the engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error, to form an independent conclusion based on the evidence obtained, and to report our conclusion to the Company's management. Misstatements may arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the Identified Sustainability Information.

In conducting our limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- consider the suitability of the Criteria applied by the Company in preparing the Identified Sustainability Information;
- perform risk assessment procedures, including obtaining an understanding of relevant internal control, to identify areas where a material misstatement, whether due to fraud or error, may arise, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and
- design and perform procedures responsive to where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

As our role is to form an independent conclusion on the Identified Sustainability Information prepared by management, our involvement in the preparation of such information would impair our independence and is therefore not permitted.

Summary of Procedures Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Identified Sustainability Information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. The nature, timing, and extent of the procedures selected depend on professional judgement, including the identification of where material misstatements, whether due to fraud or error, may arise. In conducting our limited assurance engagement on the Identified Sustainability Information, we:

- interviewed personnel responsible for internal reporting and data aggregation of the Company's sustainability information to understand how the Identified Sustainability Information is managed;
- obtained an understanding of the processes the Company uses to manage and report the Identified Sustainability Information; and
- performed limited validation of the Identified Sustainability Information, primarily through inquiries and analytical reviews.

Other Information

All content of the Report other than the Identified Sustainability Information constitutes other information. The other information is not the subject of our assurance conclusion, and we do not express any form of assurance thereon. We have read the other information and, in doing so, considered whether it is materially inconsistent with the Identified Sustainability Information or with the knowledge obtained in the course of the engagement, or otherwise appears to be materially misstated. Based on the procedures we performed on the other information, we have nothing to report.

Seoul, Korea

Hoonsoo Yoon, Chief Executive Officer



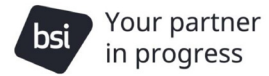
Samil PricewaterhouseCoopers

25 June 2026

This report is effective as of 25 June 2026, the report date. Certain subsequent events or circumstances, which may occur between the report date and the time of reading this report, could have a material impact on the Report. Accordingly, the readers of the report should understand that there is a possibility that the above report may have to be revised to reflect the impact of such subsequent events or circumstances, if any.



Greenhouse Gas Verification Statement



Verification Opinion

SK Hynix Co., Ltd.

Organization (Responsible party) address: 2091 Gyeongchung-daero, Bubal-eup, Icheon-si, Gyeonggi-do, Republic of Korea

Verification Objective: This verification objectives to fairly reflect greenhouse gas data and information to ensure accuracy and without material discrepancies to provide a third-party verification opinion on SK Hynix's 2025 GHG emissions statement.

Verification Scope: Scope 1 & 2 greenhouse gas emissions from domestic business sites and Scope 3 greenhouse gas emissions from domestic and overseas subsidiaries

- **Reporting and Verification Period:** Greenhouse gas emissions for the one-year period from January 1 to December 31, 2025
- **Organizational Boundary:** Scope 1 & 2 emissions from all domestic business sites subject to the Emissions Trading Scheme / domestic business sites subject to voluntary Scope 3 emission calculation and overseas business sites (China Wuxi Campus, China Chongqing Campus) included in Category 1 emissions
- **Reporting Boundary:** Direct greenhouse gas emissions (Scope 1) and indirect greenhouse gas emissions (Scope 2) from domestic business sites, and other indirect greenhouse gas emissions (Scope 3) from domestic and overseas business sites, including Categories 1, 3, 4-7, and 9
- **Excluded Sources:** Categories 2, 8, and 10-15 in Scope 3 are excluded

Reporting and Verification Criteria: ISO 14064-1:2018 / ISO 14064-3:2019 / • 2006 IPCC Guidelines / GHG Protocol / Guidelines for Reporting and Verification of GHG Emissions in the Emissions Trading System (K-ETS)

Materiality Level: A level of 5% of total emissions is applied for material discrepancies (errors, omissions, or miss statements)

Level of Assurance: Limited assurance (Scope 3 emissions) and reasonable assurance (Scope 1 & 2 emissions from all domestic business sites subject to the Emissions Trading Scheme)

Verification Process and Limitations: Verification activities were conducted on the greenhouse gas emission information and data provided by the organization, including document review, risk analysis and interviews with responsible personnel, evaluation of monitoring and control systems through observation and investigation, and data verification through sampling recalculation, tracking, cross-checking, and adjustment. This verification process may be affected by limiting factors such as the limitations of the provided data and sampling and carries an inevitable risk that material discrepancies may go undetected due to these limitations.

- SK Hynix is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI Group Korea is responsible for expressing an opinion on the GHG statement based on the verification.

Verification Data: The results of verifying the data in the organization's GHG Report, which includes the greenhouse gas statement, are as follows. Details, including the boundary, method, limitations, and assumptions for estimating emissions by scope and category, are described in the verification report

(unit: tCO₂eq)

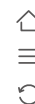
Classification	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Optional Information (NF ₃ usage)	Total Emissions
Location-based	3,100,803	1,917,435	963,956	5,982,194
Market-based	3,100,803	1,140,665	963,956	5,205,424

Note: Scope and category were classified according to the GHG Protocol. Market-based Scope 2 indirect greenhouse gas emissions reflect the use of purchased renewable energy. GWP is based on the Fifth Assessment Report (AR5).

(unit: tCO₂eq)

GHGs	CO ₂	CH ₄	N ₂ O	PFCs	HFCs	SF ₆	NF ₃	Total
Emissions	4,864,218	2,041	19,329	85,039	18,212	29,399	963,956	5,982,194

Note: GWP is applied using the Fifth Assessment Report (AR5) based on location-based emissions by type of greenhouse gas.



Greenhouse Gas Verification Statement

Scope 3 Categories	Emissions (Unit: tCO ₂ e)
Category 1. Purchased goods and services	2,720,123
Category 3. Fuel and energy-related activities (not included in scope1 or scope2)	733,510
Category 4. Upstream transportation and distribution	69,949
Category 5. Waste generated in operations (waste transportation included)	291,493
Category 6. Business travel	3,586
Category 7. Employee commuting	32,299
Category 9. Downstream transportation and distribution	1,306
Scope 3 Total Emissions	3,852,266

Verification Result: Verified as Satisfactory

As a result of conducting verification at a limited assurance level in accordance with verification processes and procedures, no material discrepancies were found that could be included in the greenhouse gas reports and statements prepared by SK Hynix, and no evidence could be found that the greenhouse gas data and information were unfair.

BSI Group Korea is independent and has no financial interest in SK Hynix. This 3rd party Verification Opinion has been prepared for SK Hynix solely for the purposes of verifying its statement relating to its GHG emissions, more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Group Korea has assumed that all information provided to it by SK Hynix is true, accurate and complete. BSI Group Korea accepts no liability to any third party who place reliance on this statement.

Issuing body of verification opinion: BSI Group Korea (Address: 8th Floor, Taehwa Building, Insadong 5-gil, Jongno-gu, Seoul)

Verification Team Leader: Seung Joon Yang (Lead verifier)

Independent reviewer: Yeon Woo Jo (Lead verifier)

Number of Verification Opinion: GHGEV 846445

For and on behalf of BSI:

Issue Date: 15/06/2026

Managing Director of BSI Korea, SeongHwan Lim



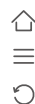
National Institute of
Environmental Research

BSI Group Korea Ltd
8F Taehwa Bldg, 29, Insadong 5-gil
Jongno-gu, Seoul, 03162, Korea

+82 2 6116 9800
bsikorea@bsigroup.com
bsigroup.com/Ko-Kr



Registered address. A Member of the BSI Group of Companies. Incorporated by Royal Charter



Greenhouse Gas Verification Statement

Wuxi

Statement CN26/00003648

SGS

Greenhouse Gas Verification Statement

The inventory of greenhouse gas emissions from
01 Jan. 2025 to 31 Dec. 2025 of

SK Hynix Semiconductor (China) Co., Ltd.

Business address: Plot K7, Comprehensive Bonded Zone, Wuxi High-tech Zone, Jiangsu Province, P.R. China

Organization boundary: Plot K6-3 & Plot K7 & Xinda Road 22 (Dormitory), Comprehensive Bonded Zone, Wuxi High-tech Zone, Jiangsu Province, P.R. China

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Direct Emissions

175,377.69 tonnes of CO₂e

Indirect Emissions

2,070,844.40 tonnes of CO₂e

Total Emissions Quantified

2,246,222.09 tonnes of CO₂e

The specific categories of indirect greenhouse gas emissions are detailed in the appendix of this statement, which is an integral part of this statement

Authorised by
David Xin
Sr. Director - Business Assurance
DATE: 20 May, 2028

SGS-CSTC Standards Technical Services Co., Ltd.
18F Century YuHui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142
t +86 (0)10 58251188 www.sgsgroup.com.cn



This document is an authentic electronic certificate for Client business purposes use only. Printed version of the electronic certificate are permitted and will be considered as a copy. This document is issued by the Company subject to SGS General Conditions of certification services available on [Terms and Conditions](#) | SGS. Attention is drawn to the limitation of liability, indemnification and jurisdictional clauses contained therein. This document is copyright protected and any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful.





Greenhouse Gas Verification Statement

Chongqing

Statement CN26/00003221

Greenhouse Gas Verification Statement

The inventory of greenhouse gas emissions from
01 Jan. 2025 to 31 Dec. 2025 of

SK Hynix Semiconductor (Chongqing) Co., Ltd.

Business address: V2-4 / 02, Zone V, Xiyong group, Shapingba District, Chongqing P.R. China

Organization boundary: V2-4 / 02, Zone V, Xiyong group, Shapingba District, Chongqing P.R. China

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Direct Emissions

10,388.65 tonnes of CO₂e

Indirect Emissions

16,700.74 (Market-based) 108,980.87 (Location-based) tonnes of CO₂e

Total Emissions Quantified

27,089.39 (Market-based) 119,369.52 (Location-based) tonnes of CO₂e

The specific categories of indirect greenhouse gas emissions are detailed in the appendix of this statement, which is an integral part of this statement

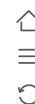
Authorised by
David Xin
Sr. Director - Business Assurance
DATE: 18 Jun. 2026

SGS-CSTC Standards Technical Services Co., Ltd.
16F Century Yuhui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142
t +86 (0)10 58251188 www.sgsgroup.com.cn



This document is an authentic electronic certificate for Client's business purposes use only. Printed version of the electronic certificate are permitted and will be considered as a copy. This document is issued by the Company subject to SGS General Conditions of certification services available on [Terms and Conditions](#) | SGS. Attention is drawn to the limitation of liability, indemnification and jurisdictional clauses contained therein. This document is copyright protected and any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful.





Endnote

1	Carbon Trust A globally recognized certification body established in the UK in 2001, performing environmental (carbon, water, waste, etc.) footprint calculation and certification
2	Dominant species Refers to a species that holds a dominant position within a community environment, either by having the largest population or occupying the widest area.
3	Serial cultivation A method of transferring microorganisms from an old medium to a fresh medium according to the culture cycle. Used to preserve specific strains when the original medium shows signs of degradation or alteration
4	Effective Micro-organisms (EM) Mudballs Created by mixing various beneficial microorganisms—such as yeast, lactic acid bacteria, koji mold, photosynthetic bacteria, and actinomycetes (often sourced from EM fermented compost or liquid)—with yellow loam (ocher soil). Highly effective in purifying water, eliminating odors, preventing food oxidation, fermenting food waste, and inhibiting putrefaction.
5	Anker methodology A framework that determines the living wage required for workers and their families to maintain a basic standard of living in a specific region, taking into account the unique characteristics of that area.
6	Database of the Wage Indicator Foundation (WIF) The database provides living wage data and cost of living equations derived from cost of living surveys.
7	Vision-Language Models (VLM) Multimodal artificial intelligence that simultaneously understands and generates visual data and text such as images and videos.
8	Vision-Language-Action Models (VLA) Next-generation robot/autonomous driving control model that integrates visual information, natural language instruction, and robot physical behavior into a single artificial intelligence neural network.
9	Occupational Health Program Training on preventing occupational diseases due to hazards, counseling on preventing occupational diseases, counseling and evaluation for cerebrovascular/cardiovascular disease, practical exercise/training on preventing musculoskeletal disorders, work environment management evaluation, etc.
10	Work Environment Improvement Support Voluntary improvement and investment are encouraged by subsidizing a portion of the costs required for improving high-risk work environments for small businesses (under 50 employees) and SMEs.
11	MSA Core Tool One of the tools and techniques required by international standards related to quality. Among these, Measurement System Analysis (MSA) is a methodology for evaluating the accuracy, repeatability, and reproducibility of a measurement system.
12	MAPS (Manufacturing Asset Positioning System) A real-time asset location management system
13	Subcomponents Additional mechanical devices required for the operation of production equipment
14	Ethisphere Ethisphere is a global institution that evaluates and researches corporate ethics, corporate social responsibility (CSR), ESG management, and compliance monitoring, and has been selecting the “World’s Most Ethical Companies” annually since 2006.
15	Location-based method emissions The indirect greenhouse gas emissions calculated by applying the average electricity emission factor of the region where the company is located to its grid electricity consumption.
16	Market-based method emissions The indirect greenhouse gas emissions calculated by individually applying the electricity emission factor of the electricity selected by the company. The market-based method emissions reported in this report serve as an indicator of the company’s greenhouse gas reduction efforts, reflecting energy certificate purchases. These figures differ from the emissions submitted under Korea’s Emission Trading Scheme (ETS.)

