

Guidelines on Independent Directors' Independence

The Company wants to secure Directors with appropriate ethics and sufficient qualifications and Independent Directors in order to help the Board of Directors serve its unique role as a check and balance on management based on independent decision-making authority and continue to perform board-centered efficient management activities. To this end, the Company created guidelines that comply with applicable laws and global standards such as the **Commercial Act** mutatis mutandis to secure qualifications necessary for Directors' job performance and their practical independence. An Independent Director candidate shall be considered qualified and independent as a Director if the candidate meets the following requirements. In addition, the Company will comprehensively consider whether the Independent Director has any material relationship with the Company.

1. A person who has no disqualifications as a Director by law
2. A person who has no history of damaging corporate value or infringing shareholder rights and interests
3. A person who attended at least 75% of the board meetings within the last 3 years
4. A person who was not an employee within the last 5 years of the Company or its affiliates (including non-profit corporations)
5. A person who, as an employee and related person of the Company's external audit company (present and past) and its affiliate, performed auditing or related work less than 5 years ago
6. A person who, in the last 5 years, was not a full-time employee of an individual or corporation (including a law firm) that had an important business relationship or cooperative relationship with the Company (including the largest shareholder and affiliates)
7. In addition, a person whose independence is not compromised as an Independent Director due to an interest in the Company within the last 3 years, such as an advisory contract on legal and management matters, etc.

April 27, 2022
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Guidelines on Board Diversity

The Company shall strive to secure the expertise necessary for making rational decisions and diversity in the composition of the Board of Directors so that the Board of Directors broadly considers the perspectives of stakeholders and is not biased toward specific fields.

1. The Company shall select an Independent Director candidate who meets the expertise required as a director.

A) A person with experience and knowledge in various fields necessary to perform the duties of a director

B) A person with specialized knowledge in various fields such as finance, economy, management, law, and accounting

2. The Company shall select Independent Director candidates, taking into account board diversity that encourages a range of viewpoints and values.

A) Reflect the principle of gender equality to ensure the Board of Directors operates based on various perspectives

B) Considering the characteristics of Korean society, but avoiding bias toward people with specific backgrounds and considering diverse experiences and backgrounds

C) Considering other aspects of diversity, e.g., nationality, race, religion, and ethnicity

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