



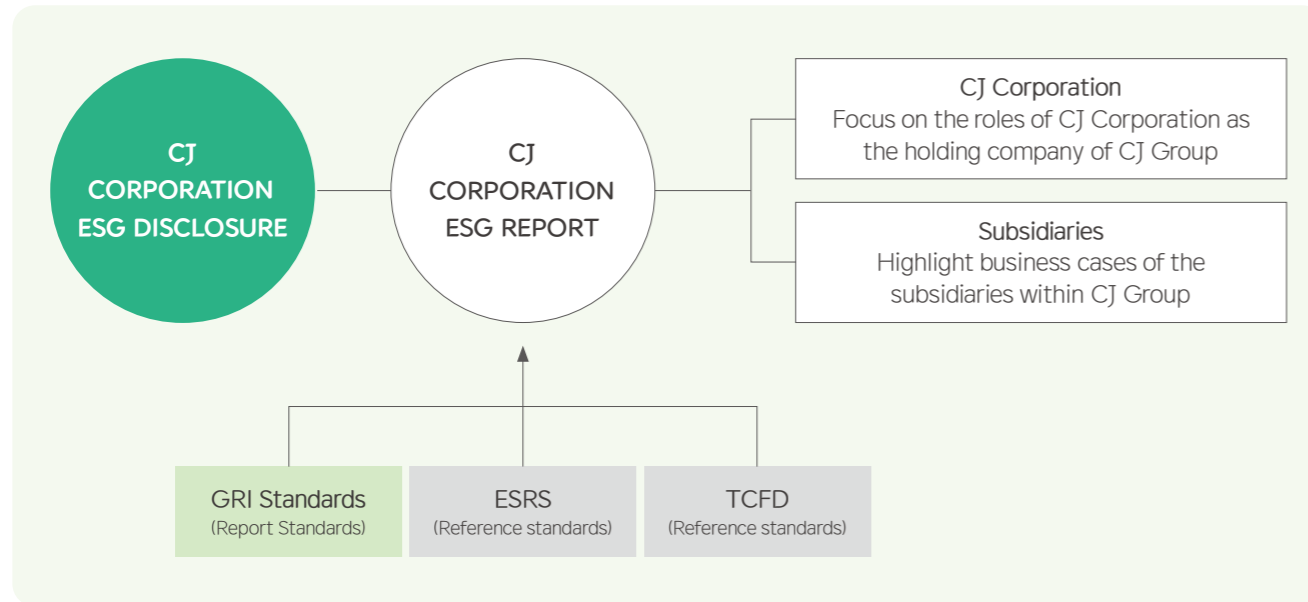
CJ CORPORATION ESG REPORT 2022

**LIVE NEW,
LIVE SUSTAINABLE**

ABOUT THIS REPORT

OVERVIEW

As a company committed to sustainable value creation, CJ Corporation shares its progress and plans made toward ESG (Environment, Social, Governance) with stakeholders on an annual basis via its ESG Report. The ESG Report focuses on the roles of CJ Corporation as the holding company of CJ Group and highlights examples of the activities performed by subsidiaries for each issue.



The 12 subsidiaries included as subsidiaries' activities in the ESG Report of CJ Corporation are as follows. Each linked subsidiary's ESG Report provides details on its ESG management.

CJ CHEILJEDANG	CJ LOGISTICS	CJ ENM	CJ CGV	CJ FRESHWAY	STUDIO DRAGON CORPORATION²⁾
CJ FOODVILLE	CJ OLIVEYOUNG	CJ OLIVENETWORKS	CJ FEED&CARE¹⁾	CJ SEAFOOD	CJ BIOSCIENCE

1) CJ Feed&Care is a subsidiary of CJ CheilJedang and is included in the CJ CheilJedang ESG Report scope
 2) Hereinafter referred to as 'Studio Dragon'

REPORT STANDARDS

- GRI (Global Reporting Initiative) Standards
 - ※ Reference standards
 - ESRS (European Sustainability Reporting Standards) developed by EFRAG (European Financial Reporting Advisory Group) to support the implementation of CSRD (Corporate Sustainability Reporting)
 - TCFD (Task Force on Climate-related Financial Disclosures)

REPORT PERIOD

- January 1, 2022 to December 31, 2022
 - (Reference) Certain key performance indicators are based on data from the first half of 2023
 - Quantitative data from the last 3 years (2020 – 2022) for annual trend analysis are provided
- Date of Issue: November 2023

REPORT SCOPE

- Financial reporting: Based on the K-IFRS (Korean International Financial Reporting Standards) consolidated financial statements
- Non-financial reporting: Based on the domestic operations of 13 companies, including CJ Corporation and 12 subsidiaries* (Please refer to additional information in case of any differences in the scope)
 - * Includes CJ Group's 9 listed companies and CJ Feed&Care, a subsidiary of CJ CheilJedang, and other non-listed companies (CJ Foodville, CJ OliveYoung, and CJ OliveNetworks), in accordance with Accounting Standards No. 1110, to provide a comprehensive view of the key performance and status of CJ Group's 4 core industries (Food & Food Service, BIO, Logistics & Retail, and Entertainment & Media) as of CJ's 2022 Business Report.

ASSURANCE

- Financial Data²⁾: EY Korea
 - 2) CJ Corporation's consolidated financial statements for 2022
- Non-financial Data: DNV GL (Refer to p.122 of Third-party Assurance Statement)

INQUIRIES ON THE REPORT

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OVERVIEW

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CEO MESSAGE

Dear Stakeholders,

On behalf of everyone at CJ, I'd like to thank you for your unwavering confidence and support over the past year.

The world is undergoing accelerated structural changes from elevated inflation and interest rates, as well as deglobalization and geopolitical tensions, affecting the rise in business environment complexity and uncertainty, as a result posing a challenge for companies to assure sustainable growth. Despite the unprecedented changes and chaos, CJ is committed to expanding its presence as a global lifestyle company by turning crisis into opportunity and upholding the core values of ONLYONE (First, Best, Different).

To facilitate our path to innovative growth, we are securing outstanding competencies, carrying out expansive global reach, and executing decisive and swift investments for strategic business diversification, with focus on our 4 future growth engines - Culture, Platform, Wellness, and Sustainability. In particular, we are determined to seek new opportunities in the ESG landscape to develop a sustainable, technology-driven business model which includes green products, new materials, and future food sources.

In order to meet the external demands and bolster internal competencies, CJ Group has been promoting ESG management in full swing for major subsidiaries since 2021 with CJ Corporation, a holding company driving this initiative. The following advancements were made as a result in 2022.

First, with the goal of reducing the environmental impact of business operations and transitioning to a low-carbon economic system, CJ has selected response to climate change and circular economy as its key areas of focus and has undertaken diverse initiatives to establish and execute an environmental management system in alignment with these goals.

Second, in order to reinforce our talent acquisition and development practices, and incorporate human rights and DE&I (Diversity, Equity and Inclusion) into our HRM system and corporate culture, we have strengthened risk management by extending the involvement of subsidiaries and performing due diligence. We are also gradually enriching the scope of ESG management to include supply chain ESG risks and potential impact on local communities near our business sites.

Third, to elevate ESG execution, we have established ESG Committees under the BOD of 8 subsidiaries, to engage pragmatic decisions on various agendas that include environment, human rights, and supply chain, and in addition, we operate a group-wide working council to jointly address ESG issues and accumulate CJ's internal capabilities.

Lastly, addressing the worldwide movement on ESG disclosure regulations, we are in the process of creating a comprehensive ESG disclosure system across the group. Commencing with disclosure data management and disclosure process standardization, ongoing efforts are being made to reinforce internal and third-party assurance procedures, as well as establishment of an internal infrastructure for seamless disclosure. This holistic system will serve as the cornerstone for assuring reliable and trustworthy disclosures.

CJ Corporation is delighted to present its ESG Report, developed in collaboration with stakeholders, highlighting the group's ESG performances. CJ Group will prioritize response to climate change, circular economy, human rights, DE&I, and supply chain management, which will all be expressly integrated into the group's ESG management practices. We are committed to maintaining an ongoing communication with our customers, employees, shareholders, suppliers, and local communities regarding the group's dedication to sustainability. Our aspiration is to establish ourselves as a pioneering ESG company by securing ESG competitiveness at a global level and foster positive impact not only within Korea but also on the global industrial stage.

Furthermore, as a global lifestyle company, we are at the forefront of spreading K-Culture with a sense of duty and responsibility, contributing to preserve global cultural diversity. With passion and commitment, we will continue to bring health, happiness and convenience to the daily lives of people all over the world, thereby contributing to global sustainable development.

We invite you to accompany us on our journey towards a more sustainable future, and we value your continued interest and support.

Thank you.

CJ CORPORATION
CEO SOHN, KYUNG-SHIK



CJ GROUP

MANAGEMENT PHILOSOPHY

CJ Group is at the forefront of sharing culture to reach more people around the world. CJ dreams of a world where people all over the world can enjoy Korean food, dramas, movies, and music to their hearts' content in their daily lives, and enjoy happiness. To this end, we have been leading the trend based on the principles of integrity, passion, creativity, and respect, and the core values of "ONLYONE" (first, best, different), "Talent," and "Shared Growth." At the same time, we also have been redesigning the lifestyle of people around the world, leveraging our outstanding competencies. With ONLYONE products and services that create the best value, CJ will make everyday life healthy and happy, make the lives of people all over the world interesting and beautiful, and make the earth sustainable.



HISTORY & 4 CORE INDUSTRIES

CJ group consists of 4 core industries, namely food & food service, bio, logistics & retail, and entertainment & media, centering around CJ Corporation, the holding company.

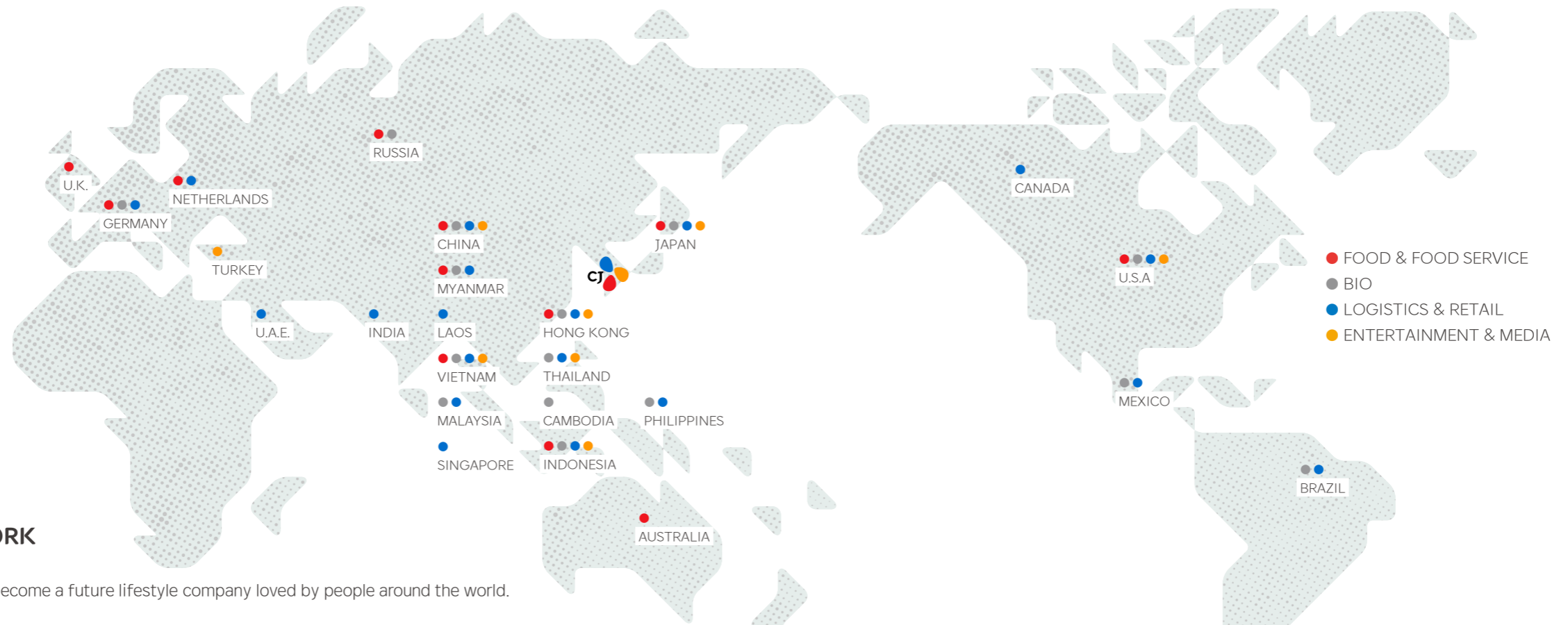
HISTORY

1953 - 1992	1993 - 2001	2002 - 2016	2017 - PRESENT
PIONEER YEARS TO A TOTAL FOOD COMPANY	EXPANSION AS A TOTAL LIFESTYLE GROUP	CULTIVATION OF THE 4 CORE INDUSTRIES AND GLOBAL ENTRY	PURSUIT OF TOP GLOBAL CORPORATION
1953 Established CheilJedang Co.,Ltd. (Current CJ CheilJedang)	1993 Declaration of CJ CheilJedang as separate legal entity	2002 Constitution of CJ Group 2007 Transition to the holding company system	2021 Declaration of the mid-term vision

4 CORE INDUSTRIES

FOOD & FOOD SERVICE	BIO	LOGISTICS & RETAIL	ENTERTAINMENT & MEDIA
CJ CHEILJEDANG <small>FOOD DIVISION</small> CJ FOODVILLE CJ FRESHWAY CJ SEAFOOD	CJ CHEILJEDANG <small>BIO DIVISION</small> CJ CHEILJEDANG <small>FNT DIVISION</small> CJ FEED&CARE CJ BIOSCIENCE	CJ LOGISTICS CJ OLIVENETWORKS CJ OLIVEYOUNG CJ ENM <small>COMMERCE DIVISION</small>	CJ ENM <small>ENTERTAINMENT DIVISION</small> STUDIO DRAGON CJ CGV

CJ GROUP



GLOBAL NETWORK

Going beyond Korea to become a future lifestyle company loved by people around the world.

MAINSTREAM FOR GLOBALIZING K-CULTURE, AMERICAS

The world's largest consumer market, USA, is at the mainstream for globalizing K-Culture, from food, entertainment, and media businesses to logistics networks and bio production plants.

- CJ Foods – CJ CheilJedang Food Div.
- CJ Foodville
- CJ BIO – CJ CheilJedang BIO Div.
- CJ FNT – CJ CheilJedang FNT Div.
- CJ Logistics
- CJ ENM Entertainment Div.
- CJ Cinemas – CJ CGV
- Studio Dragon

BASE FOR GLOBAL LOGISTICS, SOUTHEAST ASIA & AUSTRALIA

After completion of the BIO/FNT plant in Indonesia, CJ reached the top spot in Southeast Asia's logistics industry and is continuously expanding into feed, bakery, and media content businesses.

- CJ Foods – CJ CheilJedang Food Div.
- CJ Foodville
- CJ Freshway
- CJ BIO – CJ CheilJedang BIO Div.
- CJ FNT – CJ CheilJedang FNT Div.
- CJ Feed&Care
- CJ Logistics
- CJ OliveNetworks
- CJ ENM Entertainment Div.
- CJ Cinemas – CJ CGV

CENTER OF GLOBAL LIFESTYLES, CHINA

CJ sustains its operations in China through global networks in food, BIO, and retail.

- CJ Foods – CJ CheilJedang Food Div.
- CJ BIO – CJ CheilJedang BIO Div.
- CJ FNT – CJ CheilJedang FNT Div.
- CJ Feed&Care
- CJ Logistics
- CJ OliveYoung
- CJ OliveNetworks
- CJ ENM Entertainment Div.
- CJ Cinemas – CJ CGV

K-CONTENTS HUB, JAPAN

Along with the food industry, CJ is also expanding into the media & music industry with its Korean contents businesses that include CJ ENM Japan and LAPONE Entertainment.

- CJ Foods – CJ CheilJedang Food Div.
- CJ BIO – CJ CheilJedang BIO Div.
- CJ FNT – CJ CheilJedang FNT Div.
- CJ Logistics
- CJ ENM Entertainment Div.
- Studio Dragon

GLOBAL MARKET EXPANSION, EUROPE & THE MIDDLE EAST

Through successful partnerships with the world's biggest food companies in Europe, CJ is expanding into BIO, FNT (Food & Nutrition Tech), and Food Businesses in the Middle East and Africa.

- CJ Foods – CJ CheilJedang Food Div.
- CJ BIO – CJ CheilJedang BIO Div.
- CJ FNT – CJ CheilJedang FNT Div.
- CJ Logistics

CJ CORPORATION

OVERVIEW

CJ Corporation is a pure holding company that owns subsidiary shares, manages CJ's overall business portfolio, and plays a role in investment and financing. With its transition to a holding company system in 2007, CJ Corporation oversees corporate governance and sets business strategy direction. We provide all-out support to CJ CheilJedang, CJ Logistics, CJ ENM and other subsidiaries for innovation-driven growth and technological competency enhancement. In addition, we are boosting corporate value and spearheading CJ's sustainable growth by managing a business portfolio in accordance with CJ's strategic direction, leading ESG management, and promoting stakeholder communication.

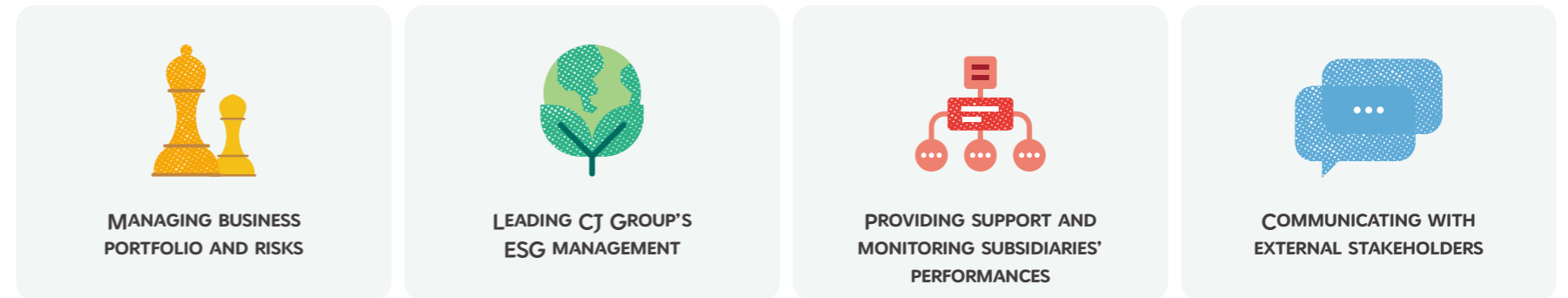
COMPANY OVERVIEW

As of December 31, 2022

COMPANY NAME	CJ Corporation
ADDRESS	12 Sowol-ro 2-gil, Jung-gu, Seoul, South Korea
DATE OF ESTABLISHMENT	Jan. 1, 2007 ¹⁾
TYPE OF BUSINESS	Holding company
CEO	Sohn, Kyung-Shik Kim, Hong-Ki
TOTAL ASSETS ²⁾	KRW 48.240 trillion
SALES REVENUE ²⁾	KRW 40.925 trillion
OPERATING PROFIT ²⁾	KRW 2.154 trillion

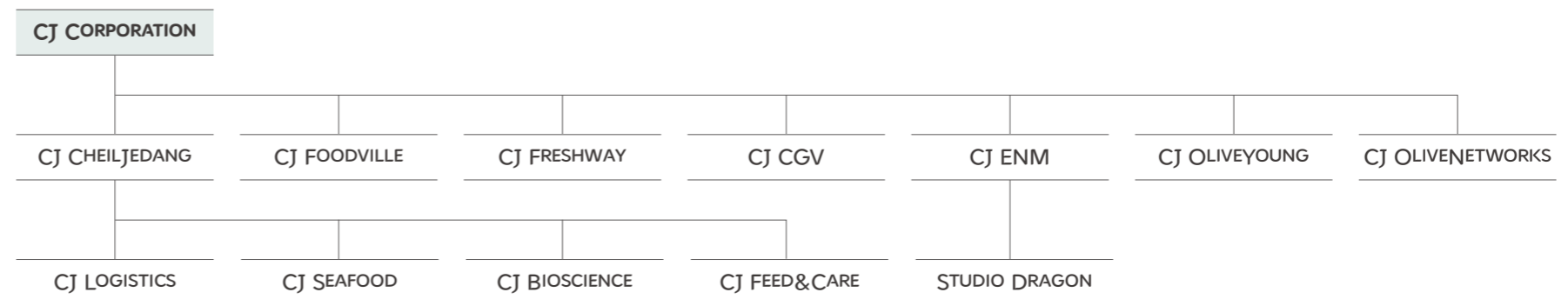
ROLES & MAJOR SUBSIDIARIES

ROLES



MAJOR SUBSIDIARIES

As of December 31, 2022, there are 466 consolidated subsidiaries of CJ Corporation (9 listed companies³⁾ and 457 unlisted companies) including 81 major subsidiaries (9 listed companies and 72 unlisted companies).



1) CJ CheilJedang played the role of a holding company prior to the transition to a holding company system

2) Based on consolidated financial statements for 2022

3) CJ Corporation, CJ CheilJedang, CJ Logistics, CJ ENM, CJ CGV, CJ Freshway, CJ Seafood, Studio Dragon, CJ Bioscience

MID-TERM VISION (C.P.W.S.)

MID-TERM VISION

CJ Group has continued to build on its history of growth through global expansion by leveraging a portfolio designed for future growth and proposing new lifestyles. In November 2021, to realize another leap forward and innovation-led future growth, CJ Group announced the mid-term vision that centers on the following 2 objectives:

- 1) Concentrate on investing in C.P.W.S. by leveraging our outstanding competencies
- 2) Innovate the corporate culture to create a work environment which our talented employees want to work for

① CONCENTRATE ON INVESTING IN C.P.W.S.

② INNOVATE THE CORPORATE CULTURE

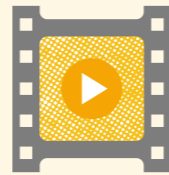
ASPIRATION

MAKE OUR EVERYDAY LIFE ALWAYS **HEALTHY AND HAPPY**

MAKE THE LIVES OF PEOPLE ALL OVER THE WORLD **INTERESTING AND BEAUTIFUL**

MAKE THE EARTH **SUSTAINABLE**

AREA FOR INNOVATION-LED FUTURE GROWTH



CULTURE



PLATFORM



WELLNESS



SUSTAINABILITY

BUSINESS INITIATIVE

INTERNALIZE ESG MANAGEMENT



EXPAND INVESTMENT IN OPEN INNOVATION AND STARTUPS AND PROMOTE COLLABORATION

SECURE INTANGIBLE ASSETS (E.G., TECHNOLOGICAL INNOVATION, BRANDS, AND IP) AND AI/BIG DATA-DRIVEN DIGITAL TRANSFORMATION

CREATE A MOTIVATING WORK ENVIRONMENT THROUGH DIVERSE OPPORTUNITIES AND FAIR COMPETITION



PROVIDE OPPORTUNITIES FOR SELF-DIRECTED GROWTH (E.G., OPEN CONTESTS, REFORMING THE SENIORITY SYSTEM, AND ENCOURAGING IN-HOUSE VENTURES)

FOSTER AN AUTONOMOUS WORK ENVIRONMENT BY REFLECTING INDIVIDUAL CHARACTERISTICS (E.G., BASE OFFICES AND FLEXIBLE WORK SCHEDULES)





MID-TERM VISION (C.P.W.S.)

MID-TERM VISION

C.P.W.S. is our engine and future competitiveness that will redesign lifestyles and change the world by realizing CJ Group's commitment to health, happiness and convenience. We drive innovation-led future growth based on accelerating the global and digital expansion of the business with focus on Culture and Platform and cultivating new business models in line with ESG which is a global trend toward Wellness and Sustainability.

CJ Group is maximizing the value of its brand, market, customer base, and social value by reorganizing its business structure based on future growth engines and outstanding competencies while expanding its portfolio and exploring new business opportunities. CJ corporation is committed to CJ group's growth by investing in innovative business models developed by our subsidiaries in line with C.P.W.S., developing M&As, and continuously exploring new businesses in IT and BT (Bio Tech) with focus on future trends and technologies.

1) Global Strategic Product: Market leading products selected by CJ CheilJedang
 2) Last Mile Delivery: Final stage of a delivery process where products are delivered to consumers
 3) E-commerce services that combine warehouse operations with a variety of last-mile delivery solutions, including same-day, next-day, and overnight deliveries
 4) Human Nutrition & Health
 5) Cell and Gene Therapy Contract Development and Manufacturing Organization: Contracted development and production of cell and gene therapies
 6) Business of producing materials such as bio-derived industrial materials or biofuels
 7) Technology, Engineering, System & Solutions

<p>GROWTH ENGINE</p>	 <p>CULTURE GLOBALLY EXPAND CULTURAL BUSINESS</p>	 <p>PLATFORM EXPAND DIGITAL DOMAIN</p>	 <p>WELLNESS PROVIDE COMPREHENSIVE WELLNESS SOLUTIONS</p>	 <p>SUSTAINABILITY CULTIVATE SUSTAINABLE NEW BUSINESS & TECHNOLOGY</p>	
<p>DIRECTION</p>	<p>Present a new framework for competition through differentiated, converged synergies with global competitors for universal enjoyment of culture</p>	<p>Build a digital ecosystem unique to CJ founded on data-driven customer-oriented management and content-commerce-logistics convergence</p>	<p>Not only improve everyday health but also realize early dominance in next-generation red biotech treatment, and provide total solutions for prevention and treatment via customization</p>	<p>Respond to ESG demands and raise corporate value by providing eco-friendly solutions founded on future technology and core competencies</p>	
<p>STRATEGY</p>	<ul style="list-style-type: none"> ● Global Strategic Product (GSP)¹⁾ ● Global platform for OliveYoung (K-Beauty) ● Multi-studio ● Global production and distribution networks 	<ul style="list-style-type: none"> ● Global platform for bibigo ● New LMD²⁾, convergent fulfillment³⁾ ● Fashion and beauty-centered vertical commerce platform ● TVING ● Music fandom platform (Mnet Plus) 	<ul style="list-style-type: none"> ● Health functional foods ● HNH⁴⁾ Solution Provider ● Red BIO (Microbiome, CGT CDMO⁵⁾) ● Nutrition CDMO ● Natural food ingredients 	<ul style="list-style-type: none"> ● Cultured and alternative meat ● Smart farm ● White BIO⁶⁾ (e.g., PHA) meat 	
<p>CORE INDUSTRY</p> <p>OUTSTANDING COMPETENCY</p>	<p>FOOD & FOOD SERVICE</p> <p>Global brands, R&D and manufacturing technologies, highly profitable business structure</p>	<p>BIO</p> <p>R&D competitiveness, product portfolio (green and health), customized solutions</p>	<p>LOGISTICS</p> <p>TES⁷⁾ technology competitiveness, parcel delivery service competency, leadership in e-commerce logistics market</p>	<p>RETAIL</p> <p>Offline-store networks, omni-channel competitiveness, product & merchandising competitiveness, profit growth potential, ability to find new growth drivers</p>	<p>ENTERTAINMENT & MEDIA</p> <p>Global content competitiveness, K-pop market dominance, platform competencies</p>

▶ CULTURE



KCON 2022 JAPAN

EXPERIENCING K-CULTURE IN EVERYDAY LIFE

WELL-MADE CONTENT

CJ ENM is expanding the production and supply of new content to promote K-Culture in the daily lives of the people around the world thanks to the success of Parasite, the first Korean film to win 4 Academy Awards, Sweet Home, the first Korean scripted series to enter the global OTT Top 10 ranking, and KCON, the world's largest K-Culture festival, which has been held since 2012.

In January 2022, CJ ENM acquired FIFTH SEASON (formerly Endeavor Content), a production studio with a pool of global creators and distribution network, and established a tripartite multi-studio system (Studio Dragon, CJ ENM STUDIOS, and FIFTH SEASON). By doing so, we prepare to become a global TOP studio through improving the quality of K-content with 3 studios specializing in each area, including domestic and foreign scripted series, planning, developing, and producing multi-genre content for OTT platforms, and supporting global premium IP production, joint planning, and development.

CJ ENM



The Bibigo Booth at The CJ Cup

LEADING HEALTHY AND CONVENIENT DIET THROUGH K-FOOD

GLOBALIZATION OF K-FOOD

CJ CheilJedang has selected Mandu (dumplings), Chicken, P-rice (processed rice), K-Sauce, Kimchi, Gim (seaweed), and Roll as Global Strategic Products (GSPs) to lead the global food market. In 2019, CJ CheilJedang acquired Schwan's, a U.S. food company, to secure a production and distribution infrastructure all across the U.S. and a K-food platform along with R&D capabilities, accelerating the large-scale and future growth of the K-food business.

Focusing on GSPs, we are expanding product lineups and investments such as obtaining vegan certifications, using eco-friendly raw ingredients, and carrying out product localization. These efforts are creating an identity unique to K-food and making K-food part of the global food culture. In addition to strengthening R&D and production technology, we are spreading Korean food culture through marketing and sponsorship of global sports by signing a global marketing partnership with the L.A. Lakers, a U.S. basketball team with a global fan base, and hosting the PGA Tour's "The CJ Cup" to popularize Korean food and the bibigo brand.

We are expanding our presence in the global market with the bibigo platform and GSPs, strengthening the position of K-Food.

CJ CHEILJEDANG



OliveYoung Omni-channel

PROMOTING K-BEAUTY'S HEALTHY GLAMOR THROUGH OMNI-CHANNEL

GLOBALIZATION OF K-BEAUTY

As K-content gains attraction in the global market, there is a growing interest in K-beauty. CJ OliveYoung established its own omni-channel service to support healthy and beautiful lifestyles anytime, anywhere, with its 1,290 offline stores and online malls nationwide (as of the end of 2022). We also run a "OliveYoung global online mall" that offers Korean beauty products to customers in some 150 countries and work to innovate the customer experience through diverse promotions and advanced merchandizing.

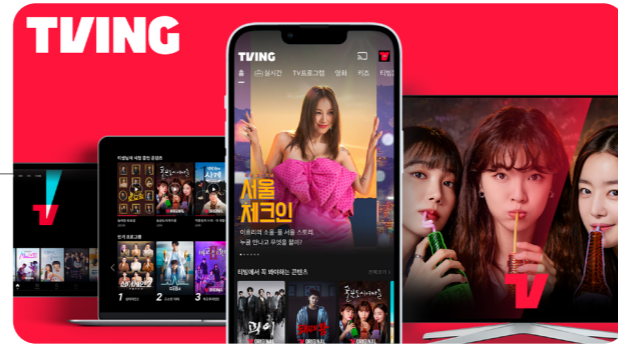
CJ OliveYoung is now embarking on a new challenge to become a specialty health brand and expand the scope of its global and brand business. The existing business will, beyond "convenience", evolve into an O2O playground that provides "happiness" through experiences and content, and lead K-beauty content by significantly enhancing our competitive advantages in key markets, based on core competencies of brand business. We also plan to explore new opportunities in the health (femtech) market beyond the beauty industry.

CJ OLIVEYOUNG

PLATFORM



'CJ ONSTYLE', Commerce Platform



'TVING', OTT Platform

CREATING A NEW LIFESTYLE & CONTENT EXPERIENCE FREE OF TIME AND SPATIAL CONSTRAINTS

DIGITAL PLATFORM & CONTENT

As interactions with customers expand from offline to online and competition with giant platform companies intensifies, CJ ENM is accelerating its data-based customer-centric management to expand the digital domain and is developing a unique super-platform to enhance the lifestyle and content experience of customers.

Drawing on 25 years of live commerce experience, CJ ENM Commerce Division is working to expand beyond home shopping and evolve into a retail media. We are strengthening our platform competitiveness by fostering ONLYONE brand and fashion specialty malls and via complete transformation into 'One Platform' that grows with the brand companies and enhances customer's shopping experience.

To keep abreast of the digital transformation trend, CJ ENM Entertainment Division is diversifying the content format of TV show, music, movies, festivals and musicals. In particular, TVING, an OTT platform, has so far presented a library of diversified original and exclusive pieces of content, including non-scripted show, documentary, animation, scripted series and stream live sports, which proves its high competitiveness. TVING has signed partnership agreements with partners such as NAVER, JTBC, and KT to boost its competitiveness and collaborating with a variety of major global companies, including Paramount+. Our goal is to become a leading global entertainment company that leads the global fandom with the creation of Mnet Plus, a music fandom platform.

CJ ENM



Convergent Fulfillment



'O-NE', The Parcel Delivery's Unified Brand

MAXIMIZING CONVENIENCE WITH CUSTOMIZED LOGISTICS SERVICES

NEW LAST MILE DELIVERY (LMD) & CONVERGENT FULFILLMENT

Logistics plays a key role in building CJ's platform business. Leveraging its TES (Technology, Engineering, System & Solution)-based digital logistics expertise, CJ Logistics is upgrading the customer experience by conveniently delivering goods at a time and place specified by the customer.

By designing a new model of "Last Mile Delivery," which represents the final stage in the delivery of goods to consumers, we provide customized delivery services tailored to customer lifestyle needs. CJ Logistics has rolled out a "convergent fulfillment" service that links the LMD, which guarantees fast delivery, to the "fulfillment" solution, whereby the e-commerce company's products are brought to the distribution center that collects customer orders and selects, packs, and delivers them.

These services allow e-commerce companies to reduce the time and cost of logistics so that they can focus on product R&D and marketing while effectively responding to surges in demand during peak seasons and sales promotions. Also, simplifying the logistics process maximizes customer convenience by extending the ship-out deadline to midnight, allowing customers to get the next-day delivery of an order placed the night before.

CJ Logistics is expanding its range of convergent fulfillment services to a variety of product groups such as fresh food and apparel, playing a leading role in enhancing convenience for consumers. Going forward from 2023, we continue to innovate and differentiate our services for both sellers and buyers through the unified brand "O-NE", which encompasses all forms of delivery services, including "Tomorrow's Arrival Guarantee Service," "Same-Day Arrival Service," "Early Morning Arrival Service," and "Sunday Arrival Service."

CJ LOGISTICS

WELLNESS



'BYOCORE', The Probiotics Brand

EXPANDING PERSONALIZED SPECIALTY HEALTH PRODUCTS

SOLUTIONS FOR A HEALTHY LIFE

Consumers' needs for healthcare foods are expanding across all age groups due to the growing interests and concerns in wellness and population aging.

In January 2022, CJ CheilJedang carved out its health business to establish "CJ Wellcare." CJ Wellcare plans to grow the probiotics brand "BYOCORE" and diversify the line-up of specialty products that incorporate new functional materials into existing brands.

Leveraging CJ CheilJedang's health business know-how and R&D technology, which have led the health functional foods market with differentiated products for the past 20 years, we plan to continue to launch innovative products and evolve into a healthcare company that provides "wellness solutions" for consumers' health.

CJ CHEILJEDANG



'TasteNrich', Taste Enhancer for the Future

CONTRIBUTING TO HEALTHY LIFE WITH NATURAL, HEALTH-FRIENDLY VALUES & TASTE

SEASONING INGREDIENTS FOR THE FUTURE

CJ CheilJedang FNT (Food and Nutrition Tech) Division provides healthy and delicious flavors by leveraging eco-friendly technology to discover and develop cutting-edge base ingredients for food seasonings.

We have expanded the clean label¹⁾ value via "TasteNrich" (taste enhancer) and "FlavorNrich" (aroma enhancer) as next-generation products. Since early 2021, we have established dedicated production lines at our Jombang facility in Indonesia and executed a technology-driven marketing strategy on the foundation of our global supply chain. Through this approach, we are leading the commercialization of futuristic food ingredients within the market that transcend the traditional realm of flavor enhancers like MSG and nucleotides.

The continued growth of clean label trends and the importance of safety and health continue to be emphasized, leading to the supply of more than 200 global customers in 35 countries as of 2022. In order to respond in advance to the supply chain risk of global F&B customers and the shortage risk of supply due to increased demand for "TasteNrich", we secured stability of supply by more than doubling the production line of Jombang in Indonesia at the end of 2022.

1) Clean Label: A food or food ingredient that is additive-free, non-GMO, allergen-free, natural, and minimally processed. Rising as a very important consideration by global food consumers

CJ CHEILJEDANG



Microbiome New Drug Research Lab

TREATING DISEASES WITH BT & IT

MICROBIOME²⁾-BASED TREATMENT

CJ Bioscience, an independent corporation of CJ CheilJedang's Red BIO (Pharma-Bio) business, was launched in January 2022.

CJ Bioscience received IND approval from the US FDA in January 2023 for its immuno-oncology pipeline. From this point, CJ Bioscience aims to provide healthcare solutions, which satisfy unmet medical needs by investigating the relationship between human microbiomes²⁾ and various diseases.

CJ Bioscience will accelerate the development of new drugs by upgrading its microbiome-based new drug candidate discovery platform using our own bioinformatics to become a global No. 1 microbiome company.

2) Microbiome: Blended word of microbiota, meaning microbial ecosystem, and genome, meaning all the genetic materials of an organism. It refers to microorganisms and their genes that are present in the body. Their use is increasing in various fields such as medicines and health functional foods.

CJ BIOSCIENCE

MID-TERM VISION (C.P.W.S.)

SUSTAINABILITY



'PHA', Biodegradable Plastic Brand



Exterior of Indonesia's PHA Production Facility

LEADING THE BIODEGRADABLE MATERIALS MARKET

BIODEGRADABLE PLASTIC (PHA)

CJ CheilJedang BIO Division is hammering away at the white biotech business, which uses strain improvement and mass fermentation technology to produce bioplastics and biochemicals. Through our unparalleled fermentation technology and collaboration with innovative global companies, we intend to create sustainable value and practice corporate social responsibility by producing PHA (Polyhydroxylalkanoate), a type of biodegradable plastic.

PHA is biodegradable by microorganisms in most environmental conditions, including soil and oceans. CJ CheilJedang is one of the few companies in the world that can produce PHA. CJ CheilJedang's PHA has been certified for industrial and household compostability as well as soil and marine biodegradability by the globally recognized accreditation body TÜV. CJ CheilJedang is replacing conventional petroleum-based materials with PHA-incorporated bio-based materials. The applications are expanding not only to food containers, packaging, and utensils like straws but also to cosmetic containers, paper coatings, films, and various other possibilities. Furthermore, a dedicated PHA production facility with a capacity of 5,000 tons has been established in Indonesia to initiate mass production. Additionally, a joint venture specializing in bio-based materials compounding has been established, enabling readiness to meet diverse market demands.

In May 2022, we launched "PHACT™," a brand specializing in biodegradable materials, and in 2023, it was approved as an FCS¹⁾ by the US FDA²⁾, allowing us to expand our biodegradable materials business in North America. Starting with PHA materials, we will strive to expand the diverse product portfolio.

1) Food Contact Substance
2) U.S. Food and Drug Administration



'PlanTable', Plant-based Food Brand



'ALTYVE', Alternative Milk Brand

CONTRIBUTING TO SUSTAINABLE ENVIRONMENT AS A LEADER IN FUTURE FOODS

ALTERNATIVE PROTEINS

Due to the carbon footprint, animal welfare issues, and health concerns (e.g., lifestyle diseases) associated with meat consumption, there is great global interest in alternative proteins. To proactively address the ESG values and changing consumer perception toward environment and health, and also to seek new growth opportunities, CJ CheilJedang plans to nurture a business model for alternative protein, which is a high tech, high value-added product. To this end, in 2022, we signed a business agreement with KCell Biosciences for animal cell culture medium and medium material business. KCell is a biotech company at the forefront of efforts to domestically produce cell culture media. When the construction of the Busan plant is completed in the first half of 2023, we will secure the largest production capacity of cell culture medium in Korea and the second largest in the Asia-Pacific region. In addition, we are focusing on securing differentiated competitiveness based on not only our own research and innovation, but also investing in overseas startups with promising technologies such as Alef Farm (Israel) and Siokmit (Singapore).

Researches on various alternative protein sources, including cultured meat, plant-based alternative protein using beans and peas, and fermented protein using mushrooms and other mycelia, are in progress. In 2021, we launched "PlanTable", a brand specializing in plant-based food, to export various products including PlanTable Mandu to more than 30 countries including those in Europe, India, and Africa. In 2022, we worked on commercializing the plant-based alternative milk brand ALTYVE through Inno100, an in-house venture.

ESG SUMMARY

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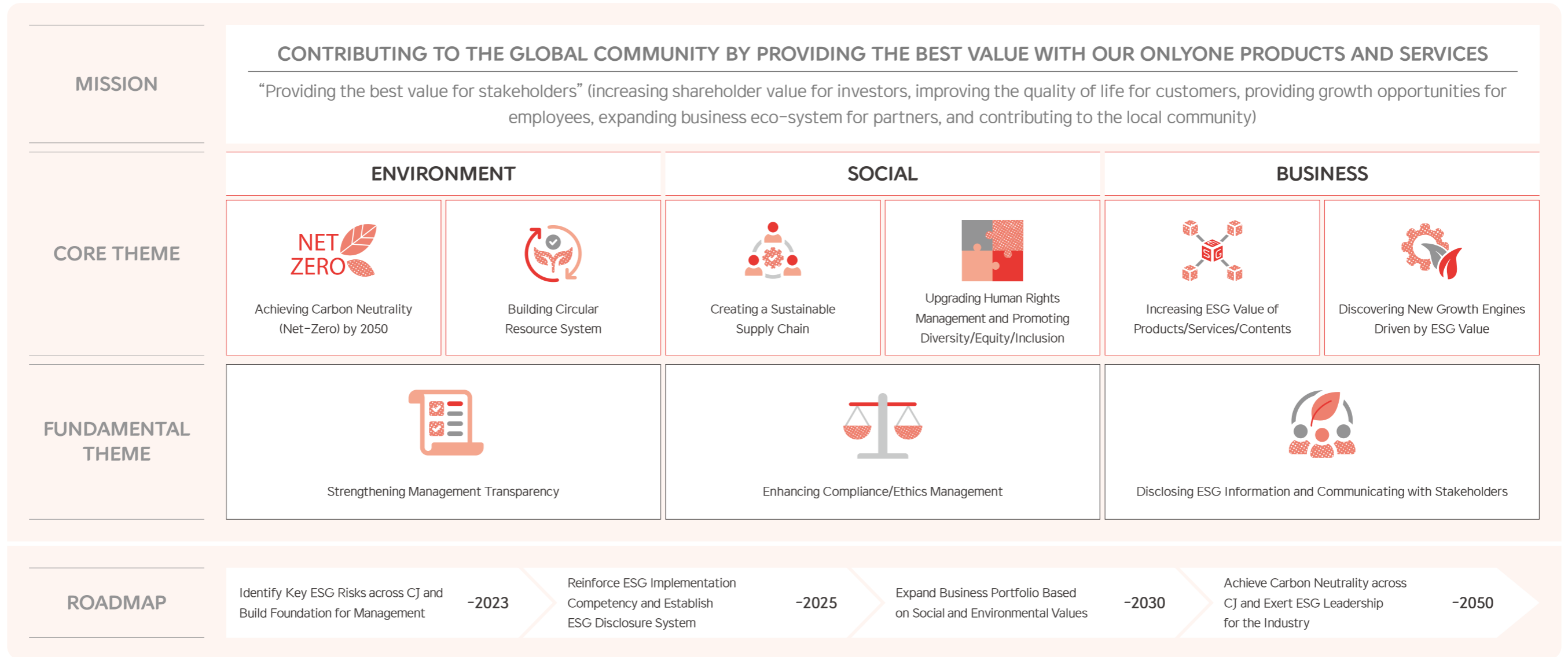
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ESG MANAGEMENT FRAMEWORK

STRATEGY

CJ Group is dedicated to generating optimum value for its stakeholders—investors, customers, employees, suppliers, and local communities—through ONLYONE products and services, contributing to the global community. CJ Corporation prioritizes key ESG areas to fulfill this mission, implementing strategic initiatives while fostering open communication with stakeholders. Our unwavering commitment is reflected in our roadmap, aiming for group-wide carbon neutrality and industry-leading ESG leadership by 2050. This commitment underscores our pursuit of delivering unparalleled value and serving as a societal role model.

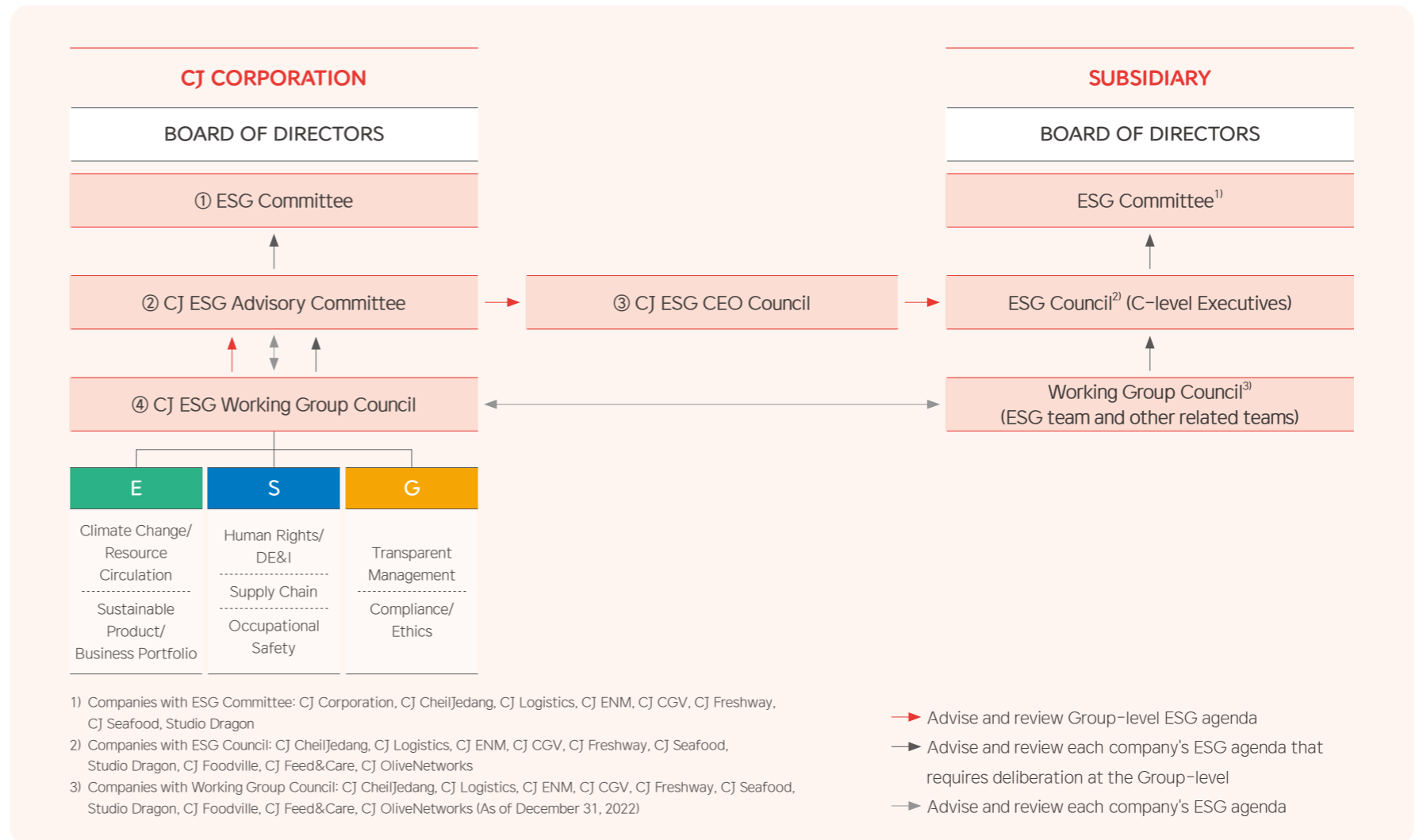


ESG MANAGEMENT FRAMEWORK

IMPLEMENTATION SYSTEM

GOVERNANCE

In 2021, CJ Group committed to ESG management and instituted a governance process led by the Board of Directors (BOD). Since 2022, subsidiaries have been implementing action plans derived from this process to foster sustainable growth. ESG Committees were established under major listed companies' BODs, such as CJ Corporation, to review policies, agendas, and enhance ESG risk management. The CJ ESG Advisory Committee provides counsel on group-wide ESG policies and refines agendas for submission to the ESG Committee. The CJ ESG CEO Council explores collaboration opportunities among subsidiaries, while the CJ ESG Working Group Council facilitates information sharing and monitors progress in key ESG issues.



1
ESG
COMMITTEE

- Members: 1 internal director and 2 independent directors of CJ Corporation
- Meeting cycle: At least twice a year
- Roles and responsibilities:
 - Review and deliberate on ESG policies and strategies
 - Review and approve CJ Group's ESG performance

2
CJ ESG
ADVISORY
COMMITTEE

- Members: External ESG expert, key executives including CEO
- Meeting cycle: Upon submission of ESG Committee agenda
- Roles and responsibilities:
 - Review and advise on Group-level ESG Policies
 - Review agenda to be submitted to ESG Committee
 - Advise on ESG strategies and policies of subsidiaries

3
CJ ESG
CEO
COUNCIL

- Members: CEOs of CJ Corporation and subsidiaries
- Meeting cycle: At least once a year
- Roles and responsibilities:
 - Discuss ways to cooperate on ESG
 - Make decisions on ESG tasks and follow up on performances

4
CJ ESG
WORKING
GROUP
COUNCIL

- Members: Working-level managers from teams such as finance, legal, strategic planning, and public relations at CJ Corporation
- Meeting cycle: Ad-hoc basis
- Roles and responsibilities:
 - Share information and enhance understandings on ESG
 - Implement and check the progress of ESG tasks

ESG MANAGEMENT FRAMEWORK

ESG COMMITTEE UNDER THE BOD

To bolster the implementation of ESG practices through specialized expertise, there is a growing emphasis on ESG Committees, whose authority is delegated by the BOD. As of December 2022, each of CJ Group's 8 listed companies, including CJ Corporation, CJ CheilJedang, CJ Logistics, CJ ENM, CJ CGV, CJ Freshway, CJ Seafood, and Studio Dragon, has established an ESG Committee (or Sustainability Management Committee) under the BOD. These committees identify ESG-related agendas, review strategies, and approve progressive achievements. Detailed activities and performances are disclosed in each company's business reports.

ESG COMMITTEES OF CJ GROUP

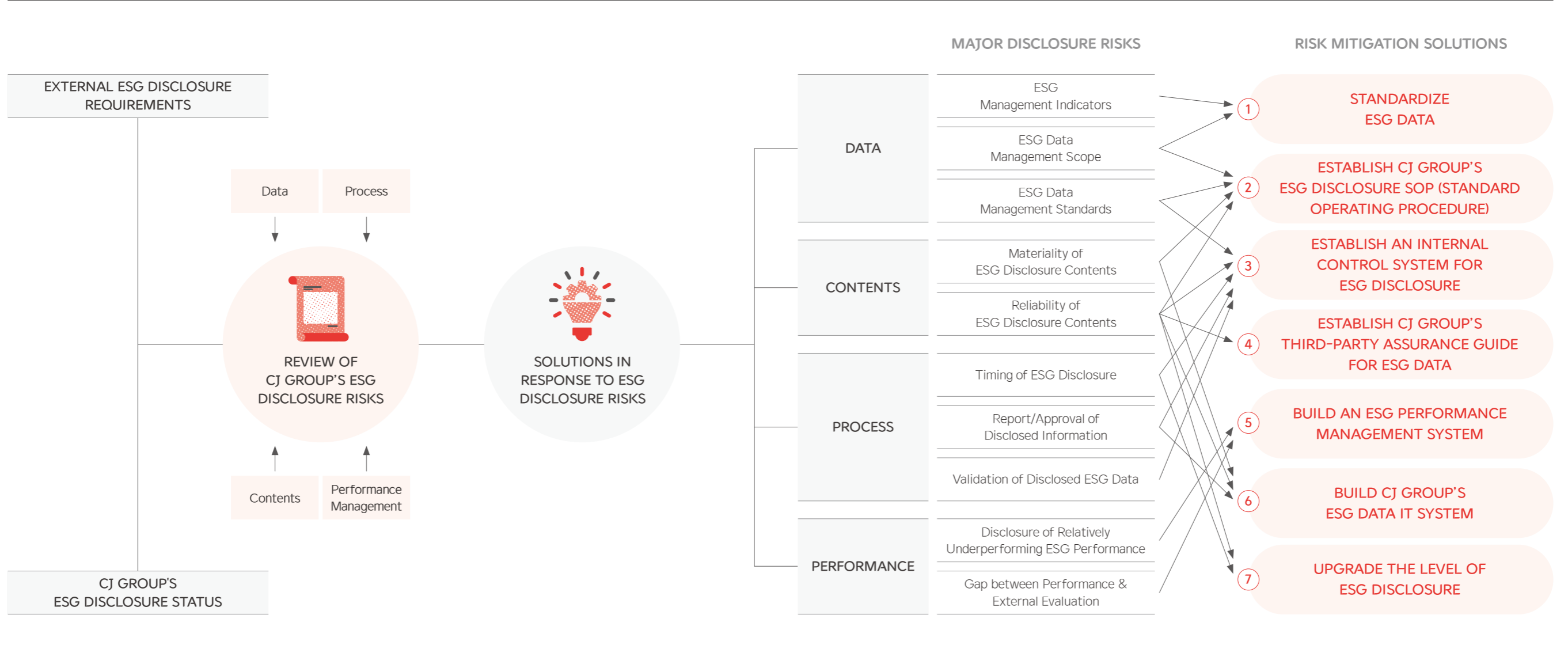
As of December 31, 2022

COMPANY	COMMITTEE	MEMBERS	AGENDA
CJ CORPORATION	ESG Committee	2 Independent Directors (incl. Chair) 1 Internal Director	FEB 2022 Approved key ESG strategic tasks for 2022 and plans to establish an implementation system for human rights management MAY 2022 Approved the direction of ESG Reports, reported on the progress of ESG strategic tasks, and approved the declaration of human rights management AUG 2022 Approved the publication of CJ Corporation's 2021 ESG Report NOV 2022 Reported on the progress of internalizing ESG management, the progress of human rights and environmental management
CJ CHEILJEDANG	Corporate Sustainability Committee	4 Independent Directors (incl. Chair) 1 Internal Director	MAY 2022 Approved 2022 key ESG strategies, reported on 2021 Sustainability Report publishing plan (materiality assessment), and 2022 Key ESG strategy progress JUL 2022 Reported on 2021 Sustainability Report publication SEP 2022 Approved ESG policy establishment/amendment DEC 2022 Reported on 2022 ESG evaluation results
CJ LOGISTICS	ESG Committee	4 Independent Directors (incl. Chair) 2 Internal Directors	MAR 2022 Approved the ESG management strategy NOV 2022 Updated the ESG management strategy system, established a climate change roadmap and developed a strategy to deal with ESG ratings
CJ ENM	ESG Committee	3 Independent Directors (incl. Chair) 2 Internal Directors	FEB 2022 Reported on the annual plan of ESG activities in 2022, reviewed the measures to protect shareholders' rights and interests in relation to the new studio establishment MAY 2022 Reported on an establishment of human rights management system, reported on donations JUN 2022 Deliberated on large-scale internal transactions in Q3 2022 AUG 2022 Reported on the publication of the 2022 ESG Report and the progress of ESG strategy implementation in 2022 SEP 2022 Deliberated on large-scale internal transactions in Q4 2022 OCT 2022 Deliberated on large-scale internal transactions to acquire additional shares of subsidiaries, deliberated on large-scale internal transactions to invest in new funds, and reported on ESG materiality assessment for 2022 DEC 2022 Deliberated on 2022 ESG Report, large-scale internal transactions in Q1 2023, and reported on the performance of ESG management in 2022
CJ CGV	ESG Committee	4 Independent Directors (incl. Chair) 3 Internal Directors	MAR 2022 Reported on the 2022 ESG activities plan (draft) AUG 2022 Reported on ESG materiality issues and strategy system (draft) DEC 2022 Reported on the publication of Sustainability Report and establishment of disclosure channels, and reported on the human rights management declaration
CJ FRESHWAY	ESG Committee	3 Independent Directors (incl. Chair) 1 Internal Director	JUN 2022 Reported on the establishment of ESG implementation system and the publication of the ESG Report, and reappointed the chair of the ESG Committee DEC 2022 Reported on ESG evaluation results and approved the plan for ESG Report publication
CJ SEAFOOD	Sustainability Management Committee	1 Independent Director (incl. Chair) 2 Internal Directors	MAY 2022 Approved 2022 ESG operational strategy SEP 2022 Reported on the mid-term review of ESG activities in 2022 DEC 2022 Reported on and approved ESG activities (Review of key tasks in 2022, ESG evaluation results report, sustainable environmental management approval, human rights management system approval, and 2023 ESG priorities approval)
STUDIO DRAGON	Sustainability Management Committee	1 Independent Director (incl. Chair) 2 Internal Directors	MAY 2022 Appointed the chair of the ESG Committee JUL 2022 Reported on the plans to operate ESG Committee and Council AUG 2022 Reported on the status of developing a strategy to deal with external ESG evaluation, ESG management project implementation NOV 2022 Reported on the progress of ESG management projects and status of developing a strategy to deal with external ESG evaluation

DISCLOSURE SYSTEM

RESPONSE TO GLOBAL DISCLOSURE REQUIREMENTS

Aligned with CJ Corporation's roadmap, CJ Group is bolstering ESG management across its subsidiaries. In 2022, we assessed the ESG disclosure risks for CJ Corporation and its subsidiaries, preparing for the upcoming domestic and global policy implementation. In 2023, these assessments were honed and integrated into our operations, forming the basis for identifying and managing key risks across the entire group.



ESG MANAGEMENT FRAMEWORK

STANDARDIZATION OF ESG DATA

CJ Corporation has crafted a set of standardized ESG management and disclosure indicators, meticulously aligning with both external ESG disclosure requirements and the current state of ESG data management across the Group's subsidiaries. In addressing external ESG disclosure criteria, we thoroughly examined global and domestic regulations, such as the US SEC, EU CSRD, Environmental Information Disclosure System, and Corporate Governance Report. Our approach also involved considering ESG disclosure standards (GRI, TCFD), external evaluation criteria (DJSI, MSCI, KCGS), and investor expectations, including National Pension criteria and investor surveys. The outcome is a suite of ESG data indicators for CJ Group, featuring industry-specific metrics and overarching indicators applicable across our diverse subsidiaries.

Once ESG data indicators were established, we gathered feedback from subsidiaries to standardize definitions and criteria. Opinions were sought on data management scope for each indicator, confirming the current disclosure scope. Using this finalized set, we aim to broaden data disclosure while making required indicator upgrades.

ESG DISCLOSURE SOP, THIRD-PARTY ASSURANCE, AND INTERNAL CONTROL

CJ Corporation is streamlining the CJ Group's ESG disclosure to ensure consistent and efficient collection, management, and accuracy of ESG data. This standardized process aims to minimize the risks associated with human error and misinterpretation of indicators, enabling us to respond more efficiently to external requirements.

We are dedicated to establishing a robust internal control system for the reliability of disclosed data. By segregating the process into data entry and review, we anticipate reducing errors and clarifying roles. Additionally, we will define the roles and responsibilities of the BOD and management to support the internal control process at the highest level.

Furthermore, we plan to enhance the credibility of the Group's ESG disclosure by consolidating the third-party assurance process across the Group, ensuring consistency and credibility through phased implementation with external partners.

BUILDING ESG PERFORMANCE MANAGEMENT SYSTEM

Based on the ESG data standardization and disclosure guidelines, we will establish a group-wide review system to improve the CJ Group's ESG performance. With the standardized ESG data indicators of CJ Group in place, performance review indicators will be developed in line with the Group's ESG strategic directions and the focus area of each subsidiary. Clear short-, mid-, and long-term targets will be set for individual indicators, along with a plan to apply them to each subsidiary.

BUILDING ESG DATA IT SYSTEM

CJ Corporation plans to work with CJ OliveNetworks to implement a comprehensive ESG data management IT system. The goal is to enhance efficiency and reliability in handling group-wide ESG standardized data. The system will streamline data management across all companies and business sites within the Group, defining roles for data entry and incorporating automated error-checking processes to mitigate disclosure risks from human error. Moving forward, CJ Group aims to enable real-time monitoring of ESG management for CJ Corporation and its subsidiaries, facilitating timely and efficient decision-making through an enhanced online system.

UPGRADING THE LEVEL OF ESG DISCLOSURE

CJ Corporation is committed to meeting external disclosure requirements and ensuring accurate and reliable ESG information disclosure. Beyond merely publishing periodic reports, we continue to derive and enhance ongoing report improvements based on feedback and benchmarking from internal and external sources following report issuance. Additionally, we aim to standardize the Group's ESG disclosure by offering guidelines to subsidiaries on materiality assessment and report publication timing, ensuring greater consistency and conformity.

STAKEHOLDER COMMUNICATION

CJ Corporation considers bilateral communication with internal and external stakeholders as the foundation for sustainable growth. We are committed to consistent and close communication with both direct stakeholders, such as investors and employees, and indirect stakeholders through subsidiaries, such as customers and suppliers. CJ Corporation and its subsidiaries disclose the ESG-related activities and progress through various communication channels, paying great attention to stakeholders' needs and feedback.



CUSTOMERS



EMPLOYEES



INVESTORS



SUPPLIERS¹⁾



LOCAL COMMUNITY

KEY ISSUES OF INTEREST

- Product quality/safety and responsible marketing
- Privacy and information security
- Safe working environment
- Human rights protection
- New growth engines and portfolio diversification

- Safe working environment
- Compliance/ethics
- Human rights protection
- New growth engines and portfolio diversification
- Diversity, equity and inclusion

- Transparent governance
- New growth engines and portfolio diversification
- Response to climate change
- Safe working environment
- Compliance/ethics

- New growth engines and portfolio diversification
- Safe working environment
- Privacy and information security
- Human rights protection
- Diversity, equity and inclusion

- New growth engines and portfolio diversification
- Contribution to vitalization of local economy
- Safe working environment
- Privacy and information security
- Sustainable supply chain

COMMUNICATION CHANNELS

- Websites, social media
- Group's official Korean/English media communication website "CJ News Room"
- VOCs (Voice of Customers)
- Brochures
- Advertisements

- Labor-management council "Open Council"
- Employee survey on corporate culture "CJ Voice On"
- Grievance reporting channel/system
- Company broadcasting channel "Channel CJ"
- Company newsletter "NI:M"
- Intranet

- General Shareholders' Meetings
- IR activities and disclosures

- Roundtables with partners
- Grievance reporting channel/system
- Transaction management system

- Internal CSR department

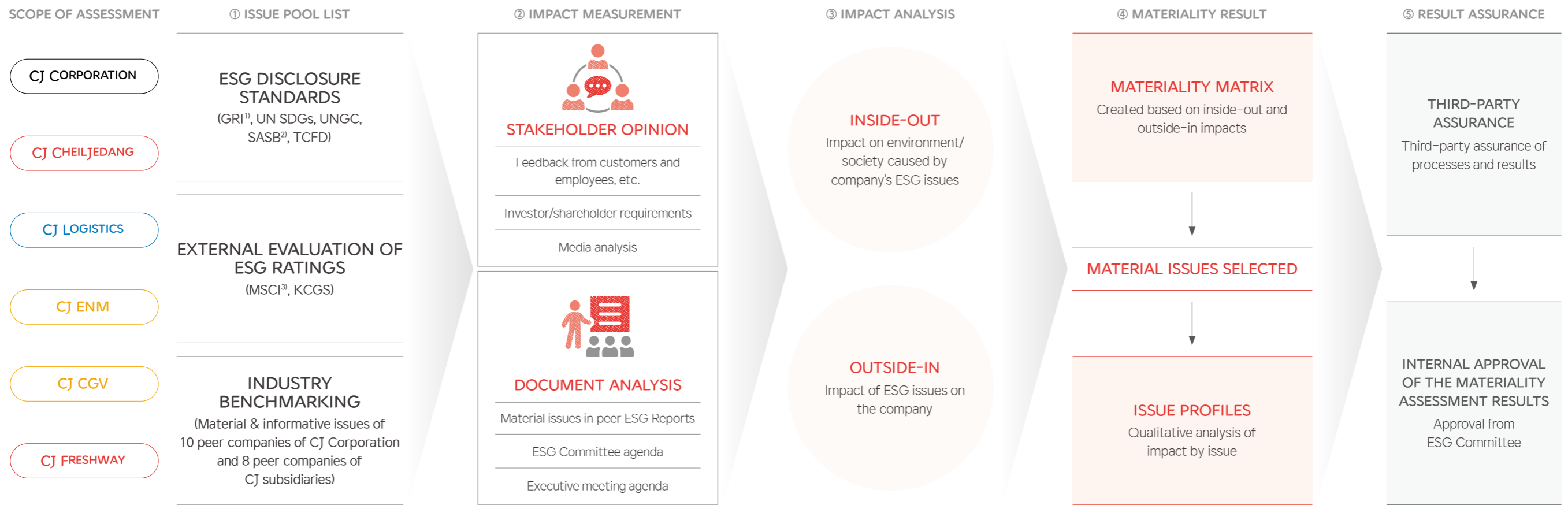
1) The content focuses on the subsidiaries as CJ Corporation is a holding company that does not directly operate businesses.

MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT PROCESS

CJ Corporation followed GRI Standards¹⁾ to conduct a materiality assessment, identifying and managing key issues for CJ Group. In this transparent disclosure, 6 listed companies, including CJ Corporation, were assessed, considering sales revenue proportion and industry diversity within the CJ Group.

- STEP 1** To address ESG concerns across industries, we established an issue pool, considering ESG disclosure standards, industry-specific rating criteria, and benchmarking against peers.
- STEP 2** Stakeholder opinions, including investor requirements and VOCs, were considered alongside document analysis to assess the impact of each issue in the pool.
- STEP 3&4** A materiality matrix was developed based on Inside-out and Outside-in impacts, and a qualitative analysis of material issues was conducted.
- STEP 5** An independent third-party verified the materiality assessment process and results for reliability. The ESG Committee approved the identified material issues.



1) International standards for the publication of sustainability reports developed by the Global Reporting Initiative
 2) Guidelines for investors on industry-specific ESG disclosures developed by the Sustainability Accounting Standards Board
 3) ESG performance assessments on listed companies conducted by Morgan Stanley Capital International

MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT RESULTS

We identified 8 material issues and 13 informative issues from a pool of 21 through our materiality assessment. The ESG Report elaborates on CJ Corporation's management system for the material issues, detailing activities and performance. Additionally, the report covers relevant information on the 13 informative issues to meet stakeholder needs. Moving forward, we aim to enhance the materiality assessment for a more in-depth analysis of our ESG activities' impact on the environment and society, integrating findings into our ESG management process.

MATERIALITY MATRIX



ISSUE PROFILES OF 8 MATERIAL ISSUES

RANK	ISSUE	KEY IMPACT	ANALYSIS		GRI INDEX	PAGE	UN SDGS
			OUTSIDE-IN	INSIDE-OUT			
1	New growth engines and portfolio diversification	· Seeking growth opportunities through M&A and open innovation			Non-GRI	24~27	
2	Response to climate change	· Cost increase to reduce the impact of climate change · Expansion to new markets related to low-carbon business			GRI 302, 305	30~37, 110	
3	Sustainable product/content/service development	· Rising regulatory oversight on current packaging · Growing consumer preference for sustainable products			GRI 301	30, 110	
4	Human rights protection	· Increase in human rights risk · Value creation through human resource development			GRI 406	54~58	
5	Circular economy	· Increase in packaging investment cost and impact on the sourcing raw materials · Expansion to new markets related to resource circulation			GRI 306	38~41, 110	
6	Diversity, equity and inclusion (DE&I)	· Conflict within organization/loss of customers · Enhancement of organization's innovativeness, employee satisfaction and engagement			GRI 401, GRI 405	59~65, 112	
7	Sustainable supply chain	· Quality and competitiveness enhancement · Impact on value chain due to ESG risks in supply chain			GRI 308, GRI 414	71~75, 113	
8	Compliance/ethics	· Legal constraints and reputation-related risks due to compliance issues			Non-GRI	98~101	

MATERIAL ISSUE HIGHLIGHTS

MATERIAL ISSUE 1 NEW GROWTH ENGINES & PORTFOLIO DIVERSIFICATION

M&AS AND OTHER DEALS

Subsidiaries of the CJ Group have pursued M&As, spin-offs and other deals to evolve and expand their existing businesses to create sustainable economic values.

CJ GROUP'S MAJOR M&AS AND OTHER ACTIVITIES IN 2022

CJ ENM ENTERTAINMENT DIVISION



“ACQUIRING A GLOBAL BUSINESS BASE”

- Acquired a stake of the U.S. content production company, FIFTH SEASON
- Led to the integration of resources, including IPs and creators, to become one of the top 5 U.S. studios covering both Eastern and Western cultures and expanded CJ ENM's global competence



“SECURING A LEADERSHIP POSITION IN THE OTT MARKET”

- Raised investment funds and merged with KT's OTT platform 'seezn'
- Secured financial resources for the investment in TVING's original content and in marketing and big data to gain competitive edges
- Plans to establish a stable supply chain for original content and to expand our scale by acquiring more subscribers



“DEVELOPING A MULTI-GENRE STUDIO SYSTEM”

- Launched a new company by combining production subsidiaries of CJ ENM
- Established an efficient multi-studio system to strengthen global content production capabilities

CJ ENM COMMERCE DIVISION



“EVOLVING INTO A BRAND BUSINESS PLAYER”

- Spun off brand business and transferred to a subsidiary, BKI (formerly Artworks Korea)
- Plans to transfer CJ ONSTYLE's growing brand to further accelerate nurturing the business and to discover new brands

CJ CHEILJEDANG



“ENTERING THE CGT CDMO MARKET”

- Acquired Batavia Bioscience, a Dutch CGT CDMO company
- Plans to step up as a global specialty CDMO player by securing GMP manufacturing facility in 2025



“REINFORCING THE NEW WELLNESS” PORTFOLIO”

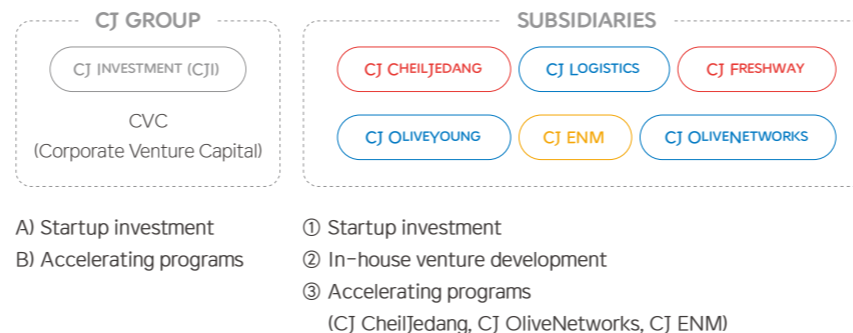
- Spun off CJ CheilJedang's health business
- Plans to enhance the specialty marketing of health functional food, accelerate the development of products, occupy differentiated substances in advance, and secure future personalized markets

1) As core values of CJ's food business, pursue the value of Health · Nutrition, Convenience, Taste, Sustainability from customer perspective

MATERIAL ISSUE 1 NEW GROWTH ENGINES & PORTFOLIO DIVERSIFICATION

OPEN INNOVATION

CJ Group is committed to discovering and securing new growth engines for the future through open innovation. CJ Investment, a CVC (corporate venture capital) launched by CJ Group in 2022, has invested in startups and has operated accelerating programs. Our subsidiaries also invest in startups and operate in-house venture in line with their businesses while CJ CheilJedang, CJ OliveNetworks, and CJ ENM run their own accelerating programs.

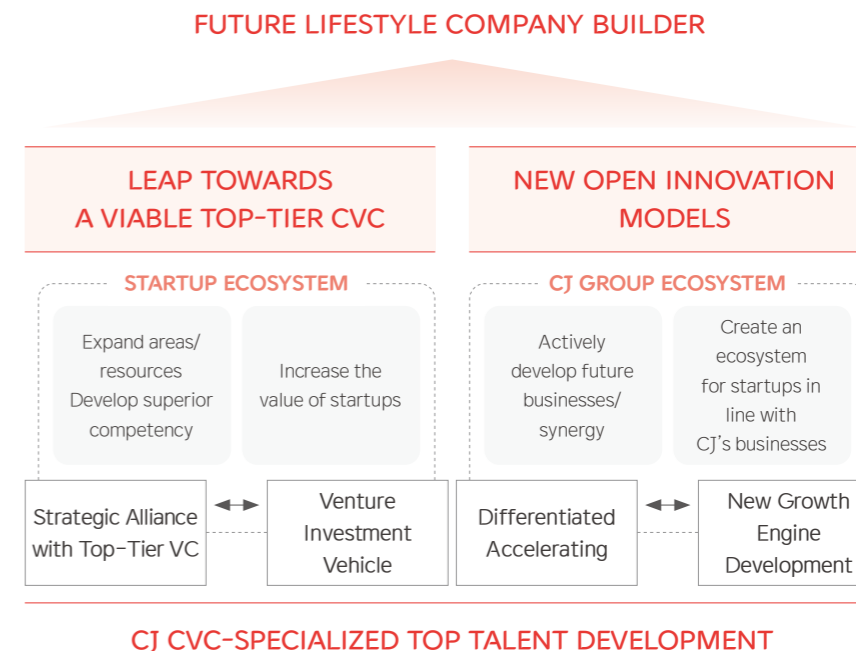


OPEN INNOVATION STRATEGIES & ACTIVITIES

CJ Investment (CJI)

CJ Investment, which sets the overall directions for CJ Group's venture investments, explores new business opportunities for the future of CJ Group and invests, together with our subsidiaries, in startups working on businesses relevant with our subsidiaries. We also support startups so that they can grow into competitive players based on innovative ideas from entrepreneurship. Startups are provided with the necessary training and investment networks at each stage of growth, and even support for globalization when they grow into a certain scale.

CJ GROUP CVC GROWTH STRATEGIES



CJI STARTUP INVESTMENT & ACCELERATING STRATEGIES

AREA	STRATEGY	TARGET
A) STARTUP INVESTMENT	Invest in the Group's 4 pillars of growth engine (C.P.W.S.) and innovative technological areas for the future	Health functional food, AI solutions, biotherapeutics, etc.
B) ACCELERATING	Enhance CJ's AC programs through partnerships with major institutions/companies	C.P.W.S. + new growth businesses

OUR PRACTICE

CJ SUBSIDIARY'S OPEN INNOVATION ACTIVITIES

① Startup Investment

Subsidiaries of CJ Group are committed to securing new growth engines by gaining insights into new technologies and businesses, and creating synergies with existing business models. To this end, we have established dedicated organizations within each company to invest in startups in line with the business models. CJ CheilJedang, CJ ENM, CJ Logistics, CJ Feed&Care, CJ OliveYoung, CJ Freshway, and CJ OliveNetworks have made 56 minority equity investments from 2021 to 2022.

CJ SUBSIDIARY'S KEY STARTUP INVESTMENT AREAS

SUBSIDIARIES	KEY STARTUP INVESTMENT AREAS
CJ CHEILJEDANG FOOD DIVISION	Fermented foods, alternative proteins/cultured meats, smart farms, food upcycling, etc.
CJ CHEILJEDANG BIO DIVISION	Fermentation-based biomaterials, alternative protein sources, etc.
CJ LOGISTICS	Online platforms, autonomous driving, etc.
CJ ENM ENTERTAINMENT DIVISION	Digital character/IP, original IP, VR/AR, AI, etc.
CJ ENM COMMERCE DIVISION	Platform, living, fashion/beauty, etc.
CJ FRESHWAY	Online food ingredients platform, mobile food service, logistics, smart farm, etc.
CJ OLIVEYOUNG	Vegan beauty, beauty, logistics, etc.
CJ FEED&CARE	Animal pharmaceuticals
CJ OLIVENETWORKS	Platform, NFT, smart city, etc.

② In-house Venture Development

CJ Group supports the growth of its employees and explores new business opportunities through in-house venture programs. Teams that have been recognized for their potential through the commercialization process in each program are provided with opportunities for further business advancement through spin-off or introduction to a commercialization process.

CJ SUBSIDIARY'S IN-HOUSE VENTURE PROGRAMS

SUBSIDIARIES	IN-HOUSE VENTURE PROGRAMS
CJ CHEILJEDANG FOOD DIVISION	INNO 100
CJ CHEILJEDANG BIO DIVISION	R (Revolution) Project
CJ LOGISTICS	Dadoim Project
CJ ENM ENTERTAINMENT DIVISION	SERIES A
CJ FRESHWAY	New Business Idea Plant
CJ OLIVEYOUNG	Revolution Lab
CJ FEED&CARE	NBC

Dedicated In-house Venture Office "INNO Play" CJ CHEILJEDANG

CJ CheilJedang established INNO Play, which is a dedicated office for in-house ventures. Currently, 5 teams selected through INNO 100, which is CJ CheilJedang's in-house venture program in the Food Division, and the R (Revolution) Project Team, an in-house venture program in the BIO Division have moved in. Also, the INNO 100 team, which will be newly selected, is expected to join the office. The office serves as an innovation hub to create a free and creative work environment and improve communication with local and overseas startups, as well as a base for the promotion of CJ CheilJedang's DNA for innovation.



INNO Play

MATERIAL ISSUE HIGHLIGHTS

OUR PRACTICE

③ Accelerating Programs

Frontier Labs CJ CHEILJEDANG

Frontier Labs is a program where CJ CheilJedang, SparkLab (Accelerator), and the Korea Agricultural Technology Agency explore promising startups in the areas of food, environment, and lifestyle, and provide them with support and investment. Startups that are selected through the 6-month program period will have opportunities to collaborate with all divisions and subsidiaries of CJ CheilJedang, as well as domestic and global infrastructure, and to be selected as candidates of follow-up investments through Demo-Day. Startups can also work together with Frontier Labs Alumni companies and SparkLab's portfolio companies to create synergy. The program also provides opportunities to network with agri-food venture incubation support projects from the Korea Agriculture Technology Agency and fund support for commercialization from the Seoul Agency for Industrial Promotion. Frontier Labs was launched in 2021, and to date, 3 batches have been run and a total of 10 companies have joined.


Open Bridge CJ OLIVENETWORKS

The Open Bridge is a collaborative program between CJ OliveNetworks and the Gyeonggi Creative Economy Innovation Center which focuses on identifying promising startups operating in AI-based sectors such as NFTs and virtual humans. These startups receive essential support and investment to foster their growth. Over a span of 4 months, the chosen startups engage in a Proof-of-Concept (PoC¹⁾) phase with CJ OliveNetworks' business divisions. This phase enables them to refine their technology, broaden their application scope, and work towards commercialization. Additionally, both CJ OliveNetworks and the Gyeonggi Creative Economy Innovation Center explore options for investing and providing supportive spaces for collaboration, fostering a synergistic environment within the startup ecosystem. Notably, each startup's journey towards commercialization is financially backed by the Gyeonggi Creative Economy Innovation Center.

ON-Cubating CJ ENM

ON-Cubating is a program that identifies new brands with potential in the domestic health and beauty industries, introduces them to consumers, and helps them gain competitive advantages. The goal is to lay the foundation for shared growth with small and medium-sized brands that own competitive materials or functional products, especially in the health functional foods and beauty sectors. Brands selected for the program are provided with customized solutions for 1) improving product quality, 2) consultation for brand planning and promotion, and 3) overseas marketing support, including sales supports using CJ ONSTYLE's multi-channels. Each year, brands with outstanding performance that were selected through Demo-day are awarded with KRW 100 million and given the opportunity to attract venture capital investment. As an official operator of TIPS, a venture incubation program established by the Ministry of SMEs and Startups, CJ ENM Commerce Division will focus our resources on exploring, developing and supporting startups with innovative ideas and technologies to promote mutual growth and build partnership.

STARTUP COLLABORATION PROJECTS THROUGH ACCELERATING PROGRAMS

SUBSIDIARIES	STARTUP	COLLABORATION PROJECTS
CJ CHEILJEDANG		Collaborative menu development between the premium side dish select shop 'Dosigotgan' and bibigo
		Facility development with ELROI LAB, a startup for hyperspectral solutions using AI and special cameras
		Sales collaboration with community-based beverage platform, Better Monday
CJ OLIVENETWORKS		Development and advancement of AI-based image analysis to increase the value of NFTs
		Discovering new IPs based on 3D character modeling to expand the use of virtual humans

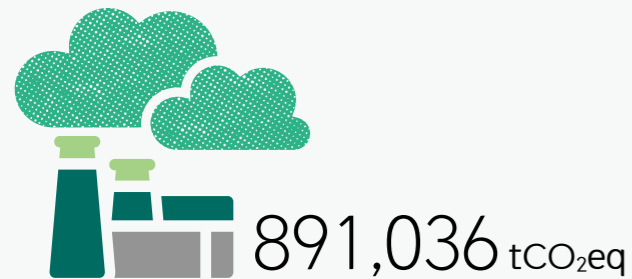
1) PoC (Proof of Concept): a process of demonstrating that a new technology is viable

MATERIAL ISSUE HIGHLIGHTS

MATERIAL ISSUE 2

RESPONSE TO CLIMATE CHANGE

GHG EMISSIONS (SCOPE 1+2)



ENERGY CONSUMPTION



MATERIAL ISSUE 3

SUSTAINABLE PRODUCT/CONTENT/SERVICE

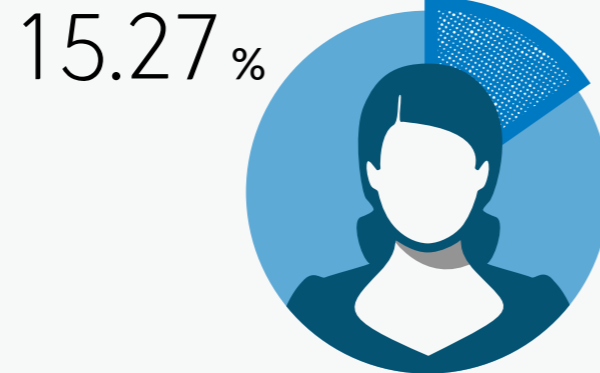
SUSTAINABLE PRODUCT¹⁾ SALES



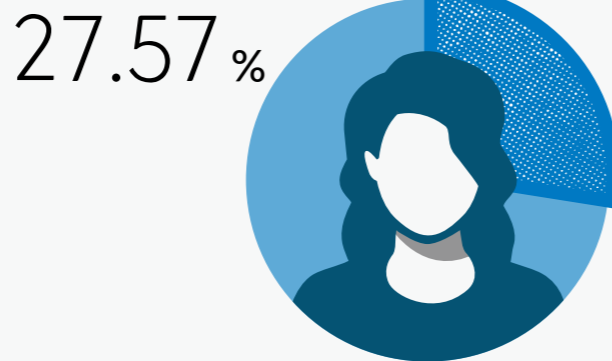
MATERIAL ISSUE 6

DIVERSITY, EQUITY AND INCLUSION (DE&I)

PERCENTAGE OF FEMALE EXECUTIVES



PERCENTAGE OF FEMALE MANAGERS

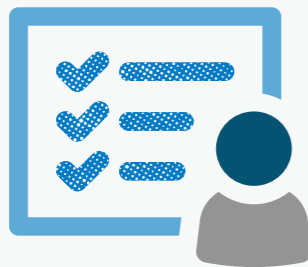


MATERIAL ISSUE 4

HUMAN RIGHTS PROTECTION

HUMAN RIGHTS DUE DILIGENCE²⁾

54
of domestic and overseas
business sites and suppliers

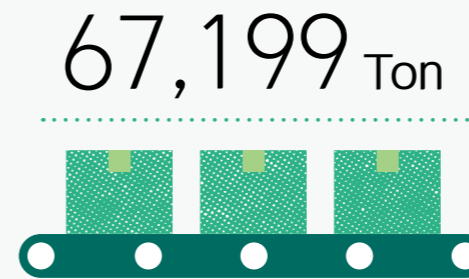


MATERIAL ISSUE 5

(2022 Data of CJ Corporation and its 12 subsidiaries. If data coverage differs, the coverage is indicated separately below.)

CIRCULAR ECONOMY

TOTAL AMOUNT OF WASTES GENERATED



RECYCLING RATE (TOTAL AMOUNT OF WASTES GENERATED)



MATERIAL ISSUE 7

SUSTAINABLE SUPPLY CHAIN

PERCENTAGE OF CONTRACTS SUBJECT TO THE SUPPLIER CODE OF CONDUCT³⁾



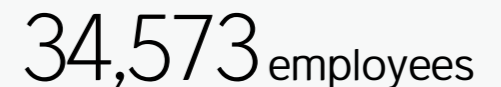
MATERIAL ISSUE 8

COMPLIANCE & ETHICAL MANAGEMENT

HOURS OF ETHICAL MANAGEMENT TRAINING



NUMBER OF PARTICIPANTS IN ETHICAL MANAGEMENT TRAINING



1) CJ CheilJedang, CJ Feed&Care product sales performance
Sustainable product : Plant-based product, seasoning for vegan, low-carbon product, vegan-certified product, biodegradable & compostable-certified product
2) CJ CheilJedang, CJ Logistics, CJ ENM
3) CJ CheilJedang, CJ Logistics, CJ Freshway

ENVIRONMENT



GHG EMISSIONS

891,036 tCO₂eq



ENERGY CONSUMPTION

18,718 TJ



TOTAL AMOUNT OF WASTES GENERATED

67,199 Ton



RECYCLING RATE (TOTAL AMOUNT OF WASTES GENERATED)

89.95 %



SUSTAINABLE PRODUCT SALES

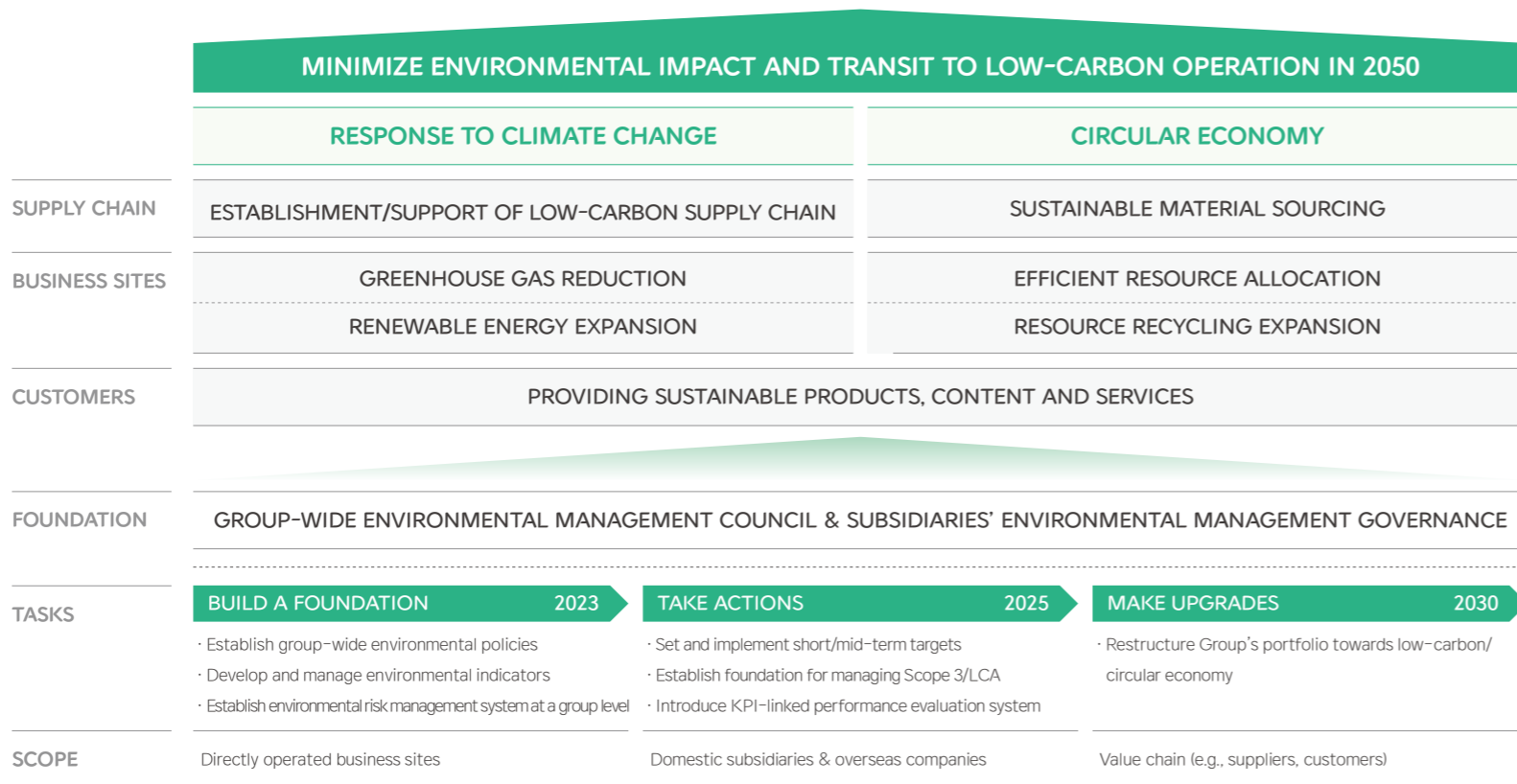
2,249 KRW 100M

- 30 FRAMEWORK
- 33 CLIMATE CHANGE
- 38 RESOURCE CONSUMPTION & CIRCULAR ECONOMY
- 42 WATER RESOURCES
- 44 POLLUTANTS
- 46 BIODIVERSITY

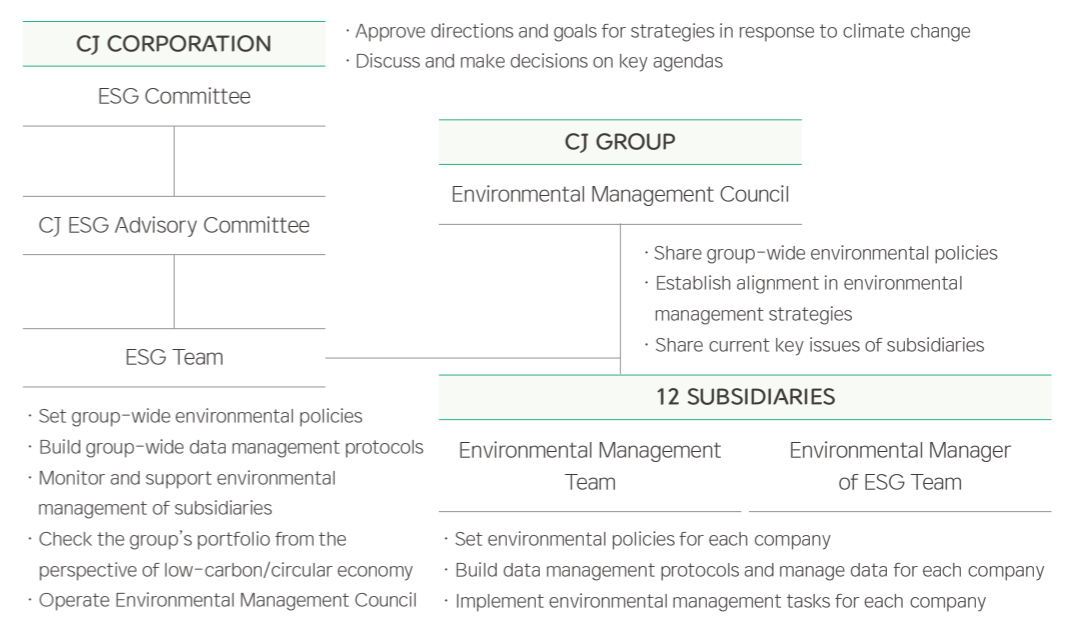
ENVIRONMENTAL FRAMEWORK

OUR APPROACH

CJ Group has identified ‘response to climate change’ and the ‘circular economy’ as key focus areas for environmental stewardship with the goal of minimizing the environmental impact of its business operations and transitioning to a low-carbon system. To this end, we have established group-wide governance in order to develop and implement strategies and work processes. CJ Group is currently in the process of laying a foundation for group-wide environmental management. The role of CJ Corporation is to help its subsidiaries to establish a framework for environmental practices and develop a group-wide integrated environmental management system. We will share and spread the best practices of our key subsidiaries and enact improvements in the group’s environmental management.



IMPLEMENTATION SYSTEM



ENVIRONMENTAL MANAGEMENT COUNCIL

In September 2022, CJ Group established the Environmental Management Council consisting of environmental managers and ESG organizations from 12 major subsidiaries to discuss key environmental agendas and respond to issues as a group. At quarterly meetings, we discuss ways to improve our environmental management capabilities and to create synergy by aligning the directions among subsidiaries, sharing the current status, and implementing improvements.

DATE	DESCRIPTION
2022 3Q	· Introduced the Environmental Management Council and shared action plans · Shared the roadmap for environment management and the key tasks · Shared the CJ CheilJedang’s strategic initiatives in response to climate change
2022 4Q	· Had a lecture from an external expert on environmental management strategy · Shared the key tasks of each company (2022 Q4)

POLICY CJ Environmental Policy 

KEY FOCUS AREAS

CJ Group has set climate change and the circular economy as key focus areas, aiming to formulate and implement corresponding strategies. In addition, we will implement a broad range of activities including the restoration of natural ecosystems and the conservation of biodiversity, as well as exploring ways of minimizing pollutant emissions and the use of hazardous substances.

 <p>RESPONSE TO CLIMATE CHANGE</p>	<p>GHG EMISSION REDUCTION</p> <ul style="list-style-type: none"> · Minimize unnecessary energy use · Increase energy efficiency through facility investment · Replace vehicles and facilities to reduce GHG
	<p>RENEWABLE ENERGY EXPANSION</p> <ul style="list-style-type: none"> · Introduce renewable energy in more business sites · Explore business opportunities in the renewable energy sectors
	<p>ESTABLISHMENT AND SUPPORT OF LOW-CARBON SUPPLY CHAIN</p> <ul style="list-style-type: none"> · Secure supply chain that focuses on low-carbon & renewable energy · Manage and support GHG emission reduction in supply chain
 <p>PROMOTING A CIRCULAR ECONOMY</p>	<p>SUSTAINABLE SOURCING</p> <ul style="list-style-type: none"> · Secure renewable materials sourcing · Reduce dependency on external sourcing by self-developing renewable materials and internalizing as well as diversifying supply chain
	<p>RESOURCE USAGE OPTIMIZATION</p> <ul style="list-style-type: none"> · Minimize unnecessary resource use · Enhance processes and adopt technology for efficient resource utilization
	<p>RESOURCE RECYCLING EXPANSION</p> <ul style="list-style-type: none"> · Promote resource recycling and reuse throughout the entire business process · Build a platform for resource circulation
 <p>PROVIDING SUSTAINABLE PRODUCTS, CONTENT AND SERVICES</p>	<ul style="list-style-type: none"> · Develop low-carbon & circular products and services · Contribute to the spread of sustainable consumption culture

PRACTICE PRINCIPLES

CJ Corporation has established the basic principles for environmental management as part of its corporate social responsibility to make sustainable value. We encourage and support our subsidiaries and suppliers to ensure full compliance with these principles.

 <p>COMPLIANCE WITH ENVIRONMENTAL REGULATIONS</p>	<ul style="list-style-type: none"> · Comply with domestic and global environmental regulations and agreements · Establish and implement internal standards surpassing legal requirements
 <p>ENVIRONMENTAL MANAGEMENT SYSTEM</p>	<ul style="list-style-type: none"> · Systematically manage environmental data and performance · Set targets and implementation plans, and continuously enhance performance
 <p>PRODUCT & SERVICE DEVELOPMENT</p>	<ul style="list-style-type: none"> · Develop products and services that minimize environmental impacts · Consider GHG reduction and resource circulation from the initial stages of product/service development
 <p>PRODUCTION</p>	<ul style="list-style-type: none"> · Minimize environmental impact through improvements in production processes and infrastructure investment · Assess and mitigate environmental risks at business sites on a regular basis
 <p>LOGISTICS, DISTRIBUTION, AND DISPOSAL</p>	<ul style="list-style-type: none"> · Minimize environmental impact during the logistics and distribution processes · Reduce the generation of waste and promote waste recycling and reuse
 <p>SUPPLIER MANAGEMENT</p>	<ul style="list-style-type: none"> · Assess environmental risks when selecting suppliers · Assess, manage and support suppliers' compliance with the Supplier Code of Conduct
 <p>DISCLOSURE</p>	<ul style="list-style-type: none"> · Communicate with stakeholders regarding environmental risks and impacts · Manage environmental performance on a regular basis and transparently disclose to stakeholders
 <p>DECISION-MAKING</p>	<ul style="list-style-type: none"> · Approve plans, assess performance and make key decisions through the Board-level ESG Committee

KEY PERFORMANCE

ESTABLISHMENT OF ENVIRONMENTAL DATA MANAGEMENT PROTOCOLS

CJ Corporation, as part of the ESG Data Standardization Project, defined environmental indicators for the CJ Group and set guidelines for their calculation. Subsidiaries will now manage and disclose key environmental metrics like GHG, energy, water, and waste according to consistent standards. The project established criteria for classifying subsidiaries' business sites, determining their management scope by indicator. Future plans include expanding the scope based on site characteristics. Upgrading indicator definitions and disclosure criteria is expected to enhance the accuracy and reliability of the disclosed data.

ROADMAP TO EXPAND ENVIRONMENTAL DATA MANAGEMENT SCOPE BY BUSINESS SITE CATEGORY¹⁾

●: Business sites subject to data collection and management

CATEGORY	PRODUCTION SITES		LOGISTICS SITES		SALES OUTLETS				CONSTRUCTION SITES		INFRASTRUCTURE SITES				
	MANU-FACTURING	FARM	LOGISTICS CENTER	SMALL SITES	RESTAU-RANTS	THEATERS	DISTRI-BUTION	RESORTS	CONSTRUCTION SITES	SMALL CONSTRUCTION SITES	HQ	LAB	STUDIO	DATA CENTER	SMALL SITES
GHG	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ENERGY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
WASTE	●	1st expansion	1st expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	●	1st expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	1st expansion	2nd expansion
PACKAGING	●		1st expansion	2nd expansion											
WATER RESOURCE	●	1st expansion	1st expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	●	1st expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	●	2nd expansion

※ Environmental pollutants: Currently, data management is limited to business sites subject to legal standards, but the scope of management will further expand and include owned buildings, manufacturing sites, and logistics centers

1) Current data collection scope (by 2022) → 1st data collection expansion (by 2025) → 2nd data collection expansion (by 2030). Data collection and expansion plans are subject to change depending on regulatory trends

FUTURE CHALLENGES

CJ Group recognizes the importance and necessity of calculating Scope 3 emissions. Currently, CJ CheilJedang and CJ Logistics calculate Scope 3 emissions. CJ Group will progressively broaden the subsidiaries that calculate emissions and the Scope 3 categories in consideration of the business characteristics of subsidiaries.

CJ Group will also implement a group-wide integrated GHG emission reduction plan based on the established GHG inventory. We will reduce GHG emissions by establishing short/long-term reduction plan and deriving implementation tasks.

GROUP-WIDE GHG INVENTORY²⁾ PROJECT (SCOPE 1+2)

Carbon net-zero starts with measuring and managing GHG emissions. CJ Group undertook the GHG inventory project for 8 subsidiaries that have not previously monitored their GHG emissions. Starting with setting organizational boundaries, designating a person in charge for each company and forming a task force, CJ Group has monitored GHG emissions for the past 3 years (2020–2022) and completed third-party assurance. The project covered all directly operated business sites, including the headquarters, manufacturing facilities, distribution centers, and stores. We plan to expand the scope to include domestic and overseas subsidiaries as well as suppliers.

2) GHG inventory: Calculating GHG emissions and establishing a management system by identifying consumption levels



PARTICIPANTS³⁾

CJ Corporation, CJ Freshway, CJ Foodville, CJ Feed&Care, CJ OliveYoung, CJ OliveNetworks, CJ Bioscience, Studio Dragon

3) 13 subsidiaries including the above 8 have established GHG inventories: 3 subsidiaries are subject to the existing GHG system (CJ CheilJedang, CJ Logistics – emission trading scheme, CJ CGV – target management scheme),

2 subsidiaries have calculated GHG inventories voluntarily (CJ ENM, CJ Seafood)

CLIMATE CHANGE

POLICY

CJ Group has set the goal of achieving carbon net-zero by 2050 in line with national policies. We will strive to reduce GHG emissions and unnecessary energy consumption across all facets of our business operations. We will also expand renewable energy sources for our business sites and continue to explore new opportunities in the renewable energy sector. We intend to establish a low-carbon and renewable energy supply chain, as well as manage and assist GHG emission reductions in our supply chain. We also aim to contribute to the spread of sustainable consumption culture by expanding sustainable products, services, and contents.

OPPORTUNITIES/RISKS

CJ Corporation has identified and analyzed the opportunities and risks from climate change crisis that affect CJ Group as a whole, and formulated response strategies to address these challenges. We shall manage to ensure that, by implementing response strategies, risks do not impact CJ Group's businesses negatively, and shall further expand into new businesses by leveraging various opportunities.

RISKS & OPPORTUNITIES		IMPACT ON CJ GROUP	RESPONSE STRATEGIES	
PHYSICAL RISKS	ACUTE	Natural disasters (e.g., flood, typhoon)	<ul style="list-style-type: none"> Loss of business opportunities (e.g., production downtime, damaged assets) Cost of physical recovery 	<ul style="list-style-type: none"> Develop a protocol of dealing with natural disasters at business sites and expand the application coverage Expand infrastructure investment for disaster prevention and recovery, including emergency power generation system
		Abnormal weather conditions (e.g., heatwave)	<ul style="list-style-type: none"> Disruptions in production and transportation due to reduced labor productivity 	<ul style="list-style-type: none"> Enhance response ability toward climate change (e.g., control the average temperature at business sites, and establish emergency guidelines)
	CHRONIC	Air/water quality deterioration due to climate change	<ul style="list-style-type: none"> Disruption in production and increased costs in overall management (e.g., contaminated raw materials, unwanted impurities) 	<ul style="list-style-type: none"> Enhance pollutant management (e.g., strengthen pollutant control standards and encourage voluntary monitoring)
		Increase in average temperature	<ul style="list-style-type: none"> Increased cost of cooling the workplace (e.g., air conditioners, chillers) 	<ul style="list-style-type: none"> Reduce cooling costs by improving energy efficiency through facility investments
		Rise in sea level	<ul style="list-style-type: none"> Increased risks for coastal area-located business sites 	<ul style="list-style-type: none"> Check the impact of sea level rise through scenario analysis when deciding a new location and/or relocation of business sites
TRANSITION RISKS	REGULATION	Strengthened GHG emission regulations	<ul style="list-style-type: none"> Increased cost of purchasing carbon credits (currently applicable to CJ CheilJedang and CJ Logistics) Increased number of subsidiaries/business sites subject to carbon credit regulation 	<ul style="list-style-type: none"> Establish a roadmap for addressing climate change issue (Set short-, mid-, and long-term goals for GHG reduction and monitor progress) Reduce GHG emissions by utilizing more renewable energy sources
		Reinforced standards on climate impact disclosure	<ul style="list-style-type: none"> Negative impact on business from failure to meet disclosure requirements (e.g., fines, damaged reputation) 	<ul style="list-style-type: none"> Monitor disclosure trends regarding climate change, standardize disclosure data indicators, and enhance performance management
		Extended regulations on products and services	<ul style="list-style-type: none"> Increased costs to meet regulatory requirements (e.g., costs of changing products and services) 	<ul style="list-style-type: none"> Monitor domestic and international regulatory trends, establish and implement group-wide policies (e.g., response to greenwashing, green purchasing policy)
	TECHNOLOGY	Development of low-carbon technologies	<ul style="list-style-type: none"> Cost of transition to low-carbon technologies 	<ul style="list-style-type: none"> Invest in infrastructure for GHG reduction and energy efficiency based on long-term impact analysis
		Changing consumer trends and preferences	<ul style="list-style-type: none"> Increased costs to develop low-carbon products/services 	<ul style="list-style-type: none"> Introduce processes which take consideration of climate change risks from the development stage of products and services Invest in R&D to develop low-carbon products/services, replace with low-carbon raw/auxiliary materials, and operate low-carbon processes
		MARKET	Increasing demands from global clients (e.g., Scope 3)	<ul style="list-style-type: none"> Concerns on penalties for not meeting client demands (e.g., replacing suppliers)
Increasing concerns from stakeholders (e.g., investors and shareholders)	<ul style="list-style-type: none"> Failure to respond to climate change resulting in damaged corporate reputation and reduced brand values 		<ul style="list-style-type: none"> Standardize disclosure data indicators and improve disclosure process (expand the number/range of disclosure indicators and the scope of subsidiaries/business sites subject to disclosure) 	
OPPORTUNITIES	PRODUCTS/SERVICES	Expanded preference for low-carbon products and services	<ul style="list-style-type: none"> Increased sales due to introduction of low-carbon products/services 	<ul style="list-style-type: none"> Develop new low-carbon products/services in line with consumer needs (e.g., vegan products)
	MARKET	Expansion of new low-carbon markets	<ul style="list-style-type: none"> Expansion of new low-carbon markets 	<ul style="list-style-type: none"> Explore and cultivate low-carbon/renewable energy-related new businesses

CLIMATE CHANGE

GHG MANAGEMENT

MANAGEMENT DATA

Currently, CJ Group calculates the GHG emissions (Scope 1 and 2) and emission intensity of CJ Corporation and its 12 subsidiaries. Going forward, we will expand the scope to include Scope 3 emissions and establish a short/mid-term GHG reduction plan to practice and manage our reduction activities.

SCOPE OF DATA MANAGEMENT

CJ Group oversees GHG emissions at all of its directly operated sites, including manufacturing, logistics, sales, construction, and infrastructure sites as well as other sites including the headquarters, data centers, and labs. We will continue to track and manage GHG emissions across our entire businesses.

ENERGY MANAGEMENT

MANAGEMENT DATA

CJ Group manages data regarding the energy consumption, renewable/non-renewable energy consumption, energy consumption intensity, and power consumption of CJ Corporation and its 12 subsidiaries. Going forward, targets will be set to reduce energy consumption, and the target will be met by enhancing energy efficiency and increasing the adaptation of renewable energy.

SCOPE OF DATA MANAGEMENT

Energy consumption at all of our directly operated business sites is thoroughly managed. In addition to manufacturing sites, where the most energy is consumed, CJ Group quantifies energy consumption across all businesses, including logistics and sales business sites, and will implement energy conservation measures tailored to the characteristics of each site.

CATEGORY	INDICATOR	PRODUCTION SITES		LOGISTICS SITES		SALES OUTLETS				CONSTRUCTION SITES		INFRASTRUCTURE SITES				
		MANUFACTURING	FARM	LOGISTICS CENTER	SMALL SITES	RESTAURANTS	THEATERS	DISTRIBUTION	RESORTS	CONSTRUCTION SITES	SMALL CONSTRUCTION SITES	HQ	LAB	STUDIO	DATA CENTER	SMALL SITES
GHG	Direct & Indirect GHG emissions (Scope 1+2)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Direct GHG emissions (Scope 1)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Indirect GHG emissions (Scope 2)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	GHG emission intensity (Scope 1+2)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ENERGY	Energy consumption	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Non-renewable energy consumption	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Non-renewable fuel-based energy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Purchased non-renewable energy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Renewable energy consumption	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Renewable fuel-based energy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Purchased renewable energy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Self-produced renewable energy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Energy consumption intensity	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Power consumption	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Purchased non-renewable power	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Purchased renewable power	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Self-generated renewable power	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	

※ Scope 3 emissions are excluded in the table above since they are not within the organizational boundaries

[CJ CHEILJEDANG CLIMATE ACTION REPORT](#)

[CJ LOGISTICS NET-ZERO REPORT](#)

CLIMATE CHANGE RESPONSE ROADMAP

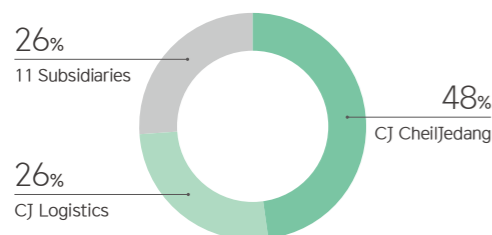
Approximately 74% (domestic business sites) of CJ Group's GHG emissions come from CJ CheilJedang and CJ Logistics. For CJ Group, CJ CheilJedang and CJ Logistics take the lead in establishing a roadmap toward achieving carbon net-zero by 2050 in response to climate change and are implementing activities to abide by their GHG reduction targets. Starting with the roadmap of CJ CheilJedang and CJ Logistics, we are going to formulate a group-wide roadmap and disclose our performance transparently.

TCFD¹⁾

CJ Corporation discloses information about our response to climate change based on the TCFD recommendations and plans to expand the scope of disclosure in the future.

CATEGORY	TCFD RECOMMENDATIONS	STATUS OF DISCLOSURE	PAGE
GOVERNANCE	a) Describe the BOD's oversight of climate-related risks and opportunities	<ul style="list-style-type: none"> ESG Committee under the BOD approves key climate change strategies and oversees implementation In May 2022, reported on the progress of ESG strategic tasks (current environmental management status of CJ CheilJedang, CJ Logistics, and CJ ENM) In May 2022, reported on the progress of group-wide environmental management (environmental management framework and roadmap, etc.) 	18
	b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> Executives in charge of ESG report climate-related issues to the management and ESG Committee Report on environmental management policy, progress and performance 	18, 30
STRATEGY	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<ul style="list-style-type: none"> Identify climate-related risks and opportunities by key categories Plan to identify risk in terms of short/mid/long-term and enhance risk impact analysis 	33
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<ul style="list-style-type: none"> Examine the impact of the identified climate-related risks and opportunities on CJ Group Plan to conduct quantitative impact analysis of risks and opportunities on business, strategy, and finance 	33
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<ul style="list-style-type: none"> Plan to reflect climate-related risks/opportunities based on a 2°C-or-lower scenario in business strategy planning, and update the strategy through periodic checks on the scenarios 	-
RISK MANAGEMENT	a) Describe the organization's processes for identifying and assessing climate-related risks	<ul style="list-style-type: none"> Identify climate-related risks and opportunities under the guidance of the ESG teams Monitor environmental issues of subsidiaries through quarterly environmental management council meetings Plan to establish group-wide environmental risk management process to systematically manage risks of subsidiaries 	30
	b) Describe the organization's processes for managing climate-related risks	<ul style="list-style-type: none"> Review impacts and response strategies for climate-related risks and opportunities Plan to set action plans to implement strategies and processes to check the progress 	33
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<ul style="list-style-type: none"> Risk management on ESG-related risks such as dealing with climate change and circular economy are currently in action as part of group-wide risk management system Plan to enhance the climate change risk management system and incorporate it into the corporate-wide system 	102, 103
METRICS & TARGETS	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<ul style="list-style-type: none"> Manage 17 climate-related data indicators including GHG emissions (Scope 1, 2), energy consumption, and power consumption Plan to oversee more indicators on GHG reduction and energy saving by setting reduction targets 	34
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	<ul style="list-style-type: none"> Conduct 3-year Scope 1 and 2 calculation and third-party assurance for all business sites based on the GHG protocol methodology Plan to establish the base for Scope 3 calculation and broaden the range of categories 	110
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<ul style="list-style-type: none"> Reduce gas emissions and efficiently handle the outcomes of adopting renewable energy sources to reach a carbon net-zero status by 2050 Plan to set short/mid-term GHG reduction targets 	30

CJ GROUP'S GHG EMISSIONS FROM DOMESTIC BUSINESS SITES



1) The TCFD (Task Force on climate-related Financial Disclosures): Recommendations for companies to disclose and incorporate climate-related risks and opportunities into their risk management and decision-making process

REDUCTION OF GHG EMISSIONS

ENERGY EFFICIENCY IN BUSINESS SITES

CJ ENM Studio Center Built with Energy Efficiency CJ ENM

CJ ENM Studio Center in Paju, Gyeonggi-do, completed in 2022, is the first content creation facility in Korea which was built with energy efficiency in mind from the design stage and features LED lighting and automatic lightning control systems for each facility. In particular, the VP Stage (Virtual Production Stage) is designed to minimize waste generation by reducing the need for installing and dismantling of physical stage sets, and in addition, the facility substitutes the need of physical relocation, which generates GHG during content production.

CJ OnStyle's XR Studio, Dedicated Media Wall CJ ENM

CJ ONSTYLE, which is CJ ENM's shopping platform, built 2 studios in 2022 with dedicated LED media walls. By incorporating XR (Extended Reality) technology into TV home shopping broadcasting, it not only improves broadcast quality, but also minimizes waste generated from consumable broadcast sets while switching to LED lighting for less energy consumption.

XR STUDIO'S ENVIRONMENTAL IMPACT
(COMPARED TO 2021)

90% LOWER ENERGY CONSUMPTION
(LIGHTING)

51% LOWER WASTE GENERATION
(BROADCASTING SET)

Movie Theaters with Superior Energy Efficiency Facilities CJ CGV

CJ CGV replaced its lighting with LED lights and installed standby power switchers to manage efficiently its power consumption. In addition, outdated lamp projectors will be replaced with laser projectors and the existing projectors will be upgraded with more energy-efficient ones.

EXPANSION OF ELECTRIC/HYDROGEN VEHICLE ADOPTION CJ LOGISTICS CJ FRESHWAY

CJ Logistics has joined the K-EV100 Campaign organized by the Ministry of Environment reaffirming its commitment to transition to eco-friendly vehicles by 2030. In addition to gradually converting its fleet, EV charging infrastructure will be expanded. In April 2022, we introduced 2 cold-chain EVs with temperature control to our Starbucks delivery fleet. In July 2022, we signed an MOU with Kia Corporation to collaborate on transitioning existing delivery trucks to electric trucks, and co-develop Purpose-Built Vehicles (PBV) specialized for delivery by 2050. In 2021, CJ Freshway pioneered electric trucks in the domestic food distribution. In October 2022, a partnership with Kia Corporation was established, aiming to expand electric refrigerated truck supply and develop PBVs for cold chain distribution starting in 2023.

CATEGORY	2021	2022
CJ LOGISTICS	46 Vehicles	81 Vehicles
CJ FRESHWAY	5 Vehicles	41 Vehicles

EXPANSION OF RENEWABLE ENERGY

INTRODUCTION OF RENEWABLE ENERGY IN BUSINESS SITES CJ CHEILJEDANG CJ LOGISTICS CJ FEED&CARE CJ SEAFOOD

Status of Solar Energy Integration

CJ Group is reducing GHG emissions by integrating solar energy to domestic and overseas businesses sites. Our strategy involves a gradual expansion, taking into account operational stability and efficiency.

COUNTRY	STATUS OF SOLAR ENERGY INTEGRATION
KOREA	CJ CheilJedang - CJ Blossom Park (Research Lab), Jincheon BC & Incheon 2 & Nonsan (Manufacturing), CJ Seafood - Incheon (Manufacturing)
VIETNAM	CJ CheilJedang - Vung Tau (Manufacturing), CJ Logistics - Mekong Delta (Logistics), CJ Feed&Care - Dong Nai (Manufacturing)
MALAYSIA	CJ CheilJedang - Kerteh (Manufacturing)

Steam Energy Supply based on Forest Biomass CJ CHEILJEDANG

In 2022, CJ CheilJedang signed an MOU to build a steam gasification facility fueled by wood resources, which is forest biomass, at CJ Blossom Campus in Jincheon, the largest food production base in Korea. The facilities use the gasification technology to produce steam using the gas generated by processing wood through low-temperature pyrolysis, which reduces GHG emissions compared to the conventional method of burning wood directly. With construction scheduled to start in 2023, the gasification facility will become fully operational by 2026.

NEW BUSINESS OPPORTUNITIES IN RENEWABLE ENERGY SECTOR

DT-based Rooftop Solar Energy Development Project in Vietnam CJ OLIVENETWORKS

CJ OliveNetworks developed a project for building rooftop solar energy facilities based on DT technology, taking advantage of the local climate and geographical conditions in Vietnam. In 2022, we succeeded in acquiring projects at 8 business sites in Vietnam, 2 for which installation has been completed. In addition, we won the "Best C&I EPC Service" Award and the "Best C&I Green Energy Project" Award presented by the Solar Quarter, media for environment technology in Asia, in 2022.

Liquefied Hydrogen Tanker Truck Transportation Project CJ LOGISTICS

In December 2022, CJ Logistics acquired regulatory sandbox approval by the Ministry of Trade, Industry and Energy for the "Demonstration Project for Dedicated Tanker Truck Operation in Liquefied Hydrogen Transportation." Through this project, our aim is to establish benchmarks for hydrogen logistics and contribute to fostering the hydrogen industry ecosystem.

SUSTAINABLE PRODUCTS/SERVICES/CONTENTS

EXPANDING SUSTAINABLE PRODUCT LINE WITH PLANT-BASED INGREDIENT CJ CHEILJEDANG

Plant-based Food Brand, 'PlanTable'

CJ CheilJedang launched 'PlanTable,' a brand that only uses plant-based ingredients such as plant-based alternative meats and oils. The brand is expanding its product line-up to include hamburg steak, Tteokgalbi, rice balls, and grain bowls.

Plant-based Milk Alternative Brand, 'Altive'

'Altive' is a 100% plant-based beverage that contains protein and calcium without milk fat or lactose. Brown rice and pea protein are blended with CJ CheilJedang's unique formulation technology and contains 8 essential amino acids. Since the launch of 'Altive Plant Milk' in December 2022, the brand has released several new products.

Natural savory solution, TasteNrich®

TasteNrich® is a natural plant-based fermented seasoning from naturally-derived ingredient (e.g., plant-based ingredient such as sugarcane) without any artificial additives. Processed foods containing 'TasteNrich®' can be certified as additive-free, allowing TasteNrich® to be used in various foods such as plant-based meat alternatives and vegan foods.

Natural cysteine, 'FlavorNrich™'

FlavorNrich™ is the world's first natural vegan cysteine developed based on CJ CheilJedang's natural fermentation. It is the only product that is recognized as a natural flavor under the US FDA regulations and USDA Organic. Adding 'FlavorNrich™' allows you to create the authentic flavor of meat without animal testing or adding animal ingredients.

SUSTAINABLE SOLUTIONS FOR LIVESTOCK INDUSTRY

Amino Acid for Low-Carbon Feed, 'L-Met eco' CJ CHEILJEDANG

L-Met eco is the first product in the Eco line which presents a new technology based on amino acids. The optimized fermentation and refinement process saves costs through high bioavailability of livestock and reduces carbon emissions.

Low Methane Emission Feed, 'Beef Methane Solution' CJ FEED&CARE

In June 2022, CJ Feed&Care launched 'Beef Methane Solution,' a low-carbon feed that reduces methane from cow's belch and gas. We applied its patented feed additive technology which inhibits methane-producing bacteria in the cow's stomach and verified the effectiveness in reducing methane while maintaining the cow's milk production.

OPTIMIZED LOGISTICS NETWORKS BASED ON BIG DATA CJ LOGISTICS

CJ Logistics is committed to optimizing its logistics network based on the combined transportation algorithm technology. The TES LAB developed its own algorithms that comprehensively analyzes transportation data including the departure origin and destination, cargo, and volume, and obtained a domestic patent for the technology. In December 2022, CJ Logistics launched 'The Unban,' a transportation platform that directly connects shippers and drivers by using big data to find the best freight rates. It is expected to reduce the travel distances and fuel consumption.

SUSTAINABLE BEAUTY TREND, "CLEAN BEAUTY" & "VEGAN BEAUTY" CJ OLIVEYOUNG

Clean beauty

CJ OliveYoung is at the forefront of driving the expansion of the local 'clean beauty' sector. It has established its own standard known as 'OliveYoung Clean Beauty' and is pioneering the inclusion of brands and products aligning with certain standards, marking a first in the industry. These standards encompass value-driven consumption ideals such as mild ingredients, avoidance of animal-derived ingredients and testing, and a commitment to eco-friendliness. OliveYoung Clean Beauty goes beyond conventional 'clean beauty' by prioritizing criteria centered on animal and environmental welfare, not just good ingredients.

Vegan beauty

Since 2022, we have been taking the lead on the vegan trend with the 'Vegan Beauty' brands particularly in the realm of color cosmetics. The plan is to develop emerging brands and product lines that meet the standards of 'Clean beauty' and 'Vegan beauty,' and expand sustainable brands and products.

A SUSTAINABLE ENTERTAINMENT CONTENT 'EARTH CLEANERS' CJ ENM

In December 2022, 'Earth Cleaners' was released as the second story of the series 'Let's Read: Environmental,' a new concept of entertainment content that combines ESG with humanities. Aired on tvN STORY, it illuminated global environmental stories created by small practices worldwide to uphold sustainability, with the slogan, "Environment is a matter of everyday life."

EXPANDING LOW-CARBON PRODUCTS AND MENUS IN STORES CJ FOODVILLE

CJ Foodville is taking the lead in spreading a sustainable consumption culture by expanding plant-based products and menus in its stores. Variety of new low-carbon products and menus were launched at stores, including 'Veggie Tender Balance Lab' of Tous Les Jours, 'Vegan Meat Salad' of The Place, and 'Vegetarian Meat Salad' of VIPS. CJ Foodville plans to expand its product line in the future.

RESOURCE CONSUMPTION & CIRCULAR ECONOMY

POLICY

The linear economy is a system where resources are extracted to make products that eventually end up as waste and are thrown away, resulting in negative issues such as resource depletion. As a result, the international community is strengthening its regulations to promote the transition to a circular economy. In order to help resolve environmental issues such as resource depletion, destruction of the ecosystem, and pollution, CJ Group has set the transition to a circular economy as the key to its environmental management. Our plan is to reinforce the recycled and renewable raw materials sourcing and expand their utilization. In addition, we will minimize the use of unnecessary raw materials and efficiently use resources by improving processes and driving technological innovation. We will also reduce waste generation and increase the chance of recycling and reuse throughout the entire process of business operations, from development to production, distribution, and disposal. We will take the lead in building a recycling platform, explore new areas of recycling, and support the transition to a circular economy.

OPPORTUNITIES & RISKS

CJ Corporation is reviewing key risks and opportunity factors regarding resource consumption and the circular economy in order to analyze their impact on CJ Group and to come up with effective response strategies. Going forward, we plan to improve quantitative impact analysis on our business and advance our strategies in response to the risks and opportunities.

RISKS & OPPORTUNITIES		IMPACT ON CJ GROUP	RESPONSE STRATEGIES
RISKS	RESOURCES	Resource depletion led by growing consumption	· Disrupt the supply and costs of raw materials
		Destruction of ecosystems and environmental pollution	· Contaminate and damage products, and disrupt production
	REGULATION	Growing regulatory requirements on waste	· Increase obligations to report waste (e.g., scope expansion of reportable business sites) · Increase the cost of compliance (e.g., waste disposal, recycling)
		Growing regulatory requirements on product packaging (plastics)	· Increase CJ Group's responsibility for product packaging due to enhanced internal and external requirements
		Growing regulatory requirements on products and services	· Incur the cost for non-compliance with regulation (e.g., Resource Recycling Act) · Likely to damage corporate reputation due to violation of laws and regulations
	TECHNOLOGY	Development of resource efficiency technologies	· Increase the cost of transitioning to high-efficiency facilities/technologies
MARKET	Changes in consumer trends and preferences	· Increase the cost due to the investment in developing sustainable products and services	
	Increasing client demands (e.g., use of renewable raw materials)	· Likely to face penalty in case of failing to meet client demands (e.g., loss of clients)	
OPPORTUNITIES	PRODUCTS & SERVICES	Growing preference for sustainable products and services	· Increase the sales with new sustainable products and services
	REGULATION	Deregulation to facilitate resource circulation	· Increase the recycling rates and reduce the cost of waste disposal
	REPUTATION	Growing interests of stakeholders	· Improve the corporate reputation in terms of recycling
	MARKET	Expansion of new green markets	· Increase opportunities from new businesses in terms of resource circulation

EFFICIENT USE OF RESOURCES

MINIMIZING UNNECESSARY USE OF MATERIALS

Label-free Packaging of SPAM CJ CHEILJEDANG

CJ CheilJedang launched label-free packaging SPAM without plastic caps and vinyl labels. The vinyl labels with the logo placed on the outside of the cans have been removed, and the outer packaging is made of 100% paper with no plastic film coating. We also launched the Label-Free SPAM Gift Set using the paper press technology. This product won the Minister of Environment Award at the 12th Green Packaging Competition in November 2022.



Label-Free Packaging of SPAM

IMPROVING PROCESS AND INNOVATING TECHNOLOGY

Smart Packaging for Saving Materials CJ LOGISTICS

CJ Logistics employs Big Data Packaging, a unique technology using product volume data and order details to optimize box sizes at the Gunpo Fulfillment Center. This reduces box sizes by 10%, minimizing cushioning material needs and cutting overpackaging. This eco-friendly approach saves resources and reduces waste. Future plans include expanding this solution to more logistics sites. Additionally, CJ Logistics utilizes ink-sprayed barcodes, integrating automatic box forming and marking technology through big data. This innovation in e-commerce logistics aims to decrease the use of materials like paper, plastic film, and adhesives.

Commercialization of Multi-scrap Reuse Technology for Hetbahn CJ CHEILJEDANG

CJ CheilJedang has pioneered a technology to recycle scraps from Hetbahn container production, reintegrating them into the manufacturing process and eliminating undesirable flavors. This innovation has been successfully implemented for large-scale production. We have also completed the verification of the safety of using recycled materials in accordance with global regulations. The technology was developed by CJ CheilJedang's Packaging Center after 4 years of research and was applied to Jincheon BC, the largest production site for Hetbahn in Korea, since 2022.

Recyclable Packaging Materials to Reduce Plastics CJ CHEILJEDANG

CJ CheilJedang developed and commercialized a paper-based recyclable packaging material to reduce the use of plastic materials. The optimal paper mix ratio was researched to improve water repellency by coating the paper on both sides while increasing the pulp ratio to reduce plastic usage by 50%, compared to its frozen rice packaging, according to the internal COMPASS Tool analysis.

RESOURCE RECYCLING EXPANSION

EXPANSION OF RECYCLING & REUSE THROUGHOUT BUSINESS OPERATION

[Raw material sourcing] Negative List for Reducing Non-recyclable or Polluting Packaging Materials CJ CHEILJEDANG

CJ CheilJedang's Negative List eliminates environmentally harmful packaging materials. In 2019, oxo-degradable additives were removed, followed by replacing toluene/benzene in colored PET bottles and ink solvents in 2020, and PVC in shrink labels in 2021. Future plans include phasing out PET-G and PVDC.

[Manufacturing] Reuse, Recycle and Conversion of Wastes CJ CHEILJEDANG

CJ CheilJedang aims for zero waste to landfill by 2030, recycling waste from manufacturing and composting agricultural feed. Currently, 5 sites are certified as zero waste to landfill (Jincheon, Gongju, Incheon 1, Incheon Refrigeration, and Asan 1 (Wonji)), with more to follow.

[Logistics/Distribution] New Packaging for Recycling/Reuse CJ ENM

Since 2017, CJ ENM Commerce Division has transformed plastic packaging into paper materials like 'paper buffer,' 'eco-tapeless box,' and 'paper hanger box.' We have also introduced 600+ customized shipping boxes to reduce over-packaging. In 2022, we declared "Plastic Tape Out" and joined the Ministry of Environment's "Multi-use Eco-friendly Packaging Materials Pilot Project" for resource recycling.

[Disposal] Recyclable Popcorn Containers and Reusable Cups CJ CGV

In 2022, CJ CGV revamped popcorn containers in 10 theaters for better recyclability and introduced reusable cups at the headquarter and select theaters to promote eco-friendly practices among employees and customers.

[Disposal] Plastic Caps for Easy Recycling CJ CHEILJEDANG

CJ CheilJedang improved its Baekseol Sesame Oil container to make it easier to remove cap and label for recycling, earning accolades like the "Excellent" recyclability grade, the "Korea Institute of Industrial Technology President's Award" in the 2022 Korea Packaging Competition, and recognition in the "World Star Packaging Awards 2022-Recyclable Packaging Category" by the WPO.

[Disposal] Recycling Cake boxes CJ FOODVILLE

CJ Foodville minimizes waste by recycling cake boxes. The boxes undergo a dissociation process, separating paper and vinyl. The paper is reused for delivery packages, while the vinyl serves as a raw material for cement production.

OUR PRACTICE

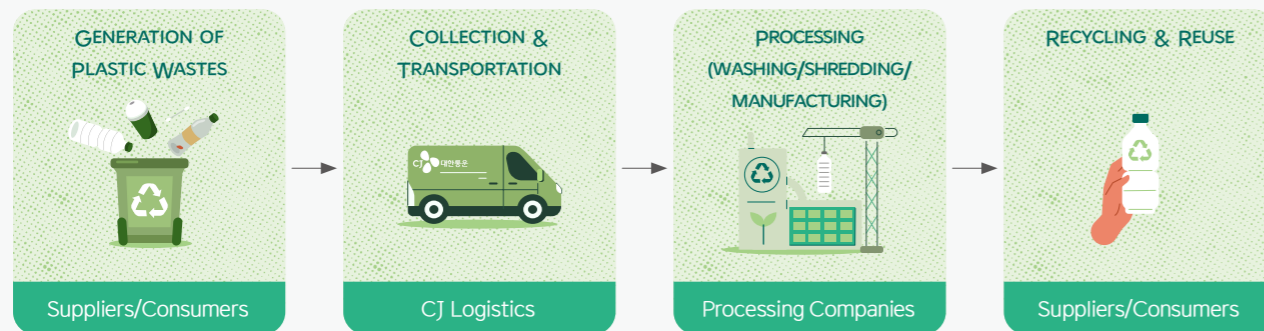
RESOURCE RECYCLING EXPANSION

ESTABLISHING A RECYCLING PLATFORM

Resource Circulation Logistics for Plastic Recycling CJ LOGISTICS

In March 2022, CJ Logistics partnered with LG Chem and Innerbottle to establish a recycling platform for used plastic cosmetic containers. When customers order from Innerbottle's refill shop, CJ Logistics delivers the refills and retrieves the used containers. The containers are then cleaned and reused at Innerbottle's plant, while non-recyclables are sent to LG Chem for recycling.

In November 2022, CJ Logistics collaborated with 12 organizations, including the Ministry of Environment, for the "Project for Resource Circulation Using Disposed PET Bottles from Hotels." Using our logistics network, CJ Logistics collected and delivered PET bottles to recycling companies. Additionally, as a major delivery service, CJ Logistics encourages resource recycling by collecting plastic cups from Twosome Place, scrap plastic for Lock & Lock, and reusable cups from Starbucks.



Upcycling Process for Hetbahn Containers – Hetbahn Upcycle CJ CHEILJEDANG

CJ CheilJedang developed an upcycling process to expand recycling Hatbahn containers. The containers are collected through CJ CheilJedang's online store CJ The Market and offline supermarkets (e.g., E-Mart). The collected containers are cleaned at local self-sufficiency centers that are in partnership with us and recycled for various purposes. In 2022, about 300,000 containers were collected and upcycled into various items.

Cosmetic Container Collection Platform – Beauty-Cycle Campaign CJ OLIVEYOUNG

"Beauty-Cycle" is CJ OliveYoung's recycling campaign where CJ OliveYoung collects used cosmetic containers at its offline stores. Containers from all brands, whether they are sold at CJ OliveYoung stores or not, are collected, categorized by material, and subjected to reutilization or recycling procedures. In 2022, reusable containers for refill packs were made by repurposing the collected containers.

SUSTAINABLE PRODUCTS/SERVICES/CONTENT

RECYCLABLE PRODUCTS & BRANDS

Food Upcycling Brand, 'Excycle' CJ CHEILJEDANG

CJ CheilJedang introduced 'Excycle,' a brand focused on food upcycling. It offers 3 BASAK chip varieties, high-protein snacks made from by-products like broken rice from 'Hetbahn' and residual bean curd from the 'Happy Bean Tofu.' The packaging is environmentally friendly, crafted from upcycled materials.



Excycle BASAK Chips

Kitchen & Dining Brand Leading Value Consumption Trend, 'Odense' CJ ENM

CJ ENM Commerce Division introduced the Odense Reusable Cup, crafted from eco-friendly BIO PE derived from sugarcane and is fully recyclable. Unlike traditional bioplastics using corn, this cup opts for sugarcane itself in place of plastic, promoting sustainability. With the ability to be reused semi-permanently, it slashes carbon emissions by over 50%. Additionally, our 'THINKS TO THINGS' brand reimagines products with slight imperfections, providing them at reduced prices.

EXAMPLES OF UPCYCLING THROUGH BUSINESS

Hetbahn Container – MAMA Light Stick, Pop-up Store Goods CJ ENM CJ CHEILJEDANG

CJ ENM Entertainment Division recycled 3,000 Hetbahn plastic containers from CJ CheilJedang into light sticks for the 2022 MAMA AWARDS, with proceeds supporting our nature preservation initiative, planting trees. The upcycled items, including sofas and tables, were showcased at tvN's year-end pop-up store, 'Let There Be Joy First (ZZLGUN CHEIL).'



MAMA Light Stick

Plastic Covers, Paper Rice Bag – Display Stand, Sign, Paper Bag CJ FRESHWAY

In November 2022, CJ Freshway partnered with 3 organizations, including the Korea Environment Corporation, to collect and recycle plastic covers. These covers are transformed into display stands and signs. We also focus on upcycling paper rice bags, reusing delivery ice packs, and offering bottled water in paper packaging.

Cinema Screens – Business Card Wallet, Diaries CJ CGV

In January 2021, CJ CGV became the first company in the industry that upcycled used cinema screens into goods (various bags, mats, etc.) In 2022, we produced the special upcycled gift sets and shared the value with more than 10,000 CGV SVIP customers.

WATER RESOURCES

POLICY

Acknowledging the influence of water resource utilization and management on our business sites, local communities, and society at large, CJ Corporation is dedicated to enhancing efficiency and advocating recycling/reuse practices to diminish water consumption. Going forward, we will take a long-term approach in managing the risks associated with water resources in water-stressed areas.

OPPORTUNITIES & RISKS

OPPORTUNITIES & RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
RISKS	Short-term environmental changes (e.g., drought, water pollution, heavy rainfall)	· Impact on facilities at business sites and production disruptions · Establish an emergency response system for disasters (e.g., drought, flood, and typhoon)
	Long-term environmental changes (e.g., sea level rise, water quality degradation)	· Business disruptions (e.g., plant shut-down) · Increased costs of improving processes · Enhance management of water-stressed areas (address the issue from long-term perspective – e.g., investment in technologies, facility relocation)
	Continued water scarcity	· Production disruptions due to water shortages · Invest in water resource facilities (e.g., seawater desalination and wastewater recycling) · Reduce water consumption by changing product design, improving processes
	More regulatory requirements on water resources (e.g., more mandatory regulations)	· Increased cost of operation, and production · Increased cost of regulatory compliance · Enhance water management processes (e.g., manage performance targets, monitor regulatory trends)
OPPORTUNITIES	Increased water efficiency at business sites	· Cost saving by reducing water consumption · Increase reuse and recycling of water and implement conservation activities

WATER RESOURCE MANAGEMENT

MANAGEMENT DATA

CJ Group manages the intake, discharge, consumption and recycling of water as part of its water resource management. We are committed to reducing water consumption and promoting recycling/reuse through systematic data management. CJ group also monitors whether its major business sites are located in the water-stressed regions disclosed by the WRI (World Resources Institute) in order to manage water resources from a long-term perspective. Currently, we are in the process of identifying these sites, and their water intake and consumption while planning to review the status of water resources and effective solutions going forward.

SCOPE OF DATA MANAGEMENT


CJ Group manages water resource data mainly at its manufacturing sites, resorts, and data centers with a high water consumption. For production sites (e.g., manufacturing plants, farms), resorts, and data centers, we plan to manage data on discharge, consumption, and recycling. For other logistics, sales, construction, and infrastructure sites, the data management will focus more on water intake. Going forward, we will expand the scope of data management based on our data management system.

CATEGORY	INDICATOR	PRODUCTION SITES		LOGISTICS SITES		SALES OUTLETS				CONSTRUCTION SITES		INFRASTRUCTURE SITES																			
		MANU-FACTURING	FARM	LOGISTICS CENTER	SMALL SITES	RESTAURANTS	THEATERS	DISTRIBUTION	RESORTS	CONSTRUCTION SITES	SMALL SITES	HQ	LAB	STUDIO	DATA CENTER	SMALL SITES															
WATER RESOURCES	Water withdrawal	●	1st expansion	1st expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	●	1st expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	●	2nd expansion															
	Water withdrawal_tap water	●																													
	Water withdrawal_surface water	●																													
	Water withdrawal_groundwater	●																													
	Water withdrawal_sea water	●																													
	Water discharged	●															-	-	-	-	-	-	●	-	-	-	-	-	●	-	
	Water consumed	●															-	-	-	-	-	-	●	-	-	-	-	-	-	●	-
	Water recycled	●															-	-	-	-	-	-	●	-	-	-	-	-	-	●	-
	Water stress areas	Percentage of intake															●	1st expansion	2nd expansion	1st expansion	2nd expansion	2nd expansion	●	2nd expansion	2nd expansion	1st expansion	1st expansion	2nd expansion	●	2nd expansion	
Percentage of consumption		●	-	-	-	-	-	●	-	-	-	-	-	●	-																

WATER-STRESS RISK AREA MANAGEMENT

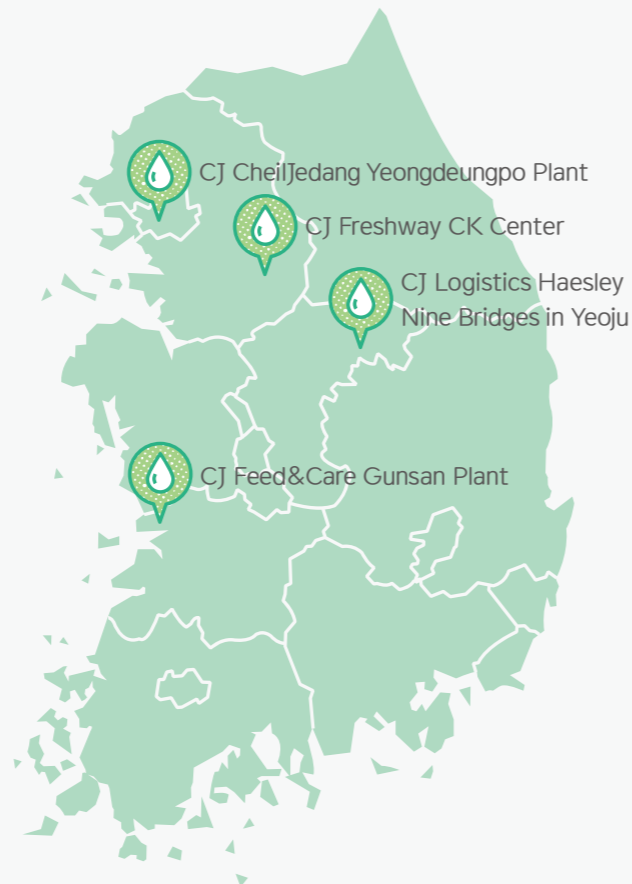
Based on the Water Risk Atlas of the World Resources Research Institute (WRI), CJ Group is identifying the water-stressed areas where the business sites of subsidiaries are located. Water stress is the proportion of water demand relative to the average availability of water resources, and the higher the stress, the less water resources there are. Water stress is divided into 5 stages (Low, Low-medium, Medium-high, High, Extreme high), and currently, none of CJ subsidiaries' business sites are located in Extremely High areas.

It has been confirmed that CJ CheilJedang Yeongdeungpo Plant (Yeongdeungpo), CJ Logistics Hasley Nine Bridges (Yeosu), CJ Freshway Central Kitchen Center (Icheon), and CJ Feed&Care Gunsan Plant (Gunsan) are classified as High areas. We will intensively manage water intake and consumption at business sites located in the High areas, and continue to check and manage water stress in the area where each business site is located as the scope of water management expands in the future.

 Area with High Water-stress Risk

25 WATER-STRESS MANAGEMENT SITES (23 MANUFACTURING SITES AND 2 RESORTS)

WATER STRESS	NO. OF SITES
EXTREMELY HIGH	0
HIGH	4
MEDIUM-HIGH	20
LOW-MEDIUM	1
LOW	0



WATER RESOURCE MANAGEMENT AT BUSINESS SITES

ADDRESSING WATER RESOURCE CHALLENGES IN RESORTS CJ LOGISTICS

There is a growing concern about the water resources consumed by golf course resorts as the world is facing water shortages due to extreme weather conditions. Recognizing the importance of this issue, CJ Logistics is committed to managing water resources more efficiently.

Both Haesley Nine Bridges in Yeosu and Club Nine Bridges in Jeju use hand watering¹⁾ to minimize unnecessary use of water caused by automatic irrigation, and has introduced low-flow toilets and water tank storage compressors.

In particular, Haesley Nine Bridges recycles wastewater through a purification system and uses eco-friendly fertilizers to prevent pollution of surrounding areas and rivers. The Club Nine Bridges in Jeju prevents water pollution through advanced treatment facilities, and has reduced water consumption by more than 50% by increasing unmanaged wild areas and reducing the fairways area. We have also added lakes and creeks to purify water and maximize water circulation. In 2014, Haesley Nine Bridges became the first golf course in Korea to be eco-certified by the GEO²⁾, an accreditation entity in the UK, followed by The Club Nine Bridges in Jeju in 2019. Both resorts have been recertified in recognition of their efforts to manage the golf courses in an eco-friendly manner.



Haesley Nine Bridges in Yeosu



Club Nine Bridges in Jeju

WATER RESOURCE MANAGEMENT AT MANUFACTURING SITES CJ CHEILJEDANG

CJ CheilJedang is committed to the sustainable use of water and applies more rigorous standards than legally required when it comes to wastewater treatment. For new or expansion projects, we relocate the project sites safely distant from the water resource protection areas to ensure no risk to water resources, despite the burden of higher costs and logistical challenges. In addition, we have increased investments in wastewater recycling, including a new pilot system to review the possibility of wastewater recycling at Incheon Plant 2 in 2022. In addition, action plans are being implemented for the quality improvement of wastewater at each site.

1) Hand Watering: Watering directly to turf and vegetation only where needed

2) GEO (Golf Environment Organization): A golf course certification organization that evaluates the sustainability and environmental friendliness of golf courses around the world and advises international golf tournaments on green operations

POLLUTANTS

POLICY

CJ Group is committed to keeping its pollutant emissions below the legal thresholds to comply with regulations. To this end, we are improving our processes through investment in facilities and pre-inspection while seeking ways to minimize the generation of hazardous substances, pollutants, and waste in the course of business operations and enacting efforts to reduce our environmental footprint throughout the business course.

OPPORTUNITIES & RISKS

OPPORTUNITIES & RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
RISKS	Degradation of air and water quality due to pollutants generated in the course of business	<ul style="list-style-type: none"> Invest in pollutant-reducing facilities Find ways for improvement (e.g., improve process and replace to alternative raw materials)
	Regulatory requirements on pollutants (e.g., increased scope of regulations, raised standards)	<ul style="list-style-type: none"> Enhance pollutant management processes (e.g., improve management cycles/standards and monitor regulatory trends)
OPPORTUNITIES	Expansion of new green markets	<ul style="list-style-type: none"> Explore new business opportunities (e.g., conversion of pollutants to resources)

POLLUTANT MANAGEMENT

MANAGEMENT DATA

CJ Group manages data on both air and water pollutants. For air pollutants, we currently manage NOx, SOx, and dust, and plan to include carbon monoxide, heavy metals, ammonia, VOCs (volatile organic compounds), and POPs (persistent organic pollutants) in the future. For water pollutants, we manage 5 pollutants: BOD (biochemical oxygen demand), TOC (total organic carbon), SS (suspended solids), T-N (total nitrogen), and T-P (total phosphorus). We are committed to minimizing the generation of air and water pollutants by ensuring compliance with legal standards while strengthening our own standards and preventing any negative impact on the local environment.

SCOPE OF DATA MANAGEMENT

CJ Group measures and manages data on business sites subject to the regulatory reporting requirements, such as the Clean Air Conservation Act and the Water Quality Conservation Act. Going forward, we plan to expand the voluntary pollutant monitoring system with a focus on our owned buildings, manufacturing sites, and logistics centers.

CATEGORY	INDICATOR	PRODUCTION SITES		LOGISTICS SITES		SALES OUTLETS				CONSTRUCTION SITES		INFRASTRUCTURE SITES				
		MANU-FACTURING	FARM	LOGISTICS CENTER	SMALL SITES	RESTAURANTS	THEATERS	DISTRIBUTION	RESORTS	CONSTRUCTION SITES	SMALL SITES	HQ	LAB	STUDIO	DATA CENTER	SMALL SITES
Air Pollutants	NOx	Subject to management under the Clean Air Conservation Act														
	SOx	-CJ CheilJedang (Gongju Plant, Namwon Plant, Nonsan Plant, Nonsan Plant 3, Busan Plant, Yangsan Plant, Yeongdeungpo Plant, Incheon Plant 1 · 2 · 3, Incheon Refrigeration Plant, Jincheon BC, Jincheon Plant, Jincheon Plant 3, Ansan Plant),														
	Dust	CJ ENM (Paju Studio Center, Bangbae Office), CJ Seafood (Seongnam Plant), CJ Foodville (Eumseong Plant), and CJ Feed&Care (Incheon Plant, Gunsan Plant)														
Water Pollutants	BOD	Subject to management under the Water Quality Conservation Act														
	TOC															
	SS	- CJ CheilJedang (Gongju Plant, Namwon Plant, Nonsan Plant, Busan Plant, Yeongdeungpo Plant, Incheon Plant 1 · 2 · 3, Incheon Refrigeration Plant, Jincheon BC, Jincheon Plant, Jincheon Plant 3, Ansan Plant),														
	T-N	CJ ENM (Sangam Office Building), CJ Seafood (Seongnam Plant), CJ Foodville (Eumseong Plant), and CJ Feed&Care (Incheon Plant, Gunsan Plant)														
	T-P															

POLLUTANT REDUCTION FACILITIES

BUILDING POLLUTANT CONTROL FACILITIES CJ LOGISTICS

CJ Logistics' Gunsan Coal Center, situated at the bituminous coal pier in Gunsan Port, supplies coal to power plants in the West Central region. To address environmental concerns related to coal dust, we installed a sealed dome on the center's roof, minimizing pollution. Additionally, we invested in advanced fire suppression systems for the enclosed warehouses, surpassing mandatory requirements. These measures earned us the Prime Minister's Award at the 2022 Korea Safety Awards, a first for the logistics industry.



Gunsan Coal Center

FACILITY IMPROVEMENT FOR PRETREATMENT OF PHA WASTEWATER CJ CHEILJEDANG

CJ CheilJedang's Pasuruan manufacturing facility in Indonesia uses sulfuric acid to control the acidity (pH) of PHA wastewater. Previously, the sulfuric acid tank was located on the roof of the building, and there was a risk of corrosion or damage to the structure, in the event of a sulfuric acid leak. To eliminate this risk, the tank was relocated to the ground with the piping material upgraded to stainless steel (SUS316), and the underground concrete structure in front of the sulfuric acid tank was installed to prevent it from overflowing into nearby soil when sulfuric acid is leaked.

FOOD WASTE RECYCLING THROUGH MICROBIAL FERMENTATION CJ FOODVILLE

CJ Foodville introduced microbial fermentation food waste processors to treat food waste from VIPS, its restaurant chain. Food waste processed by the processors can be used as fertilizer and, currently, due to the small amount, the waste is naturally decomposed through a mini-facility. In February 2022, we pilot-tested the system at the VIPS Deungchon and reduced the amount of leftover food waste by about 90%. Based on these results, we have installed the processor systems to 20 restaurants by the end of 2022.

THE PROCESS OF DECOMPOSING FOOD WASTE (MICROBIAL FOOD WASTE PROCESSOR)

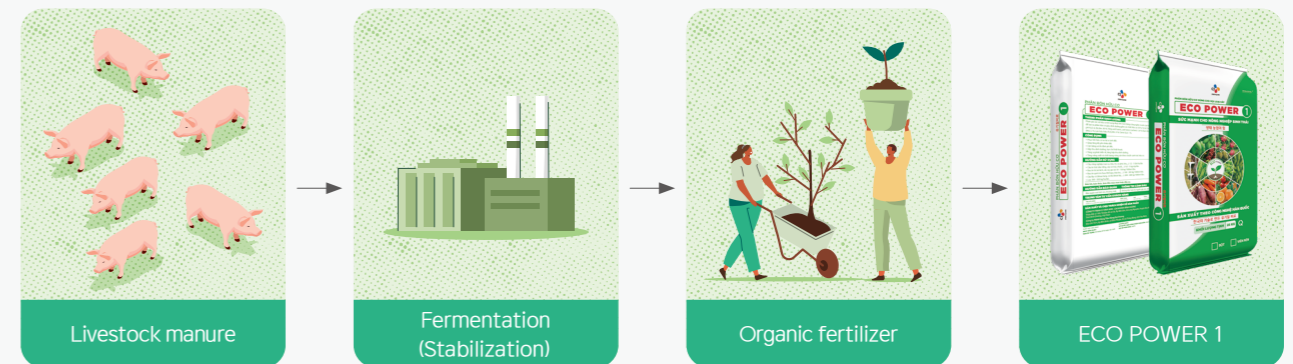


CONVERSION OF POLLUTANTS TO RESOURCES

ECO-RECYCLING THROUGH PIG MANURE RECYCLING CJ FEED&CARE

CJ Feed&Care launched ECO POWER 1, an eco-friendly organic fertilizer made from pig manure, in Vietnam in 2022. In Vietnam, most of the pig manure generated during the pig breeding process is usually discharged as waste or sold to farmers or fertilizer companies in an unfermented state. This leads to the emission of ammonia gas and the potential for adverse effects on crops and the environment due to the reactivation of untreated pathogenic microorganisms. ECO POWER 1 is produced by using a curing process that breaks down and stabilizes livestock manure through microbial reactions. This not only improves the quality of soil and crops, but also reduces the risk of pollution by reducing ammonia gas emissions and eliminating pathogenic microorganisms. The product has been also certified by a national accreditation agency in Vietnam for all types of processes, including production, sales, and distribution, and enhanced its reliability. We are committed to the protection of the environment and the quality of crops not only in Vietnam but also in other countries in Southeast Asia by transforming environmentally harmful waste, such as manure, into environmentally friendly products.

CONVERSION OF LIVESTOCK WASTE



ENHANCED POLLUTANT CONTROL PROCESS

INTEGRATED ENVIRONMENTAL MONITORING SYSTEM FOR PRODUCTION SITES CJ CHEILJEDANG

CJ CheilJedang developed an integrated monitoring system to control issues with odor, water, and air at its domestic production sites and manages it through the EHS (Environment, Health, Safety) system. It monitors TOC (total organic carbon) and COD (chemical oxygen demand), nitrogen oxide, and odor in real time on a 24-hour basis. In 2022, we reinforced our response to pollutant outbreaks with an alert services, when odor levels surpasses the threshold, and introduced a 3D monitoring screen to secure visibility during inspections.

BIODIVERSITY

OUR PRACTICE

POLICY

Recognizing the importance of restoring the ecosystem and preserving biodiversity as critical resources for humanity to achieve sustainable development, CJ Group plans to establish a biodiversity management process. CJ Group is committed to preserving biodiversity by monitoring the entire business process and engaging in various activities to prevent negative impacts on our ecological environment and biodiversity. In addition, CJ Group will actively support employees and stakeholders to raise awareness of biodiversity together with the conservation activities.

MANAGEMENT OF BIODIVERSITY

As there is no quantitative data on biodiversity managed by CJ Group, we are exploring ways to make a data indicator on biodiversity management in order to implement a system for managing biodiversity in the future. Furthermore, we are exploring ways to identify endangered wildlife species in proximity to our key business sites and to monitor any likely impact they might have via examining data released by the National Institute of Biological Resources under the Ministry of Environment. Going forward, we will continue to monitor the potential impacts from our business operation and engage in various activities to protect our ecosystem in order to conserve biodiversity.

OPPORTUNITIES & RISKS

OPPORTUNITIES & RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
Short-term environmental impact (e.g., coastal/forested areas damaged by natural disasters)	· Impact on facilities and disruption of production	· Establish an emergency system in response to natural disasters (e.g., droughts, floods, and typhoons)
Long-term environmental impact (e.g., degradation of soil and water quality)	· Impact on facilities and disruption of production · Disruption on raw materials supply	· Review investments based on long-term impact analysis (e.g., relocating facilities, improving infrastructure)
RISKS Impact on ecosystems and reduced crop yields	· Increased cost of raw materials and disruption of supply	· Establish raw material sourcing strategies based on the dependency on natural resource (e.g., supply chain diversification, review of raw material alternatives)
Increased government regulations (e.g., expansion of land reserves)	· Impact on facilities and disruption of production	· Implement and strengthen biodiversity management processes (e.g., performance management, monitoring regulatory trends)
Reduced preference towards natural resource-intensive products/services	· Declining sales of natural resource-intensive products/services	· Expand natural resource-efficient products and services
OPPORTUNITIES Growing interest of stakeholders in conservation activities of ecosystem and biodiversity	· Improved community relations · Increase in customer satisfaction	· Expand conservation activities of ecosystem and biodiversity

COMMITMENT TO BIODIVERSITY

CJ ENM STUDIO CENTER'S PRESERVATION OF GREEN SPACE CJ ENM

CJ ENM Entertainment Division orchestrated initiatives aimed at minimizing environmental influence and conserving green spaces and biodiversity in the vicinity of the CJ ENM Studio Center, which was inaugurated in 2022. This encompassed safeguarding wild birds and constructing shelters for animals during the construction process. We also opened nature trails to support the local community.

RESORTS WITH DIVERSE NATURAL MONUMENT CJ LOGISTICS

CJ Logistics assessed biodiversity risks at Haesley Nine Bridges in Yeosu and Club Nine Bridges in Jeju. We identified endangered species like Eurasian eagle-owls and common buzzards around Haesley Nine Bridges. Club Nine Bridges, situated 600 meters above sea level on Halla Mountain, a UNESCO World Heritage Site, features a golf course designed to preserve the natural landscape, harboring various endangered and protected species.



Nine Bridges

ADOPT-A-BEACH CAMPAIGN CJ CHEILJEDANG

CJ CheilJedang organizes the Adopt-a-Beach campaign, where its employees adopt a beach and commit to taking care of it like a pet. In 2022, CJ CheilJedang adopted Masian Beach in Yeongjongdo, near its Incheon manufacturing plant, and has protected the marine ecosystem by cleaning and collecting plastic wastes and running campaigns for the protection of marine ecosystems.

"HOME SEEDLING" VOLUNTEER CAMPAIGN CJ ENM CJ CGV

CJ ENM and CJ CGV organized the employee volunteer program for biodiversity conservation, 'Home Seedling,' where employees nurture acorn seeds for 100 days in pots made from fallen trees and send them back to the park. The returned seedlings grow in a "tree nursery" for another 2-3 years and then, they will create "forests for happy animals."

SOCIAL



HUMAN RIGHTS
DUE DILIGENCE

54

of domestic and overseas
business sites and suppliers
(CJ CheilJedang, CJ Logistics, CJ ENM)



PERCENTAGE OF
FEMALE EXECUTIVES

15.27 %



PERCENTAGE OF CONTRACTS SUBJECT
TO THE SUPPLIER CODE OF CONDUCT

96.03%

(CJ CheilJedang, CJ Logistics, CJ Freshway)

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71 SUPPLY CHAIN

76 COMMUNITY

81 CUSTOMERS

- 81 CUSTOMER VALUE
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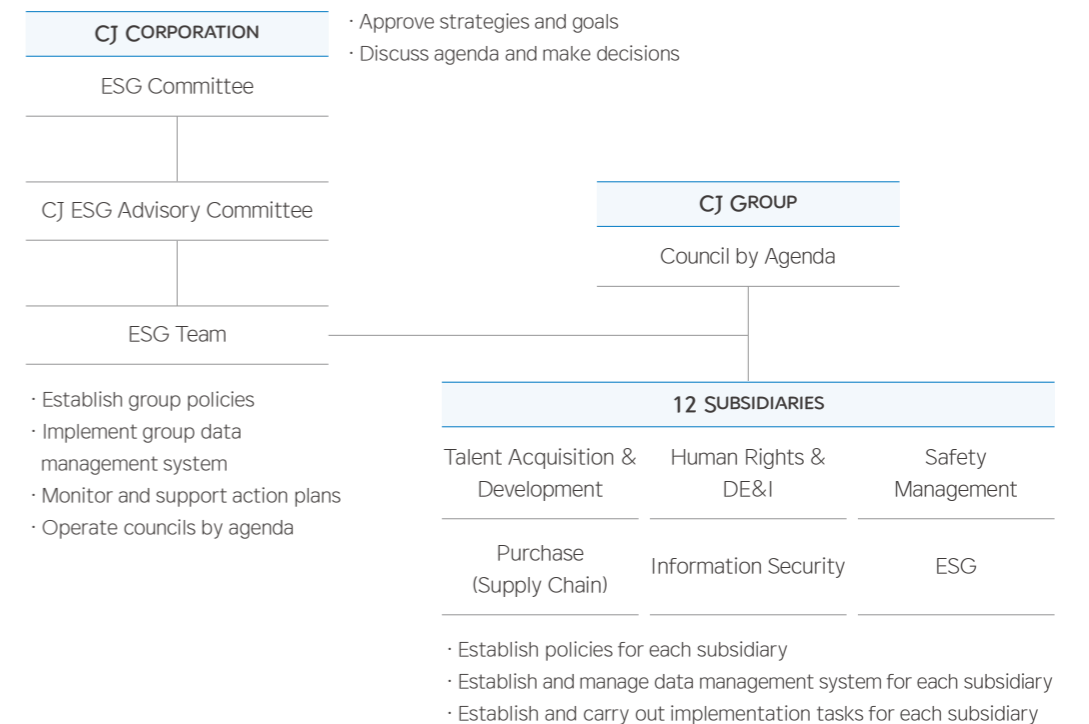
SOCIAL RESPONSIBILITY FRAMEWORK

OUR APPROACH

CJ Group respects all stakeholders across its employees, suppliers, customers and communities. To fulfill our social responsibilities as a corporate citizen in the areas of talent acquisition & development, human rights, DE&I, safety, and information security, we have established an execution system with improvement activities. Following CJ's culture of respect, CJ will continue to respect all stakeholders and spread out the culture throughout society.

Stakeholders → Agenda ↓	EMPLOYEES	SUPPLIERS	CUSTOMERS	LOCAL COMMUNITY
TALENT ACQUISITION & DEVELOPMENT	Create economic values by acquiring & developing talents and enhance customer value with superior capabilities			
	<ul style="list-style-type: none"> Enhance talent acquisition & development system 			
HUMAN RIGHTS	Promote the culture of respect through human rights management			
	<ul style="list-style-type: none"> Establish implementation systems, conduct on-site due diligence, and set-up global management system (2025) 	<ul style="list-style-type: none"> Conduct due diligence on supply chain 		
DE&I				
	<ul style="list-style-type: none"> Establish DE&I implementation framework Establish DE&I indicators and progress management system (2023) 	<ul style="list-style-type: none"> Establish DE&I code of conduct for suppliers (2025) 	<ul style="list-style-type: none"> Develop a variety of products/content/services for customers and promote DE&I value through media contents 	<ul style="list-style-type: none"> Promote DE&I values through CSR programs
SAFETY MANAGEMENT	Raise safety awareness in local communities			
	<ul style="list-style-type: none"> Establish safety management policies and indicators (2024), and create safe working environment 	<ul style="list-style-type: none"> Manage safety systems and encourage suppliers' participation (2026) 	<ul style="list-style-type: none"> Manage product quality/safety 	
INFORMATION SECURITY				
	<ul style="list-style-type: none"> Enhance information security systems 	<ul style="list-style-type: none"> Manage information security systems in supply chain 	<ul style="list-style-type: none"> Enhance information security systems to protect customer privacy 	

IMPLEMENTATION SYSTEMS



COUNCILS BY AGENDA IN SOCIAL SECTORS

AGENDA	COUNCIL
TALENT ACQUISITION & DEVELOPMENT	<ul style="list-style-type: none"> Group HR Head Meeting Group HRD Seminar
HUMAN RIGHTS	<ul style="list-style-type: none"> Group Human Rights Council
DE&I	<ul style="list-style-type: none"> Group Seminar for culture of respect
SAFETY MANAGEMENT	<ul style="list-style-type: none"> Group Safety Management Forum
INFORMATION SECURITY	<ul style="list-style-type: none"> CISO Round Table Group Information Security Committee

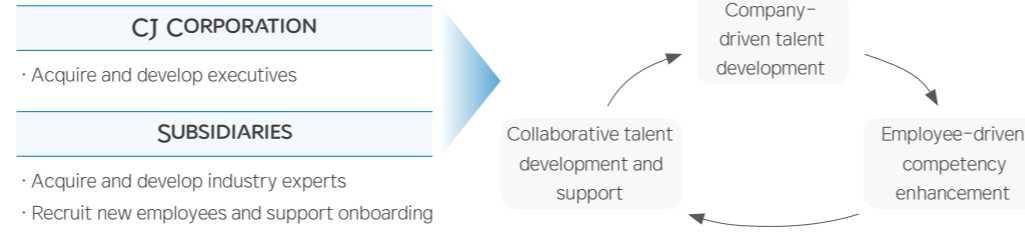
TALENT ACQUISITION & DEVELOPMENT FRAMEWORK

OUR APPROACH

Investing in talent is key for our future. CJ Group prioritizes human resources based on our management philosophy, operating programs and systems for human capital development. CJ Corporation leads executive cultivation, while subsidiaries focus on industry expertise. We are committed to enhancing our HR management to nurture and empower leaders.



1) Pursuit of the first, best and differentiation with top talent
 2) Talent with industry expertise, a strong sense of responsibility, commitment, aligned vision and passion for excellence



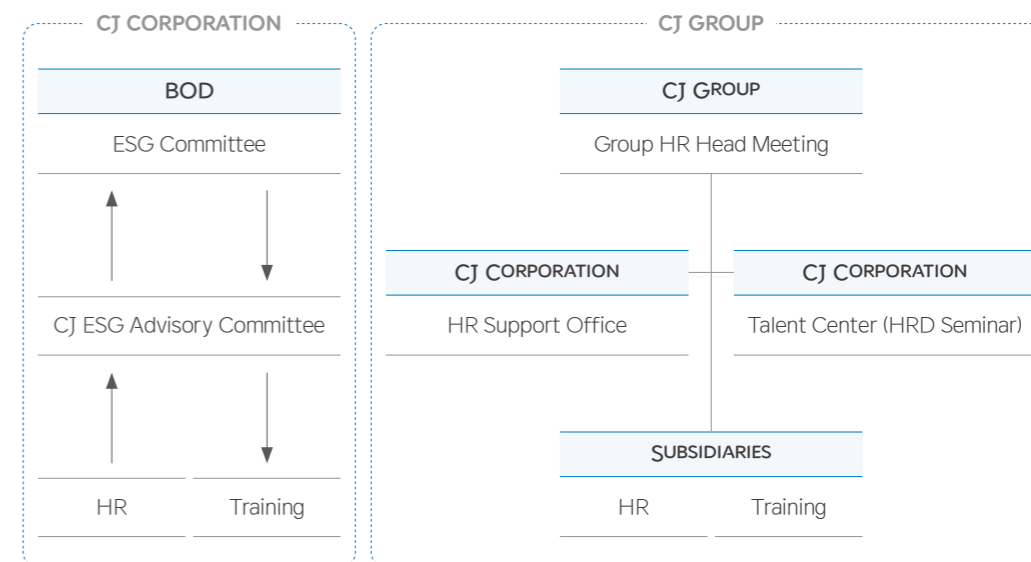
POLICIES

At CJ Group, we look for top talent with a strong domain expertise who are passionate, responsible and committed to their work, creating ONLYONE performance. Our talent acquisition & development strategy focuses on these traits and we will support talented individuals to grow into leaders and executives to lead the future of CJ Group.

OPPORTUNITIES & RISKS

ISSUES & TRENDS	OPPORTUNITIES	RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
<ul style="list-style-type: none"> DIVERSIFICATION OF RECRUITMENT PROCESS (E.G., AI INTERVIEW, BLIND HIRING) INCREASED CONTINUOUS RECRUITMENT 	●		<ul style="list-style-type: none"> Superior talent acquisition strategy in line with trends More effective recruitment process 	<ul style="list-style-type: none"> Strategic data-based recruitment
<ul style="list-style-type: none"> POST-COVID-19 DEMAND FOR CONTACTLESS TECHNOLOGY AND ACCELERATED DIGITAL TRANSFORMATION POWERED BY BIG DATA INCREASED COMPETITION IN AI TALENT ACQUISITION 	●		<ul style="list-style-type: none"> Drive new growth with big data analytics acquiring from customer touchpoints Proactive acquisition and development of AI talents 	<ul style="list-style-type: none"> Accelerating digital transformation by acquiring AI experts
<ul style="list-style-type: none"> GROWING UNCERTAINTY IN BUSINESS ENVIRONMENT 		●	<ul style="list-style-type: none"> Increase and strengthen acquisition of experts on new business development and strategic planning 	<ul style="list-style-type: none"> Attract entrepreneurial talents for market leadership
<ul style="list-style-type: none"> CHANGES IN HR STRUCTURE WITH NEW GENERATION DUE TO PREFERENCE IN PERSONAL DEVELOPMENT 	●		<ul style="list-style-type: none"> Superior HR development programs to retain top talent Retention strategy for new generation talent 	<ul style="list-style-type: none"> Company-driven/employee-driven/collaborative talent development

IMPLEMENTATION SYSTEM



GROUP HR HEAD MEETING

Group HR Head Meeting is a monthly meeting organized to share major personnel issues and discuss solutions by CJ Group's HR departments of each subsidiaries. In addition to making decisions on talent acquisition & development, it shares best practices to create synergy within the group.

GROUP HR DEVELOPMENT MANAGER COUNCIL (HRD SEMINAR)

QUARTER	DESCRIPTION
Q2 2022	<ul style="list-style-type: none"> Session for group talent development strategy and best practices Shared best practices and incorporated into practice for corporate culture and talent development
Q1 2023	<ul style="list-style-type: none"> Session for group talent development strategy and best practices Shared directions for talent development and strategies of subsidiaries
Q2 2023	<ul style="list-style-type: none"> Workshop for developing HRD competencies

TALENT RECRUITMENT

DATA-DRIVEN STRATEGIC RECRUITMENT

CJ Corporation is improving its data-driven strategic recruitment process to secure talent. With CJ TAS, CJ Group's integrated recruiting system, we are making every effort in developing our competencies for talent recruitment. We keep track of recruitment process in real time and conduct data analysis on the system in order to improve recruitment effectiveness and strengthen competencies of internal interviewers.

In particular, all CJ Group interviewers are allowed to participate in actual interviews after completing mandatory training in advance, and improvements are made by monitoring the interviewer's conduct and demeanor, appropriateness of questions asked, and level of responses to applicant questions observed during the actual interview process. We are also analyzing the impact of interviewers' evaluations on hiring decisions from various perspectives to collect data on the skills and competencies required for excellent interviewers. Over 2,500 internal interviewers have undergone obligatory training and are being intensively developed as talent discovery experts.

ACCELERATING DIGITAL TRANSFORMATION BY ACQUIRING AI EXPERTS

CJ Group built the AI (Artificial Intelligence) Center in 2022 for accelerating its digital transformation. The center serves as the group's AI hub by spreading AI technology across the group and applying AI technology to business tasks of subsidiaries. To fulfill this role, we recognized that securing talented people with AI expertise is the most important task. We have secured top professionals in the fields of AI machine learning, NLP¹⁾ such as AI copywriters, and Vision AI experts to streamline video content search and editing. With these talented experts as a foundation, we will continue to spread digital DNA within the group and strengthen CJ Group's future competitiveness.

AI CENTER MAJOR PROJECTS

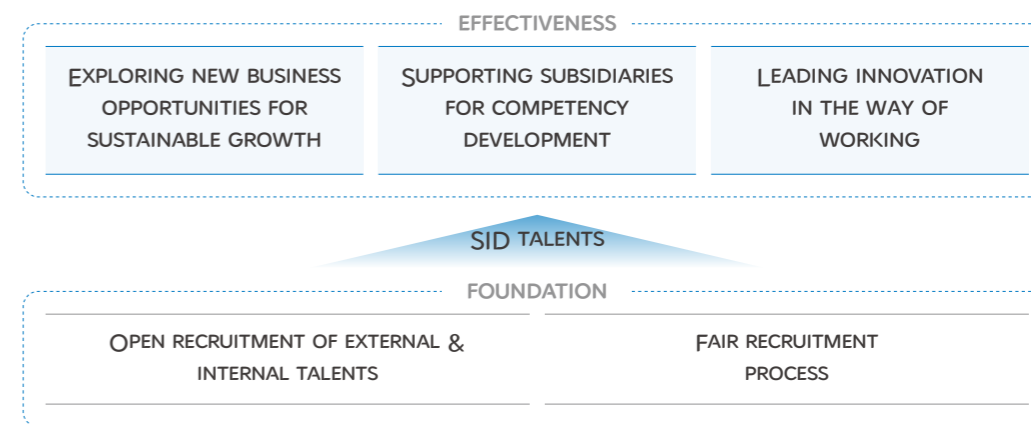
AREA	CASE
DEMAND FORECAST	Big data analysis on consumer preferences and trends to plan the operation of CJ CGV movie theaters
MARKETING/ PERSONALIZATION	Developed Personalized AI Copywriter that automatically generates marketing copies optimized for customer tendencies.

1) NLP: Natural Language Processing

DEVELOPMENT OF ENTREPRENEURIAL TALENT FOR MARKET LEADERSHIP (SID, STRATEGIC & INNOVATIVE DIVISION)

CJ Corporation's SID recruitment program is designed to identify entrepreneurial individuals who will drive innovation-led future growth. We are committed to securing competent experts by providing opportunities to all employees as well as external talents. In order to support talents recruited from SID program for their fast onboarding and grow as leaders, we provide personalized training programs based on individual skill levels and demands.

SID talents collaborate with subsidiaries to carry out consulting projects to tackle various strategic issues, and through those experiences, they are developing their insights and potentials as leaders. They analyze and monitor market trends, regulatory changes and consumer trends in order to catch up new business opportunities for a sustainable growth of the CJ Group. We will keep supporting and motivating them to grow fast as CJ leaders with providing diverse learning experiences.



DEVELOPMENT OF TOP TALENT



DEVELOPMENT OF INTERVIEWERS WHO DISCOVER TOP TALENT IN LINE WITH CJ GROUP'S IDEAL CANDIDATES



2,500 INTERVIEWERS

As of the end of October 2022



Mandatory training

Applicant survey

Assess the effectiveness of interview

Monitor the capacity for interview

TALENT DEVELOPMENT

COMPANY-DRIVEN TALENT DEVELOPMENT	EMPLOYEE-DRIVEN COMPETENCY ENHANCEMENT	COLLABORATIVE TALENT DEVELOPMENT AND SUPPORT
<ul style="list-style-type: none"> · CJ Corporation: development of executive potential & leaders · Subsidiaries: development of industry experts 	<ul style="list-style-type: none"> · CJ Corporation: improvement of employee competency and expertise · Subsidiaries: development of global talent 	<ul style="list-style-type: none"> · Subsidiaries: industry-academic cooperation for talent development

COMPANY-DRIVEN TALENT DEVELOPMENT

① Development of executive potential

CJ Corporation built the CJ Leadership Pipeline to develop expertise for top professionals and executive potential with global competitiveness. Distinctive developmental approaches tailored to each stage have been employed. To develop fundamentals with a focus on understanding and empathy for CJ Management Philosophy, management competency and leadership, and global expertise, we provide effective development programs such as CDP, coaching and mentoring, and diverse trainings programs to our employees. CJ Corporation and its subsidiaries identify high-potential individuals early on and help them to grow into executives through personalized development programs.

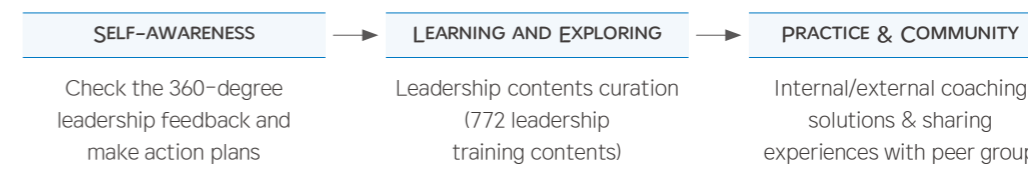
EXECUTIVE POTENTIAL DEVELOPMENT CURRICULUM

GOALS BY STAGE	PHILOSOPHY	MANAGEMENT COMPETENCY		LEADERSHIP COMPETENCY		GLOBAL	
		Organized by CJ Corporation	Organized by Subsidiaries	Organized by CJ Corporation	Organized by Subsidiaries		
CEO	Executives Workshop	CEO Program	Business Challenge	CEO Successor Development	Mentor	Mentor Development Program	
CEO CANDIDATES	New Executive Orientation Program, Recruited Executive Integration Program						Executives Coaching
EXECUTIVES CANDIDATES	CJ Corporate Philosophy	Management Forum	Trend Leading Insight	Management Case Study	Leadership Case Study	Leadership Discovery	Senior Manager Program
POTENTIAL TALENT	Management competency and leadership fundamentals for the next generation executives Basic knowledge and understanding of industries and organizations through case study		GMP Global Management Program	Shadowing	Talent Club	Talent Mentoring	New Manager Program
		Action Learning	Global Expert	Social Lab	Visioning Workshop	Pre-leadership	

② Development of Leaders

CJ Corporation introduced Leadership Plus, a learning platform exclusively for leaders. Based on the result of the 360-degree leadership assessment¹⁾ provided by Leadership Plus, participants can recognize their strengths and weaknesses, come up with their own development plans in areas of improvement, and review the results. Leadership Plus provides access to around 770 learning resources, including not only instructional information for strengthening managerial competencies, but also leadership guidance for fulfilling tasks. Going forward, we will continue to support the growth of leaders by developing diverse contents and improving effectiveness of the platform.

LEADERSHIP PLUS STRUCTURE



1) CJ conducts 360-degree leadership assessment based on the CJ Leadership Model once a year for individual and organizational leadership development

OUR PRACTICE

③ Development of Industry Experts (CJ ENM)

CJ ENM Entertainment Division and Commerce Division introduced various programs to foster industry experts. The Entertainment Division provides training programs on understanding content production and professional competencies to foster professional producers. The Commerce Division offers a rigorous training program to cultivate skilled merchandisers, covering topics such as brand strategy and digital marketing. CJ Group will keep focusing on securing and developing talents who will lead sustainable growth of CJ.

INDUSTRY-SPECIFIC COMPETENCY ENHANCEMENT PROGRAM

ENTERTAINMENT DIVISION	<ul style="list-style-type: none"> · Broadcasting Theory and Practice, and On-Site Training · Creators Academy (Creators Boot Camp) · Creator Lounge
COMMERCE DIVISION	<ul style="list-style-type: none"> · Advanced Brand Program and Product Brand · Trend Insight Program · Digital Marketing Program · DT Expert Development Program



CJ CAMPUS

- Diverse assessment, learning, and behavioral data through CJ Campus
- Personalized content and roadmap for learning through AI curation
- Feedback and data on individual assessments and observations

EMPLOYEE-DRIVEN COMPETENCY ENHANCEMENT

① Self-driven Competency Development based on Digital Technology

CJ Corporation operates CJ Campus, a dedicated platform designed to empower employees with self-directed competency enhancement opportunities. CJ Campus is powered by an AI engine that tailors content recommendations based on various factors such as industry, age, gender, position, and job category, thereby encouraging active learning and engagement.

In 2022, we provided approximately 1,900 training contents, enabling our employees to develop their own growth strategies, gain a competitive edge, and enhance their performance. We have also expanded the range of new content to cover areas like social and cultural trends, ESG, AI, and more, broadening our insights on future industry developments.

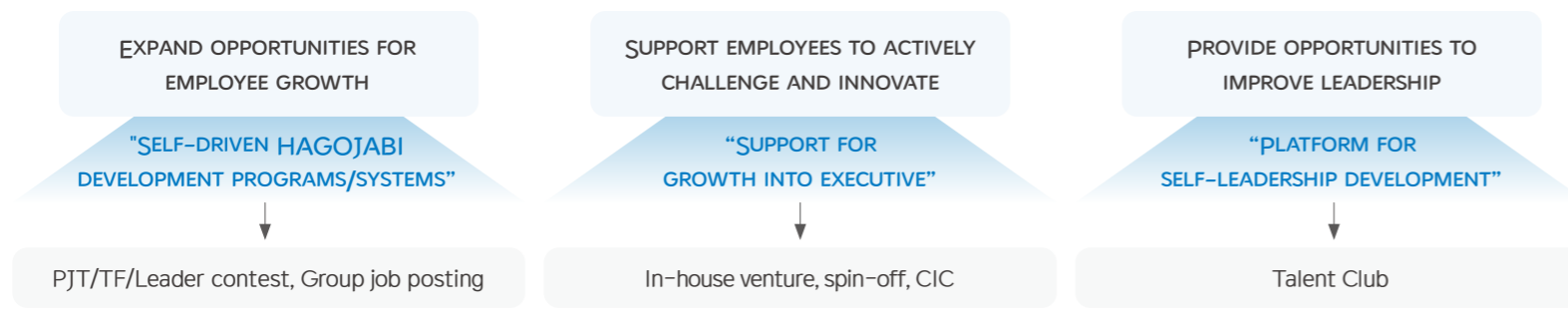
Looking ahead, we aim to elevate our content offerings and optimize our accessibility, ensuring that any employees with passion and commitment can easily access this valuable platform for personal and professional growth.

② Opportunities Based on Needs for Growth

CJ Corporation provides employees with opportunities to define their own goals and take on a variety of challenges. These opportunities are customized to meet individual growth needs. They include participation in PJT/TF contests for those interested in specific projects, leadership contests for those with aspirations to lead, and job postings that enable employees to apply for roles that align with their interests within the group.

Additionally, we allow employees to engage in in-house ventures, spin-offs, and CICs to bring their new business ideas to life. Potential leaders have access to learning platforms such as the Talent Club, an online community that fosters a company-wide network aimed at nurturing their development as effective leaders.

We are committed to expanding these self-driven growth opportunities, encouraging our employees to challenge themselves and unlock their full potential.



OUR PRACTICE

③ Becoming Global Leaders CJ CHEILJEDANG

CJ CheilJedang has introduced CJ & me: Create your Journey, an HR system aimed at enhancing employees' global expertise and the company's business competitiveness. Our goal is to establish a virtuous cycle where employees grow, contribute to the company's sustainability, and, the company, in return, creates more opportunities for our employees.

As part of this strategy, the Global Career Market offers diverse opportunities to employees worldwide. Newly introduced this year, it attracted numerous applications from our global workforce, with selected individuals working in subsidiaries across various locations.

The Global Exposure Program also enables employees to engage in short-term global projects, overcoming physical and cultural barriers.

In the future, we will expand opportunities for employees to enhance their global expertise through the Global Talent Development System (CJ & me).

CJ & ME : CREATE YOUR JOURNEY (CJ CHEILJEDANG GLOBAL TALENT DEVELOPMENT SYSTEM)



OUR PRACTICE

TALENT ACQUIRING AND DEVELOPMENT THROUGH COLLABORATION

① Nurturing Project Leaders Specialized in Future Technologies (AI)

CJ Corporation, in partnership with Seoul National University, has developed the APL (AI Project Leadership) course to enhance the skills and expertise of project leaders. This curriculum is designed to provide a holistic understanding of AI technology, covering aspects such as AI trends, data utilization, and AI-based products and services. Additionally, it aims to improve business acumen by fostering the ability to create plans and strategies for innovative business ventures that merge the realms of business and AI. Recognizing the rapid evolution of AI technology, our approach involves ongoing collaboration with external experts. This collaboration is focused on understanding AI trends and seamlessly integrating them into every aspect of our business operations.

DETAILS OF THE APL COURSE

CATEGORY	PROGRAM
BUSINESS AND AI TRENDS	Management in the AI era and application to Industry 4.0 services
UTILIZING AND MANAGING DATA	Data-driven decision-making, AI ethics and legal policies
AI CONCEPTS AND THEORIES	Deep Learning Basics and others
AI-POWERED PRODUCTS AND SERVICES	AI and human communication, and trends in e-commerce application of AI technology
PROJECT MANAGEMENT	Practice of AI project application

② Executive Potential Development Through Collaboration with Specialized Institutions

CJ Corporation has implemented a range of internal and external programs aimed at nurturing executive potential to lead CJ Group. One such program is the GMP (Global Management Program), an in-house MBA program developed in partnership with Seoul National University Graduate School of Business. This program features lectures by Seoul National University professors, offering participants the opportunity to enhance their management skills by acquiring fundamental knowledge in areas like business strategy, digital technology, finance, marketing, and HR.

For CEO candidates, we offer the Business Challenge course, a collaborative initiative with global consulting firms. This program engages participants in addressing medium to long-term business challenges, strategy development, organizational management, and vision planning, providing valuable insights from a CEO's perspective. Through direct communication with industry experts, corporate clients, and partners, we ensure the training is effective, realistic, and aligned with current trends.



③ Specialized Business Talent Development CJ FRESHWAY

CJ Freshway has developed specialized graduate-level academic programs aimed at training professionals in the food distribution and service sector. In 2021, in collaboration with Yonsei University, the company launched the MFD (Master of Food Distribution Course), which stands as the industry's pioneering training program. It is tailored to equip food distribution professionals with both knowledge and practical skills. Building on this success, in 2022, CJ Freshway introduced the MFS (Master of Food Service Course), a novel training program designed for nutritionists, chefs, and service staff in the food service industry.

COURSE	PROGRAM	COMPLETION
YONSEI UNIVERSITY MFD (MASTER OF FOOD DISTRIBUTION COURSE)	· Programs for the food distribution industry, from commodity sourcing to marketing, logistics, sales, finance, accounting, and strategy	36 employees
YONSEI UNIVERSITY MFS (MASTER OF FOOD SERVICE COURSE)	· Advanced job-specific programs for menu item development, food styling, customer service, and trends · Programs for basic subjects (e.g., business administration, humanities, food technology, ESG, and global trends)	28 employees

CJ CHEILJEDANG

CJ CheilJedang partners with domestic universities to execute a range of industry-academia collaboration initiatives, all with the objective of nurturing professionals within the food and bio sectors. These initiatives encompass joint research efforts, special lectures, and on-site training opportunities, ensuring that students gain valuable real-world experience and build industry-specific skills.

COURSE	PROGRAM
KOREA UNIVERSITY "FOOD/BIO TALENT DEVELOPMENT"	Collaborative research in the bio and food sectors, curriculum-related business classes and technical seminars, on-the-job training, and industrial training
INHA UNIVERSITY "TRAINING PROGRAM LOOKING FOR PROSPECTIVE CJ EMPLOYEES"	Projects to solve on-site problems through online and offline training (e.g., AI-based food process optimization and power system optimization for food plants)
POSTECH LIFE SCIENCE DEPARTMENT "TALENT DEVELOPMENT/RECRUITMENT"	Development of bio technical experts

HUMAN RIGHTS MANAGEMENT FRAMEWORK

OUR APPROACH

Human rights awareness has progressed from a worker-centered demand to a social need at large. This evolution highlights the increased interest in and importance of equitable treatment for all individuals. Inadequate management of human rights risks can lead to business disruptions, posing a substantial risk that could impact the survival of the corporation. CJ Group realizes this importance and intends to actively respond to the needs of internal and external stakeholders, including supply chains, as well as employees.

CJ Group, due to the inherently people-centric nature of its operations, is exposed to human rights risks. Also, as we engage with various suppliers, there is a possibility of human rights issues arising among the suppliers. Hence, CJ Group will champion human rights management with the aim of fostering a culture of respect internally, and extending it across the supply chain to cultivate a novel ecosystem within our respective industries.

POLICIES [CJ CORPORATION HUMAN RIGHTS MANAGEMENT DECLARATION](#)

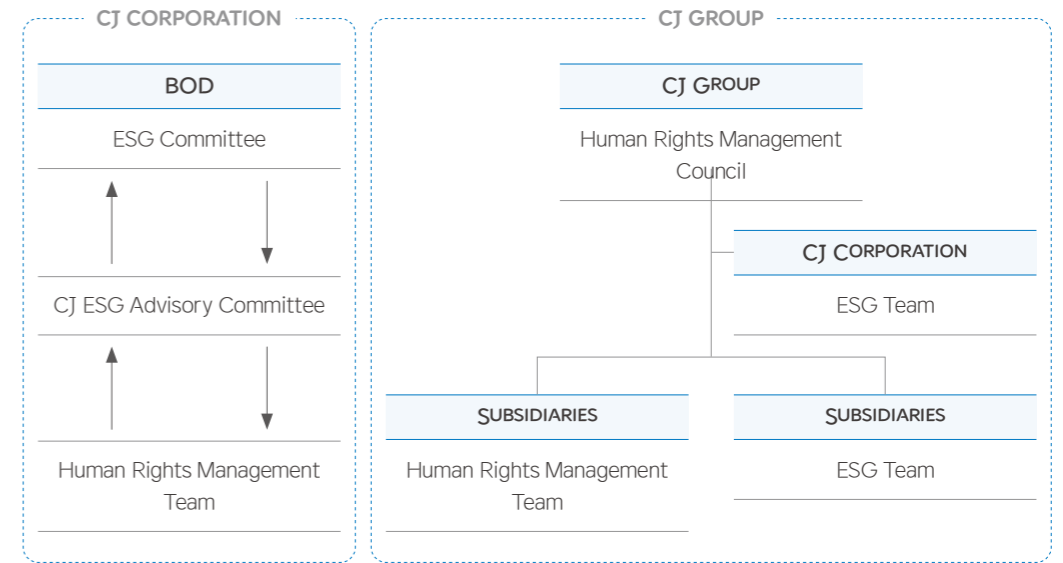
In May 2022, CJ corporation announced the Group's standard policy for promoting human rights management through the Declaration on Human Rights Management. Based on this, our subsidiaries have established policies that reflect the characteristics of their respective industries and are refining their implementation process.

HUMAN RIGHTS MANAGEMENT SYSTEM	PREVENTION OF RISKS	REMEDIATION	SCOPE OF APPLICATION
<ul style="list-style-type: none"> · Risk identification → monitoring → improvement → remediation · Communication with stakeholders 	<ul style="list-style-type: none"> · Forced/child labor · Harassment in workplace · Discrimination · Workplace safety · Information security of stakeholders 	<ul style="list-style-type: none"> · Online reporting system · Third-party reporting channels · Customer center 	<ul style="list-style-type: none"> · Domestic and international business sites · Subsidiaries and business partners · Customers and local communities

ROADMAP



IMPLEMENTATION SYSTEM



OPPORTUNITIES & RISKS

ISSUES & TRENDS	OPPORTUNITIES	RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
<ul style="list-style-type: none"> · GROWING SOCIETY-WIDE HUMAN RIGHTS AWARENESS · GROWING CONSUMER DEMAND FOR HUMAN RIGHTS PROTECTION · INTERNATIONAL STANDARDS AND SYSTEMS RELATED TO HUMAN RIGHTS 		●	<ul style="list-style-type: none"> · Corporate reputation risk (e.g., consumer boycotts) · Increased financial risks 	<ul style="list-style-type: none"> · Promotion of human rights management · Establishment of implementation system
<ul style="list-style-type: none"> · ENHANCING REGULATIONS ON HUMAN RIGHTS · INCREASED DEMAND FOR CORPORATE RESPONSIBILITY IN THE SUPPLY CHAIN 		●	<ul style="list-style-type: none"> · Negative impacts on business operations (e.g., processes) · Legal sanctions and NGO issues 	<ul style="list-style-type: none"> · Business sites/ supply chain due diligence
<ul style="list-style-type: none"> · LEGISLATION TREND ON REMEDIATION FOR HUMAN RIGHTS VIOLATIONS · POTENTIAL HUMAN RIGHTS RISKS 		●	<ul style="list-style-type: none"> · Growing need for ongoing management of human rights risk · Need for human rights awareness of employees 	<ul style="list-style-type: none"> · Remedy process · Enhanced protection of human rights


CJ GROUP HUMAN RIGHTS MANAGEMENT COUNCIL

CJ Group promotes human rights through a culture of respect. The 2022 formation of the Group Management Council led subsidiaries to establish dedicated teams and decision-making systems for human rights. The Human Rights Management Council, a hub for group initiatives, facilitates communication through regular working-group meetings to collaboratively address challenges.

SCHEDULE	AGENDA OF CJ GROUP HUMAN RIGHTS MANAGEMENT COUNCIL
Q1 2022	<ul style="list-style-type: none"> Discuss the direction of group-wide human rights management Share best practices in subsidiaries, group policies, and roadmaps
Q2 2022	<ul style="list-style-type: none"> Study on establishment of human rights due diligence process reflecting characteristics of business Lectures on trends in domestic and international human rights management Human rights risks and response in the entertainment industry
Q3 2022	<ul style="list-style-type: none"> Share best practice and insights into human rights due diligence at overseas workplaces Case study on due diligence at CheilJedang's Indonesia/Vietnam operations Discuss how to manage human rights risk on supply chain Case study on due diligence at Sineui-island salt farm (CJ CheilJedang's supply chain), and CJ Logistics' business partners
Q4 2022	<ul style="list-style-type: none"> Discuss human rights due diligence process and conduct pilot test Sharing the findings and impact of the due diligence pilot at CJ ENM Entertainment Division's content sites Review the accomplishment of human rights management of the year and discuss the plans for the upcoming years
Q1 2023	<ul style="list-style-type: none"> Share the internal best practice of CJ Logistics on development of human rights management system Findings & implications from the human rights due diligence on its 40 business sites and 5 suppliers Cases of development/implementation of human rights training program for employees

ESTABLISHMENT OF IMPLEMENTATION SYSTEM

The human rights management implementation system consists of establishing governance, policies, and operating systems. In order to ensure that each subsidiary establishes governance for human rights management, CJ Corporation organized a dedicated team for human rights management, formed a working-level council, and supported the establishment of a top decision-making body. CJ Corporation also instituted standardized policies across all subsidiaries to ensure consistent practices and business operations in compliance. Subsequently, foundational procedures and assessment criteria were supplied to establish operational frameworks, including processes like the human rights impact assessment. CJ Corporation will extend its assistance to aid subsidiaries in enhancing their practices in accordance with the distinct characteristics of their individual businesses.




GOVERNANCE

- Top decision-making body
- Working-level group council
- Dedicated teams/functions



POLICIES

- Human Rights Management Declaration
- Internal regulations/guidelines



OPERATING SYSTEM

- Indicators for human rights impact assessment
- Due diligence process
- Remediation process

PROMOTION OF HUMAN RIGHTS MANAGEMENT

CJ Corporation supports subsidiaries in establishing human rights implementation systems, conducting workplace and supply chain due diligence, and facilitating stakeholder communication process. We provide resources for system implementation, monitoring, and share success stories of subsidiaries to create synergies among them. Our dedication is to raise awareness, and foster a human rights-respecting culture through engaging with stakeholders, encompassing remedy measures. With CJ Corporation's support, CJ CheilJedang, CJ Logistics, and CJ ENM are at the forefront of promoting human rights management, while other subsidiaries including CJ CGV, CJ Foodville, and CJ OliveNetworks are taking steps to establish the human rights management system.

	ESTABLISHMENT OF IMPLEMENTATION SYSTEM			BUSINESS SITES/SUPPLY CHAIN DUE DILIGENCE		COMMUNICATION WITH STAKEHOLDERS	
	GOVERNANCE	POLICIES	OPERATING SYSTEM	BUSINESS SITES	SUPPLY CHAIN	RELIEF PROCESS	ENHANCED PROTECTION OF HUMAN RIGHTS
CJ CORPORATION	●	●	●			●	●
CJ CHEILJEDANG	●	●	●	●	●	●	●
CJ LOGISTICS	●	●	●	●	●	●	●
CJ ENM	●	●	●	●	●	●	●
CJ CGV	●	○	○	○	○	●	●
CJ FRESHWAY	●	○	○	○	○	●	●
CJ FOODVILLE	●	○	○	○	○	○	●
CJ OLIVENETWORKS	●	○	○	○	○	●	●

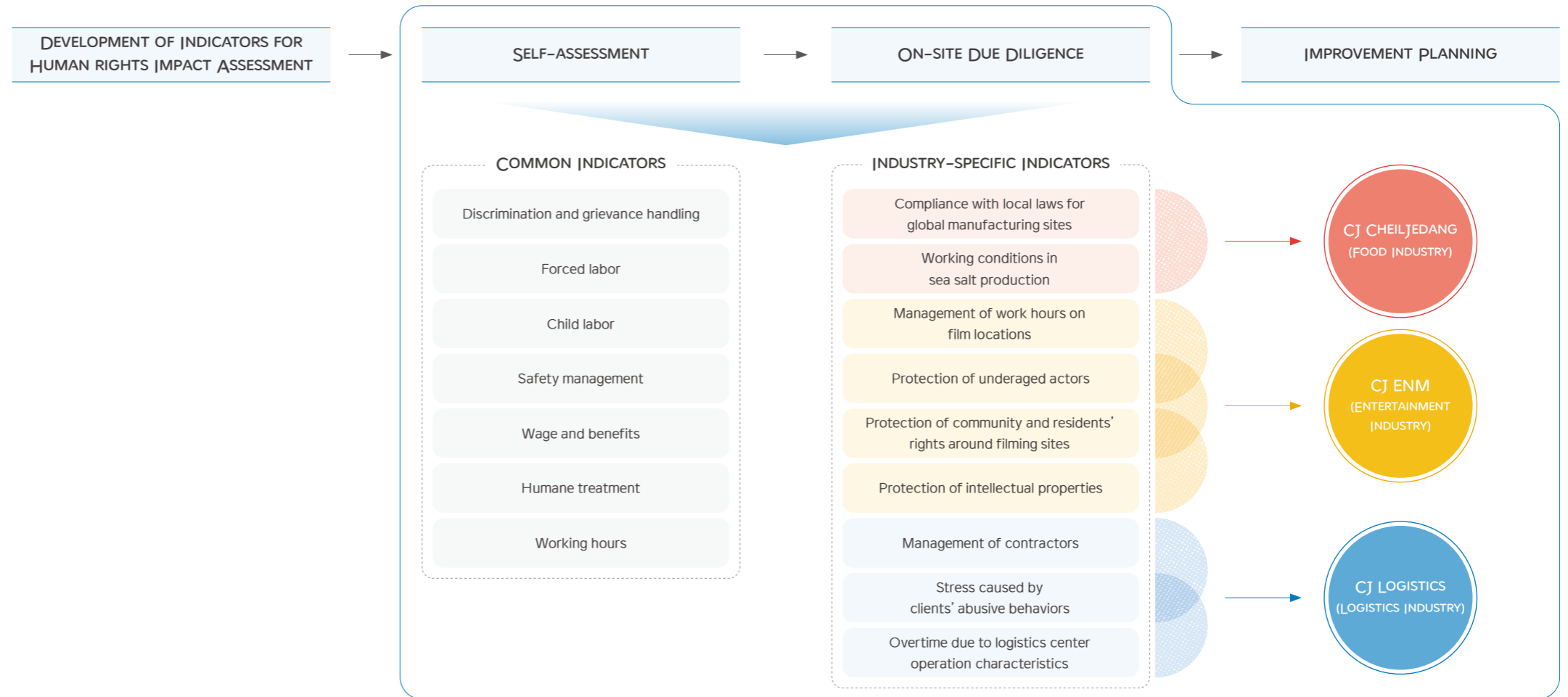
※ Other subsidiaries are benchmarking the best practices shared by leading subsidiaries and establishing human rights management systems in line with the nature of their businesses

BUSINESS SITES/SUPPLY CHAIN DUE DILIGENCE

CJ Corporation supports the development of a human rights impact assessment process to take a more proactive approach in identifying and responding to human rights risks to employees, suppliers, customers and local communities throughout each subsidiary's business activities. CJ CheilJedang, CJ Logistics, CJ ENM, and other leading subsidiaries have expanded the scope of human rights due diligence to include not only domestic business sites but also overseas operations and suppliers. CJ CheilJedang conducted on-site due diligence on overseas business sites and domestic supply chains while CJ Logistics conducted human rights due diligence on its domestic business sites and suppliers. CJ ENM, in particular, did due diligence on the content production environment to identify risks and build improvement plans in light of the industry's unique nature.

CJ Corporation is planning to establish a human rights due diligence process in line with the nature of business and, in the long term, expand the scope to include the global supply chain to manage human rights risks throughout the entire value chain.

BUSINESS SITES/SUPPLY CHAIN HUMAN RIGHTS IMPACT ASSESSMENT PROCESS



OUR PRACTICE

DUE DILIGENCE ON OVERSEAS BUSINESS SITES & SUPPLY CHAIN CJ CHEILJEDANG

CJ CheilJedang conducted human rights due diligence at overseas business sites and supply chains to identify risks and tasks for improvement. Through due diligence, it also assessed the overall human rights risks associated with discrimination and child labor, as well as compliance with local labor laws and regulations. In addition to the due diligence, CJ CheilJedang also provided training session to local employees to share its human rights management policies and directions together with its improvement activities. Going forward, CJ CheilJedang will expand the scope of human rights due diligence to global business sites and supply chains.



Human Rights Training in Vietnam in 2022

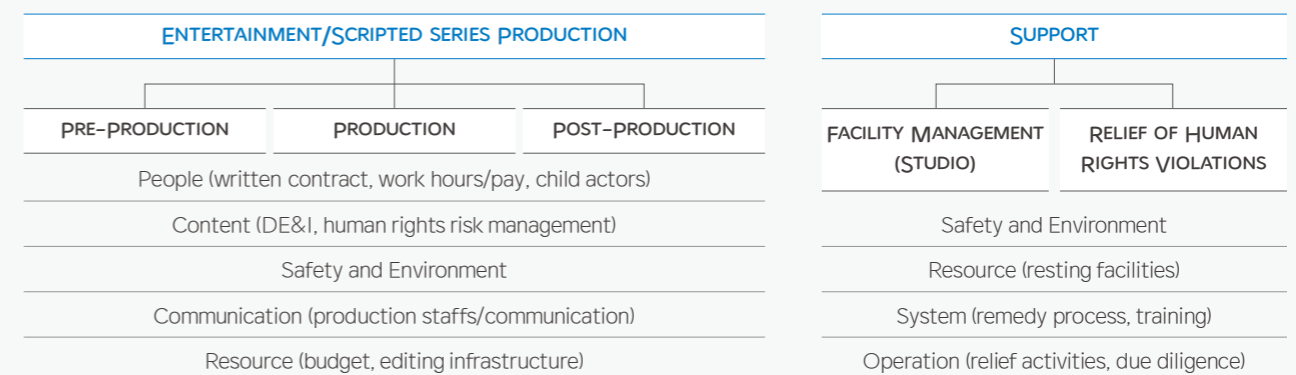
MAJOR IMPROVEMENTS AS A RESULT OF DUE DILIGENCE

CATEGORY	SCOPE	KEY AREAS OF IMPROVEMENT
OVERSEAS SITES	INDONESIA (PASURUAN, JOMBANG)	<ul style="list-style-type: none"> Manage labor contracts in compliance with legal standards Manage overtime (e.g., weekends/holidays)
	VIETNAM (KIZUNA, VUNG TAU)	<ul style="list-style-type: none"> Define execution system (e.g., Human Rights Management Policy) Manage overtime Proactive guidance and consideration during pregnancy, childbirth, and return to work Establish relief processes (e.g., grievance reporting, implementation, and feedback)
SUPPLY CHAIN	KOREA (SINEUIDO BAY SALT)	<ul style="list-style-type: none"> Check risks associated with employment contract for labor relationships Review human rights risks during quality checks Review and support system implementation for mitigating human rights risks

DUE DILIGENCE ON CONTENT CREATION SITES CJ ENM

The CJ ENM Entertainment Division assessed human rights impact in 3 main areas: 'Corporate Operations Management,' 'Content Production Business Management,' and 'Human Rights Management for Partners.' Focused on Corporate Operations, we conducted comprehensive due diligence for employees and on-site inspections for scripted series and non-scripted shows, aligning with the criteria set forth in the Business Management for Content Production category. An external committee ensured impartiality. Identified improvement areas include human rights training, enhancing remedy processes, safeguarding underage actors, and integrating Diversity, Equity, and Inclusion (DE&I) in content production.

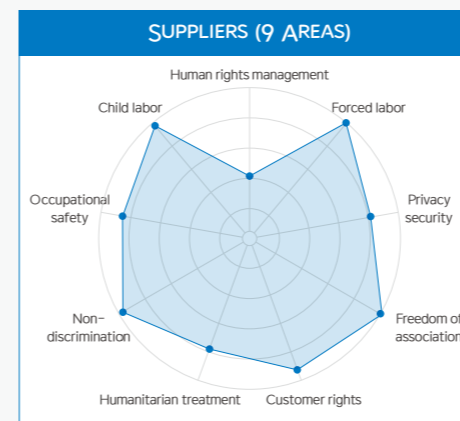
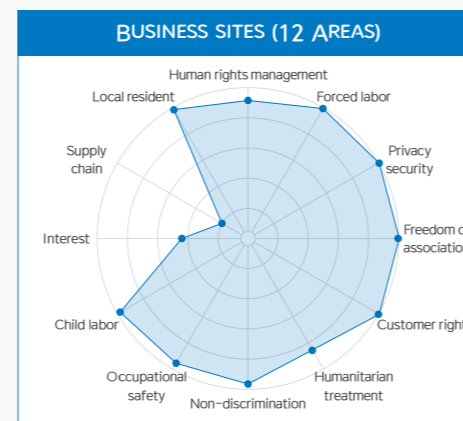
ON-SITE DUE DILIGENCE INDICATORS FOR CONTENT CREATION



DUE DILIGENCE ON BUSINESS SITES/SUPPLIERS CJ LOGISTICS

In 2022, CJ Logistics carried out human rights due diligence at 40 of its business sites and assessed the practices of 5 key suppliers. By conducting on-site evaluations and interviews, we pinpointed areas where improvements were necessary. These findings served as the basis for formulating detailed action plans aimed at enhancing our human rights practices.

Looking forward, our commitment extends to broadening the scope of our human rights due diligence efforts. This expansion will encompass the parcel/e-commerce, CL, forwarding, and resort sectors, as well as an extended focus on our supplier network.



CATEGORY	PLANS FOR IMPROVEMENT
BUSINESS SITES	<ul style="list-style-type: none"> Review and apply on-site solution to streamline work process Distribute guidance to prevent contingent and labor issues Request to enforce customer service worker protections to problematic business partners Expand human rights training programs for managers to prevent violations Secure communication channels with local community
SUPPLIERS	<ul style="list-style-type: none"> Develop an incentive system for ESG management with suppliers Provide suppliers with consulting services for establishment of ESG management system including human rights management Provide suppliers with guide booklets to enhance working environment and training materials for managers Provide guidance on preventing human rights violations whenever they are identified, and be prepared to terminate contracts in cases of persistent violations, in accordance with the compliance pledge signed by our suppliers

COMMUNICATION WITH STAKEHOLDERS

REMEDY PROCESS (GRIEVANCE HANDLING CHANNEL)

CJ Group is actively addressing human rights violations through various grievance mechanisms, including the anonymous Online Report system (CJ Ethical Management Website). We encourage individuals to report issues freely, ensuring privacy and protection for whistleblowers. Reports can also be submitted through external reporting channel (K-Whistle), whereby reports received are independently processed by the relevant department. In 2022, we received 101 human rights-related reports, validating 70. Updates on investigations are provided via the "Online Report" platform, and immediate actions are taken for valid reports, following internal regulations. Looking ahead, we are committed to enhancing grievance handling by disclosing corrective actions tailored to each violation, reinforcing transparency and fairness in our procedures.

GRIEVANCE HANDLING PROCESS



HUMAN RIGHTS VIOLATION REPORTING CHANNEL



SPREAD "CULTURE OF RESPECT" THROUGH OPEN COMMUNICATION

CJ Group hosts labor-management forums called "Open Council" to enhance employee communication with management and address their needs. In the quarterly 'Open Council' meeting held in 2022 by CJ Corporation, proposals for improving the working environment, healthcare, and welfare were discussed, influencing ongoing efforts to advance employee well-being.

ENHANCED PROTECTION OF HUMAN RIGHTS

CJ Group is committed to raising awareness of human rights among its employees through regular training programs and reinforcing its human rights management in the long-term. These mandatory training sessions cover vital topics such as workplace harassment, sexual harassment, and disability awareness in the workplace. To ensure accessibility, we employ various communication channels, including card news and internal announcements. As we move forward, we plan to expand the scope of these training initiatives to our global business sites, business partners, and subsidiaries, with the overarching goal of fostering a culture of human rights management that permeates throughout the entire group.

OUR PRACTICE

CREATION & OPERATION OF HUMAN RIGHTS TRAINING CONTENT CJ LOGISTICS

CJ Logistics conducted online human rights training for all employees to increase awareness on human rights management. The program covered human rights concepts and risks specific to the logistics industry. Over 90% of employees participated, and we will continue our ongoing training to internalize human rights values, prevent violations, and protect the rights of our members and stakeholders.



HUMAN RIGHTS TRAINING FOR NEW EMPLOYEES CJ CHEILJEDANG

CJ CheilJedang offers a Human Rights & Culture training program for its new employees. The program covers fundamental concepts like human rights, our code of conduct, and human rights management. Moreover, it introduces our corporate culture aiming for 'Zero Human Rights Risk.' Through this training program, we emphasize the importance of human rights protection and enhance awareness among employees.

DE&I FRAMEWORK

OUR APPROACH

CJ Group actively promotes Diversity, Equity, and Inclusion (DE&I) through its fundamental principles of "Priority to Human Resources" and "Respect." To meet growing DE&I demands, CJ Corporation has established a comprehensive DE&I framework and roadmap across the entire group. Aligned with the commitment to HR innovation, we aim to infuse DE&I principles into all aspects of our HR practices and corporate culture, as well as to products and services, fostering these values within our organization and society.

VISION

CJ, A PLACE WHERE EVERYONE ASPIRES TO JOIN, WORK AND GROW TOGETHER
 "CJ EMBRACES THE DIVERSITY OF GROUPS AND INDIVIDUALS, AND PROMOTES RESPECTFUL CORPORATE CULTURE"

AREAS OF FOCUS

ACQUISITION & DEVELOPMENT OF DIVERSE TALENT (DIVERSITY)

FAIR OPPORTUNITIES FOR GROWTH & EVALUATION SYSTEM (EQUITY)

INCLUSIVE & RESPECTFUL CORPORATE CULTURE (INCLUSION)

ACTION PRINCIPLES

- Respect the diverse characteristics and backgrounds of each employee, including gender, age, culture, nationality, race, and religion, and prohibit any form of discrimination
- Enhance diversity in leadership to incorporate a broader range of perspectives into decision-making
- Establish a system to acquire and develop diverse talents

- Abolish seniority system that puts emphasis on age, experience, or title and provide opportunities for all employees to compete and grow fairly
- Establish a fair and transparent evaluation system based on the level of competency and performance

- Create a culture of respectful communication and self-motivated engagement to generate ideas, solutions, and results from diverse perspectives
- Promote a healthy work-life balance and enhance inclusive benefits for all generations
- Foster an inclusive corporate culture that embraces all stakeholders, including suppliers, customers, and communities.

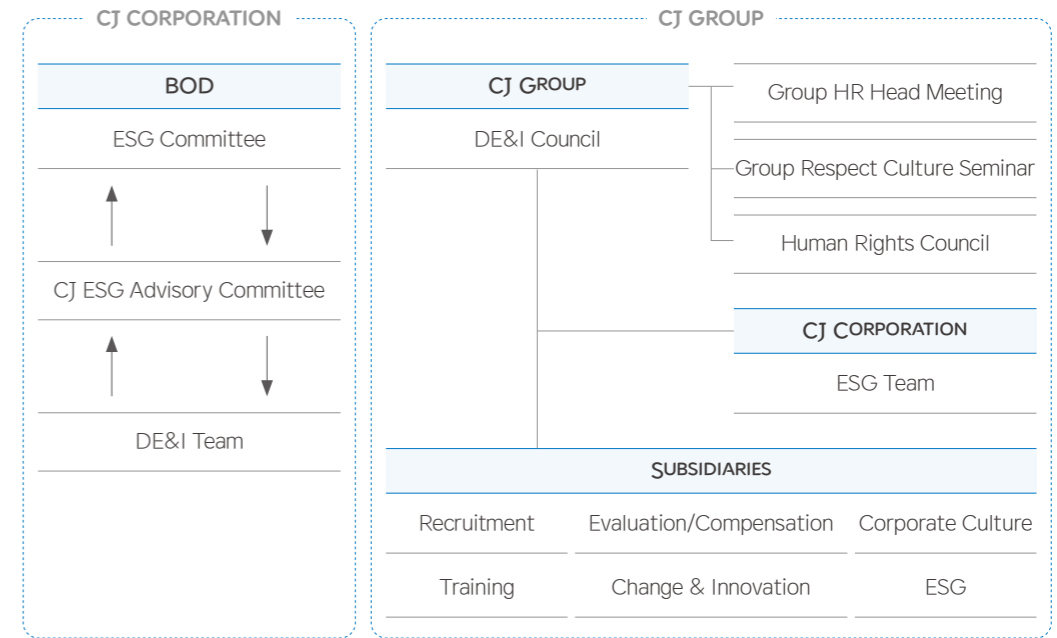
MID/LONG-TERM ROADMAP

GOAL

AREAS OF FOCUS

FOUNDATION	2023	ADVANCEMENT	2025	INTERNALIZATION OF PERFORMANCE	2030
① Set directions for the CJ Group		④ Advance performance management		⑦ Make substantial progress	
② Establish standards/systems		⑤ Build supply chain management system		⑧ Build global management system	
③ Establish internal and external communication channels		⑥ Expand communication (→suppliers)		⑨ Expand communication (→global)	

IMPLEMENTATION SYSTEM



DE&I COUNCIL

CJ Group is committed to embedding DE&I in HR and corporate culture, with dedicated councils focusing on specific areas. These councils drive discussions that are converted into actions, bolstering DE&I performance.

COUNCIL	DE&I AGENDA
GROUP HR HEAD MEETING	· Group HR strategy and key priorities · Major progress in organizational culture and best practices
GROUP RESPECT CULTURE SEMINAR	· Analysis of the current status of the group's welfare benefits and directions for improvement · Implementation and operation of flexible work hour systems
HUMAN RIGHTS COUNCIL	· Directions and tasks for DE&I implementation · Establishment of DE&I indicators

POLICY CJ DE&I POLICY 

CJ will embody our dedication and commitment to the DE&I Framework within the CJ DE&I Policy, fostering communication with stakeholders and promoting awareness throughout society.

CJ DE&I POLICY

CJ is committed to fostering diversity and nurturing mutual respect among individuals and groups, aligning with our core values of "Priority to Human Resources" and "Respect."

We aim to create an environment where diverse talents are enthusiastic about participating, working, and growing together.

In every facet of our business, CJ adheres to the following principles to ensure that the culture of respect extends to all stakeholders, including employees, customers, suppliers, and local communities.

Acquisition & Development of Diverse Talent (Diversity)

1. CJ respects the diversity of individuals' backgrounds, characteristics, and experiences, encompassing factors such as gender, age, nationality, race, religion, and physical or mental disabilities, among others, as we seek to acquire and nurture talents. We are resolutely opposed to any bias or discriminatory conduct stemming from these distinctions.

Fair Opportunities for Growth & Evaluation System (Equity)

2. CJ offers growth opportunities that empower individuals with the drive and potential to challenge themselves in tasks, education, and promotions. We ensure the best rewards for exceptional performance through a fair and transparent evaluation system.

Inclusive & Respectful Corporate Culture (Inclusion)

- 3. CJ promotes an innovative culture by encouraging employees to share their perspectives, ideas, and novel solutions within a flexible and flat-structured organization rooted in our "Nim Culture." Additionally, we empower employees to autonomously select work environments that align with their lifestyles and job requirements.
- 4. CJ has implemented inclusive benefits that cater to a diverse range of ages, family situations, and leisure and cultural activities, ensuring that employees and their families stay happy and healthy while maintaining a good work-life balance. Through these initiatives, we aim to foster respect for all employees, building trust and a strong sense of belonging within the company.
- 5. CJ will take a leadership role in the industry by extending our culture of diversity and respect to encompass our business partners, including suppliers and customers. This commitment ensures that everyone can enjoy our products, services, and contents.

CJ will continue to evolve and grow as we champion diversity, aiming to transform not only our business performance and industry ecosystem, but also our society as a whole.

OPPORTUNITIES & RISKS

ISSUES & TRENDS	OPPORTUNITIES	RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
· GROWING SOCIAL AWARENESS OF DE&I	●		· New business opportunities by developing new products and services with a DE&I perspective	· Improving diversity in leadership
· INCREASING DEMAND FOR SOCIAL RESPONSIBILITY FOR EMBRACING THE UNDERPRIVILEGED FOR SOCIAL SOLIDARITY		●	· Need to improve work environment for people with disabilities	· Expanding employment for people with disabilities
· SENSITIVITY TO INEQUALITY ISSUES			· More business-specific job development for people with disabilities	
· GENERATIONAL DIFFERENCES IN VALUES DUE TO CHANGING TIMES/ENVIRONMENT			· Increased risk of talent turnover	· Fair competition and opportunities to take on challenges
· INCREASING DEMAND FOR COMPENSATION BASED ON COMPETENCE/PERFORMANCE INSTEAD OF SENIORITY SYSTEM		●	· Need for competency/performance-based evaluation and reward systems	· Implement a fair performance evaluation system
· INCREASING CASES OF EARLY RESIGNATION OF MZ GENERATION			· Reduced economic output due to employee disengagement	· Expand fair compensation based on performance
· GROWING TREND FOR SHARING PERSONAL THOUGHTS, OPINIONS, AND EXPERIENCES			· Employee engagement driving economic performance	· Inclusive work environment
· INCREASE IN THE NUMBER OF SINGLE-PERSON HOUSEHOLDS AND MZ GENERATION EMPLOYEES	●		· Growing need for flat/inclusive organizational culture	· Expanding inclusive benefits
· PREFERENCE FOR CORPORATE CULTURE AND WORK ENVIRONMENT OVER JOB STABILITY				

ACQUISITION & DEVELOPMENT OF DIVERSE TALENT (DIVERSITY)

IMPROVING DIVERSITY IN LEADERSHIP

CJ Group is actively cultivating a corporate culture where individuals with competence and determination can thrive, irrespective of gender, age, seniority, or position. We are particularly committed to expanding the pool of diverse leadership role models by identifying and empowering talented women. Currently, women make up 53% of our workforce, with 15.3% of all executives in 2022 being women. CJ Group is dedicated to nurturing diverse talents to become leaders and drive the growth of the CJ Group.

CJ CHEILJEDANG FEMALE EXECUTIVES

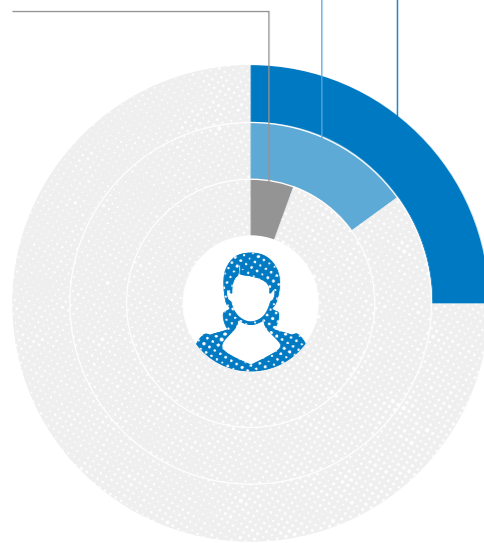
25.1%

CJ GROUP FEMALE EXECUTIVES

15.3%

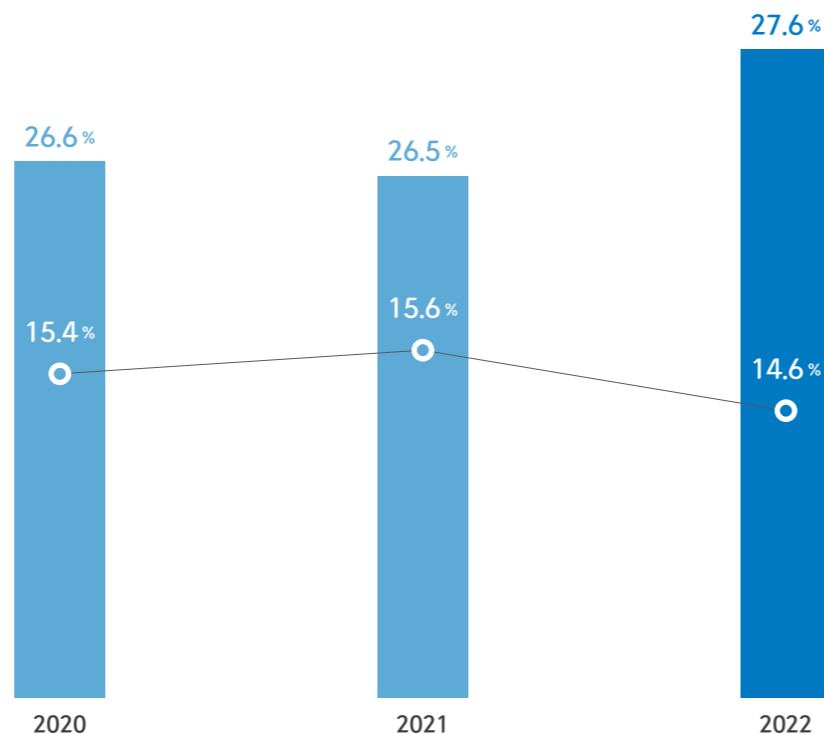
PERCENTAGE OF FEMALE EXECUTIVES AT TOP 100 KOREAN COMPANIES:

5.6%



PERCENTAGE OF FEMALE EXECUTIVES

- Percentage of Female Executives in CJ Group
- The Economist's Glass-Ceiling Index in 2023 - Percentage of female managers in OCED member states



OUR PRACTICE

EXPANDING EMPLOYMENT FOR PEOPLE WITH DISABILITIES

“IN THE COLLABORATIVE WORKPLACE, CJ FOODVILLE TAKES THE LEAD” CJ FOODVILLE

CJ Foodville is taking the lead in promoting DE&I to create sustainable social values by increasing the number of employees with disabilities. As a result, the company's employment rate of people with disabilities reached 4.2% as of the end of December 2022, exceeding the mandatory rate of 3.1% and nearly tripling the domestic rate of 1.49% of full-time employees with disabilities as of 2021. Going beyond the expansion of employment opportunities for people with disabilities, we have broadened the scope of job diversity for employees with disabilities. Previously limited to supporting or clerical positions, we have extended the job range to include customer-facing roles.

We are also committed to ensuring a safe working environment for employees with disabilities. The managers responsible for hiring individuals with disabilities are certified professionals, allowing them to better comprehend the challenges that may arise in the course of their duties and provide the required support. As a result, we have made significant achievements, employing up to 5 individuals with disabilities per VIPS restaurant, and our longest-serving employee with disabilities has been with us for nearly 20 years.



CJ Foodville with Diverse Employees

INCLUSIVE SOCIETY WITH NON-DISCRIMINATORY EMPLOYMENT CJ FRESHWAY

CJ Freshway has steadily increased its employment of individuals with disabilities in recent years, surpassing the legal employment rate of 3.1% since 2019. Notably, we are actively promoting inclusive employment without distinction of disabilities, as 60% of hired individuals with disabilities are those with severe disabilities. We have established a solid foundation for the program's expansion, designating personnel responsible for recruiting individuals with disabilities at each location and implementing our subsidy system.

In addition to recruitment efforts, we have prioritized the retention of employees with disabilities by creating safe and comfortable work environments and introducing support programs aimed at enhancing job security and welfare benefits.

* Source: Global Search Firm in 2022

OUR PRACTICE

DE&I AWARENESS WORKSHOP FOR LEADERS CJ CHEILJEDANG

CJ CheilJedang, in partnership with the Graduate School of Education at Seoul National University, has developed a DE&I workshop program. The program's primary objectives include expanding awareness of the importance of DE&I, analyzing the root causes of DE&I-related challenges, and promoting the practical application of DE&I principles within the workplace. This workshop was specifically designed for 12 team leaders from relevant global departments, as they play a pivotal role in enhancing DE&I awareness among our employees. The workshop spanned 8 hours and featured activities such as DE&I awareness assessments, problem scenario solutions, and action plans aligned with the program's objectives.

The DE&I workshop program is a tailor-made curriculum specifically designed for CJ CheilJedang. Its content is structured around real-life cases to heighten realism and boost educational effectiveness. Moreover, we have enriched the program by seeking guidance from external experts to ensure content expertise. To maximize learner engagement, we have incorporated a diverse range of activities that facilitate practical application.

Moving forward, CJ CheilJedang intends to expand the DE&I workshop program to encompass not only leaders but also team members. We also plan to introduce a variety of activities aimed at raising awareness, encouraging our employees to deeply contemplate the true essence of DE&I.

CHANGE IN DE&I AWARENESS

AREAS OF FOCUS

DE&I CONCEPT AND IMPORTANCE

RECOGNIZING & ADDRESSING UNCONSCIOUS BIAS

DE&I IMPLEMENTATION PLANNING (WAYS OF WORKING/ LEADERSHIP/COMMUNICATION)

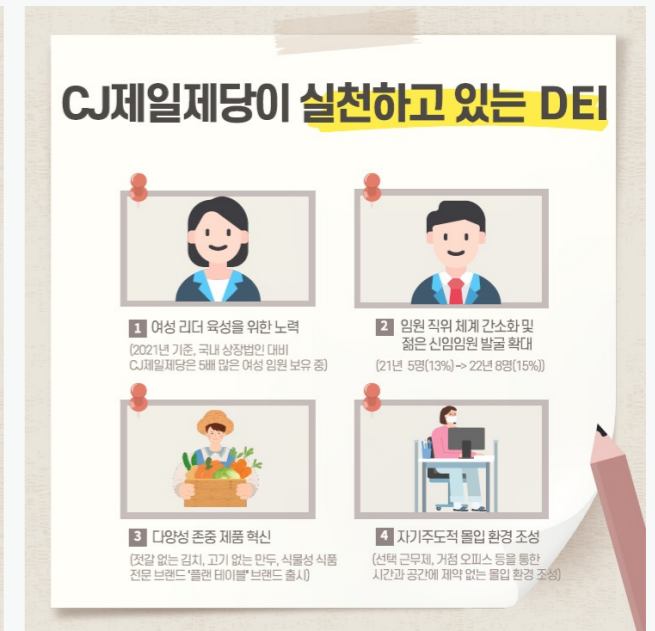
DE&I AWARENESS SCORE AFTER WORKSHOP (MAX. 5 POINTS)

BEFORE

3.79

AFTER

3.94



DE&I Workshop

DE&I Workshop Materials



176
FINALISTS
THROUGH JOB POSTING

FAIR OPPORTUNITIES FOR GROWTH & EVALUATION SYSTEM (EQUITY)

FAIR COMPETITION AND OPPORTUNITIES TO TAKE ON CHALLENGES

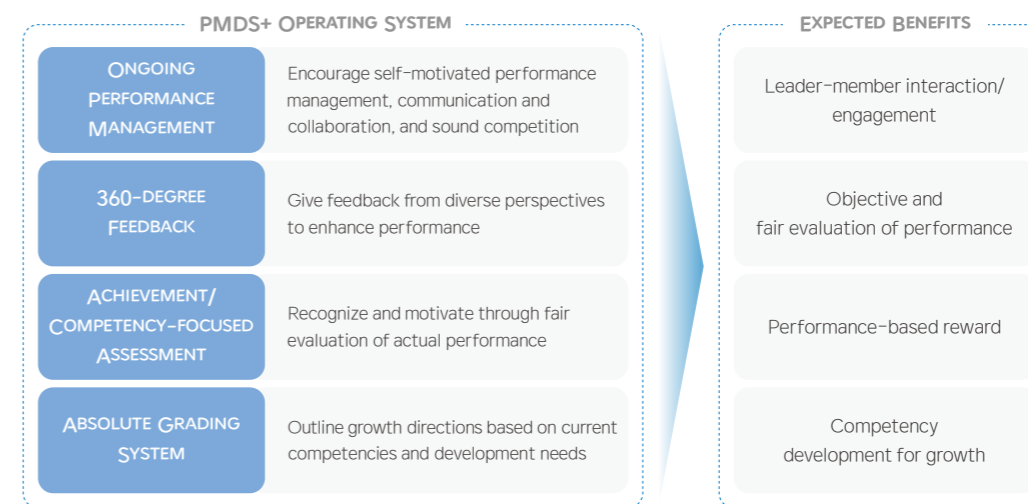
CJ Group conducts fair and transparent performance evaluations aimed at eliminating a seniority system that prioritizes age, experience, or title. Our objective is to offer equal growth and career advancement opportunities to individuals who are willing and proactive. To eradicate the seniority system, we have streamlined the job levels within the group and its major subsidiaries. Additionally, we have introduced various programs, including PJT/TF and leadership contests, to provide opportunities for those who seek them.

One featured program is the job posting initiative, which has been implemented to create opportunities for dedicated and capable employees across different roles and businesses. This program enables employees to apply for various positions and projects within the group, free from restrictions based on their current roles. Furthermore, it stimulates employees to excel in areas of their interest and actively shape their career paths. In 2022, we opened 100 job postings at the group level, and we have plans to extend this system to our overseas business sites in the future.



IMPLEMENT A FAIR PERFORMANCE EVALUATION SYSTEM

CJ Group's PMDS+ aims to replace seniority systems, fostering enhanced performance and growth for the company and its employees.



EXPAND FAIR COMPENSATION BASED ON PERFORMANCE

CJ Group is improving its motivation system by tying employee incentives to fair performance evaluations. We have developed diverse compensation systems tailored to each subsidiary's business, aligning performance-based structures with distinct job roles.

SUBSIDIARIES	AWARDS
CJ CHEILJEDANG	· Inno X Bonus (instant reward to outstanding performers)
CJ ENM	· (Entertainment Division) Quarterly reward for excellent content
CJ ENM	· (Commerce Division) High performance and new trial award
CJ OLIVEYOUNG	· Stock options for key performers
CJ FRESHWAY CJ FOODVILLE CJ CGV	· High performer reward program
CJ OLIVENETWORKS	· CEO Awards ① Change & Innovation Best (significant achievements using DT technology) ② ONLYONE Best (first, best, and differentiated achievement) ③ ESG Best (individual-level social contribution to improve corporate reputation)



CJ WORK ON (BASE OFFICE)

9,424 USERS

(Accumulated data as of December 2022)

INCLUSIVE & RESPECTFUL CORPORATE CULTURE (INCLUSION)

INCLUSIVE WORK ENVIRONMENT

Horizontal Communication based on Respect – “Nim Culture”

CJ Group made history as the first Korean company to implement a horizontal communication policy known as “Nim Culture,” rooted in the group’s core values of “Priority to human resources” and “Respect.” This initiative has effectively dismantled the sense of hierarchy inherent in traditional organizational structures, fostering a corporate culture that values equality and individuality. In the future, CJ Group will further expand our communication channels to encourage open dialogue and mutual respect in the workplace.

Communication Channels for Fostering Diversity

In the face of rapid social shifts, intergenerational communication is more crucial than ever. In 2022, CJ Group revamped our corporate culture survey, “CJ Voice ON,” to capture MZ generation perspectives. The survey aims to promote empathy, align with our vision, and boost organizational commitment. Results were analyzed by generation, class, and gender to identify improvement areas. Building on insights, CJ Group actively fosters understanding through diverse channels like town hall meetings, CEO letters, and on-site visits, encouraging intergenerational and cross-cultural dialogue.

KEY CHANGES IN CJ VOICE ON

FREQUENT SURVEY	SIMPLIFIED QUESTIONS
Ongoing analysis of employee sentiment/perception according to changes in environment/trends	Simple and easy-to-understand questions for the MZ generation
MORE OPEN-ENDED QUESTIONS	MOBILE APPLICATION
More opportunities to directly express their thoughts	Anytime & Everywhere accessibility - making it easier to respond

Self-driven Immersive Working Environment

We are creating a self-driven immersive work environment that promotes innovation and diversity of employees. Our flexible work schedule program lets employees choose when they work, extending beyond the mandatory 4-hour workday. CJ Work On, our central office hub, offers 5 locations in Seoul, where employees can autonomously select their workspace.

OUR PRACTICE

INNO IT! CAMPAIGN CJ CHEILJEDANG

At CJ CheilJedang, we actively organize campaigns that engage all employees in fostering innovation and cultivating a flat corporate culture. In line with CJ Group’s global “Nim Culture” naming policy, we introduced the “Call My Nickname Campaign,” encouraging the use of nicknames (including English names or Korean initials) when addressing colleagues.

Furthering our commitment to horizontal communication, we initiated the “Round Table Campaign,” which promotes open and free seating arrangements during meetings. This approach encourages more robust exchange of ideas and opinions among employees.



INNO IT! Campaign Promotional Materials

“JEONGSEONG POCHA” FOOD TRUCK FOR EMPLOYEES OF LOGISTICS CENTER CJ FRESHWAY

CJ Freshway recently organized a special food truck event aimed at boosting morale among employees and suppliers at our logistics centers, just in time for the Chuseok (Korean Thanksgiving) holiday. Recognizing the round-the-clock efforts of logistics workers, the event, dubbed “Jeongseong Pocha” (named after our CEO), ran from 6:00 p.m. to 3:00 a.m. During this time, we provided snacks and beverages to 2,400 employees, and our CEO personally visited 5 logistics centers across the country to show his appreciation.

This event is just one example of CJ Freshway’s commitment to fostering open communication. We are consistently engaging with our employees through various channels, including CEO meetings, regional office visits, and innovative initiatives like the Metaverse LAN party program, which brings together employees and executives in a virtual world.



“Jeongseong Pocha” Food Truck



CJ GROUP FLEXIBLE WORK HOUR SYSTEM

23,521 USERS

(As of 2022)

* Flexible work hour system refers to 'staggered commute', 'flexible working hours' and 'selective work schedule'

EXPANDING INCLUSIVE BENEFITS

Supporting Individual Lifestyle

CJ Group is continuously expanding our employee benefits in accordance with changing lifestyles and trends. In 1998, we were the very first to introduce reward points laying the foundation for a benefit programs tailored to individual needs. To enhance the well-being of our employees, we provide a wide range of benefits for leisure, recreation, and cultural experiences, drawing on the resources of our group. We are also committed to promoting healthy lifestyles for both employees and their families.

As we look ahead, we will further expand our benefits programs to accommodate shifting social dynamics, including the increase of single-person households and the number of employees from the MZ generation.

Work & Life Balance

CJ Group is committed to promoting a healthy work-life balance for our employees, ensuring their well-being and comfort. In line with this commitment, we have introduced flexible work arrangements, including selective and staggered schedules, to accommodate diverse needs of

our employees. We also actively encourage employees to make the most of their vacation days and take vacation without going through manager approval process. To further support our employees, we offer the "Creative Week" program, allowing them to take 2 weeks off on their 3rd, 5th, 7th, and 10th year of employment for self-development and to foster creativity.

We recognize the importance of maternity protection, and as part of our efforts to prevent career interruptions, we have expanded our support system. This includes providing up to 6 months of fertility leave for female employees undergoing treatment and procedures. Additionally, we offer up to 2 years of leave for those adopting children or accompanying a spouse on an overseas assignment or study program.

In our commitment to fostering a family-friendly environment, we have extended parental leave, allowing employees to take an extra year off in addition to the legally mandated 1-year parental leave. Many of our subsidiaries have been recognized as family-friendly companies by the Ministry of Gender Equality and Family, reflecting our dedication to promoting a culture of respect and embracing diversity within our community. We will continue to lead in these efforts.

CJ GROUP EMPLOYEE BENEFITS



LIFESTYLE

- Reward points for lifestyle benefits (e.g., movies, shopping)
- Employee discount benefits for CJ products and services
- Other benefits



REFRESH

- Travel support (e.g., condominiums, hotels, travel packages)
- Incentives for long-term employment (e.g., Creative Week, rewards for long-term employment)



HEALTH & WELLNESS

- Medical expenses (co-payments for medical bills, child support expenses for disabled children)
- Medical examinations (including checkups for you and your spouse), psychological counseling
- Group insurance (worker's compensation)
- Affiliated clinics (clinics in the office building, partnership with university hospitals)



FAMILY CARE

- Support for family occasions
- Housing fund
- Family-friendly/maternity leave
- Extended leave for marriage

OUR PRACTICE

FAMILY-FRIENDLY CORPORATE CERTIFICATION WITHIN CJ GROUP¹⁾

(As of December 31, 2022)

CERTIFIED SUBSIDIARIES (8)



1) A system organized by the Ministry of Gender Equality and Family that certifies companies/ organizations for their family-friendly programs and policies including support for childbirth and parenting, flexible work schedules, and family-friendly workplace

FIRST NON-MARITAL GRANT IN THE INDUSTRY CJ LOGISTICS

In response to the growing number of unmarried individuals, CJ Logistics has introduced the "Non-Marriage Grant" program, a pioneering initiative in the industry. Upon posting a notice of their non-marital status declaration on the company's website, applicants are entitled to receive KRW 1 million and a 7-day leave. This program aims to boost employee satisfaction and engagement by extending benefits to accommodate diverse lifestyles and adapt to changing trends.

CGV CERTIFIED AS FAMILY-FRIENDLY COMPANY FOR 9 CONSECUTIVE YEARS CJ CGV

Since its initial certification as a family-friendly company in 2014, CJ CGV has consistently maintained this status for 9 consecutive years, up to 2022. CJ CGV has introduced a range of programs to assist employees in achieving a healthy work-life balance, including discounts on movie tickets and at snack bars, as part of the company's commitment to supporting families. Looking ahead, we plan to further cultivate a family-friendly corporate culture.

SAFETY MANAGEMENT FRAMEWORK

OUR APPROACH

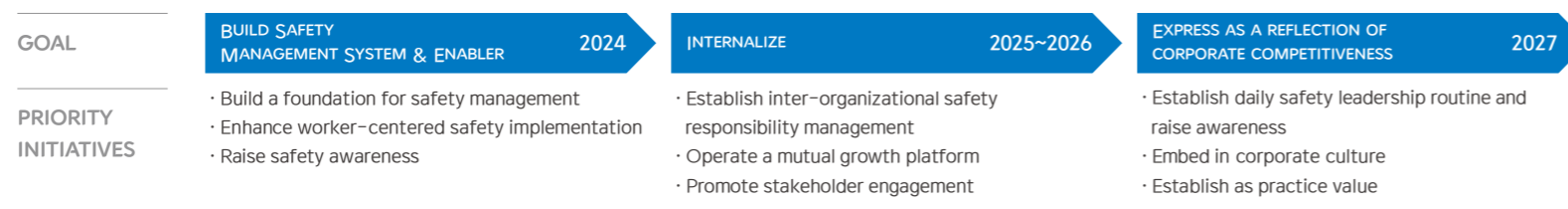
IMPLEMENTATION STRATEGY

In the first half of 2023, CJ Group implemented a safety management system based on 3 core strategies: Developing Competency, Optimizing Operating System, and Integrating Safety into Daily Practices, fostering a culture of safety across the organization.

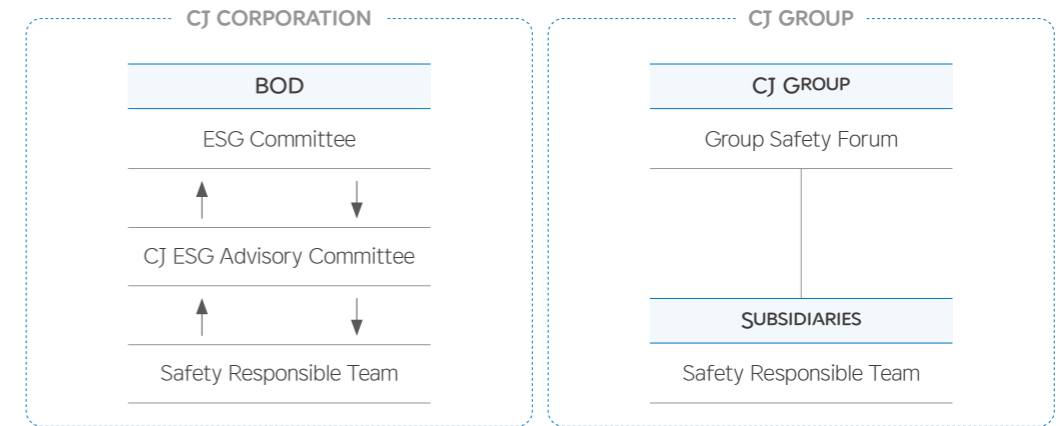


MID/LONG-TERM ROADMAP

CJ Group has established a mid/long-term roadmap to step up as a global leader in safety management by 2027. Based on the roadmap, all subsidiaries of CJ Group plan to create a safety management culture and raise awareness at every workplace.



IMPLEMENTATION SYSTEM



GROUP SAFETY FORUM

CJ Group prioritizes safety, aiming for a secure and comfortable work environment aligned with the CJ Safety Management Philosophy. CJ Corporation has a comprehensive safety management system, ensuring employees' rights to a secure workplace and extending this commitment to customers, local communities, and stakeholders. In pursuit of a leading global position in safety management, CJ Corporation runs the Group Safety Management Forum, facilitating the exchange of best practices among subsidiaries.

SCHEDULE	AGENDA
Q2 2022	<ul style="list-style-type: none"> Special lecture on chief executive's obligations to ensure safety management under the Serious Accident Punishment Act Plans to improve the group-wide safety management Case studies on the improvement of safety risks at subsidiaries
Q3 2022	<ul style="list-style-type: none"> Special lecture on occupational safety management trends under the Serious Accident Punishment Act Best practices on improving safety management processes at subsidiaries
Q4 2022	<ul style="list-style-type: none"> Special lecture on the implementation and key issues of the Serious Accident Punishment Act Case studies on the operation of safety management systems Sharing the status of safety management initiatives among subsidiaries

POLICY CJ CORPORATION SAFETY MANAGEMENT POLICY

CJ Group has formulated a safety management policy, reflecting our commitment to advancing safety management. In alignment with safety regulations and societal expectations, we have established specific policies and regulations for each subsidiary, facilitating their integration into our safety framework. Our proactive approach includes the identification and prevention of potential safety risks within our workplaces.

Moreover, we are actively fostering a culture of prioritizing safety, aiming for all stakeholders, including employees, suppliers, and customers, to embrace the core value of safety.



OPPORTUNITIES & RISKS

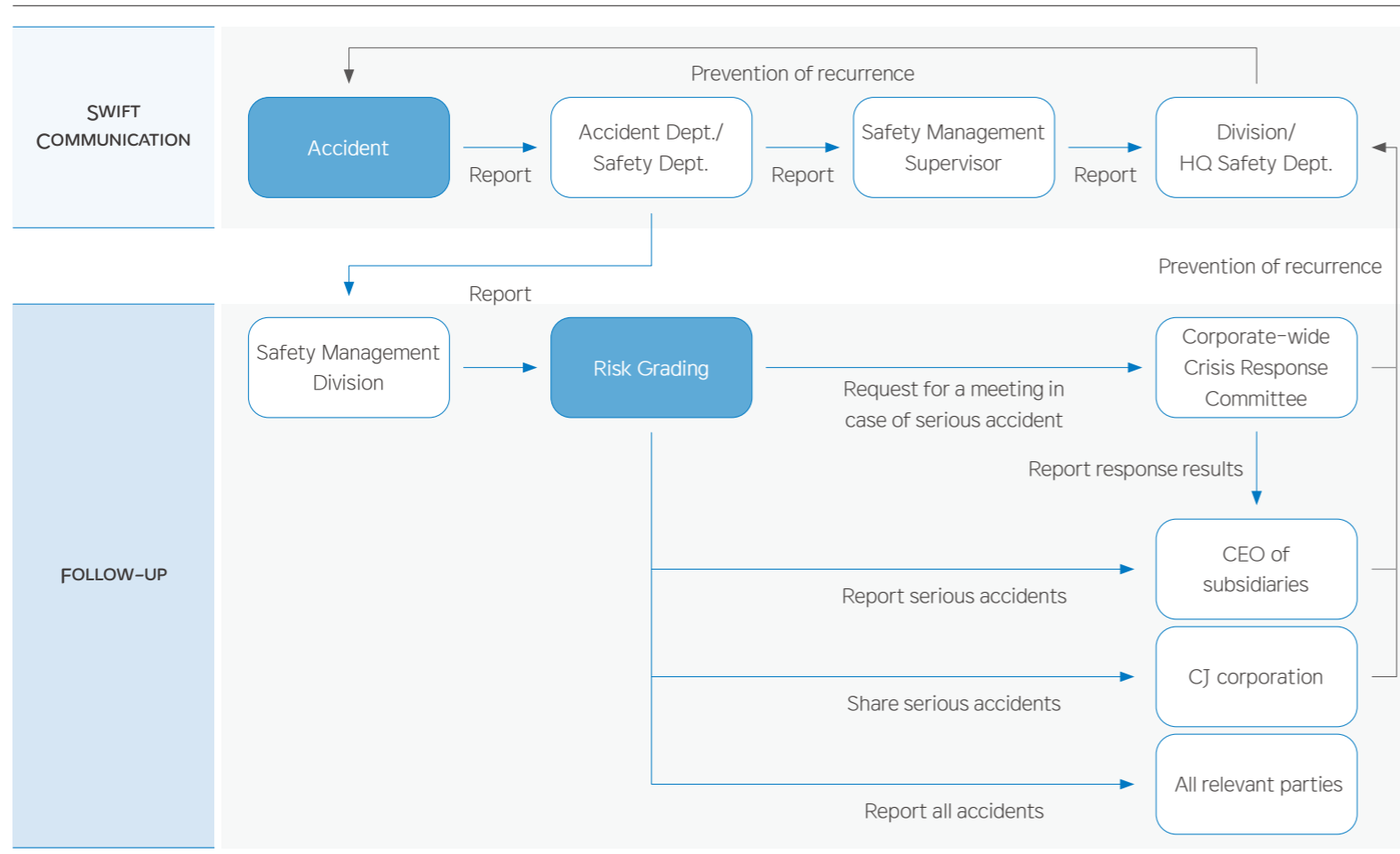
ISSUES & TRENDS	OPPORTUNITIES	RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
<ul style="list-style-type: none"> · INCREASING NUMBER OF REGULATORY REQUIREMENTS (E.G., SERIOUS ACCIDENT PUNISHMENT ACT) · INCREASING GLOBAL CONSENSUS ON SAFE WORKPLACES 		●	<ul style="list-style-type: none"> · Enhanced compliance requirements for safety-related regulations · Strengthened global safety management systems 	<ul style="list-style-type: none"> · Building a foundation for safety management practices
<ul style="list-style-type: none"> · INCREASING NUMBER OF COMPANIES ADOPTING THE RIGHT TO STOP WORKING TO PREVENT INDUSTRIAL ACCIDENTS 		●	<ul style="list-style-type: none"> · Securing on-site response capability to reduce industrial accidents 	<ul style="list-style-type: none"> · Strengthening on-site safety
<ul style="list-style-type: none"> · GROWING AND DIVERSIFYING SAFETY RISKS 		●	<ul style="list-style-type: none"> · Industrial accidents occurred due to a new incident, other than the existing types 	<ul style="list-style-type: none"> · Raising safety awareness

BUILDING A FOUNDATION FOR SAFETY MANAGEMENT PRACTICES

CJ GROUP'S SAFETY RISK RESPONSE PROCESS

CJ Group is committed to mitigating risks by swiftly responding to various business risks, including human accidents (e.g., industrial incidents, infectious diseases) and physical accidents (fires, explosions, natural disasters). In the event of an accident, prompt reporting to the relevant department is mandatory, with real-time communication to the Safety Management Division. The incident is assessed, graded, and addressed according to established protocols. Post-resolution, a recurrence prevention plan, is developed and integrated into ongoing safety measures.

CJ GROUP'S SAFETY RISK RESPONSE PROCESS



GLOBAL SAFETY MANAGEMENT GOVERNANCE

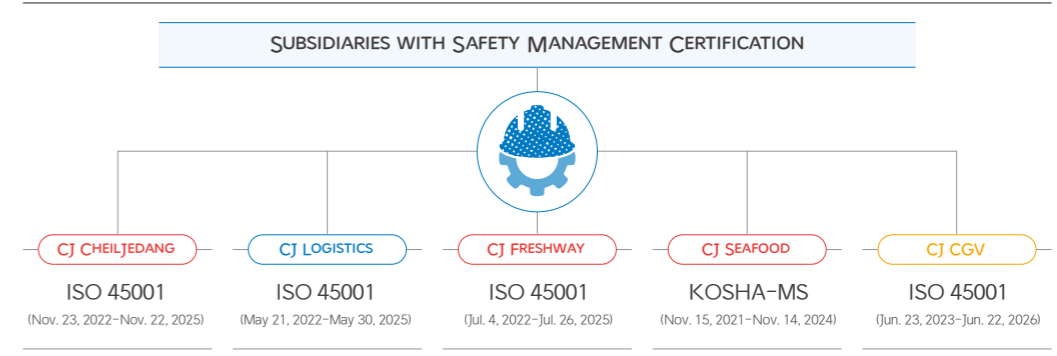
Expanding globally, we have instituted a safety management system for local sites, focused on preventing accidents, addressing safety gaps, and ensuring continuous business operations. The Global Audit Team within the CJ CheilJedang Safety Management Division oversees this worldwide system, evaluating and mitigating risks at both country and site levels. Our aim is to analyze all 59 CJ CheilJedang sites by 2024 and later extend this initiative to other subsidiaries' overseas sites.

GLOBAL AUDIT TEAM INITIATIVES

ANALYSIS OF SAFETY MANAGEMENT SYSTEM	ON-SITE RISK ANALYSIS
Create a tool for analysis in line with global business sites	Conduct a workplace audit by hazard/risk factors
Implement the improvements for enhancement of safety management level by workplace	Manage compliance analysis

SAFETY MANAGEMENT CERTIFICATION

CJ Group's management system is founded upon our safety principles, aimed at cultivating an exclusive safety-first "ONLYONE" culture where the well-being of both customers and employees remains our paramount concern. In line with this dedication, we actively encourage each of our subsidiaries to acquire safety management certifications to further bolster our commitment to safety.



OUR PRACTICE

GLOBAL INDUSTRIAL SAFETY IMPLEMENTATION SYSTEM CJ FOODVILLE

CJ Foodville places the utmost importance on the health and safety of both customers and employees. We prioritize safety and health practices in collaboration with our business partners, adhering rigorously to safety principles and standards as outlined in our safety management policy. To prevent accidents, the company conducts risk analysis using customized checklists tailored to each store, and regular risk assessments are carried out to continually enhance our risk management processes. Furthermore, at our manufacturing facilities, we concentrate on identifying and mitigating risks by conducting regular industrial safety analysis and operating safety councils. In our global business sites, such as those in the U.S., Vietnam, and Indonesia, we proactively prevent safety incidents through our robust safety management system. In addition, we offer technology transfer and training programs to enhance the occupational safety skills of local personnel.

STORES	MANUFACTURING FACILITIES	GLOBAL BUSINESS SITES
Preliminary safety checks	KOSHA MS operations	Regular safety checks
Regular safety checks	Safety and Health Council	Preliminary safety assessment
Risk assessment and support	Safety process management	Global safety management standards
Safety and health communication	Health management	Consistent safety activities as domestic practices
	Fire safety management	Development of competency of global managers

EHS MONITORING CENTER CJ LOGISTICS

CJ Logistics has pioneered the establishment of the logistics industry's first EHS control center, capable of monitoring approximately 500 business sites nationwide via CCTV surveillance. This state-of-the-art center is staffed with safety personnel who continuously monitor on-site conditions in real time, functioning as a centralized control tower equipped to respond swiftly to emergency situations with a team of experts specializing in safety, fire prevention, and electrical systems. Notably, field safety personnel are equipped with body cameras, enabling the control center to closely monitor situations, facilitating rapid decision-making, and allowing for immediate action to minimize potential damage.

SAFETY RISK COMMUNICATION SYSTEM (APP) CJ CHEILJEDANG

CJ CheilJedang utilizes a safety and environmental risk communication system (app) to proactively identify and address potential safety risks within our workplaces. In the event of an accident, the relevant department reports through the app, ensuring simultaneous notification to key stakeholders within swift communication channels, including HQ and the Business Safe Environment Team. Additionally, the report is shared with the company's Safety Management Division to assess and grade the risk's severity.

This approach enables real-time sharing of incidents and enhances the efficiency of safety management. It facilitates prompt actions based on the grade of the accident and ongoing monitoring for continuous improvement. In this manner, CJ CheilJedang remains committed to minimizing the risk of accidents through immediate risk management.

SAFETY MANAGEMENT PROCESS FOR CONTENT CREATION CJ ENM

Drawing upon the safety management system implemented at production sites, CJ ENM employs safety management protocols to proactively prevent accidents at every stage of content creation. Comprehensive safety manuals tailored to various work environments, including production sites, studios (commerce/scripted series), performance venues, and logistics centers, are readily accessible. These manuals serve as resources for evaluating safety management practices and identifying potential risk factors.



INDUSTRIAL SAFETY SOLUTIONS CJ OLIVENETWORKS

CJ OliveNetworks developed 3 industrial safety solutions for accident prevention and worker well-being. CollectAR, an augmented reality-based system, manages facility data on smartphones or tablets, reducing errors and serving as reliable evidence in the event of legal disputes under the Serious Accident Punishment Act. CollabAR facilitates remote communication for field workers and managers through augmented reality, enhancing safety during work. PassAR, a vision AI-based solution, manages garment compliance in facilities like food production and pharmaceutical labs, issuing real-time notifications for dress code violations. Successfully implemented at CJ CheilJedang's Namwon plant and Vietnam operations, these solutions aim to advance occupational safety globally.



PassAR

OUR PRACTICE

STRENGTHENING ON-SITE SAFETY

STOP & CARE FOR PREVENTING SECONDARY ACCIDENTS

CJ CheilJedang has introduced the "Stop & Care" initiative to our global business sites, which involves an immediate halt to operations for facility inspection in the event of a severe workplace accident. This proactive measure is implemented to both mitigate risks and provide essential psychological support to our employees.

In cases of personal injuries, such as fatalities or the loss of body parts, the company enforces a minimum 24-hour suspension of operations or the shutdown of the affected facility. During this time, a thorough inspection is conducted, including a review of protective devices. Once the workplace is deemed safe, preventative measures are put in place to avert future occurrences. Additionally, counseling services are offered to other employees working in the affected process or area.

The "Stop & Care" initiative is expected to enhance the safety of the work environment for our employees by not only addressing industrial accidents but also effectively managing the subsequent risks that may arise.

SAFETY MANAGEMENT GUIDELINE 'SAFETY CODE'

CJ Group has introduced a Safety Code to promote a safe workplace environment. We offer a range of training programs and campaign events designed to encourage voluntary employee compliance with the Safety Code. This code comprises straightforward rules that can be easily applied in daily routines. Moving forward, CJ Group remains committed to fostering open communication, ensuring that employees seamlessly integrate safety into their daily work practices.

RAISING SAFETY AWARENESS

ENHANCING SAFETY COMPETENCY

CJ Group is actively engaged in assisting our subsidiaries with the implementation of the international safety and health management system (ISO 45001) certification. We also emphasize the practice and transition to ISO 45001 as a means to enhance the expertise and capabilities of our safety personnel.

In this regard, we have conducted training programs with a strong focus on safety planning, implementation, management, goal setting, and the establishment of detailed risk assessment plans. In 2022, safety managers from CJ Freshway, CJ Foodville, Studio Dragon, and CJ CGV participated in these training initiatives.

SUGGESTIONS FOR IDENTIFYING RISK FACTORS CJ LOGISTICS

CJ Logistics has established a risk feedback community, enabling employees to identify potential risk factors leading to injuries and physical damage, and propose improvement measures. Each week, exemplary practices are shared and rewarded, fostering a culture of proactive safety awareness and responsibility among employees. The company remains dedicated to nurturing an advanced safety culture by encouraging voluntary safety management and discovering best practices.

OPENING OF VR-BASED SAFETY EXPERIENCE CENTER CJ LOGISTICS

CJ Logistics has inaugurated a state-of-the-art Safety Experience Center at the Gonjiam Mega Hub Terminal. This innovative facility boasts 42 VR devices capable of simulating various real-life scenarios. Participants can try on VR devices and immerse themselves in 3D simulations that replicate potentially hazardous situations like falls and fires. These lifelike simulations are designed to closely resemble real circumstances, aiming to heighten awareness regarding workplace safety and prepare individuals for potential accidents.

SAFETY DAY CJ FRESHWAY

Every month, CJ Freshway declares a Safety Day, with the CEO and executives personally visiting workplaces to conduct on-site inspections and interviews. This proactive approach aims to identify and eliminate potential hazards. Furthermore, all employees engage in a daily safety meeting prior to commencing work, during which they are briefed on potential hazards and safety protocols to prevent accidents.

To foster a robust safety culture, the company conducts facility inspections tailored to seasonal factors like thawing, storms, and flooding, as well as sanitation inspections to prevent food poisoning. Additionally, safety awareness programs such as fire drills are implemented to reinforce safety practices throughout the organization.



Safety Experience Center at CJ Logistics Gonjiam Hub



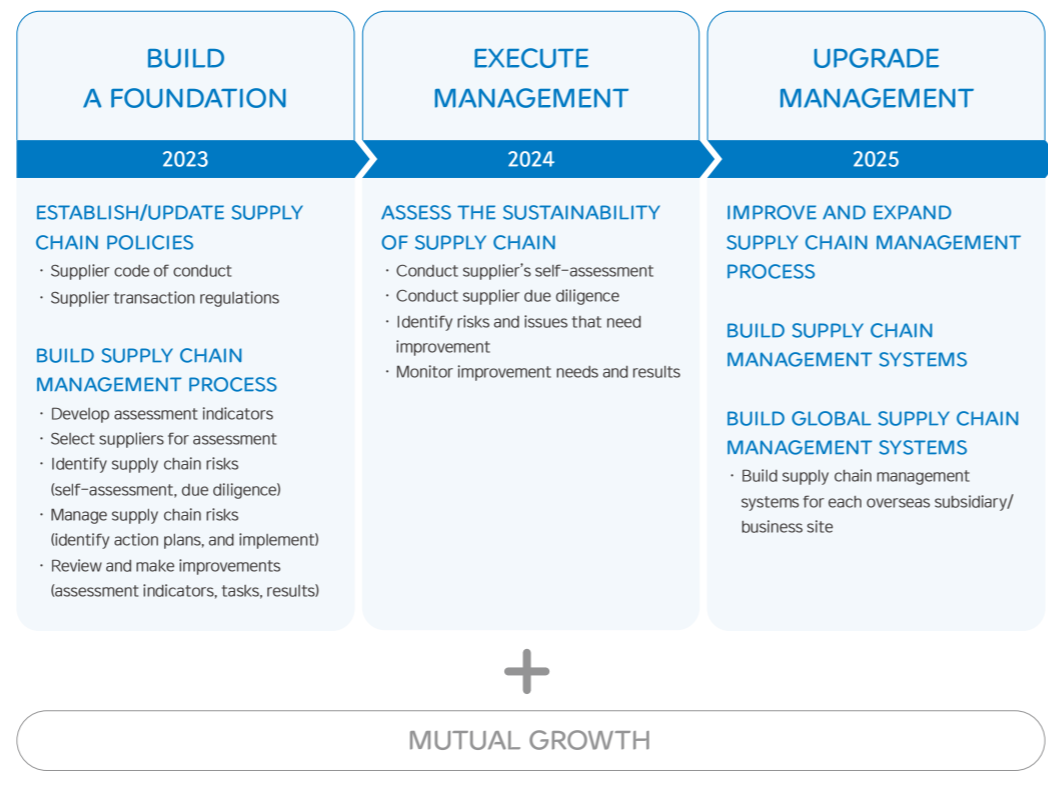
CJ Freshway Safety Day On-site Visit



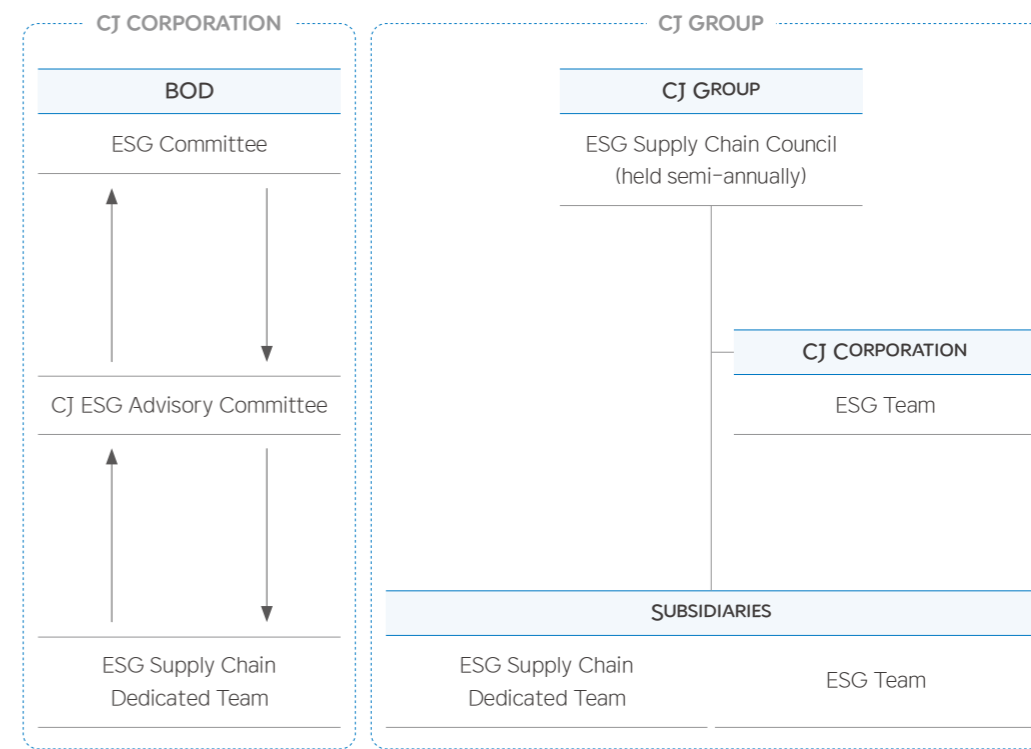
SUPPLY CHAIN MANAGEMENT FRAMEWORK

OUR APPROACH

CJ Group is committed to creating a responsible and environmentally conscious supply chain in pursuit of sustainable supply chain management. To this end, CJ Corporation has established a group-wide ESG supply chain management roadmap with the goal of gaining competitive advantages in compliance with relevant laws and regulations around the world and fulfilling social responsibility. We endeavor to enhance the group's supply chain management framework through robust supply chain policies and management protocols, and by continuously expanding the scope of application. In addition, we actively promote mutual growth that fosters sustainability among diverse stakeholders. Our commitment lies in pursuing shared growth and cultivating a sustainable industrial ecosystem while nurturing the growth of our supply chain.



IMPLEMENTATION SYSTEM

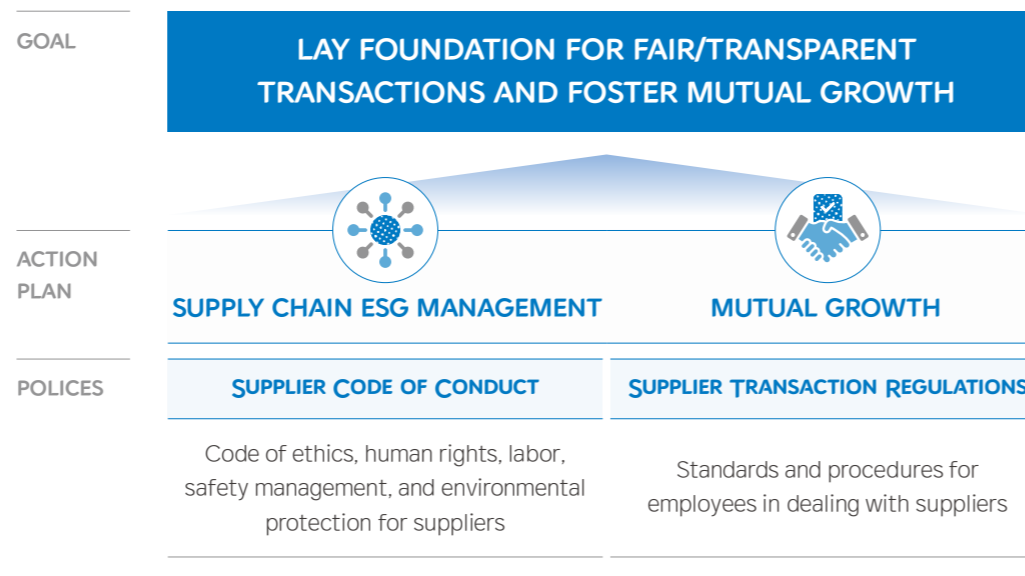


ESG SUPPLY CHAIN COUNCIL

CJ Group streamlines our supply chain management by utilizing the ESG Supply Chain Council, a platform where our subsidiaries exchange valuable experiences and insights pertaining to their respective ESG-driven supply chain management practices. In addition, trends and issues are discussed on a regular basis to prevent group-wide risks associated with the supply chain.

POLICY

CJ Group is dedicated to the effective management of our supply chain, based on our supplier code of conduct that outlines the expectations and standards for our suppliers, as well as the regulations governing equitable and transparent transactions. In conjunction with our commitment to these policies and regulations, our overarching objective is to lay a solid foundation for fair, transparent transactions founded on trust and to cultivate a sustainable supply chain conducive to mutually beneficial growth.



SUPPLIER CODE OF CONDUCT

CJ Group has a diverse supply chain as each subsidiary operates businesses in different industries. Each subsidiary is advised to set standards for supplier management by industry, establish codes of conduct, conduct assessment, and establish detailed processes to support the supply chain management system. Going forward, the group will maintain our commitment to mitigating ESG risks within the value chain by implementing a more streamlined and uniform supply chain management system.

SUPPLIER TRANSACTION REGULATIONS

Management standards and procedures for supplier transactions are outlined alongside a clear emphasis on ethical principles, establishing the bedrock for fair and transparent dealings with suppliers.

POLICES	SUBSIDIARIES
SUPPLIER CODE OF CONDUCT	CJ CHEILJEDANG, CJ ENM, CJ CGV, CJ LOGISTICS
	CJ FRESHWAY, CJ OLIVENETWORKS
SUPPLIER TRANSACTION REGULATIONS	CJ CHEILJEDANG, CJ LOGISTICS, CJ ENM, CJ CGV
	CJ OLIVENETWORKS, CJ SEAFOOD, CJ OLIVEYOUNG

CJ Group is in the process of extending the implementation of the a Supplier Code of Conduct and Supplier Transaction Regulations to subsidiaries other than the ones mentioned above.

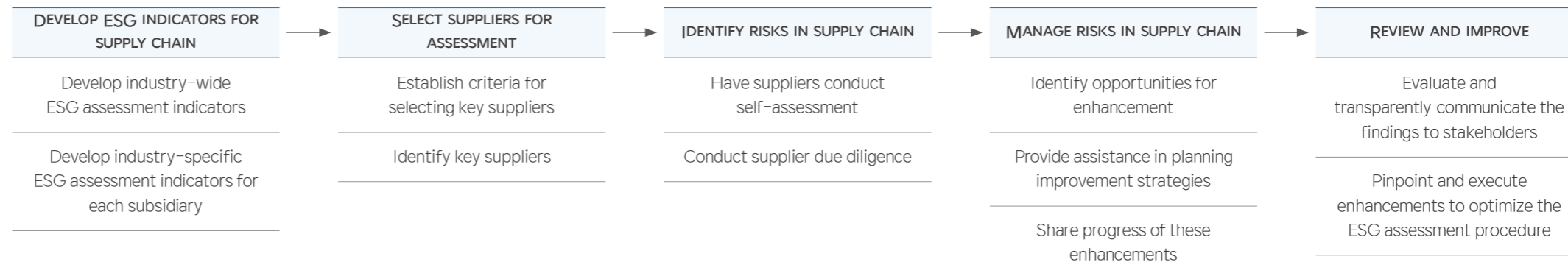
OPPORTUNITIES & RISKS

CJ Corporation has pinpointed and assessed the opportunities and risks inherent in supply chain management, that may have impact on the CJ Group. As a result, the organization has devised and implemented highly effective strategies. These strategies not only mitigate the potential adverse effects on subsidiary businesses but also maximize opportunities to explore new businesses.

ISSUES & TRENDS	OPPORTUNITIES	RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
· VITALIZATION OF INDUSTRIAL ECOSYSTEM	●		· More opportunities for growth due to CJ Group's vitalization of industrial ecosystem	· Mutual growth
· ENHANCEMENT OF SMALL AND MEDIUM-SIZED ENTERPRISE (SME)'S COMPETENCY	●		· Improved quality of raw materials	
· ESG RISKS IN THE VALUE CHAIN		●	· Negative reputational impact · Legal risks (e.g., legal sanctions)	· Establish ESG management process for supply chain
· INCREASED GLOBAL REGULATIONS (E.G., EU CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE)		●	· Increased ESG risk exposure and need for management	· Assist in the execution of action plans

SUPPLY CHAIN ESG MANAGEMENT

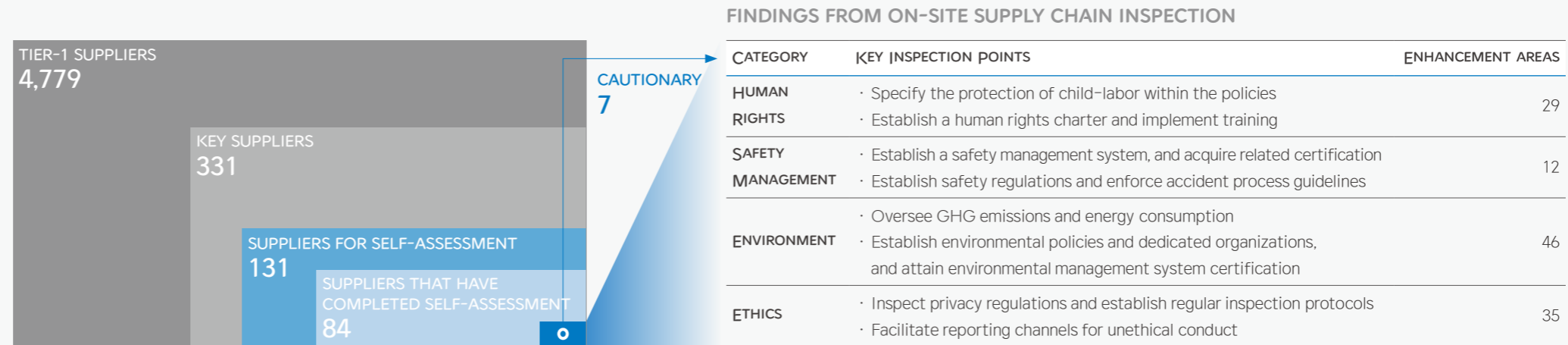
To effectively address and mitigate risks within our supply chain, CJ Group has established ESG management procedures for key subsidiaries like CJ CheilJedang and CJ Logistics. Furthermore, CJ Corporation has implemented a comprehensive, group-wide supply chain ESG management system to assist our subsidiaries in implementing these procedures. Our commitment extends to refining and enhancing our supply chain ESG management system, progressively broadening the purview of supplier self-assessment and on-site inspections to proactively minimize risks across the entirety of our value chain.



OUR PRACTICE

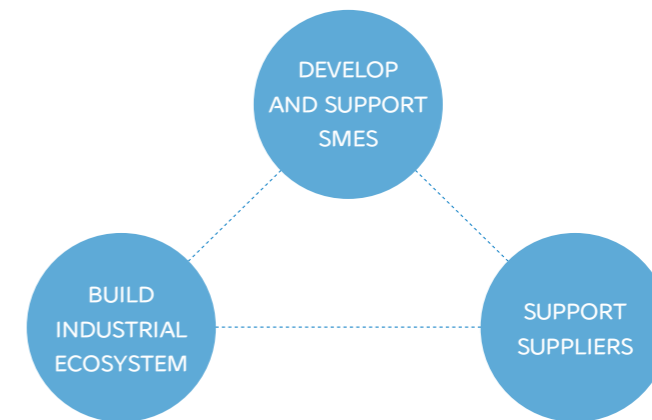
SUPPLY CHAIN ESG MANAGEMENT PROCESS CJ CHEILJEDANG

CJ CheilJedang developed an ESG assessment framework for our supply chain and conducted self-assessment and due diligence for our suppliers in 2022. The self-assessment was conducted for 131 out of 331 key suppliers. As a result, 51% were rated as Excellent, 40% as Moderate, and 8% as Cautionary, and suppliers rated as Cautionary agreed to plans and actions for improvement. For the 7 suppliers that were subject to due diligence, a total of 122 areas requiring attention were identified, with a predominant focus on environmental management aspects. Subsequent to this evaluation, recommendations for improvement were provided, and the progress will be monitored on a quarterly basis.



MUTUAL GROWTH

CJ Group is committed to constructing a sustainable supply chain by actively providing supports for mutual growth. We identify promising SMEs and provide them with opportunities to thrive, concurrently fostering a sustainable ecosystem in collaboration with our stakeholders. Additionally, our suppliers receive direct financial and technical/R&D assistance.



OUR PRACTICE

DEVELOPMENT AND SUPPORT FOR SME

HAPPY COMPANION CJ OLIVEYOUNG

CJ OliveYoung created the "Happy Companion program" with the aim of identifying and aiding promising SMEs to expand sales channels. Annually, we host the "Happy Companion Fair," facilitating consultations with seasoned MDs and bolstering the sales efforts of these burgeoning SMEs. Products selected through CJ OliveYoung's evaluation by category are subjected to testing and exhibition for customers, accompanied by a comprehensive array of marketing support backing such as exclusive exhibitions and All Young Live events. The program has supported over 160 SME brands in entering the market by 2022.

1 VILLAGE 1 PRODUCT/1 COMPANY 1 PRODUCT PROGRAM CJ ENM

CJ ENM Commerce Division introduced "1 Village 1 Product" initiative, a program where we identify and assist rural communities and their businesses. This pioneering program entails the nationwide identification of exceptional agricultural and livestock products, followed by tailored support encompassing commercialization strategies, quality control, content planning and production for broadcasting, and sales tactics. Since its inception in 2007, this groundbreaking program has contributed significantly to rural enterprises, boasting a portfolio of over 120 products and achieving impressive sales totaling KRW 52.2 billion over a span of 16 years.

In 2012, we initiated the "1 Company 1 Product", a mutually beneficial initiative aimed at identifying exceptional SMEs across the nation and assisting them throughout CJ OnStyle's broadcasting and online shopping mall endeavors, all at no expense to them. Since its launch in 2012, 216 SMEs and small businesses have participated in the program, reaching KRW 20 billion in sales with more than 225 products. Going forward, CJ ENM will remain steadfast in our commitment to discover and provide support for SMEs and small business owners as a reliable partner.

GLOBAL SALES SUPPORT FOR SMES CJ LOGISTICS CJ ENM

Since 2014, CJ ENM Entertainment Division has collaborated with the "Korea Foundation for Cooperation of Large & Small Business, Rural Affairs" to facilitate export counseling and promotional activities in conjunction with KCON, the world's largest K-Culture festival, as part of our program to support their global market entry. These events offer promising SMEs an opportunity to gauge the global reception of their products through engagement with the numerous overseas consumers who attend K-pop concerts, which have become increasingly popular around the world, and to gain a foothold in the global market by establishing connections with local buyers. In 2022, 84 SMEs specializing in consumer goods engaged in one-on-one consultations with local vendors and buyers, as well as brand promotion and sales events for KCON attendees, reaching KRW 270 million in sales and KRW 53.46 billion in contracts.

CJ Logistics signed a mutually beneficial partnership agreement with the Ministry of SMEs and Startups to share our expertise and provide support for SMEs and small businesses, enabling them to broaden their global market reach. This includes advantages such as reduced rates on overseas express delivery for SMEs, assistance in e-commerce export declaration, and the access to local logistics centers. Furthermore, we extend tailored consultations regarding logistics services and arrange educational events and webinars to share our knowledge and foster collaboration with SMEs.

In the future, CJ Group remains committed to fostering sustainable growth by identifying promising SMEs and extending our support to enhance their global sales prospects.

BUILDING INDUSTRIAL ECOSYSTEM

O'PEN for Expanding Content Ecosystem CJ ENM

CJ ENM Entertainment Division is deeply involved in the O'PEN project, aimed at discovering and supporting emerging creators across various creative fields. The initiative covers the entire content creation process, from planning to production, fostering talent in one-act plays, films, short-form content, and music composition. O'PEN, representing open creative spaces (Open) and opportunities for writers (Pen), is a collaboration among CJ ENM and its subsidiaries, Studio Dragon, and WAKEONE. Since its inception in 2017, the commitment to creators has expanded to include music composition (2018), short-form content (2020), and series (2022). Over the years, 200 story writers and 73 music composers have been supported. The 6th O'PEN Storyteller initiative in 2022 introduced 39 new writers, with 27 for series and 12 for movies, while the 4th O'PEN Music selected 15 new composers.

With K-content gaining global recognition, CJ ENM remains dedicated to unearthing and supporting talented writers to sustain the growth of the industry. The commitment is anchored in the program's emphasis on nurturing and propelling creators onto the global stage.

CJ White Hat for Information Security Ecosystem CJ OLIVENETWORKS

CJ White Hat, initiated by CJ OliveNetworks, supports SMEs in enhancing information security amid the growing importance of cybersecurity. White hat hackers and experts assess SMEs' security, offer free consultations, and focus on simulated hacking, privacy compliance checks, and employee training. The "White Hat Together" project, a 2022 collaboration with government bodies and corporations, sponsored by the Ministry of Science and ICT, rewards white hackers for finding security vulnerabilities in SMEs, and security experts contribute by providing complimentary consultations, training sessions, and security software solutions, all free of charge. The project selected and supported 13 SMEs, engaging the expertise of 200 white hackers who identified a total of 977 vulnerabilities, 199 of which were proven to be valid and accordingly received awards.

Support for Startups CJ CHEILJEDANG CJ LOGISTICS CJ ENM

CJ CheilJedang and CJ Logistics, in partnership with the Ministry of SMEs and Startups and the Korea Institute of Startup & Entrepreneurship Development, created the CIAT program. This initiative fosters the growth of startups through collaborative efforts in business/technology development and validation. In CIAT 1, CJ CheilJedang successfully collaborated with 4 foodtech startups, and in CIAT 2, they selected 4 new projects. CJ Logistics, in CIAT 1, collaborated with 10 startups, and in CIAT 2, we continued to contribute to startup growth through various support services such as mentoring and technology development. Additionally, CJ ENM Commerce Division, in partnership with Seoul Business Agency's Seoul Startup Hub, runs the Challenge! Startup program, aiding manufacturing startups in new product development, marketing, and commercialization for overall success.

SUPPORTING SUPPLIERS

Technical Support CJ CHEILJEDANG CJ ENM

CJ CheilJedang collaborates with suppliers to develop new products, support production technologies, and assist in OEM and product launches.

Since 2019, the CJ ENM Commerce Division has annually selected 10 SMEs, covering their R&D costs as part of the Innovation Partnership Project. By 2022, R&D consultation has been provided for a total of 40 products, boosting supplier growth. We have also implemented a quality certification program for SMEs in partnership with an MOU certification body, enhancing technical productivity, and supporting on-site inspections and assessments for SME manufacturers.

Financial Support CJ CHEILJEDANG CJ ENM

CJ CheilJedang offers the "Naeil Chaeum Deduction for Mutual Growth with Larger Enterprises Cooperation Deduction Program" to help our suppliers in narrowing the wage gap and retaining key employees, while supporting a shared growth fund, interest-free loans, early payments for holidays, training cost coverage, and welfare benefits. Simultaneously, CJ ENM offers the IBK Shared Growth Cooperative Loan, which, as of 2022, boasts a fund of KRW 70 billion, serving approximately 40 suppliers annually. In addition, the company has a network loan program with IBK bank that offers favorable interest rates for suppliers and makes payment to suppliers under the shared growth partnership program every 15 days.

COMMUNITY VALUE FRAMEWORK

OUR APPROACH

With the mission of “contributing to the global community by providing the best value with our ONLYONE products and services,” CJ Group fulfills social responsibility by focusing on areas in need of social support and leveraging the strengths of CJ Group’s businesses and infrastructure. CJ Corporation conducts CSR (Corporate Social Responsibility) activities in alignment with CJ Group’s philosophy and in accordance with our core values. This includes providing opportunities for underprivileged children and youth to engage in cultural activities and education, supporting young creatives, and thus helping them to develop their skills and grow through culture-based CSR programs. We also sponsor less mainstream sports to build a sports cultural ecosystem. Meanwhile, our subsidiaries contribute to the balanced and sustainable development of local communities by engaging in activities that focus on supporting the underprivileged and solving social issues within the community.

IMPLEMENTATION SYSTEM



MISSION

CONTRIBUTING TO THE GLOBAL COMMUNITY BY PROVIDING THE BEST VALUE WITH OUR ONLYONE PRODUCTS AND SERVICES



2022 CSR FILM FESTIVAL AWARDS
MINISTRY OF HEALTH AND WELFARE'S MINISTER AWARD FOR 'TALENT SHARE'



THE 2ND KOREA DONOR AWARDS
PRIZE IN 'GIVING AND DONATION PROMOTING PROGRAM'

CJ WELFARE FOUNDATION :: EMPOWER PEOPLE AND STRENGTHEN THE NATION

IMPLEMENTATION STRATEGY

CJ Welfare Foundation was established in 2005 as a social welfare corporation¹⁾ to uphold the CJ's social responsibility philosophy, "Poverty should not be passed on to the next generation due to lack of educational opportunities." Through our online platform, CJ Donorscamp, we help children and youth grow into wholesome members of society and pursue their dreams. Under the slogan "Empower People and Strengthen the Nation," the foundation focuses on culture-based CSR (Corporate Social Responsibility) activities, developing and evolving to accommodate changes in the environment and the needs of the beneficiaries.

EQUAL OPPORTUNITY	HEALTHY DEVELOPMENT	JOY OF GIVING
Cultural Activity Proposals	Youth Culture Clubs	Employee Community Service Initiatives
Cultural Experience	Dream Scholarships	College Student Volunteer Corps
	Dream Career Academy	

CULTURAL ACTIVITY PROPOSALS

"Cultural Activity Proposals" program is organized to provide cultural experience and education, and to ensure equal opportunities for underprivileged children. When a teacher at a local child welfare center submits a proposal for cultural activity to CJ Donorscamp, a fund is raised to support the proposed activity through the one-on-one matching grant between an individual donor and the company. In 2022, various online and offline programs were organized aiming at reducing regional disparities in cultural education. These activities included Wonder Walk, an outdoor walking program which incorporates plogging activity to promote physical activities among children, an exhibition for children's literary works through metaverse, and "Cultural Experience" program which provides opportunities to experience theaters and various quality performing arts.

1) Incorporated with permission by the competent authority under the Social Welfare Services Act, and the Civil Act (mutatis mutandis, the Act on the Establishment and Operation of Non-profit Corporations)

YOUTH CULTURE CLUBS

"Youth Culture Clubs" is a program for middle and high school students to participate in production of works in the fields of broadcasting, film, music, musical, cooking, and fashion. We also offer systematic creative education to foster creativity and character development among young individuals through various mentoring programs. 'Master Mentors' are composed of industry-leading experts. 'Expert Mentors' are composed of various industry experts, including CJ Group employees. 'College Student Volunteer Corps' are composed of university students majoring in relevant fields. In 2022, we created scholarship and internship programs to support students who participate in Youth Culture Clubs.

DREAM SCHOLARSHIPS

"Dream Scholarships" program helps youth develop their talents by providing scholarships and one-on-one mentoring by a team of experts so that they can pursue their dreams despite their financial obstacles. In 2022, we provided more scholarships for those in the field of culture and provided overseas experiences and cultural exchanges with local students to promote diversity and develop self-esteem.

DREAM CAREER ACADEMY

"Dream Career Academy" provides vocational training and job placement with CJ Group companies in the areas of cooking, service management, and bakery. The training program includes other practical courses such as finance, house hunting, and labor law to help them achieve financial and psychological stability. In 2022, 84% of the participants were employed and additional supports such as housing and living expenses aid were newly implemented in addition to the educational subsidy.



Youth Culture Clubs



Cultural Activity Proposals



STORY UP SHORT FILM SUBMISSION
(IN THE DRY STREAM),
(LIGHT IT UP AT 2 AM)

WON THE GRAND PRIZE IN
KOREAN SHORT FILM AT
JEONJU INTERNATIONAL
FILM FESTIVAL AND
BEST SHORT FILM AT
BLUE DRAGON FILM AWARDS



STAGE UP (L'ART RESTE)
PREMIERED IN 2022
AND SELECTED FOR
THE 2023 K-MUSICAL
INTERNATIONAL MARKET
'ROADSHOW IN
BROADWAY'



CJ X BERKLEE
LAUNCHED
K-POP PROJECT

CJ CULTURAL FOUNDATION :: FOSTER CULTURE, SHARE CULTURE

IMPLEMENTATION STRATEGY

CJ Cultural Foundation was established in 2006 to pursue the CJ Group's social responsibility philosophy that "Corporations should nurture the dreams of youth." Since its establishment, the foundation has contributed to the expansion of the cultural industry and the creation of a healthy ecosystem by discovering and supporting young creatives in non-mainstream areas of popular culture.

SUPPORT FOR YOUNG CREATIVES	GLOBAL ACTIVITIES	CULTURAL PHILANTHROPY
TUNE UP (music)	CJ Short Film Festival in China	TUNE UP Music Class
STORY UP (filmmaking)	CJ Short Filmmaking Support Program in Vietnam	
STAGE UP (performing arts)	Music Scholarships	

TUNE UP

TUNE UP is CJ Cultural Foundation's musician support program that supports young musicians of various genres and expands the foundation of the pop music ecosystem. The program provides support for musicians at each stage of their career in various forms, from record production to arranging performance. In 2022, in collaboration with Berklee College of Music in Boston and CJ ENM, K-POP project was initiated to facilitate K-Pop's growth into becoming a major genre in the global music market. As a result, a new dance course with performance opportunity at KCON LA, 'KCON Performance Repertory,' was launched.

STORY UP

STORY UP is a short film support program that covers the entire production process, from screenplay development to shooting, post-production, and submission to film festivals for up-and-coming filmmakers to showcase their talents and contribute to the growth of Asian cinema. In 2022, a number of films were awarded at major film festivals in Korea, including "In The Dry Stream," winning Grand Prize in Korean Short Film at Jeonju International Film Festival and "Light It Up at 2 AM," winning the Best Short Film at the Blue Dragon Film Awards. The program has also launched support for feature film production to help promising directors gain a foothold in the industry.

STAGE UP

STAGE UP supports musical creatives in the development of their works, as well as collectives engaged in experimental and challenging performances in their production process and provides venues. In 2022, a unique development process was introduced with dedicated PDs for each creative team. As "The Goddess is Watching" celebrated its 10th anniversary, and "L'art Reste" premiered in 2022, works discovered by STAGE UP are successfully entering the market with their original runs and revivals.

MUSIC SCHOLARSHIPS

CJ Cultural Foundation, with global partnership with Berklee College of Music in Boston, provides scholarships every year to talented musicians in undergraduate programs, as well as to students of practical music in prestigious international graduate schools. In 2022, in collaboration with the Korean Cultural Center New York, "Young Korean Artist Series" performance was successfully presented, with the first one being led by a former recipient of our music scholarship.

TUNE UP MUSIC CLASS

"TUNE UP Music Class" provides music lessons to children of multicultural families and at-risk youth with limited access to cultural experiences and educational opportunities. In 2022, expanding the number of beneficiary institutes and producing single albums and hosting concerts by instructors and students, the program supported the youth in boosting self-esteem and social skills through music.



KCON 2022 LA, K-POP project



Young Korean Artist Series, 'Jihye Lee Orchestra'



VIETNAM

CJ NATIONAL YOUTH TAEKWONDO CHAMPIONSHIP 2022

1000 ATHLETES FROM 74 PROVINCES IN VIETNAM



DOMESTIC/INTERNATIONAL SPONSORSHIP

30 ATHLETES IN 8 SPORTS



2022 SEA GAMES (SOUTHEAST ASIAN GAMES)

THE OVERALL CHAMPION IN TAEKWONDO

BUILDING SPORTS CULTURAL ECOSYSTEM THROUGH SPONSORSHIP

IMPLEMENTATION STRATEGY

CJ Group is committed to fostering a robust Sports Cultural Ecosystem by sponsoring athletes in lesser-known sports. Since the early days when golf garnered limited attention in Korea, CJ Group has consistently supported golfers. Today, Korean golfers have established themselves as global contenders. Moreover, we are actively identifying and supporting emerging Olympic sports, including breakdancing, swimming, snowboarding, and shot put. Our goal is to ensure these sports can flourish and grow.

SUPPORTING SPORTS TALENT AND CULTURE AS A GLOBAL LIFESTYLE COMPANY

DOMESTIC							OVERSEAS	
GOLF	TENNIS	SWIMMING	BREAK DANCING	SHOT PUT	SKATING (WINTER SPORTS)	SNOWBOARD	GOLF	TAEKWONDO
2001~	2019~	2021~	2021~	2023~	2023~	2023~	2003~	2012~



Bridge Kids

BRIDGE KIDS

Bridge Kids is a CSR activity associated with the CJ Cup, the exclusive PGA Tour event in Korea. This initiative offers aspiring golfers a unique opportunity to gain firsthand experience with the PGA Tour. Since its establishment in 2018, Bridge Kids has provided selected participants with engaging golf-related activities. These activities encompass Q&A sessions, one-on-one lessons, and mini-games facilitated by PGA Tour players who generously serve as mentors.

SUPPORT FOR TAEKWONDO IN VIETNAM

CJ Group has played a significant role in the growth and promotion of Taekwondo in Vietnam. Since 2012, we have proudly sponsored the Vietnamese National Taekwondo Team, hiring world-class Korean coaches and facilitating training both in Korea and various other countries. Furthermore, starting in 2019, we took the initiative to organize the CJ National Youth Taekwondo Championship, marking the first instance of a global company providing title sponsorship for a national competition in Vietnam. This pivotal effort not only aided Vietnamese athletes in their journey to qualify for the Tokyo Olympics but also elevated Taekwondo to rank first in individual sports preferences among the Vietnamese population.



CJ National Youth Taekwondo Championship

CJ SUBSIDIARIES' CSR ACTIVITIES

By leveraging their business models, infrastructure, and core competencies, subsidiaries of CJ Group are committed to contributing to the development of local communities to create and spread social values.

EXCITING FILM SCHOOL CJ CGV

Launched in 2017, 'Exciting Film School' is a program that enables students to explore careers and societal issues through cinema. With over 50,000 participants nationwide, it also produces top-notch educational content related to films for academic institutions. Furthermore, we offer training programs for educators to maximize the use of this content. In acknowledgment of these educational endeavors, CJ CGV won the Award of the Minister of Education (the Award for Education Contribution) in both 2018 and 2022.

REMOTE INTERNSHIP, CJ SW CREATIVITY CAMP CJ OLIVENETWORKS

The Remote Internship Program offers students from 9 local national universities with DT content and mentoring from employees, facilitated through CJ OliveNetworks' Metaverse platform, Bridge-Office. This program empowers them to cultivate digital expertise and acquire practical business experience. In 2022, 483 students successfully completed the training, and 9 students who were selected as the top participants participated in a 4-week internship program. Recognized for the program's outstanding contributions, it was selected as the exemplary corporate ESG initiative for youth and was awarded the Minister of Employment and Labor Award.



2022 CJ SW Creativity Camp Idea Contest at Haein Middle School in Mokpo

Since 2015, the CJ SW Creativity Camp has been offering students in underprivileged areas 4- to 15-week SW educational programs, focusing on artificial intelligence and SW convergence. These programs are delivered through collaborations with CJ OliveNetworks' employee volunteer group and CJ UNIT, a university student volunteer group. In acknowledgment of its significant impact on SW education, the program was honored with the Minister of Science and ICT Award in 2019 and the Minister of Education Award in 2020.

DONATION OF TV DRAMA SETS FOR TOURISM STUDIO DRAGON

In August 2021, Studio Dragon entered into a partnership agreement with Gyeongbuk Mungyeong City to donate the open drama set of the TV show "Alchemy of Souls" for tourist attraction. This location, previously a dumping ground with over 50,000 tons of waste, underwent a remarkable transformation during the show's production, and has turned into a film set. It now serves as a local tourist hotspot, exemplifying the success of a public-private partnership.

EXPANSION OF RURAL COMMUNITY MUTUAL GROWTH CJ FOODVILLE

CJ Foodville entered into an MOU with Namhae-gun in Gyeongsangnam-do for a community partnership. Through this collaboration, we created Namhae garlic bread and RMR (Restaurant Meal Replacement) using high-quality specialties sourced from Namhae, and successfully brought them to market. This initiative is anticipated to offer local farmers a valuable avenue for managing their produce inventory and, in the long term, to stimulate the local economy by promoting awareness of the region and its unique products.

GIRLS' EDUCATION CAMPAIGN IN VIETNAM CJ ENM CJ OLIVEYOUNG CJ CHEILJEDANG CJ OLIVENETWORKS

The project "We Are ABLE," one of the ongoing initiatives of the CJ-UNESCO Girls' Education Campaign since 2014, aims to enhance educational accessibility for ethnic minority girls in Vietnam and improve employment opportunities for women. As part of the project, we conducted campaigns to raise awareness of the importance of girls' education and strengthened teachers' abilities in gender-responsive school counselling. Additionally, we improved employment opportunities for girls and young women through targeted career orientation programs and facilitating access to the labor market. As a result, the middle school enrollment rate for participating students increased by approximately 8%, and the high school enrollment rate increased by over 10%. The project has received widespread recognition for its significant contribution to creating a conducive environment and raising awareness about the importance of quality education for ethnic minority girls and women in Vietnam.

TLJ (TOUS LES JOURS) BAKING DREAMS IN INDONESIA CJ FOODVILLE

In June 2022, CJ Foodville entered into an MOU with SMKN27, a public high school in Jakarta, Indonesia, to establish a partnership for the 'TLJ Baking Dreams' academy program. This initiative aims to offer local schools opportunities to acquire baking skills, promoting employment prospects, and providing advanced training for teachers to ensure the ongoing transfer of vocational skills.



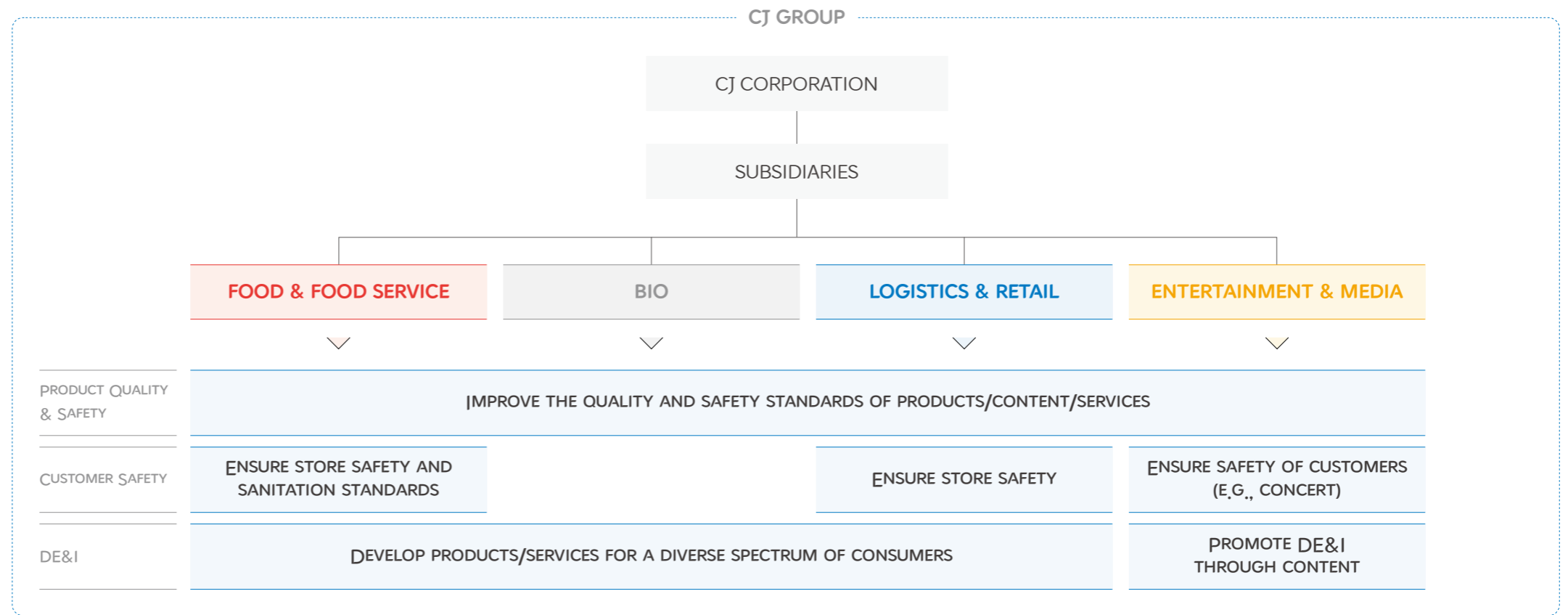
TLJ Baking Dreams in Indonesia

CUSTOMER VALUE FRAMEWORK

OUR APPROACH

CJ Group ensures that our subsidiaries uphold a stringent commitment to bolster customer value in various ways such as by maintaining a high level of product quality and safety, prioritizing customer safety and championing DE&I initiatives. Under our corporate umbrella, CJ Corporation actively oversees and supports initiatives geared towards enhancing customer value. Each subsidiary diligently manages and maintains the quality and safety standards of their respective products, content, and services. We prioritize the security and well-being of our customers by ensuring the safety of our stores and theaters. Furthermore, we continually invest in research and development to expand our product and service offerings to a diverse customer base. Moreover, we are dedicated to fostering a culture of DE&I, which we actively promote through our content.

IMPLEMENTATION SYSTEM



PRODUCT QUALITY & SAFETY

Under the philosophy of delivering the optimal value through ONLYONE products and services, the subsidiaries of CJ Group are committed to upholding the highest standards of product quality and safety throughout the entire product lifecycle, from inception to customer delivery. CJ Corporation oversees each subsidiary's activities to enhance the product quality and safety and provides necessary assistance when required. In case of any product-related issues, we identify the cause and swiftly implement solutions to address them.

OUR PRACTICE

EFFORTS FOR PROVIDING HIGH-QUALITY PRODUCTS CJ OLIVEYOUNG

Management System

CJ OliveYoung has implemented a Quality Management System (QMS) to prioritize product safety and ensure the effectiveness of its quality assurance procedures. To proactively mitigate both internal and external quality and safety-related risks, the Quality Satisfaction Team analyzes data and enhances monitoring throughout the entire value chain. This includes blocking non-compliant product advertisements, conducting supplier audits, warehousing inspections, in-store quality checks, online advertisement monitoring, and post-quality management activities in response to both online and offline claims. The Customer Satisfaction Team addresses diverse customer inquiries related to product quality, consistently striving to enhance their services. As a result, CJ OliveYoung has not received any administrative penalties as of 2022.



Risk Management

RISK	RESPONSE STRATEGIES
LAWS/ REGULATIONS	<ul style="list-style-type: none"> Monitoring domestic laws/regulation compliance and external quality concerns Reviewing quality issues related to new businesses for proactive management of legal risks
PRODUCT SAFETY	<ul style="list-style-type: none"> Product Quality Assurance <ul style="list-style-type: none"> Ensure the quality of NB¹⁾ product distribution and address hazardous ingredient issues in PB²⁾ products proactively Advertisement Compliance <ul style="list-style-type: none"> Use OCR³⁾ to check aggressive ads, and ban or correct ads with legal violations Supplier Quality Control <ul style="list-style-type: none"> Conduct regular/ad-hoc audits to select top-tier manufacturers and implement improvement measures to prevent and manage product defects, issues, and risks Logistics inspection <ul style="list-style-type: none"> Maintain PB product quality through quality inspections
STORE SANITATION	<ul style="list-style-type: none"> Store inspection and instructions for improvement Check the compliance with laws in sales operation

Competency Enhancement

CJ OliveYoung conducts regular introductory job training sessions for its Brand Managers and Merchandisers (BM/MDs) aimed at enhancing their competencies in product quality management. Our Quality Satisfaction Team delivers legal training sessions on product labeling and advertising standards. We also provide product-specific guidelines to assist store staff in elevating their quality management practices.

Product Information Disclosure & Marketing

CJ OliveYoung introduced OCR³⁾ to ensure compliance with advertisement-related laws and regulations, and to provide consumers with accurate information. This proactive measure involves a systematic approach to monitor advertisings of online malls through the process of validating overly aggressive and regulatory violative advertisings of online mall products.

1) NB (National Brand) products: Production and sales are managed by manufacturer

2) PB (Private Brand) products: Production and sales are managed by distributors under the distributor's collective brand

3) OCR (Optical Character Reader): System for reading images/texts

OUR PRACTICE

GLOBAL QUALITY ASSURANCE SYSTEM CJ CHEILJEDANG

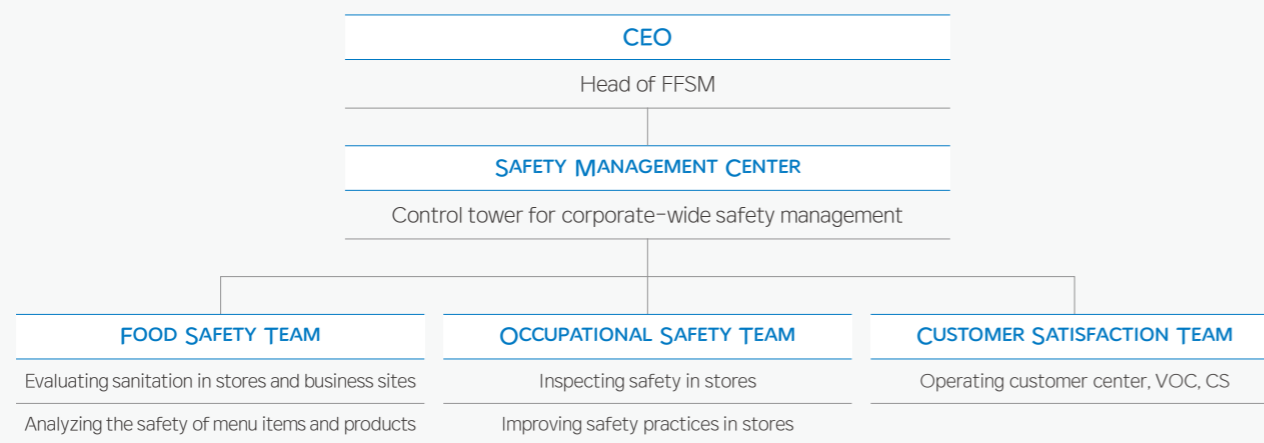
CJ CheilJedang implemented CJ Global QMS (Quality Management System) to take a more proactive approach in dealing with quality issues. We are also extending the scope of GFSI certification for our food and ingredient manufacturing sites. In addition, the CJ EWS (Early Warning System) serves as a risk prevention system to identify and respond to risk factors in advance, jointly with relevant departments.

FOOD SAFETY SYSTEM CJ FOODVILLE

Governance

CJ Foodville applies our own safety standards - FFSM (Foodville Food Safety Management), which is stricter than the legal requirements - to its domestic/overseas stores and manufacturing sites to ensure the safety of our products. The CEO serves as the head of FFSM and makes the final decisions. The Safety Management Center, overseen by the CEO, serves as the control tower for corporate-wide safety management, establishing and promoting policies and directions for food safety. It also maintains and oversees the FFSM system and sanitation manuals for stores, while handling safety-related information and issues.

The Food Safety Team is responsible for mitigating risks associated with on-site food safety management, hazardous substances, and compliance with labeling regulations. The team conducts sanitary inspections of stores with checklists tailored to each brand and oversees the improvement progress based on the inspection findings. The Occupational Safety Team is dedicated to ensuring our store safety while the Customer Satisfaction Team focuses on customer center, VOC, and CS-related tasks as a company-wide risk management department. The team coordinates with other relevant departments to handle identified issues.



Risk Management

CJ Foodville utilizes FFSM to ensure food safety in all development and manufacturing processes. We employ both proactive measures and rapid responses to ensure utmost food safety.

RISK	RESPONSE STRATEGIES
LAWS/ REGULATIONS	<ul style="list-style-type: none"> Monitor legal and regulatory landscapes within the regions where our stores/manufacturing sites are located Review relevant laws and regulations for new businesses Gather and disseminate domestic and international food safety information and incident cases and address them when necessary Provide team-specific trainings (i.e., Marketing, product development) Operate a label verification system Comply with labeling and advertising guidelines
PRODUCT SAFETY	<ul style="list-style-type: none"> Adhere to store sanitation manual and guidelines from Safety Management Center Conduct store audits and oversee improvements Analyze and monitor microorganisms to prevent contamination
STORE SANITATION	<ul style="list-style-type: none"> Ensure the food safety of all raw ingredients used by CJ Foodville Comply with the hazardous substance management guidelines Evaluate the level of food safety at manufacturing sites through FGMP (Food Good Manufacturing Practice) audits and address identified risks Maintain product production and management in accordance with HACCP standards

Competency Development

CJ FVSA (Foodville Food Safety Academy) meticulously plans and oversees training programs tailored to various job titles and positions. In addition, the Academy also orchestrates training programs aimed at nurturing an understanding of food safety principles among both staff members and field managers.

Product Information Disclosure & Marketing

CJ Foodville complies with the Act on Labeling and Advertising of Foods and the Foods Labeling Standards. We have implemented a rigorous labeling verification system that proactively validates the labeling and advertising of all our products to deliver precise information to consumers and to empower them to make well-informed decisions.

As a fundamental practice, all products manufactured and distributed by CJ Foodville conform to the stringent labeling standards mandated by relevant laws and regulations. These include the Food Sanitation Act, Food Labeling Standards, Livestock Products Sanitary Control Act, Livestock Labeling Standards, Act on Origin Labeling of Agricultural and Fishery Products, and the Special Act on Safety Control of Children's Dietary Life.

OUR PRACTICE

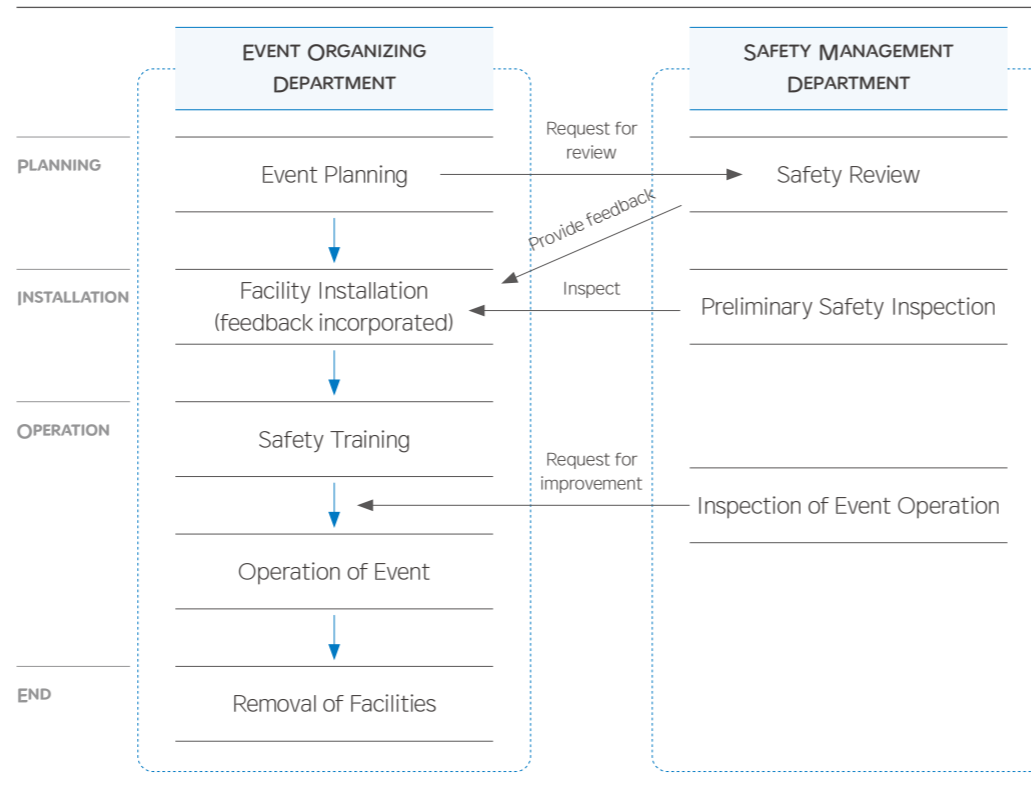
CUSTOMER SAFETY

CJ Group is dedicated to a range of endeavors across its subsidiaries, aimed at guaranteeing the safety of our customers throughout our business operations.

EVENT SAFETY MANAGEMENT SYSTEM

In response to the potential risks associated with large gatherings, CJ Corporation reviewed our safety management system within CJ Group and established group-wide guidelines. We have developed safety protocols that apply to events with 100 or more attendees, or those with stage setups and lighting arrangements. The safety checklist includes the criteria and guidelines to be followed during all phases of event from planning to finish. Based on the checklist, we conduct pre-event safety inspections, designate safety personnel and guides based on the event's scale, and provide participants with education on emergency evacuation procedures as a precautionary measure.

MULTI-GATHERING EVENT SAFETY GUIDE



SAFETY IN THEATERS CJ CGV

CJ CGV conducts regular safety training for field personnel, to ensure customer safety in the event of an emergency or safety incidents in the theater. We continually enhance our emergency response protocols through quarterly fire drills, semi-annual evacuation drills. And we continue the training programs on first aid (including CPR) and disaster response skills.

SAFETY IN STORES CJ FOODVILLE

CJ Foodville has implemented an emergency response system aimed at ensuring customer safety during unforeseen situations at our stores. Emergency protocols have been devised for each stage of crisis scenarios, including fire, earthquake, power outage, and wind and water-related damage. In line with this commitment, we continually enhance the safety preparedness of each store through annual training.

SAFETY IN CONCERTS CJ ENM

CJ ENM has instituted a safety management protocol to proactively avert incidents and safeguard the well-being of performance and concert attendees, particularly in the event of emergencies. The safety management team conducts a joint pre-event inspection using a safety checklist which prioritizes factors such as the seamless traffic flow of the audience during emergency evacuation. Prior to the commencement of each show, an informative audience safety video is presented to reassure the attendees that all possible safety measures are being implemented. In addition, a dedicated presence of ambulances and trained paramedics is ensured on-site at all times, standing ready to respond to any unforeseen emergencies.



Concert Safety Inspection

DE&I

CJ Group is committed to promoting the principles of DE&I within our business operations, with a simultaneous commitment to fostering a DE&I-centric ethos across society. We develop products that cater to a wider array of customers while integrating DE&I values into our services, ensuring accessibility and enjoyment for every segment of society. We also believe in the transformative power of our content in shaping the perception of society and strive to exemplify the ideals and value of DE&I.

OUR PRACTICE

DE&I SUPPORT THROUGH PRODUCTS CJ CHEILJEDANG

In addition to white rice, CJ CheilJedang offers a variety of products tailored to enhance the well-being and quality of life for individuals with specific dietary requirements. The company is dedicated to ongoing research and development aimed at crafting a diverse range of ready-to-eat rice offerings designed to aid in post-meal blood sugar management and to help those with rare medical conditions. We offer products such as Hetbahn for Controlling Blood Sugar Levels for consumers who need to control their blood sugar levels and Hetbahn Low-protein Cooked Rice for people with rare conditions such as phenylketonuria.

SERVICES INCORPORATING DE&I

Services for the Digitally Disadvantaged CJ CGV

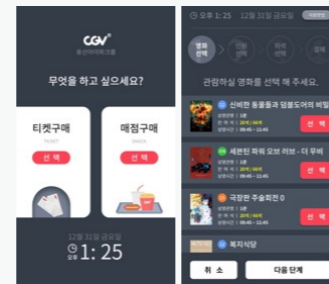
CJ CGV has introduced dedicated kiosk facilities catering to digitally disadvantaged individuals, including the elderly, at our CGV Piccadilly 1958 location. We have designated Slow Zone kiosks at 2 of our theaters to accommodate customers who encounter challenges when using digital devices, ensuring they have ample time and assistance to complete their transactions.

Embracing a Diverse Customer Base Through Digital Technology CJ OLIVENETWORKS

CJ OliveNetworks has become a pioneer within the industry by being the first to adopt AI voice cloning technology for the benefit of the visually impaired. The technology learns and replicates human voices and automatically generates voice captions. TV scripted series, including tvN's "Alchemy of Souls," have utilized AI voice narration, borrowing the captivating voice of actress Jeon Mi-do, thus enhancing viewer experience of the visually impaired.



CJ CheilJedang Hetbahn for Controlling Blood Sugar Level



CJ CGV Kiosk Screen for Digitally Disadvantaged

PROMOTION OF DE&I THROUGH CONTENTS CJ ENM STUDIO DRAGON

CJ ENM and Studio Dragon are dedicated to generating societal value through narratives that resonate with viewers and consumers, while shedding light on various social issues and non-mainstream cultures.

The TV scripted series "Our Blues" on tvN offers a compelling portrayal of various individuals within our society, notably featuring actors with developmental disabilities and hearing impairments in prominent roles. Through this unique casting approach, the show not only sheds light on the diverse facets of our community but also serves as a catalyst for enhancing awareness about the importance of inclusion and diversity.

The scripted series "XX+XY" on tvN explores the journey of a high school student born with a unique chromosomal configuration, XXXY. It delves into their quest for self-discovery and identity. This series underscores the importance of embracing diversity and sheds light on the challenges and conflicts faced by social minorities during their adolescence.



tvN "Our Blues"



tvN "XX+XY"

INFORMATION SECURITY FRAMEWORK

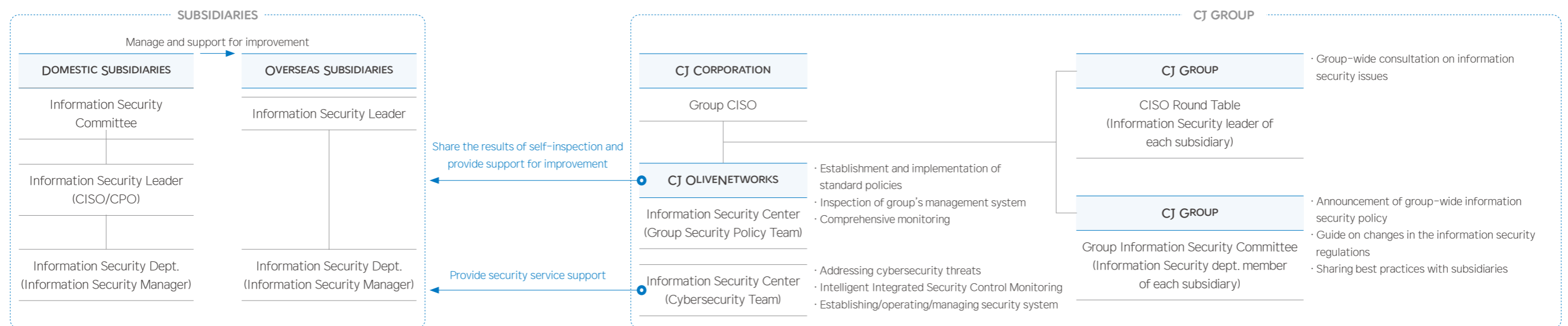
OUR APPROACH

As a global lifestyle company, CJ Group interacts extensively with customers, more than other industries, and thereby has more access to substantial amounts of personal information. CJ Corporation is committed to significant investments in Group-level information security to safeguard the company's information assets and our customers' personal information.

IMPLEMENTATION SYSTEM

CJ Group has instituted a comprehensive information security management framework, overseen by the group's Chief Information Security Officer (CISO). This system is coordinated by the Information Security Center within CJ OliveNetworks, responsible for supervising information security practices across all subsidiaries. Within the Information Security Center, the Group Security Policy Team ensures regular assessments of subsidiaries' information security and privacy management systems, making necessary enhancements when required. The team has also established security standard policies to address evolving security risks across the group and various regions in response to ever-changing technological landscapes.

To facilitate cohesive information security efforts, consultative bodies like the CISO Round Table, comprising the CISO/CPO of each subsidiary, and the Group Information Security Committee, consisting of members from each subsidiary's information security unit, provide a platform for discussing and resolving group-wide information security issues. When necessary, the discussed issues are reported to the respective company CEOs through the CISO and CPO. The Cybersecurity Team of the Information Security Center is in charge of responding to cybersecurity threats and overseeing Intelligent Integrated Security Control¹⁾ while operating and managing security systems. The security units of domestic and overseas subsidiaries actively establish security standards, identify areas of improvement, and engage in deliberations through their own information security committees.



1) Intelligent Integrated Security Control Monitoring: Employs smart technologies like behavior-based malware detection, automatic intrusion detection and tracking, and alerts control monitors when intrusion attempts are detected, aiding the integrated control center in promptly responding to intrusion attempts

POLICY

CJ Group has established comprehensive information security criteria, at both the group and subsidiary levels, while ensuring that all our employees are well-informed about these essential principles. These criteria encompass policies, standards, and procedures, and are subject to annual updates to make sure they align with legal requirements, security incidents, and technological and environmental changes.

Policies are established and updated under the approval of management, and standards and procedures, which complement and provide details on the upper-level documents, are then finalized with the approval of the group's CISO. The information security criteria are uploaded on the CJ Internal Regulations Management System and can be accessed by all employees. Every subsidiary tailors its criteria to align with the CJ information security criteria, taking into account the information's significance at each business site and the specific nature of their operations, and updates them annually for consistent management. Any changes prompted by new regulations or due to the technological landscape are monitored and reflected in the policies.

INFORMATION SECURITY POLICIES

SCOPE	POLICIES	DESCRIPTION
DOMESTIC	Information Security Policy	Top-level documents for setting information security objectives and strategic guidance
	Information Security Standards	Specifics for policy compliance (e.g., privacy, physical security, server security)
	Information Security Procedures	Detailed steps to comply with the standards (e.g., addressing security incidents, procedures for handling pseudonymized information)
GLOBAL	Overseas Corporation Information Security Standards	CJ Group's information security standards translated into local languages (e.g., English, Chinese)
	CJ Global Privacy Policy	Global policy for the protection of privacy and the rights of information owners
	Privacy Standards by Region	Standards aligning with the laws and regulations in Europe, China, and Vietnam

OPPORTUNITIES & RISKS

ISSUES & TRENDS	OPPORTUNITIES	RISKS	IMPACT ON CJ GROUP	RESPONSE STRATEGIES
<ul style="list-style-type: none"> · PRIVACY BREACHES · BREACHES TO INTANGIBLE CORPORATE ASSETS 		●	<ul style="list-style-type: none"> · Erosion of market credibility due to privacy breaches · Loss of customers and sales due to inadequate response to incidents · Business setbacks arising from breaches to business secrets 	<ul style="list-style-type: none"> · Build a security incident detection & response system
<ul style="list-style-type: none"> · INFORMATION SYSTEM INTRUSION 		●	<ul style="list-style-type: none"> · Rise in demand for employee and supplier information security awareness 	<ul style="list-style-type: none"> · Enhance training on information security for employees and suppliers



SECURITY CERTIFICATIONS IN CJ GROUP

6 SUBSIDIARIES

SECURITY INCIDENT DETECTION & RESPONSE SYSTEM

CJ Group introduced a security threat detection and response system to minimize the damage caused by security incidents and failures in order to proactively address them. This system, known as CJ SSC (Smart Security Center), a real-time Smart Security Control Center, operates 24/7 to prevent cybersecurity incidents and take a proactive approach in dealing with related events. The center surveils and evaluates security logs to block and report breaches in real time, while analyzing external threats and inspecting vulnerabilities. A global network security infrastructure has also been built to eliminate potential risks in advance.

SECURITY INCIDENT DETECTION & RESPONSE SYSTEM

REAL-TIME SECURITY CONTROL OF CJ SSC	SPECIALIZED RESPONSE SYSTEM FOR SECURITY BREACHES AND THREATS	NETWORK SECURITY ARCHITECTURE & CONTROL ¹⁾
Maintain 24/7 security vigilance	Analyze cyber threats (e.g., hacking)	Manage domestic/overseas network security infrastructure
Provide security log analysis and response	Design and develop information security control systems	Analyze, design, and implement network security architecture
Report response results in case of breaches	Implement AI-based information security activities	Update and optimize security policies to meet current standards
Monitor information security service availability	Investigate malware infection	Conduct assessments of security services and eliminate potential risks

**RESPONSE TO CYBER ATTACK
ZERO SECURITY BREACH & INTERRUPTION**

¹⁾ Network Security Architecture & Control : A comprehensive network protection framework that encompasses various security controls and advanced technologies, designed to both detect and mitigate vulnerabilities within the network infrastructure (e.g., authentication and access control, network monitoring and detection, encryption, security audits, disaster recovery and emergency response)

EMPLOYEE AWARENESS

CJ Group conducts annual awareness programs for employees, including mandatory information security and privacy training. Sensitive personal information handlers receive specialized training, and subsidiaries implement job-specific information security programs. The organization promotes information security through activities like newsletters, PC Inspection Day, Clean Desk policies, and Information Security Day. Comprehensive training is extended to suppliers to enhance their information security capabilities. All CJ Group members must annually sign an information security pledge and asset confidentiality commitment, ensuring the confidentiality of acquired information.

OUR PRACTICE

SECURITY CERTIFICATIONS IN CJ GROUP

The subsidiaries of CJ Group have undertaken a comprehensive evaluation of their information security systems and acquired external certifications including ISO 27001, ISMS, and ISMS-P. Going forward, other subsidiaries will also acquire certifications for security management, enhancing their external reputation and credibility.

SUBSIDIARIES	ISO 27001	ISMS	ISMS-P
CJ CHEILJEDANG			●
CJ LOGISTICS	●	●	
CJ ENM	●	●	
CJ CGV		●	
CJ OLIVENETWORKS		●	●
CJ OLIVEYOUNG		●	

SECURITY DISCLOSURE OF CJ GROUP

The Act on the Promotion of Information Security Industry requires the disclosure of information security measures to encourage investment in information protection and enhance overall security standards. In accordance with this legislation, the 8 subsidiaries of CJ Group including CJ CheilJedang, CJ Logistics, CJ ENM Entertainment Division/Commerce Division, CJ CGV, CJ Freshway, CJ OliveNetworks, Studio Dragon, and CJ OliveYoung disclose their security status to ensure transparency throughout the process.

GOVERNANCE



HOURS OF ETHICAL
MANAGEMENT TRAINING

127,229 hour



ETHICAL MANAGEMENT
TRAINING PARTICIPANTS

34,573 employees

90 FRAMEWORK

91 TRANSPARENT MANAGEMENT

98 COMPLIANCE &
ETHICAL MANAGEMENT

102 RISK MANAGEMENT

GOVERNANCE FRAMEWORK

OUR APPROACH

CJ Corporation is committed to building trust and maximizing the interests of its shareholders and other stakeholders by establishing a clear, transparent governance framework. The General Shareholders' Meeting is the top decision-making body where shareholders make decisions on important matters pertaining to its business management as stipulated by the Commercial Act. The BOD is entrusted with responsibilities by shareholders and plays a key role in the overall management of the company. Under the BOD, there are Independent Director Candidate Recommendation Committee, ESG Committee, Audit Committee, Compensation Committee, and Internal Transaction Committee organized to enhance the efficiency and expertise of its operation. To ensure the

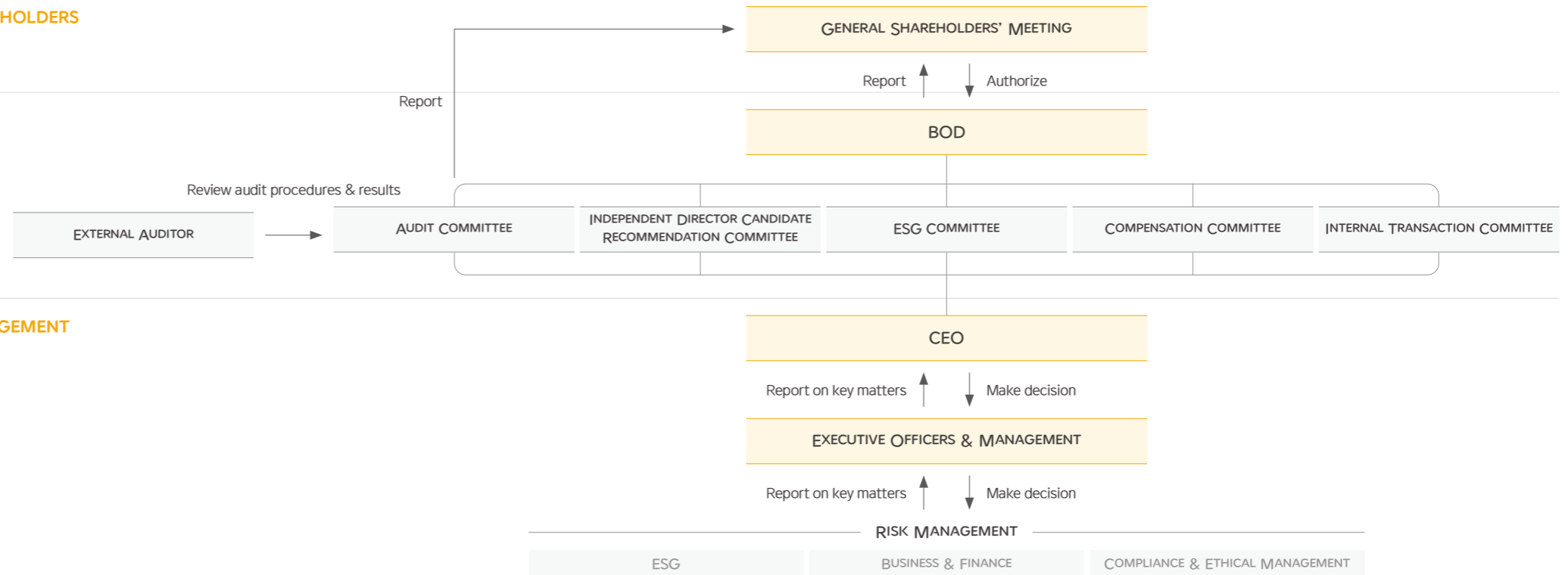
transparency and reliability of accounting practices, external auditors conduct audits and review procedures and results on a regular basis, and report to the Audit Committee. Any risks associated with the company's business operation, finance, ESG, compliance, and ethics are monitored in real time by working-level teams and the results are reported to the upper management, and in response to critical risks, strategies are implemented based on the decisions made by the CEO. In addition, CJ Group is continuously internalizing and advancing our management systems and structure in terms of compliance and ethics by establishing the necessary infrastructure and promoting the right corporate culture. In doing so, we aim to step up as a No.1 global lifestyle company while building trust with stakeholders through fair and transparent practices.

GOVERNANCE STRUCTURE

SHAREHOLDERS

BOD

MANAGEMENT



TRANSPARENT MANAGEMENT

POLICY [CJ CORPORATION CORPORATE GOVERNANCE CHARTER](#)

CJ Corporation, a global lifestyle company, prioritizes transparent corporate governance outlined in its Charter. This fosters enhancement in shareholder value, ensuring a balance of rights and interests among customers, employees, suppliers, and stakeholders.

SHAREHOLDER VALUE

CJ Corporation explicitly sets forth the shareholder rights in the Corporate Governance Charter. We strive to strengthen the dividend rights of shareholders by actively implementing the shareholder return policies and to facilitate the General Shareholders' Meeting by encouraging various means of exercising voting rights.

DIVIDEND RIGHTS

CJ Corporation prioritizes increasing shareholder value through higher earnings and corporate value. We have consistently raised dividends per share - KRW 150 in FY2020, KRW 300 in FY2021, and KRW 200 in FY2022. With the approval at the General Shareholders' Meeting, we sent out the disclosure and dividend notice to all our shareholders to ensure that they were fully informed of the decision. Our policy is to distribute at least 70% of net income (excluding one-

time items) based on separate financial statements for FY2023–2025, and shareholders were promptly informed through disclosure and notices. In March 2023, we updated our Articles of Incorporation to align with the Financial Services Commission's dividend process improvement, allowing flexibility in setting the reference date after the decision date.

VOTING RIGHTS

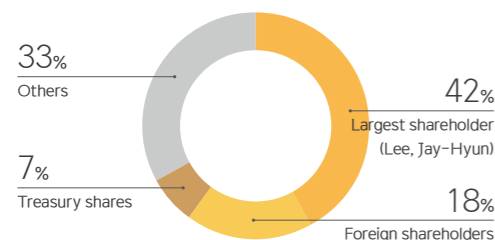
9 companies²⁾, including CJ Corporation, have adopted an electronic voting system to make it more convenient for shareholders to exercise their voting rights. To protect minority shareholders' rights in exercising their votes, we provide an explanation about the shareholder proposal procedure on our website, try to evenly distribute the dates of the General Shareholders' Meetings, and encourage participation through proxy voting and the exercise of the shareholder rights at the General Shareholders' Meeting.

Each ordinary share represents 1 vote which guarantees fair voting rights whereas preferred shares have no voting rights but are eligible for additional dividends.

²⁾ CJ Corporation, CJ CheilJedang, CJ Logistics, CJ ENM, CJ CGV, CJ Freshway, CJ Seafood, Studio Dragon, CJ Bioscience

SHAREHOLDING COMPOSITION¹⁾

Based on ordinary shares as of December 31, 2022



¹⁾ Including the number of shares owned by the National Pension Service (2,221,207 shares, 7.61%)

KEY DIVIDEND INDICATORS

CATEGORY	TYPES OF SHARES	2020	2021	2022
(SEPARATE) CASH DIVIDEND PAYOUT RATIO (%)		128.7%	81.0%	78.4%
CASH DIVIDEND PER SHARE (KRW)	Ordinary	2,000	2,300	2,500
	1st Preferred	2,050	2,350	2,550
	4th Preferred	2,000	2,300	2,500

SHARE ISSUANCE

As of December 31, 2022

TYPES OF SHARES	NO. OF SHARES AUTHORIZED	NO. OF ISSUED SHARES (ISSUANCE RATE, %)	VOTING RIGHTS
ORDINARY SHARES	80,000,000	29,176,998 (36.47%)	Yes
CLASS	1st Preferred	2,260,223 (11.30%)	No
	2nd Preferred		-
	3rd Preferred	20,000,000	-
	4th Preferred		4,226,512 (21.13%)
TOTAL	100,000,000	35,663,733 (35.66%)	



RECOGNIZED AS AN
EXCELLENT CORPORATE
GOVERNANCE
REPORT DISCLOSURE COMPANY
IN 2022

SHAREHOLDER COMMUNICATION

CJ Corporation strives to communicate with all shareholders in a fair, timely, and sufficient manner, and we provide fair information to all shareholders through various channels such as the quarterly earnings announcements, investor briefings (NDR, Non-Deal Roadshow), analyst days, and the company website. We were recognized as an Excellent Corporate Governance Report Disclosure Company in 2022, in recognition of our efforts to enhance shareholders' rights and interests by communicating overall governance matters and plans for improvement. For the convenience of foreign shareholders, we provide English versions of the disclosures and IR materials on our English website (<http://English.cj.net>). Going forward, we plan to provide English disclosures through the Electronic Disclosure System (KIND) of the Korea Exchange. Our General Shareholders' Meeting is held once a year. In order to encourage their attendance, we set the date in March 2023 to avoid conflicting schedules with other shareholders' meetings and participated in the Voluntary Compliance Program of Distributed Shareholder Meeting organized by the Korea Listed Companies Association. We also hold the meeting at the same

location every year for the convenience of our shareholders.

In addition, we send out meeting notices at least 2 weeks prior to the date in accordance with the relevant laws. Due to the time required to prepare and audit our consolidated financial statements as a holding company, we are unable to send out 4-week prior notice as recommended, but we are expediting the work for timely meeting notice. Going forward, we will continue to streamline our consolidation process so that we can ultimately provide the notice and disclosure to shareholders 4 weeks prior to the meeting.

On the other hand, despite the exemption from the notice requirement for shareholders holding less than 1% of the total shares when using the electronic disclosure system in accordance with Article 542 (4) of the Commercial Act (Notice of Convocation of General Shareholders' Meeting), we are committed to keeping all shareholders, including minority shareholders, informed by mailing written notices for the protection of their rights and convenience.

GENERAL SHAREHOLDERS' MEETING AGENDA

As of March 29, 2023

AGENDA	RESOLUTION CLASS	OBJECTIVE OF MEETING	APPROVAL	NO. OF SHARES WITH VOTING RIGHTS (①)	NO. OF SHARES USED TO EXERCISE VOTING RIGHTS OUT OF ① (A)	NO. OF SHARES IN FAVOR (B)	
						NO. OF SHARES NOT IN FAVOR/ABSTAINED (C) (%)	
ITEM NO. 1	General	Approval of 70th financial statements (January 1, 2022 to December 31, 2022)	Approved	27,058,000	20,418,000	19,481,000 (95.4%)	937,000 (4.6%)
ITEM NO. 2	Special	Revision of Articles of Incorporation	Approved	27,058,000	20,418,000	20,385,000 (99.8%)	33,000 (0.2%)
ITEM NO. 3-1	General	Appointment of Choi Jong-gu as an independent director	Approved	27,058,000	20,418,000	20,365,000 (99.7%)	53,000 (0.3%)
ITEM NO. 3-2	General	Appointment of Kim Yeon-soo as an independent director	Approved	27,058,000	20,418,000	20,362,000 (99.7%)	56,000 (0.3%)
ITEM NO. 4-1	General (3%)	Appointment of Choi Jong-gu as an Audit Committee member	Approved	13,998,000	7,358,000	7,304,000 (99.3%)	53,000 (0.7%)
ITEM NO. 4-2	General (3%)	Appointment of Kim Yeon-soo as an Audit Committee member	Approved	13,998,000	7,358,000	7,301,000 (99.2%)	57,000 (0.8%)
ITEM NO. 5	General	Approval of compensation cap for directors	Approved	27,058,000	20,418,000	20,351,000 (99.7%)	67,000 (0.3%)

BOD ROLES

COMPOSITION OF BOD

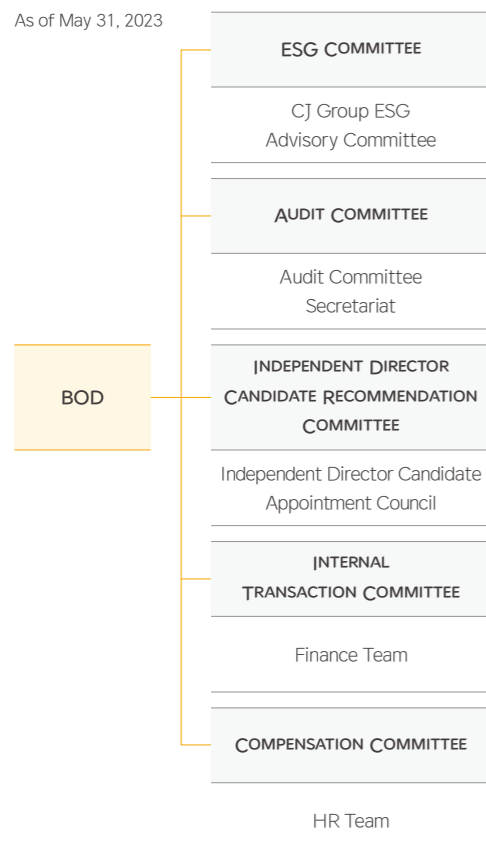
As of May 2023, the BOD of CJ Corporation is composed of 7 directors. In accordance with the Article 542-8 of the Commercial Act, there are 4 independent directors, comprising 57% of the total number of directors, who perform their responsibilities and duties independently of the management.

We have established 5 committees (the Audit Committee, the Independent Director Candidate Recommendation Committee, the Internal Transaction Committee, the Compensation Committee, and the ESG Committee) under the BOD to enhance the transparency of the governance structure and strengthen expertise.

Independent directors account for more than half of the members in all committees. In particular, the Audit Committee, the Independent Director Candidate Recommendation Committee, and the Internal Transaction Committee, which play an important role especially in supervision and oversight, are entirely composed of independent directors to ensure independence and support fair practices. In March 2023, CJ Group set a group-wide guideline for the Compensation Committee to appoint the chairperson as an independent director to ensure the transparency of the system and to comprise a majority of independent directors, including at least one internal director.

BOD & COMMITTEE ORGANIZATIONAL CHART

As of May 31, 2023



COMPOSITION OF BOD

● Chairman ● Member · As of May 31, 2023

NAME	GENDER	BIRTH YEAR	JOB TITLE	COMMITTEE MEMBERSHIP					AREAS OF EXPERTISE	PROFESSIONAL BACKGROUND	TERM OF SERVICE
				AUDIT	INDEPENDENT DIRECTOR CANDIDATE RECOMMENDATION	INTERNAL TRANSACTION	COMPENSATION	ESG			
SOHN, KYUNG-SHIK	M	1939	CEO/ Chairman of the BOD						Management	<ul style="list-style-type: none"> · Bachelor of Law, Seoul National University · Current President of Korea Employers Federation · Current CEO of CJ Corporation · Former President of the Korea Chamber of Commerce and Industry 	Feb. 25, 1994 – Shareholders' Meeting in March 2024
KIM, HONG-KI	M	1965	CEO				●	●	Management	<ul style="list-style-type: none"> · Master of Business Administration, Sogang University · Current CEO of CJ Corporation 	Mar. 27, 2018 – Shareholders' Meeting in March 2024
LIM, KYUNG-MOOK	M	1971	Internal Director						Management	<ul style="list-style-type: none"> · Ph.D. in Economics, Brown University · Current Head of Strategic Planning Group of CJ Corporation 	Mar. 31, 2021 – Shareholders' Meeting in March 2024
CHOI, JONG-GU	M	1957	Independent director	●	●	●	●		Finance	<ul style="list-style-type: none"> · M.A., University of Wisconsin School of Public Policy · Current Advisor at Yoon & Yang Law Firm · Former Financial Services Commissioner 	Mar. 29, 2023 – Shareholders' Meeting in March 2026
KIM, YEON-SOO	M	1963	Independent director	●	●	●	●		Medicine	<ul style="list-style-type: none"> · Doctor of Medicine, Seoul National University · Current Professor of Medicine, Seoul National University · Former President of Seoul National University Hospital 	Mar. 29, 2023 – Shareholders' Meeting in March 2026
KIM, YEON-GEUN	M	1960	Independent director	●	●	●	●	●	Finance	<ul style="list-style-type: none"> · Master of Business Administration, Seoul National University · Current Advisor at Kim & Chang Law Firm · Former Commissioner of NTS Seoul Regional Office 	Mar 27, 2019 – Shareholders' Meeting in March 2025
HAN, AE-RA	F	1972	Independent director	●		●	●	●	Law	<ul style="list-style-type: none"> · Harvard Law School · Current Professor at Sungkyunkwan University Law School · Former Supreme Court Judicial Researcher 	Mar. 29, 2022 – Shareholders' Meeting in March 2025

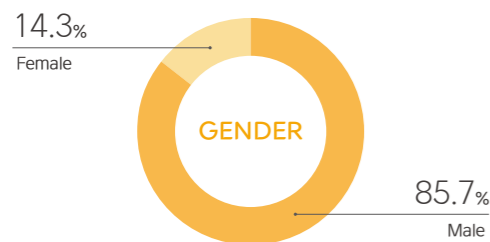
BOD COMMITTEES

COMMITTEE	MAJOR ROLES	AGENDA IN 2022	
ESG COMMITTEE	<ul style="list-style-type: none"> Review and deliberate ESG strategy and policy Identify ESG-related opportunities and risks, check the ESG management strategy and direction, and review and approve its performances 	Approved	<ul style="list-style-type: none"> Key ESG strategic tasks for 2022 Human rights management implementation plan Directions for ESG Report publication Progress of ESG strategic tasks and human rights management declaration Publication of the 2021 ESG Report of CJ Corporation
		Reported	<ul style="list-style-type: none"> Progress of internalizing ESG management Progress of human rights management Progress of environmental management
COMPENSATION COMMITTEE	<ul style="list-style-type: none"> Review and approve the compensation policy for executive officers Review and approve the KPI evaluation of executive officers for long-term incentive awards 	Approved	<ul style="list-style-type: none"> 2022 salary adjustment for executive officers Special compensation awards
INDEPENDENT DIRECTOR CANDIDATE RECOMMENDATION COMMITTEE	<ul style="list-style-type: none"> Review and approve the nomination for independent directors and matters for candidate recommendation 	Approved	<ul style="list-style-type: none"> Recommendation of independent director candidates
INTERNAL TRANSACTION COMMITTEE	<ul style="list-style-type: none"> Review the transactions with affiliated and related parties subject to the approval of the BOD as stipulated by the Monopoly Regulation and Fair Trade Act ("Fair Trade Act") and the Commercial Act Review and approve matters deemed necessary by the BOD or its committees in connection with internal transactions 	Approved	<ul style="list-style-type: none"> Deliberation on participating in CJ CGV's capital increase Deliberation on acquisition of stake in Timewise Investment Co., Ltd. Deliberation on transactions with stakeholders
AUDIT COMMITTEE	<ul style="list-style-type: none"> Conduct an audit of the company's accounts and operations Evaluate the operation of the internal control over consolidated financial reporting Communicate with the external auditors regarding the financial statement audit plans and results Review and approve matters required by laws or the Articles of Incorporation in this regard and matters delegated by the BOD 	Approved	<ul style="list-style-type: none"> Appointment of Audit Committee chairman Approval and assessment of compliance related to the appointment of the auditor Appointment of external auditors
		Reported	<ul style="list-style-type: none"> Operation of the internal control over consolidated financial reporting External auditor's 2021 accounting audit results Annual plan for the internal control over consolidated financial reporting Results of the internal control over consolidated financial reporting design assessment Interim report of internal control over consolidated financial reporting operation assessment



FINANCIAL EXPERT RATIO

28.6%



INDEPENDENCE, EXPERTISE, DIVERSITY

In order to convene the BOD meetings in a timely and efficient manner, Sohn, Kyung-Shik, the current CEO, is serving as a chairman of CJ Corporation’s BOD. Although there is no senior independent director, we have committees composed entirely of independent directors, and each committee is chaired by an independent director with relevant expertise, which is in effect a system similar to the one with a senior independent director.

Directors are appointed at the General Shareholders' Meeting in accordance with Article 382 of the Commercial Act. Candidates for appointment as directors are selected from among the candidates recommended by the BOD in the case of internal directors, and by the Independent Director Candidate Recommendation Committee in the case of independent directors. The Independent Director Candidate Recommendation Committee carefully reviews the candidates' careers, fields of expertise, potential conflicts of interest, number of consecutive appointments, and the current status of concurrent positions at other companies. The final candidates are recommended to the General Shareholders' Meeting after a thorough review to determine whether the candidates are subject to the grounds for disqualification set forth in the relevant laws, such as the Commercial Act and the Enforcement Decree of the Commercial Act. Our 8 companies¹⁾ have also established the Independent Director Candidate Recommendation Committee to enhance independence in the director appointment process.

Currently, our independent directors are selected from experts in various fields such as law, medicine, and finance. In addition, to ensure that they serve their function as an objective decision maker who takes into account the interests of various stakeholders, we have stipulated in our Corporate Governance Charter for no-discrimination during the director appointment process based on gender, age, nationality, race, religion, region of origin, level of education, disability, etc.

1) CJ Corporation, CJ CheilJedang, CJ Logistics, CJ ENM, CJ CGV, CJ Freshway, Studio Dragon, CJ OliveYoung

BOD DE&I

As of May 31, 2023

CATEGORY	DATA	
DIVERSITY	No. of female directors (%)	1 (14.3%)
	No. of directors with experience in the field (%)	7 (100%)
EXPERTISE	No. of financial experts (%)	2 (28.6%)
	Percentage of independent directors in the BOD	57.14%
INDEPENDENCE	Limit of holding concurrent positions	2

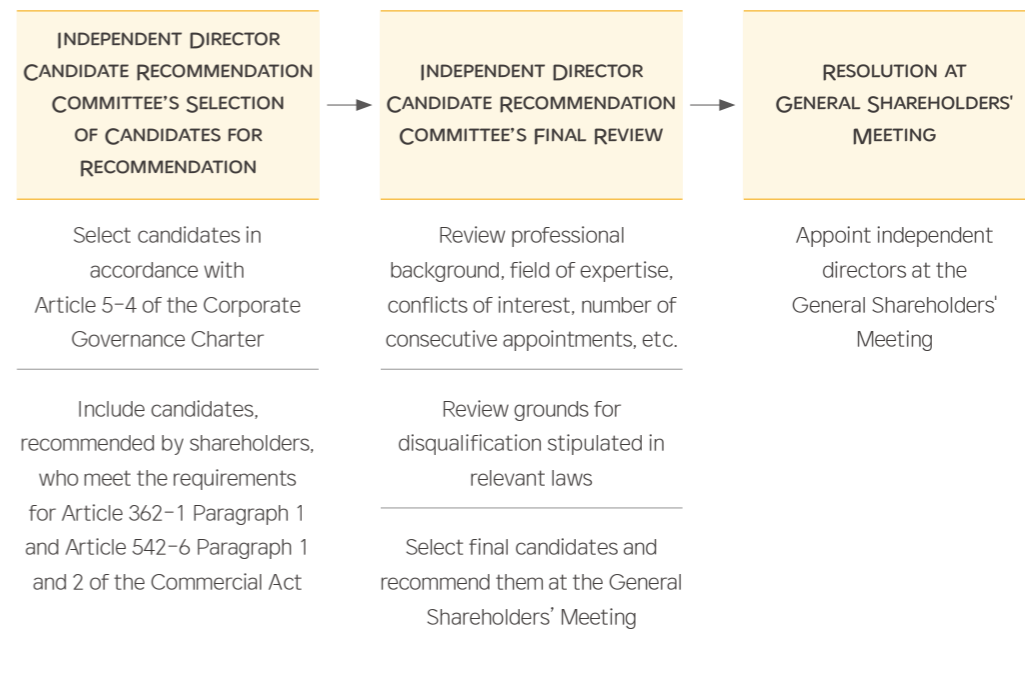
OPERATION

In accordance with the Articles of Incorporation and the Regulations of the BOD, the BOD meeting is convened by the chairman, and any director and Audit Committee may also request the chairman to convene the BOD meeting. If the chairman does not convene the BOD meeting without good cause, then the director or the Audit Committee has the right to call the BOD meeting. The content of the BOD meeting, the attendance rate of independent directors, and the approval/disapproval of the agenda are disclosed in the quarterly/half-year reports and business reports. In 2022, a total of 8 BOD meetings were held, with an average attendance rate of 100%.

BOD OPERATION

CATEGORY	2020	2021	2022
NO. OF BOD MEETINGS	7	8	8
APPROVED AGENDAS	13	14	9
REPORTED AGENDAS	6	6	6

INDEPENDENT DIRECTOR APPOINTMENT PROCESS



Include candidates, recommended by shareholders, who meet the requirements for Article 362-1 Paragraph 1 and Article 542-6 Paragraph 1 and 2 of the Commercial Act

Review grounds for disqualification stipulated in relevant laws

Select final candidates and recommend them at the General Shareholders' Meeting

SUPPORT FOR INDEPENDENT DIRECTORS

When new independent directors are appointed, CJ Corporation conducts an orientation on the company overview and the operation of the BOD to help them catch up with the understanding of the business environment and provides training on the internal control over consolidated financial reporting. If deemed necessary, external expert advice may be provided at the company's expense for the BOD or individual directors.

In addition, to strengthen the independent directors' function of supervision and support on management, we have a quarterly meeting body attended only by independent directors and hold regular meetings with the external auditors without the attendance of management.

TRAINING FOR INDEPENDENT DIRECTORS

DATE	PARTICIPANTS	DETAILS
DEC. 23, 2022	Kim, Yeon-Geun	Training for internal control over consolidated financial reporting
	Song, Hyun-Seung	· Introduction to the internal control over consolidated financial reporting
	Yoo, Chul-Gyu	· Key issues in establishing the internal control over consolidated financial reporting
	Han, Ae-Ra	· Roadmap to establish the internal control over consolidated financial reporting

INDEPENDENT DIRECTOR SUPPORT ORGANIZATION

ORGANIZATION	NO. OF EMPLOYEES	POSITION & YEARS OF SERVICE	KEY RESPONSIBILITIES
AUDIT COMMITTEE SECRETARIAT	8	1 Executive (5 years)	· Providing an explanation of the agenda of BOD and responding to questions/discussions
		1 Executive (3 years)	
		1 Executive (2 years)	
		1 Executive (2 years)	
		1 Professional ¹⁾ (5 years)	· Providing training support for independent directors
		1 Professional (2 years)	
		1 Professional (2 years)	
1 Professional (2 years)			

1) Professional: Equivalent to manager-level at CJ Group

EVALUATION

When recommending for re-appointing independent directors, the attendance rate, independence, expertise, and contributions to the BOD and committees are comprehensively considered and reflected by the Independent Director Candidate Recommendation Committee. We disclose the attendance rate of independent directors at the BOD and committee meetings and their voting history on resolutions in our quarterly/semi-annual reports and business reports.

Currently, CJ Corporation does not conduct individual evaluations of independent directors in order to ensure their freedom of expression and independence. We are reviewing the introduction of the individual evaluation of independent directors in accordance with ESG industry recommendations. A final decision will be made by the BOD after a full discussion on the pros and cons of each specific evaluation method and on how to utilize the evaluation results.

COMPENSATION

The limit on compensation for internal and independent directors is approved by a resolution at the General Shareholders' Meeting.

The compensation of internal directors, including the CEO, is reported to the General Shareholders' Meeting every year after the BOD determines the payment standards and method, within the limit aforementioned, according to the business performance. The compensation for independent directors is determined at an appropriate level with the review on the level of work, responsibilities and risks, cases of other companies, and social norms.

The compensation of internal directors consists of a base salary, short-term incentives in line with the achievement of management goals for the current year, long-term incentives based on long-term performance over a 3-year period, special rewards for outstanding performance, and welfare subsidies. In addition, the long-term incentive is paid in a 3-year cycle, and the amount is determined based on the performance indicators from 2021 to 2023, the importance of the role, and the individual's 3-year KPI evaluation rating. Afterwards, it will be paid in installments starting in 2024, the second year of the cycle, in cash over 3 years and in equity over 2 years.

ANNUAL COMPENSATION IN 2022

As of December 31, 2022

CATEGORY	NO. OF DIRECTORS	TOTAL COMPENSATION	PER DIRECTOR
INTERNAL DIRECTORS	3	KRW 6,861 million	KRW 2,287 million
INDEPENDENT DIRECTORS	4	KRW 284 million	KRW 71 million
TOTAL	7	KRW 7,144 million	KRW 1,021 million

INDEPENDENCE OF AUDIT FUNCTIONS

COMPOSITION OF AUDIT COMMITTEE

CJ Corporation conducts audits in accordance with Audit Committee Regulation that sets forth the composition, operation, authority, and responsibilities in accordance with the relevant laws and the Articles of Incorporation. All members of the Audit Committee are independent directors appointed by the resolution of the General Shareholders' Meeting. Article 3 of Audit Committee Regulation guarantees the independent execution of audit by stating that auditors shall monitor the company's accounting and business affairs and may, at any time, request to report on the directors and relevant business affairs and may inspect the financial conditions of a company. We have secured 2 accounting/finance experts as our Audit Committee members.

In principle, the Audit Committee holds regular meetings at least once a quarter. When necessary, special meetings are convened to discuss urgent and important issues. In 2022, the Audit Committee was held 6 times. In addition, CJ Corporation provides training programs conducted by internal and external experts on key agendas such as industrial characteristics of CJ's businesses areas and regulations regarding accounting and capital market, to support the effective performance of Audit Committee members. In 2022, we organized training sessions on the introduction of the internal control over consolidated financial reporting, related key issues, and roadmap for implementation.

To support the practical and independent activities of the Audit Committee, the Audit Committee Secretariat has been established as a dedicated organization under the Audit Committee. The secretariat consists of members of Audit Committee-related teams such as accounting and compliance, and an executive officer is designated as the head of the organization to facilitate an effective operation.

APPOINTMENT OF EXTERNAL AUDITORS

In order to secure the independence and expertise of the external auditors, CJ Corporation appoints external auditors based on the Regulation on Appointment of External Auditor approved by the Audit Committee. In order to maintain their independence and regular communication, the external auditors discuss the key audit-related issues with our Audit Committee more than once a quarter without the attendance of management. In 2022, a total of 6 reports and consultations were conducted. Meanwhile, in 2022, no external auditor provided non-audit services such as advisory consultation on business management.

EXECUTIVE OFFICER PERFORMANCE EVALUATION

CJ Corporation evaluates the performance of its executive officers at the end of the year according to the level of performance against the action plans for each organization that are established at the beginning of the year. The results of these evaluations and other circumstances are comprehensively considered in determining the base annual salary for the following year. Based on the executive officer's performance evaluation system established by CJ Corporation, each subsidiary conducts executive performance evaluations through financial and non-financial indicators specific to their industry.

AUDIT COMMITTEE LEGAL REQUIREMENTS

As of May 31, 2023

KEY LEGAL REQUIREMENTS	CJ CORPORATION STATUS QUO
Consists of 3 directors	4 directors
At least 2/3 of the members are independent directors	All independent directors
At least 1 of the members is an accounting or finance expert	2 experts (Independent Director Choi Jong-Gu/ Kim Yeon-Geun)
The representative of the Audit Committee is an independent director	The Committee chairman is Kim, Yeon-Geun, an independent director
Other grounds for disqualification (related parties of the largest shareholder, etc.)	None

COMPLIANCE & ETHICAL MANAGEMENT

POLICY

CJ CODE OF BUSINESS CONDUCT

We enacted and published the CJ Code of Business Conduct in 2020 as our promise to stakeholders in order to put the CJ management philosophy into detailed practice. All CJ members acknowledge the right ways to perform their duties based on the Code of Business Conduct and also understand their responsibilities as members of a respected and beloved corporation.

CJ CODE OF BUSINESS CONDUCT

OUR PROMISE TO CUSTOMERS

We will become a global lifestyle and culture company that creates the health, happiness, and convenience of customers by providing the best value with ONLYONE products and services.

OUR PROMISE TO SHAREHOLDERS AND INVESTORS

CJ will reciprocate the trust of our shareholders and investors by turning blameless profits through rational management and by establishing a system in line with the global standards.

OUR PROMISE TO FELLOW CJ EMPLOYEES

We will create an environment in which 'upright Hagojabis¹⁾' can work with pride and produce the best results, while also having fun. In addition, we will act in line with our principles of integrity, passion, creativity and respect and make responsible decisions by setting the right direction for our business.

OUR PROMISE TO FELLOW PLAYERS IN THE MARKET

We establish the rules and systems in which we can compete fairly and freely with our competitors and grow together with our business partners. We firmly believe that CJ will grow further and earn the respect of the global society when we keep our promise to our fellow players in the market and fulfill the value of shared growth.

OUR PROMISE TO THE GLOBAL COMMUNITY

CJ is doing business all over the world with the goal of becoming the No.1 global lifestyle company that sets the lifestyle trends for people around the globe and is loved and respected by the global community. We can truly contribute to the national economy and co-exist with those living in the regions where we do business when we respect their culture, traditions, laws and regulations and contribute to their society.







CJ Code of Business Conduct

1) Self-starters with industry expertise, a strong sense of responsibility, commitment, aligned vision and passion for excellence

COMPLIANCE POLICY & GUIDELINES

CJ Corporation's compliance policy describes specific guidelines to uphold its commitments to its customers, shareholders, investors, employees, and partners, as well as the global community, as proclaimed in the CJ Code of Business Conduct. The compliance policy includes the CJ Global Anti-corruption Policy, and CJ Group assures our commitment to the compliance policy, fostering close communication with stakeholders, and unwaveringly maintaining our dedication to sustainable management. We have translated the CJ Code of Business Conduct and the compliance policy, including the Global Anti-corruption Policy, into 5 languages and conducted training to ensure their adherence at our global business sites. Specifically, we are dedicated to cultivating a global compliance culture unique to CJ Group, aligning with global standards while considering local contexts, with support from CJ global regional headquarters in the US, China, Vietnam, and Indonesia.

COMPLIANCE POLICY & GUIDELINES DETAILS

SCOPE	POLICY	DESCRIPTION
DOMESTIC & GLOBAL	CJ Global Anti-corruption Policy 	A set of standards designed to prevent acts of corruption in all countries and regions where we conduct our business and to ensure compliance with the anti-corruption laws and regulations of each country
	CJ Global Fair Competition Policy 	A set of standards designed to promote a fair and honest competition with competitors and to prevent illegal activities including price fixing, illegal information exchange, and abuse of dominant power in all countries and regions where we conduct our business and to ensure compliance with anti-trust and competition laws of each country
	CJ Global Privacy Policy 	A set of standards to fulfill our commitment to information protection under the CJ Code of Business Conduct to ensure our customer's privacy and rights while safely processing personal information
	CJ Global Economic Sanctions Compliance Policy 	A set of standards to uphold our commitment to comply with international trade regulations under the CJ Code of Business Conduct and ensure compliance with the global economic sanction programs
DOMESTIC	CJ Anti-graft Compliance Guide	A guidebook on the Improper Solicitation and Graft Act of Korea, which was enacted to eradicate fraud and bribery
	CJ Fair Trade Best Practice Guidelines	Guidelines for compliance with Monopoly Regulation and Fair Trade Act of Korea to promote shared values and fair practice

IMPLEMENTATION SYSTEM

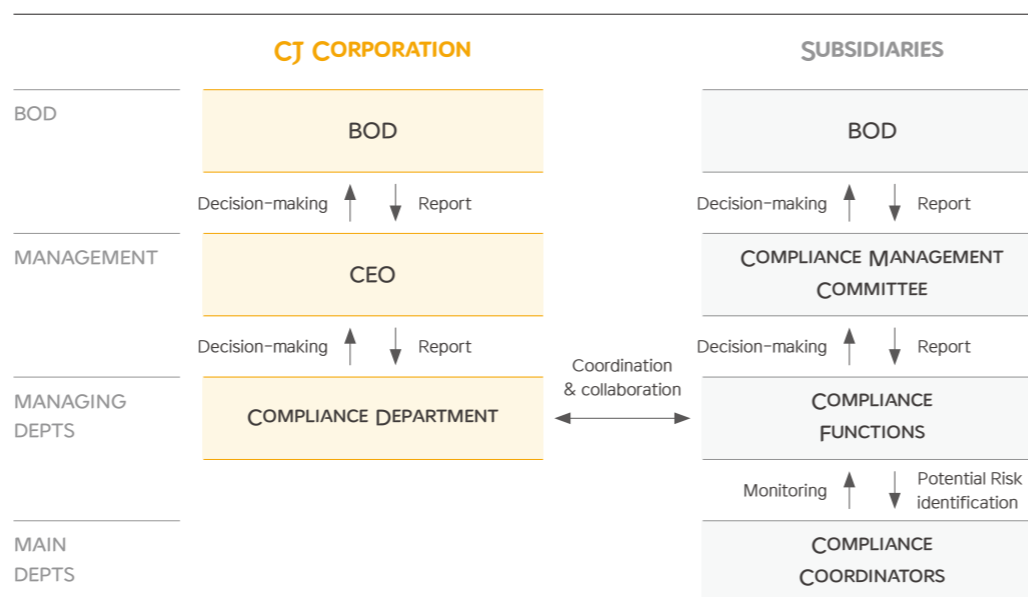
GOVERNANCE

CJ Corporation has been working on raising compliance awareness to strengthen CJ Group's compliance and ethical management. To foster an effective compliance culture that all employees and executives can embrace, we are systematically restructuring the organizational framework, refining evaluation processes, enhancing risk identification and monitoring, and bolstering training initiatives.

CJ Group has planned and implemented various activities centered on CJ Corporation to build an effective compliance system. Starting in 2018, we have set up compliance functions within CJ Group to concentrate on proactive measures. We have also introduced a reporting process to senior management and enabled decision-making through Compliance Management Committees within each subsidiary. In addition, we are in the process of implementing and broadening the adoption of ISO 37301, a worldwide standard for compliance management system certification, across CJ Group. Concurrently, we are putting in place procedures and measures aligned with the certification's stipulations. These measures aim to detect, assess, and manage potential risks, such as bribery and corruption, within the organization.

CJ Corporation consistently assesses the compliance and ethical management initiatives across the entire group, overseen by the Compliance Officer and the findings of these assessments are subsequently conveyed to the BOD and made publicly available.

COMPLIANCE SYSTEM



EVALUATION (KPI)

Since 2019, CJ Corporation has been promoting compliance activities to be more effective and practical by reflecting them in the Key Performance Indicators (KPIs) of executives of subsidiaries. CJ Corporation sets goals for the subsidiaries such as the management's commitment to compliance management, analysis of the regulatory environment, risk identification, monitoring, and compliance-related training. The results of each subsidiary's activities will be then evaluated and reflected in KPIs of the executives. In terms of global business sites of CJ Group and regional headquarters, CJ Corporation annually reflects the results of their compliance activities in the KPI evaluation of executive.

Starting in 2023, we have introduced a robust process for relative evaluation of our subsidiaries' KPIs with the aim of enhancing the overall compliance standards within CJ Group. We intend to enhance the efficacy of our compliance initiatives by shifting from quantitative assessment criteria to qualitative ones, which will involve defining implementation measures, continuous monitoring, and the establishment of management procedures. By doing so, we improve CJ Group's compliance KPI evaluation system and develop our global top-tier compliance capability through mid- and long-term implementation.

ACTIVITIES OF CJ CORPORATION COMPLIANCE OFFICER IN 2022

ACTIVITIES	DESCRIPTION
Expanded the scope of KPI evaluation to advance compliance	· Conducted KPI evaluations on compliance of CEOs and key executive officers of CJ Group
Updated and implemented group-wide confidentiality pledges	· Updated and implemented group-wide confidentiality pledges to protect trade secrets
Established a compliance management system	· Promoted the adoption and acquisition of ISO 37001 certification within CJ Group
Implemented global privacy compliance activities	· Analyzed data and regulations on information security and privacy in major markets to check risks and implement measures for improvement
Conducted employee compliance training	· Online training curriculum · Global compliance training · Intellectual property training · Regulatory trends
Enhanced the protection of intellectual properties	· Secured trademark rights to the CJ logo and prevented infringement of CJ's brands

EMPLOYEE AWARENESS

CJ employees can choose and take training courses they want at CJ Campus, which is CJ Group's training system, anytime, anywhere. The system collects and manages all compliance-related content, and our curriculum is continuously improved as we add new content every year. At the Group-level, CJ Corporation conducts annual compliance training for all employees, focusing on important issues of the year, including the Serious Accident Punishment Act in 2021 and the CJ Code of Business Conduct in 2022. We also organized compliance training in local languages for international employees on the subjects of CJ Code of Business Conduct and CJ Global Compliance Policies in 2022. In the future, we will persist in developing and executing further training programs tailored to the specific local working conditions. We are dedicated to heightening our employees' awareness of compliance and ethical management through initiatives like encouraging them to sign ethical practice pledges.

STAKEHOLDER COMMUNICATION

CJ Corporation discloses its compliance policy on CJ Group's ethical management website. To make it more accessible to our employees, we post the reporting channel on the intranet and Group's ethical management website, and provide information on the channels for all employees during the mandatory training sessions.

VIOLATION REPORTING CHANNEL

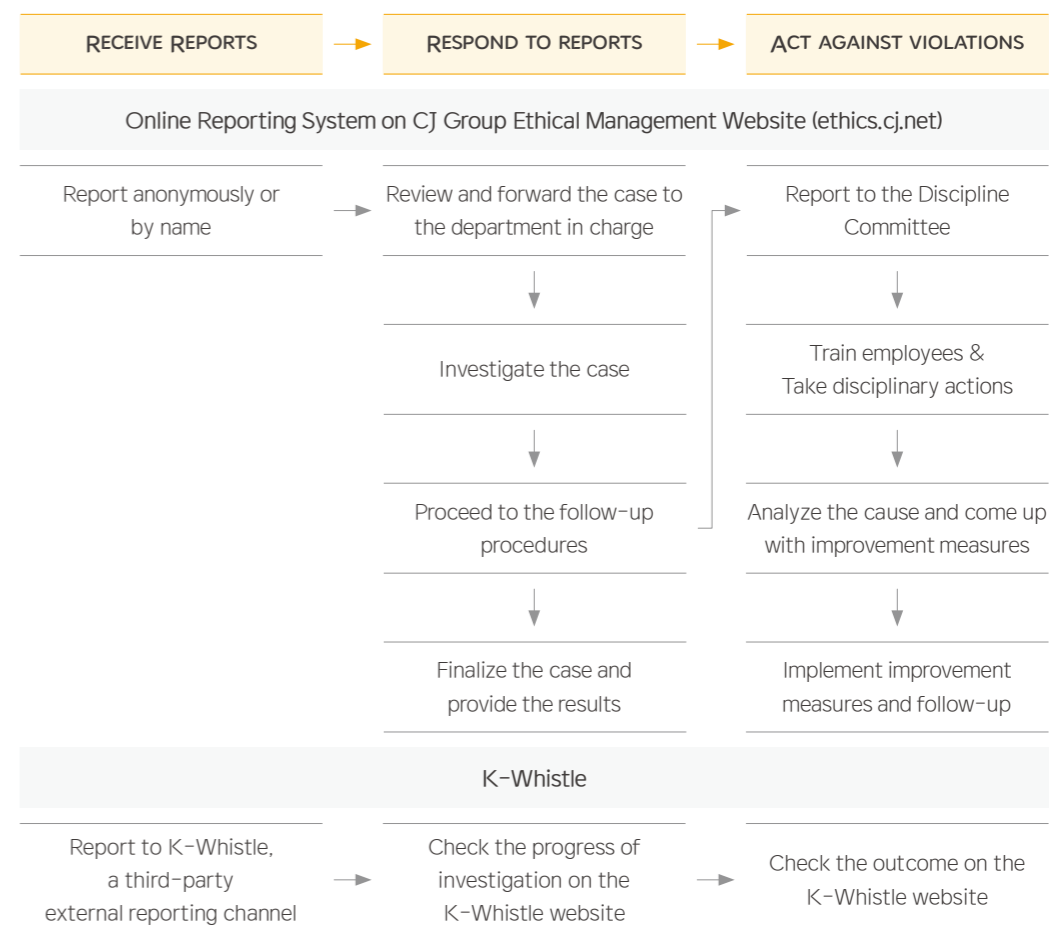
CJ Corporation operates a reporting system through which all executives, employees, and external stakeholders of CJ Group can report unlawful activities. In Korea, online reporting is available through the hotline on the company's website, and global business sites (US, China, Indonesia, Vietnam) also operate reporting websites in their respective languages. It is available to report any actions that violate CJ's management philosophy and CJ Code of Business Conduct. "K-Whistle," a third-party external reporting channel, is also utilized in addition to the internal system to receive reports.

VIOLATION HANDLING PROCEDURES

All the reported information is processed exclusively by the department in charge in accordance with the Regulations on Reporting and Handling of Misconduct. Anonymity is guaranteed in the provision of relevant information, including the reporter's identity, during and after the investigation process. In addition, we keep the reporter safe from discrimination

or disadvantage in any manner in relation to the reported case. A reward may be given to the reporter if the resolution of the internal Deliberation Committee concludes that the hotline reporting has contributed to the eradication of corruption and unfair management practices. Disciplinary action will be taken for any non-compliance proved by investigation in accordance with internal regulations and the resolution of the Discipline Committee. To prevent any recurrence, we analyze the root causes of issues to come up with improvement measures and provide employee training to build a sound corporate culture. We check and verify the effectiveness of these improvement measures and upgrade the measures if deemed necessary.

VIOLATION REPORTING & HANDLING PROCESS





ACQUIRED ISO 37301
CERTIFICATION

5 SUBSIDIARIES IN CJ GROUP

RISK IDENTIFICATION & MONITORING

CJ Corporation has had each CJ subsidiary appoint compliance coordinators to identify potential risks in each business unit and to continuously track and manage changes so that they can be monitored autonomously. We have also established a system in which each subsidiary's compliance function monitors the risks identified by the respective coordinators. Local compliance risks will be identified and monitored by the global regional headquarters, and in 2023, we plan to create and implement the Compliance Portal System so that all employees can identify and monitor risks and manage changes on an ongoing basis.

OUR PRACTICE

COMPLIANCE & ETHICAL MANAGEMENT ACTIVITIES

As of the first half of 2023, CJ CheilJedang, CJ Freshway, CJ Logistics, CJ ENM Entertainment Division, and CJ Feed&Care have put in place a system aimed at streamlining the operations of compliance and ethical management as they successfully acquired and/or renewed the ISO 37301 certification. CJ engages in regular consultations with compliance functions and compliance coordinators to enhance our compliance performance whenever the need arises to establish processes that align with legal and regulatory requirements. In case of violations, the audit team conducts investigations and implements procedures to take necessary actions against the violations.

CERTIFICATION	SUBSIDIARIES
ISO 37301	CJ CHEILJEDANG CJ FRESHWAY CJ LOGISTICS CJ ENM CJ FEED&CARE

COMPLIANCE GUIDELINES FOR BROADCASTING CJ ENM

CJ ENM has established detailed code of conduct and guidelines for actions tailored to the nature of its business to raise awareness and encourage employee participation. The Commerce Division, in particular, implemented the Compliance Guide for the Revised Broadcasting Terms and Conditions Agreement and the Promotion Compliance Guide in accordance with the Promotional Expenses Review Policy to prevent unfair practices and transactions with suppliers. Through these compliance guides, we guide suppliers to make sure they take the precautions when signing the Broadcasting Terms and Conditions Agreement and pre-arrange the cost burden when conducting promotional events.

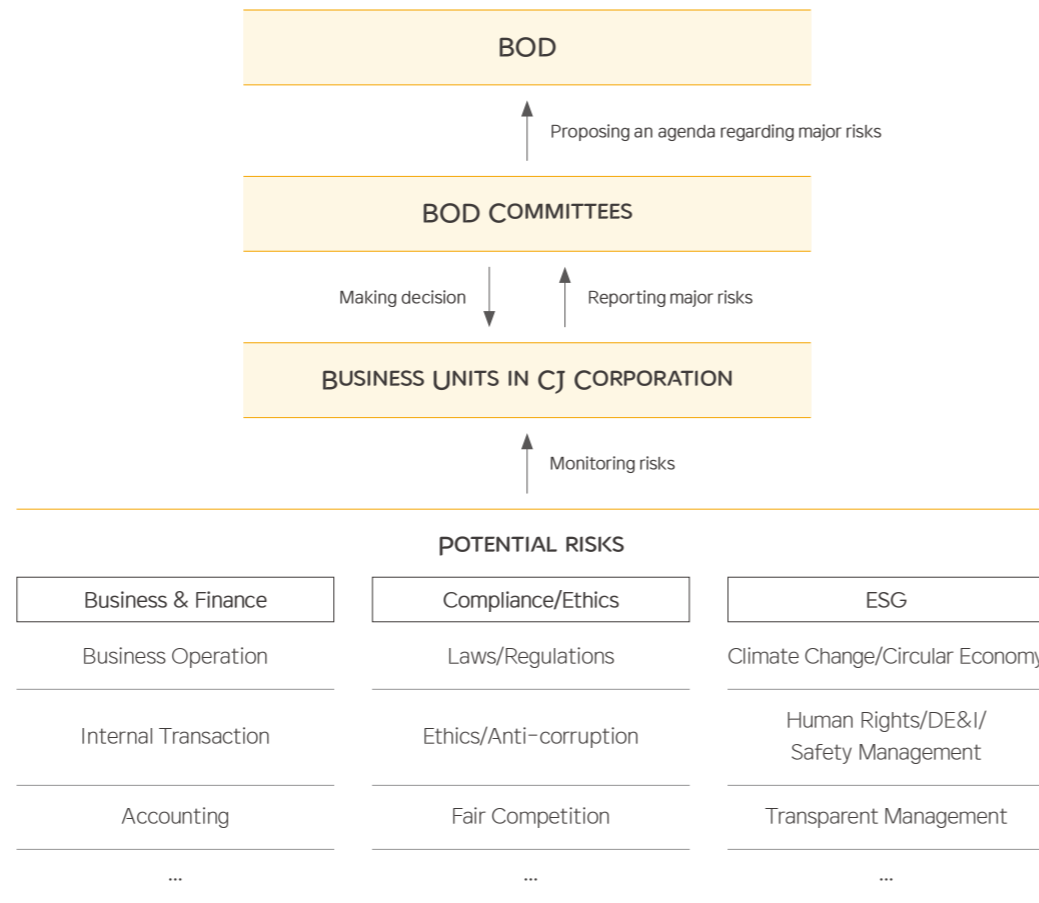
In accordance with Article 17 of the Act on Fair Transactions in Large Retail Business, we have formulated a process of changing or cancelling broadcasts to prevent any potential disadvantages to the suppliers. Once the contract is signed, we inform our suppliers of their right to change or cancel the contract after review and consent by the compliance department, as long as such change or cancellation is not disadvantageous to them.

RISK MANAGEMENT

OUR APPROACH

CJ Corporation monitors and manages risks that may impact our subsidiaries. We manage a comprehensive range of risks associated with business and financial aspects, as well as compliance and ESG. We proactively categorize potential risks and prepare in advance to address them.

IMPLEMENTATION SYSTEM



RISK MANAGEMENT PROCESS



RESPONSE TO RISKS BY CATEGORY

CJ Corporation actively manages risks impacting both itself and its subsidiaries.

BUSINESS RISKS

CJ Corporation actively mitigates subsidiary risks through ongoing monitoring, analysis of expected issues, and adaptive responses to evolving business landscapes. Our approach involves continuous evaluation of profit and loss, key issues, and market dynamics, with regular domestic and international assessments. Proactive measures target high-impact issues, followed by post-implementation reviews to enhance our responses.

ACCOUNTING RISKS

CJ Corporation upholds transparency in financial reporting, adhering to Korean International Financial Reporting Standards. The Audit Committee, comprising only independent directors, and external auditor meet quarterly to oversee external audits as mandated by the Act on External Audit of Stock Companies. Annually, the CEO and internal accounting manager assess internal controls, reporting to the Audit Committee, which then presents findings to the General Shareholders' Meeting. Rigorous reviews, including necessary audit procedures, are conducted by the Audit Committee on accounting records and financial statements.

INTERNAL TRANSACTION RISKS

CJ Corporation guarantees fair transactions through rigorous reviews of related-party transactions by the Internal Transaction Committee, composed solely of independent directors. These transactions, under relevant acts, are subject to BOD approval as a final decision and are disclosed in accordance with laws. Additionally, we report on transactions with the largest shareholder at the General Shareholders' Meeting.

COMPLIANCE/ETHICS RISKS

CJ Corporation adeptly manages various compliance risks, such as fair competition, privacy, anti-corruption, HR & labor, occupational safety, international laws, and economic sanctions. Our Compliance Officer oversees control standards, policies, and laws, collaborating with support offices. The findings are informed to the Board of Directors, shaping risk prevention strategies. We monitor the risk response system's functionality, and the execution of enhancement measures, and provide regular reports to the management. Collaboration between compliance and business divisions deploys risk management systems. CJ Corporation informs of evolving laws through training and newsletters, and enhances infrastructure to address compliance risks by supporting subsidiaries in obtaining ISO 37301 certification.

ESG RISKS

CJ Corporation tracks ESG risks in areas like climate change, circular economy, human rights, and DE&I within CJ Group. Major risks are reported to the BOD's ESG Committee, which assesses strategies, implementation progress, and provides approval.

RISK RESPONSE ACTIVITIES BY CATEGORY

CATEGORY	SUB-CATEGORY	RESPONSE ACTIVITIES
BUSINESS & FINANCE	Business Operation	<ul style="list-style-type: none"> · Watch for factors that could impact subsidiary operations
	Internal Transaction	<ul style="list-style-type: none"> · Review transactions with subsidiaries and related party in accordance with relevant laws
	Accounting	<ul style="list-style-type: none"> · Conduct internal audit and internal control · Review and ensure compliance with laws and regulations, e.g., K-IFRS
COMPLIANCE/ETHICS	Laws/Regulations	<ul style="list-style-type: none"> · Track domestic and international laws for Group awareness · Control and manage regulatory risks through monitoring compliance compliance · Establish and implement preventive measures in case of legal violations
	Ethics/Anti-corruption	<ul style="list-style-type: none"> · Monitor ethics and anti-corruption risk factors · Organize mandatory training for all employees on CJ Code of Business Conduct
	Fair Competition	<ul style="list-style-type: none"> · Monitor compliance with the anti-trust and competition laws such as unfair trade and collusion · Organize mandatory training on fair competition
ESG	Climate Change/Circular Economy	<ul style="list-style-type: none"> · Address climate change and minimize its impact through proactive measures · Promote a circular economy to reduce wastes and use recyclable materials
	Human Rights/DE&I/Safety Management	<ul style="list-style-type: none"> · Identify risks through human rights risk impact assessment, and remedy them · Track DE&I progress of CJ, including products, services, and content · Create a safety monitoring and response system for business sites

APPENDIX

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DATA DEFINITION

The quantitative data included in the CJ Corporation's 2022 ESG Report has been standardized and integrated for the domestic business sites of the following companies on a non-consolidated basis disclosed in CJ Corporation's business report in 2022 : 9 publicly listed companies (CJ Corporation, CJ CheilJedang, CJ Logistics, CJ Seafood, CJ Bioscience, CJ Freshway, CJ CGV, CJ ENM, Studio Dragon), CJ CheilJedang's subsidiary CJ Feed&Care, as well as other unlisted companies including CJ Foodville, CJ OliveYoung, and CJ OliveNetworks. The aggregation criteria, definitions, and exclusions for each dataset are as follows.

ENVIRONMENTAL DATA

CATEGORY	DATA	DEFINITION	SCOPE OF DATA
GREENHOUSE GAS	Direct & Indirect GHG emissions (Scope 1+2)	Total greenhouse gas emissions resulting from energy consumption within the organization's owned and controlled business boundaries, as well as the indirect greenhouse gas emissions resulting from the use of external energy sources purchased or acquired by the organization	CJ Corporation and its 12 subsidiaries' domestic business sites
	Direct GHG emissions (Scope 1)	Greenhouse gas emissions resulting from energy consumption within the organization's owned and controlled business boundaries	
	Indirect GHG emissions (Scope 2)	Greenhouse gas emissions indirectly generated from the use of external energy sources purchased or acquired by the organization	
	GHG emission intensity (Scope 1+2)	Annual greenhouse gas emissions (both direct and indirect) per unit of annual sales of the organization	
	Other indirect GHG emissions (Scope 3)	Total carbon emissions arising from other value chain processes including those associated with suppliers, logistics, product usage and disposal, apart from those arising from product manufacturing process	
ENERGY	Energy consumption	Total consumption of non-renewable energy and renewable energy used by the organization	CJ Corporation and its 12 subsidiaries' domestic business sites
	Non-renewable energy consumption	Total amount of consumed non-renewable fuels, including conventional fossil fuels like LNG, LPG, gasoline, as well as purchased or self-produced energy such as power and steam	
	Renewable energy consumption	Total amount of consumed renewable fuels, including biofuels, biomass, as well as purchased or self-generated renewable energy such as solar power	
	Energy consumption intensity	Annual energy consumption per annual sales of the organization	
	Power consumption	Total amount of non-renewable power purchased and used from outside the organization's business boundaries, and the total amount of renewable power purchased from outside the business boundaries or produced directly for use	
WASTES	Total amount of wastes generated	Total amount of general and designated wastes released outside the organizational boundaries	Domestic manufacturing sites and resorts of subsidiaries that own manufacturing sites and resorts (CJ CheilJedang, CJ Logistics, CJ Freshway, CJ Foodville, CJ Feed&Care, CJ Seafood)
	Wastes recycled	Total amount of waste reused and recycled by the organization through various recovery/conversion methods without incineration or landfill treatments	
	Wastes incinerated (energy not recovered)	Total amount of general waste and designated waste incinerated via a waste processing contractor that does not recover energy from incineration	
	Wastes incinerated (energy recovered)	Total amount of general waste and designated waste incinerated via a waste processing contractor that recovers energy from incineration	
	Wastes landfilled	Total amount of general wastes and designated wastes reclaimed by the organization or reclaimed through a disposal company	
	Wastes disposed via other methods	Total amount of waste treated by methods other than incineration or landfill, or waste for which the disposition method (incineration or landfill) cannot be determined	
	Waste generation intensity	Annual waste emissions per annual sales of the organization	
PACKAGING	Total amount of packaging materials used	Weight of materials used by the organization for product packaging (1st and 2nd packaging)	Domestic manufacturing sites (CJ CheilJedang, CJ Freshway, CJ Foodville, CJ Feed&Care, CJ Seafood)
	Amount & percentage of recycled materials used for packaging	Weight and proportion of recycled raw materials compared to the total materials used for the organization's product packaging (1st and 2nd packaging)	CJ CheilJedang's domestic manufacturing sites

ENVIRONMENTAL DATA

CATEGORY	DATA	DEFINITION	SCOPE OF DATA
WATER RESOURCES	Water withdrawal	Total amount of water inflow from external organizational boundaries by water source	Domestic manufacturing sites, data center, resorts (CJ CheilJedang, CJ Logistics, CJ Freshway, CJ Foodville, CJ OliveNetworks, CJ Feed&Care, CJ Seafood)
	Water discharged	Total amount of water that is discharged outside the organization's boundaries because it is no longer available for use or has reached the end of use (i.e., discharge of used water such as waste water, industrial water, and domestic water and discharge of unused water, etc.)	
	Water consumed	Total amount of water consumed for business activities originating from outside organizational boundaries, calculated by subtracting 'water discharged' from 'water withdrawal'	
	Water recycled	Amount of water used by the organization which is recycled and reused for the organization's business activities rather than discharged as wastewater	
	Percentage of water withdrawal in water-stressed areas	Ratio of water withdrawal in regions that are defined as high or extremely high baseline water-stressed areas	
	Percentage of water consumption in water-stressed areas	Ratio of water consumed in regions that are defined as high or extremely high baseline water-stressed areas	
POLLUTANTS	Water pollutant emissions	Total emissions of water pollutant (BOD, COD, TOC, SS, T-N, T-P) emitted by the organization outside the business boundary	Domestic business sites subject to the regulatory reporting requirements (CJ CheilJedang, CJ ENM, CJ Foodville, CJ Feed&Care, CJ Seafood)
	Air pollutant emissions	Total emissions of air pollutant (NOx, SOx, dust) emitted by the organization outside the business boundary	
ENVIRONMENTAL MANAGEMENT	Amount of eco-friendly certified purchases	Cost of purchasing raw materials, office equipment, and consumables that are certified as eco-friendly	CJ Corporation and its 12 subsidiaries' domestic business sites
	Number of environmental law and regulation violations	The number of disclosure of fines, penalty surcharges and negligence fines of \$10,000 (KRW 12M) or more, as well as the number of cases related to violations of domestic and international environmental regulations - all based on the same criteria as disclosed in the business report	
	Environmental infrastructure investments	Ratio of the overall investment allocated specifically for environmental impact reduction, eco-friendly performance, and related expenditure	

Social data covers all domestic business sites of CJ Corporation and its 12 subsidiaries (CJ CheilJedang, CJ Logistics, CJ Seafood, CJ Bioscience, CJ Freshway, CJ CGV, CJ ENM, Studio Dragon, CJ Feed&Care, CJ Foodville, CJ OliveYoung, CJ OliveNetworks). Any discrepancies in the scope are specified in the Remarks section.

SOCIAL DATA

CATEGORY	DATA	DEFINITION	REMARKS
HUMAN RESOURCES	Total number of employees	All employees and executives engaged in employment with the organization, including permanent employees such as full-time employees, indefinite-term contract employees and so forth, fixed-term employees such as short-term contract employees, registered and unregistered executives	
	Composition of employees (by gender/age group)	All employees and executives engaged in employment with the organization, categorized by gender and age	
TALENT ACQUISITION & DEVELOPMENT	Total number of new hires	All individuals who have established new employment relationships with the organization	
	Composition of new hires (by gender/age group)	All individuals who have established new employment relationships with the organization, categorized by gender and age	
	Turnover rate (Portion of voluntary/involuntary turnover rate)	The ratio of employees who voluntarily left the organization among those who left the organization, and the ratio of employees who left the organization due to non-voluntary reasons such as contract expiration, retirement, etc., among those who left the organization	
	Employee engagement	The ratio of employees who responded 'engaged' in our corporate culture survey (CJ Voice On) * We conduct annual surveys to assess employee job satisfaction and engagement. However, in 2021, this assessment was not carried out due to changes to the format and contents of the survey	As of CJ Voice On survey respondents
	Employee training (training hours/cost per person)	The per-employee training hours conducted for the organization's employees and the per-employee training cost allocated for education	Education time and cost for all employees * CJ CGV, CJ Freshway, CJ Foodville, CJ OliveYoung: As of employees eligible for training
	Percentage of female executives	The ratio of female executives among CJ Group executives	
DE&I (DIVERSITY, EQUITY AND INCLUSION)	Percentage of female managers	The ratio of female employees who hold the authority for PMDS+ evaluation (CJ Group's internal performance assessment system) or perform substantial managerial roles	
	Percentage of female staff in STEM departments	The ratio of female employees within departments defined as STEM (Science, Technology, Engineering, Mathematics)	* STEM department in each subsidiaries - CJ Corporation: CDO and AI-related - CJ CheilJedang: R&D, IT, Tech - CJ Logistics: Logistic research, IT (DT, information security, etc.) - CJ ENM: IT (Big data, information security, DT, etc.) - CJ CGV: IT, Cinema technology - CJ Freshway: R&D, IT, food analysis - CJ Seafood: Production, technology, etc. - CJ Bioscience: R&D - CJ OliveYoung: IT (Web · App development, AI, etc.) - CJ OliveNetworks: IT research - CJ Feed&Care: R&T
	Female to male wage ratio	The gender pay gap within the organization, calculated using the annual average wages of male and female employees, as disclosed in the business report	As of all employees * CJ CGV: As of full-time employees CJ OliveYoung: As of permanent employees
	Number of employees with disabilities	The number of employees who are classified as disabled, calculated based on headcount regardless of the severity of disability	
	Number of employees on parental leave	The number of employees who have utilized the parental leave system	
	Percentage of employees who have returned from parental leave	The ratio of employees who returned to work after the conclusion of parental leave among those who utilized parental leave	
Retention rate after returning from parental leave (12 months or more)	The ratio of employees who maintained their employment for 12 months after returning from parental leave		
Percentage of employees subject to MBO, multidimensional performance appraisal, relative evaluation	The ratio of employees within the organization who have undergone regular performance evaluations such as MBO (Management by Objectives), 360-degree evaluation, and relative assessment	* CJ OliveNetworks: Starting in 2021, relative evaluations have been excluded from regular performance assessments, resulting in their omission from the data	

SOCIAL DATA

CATEGORY	DATA	DEFINITION	REMARKS
HUMAN RIGHTS	Number of reported cases	Total number of human rights-related cases reported on the Online Report (CJ Ethical Management Website)	
	Number of valid reported cases	The number of cases reported on the Online Report (CJ Ethical Management Website), related to human rights, that are classified into valid reports, excluding cases where false reporting is evident, and situations where verification or investigation is unnecessary	
SAFETY MANAGEMENT	Employee injury rate	Ratio of employees who have suffered physical or mental harm due to work-related incidents in the course of their employment, expressed as a percentage of the total employees	
	LTIFR (Lost Time Injury Frequency Rate)	Ratio of the number of labor losses incurred in relation to 1 million working hours, where employees are unable to return to work for at least 1 day due to accidents or incident	
	Number of serious accidents	Number of incidents resulting in any of the following outcomes, in accordance with the Occupational Safety and Health Act : (1) 1 or more fatalities, (2) 2 or more injured individuals requiring treatment for 6 months or more due to the same incident, (3) 10 or more cases of occupational diseases designated by presidential decree, such as acute poisoning, caused by the same hazardous factor, within 1 year	
	Number of employee fatalities	Number of fatalities due to work-related accidents, incidents, and illnesses	
SUPPLY CHAIN MANAGEMENT	Amount of growth fund raised	Total amount of growth fund raised for financial support to suppliers	As of subsidiaries holding growth fund (CJ CheilJedang, CJ Logistics, CJ ENM)
	Percentage of contracts subject to the Supplier Code of Conduct	Ratio of cases for which the Supplier Code of Conduct was applied when signing or renewing contracts with CJ group subsidiaries	As of subsidiaries with the Supplier Code of Conduct (CJ CheilJedang, CJ Logistics, CJ Freshway) * CJ ENM Entertainment Division, CJ CGV, CJ Seafood, CJ OliveNetworks: The code of conduct is currently applicable to all suppliers, but due to challenges in detailed verification, we plan to enhance the system and disclose it in the future
CSR	Donations	Total amount of donations contributed to local communities, charitable organizations, etc.	
	Volunteer activities hours & number of participants	Time spent in volunteer activities and number of employees who participated in volunteer activities	

GOVERNANCE DATA

CATEGORY	DATA	DEFINITION	SCOPE OF DATA
BOD & AUDIT ORGANIZATIONS - COMPOSITION	BOD composition	Number of board members	CJ Corporation
	Percentage of independent director composition	The composition ratio of independent directors within the BOD	
BOD & AUDIT ORGANIZATIONS - OPERATION	BOD & Audit Committee - Number of meetings	The number of the BOD and Audit Committee meetings held	
	Number of agendas objected/amended by independent directors among submitted to BOD meetings	The number of agenda items presented at the BOD's meetings on which independent directors expressed dissenting or revised opinions	
	BOD & Committee - Attendance rate	The ratio of attendance to the number of meetings held for both the BOD and its sub committees	
BOD & AUDIT ORGANIZATIONS - COMPENSATION	Internal/independent directors compensation	The annual compensation for internal directors and independent directors	
	Percentage of non-audit service fees to audit service fees	The ratio of compensation paid for non-audit services compared to compensation paid for audit services to the auditing firm	
SHAREHOLDERS	Ownership share of largest shareholder and related parties	The ratio of shares held by the largest shareholder and related parties to the total number of issued common shares	
	Ownership share of registered executives excluding largest shareholder and related parties	The ratio of shares held by registered executives excluding the largest shareholder and related parties to the total number of issued common shares	
	Dividend payout ratio	The ratio of dividends paid to annual company profits (non-consolidated basis)	
ETHICAL & COMPLIANCE MANAGEMENT	Training hours & number of participants	Total training hours and number of employees who have completed ethical management training, including conflict of interest, fair competition/trading violations, bribery and corruption, and money laundering, as compliance with CJ Code of Conduct and efforts to prevent any compliance violation	CJ Corporation and its 12 subsidiaries' domestic business sites
	Legal & regulatory violations (Fair competition, anti-corruption, marketing & labeling, information security)	Number of legal violations related to compliance/ethics management disclosed in the business report: - Fair competition: Number of violations of relevant regulations due to unfair joint actions, such as abuse of dominant market position, and unfair trade practices - Anti-corruption: Number of violations of relevant regulations due to corrupt practices, such as abusing authority or seeking personal gain by violating laws, in connection with duties - Marketing and labeling: Number of violations of relevant regulations due to deceptive labeling/advertising practices that may mislead or deceive consumers - Information security: Number of violations of relevant regulations related to information security, such as providing personal information to third parties without obtaining consent from the data subject, or collecting personal information without obtaining consent from the user	
	Total number of reported cases	The total number of cases reported on the Online Report (CJ Ethical Management Website) and the K-Whistle website regarding violations of the CJ Code of Conduct and compliance	
	Number of valid reported cases	The number of cases reported on the Online Report (CJ Ethical Management Website), related to violations of CJ Code of Conduct and compliance, that are classified into valid reports, excluding cases where false reporting is evident, and situations where verification or investigation is unnecessary	

ENVIRONMENT DATA

GREENHOUSE GAS

CATEGORY	UNIT	2020	2021	2022
DIRECT & INDIRECT GHG EMISSIONS (SCOPE 1+2)	tCO ₂ eq	833,042	864,199	891,036
DIRECT GHG EMISSIONS (SCOPE 1)	tCO ₂ eq	358,222	364,590	359,785
INDIRECT GHG EMISSIONS (SCOPE 2)	tCO ₂ eq	474,900	499,675	531,344
GHG EMISSION INTENSITY (SCOPE 1+2)	tCO ₂ eq/KRW 100M	1.52	1.51	0.91
OTHER INDIRECT GHG EMISSIONS (SCOPE 3)	tCO ₂ eq	40	311,783	9,506,775

· CJ CheilJedang and CJ Logistics calculate their greenhouse gas emissions and energy use in accordance with the Act on the Allocation and Trading of Greenhouse-gas Emission Permits, and CJ CGV computes this data in adherence to Target Management Scheme. The remaining 10 subsidiaries voluntarily undertake the calculation of their greenhouse gas emissions and energy usage.

· Direct and indirect greenhouse gas emissions (Scope 1+2):

- All 13 companies have completed third-party verification for a 3-year dataset (2020-2022) and these data are based on their greenhouse gas verification statements
- Due to rounding to integer units, differences may arise between the direct & indirect GHG emissions data and the sum of individual data for direct and indirect emissions

· Other greenhouse gas emissions (Scope 3):

- 2020: Data of CJ ENM employees' commute
- 2021: Data of CJ ENM employees' commute, and combined data from 6 categories of CJ Logistics (purchased goods and services, capital goods, waste generated in operations, downstream transportation and distribution, business travel, fuel and energy-related activities)
- 2022: Data of CJ ENM employees' commute, combined data from 6 categories of CJ Logistics, and combined data from 6 categories of CJ CheilJedang (purchased goods and services, other energy-related emissions, upstream transportation and distribution - purchases, waste generated in operations, downstream transportation and distribution - sales, end-of-life treatment of sold product)

ENERGY

CATEGORY	UNIT	2020	2021	2022
ENERGY CONSUMPTION	TJ	17,279	18,096	18,718
NON-RENEWABLE ENERGY CONSUMPTION	TJ	16,281	17,015	17,588
NON-RENEWABLE FUEL-BASED ENERGY	TJ	6,479	6,601	6,533
PURCHASED NON-RENEWABLE ENERGY	TJ	9,802	10,415	11,055
RENEWABLE ENERGY CONSUMPTION	TJ	1,068	1,140	1,197
RENEWABLE FUEL-BASED ENERGY	TJ	32	0	0
PURCHASED RENEWABLE ENERGY	TJ	1,030	1,134	1,187
SELF-PRODUCED RENEWABLE ENERGY	TJ	6	6	10
ENERGY CONSUMPTION INTENSITY	TJ/KRW 100M	0.03	0.03	0.02
POWER CONSUMPTION	TJ	9,632	10,216	10,860
PURCHASED NON-RENEWABLE POWER	TJ	9,626	10,210	10,850
PURCHASED RENEWABLE POWER	TJ	0	0	0
SELF-GENERATED RENEWABLE POWER	TJ	6	6	10

WASTES

CATEGORY	UNIT	2020	2021	2022
TOTAL AMOUNT OF WASTES GENERATED	Ton	58,985	61,162	67,199
GENERAL WASTES	Ton	58,780	61,002	67,047
RECYCLED	Ton	50,390	53,028	60,352
INCINERATED (ENERGY RECOVERED)	Ton	7,836	7,622	6,456
INCINERATED (ENERGY NOT RECOVERED)	Ton	332	167	181
LANDFILLED	Ton	221	184	58
OTHERS	Ton	1	2	0
DESIGNATED WASTES	Ton	205	159	152
RECYCLED	Ton	160	115	93
INCINERATED (ENERGY RECOVERED)	Ton	19	40	54
INCINERATED (ENERGY NOT RECOVERED)	Ton	3	2	3
LANDFILLED	Ton	16	1	3
OTHERS	Ton	6	1	0
WASTE GENERATION INTENSITY	Ton/KRW 100M	0.42	0.39	0.39

· Starting from 2022, amount of wastes generated from resort are included

PACKAGING

CATEGORY	UNIT	2020	2021	2022
TOTAL AMOUNT OF PACKAGING MATERIALS USED	Ton	68,081	70,329	69,399
PAPER	Ton	365	392	1,103
PLASTIC	Ton	41,068	43,411	42,997
METAL	Ton	16,418	15,445	16,172
GLASS	Ton	10,217	11,064	9,108
OTHERS	Ton	13	16	19
AMOUNT OF RECYCLED MATERIALS USED FOR PACKAGING	Ton	0	61	600
PERCENTAGE OF RECYCLED MATERIALS USED FOR PACKAGING	%	0	0.09	0.88

WATER RESOURCES

CATEGORY	UNIT	2020	2021	2022	
WATER WITHDRAWAL	Ton (m ³)	7,167,118	7,535,827	7,558,730	
TAP WATER	Ton (m ³)	6,453,484	6,872,535	6,902,004	
SURFACE WATER	Ton (m ³)	362,738	293,059	260,340	
GROUNDWATER	Ton (m ³)	350,896	370,233	396,386	
SEA WATER	Ton (m ³)	0	0	0	
WATER DISCHARGED	Ton (m ³)	4,359,872	4,791,738	4,970,676	
WATER CONSUMED	Ton (m ³)	2,807,246	2,744,089	2,588,054	
WATER RECYCLED	Ton (m ³)	233,976	265,054	460,210	
WATER-STRESSED AREAS	PERCENTAGE OF WATER WITHDRAWAL	%	7.98	6.47	6.32
	PERCENTAGE OF WATER CONSUMPTION	%	17.77	15.78	15.58

· Key factor for the increase in water recycling volume in 2022: Increased efficiency of recycling water transport and expansion of the number of usage sites at CJ CheilJedang

POLLUTANTS

CATEGORY	UNIT	2020	2021	2022	
WATER POLLUTANT EMISSIONS	BIOCHEMICAL OXYGEN DEMAND (BOD)	Ton (m ³)	164	616	624
	CHEMICAL OXYGEN DEMAND (COD)	Ton (m ³)	196	214	-
	TOTAL ORGANIC CARBON (TOC)	Ton (m ³)	-	-	341
	SUSPENDED SOLIDS (SS)	Ton (m ³)	112	139	180
	TOTAL NITROGEN (T-N)	Ton (m ³)	58	53	63
	TOTAL PHOSPHORUS (T-P)	Ton (m ³)	4	5	6
AIR POLLUTANT EMISSIONS	NOX	Ton	91	78	73
	SOX	Ton	3	5	3
	DUST	Ton	52	33	23

· Chemical Oxygen Demand (COD)/Total Organic Carbon (TOC)

- Starting from 2022, disclosure is made using TOC (Total Organic Carbon) as the indicator for organic pollutants in water quality, replacing COD (Chemical Oxygen Demand), in accordance with the amendment of the Water Environment Conservation Act

· Key factor for the increase in Biochemical Oxygen Demand (BOD) in 2021: Sudden increase in data due to changes in measurement criteria for CJ CheilJedang in response to local government requests

ENVIRONMENTAL MANAGEMENT

CATEGORY	UNIT	2020	2021	2022
AMOUNT OF ECO-FRIENDLY CERTIFIED PURCHASES	KRW 1M	95,123	110,720	133,276
NUMBER OF ENVIRONMENTAL LAW AND REGULATION VIOLATIONS	Case	0	0	0
ENVIRONMENTAL INFRASTRUCTURE INVESTMENTS	KRW 1M	6,643	8,684	12,702

· Environmental infrastructure investments

- Key factor for the increase in 2021: Increased investments by CJ Logistics, including electric vehicles, and the replacement of laser projectors for energy-saving by CJ CGV, etc.

- Key factor for the increase in 2022: Replacement of LED lighting systems in CJ ENM Commerce Division, etc.

ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION

CATEGORY	2020	2021	2022
PERCENTAGE OF SUBSIDIARIES WITH CERTIFICATION	25% (3/12)	33% (4/12)	42% (5/12)
SUBSIDIARIES	CJ CheilJedang, CJ Logistics, CJ Freshway	CJ CheilJedang, CJ Logistics, CJ Freshway, CJ Seafood	CJ CheilJedang, CJ Logistics, CJ Freshway, CJ Seafood, CJ ENM

· The percentage of subsidiaries among the 12 companies (excluding CJ Corporation), that have obtained ISO 14001 certification for their overall operations or main business facilities

· As of 2023, CJ CGV and Studio Dragon also acquired certification

SOCIAL DATA

HUMAN RESOURCES

CATEGORY	UNIT	2020	2021	2022
TOTAL NUMBER OF EMPLOYEES	Person	39,652	41,592	47,196
EMPLOYEES WITHOUT FIXED TERM CONTRACTS	Person	36,403	36,137	38,951
EMPLOYEES WITH FIXED TERM CONTRACTS	Person	2,985	5,193	7,911
EXECUTIVES (REGISTERED + UNREGISTERED)	Person	264	262	334
COMPOSITION OF EMPLOYEES BY GENDER				
MALE	Person	19,445	20,344	22,191
FEMALE	Person	20,207	21,248	25,005
COMPOSITION OF EMPLOYEES BY AGE GROUP				
UNDER 30	Person	15,776	16,998	19,947
30~50	Person	19,287	19,914	21,866
OVER 50	Person	4,589	4,680	5,383

TALENT ACQUISITION & DEVELOPMENT

CATEGORY	UNIT	2020	2021	2022
TOTAL NUMBER OF NEW HIRES	Person	10,372	14,457	19,911
COMPOSITION OF NEW HIRES BY GENDER				
MALE	Person	4,327	6,184	8,620
FEMALE	Person	6,045	8,273	11,291
COMPOSITION OF NEW HIRES BY AGE GROUP				
UNDER 30	Person	6,944	10,064	13,817
30~50	Person	1,512	2,605	3,694
OVER 50	Person	1,917	1,788	2,400
TURNOVER RATE				
PORTION OF VOLUNTARY TURNOVER	%	62.13	80.10	85.23
PORTION OF INVOLUNTARY TURNOVER	%	37.87	19.90	14.77
EMPLOYEE ENGAGEMENT	Score	72.0	-	79.82
EMPLOYEE TRAINING				
HOUR PER PERSON	Hour	20.78	29.16	37.74
COST PER PERSON	KRW 10K	66.66	82.17	120.95

· 2020 turnover rate: Due to the inability to operate caused by COVID-19, food service businesses and cinema industry, which were immediately affected, underwent temporary workforce adjustments

· Employee engagement: We annually assess employee job satisfaction and engagement through surveys. However, in 2021, this practice was not conducted due to changes to the format and contents of the survey

DE&I (DIVERSITY, EQUITY AND INCLUSION)

CATEGORY	UNIT	2020	2021	2022	
GENDER EQUALITY	PERCENTAGE OF FEMALE EXECUTIVES	%	14.77	15.65	15.27
	PERCENTAGE OF FEMALE MANAGERS	%	26.58	26.52	27.57
	PERCENTAGE OF FEMALE STAFF IN STEM DEPARTMENTS	%	26.35	21.07	20.96
	FEMALE TO MALE WAGE RATIO	%	75.27	74.25	73.79
INCLUSION OF SOCIAL MINORITIES	NUMBER OF EMPLOYEES WITH DISABILITIES	Person	506	483	543
	NUMBER OF EMPLOYEES ON PARENTAL LEAVE	Person	582	635	700
WORK-LIFE BALANCE	PERCENTAGE OF EMPLOYEES WHO HAVE RETURNED FROM PARENTAL LEAVE	%	90.37	86.19	87.28
	RETENTION RATE AFTER RETURNING FROM PARENTAL LEAVE (12 MONTHS OR MORE)	%	73.24	77.16	79.65
	PERCENTAGE OF EMPLOYEES SUBJECT TO MBO (MANAGEMENT BY OBJECTIVES)	%	91.22	89.12	90.70
FAIR EVALUATION	PERCENTAGE OF EMPLOYEES SUBJECT TO MULTIDIMENSIONAL PERFORMANCE APPRAISAL	%	70.24	84.58	84.56
	PERCENTAGE OF EMPLOYEES SUBJECT TO RELATIVE EVALUATION	%	90.03	82.61	83.28

· Female to male wage ratio : The average value calculated with weights based on the number of employees of CJ Corporation and its subsidiaries, as disclosed in each business report

HUMAN RIGHTS

CATEGORY	UNIT	2020	2021	2022	
HUMAN RIGHTS VIOLATIONS	NUMBER OF REPORTED CASES	Case	92	90	101
	NUMBER OF VALID REPORTED CASES	Case	92	83	70

SAFETY MANAGEMENT

CATEGORY	UNIT	2020	2021	2022
EMPLOYEE INJURY RATE	%	0.34	0.44	0.41
LTIFR (LOST TIME INJURY FREQUENCY RATE)	Case/million hour	4.03	4.15	4.81
NUMBER OF SERIOUS ACCIDENTS	Case	0	0	1
NUMBER OF EMPLOYEE FATALITIES	Case	0	0	1

SUPPLY CHAIN MANAGEMENT

CATEGORY	UNIT	2020	2021	2022
AMOUNT OF GROWTH FUND RAISED	KRW 100M	1,368	1,410	1,410
PERCENTAGE OF CONTRACTS SUBJECT TO THE SUPPLIER CODE OF CONDUCT	%	96.94	95.50	96.03

CSR

CATEGORY	UNIT	2020	2021	2022
DONATIONS	KRW 100M	155	170	196
VOLUNTEER ACTIVITIES	HOURS	55,755	46,426	37,071
	NUMBER OF PARTICIPANTS	9,805	10,638	9,260

GOVERNANCE DATA

BOD & AUDIT ORGANIZATION

COMPOSITION

CATEGORY		UNIT	2020	2021	2022
BOD COMPOSITION	BOD	Person	7	6	7
	INDEPENDENT DIRECTORS	Person	4	3	4
	FEMALE DIRECTORS	Person	0	0	1
PERCENTAGE OF INDEPENDENT DIRECTOR COMPOSITION	BOD	%	57.14	50.00	57.14
	AUDIT COMMITTEE	%	100	100	100

OPERATION

CATEGORY		UNIT	2020	2021	2022
NUMBER OF MEETINGS	BOD	Meeting	7	8	8
	AUDIT COMMITTEE	Meeting	5	6	6
NUMBER OF AGENDA ITEMS	SUBMITTED TO BOD MEETINGS	Item	19	20	15
	OBJECTED/AMENDED BY INDEPENDENT DIRECTORS	Item	0	0	0
ATTENDANCE RATE	BOD_INTERNAL DIRECTORS	%	100	100	100
	BOD_INDEPENDENT DIRECTORS	%	100	100	100
	INDEPENDENT DIRECTOR CANDIDATE RECOMMENDATION COMMITTEE	%	100	100	100
	_INDEPENDENT DIRECTORS				
	COMPENSATION COMMITTEE_INDEPENDENT DIRECTORS	%	100	100	100
	AUDIT COMMITTEE_INDEPENDENT DIRECTORS	%	100	100	100

COMPENSATION

CATEGORY		UNIT	2020	2021	2022
BOD	INTERNAL DIRECTORS	KRW 1M	4,074	4,848	6,861
	INDEPENDENT DIRECTORS	KRW 1M	302	258	284
EXTERNAL AUDITORS	PERCENTAGE OF NON-AUDIT SERVICE FEES TO AUDIT SERVICE FEES	%	5.71	1.36	0

SHAREHOLDERS

CATEGORY		UNIT	2020	2021	2022
OWNERSHIP SHARE RATE	LARGEST SHAREHOLDER AND RELATED PARTIES	%	47.05	47.07	47.79
	REGISTERED EXECUTIVES EXCLUDING LARGEST SHAREHOLDER AND RELATED PARTIES	%	0.03	0.03	0.03
DIVIDEND PAYOUT RATIO (ON A STANDALONE BASIS)		%	128.7	81.0	78.4

ETHICAL & COMPLIANCE MANAGEMENT

CATEGORY		UNIT	2020	2021	2022
ETHICAL MANAGEMENT TRAINING	HOURS	Hour	52,364	107,643	127,229
	NUMBER OF PARTICIPANTS	Person	27,388	28,391	34,573
LEGAL & REGULATORY VIOLATIONS	FAIR COMPETITION	Case	8	4	2
	ANTI-CORRUPTION	Case	1	0	0
	MARKETING & LABELING	Case	0	0	0
	INFORMATION SECURITY	Case	0	0	1
ETHICAL MANAGEMENT REPORTS	TOTAL NUMBER OF REPORTED CASES	Case	335	564	495
	NUMBER OF VALID REPORTED CASES	Case	325	465	309

FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

70th as of Dec.31.2023 Current
69th as of Dec.31.2023 Current
68th as of Dec.31.2023 Current
(Unit : thousand, KRW)

CATEGORY	END OF 70TH	END OF 69TH	END OF 68TH
ASSETS			
CURRENT ASSETS	15,143,819,806	12,020,596,817	11,077,496,820
CASH AND CASH EQUIVALENTS	4,021,275,506	3,193,864,799	2,603,100,147
CURRENT DERIVATIVE ASSET	77,174,668	27,010,534	89,943,887
SHORT-TERM TRADE RECEIVABLE	4,406,167,598	3,640,572,265	3,320,554,672
CURRENT CONTRACT ASSETS	308,705,722	315,931,846	262,815,922
CURRENT AVAILABLE-FOR-SALE FINANCIAL ASSETS	59,318,954	17,326,342	38,024,181
OTHER CURRENT FINANCIAL ASSETS	1,413,125,221	1,128,090,146	1,666,816,757
INVENTORIES	3,707,465,503	2,735,868,912	2,238,146,145
CURRENT BIOLOGICAL ASSETS, GROSS	228,173,141	196,650,931	158,792,029
OTHER CURRENT ASSETS	922,413,493	765,281,042	699,303,080
ASSETS HELD-FOR-SALE	29,832,908	31,793,473	40,612,664
ASSETS HELD-FOR-SALE	29,832,908	31,793,473	40,612,664
NON-CURRENT ASSETS	33,066,755,593	29,903,605,514	28,906,855,585
NON-CURRENT DERIVATIVE ASSETS	83,302,744	19,533,348	25,019,508
LONG-TERM TRADE RECEIVABLES, GROSS	212,655,487	127,735,680	128,527,004
NON-CURRENT CONTRACT ASSETS	27,400,996	24,743,576	27,687,794
NON-CURRENT FINANCIAL ASSETS MEASURED AT FAIR VALUE	1,097,870,713	1,304,737,361	1,016,738,550
INVESTMENTS ACCOUNTED FOR USING EQUITY METHOD	2,092,996,729	2,047,711,645	1,776,613,215
PROPERTY, PLANT AND EQUIPMENT	14,277,413,784	13,453,497,278	13,002,525,157
RIGHT-OF-USE ASSETS	4,225,629,918	4,030,293,772	4,394,943,079
INTANGIBLE ASSETS	8,334,333,354	6,741,941,222	6,561,953,874
INVESTMENT PROPERTY	253,310,404	326,895,111	233,110,154
OTHER NON-CURRENT FINANCIAL ASSETS	808,769,443	620,401,096	577,765,855
INVESTED ASSET FOR POSTEMPLOYMENT BENEFIT	150,884,737	30,836,900	16,224,529
DEFERRED TAX ASSETS	669,622,707	546,505,157	533,879,370
OTHER NON-CURRENT ASSETS	832,564,577	628,773,368	611,867,496
TOTAL ASSETS	48,240,408,307	41,955,995,804	40,024,965,069

CATEGORY	END OF 70TH	END OF 69TH	END OF 68TH
LIABILITIES			
CURRENT LIABILITIES	16,950,325,414	12,546,083,570	11,422,602,369
CURRENT DERIVATIVE LIABILITIES	124,347,173	38,313,563	437,990,394
SHORT-TERM TRADE PAYABLES	3,356,993,821	2,760,881,123	2,368,251,431
CURRENT CONTRACT LIABILITIES	578,438,805	259,570,128	110,433,143
SHORT-TERM BORROWINGS	5,714,650,512	3,205,342,324	3,092,611,322
CURRENT PORTION OF LONG-TERM BORROWINGS	2,517,474,381	2,239,560,119	1,451,212,369
OTHER CURRENT FINANCIAL LIABILITIES	2,727,669,180	2,370,882,406	2,193,095,970
PAYMENTS OF INCOME TAXES PAYABLE	209,131,416	141,249,329	336,263,567
CURRENT LEASE LIABILITIES	723,752,985	628,700,669	635,472,211
CURRENT PROVISIONS	78,154,915	78,324,722	84,634,351
OTHER CURRENT LIABILITIES	919,712,226	823,259,187	712,637,611
LIABILITIES HELD-FOR-SALE	13,556,449,405	12,946,382,118	13,206,136,625
NON-CURRENT DERIVATIVE LIABILITIES	151,226,212	182,384,092	301,942,977
NON-CURRENT CONTRACT LIABILITIES	114,144,576	93,973,510	112,065,936
LONG-TERM BORROWINGS, GROSS	2,382,867,707	2,467,662,370	3,065,207,901
BONDS ISSUED	4,633,388,278	4,431,537,007	4,073,690,987
LONG-TERM GUARANTEE DEPOSIT WITHHOLDINGS	228,377,410	252,903,805	239,716,529
OTHER NON-CURRENT FINANCIAL LIABILITIES	108,157,607	23,733,639	39,991,006
NON-CURRENT LEASE LIABILITIES	3,894,505,846	3,726,986,851	3,844,137,661
POST-EMPLOYMENT BENEFIT OBLIGATIONS	92,439,877	131,360,066	205,222,709
DEFERRED TAX LIABILITIES	1,159,666,134	1,299,342,181	1,070,830,705
NON-CURRENT PROVISIONS	136,629,310	104,726,350	79,040,255
OTHER NON-CURRENT LIABILITIES	655,046,448	231,772,247	174,289,959
TOTAL LIABILITIES	30,506,774,819	25,492,465,688	24,628,738,994
EQUITY			
EQUITY ATTRIBUTABLE TO OWNERS OF PARENT	5,182,697,470	5,066,018,526	4,643,496,750
ISSUED CAPITAL	179,047,370	179,047,370	179,047,370
SHARE PREMIUM	992,817,516	992,817,516	992,817,516
ELEMENTS OF OTHER STOCKHOLDER'S EQUITY	48,015,632	84,418,980	-132,942,872
RETAINED EARNINGS	3,962,816,952	3,809,734,660	3,604,574,736
NON-CONTROLLING INTERESTS	12,550,936,018	11,397,511,590	10,752,729,325
TOTAL EQUITY	17,733,633,488	16,463,530,116	15,396,226,075
TOTAL EQUITY AND LIABILITIES	48,240,408,307	41,955,995,804	40,024,965,069

CONSOLIDATED INCOME STATEMENT

CATEGORY	END OF 70TH	END OF 69TH	END OF 68TH
REVENUE (SALES)	40,924,879,773	34,484,026,554	31,999,102,947
COST OF SALES	29,696,090,453	24,787,913,920	23,391,528,118
GROSS PROFIT	11,228,789,320	9,696,112,634	8,607,574,829
SELLING GENERAL ADMINISTRATIVE EXPENSES	9,074,587,530	7,814,312,535	7,217,234,663
OPERATING INCOME (LOSS)	2,154,201,790	1,881,800,099	1,390,340,166
FINANCE INCOME	929,447,813	499,867,272	566,802,997
FINANCE COSTS	1,488,595,046	976,810,779	1,335,813,027
SHARE OF PROFIT OF JOINT VENTURES AND ASSOCIATES	-162,923,355	86,575,271	84,032,128
OTHER GAINS	366,473,482	599,700,864	906,754,734
OTHER LOSSES	742,365,672	790,283,236	1,098,419,226
PROFIT (LOSS) BEFORE TAX	1,056,239,012	1,300,849,491	513,697,772
INCOME TAX EXPENSE	369,393,322	493,887,833	309,689,974
PROFIT (LOSS)	686,845,690	806,961,658	204,007,798
PROFIT (LOSS), ATTRIBUTABLE TO			
PROFIT (LOSS), ATTRIBUTABLE TO OWNERS OF PARENT	202,069,855	274,974,387	86,650,258
PROFIT (LOSS), ATTRIBUTABLE TO NON-CONTROLLING INTERESTS	484,775,835	531,987,271	117,357,540
EARNINGS PER SHARE			
BASIC EARNINGS (LOSS) PER SHARE (UNIT : KRW)	6,023	8,197	2,581
DILUTED EARNINGS (LOSS) PER SHARE (UNIT : KRW)	6,023	8,197	2,581

70th as of Dec.31.2023 Current
69th as of Dec.31.2023 Current
68th as of Dec.31.2023 Current
(Unit : thousand, KRW)

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

CATEGORY	END OF 70TH	END OF 69TH	END OF 68TH
PROFIT (LOSS)	686,845,690	806,961,658	204,007,798
OTHER COMPREHENSIVE INCOME	46,106,572	753,684,763	-133,203,079
OTHER COMPREHENSIVE INCOME THAT WILL NOT BE RECLASSIFIED TO PROFIT OR LOSS, NET OF TAX	-407,613,861	173,833,516	234,790,144
OTHER COMPREHENSIVE INCOME, NET OF TAX, GAINS (LOSSES) ON REVALUATION	-377,089,584	165,590,034	61,145,705
SHARE OF OTHER COMPREHENSIVE INCOME OF ASSOCIATES AND JOINT VENTURES ACCOUNTED FOR USING EQUITY METHOD THAT WILL NOT BE RECLASSIFIED TO PROFIT OR LOSS, NET OF TAX	-103,518,622	32,927,259	163,017,998
OTHER COMPREHENSIVE INCOME, NET OF TAX, GAINS (LOSSES) ON REMEASUREMENTS OF DEFINED BENEFIT PLANS	72,994,345	-24,683,777	10,626,441
OTHER COMPREHENSIVE INCOME THAT WILL BE RECLASSIFIED TO PROFIT OR LOSS, NET OF TAX	453,720,433	579,851,247	-367,993,223
SHARE OF OTHER COMPREHENSIVE INCOME OF ASSOCIATES AND JOINT VENTURES ACCOUNTED FOR USING EQUITY METHOD THAT WILL BE RECLASSIFIED TO PROFIT OR LOSS, NET OF TAX	136,862,399	49,835,456	-12,949,208
GAINS (LOSSES) ON EXCHANGE DIFFERENCES ON TRANSLATION, NET OF TAX	284,616,917	549,070,860	-360,046,534
GAINS (LOSSES) ON CASH FLOW HEDGES, NET OF TAX	32,241,117	-19,055,069	5,002,519
TOTAL COMPREHENSIVE INCOME	732,952,262	1,560,646,421	70,804,719
COMPREHENSIVE INCOME ATTRIBUTABLE TO			
COMPREHENSIVE INCOME, ATTRIBUTABLE TO OWNERS OF PARENT	245,147,065	425,821,849	95,176,082
COMPREHENSIVE INCOME, ATTRIBUTABLE TO NON-CONTROLLING INTERESTS	487,805,197	1,134,824,572	-24,371,363

70th as of Dec.31.2023 Current
69th as of Dec.31.2023 Current
68th as of Dec.31.2023 Current
(Unit : thousand, KRW)

GRI INDEX

- Statement: CJ Corporation reports on activities and performance during the reporting period (January 1, 2022 to December 31, 2022) in accordance with GRI Standards.
- Used GRI 1: GRI 1 Foundation 2021
- Applicable GRI Sector Standards: N/A

TOPIC	NO.	DISCLOSURE	PAGE	COMMENT
UNIVERSAL STANDARDS				
THE ORGANIZATION AND ITS REPORTING PRACTICES	2-1	Organizational details	2, 6~8	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	2	
	2-5	External assurance	20, 22	
ACTIVITIES AND WORKERS	2-6	Activities, value chain and other business relationships	6~14	
	2-7	Employees	112	As the report scope of ESG Report 2022 is based on domestic operations, we do not disclose the number of employees by country
	2-8	Workers who are not employees	-	Disclosures will be made in the future according to the expansion of reporting indicators
GOVERNANCE	2-9	Governance structure and composition	90, 93~95	
	2-10	Nomination and selection of the highest governance body	92,95	
	2-11	Chair of the highest governance body	93, 95	
	2-12	Role of the highest governance body in overseeing the management of impacts	17~18, 90, 93~94	
	2-13	Delegation of responsibility for managing impacts	17~18, 90, 93~94	
	2-14	Role of the highest governance body in sustainability reporting	17~18, 90, 93~94	
	2-15	Conflicts of interest	95	Refer to CJ Corporation's Corporate Governance Report (p.18~64)
	2-16	Communication of critical concerns	17, 95	
	2-17	Collective knowledge of the highest governance body	-	We plan to improve governance body's expertise in the future, by providing the board of directors with ESG training
	2-18	Evaluation of the performance of the highest governance body	96	
	2-19	Compensation policies	96	
2-20	Process to determine compensation	96		
2-21	Annual total compensation ratio	-	Disclosures will be made in the future according to the expansion of reporting indicators	

TOPIC	NO.	DISCLOSURE	PAGE	COMMENT
UNIVERSAL STANDARDS				
STRATEGY, POLICIES AND PRACTICES	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	54, 98	
	2-24	Embedding policy commitments	58, 100	
	2-25	Processes to remediate negative impacts	58, 100	
	2-26	Mechanisms for seeking advice and raising concerns	58, 100	
	2-27	Compliance with laws and regulations	111,114	
	2-28	Membership associations	-	Disclosures will be made in the future according to the expansion of reporting indicators
STAKEHOLDER ENGAGEMENT	2-29	Approach to stakeholder engagement	21	
	2-30	Collective bargaining agreements	-	Disclosures will be made in the future according to the expansion of reporting indicators
MATERIAL TOPICS	3-1	Process to determine material topics	22	
	3-2	List of material topics	23	
	3-3	Management of material topics	23~28	
GRI 200 ECONOMY				
ECONOMIC PERFORMANCE	201-1	Direct economic value generated and distributed	8, 115	
	201-2	Financial implications and other risks and opportunities due to climate change	33	

TOPIC	NO.	DISCLOSURE	PAGE	COMMENT
GRI 300 ENVIRONMENT				
MATERIALS	301-1	Materials used by weight or volume	110	We report on packaging materials
	301-2	Recycled input materials used	110	
ENERGY	302-1	Energy consumption within the organization	110	
	302-3	Energy intensity	110	
	302-4	Reduction of energy consumption	110	
WATER AND EFFLUENTS	303-1	Interactions with water as a shared resource	42	
	303-2	Management of water discharge-related impacts	42, 44	
	303-3	Water withdrawal	111	
	303-4	Water discharge	111	
	303-5	Water consumption	111	
BIODIVERSITY	304-2	Significant impacts of activities, products and services on biodiversity	46	
	304-3	Habitats protected or restored	46	
EMISSIONS	305-1	Direct (Scope 1) GHG emissions	110	
	305-2	Energy indirect (Scope 2) GHG emissions	110	
	305-3	Other indirect (Scope 3) GHG emissions	110	
	305-4	GHG emissions intensity	110	
	305-5	Reduction of GHG emissions	110	
WASTE	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	111	
	306-1	Waste generation and significant waste-related impacts	38~41	
	306-2	Management of significant waste-related impacts	38~41	
	306-3	Waste generated	110	
	306-4	Waste diverted from disposal	110	
	306-5	Waste directed to disposal	110	
SUPPLIER ENVIRONMENTAL ASSESSMENT	308-1	New suppliers that were screened using environmental criteria	73, 113	

TOPIC	NO.	DISCLOSURE	PAGE	COMMENT
GRI 400 SOCIETY				
EMPLOYMENT	401-1	New employee hires and employee turnover	112	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	65	
	401-3	Parental leave	65, 112	
OCCUPATIONAL HEALTH AND SAFETY	403-1	Occupational health and safety management system	66~70	
	403-2	Hazard identification, risk assessment, and incident investigation	66~70	
	403-3	Occupational health services	66~70	
	403-4	Worker participation, consultation, and communication on occupational health and safety	66~70	
	403-5	Worker training on occupational health and safety	66~70	
	403-6	Promotion of worker health	66~70	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66~70	
DIVERSITY AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	61, 93, 112	
	405-2	Ratio of basic salary and compensation of women to men	112	
NON-DISCRIMINATION	406-1	Incidents of discrimination and corrective actions taken	58	
CHILD LABOR	408-1	Operations and suppliers at significant risk for incidents of child labor	56~57	
FORCED OR COMPULSORY LABOR	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	56~57	
SUPPLIER SOCIAL ASSESSMENT	414-1	New suppliers that were screened using social criteria	73, 113	
MARKETING AND LABELING	417-2	Incidents of non-compliance concerning product and service information and labeling	114	

INDEPENDENT VERIFICATION STATEMENT

CJ CO.,LTD.

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas (hereinafter “GHG”) emission (Scope 1&2) of CJ Co.,Ltd. (hereinafter “the Company”) in 2022.

SCOPE

Verification of places of business and emission facilities under the control of the Company.

STANDARDS

- ISO 14064-1:2006, ISO 14064-3:2006
- WRI/WBCSD GHG Protocol
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme

LIMITATIONS

The verification has inherent limitations that may arise in the process of applying standards and methods.

RESULTS

- GHG verification has been performed to meet the limited assurance level according to the verification standards.
- We express that no significant errors were found in the calculation of emissions during the verification process, and that relevant activity data and evidence

SERIAL NUMBER	GHGS EMISSION (TCO ₂ EQ)			ENERGY CONSUMPTION (TJ)		
	DIRECT EMISSION (SCOPE 1)	INDIRECT EMISSION (SCOPE 2)	TOTAL	FUEL	ELECTRICITY	TOTAL
TOTAL	552.077	1,091.369	1,643	9.985	22.806	32



April 25th, 2023

Authorized By
CEO Eun Ju Hwang

INDEPENDENT ASSURANCE STATEMENT

CJ Corporation (or “the Company”) commissioned DNV Business Assurance Korea, Ltd. (“DNV”, “we” or “us”), part of DNV Group, to undertake independent assurance of the Company’s ESG Report 2022 (“the Report”).

OUR OPINION:

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not properly describe CJ Corporation’s adherence to the Assurance Principles described below. In terms of reliability of the performance data, nothing came to our attention to suggest that these data have not been properly collated from information reported at operational level, nor that the assumptions used were inappropriate. We believe that CJ Corporation is reporting in accordance with the GRI Standards.

We have reviewed that the topic-specific disclosures of GRI Sustainability Reporting Standards 2021 which are identified in the process for defining report content:

NO	MATERIAL TOPIC	TOPIC STANDARD
1	New growth engines and portfolio diversification	Non-GRI
2	Response to climate change	302-1, 3, 4; 305-1~5, 7
3	Sustainable product/content/service development	301-1, 2
4	Human rights protection	406-1
5	Circular economy	306-1~5
6	Diversity, equity, and inclusion (DE&I)	401-1~3; 405-1
7	Sustainable supply chain	308-1, 414-1
8	Compliance/ethics	Non-GRI

Without affecting our assurance opinion, we also provide the following observations:

THE PRINCIPLE OF INCLUSIVITY

CJ Corporation has defined customers, partners, investors, local communities, and the Company’s employees as their key stakeholder groups and for each group, reports the main topics of interest, communication channels, and the Company’s response activities. To strengthen stakeholder inclusiveness, CJ Corporation has established an implementation system for social agendas such as DE&I (Diversity, equity, and inclusion), human rights, safety, and information security with an aim to identify and carry out practical tasks. For instance, the Company has established a Group-level DE&I implementation system and a mid- to long-term roadmap to create an inclusive organizational culture. The Company and its subsidiaries included in the scope of the Report, have reflected in the materiality assessment process stakeholder opinions collected through various communication channels.

THE PRINCIPLE OF MATERIALITY

To comprehensively report on the current state and key performances of CJ Group (hereinafter “the Group”) in its four major industries, domestic business sites of 13 companies (9 listed companies, 4 unlisted companies), including CJ Corporation, were included in the reporting scope, and among these, 6 companies, including CJ Corporation, were selected for materiality assessment. Based on diverse standards and resources, CJ Corporation has identified a pool of 21 specific issues relevant to the Company and based on this pool, a double materiality assessment, taking into consideration the environmental and social(non-financial) impacts and financial impacts and their level of significance, was conducted to identify the 8 most significant material topics and 13 other issues that require monitoring. We have confirmed that Company’s activities to manage the material topics and their connection to the UN SDGs, in the broader context of sustainable development, have been addressed in the report.

THE PRINCIPLE OF RESPONSIVENESS

Since 2021, as the holding company of the Group, CJ Corporation has been serving as the control tower by carrying out the Group’s ESG management, which includes establishing the Group’s ESG management roadmap, managing business portfolio and risks at the Group-level, leading ESG management of its subsidiaries, and supporting and monitoring their ESG performances. Moreover, CJ Corporation has been advancing the overarching ESG risk management by deliberating key policies and agendas through the ESG Committees established under 8 major listed companies’ Board of Directors, including CJ Corporation, and discussing ESG cooperation measures among subsidiaries through the Group’s ESG CEO Council. In addition, to effectively respond to domestic and international ESG disclosure requirements and improve the comparability of ESG management and performances of its subsidiaries, CJ Corporation has crafted a set of standardized ESG management and disclosure indicators, which were applied in the Report.

THE PRINCIPLE OF IMPACT

CJ Corporation has disclosed the background of the issues selected and progress on the management of material topics which reflect stakeholder’s interests and expectations. To set strategic and specific KPIs for effective management of the impacts identified through materiality assessment, the Company has reported its plans to set mid- to long-term ESG performance goals at the Group-level, based on the common set of ESG indicators, which its subsidiaries will take into account when setting their ESG performance goals. To improve impact identification and management, it is recommended to further expand the scope of external stakeholders and to actively utilize the collected opinions in establishing risk management plans. We confirm that the material topics selected through materiality assessment were fully reflected in accordance to the reporting boundaries.

RELIABILITY OF SPECIFIC SUSTAINABILITY PERFORMANCE INFORMATION

DNV conducted a review of compliance with the principles of AA1000AP (2018) of the Report as described above (Type 1 verification). In addition, we have reviewed the reliability of the disclosure data (Type 2 verification) regarding ‘waste treatment’. The assurance team has sampled data and tested accuracy and reliability of the sustainability performance data of the Company and interviewed the responsible for the subject data handling and reviewed the data gathering process with the supporting documents and records. Based on the test, there were no intentional errors or misstatements found. Data owners were able to demonstrate to trace the origin of the data and to interpret the processed data in a reliable manner. The data was identifiable and traceable. The Company reports the sustainability performance of the last three years and can be compared over time. Any errors or unclear expressions found during the verification process were corrected prior to the publication of the Report.

SCOPE AND APPROACH

We performed our work using AA1000AS v3, Assurance Standard set for by AccountAbility, and DNV’s assurance methodology VeriSustain™ (Ver. 5.0) which is based on our professional experience, international assurance best practices including the International Standard on Assurance Engagements 3000 (“ISAE 3000”), and the Global Reporting Initiative Sustainability Reporting Standards (“GRI Standards”). DNV provides Type 1 and the moderate assurance. But some part of performance data has been verified by Type 2 as described above.

The engagement excludes the sustainability management, performance and reporting practices of CJ Corporation’s subsidiaries, associated companies, suppliers, contractors and any third-parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement. Economic performance based on the financial data is crosschecked with internal documents, the audited consolidated financial statements and the announcement disclosed at the website of Korea Financial Supervisory Service (<http://dart.fss.or.kr>) as well as CJ Corporation’s website (www.cj.net). The review of financial data taken from these sources is not within the scope of our work.

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We are providing a ‘limited level’ of assurance. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the company were applied. The baseline data for environmental and social performance are not verified, while the aggregated data at the corporate level are used for the verification.

BASIS OF OUR OPINION

The assurance was carried out from July to August 2023. We undertook the following activities as part of the assurance process:

- Challenged the sustainability-related statements and claims made in the Report and assessed the robustness of the underlying data management system, information flow and controls;
- Site visits to CJ Corporation HQ in Seoul, Korea to review process and system for preparing sustainability data and implementation of sustainability strategy.
- Conducted interviews with representatives from the ESG team;
- Conducted document reviews, data sampling and interrogation of supporting databases and associated reporting system as they relate to selected content and performance data;
- Reviewed the process and the result of materiality assessment.

Responsibilities of the Directors of CJ Corporation and DNV

The Directors of CJ Corporation have sole responsibility for the preparation of the Report. Our statement represents our independent opinion and is intended to inform all stakeholders.

DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement.

DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or coresponsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Competence and Independence

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. This engagement work was carried out by an independent team of sustainability assurance professionals.

DNV - Business Assurance

DNV Business Assurance Korea Ltd. is part of DNV Group, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

www.dnv.co.kr/assurance

Jae Hee Kim
Senior Auditor and Lead Auditor

Chang Rok Yun
Senior Auditor

Sang Yeon Park
Technical Reviewer



For and on behalf of DNV Business Assurance Korea Ltd.

Seoul, Korea
August 11, 2023

