

Several large, semi-transparent circles in orange, red, and green are scattered across the page, serving as a decorative background for the title.

SUSTAINABLE ENTERTAINMENT FOR ALL

2022 CJ CGV SUSTAINABILITY REPORT



TABLE OF CONTENTS

OVERVIEW OF THE REPORT

CJ CGV has been publishing an annual sustainability report since 2021 to transparently communicate its sustainable management strategy, performance, and future execution plans to stakeholders.

REPORTING SCOPE

The financial performance in this report follows consolidated basis, while the environmental and governance aspects focus mainly on domestic subsidiaries. The social performance includes the performance of four key subsidiary companies (CGV China, Vietnam, Indonesia, and 4DPLEX). As a result, the reported performance has increased compared to the previous year's report, and revised information is presented separately with annotations.

REPORTING PERIOD

The reporting period of this report is from January to December 2022. However, some qualitative performance and significant changes are included up until the first half of 2023, and quantitative statistical data covers a three-year period from 2020 to 2022.

REPORTING STANDARDS

This report was prepared based on the GRI Standards 2021 global guidelines.

THE THIRD-PARTY ASSURANCE

Compliance with reporting standards and processes in this report has been independently verified by Econine, an independent assurance institution, in accordance with the international verification standard AA1000.

CONTACT INFORMATION

CJ CGV ESG Management team
Tel: 02-371-6667 / Email: esg.cjcgv@cj.net

➔

PART 1.

OVERVIEW

02

CEO MESSAGE

CJ CGV INTRODUCTION

03

Company Overview

06

Corporate Governance

08

Business Model

09

Business Strategies and Value Creation

10

Key Business Performance in 2022

➔

PART 2.

SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MANAGEMENT SYSTEM

12

Sustainability Management Vision and Strategies

13

Sustainability Management Decision-making and Execution System

14

Sustainability Management Stakeholder Communication

➔

PART 3.

MATERIAL ISSUE & SUSTAINABLE PERFORMANCE

16

MATERIAL SUSTAINABILITY ISSUES

20

CUSTOMER VALUE MANAGEMENT_ CULTURE & SPACE

21

Safe and Eco-Friendly Space Operation

25

Customer Privacy Protection

29

SOCIAL VALUE MANAGEMENT_ PEOPLE

30

Safety and Health Management

34

Great Place to Work

40

ENVIRONMENTAL MANAGEMENT_ PLANET

41

Reducing Greenhouse Gas Emissions and Energy Consumption

42

Waste Reduction and Enhanced Recycling

44

GOVERNANCE

45

Compliance, Ethical Management, and Fair-Trade Practices

47

Anti-Corruption

48

Extending ESG Management Across the Supply Chain

➔

PART 4.

ESG FACTBOOK

50

ESG Data Sheet

57

GRI Standards Report & Index

65

SASB Index

APPENDIX

67

ISO 14001/45001 Certification

68

UN Global Compact

69

Greenhouse Gas Emissions Assurance Statement

70

Third-Party Assurance Statement



CEO MESSAGE



Greetings! I am Heo Min-Heoi, the CEO of CJ CGV. I would like to express my deep gratitude to our shareholders, customers, and business partners for their unwavering support and trust throughout the past year, despite the challenging business environment we faced.

Even in the midst of the prolonged pandemic, which brought immense uncertainty to the cinema industry, CJ CGV has continuously strived to transform the business structure and essence of theaters, allowing customers to enjoy not only movies but also a variety of entertainment experiences. The renewed screens at CGV Piccadilly1958, known as “PEAKERS,” a climbing gym, have been well received by visitors, utilizing the theater’s high ceiling for innovative facilities. Additionally, the newly introduced “ScreenX PLF” theater at CGV Yeongdeungpo, combining performance-oriented systems and private boxes, has led the evolution of theaters by offering customers a unique viewing experience.

Moving forward, CJ CGV strives to incorporate sustainable management practices into its business, aiming for “Sustainable Entertainment for All” to contribute to creating a better world. In this year’s “2022 Sustainability Report,” we have analyzed the major sustainability issues identified by stakeholders and their business impacts. The report highlights our activities in terms of customer value, society, environment, and governance. We have strengthened our occupational health and safety management system to provide customers with safe and eco-friendly cinema spaces, in addition to prioritizing personal information protection. We continuously improve our services and designs to offer a diverse range of cultural content and create an enjoyable cultural space for everyone. We have also

established a human rights management policy and strive to build a work environment where all employees can thrive. Furthermore, we are committed to protecting the environment and have made efforts to reduce greenhouse gas emissions, minimize waste, and promote sustainable resource usage. In the first half of 2023, we will establish an environmental management policy and implement an environmental management system. With a clear understanding of the social demands for ethical and legal management, we have disseminated a commitment to compliance within the organization. We actively engage in social contribution activities for marginalized communities and future generations, as well as collaborative activities with our business partners to foster mutual growth. In the future, we will encourage all employees, including our management team, to take the lead in practicing sustainable management, ensuring that our global operations and business partners actively participate in ESG management.

CJ CGV aims to lead the future of cinemas and transform into a lifestyle space provider that offers new and differentiated experiences to customers. We strive to create a better world, and we kindly ask for your continued support and encouragement as you witness our efforts in this direction.

Thank you.

CEO Heo Min-Heoi

Heo min heoi



COMPANY OVERVIEW

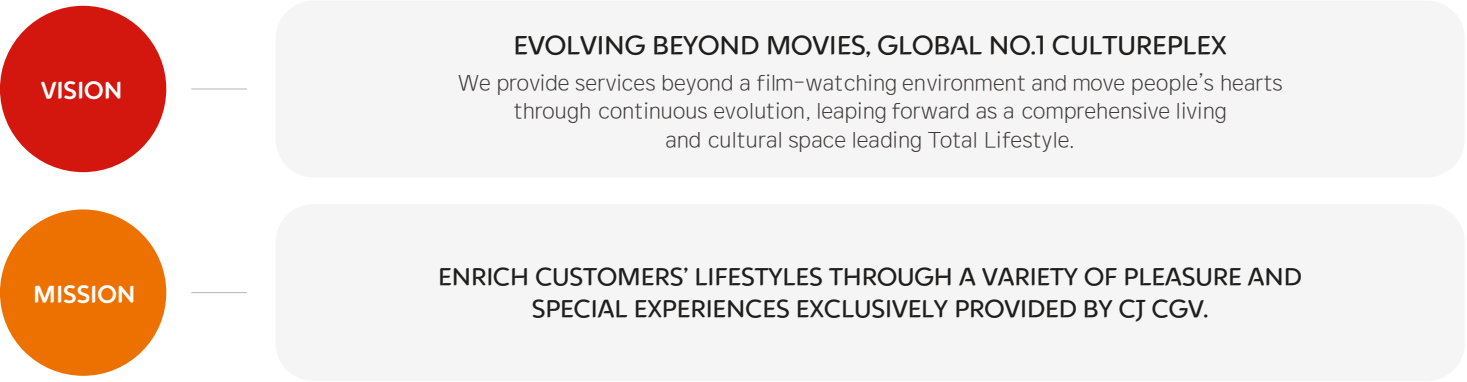
CJ BUSINESS PHILOSOPHY

CJ CGV is guided by the principles of integrity, passion, creativity, and respect, along with the core values of ONLYONE (First, Best, Differentiation), Talent, and Coexistence. With these principles and values, we have been at the forefront of trends, designing new lifestyles for people around the world through our exceptional capabilities. Moving forward, we remain committed to creating the highest value through our ONLYONE products and services, contributing to society, and striving to generate the utmost value for the nation.



CJ CGV

CJ CGV, which pioneered the introduction of multiplex theaters in Korea, leading the new trend of movie-watching, is continuously evolving as a cultural playground that creates a new lifestyle beyond just movies, known as 'Culture-plex.' As a comprehensive lifestyle and cultural space, we provide the optimal viewing environment, differentiated services, and a wide range of content. We strive to bring joy and inspiration unique to CJ CGV to people around the world.



COMPANY OVERVIEW

CORPORATION	CJ CGV Co., LTD.	NUMBER OF EMPLOYEES ¹⁾	4,502 people
HEADQUARTERS LOCATION	6/F I-Park Mall 55 Hangang-daero 23-gil (Hangangro 3), Yongsan-gu, Seoul, South Korea	TOTAL ASSETS	3,601,468 (KRW million)
CEO	Heo Min-Heoi	TOTAL EQUITY	393,089 (KRW million)
DATE OF ESTABLISHMENT ¹⁾	March 30, 1999	SALES	1,281,306 (KRW million)
MAJOR BUSINESS	Film Screening	CREDIT RATING	A2- (As of December 19, 2022)

SHAREHOLDING STRUCTURE

SHAREHOLDER	NUMBER OF SHARES OWNED	OWNERSHIP PERCENTAGE
CJ Corp.	23,148,659	48.5
National Pension Corporation	824,205	1.7
Employee Stock Ownership Association	752,820	1.6
Others	22,996,094	48.2
Total	47,721,778	100.0

1) Our company was established under the name of CJ Village LTD. in March 1999, combining CJ Entertainment and Village Cinema International PTY LTD. in Australia. Later, it merged into CJ Golden Village Co., LTD. and changed the name to CJ CGV Co., LTD.

2) Separate (domestic) basis



GLOBAL NETWORK

CJ CGV'S OVERSEAS BUSINESS



CINEMAS
591



SCREENS
4,207



SEATS
626,981



EXPANSION COUNTRIES
OF 4DPLEX
72



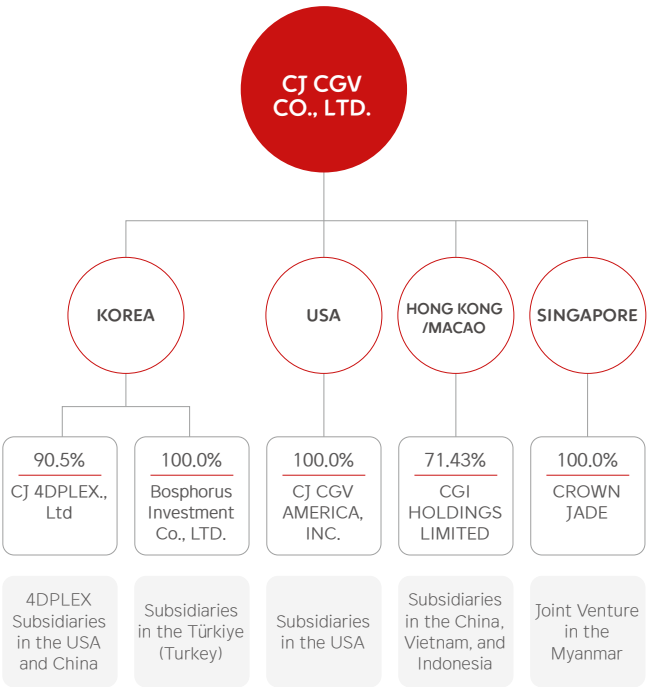
CLASSIFICATION	CINEMAS	SCREENS	SEATS
Korea	191	1,343	196,074
China	144	1,149	186,773
Türkiye (Turkey)	90	771	103,785
Vietnam	83	483	62,348

* Includes franchise cinemas / As of December 31, 2022

CLASSIFICATION	CINEMAS	SCREENS	SEATS
Indonesia	71	408	69,107
Myanmar	9	28	4,925
USA	3	25	3,969
Total	591	4,207	626,981

(Unit: Number)

CJ CGV'S SUBSIDIARIES



* Refer to page 363 of the 24th Annual Report

OVERVIEW OF CJ 4DPLEX'S BUSINESS

CLASSIFICATION	EXPANSION COUNTRIES	SCREENS ¹⁾
4DPLEX's Overseas Business	72	1,138

* As of December 31, 2022

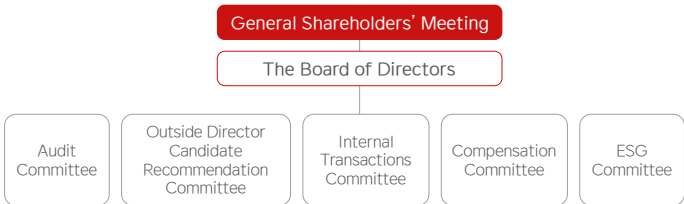
1) Aggregated Basis of 4DX and ScreenX



CORPORATE GOVERNANCE

BOARD OF DIRECTORS

The Board of Directors of CJ CGV represents various stakeholders, including shareholders, and oversees and makes decisions on key management issues for the company’s growth. It strives to maintain transparency, soundness, and stability to maximize shareholder value and protect their interests. Efforts are made to establish and implement a governance structure that ensures checks and balances and maintains a balance between supervision and management.



KEY ROLES OF THE BOARD OF DIRECTORS AND COMMITTEES

CLASSIFICATION	MAJOR ROLES
The Board of Directors	· Review and approval of critical matters on business management, such as business plans, settlement and major investments
Audit Committee	· Audit of the company accounting and business · Review and approval of the matters designated by law or the Articles of Incorporation
Outside Director Candidate Recommendation Committee	· Outside director candidate recommendation and deliberation of relevant issues
Internal Transactions Committee	· Deliberation of transactions with affiliates and related persons, which is designated as the item conditioning the Board approval by law · Review of subjects considered necessary by the Board of Directors or the committee concerning inside transactions
Compensation Committee	· Review of matters related to establishment and change of executive compensation system · Review of executive performance index assessment details for a long-term incentive payment
ESG Committee	· Review and approval of ESG strategy, direction and related policies · Review of ESG promotion activities results

COMPOSITION OF THE BOARD OF DIRECTORS

CJ CGV transparently discloses the governance task process standards, procedures and results to stakeholders for sound governance operation. We disclose governance standards and progress such as the Board activity status and the Board and its committee’s regulations on our webpage and Financial Supervisory Service’s Data Analysis, Retrieval and Transfer System (DART). In addition, we established committees by function in the Board and composed the committees with professionals in each field, bolstering the expertise of the Board. In 2022, the appointment of Director Choi Jin-Hee further diversified the Board. We also have deliberated the voting rights of the Board to the Committee for the Board members to mutually check one another, seeking balance and stability of the Board.

(● Chair, ○ Director)

CLASSIFICATION	NAME	RESPONSIBILITY/ AREA OF EXPERTISE	GENDER	INITIAL APPOINTMENT DATE	TERM EXPIRATION DATE	AUDIT COMMITTEE	OUTSIDE DIRECTOR CANDIDATE RECOMMENDATION COMMITTEE	INTERNAL TRANSACTIONS COMMITTEES	COMPENSATION COMMITTEE	ESG COMMITTEE	OTHERS
The Board of Directors	Heo Min-Heoi	CEO	Male	March 29, 2021	Date of Shareholder's Meeting in March 2024				○	○	Current CJ CGV CEO/ Chair of the Board of Directors Former CJ ENM CEO
	Lee Myeong Hyeong	Head of Media Platform Business	Male	March 28, 2023	Date of Shareholder's Meeting in March 2026					○	Current CJ CGV Chief Media Platform Business Officer Former CJ Powercast Chief Advertising & Media Business Officer
	Choi Jung-Pil	Management Support	Male	March 28, 2023	Date of Shareholder's Meeting in March 2026					○	Current CJ CGV Chief Financial Officer Former CJ Cheil Jedang Chief Finance Operation Officer
Outside Director	Oh Joon	Diplomacy	Male	March 28, 2018	Date of Shareholder's Meeting in March 2024	○	●	○	○	●	Current Chair Professor at the Graduate School of Peace and Welfare, Kyung Hee University Former UN Ambassador
	Kim Se-Hyoung	Press	Male	March 28, 2018	Date of Shareholder's Meeting in March 2024	○	○	●	○	○	Current Editorial Advisor of Maelil Business Newspaper Former Chief Editor of Maelil Business Newspaper
	Hwang Yi-Seok	Accounting and Finance	Male	March 27, 2019	Date of Shareholder's Meeting in March 2025	●	○	○	○	○	Current Professor at Seoul National University Business School Former Financial Supervisory Service Accounting Review Member
	Choi Jin-Hee	Marketing	Female	March 29, 2022	Date of Shareholder's Meeting in March 2025	○	○	○	●	○	Current Marketing Professor at Korea University

* As of June 30, 2023

OUTSIDE DIRECTOR-CENTERED BOARD OPERATION

CJ CGV’s Board of Directors is the highest decision-making body with the rights to determine critical issues of the company, including the CEO appointment. As of June 2023, the Board is comprised of a total of 7 directors including 3 inside directors and 4 outside directors and operated with outside directors in the center.



EXPERTISE OF THE BOARD OF DIRECTORS

To enhance transparency and strengthen expertise within the board of directors, CJ CGV has established and operates five committees: Audit Committee, Compensation Committee, Outside Director Candidate Recommendation Committee, Internal Transaction Committee, and ESG Committee. All committees within the Board consist of a majority of outside directors. Particularly, the Audit Committee, Outside Director Candidate Recommendation Committee, and Internal Transaction Committee, which play crucial roles in oversight and monitoring, are composed entirely of outside directors, guaranteeing the independence of these committees. Furthermore, in 2023, the position of Chairman of the Compensation Committee was changed from an internal director to an outside director, and the number of internal director members was reduced from three to one, enhancing independence and transparency.

OUTSIDE DIRECTOR DIVERSITY

CJ CGV has established the Outside Director Candidate Recommendation Committee under the Board through the regular board meeting on March 27, 2019, in order to recommend the outside director candidates after verifying the individuals' diversity and capabilities. We consider the candidates' career experience and expertise for balanced decision-making and management supervision, and then examine whether the disqualifiable reasons provided in the related laws are found to make the final recommendation to the Board. Also, we have been appointing candidates with different expertise in the areas including diplomacy, press, accounting and finance, and marketing for outside directors to support reasonable decision-making of the management without being biased by certain interests. In the regular shareholder meeting in 2022, we appointed a female candidate Choi Jin-Hee as an outside director.

(Unit: KRW million)

CLASSIFICATION	NUMBER OF PEOPLE	TOTAL COMPENSATION	AVERAGE COMPENSATION PER PERSON
The Board of Directors	3	2,044	681
Outside Directors	4	227	57

* As of December 31, 2022

DIRECTOR COMPENSATION

Directors' compensation is distinguished as salaries and bonuses. Bonuses are paid after comprehensive consideration of quantitative indicators (sales, operating profit, etc.) and non-quantitative indicators (contribution, roles and responsibilities) in accordance with the executive principle approved by the Board. Compensation limit for all registered directors including internal directors is determined at the shareholders' meeting. The compensation amount is discussed and approved by the Board's Compensation Committee within that limit before the final approval and payment.

STRENGTHENING THE BOARD'S CAPABILITIES

To enhance the expertise of outside directors and improve their understanding of CJ CGV's business environment, the company conducted a total of nine education sessions in 2022.

EDUCATION STATUS OF THE BOARD OF DIRECTORS IN 2022

SESSION	DATE	KEY EDUCATION TOPIC	PARTICIPANTS
1	22.02.11	Understanding Accounting Issues Related to Significant Audit Matters	3 Outside Directors
2	22.05.11		
3	22.06.30	Growth Direction of CGV in the Post-Pandemic Era	
4	22.07.15	Technological Innovation of CGV(4DPLEX)	4 Outside Directors
5	22.08.04	Understanding Accounting Issues Related to Significant Audit Matters	
6	22.11.07		
7	22.12.06	Understanding CGV's Special Cinemas and Future Strategies	
8	22.12.23	Understanding the Consolidated Internal Accounting Management System	
9	22.12.28	Understanding CJ Group's ESG Activities	

ROLES AND RESPONSIBILITIES OF THE BOARD

CJ CGV established the ESG Committee under the Board in November 2021 to form a decision-making system for sustainability management. All members of the Board are included in the committee as we recognize the significance and necessity of ESG management and to secure various opinions on related issues. To secure independence, we appointed the outside director as the Chairman of the Board. ESG Committee identifies sustainability issues and deliberates and discusses the strategies, direction and policies for sustainability management. It also plays a role in leading ESG management by reviewing the promotion status and activities.

KEY ESG-RELATED DECISIONS BY THE BOARD OF DIRECTORS

2022 / We held a total of 11 board meeting and following ESG related agendas were provided.

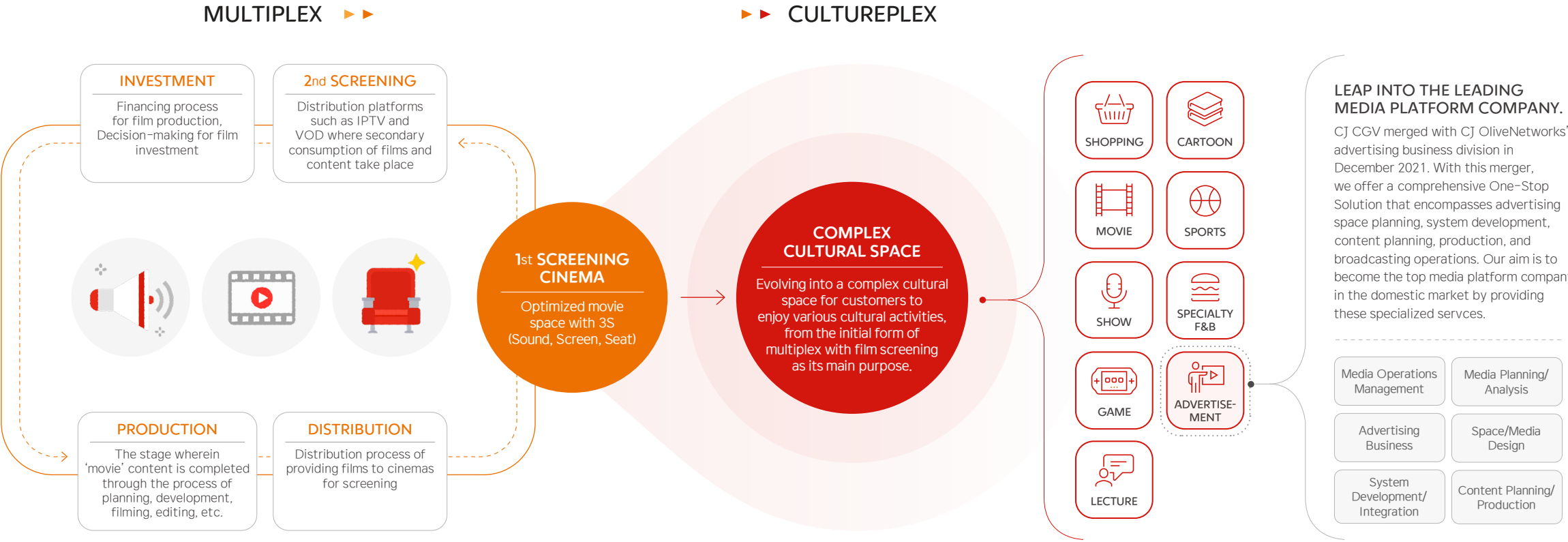
SESSION	DATE	AGENDAS	
		AREA	DETAILS
1	22.02.11	Governance	Report of the compliance of legal control standards assessment results
3	22.03.29	Governance	The Board Committee Director appointment
4	22.05.11	Social	Approval of plans for safety and health

2023 / We held a total of 5 board meeting in the first half of this year and following ESG related agendas were provided.

SESSION	DATE	AGENDAS	
		AREA	DETAILS
1	23.02.08	Governance	Report of the compliance of legal control standards assessment results
2	23.03.13	Social	Approval of plans for safety and health
3	23.04.17	Governance	Compensation Committee Chair appointment
5	23.06.20	Environment	Regular reporting of environmental management performance

* As of Jun 30, 2023

BUSINESS MODEL

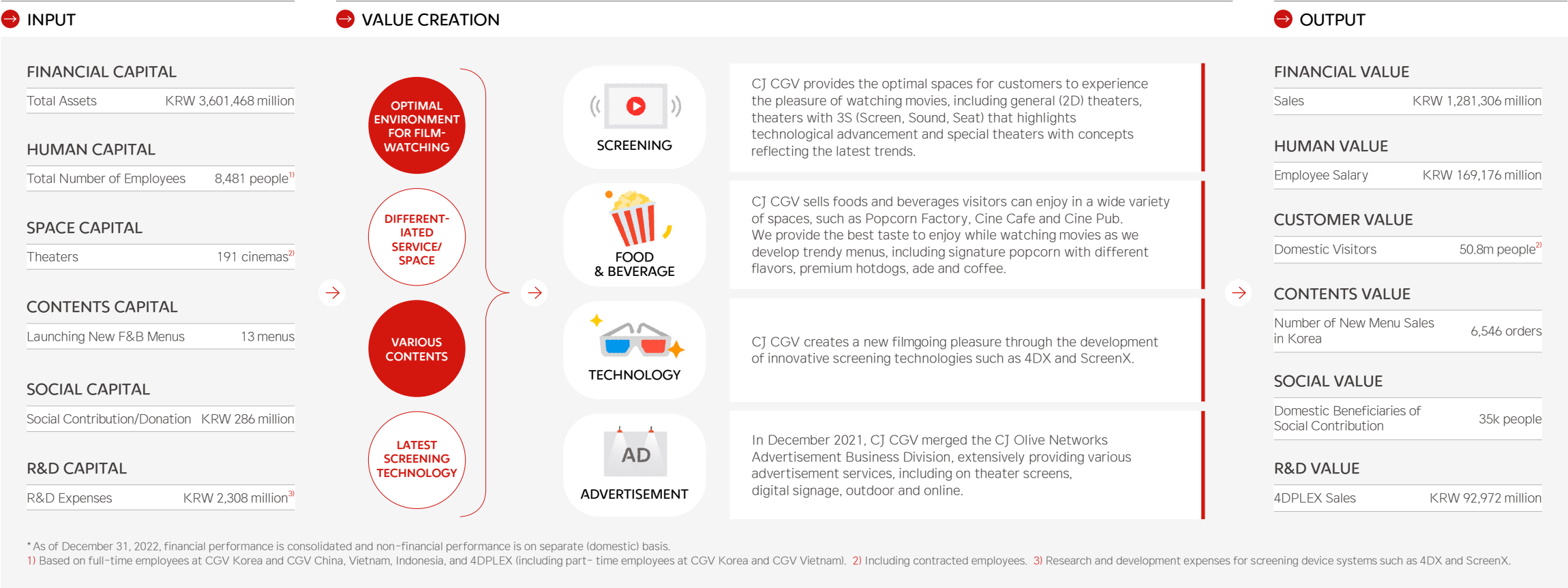
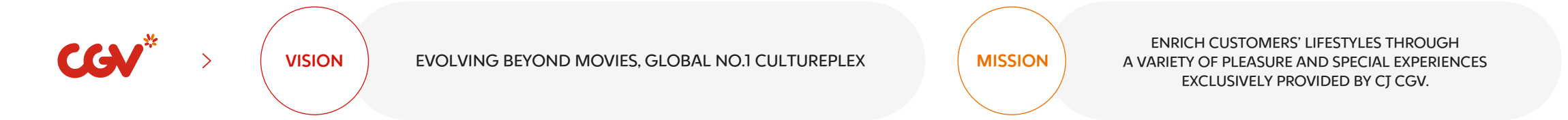


LIFESTYLE SPACE OPERATORS OFFERING DIFFERENTIATED EXPERIENCES THAT GO BEYOND MOVIE VIEWING

CJ CGV is dedicated to fostering a sustainable ecosystem within the film industry. A portion of the revenue generated from cinemas is reinvested into movie investment, production, and distribution, creating a foundation for the birth of new films and content. To achieve sustainable development in the film industry, CJ CGV collaborates within the industry and strives to provide customers with a wider range of content and enjoyment. Additionally, CJ CGV offers a differentiated experience as a multi-cultural space through continuous evolution and innovation. It aims to become a "lifestyle entertainment space" that brings customers greater relaxation and enjoyment, approaching them in their daily lives. CJ CGV is committed to becoming a collaborative cultural space, working together with various stakeholders to create a platform for diverse experiences.



BUSINESS STRATEGIES AND VALUE CREATION



KEY BUSINESS PERFORMANCE IN 2022

01

03



PUBLICATION OF CJ CGV'S FIRST SUSTAINABILITY REPORT

CJ CGV published "2021 CJ CGV Sustainability Report" in November 2022 following the guidelines of the Global Reporting Initiative (GRI) Standards for sustainable management reporting. The report aims to transparently and openly disclose CJ CGV's sustainability status and performance to stakeholders, as well as future action plans. It is available for public viewing on the CGV website. CJ CGV will continue to grow as a sustainable cultureplex, dedicated to providing 'Sustainable Entertainment for All'.

[Link to CJ CGV Sustainability Report](#)



CLIMB GYM PEAKERS OPENING

PEAKERS, which was born through the renovation of some screening rooms at CGV Piccadilly1958 in January 2022, is a combination of the words "peak" and "ers," meaning "people climbing the peak." It is the first case where CGV's screening facilities have been transformed into leisure facilities, aligning with the trend of increased interest in health and physical fitness following the COVID-19 pandemic. In line with this, CGV has recently opened additional branches at CGV Guro and Sinchon Artreon, providing diverse enjoyment as a multi-faceted cultural space.

02

CGV YEONGDEUNGPO SCREENX PLF GUINNESS WORLD RECORDS CERTIFICATION

The CGV Yeongdeungpo SCREENX theater, which opened in October 2022, has been officially certified by the Korean Records Institute as the "World's Largest Movie Screen" for being the first SCREENX PLF (Premium Large Format) theater with a maximum height of 13.9m and 462 seats. In addition to providing customers with an enhanced immersive experience, it incorporates performance-enhancing systems and private boxes, offering a unique viewing experience.



[Learn more about CJ CGV Special Theater SCREENX](#)



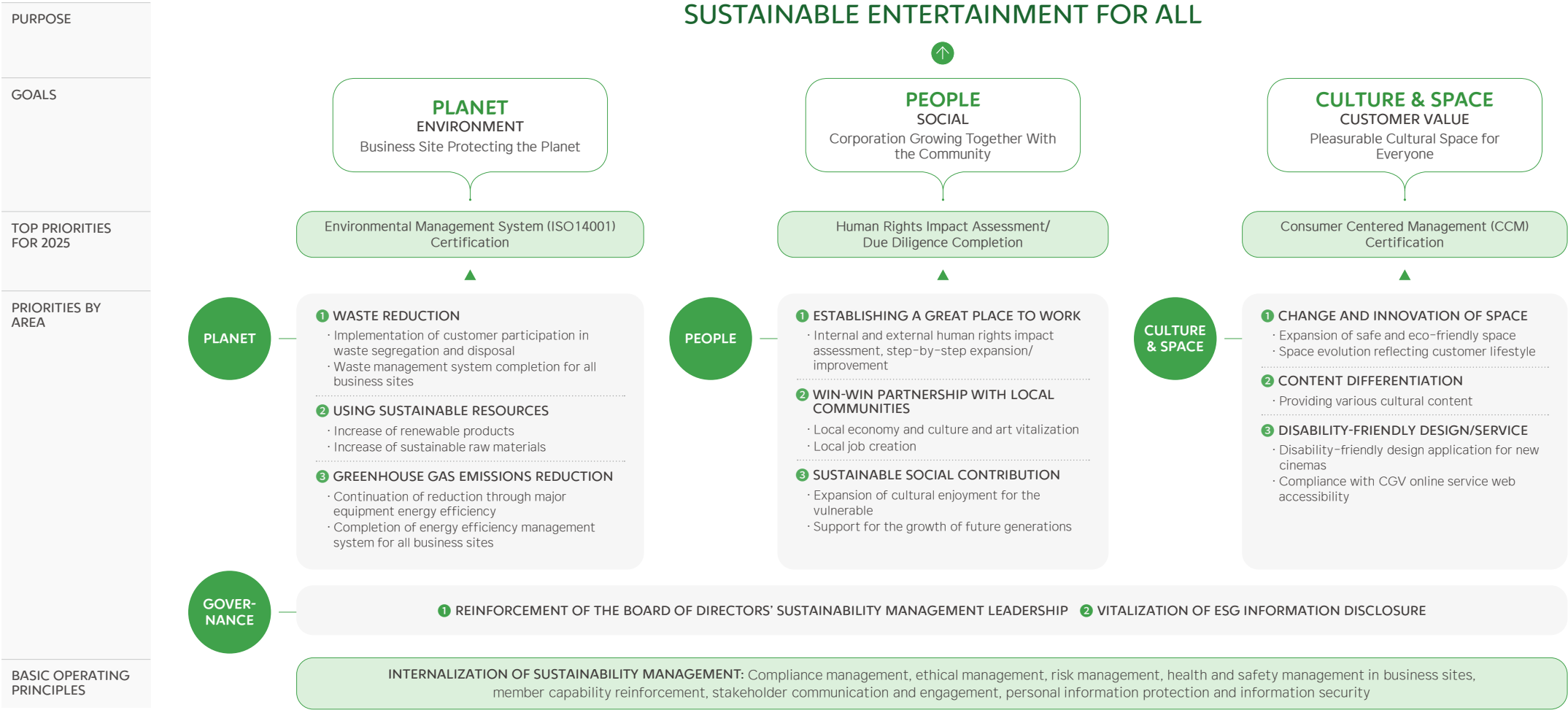
SUSTAINABILITY MANAGEMENT

- 12 _ Sustainability Management Vision and Strategies
- 13 _ Sustainability Management Decision-Making and Execution System
- 14 _ Sustainability Management Stakeholder Communication



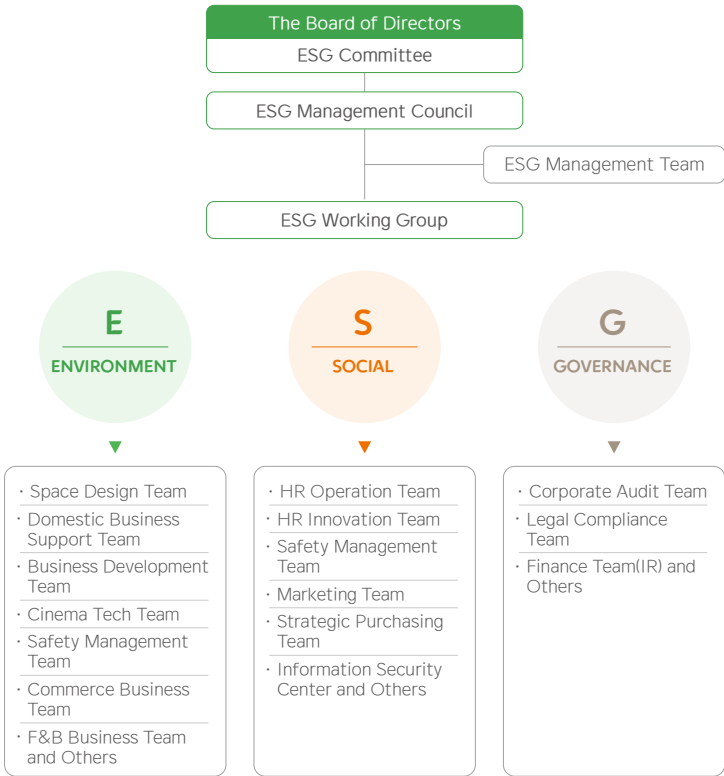
SUSTAINABILITY MANAGEMENT VISION AND STRATEGIES

CJ CGV will grow as a sustainable cultureplex with the purpose of providing ‘Sustainable Entertainment for All.’ We aim to become a ‘business site protecting the planet,’ ‘corporation that grows together with the community,’ and ‘pleasurable cultural space for everyone’ through internalizing sustainability management as a guiding principle and establishing basic operation principles and basis, faithfully fulfilling the priority tasks.



SUSTAINABILITY MANAGEMENT DECISION-MAKING AND EXECUTION SYSTEM

SUSTAINABILITY MANAGEMENT DECISION-MAKING SYSTEM



OPERATION OF THE SUSTAINABILITY MANAGEMENT EXECUTION SYSTEM

In 2021, CJ CGV established an ESG management governance system to implement sustainable management initiatives. The ESG Committee is responsible for ESG-related decision-making and is chaired by an independent director. The committee meets at least twice a year to discuss significant issues, including the approval of major sustainability issues and the discussion

of relevant topics and challenges. The ESG Management Council, chaired by the CEO, plays a crucial role in making substantial decisions and assuming responsibility for ESG execution, including the development of strategies, goals, policies, addressing significant issues, and monitoring performance. The ESG Working Group consists of 28 departments within CJ CGV, and it serves as a forum for discussing operational matters and promoting collaboration among departments for effective ESG implementation. The ESG Management Team, as a dedicated department for sustainable management, supports the operation of each committee and facilitates coordination among them.

ESG COMMITTEE

- Composition: outside directors and inside directors
- Operation Cycle: At least twice a year
- Role: Deliberation and decision of ESG strategic system and policies
- Key Discussion Topics in 2022

DATE	DECISIONS AND REPORTED MATTERS
March 29, 2022	Report on the Major ESG Activities Planned for 2022
August 4, 2022	Report on the Major ESG Issues and Strategic Framework for 2022
December 23, 2022	Report on the Establishment of the 2022 Sustainable Management Report and Public Channels Declaration of Human Rights Management

- Key Discussion Topics in 2023

DATE	DECISIONS AND REPORTED MATTERS
March 13, 2023	Approval of the Major ESG Issues and Strategic Tasks for 2023 Report on the Response to ESG Evaluation System
June 20, 2023	Regular Report on Environmental Management Performance

ESG MANAGEMENT COUNCIL

- Composition: All members of CJ CGV management
- Operation Cycle: At least twice a year
- Role: Discussion of ESG strategies, goals, policy directions, performance evaluation, issue management, etc.

ESG WORKING GROUP

- Composition: 28 CJ CGV operational departments (as of May 31, 2023)
- Operating Cycle: Ad hoc basis
- Role: Implementation of ESG strategies, identification and improvement of projects, sharing of issues, etc.

SUSTAINABILITY MANAGEMENT PRINCIPLES AND POLICIES

CJ CGV has established various management principles and policies related to sustainability management. Externally, these principles and policies are made available to various stakeholders through the company's website. Internally, they are communicated through channels such as CEO LETTER, the company's intranet, and workplace bulletin boards, enabling employees to access and be informed about them. Furthermore, in order to internalize the commitment to these principles and policies, CJ CGV has developed relevant regulations and guidelines to encourage and institutionalize their implementation in the workplace, motivating and supporting employees to practice them in their day-to-day activities.

CJ CGV's Sustainability Management Strategy and Performance

Declaration of Human Rights Management

Ethical and Legal Management Policy

Environmental Management Policy

CJ Code of Business Conduct


Others – Establishment of Code of Conduct for CJ CGV's Business Partners

Others – Revision of Standard Cinema Lease Agreement of CJ CGV



SUSTAINABILITY MANAGEMENT STAKEHOLDER COMMUNICATION

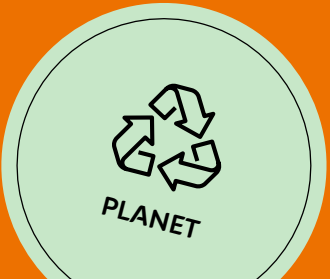
CJ CGV recognizes customers, employees, shareholders and investors, business partners, media, and local communities as key stakeholders in its overall sustainability management activities, aiming to create social and environmental value. CJ CGV makes efforts to understand the opinions and concerns of each stakeholder and maintains close communication through various communication channels to transparently disclose sustainable management performance, as well as response plans and implementation status regarding major issues.

	 CUSTOMER	 MEMBER	 SHAREHOLDER AND INVESTOR	 PARTNER COMPANY	 PRESS	 LOCAL COMMUNITY
KEY INTERESTS	<ul style="list-style-type: none">· Customer service· Protecting customer personal information· Customer health and safety· Innovation of new services and customer experience· Communication with customers and collection of their opinions	<ul style="list-style-type: none">· Equal opportunity and fair performance evaluation / compensation· Work-life balance· Health and safety· Competence development· Human right and labor· Welfare system	<ul style="list-style-type: none">· Financial performance generation· Business diversification and strengthening future growth drivers· Transparent Disclosure of performance· Proactive and effective risk management	<ul style="list-style-type: none">· Fair trade compliance· Mutual growth· Cooperation and Communication	<ul style="list-style-type: none">· Transparent and quick communication	<ul style="list-style-type: none">· Contribution to the development of local economy and culture
KEY COMMUNICATION CHANNELS	<ul style="list-style-type: none">· CGV webpage / APP · CGV SNS· Customer Center· Press release	<ul style="list-style-type: none">· Company Intranet (CEO Message, bulletin board, discussion forum, suggestion forum, etc.)· Han Maeum Council (Labor-management Council)· Grievance Channel· CGV newsletter (webzine) publication (once a month)· Executive-member meeting	<ul style="list-style-type: none">· Shareholders' meeting· CGV website (IR)· Sustainable Management Report· Governance Report· Business Report	<ul style="list-style-type: none">· CGV website· CGV internal purchase system (SRM, FMS)· Cyber Audit Office· Sustainable Management Report	<ul style="list-style-type: none">· Press release· CGV website· CJ newsroom / SNS· Company newsletter (NI:M)· Sustainable Management Report	<ul style="list-style-type: none">· CGV website· Websites of Exciting Film School and other projects (Educational donation)· CJ Welfare Foundation and Cultural Foundation website· CJ Donors Camp
KEY ACTIVITIES	<ul style="list-style-type: none">· Service quality and customer satisfaction improvement· CGV Customer Center and online counseling talk channel operation· New cinemas and services launching	<ul style="list-style-type: none">· Internal communication channels operation and activation· Internal training — leadership, trend, human rights, compliance, and language· Operation of grievance-handling system	<ul style="list-style-type: none">· Holding shareholders' meeting· Regular reporting and disclosure of management performance· Quarterly performance presentation and Investment briefing session· Frequent IR meeting for institutions	<ul style="list-style-type: none">· Press release distribution· Response to inquiries and data requests· Media forum operation	<ul style="list-style-type: none">· Press release distribution· Response to inquiries and data requests· Media forum operation	<ul style="list-style-type: none">· Operation of educational donation program for youth (Exciting Film School)· Providing movie viewing experience (Seats Donation)· Providing movie viewing services for the people with audiovisual disabilities (Gachibom)· Co-hosting and supporting local film festivals· Cooperation with projects of CJ Welfare Foundation and CJ Cultural Foundation



MATERIAL ISSUE & SUSTAINABLE PERFORMANCE

16 _ Material Sustainability Issues 20 _ Customer Value Management _ Culture & Space
29 _ Social Value Management _ People 40 _ Environmental Management _ Planet 44 _ Governance



DETERMINATION OF THE MATERIAL SUSTAINABILITY ISSUES

CJ CGV has identified the key material issues that require the highest priority and focus in order to achieve its sustainable management vision and goals. The identification of material issues follows a five-step process based on the definition of materiality provided by GRI Standards 2021, which considers the significant impacts that companies have on the economy, environment, and society. In the first step, a total of 18 sustainable management issues were derived through analysis of global guidelines, ESG evaluation indicators, and benchmarking of global peer companies. In the second step, a survey was conducted to assess the level of interest in sustainability issues among CJ CGV stakeholders. In the third step, the survey results were used to analyze the mutual impact between CJ CGV's business and the identified issues by the relevant practitioners. In the fourth step, the ESG Management Council, comprising representatives from stakeholder surveys and analysis conducted by various departments, discussed and agreed upon the appropriateness and priority of the material issues. In the fifth step, the final determination of the sustainable management material issues and their priority was made through the review and approval process by the ESG Committee under the Board of Directors.

STEP 1 ISSUE POOL COMPOSITION

- Global Guidelines: GRI Standards, SASB, ISO 26000
- ESG Evaluation Frame: MSCI, DJSI, KCGS, etc.
- Identification of sustainability-related issues raised by UN, OECD, EU: Reports, websites, etc.
- Sustainability reports in related industries: Leading global companies in the film, cinema, and entertainment sectors.
- CJ Group's vision and direction for sustainable management: ESG reports, etc.

AREA	ISSUE
Environment (4)	<ul style="list-style-type: none">Waste reduction and enhanced recyclingInternalizing environmental management cultureUsing eco-friendly/sustainable certified raw materials and selling productsReducing greenhouse gas emissions and energy consumption
Social (5)	<ul style="list-style-type: none">Safety and Health managementGreat place to workPractice of human rights managementBuilding a sustainable supply chain and promoting collaboration with business partnersContributing to the development of local culture and arts and executing social contributions
Governance (5)	<ul style="list-style-type: none">Compliance, ethical management, and fair trade practicesManaging ESG risksCommunicating and engaging with stakeholdersEnhancing sustainability management leadership of the board and management teamIntegrating corporate strategies for sustainability management
Customer Value (4)	<ul style="list-style-type: none">Customer privacy protectionSafe and eco-friendly space operationEstablishing and implementing principles for disability-friendly design/servicesDifferentiating provided content

STEP 2 STAKEHOLDER INTEREST SURVEY

- Total 762 participants
- Key stakeholders: 206 Customers, 420 Domestic/International Employees
- Direct stakeholders: 58 Partner companies, 8 Investors/Analysts
- Indirect stakeholders: 57 Other companies' ESG practitioners, 13 Journalists

STEP 3 ISSUE IMPACT ANALYSIS

- Issue-specific analysis: Involvement of relevant departments, ESG management team, and external experts.
- IN↔OUT analysis: Analysis of the reciprocal impact relationship between the business and the issues.
- Financial and non-financial opportunity and crisis analysis: Analysis of opportunities and crises in financial and non-financial aspects of the business.

STEP 4 ESG MANAGEMENT COUNCIL

- Top management and executive consultation: Assessing issue relevance and priority.
- Referring to stakeholder survey results and analysis of issue impact from relevant departments.

STEP 5 BOARD OF DIRECTORS AND ESG COMMITTEE REVIEW AND APPROVAL

- Reviewed and approved by the Board of Directors: Assessing issue relevance and priority.
- Referring to stakeholder survey results, analysis of issue impact from relevant departments, and management discussions.

CJ CGV'S DETERMINATION OF MATERIAL SUSTAINABILITY ISSUES

RANK	AREA	MATERIAL ISSUES	MATERIAL ISSUES IN THE 2021 REPORT
1	Customer Value	Customer privacy protection	●
2	Social	Safety and Health management	●
3		Great place to work	●
4	Customer Value	Safe and eco-friendly space operation	●
5	Environment	Waste reduction and enhanced recycling	●
6	Governance	Compliance, ethical management, and fair trade practices	●
7	Environment	Reducing greenhouse gas emissions and energy consumption	

CHANGES IN MAJOR ISSUES IN THE 2021 SUSTAINABLE MANAGEMENT REPORT

- REDUCTION IN THE NUMBER OF MAJOR ISSUES**
The number of major issues was reduced to 7 to focus and prioritize (compared to 12 major issues in 2021).
- EXCLUSION OF MAJOR ISSUES FROM THE 2021 REPORT**
Total of 6 issues including risk management, providing differentiated service platforms, offering diverse content, labor-management cooperation and mutual well-being, practice of human rights management, building system for resource recycling and circulation, etc. They were either integrated into the 2022 issues or reflected as ongoing improvement tasks.
- ADDITION OF NEW MAJOR ISSUES IN THE 2022 REPORT**
Reflecting the severity of the global climate change crisis, the issue of reducing greenhouse gas emissions and energy consumption was added.

ANALYSIS AND RESPONSE TO MATERIAL ISSUES’ IMPACT ON SUSTAINABILITY

During the process of identifying material sustainability issues, CJ CGV conducted an (Impact Analysis of Material Issues). The (Impact Analysis of Material Issues) examines how each issue affects CJ CGV’s business, economy, environment, and social through an (In↔Out analysis). It also assesses the financial and non-financial aspects to identify potential opportunities and risks through a (financial/non-financial ↔ opportunity/crisis analysis). The analysis process involved participation from CJ CGV departments, the ESG Management Team, and external strategic management analysts. The response status and alignment with the UN Sustainable Development Goals (SDGs) are also reported for each major issue.

RANK	AREA	ISSUES	EFFECT OF ECONOMY, ENVIRONMENT AND SOCIETY (IN↔OUT)	EFFECT OF BUSINESS STRATEGY, FINANCIAL AND NON-FINANCIAL (RISKS/OPPORTUNITY)	RESPONSE STATUS/ ALIGNMENT WITH UN SDGs
1	CUSTOMER VALUE	Customer privacy protection GRI 418-1	<div>OUT→IN</div> <p>In recent years, there has been a significant increase in cases where personal information is being leaked and misused for criminal activities. Particularly, customer information held by companies has become a prime target for malicious hackers. As a result, the protection of customer personal information has become a matter of great concern, not only in line with global guidelines but also due to the strengthening of domestic laws and regulations and the rising social demands.</p>	<div>RISKS</div> <p>(Financial) If customer personal information is leaked or misused, it can lead to significant financial crisis such as fines, customer compensation, and a decrease in customer base, in accordance with relevant laws.</p> <p>(Non-financial) If customer personal information is leaked or misused, it can result in non-financial crisis such as a decline in customer trust and reputation of the company.</p>	<ul style="list-style-type: none">· Disclosure of information security status registration· Maintenance of ISMS certification· Regular security system inspections· Renewal of personal information protection liability insurance· Detailed status: Pages 25–28, 56
			<div>IN→OUT</div> <p>The potential for customer information to be leaked and maliciously exploited poses a high risk of crime, resulting in harm to customers and causing not only individual consequences but also societal disruption.</p>	<div>OPPOR-TUNITY</div> <p>(Financial) Effective management of customer personal information can lead to cost savings by avoiding expenses such as fines and customer compensation.</p> <p>(Non-financial) Ensuring proper management of customer personal information can have positive effects such as increased customer trust, maintenance, and enhancement of company reputation.</p>	
2	SOCIAL	Safety and Health management GRI 403-1-10	<div>OUT→IN</div> <p>Industrial accidents not only have significant adverse effects on companies but also on the overall sustainability of society. To prevent industrial accidents, there have been strengthened regulations not only based on global guidelines but also within domestic laws (such as the Major Accident Liability Act) in recent years. Recent incidents related to safety, such as the earthquake in Türkiye, highlight the importance of safety issues, as they have a profound impact on employees, customers, and local communities. Therefore, safety is a critical issue within the context of sustainable management.</p>	<div>RISKS</div> <p>(Financial) Inadequate safety and health management leading to accidents or personal injuries can result in costs such as compensation, fines, and financial crises due to customer attrition.</p> <p>(Non-financial) Incidents related to safety and health can lead to loss of customer trust and a decline in company reputation, resulting in non-financial crises.</p>	<ul style="list-style-type: none">· Industrial safety audit· Monthly facility inspections by FM company· Food hygiene audit (management of legal items, etc.)· Collection and analysis of products sold in the concession stand· Participation in restaurant hygiene rating system· Detailed status: Pages 21–24, 30– 33, 53, 55 <div><div></div><div></div></div>
			<div>IN→OUT</div> <p>As a multi-purpose facility, CJ CGV recognizes that industrial accidents can lead to multiple casualties and have a negative impact on affected customers, their families, local communities, and society as a whole.</p>	<div>OPPOR-TUNITY</div> <p>(Financial) By preventing accidents through safety accident prevention measures, diagnosis, and education, it is possible to reduce the costs incurred in the event of accidents.</p> <p>(Non-financial) Effective safety and health management can have positive effects such as improving customer trust and maintaining a positive company reputation.</p>	

ANALYSIS AND RESPONSE TO MATERIAL ISSUES' IMPACT ON SUSTAINABILITY

RANK	AREA	ISSUES	EFFECT OF ECONOMY, ENVIRONMENT AND SOCIETY (IN→OUT)	EFFECT OF BUSINESS STRATEGY, FINANCIAL AND NON-FINANCIAL (RISKS/OPPORTUNITY)	RESPONSE STATUS/ ALIGNMENT WITH UN SDGs
3	SOCIAL	Great place to work GRI 401-1-3	<p>OUT→IN</p> <p>The social standards for a good workplace are increasingly high. Especially, social issues such as the improvement of human rights and labor rights, the emergence of the MZ generation, and the respect for DE&I values have formed a consensus. In order to enhance the sustainability of companies, it has become essential to create a good working environment.</p> <p>IN→OUT</p> <p>If CJ CGV creates and maintains a good working environment that meets social expectations, it can play a positive role in raising the level of working conditions in the industry. Moreover, it can contribute to increasing the competitiveness and sustainability of the company and the industry by allowing new talents such as the MZ generation to fully utilize their creative abilities.</p>	<p>RISKS</p> <p>(Financial) If negative issues related to human rights and labor rights arise, it can lead to increased financial burdens such as fines, compensation payments, and legal costs. Additionally, the cost of recruiting new talent may also increase.</p> <p>(Non-financial) If a company is perceived to have issues related to human rights and labor rights, it can face difficulties in attracting top talent, resulting in a decline in customer trust and corporate reputation.</p> <p>OPPORTUNITY</p> <p>(Financial) Creating a satisfying work environment for employees can result in improved employee loyalty, increased job productivity, and enhanced financial performance. This can lead to financial opportunities such as increased sales and profitability.</p> <p>(Non-financial) Being recognized as a great place to work can bring non-financial benefits such as enhanced recruiting competitiveness and improved customer trust.</p>	<ul style="list-style-type: none"> Human Rights Management Declaration Membership in the United Nations Global Compact (UNGC) Added support for childbirth and childcare as part of welfare benefits Maintained Family-Friendly Company certification for 9 consecutive years Detailed information: Pages 34-39, 52-55 <div> </div>
4	CUSTOMER VALUE	Safe and eco-friendly space operation GRI 403-1-10	<p>OUT→IN</p> <p>The social standards for a good workplace are increasingly high. Especially, social issues such as the improvement of human rights and labor rights, the emergence of the MZ generation, and the respect for DE&I values have formed a consensus. In order to enhance the sustainability of companies, it has become essential to create a good working environment.</p> <p>IN→OUT</p> <p>If CJ CGV creates and maintains a good working environment that meets social expectations, it can play a positive role in raising the level of working conditions in the industry. Moreover, it can contribute to increasing the competitiveness and sustainability of the company and the industry by allowing new talents such as the MZ generation to fully utilize their creative abilities.</p>	<p>RISKS</p> <p>(Financial) If there are issues with safety and environmental aspects of a space, it can result in financial consequences such as fines and customer compensation according to relevant regulations. It may also have a negative impact on sales, including a decrease in customer numbers.</p> <p>(Non-financial) When issues arise regarding safety and environment in a space, it can lead to a simultaneous decline in customer trust and the company's reputation, creating a non-financial crisis.</p> <p>OPPORTUNITY</p> <p>(Financial) By effectively managing safety and environmental aspects of a space, it is possible to reduce costs associated with mitigating damages and increase customer trust, which can lead to opportunities for increased sales.</p> <p>(Non-financial) Maintaining and managing a space at a high level of safety and environmental standards can provide opportunities to maintain and elevate customer trust and enhance the reputation of the company.</p>	<ul style="list-style-type: none"> ISO 45001 certification (Occupational Health and Safety Management System) ISO 14001 certification (Environmental Management System) Detailed information: Pages 21-24, 30-33, 51, 53, 55 <div> </div>
5	ENVIRONMENT	Waste reduction and enhanced recycling GRI 306-1-5	<p>OUT→IN</p> <p>As environmental pollution becomes increasingly severe, the level of environmental awareness among citizens and customers is rising. Global guidelines and domestic laws regarding waste reduction and resource recycling are also being strengthened. There is a growing legal and social demand for waste reduction, separate waste disposal, and resource recycling in multi-purpose facilities such as cinemas.</p> <p>IN→OUT</p> <p>If waste generated by cinemas continues to increase without proper recycling, it can have a negative impact on the environment. However, if CJ CGV actively reduces waste generation, implements separate waste disposal, and practices resource recycling, it can not only minimize the negative environmental impact but also positively influence customers' environmental consciousness and lifestyle habits.</p>	<p>RISKS</p> <p>(Financial) An increase in waste generation leads to higher waste disposal costs. Additionally, with the strengthening of regulations related to disposable items, there is a possibility of future penalties related to non-compliance.</p> <p>(Non-financial) Improper waste disposal or lack of recycling can result in a simultaneous decline in customer trust and corporate reputation, posing a crisis for the company.</p> <p>OPPORTUNITY</p> <p>(Financial) By reducing waste generation and practicing effective waste separation, the company can reduce disposal costs and prevent potential fines related to waste management in the future.</p> <p>(Non-financial) Proper waste reduction and recycling practices can have a positive impact on customer trust, corporate reputation, and other aspects of the company's image.</p>	<ul style="list-style-type: none"> Using reusable cups and recyclable packaging materials Implementing separate waste disposal for customer exit routes Conducting environmental impact assessments for all directly operated theaters Assessing the current status of major waste generation Simulating waste measurement methods (plan) Developing upcycled goods using discarded movie screens Detailed status: Pages 42-43, 51 <div> </div>

ANALYSIS AND RESPONSE TO MATERIAL ISSUES' IMPACT ON SUSTAINABILITY

RANK	AREA	ISSUES	EFFECT OF ECONOMY, ENVIRONMENT AND SOCIETY (IN→OUT)	EFFECT OF BUSINESS STRATEGY, FINANCIAL AND NON-FINANCIAL (RISKS/OPPORTUNITY)	RESPONSE STATUS/ ALIGNMENT WITH UN SDGs
6	GOVERNANCE	<p>Compliance, ethical management, and fair-trade practices</p> <p>GRI 205-1-3</p>	<p>OUT→IN</p> <p>As awareness and demand for legal compliance, ethical conduct, and fair-trade increase, global guidelines and domestic laws are strengthening regulations and penalties for violations, unethical practices, and unfair trade by large corporations. Consequently, the impact of a company's illegal activities, unethical behavior, and unfair trade on its reputation and sustainability is becoming much greater.</p> <p>IN→OUT</p> <p>If CJ CGV engages in illegal activities, unethical behavior, or unfair trade practices, it can not only negatively impact its own reputation but also affect the reputation of its affiliates, subsidiaries, and other domestic companies. Furthermore, it poses a risk of amplifying anti-business sentiment within society. On the other hand, if CJ CGV sets an example in legal compliance, ethical management, and fair trade, it can enhance trust in the company.</p>	<p>RISKS</p> <p>(Financial) Non-compliance with regulations can result in financial losses such as fines, penalties, sanctions, and business suspension, leading to a decrease in financial performance. It can also lead to a loss of corporate trust, customer attrition, increased financial costs, investment losses, and revenue decline.</p> <p>(Non-financial) Inadequate compliance and unethical conduct can lead to a loss of trust from customers and employees, and can result in a crisis of corporate reputation.</p> <p>OPPORTUNITY</p> <p>(Financial) Compliance with laws reduces the risk of fines, penalties, sanctions, and business suspension, and provides opportunities for maintaining and increasing revenue, as well as attracting investments.</p> <p>(Non-financial) Effective compliance and ethical management can earn the trust of employees and customers, and provide opportunities for enhancing corporate reputation.</p>	<ul style="list-style-type: none"> · Conducting fair trade and compliance training · Distributing compliance newsletters · Implementing and evaluating compliance activities by department · Establishing criteria for risk identification and risk assessment · Strengthening internal controls · Standardizing and revising contract templates · Detailed: Pages 45-48, 56. <p></p>
7	ENVIRONMENT	<p>Reducing greenhouse gas emissions and energy consumption</p> <p>GRI 302-1, 3-4 GRI 305-1-2, 4, 6</p>	<p>OUT→IN</p> <p>The increase in greenhouse gas emissions is causing global warming, which is contributing to the rise of unpredictable natural disasters and the spread of infectious diseases such as COVID-19. These occurrences have a significantly negative impact on the cinema industry itself. Additionally, both global guidelines and domestic laws are strengthening regulations and requirements for greenhouse gas reduction.</p> <p>IN→OUT</p> <p>If CJ CGV does not make efforts to reduce greenhouse gas emissions, it will contribute to worsening the issue of global warming. However, if it adopts measures such as energy efficiency to reduce greenhouse gas emissions, it can help delay global warming and have a positive impact on the cinema industry's eco-friendly management.</p>	<p>RISKS</p> <p>(Financial) An increase in natural disasters and diseases due to global warming can lead to a decrease in theater attendance, resulting in a crisis of declining revenue. Additionally, there may be challenges in managing energy costs and attracting ESG-related investments.</p> <p>(Non-financial) Failure to properly reduce greenhouse gas emissions can negatively impact the reputation of the company as an environmentally responsible business.</p> <p>OPPORTUNITY</p> <p>(Financial) Efficient use of energy for greenhouse gas reduction can lead to cost savings in operations and facilitate attracting ESG investments.</p> <p>(Non-financial) Greenhouse gas reduction efforts can contribute to establishing an eco-friendly image for the company.</p>	<ul style="list-style-type: none"> · Participation in greenhouse gas target management system · Conducting environmental impact assessments, setting goals, and monitoring for all owned sites · Implementing energy efficiency measures for key equipment · Detailed: Pages 41, 51. <p></p>



CULTURE & SPACE

CUSTOMER VALUE MANAGEMENT

CJ CGV recognizes the importance of maintaining the safety and environmental friendliness of its cinema spaces, as it provides movie screening services to a large number of customers. CJ CGV strives to provide customers with the safest and most eco-friendly cinema experience. Additionally, as a significant portion of movie ticket bookings are made through mobile and online platforms, securely managing customers' personal information is essential to CJ CGV's business. Therefore, CJ CGV maintains a robust information security system, ensuring that online and mobile platforms have the highest level of information security and implementing measures to prevent internal breaches and external attacks.

ISSUE 1 SAFE AND ECO-FRIENDLY SPACE MANAGEMENT

ISO14001 / ISO45001

CERTIFICATION ACHIEVED



ISSUE 2 CUSTOMER PRIVACY PROTECTION

Personal Information Breach

0 Incidents



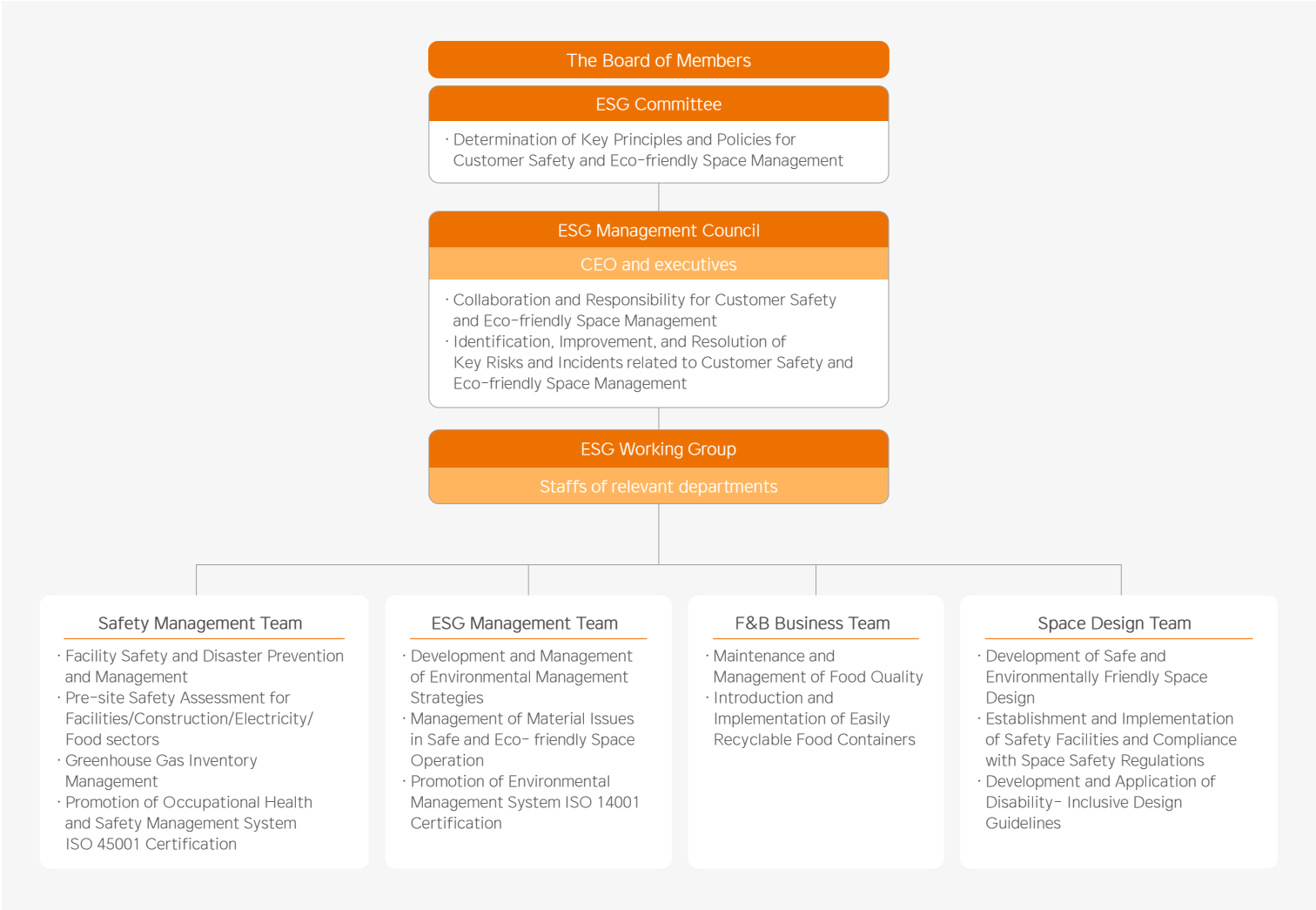
SAFE AND ECO-FRIENDLY SPACE OPERATION

OVERVIEW AND IMPORTANCE OF SAFE AND ECO-FRIENDLY SPACE MANAGEMENT

The issue of “Safe and Eco-friendly Space Management” refers to CJ CGV’s efforts to operate and manage its movie cinemas and commercial spaces in a safe and eco-friendly manner. CJ CGV considers the prevention of accidents, such as fires, as a crucial aspect of its operations and conducts safety prevention, diagnosis, and education as essential tasks. In addition, to ensure safe and eco-friendly space management, CJ CGV has established a safety and health management system and obtained ISO 45001 certification in June 2023. Through these activities, CJ CGV aims to provide customers with safe and eco-friendly spaces.

DECISION-MAKING AND EXECUTION SYSTEM FOR SAFE AND ECO-FRIENDLY SPACE MANAGEMENT

The decision-making and execution system of CJ CGV for providing safe and eco-friendly spaces to customers is as follows. The ESG Committee serves as the highest decision-making body and ultimate responsible body for safe and eco-friendly space operations, determining principles and policies regarding safety and facility operations. The ESG Management Council, composed of the CEO and executives, demands the provision of safe and eco-friendly space services from the ESG Operations Committee and relevant departments, manages and supervises them. The ESG Working Group executes key tasks of CJ CGV, discusses decision-making matters requested by the ESG Committee and relevant departments, and strives to provide customers with safe and eco-friendly spaces.





SAFE AND ECO-FRIENDLY SPACE OPERATION

KEY ISSUES AND MANAGEMENT ACTIVITY OF SAFE AND ECO-FRIENDLY SPACE MANAGEMENT

CJ CGV identifies risks and improvement factors for each safety and environmental issue and designated responsible departments to prevent, improve, and manage them. This ensures that CJ CGV provides customers with safe and environmentally friendly space services.

CLASSIFICATION	MANAGEMENT AREA	MANAGEMENT ISSUE	KEY ACTIVITIES AND THREADS IN 2022	DEPARTMENT
Customer Safety	Safety (Architecture, Fire Safety, Facilities)	<ul style="list-style-type: none">· Building/Interior Damage Management· Prevention of Facility Falls· Fire Prevention and Management· Natural Disaster Prevention and Management	<ul style="list-style-type: none">· Conducting occupational safety inspections and improving deficiencies. Implemented 100% of CGV Korea, China, Vietnam, Indonesia and 4DPLEX· Professional facility inspection partner (Facility Management) inspects facilities once a month and improves issues.· Management of obstacles/emergency passages through opening/closing and frequent inspections· Conduct statutory education such as regular safety and health education· Quarterly safety guard training and basic training on facility safety management	<ul style="list-style-type: none">· Safety Management Team· Domestic Business Operating Division· Responsible departments in each subsidiary
	Infectious Diseases	<ul style="list-style-type: none">· COVID-19 and other infectious disease management	<ul style="list-style-type: none">· Providing hygiene supplies such as hand sanitizers at ticketing and concession areas· Establishing and distributing employee guidelines for preventing the spread of COVID-19	<ul style="list-style-type: none">· Safety Management Team· Domestic Business Operating Division
	Disability- Inclusive Design/Service	<ul style="list-style-type: none">· Management of digital accessibility for elderly and vulnerable individuals· Assistance and training for customers with disabilities· Management of disability-inclusive design and services	<ul style="list-style-type: none">· Operating kiosks with UI for individuals with digital disabilities (CGV Piccadilly1958)· Introducing slow zones for individuals with disabilities (CGV Suwon, Pyeongchon)· Conducting annual disability awareness training for Smile Friends employees· Implementing inclusive signage design· Installing additional seats for individuals with disabilities (8 seats in 2 cinemas)	<ul style="list-style-type: none">· Domestic Business Operating Division· Space Design Team
	Food Safety and Hygiene	<ul style="list-style-type: none">· Food hygiene management· Product quality management	<ul style="list-style-type: none">· Conducting biannual food hygiene inspections (management of legal requirements)· Providing annual mandatory food hygiene training and food safety management basic training· Conducting biannual analysis of collected products (analyzing bacterial count, Escherichia coli, Salmonella, potassium permanganate, hydrogen peroxide, etc.)· Participating in the restaurant hygiene rating system, with 25 sites and 32 locations achieving "Excellent" rating	<ul style="list-style-type: none">· Safety Management Team· F&B Business Team· Domestic Business Operating Division
	Product Safety	<ul style="list-style-type: none">· Safety of commerce products	<ul style="list-style-type: none">· Conducting safety inspections for 17 types of CINESHOP products	<ul style="list-style-type: none">· Commerce Business Team
Eco-Friendly Space and Service	Indoor Air Quality	<ul style="list-style-type: none">· Air quality management	<ul style="list-style-type: none">· Measurement and management of indoor air quality within the standard limits (including fine dust, ultrafine dust, carbon dioxide, formaldehyde, carbon monoxide, nitrogen dioxide, radon, total volatile organic compounds, etc.)	<ul style="list-style-type: none">· Safety Management Team· Domestic Business Operating Division
	Eco-Friendly Materials / Consumables	<ul style="list-style-type: none">· Use of eco-friendly materials	<ul style="list-style-type: none">· Purchase of eco-friendly certified materials and floor safety materials during interior construction (total purchase amount of 201 million KRW in 2022)· Use of FSC-certified receipt paper for ticketing and concession stands (total purchase amount of 75 million KRW in 2022)	<ul style="list-style-type: none">· Space Design Team· Strategic Purchasing Team
	Safe Food Options	<ul style="list-style-type: none">· Use of Non-GMO corn	<ul style="list-style-type: none">· Use of Non-GMO corn without genetic modification risks (total purchase amount of 1,845 million KRW in 2022)	<ul style="list-style-type: none">· Strategic Purchasing Team
	Recycling / Separation of Waste	<ul style="list-style-type: none">· Introduction of recyclable popcorn cups· Use and management of reusable cups	<ul style="list-style-type: none">· Introduction of recyclable popcorn cups (sizes L and M) at 10 locations· Introduction of reusable cups at CGV headquarters cafe and 5 sites, resulting in a reduction of 236,789 disposable items.	<ul style="list-style-type: none">· F&B Business Team· Domestic Business Operating Division
	Energy Conservation	<ul style="list-style-type: none">· Please refer to section 7, "Greenhouse Gas Emissions Reduction and Energy Conservation," for more details (Go to page 41).		

SAFE AND ECO-FRIENDLY SPACE OPERATION

SAFE SPACE MANAGEMENT

CJ CGV prioritizes the safety of its customers. The responsible personnel at sites with more than 100 employees receive training as safety and health management officers, while field workers receive regular safety and health training, as well as training on fire safety for multi-use facilities and indoor air quality management. Smile Friends also undergo basic safety and health training to acquire crisis response capabilities in emergencies. CJ CGV will continue its efforts to provide even safer environments in the future.

PRE-SAFETY ASSESSMENT

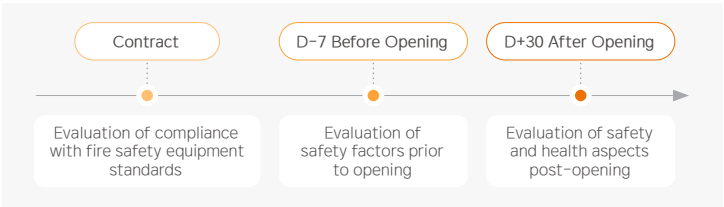
CJ CGV conducts pre-safety assessments when opening new sites or re-modeling existing spaces to ensure the safe use of facilities for customers. Through multiple stages of pre-safety assessments, CJ CGV strives to provide customers with safer spaces and services.

CJ CGV manages facility safety and food safety through the safety assess-

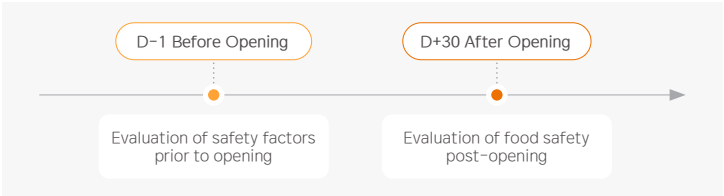
ment process. The industrial and food safety assessment consists of two stages: pre-assessment before opening a new site and post-assessment after opening. In 2022, CJ CGV conducted pre and post-assessments for 48 facility safety cases and 14 food safety cases to provide customers with a safer and more hygienic environment.

CLASSIFICATION	INSPECTION TIMING	INSPECTION CATEGORIES
Industrial Safety	Prior to new construction or rebranding	Architecture/Fire Safety/Electrical
	Prior to completion	Structure/Facilities
Food Safety	Prior to opening	Essential 12 items for food hygiene

FACILITY SAFETY PRE/POST EVALUATION



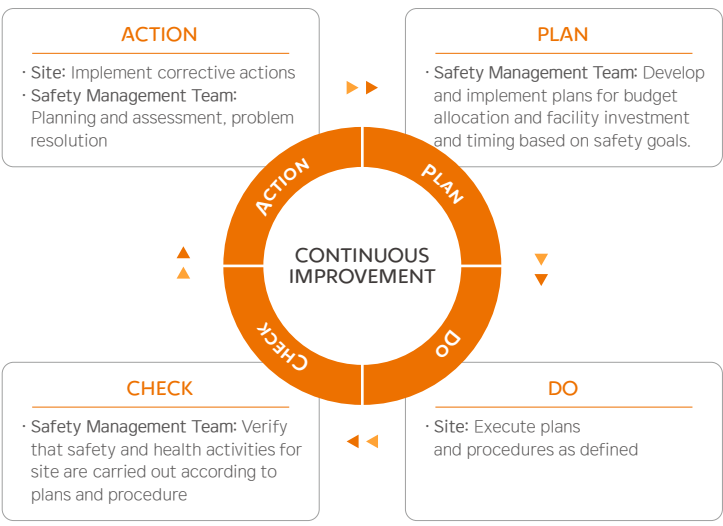
FOOD SAFETY PRE/POST EVALUATION



OBTAINED ISO45001

CJ CGV has obtained ISO45001 certification (Occupational Health and Safety Management System) for its headquarters and all cinemas owned by the company by the end of June 2023 to provide safer space and services to customers.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PROCESS



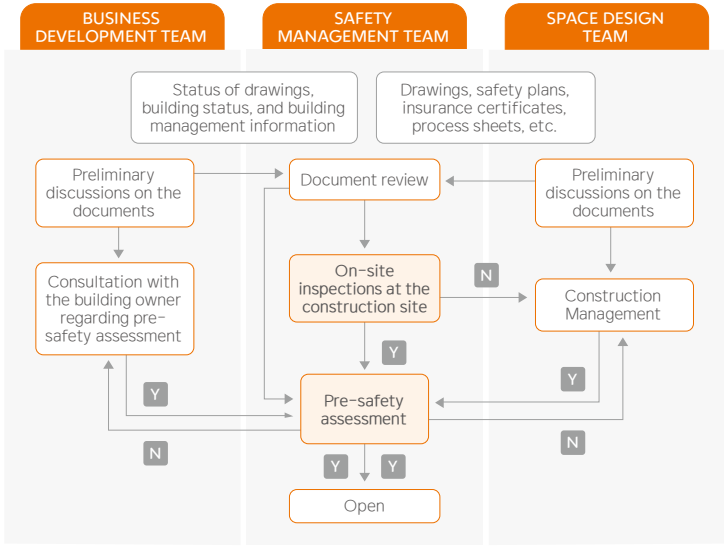
ECO-FRIENDLY SPACE MANAGEMENT

CJ CGV prioritizes the use of eco-friendly certified materials for the operation of its cinema spaces. Internally, eco- certified tiles and gypsum boards are utilized, and carpets prone to pollution and dust are being replaced with tiles to maintain a cleaner environment. Externally, eco-friendly paints are applied, and anti-slip tiles are used to prevent customer accidents due to slipping.

ECO-FRIENDLY SERVICE PROVISION

To provide eco-friendly services, CJ CGV uses FSC-certified paper for all tickets and receipts. At 10 selected locations, popcorn cups designed for easy recycling are used, while at 5 sites and CGV headquarters cafe, reusable cups are provided to encourage both customers and employees to reduce disposable items.

PRE -SAFETY ASSESSMENT PROCESS (SAFETY DESIGN REVIEW)



SAFE AND ECO-FRIENDLY SPACE OPERATION

INTERVIEW

Space Design Team / Jeon Sei-Hwan



Q1 What tasks are you responsible for at CJ CGV?

As the head of the CJ CGV Space Design Team, I oversee all aspects of architecture, interior design, VMD (Visual Merchandiser), and signage (space sign)-related tasks.

Q2 Tell us about CJ CGV's disability-friendly design.

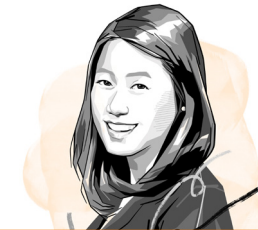
Disability-friendly design refers to the design and implementation of spaces and services that are convenient and accessible for everyone, especially for people with disabilities. The disability-friendly signage at CJ CGV aims to create a welcoming and safe environment by incorporating designs that can accommodate diverse individuals. In typical movie theaters, entrance and exit paths are often separated, and the layout of long and narrow corridors can make it challenging for customers to find their way around. To address these issues, CJ CGV focuses on improving signage with larger and more intuitive designs to guide customers more effectively through the space.

Q3 What are CJ CGV's future plans for "Disability-friendly Design"?

CJ CGV always strives to provide a comfortable and enjoyable moviegoing experience for both customers with and without disabilities. In our Space Design Team, we continuously review and improve various aspects such as seating arrangements, accessible restrooms, and signage to ensure that disabled customers can comfortably use the movie theaters. Recently, we have implemented oversized graphics on exit routes to facilitate easier navigation for customers. Our Space Design Team will continue its efforts to create a "Pleasurable Cultural Space for Everyone" and will work diligently to provide an even safer and more pleasant environment.



Safety Management Team / Song Jeong-Eun



Q1 What tasks are you responsible for at CJ CGV?

I am in charge of food safety in Safety Management Team, CJ CGV. We conduct regular inspections of all food outlets, such as snack bar, cafes, and restaurants, located within CGV cinemas. We also provide food hygiene education to employees and carry out food safety verifications for the products being sold. When I joined in 2006, there was relatively low awareness and attention to food outlet hygiene management within the cinemas. However, over the past 17 years, we have consistently pursued food safety activities at CGV, strengthening hygiene management processes and internal communication. As a result, the awareness of food safety and the level of hygiene management among employees have significantly improved. In recognition of our efforts, we were honored to receive the "Food Safety Management Award" from the Ministry of Food and Drug Safety in 2022.

Q2 What is the reason for CJ CGV to introduce the "Restaurant Hygiene Rating System"?

The food outlets within CJ CGV are spaces used by a large number of unspecified customers. If an incident were to occur after a customer consumes a product, the potential for it to become a mass issue is significant. Therefore, it is crucial to prevent such incidents

in advance through thorough hygiene management. To achieve proactive management, CJ CGV has adopted the "Restaurant Hygiene Rating System" administered by the Ministry of Food and Drug Safety starting from 2022.

Q3 Please share your commitment as the food safety responsible.

With the increasing frequency of food hazards and large-scale food poisoning incidents, customers' interest and sensitivity towards food safety have also risen. Consequently, at all CGV locations, we deeply recognize the significance of food safety and are diligently implementing thorough hygiene management to prevent any food safety incidents. CGV is dedicated to providing our customers with safe and reliable food, and we will always strive to maintain the highest standards of food hygiene management.



CUSTOMER PRIVACY PROTECTION

IMPORTANCE OF CUSTOMER PRIVACY PROTECTION

“Customer Privacy Protection” refers to all activities by CJ CGV to acquire, store, manage, use, and dispose of customer personal information for business operations, ensuring that it is not used for purposes other than those agreed upon with customers and not disclosed to external parties. With the prevalence of internet and mobile transactions becoming commonplace, the risk of personal information leakage is increasing, and incidents of personal information breaches have been reported by many companies. Personal information leakage is a serious crime and can result in significant damages. Moreover, if customers’ personal information is used for unauthorized purposes or disclosed externally, it can pose a severe risk to the company. Therefore, CJ CGV has identified “Customer Privacy Protection” as a material issue in sustainable management and strives for systematic management and continuous improvement.

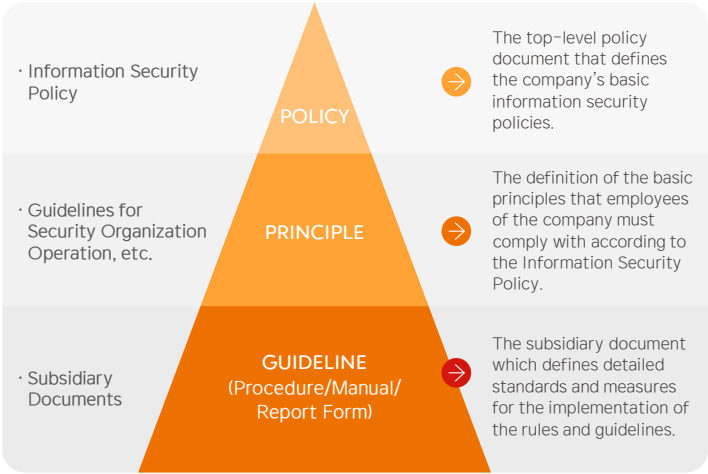
INFORMATION SECURITY PRINCIPLES

CJ CGV complies with relevant laws, such as the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Personal Information Protection Act, and systematically manages customer and internal critical information assets to ensure the secure protection of company information assets and customer personal information. CJ CGV has established “Information Protection Rules” and through these guidelines, sets out goals and directions for information protection to guide all members of the organization to make consistent efforts in information protection.

INFORMATION SECURITY MANAGEMENT SYSTEM

To ensure information security and customer personal information protection, CJ CGV has established various regulations and 13 information security guidelines, ensuring that all members of the company comply with the “Information Security Basic Principles.” These policies are continually reviewed and improved to reflect the latest laws and changes in internal and external environments. Additionally, this information is openly disclosed through the policy system for all members to access at any time.

CJ CGV INFORMATION SECURITY SYSTEM



CJ CGV PRIVACY PROTECTION GUIDELINES

NO	GUIDELINE	MAJOR CONTENTS
1	Guidelines for Security Organization Operation	· Defines the structure and roles of the Information Security Organization and the responsibilities of Information Security personnel. · Outlines the operation of the Information Security Committee and Information Security Council, as well as cooperation with external organizations.
2	Work Security Guidelines	· Specifies the Information Security compliance requirements for employees. · Provides guidelines for securing workspaces, terminals, and ensuring safe internet usage.
3	On-site Operations Security Guidelines	· Specifies compliance requirements for security at site locations (practical rules). · Ensures compliance with protection and management of operational spaces and customer information.
4	Personnel Security Guidelines	· Outlines procedures for employee recruitment, transfers, resignations, and Information Security education. · Addresses third-party management and outsourcing security.
5	Physical Security Guidelines	· Defines security zones and access control measures. · Covers Data Center (IDC) security and security measures at business locations.
6	Personal Information Protection Guidelines	· Administrative and technical measures for protecting personal information. · Guidelines for collecting, using, providing, and disposing of personal information.
7	IT Infrastructure Operations and Management Guidelines	· Security measures for server, network, database, and security systems operations. · Security requirements for public cloud services.
8	IT Development Security Guidelines	· Requirement analysis and security requirements at each stage of development. · System management procedures, operations, and documentation.
9	Business Continuity Management Guidelines	· Establishing a business continuity system and disaster response measures. · Emergency response planning and operations (business recovery strategies, response procedures, and mock drills).
10	Security Risk Management Guidelines	· Managing the company's information assets. · Risk assessment and protection measures for information assets.
11	Location Information Management Guidelines	· Procedures for reporting and obtaining user consent for location-based services. · Technical and administrative measures for personal and object location-based services.
12	Security Inspection Guidelines	· Types of security inspections and organization. · Procedures and methods for security inspections.
13	Security Incident Response Guidelines	· Definition of security incidents, reporting systems, response organizations, cause analysis, handling/recovery. · Reporting, dissemination, sharing, prevention of recurrence, and mock training of security incident results.

* As of December 31, 2022

CUSTOMER PRIVACY PROTECTION

INFORMATION SECURITY MANAGEMENT SYSTEM

CJ CGV has established an Information Security Management System by setting up a dedicated Information Security Center directly under the CEO. The Information Security Center is responsible for establishing, operating, and managing the management system for all information handled by the company, ensuring the safe management of the company's information assets and customer information.

CUSTOMER PRIVACY PROTECTION EXECUTION SYSTEM

CJ CGV operates a decision-making and execution system for customer personal information protection. This system includes a Privacy Protection Committee, Privacy Protection Officer, and managers and staff responsible

for personal information protection. In relation to various services and business operations provided by CJ CGV, both online and offline, the company collects and processes personal information of customers and employees. To ensure compliance with relevant laws, CJ CGV has put in place internal regulations that must be strictly adhered to regarding the processing of personal information. These regulations include compliance with information security, the principle of not using personal information for unauthorized purposes, and the secure disposal of information after the purpose has been achieved, as well as partial masking of certain information. Furthermore, when revising the guidelines for personal information-related tasks, the company obtains approval from the CEO and distributes the relevant guidelines to all employees throughout the company to ensure thorough implementation of the plan.

PERSONAL INFORMATION PROCESSING GUIDANCE AND REPORTING

CJ CGV complies with the Personal Information Protection Act and informs customers that their personal information will not be used for purposes other than the stated ones. The company also provides external reporting on the status of personal information processing and other relevant information.

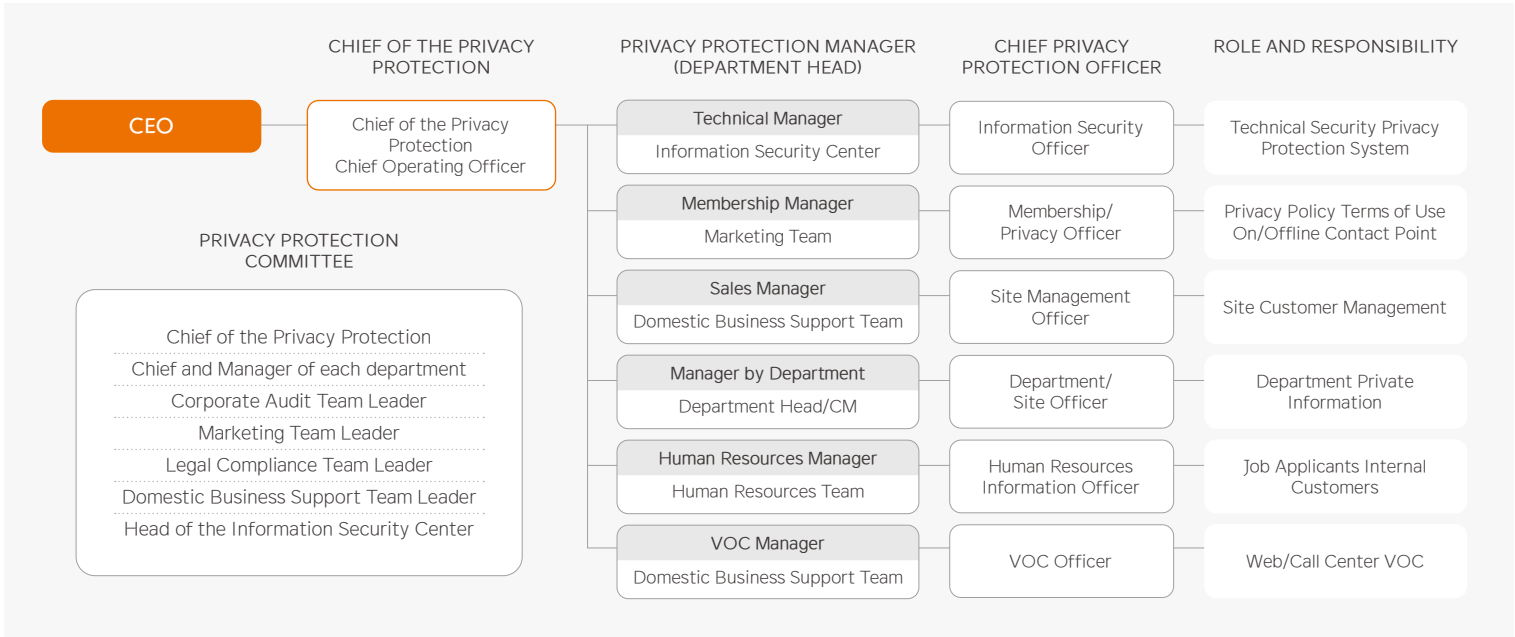
PERSONAL INFORMATION LEAKAGE STATUS

As of 2022, there have been no reported cases of information leakage at CJ CGV, and there have been no cumulative incidents of personal information leakage from 2020 to 2022.

YEAR	2020	2021	2022
Number of Personal Information Leakage Cases	0	0	0

* Based on CGV Korea, China, Vietnam, Indonesia and 4DPLEX

PRIVACY PROTECTION ORGANIZATIONAL SYSTEM



SUBSCRIPTION TO PRIVACY PROTECTION LIABILITY INSURANCE

CJ CGV has been continuously renewing the Privacy Protection Liability Insurance since its initial subscription in 2019, as a precautionary measure against consumer personal information breaches.

ISMS (INFORMATION SECURITY MANAGEMENT SYSTEM) CERTIFICATION

CJ CGV has been obtaining ISMS certification since 2013 to maintain the highest level of customer privacy protection and information security systems. In 2022, we conducted risk management and management system checks/improvement activities for information assets for certification renewal, and established and implemented protection measures for vulnerabilities resulting from vulnerability checks and risk assessments.



CUSTOMER PRIVACY PROTECTION

INFORMATION SECURITY DISCLOSURE

Since 2022, CJ CGV has been designated as a company subject to information security disclosure obligations under Article 8 of the Enforcement Decree of the Act on Promotion of the Information and Communication Network Utilization and Information Protection. The company discloses its information security status on the comprehensive portal related to information security. The disclosure includes details about the company’s annual information security investments, personnel status, certifications, and other relevant information to promote transparency. In particular, CJ CGV was recognized as an outstanding company in information security investment in 2022.

SECURITY INSPECTION AND IMPROVEMENT

CJ CGV conducts annual company-wide security inspections and improvement activities. In 2022, the regular system vulnerability assessment and improvement were carried out from March to May. The assessments covered web vulnerabilities, mock hacking, mobile app vulnerability checks, and system vulnerability assessments. A total of 121 areas for improvement were identified, and 59 of them were improved. Furthermore, in August 2022, CJ CGV conducted risk assessments and formulated protective measures for 22 improvement items across 9 domains out of a total of 16 areas.

INFORMATION SECURITY AND SECURITY EDUCATION

To prevent the leakage and unauthorized use of customer personal information, employee personal information, business-related confidential information, and information of collaborating companies, CJ CGV conducts mandatory (Online Information Security Education) for all employees. New employees and Smile Friends also receive information security education.

INFORMATION PROTECTION AND SECURITY TRAINING STATUS

(Unit: Person)

YEAR	2020	2021	2022
Mandatory Information Protection Education (Completion Rate)	1,378 (99.5%)	1,177 (100%)	992 (99.9%)
New Employ Information Security Training	6	-	39
Smile Friends Information Security Training	When hiring new Smile Friends at CJ CGV, it is mandatory for them to undergo information security training once a year during their employment		

INFORMATION SECURITY AND SECURITY TRAINING CONTENT FOR 2022

	PERIOD	CONTENTS
Mandatory Information Protection Education (Completion Rate)	July 25 – August 12, 2022	<ul style="list-style-type: none">Protection of Business SecretsCybersecurityConcept of Personal InformationPrinciples of Personal Information Protection at Each Stage of ProcessingLaws and Regulations Related to Information Protection and Personal Information
New Employ Information Security Training	When hiring new interns	<ul style="list-style-type: none">Understanding Personal InformationExamples of Personal Information Breach and Response MeasuresEnsuring User Rights
Smile Friends Information Security Training	Ongoing	<ul style="list-style-type: none">Importance of Personal Information ManagementUnderstanding Principles of Personal Information Protection at Each Stage of Processing

INTERVIEW



Information Security Center _ Do Hyung Goo

Q1 Please introduce CJ CGV’s Information Security Center.

The Information Security Center at CJ CGV is responsible for formulating and implementing information security strategies to achieve the safety and reliability of CJ CGV services and business operations. It oversees information security governance, including customer data protection, safeguarding company information assets, managing regulations, organizational management, risk management, establishing protective measures, and compliance. The center has established and operates an information security management system to prevent internal information leaks and protect against external threats, such as hacking. Additionally, it obtains regular information security certifications annually to maintain the effectiveness of the system.

Q2 Do you have any tips for personal information protection?

To protect personal information effectively, it is essential to thoroughly review the privacy policy and third-party data sharing when providing personal data during online and offline service usage or consent. Furthermore, utilizing the “Information Rights Agency” service provided by the Privacy Protection Committee for verifying one’s identity, checking website membership withdrawal services, and requesting access to personal information is highly recommended. Regularly monitoring how one’s personal information is being used is also crucial.

Q3 What is CJ CGV’s top priority in information security?

CJ CGV prioritizes the operation of its information security management system to expand certification coverage and enhance the sophistication of the system. The company continually improves its protective measures for personal information and data in line with strengthened laws and regulations for personal information safety management. Moreover, considering the various forms of personal information breaches, such as dark patterns and ad tech, CJ CGV performs regular inspections and management to ensure the trustworthiness of its online services.



CUSTOMER PRIVACY PROTECTION

CUSTOMER PRIVACY PROTECTION ISSUES AND MANAGEMENT ACTIVITIES

CJ CGV identifies and assesses customer privacy protection issues, including potential risks and areas for improvement. The company establishes dedicated departments outside of the Information Security Center to handle preventive and improvement activities for each identified issue, ensuring that the utmost effort is put into protecting customer data.

CLASSIFICATION	MANAGEMENT AREA	MANAGEMENT ISSUE	MAJOR ACTIVITIES AND ACHIEVEMENTS IN 2022	DEPARTMENT
System	Principle/Policy	· Establishment and Revision of Principles and Policies	· Revised Information Protection Policy: 12 guidelines, 5 procedures, 2 forms · Disclosure of Information Security Status	· Information Security Center · Marketing Team
	Enterprise- wide Management	· Enterprise-wide Information Security System Inspection and Improvement	· Regular Enterprise-wide Security Inspection and Improvement: Once in the each of the first and second half · Information Security Risk Assessment: 16 areas, 22 improvement items	· Information Security Center
	Information Technology	· Technical Protection · Personal Information System Management	· Renewal of (ISMS Information Security Management System) Certification · Regular Security System Inspection: Identified a total of 121 issues, with 59 improvements	
Customer/Sales Internal Management and Partner Companies	Customer Membership	· Personal Information Processing Policy · Terms of Use · Online/Offline Touchpoints	· Customer Notification of Personal Information Usage History · Management Activities for Membership Withdrawals and Information Deletion: 360 cases · Enhancement of Customer Agreement Screen for Personal Information Usage · Management, Supervision, and Improvement Measures for Location Information Protection · Renewal of Personal Information Protection Indemnity Insurance	· Marketing Team
	Sales	· Prevention of Customer Information Leakage during On-site Operations	· Assignment of Access Rights by Menu for Business Management System	· Domestic Business Support Team
	Customer Service	· Voice of Customer from Website and Customer Service Center	· Receipt and forwarding of customer opinions and complaints related to personal information to relevant departments · Customer feedback after handling customer complaints · Sending out notices and newsletters 7 times throughout the year.	
	Human Resources Information	· Employee and Job Applicant Information Security	· Granting access rights to G-HR (Personnel System) by R&R and responsibility to prevent the collection, management, and leakage of employee personal information · Information security management for online platforms for job applicants	· HR Operation Team · HR Innovation Team
	Partner Companies	· Information System Management Partner Companies · Business Partner Information Leakage	· Management and supervision of cooperating outsourced companies for customer information management · Explicit inclusion of security commitment contracts with cooperating companies	· Information Security Center
	Legal Obligation Education	· Legal Obligation Education on Information Security	· Mandatory privacy protection education for new employees (1 session) · Annual privacy protection education for current employees (1 session)	· HR Innovation Team · Domestic Business Support Team
Education and information Provision	Information Provision	· Information Security Newsletters, Campaigns, etc.	· Conducting information security awareness campaigns, such as (Clean Desk) initiative · Conducting simulated exercises for information security breach response (2 sessions) · Sending out notices and newsletters 7 times throughout the year.	· Information Security Center



PEOPLE

SOCIAL VALUE MANAGEMENT

CJ CGV has identified the protection of the life, safety, and health rights of each individual employee as a core issue in sustainable management, aiming to create a safe and healthy workplace for all members including partner companies. Additionally, ensuring the rights of employees, work-life balance, and a working environment that guarantees health and safety are considered material issues in sustainable management, and efforts are being made to improve and enhance these aspects.

ISSUE 1 SAFETY AND HEALTH MANAGEMENT

Industrial accident rate in 2022

0.08%



ISSUE 2 GREAT PLACE TO WORK

Family-friendly company certification in 2022

9 years in a row



SAFETY AND HEALTH MANAGEMENT

OVERVIEW AND IMPORTANCE OF SAFETY AND HEALTH MANAGEMENT

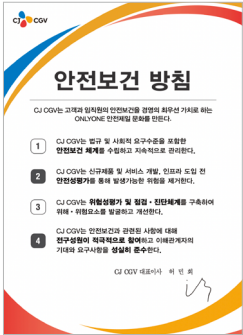
“Safety and Health Management” encompasses all activities that ensure the well-being and safety of CJ CGV and its affiliated employees, protecting their right to life, safety, and health. It is a fundamental aspect of human rights management, as it safeguards and guarantees these rights. Additionally, ensuring the safety and health of employees is crucial for the overall performance of the business, making it a significant risk management issue. Therefore, CJ CGV has prioritized Safety and Health Management as a material issue in sustainable management and strives to create a safe and healthy workplace across its entire business value chain.

PRINCIPLES AND POLICIES OF SAFETY AND HEALTH MANAGEMENT

CJ CGV is dedicated to fostering an “ONLY-ONE Safety Comes First” culture under its “Safety and Health Policy.” This policy is made accessible to all stakeholders and is given top priority in every aspect of corporate operations. The foundation of Safety and Health Management is the “CJ CGV Industrial Safety and Health Management Regulations,” which all members of the organization practice.



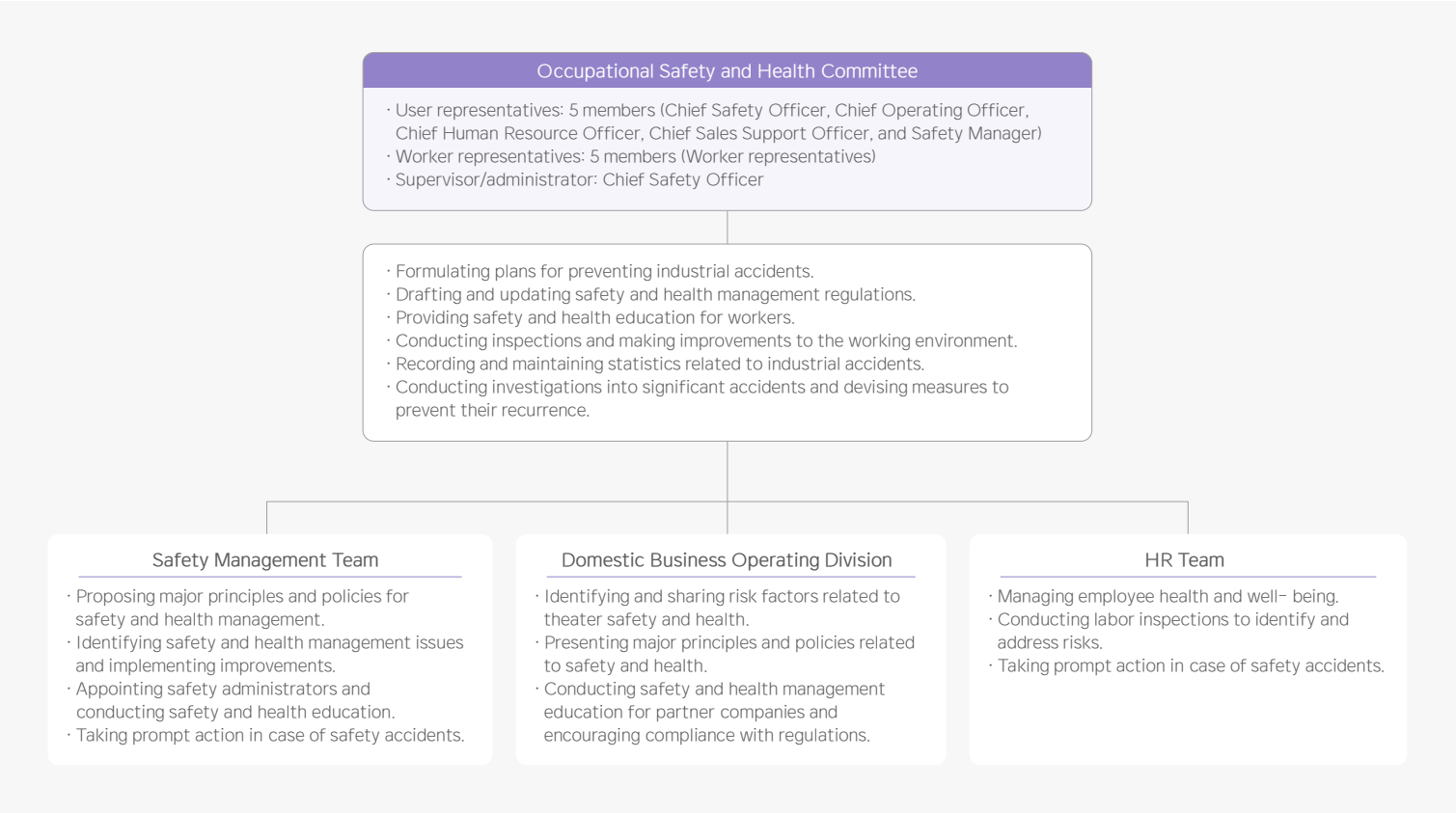
[CJ CGV Safety and Health Policy \(Link\)](#)



DECISION-MAKING AND IMPLEMENTATION SYSTEM FOR SAFETY AND HEALTH MANAGEMENT

The decision-making and implementation of Safety and Health Management at CJ CGV revolve around the “Occupational Safety and Health Committee.” This committee is an official consultative body with an equal representation

of worker and user representatives. It discusses safety and health management issues raised or identified by workers, improvement needs, and resolutions. Every quarter, representatives from Chief Safety Officer, Chief Operating Officer, Chief Human Resource Officer, and Chief Sales Support Officer strive to create a safe and healthy workplace by addressing these concerns and finding solutions.



SAFETY AND HEALTH MANAGEMENT

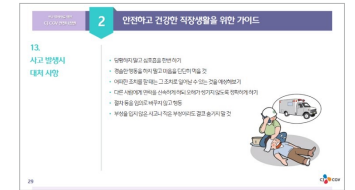
SAFETY AND HEALTH MANAGEMENT ISSUES AND MANAGEMENT ACTIVITIES

CJ CGV identifies safety and health management issues related to its members and analyzes the risks and improvement factors for each issue. Furthermore, the company establishes responsible departments for each issue and executes safety and health management activities through preventive and improvement measures.

CLASSIFICATION	MANAGEMENT AREA	MANAGEMENT ISSUE	MAJOR ACTIVITIES AND ACHIEVEMENTS IN 2022	DEPARTMENT
Safety and Health	Occupational Safety (Construction / Fire / Environment / Structure / Equipment)	<ul style="list-style-type: none"> Building/Interior Damage Management Facility Fall Management Fire Prevention and Management Natural Disaster Prevention and Management 	<ul style="list-style-type: none"> Preventive Safety Evaluation Process – 48 Cases: Covering site entry contract stage to post-opening stabilization, conducting periodic safety and health assessments. Inspection of architecture, fire safety, and electrical facilities before construction or brand transition. Inspection of structure and equipment before completion Accident prevention and inspection through the appointment of safety managers during construction. Regular monthly inspections by professional facility inspection agencies. Safety and health-related education : Headquarters) Completed CPR training for 127 individuals and conducted evacuation drills. Sites) Operated safety guard courses by location (631 individuals certified). 	Safety Management Team Space Design Team
	Food Safety	<ul style="list-style-type: none"> Food Hygiene Management Snack Bar Hygiene Management Hazardous Material Safety Management 	<ul style="list-style-type: none"> Preventive Safety Evaluation Process : Conducted periodic food safety assessments from the site entry contract stage to post-opening stabilization. Performed inspections of 14 essential food hygiene items including 12 mandatory items. 	
Health	Infectious Diseases	<ul style="list-style-type: none"> COVID-19 and Other Legally Designated Infectious Diseases 	<ul style="list-style-type: none"> Carried out infection prevention activities following government guidelines. Developed and complied with internal infection prevention activity guidelines. 	Safety Management Team Domestic Business Support Team HR Operation Team HR Innovation Team
	Health Checkups	<ul style="list-style-type: none"> Personal Health Management 	<ul style="list-style-type: none"> Provided support for health check-ups (once a year) and granted 0.5 days off on the day of the check-up. Medical expense support (applied expanded benefits to spouses in 2022). Operated fitness centers. Conducted musculoskeletal hazard investigations at CGV Headquarters, CDC Yongsan, and CGV Yeongdeungpo. 	HR Operation Team HR Innovation Team
	Mental / Emotional Well-being	<ul style="list-style-type: none"> Stress, Anxiety, Depression Management 	<ul style="list-style-type: none"> Supported psychological counseling (Mind Health Program). 	
	Others	<ul style="list-style-type: none"> Indoor Air Quality Management 	<ul style="list-style-type: none"> Conducted online legal Indoor air quality training for site personnel. 	Safety Management Team Domestic Business Operating Division

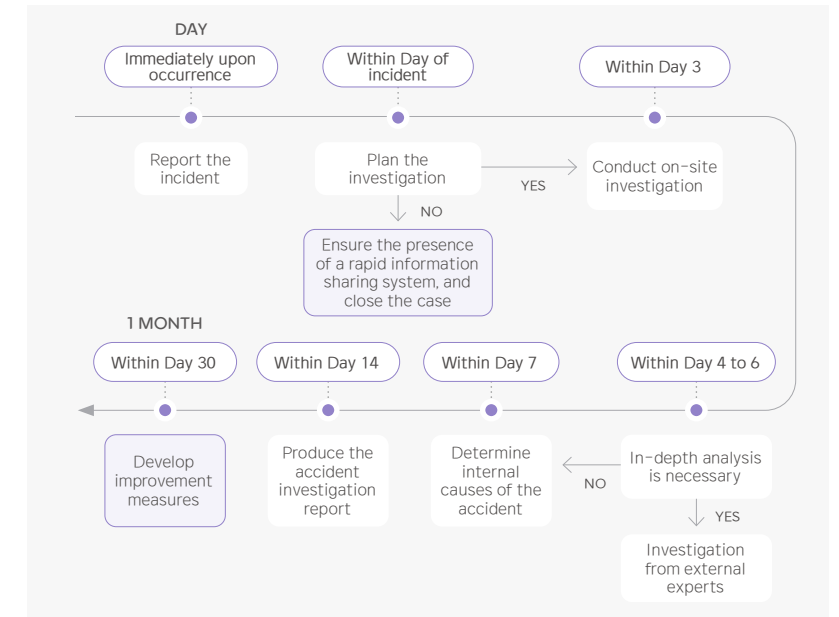
RESPONSE PROCESS IN CASE OF SAFETY INCIDENTS

CJ CGV promptly shares the incident information with relevant department personnel through the VOC (Voice of Customers) rapid sharing system when safety accidents or injuries occur among its members. Prior to this, CJ CGV has established and operates manuals and guides to enhance accident response capabilities. If a safety accident is expected to result in a closure of more than 3 days, CJ CGV reports it to the industrial accident investigation authority and, if necessary, the responsible personnel visit the accident site to identify the causes and implement corrective measures. Furthermore, to prevent similar accidents from recurring, CJ CGV shares the incident cases with the entire organization.



(Safety and Health Education Materials)

INCIDENT INVESTIGATION PROCESS





SAFETY AND HEALTH MANAGEMENT

OCCUPATIONAL ACCIDENT STATUS

In 2022, CJ CGV experienced a total of 7 industrial accidents, resulting in an accident rate of 0.08%. The main types of accidents included tripping while moving and being caught in machinery. To prevent and improve such incidents, CJ CGV conducts safety education and safety campaigns.

(Unit: Case, %)

CLASSIFICATION/YEAR	2020	2021	2022
Number of Occupational Accident	4	7 (Including 2 commuting accidents, etc.)	7 (Including 1 commuting accidents, etc.)
Occupational Accident Rate	0.06	0.11	0.08

* Occupational Accident Rate (%): Number of occupational accidents / Total number of employees (based on CGV Korea, China, Vietnam, Indonesia, and 4DPLEX).
* Major Types of Occupational Accidents: Burns, fractures, contusions, etc.

OCCUPATIONAL SAFETY EDUCATION AND TRAINING STATUS

CJ CGV aims for a 0% industrial accident rate and conducts regular and ir-regular legal occupational safety education and training. For full-time work-ers, safety and health management officer education, supervisor training, multiple-use facility fire safety education, and indoor air quality manage-ment training are provided. Additionally, various safety education and train-ing programs, including Material Safety Data Sheets (MSDS) and fire drills, are conducted for Smile Friends.

SAFETY AND HEALTH EDUCATION IMPLEMENTATION STATUS IN 2022

TRAINING TITLE	TRAINING INSTITUTIONS	PARTICIPANTS
Safety and Health Management Officer	OSHTI Dutycenter, Korea Occupational	CMs from sites with 100 or more
Training	Safety and Health Agency	employees
Management Supervisor Training	Korea Safety Education Association	All employees
Fire Safety Education	Korea Fire Safety Association	All employees
Indoor Air Quality Management Education	Korea Fire Safety Association	Site managers

SITE-LED SMILE FRIENDS SAFETY AND HEALTH TRAINING STATUS

TRAINING TITLE	TRAINING PERIOD
Safety and Health Training during Recruitment	After the recruitment
Material Safety and Data Sheets (MSDS) Training	After the recruitment and twice a year
Regular Safety and Health Training	Once a month, 2 hours per session
Fire Safety Training	Once every quarter
Evacuation Training	Twice a year
Crisis Management Manual Response Training	Once a year

WORKSPACE HAZARD INVESTIGATION AND IMPROVEMENT MEASURES

In 2022, CJ CGV conducted an investigation of harmful factors related to the musculoskeletal system of its members to prioritize their health manage-ment. A list of musculoskeletal burden tasks was compiled for all processes within the workplace, and members surveyed harmful factors and related symptoms. The results of the investigation were used to improve the working environment, and regular checks are scheduled every three years to ensure a workplace where musculoskeletal hazards do not occur for the members.

EXPANSION OF SAFETY AND HEALTH MANAGEMENT FOR PARTNER COMPANIES

CJ CGV is committed to elevating the safety and health management stan-dards for the entire value chain of the business. In particular, we are dedi-cated to enhancing safety and health management for partner companies, including cleaning workers, in accordance with relevant laws and regulations such as the Occupational Safety and Health Act. We require compliance with related laws and regulations in the contract with partner companies and request them to conduct their own safety and health education and manage safety risks.

EMPLOYEE HEALTH MANAGEMENT SUPPORT SYSTEM

CJ CGV provides regular health check-ups for all employees and extends this support to the spouses and family members based on certain job posi-tions, age, and length of service. Since 2022, we have expanded the medical expense support benefit to include spouses and offer 0.5-day leave on the day of the health check-up. Additionally, we provide financial assistance for infertility treatment for couples, support for congenital heart surgery for employees and their children, and assistance for children with disabilities. Furthermore, we collaborate with external experts to offer psychological counseling (mental health) programs and operate massage chairs and fitness centers to ensure a healthy work environment for our employees.

EMPLOYEE HEALTH MANAGEMENT SUPPORT SYSTEM STATUS

(Unit: Case)

SUPPORT	CONTENT	TARGET	BENEFICIARIES IN 2022	AREA OF APPLICATION
Health check-up for employees	Health check-up (Comprehensive/general)	Full-time employees & employees with over 1 year of service	2,462	CGV Korea CGV Vietnam CGV Indonesia 4DPLEX
Health check-up for employees' family members	Health check-up (Comprehensive)	Overseas resident spouses (every year), executive-level employees' spouses (every other year)	222	CGV Korea 4DPLEX
Medical expenses	Medical treatment covered by	Full-time employees and their spouses & dependents	705	CGV Korea CGV China CGV Indonesia 4DPLEX
	health insurance	Full-time employees and their spouses		
	Infertility treatment	Full-time employees and their children		
Support for raising children with disabilities	Congenital heart disease	Full-time employees' direct descendants with disabilities	3	CGV Korea CGV China CGV Indonesia 4DPLEX
Psychological counseling	Child support expense	Full-time employees	72	CGV Korea

SAFETY AND HEALTH MANAGEMENT

EXAMPLES OF SAFETY AND HEALTH EDUCATION FOR MEMBERS



(Safety Guard Training)



(Cardiopulmonary Resuscitation (CPR) Training)



(CGV Safety Culture)

EMERGENCY PREPAREDNESS MOCK EVACUATION DRILL IN 2022

Participants	· All CJ CGV cinema CM and safety officers
Content	· Site operation guide for emergency · Mock evacuations for fire and non-fire emergencies · Risk assessments
Number of Attendees	· 240 participants

SAFETY GUARD TRAINING

Training Purpose	· Direct experience and learning of emergency situations to enhance emergency response capabilities
Training Content	· CPR and other emergency treatments · Standard operating procedures in case of accidents (disaster experience) · Safety awareness and situation assessment
Status in 2022 and Plan for 2023	· Total of 29 sessions completed with 631 participants, 5 sessions per quarter scheduled for the future.

I PARTICIPANT INTERVIEW I



“ I participated in the Safeguard Training conducted at Boramae Safety Experience Center. During the training, I experienced a real fire situation and empathized with the crucial role of firefighting equipment during emergencies. It reminded me of the importance of regular maintenance of firefighting facilities. Additionally, last June, there was an incident of a customer experiencing cardiac arrest in the theater where I work. I immediately called 119 and performed CPR as instructed. Fortunately, the customer regained consciousness quickly and is now leading a healthy daily life. I truly felt that the CPR training was valuable. I plan to continue participating in emergency response training in the future.

CJ CGV Incheon CM Min Sung-hoon / Attended in December 2022

CPR TRAINING

Training Purpose	Information on life-saving equipment and techniques in case of cardiac arrest
Training Content	· How to use automated external defibrillators (AEDs) (placement, utilization method) · CPR techniques for adults and infants
Status in 2022 and Plan for 2023	· A total of 13 sessions completed with 127 participants. 6 sessions planned annually.

I PARTICIPANT INTERVIEW I



“ I have completed the “Life-Saving CPR” training conducted at CGV headquarters. Cardiac arrests occur in 60-80% of cases outside of medical facilities, such as at homes, workplaces, or on the streets. Learning CPR and how to use an automated external defibrillator (AED) to potentially save the lives of colleagues, family members, and others in critical situations was highly beneficial. Especially, the hands-on practice of discovering a patient, calling 119 for help, and performing CPR as if it were a real situation left a lasting impression in my memory.

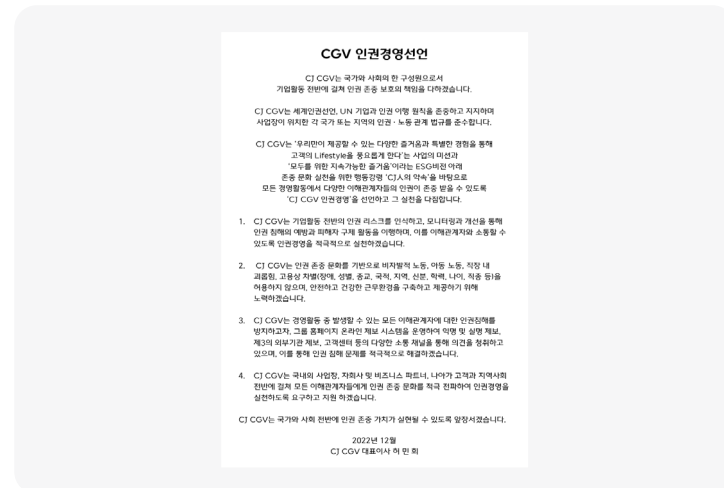
CJ CGV Headquarters, Lee Minji / Attended in September 2022

GREAT PLACE TO WORK

GREAT PLACE TO WORK

“Great Place to Work” means that CJ CGV and its partner companies respect human rights and labor rights, providing a safe and clean working environment where employees can work happily. Additionally, it involves effectively operating a human resources management system, including recruitment, training, performance evaluation, and benefits, to enable employees to achieve high performance. Furthermore, CJ CGV operates various welfare systems according to employees’ life cycles, making efforts to maintain the Family-Friendly Company certification for nine consecutive years since 2014, ensuring a balance between work and life.

HUMAN RIGHTS MANAGEMENT



CJ CGV Human Rights Management Declaration (Link)

HUMAN RIGHTS MANAGEMENT PROMOTION ROADMAP

In 2022, CJ CGV established the Human Rights Management Declaration, disclosing the contents and goals of its human rights management to both internal and external stakeholders. The company has also become a member

of the United Nations Global Compact (UNGC) and strives to integrate the ten UNGC principles, which include human rights, labor, environment, and anti-corruption, into its policies and business operations.



United Nations Global Compact link

LONG-TERM GOALS FOR HUMAN RIGHTS MANAGEMENT



GRIEVANCE HANDLING SYSTEM

CJ CGV operates a grievance handling channel for human rights-related issues. In particular, workplace harassment, sexual harassment, and bullying are explicitly prohibited according to employment regulations. When such incidents occur, the relevant department takes swift actions to find a resolution in accordance with internal policies and informs the reporter about the outcomes. During the investigation process, the confidentiality and protection of the reporter are strictly maintained, ensuring that the reporter does not face any unfair treatment or retaliation. Additionally, if necessary, external experts are engaged to ensure fair and impartial handling of the cases.

GRIEVANCE REPORTING CHANNEL

CLASSIFICATION	DETAILED CONTENT
Handling of Workplace Harassment and Bullying	Within the HR Innovation Team, designated personnel are responsible for handling workplace harassment and bullying cases. They provide balanced and systematic counseling and manage the process of resolving such incidents.
Grievance Handling Committee	A grievance handling executive is appointed through Labor-management Council. This committee is responsible for gathering and addressing employee grievances.
CJ Whistle	CJ Group operates an online reporting channel. Through this platform, both employees and external stakeholders can make reports using the internal system or third-party organizations. The reported cases are treated with confidentiality and independently processed, ensuring anonymity of the reporters.

STATUS OF GRIEVANCE HANDLING COMMITTEE

(Unit: Case)

YEAR	2020	2021	2022
Number of Reports and Action Taken	12	10	10

* The number of reported and acted-upon cases for the previous year, 2021, has been revised (Reason: Online reporting cases were missing).

GREAT PLACE TO WORK

GREAT PLACE TO WORK

CGV VIETNAM

CGV Vietnam Corporation has been ranked as the top company in the entertainment sector for three consecutive years since 2020 in the (Vietnam Best Places to Work) brand survey. All members of CGV Vietnam take pride in their work and strive to create a better workplace environment and enhance social value. The survey is conducted by Anphabe, a corporate consulting organization, and includes brand integrity measurements and expectations for employment and career prospects among over 700 companies in 20 industries in Vietnam. They have been announcing sector-specific rankings since 2013.

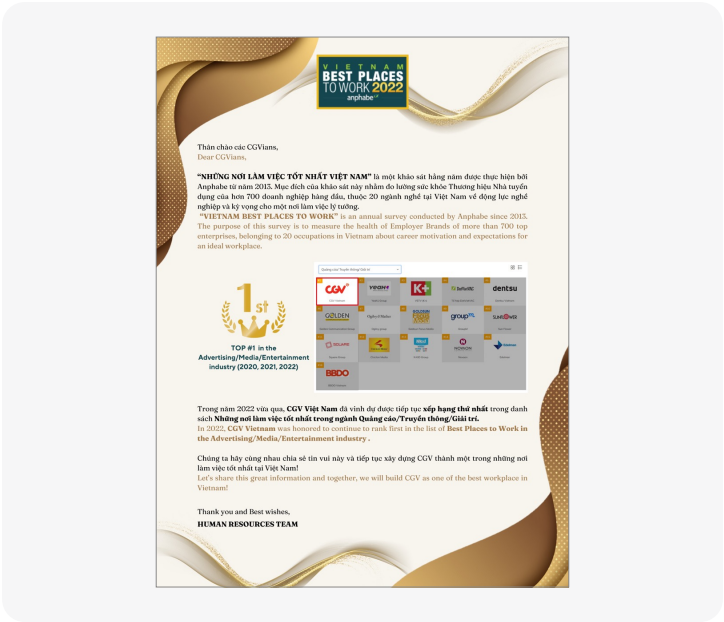
WELFARE POLICIES AND CAPACITY-BUILDING PROGRAMS OF CGV VIETNAM CORPORATION

PROGRAM	MAJOR ACTIVITIES
Welfare benefits	<ul style="list-style-type: none">Regular health check-ups for employees.Birthday and wedding gifts for employees.Free movie tickets and discounts on products from affiliated companies.Long-term service awards and incentive policies based on business performance.
Employee capacity-building programs	<ul style="list-style-type: none">A comprehensive education program similar to CGV's domestic headquarters (refer to page 36 of this report).Workshops promoting communication between the Ho Chi Minh City office and the Hanoi office.Consulting programs to enhance the mindset of all employees.



(Internal employee event at CGV Vietnam)

CGV VIETNAM CORPORATION: SELECTED AS THE “BEST PLACE TO WORK”



STATUS OF HAN MAEUM COUNCIL MEETINGS

MEETING DATES		KEY DISCUSSION POINTS
2022	Q1(03.26)	Review of improvement measures for SMS (On-site Operation System)
	Q2(06.15)	Reevaluation of safety/emergency operation manuals based on changes in on-site workforce operations
	Q3(09.29)	Support measures for Han Maeum Council members' activities
	Q4(12.06)	Establishment of response processes for customer evacuation during emergencies such as fire and power outages
2021	Q1(04.15)	Orientation for newly appointed council members
	Q2(06.25)	Plans for enhancing employees' capabilities through virtual training tailored to job functions
	Q3(09.30)	Detailed improvement plans for employee information within the intranet
	Q4(12.30)	Simplification of decision-making procedures and enhancement of travel expense policies
2020	Q1(06.05)	Measures to strengthen communication among employees
	Q2(07.27)	Understanding and application of government support programs related to COVID-19
	Q3(10.28)	Strategies for efficient management of products and raw materials in the cafeteria
	Q4(01.15)	Ensuring proper policies and support for medical expenses of employees and their families

TALENT DEVELOPMENT AND EDUCATION

Following CJ's founding principle of "Priority to human resources," CJ CGV selects and nurtures talented individuals. We have established a self-directed growth model in which employees actively participate and built an open fostering system so that employees who are willing to develop their careers can voluntarily establish development plans and learn. Through surveys, we identify the needs for career development, and based on employees' desired career paths and growth visions, we operate tailor-made career development programs. Additionally, we provide opportunities for voluntary learning and support career development by cultivating the Group's management philosophy and progressively developing job-specific expertise, leadership, global, and digital competencies according to rank and job positions, enabling employees to grow into future global leaders.

GREAT PLACE TO WORK

FOSTERING YOUNG LEADERS

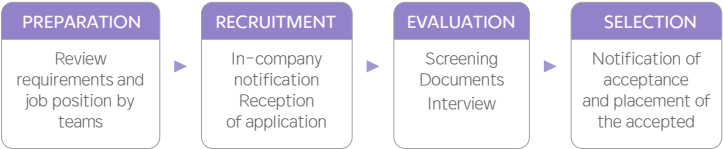
CJ CGV fosters talent for employees to unfold capabilities and encourages fair competition without counting seniority in the process. We shape a culture where anyone can grow into a leader with capability and will regardless of gender, age, seniority or position. Our efforts to discover and foster talent provide various role models to other members and serves as an opportunity for us to find new talent as we motivate them. We will continue with our efforts to grow together with a variety of talent.

FOSTERING FEMALE LEADERS

CJ CGV strives to ensure talented women grow systematically without being left behind. According to our talent management promotion strategy that respects diversity, we foster female managers. As a result, the female ratio among the managers accounts for 42% in 2022, with a 4% increase from the previous year. We will continue to increase our efforts to stabilize the culture of respecting diversity, equity and inclusiveness as we foster female managers.

SELF-DIRECTED CAREER DEVELOPMENT

CJ CGV has provided opportunities for its members to take on various business and job challenges through the job posting system that supports self-directed career development.

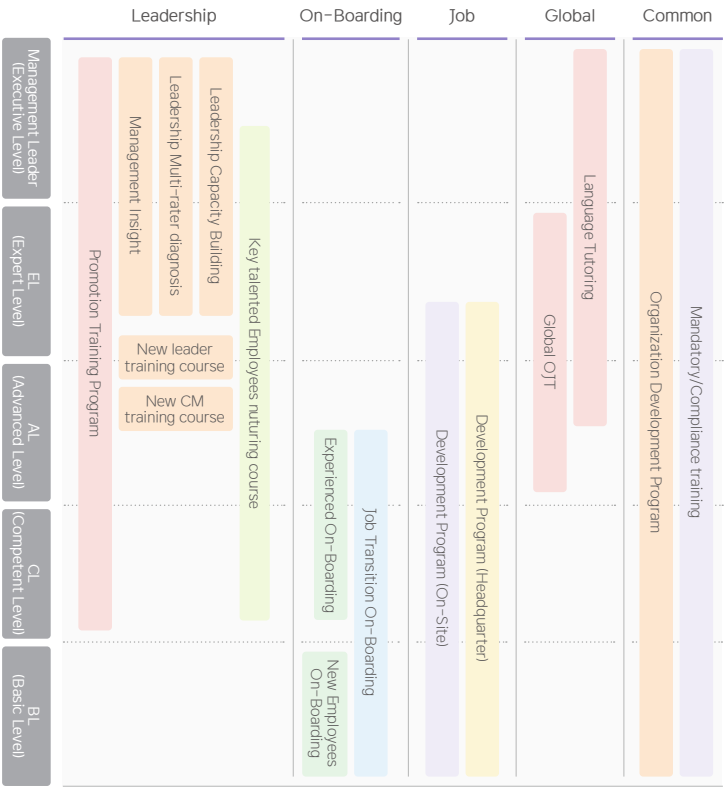


TRAINING SYSTEM

CJ CGV operates a long-term, systematic talent-fostering program. According to our management philosophy that the growth of employees equals the development of the business, we actively develop and operate the training program focusing on the reinforcement of capabilities by step and position. The onboarding program for new employees takes place for about 6 months before and after the entrance, helping with the employees' quick understanding of the company and adjustments. Afterward, we provide additional support of professional job training and field-led mentoring for the employees to

perform best to their capabilities. We have established the leader-fostering system in accordance with the leadership pipeline to support the leadership capabilities development required by each position. We also implement the Leadership Effectiveness Assessment annually based on the CGV leadership model to reinforce the leadership capabilities based on the feedback of the members and superiors. Other than this, we utilize the learning platform based on learners' experience, create a self-directed learning culture and provide domestic and foreign conferences as well as external training (Digital Transformation, etc.) to improve individual capabilities.

TRAINING PROGRAMS



2022 CAPABILITY DEVELOPMENT TRAINING STATUS

(Unit: Hundred people, hundred million won)

TRAINING	TARGET PARTICIPANT	NUMBER OF PARTICIPANTS	OUTCOME	INVESTMENT COSTS
Promotion Training Program	Promoted Employees	1.3	Satisfaction Survey	
Trend Search	Promoted AL (in 2020-2022)	1	Satisfaction Survey	
Developing Leadership Skills	Leaders	1.8	Enforce Leadership multi-rater Diagnosis (360 degree feedback)	
New Leader Program	New Team Leaders	0.2		
New CM Training Course	New CMs	0.2	CM Competency Assessment	
Core Employee training Course	Outstanding Employees	-	-	3.7
New and Experienced Employees On-Boarding	New Employees Experienced Employees Employees with Job Transition	1.5	Satisfaction Survey (Focused on new employees)	
On-site Work Competency Enhancement	On-site Workers	4	Satisfaction Survey	
Global OJT	Outstanding Employees in Overseas Branch	0.1	Satisfaction Survey	
Language Tutoring	Leaders High-Talent Expatriates Applicants	1.3	Support Language qualification test (2 per year)	

* As of December 31, 2022



GREAT PLACE TO WORK

CORPORATE CULTURE

CORPORATE CULTURE BASED ON DIVERSITY, EQUITY AND INCLUSION

CJ CGV has created a corporate culture based on diversity, equity and inclusion. We provide growth opportunities for talent with capabilities and willingness in different jobs and businesses. Also, we operate a sound competitive system through fair and transparent evaluation focused on performance, disregarding ranks defined by position, seniority, age, etc. As well, we strive to create a corporate culture where the company and members can lead sustainable growth through exceptional rewards according to performance.

CGV HR SYSTEM

SYSTEM	CONTENT
Position System	We have revamped the role-based position system, eliminating the system of designated lengths by position, and instead, selecting outstanding talents with the right competencies to strengthen the foundation for early growth.
Promotion System	By evaluating the potential for expanded roles, growth opportunities, and the willingness to develop, we have established a fast track for the growth of competent talents.
Compensation System	We plan on establishing a culture of active challenge and innovation through the operation of a special reward program for the outstanding performances of organizations and individuals. CGV operates a compensation policy according to market value, expansion of the rights of organization leaders to adjust annual salary and groundbreaking rewards in accordance with performances. In particular, we provided group leaders with salary-adjusting rights to directly reflect individual capabilities and performances in rewards.
Evaluation System	In 2021, the Performance Management & Development System (PMDS+) is renewed to support its members' self-directed purpose design and innovative growth. We have introduced the occasional performance management through the renewed PMDS+ system to establish a culture of self-directed development, improve fairness by adopting relaxed relative evaluation standards and reinforce the rights and responsibilities of leaders. Also, we launched a multi-feedback system focused on strengths and points for improvement to help with capability development and growth.

CORPORATE CULTURE OF RESPECT

CJ CGV has behavioral principles of integrity, passion, creativity and 'respect.' To practice the behavioral principle of respect and freely communicate, we have introduced the horizontal title system, 'Nim Culture,' as the first large Korean corporation. We could establish a culture where the members understand and care for each other based on 'Nim Culture' by listening to various opinions of colleagues. As a global company, we have promoted stable internalization of inclusiveness and fairness within the system for various members.

MAJOR PROGRAMS FOR IMPROVING CORPORATE CULTURE IN 2022


PROGRAM	CONTENT
Change Facilitation Workshop	<ul style="list-style-type: none">· A process to enhance understanding of the 2022 management policy, ensuring clear recognition and internalization of the company's direction and objectives.· Coaching leadership development courses to strengthen leaders' performance management capabilities for situations where individual management is critical due to Gen MZ's emphasis on transparency and fairness in evaluation/compensation.· Creating an organizational atmosphere that fosters open communication among members and building an open organizational culture to enhance rapid problem-solving and performance through collaboration.
Coaching Feedback Program	<p>A program aimed at developing proper leadership for leaders.</p> <ul style="list-style-type: none">· Participants recognize their current situation and issues to establish an action plan for successful goal achievement.· Fostering personal growth and development, gaining new perspectives and ideas, and providing a sense of responsibility and motivation.
Leader Empathy Talk	<p>Organizational development program for understanding, empathy, and communication between team leaders and members.</p> <ul style="list-style-type: none">· Improving communication among members within the organization.· Efficiently resolving issues based on smooth communication.· Enhancing work efficiency within the organization.
Global OJT	<p>A domestic program for outstanding talents from Türkiye, Vietnam, and Indonesia branches.</p> <ul style="list-style-type: none">· Understanding of CJ Group / CGV organization.· Training participants to become messengers of CJ's management philosophy and positive organizational culture to local members.

ious members. Our company will keep practicing respect for diversity among employees based on the culture of respect, which is CJ's authentic cultural asset.

FLEXIBLE WORKING HOURS


CJ CGV has improved the system for active support of the members to design work hours and places with initiatives to improve the work focus and performance creation. We have introduced flexible working hours and a selective work system to create an effective work environment. Also, we operate an online collaboration tool for effective communication and collaboration among members.

SELF-DIRECTED DESIGN OF WORKING HOURS




STEP 1 STAGGERED WORK SYSTEM

A system to adjust commuting and leaving hours while complying with the prescribed working hours



STEP 2 FLEXIBLE WORK SYSTEM

A system to adjust working hours per day and working days per week within the range of an average of 40 hours per week over the certain unit period.



STEP 3 SELECTIVE WORK SYSTEM

A system to freely adjust working hours within the range that doesn't exceed an average of 40 hours a week within the one-month settlement period.

GREAT PLACE TO WORK

WELFARE SYSTEM

CJ CGV implements a welfare system covering life, leisure and health for employees’ work and life balance. We operate the system with careful consideration of the spouses and children of the employees, supporting them to produce performances in the best working environment.

VACATION/LEAVE SYSTEM

CJ CGV has systematically guaranteed the employees’ rest to maintain work and life balance and support their leisure activities. We operate a vacation self-approval system for employees to take leaves freely, along with a monthly vacation use program to freely use yearly leaves before and after holidays, including national holidays. Also, we have introduced an hourly leave system to enable more autonomous and efficient use of time. Since 2022, we renamed the existing long-employment vacation called ‘Creative Challenge’ to ‘Creative Week’ and provided about 2 weeks of creative development opportunities and long-term service rewards for employees who have served for 3 years, 5 years, 7 years and 10 years. We plan on creating an atmosphere where leaves are freely taken for employees’ work effectiveness and satisfaction rates.

WELFARE TAILORED TO THE LIFE CYCLE

LIFE CYCLE	KEY SUPPORT ITEMS
Marriage	Congratulations and condolences allowance, Wedding car, Wedding hall, Vacation for congratulations and condolences
Pregnancy	Infertility treatment costs, Infertility support leave, Infertility leave, Pregnancy leave, Congratulatory gift for pregnancy, Prenatal examination leave, Reduced working hours
Childbirth	Maternity gifts, Maternity leave, Reduced working hours for newborn care
Childcare	Support for school expenses, Support for children with disabilities, Leave and reduction of working hours to take care of enrolled children, Congratulatory gifts for children’s admission, Gifts to support children’s college entrance exams, Child adoption leave (new)
Death	Congratulations and condolences allowance, Mutual condolence service, Congratulations and condolences leave

MATERNITY AND PARENTAL SUPPORT SYSTEM

	SUPPORT FIELD	CONTENT
Maternity Support	Pregnancy leave	Providing 1~10 months (unpaid) leave
	Spouse maternity leave	2 weeks of paid leave provided within 3 months after giving birth
	Reduction of working hours for newborn care	Reduction of working hours by 2 hours during pregnancy risk period
	Fertility treatment support	Financial assistance provided for fertility treatments
	Fertility leave and extended leave	Fertility leave support for both male and female employees Extended leave of up to 6 months available for female employees
Parental Support	Reduction of working hours for newborn care	2 working hour reduction for 3 months after childbirth
	Child-care leave and reduction of working hours for enrolled children	Providing leave and 1 working hour reduction per day during 1 year for parents whose children enter elementary school
	Reduction of working hours for emergency childcare	2 working hour reduction for maximum one month for the occurrence of temporary emergency childcare issue
	Child adoption leave	2 weeks of paid leave provided for child adoption
	Parental leave (additional)	Extended a maximum of 2 years for employees to take care of their child

WORK AND LIFE BALANCE

CJ CGV operates a family-friendly system in various ways to guarantee the employees’ work and life balance, including a child-care support system. We provide congratulatory gifts for pregnancy and childbirth for pregnant employees or those with pregnant spouses, along with parental check-up leave. For members with spouses who went through miscarriages or stillbirths, we provide special leave to support their physical and psychological recovery. We provide various support systems for executives and employees with smooth parenting and family care while they go through pregnancy, child- birth and parenting. By providing congratulatory gifts for pregnant employees, we are creating a culture of caring for pregnant women. Also, there exists a space for employees to breastfeed in comfort. In addition to these efforts, CJ CGV implements various family-friendly policies such as shortened working hours during pregnancy, childbirth, and childcare, as well as child’s school enrollment leave. Moreover, the company operates the PC OFF policy to support timely departure from work, aiming to create a better balance between work and personal life for its employees.

As a result of these endeavors, CJ CGV has maintained the “Best Family Friendly Management Certification” for nine consecutive years. Additionally, its subsidiary, CJ 4DPLEX, obtained the certification in 2022. The “Best Family Friendly Management Certification” is a system that certifies companies and public institutions for exemplary implementation of family-friendly policies, as mandated by Article 15 of the “Act on the Promotion of a Family-Friendly Social Environment” since 2014.



GREAT PLACE TO WORK

SMILE FRIENDS TRAINING AND WELFARE SYSTEM

Smile Friends are employees responsible for customer response at the closest contact points. Their title has a meaning of ‘a person who protects the smiles of customers by treating them with comfortable smile.’ CJ CGV provides a variety of training and welfare benefits for Smile Friends who carry out the most important roles in the cinema, to instill pride and the sense of responsibility. In particular, we have developed, distributed and educated the Standard Operating Procedure (SOP) and a customer service response manual by situation (MOT). We have launched and operated an online education platform, ‘CGV Eduon’ for systematic education. Other than the response training, we provide different trainings for sanitation, safety and others to provide better customer service.



(CGV Smile Friends)

CUSTOMER SERVICE RESPONSE MANUAL

- SOP (Standard customer response procedure), MOT (Customer service response manual by situation)

SMILE FRIEND TRAINING SYSTEM

- Entrance training for new Smile Friends, Site OJT, Introductory and refresher training for Senior Smile Friends, Situational training

SMILE FRIEND TRAINING SYSTEM

To provide a convenient educational environment for our Smile Friends, we operate the online education platform called (CGV Eduon). Additionally, through our internal announcement system, CMS, we distribute various customer service response manuals for Smile Friends to read and familiarize themselves with.

CGV EDUON OPERATION PROCESS

CLASSIFICATION	TRAINING COURSE	COURSE DURATION	TARGET PARTICIPANT
General Training	New Smile Friend Orientation Training (Start with CGV)	30 min.	New Smile Friends (New employees)
	Senior Smile Friend Orientation Training	20 min.	New designated senior Smile Friends (Up to 3 months)
	Senior Smile Friend SMS Training	20 min.	
	Senior Smile Friend Claim Handling Training	20 min.	
Legal Mandatory Training	Disability Awareness Improvement Training	60 min.	New Smile Friends (On hire) Existing Smile Friends (Regularly/once a year)
	Personal Information Protection Training	15 min.	
	Prevention of Workplace Harassment Training	60 min.	
	Mandatory Reporter of Child Abuse Training	60 min.	

CGV EDUON



SMILE FRIEND WELFARE SYSTEM

CJ CGV offers a variety of welfare benefits to Smile Friends who do their best to satisfy customers. In July 2013, CJ CGV turned all Smile Friends from part-time workers to ‘Indefinite contract workers’ to reinforce employment stability. In April 2015, we introduced an hourly payment system counting time by the minute for the first time in the industry. We provide varied and substantial benefits for Smile Friends, such as 10 free film-watching opportunities per month, F&B discounting, student loan interest assistance, and

exemption from document screening when hiring full-time employees for those who have worked for a long time.

WELFARE BENEFITS FOR SMILE FRIENDS

Film-watching Support	Free film-watching at CGVs nationwide (10 times a month) Photoplay payment (10 tickets per month)
Discounts	50% discount on snack bar menus, 50% discount on Cine Café, Twosome Place and Smoothie King operated by CGV, 30% discount for Cine Shop products
Award System	Mileage provided as awards according to the internal regulations (Applicable for film-watching and purchase at snack bar), Thanks Card awarded to Smile Friends for providing excellent services
Transportation Subsidy Payment	Providing a transportation subsidy when leaving before 7a.m. or after 11:30 p.m.
Preferential Hiring of Smile Friends	Hiring field operation managers among candidates, including Smile Friends, Exemption from document screening when applying for CJ affiliates
Congratulatory & Condolence Money and Leave	Money and leave provided for workers and their spouses in the occurrence of congratulatory and condolence events
Student Loan Interest Assistance	Student loan interest assistant for applicants of the Korea Scholarship Foundation scholarship who are current students or students on leave of absence (excluding students at cyber universities and graduate schools.)
Medical Benefits	Regular health check-ups once a year, Substantial medical expenses due to illness or injury



PLANET

ENVIRONMENTAL MANAGEMENT

The issue of global warming caused by the increase in greenhouse gas emissions is a critical problem directly affecting the survival of humanity. CJ CGV actively supports the Paris Agreement in 2015 and actively participates in achieving the national greenhouse gas reduction targets (NDC). CJ CGV is engaged in the Greenhouse Gas Target Management System and is working on energy efficiency improvements for major power equipment to reduce greenhouse gas emissions. To minimize disposable waste and landfill/incineration of waste, CJ CGV has imposed reusable cups as an alternative to disposable cups, and we operate environmental campaign and upcycle waste screens. All these efforts are aimed at protecting the global environment.

ISSUE 1 REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

Reduced 9,851 tons of greenhouse gas emissions against our 2022 greenhouse gas permitted emission limit.

9,851 tons

* Greenhouse Gas Emissions Allowance Emissions allowance under CJ CGV 2022 Greenhouse Gas Target Management Scheme (Building Sector) equaled 81,175 tons



ISSUE 2 WASTE REDUCTION AND ENHANCED RECYCLING

Reduced 236,789 disposable cups

236,789 cups

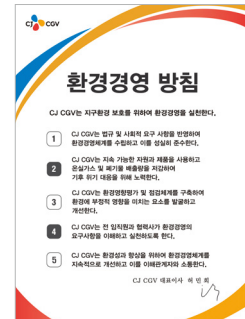
* Reduction in disposable cups usage: number of reusable cups used



REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

ENVIRONMENTAL MANAGEMENT SYSTEM

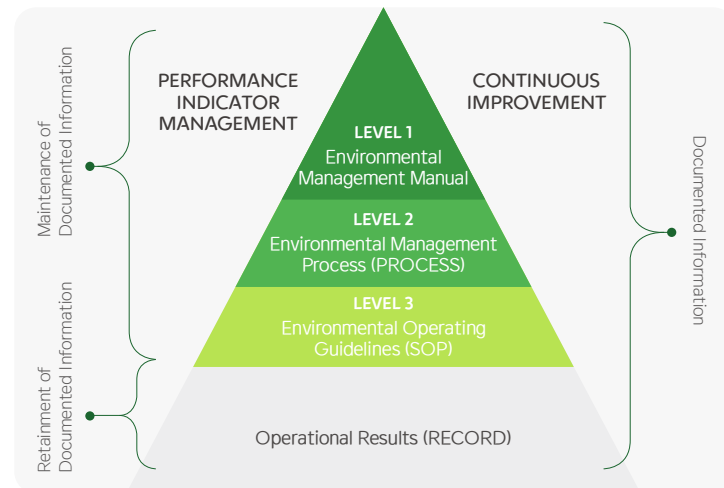
CJ CGV practices environmental management to protect the global environment and minimize negative impacts on it. CJ 4DPLEX, a subsidiary of CJ CGV, obtained ISO 14001 certification for its environmental management system in 2022. CJ CGV established its environmental management policy in 2023 and encourages efforts and participation from employees and stakeholders for environmental management. CGV Korea also solidified their environmental management system through ISO 14001 certification in 2023.



CJ CGV's environmental management system operates through a four-tier management structure. By creating environmental management process and environmental operating guidelines based on the environmental management manual, a systematic approach to environmental management is maintained.

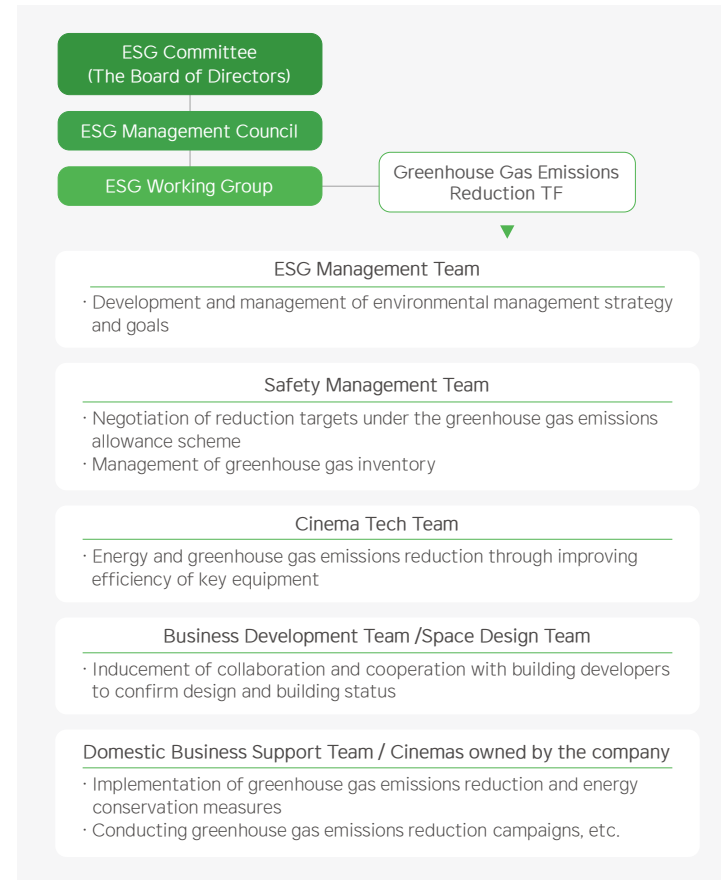


[CJ CGV's Environmental Management Policy Link](#)



GREENHOUSE GAS EMISSIONS REDUCTION DECISION-MAKING AND IMPLEMENTATION SYSTEM

CJ CGV, with the ESG Management Team as the core organization responsible for environmental management, has established "Greenhouse Gas Emissions Reduction TF" within the ESG Working Group to focus on "Greenhouse Gas Emissions Reduction and Energy Efficiency."



THE IMPORTANCE OF GREENHOUSE GAS EMISSIONS REDUCTION AND ENERGY CONSERVATION

The issue of "Greenhouse Gas Emissions Reduction and Energy Conservation" at CJ CGV refers to the company's efforts to reduce greenhouse gas emissions, including carbon dioxide, throughout its business processes and implement strategies to decrease energy usage. Since 2016, CJ CGV has been actively participating in the "Greenhouse Gas Emissions Allowance Scheme" as a managing company, establishing greenhouse gas inventories, and collecting and managing data on greenhouse gas emissions from cinemas owned by the company, including headquarters and outdoor advertising mediums. While CJ CGV's greenhouse gas emissions represent only approximately 0.0000089% of Republic of Korea's total emissions (as of 2021), the company acknowledges its influence on popular culture and will continue its endeavors to reduce emissions.

ENERGY CONSERVATION EFFORTS

Despite operating in leased buildings with limitations on directly managing energy usage, CJ CGV is dedicated to internal energy efficiency improvements. Lamp projectors used in cinemas have low energy efficiency, and some are outdated. As a solution, CJ CGV is gradually replacing them with the newest laser projectors, resulting in a reduction of energy consumption to about one-third of the previous level. The company aims to achieve a complete transition to laser projector systems by 2050 and will continue to explore additional energy-saving measures.

PROPOSAL FOR STAKEHOLDER COLLABORATION IN CLIMATE CRISIS RESPONSE

In 2022, CJ CGV introduced the clause of "Mutual Collaboration for Climate Crisis Response" in its standard lease agreements. The company seeks to collaborate with landlords to jointly implement efforts for greenhouse gas emissions reduction, eco-friendly material usage, waste reduction, and other practices in the future.

WASTE REDUCTION AND ENHANCED RECYCLING

OVERVIEW AND IMPORTANCE OF WASTE REDUCTION AND ENHANCED RECYCLING

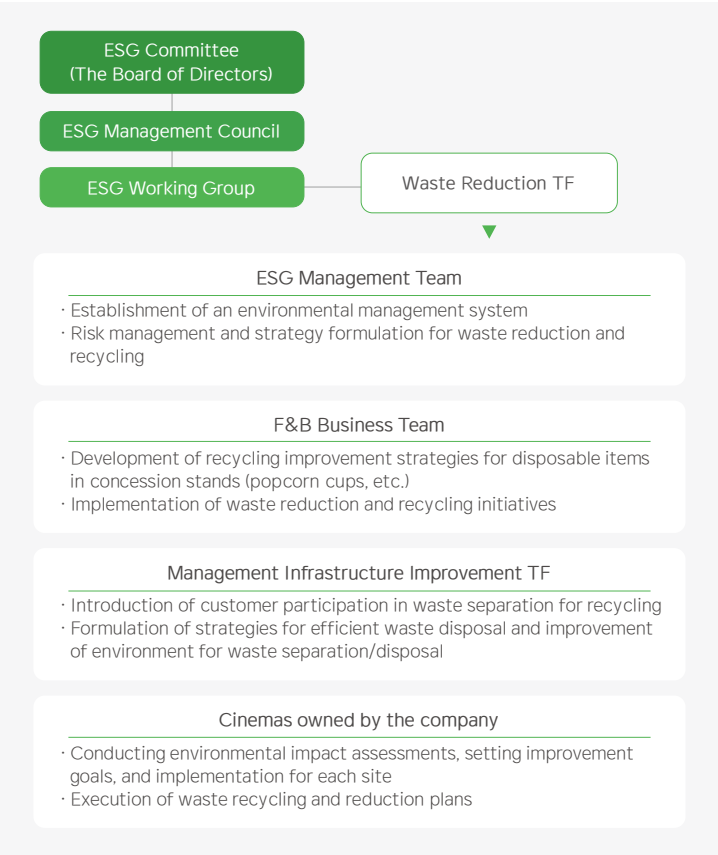
The issue of “Strengthening Waste Reduction and Separation/Discharge” at CJ CGV refers to the company’s efforts to minimize waste generation throughout its business processes. CJ CGV has prioritized waste reduction as a key goal of its eco-friendly management and identified it as a material issue in sustainable business practices. We have replaced disposable cups with reusable cups at its headquarters and selected sites. Additionally, we have designed popcorn containers to be easily recyclable, and these containers have been introduced at certain locations. Furthermore, CJ CGV has improved the waste separating facilities at the exit areas, encouraging customers to actively participate in waste separation and disposal, to minimize waste generation and promote the practice of waste reduction and vitalizing waste separation.

CUSTOMER PARTICIPATION IN WASTE SEPRATION AT EXIT AREAS



DECISION-MAKING AND EXECUTION SYSTEM FOR STRENGTHENING WASTE REDUCTION AND ENHANCED RECYCLING

CJ CGV, with the ESG Management Team as the core organization responsible for environmental management, has established “Waste Reduction TF” within the ESG Working Group to focus on reducing waste and increasing recycling rate.



ENVIRONMENTAL EDUCATION FOR EMPLOYEES

In June 2022, CJ CGV entered a “Memorandum of Understanding for Environmental Education for Sustainable Future” with the Ministry of Environment and conducted a month-long environmental education program for all employees. As a participant in the “Greenhouse Gas Target Management System,” CJ CGV also conducts relevant education for nationwide site operation managers once a year. In 2023, CJ CGV established an environmental management system and formed a company-wide “ISO TF”. Educational programs were conducted for TF members and internal auditors to enhance their understanding of the environmental management system. Employees are becoming more aware of the importance of environmental conservation and are actively making efforts towards this goal.

ENVIRONMENTAL EDUCATION STATUS OF CJ CGV EMPLOYEES (2022-2023)

(Unit: person, %)				
DATE	TOPIC	PARTICIPANTS	NUMBER OF ATTENDEES	COMPLETION RATE
February 7, 2022	Greenhouse Gas Target Management System	Greenhouse gas target management officers	121	-
August 29 – September 16, 2022	Climate Crisis and Corporate Sustainability	CGV full-time employees	1,018	100
January 21, 2023	ESG Fundamentals	New employees ('23 CJ Group)	9	100
January 30, 2023	Greenhouse Gas Target Management System	Greenhouse gas target management officers	120	-
January 30 – May 23, 2023	Environmental Management	Environment officers of each department	119	100

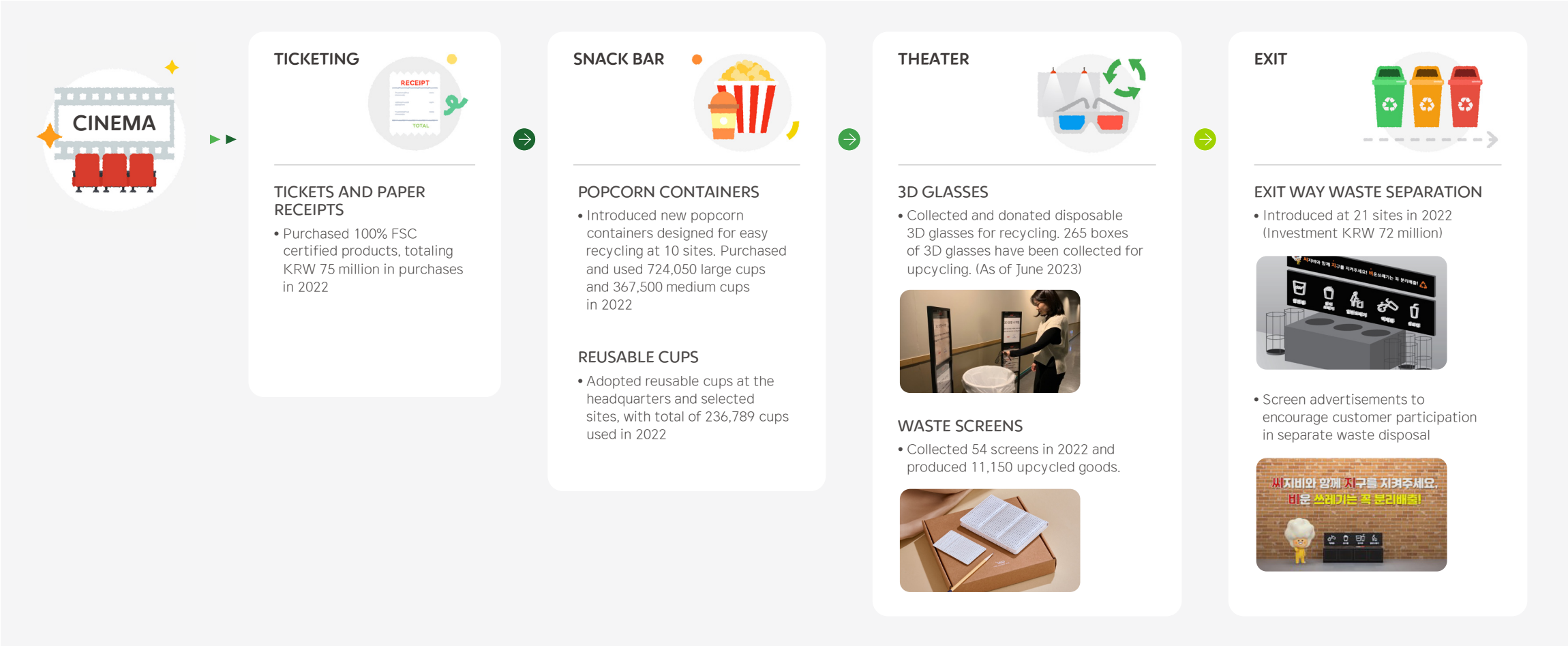
* As of May 31, 2023

* Greenhouse Gas Target Management Training was distributed by email (Completion rate is unknown)

WASTE REDUCTION AND ENHANCED RECYCLING

WASTE GENERATION AND REDUCTION PROCESS

CJ CGV's main waste is generated from movie tickets and snack bar product sales. While movie tickets have been replaced with mobile receipts through the website and mobile app, waste is still generated due to packaging materials from snack bar products. CJ CGV has conducted environmental impact assessments for its headquarters and all cinemas owned by the company to understand the environmental effects at each location and has set reduction targets for waste generation. We will continuously put efforts to promote waste Separation and increase recycling rates will continue to be made.





GOVERNANCE

CJ CGV places great importance on being honest and responsible in adhering to the increasing social demands and ethical standards. This commitment extends not only to our employees but also to our business partners and its employees as well, encouraging them to actively participate in sustainable management through the establishment of the Business Partner Code of Conduct. Moving forward, we will continue our efforts to be a company that upholds the fundamentals and earns trust as a reliable partner from all stakeholders.

ISSUE ISSUE COMPLIANCE, ETHICAL MANAGEMENT, AND FAIR TRADE PRACTICES

Incidents of Illegal Activities in 2022

0 case



COMPLIANCE, ETHICAL MANAGEMENT, AND FAIR TRADE PRACTICES

CJ CODE OF BUSINESS CONDUCT AND CGV'S POLICIES FOR FAIR TRADE, ETHICAL MANAGEMENT, AND CORRUPTION PREVENTION

CJ CGV is dedicated to transparent and fair management, as well as establishing a culture of compliance and ethical practices. To achieve fair and transparent corporate governance, CJ CGV adheres to CJ Code of Business Conduct and abides by the group's compliance policies. Additionally, to prevent any potential risks, CJ CGV operates a trustworthy whistleblower system that allows all stakeholders to report any irregularities or misconduct.



[CJ Code of Business Conduct Link](#)

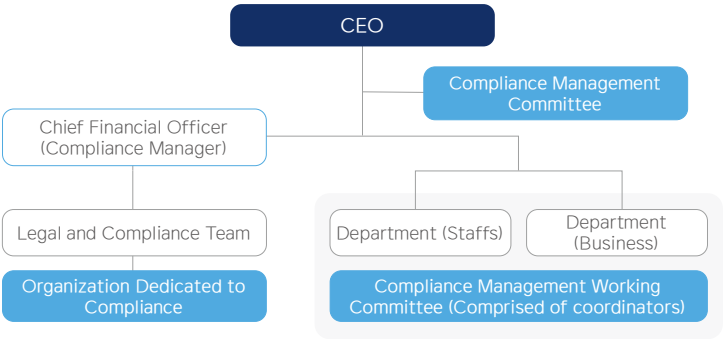
CJ CODE OF BUSINESS CONDUCT

Our Commitment to Customers	We will become a global lifestyle company that brings health, happiness, and convenience to our customers by providing the best value with ONLYONE products and services.
Our Commitment to Shareholders and Investors	We 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 Commitment to Fellow CJ Employees	We will foster an environment in which these "hagojabis" ¹⁾ 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 Commitment 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 Commitment 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 region where we do business when we respect their culture, traditions, laws and regulations and contribute to their society.

1) A person who is eager to do anything, finds joy in doing what they want and achieve results

DECISION-MAKING AND EXECUTION SYSTEM FOR COMPLIANCE, ETHICAL MANAGEMENT, AND FAIR TRADE PRACTICES

CJ CGV strives to enhance transparency in its governance structure and strengthen legal compliance and ethical management so that various activities are planned and implemented with CJ Corporation at the center. Since 2018, a compliance organization has been established to focus on proactive activities for prevention. Through the Compliance Management Committee, compliance activities are reported to the management and decisions are made. CJ CGV also follows the Compliance Officers, continuously evaluating and reporting on these compliance and ethical management activities to the board of directors and publicly disclosing the results.



COMPLIANCE COMMITTEE COMPOSITION

- Committee Chair: CEO
- Compliance Manager: Chief Financial Officer
- Members: Chief Operating Officer, Chief Media Platform Business Officer, Chief Strategic Communication Officer, Chief Human Resources Officer, Corporate Audit Team Leader, Legal Compliance Team Leader

REGULAR TASKS

- Providing response to the Fair Trade Committee
- Fair Trade Training
- Sending compliance letter/trends
- Monitoring and preparation of improvement plans
- Establishment and revision of standard contract

OVERVIEW AND IMPORTANCE OF COMPLIANCE, ETHICAL MANAGEMENT, AND FAIR TRADE PRACTICES

The issue of "Compliance, Ethical Management, and Fair Trade Practices" means that CJ CGV adheres to legal and social ethical standards throughout its business processes and practices fair trade with its customers and partners. In recent times, the importance of corporate management's fairness and transparency has been emphasized even more. In order for companies to fulfill their social responsibilities and achieve sustainable growth, it is essential to practice compliance, ethical management, and fair trade. This represents a fundamental philosophy and value that should be embraced and practiced by all employees in their duties and activities. It is a significant issue that needs to be firmly established as part of the organizational culture.

COMPLIANCE MANAGEMENT STANDARDS AND COMPLIANCE OFFICER

CJ CGV aims to develop soundly and secure customer trust by complying with related regulations fairly and transparently while operating the business. To this end, we have prepared compliance control standards to set basic procedures and standards for employees to comply with during the task operation under Article 542-13 of the Commercial Act. We appoint Compliance Officers qualified to implement proper and effective compliance control according to the standards. We also regularly report to inside/outside executives with critical compliance control issues in the Board meeting.

FAIR TRADE VOLUNTARY COMPLIANCE PROGRAM

Since July 2018, CJ CGV has implemented a Fair Trade Voluntary Compliance Program to establish and operate an internal compliance system encompassing education and supervision. To solidify this initiative, the company has enforced the Fair Trade Voluntary Compliance Program Operational Regulations, and the Legal and Compliance Team is designated as the dedicated organization for this purpose. Additionally, Compliance Managers are appointed to oversee the fair trade compliance program, and a Compliance Committee is established as an advisory body to support the authority and responsibilities of the Compliance Managers, who also serve as the highest decision-making body for compliance management matters. Except for the year 2020, the company regularly reports on the implementation status and work plans regarding the compliance management activities and submits them for approval through the Compliance Committee.



COMPLIANCE, ETHICAL MANAGEMENT, AND FAIR TRADE PRACTICES

KEY ACTIVITIES TO STRENGTHEN LEGAL COMPLIANCE IN 2022

In addition to compliance and fair trade education, CJ CGV is conducting various activities to promote a commitment to legal compliance among stakeholders and employees.

ACTIVITY	CONTENT
Declaration of Commitment to Voluntary Compliance, Compliance Letter	<ul style="list-style-type: none">· The CEO’s declaration of commitment to voluntary compliance, establishing a voluntary compliance system, fostering a culture of fair competition, and enhancing awareness of legal compliance among all employees (3 times a year).· Organizational leaders send compliance messages to members within their respective, emphasizing the importance of building a voluntary compliance system (Twice a year).· Compliance letters are sent to all employees covering topics such as prohibition of information exchange collusion, expansion of regulations against personal gains, global anti-corruption policies, guidelines, checklists (6 types) usage guidelines, and updates on compliance trends.
Monitoring Risks	<ul style="list-style-type: none">· Based on Article 16 of the “Fair Trade Voluntary Compliance Program Operating Regulations,” guidelines for monitoring the Fair Trade Voluntary Compliance Program are established. The operating regulations are also formulated to define basic procedures and criteria, applying them to the company and all employees.· Monitoring is conducted on major fair trade and criminal cases that occurred over the past five years (2017–2021), and control measures are established accordingly.· Recategorization into three areas of legal, bylaws, and ethics based on the risks identified in 2021, updating new risks and establishing control measures.· Self-diagnosis of existing control measures is carried out to assess the efficacy of control actions and residual risks· Monitoring results are compiled into a report, identifying additional improvement tasks and setting
Compliance and Fair Trade Education	<ul style="list-style-type: none">· Produced 3 series types of education content that reflects the latest trends in compliance and conduct education through CJ CAMPUS.· Two sessions of CJ Group’s common education and one session of CJ CGV’s internal education are conducted.· Conducting compliance and fair trade education by distributing customized content to each department.
Guideline/Checklist Development and Revision	<ul style="list-style-type: none">· Revision of five guidelines and checklists as part of CJ CGV’s fair trade voluntary compliance program.· Establishing new guidelines and checklists related to the prohibition of unfair technological practices in response to the revision of subcontracting laws.
Incorporating Supplier Code of Conduct into Standard Contracts	<ul style="list-style-type: none">· Formulation and institutionalization of the Business Partner Code of Conduct and integration into key standard contract templates.

COMPLIANCE AND FAIR TRADE EDUCATION STATUS

Especially, regular education on fair trade and relevant legal compliance is provided to all employees, and customized training is also offered to different departments. These educational efforts aim to encourage all members to practice compliance management and adhere to fair trade principles.

COMPLIANCE AND FAIR TRADE EDUCATION STATUS IN 2022

(Unit: %)

TOPIC	PARTICIPANTS	COMPLETION RATE
Serious Disasters Punishment Act	All full-time worker	100
Compliance Requirements for providing Technical Data		98
Fair Trade Practices		
Personal Information Protection		
Understanding OSS Licenses	Teams regarding IT and 4 teams regarding license	99
ISO37301	Information Security Center and ESG Management Team	
Legal Issues with NFTs	3 teams regarding marketing and content	
Compliance Risk Prevention through Trade Secret Protection	CEO and 13 teams regarding sales, human resources and partnership	
Large-Scale Distribution Act	7 teams including Strategic Purchasing Team	
Construction Industry Basic Act	5 teams including Business Development Team	

VIOLATIONS OF LAWS AND REGULATIONS

CJ CGV did not experience any legal violations or cases in 2022, and we promptly addressed the corrective measures in response to the Ministry of Justice’s directives issued in 2021.

	2020	2021	2022
Supervising Department	N/A	Ministry of Justice	N/A
Date		December 7	
Correction Order Purpose		Providing seats for persons with disabilities at cinemas in CGV Yeouido, including COMFORT Cinema	
		Providing support including text message translation for persons with hearing impairment to participate in Live Talk program	
Measures		Installation of seats for persons with disabilities in the cinemas	
		Providing text message translation service for programs such as Untact Talk in replacement of Live Talk.	

ANTI-CORRUPTION

ANTI-CORRUPTION POLICIES

CJ CGV has enacted the global anti-corruption policies at group level to prevent corruption and comply with anti- corruption laws of each country and region in which it carries out business. The global anti-corruption policy is a sub-guidance under the group’s code of conduct, <CJ Code of Business Conduct>, that provides the minimum standards for preventing overall anti-corruption issues, including bribery.

<CJ Code of Business Conduct> regulates topics including prohibiting improper payments, providing convenience to public officials, convenience provided for/by business partners and business partner selection. Additionally, CJ CGV prevents the corruption risks by distributing <Anti-solicitation and Graft Act Compliance Guide> for members to keep in mind while performing tasks. CJ CGV signed a ‘Special Agreement on Ethical Practice’ with partner companies to prevent corruption such as bribery, solicitation, entertainment and transfer of expenses and collects written commitment to ethical practice from partner employees. Through the process, we comply with our promise to partners and practice healthy and fair trade with partner companies as well as a win-win cooperation.

ANTI-CORRUPTION ACTIVITIES

ANTI-CORRUPTION ACTIVITIES FOR MEMBERS

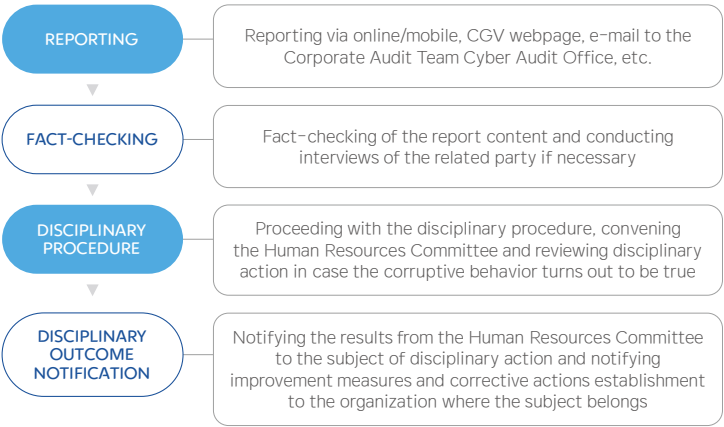
ACTIVITY	CONTENT
Honesty Letter	· A monthly Honesty Letter is sent for all employees to prevent honesty compliance and corruption/insufficiency
Holiday Gift Return Center	· Spreading CGV’s intention of ethical management to partner companies · Operating Holiday Git Return Center and sending CEO Letter for the formation of a fair and transparent trade relationship (Twice a year: Lunar New Year’s Day, Korean Thanksgiving Day)
Honesty Training for Members	· Honesty training for new members (Occasional operation, face-to-face) · Honesty training mandatory for employees

REPORTING SYSTEM OPERATION

CJ CGV operates a corruption reporting system for all outside stakeholders including partner companies, not to mention its employees, when finding out the violations of the work-related value of honesty. The Corporate Audit Team handles all details, directly supervised by the CEO. Investigations for

fact-checking and interviews of the related parties take place. Once the corruption behavior turns out to be accurate, disciplinary action is carried out through the Human Resources Committee. Other reports are transferred to the related departments, wherein fact-checking and measures are implemented, and details are recorded on the reporting system. Anonymity is thoroughly protected for the informant’s identity and reported information. The ‘Regulations on Reporting and Handling Misconducts’ in the company’s rule management system specifies the requirement of informant identity protection and prohibition of disadvantageous actions due to reporting. In 2022, we have taken appropriate actions to reported 20 cases, out of which 13 cases were deemed valid reports, including 4 cases related to grievances from business partners and unfair trade practices.

REPORTING SYSTEM



STATUS OF EMPLOYEE TRAINING ON ANTI-CORRUPTION

(Unit: Person, %)

CLASSIFICATION	2020	2021	2022
Number of Participants in Ethical Training	1,168	1,031	1,186
Percentage of Participants	99	91	100

* Completion rate based on the number of full-time employees and employees during the training as of December 31, 2022

REPORTS THROUGH THE REPORTING SYSTEM

(Unit: Case)

CLASSIFICATION	2020	2021	2022
Corruption	1	5	5
Partner Company Grievance / Unfair Transactions	2	6	4
Organizational Culture Disruption	2	6	11
Others	-	2	-
Total	5	19	20

* Based on CGV Korea, China, Vietnam, Indonesia, and 4DPLEX

VALID REPORTS HANDLING STATUS IN 2022

(Unit: Case)

CLASSIFICATION	NUMBER OF VALID REPORTS	CONTENT	ACTION
Corruption	4	Employee Misconduct Report (2 cases)	After investigation, no evidence of misconduct found
		Improper Welfare Claims Report	Added criteria for welfare payment and distributed guidelines accordingly
		Unfair Recruitment of Smile Friends Report	Issued warnings and reminders to CS leaders to ensure fairness in recruitment and interview processes
Partner Company Grievance / Unfair Transactions	4	Improper Claims from Business Partners Report	No evidence of improper claims from business partners
		Unfair Gifticon Transactions Report	found
		Suspicious Ticket Transactions Report	No instances of unfair transactions found
		Employee Work-related Compliant	Detailed guidance provided by the respective department head
Organizational Culture Disruption	5	Dissatisfaction with Smile Friends Departure Process	Provided departure guidance again
		Report Regarding Contracted Employees (2 cases)	Explained that actions against contracted employees are not possible and provided further guidance
		Report on Disruption of Organizational Culture (2 cases)	Issued a warning to the employee involved

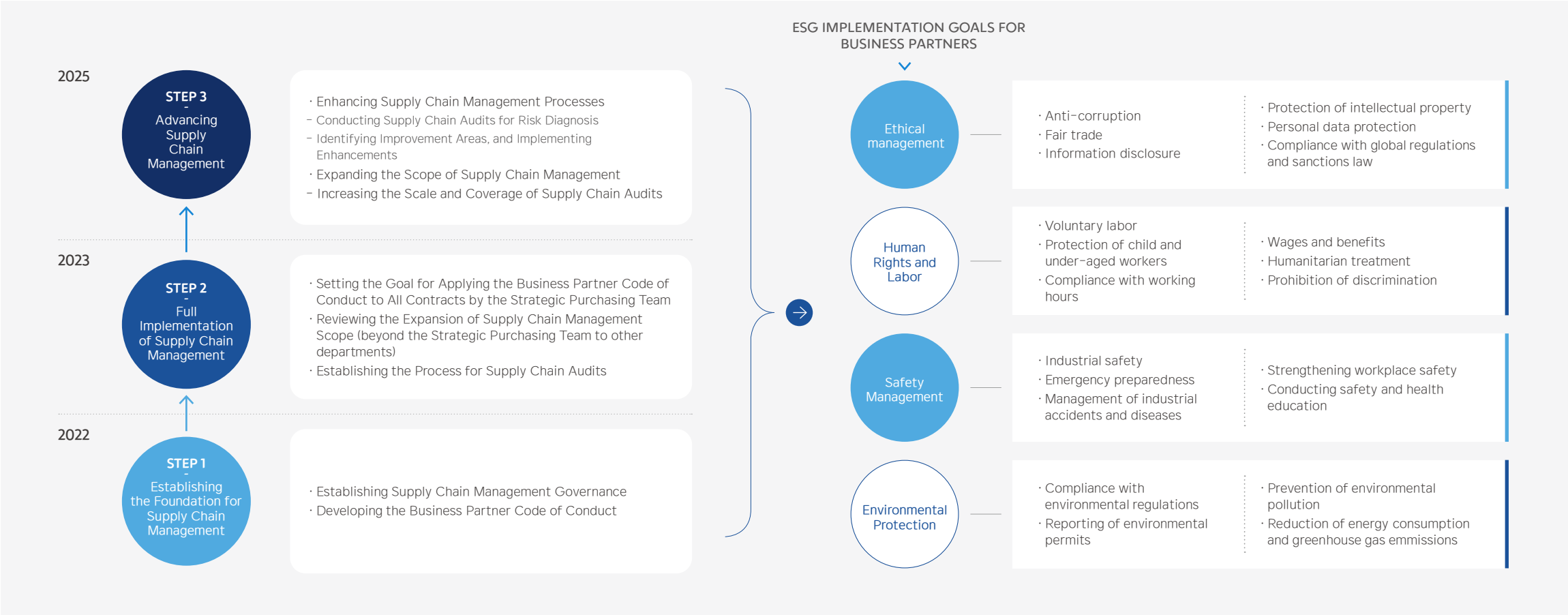
* Among the total 20 reports received throughout the year, 13 valid reports were addressed with appropriate actions

EXTENDING ESG MANAGEMENT ACROSS THE SUPPLY CHAIN

ESTABLISHMENT OF BUSINESS PARTNER CODE OF CONDUCT AND SUPPLY CHAIN MANAGEMENT

CJ CGV has established the 2022 Business Partner Code of Conduct to foster mutual growth with business partners and promote sustainable practices. This code ensures that business partners conduct their operations in a legal, ethical, and sustainable manner. Additionally, an ESG Working Group titled “Supply Chain Management TF” has been established. We are planning to develop a supply chain management system with the team.

SUPPLY CHAIN MANAGEMENT ROADMAP





ESG FACTBOOK

50 _ ESG Data Sheet 57 _ GRI Standards Report & Index 65 _ SASB INDEX



ESG DATA _ ECONOMY

FINANCIAL PERFORMANCE

CJ CGV’s financial performance is reported separately for CGV Consolidated and CGV Korea (separate).

CONSOLIDATED BALANCE SHEET

CATEGORY	UNIT	2020	2021	2022
Current assets	KRW million	949,422	620,646	682,682
Non-current assets	KRW million	3,405,435	3,164,846	2,918,786
Total assets	KRW million	4,354,857	3,785,492	3,601,468
Current liabilities	KRW million	1,311,262	975,423	1,238,637
Non-current liabilities	KRW million	2,755,710	2,508,784	1,969,741
Total liabilities	KRW million	4,066,972	3,484,207	3,208,379
Equity attributable to owners of the parent entity	KRW million	133,789	225,248	376,320
Total stockholders’ equity	KRW million	287,885	301,285	393,089
Total stockholders’ equity and liabilities	KRW million	4,354,857	3,785,492	3,601,468

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

CATEGORY	UNIT	2020	2021	2022
Revenue	KRW million	583,444	736,315	1,281,306
Cost of goods sold	KRW million	525,621	546,924	836,913
Gross margin	KRW million	57,823	189,391	444,392
Selling, general, and administrative expenses	KRW million	444,483	430,837	521,158
Operating income	KRW million	-388,660	-241,446	-76,766
Other income (loss)	KRW million	-141,987	-3,052	-16,104
Financial income	KRW million	23,735	67,643	99,661
Financial expenses	KRW million	-349,265	-193,588	-232,593
Share of profit of joint ventures and associates	KRW million	-6,072	-2,865	-11,841
Profit before income tax	KRW million	-862,250	-373,308	-237,643
Income tax expense	KRW million	110,601	34,520	23,136
Net profit for the period	KRW million	-751,648	-338,788	-214,508
Other comprehensive income	KRW million	-33,403	35,285	-22,562
Total comprehensive income	KRW million	-785,051	-303,503	-237,069

BALANCE SHEET

CATEGORY	UNIT	2020	2021	2022
Current assets	KRW million	666,345	447,740	563,407
Non-current assets	KRW million	1,811,304	1,571,781	1,429,245
Total assets	KRW million	2,477,649	2,019,522	1,992,652
Current liabilities	KRW million	632,689	326,149	618,778
Non-current liabilities	KRW million	1,555,438	1,296,392	804,577
Total liabilities	KRW million	2,188,127	1,622,540	1,423,355
Total stockholders’ equity	KRW million	289,522	396,981	569,297
Total stockholders’ equity and liabilities	KRW million	2,477,649	2,019,522	1,992,652

STATEMENT OF COMPREHENSIVE INCOME

CATEGORY	UNIT	2020	2021	2022
Revenue	KRW million	325,760	328,613	706,613
Cost of goods sold	KRW million	265,313	249,246	431,234
Gross margin	KRW million	60,447	79,366	275,379
Selling, general, and administrative expenses	KRW million	264,108	242,935	287,746
Operating income	KRW million	-203,661	-163,568	-12,368
Other income (loss)	KRW million	-145,005	-86,679	-117,859
Financial income	KRW million	5,741	48,059	79,083
Financial expenses	KRW million	218,152	71,382	84,869
Profit before income tax	KRW million	-561,077	-273,570	-136,013
Income tax expense	KRW million	-94,575	-12,516	-15,207
Net profit for the period	KRW million	-466,502	-261,054	-120,806
Other comprehensive income	KRW million	1,350	-1,271	1,690
Total comprehensive income	KRW million	-465,153	-262,325	-119,117



ESG DATA _ ENVIRONMENT

ENVIRONMENTAL PERFORMANCE

CJ CGV reports its environmental performance based on CGV Korea (separate) standards. Additional details are provided in the footnotes.

GREENHOUSE GAS

CATEGORY	UNIT	2020	2021	2022 ¹⁾
Direct & Indirect GHG emissions (Scope 1+2)	tCO ₂ eq	58,836.4	60,746.3	71,392.6
Direct GHG emissions (Scope 1)	tCO ₂ eq	6,145.5	7,184.4	7,712.3
Indirect GHG emissions (Scope 2)	tCO ₂ eq	52,690.9	53,561.9	63,680.3
GHG emission intensity (Scope 1+2)	tCO ₂ eq/KRW100M	18.1	18.5	10.1
Other indirect GHG emissions (Scope 3) ²⁾	tCO ₂ eq	-	-	-

1) The greenhouse gas emissions and intensity for the year 2022 are subject to future changes. Since the direct & indirect GHG emissions is the sum of direct and indirect emissions, it may differ from total GHG emissions stated in the greenhouse gas verification statement.
2) Other greenhouse gas emissions will be managed and disclosed at a later date

ENERGY

CATEGORY	UNIT	2020	2021	2022 ¹⁾
Energy consumption	TJ	1,213.6	1,268.5	1,491.9
Non-renewable energy consumption	TJ	1,213.6	1,268.5	1,491.9
Non-renewable fuel-based energy (Steam + Fuel)	TJ	146.8	172.1	187.4
Purchased non-renewable energy (Electric power)	TJ	1,066.8	1,096.4	1,304.5
Renewable energy consumption	TJ	0	0	0
Energy consumption intensity	TJ/KRW 100M	0.4	0.4	0.2

1) The energy consumption and intensity for the year 2022 are subject to future changes. Since the energy consumption is the sum of no- renewable and renewable energy, it may differ from total energy consumption stated in the greenhouse gas verification statement.

WATER

CATEGORY	UNIT	2020	2021	2022
Water withdrawn	Ton(m ³)	26,576	27,681	664,460

* Based on the data for the cinemas owned by CGV Korea in 2022 (limited to CGV headquarters and CGV Yongsan IPark Mall for the years 2020-2021)

WASTES

CATEGORY	UNIT	2020	2021	2022
Total amount of wastes generated	Ton	74.0	87.4	96.2
General wastes	Ton	74.0	86.4	96.2
Recycled	Ton	64.0	78.3	85.0
Others (landfilled + incinerated) ¹⁾	Ton	10.0	8.1	11.2
Designated wastes	Ton	0	0.95	0
Landfilled	Ton	0	0.95	0

* Limited to CGV headquarters and CGV Yongsan IPark Mall (In 2021, an exception was made for one case of designated waste at CGV Seomyeon.)
1) Due to unclear responsibility for the incineration and landfill disposal of general waste, it was reported as 'Other wastes' starting from 2022.

ENVIRONMENTAL MANAGEMENT

CATEGORY	UNIT	2020	2021	2022
Amount of eco-friendly purchases ¹⁾	KRW million	196	74	276
Number of environmental law and regulation violations	Case	0	0	0
Investment in eco-friendly infrastructure ²⁾	KRW million	0	1,035	121

1) Purchase amount of eco-friendly certified equipment or consumables
2) Expenses for the purchase of energy-efficient products and regulation compliance projects for Ministry of Environment



ESG DATA _ SOCIAL

SOCIAL PERFORMANCE

CJ CGV reports its domestic (separate) social performance based on “full-time employees,” and additional details are explained in footnotes.

HUMAN RESOURCES OF CGV KOREA

CATEGORY		UNIT	2020	2021	2022
Total number of employees		Person	2,806	3,601	4,502
Employees without fixed term contracts		Person	2,604	3,031	3,629
Employees with fixed term contracts		Person	196	565	865
Executives (registered + unregistered)		Person	6	5	8
Composition of employees by contracts	Full-time employees	Person	1,185	1,135	1,097
	Part-time employees	Person	1,621	2,466	3,405
Composition of employees by gender	Male	Person	1,246	1,678	2,124
	Female	Person	1,560	1,923	2,378
Composition of executives by age group	Under 30	Person	0	0	0
	30-50	Person	3	1	2
	Over 50	Person	3	4	6
Composition of employees by age group	Under 30	Person	1,619	2,437	3,385
	30-50	Person	990	1,027	1,020
	Over 50	Person	197	137	97

* Including part time employees

SECURING TALENT OF CGV KOREA

CATEGORY		UNIT	2020	2021	2022
Total number of new hires		Person	3,022	4,117	5,824
Composition of new hires by gender	Male	Person	1,357	1,841	2,690
	Female	Person	1,665	2,276	3,134
Composition of new hires by age group	Under 30	Person	2,835	3,931	5,658
	30-50	Person	30	65	117
	Over 50	Person	157	121	49
Voluntary turnover rate ¹⁾	Male	%	57	55	74
	Female	%	59	50	70
	Under 30	%	59	53	73
	30-50	%	41	45	70
	Over 50	%	47	36	27
Involuntary turnover rate ²⁾	Male	%	43	45	26
	Female	%	41	50	30
	Under 30	%	41	47	27
	30-50	%	59	55	30
	Over 50	%	53	64	73

* Including part time employees

1) Voluntary turnover rate = Voluntary separations / Total separations (Voluntary separations + Involuntary separations)

2) Involuntary turnover rate = Involuntary separations / Total separations (Voluntary separations + Involuntary separations)

NURTURING TALENT OF CGV KOREA

CATEGORY		UNIT	2020	2021	2022
Training hours per person		Hour	5.5	4.2	14.5
Training cost per person		KRW 10K	18	33	44
Employee Engagement		Score	76.8	-	82.7



ESG DATA _ SOCIAL

DE&I (DIVERSITY, EQUITY AND INCLUSION) ENHANCEMENT OF CGV KOREA

CATEGORY		UNIT	2020	2021	2022
Gender equality	Percentage of female executives ¹⁾	%	33	20	0
	Percentage of female managers ²⁾	%	36	38	42
	Percentage of female staff in STEM	%	24	18	18
	Female to male wage ratio ³⁾	%	79	87	81
Work-life balance- Parental leave	Number of male employees on parental leave	Person	7	7	17
	Number of female employees on parental leave	Person	53	35	38
	Percentage of male employees who have returned from parental leave	%	67	100	82
	Percentage of female employees who have returned from parental leave	%	79	92	100
	Retention rate after returning from parental leave (12 months or more)	%	80	69	84
Work-life balance- Maternity leave	Number of male employees on Maternity leave	Person	46	40	46
	Number of female employees on Maternity leave	Person	29	24	24
Inclusion of social minorities ⁴⁾	Number of employees with disabilities	Person	51	39	40
Fair evaluation	Percentage of employees subject to regular evaluation	%	96	89	95

1) Executive criteria: registered/unregistered executives
2) Manager criteria: managers are limited to PMDS evaluators
3) Based on business report disclosure
4) Including part-time employees

HUMAN RIGHTS OF CGV KOREA

CATEGORY	UNIT	2020	2021	2022
Percentage of employees subject to collective bargaining (based on Labor-Management Council)	%	100	100	100

SAFETY & HEALTH OF CGV KOREA

CATEGORY		UNIT	2020	2021	2022
Employee injury rate		%	0.07	0.14	0.11
Number of employee fatalities		Case	0	0	0
LTIFR (Lost time injury frequency rate)		Case / Million hours	0.6	1.3	1.8
Number of serious accidents		Case	0	0	0

* Including part-time employees

SOCIAL CONTRIBUTION OF CGV KOREA

CATEGORY		UNIT	2020	2021	2022
Social contribution: donations		KRW 100M	1.97	1.59	2.86
Volunteer activities	Hours	Hour	624	890	404
	Number of participants	Person	263	196	129



ESG DATA _ SOCIAL

SOCIAL PERFORMANCE

CJ CGV’s social performance is reported based on “full-time employees” for CGV Korea, China, Vietnam, Indonesia, and 4DPLEX, and additional details are explained in footnotes.

HUMAN RESOURCES

CATEGORY		UNIT	2020	2021	2022
Total number of employees		Person	6,645	6,324	8,481
Employees without fixed term contracts		Person	3,618	3,996	4,650
Employees with fixed term contracts		Person	3,007	2,309	3,809
Executives (registered + unregistered)		Person	20	19	22
Composition of employees by contracts	Full-time employees	Person	3,874	3,317	3,207
	Part-time employees	Person	2,771	3,007	5,274
Composition of employees by gender	Male	Person	3,337	3,214	4,206
	Female	Person	3,308	3,110	4,275
Composition of executives by age group	Under 30	Person	-	-	-
	30-50	Person	8	7	10
	Over 50	Person	12	12	12
Composition of employees by age group	Under 30	Person	3,786	3,665	5,878
	30-50	Person	2,642	2,502	2,482
	Over 50	Person	217	157	121

* Including part time employees of CGV Korea and CGV Vietnam

SECURING TALENT

CATEGORY		UNIT	2020	2021	2022
Total number of new hires		Person	4,375	5,581	8,647
Composition of new hires by gender	Male	Person	2,033	2,532	4,089
	Female	Person	2,342	3,049	4,558
Composition of new hires by age group	Under 30	Person	4,051	5,275	8,295
	30-50	Person	166	184	298
	Over 50	Person	158	122	54
Voluntary turnover rate	Male	%	67	66	80
	Female	%	68	62	78
	Under 30	%	69	67	81
	30-50	%	53	52	64
	Over 50	%	47	35	30
Involuntary turnover rate	Male	%	33	34	20
	Female	%	32	38	22
	Under 30	%	31	33	19
	30-50	%	47	48	36
	Over 50	%	53	65	70

* Including part time employees of CGV Korea and CGV Vietnam

NURTURING TALENT

CATEGORY		UNIT	2020	2021	2022
Training hours per person		Hour	2.3	3.1	8.6
Training cost per person		KRW 10K	6	12	19
Employee Engagement ¹⁾		Score	70.2	-	83

1) In CGV Korea and 4DPLEX, it was not implemented as of 2021 due to the system reorganization



ESG DATA _ SOCIAL

DE&I (DIVERSITY, EQUITY AND INCLUSION) ENHANCEMENT

CATEGORY		UNIT	2020	2021	2022	
Gender equality	Percentage of female executives ¹⁾		%	20	16	9
	Percentage of female managers ²⁾		%	24	24	27
	Percentage of female staff in STEM		%	6	6	9
	Female to male wage ratio	CGV Korea ³⁾	%	79	87	81
		CGV China	%	88	86	82
		CGV Vietnam	%	124	120	115
		CGV Indonesia	%	88	156	104
		4DPLEX	%	87	77	74
Work-life balance- Parental leave ⁴⁾	Number of male employees on parental leave		Person	17	14	20
	Number of female employees on parental leave		Person	55	37	42
	Percentage of male employees who have returned from parental leave		%	71	86	85
	Percentage of female employees who have returned from parental leave		%	79	93	100
	Retention rate after returning from parental leave (12 months or more)		%	83	70	88
Work-life balance- Maternity leave	Number of male employees on Maternity leave		Person	155	132	113
	Number of female employees on Maternity leave		Person	99	105	64
Inclusion of social minorities ⁵⁾	Number of employees with disabilities		Person	56	42	45
Fair evaluation	Percentage of employees subject to regular evaluation		%	92	91	92

1) Executive criteria: registered/unregistered executives
2) Manager criteria: managers are limited to PMDS evaluators
3) Based on business report disclosure
4) Based on CGV Korea and 4DPLEX
5) Including part-time employees of CGV Korea and CGV Vietnam

HUMAN RIGHTS

CATEGORY		UNIT	2020	2021	2022
Percentage of employees subject to collective bargaining (based on Labor-Management Council)	CGV Korea	%	100	100	100
	CGV Vietnam ¹⁾	%	12	12	16
	4DPLEX	%	100	100	100
Human rights violations	Number of reported cases	Case	1	4	7
	Number of valid reported cases	Case	1	4	4

1) Trade Union

SAFETY & HEALTH

CATEGORY		UNIT	2020	2021	2022
Employee injury rate		%	0.06	0.11	0.08
Number of employee fatalities		Case	0	0	0
LTIFR (Lost time injury frequency rate)		Case/ Million hours	0.4	0.9	0.8
Number of serious accidents ¹⁾		Case	0	0	0

* Including part-time employees of CGV Korea and CGV Vietnam
1) Based on CGV Korea and 4DPLEX

SOCIAL CONTRIBUTION

CATEGORY		UNIT	2020	2021	2022
Social contribution: donations		KRW 100M	1.97	1.86	2.86



ESG DATA _ GOVERNANCE

BOD & AUDIT BODY

CJ CGV’s board of directors and audit body report based on CGV Korea (separate) criteria.

BOD COMPOSITION

CATEGORY		UNIT	2020	2021	2022
BOD Composition	BOD	Person	5	5	7
	Independent directors	Person	3	3	4
	Female directors	Person	0	0	1
Percentage of outside director composition	BOD	%	60	60	57
	Audit Committee	%	100	100	100

BOD OPERATION

CATEGORY		UNIT	2020	2021	2022
Number of meetings	BOD	Meeting	11	15	11
	Audit Committee	Meeting	6	6	6
Number of agenda items	Submitted to BOD meetings	Case	28	34	24
	Objected/amended by independent directors	Case	0	0	0
Attendance rate	BOD meeting_internal directors	%	100	90	94
	BOD meeting_independent directors	%	97	98	100
	Independent Director Candidate Recommendation Committee meeting_independent directors	%	-	100	100
	Remuneration Committee meeting_independent directors	%	100	100	100
	Audit Committee meeting_independent directors	%	100	94	100

BOD REMUNERATION

CATEGORY		UNIT	2020	2021	2022
BOD	Internal directors	KRW 1M	1,433	975	2,044
	Independent directors	KRW 1M	181	181	227
External auditors	Percentage of non-audit service remuneration against audit service remuneration	%	0	0	0

SHAREHOLDERS

CATEGORY		UNIT	2020	2021	2022
Ownership share rate	Largest shareholders and related parties	%	38	40	49
	Registered executives excluding largest shareholders and related parties	%	0.01	-	-
Dividend payout ratio		%	-	-	-

ETHICAL & COMPLIANCE MANAGEMENT

CATEGORY		UNIT	2020	2021	2022
Ethical management training ¹⁾	Hours	Hour	2,385	4,946	5,592
	Number of participants	Person	1,304	1,627	1,875
Legal & regulatory violations	Fair competition	Case	0	0	0
	Anti-corruption	Case	0	0	0
	Marketing & labeling	Case	0	0	0
	Information security	Case	0	0	0
Ethical management violations	Total number of reported cases	Case	5	19	20
	Number of valid reported cases	Case	5	15	13

* Based on CGV Korea, China, Vietnam, Indonesia and 4DPLEX

1) Excluding CGV China



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE
				CGV KOREA	MAJOR SUBSIDIARIES		
The organization and its reporting practices	2-1	Organizational details	●	●	China Vietnam Indonesia 4DPLEX	3-5	· Environmental/Governance: Reported based on CGV Korea (Governance GRI No. 2-9~2-21, Environment GRI No. 301-1~308-1). · Social: Reported for CGV Korea and major subsidiaries (CGV China, Vietnam, Indonesia, 4DPLEX). · Definition of major subsidiaries: Entities established and operated for business activities with year-end total assets exceeding 75 billion KRW: CGV China, Vietnam Indonesia, Türkiye, 4DPLEX. CGV Türkiye is excluded from this year's report due to a large-scale earthquake that occurred in February 2023. · Stakeholders of subsidiaries also participate in selecting materiality issues. The reported materiality issues in this report include the reporting organization's subsidiaries.
	2-2	Entities included in the organization's sustainability reporting	●			1, 5	
	2-3	Reporting period, frequency and contact point	●			1	
	2-4	Restatements of information	●				
	2-5	External assurance	●			1, 70	
	2-6	Activities, value chain and other business relationships	●			3-5, 8-10	
Activities and workers	2-7	Employees	●			52, 54	· Reported the number of full-time employees for CGV Korea, China, Vietnam, and 4DPLEX, as of December 31, 2022. · Note that for certain data, CGV Korea and CGV Vietnam may include part-time employees, and this will be indicated in the footnotes. · The reporting scope has been changed due to organizational changes, leading to an expansion in the total number of employees included.
	2-8	Workers who are not employees	-	-	-	-	
Governance	2-9	Governance structure and composition	●	●	-	6-7, 13, 52, 56	· The Chairman of our company serves as the CEO and is appointed by the Board of Directors in accordance with Article 5 of the Board Regulations. As the CEO, the Chairman has the highest level of understanding of the overall management of the company and is thus deemed suitable for the position of Chairman of the Board. The Chairman is responsible for convening and presiding over the Board meetings and holds the same voting rights as other directors. Additionally, our company is subject to the restrictions on transactions between directors and the company under Article 398 of the Commercial Act.
	2-10	Nomination and selection of the highest governance body	●			6-7	
	2-11	Chair of the highest governance body	●			6	
	2-12	Role of the highest governance body in overseeing the management of impacts	●			6-7, 13, 16	
	2-13	Delegation of responsibility for managing impacts	●			6, 13, 45	
	2-14	Role of the highest governance body in sustainability reporting	●			13, 16	
	2-15	Conflicts of interest	●			7, 56	
	2-16	Communication of critical concerns	●			13, 16	
	2-17	Collective knowledge of the highest governance body	●			6-7	
	2-18	Evaluation of the performance of the highest governance body	●				
							· Refer to pages 38 and 46 of the CJ CGV Corporate Governance Report 2022.



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE					
				CGV KOREA	MAJOR SUBSIDIARIES							
Governance	2-19	Remuneration policies	●	●	-	6-7	· ESG responsibilities, KPI of the responsible organization's objectives, and evaluation criteria are reflected.					
	2-20	Process to determine remuneration	●			6-7	· Reference: CJ CGV 2022 Business Report, page 325.					
	2-21	Annual total compensation ratio	●				· Reference: CJ CGV 2022 Business Report, page 335, 337.					
Strategy, policies and practices	2-22	Statement on sustainable development strategy	●	●	China Vietnam Indonesia 4DPLEX	2						
	2-23	Policy commitments	●			2, 12-13	· All employees comply with the CJ group's "CJ Code of Business Conduct." · Policies such as Human Rights Management Declaration, Environmental Management Policy, and Occupational Health and Safety Policy are disclosed to employees, customers, local communities, and business partners.					
	2-24	Embedding policy commitments	●			13, 21, 26, 30, 41-42, 45						
	2-25	Processes to remediate negative impacts	●			13, 34, 45						
	2-26	Mechanisms for seeking advice and raising concerns	●			13, 34, 45, 47						
	2-27	Compliance with laws and regulation	●			45, 56	· No significant cases of legal non-compliance					
	2-28	Membership associations	●			58	· CGV Korea: UNGC, Korean Theatre Owners Association, Korea Film Council, Korea Listed Companies Association, Korea Outdoor Advertising Association, Smart Media Industry Promotion Association · CGV China: China Film Distribution and Exhibition Association / CGV Vietnam: Vietnam Film Distribution Association / CGV Indonesia: Indonesian Film Theater Owners Association, Indonesia Corporate Secretary Association					
	2-29	Approach to stakeholder engagement	●	●	-	14						
	2-30	Collective bargaining agreements	●	●	Vietnam 4DPLEX	35, 53, 55						
Disclosures on material topics	3-1	Process to determine material topics	●	●	China Vietnam Indonesia 4DPLEX	16						
	3-2	List of material topics	●			16-19						
	3-3	Management of material topics	●			17-19						
Economic performance	201-1	Direct economic value generated and distributed	●	●	-	50						
	201-2	Financial implications and other risks and opportunities due to climate change	●			17-19, 41						
	201-3	Defined benefit plan obligations and other retirement plans	●	●	China Vietnam Indonesia 4DPLEX	58	Classification	CGV Korea	CGV China	CGV Vietnam	CGV Indonesia	4DPLEX
							Pension amount in local currency	5,195 (10 million KRW)	-	405,001 (K VND)	13,525,916 (K IDR)	451 (10 million KRW)
							Scope of employees	Full-time employee Part-time employee	-	Full-time employee	Full-time employee	Full-time employee
							Entity responsible for providing the retirement benefits	Company 100%	-	Company 100%	Company 100%	Company 100%
							* Contribution rate for the retirement benefits by the company and employees is 100%					



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE						
				CGV KOREA	MAJOR SUBSIDIARIES								
Economic performance	201-4	Financial assistance received from government	●	●	China Vietnam	59	· CJ CGV received temporary subsidies, tax reductions, tax credits, and other financial support from the governments of South Korea, China, and Vietnam during the COVID-19 pandemic period in 2021 and 2022.						
							Country		Classification	Government Assistance		GRI Division	
							CGV Korea	Expense/tax	· Support for cinema disinfection staff		Grants		
									· Partial reduction and deferment of contributions to the Film Development Fund		Other financial benefits		
							CGV China	Policy	· Support for initiatives promoting movie attendance				
								CGV China	Expense/tax	· Expansion of stamp duty refunds and deduction of acquisition tax		Tax reductions and tax credits	
							Policy		· Application of minimum wage during business suspension periods		Other financial benefits		
CGV Vietnam	Expense/tax	· Reduction of retirement pension and workers' compensation insurance premiums		Tax reductions and tax credits									
Market location	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	-	-	· Confidential (Policy not to disclose)						
	202-2	Proportion of senior management hired from the local community	●	●	China Vietnam Indonesia 4DPLEX	59	· Senior executives are based on registered/unregistered executives.						
							Classificaiton		CGV Korea	CGV China	CGV Vietnam	CGV Indonesia ¹⁾	4DPLEX
							Number of registered /unregistered executives (As of 2022)		8	1	5	7	1
							Number of managers from the specific nationality		8	0	1	3	1
							Percentage of managers from the specific nationality		100%	0%	25%	43%	100%
							Percentage of managers from the specific nationality out of total employees ²⁾		0.2%	0%	0.04%	0.7%	0.4%
	1) Based on BOD (Board of Directors), BOC (Board of Commissioners) 2) Ratio of managers to total employees: Number of registered and unregistered executives / Total number of employees.												



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE			
				CGV KOREA	MAJOR SUBSIDIARIES					
Procurement Practices	204-1	Proportion of spending on local suppliers	●	●	China Vietnam Indonesia	60	· proportion of revenue to movie distributors. The distribution of revenue for each country’s domestic content is as follows:			
							Domestic film rental fee / Total film rental fee	2020	2021	2022
							CGV Korea	67%	32%	51%
							CGV China	41.8%	40.9%	41.3%
							CGV Vietnam	43.9%	44.7%	46.6%
							CGV Indonesia	-	50%	-
					* 4DPLEX data is not available for BM.					
					· Procures equipment, materials, and supplies required for operations through local vendors or intermediaries (no direct import transactions).					
					Classification		2020	2021	2022	
					CGV Korea		100%	100%	100%	
					CGV China		100%	100%	100%	
					CGV Indonesia		100%	100%	100%	
* Information of CGV Vietnam and 4DPLEX are not available										
Anti-corruption	205-1	Operations assessed for risks related to corruption	●	●	China Vietnam Indonesia 4DPLEX	60	· An internal corruption audit system is in place for CGV Korea, Vietnam, Indonesia, and 4DPLEX, each of which operates its headquarters and cinemas owned by the company, and no material risks have been identified			
	205-2	Communication and training about anti-corruption policies and procedures	●			47	· All members of the Board of Directors have received and understand the anti-corruption policy and procedures, with internal directors receiving them as part of employee training, and external directors receiving them as part of their participation in the Internal Transaction Committee and Audit Committee. · Anti-corruption policies are communicated to all stakeholders, not just employees, through the CJ Group’s “CJ Business Code of Conduct” and CEO letters. Not only is it communicated to 100% of full- time domestic employees, but it is also translated into Chinese, Vietnamese, and Indonesian and distributed to employees at each subsidiary.			
	205-3	Confirmed incidents of corruption and actions taken	●			56	· In 2022, the total number of employee dismissals and punishments through internal audits at CGV Korea, China, Vietnam, Indonesia, and 4DPLEX was 5 (8 employees)			



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE											
				CGV KOREA	MAJOR SUBSIDIARIES													
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	●	●	China Vietnam Indonesia 4DPLEX	56	· No violations of antitrust laws, therefore no legal action taken											
Tax	207-1	Approach to tax	●			61	· Based on our commitment to the global community under CJ Group's "CJ Business Code of Conduct," we comply with the tax laws of each country where we conduct business activities and faithfully fulfill our tax obligations after audit and detailed adjustment.											
	207-4	Country-by-country reporting	●			50	· Our company has major sales in Republic of Korea, China, the United States, Indonesia, Vietnam, and Türkiye, and we disclose our corporate tax expense in Republic of Korea, where we are headquartered, in our financial statements for transparent tax reporting.											
Energy	302-1	Energy consumption within the organization	●	●	-	51												
	302-2	Energy consumption outside of the organization	-			-	· Information unavailable/incomplete (Data not aggregated)											
	302-3	Energy intensity	●			51												
	302-4	Reduction of energy consumption	●			61	<table><tr><th>Classification</th><th>Energy consumption allowance (TJ)</th><th>Actual use (TJ)</th><th>Reduction(TJ)</th></tr><tr><td>2022</td><td>1,676</td><td>1,429</td><td>247</td></tr></table>				Classification	Energy consumption allowance (TJ)	Actual use (TJ)	Reduction(TJ)	2022	1,676	1,429	247
							Classification	Energy consumption allowance (TJ)	Actual use (TJ)	Reduction(TJ)								
							2022	1,676	1,429	247								
* Based on the energy consumption allowance in the Energy Target Management System, the detailed reduction figures are subject to change in the future.																		
Water and effluents	303-3	Water withdrawal	●	●	-	51	· CGV Korea's cinemas owned by the company use the public water and sewer.											
	303-5	Water consumption	●			51	· Due to the nature of the business, discharges are small and water consumption is considered the same as withdrawal.											
Emissions	305-1	Direct (Scope 1) GHG emissions	●	●	-	51												
	305-2	Energy indirect (Scope 2) GHG emissions	●			51												
	305-3	Other indirect (Scope 3) GHG emissions	-			-	· Information unavailable/incomplete (Data not aggregated)											
	305-4	GHG emissions intensity	●			51												
	305-5	Reduction of GHG emissions	●			61	<table><tr><th>Classification</th><th>GHG emissions allowance (tCO₂-eq)</th><th>Actual use (tCO₂-eq)</th><th>Reduction(tCO₂-eq)</th></tr><tr><td>2022</td><td>81,175</td><td>71,324</td><td>9,851</td></tr></table>				Classification	GHG emissions allowance (tCO ₂ -eq)	Actual use (tCO ₂ -eq)	Reduction(tCO ₂ -eq)	2022	81,175	71,324	9,851
							Classification	GHG emissions allowance (tCO ₂ -eq)	Actual use (tCO ₂ -eq)	Reduction(tCO ₂ -eq)								
							2022	81,175	71,324	9,851								
	* Based on the GHG emissions allowance in the Energy Target Management System, the detailed reduction figures are subject to change in the future.																	
305-6	Emissions of ozone-depleting substances (ODS)	●	61	· CGV Korea's cinemas owned by the company do not emit the substances.														
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	●	61	· CGV Korea's cinemas owned by the company do not emit the substances.														



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE
				CGV KOREA	MAJOR SUBSIDIARIES		
Effluents and waste	306-1	Waste generation and significant waste-related impacts	●	●	-	43	
	306-2	Management of significant waste-related impacts	●			43	
	306-3	Waste generated	●			51	
	306-4	Waste diverted from disposal	●			51	
	306-5	Waste directed to disposal	●			51	
Environmental compliance	307-1	Non-compliance with environmental laws and regulations	●	●	China Vietnam Indonesia 4DPLEX	51	· No violations of environmental laws and regulations
Supplier environment assessment	308-2	Negative environmental impacts in the supply chain and actions taken	●	●	-	62	· Conducted environmental audits of two major domestic suppliers in the first half of 2023, found no adverse environmental impacts, and will expand supply chain environmental audits in the future.
Employment	401-1	New employee hires and employee turnover	●	●	China Vietnam Indonesia 4DPLEX	52, 54	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	●			32, 38-39	
	401-3	Parental leave	●		4DPLEX	53, 55	
Labor/ management relations	402-1	Minimum notice periods regarding operational changes	●		China Vietnam Indonesia 4DPLEX	62	· Announce significant operational changes an average of two months in advance, with a minimum of one or two and a maximum of six months in advance.



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE					
				CGV KOREA	MAJOR SUBSIDIARIES		Occupational Health and Safety Management System	CGV Korea	CGV China	CGV Vietnam	CGV Indonesia	4DPLEX
Occupational health and safety	403-1	Occupational health and safety management system	●	●	China Vietnam Indonesia 4DPLEX	31, 63	Related Laws	· Industrial Safety and Health Act · Serious Accidents Punishment Act · Law on Prevention of Fire and Safety Management · Law on Installation and Management of Fire Facilities · Special Act on Safety Management of Multi- Use Facilities · Basic Act on Disaster and Safety Management · Basic Act on Civil Defense · Law on Promotion of Film and Video Works	· Act on Safety Production · Fire Service Act · Food Safety Act · Bylaws on Hygiene Management of Public Places	· Decree 44/2016/ND-CP the Law on Occupational Safety and Sanitation	· Law No. 1 of 1970, the Manpower Minister Regulation No. 5 of 1996 · Law No.50 of 2012, the system management of healthy and safety	· Industrial Safety and Health Act · 10 other laws including Act on Punishment of Major Disasters
							Occupational Safety and Health Administration Section	Facilities management, sanitation management and others	Facility safety, personnel safety, fire safety, food safety and others	Facilities management, sanitation management and others	Facilities management, safety management	Facilities management, health management and others
							Incident Response process	○	○	○	○	○
	403-2	Hazard identification, risk assessment, and incident investigation	●			31						
	403-3	Occupational health services	●			30-33						
	403-4	Worker participation, consultation, and communication on occupational health and safety	●	●	4DPLEX	30, 63	· CGV Korea and 4DPLEX organize labor-management consultations on occupational health and safety at the Occupational Safety and Health Committee (CGV Korea: 5 employer members, 5 employee members, administrator: Chief Safety Officer / 4DPLEX: 7 employer members, 7 employee members, administrator: production team, and a human resources team					
	403-5	Worker training on occupational health and safety	●	●	-	32						
	403-6	Promotion of worker health	●	●	China Vietnam Indonesia 4DPLEX	32						
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●	●	-	30-33						
	403-8	Workers covered by an occupational health and safety management system	●			32						
	403-9	Work-related injuries	●	●	China Vietnam Indonesia 4DPLEX	32, 53, 55						
	403-10	Work-related ill health	●			31-32, 53, 55						



GRI STANDARDS REPORT & INDEX

GRI STANDARDS	NO.	DISCLOSURE	REPORT-ING	REPORTING AREA		PAGE	NOTE					
				CGV KOREA	MAJOR SUBSIDIARIES							
Training and education	404-1	Average hours of training per year per employee	●	●	China Vietnam Indonesia 4DPLEX	36, 39, 52, 54						
	404-2	Programs for upgrading employee skills and transition assistance programs	●	●	Vietnam	35, 36						
	404-3	Percentage of employees receiving regular performance and career development reviews	●	●	China Vietnam Indonesia 4DPLEX	53, 55						
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	●	●	China Vietnam Indonesia 4DPLEX	6, 53, 55-56						
	405-2	Ratio of basic salary and remuneration of women to men	●			53, 55						
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	●			34, 64	· No incidents of discrimination					
Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	●		Vietnam 4DPLEX	53, 55						
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	●	●	-	53, 55, 64	Program		Gachibom	Exciting Film School ¹⁾	Seats Donation ²⁾	
							Percentage of locations with community engagement programs in 2022 (cinemas owned by the company)		22%	100%	100%	
							1), 2) Community programs are operated at all cinemas in CGV Korea, but the actual operation status varies depending on the beneficiary's program application. * Major activities: Refer to CGV website – Social Contribution Activities					
Public policy	415-1	Political contributions	●	●	China Vietnam Indonesia 4DPLEX	64	· 0 KRW (2022~2022)					
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	●			64	Classification	CGV Korea	CGV China	CGV Vietnam	CGV Indonesia	4DPLEX
							Safety assessment progress rate (2022)	100% (191/191)	100% (139/139)	100% (83/83)	100% (71/71)	100% (2/2)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	●				64	· Fine (One): Failure to secure evacuation routes for CGV Sangbong (effective evacuation width was secured and routes were organized) · No incidents in 2020 and 2021				
Marketing and labeling	417-1	Requirements for product and service information and labeling	●	●	China Vietnam Indonesia 4DPLEX	64	· Our company has notified the service information, grievance handling and dispute resolution methods in Article 17 of the Terms of Use and disclosed them on the website. · CGV website – Terms of Use Link					
	417-2	Incidents of non-compliance concerning product and service information and labeling	●			56						
	417-3	Incidents of non-compliance concerning marketing communications	●			56						
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	●			56						



SASB INDEX

INDUSTRY	TOPIC	INDEX	UNIT	CODE	PAGE
Leisure Facilities	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Terajoules (TJ), Percentage (%)	SV-LF-130a.1	51
	Customer Safety	(1) Fatality rate, (2) injury rate for customers	Rate	SV-LF-250a.1	-
		Percentage of facilities inspected for safety, percentage of facilities that failed inspection	Percentage (%)	SV-LF-250a.2	63
	Workforce Safety	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) permanent employees and (b) seasonal employees	Rate	SV-LF-320a.1	53, 55
Media Entertainment	Media Pluralism	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	Percentage (%)	SV-ME-260a.1	53, 55
	Intellectual Property Protection & Media Piracy	Description of approach to ensuring intellectual property (IP) protection	n/a	SV-ME-520a.1	-



APPENDIX

67 _ ISO 14001, ISO 45001 Certification 68 _ UN Global Compact
69 _ Greenhouse Gas Emissions Assurance Statement 70 _ Third-Party Assurance Statement



ISO 14001, ISO 45001 CERTIFICATION



CERTIFICATE OF REGISTRATION

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

CJ CGV
(IParkmall 6th FL) 55
Hangang-daero 23-gil
Yongsan-qu
Seoul
04377
Republic of Korea

Holds Certificate No: **EMS 787801**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Please see scope page.

For and on behalf of BSI:

Michael Lam,
Managing Director Assurance - APAC

Original Registration Date: 2023-06-23
Latest Revision Date: 2023-06-23

Effective Date: 2023-06-23
Expiry Date: 2026-06-22



This certificate was issued electronically and remains the property of BI and is bound by the conditions of contract. An electronic certificate can be authenticated online. Printed copies can be validated at www.bsigroup.com/ClientDirectory or telephone +82 2 777 4123. BSI Group Korea Limited, 8F Taehwa Bldg. 29, Insadong 5-gil, Jongno-gu, Seoul, 03162, Korea.
A Member of the BSI Group of Companies.



CERTIFICATE OF REGISTRATION

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

CJ CGV
(IParkmall 6th FL) 55
Hangang-daero 23-gil
Yongsan-qu
Seoul
04377
Republic of Korea

Holds Certificate No: **OHS 787802**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Please see scope page.

For and on behalf of BSI:

Michael Lam,
Managing Director Assurance - APAC

Original Registration Date: 2023-06-23
Latest Revision Date: 2023-06-23

Effective Date: 2023-06-23
Expiry Date: 2026-06-22



This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated online. Printed copies can be validated at www.bsigroup.com/ClientDirectory or telephone +82 2 777 4123. BSI Group Korea Limited, 8F Taehwa Bldg. 29, Insadong 5-gil, Jongno-gu, Seoul, 03162, Korea.
A Member of the BSI Group of Companies.



Accredited by Member of the AF MLA for EMS



CERTIFICATE NO: KEC-1196

CERTIFICATE ENVIRONMENT MANAGEMENT SYSTEM

CJ 4DPLEX CO., LTD.

(Head Office) 8F, I PARK MALL, 55, Hangang-daero 23-gil, Yongsan-gu, Seoul, Korea

(Factory) 24-31, Dureungyuri-ro Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

Korea Productivity Center Quality Assurance certifies that the Environmental Management System of the above organization has been assessed and found to be in accordance with the requirements of the standards and scope of certification detailed below.

STANDARDS

KS I ISO 14001: 2015 / ISO 14001 : 2015

SCOPE OF CERTIFICATION

Design & Development Manufacture and Installation Equipment for 4D Motion, Cinema Environmental Effects and Simulator

Initial Certification Date: December 02, 2013

Valid Period : December 02, 2022 - December 01, 2025

* This certificate is valid only if the organization meets the requirement continually

* Certification Validity information is available at www.kpcga.or.kr (QR code)

Date of Issue: November 25, 2022

CEO

kpc KOREA PRODUCTIVITY CENTER
QUALITY ASSURANCE

Kyung Hui Oh

12F, KCCI building, 39, Sejong-daero, Jung-gu, Seoul, Korea
www.kpcga.or.kr / Tel.82-2-738-9001



The use of Accreditation Mark KAB indicates Accreditation in respect of those activities covered by the Accreditation Certificate Number KAB-EC-05



UN GLOBAL COMPACT

In 2022, CJ CGV joined the UN Global Compact, a voluntary corporate initiative that calls for and promotes corporate social responsibility, and declared its support for the 10 principles of human rights, labor, environment, and anti- corruption. Going forward, CJ CGV will comply with the global principles of social responsibility and transparently disclose its performance to the UNGC annually.

CATEGORY	UNGC 10 PRINCIPLES	PAGE
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	18, 34
	Principle 2: make sure that they are not complicit in human rights abuses	18, 34
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	35, 53, 55
	Principle 4: the elimination of all forms of forced and compulsory labour;	34, 53, 55
	Principle 5: the effective abolition of child labour; and	34, 48
	Principle 6: the elimination of discrimination in respect of employment and occupation	18, 34
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	19, 42-43, 51
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	19, 42-43, 51
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	19, 42-43, 51
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	19, 45-48, 56



GREENHOUSE GAS EMISSIONS ASSURANCE STATEMENT



CJ CGV 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 CGV Co.,Ltd. (hereinafter “the Company”) in 2022.

SCOPE

Verification of all 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 reasonable 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 were appropriately managed and calculated. As a result, we express an “qualified” opinion.
- Criticality: meets the criterion, which is less than 5%

(Unit : tCO₂-eq/yr)

GHGS EMISSION	DIRECT EMISSION (SCOPE1)	INDIRECT EMISSION (SCOPE2)	TOTAL (TCO ₂ -EQ)
2022	7,712	63,680	71,324

ENERGY CONSUMPTION	FUEL	ELECTRICITY	STEAM	TOTAL (TJ)
2022	152	1,304	36	1,429

* Scope1&2 emissions are value of GHG submitted to the Ministry of Environment.

April 28th, 2023

CEO Eun Ju Hwang



국립환경과학원

Authorized By

E J Hwang



THIRD-PARTY ASSURANCE STATEMENT

Econine has provided an independent assurance statement in accordance with the scope and criteria of the assurance for the sustainability report conducted by CJ CGV Co., LTD. The assurance proceeded on the assumption that the information provided by CJ CGV Co., LTD is complete and the company is liable for all content in the sustainability report.

ASSURANCE CRITERIA

Econine conducted verification in accordance with AA 1000 AccountAbility Principles (AA1000 AP) 2018 and GRI Standards. We verified based on the following standards.

- Accountability Principle and Type 1, information reliability at a moderate level
- Compliance and reporting principles following GRI Universal Standards and Topic Standards' Accordance.

ASSURANCE SCOPE AND MEASURE

Econine verified the reliability of contents in this report based on the sampling of sustainability performance from January 1, 2022 to December 31, 2022.

- Consistency with the annual report and other disclosures
- GRI Standards performance interconnected to materiality analysis process and critical issues
- Consistency with the previous report and major changes
- Informational errors, inappropriate information and ambiguous expressions
- Interviews with internal and external stakeholders who participated in conducting the report

INDEPENDENCE AND ELIGIBILITY

Econine's performance of the assurance was carried out by professionally qualified personnel in the area of sustainable management in accordance with Econine's code of ethics. Econine does not have any interest that could possibly hinder the independence of the verification of CJ CGV Co., LTD. other than the task of providing the third-party assurance service.

LIMITATIONS

The assurance provided in the sustainability report of CJ CGV Co., LTD. has limited accuracy in terms of completeness and correspondence that inherently follows the process of selecting, measuring and assuming the information. CJ CGV Co., LTD. provided the information and supporting data on the company's non-financial performance and Econine does not guarantee the reliability of the original data.

CONCLUSION

According to the certification results, the sustainability report of CJ CGV Co., LTD. is considered to have secured the ground for Type 1 assurance level of AA 1000 AccountAbility Principles (AA 1000 AP). Also, it is judged to be in alignment with Core Option compliance conditions, with no deviation from material reporting principles.

• INCLUSIVENESS

People should be able to make a voice in decisions affecting them.

CJ CGV Co., LTD. identifies its stakeholders as customers, members, shareholders, and investors, partners, media, and local communities, and confirms that it operates various communication channels to communicate with internal and external stakeholders on key issues of interest and the results of its activities.

• MATERIALITY

Decision-makers should identify and clarify essential sustainability topics.

CJ CGV organized a pool of 18 sustainability material issues by considering global guidelines, global sustainability issues (UN, EU, OECD), rating agency reports, sustainability management reports of leading companies, and CJ Group's sustainability management vision and direction. After conducting a stakeholder survey, the issue-related working departments, ESG Working Group, and external ESG advisors participated to analyze the impact of each material issue and derive core sustainability issues. After review and approval by the ESG Management Council and ESG Committee, seven core issues were finally identified.

• RESPONSIVENESS

Organizations should behave transparently regarding essential sustainability management topics and related impacts.

CJ CGV Co., LTD. promotes the 'Impact Analysis of Sustainability Material Issues' to analyze the (In→Out) and (Out→In) impacts of economic, social, and environmental aspects of sustainability material issues, as well as the financial and non-financial impacts of crises and opportunities and discloses the status of major responses.

• IMPACT

Organizations should monitor, measure and take responsibility for the impacts of their behaviors on the larger ecosystem.

CJ CGV Co., LTD. discloses the performance of its policies and activities in terms of measurable quantitative and qualitative results for each of the seven material sustainability issues. As an affiliate of CJ Group, we disclose our ESG impact within CJ Group using common ESG indicators and confirm that we disclose based on the GRI Standards so that we can compare with other organizations.

RECOMMENDATION

CJ CGV Co., LTD. has published its second sustainability report, expanding the disclosure scope of social performance to include "full-time employees" from CGV Korea, China, Vietnam, and 4DPLEX. In the future, we recommend gradually including the governance and environmental performance of major subsidiary companies in the reporting to ensure the completeness of ESG management performance as a global corporation and to communicate CJ CGV's ESG impact with stakeholders effectively.



June 28, 2023
CEO of Econine Seo Wook

