



CJ CGV 2023 ESG REPORT

SUSTAINABLE ENTERTAINMENT FOR ALL



ABOUT THIS 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

This report includes financial performance based on consolidated basis and non-financial performance covering the domestic headquarters, all directly operated theaters, and five major subsidiaries (CGV China, Vietnam, Indonesia, Türkiye, and 4DPLEX). It excludes CGV USA and Singapore's CROWN JADE (refer to page 10 for subsidiary status). To enhance the connectivity and completeness of the information between the entities included in the report, we utilized the CJ Group ESG Data Set for data collection. Any rewritten information is annotated separately, and quantitative data from the 2023 ESG Report is reported in a separate ESG Fact Book.

REPORTING PERIOD

The reporting period for this report is the 2023 fiscal year (from January 1, 2023, to December 31, 2023). However, some qualitative performance and significant changes are included up until the first half of 2024, and quantitative statistical data covers a three-year period from 2021 to 2023.

THE THIRD-PARTY ASSURANCE

The compliance with the preparation standards and processes of this report has been independently verified by DNV Business Assurance Korea, according to the international verification standard AA1000. The verification was completed at a Type 2 limited assurance level.

CONTACT INFORMATION

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REPORTING STANDARD

This report has been prepared based on the GRI Standards 2021 global guidelines and incorporates the disclosure recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) and SASB (The Sustainability Accounting Standards Board). The material issues identified through materiality assessment were structured with reference to the 'IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information' and 'IFRS S2 Climate-related Disclosures' issued by the ISSB (International Sustainability Standards Board).

<CJ CGV Reporting Standard Overview>

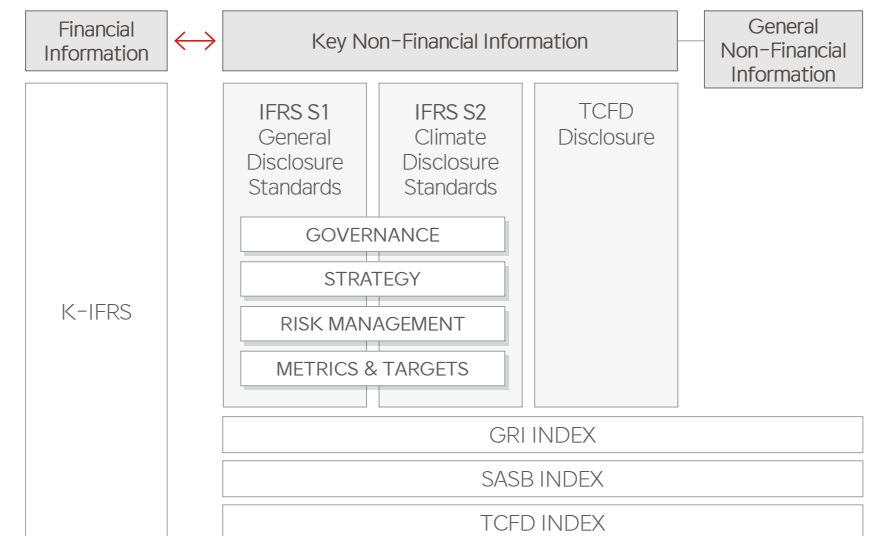


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[Supplement: ESG Fact Book 2023](#)

This report was published in the form of interactive PDF with functions including navigation to related pages and web page links.



PART 1

OVERVIEW

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CEO MESSAGE



CEO Heo Min-Heoi

Heo min heoi

Hello, I am Heo Min-Heoi, the CEO of CJ CGV. I would like to express my gratitude to our shareholders, customers, partners, and all stakeholders for their unwavering support towards the growth and development of CJ CGV over the past year.

The year 2023 marked a significant turnaround as we emerged from the COVID-19 pandemic, signaling the recovery of the cinema industry. Last year, CJ CGV achieved an annual operating profit for the first time since the pandemic began. Notably, we evolved into an 'Experiential Lifestyle Space Operator,' offering unique enjoyment to our customers through differentiated ONLY ONE services, ONLY ONE content, and differentiated space project. Through these efforts, we have fundamentally transformed the business structure and nature of our theaters, continually introducing new initiatives that allow customers to enjoy a variety of entertainment options in addition to movies. Additionally, CJ CGV has strengthened its commitment to sustainable management to provide 'Sustainable Entertainment for All.'

We analyzed the impact of our business activities on the environment and society, as well as the risks and opportunities these issues could present to our financial performance, to identify the major sustainability issues.

This report includes activities and improvement plans centered on the identified material issues: Δ reducing greenhouse gas emissions and energy consumption, Δ establishing environmentally friendly packaging and infrastructure, Δ enhancing safety and health activities, Δ strengthening employee capability development, and Δ ensuring compliance and corporate ethics. Furthermore, we have disclosed more detailed information about our ongoing ESG activities to enhance transparency. To provide a comprehensive view, we included the ESG management activities of our major subsidiaries, such as 4DPLEX, CGV China, CGV Vietnam, CGV Indonesia, and our operations in Türkiye. We also incorporated the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) in this report, examining the risks and opportunities related to climate change and setting mid-to long-term goals for reducing greenhouse gas emissions.

CJ CGV will continue to actively respond to climate change, led by our management and employees, striving to achieve carbon neutrality (Net Zero) by 2050.

We hope for your continued warm interest and encouragement as we endeavor to create a better world. Thank you.

COMPANY OVERVIEW

INTRODUCTION TO CJ CGV

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 PROFILE

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.



Corporation	CJ CGV Co., LTD.	Number of Employees ²⁾	9,635
Headquarters Location	6/F I-Park Mall 55 Hangang-daero 23-gil (Hangangro-3), Yongsan-gu, Seoul, South Korea	Total Assets	3,194,215 (KRW million)
CEO	Heo Min-Heoi	Total Equity	261,241 (KRW million)
Date of Establishment ¹⁾	March 30, 1999	Sales	1,545,839 (KRW million)
Major Business	Film Screening	Credit Rating	Corporate Bond A- (Stable) (as of November 27, 2023)

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.

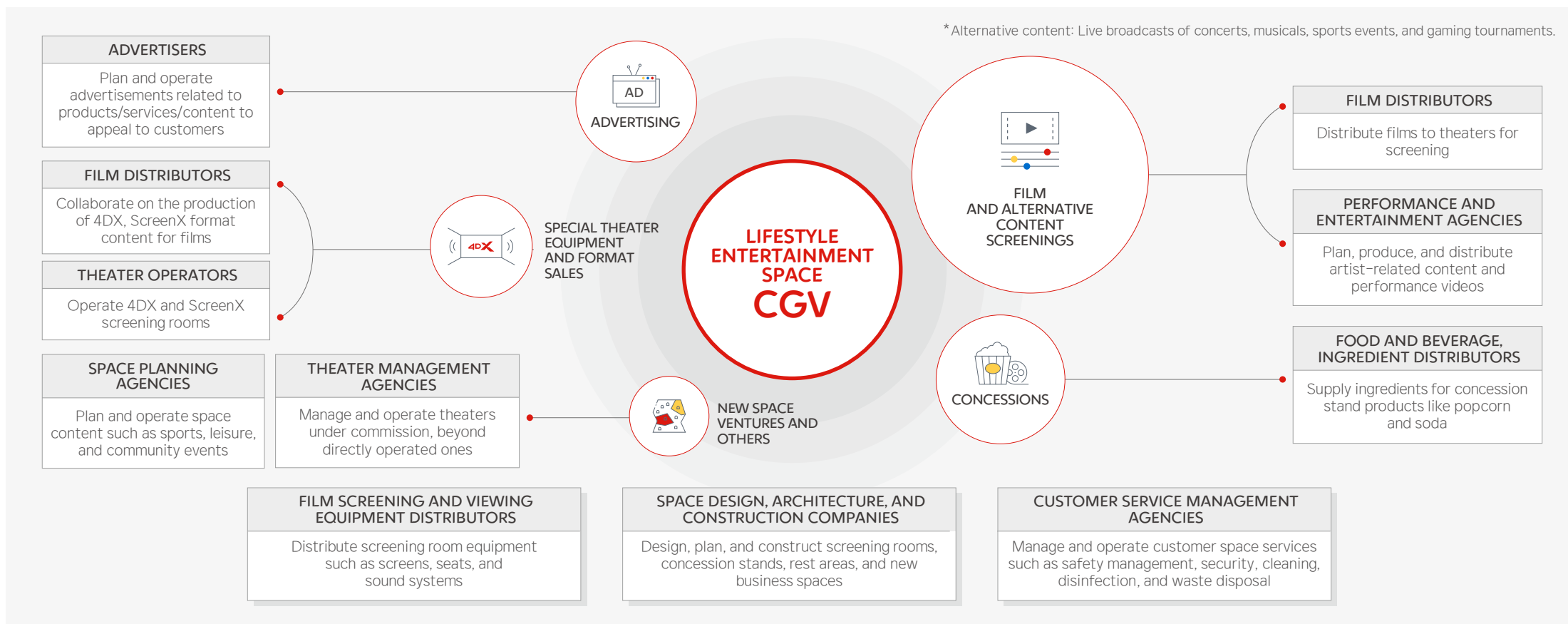
2) 4,686 employees in CJ CGV Korea (domestic)+4,900 employees in international subsidiaries (including CJ CGV Türkiye)

COMPANY OVERVIEW

BUSINESS MODEL

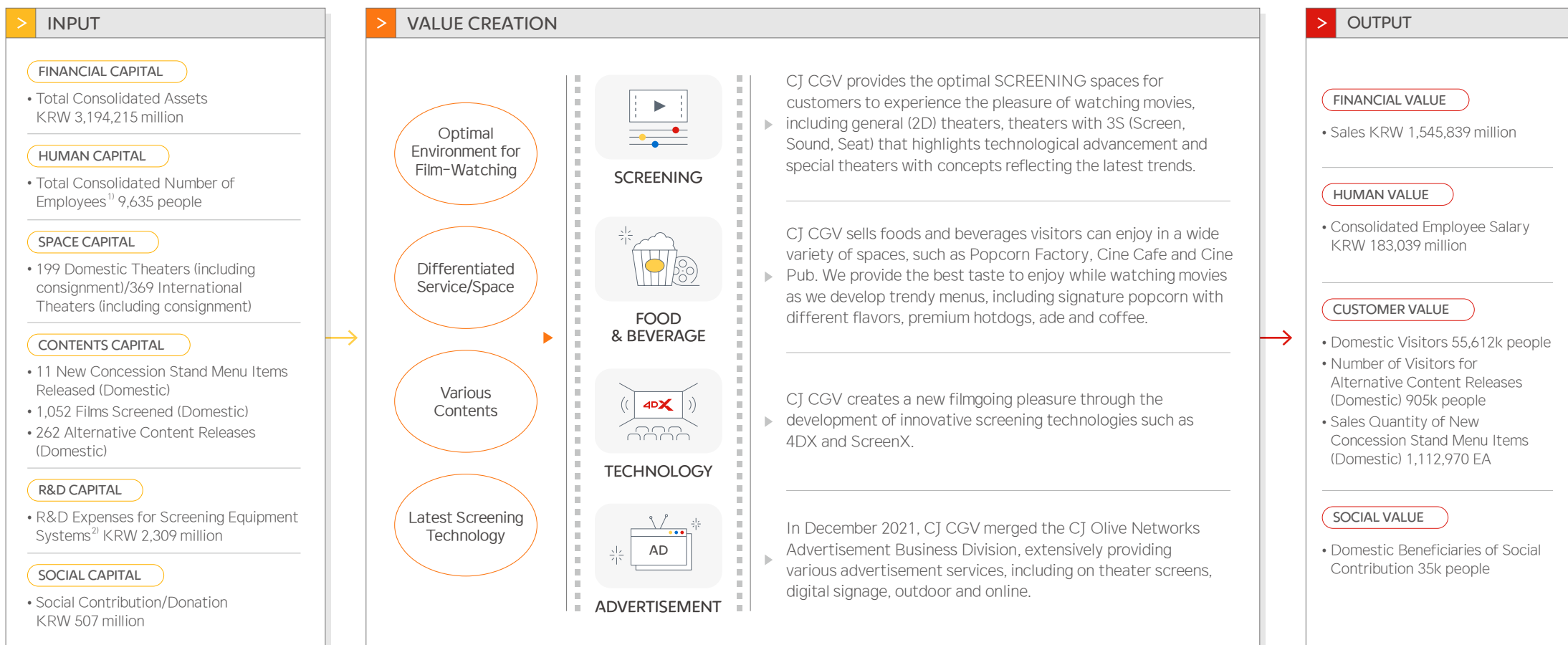
CJ CGV BUSINESS AREAS AND VALUE CHAIN

CJ CGV serves as a bridge connecting various stakeholders in the film industry with customers. Through continuous evolution and innovation, CJ CGV presents a new paradigm of theater culture. We are transforming from a mere 'viewing' space to a cultural space where customers can enjoy unique 'experiences' and 'engagements'. By continuously developing and launching new business models, we aim to provide greater relaxation and entertainment to our customers as a 'lifestyle entertainment space'. As a space operator that offers sustainable entertainment, CJ CGV engages in screening films and alternative content (non-film content), operating concession services, planning and producing advertisements, managing media operations, and exploring new space businesses. We will continuously strive to create sustainable value by collaborating with various stakeholders in each business area.



COMPANY OVERVIEW




BUSINESS STRATEGIES AND VALUE CREATION



1) Human capital data is aggregated based on head-count. 2) R&D expenses: costs for developing new technologies for \$DPLEX, ScreenX screening systems.

COMPANY OVERVIEW

MAJOR HISTORY

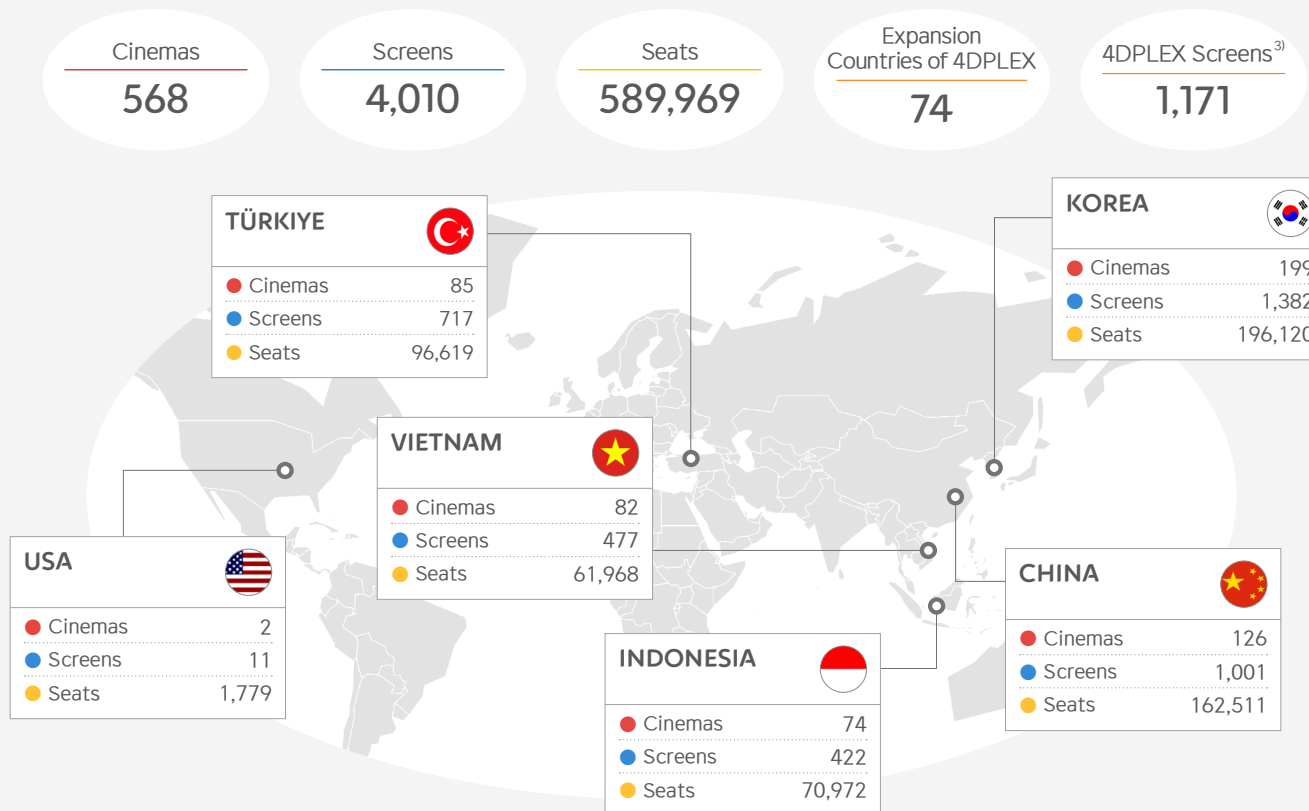
<p>1998</p> <ul style="list-style-type: none"> Opened Korea's first multiplex CGV Gangbyeon 	<p>2002</p> <ul style="list-style-type: none"> Changed the company name into CJ CGV Co., LTD. <p>2004</p> <ul style="list-style-type: none"> Cumulative visitors exceeded 100 million Opened 'Indie Theater' (Currently CGV Art House), the first multiplex dedicated to independent art films 	<p>2009</p> <ul style="list-style-type: none"> Opened 4DX, the world's first five-sensory experiential space <p>2010</p> <ul style="list-style-type: none"> Opened in USA <p>2011</p> <ul style="list-style-type: none"> Opened in Vietnam <p>2012</p> <ul style="list-style-type: none"> Opened in Indonesia 	<p>2016</p> <ul style="list-style-type: none"> Opened in Türkiye (Turkey)  <p>2017</p> <ul style="list-style-type: none"> Cumulative visitors exceeded 1 billion in Korea Launched a new concept technology convergence theater, '4DX Screen' 	<p>2021</p> <ul style="list-style-type: none"> Established ESG Committee under the Board of Directors Merged the CJ Olive Networks Advertisement Business Division <p>2022</p> <ul style="list-style-type: none"> Launch of Sports Climbing Gym "PEAKERS" Opened CGV Yeongdeungpo ScreenX PLF (Premium Large Format) Theater First publication of the Sustainability Report
<p>1999</p> <ul style="list-style-type: none"> CI Entertainment (Korea) and Village Cinema International PTY LTD. (Australia) jointly established CJ Village Co., LTD. <p>2000</p> <ul style="list-style-type: none"> Merged CJ Golden Village and CJ Village into CJ Village Opened Korea's first premium special theater, GOLD CLASS 	<p>2005</p> <ul style="list-style-type: none"> Signed an exclusive domestic contract with IMAX <p>2006</p> <ul style="list-style-type: none"> Opened in China  <p>2007</p> <ul style="list-style-type: none"> Opened CINE de CHEF, a high-quality special cultural space 	<p>2013</p> <ul style="list-style-type: none"> Opened CGV Sinchon Artreon, the 100th cinema in Korea Launched ScreenX, a multi-screen special theater <p>2014</p> <ul style="list-style-type: none"> Opened in Myanmar <p>2015</p> <ul style="list-style-type: none"> Opened the 100th global cinema Launched SphereX, the world's first hemisphere theater 	<p>2018</p> <ul style="list-style-type: none"> Selected as the 'Institution with Excellent Educational Donation' Received the Minister of Education Award <p>2019</p> <ul style="list-style-type: none"> Ranked the 1st Place in the National Customer Satisfaction Index NCSI Theater Division <p>2020</p> <ul style="list-style-type: none"> Operated safe theaters in response to Covid-19 	<p>2023</p> <ul style="list-style-type: none"> Launched THE APPROACH, the first short-game golf studio in domestic theaters Ranked 1st place in the National Brand Competitiveness Index NBCI Theater Division for 14 consecutive years Received an integrated A grade in the evaluation by the Korea Institute of ESG Standards CJ 4DPLEX signed a contract with European theater operator Kinepolis to install ScreenX

COMPANY OVERVIEW

GLOBAL NETWORK

Since starting its domestic operations in 1998, CJ CGV expanded overseas beginning with China in 2006. Subsequently, it entered the United States in 2010, Vietnam in 2011, Indonesia in 2014, and Türkiye in 2016. CJ CGV now operates its film business in five overseas markets.

CJ CGV¹⁾ & 4DPLEX²⁾'S OVERSEAS BUSINESS (As of December 31, 2023)



CJ CGV'S SUBSIDIARIES



* Refer to page 363 of the 24th Annual Report

1) The reporting scope has been expanded to include CGV Türkiye
 2) A subsidiary of CJ CGV engaged in the business of selling special theater formats and equipment
 3) Based on the combined criteria of 4DX and ScreenX.

2023 ESG HIGHLIGHTS

PLANET

ENVIRONMENTAL



✓ Established the 2050 CJ CGV Net Zero Roadmap

Set a goal to reduce greenhouse gas emissions by 11.4% by 2030 (compared to 2018 levels)

✓ Expanded the use of reusable items

Achieved a reduction of 242,025 single-use items (based on cumulative sales performance in 2023)

✓ Expanded ISO 14001 certification scope

(CGV Korea, CJ 4DPLEX)

PEOPLE

SOCIAL



✓ Developed and operated 'S-LIVE,' an inclusive advertising medium for the socially disadvantaged

Combined high-resolution LED media platform, 100 meters long, with rest areas considerate of disabled customers and the elderly

✓ Acquired ISO 45001 certification (CGV Korea)

✓ Strengthened safety management in operational sites

Designated 100% of operations team and theater staff as supervisors

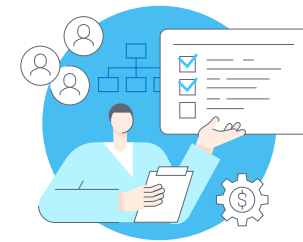
✓ Achieved a serious accident rate of 0%

✓ Maintained family-friendly company certification

(CGV Korea, CJ 4DPLEX)

GOVERNANCE

GOVERNANCE

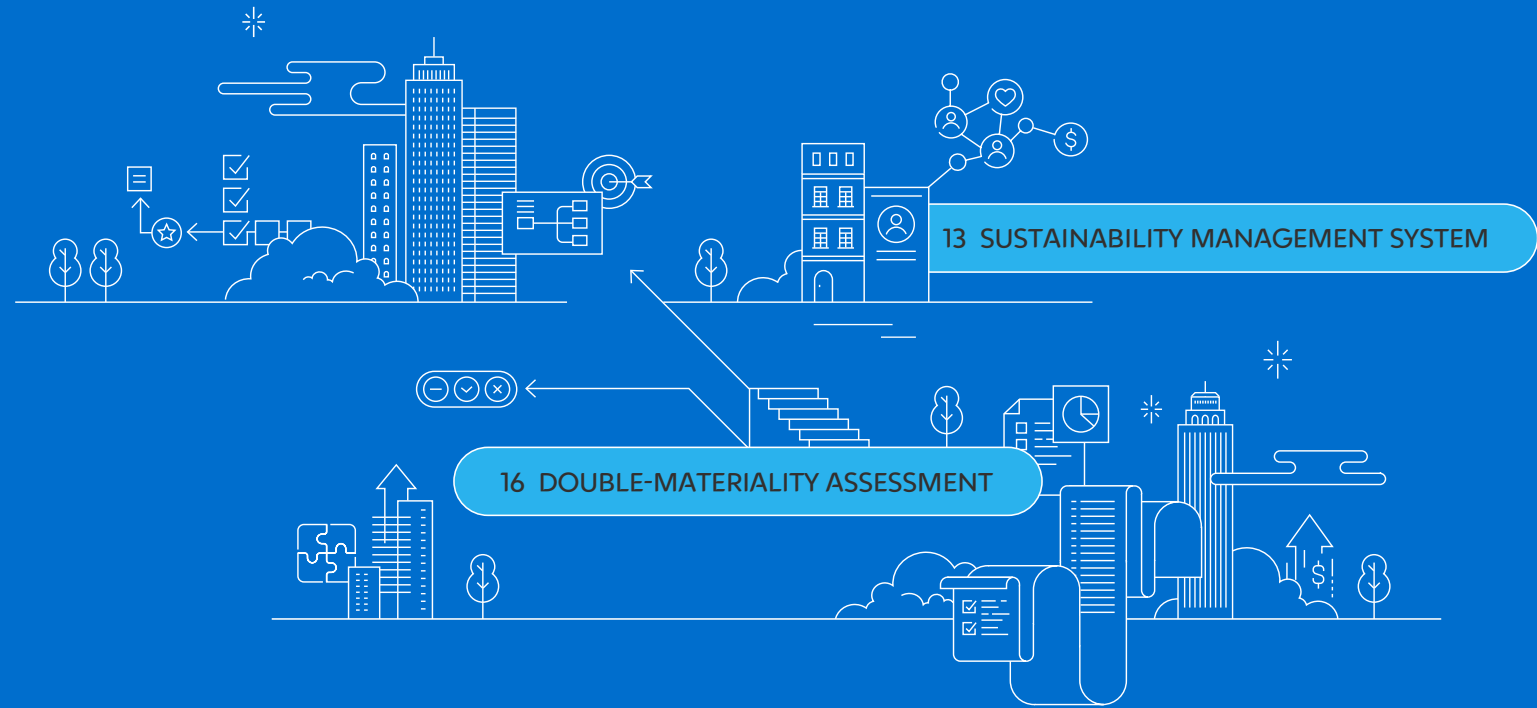


✓ Strengthened the independence of the board of directors

Appointed an outside director as the chairman of the Compensation Committee

✓ Resolved and reported 12 ESG-related agenda items within the board

✓ Established a company-wide risk management framework



PART 2

SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MANAGEMENT SYSTEM

SUSTAINABILITY MANAGEMENT VISION AND STRATEGIES

CJ CGV will grow as a sustainable cultureplex with the purpose of providing 'Sustainable Entertainment for All.' To achieve this, we consider sustainable management as a key principle, strive to grow together with the community, and work to provide pleasurable cultural spaces for everyone.

SUSTAINABLE ENTERTAINMENT FOR ALL

PURPOSE

GOALS

MID-TO LONG-TERM STRATEGIC GOALS

STRATEGIC DIRECTION

KEY AREAS AND STRATEGIC TASKS



PLANET ENVIRONMENTAL
Business Site Protecting the Planet

Achieve net zero by 2050
Establish a greenhouse gas inventory by 2030

REDUCE CARBON EMISSIONS
through the implementation of environmental management

CLIMATE CRISIS RESPONSE

- Promote carbon neutrality
- Expand resource circulation

ENVIRONMENTAL IMPACT MANAGEMENT

- Expand environmentally friendly policies
- Reduce waste



PEOPLE SOCIAL
Corporation Growing Together With the Community

Conduct human rights impact assessments across all national business sites by 2025

STRENGTHEN SOCIAL RESPONSIBILITY
by expanding internal and external win-win partnerships

PROVIDE A SAFE ENVIRONMENT

- Strengthen industrial safety management
- Strengthen food safety management

STAKEHOLDER PARTNERSHIPS

- Create a great workplace
- Continue regional co-prosperity



CULTURE & SPACE
CUSTOMER VALUE
Pleasurable Cultural Space for Everyone

Obtain Consumer-Centered Management (CCM) certification by 2026

ENHANCE CUSTOMER VALUE AND TRUST
through customer satisfaction and transparent management

ENHANCE CUSTOMER SATISFACTION

- Expand customer convenience
- Continue differentiation of content and spaces

INTERNALIZE ETHICAL MANAGEMENT

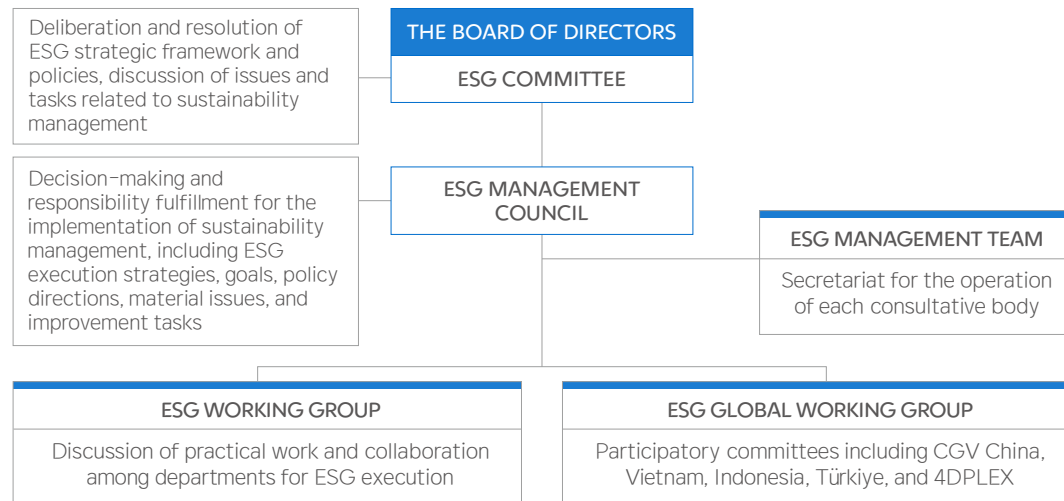
- Ensure transparent information disclosure
- Strengthen risk monitoring

SUSTAINABILITY MANAGEMENT SYSTEM

SUSTAINABILITY MANAGEMENT DECISION-MAKING AND EXECUTION SYSTEM

SUSTAINABILITY MANAGEMENT DECISION-MAKING SYSTEM

CJ CGV has established and is operating an ESG management governance system to carry out sustainability management. For a detailed explanation of the roles and responsibilities of the Board of Directors in sustainability management, please refer to page 92 of this report.



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](#)
- [CJ CGV’s Environmental Management Policy](#)
- [CJ CGV’s Declaration of Human Rights Management](#)
- [CJ Code of Business Conduct](#)
- [CJ CGV’s Ethical and Legal Management Policy](#)
- [Code of Conduct for CJ CGV’s Business Partners](#)

CATEGORY	COMPOSITION	OPERATION CYCLE
ESG Committee	Outside directors and inside directors Chairman: principles for appointing outside directors	At least twice a year
ESG Management Council	All members of CJ CGV management Chairman: CEO	At least twice a year
ESG Working Group	Heads and appointees of 28 CJ CGV operational departments	Ad hoc basis
ESG Global Working Group	Heads and appointees of environmental and social relevant departments in overseas subsidiaries	Ad hoc basis
ESG Management Team	Department dedicated to sustainability management	Regular basis

SUSTAINABILITY MANAGEMENT SYSTEM

SUSTAINABLE MANAGEMENT STAKEHOLDER COMMUNICATION

CJ CGV recognizes customers, employees, shareholders and investors, business partners, media, and local communities as key stakeholders in its overall sustainable 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 disclosing sustainable management performance, as well as response plans and implementation status regarding major issues.

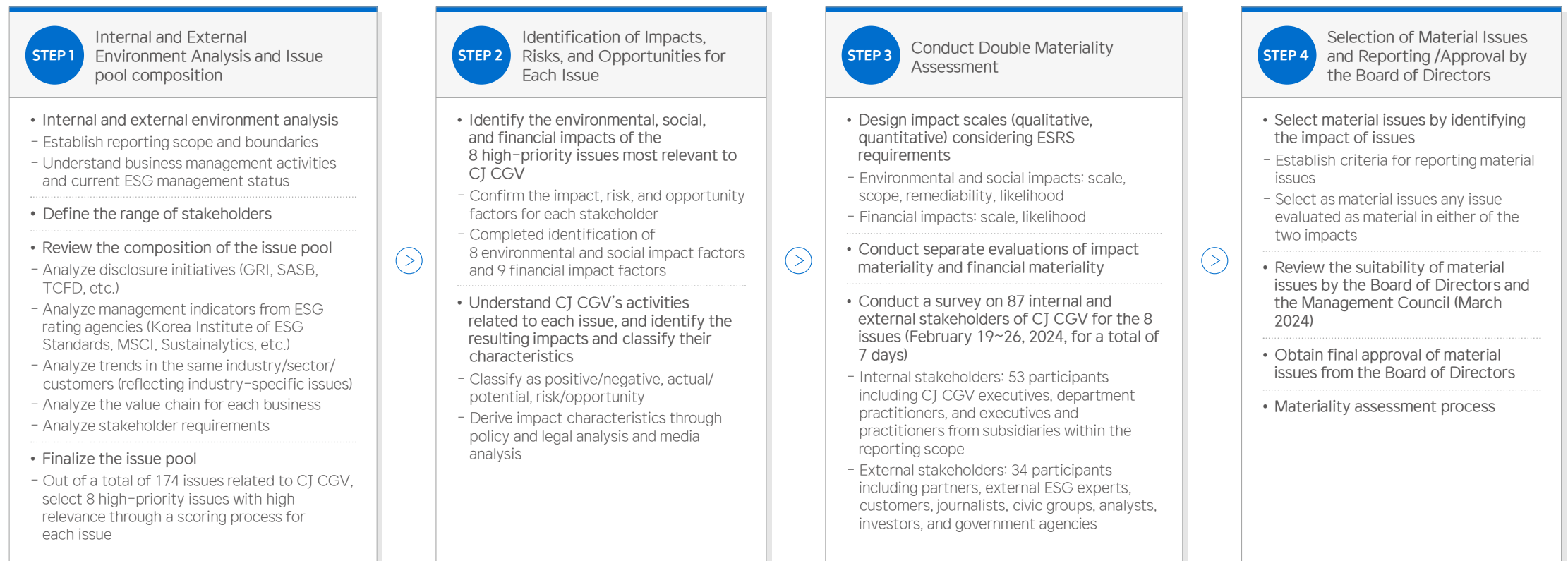
	 CUSTOMER	 MEMBER	 SHAREHOLDER AND INVESTOR	 PARTNER COMPANY	 PRESS	 LOCAL COMMUNITY
KEY INTERESTS	<ul style="list-style-type: none"> Customer service Protecting customer personal information Customer health and safety Innovation of new services and customer experience Communication with customers and 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 (regular basis) CGV SNS (regular basis) Customer Center (regular basis) Press release (regular basis) 	<ul style="list-style-type: none"> Company Intranet (CEO Message, bulletin board, discussion forum, suggestion forum, etc.) (regular basis) Han-Maeum Council (Labor-management Council) (quarterly meetings, ad hoc meetings) Grievance Channel (regular basis) CGV newsletter (webzine) publication (once a month) Executive-member meeting (twice per quarter per executive) 	<ul style="list-style-type: none"> Shareholders' meeting (once a year) CGV website (IR) (regular basis) ESG Report/ Governance Report/ Business Report (once a year) 	<ul style="list-style-type: none"> CGV website (regular basis) CGV internal purchase system (SRM, FMS) (regular basis) Cyber Audit Office (regular basis) ESG Report (once a year) 	<ul style="list-style-type: none"> Press release (regular basis) CGV website (regular basis) CJ newsroom/ SNS (regular basis) Company newsletter (NI:M) (once a month) ESG Report (once a year) 	<ul style="list-style-type: none"> CGV website (regular basis) Websites of Exciting Film School and other projects (educational donation) (regular basis) CJ Welfare Foundation and Cultural Foundation website (regular basis) CJ Donors Camp (regular basis)
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"> Adherence to the (CJ Code of Business Conduct) Operation of Cyber Audit Office Regular Meetings with Partner Organizations 	<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, Korean Subtitle CC) Co-hosting and supporting local film festivals Cooperation with projects of CJ Welfare Foundation and CJ Cultural Foundation

DOUBLE-MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT PROCESS

In 2023, CJ CGV's materiality assessment applied the concept of double materiality as required by the international sustainability reporting guidelines, GRI (Global Reporting Initiative) Standards 2021, and the EU Sustainability Reporting Standards (ESRS). Key stakeholders were identified as those who could positively or negatively impact, or be impacted by, CJ CGV's business direction and activities. Their opinions were incorporated into the evaluation process through surveys. The materiality assessment was conducted over two months using a four-step process, referencing CJ Group's standard materiality assessment methodology, and included participation from external experts to ensure objectivity. The final material issues were derived through a process of reviewing and reporting risk and opportunity factors for each issue to the Board of Directors, followed by approval.

MATERIAL ISSUE DETERMINATION PROCESS



DOUBLE-MATERIALITY ASSESSMENT

DETERMINATION OF THE MATERIAL SUSTAINABILITY ISSUES

In 2023, CJ CGV identified five key material issues: environmentally friendly packaging and infrastructure, reducing greenhouse gas emissions and energy consumption, enhancing safety and health activities, ensuring compliance and corporate ethics, and strengthening employee capability development. Issues with impact results exceeding the reporting criteria were marked as High, while those below the criteria were marked as Medium.

RESULTS OF ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT ▼

RANK	CATEGORY	ISSUE NAME	IMPACT TYPE	IMPACT LEVEL
1	E	Environmentally friendly packaging and infrastructure	Negative	High
2	E	Reducing greenhouse gas emissions and energy consumption	Negative	
3	S	Safety and health	Negative	
4	G	Compliance and corporate ethics	Positive	Medium
5	S	Employee diversity, equity, and inclusion	Positive	
6	S	Expanding ESG management among subsidiaries	Negative	
7	S	Ethical marketing	Negative	
8	S	Employee capability development	Positive	

RESULTS OF FINANCIAL IMPACT ASSESSMENT ▼

RANK	CATEGORY	ISSUE NAME	IMPACT TYPE	IMPACT LEVEL
1	S	Safety and health	Risk	High
2	G	Compliance and corporate ethics	Risk	
3	S	Employee capability development	Opportunity	Medium
4	S	Ethical marketing (opportunity)	Opportunity	
5	S	Employee diversity, equity, and inclusion	Opportunity	
6	E	Environmentally friendly packaging and infrastructure	Risk	
7	S	Expanding ESG management among subsidiaries	Risk	
8	S	Ethical marketing (risk)	Risk	
9	E	Reducing greenhouse gas emissions and energy consumption	Risk	

CJ CGV'S DETERMINATION OF SUSTAINABILITY MATERIAL ISSUES IN 2023



CHANGES COMPARED TO THE PREVIOUS YEAR'S MATERIAL ISSUES

- The number of material issues was reduced from 7 in 2022 to 5 in 2023.
- Only material issues with impact analysis results above the reporting criteria were reported.
- Three issues from the 2022 material issues had their names adjusted.
- The aim was to specify the issues and expand the scope of their definitions.
- Ethical marketing (previously customer privacy protection), environmentally friendly packaging and infrastructure (previously safe and environmentally friendly space operation, waste reduction and enhanced recycling), employee capability development (previously great place to work).

DOUBLE-MATERIALITY ASSESSMENT

MANAGEMENT STRATEGY FOR SUSTAINABILITY MATERIAL ISSUES

CJ CGV establishes and monitors strategic implementation plans and goals to address and manage sustainability material issues. The results of these inspections and monitoring are reported to the Board of Directors.

CLASSIFICATION	ISSUE NAME	KEY IMPACTS BY ISSUE	ENVIRONMENTAL AND SOCIAL IMPACT		FINANCIAL IMPACT		2023 RESPONSE ACTIVITIES	RESPONSE PLAN PROGRESS	
			SEVERITY	LIKELIHOOD	SCALE	LIKELIHOOD		2024 GOALS	PROGRESS ¹⁾
E	Reducing greenhouse gas emissions and energy consumption	<ul style="list-style-type: none"> Greenhouse gas emissions from CJ CGV's business operations negatively impact climate change and ecosystem changes. 	●○○	●●●	●○○	●○○	<ul style="list-style-type: none"> Established the 2050 Net Zero Roadmap strategy Obtained and maintained ISO 14001 certification Conducted climate change scenario analysis and prepared TCFD reporting 	Calculate greenhouse gas emissions for each source	●●○
								Convert 103 projectors to laser projectors	●○○
E	Environmentally friendly packaging and infrastructure	<ul style="list-style-type: none"> Waste from single-use items and plastics used in CJ CGV's operations negatively affects the natural ecosystem. 	●●○	●●●	●○○	●○○	<ul style="list-style-type: none"> Introduced and operated a reusable cup circulation system Participated in E-Circulation Governance Implemented green certification technology during media renewal 	Introduce easily recyclable popcorn cups in all directly operated theaters	●○○
								Use 100,000 reusable cups	●○○
								Donate 2.6 tons of electronic waste from headquarters and theaters	●○○
S	Safety and health	<ul style="list-style-type: none"> As an operator of multi-use facilities, CJ CGV faces the risk of disasters and casualties if safety, health, and food hygiene-related incidents occur at its business sites. With the increasing responsibility of employers for safety and health management, there is a risk of corporate image deterioration and revenue loss if accidents occur due to non-compliance with safety obligations. 	●●●	●○○	●●●	●●●	<ul style="list-style-type: none"> Obtained and maintained ISO 45001 certification Conducted safety and health education for employees, partners, contractors, and Smile friend²⁾ Measured and managed indoor air quality Conducted pre-safety assessments 	Hold four Industrial Safety and Health Committee meetings	●●○
								Complete the integrated guidebook for universal sign design	●○○
S	Employee capability development	<ul style="list-style-type: none"> Enhancing employee capabilities at CJ CGV can improve the quality of services and products, potentially leading to increased sales and growth opportunities in the business sector. 	●○○	●●●	●●○	●●●	<ul style="list-style-type: none"> Conducted specialized job training for employees Provided education for Smile friend²⁾ Measured the effectiveness of education 	Achieve targets for each job competency development and self-development training program	●○○
G	Compliance and corporate ethics	<ul style="list-style-type: none"> If corruption or embezzlement involving CJ CGV employees occurs, there is a risk of not only primary financial losses but also additional losses such as fines and legal costs, along with a potential decline in sales due to damage to the corporate image. 	●●○	●○○	●●●	●●●	<ul style="list-style-type: none"> Updated risk identification and implemented autonomous monitoring/control measures by organization/department Sent monthly Honesty Letters Operated a holiday gift return center 	Conduct three compliance training sessions	●○○

1) As of March 30, 2024 2) Part-time staff for customer service



PART 3

SUSTAINABLE PERFORMANCE

20 MATERIAL ISSUE | 55 PLANET | 63 PEOPLE | 91 GOVERNANCE

MATERIAL TOPICS 1 2 3 4 5

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

GOVERNANCE

BOARD LEVEL

CJ CGV’s response to the climate crisis is fundamentally integrated with the company’s risk management decision-making and implementation system. We operate an ESG Committee under the Board of Directors as the highest decision-making body for climate crisis response and environmental management. The ESG Committee is responsible for deliberating and resolving on the strategic framework and policies for environmental and sustainability management, including climate crisis response. The climate crisis response goals and implementation plans deliberated and resolved by the ESG Committee have the same effect as the resolutions of the Board of Directors and influence all management activities of CJ CGV. The chairman of the ESG Committee is, in principle, appointed as an outside director.

CLIMATE CRISIS RESPONSE GOVERNANCE



MANAGEMENT LEVEL

CJ CGV operates an ESG Management Council to ensure responsible and systematic implementation of the ESG Committee’s decisions by the management. The CEO serves as the chairman of the ESG Management Council, which is responsible for decision-making and accountability in sustainable management, including ESG execution strategies, goals, policies, materiality issues, and the review of improvement task implementation results. The issues discussed in the ESG Management Council are presented to the ESG Committee under the Board of Directors. Additionally, CJ CGV operates an ESG Working Group composed of 29 operational departments to promptly communicate and implement the decisions of the ESG Committee and the ESG Management Council at the practical level. The ESG Working Group discusses practical tasks and inter-departmental collaboration for executing sustainable management, including climate crisis response activities.

ORGANIZATIONAL STRUCTURE AND ROLES FOR CLIMATE CRISIS RESPONSE

CONSULTATIVE BODY NAME	COMPOSITION
ESG Committee	<ul style="list-style-type: none"> · Outside and Inside Directors · Deliberate and resolve ESG strategies and directions, related policies, review the results of ESG promotion activities, approve and oversee the execution of the Net Zero roadmap, and make final decisions on climate crisis response goals, strategies, and investments.
ESG Management Council	<ul style="list-style-type: none"> · All CJ CGV Executives · Discuss ESG strategies, goals, policy directions, including climate crisis response, review implementation performance, manage issues, etc.
ESG Working Group	<ul style="list-style-type: none"> · 29 Operational Departments of CJ CGV · Implement ESG strategies, including climate crisis response, identify and improve tasks, share and collaborate on issues, etc.

MATERIAL TOPICS 1 2 3 4 5

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

STRATEGY

IDENTIFICATION OF CLIMATE CRISIS RESPONSE RISKS AND OPPORTUNITIES

CJ CGV analyzed the impact of climate-related risks and opportunities based on the TCFD framework.

RISKS AND OPPORTUNITIES		DETAILED ITEMS	POTENTIAL FINANCIAL/NON-FINANCIAL IMPACTS		RESPONSE STRATEGY	IMPACT (HIGH/MID/LOW)
Transition Risks	Policy and Legal	Strengthened regulations, including mandatory reporting of greenhouse gas emissions	Costs incurred for emission calculation and verification	Cost	Implementing measures in domestic directly operated sites (information disclosure), and working on establishing greenhouse gas inventories and guidelines for other sites.	Mid
		Carbon pricing/carbon taxes	Costs incurred for exceeding targets under the Target Management System	Cost	Continuously improving energy efficiency and reducing greenhouse gas emissions in domestic directly operated sites, while continuously monitoring systems in overseas sites.	Low
	Technology	Costs for transitioning to low-carbon technology products and services	Costs incurred for the transition to high-efficiency equipment	Cost	Transitioning to high-efficiency energy products, such as laser projectors and lighting replacements.	Mid
	Market	Increase in raw material costs	Increased costs due to rising electricity prices	Cost	High-efficiency products and enhancing the efficiency of and HVAC systems.	Mid
		Increased consumer preference for sustainable products/services	Minimal reputational impact on the theater industry related to climate	Reputation	Developing and investing in sustainable products/services.	Low
Reputation	Increased concerns or negative feedback from stakeholders	Expected to have minimal financial impact	Cost	Actively incorporating customer feedback in business operations, such as HVAC usage.	Low	
Physical Risks	Acute	Increase in extreme weather events (floods, typhoons, etc.)	Revenue decrease due to reduced visitors, increased costs for facility safety management	Sales, cost	Strengthening safety management in response to natural disasters.	Mid
	Chronic	Temperature changes	Reduced visitors due to heatwaves and heavy rains, increased cooling/heating costs during extreme heat/cold	Sales, cost	Improving HVAC efficiency.	Mid
		Precipitation changes			Strengthening safety management in response to heavy rainfall.	Low
		Sea level rise	Damage to coastal area business sites	Cost	Assessing and reviewing management plans for coastal area business sites.	Low
		Increase infectious diseases	Revenue decrease due to reduced audience, increased costs for facility hygiene management	Sales, cost	Enhancing hygiene management in response to infectious diseases.	High
Opportunity	Resource Efficiency	Enhancing energy efficiency of buildings and equipment	Decreased electricity usage, reduced cooling/heating costs	Cost	Transitioning to high-efficiency equipment and improving HVAC efficiency.	Mid
	Products and Service	Development and expansion of low-carbon/eco-friendly products and services	Lack of low-carbon/eco-friendly product lineup, minimal sales increase effect	Sales	Continuously developing, sourcing, and increasing sales of upcycled products.	Low
	Resilience	Utilization of renewable energy	Maintaining stability of energy procurement costs	Cost	Continuously reviewing renewable energy options.	Low

MATERIAL TOPICS 1 2 3 4 5

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

IDENTIFICATION OF MAJOR CLIMATE CRISIS RISKS AND OPPORTUNITIES

CJ CGV assessed the impacts according to the climate crisis risks and opportunities analysis presented by TCFD and selected high, mid, and low non-financial/financial impacts as major risks and opportunities. Considering the characteristics of CJ CGV's business and industry, similar elements were integrated to derive four major risks and one opportunity. First, the major risks identified are: in the transition risks category under policy and legal areas, strengthened regulations including mandatory reporting of greenhouse gas emissions, and increase in raw material (energy) costs; in the physical risks category under the acute area, increase in extreme weather events; and in the chronic area, increase in infectious diseases. Additionally, while the characteristics of the theater industry suggest that the climate crisis may not present significant opportunities (especially financial opportunities), it was determined that in the resource efficiency category, improving the energy efficiency of buildings and equipment could financially reduce costs. Therefore, resource efficiency was identified as an opportunity.

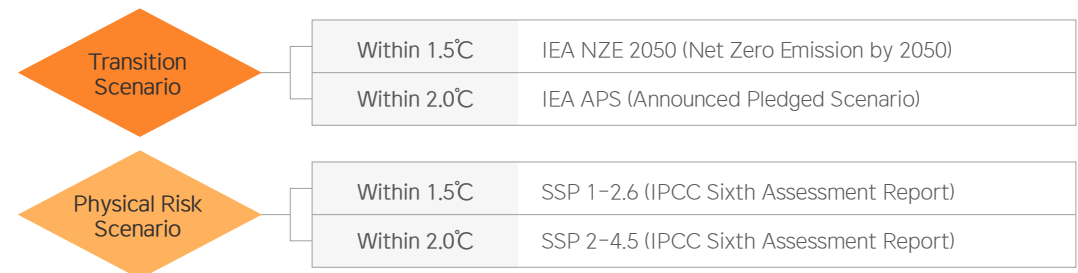
MAJOR CLIMATE CRISIS RISKS AND OPPORTUNITIES FOR CJ CGV

CATEGORY		MAJOR RISKS AND OPPORTUNITIES	
Risk	Transition Risks	Policy and Legal	Strengthened regulations including mandatory reporting of greenhouse gas emissions
		Market	Increase in raw material (energy) costs
	Physical Risks	Acute	Increase in extreme weather events
		Chronic	Increase in infectious diseases
Opportunity	Resource Efficiency	Improving the energy efficiency of buildings and equipment	

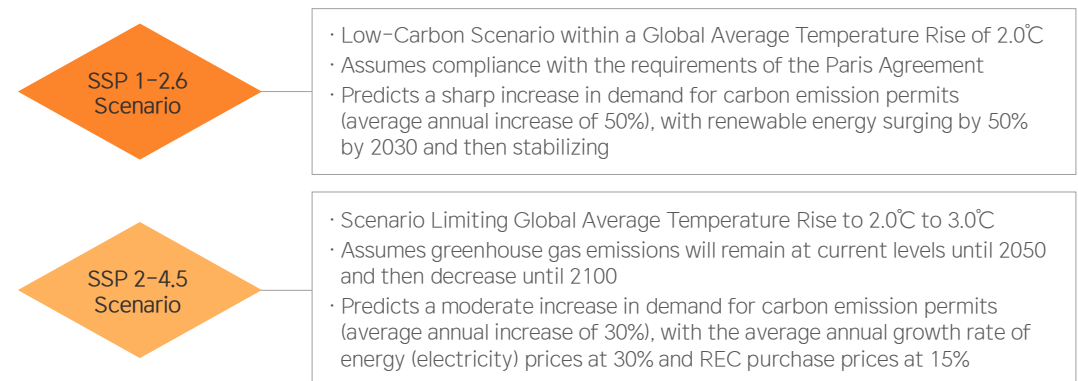
SCENARIO ANALYSIS

CJ CGV recognizes that the climate crisis can impact business operations and strategy, and to address this, the company has conducted a climate change scenario analysis. The analysis covers the period from 2030 to 2050 and is based on the scenarios from the International Energy Agency (IEA) and the SSP scenarios from the IPCC. The analysis predicts temperature increases within 1.5°C and 2.0°C.

METHODOLOGY OF CLIMATE CHANGE SCENARIO ANALYSIS



CLIMATE CHANGE SCENARIO ASSUMPTIONS



MATERIAL TOPICS 1 2 3 4 5

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

DEVELOPMENT OF CLIMATE CRISIS RESPONSE STRATEGIES BASED ON SCENARIO ANALYSIS

Future response strategies have been established to reduce the significant climate crisis risks identified through scenario analysis.

RISKS AND OPPORTUNITIES		DETAILED ITEMS	POTENTIAL RISKS	RESPONSE PLANS AND STRATEGIES	EXPECTED FINANCIAL IMPACT IN 2030 ¹⁾	
Transition Risks	Policy and Laws	Strengthened regulations including mandatory reporting of greenhouse gas emissions	<ul style="list-style-type: none"> Increased external pressure to disclose CJ CGV's company-wide Net Zero goals and execution strategies (changes in disclosure systems, demands from external investors, etc.) Increased costs required to establish, operate, and manage Scope 1, 2, and 3 greenhouse gas inventories Increased costs to comply with environmental regulations such as carbon taxes 	<ul style="list-style-type: none"> Complete the establishment of Scope 1, 2, and 3 inventories between 2025 and 2030, enhance DB reliability and computerization to prevent future additional costs, and strengthen the expertise and capabilities of relevant internal departments and personnel. Complete the establishment of CJ CGV's company-wide Net Zero goals and execution strategies by 2025. Develop strategies to achieve Net Zero and incorporate them into financial plans. 	Within 1.5°C	Cost: Annual average of KRW 100 million (Consulting, verification, and certification reporting costs)
					Within 2.0°C	Cost: Annual average of KRW 100 million (Consulting, verification, and certification reporting costs)
	Market	Increase in raw material (energy) costs	<ul style="list-style-type: none"> Increased operating costs due to higher management fees such as electricity bills Increased energy costs for using equipment such as projection and F&B equipment 	<ul style="list-style-type: none"> Transition to high-efficiency energy equipment. Operate theaters flexibly according to booking rates. 	Within 1.5°C	Cost: Annual increase of KRW 10 billion (Reflecting a 50% expected increase in electricity costs)
					Within 2.0°C	Cost: Annual increase of KRW 7 billion (Reflecting a 30% expected increase in electricity costs)
Physical Risks	Acute	Increase in extreme weather events	<ul style="list-style-type: none"> Increased heating and cooling costs for buildings during abnormal temperatures Costs for restoring buildings damaged by heavy rainfall, typhoons, etc. Loss of sales if specific products (such as F&B) cannot be procured due to climate change Loss of revenue due to visitor damages and decreased visitor during extreme climate conditions 	<ul style="list-style-type: none"> Consider climate change-related risks when developing new theaters and renewing existing theater contracts. Establish guidelines and management systems for responding to natural disasters and strengthen safety training. Prepare countermeasures for customer reduction. 	Within 1.5°C	The financial impact related to physical risks and opportunities will be calculated and disclosed later.
					Within 2.0°C	
	Chronic	Increase in infectious diseases	<ul style="list-style-type: none"> Loss of revenue due to decreased audience Increased costs for facility safety, health, and hygiene management 	<ul style="list-style-type: none"> Establish guidelines for responding to infectious diseases. Prepare countermeasures for customer reduction. 	Within 1.5°C	
					Within 2.0°C	
Opportunities	Resource Efficiency	Increase in extreme weather events Increase in infectious diseases	<ul style="list-style-type: none"> Reduction in operating costs through energy consumption management and energy efficiency improvements 	<ul style="list-style-type: none"> Continuously seek energy efficiency measures. Achieve energy efficiency through mutual cooperation with building landlords for climate crisis response. 	Within 1.5°C	
					Within 2.0°C	

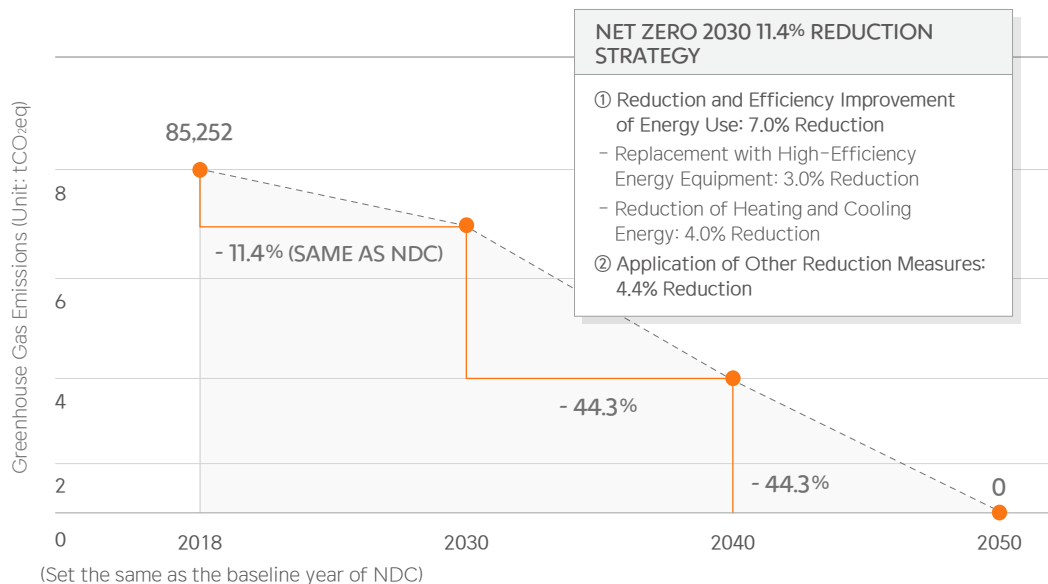
1) Values calculated based on temperature rise compared to 2018, for CGV Korea only

MATERIAL TOPICS ① ② ③ ④ ⑤

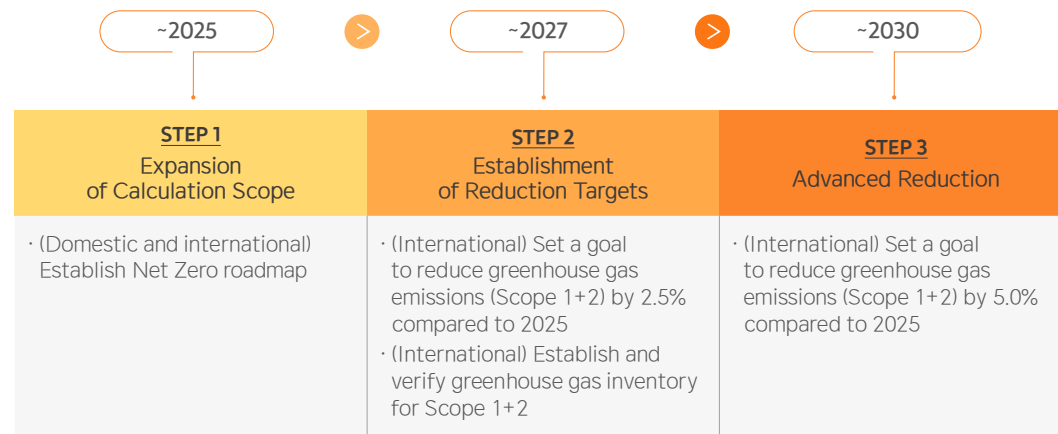
REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

2050 CJ CGV NET ZERO ROADMAP

CJ CGV has established the '2050 CJ CGV Net Zero Roadmap' to achieve '2050 Net Zero' in accordance with the Paris Agreement and the Nationally Determined Contributions (NDC). The baseline year is set as 2018, same as the NDC, with the greenhouse gas emissions (Scope 1+2) of the headquarters and domestic directly operated business sites amounting to 85,252 tCO₂eq. The plan is to reduce emissions by 5.9% by 2023 and by a further 5.5% by 2030, totaling an 11.4% reduction (approximately 9,719 tCO₂eq). Future reduction targets will be reviewed considering the greenhouse gas emissions and operational status of subsidiaries, and the aim is to achieve Net Zero by 2050 in line with South Korea's NDC as announced by the government. To reduce greenhouse gas emissions and energy usage, CJ CGV will increase the proportion of steam (hot water)/heat use, reduce purchased electricity and heating gas, and consider purchasing RECs (Renewable Energy Certificates). These reduction activities will be promoted in three phases up to 2030, with the aim to continuously establish and implement Net Zero roadmaps for domestic and international business sites.



CJ CGV 2030 CARBON REDUCTION GOALS AND STEP-BY-STEP IMPLEMENTATION PLAN



* The above roadmap is a greenhouse gas reduction roadmap based on CGV Korea. The reduction targets will be reviewed considering the expansion of the reporting scope and operational status in the future.

MATERIAL TOPICS 1 2 3 4 5

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

EFFORTS TO REDUCE ENERGY USE IN BUSINESS SITES

CJ CGV has been efficiently managing its power consumption through energy diagnostic activities and installing LED lighting and standby power interrupters under an MOU with the Korea Energy Agency since 2019. Company-wide initiatives include an electricity saving campaign (changing the operation system of air conditioners and kiosks) and using solar power generation facilities in some buildings to promote energy savings and efficient use. In 2023, CGV China is promoting energy efficiency by replacing theater lighting with LED lamps. CGV Vietnam is improving energy efficiency by implementing an automatic lighting off system within theaters and utilizing energy-saving equipment. To reduce electricity usage in theaters, maintenance and replacement of lamps will involve replacing them with energy-efficient LED and high-efficiency lamps.

CGV Indonesia is conducting a campaign for all employees at headquarters called “Turn off Lights and Disconnect Electrical Devices Before Leaving Work”. CGV Türkiye is striving to reduce electricity consumption in theaters by replacing stair lamps with LEDs and installing exhaust fans connected to projectors that automatically turn off when not in use, planned for 2024. Additionally, they are improving energy efficiency by replacing halogen bulbs in theater lighting systems with LED bulbs.



Replacing exhaust fans, CGV Türkiye

Electricity Saving Campaign, CGV Indonesia

MATERIAL TOPICS 1 2 3 4 5

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

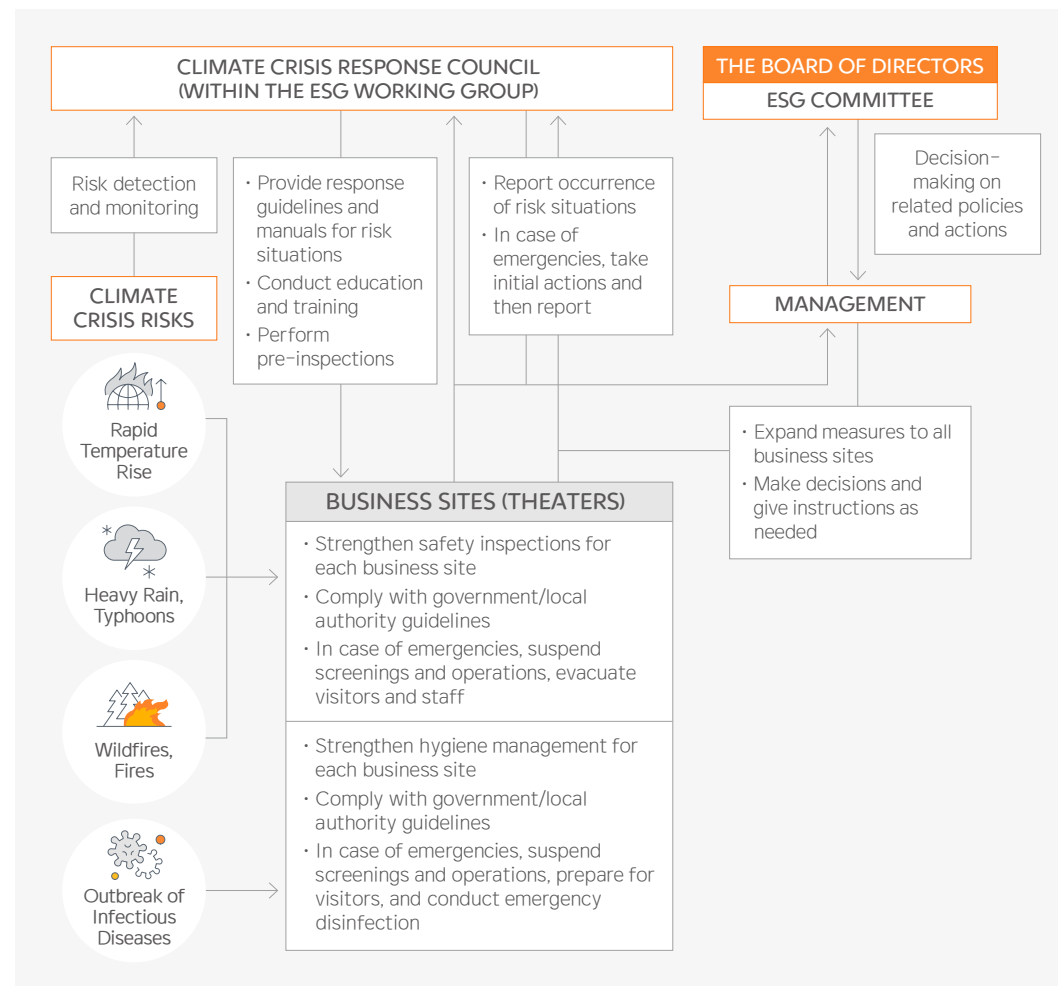
RISK MANAGEMENT

CLIMATE CRISIS RISK IDENTIFICATION AND ASSESSMENT PROCESS

In CJ CGV's climate crisis risk identification, the key management focus for urgent and substantial risks is the "occurrence of natural disasters and infectious diseases" due to the rapid increase in abnormal weather conditions. Ensuring the safety and health of visitors is the most important action point. CJ CGV has established a climate crisis response council, consisting of the Domestic Business Division, Safety Management Department, and Strategy Support Department, to identify and evaluate the risks of natural disasters and infectious diseases. This council integrates risk management and climate crisis management processes for seamless operation. In urgent climate crisis situations, CJ CGV responds quickly according to the established process and immediately reports to management and the Board of Directors to reflect these events in overall risk management policies and decision-making.

MEASURES TO EXPAND CLIMATE CRISIS RISK MANAGEMENT

Climate crisis risks apply not only to CJ CGV business sites but also to the entire buildings where theaters are located. In the long term, it can also impact partner companies. Therefore, CJ CGV regularly consults and collaborates with building owners and management companies of the buildings housing the theaters on safety management. Regular safety evacuation drills are conducted according to government and local authority guidelines. Additionally, regular meetings with partner companies are held to discuss climate crisis risks, focusing on prevention and response efforts.



MATERIAL TOPICS ① ② ③ ④ ⑤

REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

INDICATORS AND GOALS

MANAGEMENT INDICATORS FOR REDUCING GREENHOUSE GAS EMISSIONS AND ENERGY USE

CJ CGV's management indicators for responding to climate-related risks and opportunities include the Scope 1+2 greenhouse gas emission reduction indicators and energy use reduction indicators for the headquarters and domestic directly operated business sites.

GHG EMISSION REDUCTION INDICATORS¹⁾ (Unit: tCO₂e, tCO₂e/KRW 100 million)

CATEGORY	2021	2022	2023
Direct & Indirect GHG emissions (Scope 1+2) ²⁾	60,684	71,356	69,731
GHG emission intensity (Scope 1+2) ³⁾	18.5	10.1	9.0

1) Based on CGV Korea

2) 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.

3) Based on revenue

ENERGY CONSUMPTION REDUCTION MANAGEMENT INDICATORS¹⁾ (Unit: TJ)

CATEGORY	2021	2022	2023
Total Energy consumption ²⁾	1,210	1,429	1,394
Purchased electricity consumption	1,096.4	1,304.5	1,274.1

1) Based on CGV Korea

2) Since the energy consumption is the sum of non-renewable and renewable energy, it may differ from total energy consumption stated in the greenhouse gas verification statement.

GOALS FOR MANAGING GREENHOUSE GAS EMISSIONS AND ENERGY USE REDUCTION

The baseline year for CJ CGV's greenhouse gas emission reduction targets and energy usage reduction targets is 2018, covering Scope 1+2 of the headquarters and domestic business sites. Future goals will be reviewed and reestablished to include overseas business sites.

ACHIEVEMENTS COMPARED TO GHG EMISSION REDUCTION TARGETS (Unit: tCO₂e, %)

CATEGORY / YEAR		2023	2030
GHG Reduction Amount	Reduction Target Amount ¹⁾	80,191	75,533.3
	Reduction Achievement	69,731	-
	Target Achievement Rate	115	-

1) Compared to 2028

ACHIEVEMENTS COMPARED TO ENERGY CONSUMPTION REDUCTION TARGETS (Unit: TJ, %)

CATEGORY / YEAR		2023	2030
Energy Reduction Amount	Reduction Target Amount ¹⁾	1,651.9	1,554.9
	Reduction Achievement	1,394	-
	Target Achievement Rate	118.5	-

1) Compared to 2028

MATERIAL TOPICS 1 2 3 4 5

ENVIRONMENTALLY FRIENDLY PACKAGING AND INFRASTRUCTURE

GOVERNANCE

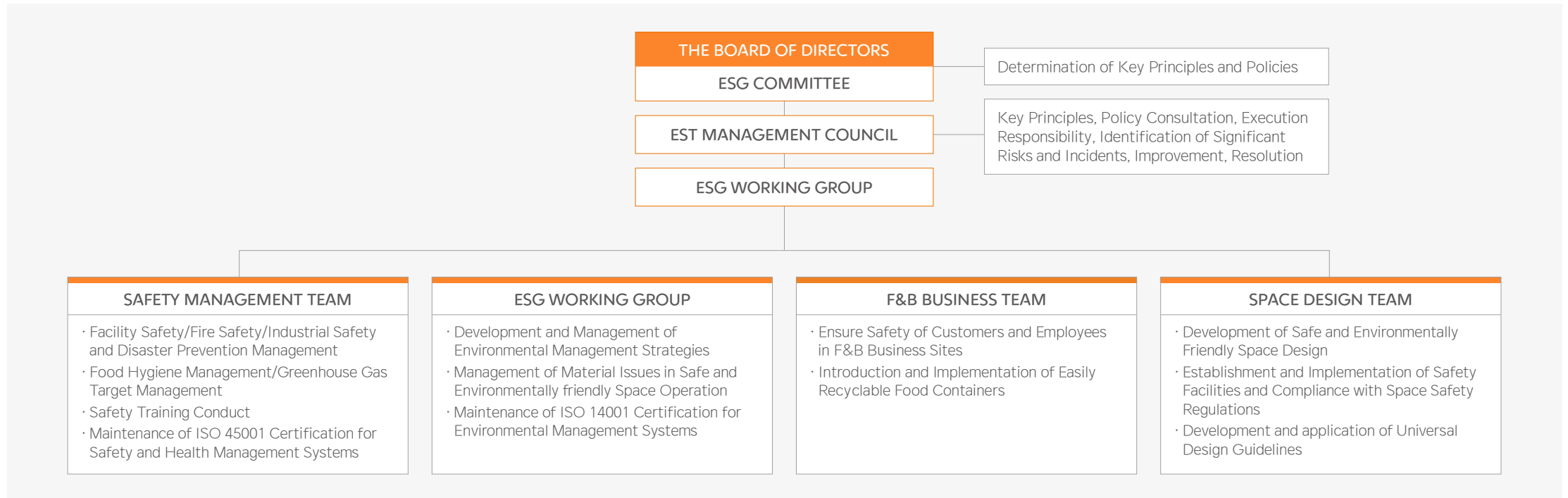
BOARD LEVEL

CJ CGV’s environmentally friendly packaging and infrastructure issues are managed through environmental management governance. The ESG Committee under the Board of Directors, which is the highest decision-making body for climate crisis response and environmental management, deliberates and resolves strategies and policies related to facility operation and management, as well as environmental impact reduction.

MANAGEMENT LEVEL

The ESG Management Council communicates requirements to the ESG Working Group and operational departments, managing and supervising these activities. The ESG Working Group addresses key tasks of CJ CGV and discusses the requirements from the ESG Committee and decisions from the operational departments, striving to establish eco-friendly infrastructure.

ENVIRONMENTAL MANAGEMENT GOVERNANCE (ENVIRONMENTALLY FRIENDLY PACKAGING AND INFRASTRUCTURE)



MATERIAL TOPICS 1 2 3 4 5

ENVIRONMENTALLY FRIENDLY PACKAGING AND INFRASTRUCTURE

STRATEGY

STRATEGY TO EXPAND ENVIRONMENTALLY FRIENDLY PACKAGING

CJ CGV has introduced a reusable cup circulation system to reduce the use of plastics and disposable items. By using, collecting, and washing reusable cups for beverage service, we aim to contribute to reducing waste and carbon emissions. Reusable cups are being used in five directly operated theaters and the cafeteria for CJ CGV headquarters employees, with both customers and employees participating in this environmentally friendly practice. Based on cumulative sales figures for 2023, 138,000 reusable cups were used in the five directly operated theaters, and 104,000 in the CJ CGV headquarters cafeteria, resulting in a reduction of 242,000 disposable items. Additionally, 15 key CJ CGV theaters use recyclable popcorn cups (M, L). The use of these popcorn cups will be expanded to all theaters by the first half of 2024.

PURCHASE OF ENVIRONMENTALLY FRIENDLY CERTIFIED MATERIALS AND SUPPLIES

CJ CGV prioritizes the use of environmentally certified materials both inside and outside the theaters. Inside the theaters, we install environmentally friendly certified tiles and carpets, replacing carpets with tiles to reduce contamination and dust. Outside the theaters, we use eco-friendly paint and non-slip tiles to prevent falls. All paper tickets and receipts used in theaters are made from FSC (Forest Stewardship Council) certified paper. By using eco-friendly paper, CJ CGV contributes to reducing environmental impact and protecting forests.



Reusable Cups



Environmentally friendly Popcorn Cups



Environmentally friendly Certification Mark

MATERIAL TOPICS 1 2 3 4 5

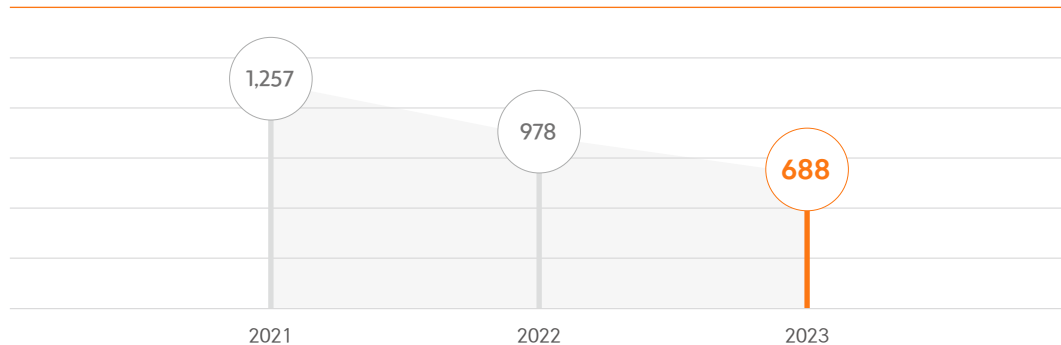
ENVIRONMENTALLY FRIENDLY PACKAGING AND INFRASTRUCTURE

STRATEGY TO EXPAND ENVIRONMENTALLY FRIENDLY INFRASTRUCTURE

CJ CGV is replacing its existing lamp projectors with the latest laser technology projectors to improve the low energy efficiency of the current screening equipment. By switching to laser (XENON lamp) equipment with a longer lifespan, the energy usage per device can be reduced to 66% of the current level. According to the mid-to long-term screening equipment replacement plan from 2023 to 2027, 456 units will be replaced in stages, and upon completion, approximately 87% of all projectors are expected to be converted to laser. In 2023, a total of KRW 2.22 billion was invested to upgrade 133 projectors to laser light sources, and KRW 6.93 billion was invested to replace 88 lamp projectors with new laser projectors. In 2024, 103 projectors are planned to be replaced, with 50 units in the first half and 53 units in the second half of the year. The replacement with laser light sources is expected to reduce the number of lamps replaced annually, thereby decreasing annual purchase quantities and waste.

WASTE REDUCTION EFFECT FROM LAMP REPLACEMENT (ESTIMATED WASTE GENERATION IF NOT REPLACED)

(Unit: Units)



ENVIRONMENTALLY FRIENDLY ARCHITECTURAL DESIGN FOR NEW THEATERS

For the new CGV Godeok Gangil theater, an architectural design is being developed to obtain Green Building Certification for the building. Green Building Certification is a system that awards a certification mark symbolizing eco-friendly buildings to those that contribute to energy savings and the prevention of environmental pollution through various elements such as materials, construction, and management. CGV Godeok Gangil received preliminary certification for the highest grade, Green Grade 1, in September 2023 and is soon to obtain the final certification. CJ CGV contributes to achieving Grade 1 certification for the buildings it occupies by using environmentally friendly materials certified by the Environmental Product Declaration (EPD) and improving indoor environments.¹⁾

1) Installation of outdoor air supply/exhaust ports, automatic temperature control devices, the creation of dedicated rest areas, etc.

GREEN TECHNOLOGY CERTIFICATION FOR ADVERTISING MEDIA RENEWAL

CJ CGV is expanding its eco-friendly infrastructure by replacing old advertising media with low-power advertising media during the construction of new media and the replacement of old media. In 2023, during the renewal of the lobby media at CGV Yongsan I'Park Mall, the media was installed with Green Technology Certification.



MATERIAL TOPICS 1 2 3 4 5

ENVIRONMENTALLY FRIENDLY PACKAGING AND INFRASTRUCTURE

RISK MANAGEMENT

RISK IDENTIFICATION AND RESPONSE

CJ CGV manages the risks associated with the operation of environmentally friendly packaging and infrastructure by focusing on the packaging materials used in concession stands, the interior materials used in theater construction, and the projection equipment used for movie screenings. Packaging materials for concession stands are identified as a risk due to the substantial use of disposable packaging. To address this, recyclable popcorn cups are being introduced, and five theaters nationwide are piloting the use of reusable cups for carbonated beverages. Based on customer satisfaction and ease of use, we are considering expanding this initiative. For theater interior materials, to manage the risk of non-environmentally friendly materials, we are partially using tiles and paint certified with domestic eco-friendly certifications. We are also considering expanding the use of environmentally friendly interior materials in the future.

The projection equipment, a key component of theaters, is identified as a major risk due to increased energy consumption and greenhouse gas emissions. To mitigate this, we are sequentially replacing all lamp projectors with laser projectors across the company, thereby expanding environmentally friendly infrastructure that reduces energy consumption and greenhouse gas emissions.

RISK MANAGEMENT PROCESS



INDICATORS AND GOALS

ENVIRONMENTALLY FRIENDLY PACKAGING AND INFRASTRUCTURE MANAGEMENT INDICATORS

CJ CGV manages environmentally friendly purchase costs as a key indicator to manage environmentally friendly packaging and infrastructure.

STATUS OF ENVIRONMENTALLY FRIENDLY EQUIPMENT/ CONSUMABLES PURCHASES

(Unit: KRW million)

CATEGORY	2021	2022	2023
Purchase Cost of Environmentally Friendly Certifies Flooring Materials	50	201	177
Purchase Cost of FSC Certified Paper	24	75	95
Total	74	276	272

MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

GOVERNANCE

BOARD LEVEL

Decision-making and implementation of safety and health management at CJ CGV are centered around the Occupational Safety and Health Committee. This official consultative body is composed of an equal number of worker representatives and employer representatives. It discusses safety and health management issues identified or raised by workers at the workplace, as well as necessary improvements and solutions. Every quarter, representatives from safety management, the Domestic Business Operating Division, Sales Support Officer, and HR Officer attend meetings to ensure a safe workplace that protects the rights to life, safety, and health of all employees. Starting in 2024, the worker representatives on the Occupational Safety and Health Committee will be appointed not only from headquarters departments but also evenly from the company's sales teams and theater staff.

ROLES OF OCCUPATIONAL SAFETY AND HEALTH COMMITTEE

- Formulating plans for preventing industrial accidents.
- Drafting and updating safety and health management regulations.
- Providing safety and health education for workers.
- Conducting inspections and making improvements to the working environment.
- Recording and maintaining statistics related to industrial accidents.
- Conducting investigations into significant accidents and devising measures to prevent their recurrence.

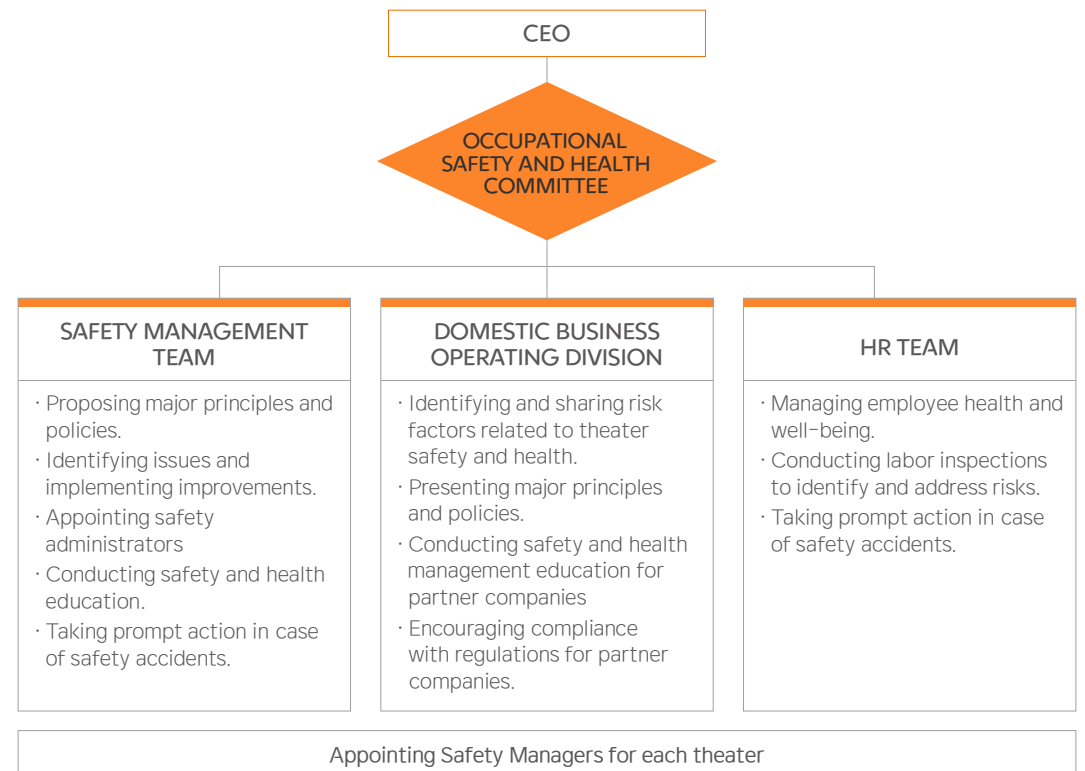
COMPOSITION OF OCCUPATIONAL SAFETY AND HEALTH COMMITTEE

- **User Representatives:** 5 members (Chief Safety Officer, Chief Operating Officer, Chief Human Resource Officer, Chief Sales Support Officer, and Safety Manager)
- **Worker representatives:** 5 members (Worker representatives)
- **Supervisor/administrator:** Chief Safety Officer

MANAGEMENT LEVEL

CJ CGV manages safety and health by designating and operating departments responsible for prevention, improvement, and management. Each responsible department conducts education on industrial safety, food safety, and health, performs workplace inspections, safety assessments, and appoints safety managers for each theater.

SAFETY AND HEALTH GOVERNANCE



MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

STRATEGY

SAFETY AND HEALTH POLICY

CJ CGV strives to foster a “ONLYONE Safety First” culture under its “Safety and Health Policy.” Approved by the CEO in March 2023, this policy is publicly disclosed to all stakeholders across the company’s entire business value chain. It is prioritized as a paramount value in all aspects of corporate operations. Additionally, based on the “CJ CGV Industrial Safety and Health Management Regulations,” every member of the organization practices these principles in their operational environments.



Safety and health Policy

Occupational Safety and Health Management Regulations

CJ CGV Safety and Health Policy

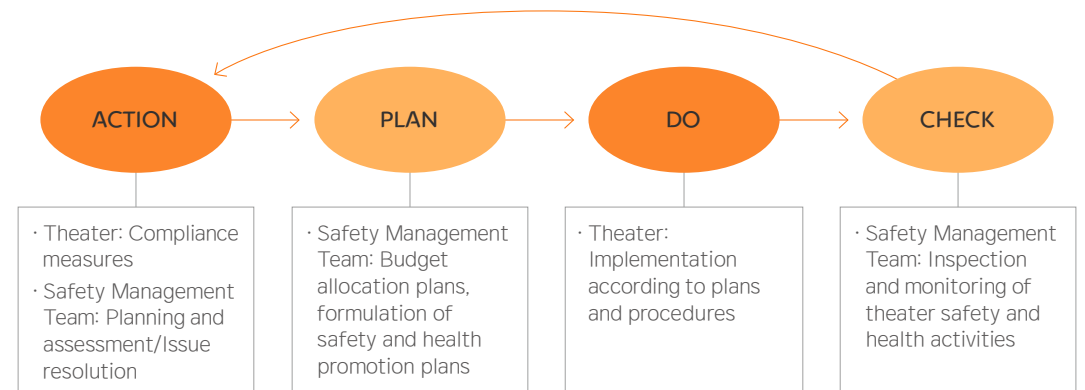
SAFETY AND HEALTH MANAGEMENT AREA AND OPERATIONAL PROCESS

CJ CGV’s safety and health management is divided into areas including industrial safety (construction, fire safety, structure, equipment), food safety, and health management covering member health and indoor air quality management, as well as customer safety management. CJ CGV pursues continuous improvement activities based on improvement, planning, implementation, and review processes.

CJ CGV SAFETY AND HEALTH MANAGEMENT AREAS

CATEGORY	MANAGEMENT AREA	MANAGEMENT ISSUE
Safety	Industrial Safety (Construction/Fire/Structure/Equipment), Food Safety	Breakage, Falls, Fire, Natural Disasters, Structural Integrity, Food Hygiene, etc.
Health	Infectious Diseases, Health Checks, Psychological/Emotional Well-being, Indoor Air Quality	Legal Infectious Diseases, Personal Health, etc.

SAFETY AND HEALTH MANAGEMENT PROCESS



MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

EXPANSION OF THEATER SAFETY MANAGERS

Since 2023, CJ CGV has appointed all employees working in theaters as safety supervisors. Additionally, measures have been taken to ensure that appointed supervisors complete regular and irregular safety education sessions, aiming to internalize safety values. Additionally, whereas safety management was previously outsourced for the headquarters and each theater as separate business sites, starting in 2024, CJ CGV will consider the entire organization as a single business site. To strengthen the safety management system, a Chief Safety Officer (CSO) and two safety managers will be directly appointed.

ISO 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT INTERNATIONAL CERTIFICATION

To provide safer space services to customers, CJ CGV obtained ISO 45001(Occupational Health and Safety Management System) certification for its headquarter and all directly operated theaters on June 23, 2023. The certification is valid until June 2026.

Certification Scope

- CJ CGV Headquarter
- 123 CGV directly operated theaters in Korea

Certification Validity Period

- June 23, 2023~June 22, 2026

ISO 45001 Certification

EMPLOYEE SAFETY AND HEALTH EDUCATION IMPLEMENTATION

CJ CGV conducts regular and irregular legal occupational safety education and training to achieve a 0% industrial accident rate. For full-time employees, it includes education for safety and health management officers, supervisory manager training, multi-use facility fire safety training, and indoor air quality manager training. Additionally, it provides education for new managers, delegated theater staff from the operations team, CDC training for regular employees, and training for theater managers on facility safety and food safety under the “Management Basic” program.

SAFETY AND HEALTH EDUCATION IMPLEMENTATION STATUS IN 2023 (Unit: Sessions, Individuals)

TRAINING TITLE	TARGET TRAINEE	NUMBER OF SESSIONS	NUMBER OF PARTICIPANTS COMPLETING
Safety and Health Management Officer Training	Overall Safety and Health Manager for the Workplace	1	2
Management Supervisor Training	Head Office personnel, Operations Team, and Theater Staff	1	612
Multi-Use Facility Fire Safety Training	Theater Staff (Full-time)	1	681
Indoor Air Quality Management Training	Each Theater Manager	1	123
Safety and Health Officer Training	Operations Team Contract Theater Managers	1	17
CDC Training	Theater Staff (Full-time)	1	12
Food Hygiene Introduction Training	New Managers	2	27
Facility Safety Introduction Training	New Managers	2	27
Food Hygiene Management Basic Training	Theater Managers and Contract Staff	1	50
Facility Safety Management Basic Training	Theater Managers and Contract Staff	1	41

MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

SAFETY AND HEALTH TRAINING STATUS OF SMILE FRIEND

CJ CGV provides various safety education and training sessions for Smile Makers employees, including Material Safety Data Sheets (MSDS), fire safety training, and evacuation drills.

OPERATION OF THEATER-HOSTED SMILE MAKERS SAFETY AND HEALTH EDUCATION

TRAINING TITLE	TARGET TRAINEE	TRAINING PERIOD
Safety and Health Training during Recruitment	Smile friend	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

CJ CGV CONDUCTS SAFETY AND HEALTH EDUCATION FOR PARTNER COMPANIES AND SUBCONTRACTORS

To enhance safety and health management throughout the entire business value chain, CJ CGV annually visits all CGV theaters in the latter half of the year to verify compliance with safety and health management standards equivalent to those of company-operated theaters. We conduct safety and health education for contractors and subcontractors, requesting them to manage safety risks effectively. Additionally, during construction and installation, we provide safety and health education for supervisors and workers, covering daily precautions, case studies of accidents, basic on-site safety rules, and compliance with protective measures.

CONSTRUCTION/INSTALLATION-RELATED PARTNER COMPANY SAFETY AND HEALTH EDUCATION OPERATION

TRAINING TITLE	TARGET TRAINEE	TRAINING PERIOD
Regular Safety Training	All personnel involved in projects	More than 2 hours per month
New Employee Training	New personnel involved in projects	1 hour before job assignment
Job Change Training	Personnel involved in job content changes	1 hour before job assignment
Special Safety Training	Designated task-specific personnel	2 hours before job assignment

CONSTRUCTION AND INSTALLATION-RELATED PARTNER COMPANY TRAINING CONTENT

CATEGORY	TARGET TRAINEE	CONTENT
Daily Training	Supervisors, workers	· Daily work methods, precautions, compliance with safety rules, etc.
Worker Training	Supervisors	· Hazardous risks in work processes and accident prevention measures
	Workers	· Industrial safety, prevention of occupational diseases, risk management

MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

EMERGENCY RESPONSE CAPABILITY TRAINING

CJ CGV provides Safety Guard training and operator training to the operations team, full-time theater employees, subcontracted theater employees, and master Smile Friend. The Safety Guard training includes hands-on experiences and learning activities such as CPR first aid to enhance the emergency response capabilities of on-site staff. Participants in the Safety Guard training gain disaster experience, learn standard procedures for accident response, and improve their safety awareness and situational judgment. In 2024, the training is scheduled to be conducted 11 times per quarter.

EMERGENCY RESPONSE CAPABILITY TRAINING IN 2023

(Unit: Session, Individuals)

TRAINING TITLE	TARGET TRAINEE	NUMBER OF SESSIONS	NUMBER OF PARTICIPANTS COMPLETING
Safety Guard Training	Operations Team, Full-Time Theater Employees, Subcontracted Theater Employees, Master Smile Friend.	14	129
CPR Training	Headquarters Staff	3	20



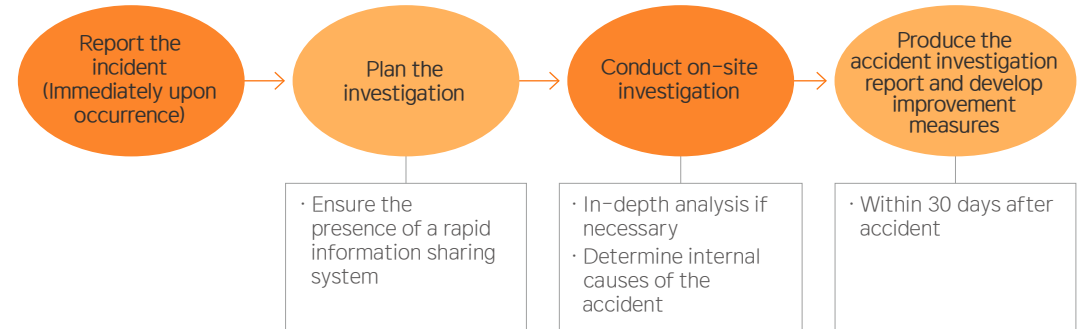
Safety Guard Training



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. If a safety accident is expected to result in more than three days of work stoppage, an industrial accident investigation report is filed. If necessary, a responsible person visits the accident site to identify the cause and implement corrective actions. Additionally, to prevent the recurrence of similar accidents, video materials detailing inspection methods for each area are produced and distributed.

INCIDENT INVESTIGATION PROCESS



CJ CGV area-specific inspection videos



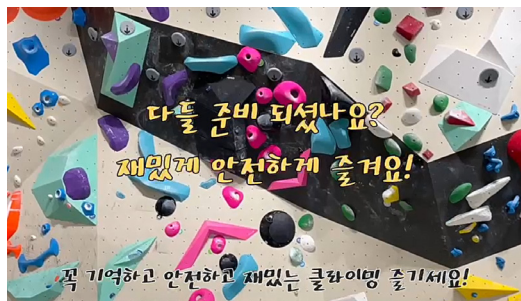
CJ CGV area-specific inspection method booklets

MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

FACILITY SAFETY MANAGEMENT

At PEAKERS locations operated in Piccadilly 1958, Guro, and Sinchon, CJ CGV continuously displays self-produced video education materials related to indoor rock climbing safety. Preventive measures are taken against safety risks such as building/interior damage and fall prevention.



Indoor rock climbing education video



INDOOR AIR QUALITY MANAGEMENT

CJ CGV systematically measures indoor air quality every year, paying close attention to the health of workers and users in the business premises. Air quality is maintained in accordance with standards by measuring the concentrations of five pollutants: particulate matter (PM10), fine particulate matter (PM2.5), carbon dioxide (CO₂), formaldehyde (CH₂O), and carbon monoxide (CO) annually. Additionally, every two years, concentrations of nitrogen dioxide (NO₂), radon (Rn), and total volatile organic compounds (TVOC) are measured based on recommended standards. CJ CGV strives to provide a safe and comfortable space by managing concentrations below standard levels.

FOOD SAFETY AND HYGIENE MANAGEMENT

All CJ CGV establishments prioritize food safety and implement thorough hygiene management to prevent food safety incidents. Regular comprehensive food hygiene inspections, employee food hygiene education, and verification of the food safety of sold products are conducted for all food outlets within CGV, including concessions, cafes, and restaurants. Since 2022, CJ CGV has been participating in the “Restaurant Hygiene Rating System” supervised by the Ministry of Food and Drug Safety, and as of 2023, 48 locations have received an “Excellent” rating. Additionally, to maintain quality control at the same level as company-operated locations, products sold by subcontractors are collected and analyzed semi-annually to check for risks.

2023 INTERNAL FOOD HYGIENE AUDIT¹⁾

(Unit: Unit)

CATEGORY	FIRST HALF		SECOND HALF	
	COMPANY-OPERATED	SUBCONTRACTED	COMPANY-OPERATED	SUBCONTRACTED
Number of Theaters	112	64	122	68

1) Conducted by specialized hygiene management agencies

NON-GMO CORN POPCORN

CJ CGV uses 100% non-GMO corn. In 2023, the cost of purchasing non-GMO corn was KRW 1,977 million (based on domestic standards), and we are continuously striving to provide safe food. CGV Indonesia also uses NON-GMO certified Yellow Mushroom Popcorn to provide safe ingredients.



CGV Indonesia NON-GMO Certification

MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

EMPLOYEE HEALTH MANAGEMENT PROGRAM

CJ CGV supports regular health check-ups for all employees and, depending on rank, age, and length of service, also supports health check-ups for their spouses and families. Additionally, a half-day leave is provided on the day of the check-up. Medical expense benefits are supported not only for full-time employees but also for Smile friend (permanent contract employees) who have been employed for more than one year. Since 2022, these medical benefits have been extended to spouses as well. Support is also provided for infertility treatment for couples, surgery costs for congenital heart disease for the employee and their children, and support for children with disabilities. Given the increased focus on infection prevention following COVID-19, flu vaccinations for regular employees have been supported since 2023. Additionally, to alleviate stress and psychological anxiety among employees, a psychological counseling (mental health) program is operated in conjunction with external professional institutions, allowing all full-time employees to receive counseling worth approximately KRW 500,000 annually. CJ CGV China, Vietnam, Indonesia, and Türkiye provide annual health check-ups, outpatient care, and hospitalization insurance for employees.

PERFORMANCE OF EMPLOYEE HEALTH MANAGEMENT SUPPORT SYSTEMS FOR DOMESTIC AND INTERNATIONAL BUSINESS SITES

(Unit: Case)

SUPPORT SYSTEM	TARGET	AREAS OF APPLICATION AND NUMBER OF SUPPORT CASES ¹⁾						2023 SUPPORT STATUS
		CGV KOREA	4DPLEX	CGV VIETNAM	CGV INDONESIA	CGV CHINA	CGV TÜRKIYE	
Health check-up for employees (comprehensive/general)	Full-time employees & Smile friend with over 1 year of service	○ (964)	○ (76)	○ (561)	○ (304)			1,905
Health check-up for employees' family members (comprehensive)	Overseas resident spouses (every year), executive-level employees' spouses (every even year)	○ (153)	○ (0)	○ (3)				156
Influenza vaccination for employees	Full-time employees	○ (425)	○ (96)					521
Medical expenses	Medical treatment	○ (241)	○ (30)		○ (- ²⁾)	○ (200)	○ (365)	836
	Infertility treatment	○ (8)	○ (4)					12
	Congenital heart disease	○ (0)	○ (0)		○ (- ²⁾)			0
Support for raising children with disabilities (education, treatment, etc.)	Full-time employees' direct descendants with disabilities	○ (12)	○ (20)		○ (- ²⁾)			32
Psychological counseling (Mental Health Program)	Full-time employees	○ (133)						133
Total								3,595

1) If the support system is implemented, indicate ○ (number of support cases); if not implemented, leave blank.

2) Direct support between the local government and CJ CGV Indonesia employees is not managed within the subsidiary.

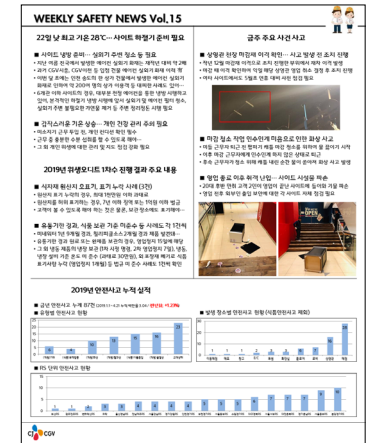
MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

CREATING A SAFE AND HEALTHY WORK ENVIRONMENT

CJ CGV supports a healthy work environment for its employees by providing massage chairs and operating an employee-only fitness center. Due to the nature of the industry, shift work is implemented to improve the working environment for employees at the Tech Center and Remote Center, who work night shifts. Both centers support the operation of on-site screening equipment, working concurrently with theaters. The Tech Center operates in three shifts (D, M, N), and the Remote Center operates in two shifts (D, N). Work schedules are prepared considering the leave, compensatory leave, and work fatigue of all employees from the previous month. Additionally, CJ CGV strictly manages workplace safety in accordance with guidelines from the Ministry of Employment and Labor and the Occupational Safety and Health Agency. Employees are educated to follow guidelines such as wearing helmets, working in pairs, and using safety harnesses during work at heights over 2 meters. Maintenance requests following these guidelines are directed to professional companies rather than handled internally.

As part of its efforts to ensure the safety of Smile friend' work environments, CJ CGV conducts regular inspections by maintenance companies for concession stand fryers and popcorn machines. The work environment for internal staff is improved by streamlining cooking manuals and designing efficient workflows that consider the characteristics of each theater. This enhances both the safety and efficiency of the concession stand environments where Smile friend work. CGV Indonesia and Türkiye provide safety and health management education programs to improve employees' work environments. Specifically, CGV Indonesia supports employee sports clubs to promote health among employees.



Internal Safety Management Letter



CGV Korea Employee Fitness Center



CGV Korea Employee Rest Area



CGV Indonesia Employee Sports Clubs



MATERIAL TOPICS 1 2 3 4 5

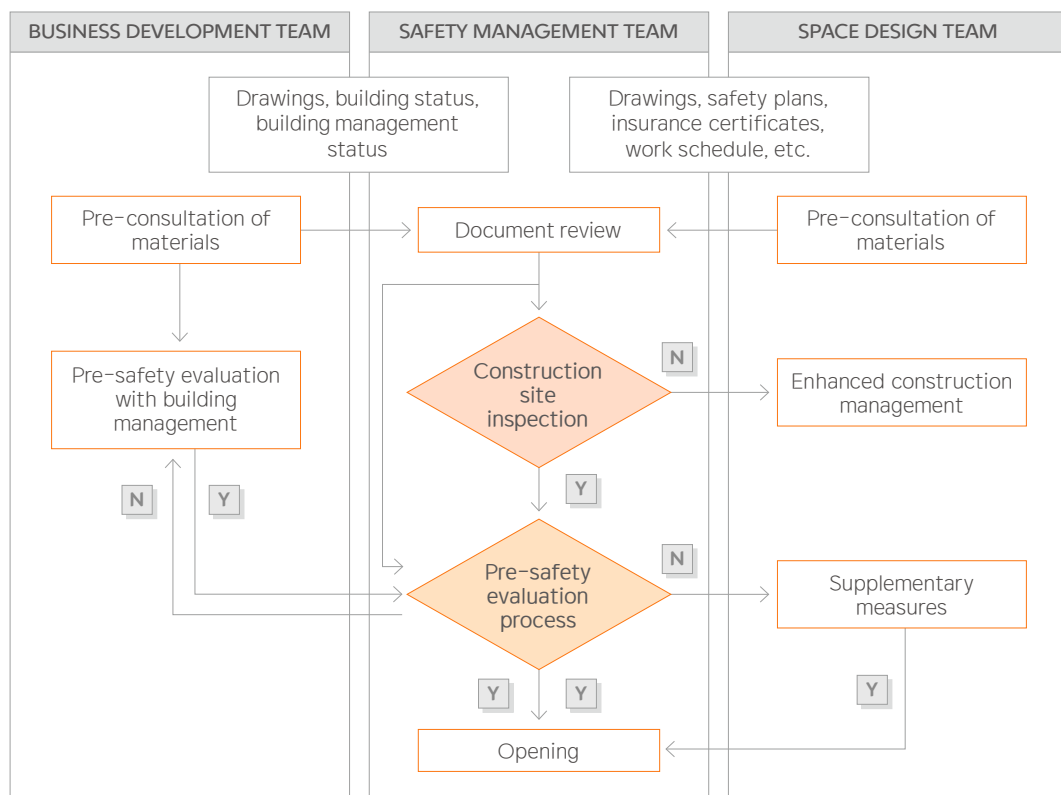
SAFETY AND HEALTH

RISK MANAGEMENT

PRE-SAFETY EVALUATION PROCESS

CJ CGV conducts pre-safety evaluations when opening new theaters or remodeling existing spaces to ensure safe facility usage for customers. Through multiple stages of pre-safety evaluation, CJ CGV strives to provide safer spaces and services to customers.

PRE-SAFETY EVALUATION PROCESS



OCCUPATIONAL SAFETY AND FOOD SAFETY PRE-SAFETY EVALUATION

CJ CGV’s occupational safety and food safety evaluations are conducted in two stages: an evaluation before the opening of a new theater and another within 30 days after opening. Safety evaluations are carried out from the contract stage of theater occupancy to post-opening stabilization. In 2023, CJ CGV conducted 39 pre-safety evaluations for facility safety and 15 for food safety to provide a safer and more hygienic environment for customers.

SAFETY EVALUATION INSPECTION OPERATION

CATEGORY	INSPECTION AREA	INSPECTION TIMING
Occupational Safety	Construction/fire/electricity	Before new construction or brand conversion
	Structure/equipment	Before completion
Food Safety	13 mandatory food hygiene items	Before opening
		Stabilization period within 30 days after opening

RISK RESPONSE PLAN BASED ON RESULTS

Based on the results of the pre-safety evaluations conducted during brand conversions, direct management conversions, and re-contracting, CJ CGV has established investment plans to prevent safety risks. During the brand conversion of CGV Goyang Baekseok in 2023, the theater’s structural design differed from CJ CGV’s internal safety standards, and potential safety risks were identified. This was considered when determining the investment scale.

MATERIAL TOPICS 1 2 3 4 5

SAFETY AND HEALTH

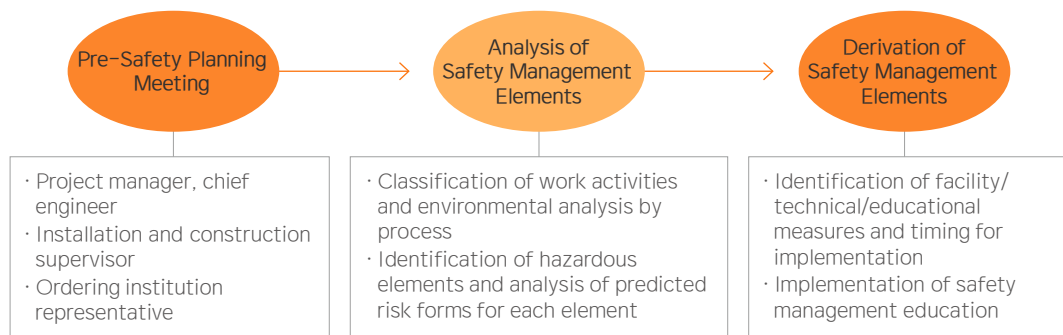
THEATER CONSTRUCTION SITE SAFETY MANAGEMENT

During theater construction, CJ CGV assigns a safety manager who meets the senior requirements within the Space Design Team to manage safety-related issues. Weekly site visits are conducted to inspect and carry out preventive safety measures. Safety inspections and management cover three main areas: media installation, electrical and communication, and operation room configuration.

REGULAR SAFETY INSPECTION PROCESS



PROCESS FOR DERIVING SAFETY INSPECTION MANAGEMENT MEASURES



PARTNER COMPANIES AND SUBCONTRACTOR SAFETY MANAGEMENT

When contracting construction and installation-related companies, CJ CGV includes clauses concerning the safety management plans (training, management/inspection, etc.) that the partner companies will implement. Additionally, contracts with staffing agencies, such as those providing cleaning workers, include provisions to ensure compliance with the Occupational Safety and Health Act and related regulations.

INDICATORS AND GOALS

SAFETY AND HEALTH MANAGEMENT INDICATORS

CJ CGV manages the number of industrial accidents and the industrial accident rate as key indicators for safety and health management.

OCCUPATIONAL ACCIDENT STATUS¹⁾

(Unit: Case, %)

CATEGORY	2021	2022	2023
Number of Occupational Accident ²⁾	10	14	16
Occupational Accident Rate ³⁾	0.1	0.1	0.2

1) The number of occupational accidents and the industrial accident rate have been recalculated due to the expanded reporting scope, including CGV Türkiye.
 2) Major incidents involve contusions, fractures, sprains, etc., with no cases of severe injuries.
 3) Industrial Accident Rate (%): (Number of Employees with Industrial Accidents/Total Number of Employees) * 100

SAFETY AND HEALTH MANAGEMENT GOALS

CJ CGV aims to achieve an industrial accident rate of 0%.

PERFORMANCE COMPARED TO SAFETY AND HEALTH MANAGEMENT GOALS

(Unit: %)

CATEGORY / YEAR		2023	2025
Occupational Accident Rate	Target	0.0	0.0
	Performance	0.2	-

MATERIAL TOPICS 1 2 3 4 5

EMPLOYEE CAPABILITY DEVELOPMENT

GOVERNANCE

MANAGEMENT LEVEL

CJ CGV inherits CJ Group’s founding philosophy of ‘Priority to Human Resources,’ aiming to discover, nurture, and appropriately place top talent to create an exceptional organizational culture where the best talent achieves ONLYONE results.



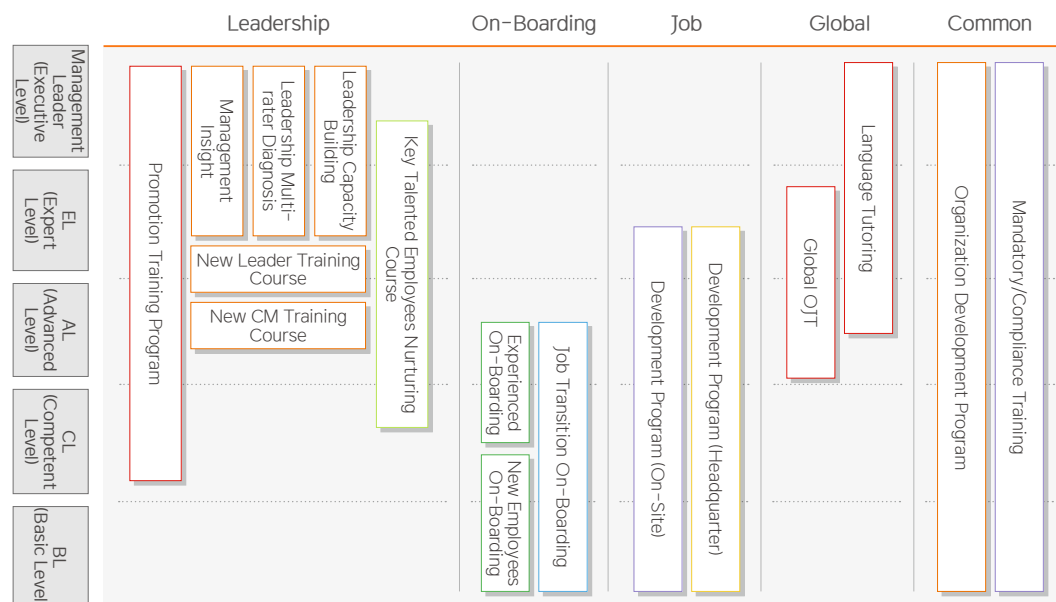
STRATEGY

TALENT DEVELOPMENT STRATEGY

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.

TRAINING PROGRAMS



MATERIAL TOPICS 1 2 3 4 5

EMPLOYEE CAPABILITY DEVELOPMENT

CAPABILITY DEVELOPMENT TRAINING FOR EMPLOYEES

CJ CGV operates a long-term and systematic talent development program for all employees.

2023 CAPABILITY DEVELOPMENT TRAINING STATUS

(Unit: Hundreds of Employees)

CATEGORY	TRAINING TITLE	TARGET TRAINEE	NUMBER OF PARTICIPANTS	OUTCOME
Leadership	Promotion Training Program	Promoted employees	1.3	Satisfaction survey
	Leadership Capacity Building	Leaders	1.7	Enforce leadership multi-rater diagnosis (once a year)
	New Leader Training Course	New leaders	0.1	
	New CM Training Course	New CMs	0.1	CM competency assessment
	Key talented Employees Nurturing Course	Outstanding employees	0.2	-
On-boarding	New and Experienced Employees On-boarding	New employees, experienced employees, employees with job transition on-boarding	0.6	Satisfaction survey (Focused on new employees)
Job	Development Program(On-Site)	On-site workers	2.5	Satisfaction survey
Global	Global OJT	Outstanding employees in overseas branch	0.2	Satisfaction survey
	Language Tutoring	Management, outstanding employees, expatriates, applicants	1.2	Support language qualification test (twice a year)

* Based on CGV Korea

FOSTERING YOUNG LEADERS

CJ CGV has established a leader development framework to support the development of leadership skills required for each position. We pursue a culture where anyone can grow as a leader based on capability and fair competition, regardless of gender, age, years of service, or rank. Annual leadership diagnostics and debriefing sessions are conducted for leaders to enhance leadership capabilities and foster effective leadership, thereby contributing to improved team performance. Additionally, various training programs are offered for those who are promoted and outstanding talents to enhance leadership skills within the organization and provide equal opportunities for advancement to all members. These efforts motivate employees and drive the organization's growth by discovering and nurturing diverse talents.

ONBOARDING PROGRAM FOR NEW EMPLOYEES

The onboarding program for new hires spans approximately six months and is conducted before and after joining the company, helping them quickly understand and adapt to the organization. Subsequently, specialized job training and on-the-job mentoring are provided to help them achieve the best performance based on their individual capabilities.

MATERIAL TOPICS 1 2 3 4 5

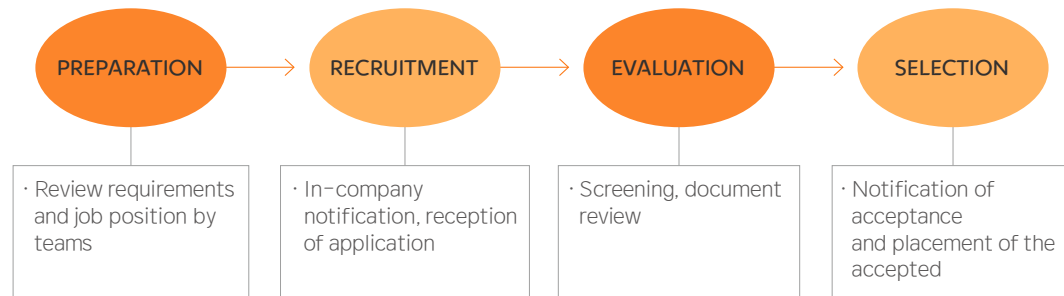
EMPLOYEE CAPABILITY DEVELOPMENT

SPECIALIZED JOB-SPECIFIC TRAINING FOR EMPLOYEES

CJ CGV provides equipment manufacturer training to develop experts who enhance individual capabilities and aid customer business innovation, leveraging the highest level of technical skills. The Tech Center staff under the Screening Technology Team undergo refresher training every two years through the Barco Certification Expert program. Additionally, dedicated IMAX personnel receive training on lamp systems and laser systems through the IMAX SPP training. On-site training with exhibition, installation, and supply companies related to screening equipment is also conducted irregularly. In 2023, 10 employees completed the Barco Certification Expert training, and 6 employees completed the IMAX SPP training. These specialized job-specific training programs help strengthen the professionalism and technical skills of our staff.

OPERATION OF THE OPEN JOB MARKET SYSTEM

CJ CGV provides opportunities for employees to challenge themselves with various internal positions through the Open Job Market system.



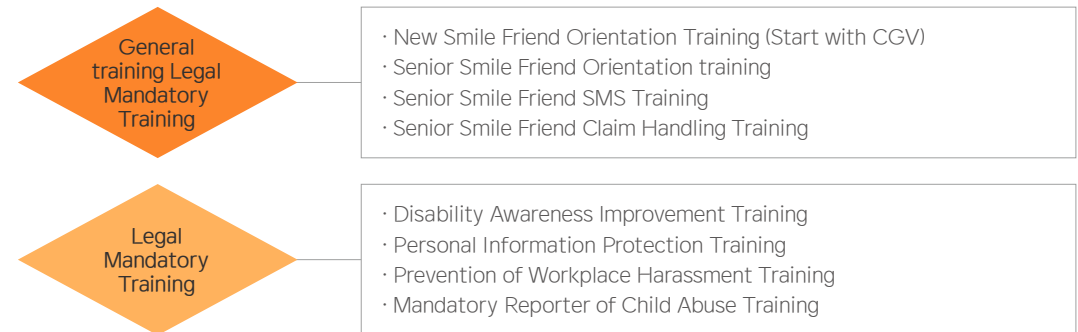
FOSTERING A SELF-DIRECTED LEARNING CULTURE

CJ CGV fosters a self-directed learning culture among its employees by utilizing a learner experience-based learning platform. We support individual skill enhancement through various methods, including domestic and international conferences and external training (Digital Transformation). CGV Indonesia promotes a learning culture among employees by offering Creative Thinking Training and Compliance System Training.

TRAINING FOR THE SMILE FRIEND

CJ CGV provides various job skills enhancement training programs for Smile Makers, in addition to mandatory statutory education, to help them perform their duties more effectively.

TRAINING CURRICULUM FOR SMILE FRIEND (CGV EDUON OPERATION PROCESS)



MATERIAL TOPICS 1 2 3 4 5

EMPLOYEE CAPABILITY DEVELOPMENT

MEASUREMENT OF TRAINING EFFECTIVENESS

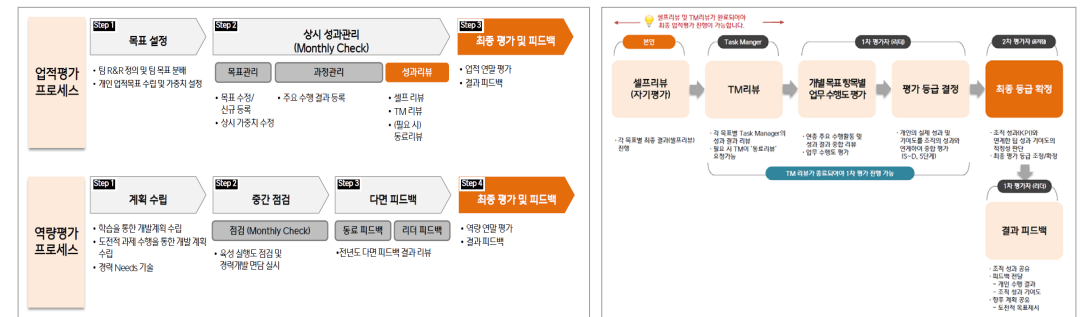
CJ CGV measures the effectiveness of its training programs by conducting satisfaction surveys after every training program and by regularly implementing CJ Multi-rater Feedback based on CJ Group's leadership model. In 2023, we also conducted satisfaction surveys for each training course and behavior evaluations based on leadership diagnostic results.

CATEGORY	MEASUREMENT OF TRAINING EFFECTIVENESS
All Program	· Post-training satisfaction survey
Leadership Courses	· Course satisfaction survey · Leadership multi-rater feedback/CM Overall Assessment results confirmation: Annual re-evaluation to verify leadership outcomes
Development Program (On-Site)	· Course satisfaction survey · Verification of practical application based on the number of projection incidents, service indicators, and audit scores
Organizational Development Programs	· Course satisfaction survey · Verification of practical application based on the results of leadership multi-rater feedback/CM Overall Assessment

FAIR PERFORMANCE MANAGEMENT AND REWARDS

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. Multi-rater Feedback is a structure where leaders and colleagues provide feedback on one's strengths and areas for improvement observed during work performance. Through the newly introduced continuous performance management system, evaluators observe and record the yearly work performance of employees, and leaders provide ongoing feedback to enhance the fairness of performance evaluations. Performance results are linked to an exceptional rewards program for both organizational and individual outstanding achievements and are granted based on the authority to adjust salaries according to internal regulations. CJ CGV operates a fair system based on job grading to ensure no discrimination.

PMDS+ YEAR-END EVALUATION SYSTEM PROCESS AND EMPLOYEE GUIDANCE



MATERIAL TOPICS 1 2 3 4 5

EMPLOYEE CAPABILITY DEVELOPMENT

PROMOTION SYSTEM

CJ CGV has established a healthy competition system through fair and transparent evaluations focused on performance, growth potential for higher roles and responsibilities, and growth motivation of its employees. This system provides a foundation for the rapid growth of capable talent. To foster a culture of active challenge and innovation, CGV Türkiye organizes the CGV Mars Awards, where exemplary employees demonstrating performance, effort, and creativity are recognized and appreciated within the organization.

GROWTH CELEBRATION BONUS

CJ CGV actively supports the enhancement of job expertise and the development of job capabilities of its employees. In 2024, CJ CGV introduced the “Growth Celebration Bonus” program, which provides congratulatory bonuses for certifications obtained by employees. These bonuses are offered for certifications that help improve departmental tasks and job efficiency, thereby strengthening employee motivation to enhance their own capabilities.

RISK MANAGEMENT

RISK IDENTIFICATION AND MANAGEMENT

CJ CGV identifies the following as risks to employee capability management: the lack of motivation and expectations for growth among “Hagojabis”, the attrition of nurtured talent, and the insufficient cultivation of a “Priority to Human Resource” culture. To address these risks, CJ CGV conducts job-specific professional development training for all employees to help them grow into top talent and reinforces the Hagojabi mindset. To prevent the attrition of nurtured talent, CJ CGV conducts regular interviews with new and experienced hires for close monitoring and management. Additionally, various mentoring programs are implemented among employees. The company also conducts an annual organizational culture survey called “Voice On” twice a year to assess employees’ recognition of the ONLY ONE spirit and their organizational commitment, using the results to further enhance the organizational culture.

INDICATORS AND GOALS

EMPLOYEE CAPABILITY DEVELOPMENT MANAGEMENT INDICATORS

CJ CGV manages the educational investment cost as a key indicator for employee capability development management.

(Unit: KRW billion)

CATEGORY	2021	2022	2023
Educational Investment Cost ¹⁾	4.1	6.0	6.8

1) In 2021 and 2022, the educational investment cost was reported based on CGV Korea, but in 2023, it was recalculated based on the consolidated figures. Consequently, the reported figures for previous years have been adjusted.

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

GOVERNANCE

BOARD LEVEL

The highest decision-making body for compliance and corporate ethics at CJ CGV is the Compliance Management Committee. The committee is chaired by the CEO and consists of key division heads, managers, and team leaders. This organization is responsible for preventive compliance activities and making decisions related to fair trade. CJ CGV holds the Compliance Management Committee annually to report these compliance activities in detail to the management and establish decision-making processes.

REGULAR TASKS OF COMPLIANCE MANAGEMENT COMMITTEE

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

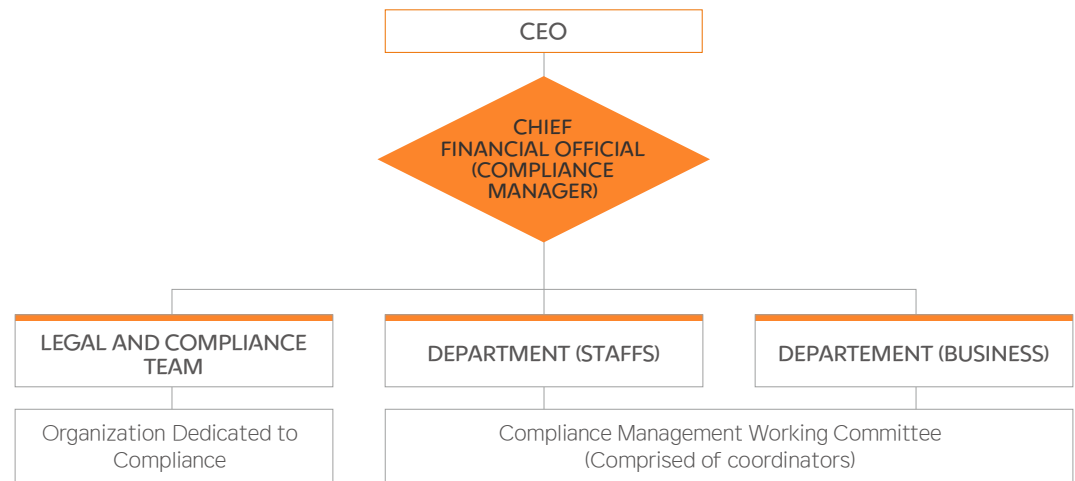
COMPOSITION OF COMPLIANCE MANAGEMENT COMMITTEE

- Committee Chairman: CEO
- Compliance Manager: Chief Financial Official
- 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

MANAGEMENT LEVEL

The compliance and ethical management decision-making structure at CJ CGV is overseen by the Compliance Management Committee. Below it, the Compliance Manager, who is the Chief Financial Official, along with the dedicated Legal and Compliance Team and coordinators from operational department, form the backbone of this structure. Coordinators act as the working committee for compliance and ethical management decision-making, regularly checking for potential compliance and ethical risks during business activities. They ensure these risks are appropriately identified and controlled, serve as the compliance issue reporting channel, and encourage compliance training. This setup links the dedicated compliance team with operational departments to establish and strengthen an effective and practical compliance and ethical management system. CJ CGV's subsidiary, CJ 4DPLEX, established its own Legal Team and Compliance Management Committee in 2023 to carry out independent compliance and corporate ethics enhancement activities.

DECISION-MAKING AND EXECUTION SYSTEM FOR COMPLIANCE AND ETHICAL MANAGEMENT



As of March 31, 2024

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

STRATEGY

<CJ CODE OF BUSINESS CONDUCT> AND POLICIES FOR COMPLIANCE AND CORPORATE ETHICS

CJ CGV is committed to establishing a transparent and fair management system and embedding a culture of compliance and ethical management. To this end, all employees, both domestic and international, adhere to the CJ Group's Code of Conduct, known as the <CJ Business Code of Conduct>, and the Group's compliance policies. The CJ Code of Conduct clearly outlines ethical and lawful behavior guidelines in relations with customers, shareholders, employees, partners, competitors, and the state or community, requiring adherence to standards that surpass the legal requirements.

CJ CODE OF BUSINESS CONDUCT



Our Promise to Customers	<ul style="list-style-type: none"> · We provide ONLYONE products and services to our customers. · We promote and sell our products and services to customers ethically and honestly. · We take our customers' feedback seriously, and customer satisfaction is our utmost priority. · We protect our customers' personal information in a secure and responsible manner.
Our Commitment to Shareholders and Investors	<ul style="list-style-type: none"> · We keep all our records accurately and manage them rigorously. · We comply with the public disclosure rules and strictly control insider information. · We protect the Company's assets with care and use them properly. · We comply with the Company's privacy policy and protect its confidential information.
Our Commitment to Fellow CJ Employees	<ul style="list-style-type: none"> · We foster an environment where we can work with pride and have fun. · We foster a healthy and safe working environment. · We perform our work in an honest and lawful manner and with our best efforts. · We try to find the right balance between protection of individual privacy and respect for our co-workers.
Our Commitment to Fellow Players in the Market	<ul style="list-style-type: none"> · We establish a sound transaction order by competing fairly. · We create an industrial ecosystem of shared growth by dealing fairly with our business partners.
Our Commitment to the Global Community	<ul style="list-style-type: none"> · We create shared value and fulfill our corporate social responsibility. · We realize social values by respecting human rights and protecting the environment. · We comply with the anti-corruption and anti-bribery laws from all over the world. · We respect the international trade order and abide by the laws and regulations of each country.

FAIR TRADE AND ANTI-CORRUPTION POLICY

CJ CGV has established a global anti-corruption policy across all countries and regions where it operates to prevent corruption and comply with the anti-corruption laws of each country. This policy was formulated and enacted as part of the group's global anti-corruption policy, and it was approved by the CEO in October 2020. The global anti-corruption policy serves as a sub-guideline of the group's Code of Business Conduct, ensuring compliance with the minimum standards necessary to prevent issues related to bribery and other forms of corruption.

FAIR TRADE VOLUNTARY COMPLIANCE PROGRAM

To strengthen its internal compliance system, CJ CGV introduced the Fair Trade Voluntary Compliance Program in July 2018. This program is operated to effectively manage fair trade compliance, with established operational guidelines and a dedicated team within the Legal and Compliance Team managing all related activities. Additionally, a Compliance Manager is appointed under the program to oversee compliance-related activities. The Compliance Committee, which is the highest decision-making body related to compliance management, supports the authority and responsibilities of the Compliance Manager. The compliance officer reports annually to the regular board of directors on the adherence to the compliance standards and the activities undertaken. With the exception of 2020, the Compliance Committee reviews and approves the implementation details and work plans of the compliance management activities annually.

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

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.

DISTRIBUTION OF ANTI-SOLICITATION AND GRAFT ACT COMPLIANCE GUIDE

〈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. CJ CGV distributes the Anti-solicitation and Graft Act Compliance Guide, which includes the main contents of the Anti-solicitation and Graft Act, to ensure that all members adhere to the code of conduct during their work processes. This guide helps members understand and comply with the act, thereby preventing exposure to corruption risks.

COMPLIANCE AND CORPORATE ETHICS EDUCATION FOR EMPLOYEES

CJ CGV conducts extensive and diverse compliance and fair trade-related education programs for all employees, including top management. These programs include company-wide training and customized education tailored to each department's specific needs. The aim is to continuously enhance employees' knowledge and awareness of compliance with fair trade and related laws. Additionally, CJ CGV regularly educates employees about the group's code of conduct, 〈CJ Code of Business Conduct〉 encouraging them to incorporate the code of conduct into their daily practices and embrace it as a core element of corporate culture.

COMPLIANCE AND CORPORATE ETHICS TRAINING STATUS IN 2023

(Unit: %)

TOPIC	TARGET TRAINEE	COMPLETION RATE
Compliance Training for New Employees (Utilizing Standard Contracts, Personal Information, and Trade Secrets Protection)	New employees	100
Conditions for Sustainable Growth, Intellectual Property Rights	Three organizations directly under the CEO, Domestic Business Operating Division, Media Platform Business Division, and five other departments	91
Understanding the CGV Regulatory Environment	12 sales teams within the Domestic Business Division and 123 (directly managed) on-site theaters	96
Group Compliance Training (Fair Trade with Partners, Recent Subcontracting Law Amendments, Contract Termination)	All employees	97
The Meaning and Practice of Integrity	New employees and new on-site managers at theaters	100
Integrity Courses Everyone Must Follow	All employees	100

* Based on CGV Korea

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

DIGITAL ETHICS EDUCATION

In response to the increased use of generative AI by employees and the resulting issues such as false information, copyright infringement, and other digital misuses, CJ CGV conducted “2023 Digital Ethics Education” to promote proper understanding and proactive prevention of these digital dysfunctions.

Training Title	Understanding generative AI and Ethical Issues and Solutions
Target	All members and relevant department managers under the Digital Innovation Division
Training Date	November 13, 2023
Number of Participants Completed	52

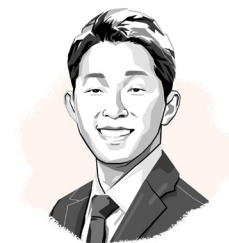
ESTABLISHMENT OF CODE OF CONDUCT FOR PARTNERS AND IMPLEMENTATION OF SPECIAL AGREEMENT ON ETHICAL PRACTICE

CJ CGV diligently and responsibly adheres to increasing social and legal demands and ethical standards by establishing and implementing the Code of Conduct for partner companies and their employees in 2022. This encourages participation in sustainable management from both our employees and those of our partner companies. Additionally, we have enacted ‘Special Agreements on Ethical Practice’ with our partners to prevent corrupt practices such as bribery, solicitation, and improper expense transfers within individual contracts, and we require ethics practice pledges from their employees. Through this process, we fulfill our commitments to our partners, ensuring healthy, fair trade and fostering a win-win cooperation with our partner companies.

HOLIDAY GIFT RETURN CENTER

CCJ CGV operates a Holiday Gift Return Center to promote the commitment to integrity among its partners and remind employees of the importance of avoiding bribery. Before the Lunar New Year and Chuseok, a “Holiday Ethical Management Guide for Employees,” signed by the CEO, is posted on the internal bulletin board for all employees. Additionally, a CEO Letter is sent to partners collected from each department before the holidays. If gifts are delivered from partners, they are returned to the sender via courier through the Holiday Gift Return Center. For fresh food items, with the sender’s consent, the gifts are donated to welfare foundations. A return register is maintained to track these activities.

INTERVIEW. KANG MIN JONG, LEGAL AND COMPLIANCE TEAM



Q1. Could you introduce the main responsibilities of the Legal and Compliance Team?

“Our Legal and Compliance Team handles responses to issues arising from CJ CGV’s domestic and international operations and carries out various activities to prevent risks beforehand. Specifically, we review contracts, provide legal advice, manage litigation, and engage in establishing and monitoring compliance systems, creating guidelines, and conducting training.”

Q2. What were the main tasks you focused on in 2023?

“In 2023, our key focus was on enhancing the ‘Fair Trade Voluntary Compliance Program’ that has been in place since 2018 and encour-

aging voluntary compliance among employees. We set compliance activity goals for various organizations within the company and its overseas subsidiaries and implemented them. This approach helped overcome the limitations of activities confined solely to the compliance department and motivated employees to adopt a compliance mindset in their work. Notably, we encouraged CJ CGV’s overseas subsidiaries to declare the compliance commitment message of local leaders, establish various compliance policies including CJ Code of Conduct, and conduct compliance trainings to local employees.”

Q3. What are your plans as the head of the Legal and Compliance Team at CJ CGV?

“For CJ CGV to continue to develop as a leading cultural company, it is crucial to earn the trust of shareholders, customers, partners, and other stakeholders. To achieve this, we aim to proactively identify and implement all necessary activities to advance as a compliance-practicing company. We believe that effective implementation of these practices will be achieved only with the full engagement and empathy of all employees, and we will actively communicate and foster participation to that end.”

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

COMPLIANCE LETTER

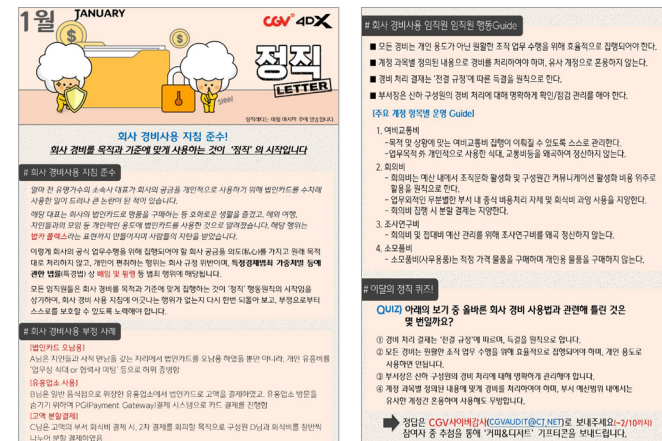
CJ CGV sends a message from the CEO declaring the company’s commitment to compliance management to all employees. In 2023, we emphasized the importance of “practicing compliance values” and “participating in voluntary compliance activities” to remind CJ CGV employees of their compliance responsibilities. Additionally, compliance letters are sent throughout the year to help all employees stay informed about the latest compliance trends and related internal regulations or systems. In 2023, we sent out four letters on the following topics to enhance awareness and provide guidance on related processes: “Guidelines and Checklist Utilization Instructions,” “Fair Trade Voluntary Compliance Program and Compliance Committee Meeting Announcements,” “Contract Review Request and Seal Affixing Process,” and “Standard Contract Utilization Guide.”

HONESTY LETTER

Under the supervision of the Corporate Audit Team, CJ CGV and CJ 4DPLEX employees receive an Honesty Letter every month. As part of the preemptive measures to uphold CJ’s value of honesty and prevent fraud, deficiencies, and inefficiencies, the Honesty Letter covers recent issues or high-risk matters. The letter includes definitions of the topics, examples of occurrences, employee conduct guidelines, and reporting processes. Additionally, quiz events are conducted to encourage employee participation.

2023 MONTHLY HONESTY LETTER THEMES

MONTH	TOPIC	MONTH	TOPIC
January	Guidelines for the use of company expenses	July	Guidelines for social media activities
February	Anti-bribery related to partner company	August	Employee conduct during national holidays
March	The importance of integrity	September	Preventing workplace misconduct
April	Preventing workplace bullying	October	Guidelines for proper use of benefits and allowances
May	Preventing information leakage	November	Types of anti-bribery
June	Preventing workplace harassment	December	Anti-bribery related to partner company



Honesty Letter, January 2023

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

ENHANCING COMPLIANCE FOR OVERSEAS SUBSIDIARIES

Since 2023, CJ CGV has been managing compliance activities for its global subsidiaries to strengthen compliance efforts at overseas local entities. In countries such as the United States, China, Vietnam, Indonesia, and Türkiye, the (CJ Code of Business Conduct) and compliance policies have been standardized and implemented. The compliance and ethical management activities conducted at the Korean headquarters, including the CEO’s commitment to compliance and the provision of compliance-related education, are similarly conducted at these international subsidiaries. In 2023, over 90% of office workers at CGV Vietnam participated in the code of conduct training, and more than 60% participated in compliance awareness surveys. Additionally, throughout 2023, compliance declarations were sent to all employees twice, six compliance news newsletters were published, and posters and pamphlets were distributed within the company to promote awareness of compliance. In 2024, the goals include ensuring all employees are aware of the code of conduct, sending the CEO’s compliance declaration at least once, and publishing compliance news at least quarterly.

CJ 4DPELX distributed the ‘Code of Conduct Refresher’ to ensure compliance with the (CJ Code of Business Conduct) in its U.S. and Chinese subsidiaries. The CEO expressed his commitment to establishing a ‘Voluntary Compliance System,’ fostering a ‘Fair Competition Corporate Culture,’ and raising ‘Compliance Awareness’ through messages sent in March and October 2023. Additionally, a report on the compliance awareness and results for both domestic and overseas entities was prepared, and two new educational content pieces reflecting the latest compliance trends were created and provided through CJ Campus for online training.



Honesty letters posted in overseas subsidiaries



Compliance training

MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

RISK MANAGEMENT

RISK MONITORING AND CHANGE MANAGEMENT

To manage risks related to compliance and corporate ethics, CJ CGV follows the monitoring operational guidelines of the Fair Trade Voluntary Compliance Program. According to these guidelines, the company updates the status of risks identified by various departments and tests the effectiveness of control activities. Additionally, monitoring of subcontracting law-related risks was conducted, and to mitigate risks related to the Personal Information Protection Act, the criteria for viewing and providing personal information to investigative agencies were revised. Educational content was created and distributed to employees to communicate these revisions.

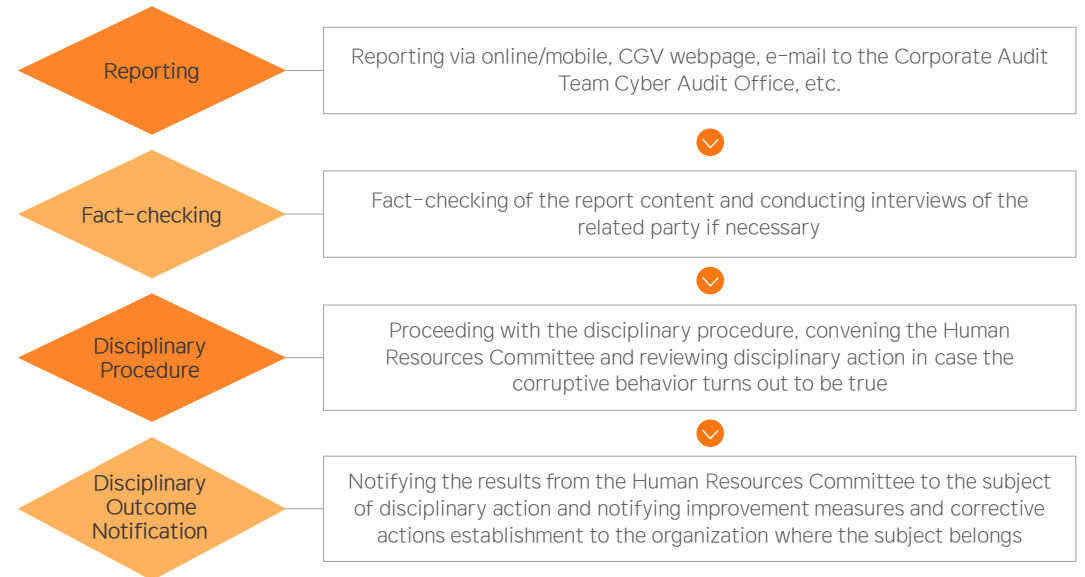
REGULAR INTERNAL AUDITS

CJ CGV's Corporate Audit Team, which is dedicated to internal audit tasks, conducts two regular audits annually and performs ad-hoc audits based on online and offline reports and management's terms.

REPORTING SYSTEM

CJ CGV operates a reporting system to prevent risks arising from misconduct and to ensure appropriate actions are taken in case of misconduct. This system allows not only employees but also all external stakeholders to report any irregularities, with the anonymity of the whistleblower and the content of the report strictly protected. The protection of whistleblower identity and the prohibition of any retaliatory actions are explicitly stated in the company's internal regulations under the 'Regulations on Reporting and Handling Misconduct.' All reports are overseen by the CEO's direct Corporate Audit Team, which conducts factual investigations and interviews with involved parties. If misconduct is confirmed, disciplinary action is taken through the Human Resources Committee. Other reports are referred to the relevant departments for factual verification and necessary actions, with all actions and findings recorded in the reporting system.

REPORTING SYSTEM



MATERIAL TOPICS 1 2 3 4 5

COMPLIANCE AND CORPORATE ETHICS

INDICATORS AND GOALS

COMPLIANCE AND CORPORATE ETHICS MANAGEMENT INDICATORS

CJ CGV manages compliance and corporate ethics by monitoring key indicators such as the number of illegal activities reported, the number of misconduct reports, and the number of valid reports processed.

REPORTING SYSTEM STATUS FOR ETHICS/COMPLIANCE MANAGEMENT¹⁾

CATEGORY	2021	2022	2023
Corruption	5	5	10
Partner Company Grievance/ Unfair Transactions	6	4	3
Organizational Culture Disruption	6	11	8
Total	17	20	21

1) Includes domestic and overseas subsidiaries (China, Indonesia, Vietnam, 4DPLEX).
Due to changes in the calculation standards for common CJ Group management indicators, the data for 2021~2022 has been revised.

VALID REPORTS HANDLING STATUS FOR ETHICS/COMPLIANCE MANAGEMENT IN 2023

(Unit: Case)

CATEGORY	NUMBER OF VALID REPORTS	CONTENT	ACTION
Corruption	1	Misuse of company funds by a specific employee	Investigated the report and confirmed the facts
Partner Company Grievance/ Unfair Transactions	3	Delayed payment for construction work and wages for a new theater opening	Verified the facts and arranged for the payment by the building side.
Organizational Culture Disruption	6	Disruptive behavior in organizational culture by a specific employee	HR Team verified the facts and took appropriate action

COMPLIANCE AND CORPORATE ETHICS MANAGEMENT GOALS

CJ CGV aims to maintain zero instances of illegal activities, including anti-competitive behavior and monopoly violations. Through a strict compliance monitoring system, we strive to prevent illegal activities. As a result, the number of illegal activities recorded for 2023, based on closed cases, is zero.

ACHIEVEMENT COMPARED TO COMPLIANCE AND CORPORATE ETHICS MANAGEMENT GOALS

(Unit: Case)

CATEGORY/YEAR		2023	2025
Number of Illegal Activities ¹⁾	Goal	0	0
	Achievement	0	0

1) Calculated based on cases confirmed to have resulted in illegal activities after investigation and closure

CGV DOMESTIC CORRECTION ORDERS AND MEASURES

CATEGORY	2021	2022	2023
Supervising Department	Ministry of Justice		
Date	December 7		
Correction Order Purpose	Providing seats for persons with disabilities at cinemas in CGV Yeouido, including COMFORT Cinema		N/A
	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		N/A
	Providing text message translation service for programs such as Untact Talk in replacement of Live Talk.		

* Since 2021, CJ CGV has not violated any regulations or received any correction orders. However, in 2022, the National Human Rights Commission of Korea recommended the installation of seats for people with disabilities. CJ CGV actively accepted this recommendation and submitted an implementation plan to install approximately 60 seats for people with disabilities in about 30 theaters nationwide. By the end of 2023, CJ CGV completed the installation of seats for people with disabilities in 25 theaters where installation was structurally feasible.

PLANET



56 ENVIRONMENTAL MANAGEMENT

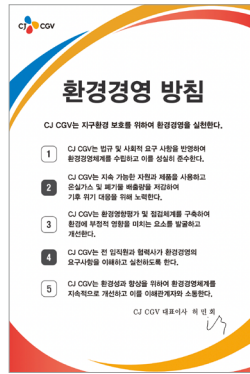
58 WASTE REDUCTION AND RESOURCE CIRCULATION

ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT SYSTEM

CJ CGV is committed to minimizing its negative impact on the planet and protecting the environment through its environmental management practices. In 2023, CJ CGV obtained ISO 14001 certification for its Environmental Management System, which is valid until June 2026. The company has established an environmental management policy and encourages the efforts and participation of all employees and stakeholders to implement effective environmental management. CJ CGV's environmental management system operates under a four-stage management framework. Based on the Environmental Management Manual, the company has established environmental management procedures and operational guidelines to ensure systematic environmental management. Environmental performance is reported annually to the ESG Committee

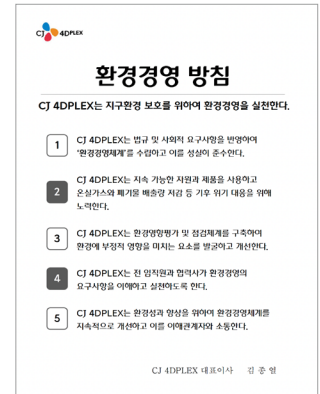
 [CJ CGV Environmental Management Policy Link](#)



Environmental Management Policy

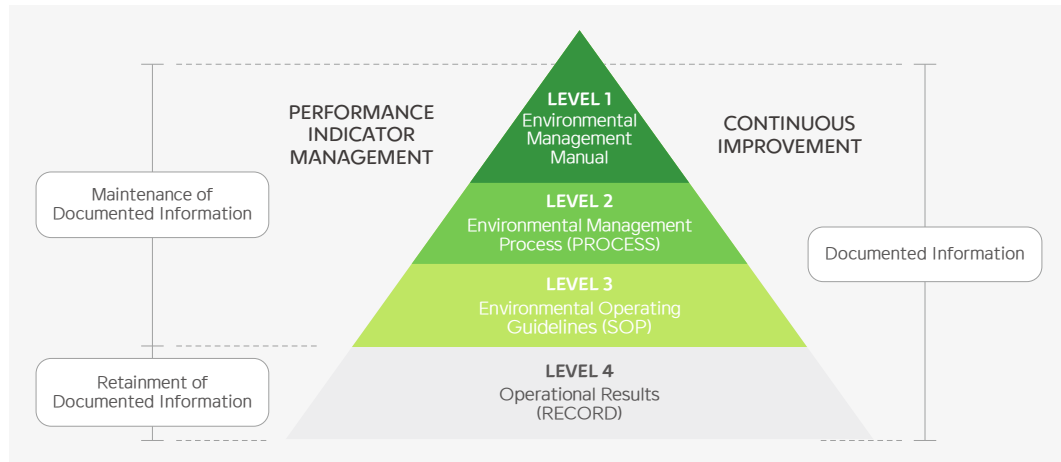
and the Board of Directors. The heads of departments (directors) have key performance indicators (KPIs) related to waste, greenhouse gases, and energy management included in their core performance metrics. To manage environmental performance indicators, CJ CGV conducts regular monitoring through environmental impact assessments.

CJ 4DPLEX first obtained ISO 14001 certification for its Environmental Management System in 2013 and has continuously renewed it every three years, with the current certification valid until December 2025. Additionally, CJ 4DPLEX established its "Quality and Environmental Management Manual" for the first time in 2017. The company has also developed the "Environmental Monitoring and Measurement Work Procedure," which is assessed for its validity through ISO 14001 audits.



Environmental Management Policy of 4DPLEX

ENVIRONMENTAL MANAGEMENT SYSTEM



PROPOSAL FOR STAKEHOLDER COLLABORATION ON CLIMATE CRISIS RESPONSE

CJ CGV is committed to addressing the climate crisis in collaboration with its stakeholders. In 2022, the company established the "Business Partner Code of Conduct" to foster joint efforts with its partner companies in tackling climate-related challenges. Additionally, through the inclusion of a "Mutual Cooperation for Climate Crisis Response" clause in its standard lease agreements, CJ CGV actively engages with landlords to reduce greenhouse gas emissions, use environmentally friendly materials, and minimize waste. Moving forward, CJ CGV will continue to collaborate with various stakeholders to develop and implement effective climate crisis response strategies and environmental protection initiatives.

ENVIRONMENTAL MANAGEMENT

EXCERPT FROM THE BUSINESS PARTNER CODE OF CONDUCT: ENVIRONMENTAL PROVISIONS

01 COMPLIANCE WITH ENVIRONMENTAL LAWS

Partners must strictly comply with all environmental laws regulating hazardous materials, air pollution, water pollution, and waste, as well as international treaties such as the UN Framework Convention on Climate Change (UNFCCC).

02 ENVIRONMENTAL PERMITS AND REPORTING

Partners must obtain and maintain all necessary environmental permits for the emission of pollutants and the installation and operation of pollution control facilities. They must continually incorporate the latest amendments and comply with all operational and reporting requirements needed for these permits.

03 POLLUTION PREVENTION

- ① Partners must use methods such as process and facility optimization, raw material substitution, recycling, and reuse to reduce pollutants like wastewater and waste, and improve resource efficiency.
- ② Partners must comply with environmental and quality management standards, identify chemicals that pose safety risks if released into the environment, and manage the safe handling, transport, storage, use, recycling, reuse, and disposal of these substances.
- ③ Partners must conduct ongoing monitoring to prevent environmental pollution.

04 ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

- ① Partners must progressively track energy consumption and greenhouse gas emissions at both the corporate and site levels.
- ② Partners must find efficient and effective ways to improve energy efficiency while minimizing energy consumption and greenhouse gas emissions.

ENVIRONMENTAL EDUCATION FOR EMPLOYEES

CJ CGV conducts various environmental education programs. Each year, environmental education is a mandatory part of the induction process for new employees. As a participant in the Greenhouse Gas Target Management System, CJ CGV provides annual training for theater operations managers nationwide. In 2023, a company-wide ISO Task Force (ISO TF) was established, and training sessions were conducted for the TF members and internal auditors to enhance their understanding of the environmental management system.

ENVIRONMENTAL EDUCATION STATUS OF EMPLOYEES (2023~2024)¹⁾

(Unit: Individual, %)

DATE	TOPIC	PARTICIPANTS	NUMBER OF PARTICIPANTS	COMPLETION RATE
January 30, 2023	Greenhouse Gas Target Management System	Greenhouse gas target management officers	120	- ²⁾
January 30~May 23, 2023	Environmental Management	Environment officers of each department	119	100
January 21, 2024	ESG Fundamentals	New employees ('23 CJ Group)	15	100
February 5, 2024	Greenhouse Gas Target Management System	Greenhouse gas target management officers	123	- ²⁾
March 21, 2024	ISO 14001 Internal Auditor Training	Internal Auditor	27	100

1) Based on CGV Korea

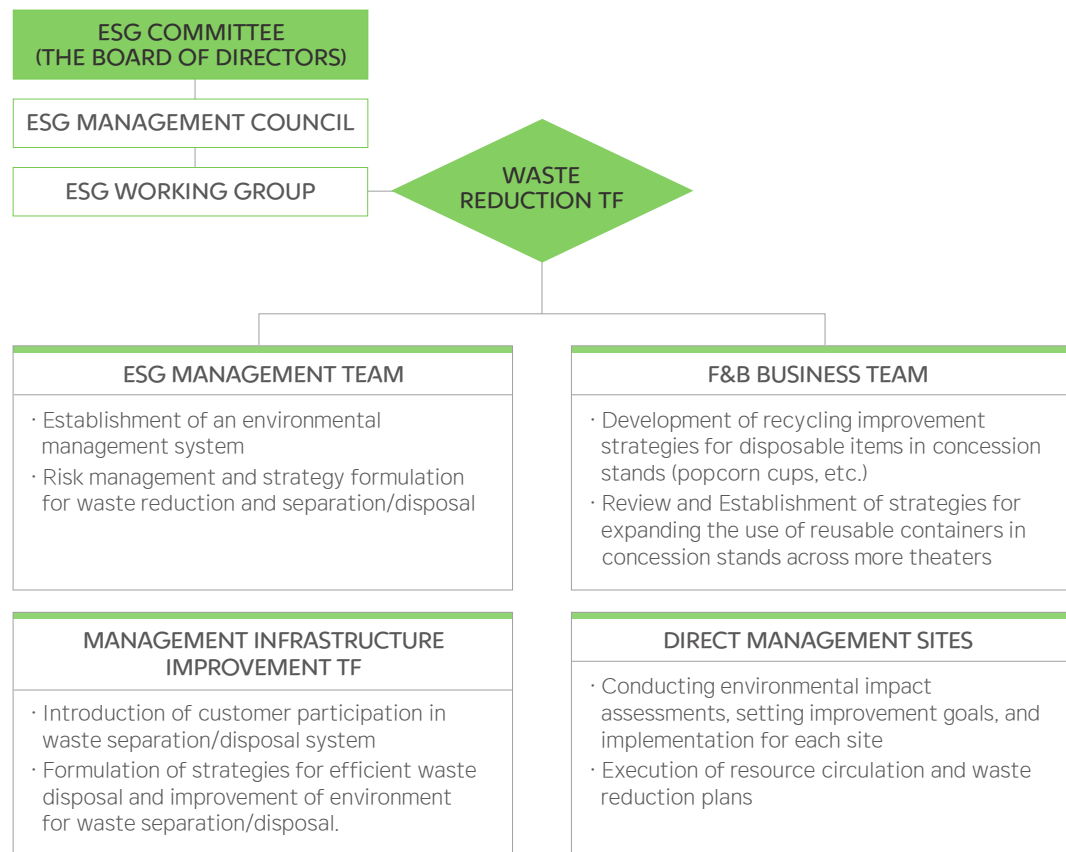
As of May 31, 2024

2) The Greenhouse Gas Target Management System training was distributed via email, with completion rates unverified.

WASTE REDUCTION AND RESOURCE CIRCULATION

DECISION-MAKING AND EXECUTION SYSTEM FOR WASTE REDUCTION AND RESOURCE CIRCULATION

CJ CGV has organized and operates a Waste Reduction Task Force within the ESG Working Group, led by the ESG Management Team, which is dedicated to environmental management, to pursue “waste reduction and resource circulation.”



WASTE REDUCTION GENERATION AND PROCESS

The primary sources of waste at CJ CGV are movie tickets and concession product packaging. While movie tickets have been replaced with mobile receipts available on the website and mobile app, waste still occurs from concession product packaging. CJ CGV conducts environmental impact assessments for its headquarters and all directly managed theaters to establish reduction goals for each theater. Special efforts are made to reduce waste.

THEATER

TICKETING

MOVIE TICKETS

- Replaced with mobile tickets
- For paper tickets, FSC-certified products are used
- 100% FSC-certified products purchased, amounting to 95 million KRW in 2023

CONCESSIONS

POPCORN CUPS

- By the end of 2024, all directly managed theaters will use popcorn cups designed for easy recycling
- In 2023, 1,684,500 large popcorn cups and 1,217,550 medium popcorn cups were used (based on 15 directly managed theaters)

REUSABLE CUPS

- Total usage in 2023: 242,025 cups
- 137,889 cups used across 5 directly managed theaters
- 104,136 cups used in the headquarters cafeteria

THEATERS

3D GLASSES

- Collection and donation of single-use-3D glasses for upcycling
- Approximately 300 boxes collected from 2023 to the first half of 2024

USED SCREENS

- 50 screens collected in 2023
- Reused to create and exhibit furniture and objects
- Collaboration with the Busan International Film Festival for ‘CGV X BIFF Goods’ sales
- Exhibitions of products made from used screens held at CGV Jeonju Hoyoja

RESOURCE RECYCLING OF ELECTRONIC AND ELECTRICAL WASTE

- Donated a total of 1,338 kg of discarded electronic and electrical products, including projection equipment, sound equipment, and office electronics, to the E-Circulation Governance resulted in a reduction of 3,392 kgCO₂eq in greenhouse gas emissions.

WASTE REDUCTION AND RESOURCE CIRCULATION

CUSTOMER PARTICIPATION IN WASTE SEPARATION AT EXIT AREAS

CJ CGV has been working to reduce waste emissions and establish a proper waste separation process since 2022 by installing voluntary waste separation bins at the exits of 31 theaters. These bins are designated for separating popcorn cups and drink cups, with enhanced signage to guide customers in properly disposing of their waste as they exit. At CGV Goyang Baekseok and Daegu Hyundai, a trench-type liquid drainage system has been installed to facilitate the separation of liquids, and CGV Goyang Baekseok has piloted the use of compressed trash bins. Additionally, CGV Daegu has installed customer-driven waste separation bins and has made various efforts to increase customer participation, such as changing the layout of the bins based on the corridor size and broadcasting audio instructions for waste separation.



Customer waste separation participation video



Trench-type drainage system



Compressed trash bins

OVERSEAS SUBSIDIARY RESOURCE CIRCULATION ACTIVITIES

CGV Vietnam, despite the lack of a local recycling infrastructure, has proactively introduced waste separation bins in theaters, leading efforts to improve Vietnam’s recycling status. They have also switched the materials used in packaging to biodegradable plastics to facilitate recycling. CGV Indonesia, in 2023, collaborated with Coca-Cola to launch the waste separation and disposal campaign ‘Reborn Area,’ establishing collection areas in five theaters. The collected PET bottles were 100% recycled, helping to raise customer awareness about recycling and contributing to improving the recycling rate in theaters.



CGV Indonesia Reborn Area Campaign

WASTE REDUCTION AND RESOURCE CIRCULATION

UPCYCLING OF RETIRED CINEMA SCREENS

Due to the nature of the cinema business involving screen renewals and the aging of existing screens, screens are often dismantled or replaced. In 2023, along with the replacement of aged equipment in 88 theaters, a total of 111 theaters underwent such updates. Typically, dismantled screens were treated as industrial waste by the manufacturing/installation companies. However, CJ CGV has adopted a new approach by not discarding these screens as waste but instead looking into recycling or creatively reusing them, thereby introducing an upcycling project that generates new environmental and social values.

CREATION OF UPCYCLED MERCHANDISE FROM OLD SCREENS

In a pioneering move for domestic theaters, CJ CGV collaborated with the 28th Busan International Film Festival in 2023 to repurpose old cinema screens into products such as bags, ticket holders, doll keychains, and luggage stickers, sold as 'CGVXBIFF merchandise'. Additionally, chalk bags made from upcycled screens were sold through CJ CGV's climbing gym 'PEAKERS'.



CGVXBIFF Merchandise



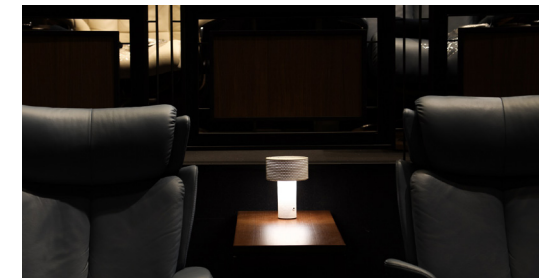
PEAKERS Chalk Bag

PRODUCTION AND DISPLAY OF UPCYCLED FURNITURE AND OBJECTS

In collaboration with designer Kim Ha-neul, CJ CGV has showcased upcycled objects such as lights, stools, and tables made from old screens. This initiative broadens the scope of upcycling beyond the typical miscellaneous items, with upcycled furniture available for visitors to sit on and relax at CGV Hongdae, and upcycled mini-lights being used as table lighting at CGV Cine de Chef. CJ CGV aims to continue integrating sustainable art and design perspectives within the theater environment through various future projects.



Upcycled Screen Furniture



Upcycled Screen Lighting

UPCYCLING PROCESS FOR RETIRED CINEMA SCREENS



WASTE REDUCTION AND RESOURCE CIRCULATION

PROTOTYPE EXHIBITION UTILIZING RETIRED CINEMA SCREENS

At CGV Jeonju Hyoja, in collaboration with the Jeonju Reuse Center “Dasibom,” a prototype exhibition was held showcasing products made from retired cinema screens. Participants from businesses located at the Jeonju Reuse Center crafted 14 different items, including smartwatch straps, beanbag sofas, and AirPod cases. These creations were displayed in the lobby, allowing visitors to view and vote on the items they would like to see produced. The pieces that received positive feedback from the exhibition were subsequently manufactured and made available for sale.

INTERVIEW.

KIM HUI MUN, MANAGER OF CGV JEONJU HYOJA PROJECT



Q1. How was the upcycling exhibition of retired screens planned?

“Last year, we also reused fabric waste from replacing IMAX fabric seats to provide upcycled pouches to our customers, which received a very positive response. As CGV Jeonju Hyoja joined ESG activities and saw an increase in customer traffic, we were very satisfied and have been constantly considering what other ESG activities we could undertake. Just then, the Jeonju Upcycling Center was planning a project to develop products using local waste materials, and we proposed using retired screens as a reusable material for this exhibition.”

Q2. Screens are an unusual material; what did the manufacturers think about using retired screens for upcycling?

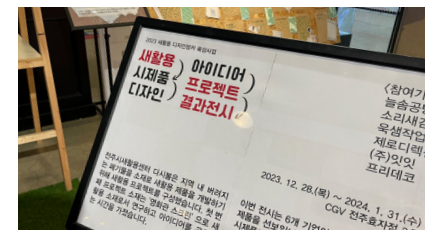
“The feedback was overwhelmingly positive, recognizing retired screens as excellent materials for upcycling. In fact, one company expressed a desire to produce merchandises using only retired screen materials in the future, and several others have inquired about the ongoing availability of such materials.”

Q3. Are there any sales plans for the merchandises made from retired screens?

“During the exhibition, we conducted a vote among visitors on 14 prototypes, and we are currently selling the four products that received the highest votes at the CGV Jeonju Hyoja concession.”

Q4. Any final thoughts you’d like to share?

“I am very proud to have been able to present this exhibition. Planning and executing it with the cooperation of the Jeonju Reuse Center was challenging at times due to communication issues, but I am thrilled that we were able to proceed successfully thanks to collaboration across various departments. Going forward, CGV Jeonju Hyoja will continue to lead efforts to raise awareness about ESG among our customers.”



Prototype exhibition utilizing retired cinema screens at CGV Jeonju Hyoja

WASTE REDUCTION AND RESOURCE CIRCULATION

WASTE REDUCTION AND RESOURCE CIRCULATION ACTIVITIES

RESOURCE RECYCLING OF ELECTRONIC AND ELECTRICAL WASTE

In October 2023, CJ CGV established a resource recycling system through a partnership with E-Cycle Governance, recovering 1,338 kg of electronic and electrical waste from items like projection and sound equipment. This initiative enabled the environmentally friendly reprocessing of these materials and reduced greenhouse gas emissions by 3,392 kgCO₂eq. CJ CGV is committed to continuing its efforts to reduce waste through active participation.

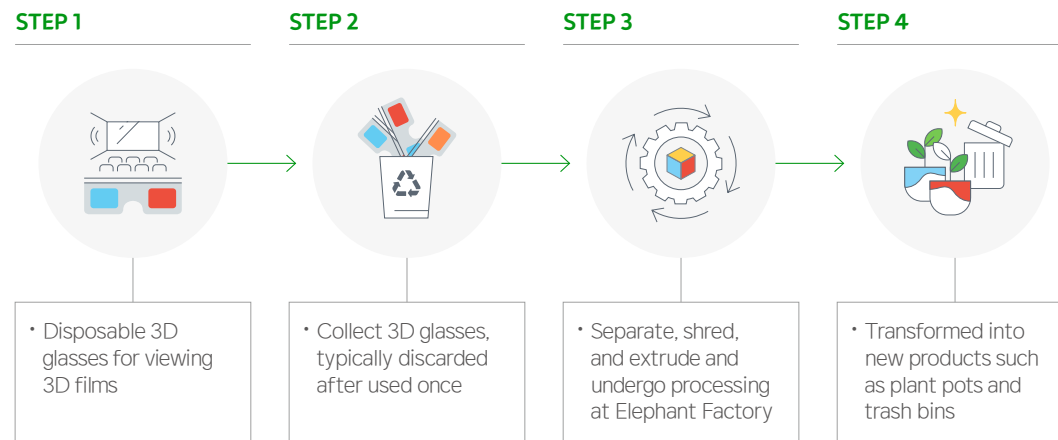
RECYCLING OBSOLETE EQUIPMENT

The outdated equipment from CJ CGV cinemas is typically sold in bulk to second-hand equipment buyers and is reused in various local community centers, mobile theaters, and temporary cinemas. Recently, this equipment has been handed over to the E-Cycle Governance for recycling. Low-mileage equipment is either redeployed to other cinemas or used as maintenance stock for IMAX conversions, SX/4DX upgrades, and other refurbishments. Projectors that are no longer in use due to the expiration of the manufacturer’s warranty are sold, with the partner company utilizing them for maintenance and operation in private and international theaters. From cinemas that have closed, eight projectors have been reallocated, and the rest are used as maintenance stock in other areas. Additionally, when purchasing servers for video control, the old equipment is collected for parts recycling under the manufacturer’s buy-back policy; in 2023 alone, 93 units were recycled in this way.

3D GLASSES UPCYCLING

CJ CGV collects disposable 3D glasses after movie showings and donates them to the upcycling group “Elephant Factory.” The glasses undergo a separation process and are then reused and recycled as raw materials. To facilitate this, CJ CGV has established a self-service collection process at cinema exits, encouraging customers to participate voluntarily. From 2023 to the first half of 2024, a total of 300 boxes of glasses were collected and donated. Additionally, cinemas that have run out of disposable glasses have switched to reusable ones.

3D GLASSES UPCYCLING PROCEDURE



PEOPLE

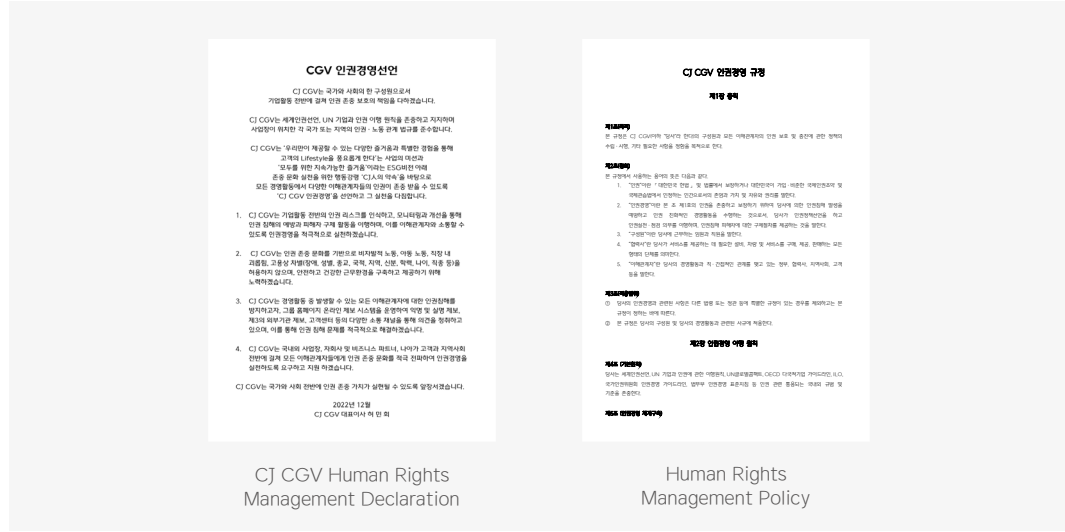


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HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS MANAGEMENT POLICY

CJ CGV established the Human Rights Management Declaration in 2022 and received approval from the CEO in November 2023, making it public on the company's intranet and website to demonstrate the CEO's commitment to human rights management. CJ CGV's human rights management targets all stakeholders who are vulnerable to human rights risks, including domestic and international business locations, subsidiaries, business partners, customers, and local communities. In 2023, based on the Human Rights Management Declaration, the company developed human rights management regulations to enhance its human rights policy. CJ CGV is committed to adhering to the four core principles of the International Labour Organization (ILO) and integrating the ten principles of the United Nations Global Compact (UNGC)—covering human rights, labor, environment, and anti-corruption—into its policies and management activities.



CJ CGV Human Rights Management Declaration

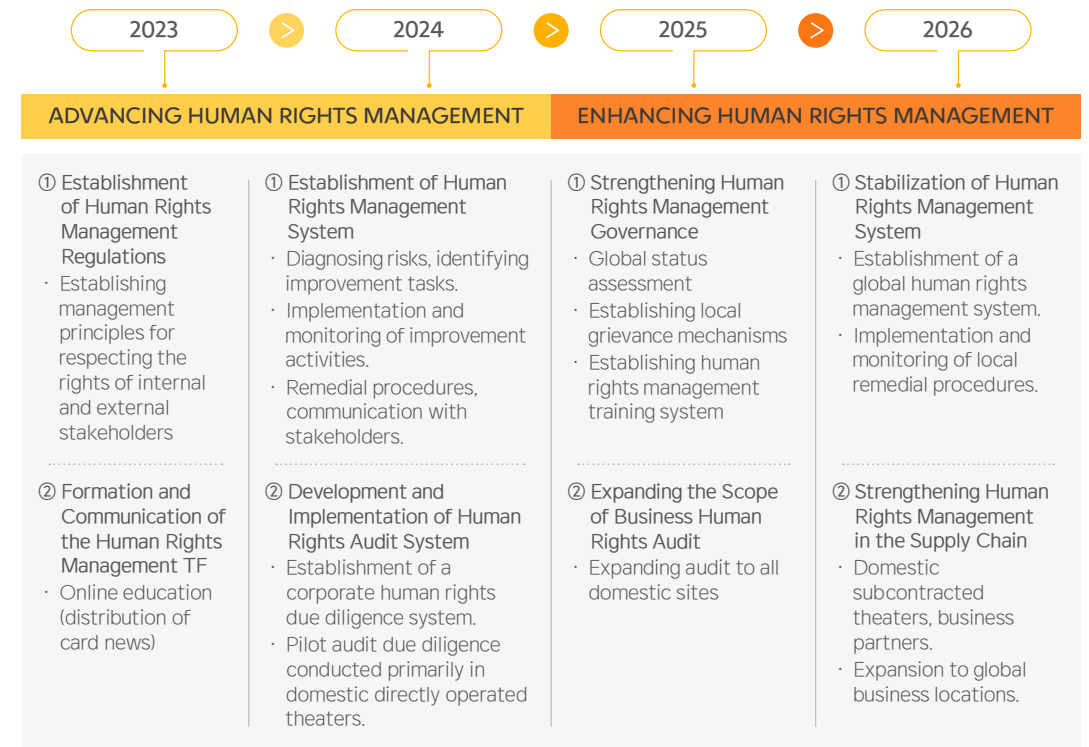
Human Rights Management Policy



HUMAN RIGHTS MANAGEMENT PROMOTION ROADMAP

CJ CGV has been actively implementing human rights management since establishing its human rights management system in 2022. Starting in 2023, the company has been advancing its human rights management initiatives. An in-depth human rights impact assessment is scheduled for the first half of 2024 to identify detailed human rights risks, followed by regional human rights audits planned for the second half of the year. Post-2025, the scope of the human rights impact assessment is expected to be expanded to encompass all business locations.

STATUS AND MID-TO LONG-TERM GOALS FOR HUMAN RIGHTS MANAGEMENT

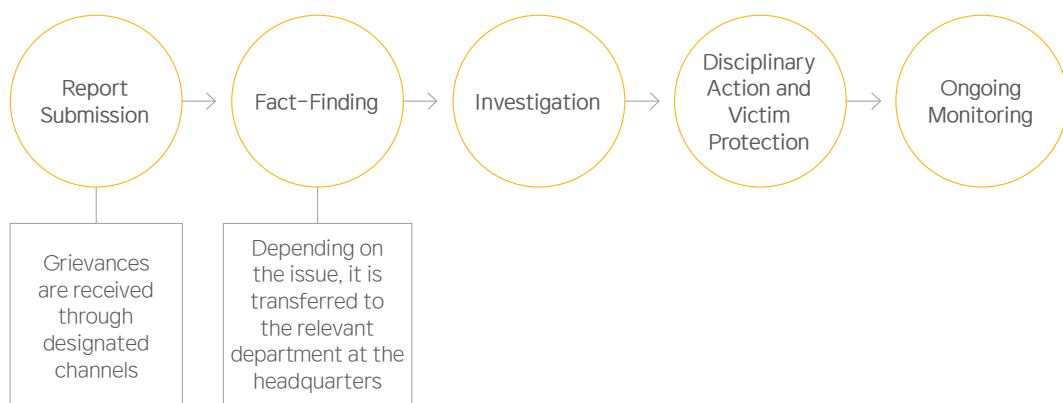


HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS GRIEVANCE HANDLING

CJ CGV operates three channels to allow its members to more easily express difficulties that may be hard to disclose: ① CJ’s official online reporting channel, ② Han Maeum Council reports, and ③ HR department reports. Once a report is received, the schedule for processing results, internal processes, and requests are quickly identified. Responsible personnel undergo specific training to familiarize themselves with the grievance handling process. Furthermore, confidentiality is a priority in grievance handling; therefore, information is shared with only a minimum number of departments/personnel to ensure no disadvantage comes to the reporter. To track the efficiency of this process, the company monitors feedback from the parties involved and the potential recurrence of the same issues, conducting employee training as necessary to prevent recurrence. The grievance handling system targets not only the headquarters and field staff but also external stakeholders, including subcontractors. In 2023, out of five human rights-related reports received through the CJ online reporting system, four were valid and all four were resolved with appropriate corrective actions.

HUMAN RIGHTS GRIEVANCE HANDLING PROCESS



HUMAN RIGHTS GRIEVANCE REPORTING CHANNELS

CATEGORY	DETAILED CONTENT
Handling of Workplace Harassment and Bullying	Within the designated 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 committee is appointed through labor-management consultation. 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.

HUMAN RIGHTS GRIEVANCE REPORTS AND ACTIONS OVERVIEW

(Unit: Case, %)

CATEGORY	2021	2022	2023
Total Human Rights-Related Reports ¹⁾	4	7	5
Valid and Action-Completed Human Rights Reports	4	4	4
Human Rights Report Handling Rate	100	100	100

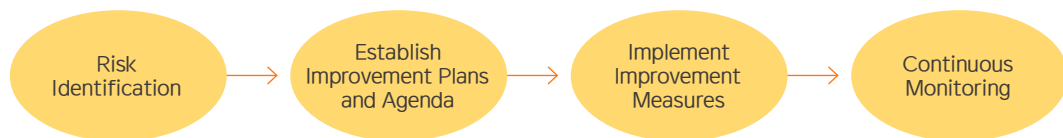
1) Data for 2021~2022 has been adjusted according to the changes in the calculation criteria of CJ Group’s common management indicators.

HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS RISK MANAGEMENT

CJ CGV proactively identifies and manages risk factors that could potentially lead to human rights violations. Since the end of 2022, CGV has distributed a self-labor checklist, including labor practices, to all theaters as part of its efforts to prevent risks in advance. In 2023, labor inspections were completed by the Ministry of Labor. CJ CGV continuously identifies potential human rights violation risks through the one-on-one interview program “Group Caring” and the official grievance handling activity “Han Maeum is Coming.” Identified human rights risks are discussed quarterly by the management. In the second quarter of 2024, a list of risk factors will be derived and directly surveyed in theaters. The grievance handling processes of “Group Caring” and “Han Maeum is Coming” programs will be supplemented and utilized in the survey question design.

HUMAN RIGHTS RISK MANAGEMENT PROCESS



IDENTIFICATION AND MONITORING OF HUMAN RIGHTS RISK

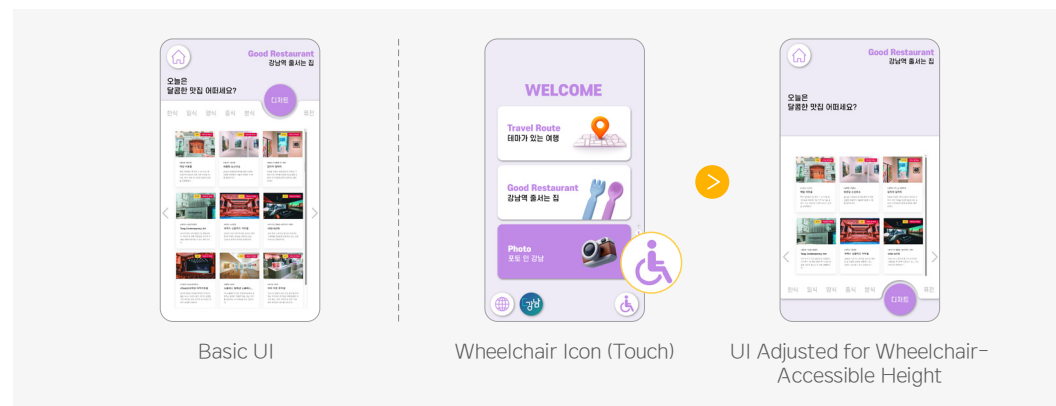
CATEGORY	DESCRIPTION
One-on-One Employee Interviews “Group Caring”	<ul style="list-style-type: none"> · A program where HR team members are paired with employees for one-on-one interviews to understand and address organizational and individual concerns. · Identifies and supports improvement areas based on individual concerns and organizational atmosphere.
Official Grievance Handling Activities “Han Maeum is Coming”	<ul style="list-style-type: none"> · A program where labor-management council worker representatives and HR personnel visit sites to listen to grievances and suggestions directly. · Executes support for grievances and suggestions and identifies elements to include in quarterly agendas.

PROMOTING HUMAN RIGHTS PROTECTION FOR VULNERABLE GROUPS

CJ CGV ensures that its advertising business and facility designs include features to accommodate vulnerable groups, such as the elderly and disabled customers, providing universal design and services. In 2023, CJ CGV developed the ‘S-Live’ media combining rest areas for disabled customers and the elderly with advertising facilities, enhancing the convenience of information access for these groups. ‘S-Live,’ meaning ‘Signature Street,’ is a media platform comprising a 100m high-resolution LED media. Additionally, the ‘G-Light’ kiosk installed on Seoul’s Gangnam-daero was developed with a user interface friendly to wheelchair users, aiming to improve accessibility.



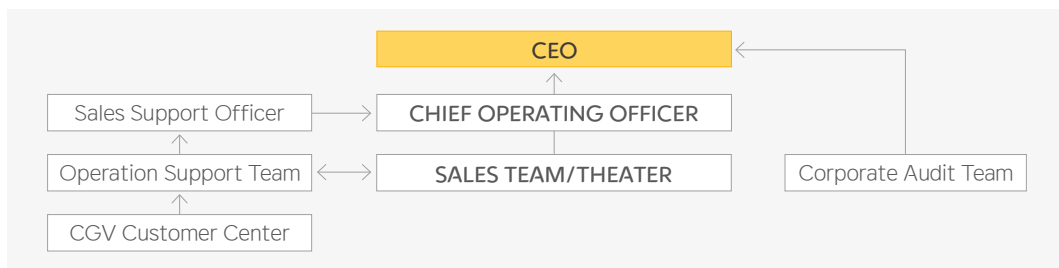
S-Live



G-Light UI

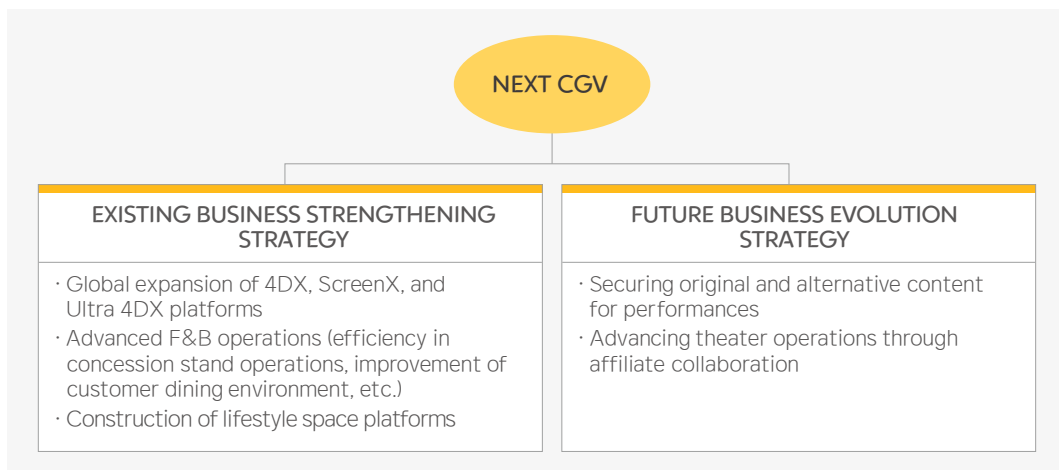
CUSTOMER SATISFACTION

DECISION-MAKING AND EXECUTION SYSTEM OF CUSTOMER SATISFACTION



STRATEGY AND GOALS OF CUSTOMER SATISFACTION

CJ CGV has established the “NEXT CGV” strategy objective, aiming to pursue customer satisfaction by leveraging IT capabilities and business synergies to provide differentiated experiences through the Korean lifestyle platform. This strategy focuses on strengthening existing business areas and evolving future business strategies to offer unique experiences to customers.



CUSTOMER NEEDS-BASED STRATEGY DEVELOPMENT

IMPLEMENTING A KOREAN LIFESTYLE SPACE PLATFORM

CJ CGV is leveraging the theater space to promote various business ventures. In 2023, the company opened the third climbing gym, Peakers, at CGV Shinchon Artreon. In February 2023, a short-game golf studio, “The Approach,” was also launched. With the growing demand for indoor golf practice, the theater’s high ceilings have been utilized to meticulously design greens and bunkers that closely mimic outdoor fields. This allows for short-game practice, putting analysis, and premium lesson services, providing a realistic and high-quality training environment.



CGV Shinchon Artreon, PEAKERS 3rd branch



CGV Songpa, The Approach

F&B (CONCESSION) ADVANCEMENT PROMOTION

CJ CGV, as part of its efforts to enhance customer satisfaction, is advancing its F&B operations by improving concession management, developing and launching new menu items based on customer trends, and improving concession packaging. One such example is the improvement of the recipe and taste quality of four types of popcorn manufactured and sold since November 2023 based on customer feedback.

CUSTOMER SATISFACTION

EXPANSION OF SPECIAL CINEMA

In 2023, CJ CGV opened three ULTRA 4DX cinema, combining the multi-sensory experience of 4DX with the multi-screen immersion of ScreenX. Additionally, four new IMAX cinema and one each of new 4DX and ScreenX cinema were opened. Following the “Next CGV” strategy, CJ CGV plans to expand the introduction of technology-enhanced and premium cinema based on customer preferences.

ULTRA 4DX

ULTRA 4DX is CGV’s innovative technology cinema, combining the multisensory 4DX cinema with the multi-projection ScreenX cinema, offering the best viewing experience in a technological cinema.



4DX

4DX cinema combine more than 21 environmental effects, such as wind, water, and scents, with motion chairs to provide audiences worldwide with the ultimate multisensory viewing experience.



SCREEN X

ScreenX is the world’s first multi-projection cinema that extends the movie screen to the sides, presenting a 270° panoramic view for an immersive viewing experience.



IMAX

IMAX cinema offer overwhelming immersion with their giant screens and high-performance sound systems.



CUSTOMER SATISFACTION

PROVIDING A VARIETY OF ENJOYMENTS FOR CUSTOMERS

OFFERING DIVERSE EVENTS

CJ CGV plans events that go beyond simple movie watching, providing a variety of experiences. In 2023, concept screenings such as the (Barbie Pink Screening) and (Elemental Sympathy Screening) were held. Notably, the (Shilla Duty Free Shop Café Outdoor Screening) offered special goods and beverages at the same price as regular tickets, delighting customers with a unique experience. Additionally, the (Corn Festival) featured packages that combined movie viewing with water gun fights. Major events organized by CJ CGV in 2023 included the April Fool’s Day promotion ‘Nationwide CGV Fishing Festival’, the Corn Festival, the Busan International Film Festival, the College Entrance Exam promotion ‘Nationwide Liberation Day’, and the Fortuneteller Event. Customer satisfaction surveys were conducted for these events, and future events will be improved based on customer feedback.



April Fool’s Event



Corn Festival



Busan International Film Festival Highball Bar

EXPANDING CUSTOMER ACCESSIBILITY

IMPLEMENTATION OF CGV X KCC ‘COLOR UNIVERSAL DESIGN’

As the diversity of customers visiting theaters increases, CGV has introduced ‘Color Universal Design’ in collaboration with KCC Paint to ensure everyone can easily recognize spaces and signs. ‘Color

Universal Design’ is a design concept that enables clear distinction of information regarding space, products, and culture, regardless of age or disability. This design has been piloted in CGV Yongsan l’Park Mall, Yeongdeungpo, Gangnam, and Yeouido. By emphasizing exit directions and escalator locations, customers can be guided clearly on exit routes. Additionally, providing information on the locations of fire extinguishers ensures quick response in case of safety incidents. CJ CGV will continue to strive to provide safe and convenient theater experiences for customers.

EFFORTS TO ENHANCE ACCESSIBILITY FOR THE DIGITALLY VULNERABLE

CJ CGV is committed to improving movie accessibility for the digitally vulnerable by maintaining a minimum number of staffed service counters and installing separate ticket booths for disabled customers. In collaboration with the Credit Card Social Contribution Foundation, CGV has created ‘How to Use Kiosk’ videos in the form of YouTube Shorts to improve accessibility to self-service kiosks for the digitally vulnerable.



How to Use Kiosk



Kiosk Usage Tips

PROVISION OF NURSING ROOMS IN NEW THEATERS

CJ CGV includes nursing rooms (rest areas for pregnant women) in the lobby space when opening new theaters. These nursing rooms are equipped with various facilities to ensure the comfort and safety of caregivers and infants, such as diaper changing stations, sinks, and separate spaces for breastfeeding.



Color Universal Design Exit Route Implementation



Kiosk Usage Guide & Tips for the Digitally Vulnerable – YouTube Shorts



Nursing Room at CGV Shinsegae Gyeonggi (Rest Area for Pregnant Women) Overview

CUSTOMER SATISFACTION

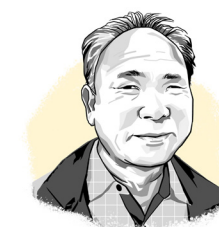
ACTIVITIES TO IMPROVE ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Since 2011, CJ CGV has been screening Korean subtitle/audio description movies (Barrier-Free Movies) for the visually and hearing impaired. In 2019, this initiative was expanded into a joint project branded as ‘Gachibom,’ in collaboration with the Korean Film Council, the Korea Association of the Deaf, and others, to improve the movie viewing environment for people with disabilities. Additionally, in 2023, CJ CGV signed a Memorandum of Understanding with the Korean Film Council, the Korea Association of the Deaf, the Korea Blind Union, and major distributors to create an inclusive movie viewing environment for the visually and hearing impaired. This included the introduction of ‘Korean Subtitles (CC)’ screenings, which display dialogue, speaker names, and sound information, enabling both hearing-impaired and non-hearing-impaired individuals to enjoy movies together.



INTERVIEW.

JU HO DON, VIEWER OF GACHIBOM AUDIO DESCRIBED MOVIES



Q1. How did you feel after watching the audio described movie ‘Exhuma’?

“I felt intense emotions. I have always loved movies. I used to watch so many that I even dreamed of becoming a film director. It was heartbreaking when I lost my sight and couldn’t watch movies any-more. From the moment audio described movies started, I began visiting the theater again. It brought joy back into my life despite my blindness.”

Q2. What impressed you the most during the viewing?

“While watching the audio described movie ‘Digging’, I could smell damp soil through my nose. I really smelled the soil. It might be hard to believe, but I truly did. I was also surprised. It seems the audio description triggered my olfactory memory.”

CUSTOMER SATISFACTION

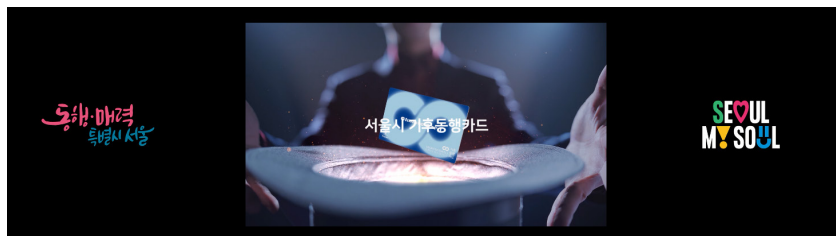
PUBLIC SERVICE ADVERTISEMENT BROADCAST

CJ CGV allocates a certain portion of its advertising media to beneficial public service content. Although the legal requirements for broadcasting public service ads vary by media type, CJ CGV complies with these statutory obligations.

PROMOTING ESG CONTENT THROUGH ADVERTISING MEDIA

In 2023, the Seoul Tourism Organization’s content broadcasted on Line 2 of the Seoul subway included English subtitles to cater to foreigners unfamiliar with Korean. Additionally, content regarding pet etiquette on public transportation provided information that guide dogs for the visually impaired are allowed on public transport, aiming to raise public awareness for improving the convenience of transportation for people with disabilities.

Public Service Advertisement on Climate Card



METROLIVE Animalboa



GLOBAL PUBLIC ART PROJECT

In 2023, CJ CGV conducted a global public art project in collaboration with landmark digital media platforms in locations like New York’s Times Square and London’s Piccadilly Circus. The project included the display of “Arrival,” the first digital artwork by abstract expressionist artist Frank Bowling, on digital media platforms at Samsung Trade Center’s K-POP Live and Euljiro’s ME-Live and MN-Live. This project was part of the ‘CIRCA 20:23’ campaign, a collaborative effort between CJ CGV and CIRCA (Cultural Institute of Radical Contemporary Arts) to convey a message of hope.

COMPLIANCE WITH MEDIA ADVERTISING AND MARKETING ETHICS

CJ CGV adheres to advertising review regulations and operates an internal review process to prevent exaggerated or false advertising. For alcohol advertisements, broadcasting through theaters is restricted to films rated as unsuitable for minors, and outdoor advertising is limited to late-night hours in compliance with outdoor advertising laws. Moving forward, CJ CGV will ensure that alcohol ads or promotions for age-restricted films on social media are only shown to users of appropriate age groups. Furthermore, CJ CGV uses a standard contract that includes anti-corruption policies when entering advertising agency agreements and strictly adheres to applicable anti-corruption laws such as the U.S. Foreign Corrupt Practices Act (FCPA).

CUSTOMER SATISFACTION

APPROVAL OF CUSTOMIZED ADVERTISING

CJ CGV recognizes the sensitivity of personal information when using CRM (customer relationship management) strategies for customized advertising. To prevent unnecessary exposure of personal data, CJ CGV has established and operates an internal process to review and approve extracted data.

INTELLECTUAL PROPERTY AND MEDIA COPYRIGHT PROTECTION

CJ CGV strives to protect intellectual property and media copyrights. In the case of LED.Art business, a 'Content Deletion/Destruction Confirmation' procedure is in place during contract termination with business partners to prevent misuse of content. This is verified through on-site inspections after contract termination. Additionally, during the copyright usage contract phase with artists, CJ CGV provides guidelines for copyright registration, making multifaceted efforts to protect media copyrights.

CJ 4DPLEX CUSTOMER SAFETY AND QUALITY ASSURANCE ACTIVITIES

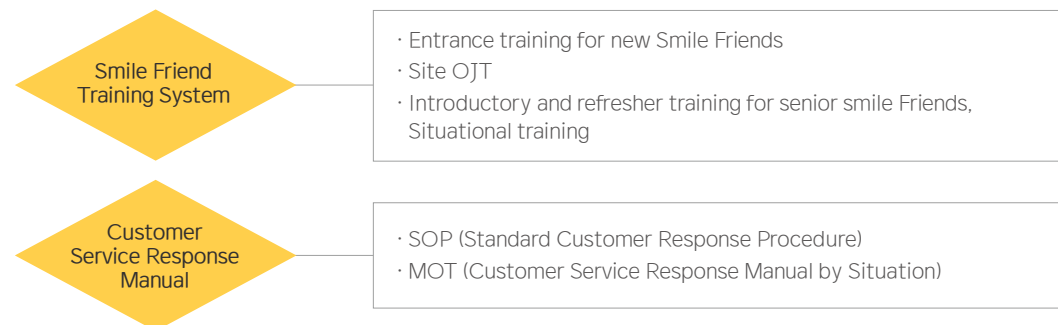
CJ 4DPLEX has exported products to 74 countries worldwide, obtaining and maintaining necessary certifications for electrical safety, electromagnetic compatibility, and flame resistance. In 2023, it achieved CMIM certification (local electrical safety/electromagnetic compatibility standards in Morocco) in collaboration with domestic certification body Eurofins KCTL. This ensures that CJ 4DPLEX rigorously manages product quality, providing customers with safe and excellent products.

VOC MANAGEMENT

CJ CGV operates various channels such as the customer board on its website, customer centers, and chat services to identify customer inquiries and dissatisfaction. Internally, a VOC (Voice Of Customer) management system has been established to promptly share VOC types with relevant departments. Weekly VOC meetings led by the CEO review customer feedback and implement follow-up actions. Excellent improvement cases are shared across CJ CGV theaters to apply positive synergies and manage service quality uniformly.

STRENGTHENED TRAINING FOR FRONTLINE SMILE FRIEND

CJ CGV's frontline staff, known as 'Smile Friend,' are responsible for direct customer interaction. Their role signifies 'always maintaining a comfortable smile to ensure customer satisfaction.' To enhance service quality, CJ CGV provides diverse training programs for these frontline employees.



GREAT PLACE TO WORK

CORPORATE CULTURE BASED ON DE&I (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.

INTRODUCTION OF HORIZONTAL TITLE 'NIM CULTURE'

CJ CGV is the first major corporation in South Korea to implement a horizontal title system known as 'Nim Culture.' This initiative fosters a horizontal culture where colleagues can listen to and understand diverse opinions, showing mutual respect and consideration. As a global company, CJ CGV strives to institutionalize inclusivity and fairness for its diverse workforce. Moving forward, the company aims to continue practicing respect for diversity, which is a cultural asset unique to CJ.

CULTIVATING FEMALE LEADERS

CJ CGV continuously nurtures competent female managers as part of its talent management strategy, which respects diversity and ensures systematic growth. As of 2023, out of 201 department heads, 85 are women, maintaining a 42% representation rate, consistent with the previous year. In 2024, CJ CGV Vietnam plans to appoint a female FDCI director based on professionalism and contribution. The company is committed to further enhancing a culture of diversity, equity, and inclusion.

MAJOR ORGANIZATIONAL CULTURE IMPROVEMENT PROGRAMS IN 2023

PROGRAM	CONTENT
Establishing CGV's Unique Way of Working	<p>Developed 'CGV WOW (Way of Work)' to spread CGV's unique working culture.</p> <ul style="list-style-type: none"> · Create work rules through a bottom-up approach (involving executives/leaders/employees) to establish CGV's work rules. · Conduct monthly campaigns based on 'CGV WOW' work rules (discovering and disseminating best practices for practical work innovation).
Idea Contest	<p>Introduce an idea contest to spread a culture of challenge and participation among employees.</p> <ul style="list-style-type: none"> · Conduct idea contests linked to CGV's vision/mission, providing opportunities for business implementation. · Develop an internal contest platform to foster a supportive and encouraging atmosphere (with crowdfunding functionality).
Customized Retention Programs	<p>Introduce customized retention programs for MZ generation employees.</p> <ul style="list-style-type: none"> · Operate offline one-day retention programs with new hires. · Programs to boost pride and growth awareness among MZ generation members <p>Conduct on-site support/encouragement programs.</p> <ul style="list-style-type: none"> · Provide customized gift packages during peak seasons to show support and encouragement.
Enhancing Communication Synergy	<p>Enhance communication programs unique to CGV, focusing on executive/management-led communication.</p> <ul style="list-style-type: none"> · CEO-Introduce 1:1 trekking meetings for coaching/feedback between the executives. · CEO-Conduct visioning meetings with departments for departmental communication. · Executives-Implement casual communication sessions (MZ meetings) with employees.

GREAT PLACE TO WORK

ENSURING FAIRNESS AND DIVERSITY IN FUTURE TALENT ACQUISITION AND RETENTION

CJ CGV operates recruitment and internship programs to identify and recruit future market leaders. To secure top talent with specialized skills, we utilize the CJ Group’s integrated recruitment system, ‘CJ TAS,’ conducting regular checks on all hiring processes. Interviewers must complete mandatory training before participating in any interviews. We also provide prospective applicants with various channels to learn about the company and job roles, including the CGV Campus Crew program, recruitment fairs, and campus recruiting events. Additionally, the planned disability recruitment in the second half of 2023 was completed in early 2024, improving diversity within the organization. CJ CGV Turkey reported a 3% disability employment rate in 2023 for establishments with over 50 employees. Since 2019, CJ CGV has maintained a target of at least 45% female employment, achieving this goal consistently.

ORGANIZATIONAL CULTURE DIAGNOSIS

CJ CGV conducts ‘CJ Voice ON’ surveys for employees who have been with the company for more than three months to diagnose organizational culture. In a survey conducted in the second half of 2023, about 70% of the 1,022 respondents (717 employees) participated, with a 93% positive response in the engagement category. The uniform application of welfare benefits at CJ CGV’s headquarters and theaters has resulted in high employee satisfaction.

CERTIFIED FAMILY-FRIENDLY WORKPLACE

CJ CGV has maintained its status as a family-friendly company for nine years since 2014 (valid until November 2025), continuously improving the working environment. Subsidiary CJ 4DPLEX also received the ‘Family-Friendly Excellent Company Certification’ in 2022, maintaining the certification (valid until November 2025).



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

CGV Vietnam has been recognized among the “Vietnam Best Places to Work” for large enterprises, ranking among the top 100 companies. Since 2020, it has ranked first in the service sector (education, entertainment, consulting, communication, etc.) for four consecutive years. CGV Vietnam’s employees take pride in their work, striving to create a better workplace and enhance social value. The survey, conducted by Anphabe, a corporate consulting agency, evaluates the brand health of over 700 companies in 20 industries in Vietnam. Rankings have been published annually since 2013.

GREAT PLACE TO WORK

FLEXIBLE WORK SYSTEM

CJ CGV supports improved work immersion and performance by allowing employees to design their work hours and locations autonomously. Previously, a bi-weekly flexible work system was implemented for compensatory work on holidays. However, since 2022, a selective work system has been introduced, allowing employees to set their own start and end times and workdays, achieving a better work-life balance. Additionally, a remote work system and online collaboration tools are in place to facilitate smooth and efficient communication among employees.

VACATION CULTURE AT CGV

CJ CGV institutionalizes rest for employees and supports leisure activities through a ‘self-approval vacation system,’ where employees can take leave without the department head’s approval. Monthly vacation use programs and an hourly leave system are also in operation. Introduced in 2022, ‘Leaders Take a Break’ mandates that team leaders and above take a common leave day on the third Friday of each month. This system has received high satisfaction from both leaders and employees and will continue in 2023, aiming to establish it as CGV’s unique vacation culture. Furthermore, a ‘Creative Week’ program offers a two-week creative development opportunity and long-term service rewards for employees with 3, 5, 7, and 10 years of service. CJ CGV will continue to foster an atmosphere where employees can freely use their vacation time.

EMPLOYEE WELFARE SYSTEM

CJ CGV operates welfare systems for employees’ work-life balance, encompassing living, leisure, and health. These systems are carefully designed to consider employees’ spouses and children, supporting employees in achieving their best performance in an optimal working environment.

CJ CGV’S EMPLOYEE WELFARE SYSTEM

CATEGORY	KEY SUPPORT ITEMS
CJ Employee Benefits	<ul style="list-style-type: none"> • Support for CGV movie tickets, concession discounts, and movie ticket discounts - TVING subscription support, Hello Mobile discount
Leave Programs	<ul style="list-style-type: none"> • Rest Day: Collective application of individual annual leave of 1-3 days per month - Leaders Take a Break: Collective application of annual leave for HQ/Field leaders - My Day: Use of personal celebration leave twice a year
Welfare Points (Basic)	<ul style="list-style-type: none"> • CJ Member’s Mall/CJ The Market/Logo Shop - Use of domestic and international accommodation, holiday gifts, cultural activities support
Welfare Points (Life & Healthcare)	<ul style="list-style-type: none"> • CGV movie points, TVING points, group movie tickets, health check-ups
Leave Support	<ul style="list-style-type: none"> • Jeju car rental support - Creative Week: Support for long-term employees’ vacation & vacation expenses
Promotion Dining Culture Support	<ul style="list-style-type: none"> • Dining vouchers according to employee rank and years of service
Living & Convenience	<ul style="list-style-type: none"> • Wedding support (wedding car, congratulatory money, wreath, housing loan, etc.) - Congratulatory money (wedding, 60th/70th/80th birthdays, funerals) - Funeral support and funeral supplies - Birthday celebration coupon, employment anniversary celebration coupon - Commuting and business trip transportation support - CJ Group’s shared office “CJ Work ON”

* Based on CGV Korea

GREAT PLACE TO WORK

CJ CGV'S EMPLOYEE WELFARE SYSTEM (CONTINUOUS)

CATEGORY	KEY SUPPORT ITEMS
Medical	<ul style="list-style-type: none"> Medical expenses, childbirth medical expenses, employee health check-ups, heart disease treatment expenses, medical insurance CGV Mental Health Program Recovery gifts for employees who underwent surgery
Education and Housing	<ul style="list-style-type: none"> Child education expenses, disabled child care expenses, general housing loans Non-residential support (housing loan/rent support, relocation/return allowance and leave, moving expenses, accommodation support, family reunion expenses)
Maternity and Childcare	<ul style="list-style-type: none"> Fetal examination, reduced working hours for high-risk pregnancies, pregnancy congratulations gifts, childbirth congratulations gifts Prenatal leave, maternity leave, paternity leave, adoption leave, parental leave Reduced working hours for child care, emergency child care leave, newborn care leave Child school entry care leave, reduced working hours for school entry care Payment of maternity/parental leave benefits Workplace childcare facility, CJ Kidsville Infertility leave, infertility leave of absence, miscarriage leave, spouse miscarriage leave
Other	<ul style="list-style-type: none"> Spousal leave of absence Registration of dependents on health insurance Gift vouchers for celebrating Ramadan and Eid al-Adha (CJ Indonesia)

* Based on CGV Korea, with additional systems implemented by some subsidiaries

WELFARE BENEFITS FOR SMILE FRIEND

CJ CGV provides various welfare benefits to Smile Friend, who strive to ensure customer satisfaction.

WELFARE BENEFITS FOR SMILE FRIEND

CATEGORY	WELFARE BENEFITS
Film-watching Support	<ul style="list-style-type: none"> Free film-watching at CGVs nationwide (10 times a month) Photoplay payment (10 tickets per month)
Discounts	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Providing a transportation subsidy when leaving before 7a.m. or after 11:30 p.m.
Preferential Hiring of Smile Friends	<ul style="list-style-type: none"> Hiring field operation managers among candidates, including Smile Friends, Exemption from document screening when applying for CJ affiliates
Congratulatory & Condolence Money and Leave	<ul style="list-style-type: none"> Money and leave provided for workers and their spouses in the occurrence of congratulatory and condolence events
Student Loan Interest Assistance	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Regular health check-ups once a year, Substantial medical expenses due to illness or injury

* Based on CGV Korea

GREAT PLACE TO WORK

FOSTERING A CULTURE OF LABOR-MANAGEMENT COMMUNICATION: HAN MAEUM COUNCIL

CJ CGV's Han Maeum Council operates as a consultative body aimed at fostering better labor-management relations and cooperation, serving as an alternative to a labor union. The council is composed of equal numbers of labor and management representatives to ensure that opinions are expressed and considered on equal footing. Additionally, the CEO and senior management are required to attend, allowing direct consultation on various issues and agenda items from each department. The Han Maeum Council convenes quarterly as a principle, discussing and managing follow-up actions on agenda items to improve working conditions. The outcomes and improvements discussed in the council are shared with all CJ CGV employees in a quarterly letter format. For transparency and continuity, the council separates main agenda items from other issues and provides updates on the progress of these items in the following quarter.



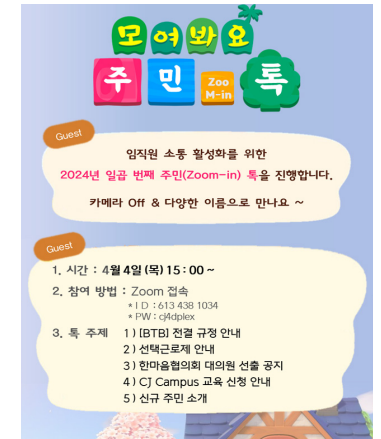
Han Maeum Council

2023 HAN MAEUM COUNCIL MEETING SUMMARY

	KEY DISCUSSION POINTS	FOLLOW-UP ACTIONS
1st Quarter (March 23)	Improvement of a unified communication channel for internal systems (SMS, MOS).	Incorporated into part of the next-generation construction project.
2nd Quarter (June 29)	Inquiry about the expansion direction of MND (related to pickup trays) and major improvement items (order window size, text and tray color, etc.).	Improvements completed.
3rd Quarter (September 14)	Discussion on necessary safety and health measures (carrying self-defense items, support for seasonal infectious diseases like influenza and COVID-19).	Influenza support provided. Carrying self-defense items deferred due to legal restrictions.
4th Quarter (December 19)	Request to enhance visibility of the kiosk order screen and improve the pickup tray menu screen.	Improvements completed and members notified.

ACTIVE LABOR-MANAGEMENT COMMUNICATION CULTURE <ZOOM-IN TALK>

CJ 4DPLEX has been improving organizational culture and enhancing employee diversity by holding bi-monthly "Zoom-in Talk" sessions, where all employees participate in organization-wide cultural activities. This initiative started in August 2020 under the name "ZOOM ALL INFO" and was renamed "Zoom-in Talk" in 2023. Through these sessions, new employees and updates on new 4DX and ScreenX releases are shared, along with company news from the CEO. The discussions cover a wide range of agendas, encouraging interactive communication. Such efforts strengthen communication and diversity within the organization, promoting teamwork and creativity among employees.



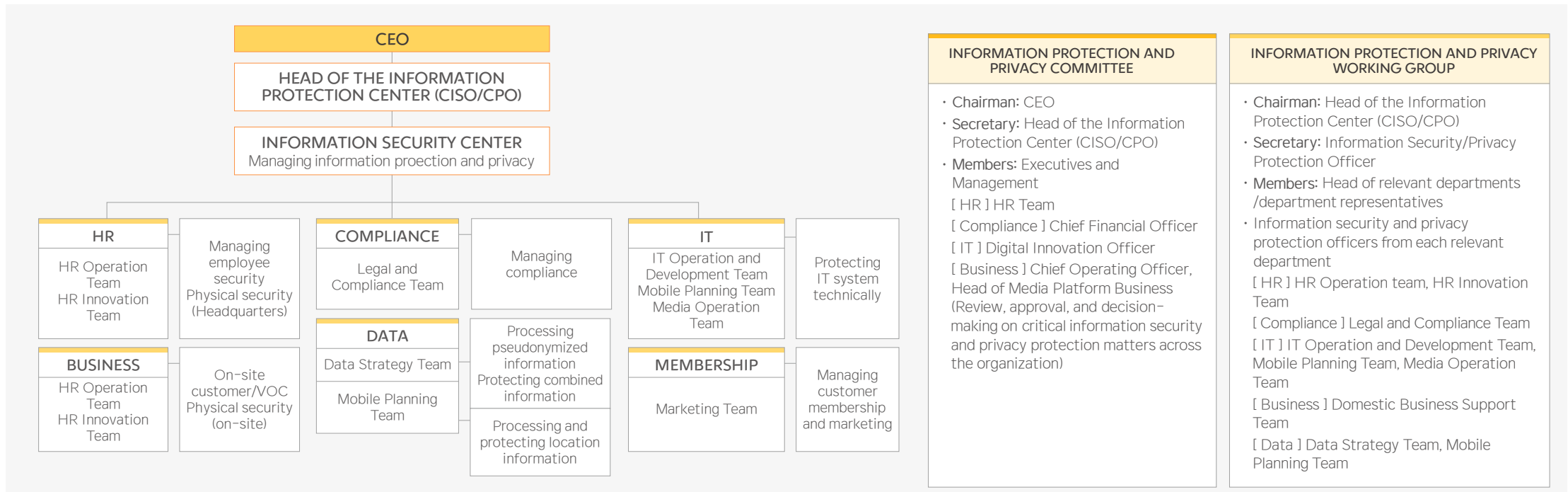
Zoom-in Talk

INFORMATION PROTECTION AND PRIVACY

INFORMATION PROTECTION AND PRIVACY DECISION-MAKING AND EXECUTION SYSTEM

CJ CGV operates the ‘Information Protection and Privacy Committee’ to manage decision-making and execution related to information protection and privacy. A dedicated Information Protection Center, directly reporting to the CEO, oversees the Information Security Management System (ISMS). The Information Protection Center establishes and manages the control system for all data handled by CJ CGV, ensuring the safety of the company’s information assets and customer data. The head of the Information Protection Center also serves as the company’s Chief Information Security Officer (CISO) and Chief Privacy Officer (CPO), overseeing the protection of information assets (including personal data) and managing reviews, approvals, and decision-making processes related to privacy. To ensure customer data privacy, CJ CGV appoints a Privacy Officer and relevant administrators to handle privacy management. In compliance with the Information and Communications Network Act and the Personal Information Protection Act, CJ CGV adheres to stringent information security procedures, including regulations on the non-use of data beyond its intended purpose and the destruction of data once its purpose has been fulfilled. Guidelines are updated with the CEO’s approval and distributed to all employees to ensure thorough adherence to these regulations in the handling of personal information.

INFORMATION PROTECTION AND PRIVACY ORGANIZATIONAL SYSTEM



INFORMATION PROTECTION AND PRIVACY

INFORMATION PROTECTION AND PRIVACY POLICY

CJ CGV has established the ‘Information Protection Rules,’ the highest-level document outlining its information protection policies, along with 13 specific guidelines to provide clear objectives and direction for information protection. These rules apply to CJ CGV’s international subsidiaries and extend to third parties under contract with the company, based on practical necessity. Additionally, CJ CGV publishes its privacy policy on its website, which includes the rights and methods for customers to access, correct, delete, or suspend the processing of their personal information. To ensure information protection, cybersecurity, and privacy, all CJ CGV members are required to adhere to the ‘Basic Principles of Information Protection.’ These policies are regularly reviewed and updated to reflect changes in relevant laws, such as the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Personal Information Protection Act, as well as internal and external environmental changes. The ‘Security Organization Operation Guidelines’ define the roles and responsibilities of the information protection organization. Any amendments, enactments, or repeals of the company’s information protection policies are announced company-wide to ensure all employees are informed. The current policies were approved by the CEO in August 2020 and are always accessible through the company’s regulations management system. Policies regarding personal information processing, outsourcing, third-party provision, and inspections of entrusted parties are defined in the ‘Personal Information Protection Guidelines,’ established in compliance with relevant laws and approved by the CEO in November 2023. In 2023, CJ CGV enacted and revised a total of 13 information protection and privacy policy guidelines, two procedures, and two forms.

 [CJ CGV Privacy Policy](#)

CJ CGV'S 13 PRIVACY PROTECTION GUIDELINES

GUIDELINE	MAJOR CONTENTS
Guidelines for Security Organization Operation	<ul style="list-style-type: none"> • 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.
Work Security Guidelines	<ul style="list-style-type: none"> • Specifies the Information Security compliance requirements for employees. • Provides guidelines for securing workspaces, terminals, and ensuring safe internet usage.
On-site Operations Security Guidelines	<ul style="list-style-type: none"> • Specifies compliance requirements for security at site locations (practical rules). • Ensures compliance with protection and management of operational spaces and customer information.
Personnel Security Guidelines	<ul style="list-style-type: none"> • Outlines procedures for employee recruitment, transfers, resignations, and Information Security education. • Addresses third-party management and outsourcing security.
Physical Security Guidelines	<ul style="list-style-type: none"> • Defines security zones and access control measures. • Covers Data Center (IDC) security and security measures at business locations.
Personal Information Protection Guidelines	<ul style="list-style-type: none"> • Administrative and technical measures for protecting personal information. • Guidelines for collecting, using, providing, and disposing of personal information.
IT Infrastructure Operations and Management Guidelines	<ul style="list-style-type: none"> • Security measures for server, network, database, and security systems operations. • Security requirements for public cloud services.
IT Development Security Guidelines	<ul style="list-style-type: none"> • Requirement analysis and security requirements at each stage of development. • System management procedures, operations, and documentation.
Business Continuity Management Guidelines	<ul style="list-style-type: none"> • Establishing a business continuity system and disaster response measures. • Emergency response planning and operations (business recovery strategies, response procedures, and mock drills).
Security Risk Management Guidelines	<ul style="list-style-type: none"> • Managing the company’s information assets. • Risk assessment and protection measures for information assets.
Location Information Management Guidelines	<ul style="list-style-type: none"> • Procedures for reporting and obtaining user consent for location-based services. • Technical and administrative measures for personal and object location-based services.
Security Inspection Guidelines	<ul style="list-style-type: none"> • Types of security inspections and organization. • Procedures and methods for security inspections.
Security Incident Response Guidelines	<ul style="list-style-type: none"> • 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.

INFORMATION PROTECTION AND PRIVACY

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.

ISMS (INFORMATION SECURITY MANAGEMENT SYSTEM) CERTIFICATION RENEWAL

CJ CGV has been maintaining the highest standards in information security and privacy protection by acquiring the (ISMS Information Security Management System) certification in 2013 and renewing it annually. This certification covers the entire theater operation system used across the company’s online and offline platforms. To renew the certification each year, CJ CGV undertakes risk management and system review and improvement activities for information assets. Additionally, the company plans to expand and obtain the ISMS-P certification by 2025.



ISMS Information Security Management System Certification

- Certification Scope** · Operation of online movie reservation services
- Certification Validity Period** · March 25, 2023~June 24, 2026

TPN GOLD SHIELD CERTIFICATION FOR CONTENT SECURITY IN THE USA

CJ 4DPLEX has been operating its own content security processes to meet the requirements of stakeholders related to information security, achieving the TPN Gold Shield certification as a recognition of its security standards. TPN (Trusted Partner Network) is a content security certification system by the Motion Picture Association (MPA) in the United States. For Hollywood content projects, 4DPLEX complies with TPN certification requirements by completing third-party security audits conducted by accredited evaluators, adhering to the security standards based on MPA Best Practices.



CJ 4DPLEX CONTENT SECURITY ACTIVITIES

- Conducts annual penetration tests and vulnerability assessments.
- Establishes information security policies and guidelines for studios.
- Provides information security training for pre-release and post-release content.
- Adheres to audit standards for interior design, CCTV, and electronic access control.
- Assigns personnel for security and infrastructure management.
- Maintains visit logs and NDAs (Non-Disclosure Agreements) for secured areas.
- Manages access rights to controlled zones.

INFORMATION PROTECTION AND PRIVACY

COMPANY-WIDE INFORMATION SECURITY AUDIT

CJ CGV conducts internal security audits every first half year and participates in group-wide security audits organized by the CJ Group in the second half. These audits address information protection risks and implement improvement activities. From March to April 2023, a regular system vulnerability assessment was conducted across the company, identifying system risks, formulating action plans, and implementing improvements. A total of 255 improvement points were identified through web vulnerability assessments, simulated hacking tests, mobile app vulnerability assessments, and system vulnerability assessments, with 35 points improved.

INFORMATION AND PERSONAL INFORMATION PROTECTION RISK ASSESSMENT

In 2023, CJ CGV's information security risk assessment identified eight common improvement points. Additionally, through a personal information processing consignment contract with CJ OliveNetworks, which maintains, repairs, and manages CJ CGV's IT services and infrastructure, regular security vulnerability assessments were conducted on all systems and services operated by partner companies. Based on the 2023 assessment results, the company improved security vulnerabilities by specifying metrics such as the security vulnerability improvement rate in the annual Service Level Agreement (SLA). From 2024, risk assessment, action plans, and results will be reported, and the effectiveness of measures to mitigate information and personal information protection risks will be evaluated. Annual company-wide security audits will also include inspections of subcontractors handling personal information, and each department's information security agreement will be secured.

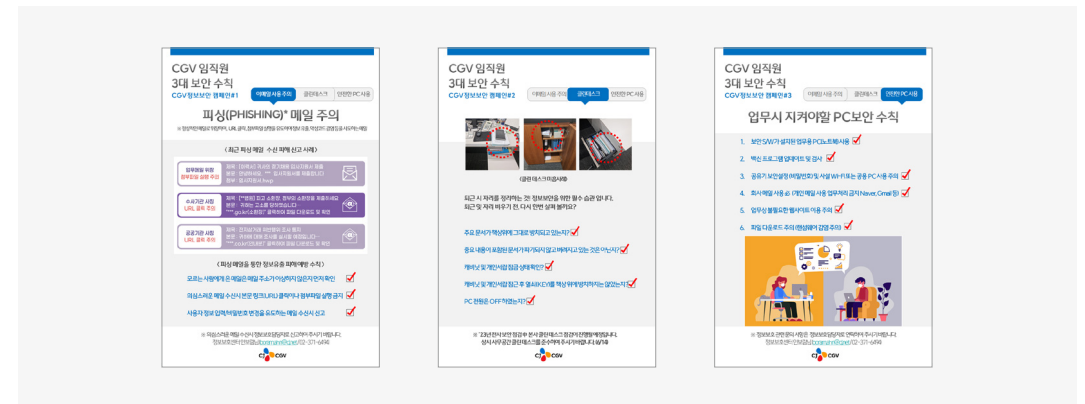
INFORMATION SECURITY BREACH RESPONSE DRILLS

In May 2023, CJ CGV participated in the information security breach response drills organized by the Korea Internet & Security Agency (KISA). This two-week drill expanded its participants to all employees, sending simulated phishing emails to assess reporting and response. The first drill showed that about 41% of phishing email recipients clicked on the bait link, which decreased to 12% in the second drill. Suspicious email reporting rates increased from 69% to 186% (including duplicate reports), indicating improved awareness of security threat emails through the drill.

CJ CGV INFORMATION PROTECTION CAMPAIGN

CJ CGV conducts regular and ad-hoc information protection campaigns more than twice a year. In 2023, the company ran a campaign to reinforce internal information security awareness, emphasizing three key security rules that employees must follow.

CJ CGV INFORMATION PROTECTION CAMPAIGN – THREE KEY SECURITY RULES FOR EMPLOYEES

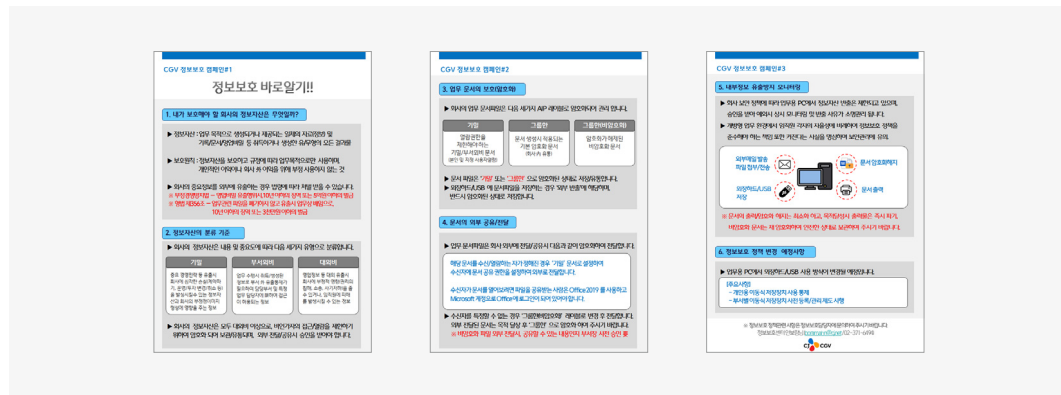


INFORMATION PROTECTION AND PRIVACY

INFORMATION PROTECTION NEWSLETTER PUBLICATION

CJ CGV regularly publishes newsletters to improve employees' awareness of the company's key information assets and information protection principles during their work. These newsletters announce changes to information protection policies and highlight information security precautions through internal bulletin boards and email.

INFORMATION PROTECTION NEWSLETTER

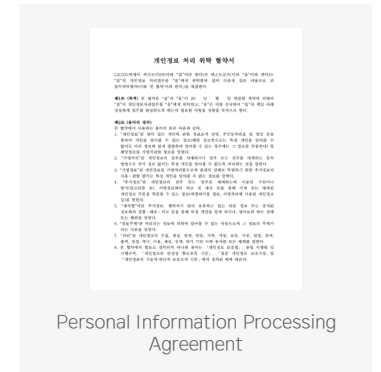


PERSONAL INFORMATION PROCESSING NOTICE AND REPORTING

In compliance with personal information protection laws, CJ CGV processes customers' personal information only for specified purposes and publicly discloses its privacy policy on its website. If the privacy policy is revised, the changes are announced on the customer center's notice board seven days before the revision, comparing the old and new versions. Additionally, the privacy policy stipulates the rules for processing personal information, including handling, outsourcing, and third-party provision. In 2023, CJ CGV notified customers of the usage of their personal information and managed activities such as data deletion upon membership withdrawal. Measures for managing and supplementing location information protection were also implemented.

PERSONAL INFORMATION PROCESSING AGREEMENT WITH SUBCONTRACTORS

When entering into contracts with partner companies, CJ CGV requires a Personal Information Processing Agreement that includes confidentiality, restriction on re-outsourcing, and self-audit obligations. In 2023, during the PEAKERS outsourcing operation contract, an agreement on customer personal information processing was signed with the operator, which includes terms for contract termination and compensation for non-compliance.



INTRODUCTION OF GENERATIVE AI MODEL (SERVICE) CHECKLIST

Starting in 2023, CJ CGV established a group inspection standard for ensuring the safety of generative AI adoption, adding a checklist to the security review form for introducing generative AI models (services).

INTRODUCTION OF GENERATIVE AI MODEL (SERVICE) CHECKLIST

- Basic considerations when adopting generative AI technology
- Verification and action items when utilizing AI model APIs and commercial AI models
- Verification and action items when building proprietary AI models using internal data

RENEWAL OF PERSONAL INFORMATION PROTECTION LIABILITY INSURANCE

CJ CGV has been renewing its personal information protection liability insurance annually since its initial subscription in 2019, to prepare for potential consumer personal information leakage incidents.

INFORMATION PROTECTION AND PRIVACY

PERSONAL INFORMATION PROTECTION MEASURES

CJ CGV implements measures to protect the personal information of customers, employees, partners' workers, and job applicants among other stakeholders.

2023 PERSONAL INFORMATION PROTECTION ACTIVITIES AND RESULTS

CATEGORY	MANAGEMENT ISSUES	2023 ACTIVITIES
Sales	Prevention of customer information leakage during field operations	· Assigned access rights to sales management system menus
Customer Service	Web/Customer Center VOC	· Addressed customer feedback and complaints regarding personal information through relevant departments · Handled customer complaints and contact customer to deliver feedback
HR Information	Employee and job applicant information security	· Assigned access rights based on R&R in G-HR (HR system) for the collection, management, and update of employee personal information · Managed information security for online recruitment platforms

PERSONAL INFORMATION LEAKAGE INCIDENTS

In 2023, CJ CGV reported a total of 0 incidents of personal information leakage. Over the past three years, since 2021, there have been no accumulated incidents of personal information leakage.

INFORMATION LEAKAGE STATUS

(Unit: Case)

CATEGORY	2021	2022	2023
Number of Incidents	0	0	0

* Based on CGV Korea

INFORMATION SECURITY AND PERSONAL INFORMATION PROTECTION TRAINING

CJ CGV conducts mandatory (Information Security and Personal Information Protection Training) annually for all employees, related contractors, and contract workers to prevent the leakage and misuse of customer and employee personal information, business secrets, and information of partner companies. New hires receive one offline training session during their induction period. Smile Friend is required to complete information security and personal information protection training during their employment.

2023 INFORMATION SECURITY AND PERSONAL INFORMATION PROTECTION TRAINING DETAILS

(Unit: People)

TRAINING TITLE	TARGET TRAINEE	TRAINING PERIOD	NUMBER OF TRAINEES COMPLETED
Mandatory Personal Information Protection Training	Full-time employees, partner companies, and contract workers	Annually	1,035
Information Security Training for New Employees	New employees	Annually	36
Information Security Training for Smile Friend	Smile Friend (Mandatory annual training)	Annually	2,500 (direct employment)

* Based on CGV Korea

2023 INFORMATION SECURITY AND PERSONAL INFORMATION PROTECTION TRAINING CONTENT

TRAINING TITLE	TRAINING PERIOD	TRAINING CONTENT
Mandatory Personal Information Protection Training	July, 2023~ August, 2023	· Protection of trade secrets, cybersecurity, understanding of personal information, principles of protection at each stage of personal information processing, laws and regulations related to information protection/personal information
Information Security Training for New Employees	Upon hiring (first half year and second half year)	· Understanding of personal information, cases of personal information leakage and response measures, ensuring users' rights
Information Security Training for Smile Friend	Ongoing	· Importance of managing personal information, understanding principles of protection at each stage of personal information processing

* Based on CGV Korea

SOCIAL CONTRIBUTION

SOCIAL CONTRIBUTION DECISION-MAKING SYSTEM

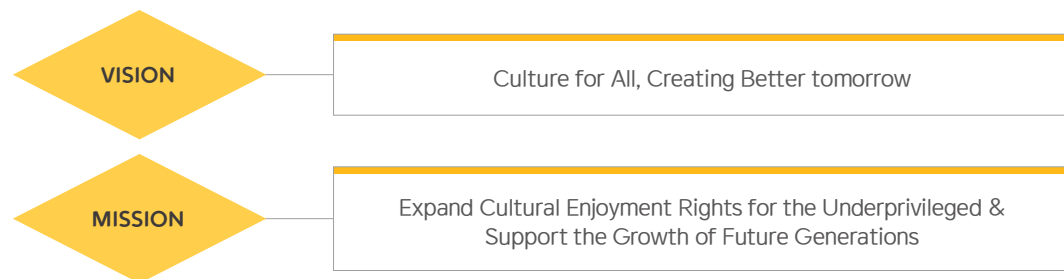
CJ CGV operates a Social Contribution Committee to ensure transparent and genuine execution of social contribution projects. The committee reviews and deliberates on annual social contribution activities and donation execution plans. It handles necessary resolutions for social contribution activities and executes donations based on deliberation criteria by donation amount.

COMPOSITION AND ROLE OF THE SOCIAL CONTRIBUTION COMMITTEE

- **Composition:** Chairman (CEO), Chief Business Innovation Officer, Chief Media Platform Business, Chief Strategic Communication Officer, Compliance Manager
- **Role:** Review the appropriateness of donations and decide on the scale of donations.

SOCIAL CONTRIBUTION STRATEGY

CJ CGV establishes and operates its social contribution vision and mission to ensure that all community members can enjoy diverse cultures. To promote local economy and cultural arts, CJ CGV provides various content and spaces and strives for community participation and development.



SOCIAL CONTRIBUTION PERFORMANCE MANAGEMENT

CJ CGV manages qualitative and quantitative goals and performance related to community participation and development. The company sets and evaluates plans focusing on social contributions such as community investments, donation amounts, employee volunteer hours, and the number of participants. Based on these evaluations, CJ CGV establishes and manages goals for the following year.

SOCIAL CONTRIBUTION PERFORMANCE AND GOALS

(Units: KRW million, hours, people)

SOCIAL CONTRIBUTION OPERATION PLAN	PERFORMANCE (2023)	PLAN (2024)	PLAN (2025)	PLAN (2026)
Community Investment and Donation Amount	507	576	605	635
Employee Volunteer Participation Hours	917	1,200	1,260	1,323
Number of Employee Volunteers	175	230	242	254

ENVIRONMENTALLY FRIENDLY VOLUNTEER ACTIVITY: "FOREST CREATION"

In March 2023, to commemorate the UN-designated International Day of Forests, CJ CGV participated in a remote forest creation activity. About 50 CJ CGV employees joined the volunteer program organized by the Friends of Noeul Park, known as "Jipsitong" (Growing Acorns at Home). During this activity, they planted acorn seeds in recycled wooden pots and nurtured them for over 100 days. After this period, the seedlings were planted at Noul Park in Sangam-dong, Mapo-gu, Seoul. The oak saplings planted in Noul Park will grow for an additional 2-3 years in the "Tree Growth Area" before being used to create a "Forest Where Animals Are Happy."



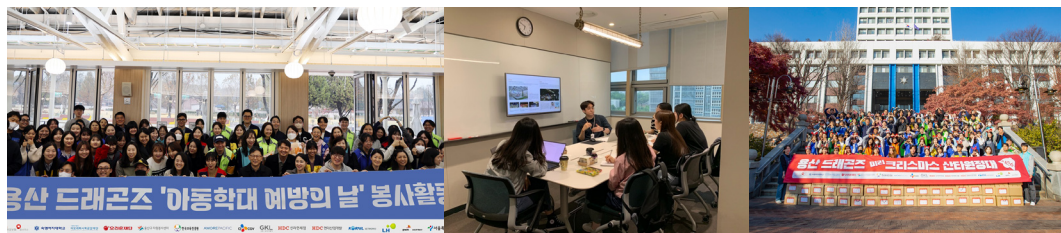
SOCIAL CONTRIBUTION

COMMUNITY VOLUNTEER ACTIVITIES: YONGSAN DRAGONS VOLUNTEERING

CJ CGV actively participates in “Yongsan Dragons,” a volunteer group formed in 2018 through a public-private-academic collaboration in Yongsan. The Yongsan Dragons engage in various community problem-solving activities such as guerrilla gardening, the Mystery Sharing Bus, and the Plastic Cup & Trash Olympics. In 2023, CJ CGV took part in numerous volunteer activities, including tree planting on Arbor Day, youth job mentoring (Cheongchun Jobdam), child abuse prevention campaigns, and delivering Christmas gifts to child welfare facilities.



Tree planting on Arbor Day



Child Abuse Prevention Campaigns

Youth job mentoring (Cheongchun Jobdam)

Delivering Christmas gifts to child welfare facilities

EXCITING FILM SCHOOL

Since 2017, CJ CGV has been running the “Exciting Film School” program. This initiative aims to educate teenagers about various careers and social issues through film, providing an educational donation program by CGV. In January 2021, the “Exciting Film School” online website was launched, offering free resources such as teacher guides and student worksheets for film education. Additionally, the site includes curriculum connection charts to assist teachers in easily finding and utilizing necessary information for their classes.



Exciting Film School



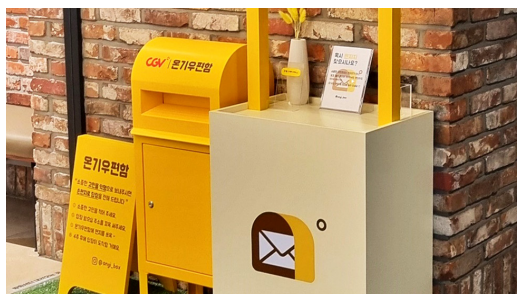
SOCIAL CONTRIBUTION

INSTALLATION AND EXPANSION OF ONGIBOX IN THEATERS

In December 2021, CJ CGV entered into a partnership with the nonprofit organization “Ongi” and installed the first “Ongibox” in theaters. The “Warmth Mailbox” is a non-profit initiative by “Ongi”, where individuals can anonymously write letters about their worries, include an address for a reply, and receive a handwritten letter of comfort in return. These comforting letters are written by “Ongi Postmen,” a group of over 400 volunteers ranging from their 20s to their 70s. By January 2024, CJ CGV will have installed Warmth Mailboxes in 21 theaters, including CGV Yongsan I’Park Mall, Wangsimni, Yeongdeungpo, Yeouido, Yeonnam, Gangbyeon, Seomyeon, Jeonju Hyoja, Gwangju Terminal, Daegu, Daejeon, Ulsan Samsan, Incheon, Jeju, Shinsegae Gyeonggi, Starfield City Wiryae, Ilsan, Ansan, Soping, Gwanggyo, and Incheon Yeonsu. In 2023 alone, a total of 6,297 letters were received through the CGV Ongibox. As part of their corporate social responsibility activities, CJ CGV employees also participate annually as Ongi Postmen, writing and sending handwritten letters to those in need of warmth and comfort.



Ongibox newly installed at CGV Jeju

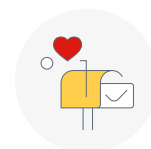


Ongibox newly installed at CGV Starfield City Wiryae

MEASURING SOCIAL VALUE OF CGV X ONGIBOX INITIATIVE

CJ CGV and the non-profit organization ‘Ongi’ collaborated with Hanyang University’s impact consulting agency ‘Impact Search Lab’ to measure the social value of the CGV Warmth Mailbox initiative from 2021 to 2023.

INSTALLATION OF EMOTIONAL MANAGEMENT INFRASTRUCTURE IN CGV (ONGIBOX)



Performance of Installation and Operation

Approximately KRW **75** million

Collection of Worry Letters

Approximately KRW **60** million

Recruitment of Ongibox Postmen

50 People

Performance of Ongibox Postmen Recruitment

Approximately KRW **2** million

MENTAL WELL-BING ENHANCEMENT THROUGH RESPONSE LETTERS



Performance of Response Letters

Approximately KRW **176** million

Economic Activity Re-Engagement Effect

Approximately KRW **58** million

Early Detection and Prevention of High-Risk Cases

Approximately KRW **3** million

Suicide Prevention Effect

Approximately KRW **94** million

SOCIAL VALUE OF EMPLOYEE VOLUNTEERISM AS ONGIBOX POSTMEN



Positive Psychological Change in Employees

Approximately **218** million

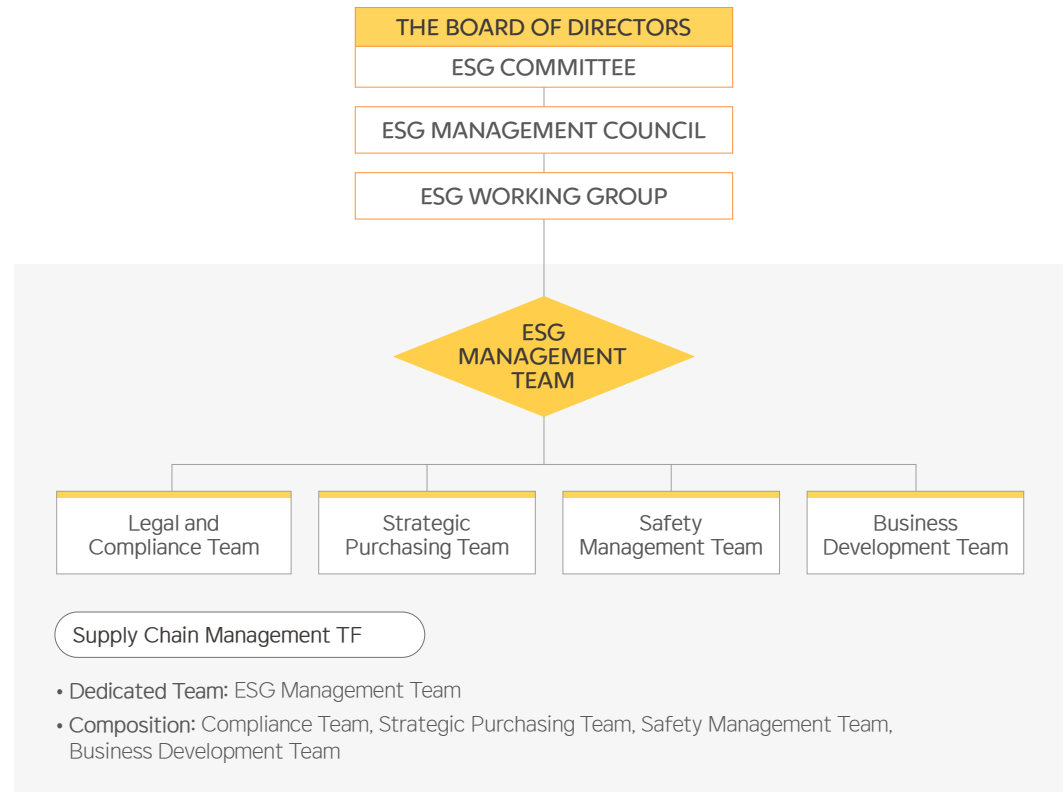
(Units: KRW million, times)

	2021	2022	2023
Investment Budget	17	21	23
Social Value	30	182	474
Social Value Multiplier	1.76	8.48	21.07

SUSTAINABLE SUPPLY CHAIN

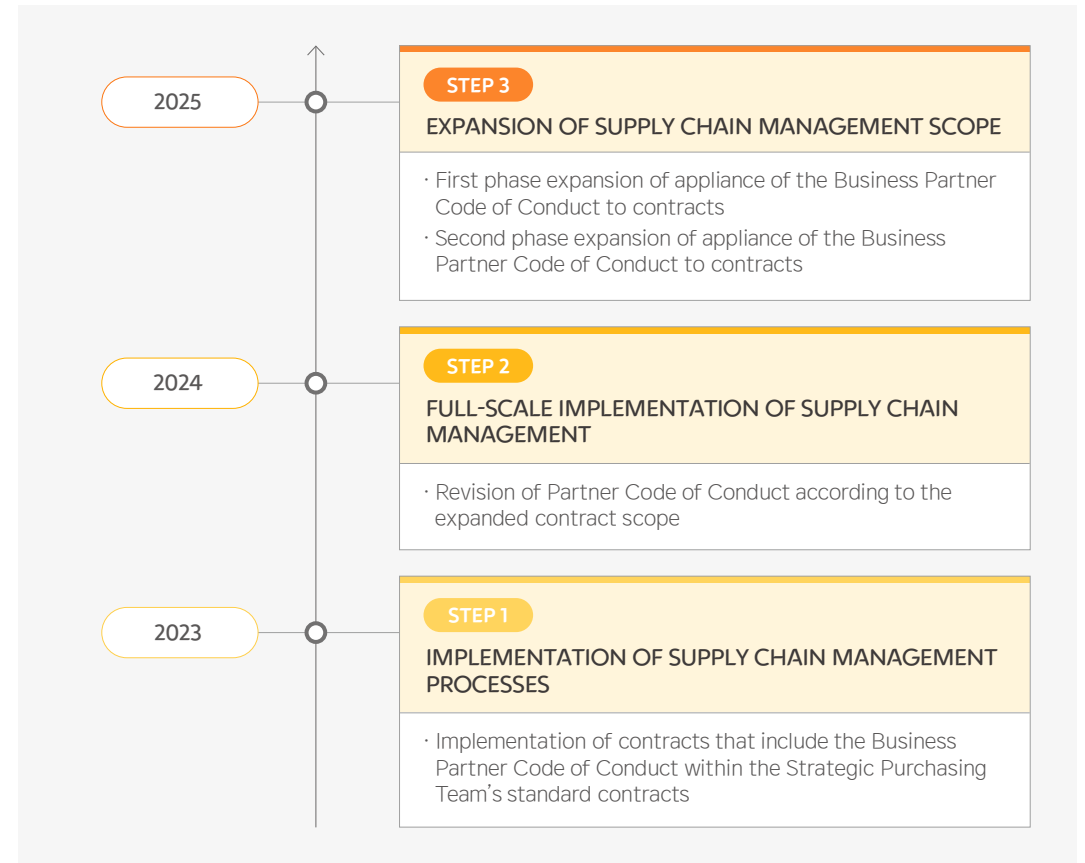
SUPPLY CHAIN MANAGEMENT DECISION-MAKING EXECUTION FRAMEWORK

CJ CGV operates a Supply Chain Management Task Force (TF) within the ESG Working Group to establish and maintain a supply chain management system. This initiative aims to achieve co-prosperity with partner companies and promote sustainable management. The TF ensures that partners conduct their operations legally and ethically while engaging in sustainable activities.



MID-TO LONG-TERM SUPPLY CHAIN MANAGEMENT ROADMAP

CJ CGV is implementing step-by-step tasks based on the mid-to long-term supply chain management roadmap established in 2022.



SUSTAINABLE SUPPLY CHAIN

AMENDMENT OF PARTNER COMPANY CODE OF CONDUCT

Since establishing the Partner company Code of Conduct in 2022, CJ CGV has conducted an amendment in March 2024 to expand the application scope of the code. In China, CGV includes the Partner company Code of Conduct in contracts as necessary. In Vietnam, since June 2023, the Partner company Code of Conduct has been added to approximately 40 new and renewed partner company contracts, and this information has been disclosed on the website. Moving forward, CJ CGV will expand departments to include the Code of Conduct in new partner company contracts and publicly share the Partner company Code of Conduct on the website to establish and manage a robust supply chain management system.

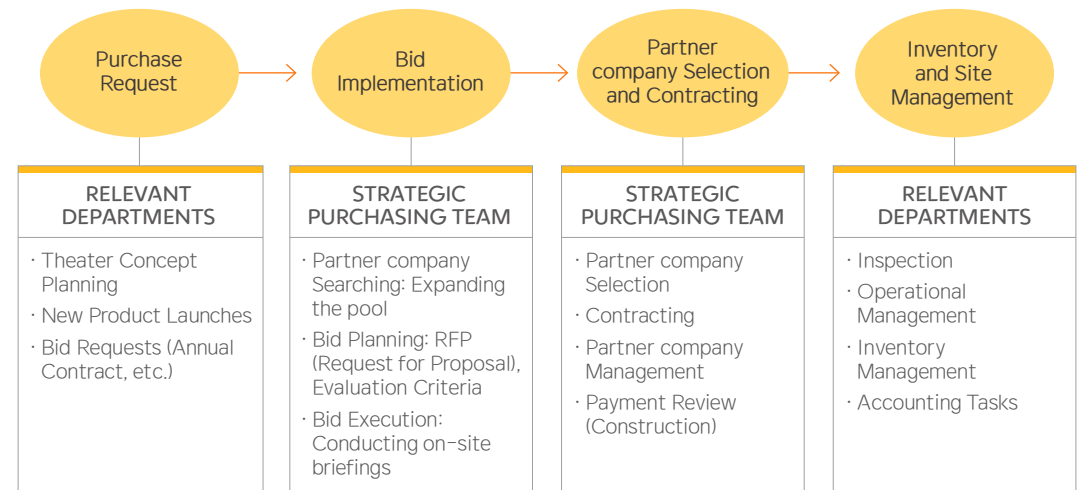
COMPONENTS OF PARTNER COMPANY CODE OF CONDUCT



IMPROVEMENT OF PURCHASING PROCESSES

CJ CGV aims to efficiently manage its internal purchasing processes and create a sustainable business environment. To achieve this, the company has clearly defined the purchasing processes to enhance operational efficiency and contribute to sales and revenue growth by establishing and adhering to internal purchasing guidelines. Relevant departments verify the sustainability of products when purchasing from partner companies. Additionally, CJ CGV reflects the amended Partner company Code of Conduct in bid briefings and contracts, incorporating ESG elements into partner company selection criteria, with the revised code being implemented since 2023.

PURCHASING PROCESS



TRAINING FOR NEW PURCHASING MANAGERS

New purchasing managers at CJ CGV undergo CJ Group's Basic Purchasing Training, which covers partner company selection and management according to purchasing guidelines, fair trade, foreign procurement, negotiation and cost reduction strategies. In 2023, one manager completed this training.

SUSTAINABLE SUPPLY CHAIN

PARTNER COMPANY GRIEVANCE HANDLING

CJ CGV listens to and addresses the grievances and difficulties faced by its partner companies, continually working on improvements. For cleaning service providers, the company has established a clear process for job requests and set up break rooms to improve their working conditions. To maintain theater cleanliness and minimize VOC (Voice of Customer) issues, educational documents are regularly updated for each provider. These efforts help maintain cleanliness in theaters, enhance customer satisfaction, and improve the working environment for partner companies.

For construction and installation firms, CJ CGV conducts on-site briefings to enhance safety. During these sessions, the company gathers feedback on whether the project can be completed within the specified timeframe. If safety risks are identified, the planned construction schedule is adjusted accordingly. For instance, during the renovation of the CGV Yongsan lobby, the construction period was extended to ensure safety during the removal of columns and finishes, which required high-altitude overnight work. In 2023, there were three valid partner company grievances, all of which were fully addressed.



1) Valid Reports Handling Status for Ethics/Compliance Management in 2023

PARTNER COMPANY SUPPORT PROGRAMS

CJ CGV engages in various support activities to achieve practical and mutual growth with its partner companies. The Exhibition Technology Team holds irregular meetings with partners to discuss job-related improvements, equipment issues, and accidents. They also actively discuss job-specific content such as RMA (Return Merchandise Authorization) processes and introduce new equipment and field tests. These sessions help evaluate the performance and durability of new equipment, and necessary pre-checks are carried out with partner companies. Decisions on annual bid targets are then discussed with the strategic purchasing team and related departments. These efforts contribute to stable and efficient job execution and strengthen mutual trust with partner companies.

2023 PARTNER COMPANY SUPPORT PROGRAMS STATUS

PARTNER COMPANY	SUPPORT DETAILS	FREQUENCY
4DPLEX Affiliate	Emergency response, business negotiations, theater design meetings	More than 10 times
GDC (Server Manufacturer)	Server error improvements, introduction of new servers and audio equipment, schedule coordination	5 times
Barco KR (Projector Manufacturer)	Equipment error resolution and improvement discussions	More than 3 times
Christie KR (Projector Manufacturer)	Warranty, RMA discussions, upgrade schedule coordination	2 times
Hyosung ITX (Server and Audio Supplier/ Installer)	Regular meetings, audio equipment selection, Q&A sessions	2 times
IMAX Engineer Team	Understanding theater system history and coordination requests	1 time

SUSTAINABLE SUPPLY CHAIN

PARTNER COMPANY ESG MANAGEMENT CHANNELS

All departments within CJ CGV engage in direct communication with various partner companies. The purchasing team provides guidance on precautions, ESG management, and operational procedures during collaboration with suppliers, and conducts monitoring. They identify and address improvement areas annually. Additionally, the Corporate Audit Team collects information on suppliers from each department before major holidays (Lunar New Year and Chuseok) to send CEO letters, promoting the company's commitment to integrity and reminding employees about the importance of avoiding bribery.

ESG MANAGEMENT CHANNELS FOR PARTNERS BY CJ CGV DEPARTMENT

RELEVANT DEPARTMENT	DETAILS
Strategic Purchasing Team	<ul style="list-style-type: none"> Enforces penalty regulations under Construction Guidelines Article 13, excluding from bidding or implementing a "three strikes" rule. Transaction suspension and specifying penalty details in the RFP. Applies the Supplier Code of Conduct to trading companies and explains it during bid meetings.
Space Design Team	<ul style="list-style-type: none"> Manages safety risks during site briefings by modifying construction schedules when potential safety risks are identified through discussions with partners.
Operation Support Team	<ul style="list-style-type: none"> Establishes work processes (request processes and roles) and regularly updates educational materials to ensure theater cleanliness and minimize VOCs.
Cinema Tech Team	<ul style="list-style-type: none"> Regularly discusses equipment issues and improvements, including RMA (Return Merchandise Authorization) processes. Introduces new equipment and conducts field tests to evaluate performance and durability, aiding in bid selection.
F&B Business Team	<ul style="list-style-type: none"> Verifies HACCP certification for PB products (finished snacks, etc.).
Safety Management Department	<ul style="list-style-type: none"> Provides safety and health training to managers of outsourced theaters and applies the same safety and health management guidelines. Delivers Safety Guard training to outsourced theater staff. Ensures new contract companies adhere to the Supplier Code of Conduct.
Information Protection Center	<ul style="list-style-type: none"> Supervises customer information management of outsourcing partners, enforces security agreements, and ensures compliance through required security pledges.
Corporate Audit Team	<ul style="list-style-type: none"> Operates external grievance reception channels. Sends CEO letters to partners before major holidays to communicate CJ CGV's commitment to integrity.
CJ 4DPLEX	<ul style="list-style-type: none"> Adheres to safety management procedures in subcontractor selection by requiring safety and health management plans and conducting safety and health level assessments. Operates support programs for domestic and international installation and maintenance partners.



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GOVERNANCE

BOARD OF DIRECTORS

The Board of Directors of CJ CGV represents shareholders and various stakeholders, overseeing and making key management decisions to drive the company’s growth. It is committed to maintaining transparency and soundness, thereby protecting and maximizing shareholder value and safeguarding their interests. The Board establishes a balanced and accountable governance structure by installing specialized committees composed of experts, thereby enhancing the Board’s expertise. In 2022, the Board increased its diversity by appointing Director Choi Jin-Hee. CJ CGV’s Board of Directors delegates specific decision-making powers to specialized committees to ensure mutual balance and stability. The Board’s regulations specify that the Chairman of the Board is elected by Board resolution from among its members. Currently, CEO Heo Min-Heoi, recognized for his managerial capability and experience, concurrently serves as the Chairman of the Board.

CURRENT COMPOSITION OF THE BOARD OF DIRECTORS

(● Chairman, ○ Director)

CATEGORY	NAME	RESPONSIBILITY/ AREA OF EXPERTISE	GENDER	INITIAL APPOINTMENT DATE	TERM EXPIRATION DATE	AUDIT COMMITTEE	OUTSIDE DIRECTOR CANDIDATE RECOMMENDATION COMMITTEE	INTERNAL TRANSACTIONS COMMITTEE	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/Chairman of the Board of Directors Former CJ ENM CEO
	Lee Myung-Hyoung	Head of Media Platform Business	Male	March 28, 2023	Date of Shareholder’s Meeting in March 2026					○	Current Head of Media Platform Business Former Head of CJ Powercast Advertising Business Unit and Media Business Unit
	Lee Dong-Hyun	Chief Business Innovation Officer	Male	March 26, 2024	Date of Shareholder’s Meeting in July 3, 2027					○	Current Director of HR Department Former Chief Financial Officer
Outside Director	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
	Lee Chang-Yang	Business Strategy	Male	March 26, 2024	Date of Shareholder’s Meeting in July 3, 2027	○	○	○	○	●	Current Minister of Trade, Industry and Energy
	Wang Sang-Han	Legal and Compliance	Male	March 26, 2024	Date of Shareholder’s Meeting in July 3, 2027	○	○	●	○	○	Current Dean of Sogang Law School Former Professor at Sogang Law School
	Choi Jin-Hee	Marketing	Female	March 29, 2022	Date of Shareholder’s Meeting in March 2025	○	○	○	●	○	Current Marketing Professor at Korea University

As of April 1, 2023

GOVERNANCE

BOARD EXPERTISE

The Board of Directors at CJ CGV serves as the company's highest standing decision-making body, with the authority to resolve key business matters such as the appointment of the CEO. As of the end of December 2023, the board comprises seven directors: three inside directors and four outside directors, with a focus on maintaining a majority of outside directors.

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 2023.

EDUCATION STATUS OF THE BOARD OF DIRECTORS IN 2022

SESSION	DATE	KEY EDUCATION TOPIC	TARGET TRAINEE	TRAINING DEPARTMENT
1	February 8, 2023	Understanding Accounting Issues Related to Significant Audit Matters	4 Outside Directors	Finance Team
2	May 3, 2023	Understanding Accounting Issues Related to Significant Audit Matters		Finance Team
3	June 20, 2023	Next CGV Future Strategy		Finance Team
4	August 9, 2023	Understanding Accounting Issues Related to Significant Audit Matters		Finance Team
5	October 26, 2023	Regional Business Status		Finance Team
6	November 8, 2023	Understanding Accounting Issues Related to Significant Audit Matters		Finance Team
7	November 8, 2023	Director's Duty of Compliance Audit and Compliance		Legal and Compliance Team
8	November 8, 2023	Understanding of TCFD		ESG Management Team
9	December 14, 2023	Understanding the Consolidated Internal Accounting Management System		Internal Control over Financial Reporting Team

BOARD SKILL MATRIX

DIRECTOR	BUSINESS STRATEGY	ACCOUNTING AND FINANCE	LEGAL AND COMPLIANCE	ADVERTISING	MARKETING
Heo Min-Heoi	●				
Lee Myung-Hyoung				●	
Lee Dong-Hyun	●				
Hwang Yi-Seok	●				
Lee Chang-Yang			●		
Wang Sang-Han		●			
Choi Jin-Hee					●

As of April 1, 2023

EVALUATION OF OUTSIDE DIRECTORS

Upon the expiration of an outside director's term, the Outside Director Candidate Recommendation Committee conducts a comprehensive and fair evaluation of the director's performance based on their attendance at board and committee meetings, independence, expertise, and contributions. If it is deemed necessary to introduce individual evaluations for outside directors in the future, the board will consider the effectiveness and appropriate timing of such evaluations, followed by thorough discussions to decide on their implementation.

GOVERNANCE

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 inside 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. Additionally sustainability performance KPIs have been integrated for C-level executives to internalize ESG management.

BOARD COMPENSATION STATUS

(Units: individual, KRW million)

CATEGORY	NUMBER OF INDIVIDUALS	TOTAL COMPENSATION	AVERAGE COMPENSATION PER INDIVIDUAL
Inside Director	3	2,112	704
Outside Director	4	240	60

As of December 31, 2023

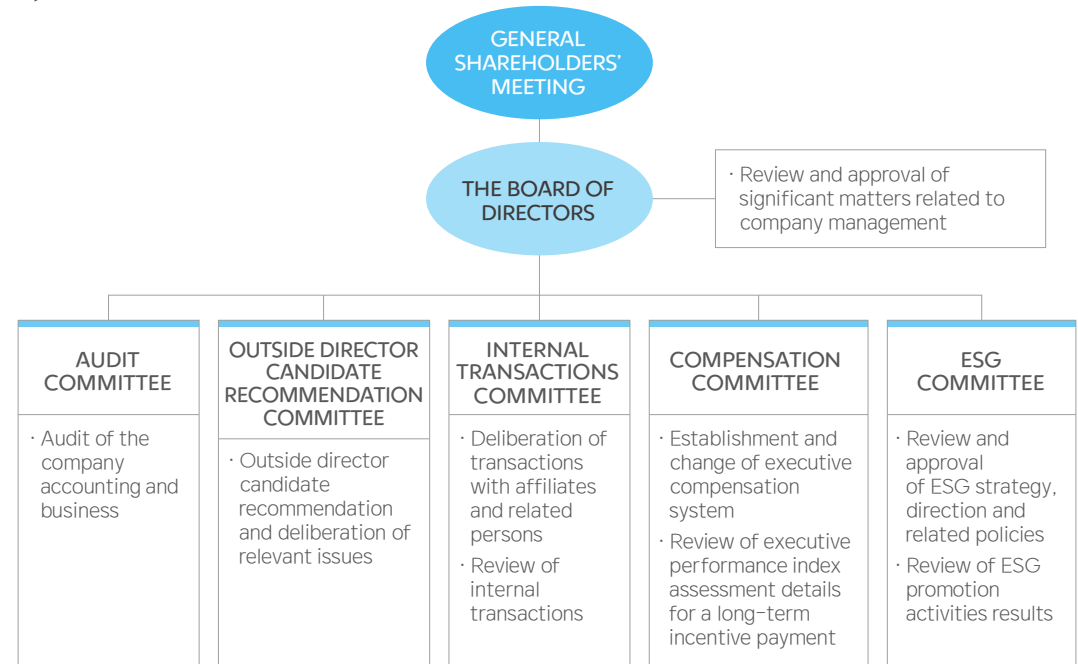
APPOINTMENT AND MANAGEMENT OF DIRECTORS AND OUTSIDE DIRECTOR CANDIDATES

To ensure the independence and transparency of outside directors, CJ CGV has been operating the Outside Director Candidate Recommendation Committee since 2019. To appoint outside directors who can make balanced and rational decisions and provide professional management supervision, CJ CGV selects individuals with expertise in various fields such as diplomacy, media, finance and accounting, and marketing. Candidates are screened to ensure they do not have any disqualifications as per relevant laws and are then recommended to the general shareholders' meeting.

BOARD COMMITTEES

To enhance the transparency and expertise of the Board, CJ CGV has established and operates five committees within the Board: the Audit Committee, Compensation Committee, Outside Director Candidate Recommendation Committee, Internal Transactions Committee, and ESG Committee. All committees are composed of a majority of outside directors to ensure the independence and objectivity of the committees. In particular, the Audit Committee, Outside Director Candidate Recommendation Committee, and Internal Transactions Committee are composed entirely of outside directors, emphasizing their supervisory and oversight roles. In 2023, the chairmanship of the Compensation Committee was changed from an inside director to an outside director, and the number of inside director members was reduced from three to one to further strengthen independence and transparency.

CJ CGV BOARD STRUCTURE



GOVERNANCE

ROLES AND RESPONSIBILITIES IN SUSTAINABLE MANAGEMENT

CJ CGV recognizes the importance and necessity of ESG management and established the ESG Committee in November 2021 to gather various opinions. The committee comprises all board members, with an outside director serving as the chairman to ensure independence. The ESG Committee identifies key issues related to sustainable management, deliberates on strategies and directions, and reviews ongoing activities and progress to lead ESG management efforts.

KEY ESG RESOLUTIONS AND REPORTS IN 2023

SESSION	DATE	AGENDA
1	February 8, 2023	Compliance check results
2	March 13, 2023	Approval of safety and health plans
	March 13, 2023	Approval of ESG material issues
	March 13, 2023	Approval of key ESG initiatives
	March 13, 2023	Report on ESG evaluation response plan
3	April 17, 2023	Appointment of committee members within the Board
	April 17, 2023	Appointment of the chairman of the Compensation Committee
5	June 20, 2023	Report on environmental management performance
6	August 9, 2023	Approval of the Sustainability Report
11	November 8, 2023	Drafting of the TCFD Report
12	December 14, 2023	Report on ESG achievements for 2023

As of December 31, 2023

STATUS OF STOCK OWNERSHIP

As of December 31, 2023, the largest shareholder of CJ CGV is CJ Corporation, holding 41,134,270 common shares. The total number of shares authorized by the company's articles of incorporation is 200,000,000 shares, and as of December 31, 2023, the total number of shares issued is 122,431,562 common shares. There have been no acquisitions or disposals of treasury shares, nor any issuance of preferred shares.

STOCK OWNERSHIP STRUCTURE

(Units: shares, %)

SHAREHOLDER	NUMBER OF SHARES OWNED	OWNERSHIP PERCENTAGE
CJ Corporation	41,134,270	33.6
National Pension Service	2,266,294	1.9
Employee Stock Ownership Association	7,478,959	6.1
Others	71,552,039	58.4
Total	122,431,562	100.0

As of December 31, 2023

PROTECTION OF SHAREHOLDER RIGHTS

CJ CGV is committed to protecting the rights and interests of its shareholders by providing communication channels such as the annual general meeting of shareholders, the company's IR website, and public disclosure of business reports. The 25th Annual General Meeting of Shareholders was held on March 26, 2024, at the company's headquarters. The results of the annual general meeting can be verified through electronic disclosure.

RISK MANAGEMENT SYSTEM

ENTERPRISE RISK MANAGEMENT SYSTEM

CJ CGV operates a risk management system under the responsibility of the CEO. This system continuously manages and promptly responds to both financial and non-financial risks inherent in business activities. To efficiently manage these risks, risks are identified by each business area, categorized into various risk management areas and types, and systematically managed. The impact of each risk is assessed through a risk level evaluation, and the appropriateness of countermeasures is confirmed by performing residual risk assessments and continuous monitoring. Significant risks are reported to the Board of Directors (and relevant subcommittees) as necessary.

RISK MANAGEMENT GOVERNANCE



CJ CGV RISK MANAGEMENT AREA

CATEGORY	MAJOR DEDICATED DEPARTMENT	RISK AREA	OCCURRENCE	IMPACT			
				PROFIT	COSTS	REGULATIONS	MARKET
Financial Risk	Finance Team/Business Management Team/Internal Control over Financial Reporting Team	Liquidity/Credit Rating/Financial Loss/Internal Accounting Management	Actual/Potential	●	●	●	●

CATEGORY	MAJOR DEDICATED DEPARTMENT	RISK AREA	OCCURRENCE	IMPACT			
				PROFIT	COSTS	REGULATIONS	MARKET
Non-Financial Risk	ESG Management Team	Climate Change Response	Actual/Potential		●		
	Safety Management Department & F&B Business Team	Corporate Safety and Health	Actual/Potential	●	●	●	●
	HR Innovation Team	Human Rights	Potential		●		●
	Information Protection Center	Information Security	Potential		●	●	●
	Legal and Compliance Team/Corporate Audit Team/External Relations Team	Laws, Regulations, Ethics	Actual/Potential		●	●	●
	Safety Management Department/HR Department	Disasters, Infectious Diseases	Actual/Potential	●	●		●

RISK MANAGEMENT PROCESS



PART 4

APPENDIX

98 GRI INDEX | 103 SASB INDEX | 107 TCFD INDEX | 108 UN SDGs | 110 THIRD-PARTY ASSURANCE STATEMENT |
113 GREENHOUSE GAS EMISSIONS ASSURANCE STATEMENT |
114 MEMBERSHIP IN DOMESTIC AND INTERNATIONAL ASSOCIATIONS AND INITIATIVES

GRI INDEX

- **Statement of Use** | CJ CGV has prepared the '2023 Sustainability Report' covering ESG performance from January 1, 2023, to December 31, 2023, in accordance with the GRI Standards 2021.
- **GRI 1 Version Used** | GRI 1: Foundation 2021
- **Applicable GRI Sector Standards** | As of the publication date of the report on June 26, 2024, there are no applicable GRI Sector Standards released by GRI that CJ CGV can apply. Therefore, CJ CGV has reviewed various external resources to determine the key issues applicable to the Media & Entertainment industry based on the GICS criteria. The selected material issues and related performance are reported accordingly. For detailed explanations, please refer to pages 16~18 of this report.

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
The organization and its reporting practices	2-1	Organizational details	6, 8
	2-2	Entities included in the organization's sustainability reporting	2, 6
	2-3	Reporting period, frequency and contact point	2, 96
	2-4	Restatements of information	2, 6, 10, 17, 41
	2-5	External assurance	110~112
Activities and workers	2-6	Activities, value chain and other business relationships	6~7, 9~10
	2-7	Employees	ESG Fact Book) Social performance) Human resource status
	2-8	Workers who are not employees	Information unavailable
Governance	2-9	Governance structure and composition	14, 92~94
	2-10	Nomination and selection of the highest governance body	92~94
	2-11	Chair of the highest governance body	92
	2-12	Role of the highest governance body in overseeing the management of impacts	14, 20, 95
	2-13	Delegation of responsibility for managing impacts	14, 16, 18, 47, 94, 96
	2-14	Role of the highest governance body in sustainability reporting	16, 94~95
	2-15	Conflicts of interest	Confidentiality constraints

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Governance	2-16	Communication of critical concerns	14~18, 95
	2-17	Collective knowledge of the highest governance body	93
	2-18	Evaluation of the performance of the highest governance body	Confidentiality constraints
	2-19	Remuneration policies	94
	2-20	Process to determine remuneration	94
	2-21	Annual total compensation ratio	Confidentiality constraints
Strategy, policies and practices	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	5, 13~14, 62
	2-24	Embedding policy commitments	14, 20~54
	2-25	Processes to remediate negative impacts	14, 47, 51, 53, 54, 63
	2-26	Mechanisms for seeking advice and raising concerns	47, 51, 53, 54, 63
	2-27	Compliance with laws and regulations	54
	2-28	Membership associations	114
	2-29	Approach to stakeholder engagement	15~16
	2-30	Collective bargaining agreements	ESG Fact Book) Social performance) Human rights

GRI INDEX

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Material topics	3-1	Procedure for determining material topics	16
	3-2	List of material topics	17
[Material topic] environmentally friendly packaging and infrastructure			
	3-3	Management of material topics	17~18, 20~27
	Non-GRI	Cost of eco-friendly purchases	31
[Reducing greenhouse gas emissions and energy usage]			
	3-3	Management of material topics	17~18, 28~31
Emissions	305-1	Direct (Scope 1) GHG emissions	27
	305-2	Energy indirect (Scope 2) GHG emissions	27
	305-4	GHG emissions intensity	27
	305-5	Reduction of GHG emissions	27
Energy	302-1	Energy consumption within the organization	27
[Strengthening employee capability development]			
	3-3	Management of material topics	17~18, 42~46
Training and education	404-2	Programs for upgrading employee skills and transition assistance programs	44
	Non-GRI	Cost of training investment	46

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
[Material topic] Safety and health			
	3-3	Management of material topics	17~18, 32~41
Occupational health and safety	403-1	Occupational health and safety management system	32~33
	403-2	Hazard identification, risk assessment, and incident investigation	40~41
	403-3	Occupational health services	40~41
	403-6	Promotion of worker health	38
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	18, 33
	403-9	Work-related injuries	ESG Fact Book) Social Performance) Safety and Health
[Compliance and corporate ethics]			
	3-3	Management of material topics	17~18, 47~54
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	48, 49
	205-3	Confirmed incidents of corruption and actions taken	54, ESG Fact Book) Governance Performance) Ethical/Compliance Management
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	54, ESG Fact Book) Governance Performance) Ethical/Compliance Management

GRI INDEX

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Economic performance	201-1	Direct economic value generated and distributed	ESG Fact Book › Financial Performance
	201-2	Financial implications and other risks and opportunities due to climate change	21, 22
	201-3	Defined benefit plan obligations and other retirement plans	ESG Fact Book › Economical Performance
	201-4	Financial assistance received from government	ESG Fact Book › Economical Performance
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	ESG Fact Book › Social Performance › Enhancement of Diversity, Equity, and Inclusion (DE&I)
	202-2	Proportion of senior management hired from the local community	ESG Fact Book › Social Performance › Enhancement of Diversity, Equity, and Inclusion (DE&I)
Indirect economic impacts	203-1	Infrastructure investments and services supported	10, 84~86
	203-2	Significant indirect economic impacts	Information unavailable
Procurement practices	204-1	Proportion of spending on local suppliers	ESG Fact Book › Economical Performance
Anti-corruption	205-1	Operations assessed for risks related to corruption	Information unavailable
Tax	207-1	Approach to tax	Information unavailable
	207-2	Tax governance, control, and risk management	Information unavailable
	207-3	Stakeholder engagement and management of concerns related to tax	Information unavailable
	207-4	Country-by-country reporting	Information unavailable

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Materials	301-1	Materials used by weight or volume	101, Not applicable
	301-2	Recycled input materials used	Not applicable
	301-3	Reclaimed products and their packaging materials	Not applicable
Energy	302-2	Energy consumption outside of the organization	Information unavailable
	302-3	Energy intensity	ESG Fact Book › Environmental Performance › Energy
	302-4	Reduction of energy consumption	ESG Fact Book › Environmental Performance › Energy
	303-1	Interactions with water as a shared resource	Information unavailable
Water and effluents	303-2	Management of water discharge-related impacts	Information unavailable
	303-3	Water withdrawal	ESG Fact Book › Environmental Performance › Water
	303-4	Water discharge	ESG Fact Book › Environmental Performance › Water
	303-5	Water consumption	ESG Fact Book › Environmental Performance › Water

GRI INDEX

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
	304-2	Significant impacts of activities, products and services on biodiversity	18
	304-3	Habitats protected or restored	Not applicable
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
Emissions	305-3	Other indirect (Scope 3) GHG emissions	ESG Fact Book } Environmental Performance } Greenhouse Gas
	305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Fact Book } Environmental Performance } pollutant
Effluents and waste	306-1	Water discharge by quality and destination	18, 57~61
	306-2	Waste by type and disposal method	57~61
	306-3	Significant spills	ESG Fact Book } Environmental Performance } Waste
	306-4	Transport of hazardous waste	ESG Fact Book } Environmental Performance } Waste
	306-5	Water bodies affected by water discharges and/or runoff	ESG Fact Book } Environmental Performance } Waste

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	Information unavailable
	308-2	Negative environmental impacts in the supply chain and actions taken	Information unavailable
Employment	401-1	New employee hires and employee turnover	ESG Fact Book } Social Performance } Employee Retention, Turnover Rates
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	75~76
	401-3	Parental leave	76, ESG Fact Book } Social Performance } Parental Leave and Maternity Leave
Labor/management relations	402-1	Minimum notice periods regarding operational changes	Notification of significant operational changes is provided on average 2 months in advance, with a minimum of 1~2 months and up to a maximum of 6 months notice.
Occupational health and safety	403-4	Worker participation, consultation, and communication on occupational health and safety	32
	403-5	Worker training on occupational health and safety	34~36
	403-8	Workers covered by an occupational health and safety management system	38

GRI INDEX

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Training and education	404-3	Percentage of employees receiving regular performance and career development reviews	ESG Fact Book › Social Performance › Enhancement of Diversity, Equity, and Inclusion (DE&I)
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	ESG Fact Book › Social Performance › Enhancement of Diversity, Equity, and Inclusion (DE&I)
	405-2	Ratio of basic salary and remuneration of women to men	ESG Fact Book › Social Performance › Enhancement of Diversity, Equity, and Inclusion (DE&I)
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Information unavailable
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	ESG Fact Book › Social Performance › Human Rights
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable
Security practices	410-1	Security personnel trained in human rights policies or procedures	Information unavailable
Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	84~86
	413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable

CATEGORY	NO.	DISCLOSURE	REPORTING PAGE AND RESPONSE
Supplier social assessment	414-1	New suppliers that were screened using social criteria	Information unavailable
	414-2	Negative social impacts in the supply chain and actions taken	Information unavailable
Public policy	415-1	Political contributions	ESG Fact Book › Social Performance › Social Contribution
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	ESG Fact Book › Governance Performance › Ethical/Compliance Management
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Fact Book › Governance Performance › Ethical/Compliance Management
Marketing and labeling	417-1	Requirements for product and service information and labeling	CJ CGV Website Terms of Use
	417-2	Incidents of non-compliance concerning product and service information and labeling	ESG Fact Book › Governance Performance › Ethical/Compliance Management
	417-3	Incidents of non-compliance concerning marketing communications	ESG Fact Book › Governance Performance › Ethical/Compliance Management
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Fact Book › Social Performance › Information Protection and Privacy

SASB INDEX

CJ CGV reports on the disclosure topics required by four industry standards according to the SASB (Sustainability Accounting Standards Board) industry classification.

SERVICE SECTOR: LEISURE FACILITIES

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	METRICS	NOTE
Energy Management	SV-LF-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	ESG Fact Book } Environmental Performance } Energy
Customer Safety	SV-LF-250a.1	(1) Fatality rate and (2) injury rate for customers	(1) 0%, (2) -
	SV-LF-250a.2	(1) Percentage of facilities inspected for safety, (2) percentage of facilities that failed inspection	(1) 100%, (2) 0%
Workforce Health & Safety	SV-LF-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	-

Activity Metrics

TOPIC	CODE	METRICS	NOTE
Activity Indicator	SV-LF-000.A	Attendance	55,612,572 people (based on paid audience)
	SV-LF-000.B	Number of customer-days	139,031,430 hours

SERVICE SECTOR: ADVERTISING & MARKETING

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	METRICS	NOTE
Data Privacy	SV-AD-220a.1	Discussion of policies and practices relating to targeted behavioral advertising and consumer privacy	-
	SV-AD-220a.2	Percentage of online advertising impressions that are targeted to custom audiences	-
	SV-AD-220a.3	Total amount of monetary losses as a result of legal proceedings associated with consumer privacy	KRW 0
Advertising Integrity	SV-AD-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false, deceptive or unfair advertising	KRW 0
	SV-AD-270a.2	Percentage of campaigns reviewed for adherence with a assessment procedure of Advertising Self-Regulatory Council, percentage of those in compliance	100%
	SV-AD-270a.3	Percentage of campaigns that promote alcohol or tobacco products	0.008%
Workforce Diversity & Inclusion	SV-AD-330a.1	Percentage of gender and diversity group representation for (1) executive management, (2) professionals, and (3) all other employees	ESG Fact Book } Social Performance } Human Resource Status (However, due to the nature of the industry and job characteristics, (2) there is no distinction for professional positions.)

Activity Metrics

TOPIC	CODE	METRICS	NOTE
Activity Indicator	SV-AD-000.A	Median reach of advertisements and marketing campaigns	-
	SV-AD-000.B	Number of exposures to advertisements or marketing campaigns	-
	SV-AD-000.C	Median frequency of exposures	-
	SV-AD-000.D	Number of employees	9,635 people

SASB INDEX

SERVICE SECTOR: MEDIA & ENTERTAINMENT

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	METRICS	NOTE
Media Pluralism	SV-ME-260a.1	Percentage of gender and diversity group representation for (1) executive management (2) professionals, and (3) all other employees	ESG Fact Book } Social Performance } Human Resource Status (However, due to the nature of the industry and job characteristics, (2) there is no distinction for professional positions.)
Journalistic Integrity & Sponsorship Identification	SV-ME-260a.2	Description of policies and procedures for ensuring pluralism in news media content	Considering diversity in areas such as the environment and targeting foreign audiences, we broadcast our own public-interest content that exceeds legal standards.
	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	KRW 0
	SV-ME-270a.2	Revenue from embedded advertising	KRW 532,614
	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content or transparency of potential bias, and (3) protection of privacy and limitation of harm	(1) Having advertising review procedure and internal verification process, and (3) when entering into an outsourcing contract, creating a personal information processing agreement with the operator to protect customer privacy.
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	<ul style="list-style-type: none"> · During the contract, including a notarized process for a 'Content Deletion/Destruction Confirmation' to protect intellectual property rights. · At the author contract stage, providing guidelines for copyright registration. · After the contract ends, to prevent misuse of works, ensuring content is destroyed and deleted through notarized confirmation and on-site inspections.

Activity Metrics

TOPIC	CODE	METRICS	NOTE
Activity Indicator	SV-ME-000.A	(1) Total recipients of media and the number of (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	-
	SV-ME-000.B	Total number of media productions and publications produced	-

SASB INDEX

SERVICE SECTOR: PROCESSED FOODS

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	METRICS	NOTE
Energy Management	FB-PF-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	ESG Fact Book › Environmental Performance › Energy
Water Management	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed: percentage of each in regions with High or Extremely High Baseline Water Stress	ESG Fact Book › Environmental Performance › Water ((3) is not able to calculated)
	FB-PF-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0 cases
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Not applicable
Food Safety	FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Not applicable
	FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Not applicable
	FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	(1) 0 cases (2) No violations
	FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	(1) 0 cases (2) 0 t
Health & Nutrition	FB-PF-260a.1	Revenue from products labelled or marketed to promote health and nutrition attributes	No products have been marketed for health and impact promotional purposes.
	FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Conducting a process of checking and preventing risks related to nutritional information through a specialized food sourcing company.
Product Labelling & Marketing	FB-PF-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Not applicable
	FB-PF-270a.2	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	-
	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	0 cases
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	KRW 0
Packaging Lifecycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	Not applicable
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	-

SASB INDEX

TOPIC	CODE	METRICS	NOTE
Environmental & Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	-
	FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	-
Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Not applicable
	FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	Not applicable

Activity Metrics

TOPIC	CODE	METRICS	NOTE
Activity Indicator	FB-PF-000.A	Weight of products sold	-
	FB-PF-000.B	Number of production facilities	123 (Based on domestic directly operated theaters)

TCFD INDEX

CJ CGV has declared its support for the Task Force on Climate-related Financial Disclosures (TCFD) to respond to global climate change and lead sustainable management.

CORE ELEMENTS	RECOMMENDED DISCLOSURES	REPORTING PAGE
Governance	<ul style="list-style-type: none"> a) Describe the board's oversight of climate-related risks and opportunities. b) Describe management's role in assessing and managing climate-related risks and opportunities. 	20
Strategy	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning. c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	21~25
Risk Management	<ul style="list-style-type: none"> a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. 	26
Metrics and Targets	<ul style="list-style-type: none"> a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	27

UN SDGs

CJ CGV is actively striving to achieve the UN Sustainable Development Goals (UN SDGs), recognizing that they are objectives that the global community must work together to accomplish.

SDGs GOALS		MAJOR ACTIVITIES 2023	REPORTING PAGE
	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> • Obtained international certification for the Occupational Health and Safety Management System (ISO 45001) • Expanded theater safety managers, conducted training for safety and health managers, personnel, all employees, and partners • Operated employee health management programs, creating a safe and healthy working environment • Managed food safety and hygiene, manufactured and sold popcorn using non-GMO corn 	32~41
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> • Conducted employee capacity building training and measured its effectiveness, fostering a culture of self-directed learning, and established a growth celebration fund system. • Cultivated young leaders. • Operated an Open Job Market system. • Ensured fair performance management and compensation, etc. 	42~46, 85
	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> • Established an organizational culture based on Diversity, Equity, and Inclusion (DE&I), operated employee capacity development programs, and cultivated female leaders, among other initiatives. 	73
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> • Created a safe and healthy working environment. • Operated various employee capacity development programs. • Established an organizational culture based on Diversity, Equity, and Inclusion (DE&I). • Identified and secured future talent, considering fairness and diversity. • Obtained family-friendly company certification, among other achievements. 	39, 42~46, 73~77
	Reduce inequality within and among countries	<ul style="list-style-type: none"> • Established an organizational culture based on DE&I. • Identified and secured future talent, considering fairness and diversity. • Improved and expanded services for people with disabilities. 	54, 66, 69, 70, 71, 74
	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • Expanded environmentally friendly packaging, purchased environmentally friendly certified materials and supplies, and expanded eco-friendly infrastructure. • Implemented environmentally friendly architectural design for new theaters. • Renewed advertising media with green technology certification. 	28~31

UN SDGs

	SDGs GOALS	MAJOR ACTIVITIES 2023	REPORTING PAGE
	<p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Obtained international certification for Environmental Management System (ISO14001) • Established a 2050 Net Zero Roadmap, making efforts to reduce energy consumption and greenhouse gas emissions at business sites • Proposed collaboration with stakeholders to respond to the climate crisis • Strengthened processes to reduce waste generation, implemented resource recycling and donation initiatives to reduce waste • Conducted environmental education for members 	<p>20~27, 56~62</p>
	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> • Established a Human Rights Management Policy and regulations, along with an implementation roadmap, and operates a grievance handling system and risk management • Promotes the protection of human rights for socially disadvantaged groups • Operates governance for compliance and ethical management, such as the Compliance Management Committee • Runs a Fair Trade Compliance Program, and operates compliance control standards and compliance officer systems • Distributed a compliance guide for the Improper Solicitation and Graft Act, and provided education on corporate ethics and fair trade to members • Established a Code of Conduct for partners and concluded an ethics implementation agreement • Strengthened compliance for overseas subsidiaries • Operates a whistleblowing management system 	<p>47~54, 64~66</p>
	<p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<ul style="list-style-type: none"> • Participation as a member in the United Nations Global Compact (UNGC) and the Business and Biodiversity Platform (BBP), among others 	<p>114</p>

THIRD PARTY ASSURANCE STATEMENT

DNV Business Assurance Korea Ltd. (“DNV” or “we”) has been engaged by CJ CGV Co., Ltd. (“CJ CGV”) to conduct an independent limited assurance of its 2023 ESG Report (“the Report”). This assurance statement is intended for the management of CJ CGV and its stakeholders.

CERTIFICATION STANDARDS

The assurance activities were conducted based on our professional experience and in accordance with the International Standard on Assurance Engagements (ISAE) 3000²⁾, issued by the International Auditing and Assurance Standards Board (IAASB)¹⁾. We followed DNV’s sustainability reporting verification protocol, VeriSustain V6.0, and the AccountAbility Assurance Standard (AA1000AS v3), to provide a Type 2 limited level of assurance. DNV assessed the Report’s compliance with the four principles of the AccountAbility Principles Standard (AA1000APS (2018)) and the principles of reliability, completeness, and neutrality as outlined in VeriSustain. Additionally, we evaluated the reliability of “Specific Sustainability Performance Information” within the “Scope of Assurance.”

Our protocol requires us to adhere to ethical requirements and to plan and perform the assurance to obtain limited or reasonable assurance.

The nature and timing of limited assurance procedures are different and less comprehensive than those for reasonable assurance, thus the level of assurance obtained is substantially lower. Accordingly, DNV planned and executed the work to gather information deemed sufficient to reduce the risk of material misstatement, though not entirely eliminate it.

DNV did not perform any work on information published outside the report or on other information that may be posted on the CJ CGV website during the reporting period, and we do not express any conclusions on such information.

1) International Auditing and Assurance Standard Board

2) International Standard on Assurance Engagements (ISAE) 3000 – ‘Assurance Engagements other than Audits and Reviews of Historical Financial Information’ (revised)

SCOPE OF ASSURANCE

We were engaged to perform independent limited assurance and to verify the reliability of specific sustainability performance information within the report.

- We reviewed the GRI Topic Standards related to the Material Topics identified through CJ CGV’s materiality assessment.
- For “specific sustainability performance information reliability,” we assessed the quality and reliability of disclosures for (Anti-Corruption) 205-3, (Energy) 302-1, (Emissions) 305-1, 305-2, 305-4, 305-5, and (Occupational Health and Safety) 403-9.

OPINIONS, OBSERVATIONS, AND RECOMMENDATIONS

As a result of the assurance, DNV did not find any matters indicating that the information and data contained in CJ CGV’s report were inappropriately described in terms of the four principles of AA1000APS (2018) and the principles of reliability, completeness, and neutrality of VeriSustain. Regarding the reliability of performance data, DNV did not find any instances where the reported data were not adequately compared with operational data managed by CJ CGV, or where the assumptions applied were inappropriate. DNV did not find any issues suggesting that CJ CGV’s report was not prepared in accordance with the GRI Standards from a materiality perspective.

Based on AA1000APS (2018) principles and VeriSustain principles, DNV provides the following observations regarding the information within the scope of assurance that do not affect the assurance opinion:

■ Inclusiveness: Stakeholder Engagement and Feedback

CJ CGV identifies customers, employees, shareholders and investors, partners, media, and local communities as major stakeholders. The report includes key interests, communication channels, and activities for each stakeholder, particularly reflecting internal and external stakeholders’ opinions in the materiality assessment process. Moving forward, actively utilizing and reporting stakeholder feedback collected through various channels in risk management planning can lead to more advanced impact management.

THIRD PARTY ASSURANCE STATEMENT

■ Materiality: Identification and Reporting of Significant Sustainability Topics

CJ CGV conducted a double materiality assessment, identifying eight key issues that require intensive management from both financial and social/environmental impact perspectives. Based on this assessment, internal and external stakeholder surveys were conducted, leading to the identification of five key issues: ‘Environmentally friendly Packaging and Infrastructure’, ‘Reduction of Greenhouse Gas Emissions and Energy Use’, ‘Safety and Health’, ‘Compliance and Corporate Ethics’, and ‘Employee Capability Development’. The management directions for these identified material issues are reported in terms of governance, strategy, risk management, indicators, and targets.

■ Responsiveness: Transparent Response to Significant Sustainability Topics and Related Impacts

To achieve sustainable management, CJ CGV has established and is operating an ESG governance system. The ESG Committee under the Board of Directors is responsible for establishing and making decisions on ESG activities, including reviewing ESG strategic systems and policies. The ESG Management Council, ESG Working Group, and ESG Global Working Group are implementing sustainable management strategies and promoting sustainability activities related to business operations. CJ CGV uses GRI topic standards as performance indicators to report on major sustainability measures and related outcomes for significant issues.

■ Impact: Monitoring, Measuring, and Explaining the Impact of Organizational Activities on the Organization and Stakeholders

CJ CGV has established implementation plans and targets to manage and monitor the key issues identified through the materiality assessment. The results of these checks and monitoring are reported to the Board of Directors. Specifically, for each key issue, CJ CGV reports on the major impacts, environmental and social impacts, financial impacts, actions taken in 2023, and goals and progress for 2024, thereby explaining the monitoring, measurement, and future plans for critical impacts that need to be managed.

■ Reliability: Accuracy, Comparability, and Quality of the Information Presented in the Report

Through sampling methods, the data collection and processing processes, supporting documents, and records were verified. Based on the results of the certification, no intentional errors or misstatements were found in the sustainability performance information presented in the report. CJ CGV can explain the sources and significance of its sustainability performance in a reliable manner, and any errors or unclear expressions found during the certification process were corrected before the final report was published.

■ Completeness: Reporting of All Information Identified as Significant to the Organization and its Stakeholders

CJ CGV reports on its key non-financial disclosures related to major issues identified within its operational boundaries for the 2023 reporting period using appropriate GRI topic-specific standards.

■ Neutrality: The Extent to Which the Report Provides a Balanced and Neutral Description of the Organization’s Performance

Throughout the reporting period, CJ CGV has disclosed the company’s performance, challenges, and stakeholder concerns in a neutral, consistent, and balanced manner.

ELIGIBILITY, INDEPENDENCE, AND QUALITY MANAGEMENT

DNV applies its own management standards and compliance policies according to ISO/IEC 17029:2019³⁾ conformity assessment to maintain a comprehensive quality management system. This system includes documented policies and procedures concerning ethical requirements, professional standards, and compliance with relevant legal and regulatory requirements.

The policies and procedures established by DNV ensure that independence requirements apply to DNV and its employees, and where applicable, to all other personnel (including employees of other DNV entities). These policies are designed to maintain independence in accordance with related ethical requirements. This certification activity was conducted by an independent certification team composed of sustainability experts. There are no other contracts with CJ CGV.

3) Conformity assessment — General principles and requirements for validation and verification bodies

THIRD PARTY ASSURANCE STATEMENT

LIMITATIONS

The certification was conducted based on the assumption that the data and information provided to DNV by CJ CGV are complete, sufficient, factual, and free from significant misrepresentation. However, due to the inherent limitations of sampling and the internal control procedures and systems, there is an unavoidable risk that significant errors or irregularities may not have been detected.

The sustainability practices, performance, and reporting practices of CJ CGV's suppliers, partners, and third parties mentioned in the report are not within the scope of this certification. DNV did not conduct interviews with external stakeholders during the certification activities.

DNV acknowledges that the reported financial data, governance information, and related disclosures are based on statutory disclosures and audited financial statements, which are subject to a separate independent statutory audit process. Financial disclosures and data are excluded from the scope of the certification, and the certification is limited to the data and information within the defined reporting period, excluding any data outside this period.

DNV accepts no liability or joint responsibility for any decisions made by individuals or entities based on this statement.

RESPONSIBILITIES OF CJ CGV MANAGEMENT AND THE CERTIFICATION BODY

CJ CGV is responsible for the contents of the report, including data collection, analysis, aggregation, preparation, fair presentation of information, and ensuring that the data are free from material misrepresentation through the design, implementation, and maintenance of internal controls.

DNV's responsibility is to plan and perform the tasks necessary to provide limited assurance that the relevant information described in the 'Certification Scope' has been prepared in accordance with reporting requirements and to report this in the form of an independent assurance statement to CJ CGV based on the collected evidence.

Our statement should be considered as an independent opinion and is intended to provide necessary information to CJ CGV's management and stakeholders. DNV was not involved in the preparation of any statements or data included in the report other than this statement.

OPINION JUDGMENT CRITERIA

This certification activity was conducted using a risk-based approach, focusing on key issues relevant to CJ CGV's business and major stakeholders. As part of the limited assurance procedures, the following activities were carried out:

- Peer review and media review to identify sustainability issues related to CJ CGV during the reporting period.
- Review of the materiality assessment process and results, subject standards, and related management processes in accordance with reporting requirements.
- Understanding and evaluation of the main systems, processes, and controls for integrating, collecting, managing, and reporting the information and KPIs included in the report.
- Review of documents supporting compliance with reporting principles and requirements.
- Sampling of sustainability data from specific business sites and review of the management system and related processes for implementing the sustainability strategy, conducted through a visit to CJ CGV headquarters (Seoul, South Korea).
- Interviews with representatives of the ESG team and related departments who are responsible for monitoring information, data integration, and reporting.

DNV Business Assurance Korea
Seoul, Republic of Korea
June 21, 2024

Kim Jae Hee,
Certification Team Lead

Jang Yu Ri,
Certification Team Member

Park Sang Yeon,
Technical Reviewer



DNV Business Assurance Korea, part of the DNV Group, is a global company providing certification, verification, assessment, and training services. We support clients in achieving sustainable business performance. Supply Chain and Product Assurance - DNV.

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

STANDARDS

- 150 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme
- Verification guidelines for operating the greenhouse gas emissions trading scheme
- Guidelines for the operation of greenhouse gas target management

VERIFICATION PROCEDURES

The verification was conducted using a risk analysis approach and data assessment-based on-site verification. The data and parameters applied to the calculation of greenhouse gas emissions were evaluated for appropriateness based on objective evidence. The verification team conducted a reasonable verification of the greenhouse gas emissions during the reporting period based on the verification guidelines.

VERIFICATION INDEPENDENCE

Korea Management Certification (KMR) has no relationship with the entity being verified and performs the verification without biased opinions or perspectives. The verification was carried out independently and objectively based on the verification standards, and the entire verification process was reviewed through internal deliberation.

VERIFICATION LIMITATIONS

The verification team examined relevant reports, information, and data presented by the entity using sampling or full inspection methods. There are inherent limitations associated with this, and differ-

ences in interpretation of appropriateness may exist. Although efforts were made to perform thorough verification in accordance with the verification standards, potential errors, omissions, or false statements that were not detected may exist.

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%
- Amount of Emissions (Total)

Greenhouse Gas Emissions		Direct Emission (Scope 1)	Indirect Emission (Scope 2)	Total (tCO ₂ -eq)
2023		7,590	62,207	69,731
Energy Use	Fuel	Electricity	Steam	Total (TJ)
2023	149	1,274	34	1,394

* Note: There may be discrepancies between the total emissions per greenhouse gas and the total emissions per site. (Emissions are rounded off at the site level and aggregated at the company level.)

COMPREHENSIVE OPINION

Through the verification process, it was confirmed that the emissions from major emission facilities were calculated and reported without omission.

* The company is responsible for preparing the verification materials in accordance with the “Guidelines for Emissions Reporting and Certification of the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No. 2021-278).” KMR’s responsibility is limited to the verification contract parties as per the agreed contract terms. KMR does not bear responsibility for investment or other decisions based on this verification statement.

* The company must comply with the use of the accreditation mark and logo mark under the agreement with KMR.



March 29, 2024

Eun-Ju Hwang, CEO at KMR *E J Hwang*

AFFILIATIONS WITH OVERSEAS ASSOCIATIONS AND INITIATIVES

AFFILIATION STATUS

CJ CGV is a member of various associations related to its business, contributing to industry promotion and information exchange.

CATEGORY	AFFILIATED ASSOCIATION (AS OF DECEMBER, 2023)
CGV Korea	UNGC, Korean Theatre Owners Association, Korea Film Council, Korea Listed Companies Association, Korea Out of Home Association, Digital Media Industrial Promotion Association
CGV China	China Film Distribution and Exhibition Association and regional film distribution and exhibition association
CGV Vietnam	Vietnam Film Distribution Association
CGV Indonesia	Indonesia Cinema Entrepreneurs Association, Indonesian Corporate Secretary Association
CGV Türkiye	Türkiye Theater Industry Association (Sinema Salonu Yatırımcıları Derneği)

PARTICIPATION IN BNPB

The Biz N Biodiversity Platform (BNBP) is an initiative established in 2016 to encourage businesses to recognize their international and social responsibilities regarding biodiversity conservation and utilization. It aims to support companies in preserving biodiversity and using it sustainably throughout their business activities. By joining BNPB, CJ CGV acknowledges its social responsibility towards biodiversity conservation and utilization, and will continue its efforts to mitigate the negative impacts on biodiversity.

UNGC

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.

INDUSTRY	UNGC 10 PRINCIPLES	REPORTING PAGE
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	64
	Principle 2: make sure that they are not complicit in human rights abuses	64~66
Labour Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	77
	Principle 4: the elimination of all forms of forced and compulsory labour;	74~77
	Principle 5: the effective abolition of child labour; and	74~77
	Principle 6: the elimination of discrimination in respect of employment and occupation	74~77
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	21~27
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	20
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	29~30
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	48~54

