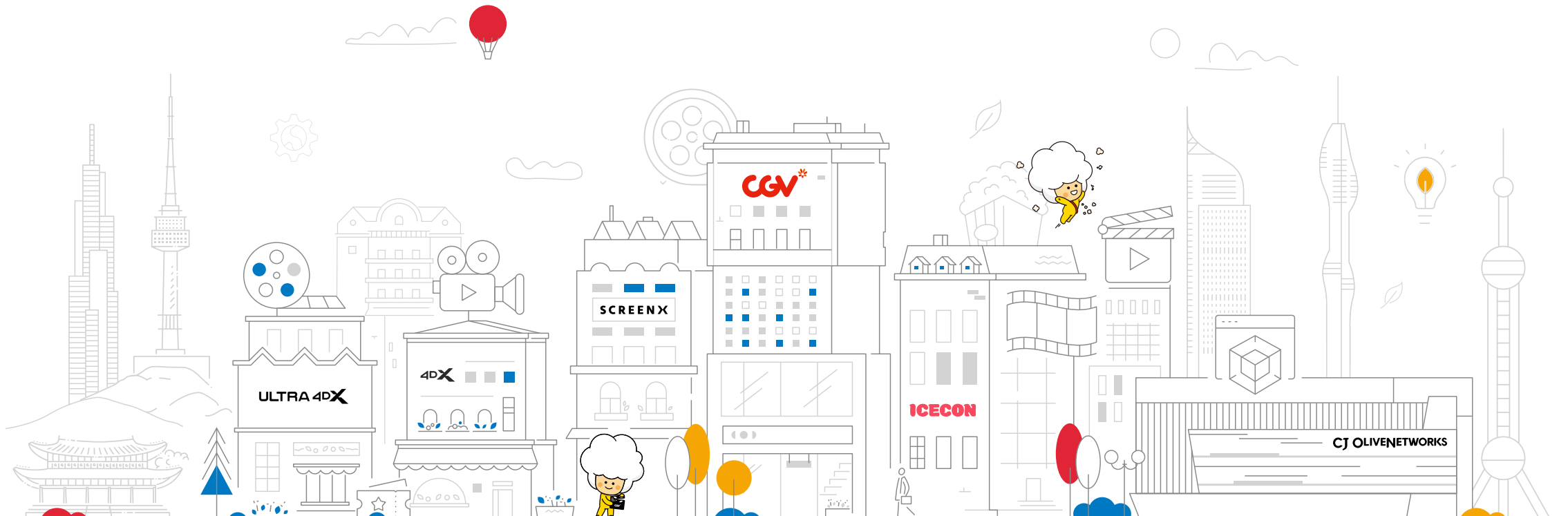


SUSTAINABLE ENTERTAINMENT FOR ALL



ABOUT THIS REPORT

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

REPORTING SCOPE

The financial performance in this report is presented on a consolidated basis, and non-financial performance covers the domestic headquarters, all directly operated theaters, and six major subsidiaries (CGV China, Vietnam, Indonesia, Türkiye, CJ 4DPLEX, and CJ OliveNetworks). Notably, this year's report provides an expanded scope of information by newly including CJ OliveNetworks (incorporated in June, 2024) among the subsidiaries. As this marks the first year of consolidated reporting, a particular emphasis has been placed on the business operations of the IT-specialized subsidiary. Detailed information on the major subsidiaries can be found on 📎 page 8 of this report. In addition, 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 integrated data collection. In the process, certain previously reported items were revised and annotated accordingly. Quantitative data from the 2024 Sustainability Report is provided in a separate 📎 ESG Fact Book. The CJ CGV 2024 SUSTAINABILITY REPORT has been reported to and approved by the board of directors.

REPORTING PERIOD

The reporting period for CJ CGV 2024 SUSTAINABILITY REPORT, issued on June 27, is the 2024 fiscal year (from January 1, 2024, to December 31, 2024). However, some information on qualitative performance and significant changes up until the first half of 2025 has been included. Quantitative statistical data covers a three-year period from 2022 to 2024.

THE THIRD-PARTY ASSURANCE

This report's compliance with preparation standards and processes 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

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

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 (Sustainability Accounting Standards Board). Material issues identified through the materiality assessment were structured with reference to the 'IFRS (International Financial Reporting Standards) S1 General Requirements for Disclosure of Sustainability-related Financial Information' and 'IFRS S2 Climate-related Disclosures' issued by the ISSB (International Sustainability Standards Board).

I CJ CGV REPORTING STANDARD OVERVIEW

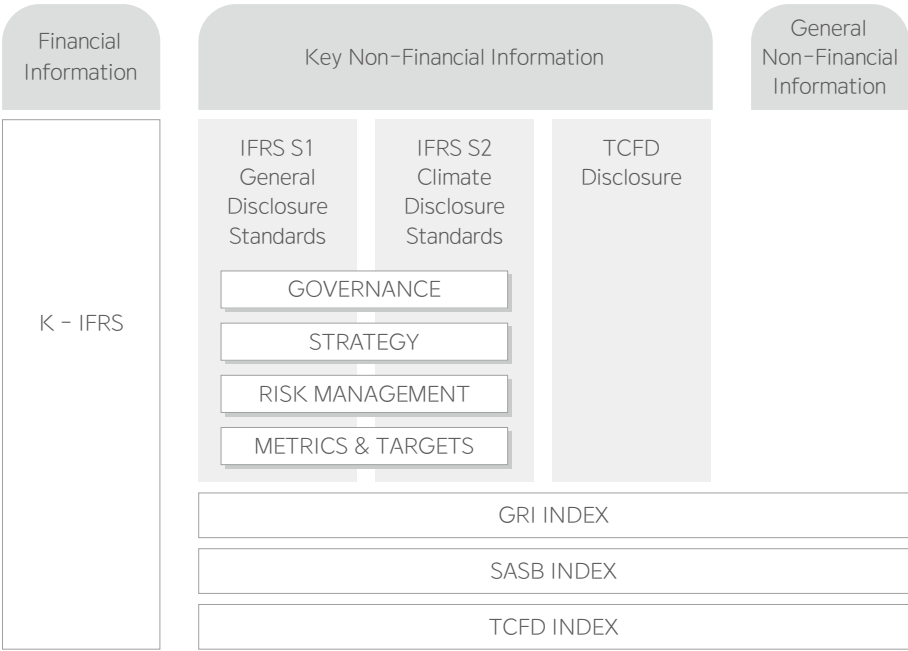
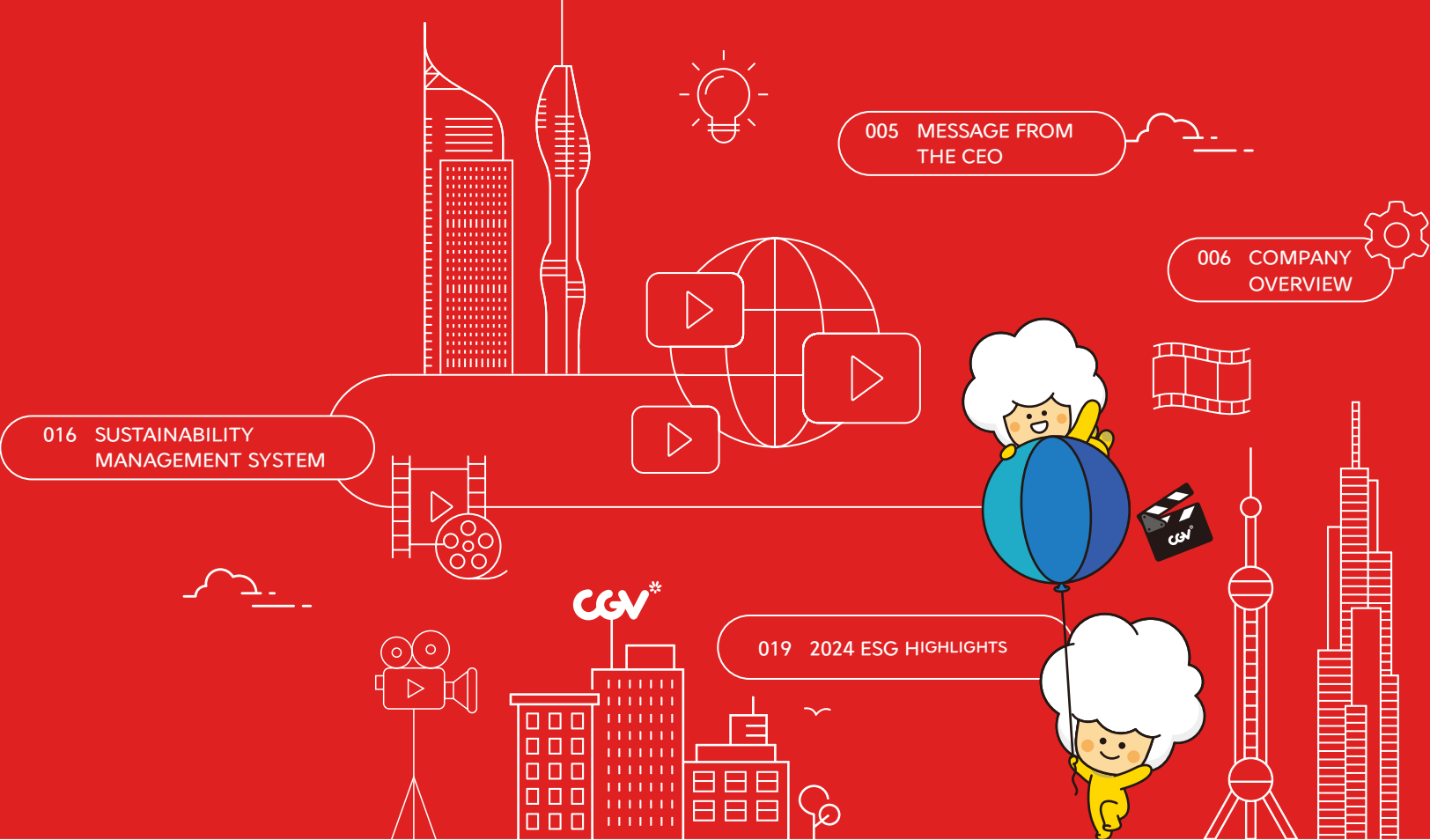


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OVERVIEW



MESSAGE FROM THE CEO



CEO Jung Jong-min

Greetings, I am Jung Jong-min, CEO of CJ CGV.

Since introducing Korea's first multiplex cinema in 1998, CJ CGV has played a role in the global expansion of the Korean film industry.

Today we continue to evolve into an 'Experiential Lifestyle Space Operator', offering a wide range of entertainment content beyond movies in our theaters.

Despite the domestic film industry's downturn last year, CJ CGV remained committed to delivering differentiated value to our customers through continued investments in innovative technologies such as SCREENX, 4DX, and AI. Going forward, we will continue to listen attentively to the diverse voices of our stakeholders – including customers, shareholders, and partners – and leverage our infrastructure and strengths as a foundation for creativity and innovation as we shape the 'NEXT CGV'.

As part of our vision for 'Sustainable Entertainment for All', CJ CGV is actively practicing sustainability management. We are reducing carbon emissions and energy consumption in response to climate change, while maintaining our certification as a family-friendly company and recognition as an 'Outstanding Work-Life Balance Company in Korea' by continuously innovating employee experience and organizational culture.

This year's Sustainability Report is presented on a consolidated basis, including both financial and non-financial data from CJ OliveNetworks, which was newly incorporated in June 2024. We have integrated and redefined the sustainability strategies of our operations not only in Korea but also in overseas subsidiaries in China, Indonesia, Vietnam and Türkiye, as well as CJ 4DPLEX and CJ OliveNetworks. This report centers around the four material issues selected for 2024: △ climate change response,

△ employee experience and corporate culture innovation, △ health and safety, △ information security and privacy protection. We have analysed and disclosed how our business activities affect the environment and society, along with the risks and opportunities each material issue presents from a financial perspective. In addition to these material issues, we have transparently shared further details on ongoing initiatives to enhance the overall transparency and disclosure of our sustainability practices.

All CJ CGV employees, including management, will continue to strive toward realizing sustainable management. We hope for your continued warm interest and encouragement as we endeavour 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, Different), 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.

I CJ GROUP BUSINESS PHILOSOPHY

MISSION

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

VISION

Global lifestyle Company Inspiring a New Life of Health, Happiness, and Convenience

CORE VALUES

TALENT
EXCEPTIONAL
TALENT
STRONG &
ADAPTIVE
CULTURE

ONLYONE

**FIRST
BEST
DIFFERENT**

**SHARED
GROWTH**
BUILDING
ECOSYSTEMS
SHARED
VALUE

PRINCIPLES OF CONDUCT

INTEGRITY | PASSION | CREATIVITY | RESPECT

CJ CGV PROFILE

CJ CGV, which pioneered the introduction of multiplex theaters to Korea with the opening of CGV Gangbyeon in 1998, has led the new trends in movie-watching and been continuously evolving into a 'Culture-plex,' a cultural space that integrates diverse lifestyles around the core value of cinema. Looking ahead, CJ CGV is signaling its transformation into a futuristic lifestyle business, offering differentiated experiences through the expansion of specialty theaters, diversification of CGV ONLY content, and the enhancement of spatial experiences.

I CJ CGV IDENTITY

VISION

EVOLVING BEYOND MOVIES, GLOBAL NO.1 CULTUREPLEX
We provide services that go beyond a film-watching environment and move people's hearts through continuous evolution, leaping forward as a comprehensive living and cultural space leading Total Lifestyle.

MISSION

Enrich customers' lifestyles through a variety of pleasure and special experiences exclusively provided by CJ CGV.

I CJ CGV PROFILE

Corporation	CJ CGV Co., LTD.	Number of Employees	10,402 (consolidated basis)
Headquarters Location	6/F I-Park Mall 55 Hangang-daero 23-gil (Hangangro-3), Yongsan-gu, Seoul, Republic of Korea	Total Assets	KRW 3,997,014 million (consolidated basis)
CEO	Jung Jong-Min	Total Equity	KRW 576,745 million (consolidated basis)
Date of Establishment ¹⁾	March 30, 1999	Sales	KRW 1,957,884 million (consolidated basis)
Major Business	Film Screening	Credit Rating	Corporate Bond A2- (as of December 26, 2024)

¹⁾ CJ CGV was established in March 1999 under the name CJ Village LTD., 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.

COMPANY OVERVIEW

MAJOR HISTORY OF CJ CGV

1998

- Opened Korea's first multiplex CGV Gangbyeon



1998~

2000

- Opened Korea's first premium special theater, GOLD CLASS

2004

- Stock market listing
- Cumulative visitors exceeded 100 million
- Opened 'Indie Theater' (Currently CGV Art House), the first multiplex dedicated to independent art films

2000~

2005

- Signed an exclusive domestic contract with IMAX

2006

- Opened in China

2007

- Opened CINE de CHEF, a high-quality special cultural space

2009

- Opened 4DX, the world's first five-sensory experiential space

2010

- Opened in USA

2011

- Opened in Vietnam

2012

- Opened in Indonesia

2010~

2013

- Opened CGV Sinchon Artreon, the 100th domestic location in Korea
- Launched ScreenX, a multi-screen special theater

2015

- Opened the 100th global location
- Launched SphereX, the world's first hemisphere theater

2016

- Opened in Türkiye (Turkey)

2017

- Cumulative visitors exceeded 1 billion
- Launched new-concept integrated technology convergence theater, '4DX Screen'

2018

- Selected as 'Institution with Excellent Educational Donation'
- Received the Minister of Education Award

2019

- Ranked 1st Place in the National Customer Satisfaction Index (NCSI) Theater Division

2020~

2020

- Operated Safe Theaters in response to COVID-19

2021

- Established ESG Committee under the Board of Directors
- Merged the CJ OliveNetworks Advertisement Business Division

2022

- Launch of Sports Climbing Gym "PEAKERS"
- Opened CGV Yeongdeungpo ScreenX PLF (Premium Large Format) Theater
- First publication of the Sustainability Report

2023

- 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 Corporate Governance and Sustainability (KCGS)
- CJ 4DPLEX signed a contract with European theater operator Kinopolis to install SCREENX

2024

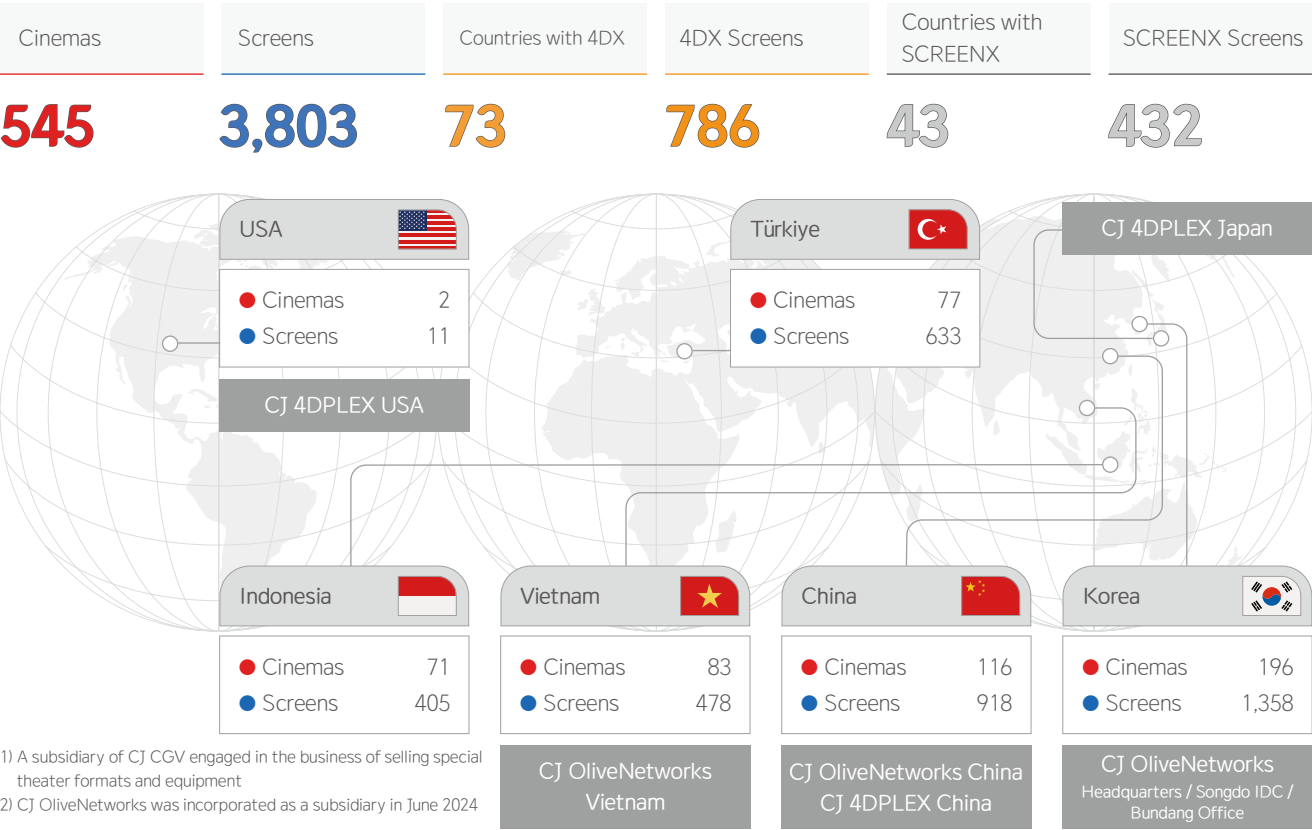
- Received Global Achievement Award at CinemaCon 2024
- World's first three-sided screening of Korean Baseball using SCREENX technology
- Received an integrated A grade in the evaluation by the Korea Institute of Corporate Governance and Sustainability (KCGS) for second consecutive year
- Incorporated CJ OliveNetworks as a subsidiary

COMPANY OVERVIEW

GLOBAL NETWORK

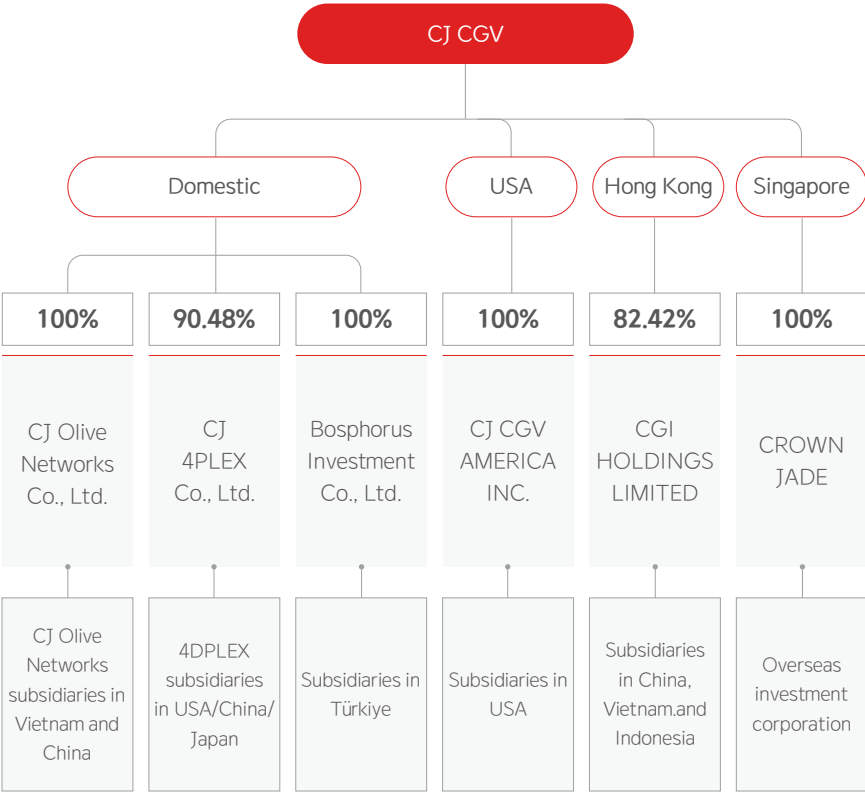
Since launching its domestic operations in 1998, CJ CGV made its first overseas expansion when it entered China in 2006. Since then, it has expanded its film business to five countries, entering the United States in 2010, Vietnam in 2011, Indonesia in 2012, and Türkiye in 2016. In addition, subsidiary CJ 4DPLEX, headquartered in Korea, operates business entities in the United States, China, and Japan, and has supplied its premium technology cinemas to 73 countries. CJ OliveNetworks is headquartered in Korea, with Songdo IDC and Bundang office, and operates global IT businesses in China and Vietnam.

CJ CGV, CJ 4DPLEX¹⁾, CJ OLIVENETWORKS²⁾ OVERSEAS BUSINESS STATUS (AS OF DECEMBER 31, 2024)



1) A subsidiary of CJ CGV engaged in the business of selling special theater formats and equipment
2) CJ OliveNetworks was incorporated as a subsidiary in June 2024

CJ CGV SUBSIDIARY STATUS



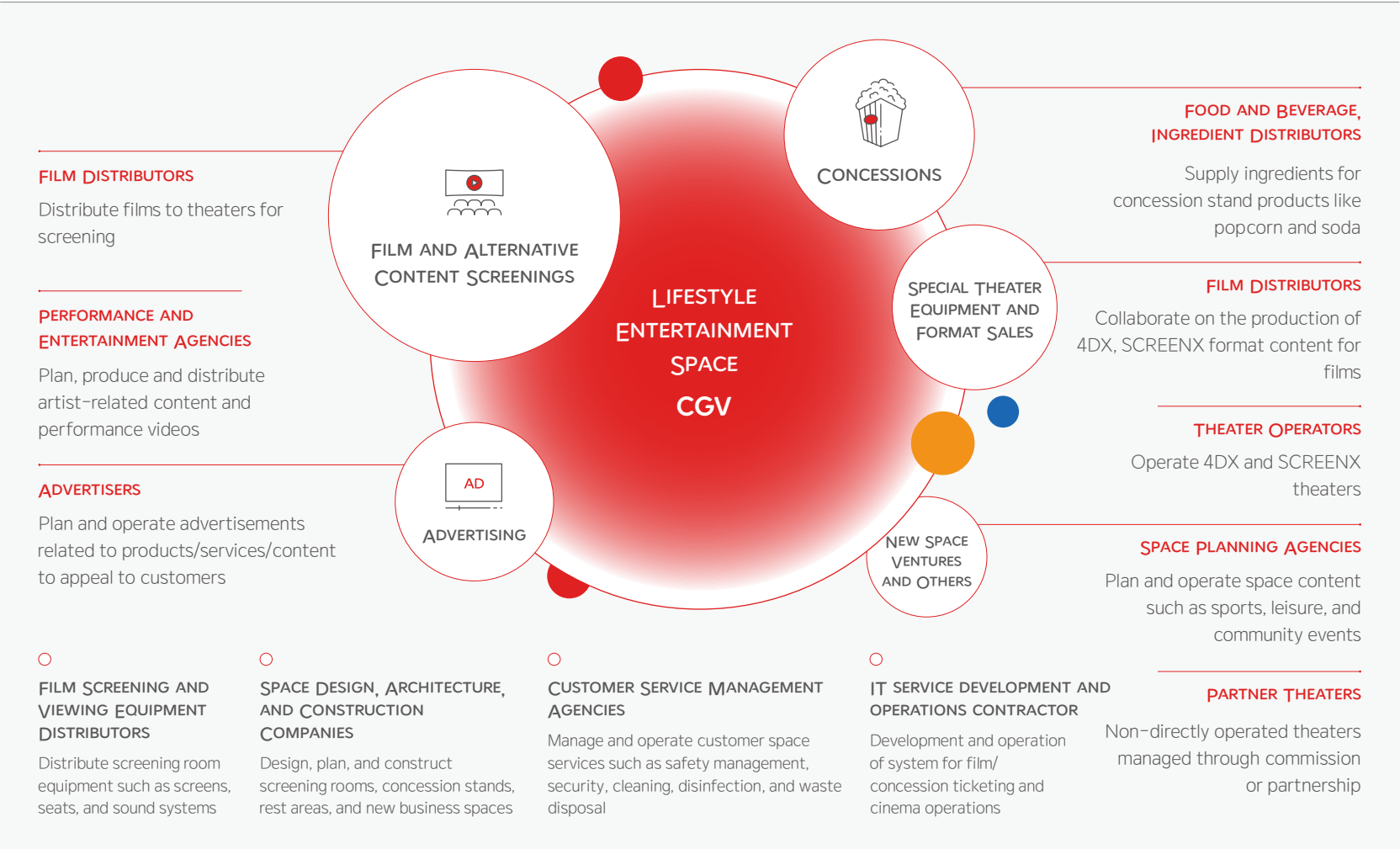
* Refer to page 58 of the 26th Annual Report

COMPANY OVERVIEW

CJ CGV 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.



* Alternative Content: live contents and musicals, sports and game broadcasts etc.

COMPANY OVERVIEW

CJ CGV BUSINESS

SCREENING TECHNOLOGY INNOVATION

EXPANSION OF SPECIAL THEATERS

CJ CGV operates a variety of special theaters, including the multi-sensory ‘4DX’ theater, the multi-screen ‘SCREENX’ special theater, and ‘ULTRA 4DX,’ the world’s first integrated 4DX SCREENX theater. In January 2025, CJ CGV unveiled the world’s first SCREENX theater with four screens at its Yongsan I’Park Mall, which features Dolby Atmos and fully reclining seats, delivering the ultimate viewing environment which enhances the core elements of the cinema experience—Screen, Sound, and Seat (3S). In addition, CJ CGV newly opened and renewed its IMAX theaters across seven locations and introduced recliner seating at the SCREENX theater in CGV Ilsan. CJ CGV has been recognized for its efforts to redefine the cinema space as a multi-entertainment venue by not only expanding premium formats like 4DX, SCREENX, and ULTRA 4DX globally, but also by introducing diverse content such as artist concerts, live sports broadcasts, and indoor climbing. Moving forward, CJ CGV will continue to expand cutting-edge special theaters aligned with customer preferences.

I CJ CGV SPECIAL THEATERS

SCREENX SCREENX is the world’s first multi-screen theater that expands the film onto the side walls to create a 270° panoramic view, delivering an immersive and dynamic viewing experience.	ULTRA 4DX ULTRA 4DX is CGV’s exclusive new-concept theater that combines the multi-sensory experience of 4DX with the panoramic screen of SCREENX, offering the most advanced and engaging technological cinema experience.	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.	IMAX IMAX cinema offer overwhelming immersion with their giant screens and high-performance sound systems.
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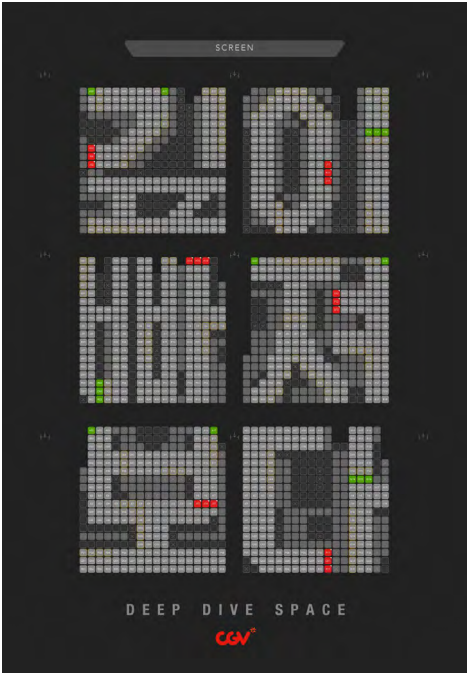
COMPANY OVERVIEW

CJ CGV BUSINESS

CUSTOMER SATISFACTION-DRIVEN BUSINESS STRATEGY

PROVIDING DIVERSE IMMERSIVE EXPERIENCES FOR CUSTOMERS

In 2024, CJ CGV launched a rebranding campaign under its new 'DEEP DIVE SPACE' slogan that signaled its ambition to evolve into a 'DEEP DIVE SPACE' that offers immersive experiences beyond film. As part of this effort, CJ CGV presented <DEEP DIVE SPACE: ALBERT>, an immersive interactive exhibition, in SCREENX format. The world's first four-sided SCREENX theater with screens on the front, sides, and ceiling was launched at CGV Yongsan I'Park Mall, expanding the physical limitations of content immersion. To further enhance customer convenience and experience, CJ CGV is also upgrading its other theater facilities.



Rebranding Slogan



Four-sided SCREENX cinema at CGV Yongsan I'Park Mall



Customer-Driven Curation Service, CCIN

- ☒ World's first three-sided screening of Korean Baseball using SCREENX technology (Game 4 of the Korean Series in October 2024)

CJ CGV is expanding the global reach of live sports broadcasting using SCREENX technology. In October 2024, Game 4 of the Korean Series was screened live at major CGV theaters nationwide, including CGV Sinchon Artreon, CGV Yeongdeungpo, and Wangsimni. The panoramic screening extended the visuals across the left and right walls, delivering an expanded field of view and an immersive experience for viewers.

- ☒ Expanding immersive content

CJ CGV is expanding its lineup of immersive content through the sequential release of titles such as the singer IU's concert film and the animation <Exorcism Chronicles: The Beginning>. At the Yongsan 4-sided SCREENX theaters, Dolby Atmos has been introduced for the first time, delivering multidimensional, rich sound.

- ☒ Audience-centered content innovation

CJ CGV is promoting differentiation in the area of content to deliver new viewing experiences. It became the first in Korea to introduce the ultra-short-form content genre known as 'snack movies' with runtimes of around 10 minutes, with titles such as <Night Fishing> and <Unexpected Journey>. Through this effort, CJ CGV successfully created a content consumption environment that allows for immersion within a short period. In addition, CJ CGV organized a group viewing event at theaters for the final episode of the drama <Lovely Runner>, which captured attention as a new approach to cinematic content consumption.

- ☒ Strengthening customer-driven curation

CJ CGV launched a customer-driven curation service, CCIN, to form preference-based communities and support personalized viewing experiences.

COMPANY OVERVIEW

CJ CGV BUSINESS

CUSTOMER SATISFACTION-DRIVEN BUSINESS STRATEGY

F&B (CONCESSION) ADVANCEMENT PROMOTION

As part of its efforts to enhance customer satisfaction, CJ CGV is advancing its F&B services and operating methods, and is continuously improving concession packaging and operations by developing new menu items. Based on customer feedback, recipes and ingredients of existing menu items have been refined to elevate their taste and quality. ‘Cine Meal,’ which includes dishes like kimchi fried rice and tteokbokki, was launched to expand the traditionally popcorn-centered menus of theater snacks into more substantial, meal-like offerings that are convenient to enjoy during a screening. CJ CGV has also strengthened its menu development capabilities through collaborations with affiliates such as CJ CheilJedang. A special F&B and merchandise line for ‘Inside Out 2’ was developed and launched through a separate licensing agreement with the film distributor, allowing customers to carry the emotional resonance of the film into their daily lives. The collaboration achieved record-breaking customer satisfaction and sales.



Cine Meal



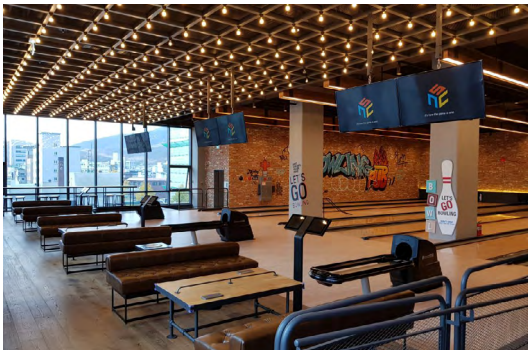
Products Linked with Inside Out 2

ESTABLISHING A KOREAN LIFESTYLE SPACE PLATFORM

Leveraging its expertise in theater space management, CJ CGV is diversifying its business through infrastructure expansion. In July 2022, CJ CGV launched Korea’s first in-theater climbing gym brand, ‘PEAKERS,’ at CGV Piccadilly 1958. The ‘PEAKERS’ brand has continued to grow, with additional locations opening at CGV Guro in November 2022 and CGV Sinchon Artreon in March 2023. CJ CGV is also expanding into various lifestyle spaces, such as ‘MISSION BREAK,’ an escape room game that challenges players to solve puzzles within a time limit, ‘BOWLING PUB,’ which combines a premium bowling alley with a pub, and ‘LOLLOL,’ a cozy and immersive comic Café.



PEAKERS



BOWLING PUB

COMPANY OVERVIEW

INTRODUCTION TO CJ OLIVENETWORKS

CJ OLIVENETWORKS PROFILE

CJ OliveNetworks, which became a subsidiary of CJ CGV in June 2024, is a lifestyle innovation company that drives transformation in everyday life and space through digital technology and data. Through comprehensive IT services rooted in daily life and culture, CJ OliveNetworks aims not only to deliver new digital experiences but also to create customer value, foster the growth and happiness of employees, and contribute meaningfully to society.

I CJ OLIVENETWORKS IDENTITY

Mission

CONTRIBUTE TO THE GROWTH AND HAPPINESS OF OUR EMPLOYEES AND THE GLOBAL COMMUNITY BY CREATING CUSTOMER VALUES THROUGH ONLYONE DIGITAL EXPERIENCE

Vision

"Lifestyle Innovator transforming Space and Life with Digital Technology and Data"



Develop Expertise



Create Synergy



Build Trust



Lead Trends

Self-directed, continual growth to become a uniquely competitive professional

Create differentiated customer value by respecting diverse opinions and flexible collaborations

Earn the trust of coworkers, customers, and society by conducting business with integrity and accountability

Lead trends by identifying changes in market, customer, and technology to adapt to new opportunities

CJ OLIVENETWORKS IT TECHNOLOGY STRATEGY

CJ OliveNetworks develops technology strategies which are aligned with the company’s overall business strategies, and secures the differentiated technological capabilities required to lead future industries and technologies. Based on our detailed technology roadmap, CJ OliveNetworks is actively evolving into a technology-driven enterprise, which acts as a foundation for ensuring business sustainability and enhanced competitiveness. By harnessing AI, Big Data, and Digital Transformation, CJ OliveNetworks supports the business innovation of our clients by achieving productivity gains, cost optimization, and improved customer experiences. In addition, leveraging the group’s technological expertise in its four core business areas, CJ OliveNetworks leads technology innovation capable of generating AX¹⁾-based new businesses in emerging areas such as EnterTech and RetailTech.

1) AX (AI Transformation): Mid-to long-term management innovation strategies that intelligently and autonomously use AI to digitized processes

SYNERGY WITH CJ CGV

STRENGTHENING XR²⁾ ECOSYSTEM COMPETITIVENESS

CJ OliveNetworks and CJ CGV have jointly developed ‘SCREENX’, a dedicated application for Apple’s XR device ‘Vision Pro’, offering 270-degree panoramic content. This collaboration pioneers immersive XR experiences rooted in K-content and reinforces the competitiveness within the XR ecosystem through advanced technology-driven partnerships.

2) XR (eXtended Reality): A collective term encompassing Augmented Reality (AR), Virtual Reality (VR), and Mixed Reality (MR)

STRENGTHENING MEDIA AI SERVICE

CJ OliveNetworks is expanding its services in the media industry by launching an AI movie filter service in collaboration with CJ CGV, which allows users to replace their faces with characters’ faces in movie posters, and by providing AI voice cloning technology for audio description broadcasts on tvN. Looking ahead, CJ OliveNetworks plans to actively apply AI technologies across video editing and the VFX sector, continuously enhancing the practicality and applicability of its media AI services.

SCREENX Application Running on Apple Vision Pro

Posters made with AI movie filter

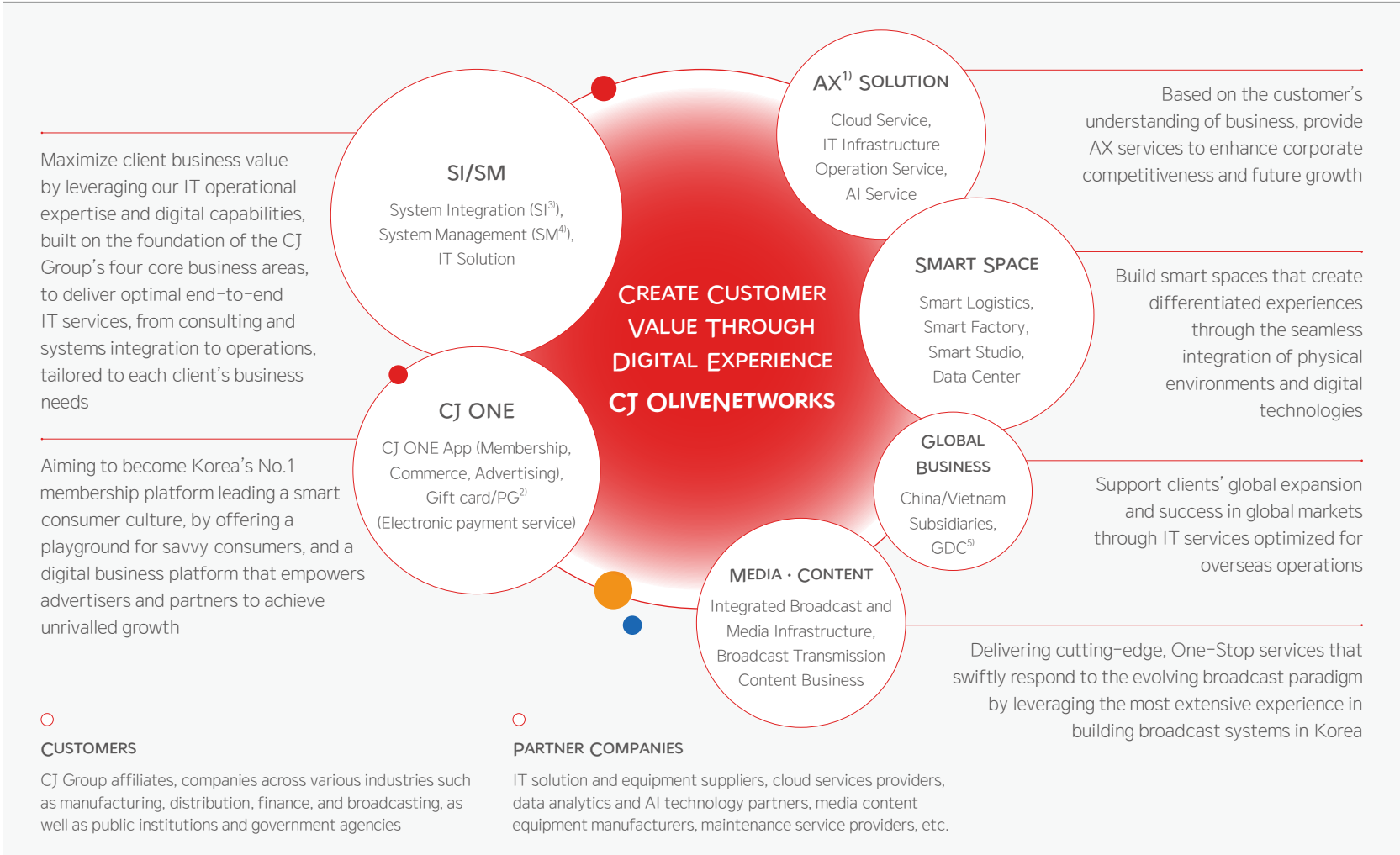
COMPANY OVERVIEW

CJ OLIVENETWORKS BUSINESS

BUSINESS MODEL

CJ OLIVENETWORKS BUSINESS AREA

CJ OliveNetworks, an IT solutions provider that creates value for customers through digital experiences, operates in the spaces of AX¹⁾ solutions, Smart Space, CJ ONE, Gift card / PG²⁾, SI³⁾/SM⁴⁾, Media·Content, and global business. CJ OliveNetworks will strive to generate sustainable value through ongoing collaborations with diverse stakeholders in each area of business.



1) AX: AI Transformation
2) PG: Payment Gateway, Electronic payment service
3) SI: Systems Integration
4) SM: Systems Management
5) GDC: Global Development Center

COMPANY OVERVIEW

BUSINESS STRATEGIES AND VALUE CREATION

INPUT	VALUE CREATION	OUTPUT
FINANCIAL CAPITAL - Total Assets KRW 3,997,014 million (Consolidated) HUMAN CAPITAL - Total Number of Employees 10,402 persons SPACE CAPITAL 545 Domestic and International Theaters (Including partner theaters) 786 Domestic and International 4DX Screens, 432 SCREENX Screens 1 Domestic IDC CONTENTS CAPITAL 1,092 Domestic Films Screened 326 Domestic Alternative Content Releases 19 New Menu Items Released for Domestic Concession Stands 50 Domestic CJ ONE Partners R&D CAPITAL - R&D Expenses for Domestic Screening System and IT System KRW 5,849 million (Consolidated) SOCIAL CAPITAL - Total Social Contribution/Donation KRW 361 million (Consolidated)	OPTIMAL ENVIRONMENT FOR FILM-WATCHING SCREENING CJ CGV provides the optimal screening spaces for customers to experience the pleasure of watching movies, including its general (2D) theaters, theaters with 3S (Screen, Sound, Seat) that highlights technological advancements, and special concept theaters that reflect the latest trends. DIFFERENTIATED SERVICE/SPACE FOOD & BEVERAGE CJ CGV sells foods and beverages visitors can enjoy in a wide variety of spaces, such as Popcorn Factory, Cine Café and Cine Pub. We provide the best tastes to enjoy while watching movies by developing trendy menus, including signature popcorn with different flavours, premium hotdogs, juices, and coffees. VARIOUS CONTENTS, LATEST SCREENING TECHNOLOGY TECHNOLOGY CJ CGV offers a wide range of cultural experiences to audiences by screening not only films but also alternative content, such as live recordings of musicals and operas, lectures, concerts, and e-sports broadcasts. VARIOUS ADVERTISEMENT CHANNELS ADVERTISEMENT CJ CGV provides various advertisement services, including on theater screens, digital signage, and outdoor/online advertisements. ADVANCED DIGITAL SERVICE AI SERVICE & SOLUTION CJ CGV provides AI, Cloud, smart factory, ITO services¹⁾, and more to enterprises and public institutions through CJ OliveNetworks. 1) ITO (IT Outsourcing) Services: Services in which a company or organization entrusts IT-related tasks – such as system development, maintenance, and operations – to an external specialized provider	FINANCIAL VALUE - Sales KRW 1,957,884 million (Consolidated) HUMAN VALUE - Employee Salary KRW 291,802 million (Consolidated) CUSTOMER VALUE - Domestic Visitors (Including partner theaters) 59.72 million people - Number of Visitors for Domestic Alternative Content Releases 1.2 million people - Domestic Sales Quantity of Domestic Concession Stand Menu Items 1,196,200 EA - Domestic CJ ONE Members 30.58 million people SOCIAL VALUE - Domestic Beneficiaries of Social Contribution 66,000 persons

SUSTAINABILITY MANAGEMENT SYSTEM

INTEGRATED SUSTAINABILITY MANAGEMENT STRATEGIES

Following the incorporation of CJ OliveNetworks, CJ CGV has refined its sustainability vision and strategic framework. CJ CGV will grow as a sustainable 'Cultureplex' with the purpose of providing 'Sustainable Entertainment for All.' To achieve this, CJ CGV considers sustainable management to be a key principle, strives to grow together with the community, and works to provide pleasurable cultural services for everyone.

INTEGRATED ESG STRATEGIES OF CJ CGV

Purpose	SUSTAINABLE ENTERTAINMENT FOR ALL		
Goals	 PLANET Corporation Protecting the Planet	 PEOPLE Corporation Growing Together With the Community	 CULTURE & SPACE Offering Pleasurable and Satisfactory Services for Everyone
Mid-to Long-term Strategic Goals	Achieve Net Zero by 2050, Establish a Greenhouse Gas Inventory by 2030	Establish a value chain human rights management system by 2030	Strengthen the quality of customer-centered services by 2030
Key Areas and Strategic Tasks	REDUCE CARBON EMISSIONS THROUGH ENVIRONMENTALLY FRIENDLY MANAGEMENT Respond to Climate Crisis Manage environmental impact · Equipment energy efficiency improvement · Data center energy efficiency improvement · Reduce waste · Implement resource circulation	STRENGTHEN SOCIAL RESPONSIBILITY THROUGH THE ESTABLISHMENT OF A MUTUALLY BENEFICIAL ECOSYSTEM Provide a safe environment Strengthen stakeholder partnerships · Strengthen industrial safety management · Strengthen food safety management · Create a great workplace · Expand partner (community, suppliers) sustainability	ENHANCE CUSTOMER VALUE AND TRUST BY PRACTICING CUSTOMER SATISFACTION AND TRANSPARENT MANAGEMENT Enhance customer satisfaction Internalize ethical management · Provide differentiated content and services · Strengthen privacy and data security · Strengthen compliance risk monitoring · Strengthen adherence to technology ethics

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 100 of this report.



Board of Directors	Composition	Operation Cycle
ESG Committee	Independent directors and executive directors (Chairman: Principle of appointing independent 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
Subsidiary ESG Working Group	Heads and appointees of relevant environmental and social departments in major subsidiaries	Ad hoc basis
ESG Management Team	Department dedicated to sustainability management	Continuous

SUSTAINABILITY PRINCIPLES AND POLICIES

CJ CGV and CJ OliveNetworks have 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 letters from the CEO, the company’s intranet, workplace bulletin boards, and employee training. In addition, to internalize the commitment to these principles and policies, CJ CGV and CJ OliveNetworks have 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 Declaration of Human Rights Management](#)
- [🔗 CJ CGV’s Ethical and Legal Management Policy](#)
- [🔗 CJ OliveNetworks’ Code of Ethics](#)
- [🔗 CJ OliveNetworks’ Compliance Policy](#)
- [🔗 CJ OliveNetworks’ Four Key Fair Trade Practices](#)
- [🔗 CJ CGV’s Environmental Management Policy](#)
- [🔗 CJ People’s Promise – Code of Business Conduct](#)
- [🔗 Code of Conduct for CJ CGV’s Suppliers](#)
- [🔗 CJ OliveNetworks’ Legal Management Operation Regulations](#)
- [🔗 CJ OliveNetworks’ Human Rights Management Regulations](#)
- [🔗 Code of Conduct for CJ OliveNetworks’ Suppliers](#)

SUSTAINABILITY MANAGEMENT SYSTEM

SUSTAINABILITY MANAGEMENT STAKEHOLDER COMMUNICATION

CJ CGV recognizes its customers, employees, shareholders and investors, business partners, media, and local communities as key stakeholders in our overall sustainable management activities, as we aim to create social and environmental value. CJ CGV strives to understand the opinions and concerns of each stakeholder and maintains close communication with stakeholders through various channels to transparently disclose our sustainable management performance, as well as our response plans and implementation status regarding major issues—including activities at the subsidiary level.

	CUSTOMER	EMPLOYEES	SHAREHOLDERS AND INVESTORS	PARTNER COMPANIES	MEDIA	COMMUNITY
Key Interests	· Customer service · Protecting personal information of customers · Customer health and safety · Innovation of new services and customer experience · Communication with customers and collection of their opinions	· Equal opportunity and fair performance evaluation/compensation · Work-life balance · Health and safety · Competence development · Human right and labour · Welfare system	· Financial performance · Business diversification and strengthening future growth drivers · Transparent disclosure of performance · Proactive and effective risk management	· Fair trade compliance · Mutual growth · Cooperation and communication	· Transparent and quick communication	· Contribution to the development of local economy and culture
Key Communication Channels	· Company website/APP (continuous) · CGV social media (continuous) · Customer Center (continuous) · Press releases (continuous)	· Company Intranet (continuous): Message from the CEO, bulletin board, discussion forum, suggestion forum, etc. · Han Maeum Council (regular): Labor-management Council (quarterly meetings) · Grievance Channel (continuous) · CJ CGV newsletter (online magazine, once a month) · Executive-member meeting (twice per quarter per executive)	· Shareholders' meeting (once a year) · Company website (continuous) · ESG Report/Governance Report/Business Report (once a year)	· Company website (continuous) · CJ internal purchase system (continuous) · CJ Cyber Audit Office (continuous) · Sustainability Report (once a year)	· Press release (continuous) · Company website (continuous) · CJ newsroom/social media (continuous) · Company newsletter (NI:M) (once a month) · Sustainability Report (once a year)	· Company website (continuous) · Websites of Exciting Film School and other educational donation projects (continuous) · CJ Welfare Foundation and Cultural Foundation website (continuous) · CJ Donors Camp (regular basis)
Key Activities	· Service quality and customer satisfaction improvement · CGV Customer Center and online counselling talk channel operation · New cinemas and services launching	· Internal communication channels operation and vitalization · Internal training (leadership, trend, human rights, compliance, and language) · Operation of grievance-handling system · Healthcare program · Running club	· Holding shareholders' meeting · Regular / occasional performance results, report disclosure · Quarterly performance presentation and Investment briefing session · Frequent IR meeting for institutions	· Adherence to the <CJ Code of Business Conduct> · Operation of Cyber Audit Office · Regular meetings held with partner organizations · Financial support (low-interest loans, warranty insurance waivers, relaxed payment terms) · Regular Meetings with partners with shared growth agreements · Support partner growth · Partner's Day with strategic partners	· Press release distribution · Response to inquiries and data requests · Media forum operation · Sustainability Report (once a year)	· Operation of educational donation program for youth (Bom WithYou, Exciting Film School) · Providing movie viewing experience (Seats Donation) · Providing movie viewing services for the people with audiovisual disabilities (Gachibom, Korean Subtitle CC, sign language) · Co-hosting and supporting local film festivals · Cooperation with projects of CJ Welfare Foundation and CJ Cultural Foundation · Employee sharing volunteer (Standing Together) · Youth coding education (CJ SW Creativity Camp)

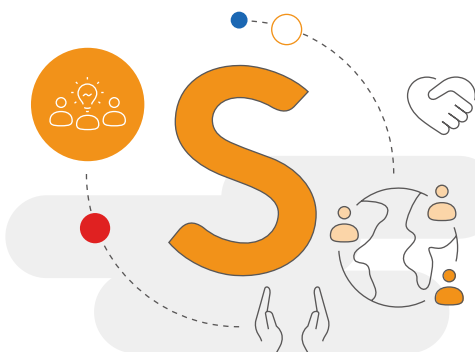
2024 ESG HIGHLIGHTS

PLANET



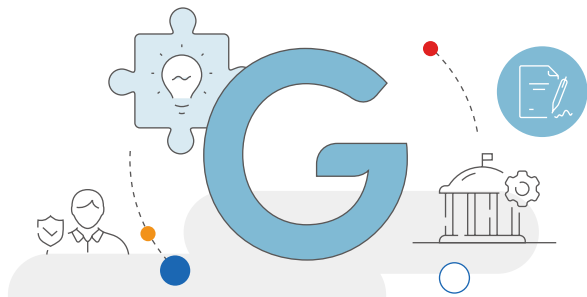
- EFFORTS TO REDUCE CARBON EMISSIONS AND ENERGY CONSUMPTION**
- CJ CGV replaced 86 laser projectors in Korea, resulting in 398 fewer lamp replacements annually
 - CJ CGV recovered 7,715 kg of waste electrical and electronic equipment (WEEE) in Korea, reducing greenhouse gas emissions by a total of 19,613 kgCO₂eq
 - CJ OliveNetworks reduced its electricity consumption by 5% year-on-year by replacing outdated electrical equipment

PEOPLE



- SERIOUS ACCIDENT RATE OF 0%**
- MAINTAINED FAMILY-FRIENDLY COMPANY CERTIFICATION**
 - CGV Korea, CJ 4DPLEX, CJ OliveNetworks
- CJ CGV AND CJ OLIVENETWORKS INCLUDED IN THE '2024 OUTSTANDING WORK-LIFE BALANCE COMPANIES IN KOREA' BY THE MINISTRY OF EMPLOYMENT AND LABOUR**
- CJ OLIVENETWORKS RECEIVED THE PRIME MINISTER'S COMMENDATION FOR CONTRIBUTIONS TO INFORMATION AND COMMUNICATION TECHNOLOGY AT THE 2025 SCIENCE AND ICT DAY COMMEMORATION CEREMONY (APRIL 22, 2025)**

GOVERNANCE



- STRENGTHENED THE INDEPENDENCE OF THE BOARD OF DIRECTORS**
 - Appointed an independent director as the chairman of the Compensation Committee
 - Majority of the Board of Directors are independent directors
- RESOLVED AND REPORTED 5 ESG-RELATED AGENDA ITEMS WITHIN THE BOARD**

ESG IMPACT MATERIALITY



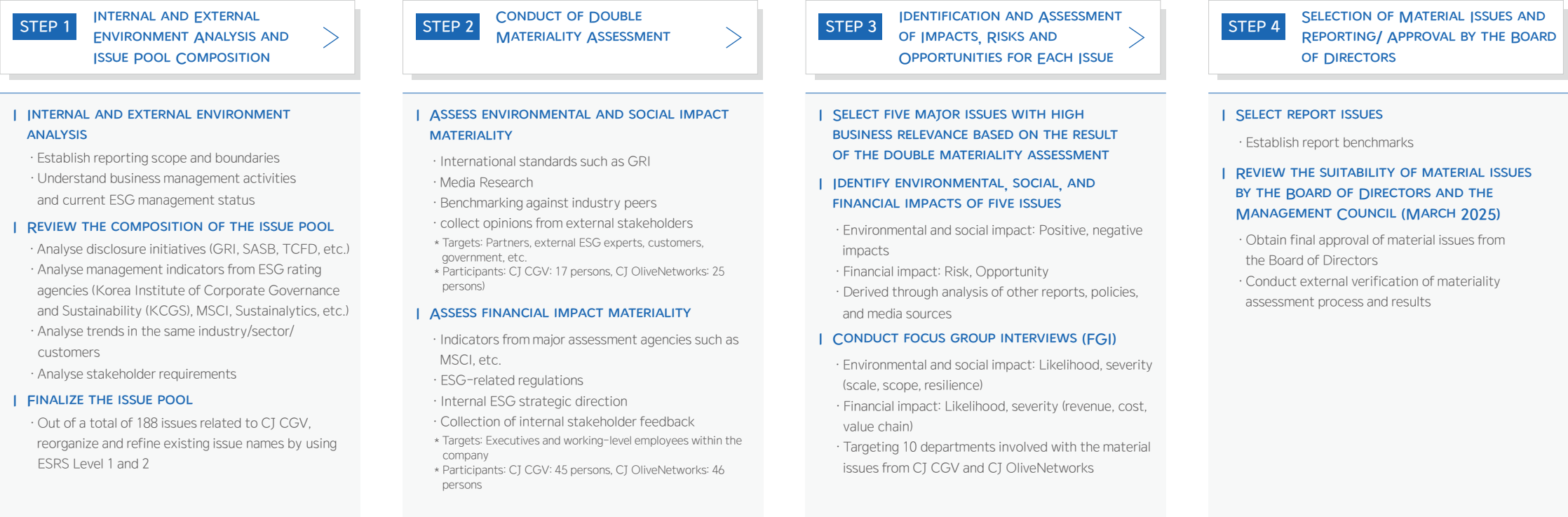
DOUBLE MATERIALITY ASSESSMENT

DOUBLE MATERIALITY ASSESSMENT PROCESS

MATERIAL ISSUE DETERMINATION PROCESS

CJ CGV conducts a double materiality assessment to identify key ESG issues in the process of practicing sustainable management. Starting with a long-list pool of 188 issues, CJ CGV and CJ OliveNetworks reorganized the list into 16 issues for each entity and 18 issues in total, incorporating the global ESG standard ESRS along with internal issues. The identified issues were evaluated based on their environmental and social impacts and financial impacts. Issues demonstrating high impact in both evaluations were selected as material issues. To enhance the relevance and validity of the material issues, surveys of internal and external stakeholders were conducted. At the same time, an environmental analysis and comparative analysis by assessment factors were conducted, including an ESG strategy review, media analysis, industry benchmarking, and global initiatives. Subsequently, focus group interviews (FGIs) with members of approximately 10 relevant departments were held to refine the details of issues and conduct the IRO (Impact, Risk & Opportunity) assessment.¹⁾ The final outcomes were reviewed and approved by CJ CGV’s Board of Directors and executives. The selected material issues have been integrated into strategic initiatives and are subject to ongoing monitoring and management.

1) IRO (Impact, Risk & Opportunity) Assessment: An assessment that measures the magnitude of impact by categorizing both environmental, social, and financial impacts into positive/negative Impacts, Risks, and Opportunities.



DOUBLE MATERIALITY ASSESSMENT

DOUBLE MATERIALITY ASSESSMENT RESULTS

RESULTS OF MATERIAL ISSUE DETERMINATION

This report identified key material issues, including the materiality assessment of CJ OliveNetworks, which was newly integrated in June 2024. When calculating the double materiality scores, revenue weightings were applied—75% for CJ CGV and 25% for CJ OliveNetworks. The issues that scored highest in both environmental and social impact and financial impact assessments were “Employee Experience and Corporate Culture Innovation,” “Health and Safety” and “Information Security and Privacy Protection.” In addition, to align with the IFRS S2 disclosure standards, four material issues were selected by including “Climate Change Response.”

I CJ CGV INTEGRATED ISSUE POOL

No	Category	Issue	Materiality Assessment Result	Change from the Previous Year
1	Environment	Strengthening environmental management		Readjusted the issue
2		Climate change response	Material issue (IFRS S2 report)	Readjusted the issue
3		Waste reduction and resource circulation		Specified the issue
4	Society	Commitment to human rights management		Added the issue
5		Employee experience and corporate culture innovation	Material issue	Expanded the issue
6		Health and safety	Material issue	Change in issue name
7		Information security and privacy protection	Material issue	Added the issue following acquisition of CJ OliveNetworks
8		Sustainable supply chain management		Change in issue name
9		Community engagement		Added the issue
10		Customer satisfaction	Top item of financial impact	Expanded the issue
11		Creating healthy content culture		Added industry specific issue
12		Digital accessibility/literacy		Added the issue following acquisition of CJ OliveNetworks
13		Technology ethics		Added the issue following acquisition of CJ OliveNetworks
14	Governance	Establishing sound governance		Specified the issue
15		Compliance with fair trade practices	Top item of environmental and social impact	Specified the issue
16		Advancing ethical management	Top item of environmental and social impact	Specified the issue
17		Risk management		Added the issue
18		Innovation in screening/IT technology	Top item of financial impact	Added the issue following acquisition of CJ OliveNetworks

I CJ CGV MATERIALITY MATRIX



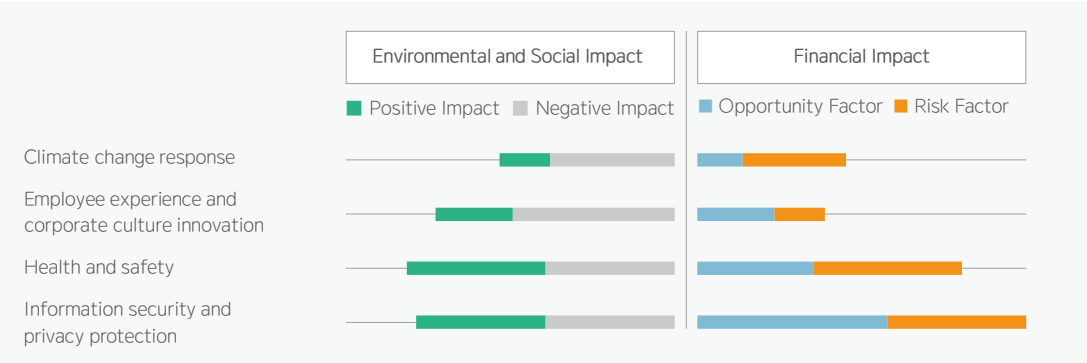
DOUBLE MATERIALITY ASSESSMENT

DOUBLE MATERIALITY ASSESSMENT RESULTS

IRO ASSESSMENT¹⁾ RESULTS

To gain a more granular understanding of the environmental, social, and financial implications of the four selected material issues, CJ CGV conducted an IRO assessment in collaboration with relevant departments from both CJ CGV and CJ OliveNetworks. During the assessment, environmental and social impacts were categorized into positive and negative impacts, while financial impacts were classified as either risk or opportunity factors. The likelihood and timing of each factor were assessed, and the scale of its potential impact on the organization was comprehensively reviewed to derive more reliable and quantifiable results.

I CJ CGV IRO ASSESSMENT RESULTS

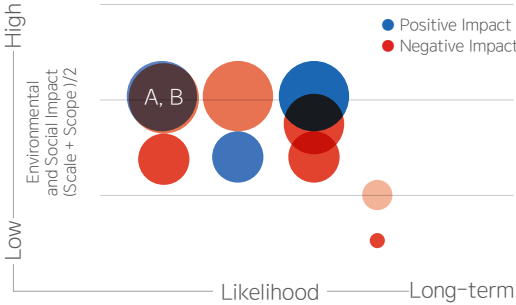


The assessment revealed that the ‘Information Security and Privacy Protection’ issue had the highest level of impact for CJ CGV, which carries out businesses closely associated with customers, in terms of both environmental and social impact, as well as financial impact. This underscores not only the importance of safeguarding the information of customers who are using CJ CGV but also the critical role of the company’s internal information security systems and procedures. In addition, due to the nature of its global cinema operations, the issue of ‘Health and Safety’ also showed a high level of impact. Accidents occurring within theaters pose a significant risk, as they not only undermine public trust but also may lead to direct financial losses.

1) IRO (Impact, Risk & Opportunity) Assessment: An assessment that measures the magnitude of impact by categorizing both environmental and social impacts and financial impacts into positive/negative impacts (Impact), risks (Risk), and opportunities (Opportunity).

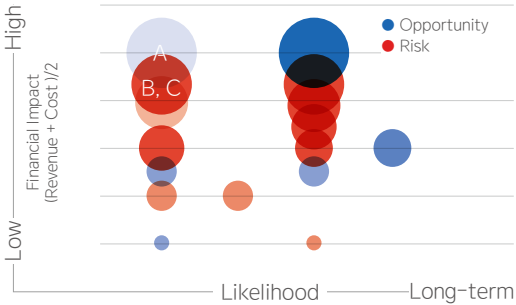
The results of a comprehensive analysis of the environmental and social impacts, as well as the financial risks and opportunities associated with each issue, revealed that from an environmental and social perspective, the negative impacts related to ‘information security and privacy protection’ and the positive impacts of ‘employee experience and corporate culture innovation’ are likely to occur in the short term and have a significant influence on society and the environment. From a financial perspective, both the risks and opportunities associated with ‘information security and privacy protection’, along with the risks related to ‘health and safety’, were found to have a high likelihood of occurrence in the short term and a substantial financial impact on CJ CGV.

I CJ CGV IRO ASSESSMENT ENVIRONMENTAL AND SOCIAL IMPACT ANALYSIS RESULTS



Category	Material Issue and IRO
A	Information Security and Privacy Protection (Negative) Increased employee dissatisfaction and reduced work efficiency due to excessively complex information security procedures
B	Employee experience and corporate culture innovation (Positive) Improved work engagement and enhanced quality of life for employees through the reinforcement of flexible work arrangements

I CJ CGV IRO ASSESSMENT FINANCIAL IMPACT ANALYSIS RESULTS



Category	Material Issue and IRO
A	Information Security and Privacy Protection (Opportunity) Securing independent competitiveness and strengthening market leadership by preventing the leakage of core customer data
B	Information Security and Privacy Protection (Risk) Decline in revenue due to customer churn in the event of data leakage
C	Health and safety (Risk) Physical safety incidents incur costs related to the restoration of damages and compensation for loss of life or property

CLIMATE CHANGE RESPONSE

Climate change response encompasses all corporate activities aimed at addressing global warming and other climate phenomena by reducing greenhouse gas emissions and increasing the use of renewable energy.

GOVERNANCE

CJ CGV operates an ESG Committee under the Board of Directors to address ESG issues, including climate change, which is convened at least twice annually. An ESG Management Council, composed primarily of executives, meets more than twice a year to deliberate on strategic directions. At the working level, the ESG Working Group holds quarterly general meetings and facilitates ongoing collaboration between teams. Through this multi-tiered consultative framework, CJ CGV has established a systematic ESG governance structure.



[Climate change response – Details of Governance](#)

STRATEGY

I ENVIRONMENTAL AND SOCIAL IMPACT IDENTIFICATION¹⁾

		● — ● — ● LOW MID HIGH	
Key Impacts		Likelihood	Severity
Positive	· Reduction of environmental impact through improved energy efficiency	● — ● — ●	● — ● — ●
Negative	· Affect climate change due to greenhouse gas emissions	● — ● — ●	● — ● — ●

1) Environmental and social impacts of climate change response are identified based on the IRO assessment

I FINANCIAL IMPACTS, AND STATUS OF RESPONSE²⁾

Risk and Opportunity Factor	Key Responses
Risk 1: Reinforced regulations, such as mandatory greenhouse gas emissions reporting	· Disclosed and managed greenhouse gas emissions data for domestic directly operated sites · Developed greenhouse gas inventory for overseas subsidiaries, with plans to disclose emissions data
Risk 2: Increased raw materials (energy) costs	· Used and switched to high-efficiency energy products and optimized heating and cooling systems

2) Identified based on TCFD



[Climate change response – Details of Strategy](#)

RISK MANAGEMENT

To identify and respond to climate-related risks, CJ CGV regularly conducts environmental impact assessments and materiality assessments. In 2024, a pilot assessment on physical risks was also carried out. Centered around the Climate Crisis Response Task Force within the ESG Working Group, CJ CGV operates a proactive risk prevention system through continuous risk monitoring, provision of response manuals, pre-assessments, and training programs. In addition, energy consumption and greenhouse gas emission data are continuously managed to strengthen the risk monitoring system. Through these efforts, CJ CGV is enhancing its risk response competency at a company-wide level.



[Climate change response – Details of Risk Management](#)

METRICS & TARGETS

I 2024 CLIMATE-RELATED INDEX¹⁾

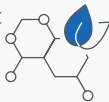
GHG Emissions (Scope 1+2)

Target **71,070** tCO₂eq

Outcome **69,504** tCO₂eq

Achievement Rate Compared to Target

102.3 %



1) Limited to CJ CGV Korea and directly operated theaters

Energy Consumption

Target **1,464** TJ

Outcome **1,397** TJ

Achievement Rate Compared to Target

104.8 %





[Climate change response – Details of Metrics & Targets](#)

CLIMATE CHANGE RESPONSE

GOVERNANCE

BOARD OF DIRECTORS AND ESG COMMITTEE

To reinforce its environmental management and climate crisis response, CJ CGV operates an ESG Committee under the Board of Directors. Convened at least twice annually, the ESG Committee is responsible for reviewing and determining policies and initiatives related to environmental and sustainable management, including climate crisis response. Resolutions adopted by the ESG Committee concerning climate-related goals and action plans carry the same authority as resolutions of the Board of Directors and are reflected across all business operations of CJ CGV. The Board of Directors and ESG Committee also review risks and opportunities related to climate change and consult with external experts when necessary. In the event of an emergency, they respond promptly and report to the management and the Board of Directors, to integrate their findings into policies and decision-making processes.

In principle, the chair of the ESG Committee is appointed from among the independent directors. As the highest decision-making bodies for sustainable management, the Board of Directors and ESG Committee are in charge of strategic and systematic implementation for long-term sustainable growth. They are also responsible for identifying and assessing key sustainability issues, setting direction and strategy, and continuously reviewing and approving related outcomes and areas for improvement. Article 4 of the ESG Committee Charter outlines the roles, responsibilities, and functions of the Committee, and Article 10 specifies the matters to be submitted to the Committee for deliberation and provides for the inclusion of opinions from relevant employees or external experts as needed.

ESG MANAGEMENT COUNCIL AND ESG WORKING GROUP

To ensure the systematic execution of decisions made by the ESG Committee, CJ CGV operates the ESG Management Council, which is chaired by the CEO. Topics discussed by the Management Council are submitted to the ESG Committee, while practical execution is led by the ESG Working Group, which consists of 18 departments. The ESG Working Group is responsible for climate crisis response and sustainable management initiatives at the operational level.

CLIMATE CHANGE RISK/OPPORTUNITY MANAGEMENT THROUGH RESPONSIBLE MANAGEMENT

CJ CGV’s management monitors climate-related risks and opportunities and emphasizes the importance of a proactive climate response. The Strategic Support Department, serving as the secretariat of the ESG Committee, is responsible for establishing sustainable management strategies and integrating the management goals into key performance indicators (KPIs) to ensure effective implementation. To enhance the accuracy and consistency of information related to climate crisis response, CJ CGV designs internal control mechanisms and regularly shares ESG trends through the company’s intranet. For external stakeholders, CJ CGV transparently discloses relevant information through its annual sustainability report and maintains dedicated communication channels.

I CJ CGV’S CLIMATE CRISIS RESPONSE GOVERNANCE



CLIMATE CHANGE RESPONSE

STRATEGY

IDENTIFICATION OF TCFD-BASED CLIMATE CRISIS RESPONSE RISK AND OPPORTUNITY

CJ CGV analysed the impacts of climate-related risks and opportunities based on the 2023 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	Increases costs due to rising electricity prices	Cost	High-efficiency products and enhancing the efficiency of and HVAC(Heating, Ventilation, Air Conditioning) 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 and services, such as reusable cups, recyclable popcorn cups, and universal design features.	LOW
	Reputation	Increased concerns of 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, wildfires, 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		Cost	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
Opportunity	Resource Efficiency	Enhancing energy efficiency of buildings and equipment	Decreased electricity consumption, 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

CLIMATE CHANGE RESPONSE

STRATEGY

SELECTION OF MAJOR RISKS AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

CJ CGV conducted an assessment of climate-related risks and opportunities in accordance with the framework presented by TCFD. Risks and opportunities were categorized by individual sub-items and evaluated for financial and non-financial impact, classified as High, Mid, or Low. The selection process considered the characteristics of CJ CGV’s business and industry, and similar elements were integrated to derive four major risks and one opportunity.

The four identified major risks are as follows. Strengthened regulations under policy and legal transition risks, such as enhanced mandatory reporting of greenhouse gas (GHG) emissions; Rising costs of raw materials and energy under market transition risks; Extreme weather events under acute physical risks; gradual changes in average temperature under chronic physical risks. 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 reduce financial costs. Thus, resource efficiency was identified as an opportunity.

I CJ CGV’S MAJOR CLIMATE CRISIS RISKS AND OPPORTUNITIES

Category		Major Risks and Opportunities	
Risk	Transition Risk	Policy and Legal	Reinforced regulations, such as enhanced mandatory reporting of GHG emissions
		Market	Increased raw materials (energy) costs
	Physical Risk	Acute	Occurrence of extreme climate situation
		Chronic	Average temperature change
Opportunity		Resource efficiency	Improving energy efficiency of buildings and equipment

CJ CGV recognizes that the climate crisis can impact business operations and strategy, and to address this, the company conducted a climate change scenario analysis in 2023. The analysis covers the period from 2030 to 2050, and is based on the scenarios from the International Energy Agency (IEA) and the SSP (Shared Socioeconomic Pathway) scenarios from the IPCC (Intergovernmental Panel on Climate Change). The analysis uses two temperature increase scenarios: one in which the increase is kept within 1.5°C, and one in which it is kept within 2.0°C.

I METHODOLOGY OF CJ CGV’S CLIMATE CHANGE SCENARIO ANALYSIS

Transition Scenario	WITHIN 1.5°C IEA NZE 2050 (Net Zero Emission by 2050)
	WITHIN 2.0°C IEA APS (Announced Pledged Scenario)
Physical Risk Scenario	WITHIN 1.5°C SSP 1-2.6 (IPCC Sixth Assessment Report)
	WITHIN 2.0°C SSP 2-4.5 (IPCC Sixth Assessment Report)

I CJ CGV’S CLIMATE CHANGE SCENARIO ASSUMPTIONS

SSP 1-2.6 Scenario	· Low-carbon scenario within a global average temperature rise of 2.0°C · Assumes compliance with the requirements of the Paris Agreement · Predicts a sharp increase in demand for carbon emission permits (average annual increase of 50%), with renewable energy use surging by 50% by 2030 and then stabilizing
SSP 2-4.5 Scenario	· Scenario Limiting Global Average Temperature Rise to 2.0°C to 3.0°C · Assumes greenhouse gas emissions will remain at current levels until 2050 and then decrease until 2100 · Predicts a moderate increase in demand for carbon emission permits (average annual increase of 30%), with the average annual growth rate of energy (electricity) prices at 30% and REC purchase prices at 15%

CLIMATE CHANGE RESPONSE

STRATEGY

DEVELOPMENT OF CLIMATE CRISIS RESPONSE STRATEGIES BASED ON SCENARIO ANALYSIS

CJ CGV will establish response strategies and strive to implement them to reduce the significant climate crisis risks identified through the scenario analysis.

I CJ CGV'S MAJOR CLIMATE CRISIS RISKS AND OPPORTUNITIES

Category		Major Risks and Opportunities		Potential Risks and Opportunities	Response Plans and Strategies	Expected Financial Impact in 2030 ¹⁾	
Risk	Transition Risk	Policy and Legal	Reinforced regulations, such as mandatory greenhouse gas emissions reporting	- 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	- Complete the establishment of Scope 1 and 2 GHG inventory by 2025 - Establish and reflect the company-wide Net Zero goals and implementation strategies by 2030 - Computerize DB, strengthen internal human resource capability/expertise for increased reliability	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	Increased raw materials (energy) costs		- 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	- 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 an expected 50% increase in electricity costs)
						Within 2.0°C	Cost: Annual increase of KRW 7 billion (Reflecting an expected 30% increase in electricity costs)
	Physical Risk	Acute	Occurrence of extreme climate situation	- Increased heating and cooling costs for buildings during abnormal temperatures - Costs of 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 customer damages and audience losses during extreme climate conditions	- 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 impacts related to physical risks and opportunities will be calculated and disclosed at a later date.
						Within 2.0°C	
Opportunity	Resource Efficiency	Improving energy efficiency of buildings and equipment		Reduction in operating costs through energy consumption management and energy efficiency improvements	- 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	

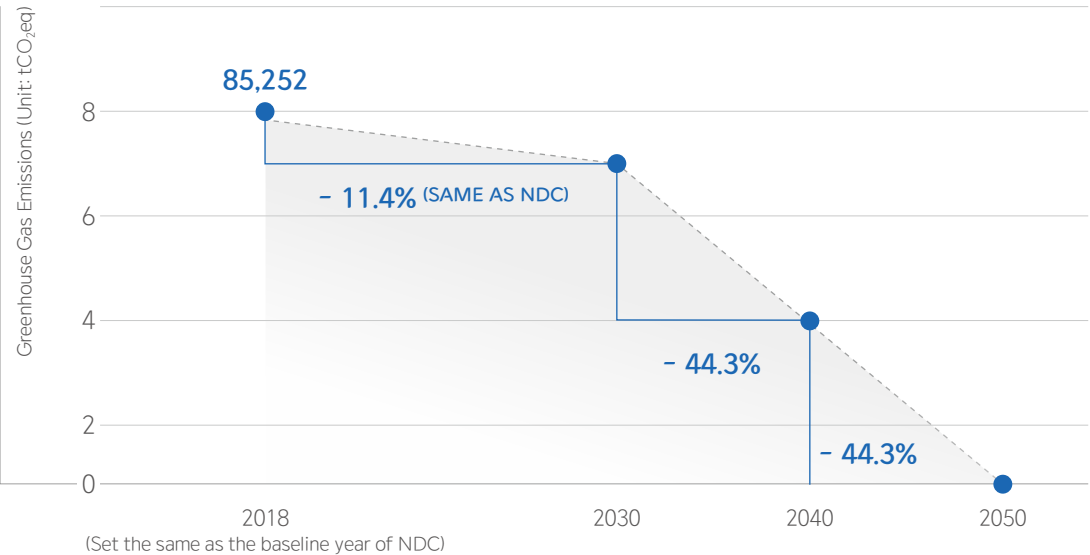
1) Values calculated based on temperature rise compared to 2018, for CGV Korea only

CLIMATE CHANGE RESPONSE

STRATEGY

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 – consistent with the national NDC – with the greenhouse gas emissions (Scope 1+2) of the headquarters and directly-operated domestic business sites amounting to 85,252 tCO₂eq. CJ CGV plans to reduce emissions by 11.4% (approximately 9,719 tCO₂eq) by 2030. 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 Korea’s NDC as announced by the government. To reduce greenhouse gas emissions and energy consumption, CJ CGV will reduce the consumption of purchased electricity and heating gas, and consider purchasing RECs (Renewable Energy Certificates). These reduction activities will be promoted in three phases up to 2030 through a step-by-step approach.



NET ZERO 2030
11.4% REDUCTION
STRATEGY

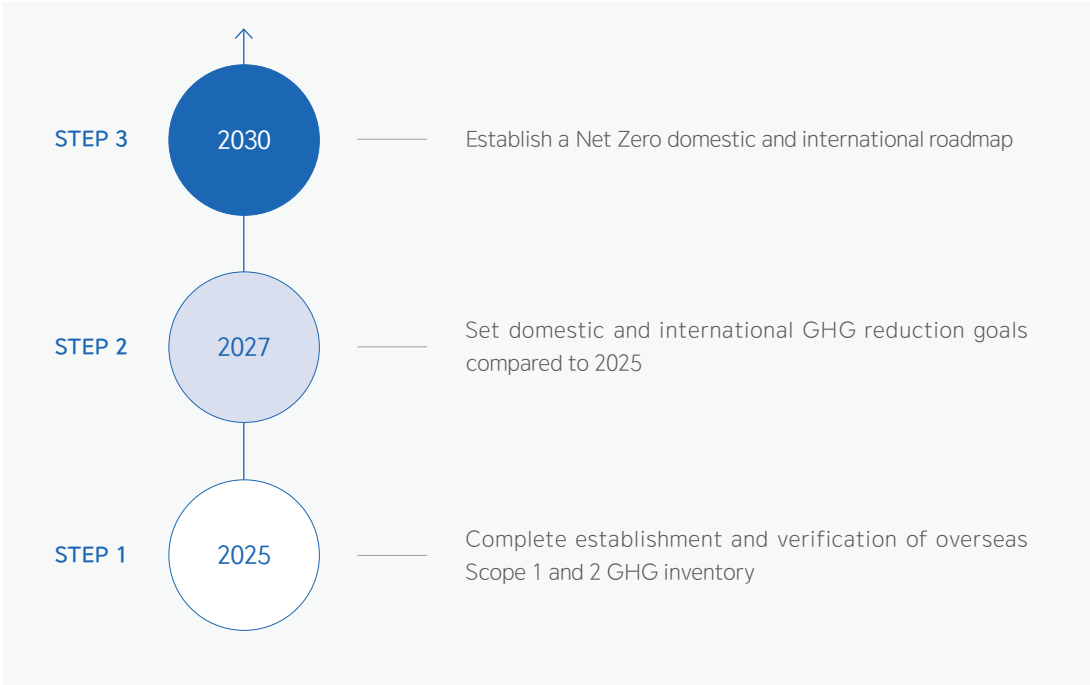
① REDUCTION AND EFFICIENCY IMPROVEMENT OF ENERGY USE: 7.0% REDUCTION

· Replacement with High-Efficiency Energy Equipment: 3.0% Reduction
· Reduction of Heating and Cooling Energy: 4.0% Reduction

② APPLICATION OF OTHER REDUCTION MEASURES: 4.4% REDUCTION

* 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.

I CJ CGV 2030 CARBON REDUCTION STEP-BY-STEP IMPLEMENTATION PLAN¹⁾



1) Annual and step-by-step implementation plans are adjusted compared to the previous year

CLIMATE CHANGE RESPONSE

STRATEGY

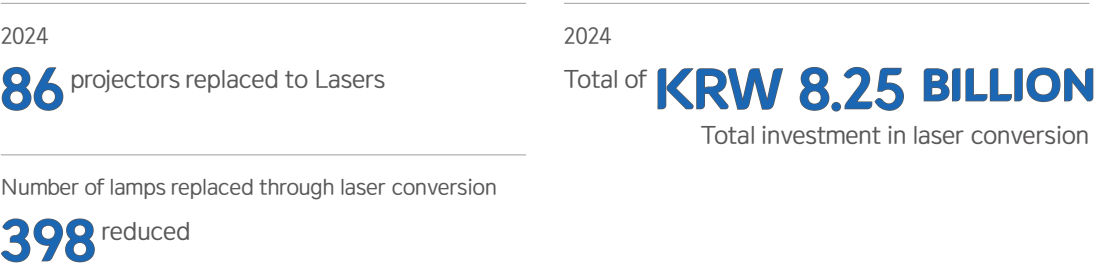
EFFORTS TO REDUCE CARBON EMISSIONS AND ENERGY USE IN BUSINESS SITES

CJ CGV is actively responding to climate change through a range of energy-saving activities. To improve energy efficiency and image quality, CJ CGV is replacing the lamp projectors previously used in theaters with cutting-edge laser projectors. These laser projectors with long lifespans have an energy consumption per device that is approximately 66% of the lamp projectors they replace. In 2024, CGV Korea replaced 86 projectors across its domestic operations. During the first half of the year 2023, 46 units were replaced, including carryover units, and an additional 40 units were replaced in the second half, amounting to a total investment of approximately KRW 8.11 billion. Separately, CJ CGV additionally invested approximately KRW 140 million to redeploy 27 laser projectors using existing equipment with remaining useful life, bringing the total investment to KRW 8.25 billion. As a result, the company was also able to reduce the disposal of 398 lamp projectors. The CGV Vietnam is also engaged in a phased transition from lamp projectors to laser projectors to reduce electricity consumption and preserve the environment, in keeping with efforts to improve the eco-friendliness of theaters.

I CGV BAEGOT'S RENEWABLE ENERGY CONSUMPTION

Category	2022	2023	2024
Solar Power Usage (kWh)	44,463	42,265	42,859
Energy Usage (TJ)	0.160	0.152	0.154

I CGV KOREA'S PROJECTOR REPLACEMENT ACTIVITY FOR ENERGY SAVING



In Korea, CJ CGV is managing energy efficiently by replacing in-theater lighting with LED and installing standby power cut-off devices. At the corporate level, changes have been made to the operation systems of HVAC equipment and kiosks to further reduce electricity consumption. CGV BaeGot has installed solar power systems on their building rooftops as part of efforts to conserve energy and promote efficient consumption. CGV Vietnam continues to improve energy efficiency by introducing automatic lighting shutoff systems and using energy-saving equipment in theaters. All employees are consistently encouraged to turn off unused devices and conserve electricity. The Theater Operations Team powers down the projector lamps when the theater has no guests for over 30 minutes to minimize unnecessary energy consumption. From 2022 to 2024, CGV Vietnam has successfully reduced electricity and water usage, consistently outperforming its annual utility reduction targets. In 2024, energy consumption was reduced by approximately 22%, resulting in a cost savings of around 29KVND per session.

I CGV VIETNAM'S ELECTRICITY CONSUMPTION REDUCTION PER SESSION

Category	2022	2023	2024
Session	816,166	1,000,864	1,055,973
Electricity Cost (VND)	115,182,635,912	136,206,557,395	112,310,124,654
Electricity Cost per Session (VND)	141,126	136,089	106,357
Electricity Reduction Rate (+/-)		-3.57%	-21.85%

CLIMATE CHANGE RESPONSE

STRATEGY

EFFORTS TO REDUCE ENERGY USE IN BUSINESS SITES

EFFORTS TO SAVE ENERGY AT CJ OLIVENETWORKS BUSINESS SITES

At both the CJ OliveNetworks Bundang Office and Songdo IDC, the company is carrying out various activities to save energy consumption, such as organizing or removing unused IT equipment, dismantling outdated systems, and powering down idle devices. Songdo IDC has been consistently implementing energy-saving initiatives for over a decade. Various energy efficiency measures have been made, such as enhancing cooling tower performance, installing inverters on HVAC systems to adjust airflow, and introducing inverter-type chillers. In 2023, the data center saved 443,270 kWh over the year by identifying idle servers and transferring services, allowing unused servers to be powered off. In 2024, the company replaced its office air conditioners and chillers with Class 1 energy-efficient equipment, saving 27,172 kWh per year. Additionally, the Bundang Office upgraded its aging electrical systems in October 2023, leading to improved electricity efficiency and reduced consumption. This resulted in a 5% decrease in electricity consumption (approximately 22,000 kWh/month) compared to the same period in the previous year.

For a Net-Zero strategy, CJ OliveNetworks is promoting the transition to renewable energy and the reduction of greenhouse gas emissions. Given the high concentration of data centers and power demand in the Greater Seoul Metropolitan Area (GSMA), there is growing concern over environmental degradation caused by transmission grid expansion. In response, CJ OliveNetworks is considering relocating the Bundang Office to the outskirts of the GSMA and is pursuing projects and contracts aimed at revitalizing regional data centers. This aligns with the government’s decentralization policy and contributes to balanced regional development and mitigating environmental impact. In addition, Songdo IDC reduced the frequency of emergency generator drills and inspections from seven times a year to three, aiming to reduce air pollution and improve the local community environment.

I ENERGY SAVING INITIATIVES AT CJ OLIVENETWORKS SONGDO IDC OVER 10 YEARS

- Adjusted airflow of climate chamber (air conditioner) in server rooms
- Operated inverter-equipped pumps and fans to control rotation speed
- Replaced building lighting with LEDs and applied schedule-based controls to reduce lighting and standby power consumption
- Operated chilled water systems at lower temperatures during winter to improve energy efficiency
- Introduced energy-efficient inverter-type chillers
- Improved performance of cooling tower drive systems
- Applied inverters to office air handling units to regulate airflow speed

CJ OLIVENETWORKS DATA CENTER

PUE(Power Usage Effectiveness)¹⁾ is a metric that represents the ratio of a building’s total electricity consumption to the electricity consumed solely by IT equipment in the computer room. It reflects how efficiently non-IT infrastructures, such as HVAC, fire protection, and lighting systems, use energy. According to a report published in May 2024 by the National Assembly Research Service, the average PUE of private data centres in Korea is 2.03, while that of public data centers is 3.13. Among them, data centers certified as green have an average PUE of 1.66 compared to an international average of 1.7. Since 2011, CJ OliveNetworks Songdo IDC has maintained a PUE of 1.5, and even after 15 years, continues to improve its aging facilities, maintaining a PUE of 1.6 during the hottest seasons and 1.5 during other seasons, which reflects the high energy efficiency of its data center.

1) Power Usage Effectiveness (PUE): Most widely used indicator, both domestically and internationally, for measuring the energy efficiency of data centers.. Calculated by dividing the total energy consumed by the data center by the energy consumed by its IT equipment. A PUE value closer to 1.0 indicates higher energy efficiency.

I VIEW OF CJ OLIVENETWORKS SONGDO IDC



CLIMATE CHANGE RESPONSE

RISK MANAGEMENT

IDENTIFICATION AND ASSESSMENT OF MAJOR RISKS AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

CJ CGV operates a Climate Crisis Response Council to effectively respond to climate change that consists of the Domestic Business Operation Division, the Safety Management Department, and the Strategic Support Department. The Council integrates risk management and climate change management processes into a unified, systematic framework. In the event of an emergency related to climate change, CJ CGV responds immediately in accordance with pre-established processes, and promptly reports to management and the Board of Directors to ensure the response is reflected in risk management policies and decision-making.

CJ CGV engages in the following activities to systematically identify and respond to major risk factors.

I CJ CGV'S CLIMATE CHANGE RESPONSE RISK IDENTIFICATION METHOD

Category	Implementation Frequency	Description
Materiality assessment	Annual (Feb. 2024)	Recognition of risk factors based on surveys conducted with various stakeholders
Environmental impact assessment	Annual (Apr. 2024)	Listing of environmental risk factors and response measures at CGV Korea's directly operated theaters
Physical risk Pilot test	Annual (Oct. 2024)	Pilot assessment of physical risk likelihood based on assets and employee data from CGV Korea's directly operated theaters

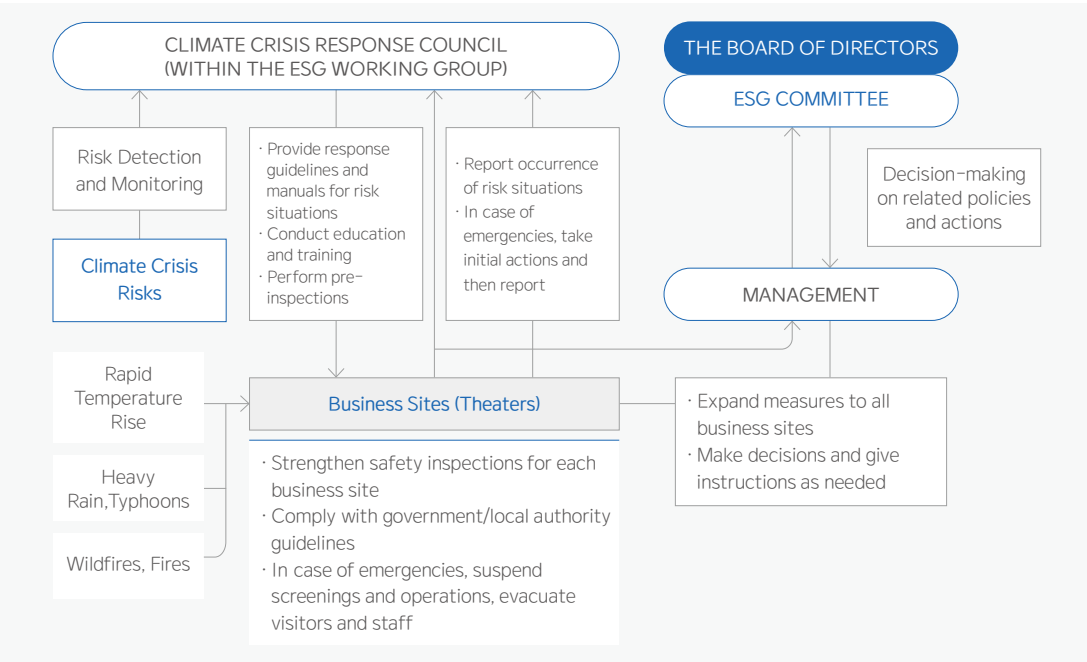
Through such efforts, CJ CGV identifies risk factors related to the climate change response and integrates its handling of the risk and climate crisis management processes. As ensuring the safety and health of guests is the top priority in any climate-related emergency, CJ CGV responds swiftly according to its crisis response processes, and reports immediately to management and the Board of Directors so the outcomes are reflected in risk management policies and decisions.

In addition, CJ CGV determines the priority of sustainability issues by considering their financial impacts on corporate growth and sustainability. The company sets sustainability issue-specific priorities by analysing the scale and likelihood of financial impact and manages them systematically.

MONITORING OF CLIMATE CHANGE RESPONSE RISKS

CJ CGV recognizes that climate change-related risks are directly linked to the safety of its business sites and therefore places a priority on ensuring the health and safety of both guests and employees in the face of urgent and tangible risks. To this end, the ESG Management Team responsible for environmental management, the Safety Management Department responsible for safety management, and the Domestic Business Operation Division are continuously monitoring such risks. Regular monitoring is conducted at least once every half year, with necessary improvements implemented accordingly.

I CJ CGV'S CLIMATE CHANGE RESPONSE RISK MONITORING PROCESS



CLIMATE CHANGE RESPONSE

RISK MANAGEMENT

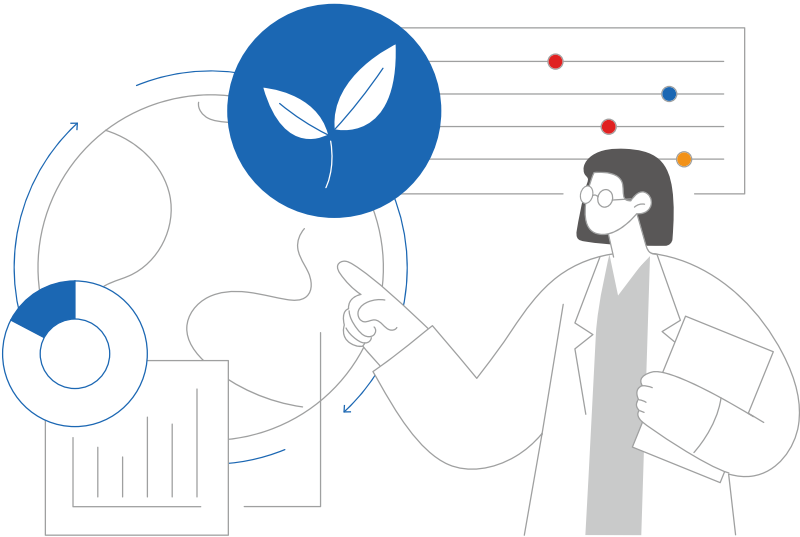
MEASURES TO EXPAND RISK MANAGEMENT RELATED TO CLIMATE CHANGE RESPONSE

Climate crisis-related risks are not limited to CJ CGV’s business sites but apply to the entire buildings in which the theaters are located. In the long term, these risks may also affect partner companies. Accordingly, CJ CGV regularly consults and cooperates with building owners and maintenance companies regarding safety and emergency response related to potential climate change impacts on the premises. In addition, CJ CGV holds regular meetings with partner companies to discuss issues related to the climate crisis and risks, making joint efforts to prevent and respond effectively.

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks continue to manage energy consumption and greenhouse gas emissions data while actively finding reduction measures in pursuit of effective risk management related to climate change.

I CJ CGV'S CLIMATE CHANGE RISK MANAGEMENT DATA

Indicator Name	Scope of Business Site	Data Source
Energy Consumption	CJ CGV Korea, China, Vietnam, Indonesia, Türkiye CJ 4DPLEX	Renewable/non-renewable energy consumption including electricity, fuel (gasoline, diesel), LNG
Greenhouse gas emissions	CJ OliveNetworks Korea / Vietnam	



CLIMATE CHANGE RESPONSE

METRICS & TARGETS

MANAGEMENT INDICATORS FOR GHG EMISSIONS AND ENERGY CONSUMPTION REDUCTION

CJ CGV has designated two indicators—GHG emissions and energy consumption—as its management indicators for climate change response. These indicators are disclosed externally through third-party assurance. Both indicators are managed based on CGV Korea’s headquarters and directly operated sites. Starting in 2024, the scope of management has been expanded to include overseas subsidiaries and their directly operated sites.

I CJ CGV’S GHG EMISSIONS MANAGEMENT INDICATOR

GHG Emissions	Unit	SCOPE 1	SCOPE 2	Total Emissions ¹⁾
CGV Korea	tCO ₂ eq	7,465.6	62,101.5	69,504.0
CGV China	tCO ₂ eq	28.9	43,770.8	43,800.0
CGV Vietnam	tCO ₂ eq	25.9	15,100.3	15,126.0
CGV Indonesia	tCO ₂ eq	57.1	36,006.0	36,063.0
CGV Türkiye	tCO ₂ eq	1,578.8	13,739.7	15,319.0
CJ 4DPLEX	tCO ₂ eq	19.3	715.6	732.0
CJ OliveNetworks	tCO ₂ eq	171.2	13,781.8	13,949.0

1) Total GHG emissions may differ from the simple sum, as they are based on the criteria outlined in the GHG Verification Statement

I CJ CGV’S ENERGY CONSUMPTION MANAGEMENT INDI

Energy Consumption ²⁾	Unit	2022	2023	2024
CGV Korea	TJ	1,429	1,394	1,397
CGV China	TJ	245	251	266
CGV Vietnam	TJ	96	103	107
CGV Indonesia	TJ	144	161	164
CGV Türkiye	TJ	198	160	147
CJ 4DPLEX	TJ	1.1	11.4	14.4
CJ OliveNetworks	TJ	-	-	288

2) Energy consumption may differ from the simple sum, as they are based on the criteria outlined in the GHG Verification Statement

MANAGEMENT GOALS FOR GHG EMISSIONS AND ENERGY CONSUMPTION REDUCTION

CJ CGV has designated its greenhouse gas emissions reduction target and energy consumption reduction target as key management indicators in its response to climate change. In line with the national NDC target, the company has set the goal of reducing its greenhouse gas emissions in 2030 by 11.4% from the 2018 baseline, targeting 75,533 tons of emissions by 2030 (based on CJ CGV Korea). Each year, CJ CGV establishes annual emission targets based on its business performance and permitted emissions under the national Greenhouse Gas Target Management System and makes continuous efforts to meet those targets. Going forward, the company is reviewing the possibility of revising its targets in consideration of the circumstances of its subsidiaries, including those overseas.

I CJ CGV’S GHG EMISSIONS REDUCTION TARGET

GHG emissions reduction ³⁾	Unit	2023	2024	2030
GHG Emissions Target ⁴⁾	tCO ₂ eq	80,191	71,070	75,533
Actual GHG Emissions	tCO ₂ eq	69,692	69,504	-
Target Achievement Rate	%	115.0	102.3	-

3) Based on CGV Korea’s headquarters and directly operated sites

4) Applied the national Greenhouse Gas Target Management System’s permitted emission levels (applied emission target set in 2018 for 2030)

I CJ CGV’S ENERGY CONSUMPTION REDUCTION TARGETS

Energy Consumption Reduction ⁵⁾	Unit	2023	2024	2030
Energy Consumption Target ⁶⁾	TJ	1,651.9	1,464.0	1,544.9
Actual Energy Consumption	TJ	1,394	1,397	-
Target Achievement Rate	%	121.1	104.8	-

5) Based on CGV Korea’s headquarters and directly operated sites

6) Set energy consumption reduction target based on greenhouse gas emissions

HEALTH AND SAFETY

Health and Safety refers to the establishment of preventive measures and management systems aimed at protecting the health and safety of key stakeholders across the company’s entire value chain.

GOVERNANCE

To protect the safety and health of its employees, CJ CGV operates a comprehensive health and safety management system through the Occupational Safety and Health Committee. This Committee collaborates with relevant departments, including the Safety Management Department, Domestic Business Operating Operations Division, Sales Support Officer, and HR Officer, etc. to systematically manage the entire process from annual planning to execution, evaluation, and improvement. Regular workplace risk assessments are conducted, and the results are shared, leading to company-wide actions. Through this process, CJ CGV strengthens its governance in creating a safe working environment.



[Health and safety – Details of Governance](#)

STRATEGY

I ENVIRONMENTAL AND SOCIAL IMPACT IDENTIFICATION

		LOWMIDHIGH	
Key Impacts		Likelihood	Severity
Positive	· Protection of customer health through improved hygiene management		
Negative	· Risk of human injury in the event of safety incidents		

I FINANCIAL IMPACTS, AND STATUS OF RESPONSE

Risk and Opportunity Factor	Key Responses
Risk 1: Safety incidents may incur costs related to the restoration of damages and compensation for loss of life or property	· Increased number of safety experts and managing supervisors · Established response processes for safety incidents
Risk 2: Food hygiene incidents may incur costs related to the restoration of damages and compensation	· Managed food safety and hygiene · Used NON-GMO corn for popcorn



[Health and safety – Details of Strategy](#)

RISK MANAGEMENT

To prevent health and safety risks, CJ CGV carries out a preliminary safety assessment procedure when opening new theaters. This includes blueprint reviews and on-site inspections through interdepartmental collaboration. In 2024, a total of 48 pre-safety evaluations were conducted across the fields of facility safety and food safety. Risks are categorized into “newly emerging risks” and “existing risks,” which are systematically handled through pre-assessments and ongoing management, respectively. This proactive approach helps ensure a high level of safety across business sites.



[Health and safety – Details of Risk Management](#)

METRICS & TARGETS

I CJ CGV’S INDUSTRIAL ACCIDENT RATE

Category		2023	2024 ¹⁾	2025
Industrial Accident Rate	Target	0.00%	0.00%	0.00%
	Number of Industrial Accidents ²⁾	16 cases	20 cases	-
	Performance	0.17%	0.19%	-

1) Consolidated basis: calculated to include CJ OliveNetworks from 2024 onward
2) The main types of injuries include contusions, fractures, and thermal burns, with no cases of severe injury reported.

I CJ CGV’S SAFETY CERTIFICATION ACQUISITION STATUS

Date of Acquisition **JUNE 23, 2023**

Validity Period **JUNE 22, 2026**

ACQUIRED ISO 45001
OCCUPATIONAL HEALTH AND SAFETY
MANAGEMENT SYSTEMS
International Certification



[Health and safety – Details of Metrics and Targets](#)

HEALTH AND SAFETY

GOVERNANCE

OCCUPATIONAL SAFETY AND HEALTH COMMITTEE

CJ CGV carries out health and safety-related decision-making and implementation primarily through the Occupational Safety and Health Committee. The Occupational Safety and Health Committee is an official consultative body composed of employees and executives, and it discusses health and safety issues raised at the workplace, areas for improvement, and solutions. Every quarter, as committee employee members the Safety Management Department, the Domestic Business Operating Division, the Sales Support Officer, the HR Officer, and the Safety Manager attend meetings to ensure CJ CGV is a workplace that protects the rights to life, safety, and health of all employees. Starting in 2024, CJ CGV expanded its representative structure by appointing 12 regional employee representatives, not only from headquarters departments but also from company sales teams and on-site staff to ensure a broader incorporation of site feedback. Matters related to the operation of the Occupational Safety and Health Committee, its duties, and items for deliberation and resolution are stipulated in the Safety and Health Management Regulations.

I SAFETY AND HEALTH GOVERNANCE



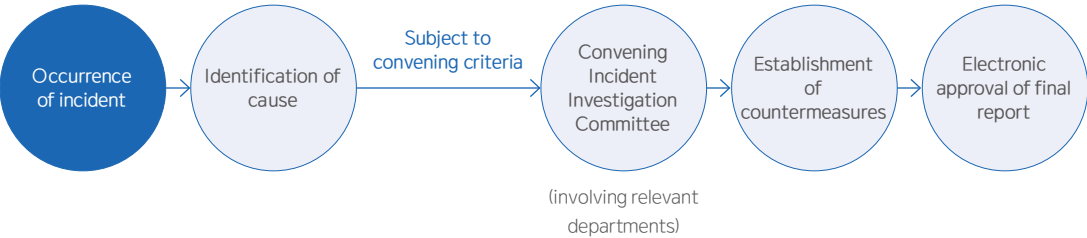
REPORTING TO THE BOARD

CJ CGV reports and obtains approval for its safety and health plans from the Board of Directors in the first quarter of each year. The report to the Board of Directors includes the safety and health management policy, the composition and roles of the safety and health management organization, the budget and facilities related to safety and health, the previous year's performance, and plans for the following year. In addition, CJ CGV designates and operates departments in charge of prevention, improvement, and management to oversee safety and health. Each department conducts training in industrial safety, food safety, and health, and carries out workplace inspections and safety assessments. In addition, a safety manager is assigned to each site, strengthening site-centered health and safety management.

FORMATION AND OPERATION OF THE INCIDENT INVESTIGATION COMMITTEE

To prevent the recurrence of health and safety incidents, CJ CGV operates an Incident Investigation Committee. The Incident Investigation Committee specifies its members and roles based on the scope of each incident and operates systematically based on guidelines that include recurrence prevention measures and a reporting system. Depending on the type of accident, relevant departments will collaborate to develop effective countermeasures, implement necessary improvements, and strengthen preventive efforts to avoid future incidents.

I INCIDENT INVESTIGATION COMMITTEE OPERATION PROCESS



HEALTH AND SAFETY

STRATEGY

IRO (IMPACT, RISK, OPPORTUNITY) IDENTIFICATION

ENVIRONMENTAL AND SOCIAL IMPACTS

Attribute	Impact	Likelihood	Severity
Positive	Reduced risk of personal injury through increased number of theater safety managers and improvement of emergency evacuation systems	MID	MID
Positive	Protection of customer health through improved hygiene management	MID	HIGH
Negative	Risk of human injury in the event of safety incidents	HIGH	HIGH

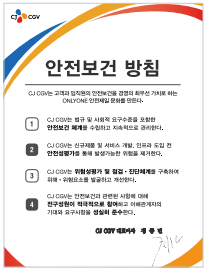
FINANCIAL IMPACTS

Attribute	Impact	Likelihood	Severity
Opportunity	Reduced legal costs by preventing potential major accidents	MID	LOW
Opportunity	Enhanced customer trust and corporate reputation through the creation of a safe theater environment	HIGH	MID
Risk	Safety incidents may incur costs related to restoration from damages and compensation for loss of life or property	HIGH	HIGH
Risk	Food hygiene incidents may incur costs related to restoration from damages and compensation	MID	HIGH
Risk	Increased investment in facilities and training to comply with the Serious Accidents Punishment Act	MID	MID

STRATEGY AND RESPONSE STATUS

SAFETY AND HEALTH POLICY

CJ CGV strives to foster a “ONLYONE Safety First” culture under its “Safety and Health Policy.” The “Safety and Health Policy” is publicly disclosed to all stakeholders throughout our business value chain and is considered a top priority in all processes of business operations. In addition, based on the “CJ CGV Industrial Safety and Health Management Regulations,” every member of the organization applies these principles in their operational environments.



Safety and Health Policy

SAFETY AND HEALTH MANAGEMENT AREAS

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 ACTION, PLAN, DO, and CHECK processes.

I CJ CGV’S SAFETY AND HEALTH MANAGEMENT AREAS

Category	Management Area	Management Issue
Safety	Industrial Safety (Construction/Fire/Structure/Equipment), Food Safety	Falls, Fire, Natural Disasters, Structural Integrity, Food Hygiene, etc.
Health	Infectious Diseases, Health Checks, Psychological/Emotional Well-being, Indoor Air Quality	Legally Designated Infectious Diseases, Personal Health, etc.

I SAFETY AND HEALTH MANAGEMENT OPERATION PROCESS



HEALTH AND SAFETY

STRATEGY

STRATEGY AND RESPONSE STATUS

INCREASE IN NUMBER OF SAFETY EXPERTS AND MANAGING SUPERVISORS

Starting in 2024, CJ CGV broadened the standard for calculating the number of regular workers from the previous per-workplace basis to an integrated basis covering all business sites. In addition, the previous method of outsourcing management to a specialized safety and health management agency has been changed, and two safety managers have been appointed to operate the system internally. Furthermore, the Safety Management Department has strengthened the safety management system by securing experts from diverse fields, including certified industrial safety engineers, industrial hygiene engineers, electrical engineers, fire-fighting equipment industrial engineers, general mechanical engineers, food engineers, and auditors qualified for the international standard safety and health management system (ISO45001).

In addition, all full-time employees working in operations and at individual sites have been designated as managing supervisors to help manage legal risk. Measures have been implemented to ensure that all supervisors complete both mandatory and supplementary safety education programs, thus embedding the value of safety throughout the organization. Supervisor training is conducted through a CJ CGV-exclusive course developed in collaboration with a specialized training institute. This course is designed specifically to reflect the learning needs of the service industry and is delivered in an efficient and effective manner.

SAFETY CULTURE PROMOTION CAMPAIGN

In April 2024, CJ CGV launched a campaign to promote a workplace culture of safety. The campaign collected reports of hazards witnessed or experienced during work, as well as near-miss incidents or accidents that occurred or nearly occurred, with a total of 60 cases received. The reported cases were forwarded to each site to ensure on-site improvements, and issues requiring action at the headquarters level were overseen by the Safety Management Department, which coordinated with the relevant departments to implement corrective measures as needed.

Improvements led by the headquarters included testing and selection of anti-slip agents to prevent slip-and-fall accidents in concession areas, relocating emergency exits after consultation with local building authorities and fire station, and creating and distributing safety tags to prevent burn injuries when using high-temperature equipment.



Campaign Poster

EMPLOYEE SAFETY AND HEALTH TRAINING

CJ CGV conducts regular and irregular legal occupational safety education and training. For full-time employees, this includes education for safety and health management officers, management supervisor training, multi-use facility fire safety training, and indoor air quality management training. Additionally, it provides education for new managers, operations team training for affiliate site managers, CDC training for regular employees, and training for site managers on facility safety and food safety under the “Management Basics” program. CJ CGV has also secured certified instructors for occupational safety and health training within its Safety Management Department and developed 24 original training videos composed of practical and directly applicable content. Accordingly, not only job-specific trainees, but all employees complete regular safety and health education, recognize hazardous and risky factors in the workplace, and perform their duties while preventing workplace accidents.

I 2024 SAFETY AND HEALTH EDUCATION IMPLEMENTATION STATUS IN 2024¹⁾

Training Title	Target Trainee	Number of Sessions	Number of Participants Completing (Persons)
Safety and Health Management Officer Training	Site Chief Safety and Health Officer (CSO)	1	1
Management Supervisor Training	Head Office personnel, Operations Team, and Site Staff	1	629
Multi-Use Facility Fire Safety Training	Full-time Site Staff	1	660
Indoor Air Quality Management Training	Each Site Manager	1	118
Safety and Health Officer Training	Operations Team Affiliate Site Managers	1	10
CDC Training	Full-time Site Staff	1	20
Food Hygiene Introduction Training	New Managers	1	11
Facility Safety Introduction Training	New Managers	1	11
Food Hygiene Management Basic Training	Site Managers, Affiliate Staff	1	83
Facility Safety Management Basic Training	Site Managers, Affiliate Staff	1	55

1) Based on CGV Korea’s headquarters and directly operated sites

HEALTH AND SAFETY

STRATEGY

STRATEGY AND RESPONSE STATUS

SAFETY AND HEALTH TRAINING FOR SMILE FRIENDS

CJ CGV provides various safety education and training sessions for Smile Friend employees, including regular safety and health education, fire safety training, and evacuation drills.

I OPERATION OF SITE-HOSTED SMILE FRIENDS SAFETY AND HEALTH EDUCATION¹⁾

Training Title	Training Period	Target Trainee
Safety and Health Training after Recruitment	Upon employment	Smile Friend
Material Safety Data Sheets (MSDS) Training	Upon employment 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	

1) Based on CGV Korea’s headquarters and directly operated sites

PARTNER AND SUBCONTRACTOR SAFETY

To enhance the overall level of safety and health management across its business value chain, CJ CGV conducts annual site visits to all theaters during the second half of the year. These inspections assess whether partner-operated locations comply with the same safety and health management standards as directly operated sites. CJ CGV also provides safety and health training for partners and subcontractors and requests them to actively manage safety risks. During construction or installation projects safety officers appointed by partner companies conduct occupational safety training for supervisors and workers. Daily training covers topics such as site-specific precautions, case studies of past incidents, basic on-site safety rules, and compliance with protective measures.

I SAFETY AND HEALTH TRAINING OF PARTNER COMPANIES RELATED TO CONSTRUCTION / INSTALLATION

Training Title	Target Trainee	Content
Daily Training	Supervisors, workers	Work method used for the day, precautions, compliance with safety rules etc.
Worker Training	Supervisors	Hazards in work processes, accident prevention measures etc.
	Workers	Industrial safety, accident and occupational disease prevention, risk management etc.

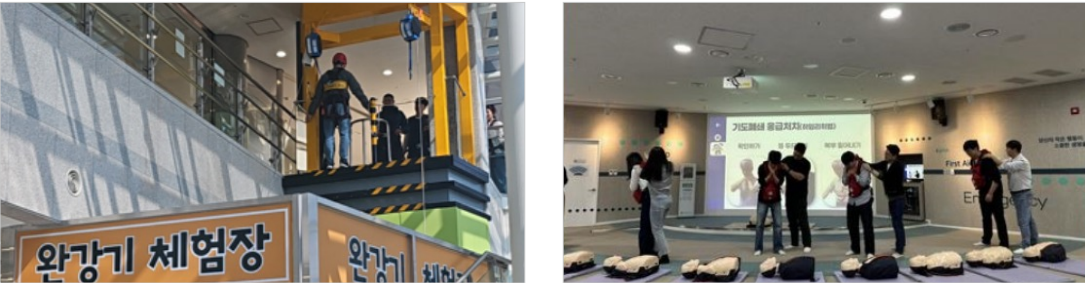
I CONSTRUCTION/INSTALLATION-RELATED PARTNER COMPANY SAFETY AND HEALTH EDUCATION OPERATION

Training Title	Training Period	Target Trainee
Regular Safety Training	More than 2 hours per month	All personnel involved in projects
New Employee Training	1 hour before job assignment	New personnel involved in projects
Assignment Change Training	1 hour before job assignment	Personnel involved in job content changes
Special Safety Training	2 hours before job assignment	Designated task-specific personnel

EMERGENCY RESPONSE CAPABILITY TRAINING

CJ CGV provides Safety Guard training and operator training to the theater operations team, full-time site employees, contract site staff, and master Smile Friends. 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, a total of 244 participants completed the training at the Safety Experience Center in Seoul, Daejeon, Gwangju, Daegu, and Busan.

I CJ CGV’S EMERGENCY RESPONSE TRAINING



HEALTH AND SAFETY

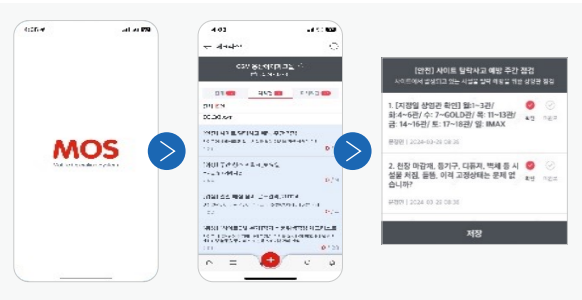
STRATEGY

STRATEGY AND RESPONSE STATUS

RESPONSE 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 incident is expected to result in more than three days of absence from work, the company submits an industrial accident report to the Ministry of Employment and Labour. When necessary, designated personnel visits the accident site to identify the cause and implement corrective measures. In addition, to prevent the recurrence of similar accidents, regular inspections are conducted by zone and cross-checked to prevent recurrence of similar incidents.

I DAILY/WEEKLY/MONTHLY SELF-INSPECTION ACTIVITIES VIA MOS APP



I INSPECTION ACTIVITIES AGAINST NATURAL DISASTERS

■ 태풍 대비 점검사항(Check Point)		
구분	점검사항	확인일자
방재 점검	■ 태풍(중수위) 대비 비상통화체계는 지정되어 있는가?	☐
	■ 태풍(중수위) 대비 비상통화체계는 지정되어 있는가?	☐
	■ 화재 발생 시 대피 유도 및 대피 유도 경로 확인 가능한가?	☐
	■ 화재 발생 시 대피 유도 및 대피 유도 경로 확인 가능한가?	☐
안전 점검	■ 화재 발생 시 대피 유도 및 대피 유도 경로 확인 가능한가?	☐
	■ 화재 발생 시 대피 유도 및 대피 유도 경로 확인 가능한가?	☐
	■ 화재 발생 시 대피 유도 및 대피 유도 경로 확인 가능한가?	☐
	■ 화재 발생 시 대피 유도 및 대피 유도 경로 확인 가능한가?	☐

I SAFETY ASSESSMENT IN COOPERATION WITH EXTERNAL AGENCIES

Time	March-April	May-June	July-August	September-October	November-December
Inspection Item	Fire prevention	Preparation for typhoons and heavy rain	Electricity facilities/HVAC units	Ceilings/finishing materials	Fire and freezing prevention
Inspection Details	· Clean up trash and fallen leaves around outdoor condenser units · Remove dust around fans · Conduct safety inspections during thawing season	· Inspect rooftop drainage pipes · Inspect the cleaning status of basement drainage pump	· Check for noise and odour before full operation of HVAC units · Monitor electricity consumption	· Inspect ceilings, finishing materials, and indoor/outdoor attachments to prevent falling	· Check HVAC room temperature · Check for damage to pipe insulation · Monitor electricity consumption

FACILITY SAFETY MANAGEMENT

At PEAKERS locations operated in CJ CGV 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 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 annually measuring the concentrations of five pollutants: particulate matter (PM10), fine particulate matter (PM2.5), carbon dioxide (CO₂), formaldehyde (CH₂O), and carbon monoxide (CO). 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 maintaining indoor air quality in line with recommended standards.

HEALTH AND SAFETY

STRATEGY

STRATEGY AND RESPONSE STATUS

FOOD SAFETY AND HYGIENE MANAGEMENT

At CJ CGV, delivering safe food to theater guests is a top priority. To ensure food safety across all CGV-operated establishments—including concession stands, cafés, and restaurants—a dedicated food safety team is in place. These operations are managed according to internal standards that exceed legal requirements. CJ CGV conducts regular hygiene inspections at each food outlet, collects and analyses samples of products for safety verification, and provides routine training to on-site staff to enhance their food hygiene competency. For new locations, CJ CGV implements pre-opening safety assessments and post-opening hygiene inspections to support early-stage stabilization. Hygiene training is also provided to all site staff.

Since 2022, CJ CGV has been participating in the “Restaurant Hygiene Rating System” supervised by the Ministry of Food and Drug Safety. As of April 2025, 31 locations have received an “Excellent” rating and are currently operating under this distinction. Through these efforts, CJ CGV is fully committed to delivering safe and trustworthy food experiences to its customers.

I 2024 INTERNAL FOOD HYGIENE MANAGEMENT SUMMARY

Category	Unit	First Half		Second Half	
		Directly Operated	Contracted	Directly Operated	Contracted
Hygiene Audit	case	123	69	120	70
Concession Stand Sample Analysis	case	123	69	119	69

NON-GMO CORN POPCORN

CJ CGV uses Non-GMO corn supplied by CONAGRA BRANDS and manages its distribution through the regular issuance of Identity Preserved (IP) certificates. CGV Vietnam also uses Non-GMO-certified yellow mushroom popcorn for safe food consumption for its customers. All products used by CGV Vietnam comply with the quality standards set by the Vietnamese government.

I CERTIFICATE OF IDENTITY-PRESERVED DISTRIBUTION



CONAGRA BRANDS
2301 Washington St.
Hartsville, IA 51540
Tel: 712.582.2534
Fax: 712.582.1357

CONAGRA BRANDS
Popcorn Product Segregation and
Identity Preserved Certificate

INTRODUCTION

Conagra Brands, formerly Vogel Popcorn and Conagra Foods, has for over 50 years, specialized in popcorn growing and processing. Popcorn segregation and "identity preservation" have been a key part of our company's policy and success over the years. Conagra Brands requires full traceability of the popcorn we process and distribute. This traceability extends from the seed to the grower, to the land that grows the popcorn that we produce, through to the people, equipment, and packaging we use to further process and distribute each lot of product to our customers.

SYSTEMS AND PROCEDURES

SUMMARY

Through strict controls put on our seed growing and development, our growers, and our storing and processing, Conagra Brands ensures our popcorn products are unadulterated. At any phase of our production, we can trace our products back from the final package to the personnel responsible for processing it, the equipment used to process the product, the grower that grew the product, the chemicals they used, the seed that grew the crop, and how that seed was developed. This process could extend over a single production year or multiple years. A detailed documentation and monitoring process makes this possible.



Troy Hedges
Plant Manager
Conagra Brands
IPCA AHG103B85-1
IPCA AHG103B85-2
IPCA AHG103B85-4

January 03, 2025
Date

I CGV VIETNAM'S YELLOW MUSHROOM POPCORN





CERTIFICATE OF COMPLIANCE

Company Name	Best Popcorn Company
ID Number	10179
Brand Name(s)	Best Popcorn
Type of Operation	Planting, Growing and Processing Popcorn Kernels
Required Renewal Date	10/1/2026
Products Included	Yellow Mushroom Popcorn Kernels, Yellow Mushroom Popcorn Kernels, White Mushroom Popcorn Kernels and Popcorn Kernels Popcorn Kernels

The above named Participant has achieved Non-GMO Project Certified status at least once in the previous year. Compliance of this Participant's products with the Non-GMO Project Standard is determined through a rigorous third-party audit and other required verification of production facilities. The holder of this certificate must maintain the Non-GMO Project Standard and the Non-GMO Project logo on all products. Verification is subject to annual renewal and audit and non-compliance, immediate revocation.



For questions regarding this certificate, please contact: FoodChain ID Inc. 10000 16th Avenue, Suite 100, Fort Collins, CO 80504. Phone: 970.221.1111

HEALTH AND SAFETY

STRATEGY

STRATEGY AND RESPONSE STATUS

OPERATION OF EMPLOYEE HEALTH MANAGEMENT PROGRAMS

CJ CGV supports regular health check-ups for all employees; it also supports health check-ups for the spouses and families of some employees depending on rank, age, and length of service. A half-day leave is also provided on the day of the check-up. Medical expense benefits are supported not only for full-time employees but also for Smile Friends (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. In addition, a psychological counselling (mental health) program is operated in conjunction with external professional institutions, allowing all full-time employees to receive approximately KRW 500,000 worth of counselling annually.

Among our overseas subsidiaries, CGV China, Vietnam, Indonesia, and Türkiye provide annual health check-ups, outpatient care, and hospitalization insurance for employees. CGV China has completed annual health checkups, medical insurance enrollment, and employer liability insurance enrollment for all employees to ensure workplace safety and health management. In 2024, CGV China conducted health checkups for all employees, with a total of 458 participants and medical expense support provided for 259 cases. CGV Vietnam conducts regular health checkups every year for employees in compliance with industrial health and hygiene regulations.

CJ OliveNetworks operates its own healthcare programs to strengthen workplace safety and health, supporting employee wellness through various programs such as pain management classes, body challenge programs, hand acupuncture therapy, and taping workshops. CJ OliveNetworks investigates and addresses musculoskeletal risk factors and runs psychological counselling programs to promote mental health. At the Bundang office, lighting and air quality measurements and improvement activities are being carried out. Furthermore, to proactively address societal concerns and issues, in 2024 the company began working to obtain certification as an “Excellent Workplace for Employee Health Promotion,” led by the Ministry of Employment and Labour, with the goal of receiving the certification in 2025.

ACTIVITIES TO FOSTER A SAFE AND HEALTHY WORKING ENVIRONMENT AT OVERSEAS

SUBSIDIARIES

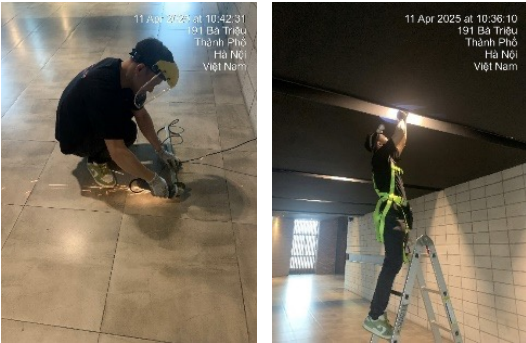
CGV Vietnam conducts regular offline training sessions on topics such as industrial safety, fire prevention and suppression, and food hygiene safety. To enhance the effectiveness of these training sessions, an e-learning platform has been established to equip employees with the necessary knowledge and response capabilities needed to handle the various situations that may arise during cinema operations.

The Quality Control Team at CGV Vietnam inspects the working environment at each cinema site, identifies potential hazards, and provides warnings and recommendations for improvement, thereby contributing to a safer working environment. The Technical Team conducts regular inspections of machinery and equipment and implements appropriate repair and improvement plans to ensure stable operation. For high-risk tasks such as electrical work, welding and cutting, and working at heights, CGV Vietnam provides personal protective equipment (PPE) to employees, placing the highest priority on worker safety.

I FIRE PREVENTION AND SUPPRESSION TRAINING AT CGV VIETNAM



I PROVISION OF PERSONAL PROTECTIVE EQUIPMENT (PPE) AT CGV VIETNAM



HEALTH AND SAFETY

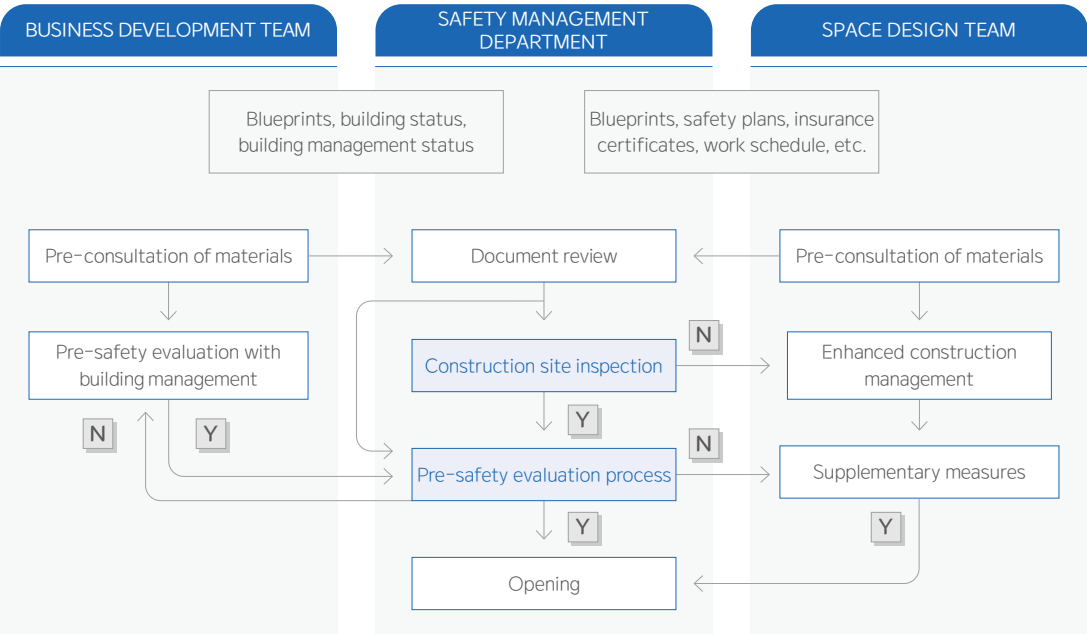
RISK MANAGEMENT

PRELIMINARY SAFETY ASSESSMENT

PRE-OPENING SAFETY ASSESSMENT FOR NEW SITES

CJ CGV conducts pre-opening safety assessments to identify and address potential issues that may arise during the opening or renovation of new sites. Inspections focus on architectural, fire safety, and electrical aspects across different cinema areas, and any elements that could pose safety concerns for internal or external customers after the commencement of operations are addressed in advance to ensure safe openings. To accomplish this, CJ CGV prepares pre-opening safety assessment guidelines based on CJ CGV standards and distributes it to construction and equipment-related partners, fostering the creation of safe cinema environments.

I PRE-OPENING SAFETY ASSESSMENT PROCESS



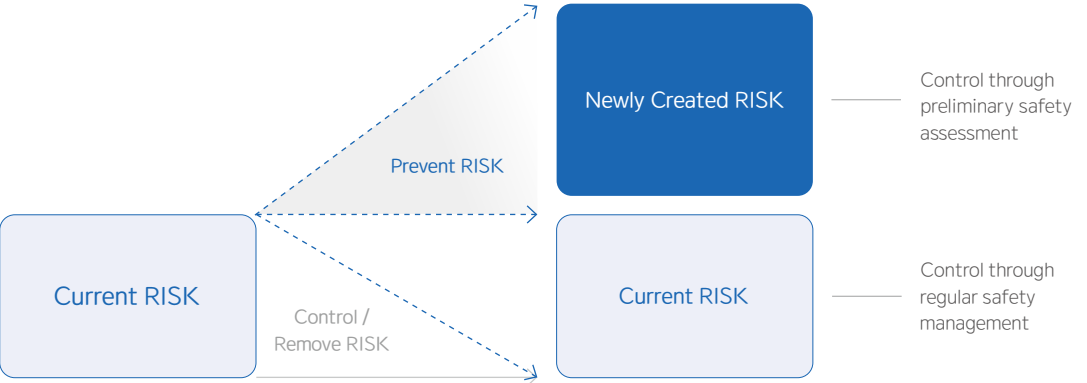
PRELIMINARY ASSESSMENT FOR OCCUPATIONAL SAFETY AND FOOD SAFETY

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 2024, CJ CGV conducted 39 pre-safety evaluations for facility safety and 9 for food safety to provide a safer and more hygienic environment to its customers.

I SAFETY ASSESSMENT 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

I DETAILED CRITERIA FOR PRE-SAFETY ASSESSMENT



HEALTH AND SAFETY

METRICS & TARGETS

SAFETY AND HEALTH MANAGEMENT INDICATORS

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

I INDUSTRIAL ACCIDENT OCCURRENCE STATUS¹⁾

Category	2022	2023	2024
Number of Industrial Accidents ²⁾	14 cases	16 cases	20 cases
Industrial Accident Rate ³⁾	0.15% ⁴⁾	0.17%	0.19%

1) Including CJ OliveNetworks from 2024 onward
2) The main types of injuries include contusions, fractures, and thermal burns, with no cases of severe injury reported.
3) Industrial Accident Rate (%): (Number of Employees with Industrial Accidents/Total Number of Employees) * 100
4) Correction of 2022 reported data

ISO45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS INTERNATIONAL CERTIFICATION

To provide safer services to its customers, CJ CGV obtained ISO45001 (Occupational Health and Safety Management System) certification for its headquarters and all directly operated theaters on June 23, 2023, and conducts an annual post surveillance audit. The certification is valid until June 2026. In addition, CJ CGV is strengthening the execution of safety and health improvements through occupational safety audits.



ISO45001 Certification

SAFETY AND HEALTH MANAGEMENT GOALS

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

I PERFORMANCE COMPARED TO SAFETY AND HEALTH MANAGEMENT GOALS

Category		2023 ⁵⁾	2024 ⁶⁾	2025
Industrial Accident Rate	Target	0.00%	0.00%	0.00%
	Performance	0.17%	0.19%	-

5) Includes CJ CGV Korea, China, Vietnam, Indonesia, Türkiye, CJ 4DPLEX
6) Includes CJ CGV Korea, China, Vietnam, Indonesia, Türkiye, CJ 4DPLEX, CJ OliveNetworks

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

Innovation of the employee experience and corporate culture encompasses our overall efforts to improve quality of life for employees, including securing and developing top talent, strengthening competencies, and enhancing engagement through work–life balance.

GOVERNANCE

CJ CGV operates a dedicated HR organization directly under the CEO to foster talent and drive innovation of the corporate culture. Under the HR department, the HR Operations Team and the HR Innovation Team are responsible for developing and implementing strategies to cultivate world-class talent and improve corporate culture. Through this system, CJ CGV enhances the employee experience and builds a sustainable corporate culture.

 [Employee experience and corporate culture innovation – Details of Governance](#)

STRATEGY

ENVIRONMENTAL AND SOCIAL IMPACT IDENTIFICATION

		LOW MID HIGH	
Key Impacts		Likelihood	Severity
Positive	Improved work engagement and enhanced quality of life for employees through the reinforcement of flexible work arrangements		
	Contributing to the establishment of an advanced labour-management culture through the revitalization of the Han Maeum Council		
Negative	Reduced employee satisfaction and increased risk of talent loss due to work characteristics		

FINANCIAL IMPACTS, AND STATUS OF RESPONSE

Risk and Opportunity Factor	Key Responses
Opportunity: Strengthening corporate competitiveness by securing top talent by reflecting employee feedback and improving welfare	· Operates customized retention program · Welfare system for CJ employees and Smile Friends
Risk: Increased recruitment and training costs due to talent attrition	· Fair performance management and rewards

 [Employee experience and corporate culture innovation – Details of Strategy](#)

RISK MANAGEMENT

To prevent and address risks related to its organizational culture, CJ CGV conducts regular employee surveys and group culture diagnostics. These efforts help identify employees’ organizational commitment and satisfaction levels, and improvements derived from the assessment results are continuously incorporated to enhance the corporate culture. This systematic process of diagnosis and feedback improves the quality of the employee experience and enables the proactive management of organizational culture-related risks.

 [Employee experience and corporate culture innovation – Details of Risk Management](#)

METRICS & TARGETS

CJ CGV'S EDUCATION INVESTMENT COSTS

Category	2024
Education Investment Cost ¹⁾	KRW 2,687,290,000

1) Consolidated basis total amount

CERTIFIED FAMILY-FRIENDLY WORKPLACE

CJ CGV (2014~)

CJ 4DPLEX (2022~)

CJOLIVENETWORKS (2016~2019, 2022~)

CJ CGV'S EMPLOYEE EXPERIENCE-RELATED CERTIFICATION ACQUISITION STATUS

2024 CJ CGV, CJ OliveNetworks

KOREA OUTSTANDING WORK-LIFE BALANCE COMPANY

 [Employee experience and corporate culture innovation – Details of Metrics & Targets](#)

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

GOVERNANCE

TALENT DEVELOPMENT AND CORPORATE CULTURE INNOVATION GOVERNANCE

CJ CGV inherits CJ Group’s founding philosophy of “Priority for Human Resources,” and aims to discover, nurture, and appropriately place top talent to create an exceptional corporate culture in which the best talent achieves ONLYONE results. To this end, CJ CGV has established a human resources division that reports directly to the CEO, and strives for the development of first-class talent, efficient management, and corporate culture innovation.

I CJ CGV'S TALENT DEVELOPMENT AND CORPORATE CULTURE INNOVATION GOVERNANCE¹⁾



1) As of the end of 2024

STRATEGY

IRO (IMPACT, RISK, OPPORTUNITY) IDENTIFICATION

ENVIRONMENTAL AND SOCIAL IMPACTS

Attribute	Impact	Likelihood	Severity
Positive	Contributing to establishing an advanced labour-management culture through the revitalization of the Han Maeum Council	MID	HIGH
Positive	Improved work engagement and enhanced quality of life for employees through the reinforcement of flexible work arrangements	HIGH	HIGH
Negative	Decline in communication and collaboration efficiency among employees due to diversification of work styles	LOW	LOW
Negative	Decreased employee satisfaction and increased risk of talent loss due to work characteristics	HIGH	LOW

FINANCIAL IMPACTS

Attribute	Impact	Likelihood	Severity
Opportunity	Enhancing creativity and improving service performance through the promotion of communication among members	HIGH	LOW
Opportunity	Strengthening corporate competitiveness by securing top talent by reflecting employee feedback and improving welfare	LOW	MID
Risk	Increased recruitment and training costs due to talent attrition	HIGH	MID
Risk	Decline in revenue due to work stoppage caused by intensified labour-management conflicts	MID	LOW

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

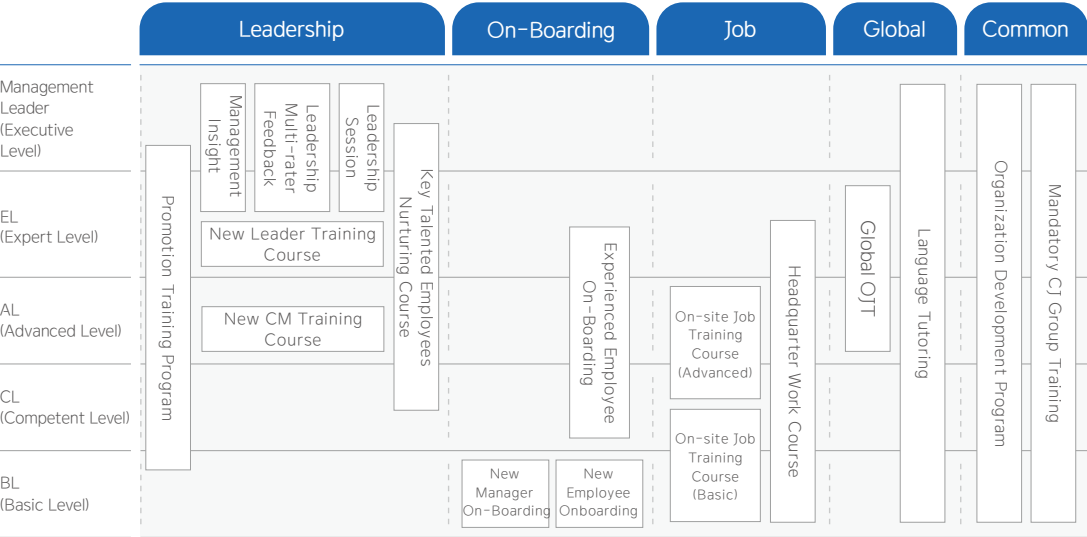
STRATEGY AND RESPONSE STATUS

TALENT TRAINING STRATEGY

CJ CGV selects and nurtures talent in accordance with CJ’s founding philosophy of “Priority for Human Resources.” Aligned with CJ’s ideal talent image—“competent and upright Hagojabi¹⁾”—employees are supported in developing outstanding expertise in their respective roles or fields, demonstrating leadership desired by the company and their teams, and achieving results. To this end, CJ CGV implements tailored programs for each organizational level, including on-boarding, job training, leadership, global competency, and core skills courses. From new hires to leaders and executives, the company provides voluntary learning opportunities and career development plans, enabling employees to progressively acquire the necessary competencies according to their position and job. Furthermore, to enhance their work capabilities, on-site job training courses are divided into basic and advanced levels, allowing employees to self-select and enrol in the courses they need.

1) Hagojabi: a person who works with pride and joy based on his/her outstanding creativity and achieves the best results

I CJ CGV’S TRAINING PROGRAMS



CAPABILITY DEVELOPMENT TRAINING FOR EMPLOYEES

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

I CJ CGV’S CAPABILITY DEVELOPMENT TRAINING FOR EMPLOYEES IN 2024²⁾

Category	Training Title	Target Trainee	Number of Participants
Leadership	Promotion Training	Promoted employees	120
	Leadership Session	Leaders	47
	New Leaders Training Course	New leaders	18
	New CM Training Course	New CMs	17
	Key Talent Nurturing Course	Outstanding employees	48
On-boarding	New Employees / Experienced Employees / New Managers On-Boarding	New employees (new employees, experienced employees, new managers)	64
Job	On-site Job Training Course (Basic/Advanced)	On-site workers	262
	Global OJT	Outstanding employees in overseas subsidiaries	6
Global	Language Tutoring	Management, expatriates, applicants	249

2) Based on CGV Korea

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.

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

FOSTERING YOUNG LEADERS

At CJ CGV, our leadership development framework supports the cultivation of the leadership competencies required for each position. CJ CGV promotes a culture in which anyone—regardless of gender, age, years of service, or rank—can grow to become a leader through capability and determination, through fair competition based on merit. An annual leadership debriefing is conducted based on leadership assessments for current leaders, and leadership training programs are provided for newly promoted individuals and high-potential talent to strengthen leadership capabilities within the organization. This approach motivates employees, fosters talent development, and ultimately contributes to organizational growth.

SPECIALIZED JOB-SPECIFIC TRAINING FOR EMPLOYEES

CJ CGV provides manufacturer training for the Screening Tech Team Tech Center employees to nurture professionals capable of supporting customer business innovation. Refresher training for Barco Certification Experts is conducted biannually, along with ad hoc training sessions on screening equipment from manufacturers and partner companies, as well as training for projection technicians. In 2024, 8 employees completed Barco training, 8 completed CHRISTIE training, and 6 completed SOUND training. All 4 candidates who were trained for the practical projection technician certification exam successfully obtained their licenses. These job-specific training programs help enhance the professional and technical capabilities of employees.

MEASUREMENT OF TRAINING EFFECTIVENESS

CJ CGV measures the effectiveness of its training programs through satisfaction surveys conducted after every training program and regularly implements CJ Multi-rater Feedback based on CJ Group’s leadership model. In 2024, we also conducted satisfaction surveys for each training course and behaviour evaluations based on leadership diagnostic results.

MEASUREMENT OF TRAINING EFFECTIVENESS

Category	Measurement of Training Effectiveness
All Programs	· Post-training satisfaction survey, results verification
Leadership Courses	· Verification of leadership multi-rater feedback/CM Overall Assessment results
On-site Work Training	· Verification of practical application based on the number of projection incidents, service indicators, and audit scores
Organization Development Program	· Verification of practical application based on the results of leadership multi-rater feedback/CM Overall Assessment

TRAINING FOR SMILE FRIENDS

CJ CGV provides various job skills enhancement training programs for Smile Friends, in addition to mandatory statutory education, to help them perform their duties more effectively. With a name meant to imply that they “safeguard the smiles of our customers,” our Smile Friends are central to enhancing service quality. CJ CGV provides ongoing training to strengthen their professionalism and customer service skills.

TRAINING CURRICULUM FOR SMILE FRIENDS

General Training	· New Smile Friend Orientation Training (Start with CGV) · Senior Smile Friend SMS Training	· On-site OJT · Senior Smile Friend Claim Handling Training
Mandatory Legal Training	· Disability Awareness Improvement Training · Personal Information Security Training	· Prevention of Workplace Harassment Training · Mandatory Reporter of Child Abuse Training
Service Response Manual Training	· SOP (Standard Operating Procedure) Training · MOT (Moment of Truth) Training	

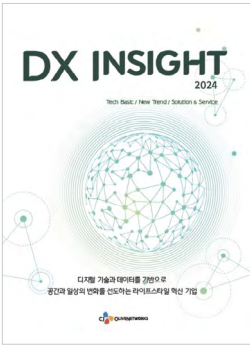
EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

CJ OLIVENETWORKS TALENT DEVELOPMENT

CJ OliveNetworks operates a training program ‘DX INSIGHT’ to lead Digital Transformation and strengthen the technical capabilities of all employees. Launched in 2024 as a core organizational learning initiative, the program is structured around three key areas: ① ‘Tech Basic’ – enhancing understanding of foundational IT technologies, ② ‘New Trend’ – covers emerging digital technologies and key industry trends within CJ Group, ③ ‘Solution & Service’ – shares internal solution and service development cases. The curriculum is updated annually to reflect the latest development in technology. To further support employee learning, the program is supplemented with a ‘DX INSIGHT Comprehension Assessment,’ helping improve participants’ understanding. CJ OliveNetworks’ commitment to talent development was recognized in 2024 when it received the ‘Training Program Award’ in the ‘Korea Human Resource Development Award’ hosted by the Korea Human Resource Development Association, affirming the program’s professionalism and effectiveness. CJ OliveNetworks’ talent development fosters talent-centered sustainable growth and contributes to the realization of ESG values.



CJ OliveNetworks
DX INSIGHT

FAIR PERFORMANCE MANAGEMENT AND REWARDS

In 2021, CJ CGV, CJ 4DPLEX, and CJ OliveNetworks revised its performance management system, PMDS+ (Performance Management & Development System), to support the self-directed goal setting and innovative growth of employees. In the revised PMDS+ system, real-time performance management was introduced to establish a culture of self-directed development, enhance fairness by applying a relaxed relative evaluation standard, and strengthen the authority and responsibility of leaders. In addition, a new multi-rater feedback system has been introduced, enabling employees to receive constructive feedback from both leaders and peers, focused on strengths and areas for improvement that support individual development and growth. Under the newly implemented real-time performance management system, evaluators observe and record employee performance throughout the year, while leaders provide continuous feedback. This aims to enhance the fairness and objectivity of performance evaluations.

PROMOTION SYSTEM

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks have established a healthy competition system through fair and transparent evaluation focused on performance, growth potential for higher roles and responsibilities, and growth motivation of its employees.

GROWTH CELEBRATION BONUS

CJ CGV actively supports its employees in enhancing their job expertise and developing their capabilities. 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 and strengthen employee motivation to enhance their capabilities.

CJ OLIVENETWORKS COMPANY-WIDE AWARD SYSTEM

CJ OliveNetworks operates a company-wide award system to accelerate future innovation-driven growth and establish a culture of fair evaluation and rewards. Awards are held twice a year for all employees and recognizes outstanding cases at both the individual and organizational levels across ① Best Performance, ② Best Innovation, and, ③ Best Operation. In 2024, a total of 27 recipients (including individuals and teams) were honoured. The selected cases were shared company-wide, contributing to the promotion of fair evaluation and reward culture.

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

DIVERSITY POLICY AND TALENT ACQUISITION

CJ CGV and CJ OliveNetworks uphold a diversity policy stipulated in their employment regulations, which states that “in the recruitment and hiring of employees, no discrimination shall be made based on gender, age, religion, social status, place of origin, educational background, marital status, pregnancy, or medical history without reasonable cause.” Members of the recruitment screening committee are informed of these guidelines in advance to ensure the policy is applied in hiring decisions, and a system of oversight and monitoring is in place to ensure that candidates are evaluated objectively, free from bias and discrimination.

CJ CGV has maintained its organizational diversity goal of achieving a female employment rate of over 45% since 2019, and will continue striving to enhance diversity among its members in 2025.

SOUND CORPORATE CULTURE BASED ON DE&I (DIVERSITY, EQUITY, AND INCLUSION)

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks have 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. Our competitive system is rooted in fair and transparent evaluations focused on performance, with no regard for rankings defined solely by position, seniority, age, etc. We strive to create a corporate culture in which the company and its members can lead sustainable growth through exceptional rewards according to performance.

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks were the first major corporations in Korea to implement a horizontal title system known as “Nim Culture.” This initiative fosters a horizontal culture in which 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.

I CJ CGV’S 2024 HEALTHY CORPORATE CULTURE PROGRAM

Program	Content
ONLYONE Rebuilding Workshop	At a critical juncture that requires the rebuilding of ONLYONE to overcome CJ CGV’s crisis, each team conducts workshops to ensure all employees understand, empathize, and take action · Reiterate the Chairman’s and CGV’s management principles · Establish team-specific “slogans and action commitments” to drive ONLYONE performance goals · Internalize ONLYONE through team-building activities
Customized Retention Programs	Operate support/encouragement programs for on-site staff · Provide customized gift packages during peak seasons to show support and encouragement · Host a Family Photo Contest during Family Month to show support and encouragement for employees · Organize a Han Maeum Poem Contest led by the Han Maeum Council to strengthen encouragement, cooperation, and communication
Communication Synergy Enhancement	Enhance communication led by the CEO and management through advanced CJ CGV communication programs · Launch one-on-one tracking-style meetings between the CEO and executives for coaching and feedback · Hold department-level visioning sessions to facilitate communication between the CEO and employees · Conduct casual MZ Generation meetings to enable an informal dialogue between executives and employees

PARTICIPATORY CORPORATE CULTURE PROGRAMS TO MOTIVATE EMPLOYEES

CGV Türkiye operates a range of motivational programs aimed at fostering a healthy corporate culture and enhancing employees’ sense of belonging and satisfaction. Programs such as “Happy Box,” which provides budgets for outstanding site employees to plan and host their own refreshment events, help build unity within the organization and strengthen internal cohesion. Initiatives like “Early Breakfast,” “Happy Hour” snack time, “New Year Gift” for year-end gift distributions, and special events to mark International Women’s Day and Men’s Day contribute to boosting morale and cultivating a positive organizational atmosphere.

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

EMPLOYEE WELFARE SYSTEM

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks operate welfare systems to support a sound work-life balance for employees, 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.

FLEXIBLE WORK SYSTEM

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks support improved work immersion and performance by allowing employees to design their work hours and locations individually. CJ CGV introduced a flexible work system in 2022, allowing employees to set their own start and end times as well as workdays, enabling them to achieve a better work-life balance. CJ OliveNetworks began to implement this program company-wide in 2023. Additionally, a remote work system and online collaboration tools are in place to facilitate smooth and efficient communication among employees.

FLEXIBLE VACATION CULTURE

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks institutionalizes rest for employees and supports leisure activities through a “self-approval vacation system,” which allows employees to take leave without the department head’s approval. Monthly vacation use programs and an hourly leave system are also in operation. 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 in which employees can use their vacation time freely.

Since 2022, CJ CGV has implemented a unique leave program called “Leaders Take a Break,” designating the third Friday of every month as a common leave day for all team leaders and above. This initiative not only has improved satisfaction among leaders but also has become a distinctive part of CJ CGV’s vacation culture and is well-received by employees. The company plans to continue fostering a flexible and employee-centered vacation culture.

I CJ EMPLOYEE WELFARE SYSTEM¹⁾

Category	Key Support Items
CJ Employee Benefits	· Support for CJ CGV movie tickets, concession discounts, and movie ticket discounts · TVING subscription support, Hello Mobile discount
Leave Programs	· Leave programs such as “Leaders Take a Break” by each company
Welfare Points (Basic)	· CJ Member’s Mall/CJ The Market/Logo Shop · Use of domestic and international accommodation, holiday gifts, cultural life support
Welfare Points (Life & Healthcare)	· CJ CGV movie points, TVING points, group movie tickets, health check-ups
Leave Support	· Jeju car rental support · Creative Week: Support for long-term employees’ vacation & vacation expenses
Promotion Dining Culture Support	· Dining vouchers according to employee rank and years of service
Living & Convenience	· 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”

1) Different welfare systems for overseas subsidiaries

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

I CJ EMPLOYEE WELFARE SYSTEM¹⁾

Category	Key Support Items
Medical	· Medical expenses, childbirth medical expenses, employee health check-ups, heart disease treatment expenses, medical insurance · Psychological counselling program · Recovery gifts for employees who underwent surgery
Education and Housing	· Child education expenses, childcare expenses for disabled children, general housing loans · Non-residential support (housing loan/rent support, relocation/return allowance and leave, moving expenses, accommodation support, family reunion fees)
Maternity and Childcare	· Fetal examination, reduced working hours for pregnancy risk periods, pregnancy congratulations gifts, childbirth congratulations gifts · Prenatal leave, maternity leave, paternity leave, adoption leave, parental leave · Reduced working hours for childcare, emergency childcare leave · Newborn care leave · Child's 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, spousal miscarriage leave
Other	· Spousal leave of absence · Registration of dependents on health insurance

1) Different welfare systems for overseas subsidiaries

WELFARE BENEFITS FOR SMILE FRIENDS

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

I CJ CGV'S WELFARE BENEFITS FOR SMILE FRIENDS²⁾

Category	Welfare Benefits
Film-watching Support	· Free film-watching at CGVs nationwide (10 times a month), Photoplay payment (10 tickets per month)
Discounts	· 50% discount on snack bar items, 50% discount on Cine Café, Twosome Place and Smoothie King operated by CGV, 30% discount for Cine Shop products
Award System	· Mileage provided as awards according to the internal regulations (Applicable for film-watching and purchase at snack bar) · Thanks Card awarded to Smile Friends for providing excellent services
Transportation Subsidy Payment	· Transportation subsidy provided for employees who commute before 7a.m. or after 11:30 p.m.
Preferential Hiring of Smile Friends	· Smile friends receive priority when hiring site operation managers, Exemption from document screening when applying to CJ affiliates
Congratulatory & Condolence Money and Leave	· Money and leave provided for workers and their spouses for congratulatory and condolence events
Student Loan Interest Assistance	· Student loan interest assistance for recipients of the Korea Student Aid Foundation scholarship who are current students or students on leave of absence (excluding students at cyber universities and graduate schools)
Medical Benefits	· Regular health check-ups once a year, Substantial medical expenses due to illness or injury (for payment item over KRW 100,000)

2) Based on CGV Korea

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

FOSTERING A CULTURE OF LABOR-MANAGEMENT COMMUNICATION

CJ CGV’s Han Maeum Council operates as a consultative body aimed at fostering better labour-management relations and cooperation, serving as an alternative to a labour union. The council is composed of an equal number of representatives from labour and management to ensure that the opinions of both groups are expressed and considered on an equal footing. In addition, 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 once per quarter in 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. The council separates main agenda items from other issues and provides updates on the progress of these items in the following quarter.

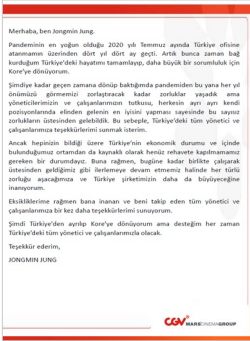
I CJ CGV’S 2024 HAN MAEUM COUNCIL MEETING SUMMARY

Quarter	Key Discussion Points	Follow-up Actions
Q1	Improving method for handling advance payments	- After testing the suspension of advance payments at select sites,a decision was made to extend the test operation to those sites. - The implementation of the ‘customer self-refund’ function for movie ticket refunds is scheduled to be reviewed after the launch of the next-generation system.
Q2	Request for measures/improvements such as replacement of aging PCs	Office PCs will be gradually replaced from April 2025 through the end of the year, based on the age and condition of the equipment.
Q3	Review request regarding Smile Friend operations	- The detailed guidelines on Smile Friend restrictions have been finalized and communicated - Continued review of policies related to Help Friend
Q4	Review of programs for employees’ children to promote organizational engagement	Reviewed organization cultural programs for Family Month in 2025

I HAN MAEUM COUNCIL



At CGV Türkiye, important internal matters are communicated transparently to employees through the “Letter from the CEO,” fostering trust between management and staff. In addition, the “Coffee Time with HR” program offers head office employees an open channel for informal dialogue with the HR Team. This time is used to guide work efficiency improving processes, share in-house policies, and improve employee understanding through free Q&A.



CGV Türkiye Letter from the CEO

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

STRATEGY

STRATEGY AND RESPONSE STATUS

FOSTERING A CULTURE OF LABOR-MANAGEMENT COMMUNICATION

CGV Türkiye also holds regular town hall meetings to enhance communication and interaction among employees and strengthen organizational unity. These meetings take place once each quarter, with headquarters employees attending in person and regional site employees participating online. During the town hall meetings, the Mars’ Star Best Practice and Best Sales awards are presented, driving innovation in work processes and corporate culture. In addition, the Praise Session fosters a positive atmosphere within the organization and promotes a culture of respect and encouragement.



Town Hall Meeting

CJ 4DPLEX fosters organizational culture improvements and enhances workforce diversity through an all-employee participatory activity called “Zoom-in Talk” via Zoom which takes place twice a month. Originally launched in August 2020 as “DaAllya Zoom,” the program was renamed “Zoom-in Talk” in 2023 and has consistently facilitated two-way communication on various priorities such as introducing new hires, unveiling new 4DX and SCREENX titles, and sharing company updates from the CEO. These efforts strengthen internal communication and diversity, while promoting teamwork and creativity among employees.

CJ OliveNetworks holds quarterly company-wide town hall meetings named ‘On-Live Q&A’, led by the CEO, to foster a culture of trust and open communication. These town hall meetings help employees engage with the organization’s direction and business philosophy through the reinforcement of value systems, mid-term strategy review, sharing business performance updates, and holding real-time Q&A sessions via an anonymous message board.

In addition, department-level quarterly town halls are also hosted by each organizational leader. These sessions share business philosophy, business performance updates, and open dialogue to promote a culture of trust-based communication among team members. Such regular communication initiatives enhance employees’ understanding of the organization, promote a psychological mind-set for bottom-up communication, and ultimately contribute to building a healthy and sustainable organizational culture.

I CGV TÜRKİYE TOWN HALL MEETING

No	Item	Description
1	Financial Status	Explanation of key management indicators and sharing of performance results
2	Upcoming Movie Releases	Introduction of upcoming films and sharing of highlights to look forward to
3	New Employee Introduction	Welcoming new hires and providing an opportunity for self-introduction
5	Mars’ Star Awards	Selection and awarding of outstanding employees
4	Lucky Draw	Distribution of small gifts through a raffle (5 winners selected)
6	Delivery of CEO’s Message	Conveying a message from the CEO to employees



CJ OliveNetworks Town Hall Meeting

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

RISK MANAGEMENT

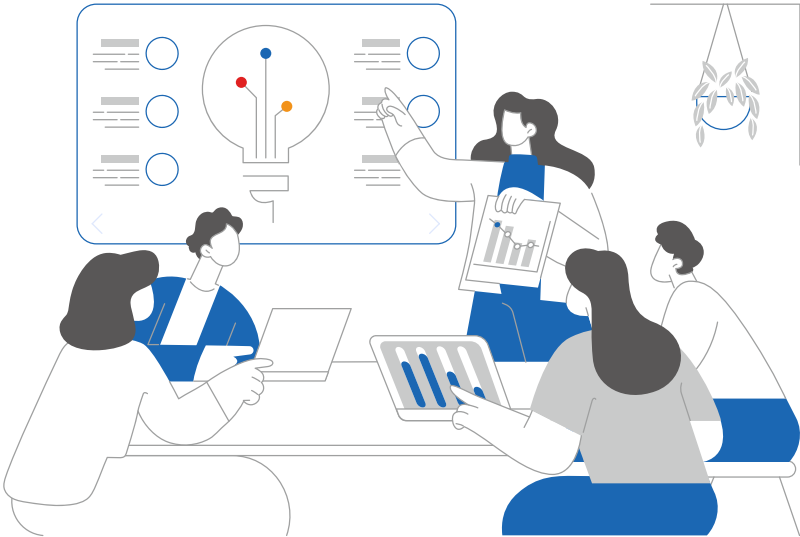
RISK IDENTIFICATION AND MANAGEMENT

CORPORATE CULTURE DIAGNOSIS

CJ CGV and CJ OliveNetworks conduct the "CJ Voice ON" survey for employees who have been with the company for more than three months as a way to assess the organizational culture. In a survey conducted in the second half of 2024, about 74% of the 1,034 respondents (766 employees) participated, with a 92.1% positive or neutral response in the organizational engagement category. The uniform application of welfare benefits at CJ CGV's headquarters and theaters has resulted in high employee satisfaction. In the 2024 group culture assessment, CJ OliveNetworks recorded a high organizational commitment, with 86.9% of responses expressing positive or neutral views regarding organizational engagement, confirming strong employee dedication.

RISK IDENTIFICATION AND MANAGEMENT

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks aims to cultivate the capabilities of "Hagojabis". As such, the following are identified as risks to employee capability management: the lack of motivation and expectations for growth among Hagojabi, the attrition of nurtured talent, and the insufficient cultivation of a "Priority for Human Resources" culture. To address these risks, job-specific professional development training is conducted for all employees to help them grow into top talent and reinforce the Hagojabi mindset. To prevent the attrition of nurtured talent, we hold regular interviews with new and experienced hires for close monitoring and management. In addition, various mentoring programs are operated among employees. A corporate culture survey called "Voice On" is conducted twice a year to assess employees' recognition of the ONLYONE spirit and their organizational commitment, and the results are used to further enhance the corporate culture.



EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INNOVATION

METRICS & TARGETS

EMPLOYEE EXPERIENCE AND CORPORATE CULTURE INDICATORS

SELECTED AS AN OUTSTANDING WORK-LIFE BALANCE COMPANY

CJ CGV, CJ 4DPLEX, and CJ OliveNetworks have all maintained their family-friendly company certifications, thanks to efforts to actively support employees' work-life balance. CJ CGV has held this certification since 2014, CJ 4DPLEX since 2022, and CJ OliveNetworks¹⁾ since 2016. Both CJ CGV and CJ OliveNetworks apply a number of systems to promote work-life balance, including flexible working hours, reduced working hours, expanded vacation use, support for work and childcare, and improvements to organizational culture. Thanks to these efforts, both companies were simultaneously recognized as “2024 Outstanding Korea Work-Life Balance Companies” by the Ministry of Employment and Labour.



CJ CGV's Korea Outstanding Work-Life Balance Company Award



CJ OliveNetworks Receiving Outstanding Work-Life Balance Company Award

In addition, CGV Vietnam has continually worked to improve employee working conditions and welfare. As a result, in the 2024 survey conducted by Career Viet, a leading online recruitment platform in Vietnam, CGV Vietnam was ranked 3rd as the "Best Place to Work" in the media and communications industry among mid-sized companies.



CGV Vietnam, Selected as “Best Place to Work”

EMPLOYEE CAPABILITY DEVELOPMENT MANAGEMENT INDICATORS

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

I EDUCATIONAL INVESTMENT COST²⁾

Category	2022	2023	2024
Education Investment Cost	KRW 600 million	KRW 680 million	KRW 2.69 billion ³⁾

2) Education investment cost on Korean and foreign consolidated basis
3) Increased education investment cost due to the incorporation of CJ OliveNetworks

1) CJ OliveNetworks was not certified as a family-friendly company between 2020 and 2021, but newly re-registered in 2022

INFORMATION SECURITY AND PRIVACY PROTECTION

Information security and privacy protection refer to strengthening the security framework to securely protect users' personal information and prevent corporate data breaches.

GOVERNANCE

CJ CGV operates the Information Security and Privacy Committee under the CEO to manage risks related to information security and privacy. The Committee reviews risks and opportunities at the company-wide level, sets objectives, and monitors the achievement of KPIs. The working group, led by the Head of the Information Security Center, is responsible for detailed execution and management, while the Information Security Center performs continuous monitoring and risk response. Through this, CJ CGV is systematically establishing and implementing information security governance.

[Information security and privacy protection – Details of Governance](#)

STRATEGY

ENVIRONMENTAL AND SOCIAL IMPACT IDENTIFICATION

		● — ● — ● LOW MID HIGH	
Key Impacts		Likelihood	Severity
Positive	· Preventing customer information leakage through strengthened company-wide information security measures	● — ● — ●	● — ● — ●
	· Contribution to the overall improvement of societal information security standards through enhanced personal information protection measures	● — ● — ●	● — ● — ●
Negative	· In the event of a personal information breach, violation of customers' privacy and rights	● — ● — ●	● — ● — ●

FINANCIAL IMPACTS, AND STATUS OF RESPONSE

Risk and Opportunity Factor	Key Responses
Risk: Decline in revenue due to customer churn in the event of data leakage	· Conducted cyber crisis response simulation drills · Provided training on information security and privacy protection
Opportunity: Securing an independent source of competitiveness and strengthening market leadership by preventing the leakage of core customer data	· Acquired Information Security Management System (ISMS) certification

[Information security and privacy protection – Details of Strategy](#)

RISK MANAGEMENT

To manage information security and privacy risks effectively, CJ CGV conducts checklist-based inspections, stakeholder interviews, and ongoing monitoring. Based on ISMS-P standards, CJ CGV identifies risks by asset category and incorporates the feedback of diverse stakeholders to detect potential risk factors. In addition, the company continuously monitors data to detect anomalies early and respond to them, strengthening its information security level and minimizing risk.

[Information security and privacy protection – Details of risk Risk Management](#)

METRICS & TARGETS

CJ CGV'S INFORMATION LEAKAGE HISTORY

Category	2024
CJ CGV ¹⁾	0

1) Based on CGV Korea

PERSONAL INFORMATION LEAKAGES
FOR 4 CONSECUTIVE YEARS

0 case

INFORMATION SECURITY CERTIFICATION STATUS

CJ CGV (2013~2024)

MAINTAINED INFORMATION
SECURITY MANAGEMENT
SYSTEM (ISMS) CERTIFICATION

CJ OliveNetworks (2022~2024)

MAINTAINED
ISMS
CERTIFICATION

[Information security and privacy protection – Details of Metrics & Targets](#)

INFORMATION SECURITY AND PRIVACY PROTECTION

GOVERNANCE

INFORMATION SECURITY GOVERNANCE OF CJ CGV

INFORMATION SECURITY AND PRIVACY PROTECTION DECISION-MAKING EXECUTION SYSTEM

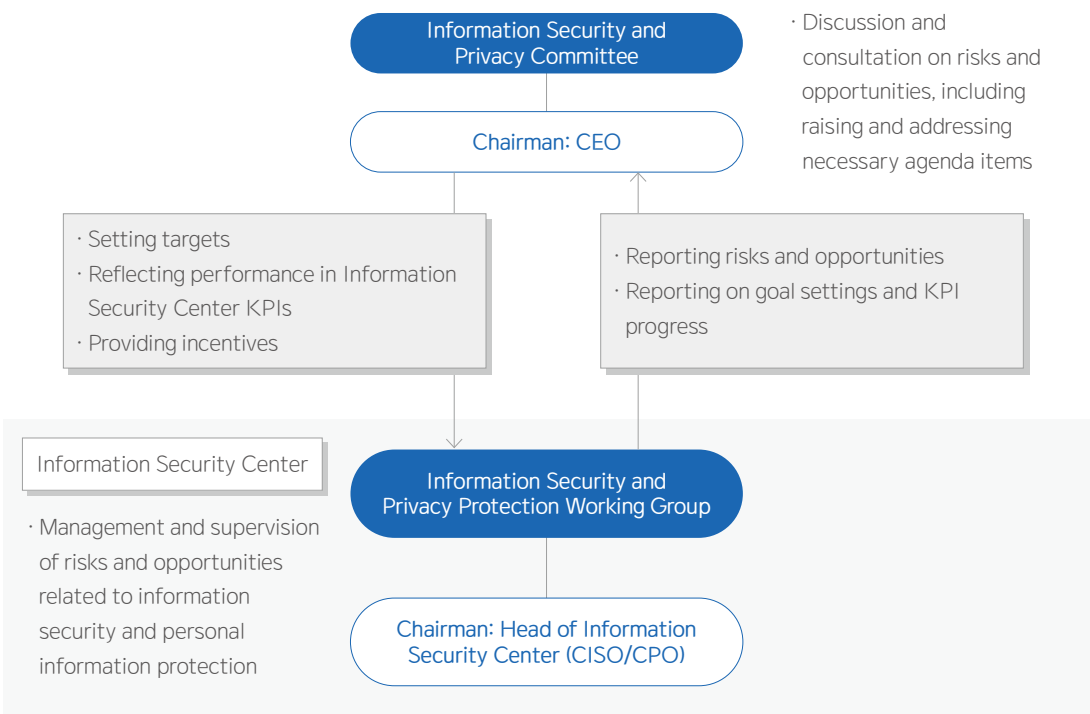
CJ CGV operates the “Information Security and Privacy Committee” as its highest decision-making body for managing related risks and opportunities. The Committee’s responsibilities and roles are outlined in Chapter 3 of the Security Organization Operation Guidelines. The Information Security Center on a regular and ad-hoc basis reports information security risks and opportunities to the committee, which then engages in deliberation and decision-making. The committee also regularly reviews goal setting and KPI achievement, and links performance to incentives through the KPIs and compensation of the Information Security Center.

OPERATION AND MANAGEMENT SYSTEM OF INFORMATION SECURITY AND PRIVACY PROTECTION WORKING GROUP

CJ CGV manages and supervises risks and opportunities primarily through a committee led by the CEO and a working-level council led by the Head of the Information Security Center (CISO/CPO)¹⁾. Senior management monitors these processes while emphasizing the need for ethical values and integrity among employees. The Head of the Information Security Center is responsible for goal setting and strategy development, considering organizational structure, operational status, and both internal and external factors to devise and implement appropriate responses. With this framework, CJ CGV not only strives to meet its information security and personal information protection objectives but also contributes to achieving sustainable business outcomes.

1) CISO/CPO: Directly reporting to the CEO, the CISO/CPO oversees company-wide information security and personal information protection risks, and manages and supervises at the highest governance structure of the executive level

CJ CGV’S INFORMATION SECURITY AND PRIVACY PROTECTION EXECUTION SYSTEM AND ORGANIZATION



INFORMATION SECURITY AND PRIVACY PROTECTION

GOVERNANCE

INFORMATION SECURITY GOVERNANCE FOR CJ OLIVENETWORKS

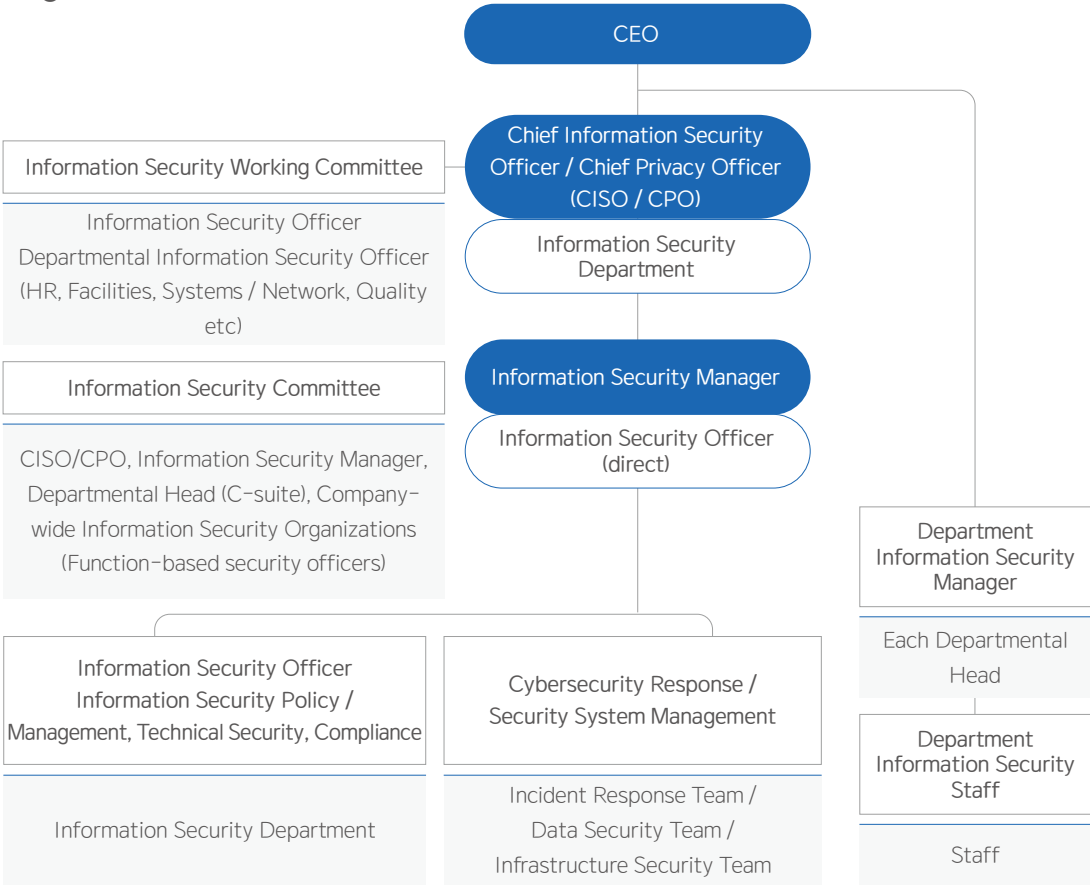
DECISION-MAKING AND EXECUTION SYSTEM ON INFORMATION SECURITY AND PRIVACY PROTECTION

CJ OliveNetworks’ Information Security Department has established a specialized response system to protect the company from cyberattacks and enhance cybersecurity readiness. To securely manage and protect critical information and Personal Information, the company maintains ISMS certification, publishes Information Security Disclosure, conducts Inspection of Critical Information and Communications Infrastructure and performs internal audits of its Personal Information protection system. Through these efforts, CJ OliveNetworks ensure compliance with information security regulations and operates its information security governance framework.

OPERATION AND MANAGEMENT SYSTEM OF INFORMATION SECURITY AND PRIVACY PROTECTION WORKING GROUP

CJ OliveNetworks appoints a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO). Regular meetings of the Information Security Working Committee and the Information Security Committee are held to discuss policies, response measures, and ongoing projects to strengthen information security. In compliance with relevant laws such as the Personal Information Protection Act, Act on Promotion of Information and Communications Network Utilization and Information Protection, the Electronic Financial Transactions Act, and the Act on the Protection and Use of Location Information, CJ OliveNetworks has established information security policies, technical security, and Personal Information compliance management systems. Security officers are designated across departments to manage Personal Information handlers, protect critical assets, and disseminate security issues. Furthermore, the division handles responses to cyber threats and operates an intelligent integrated security monitoring system. It has also built and manages security systems while overseeing both physical and personnel security frameworks.

CJ OLIVENETWORKS’ INFORMATION SECURITY AND PRIVACY PROTECTION EXECUTION SYSTEM AND ORGANIZATION



INFORMATION SECURITY AND PRIVACY PROTECTION

STRATEGY

IRO (IMPACT, RISK, OPPORTUNITY) IDENTIFICATION

ENVIRONMENTAL AND SOCIAL IMPACTS

Attribute	Impact	Likelihood	Severity
Positive	Preventing the leakage of business secrets and core technologies through strengthened company-wide information security measures	Mid	High
Positive	Contribution to the overall improvement of societal information security standards through enhanced personal information protection measures	Mid	High
Negative	Increased employee dissatisfaction and reduced efficiency due to excessively complex information protection procedures	High	Mid
Negative	In the event of a personal information breach, violation of customers' privacy and rights	High	High

FINANCIAL IMPACTS

Attribute	Impact	Likelihood	Severity
Opportunity	Securing long-term customer retention and revenue stability through enhanced security	High	Low
Opportunity	Securing independent competitiveness and strengthening market leadership by preventing the leakage of core customer data	High	High
Risk	Decline in revenue due to customer churn in the event of a data leakage	High	High
Risk	Increased operational costs due to the establishment and maintenance of the privacy protection system	High	Low

CJ CGV'S STRATEGY AND RESPONSE STATUS

INFORMATION SECURITY AND PRIVACY PROTECTION POLICY

CJ CGV has established and publicly announced an internal personal information management plan to comply with the requirements of the "Personal Information Protection Act," and provides information subjects with guidance on rights protection and processing methods through its website. Since 2019, CJ CGV has renewed its personal information liability insurance annually and continues to engage in improvement activities to strengthen personal information protection levels. In addition, centered on the highest-level document for information security, the "Information Protection Rules," CJ CGV has defined 13 guidelines, 14 procedures, 17 manuals, and 21 forms. All employees can access and comply with these through the "Company Regulation Management System." Related policies are regularly reviewed and revised each year in accordance with compliance requirements and changes in the work environment.

I CJ CGV'S 13 PRIVACY PROTECTION GUIDELINES

Category	Privacy Protection Guidelines Status
Guidelines for Security Organization Operation	· Defines the structure and roles of the Information Security Organization and the responsibilities of Information Security personnel · Outlines the operation of the Information Security Committee and Information Security Council, as well as cooperation with external organizations
Work Security Guidelines	· Specifies the Information Security compliance requirements for employees · Provides guidelines for securing workspaces, terminals, and ensuring safe internet usage
On-site Operations Security Guidelines	· Specifies compliance requirements for security at site locations (practical rules) · Ensures compliance with protection and management of operational spaces and customer information
Personnel Security Guidelines	· Outlines procedures for employee recruitment, transfers, resignations, and Information Security education · Addresses third-party management and outsourcing security
Physical Security Guidelines	· Defines security zones and access control measures · Covers Internet Data Center (IDC) security and security measures at business locations
Personal Information Protection Guidelines	· Administrative and technical measures for protecting personal information · Guidelines for collecting, using, providing, and disposing of personal information
IT Infrastructure Operations and Management Guidelines	· Security measures for server, network, database, and security systems operations · Security requirements for public cloud services
IT Development Security Guidelines	· Requirement analysis and security requirements at each stage of development · System management procedures, operations, and documentation
Business Continuity Management Guidelines	· Establishing a business continuity system and disaster response measures · Emergency response planning and operations (business recovery strategies, response procedures, and mock drills)
Security Risk Management Guidelines	· Managing the company's information assets · Risk assessment and protection measures for information assets
Location Information Management Guidelines	· Procedures for reporting and obtaining user consent for location-based services · Technical and administrative measures for personal and object location-based services
Security Inspection Guidelines	· Types of security inspections and organization · Procedures and methods for security inspections
Security Incident Response Guidelines	· Defines security incidents, reporting systems, response organizations, cause analysis, handling/recovery · Reporting, dissemination, sharing, prevention of recurrence, and mock training of security incident results

INFORMATION SECURITY AND PRIVACY PROTECTION

STRATEGY

CJ OLIVENETWORKS STRATEGY AND RESPONSE STATUS

INFORMATION SECURITY AND PRIVACY PROTECTION POLICY

Since 2019, CJ OliveNetworks has maintained a liability insurance policy for personal information damages. The company has established an information security policy, defining a total of 22 security guidelines, 14 procedures, 17 manuals, and 31 forms. In addition, Privacy Protection Guidelines have been established to ensure compliance when sending advertising information for commercial purposes. This includes obtaining prior consent from recipients and stipulating the mandatory inclusion of specific elements in the message, such as the label “(Advertisement),” the sender’s name and contact information, and instructions on how to opt out.

I CJ OLIVENETWORKS’ 22 INFORMATION SECURITY GUIDELINES

Category	Information Security Guidelines Status
Information Security Organization Operation Guidelines	· Defines the structure of the organization responsible for information security · Defines the roles and responsibilities of each member
Information Asset Management Guidelines	· Standards for managing company assets such as systems, facilities, and documents related to development, operations, and maintenance · Guidelines for identifying, classifying, and protecting key assets from various threats
Privacy Protection Guidelines	· Outlines work standards required for the safe handling of personal information, and define legal requirements to ensure the security of personal information processing
Physical Security Guidelines	· Work standards for physical security management · Guidelines for minimizing the likelihood of physical breaches, ensuring early detection of related incidents, and reducing potential damage
Application System Security Guidelines	· Defines security requirements to be considered during the development and implementation of application systems · Standard operational criteria and procedures
Server Security Guidelines	· Work standards and procedures designed to prevent security incidents caused by misconfigurations or vulnerabilities during server installation and operation
Web Server Security Guidelines	· Work standards and procedures designed to prevent security incidents caused by misconfigurations or vulnerabilities of web server security settings
DBMS Security Guidelines	· Work standards and procedures designed to prevent security incidents caused by misconfigurations or vulnerabilities during DBMS installation and operation

Category	Information Security Guidelines Status
Wireless LAN Security Guidelines	· Security standards to be observed during the introduction or deployment of wireless LANs
Personnel Security Guidelines	· Regulations for information security activities aimed at minimizing the various security incidents that may occur during business operations by employees and external staff within the company
Information Processing Device Security Guidelines	· Security maintenance and usage standards for information processing devices
Network Security Guidelines	· Establishment of access processes through the network, and definition of security requirements
Security System Operation Guidelines	· Defines the necessary matters for performing security system operation and management tasks
IT Security Inspection Guidelines	· Regulations for inspection and evaluation of the information security management system as well as information protection and personal information protection activities · Regulations regarding the execution of security audits
Security Incident Response Guidelines	· Defines the protocols to be followed in the event of a security incident or breach
Business Continuity Management Guidelines	· Establishment of measures to minimize damage in emergency situations · Management protocols such as disaster recovery planning, establishment of emergency contact networks, and post-incident management
Public Cloud Security Guidelines	· Defines security requirements for building information systems using public cloud services · Defines standard operating procedures and criteria for the use of public cloud environments
IoT Security Guidelines	· Defines information security standards for the development, introduction, or operation of Internet of Things (IoT) devices
Location Data Handling Management Guidelines	· Defines operational standards for the handling or processing of location information · Defines safety measures for location information processing and the related legal requirements
Cloud Computing Service Operation Security Guidelines	· Defines operational standards necessary for the operation and provision of cloud computing services · Defines safety measures for location information processing and the related legal requirements
Encryption Management Guidelines	· Regulations on encryption requirements to guarantee the confidentiality, integrity, authentication, and non-repudiation of assets
European Union (EU) Privacy Protection Guidelines	· Defines necessary operational standards for handling the personal information of residents of EU member states · Defines safety measures for personal information processing and the related legal requirements

INFORMATION SECURITY AND PRIVACY PROTECTION

STRATEGY

STRATEGY AND RESPONSE STATUS

INFORMATION SECURITY DISCLOSURE

CJ CGV has fulfilled its information security disclosure obligations under Article 8 of the Enforcement Decree of the Act on the Promotion of the Information Security Industry by conducting annual information security disclosures since 2022. Through the Information Security Disclosure Portal, CJ CGV transparently publishes information related to information security, including investment status, workforce status, and details of information security activities, diligently fulfilling its disclosure obligations. CJ OliveNetworks also transparently discloses the status of information security investment activation through its information security disclosures.

I 2024 INFORMATION TECHNOLOGY DISCLOSURE OF CJ CGV AND CJ OLIVENETWORKS

	CJ CGV	CJ OliveNetworks
Investment in Information Technology	KRW 45,886,668,292	KRW 55,825,059,934
Investment in Information Security	KRW 3,432,214,647	KRW 7,918,521,150

CYBER CRISIS RESPONSE SIMULATION DRILLS

CJ CGV conducts simulated training exercises based on various security threat scenarios to strengthen its cybersecurity response capabilities at least once a year. These simulation drills raise awareness among all employees about security incidents while providing them with the practical experience that will enable them to respond swiftly in an actual security situation. In May 2024, CJ CGV carried out a malicious email response simulation training involving 1,043 employees company-wide, based on realistic attack scenarios such as résumé impersonation and personal information leakage lookups, in collaboration with the Korea Internet & Security Agency (KISA). This initiative enhanced both employee vigilance and organizational response capabilities. CJ OliveNetworks also promoted an information security culture by conducting awareness-raising activities such as malicious email simulation trainings.

INFORMATION SECURITY CAMPAIGNS

CJ CGV conducts ongoing information security campaigns to raise employee awareness of security practices. In 2024, a total of four campaigns were carried out, focusing on the following themes: safe PC usage, safe email practices (reporting of malicious emails), phishing/smishing prevention, and prevention of internal data leaks.

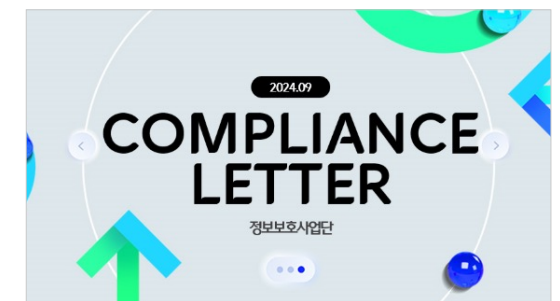
PUBLICATION OF PRIVACY PROTECTION NEWSLETTERS

CJ CGV publishes a regular newsletter to enhance employee awareness of the need to protect the personal information of customers and employees during daily business activities. The newsletter covers topics such as employees' lawful handling of personal information, examples and countermeasures for data breaches caused by malware, account management practices for ensuring personal information security, and compliance requirements for handling unique identification and sensitive information. These materials help employees strictly adhere to relevant laws and internal policies. In addition, CJ OliveNetworks publishes a quarterly compliance letter to further strengthen employees' awareness of information security.

CJ CGV INFORMATION SECURITY NEWSLETTER

[illegible]

I CJ OLIVENETWORKS COMPLIANCE LETTER



INFORMATION SECURITY AND PRIVACY PROTECTION

STRATEGY

STRATEGY AND RESPONSE STATUS

PRIVACY PROTECTION ACTIVITIES

CJ CGV undertakes proactive measures to prevent compliance risks by regularly reviewing adherence to the Personal Information Protection Act and other relevant laws.

I CJ CGV'S PRIVACY PROTECTION COMPLIANCE RISK PREVENTION ACTIVITIES

Category	Prevention Activities
Advancement and Implementation of Compliance Requirements for Personal Information Processing Systems	· The compliance checklist has been enhanced from 69 to 87 items based on current laws and internal policies, and has been applied to all personal information processing systems operated by the company · Internal assessments are conducted to verify adherence to the checklist, with ongoing security enhancements implemented to address any deficiencies
Provision of Compliance Risk Prevention Guidelines	· Compliance risk prevention guidelines are provided regularly to promote the safer handling of personal information · Fixed Video Surveillance System Operation Policy for CGV theaters nationwide, an Anti-Spam Prevention Guide, and other guidelines

INFORMATION SECURITY AND PRIVACY PROTECTION TRAINING

To raise awareness and foster a security-conscious mindset among employees, CJ CGV provides information security training. All employees must take at least one information security training session annually, and employees handling personal information are provided with specialized training that includes updates on legal and regulatory changes and specific privacy protection measures.

I INFORMATION SECURITY AND PRIVACY PROTECTION TRAINING OF CJ CGV AND CJ OLIVENETWORKS

Category	Training
CJ CGV	· Mandatory Legal Information Security Training · Seminar on the Amended Personal Information Protection Act · Personal Information Security Training Related to CGV Events/Promotions · Guidelines on Privacy Protection and Code of Conduct
CJ OliveNetworks	· Introduction to Information Security and Trade Secret Protection · Concept of Personal Information · Principles for Protecting Personal Information Across Processing Stages · Laws and Regulations Related to Information Security and Privacy Protection

INFORMATION SECURITY AND PRIVACY PROTECTION

RISK MANAGEMENT

DATA SOURCE FOR RISK MANAGEMENT

CJ CGV utilizes data on assets, vulnerabilities, and threats when managing information security and privacy protection risks.

Data	Data Source
Information Asset	· Internal assets, such as applications, servers, databases, etc.
Information Security Asset Vulnerabilities	· Vulnerabilities identified by domestic standards for information security and privacy protection
Types of Information Security Threats	· Business impact, likelihood, etc.

INFORMATION SECURITY AND PRIVACY PROTECTION RISK ASSESSMENTS

CJ CGV identifies information security and privacy protection risk factors on an annual basis or as needed using a risk management methodology and selects those that require focused management. It identifies the information security and privacy protection risk factors with the most significant potential impact based on the likelihood of legal sanctions, severity, and controllability. The identified risks are derived and designated as subjects for mitigation and management according to priority.

I CJ CGV'S PRIVACY PROTECTION RISK MANAGEMENT METHODOLOGY

Checklist-Based Assessment	Identifying risks to assets comprising customer-facing services based on the items and indicators presented in ISMS-P
Stakeholder Interviews	Conducting interviews with various stakeholders to identify potential risk factors
Monitoring	Carrying out monitoring on data and other elements related to risks

COMPANY-WIDE INFORMATION SECURITY AUDITS

CJ CGV's Information Security Center continuously monitors risk factors designated for mitigation and management, overseeing and reporting on the progress of risk mitigation measures on a weekly basis.

ABNORMAL ACCESS CONTROL ON BOOKING SYSTEM

CJ CGV identifies and blocks abnormal access to its online movie booking service in real time to maintain a fair booking environment. It actively blocks unauthorized access through automated bots or macros using various security technologies and continues to make efforts to provide a stable service environment for its customers.

INFORMATION SECURITY AND PRIVACY PROTECTION

METRICS & TARGETS

INFORMATION SECURITY MANAGEMENT SYSTEM (ISMS) CERTIFICATION

CJ CGV first obtained Information Security Management System (ISMS) certification in 2013 for its entire “online movie ticketing service,” and has maintained this qualification through annual renewals and follow-up audits. To retain the certification, CJ CGV conducts regular inspections, improvements, and risk management activities, steadily enhancing its information security management system. In preparation for the transition to the next-generation customer service system scheduled for 2025, the company is currently working toward acquiring a new ISMS certification to establish a more advanced security framework. CJ CGV will continue to strive to create a safe and sustainable digital environment that can be trusted by its customers.

CJ OliveNetworks acquires and maintains ISMS certification annually, and has acquired the AWS Security Competency, a certification of security capabilities awarded by Amazon Web Services (AWS). This affirms the company’s capabilities in delivering AWS cloud services, establishing customized cloud security systems, and providing security consulting, enabling it to offer a secure total cloud service.

PERSONAL INFORMATION LEAKAGE INCIDENTS

In 2024, CJ CGV reported a total of 0 incidents of personal information leakage. Over the past four years, since 2021, there have been no accumulated incidents of personal information leakage.

I CJ CGV'S INFORMATION LEAKAGE HISTORY

Category	2022	2023	2024
Number of information breach cases ¹⁾	0	0	0

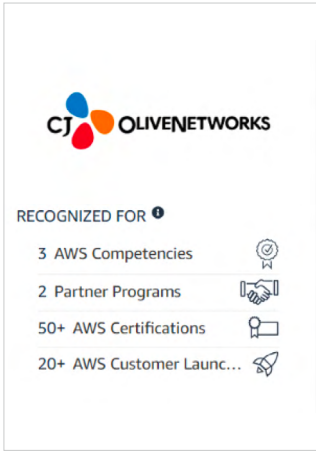
1) Based on CGV Korea



CJ CGV ISMS Certificate



CJ OliveNetworks ISMS Certificate



CJ OliveNetworks AWS Competency

SUSTAINABLE PERFORMANCE



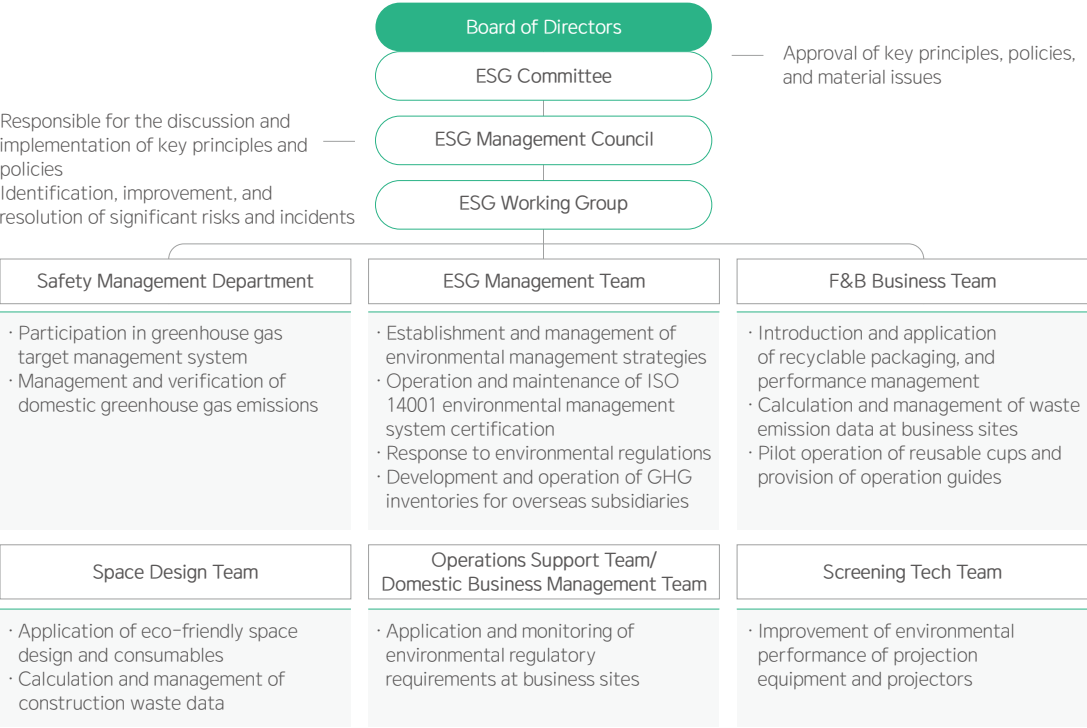
PLANET

STRENGTHENING ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT GOVERNANCE

At CJ CGV, the ESG Committee under the Board of Directors, which is the highest decision-making body in charge of the company’s climate crisis response and environmental management, deliberates and decide on strategies and policies related to facility operation and management, as well as environmental impact reduction. 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 the decisions from the operational departments, striving to establish an eco-friendly infrastructure.

I CJ CGV ENVIRONMENTAL MANAGEMENT GOVERNANCE



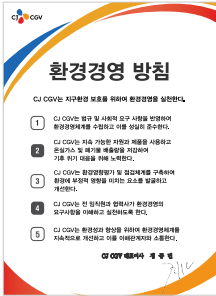
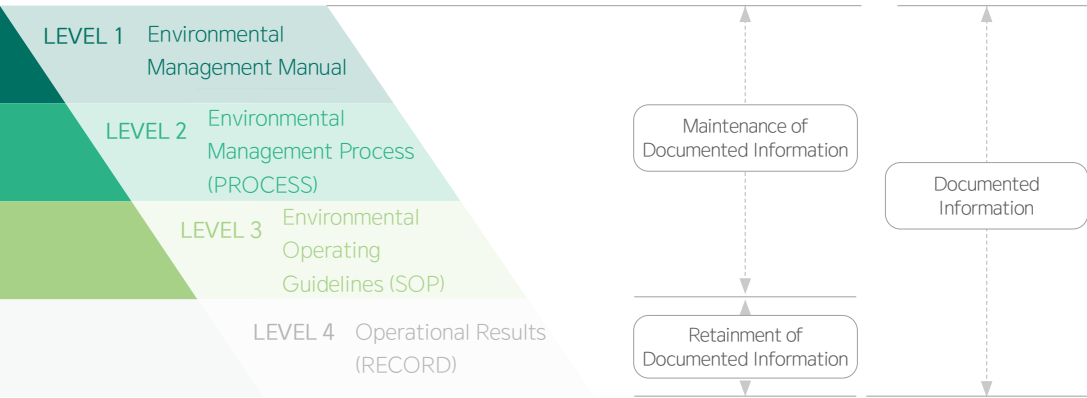
ENVIRONMENTAL MANAGEMENT SYSTEM

CJ CGV is committed to minimizing its negative impact on the planet and protecting the environment through its environmental management practices. To this end, the company has established an environmental management policy and encourages the implementation of effective environmental management through the active participation of all employees and stakeholders.

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 its systematic environmental management. Environmental performance is reported regularly to the ESG Committee and the Board of Directors. The environmental management indicators related to waste, greenhouse gases, and energy are included in the KPIs of department heads and are managed accordingly. In addition, environmental performance indicators are regularly monitored through environmental impact assessments.

🔗 CJ CGV Environmental Management Control System

I CJ CGV ENVIRONMENTAL MANAGEMENT CONTROL SYSTEM



CJ CGV Environmental Management Policy

PLANET

STRENGTHENING ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT GOVERNANCE

CJ OliveNetworks, under its ESG mission, contributes to enabling its stakeholders to secure a sustainable future through digital technologies and services. Its environmental management vision aims to lead the way in responding to climate change, enhancing energy efficiency, and fostering a sustainable ecosystem based on environmentally friendly technologies and businesses. It has set greenhouse gas reduction, support for eco-friendly solutions, eco-friendly supply chain management, and raising employees’ environmental awareness as its key strategic tasks and is implementing a sustainable environmental management system through energy efficiency improvements, the adoption of AI-based solutions, strengthened eco-friendly standards for partners, and internal training and campaigns.

I CJ OLIVENETWORKS ENVIRONMENTAL MANAGEMENT POLICY



[CJ OliveNetworks’ Environmental Management Policy](#)

CJ OliveNetworks seeks to contribute to building a sustainable ecosystem by implementing environmental management to reduce greenhouse gas emissions and use energy efficiently, and by developing eco-friendly solutions and carrying out environmental protection activities. Accordingly, we declare the following as our environmental management policy:

1 Leading efforts to respond to climate change	CJ OliveNetworks will actively respond to the climate crises by reducing greenhouse gas emissions, strengthening energy efficiency, and expanding the use of renewable energy, and will strive to achieve carbon neutrality in the mid to long term.
2 Development of eco-friendly technology/ solutions	CJ OliveNetworks will contribute to reducing carbon emissions by developing eco-friendly technologies and providing solutions that improve customers’ energy efficiency. We will also support the prevention of environmental accidents and comply with legal standards through environmental data management.
3 Compliance with environmental and energy regulations	CJ OliveNetworks will comply with domestic and international environmental and energy-related laws, and listen to the requirements of stakeholders, including customers and the government.
4 Encouragement of environmental protection activities	CJ OliveNetworks will encourage all employees to engage in environmental protection activities and will actively participate in internal and external environmental campaigns to ensure the co-existence of humans and nature.
5 Disclosure of environmental information	CJ OliveNetworks will transparently disclose our environmental management policy and performance to our partners and customers and establish cooperative partnerships to practice environmental management.

July 17, 2023 CJ OliveNetworks CEO Yoo In-sang

I CJ OLIVENETWORKS ENVIRONMENTAL MANAGEMENT SYSTEM



[CJ OliveNetworks’ Environmental Management System](#)

ENVIRONMENTAL MANAGEMENT SYSTEM ISO14001 CERTIFICATION

CJ CGV obtained ISO14001 certification, the international standard for environmental management systems, in 2023, and the certification is valid until June 2026. Meanwhile, CJ 4DPLEX first obtained ISO14001 certification in 2013, and established its own “Quality and Environmental Management Manual” and “Environmental Monitoring and Measurement Procedures” in 2017 to systematically identify, assess, manage, and lower the organization’s environmental risks. Both CJ CGV and CJ 4DPLEX undergo annual post-management audits by independent assurance bodies, and conduct recertification audits every three years to ensure the validity and reliability of the ISO14001 certifications.



[ISO14001 Certificate](#)

PLANET

STRENGTHENING ENVIRONMENTAL MANAGEMENT

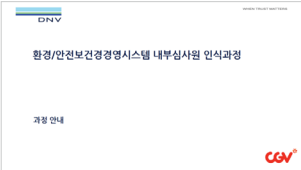
ENVIRONMENTAL TRAINING

CJ CGV conducts various environmental training programs to enhance the environmental awareness and capability of employees. Each year, environmental training is provided as a mandatory course for new employees, which contributes to strengthening the sustainable management foundation. As a participant in the “Greenhouse Gas Target Management System,” CJ CGV provides annual training on greenhouse gas and energy for theater operations managers nationwide to reinforce our on-site response capabilities. In 2023, a company-wide “ISO TF” was established, and since 2024, professional training for the internal auditors has been conducted to enhance their understanding of the environmental management system. Through these efforts, CJ CGV is strengthening the adoption of its environmental management system, and building its practical operational capabilities.

I CJ CGV 2024 - 2025 ENVIRONMENTAL TRAINING STATUS¹⁾

Date	Topic	Participant	Number of Participants (Persons)	Completion Rate (%)
2024.01.21	ESG Fundamentals	New employees (2023 CJ Group)	15 ²⁾	100
2024.02.05	Greenhouse Gas Target Management System	Greenhouse gas target management officers	123	— ³⁾
2024.03.21	ISO14001 Internal Auditor Training	Internal auditor	27	100
2025.01.15	ISO14001 Internal Auditor Training	Internal auditor	29	100
2025.02.04	Greenhouse Gas Target Management System	Greenhouse gas target management officers	122 ⁴⁾	— ⁵⁾
2025.02.10	ESG Fundamentals	New employees (2024 CJ Group)	19	100

1) Based on CGV Korea
2) Including CJ 4DPLEX
3) Completion rate unconfirmed due to mail distribution
4) Direct management for all site personnel
5) Completion rate unconfirmed due to mail distribution



CJ CGV ISO14001 Internal Auditor Training

CJ OliveNetworks provides company-wide integrated training once a year for all employees to instil the values of ESG and environmental management. Through CJ Campus, a variety of topics such as the climate crisis, environmental management, and sustainable management are covered, including global trends, relevant regulations, and case studies, to raise employee awareness. In addition, the company publishes ON:ESG, our ESG newsletter, to share key activities and efforts of the ESG Working Group with the organization and help embed an awareness of ESG in our employees.

I CJ OLIVENETWORKS ESG TRAINING STATUS

Date	Topic	Participant	Number of Participants (Persons)	Completion Rate (%)
2024.07	ON:ESG No.5 〈Establishing Sound ESG Supply Chain〉	All employees of CJ OliveNetworks	1,447	— ⁶⁾
2024.12	ON:ESG No.6 〈The Starting Point for Preventing Corporate Risks: Compliance〉	All employees of CJ OliveNetworks	1,441	— ⁶⁾
2024.12	CJ OliveNetworksESG Integrated Training	All employees of CJ OliveNetworks	1,441	86

6) Completion rate unconfirmed due to mail distribution



CJ OliveNetworks ESG Integrated Training

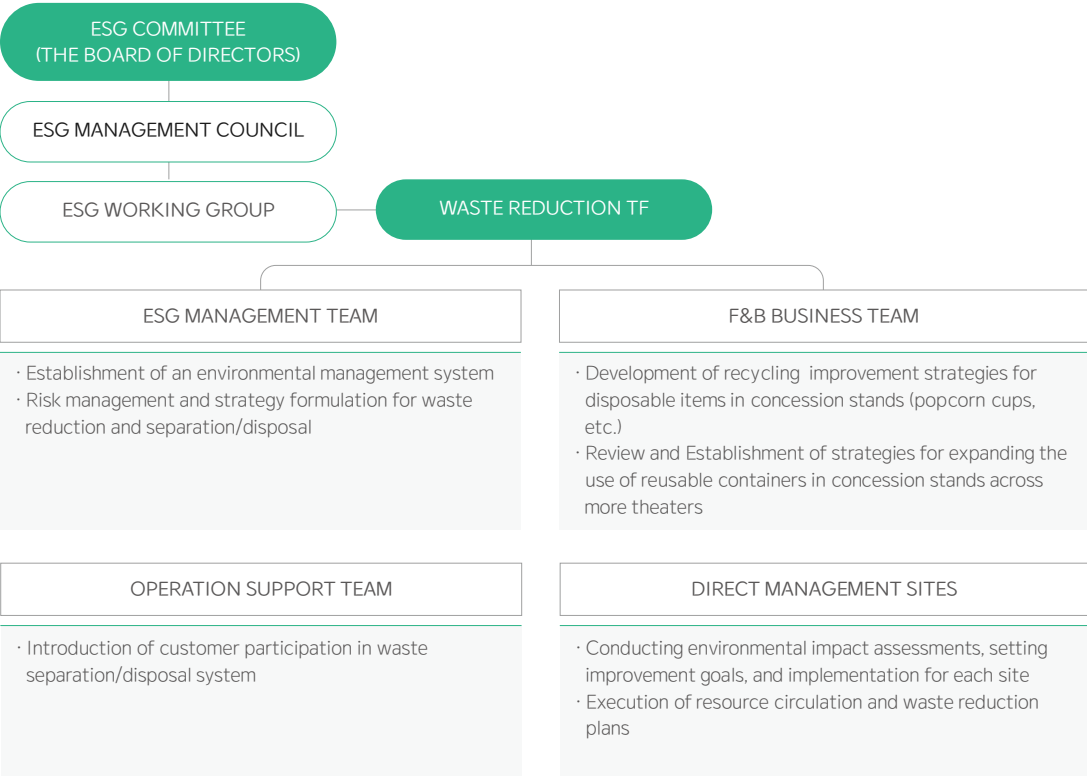
PLANET

WASTE REDUCTION AND RESOURCE CIRCULATION

WASTE REDUCTION DECISION-MAKING AND EXECUTION SYSTEM

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, pursuing waste reduction and resource circulation.

I CJ CGV WASTE REDUCTION AND RESOURCE CIRCULATION GOVERNANCE



WASTE REDUCTION

The primary sources of waste at CJ CGV are movie tickets and concession product sales. To address this, environmental impact assessments are conducted for headquarters and directly operated theaters, and each theater sets targets to reduce its environmental impact and minimize waste. In 2024, movie tickets were replaced with mobile receipts to reduce the use of paper, and packaging materials for concession items are being gradually transitioned to recyclable materials. In addition, single-use 3D glasses and discarded screens are collected for upcycling or donated to organizations in need, putting resource circulation into practice. These activities help reduce the amount of waste generated through theater operations and contribute to realizing a sustainable circular economy.

I CGV WASTE REDUCTION STATUS

 Ticketing	 Concessions	 Theaters
MOVIE TICKETS - Replaced with mobile tickets - For paper tickets, FSC-certified products are used (100% FSC-certified products purchased amounted to KRW 1.17 million in 2024)	POPCORN BUCKETS¹⁾ - Introduced popcorn buckets designed for easy recycling - Recyclable popcorn buckets: Minimized printed areas, reduced plastic coating (single-sided coating), two-colour printing compared to conventional popcorn buckets REUSABLE CUPS - A total of 175,335 cups used at seven directly operated theaters and the in-house cafés at headquarters in 2024 ICE CUP LIDS²⁾ - To reduce the use of plastic straws, the conventional dome-shaped cup lids have been replaced with resealable drinking lids that allow sipping without a straw	3D GLASSES - Approximately 300 boxes of single-use 3D glasses were collected from 2023 to 2024 - Donated to social enterprises promoting resource circulation DISCARDED SCREENS - Collected 79 screens in 2024 - Launched 5th goods made with discarded screens - Supported projects utilizing discarded screens both on-site and with external partners (Developing and selling upcycled screen merchandise in collaboration with the CGV Jeonju Hyoja Regional Upcycling Center, projects using discarded screens at Kyonggi University's Visual Information Design Department, etc.) WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT - Donated 7,715kg of projection equipment, sound equipment, office supplies, etc. marked for disposal

1) After test introduction in 15 theaters, expanded company-wide from July to August 2024

2) Changed in all directly operated and partner-operated sites in January 2025, used as a lid for un-carbonated drinks such as ade, iced, tea, coffee, etc.

PLANET

WASTE REDUCTION AND RESOURCE CIRCULATION

WASTE SEPARATION

WASTE SEPARATION

As part of our efforts to reduce waste emissions and establish a proper waste separation process, CJ CGV has been installing voluntary waste separation bins at the exits of 31 theaters since 2022. These bins are designed for separating popcorn buckets and drink cups, with enhanced signage to guide customers in the proper disposal of their waste as they leave. 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. In addition, CGV Daegu is making various efforts to increase customer participation, such as installing customer-driven waste separation bins, changing the layout of the bins based on corridor size, and broadcasting audio instructions for waste separation.



CJ CGV Customer-Led Waste Separation Guide Video



CJ CGV Trench-Type Liquid Drainage System

CGV Vietnam also encourages customers to participate in on-site waste sorting, implementing source separation of waste within its premises. Used batteries, cardboard boxes, and plastics are collected and entrusted to certified waste management companies for proper recycling.



CJ 4DPLEX sorts scrap metal, waste wood, waste paper, plastic film, and office waste generated at its Ochang plant by category for disposal. Annual contracts are signed with licensed waste collection, transport, and disposal companies to ensure all waste is handled legally. Of these, recyclable scrap metal and paper are fully recycled. The recycled resources are sold through the contracted waste management companies. This waste management system contributes to the proper handling of on-site waste and promotes resource circulation, establishing a sustainable operational foundation.

PLANET

WASTE REDUCTION AND RESOURCE CIRCULATION

RESOURCE CIRCULATION ACTIVITIES

When screens become outdated or a theater undergoes renovation, CJ CGV dismantles or replaces its screens. Traditionally, these retired screens were treated as ordinary industrial waste, but since 2021, CJ CGV has been operating an ongoing upcycling project to reuse these materials in innovative ways. Due to site renovations and the conversion of standard theaters into special formats, CJ CGV collected a total of 79 retired screens in 2024, all designated for upcycling.

CREATION OF UPCYCLED MERCHANDISE FROM RETIRED SCREENS

Since launching the project in 2021 in Korea, CJ CGV has been producing a variety of upcycled merchandises. CJ CGV collaborated with the 28th Busan International Film Festival in 2023 to repurpose old cinema screens into products such as bags, ticket holders, and keyrings sold as CGVxBIFF merchandise. In 2024, CJ CGV launched its fifth collection of upcycled goods, consisting of three items: a business card wallet, a laptop pouch, and a desk mat. CGV Vietnam also produced 150 upcycled laptop covers using retired cinema screens, which were distributed as commemorative gifts during the company’s Media Day. Additionally, 12,500 card holders were created and gifted to customers.

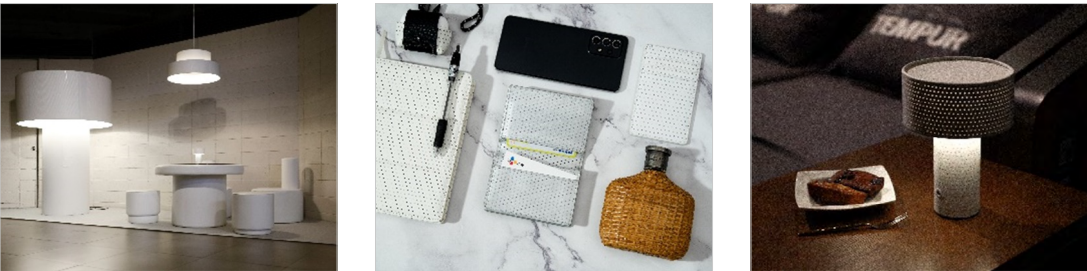
DISPLAY OF UPCYCLED SCREEN FURNITURE AND OBJECTS

Beyond merchandise, CJ CGV has broadened its upcycling efforts to include furniture and decorative objects made from retired screens. CJ CGV is displaying lighting fixtures, stools, and tables made in collaboration with designer Kim Ha-neul at locations such as CGV Hongdae and CGV Cine de Chef. CJ CGV aims to continue to integrate sustainable art and design perspectives within the theater environment through various future projects.

SUPPORT FOR UPCYCLING RETIRED CINEMA SCREENS

To expand the scope of its screen upcycling initiatives, CJ CGV provided retired cinema screens as material for the Visual Information Design Department’s graduation exhibition at Kyonggi University in 2024. The participating team, “Dearus,” showcased various upcycled goods they had created using the retired screen materials, including keyrings, business card wallets, and pencil cases. This collaboration exemplifies how linking with university projects can uncover new possibilities for repurposing waste resources and has laid the groundwork for sustainable design development and future industry–academia cooperation.

I DOMESTIC UPCYCLED SCREEN MERCHANDISE, FURNITURE, AND OBJECTS



I KYONGGI UNIVERSITY UPCYCLING PROJECT



I CGV VIETNAM'S RETIRED SCREEN MERCHANDISE



PLANET

WASTE REDUCTION AND RESOURCE CIRCULATION

RESOURCE CIRCULATION ACTIVITIES

RESOURCE CIRCULATION OF WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT, BATTERIES, AND OILS

In October 2023, CJ CGV signed a memorandum of understanding with E-Cycle Governance, Korea’s official recycling association for waste electrical and electronic equipment (WEEE), establishing a robust resource circulation system. In 2024, CJ CGV’s headquarters and directly operated sites in Korea recovered a total of 7,715kg of WEEE, including projection equipment, audio systems, and office devices. All collected items were processed for recycling at certified eco-friendly facilities, resulting in an estimated reduction of 19,613kg CO₂-eq in greenhouse gas emissions.

In recognition of these resource circulation achievements, CJ CGV was honoured with the Minister of Environment Award in the private sector category at the “2024 Modu-bium ESG Sharing Circular Economy Practice Awards,” which was jointly hosted by the Ministry of Environment and E-Cycle Governance.

To minimize environmental pollution and advance its commitment to eco-friendly management, CGV Indonesia recycles used batteries and used oils as resources. Working in partnership with PT Dongan Alam Sejahtera, the company collected 9,284.6kg of used batteries in 2024, which were repurposed as asphalt materials. In addition, CGV Indonesia worked with PT Tukr to reprocess 29,568kg of used lubricants into industrial biodiesel. These initiatives have enabled CGV Indonesia to achieve zero hazardous and toxic waste generation while generating revenue from the sale of recovered materials, thereby offsetting the cost of new purchases. Looking ahead, CGV Indonesia plans to expand its recycling efforts to include paper and plastics, further strengthening its brand image as an environmentally responsible company.

2024 recovered WEEE

7,715 kg

2024 recovered WEEE
projection equipment

21 pcs

2024 recovered WEEE
sound equipment

137 pcs

GHG reduced through the recovery of WEEE in 2024

19,613 kgCO₂eq



I RECEIPT OF 2024 MODU-BIUM ESG SHARING CIRCULAR ECONOMY PRACTICE AWARDS



PLANET

WASTE REDUCTION AND RESOURCE CIRCULATION

GREEN PACKAGING

CJ CGV has been adopting reusable beverage cup circulation systems and eco-friendly packaging in Korea to reduce the use of plastic and single-use products, thereby reducing waste and carbon emissions. Reusable cups have been introduced at seven directly-operated cinemas and the headquarters cafeteria in Korea, encouraging both customers and employees to participate in eco-friendly practices. In 2024 alone, a total of 175,000 reusable cups were used, directly reducing the use of disposable items by the same amount. Plans are underway to expand this initiative further, taking into account customer satisfaction and ease of use.

In addition, CJ CGV is striving to minimize its environmental impact across concession operations and theater infrastructure. All packaging materials used at concession stands are being converted to recyclable alternatives, with recyclable popcorn buckets (Medium, Large) fully introduced in all theaters in the second half of 2024.

CGV Vietnam prioritizes the use of biodegradable eco-friendly plastic bags at each concession stand, and employees use reusable kitchenware in offices to further reduce the use of single-use products.



Reusable Cup Drop-Off



Recyclable Popcorn Bucket



Eco-friendly Plastic Bag

BIODIVERSITY CONSERVATION INITIATIVES

SEOUL GRAND PARK X CGV VIDEO CAMPAIGN FOR BIODIVERSITY CONSERVATION

To raise awareness of the importance of conserving biodiversity, CJ CGV collaborated with Seoul Grand Park, Korea's first habitat conservation institution, to screen an educational video campaign inside the COEX theater in June 2024. The campaign highlighted endangered animals and the factors threatening their survival. A total of 14 species were featured, including the Siberian tiger, leopard, Asiatic black bear, red panda, spotted seal, Asian elephant, reticulated giraffe, vulture, otter, Korean goral, black-faced spoonbill, chimpanzee, white rhinoceros, and crane. Through this campaign, CJ CGV contributed to greater public awareness of the urgent need to protect endangered species.

I CJ CGV VIDEO CAMPAIGN FOR CONSERVATION OF ENDANGERED SPECIES



PLANET

WASTE REDUCTION AND RESOURCE CIRCULATION

ECO-FRIENDLY INFRASTRUCTURES

To mitigate the risks associated with non-eco-friendly construction, CJ CGV applies domestically certified eco-friendly paints to selected areas during cinema construction and is planning and reviewing expanding the use of eco-friendly interior materials in the future. At CGV Godeok Gangil, which newly opened in April 2025, all lighting fixtures—excluding the decorative interior lights in the entrance corridor, exit corridor, lobby, and foyer—are eco-friendly LED lighting. These lights use high-efficiency, eco-friendly lamps that reduce energy consumption compared to standard LED fixtures while providing enhanced brightness.

RISK MANAGEMENT PROCESS

CJ CGV Korea operates risk management processes to build eco-friendly infrastructures.



RENEWAL OF GREEN TECHNOLOGY CERTIFIED LED ADVERTISING MEDIA

In December 2024, during the renovation of CGV Gangnam, LED equipment used for advertising displays and movie screening information was installed using “Green Technology Certified” media, thereby expanding the eco-friendly advertising infrastructure.



CGV Gangnam Green Technology Certified Media Rendering

ECO-FRIENDLY INFRASTRUCTURE INDICATORS

CJ CGV Korea manages its eco-friendly purchase costs as key indicators of its eco-friendly packaging and infrastructures.

I CJ CGV ECO-FRIENDLY EQUIPMENT/CONSUMABLES PURCHASE STATUS¹⁾

Category	Unit	2022	2023	2024
Purchase Cost of Eco-friendly Certified Flooring Materials	KRW million	201	177	82
Purchase Cost of FSC-Certified Paper	KRW million	75	95	117
Total	KRW million	276	272	199

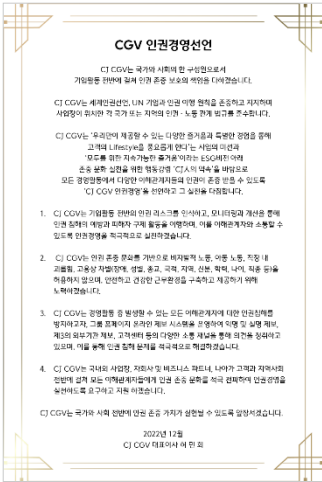
1) Limited to CGV Korea

PEOPLE

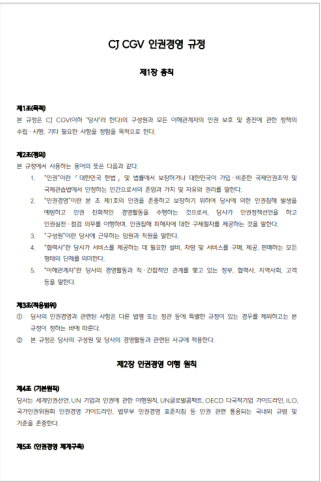
COMMITMENT TO HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS MANAGEMENT POLICY

In December of 2022, the CEO of CJ CGV made a public “Human Rights Management Declaration,” which was published 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. Through these efforts, 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, labour, environment, and anticorruption—into its policies and management activities. In 2023, based on the Human Rights Management Declaration, the company developed human rights management regulations to enhance its human rights policy. The company’s employment rules explicitly prohibit workplace harassment, sexual harassment, unfair treatment, and discrimination, and we are committed to fostering a work environment in which the human rights of all employees are respected.



CJ CGV Declaration of Human Rights Management



CJ CGV Human Rights Management Regulations

HUMAN RIGHTS MANAGEMENT PROMOTION STATUS

CJ CGV has been promoting human rights management since 2023 after establishing a human rights management system in 2022. After establishing our mid- to long-term goals, CJ CGV has been flexibly adjusting and implementing detailed action plans each year based on its business circumstances. From 2026 onward, the company plans to expand and further advance its human rights management practices to different regions within Korea, and from 2027, to extend these initiatives to the global business sites as well.

I CJ CGV HUMAN RIGHTS MANAGEMENT PROMOTION STATUS AND MID- TO LONG-TERM GOALS

2024	2025	2026	After 2027
Enhancing Human Rights Management		Advancing Human Rights Management	
① ESTABLISHMENT OF HUMAN RIGHTS MANAGEMENT SYSTEM - Assessing risks, identifying improvement tasks - Implementation and monitoring of improvement activities	① STRENGTHENING HUMAN RIGHTS MANAGEMENT GOVERNANCE Establishing human rights management training system	① EMBEDDING HUMAN RIGHTS MANAGEMENT Preparation for wider due diligence (updating issues based on pilot assessments, etc.)	① ADVANCING HUMAN RIGHTS MANAGEMENT - Establishing local remedial procedures - Implementing and monitoring local procedures
② DEVELOPMENT AND IMPLEMENTATION OF HUMAN RIGHTS DUE DILIGENCE SYSTEM - Establishment of a corporate human rights due diligence system - Pilot audit due diligence conducted primarily in domestic directly operated theaters	② SYSTEMATIZATION OF HUMAN RIGHTS AUDITS Follow-up on results and improvement actions from pilot due diligence	② EXPANDING THE SCOPE OF BUSINESS HUMAN RIGHTS AUDIT Expanding to additional domestic sites by region	② STRENGTHENING HUMAN RIGHTS MANAGEMENT IN THE SUPPLY CHAIN Expansion to global business locations

PEOPLE

COMMITMENT TO HUMAN RIGHTS MANAGEMENT

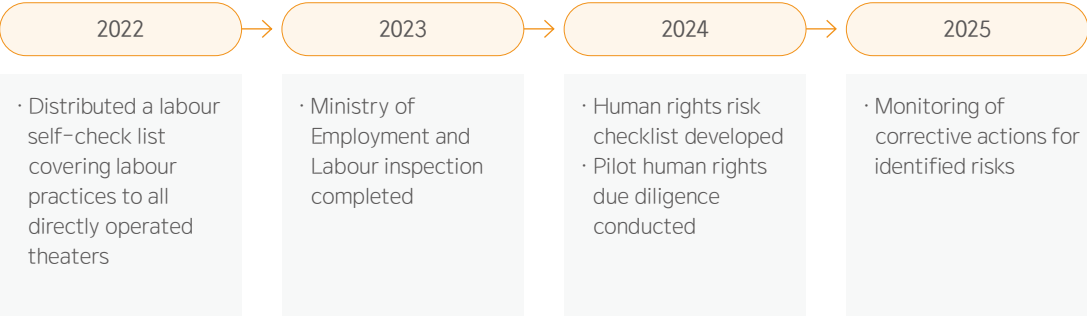
HUMAN RIGHTS RISK MANAGEMENT

CJ CGV proactively identifies and manages risk factors that could potentially lead to human rights violations. Since the end of 2022, CJ CGV has distributed a labour self-check list, including for labour practices, to all theaters as part of its efforts to prevent risks. In 2023, labour inspections were completed by the Ministry of Labour. In 2024, CJ CGV developed a human rights impact assessment checklist and conducted pilot human rights due diligence at six sites in the Seoul metropolitan area (Yongsan, Yeouido, Yeongdeungpo, Pangyo, Incheon, and Hwamyeong) in the second half of the year. In 2025, the company plans to focus on addressing the risks identified through the 2024 pilot assessments. As the first step of the human rights risk assessment, on-site workers were identified to be stakeholders particularly vulnerable to human rights risks. Key findings included the need to improve rest break guarantees, strengthening accident prevention systems, and providing psychological support for emotional labour. To explore improvement measures for these issues, in January 2025 site managers (CMs and branch managers) held discussions on the current status and enhancement of employee break time management. Moving forward, CJ CGV will continue to treat these as critical human rights issues, and work to make improvements.

I CJ CGV'S HUMAN RIGHTS MANAGEMENT PROCESS



I CJ CGV KOREA'S KEY HUMAN RIGHTS RISK MANAGEMENT STATUS BY YEAR



I CJ CGV KOREA ACTIVITIES TO IDENTIFY AND MONITOR HUMAN RIGHTS RISKS

Category	Detail
Open Talk	· A time for discussing human rights risk issues and improvement measures between HR personnel and site workers
One-on-One Employee Interviews“Group Caring”	· A program in which 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”	· A program in which labour-management council worker representatives and HR personnel visit sites to hear grievances and suggestions directly

I CJ CGV KOREA'S MAJOR HUMAN RIGHTS RISKS

Category	Detail
Need to Strengthen Safety Incident Prevention System	· Burns are a frequent occurrence for workers at concession stands; although protective equipment is provided, greater awareness of accident prevention is needed · At sites with Auntie Anne’s or A Twosome Place, burns caused by oven use are relatively more frequent
Need to Guarantee Break Time	· The patterns of break time usage vary by site size. – At small and standard sites, strict compliance with the one-hour break is difficult due to shift arrangements – Flagship sites ensure that the full one-hour break is provided · The degree to which employees take breaks also depends on the site atmosphere, the mindset of managers, and whether there is a Master Smile Friend
Need to Strengthen Human Rights Management Awareness Level	· Overall, site employees show low levels of awareness and interest in human rights management · Handling difficult customer complaints has been identified as the most vulnerable area for employee protection and care – Clearer guidelines and improved measures to protect employees in such cases are needed

PEOPLE

COMMITMENT TO HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS GRIEVANCE HANDLING

CJ CGV and CJ OliveNetworks operates three channels to allow its members to more easily express difficulties that may be harder 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 is quickly determined. Responsible personnel undergo specific training to familiarize themselves with the grievance handling process. In addition, confidentiality is a priority in grievance handling; therefore, information is shared with only a minimum number of departments/personnel to ensure there is no disadvantage 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 needed to prevent recurrence. The grievance handling system targets not only the headquarters and field staff but also external stakeholders, including subcontractors. In 2024, 12 valid human rights-related reports received through the CJ online reporting system, and all 12 were resolved with appropriate corrective actions.

Number of human rights-related reports received through CJ online reporting system in 2024

Total **12** cases **(100% RESOLVED)**



I CJ CGV AND CJ OLIVENETWORKS HUMAN RIGHTS GRIEVANCE HANDLING PROCESS



I CJ CGV AND CJ OLIVENETWORKS HUMAN RIGHTS GRIEVANCE REPORTING CHANNELS

Category	Detailed Content
Handling of Work	Within the designated team, designated personnel are responsible for handling workplace harassment and bullying cases. They provide balanced and systematic counselling and manage the process of resolving such incidents.
Grievance Handling Committee	A grievance handling committee is appointed through labour-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.

I CJ CGV¹⁾ AND CJ OLIVENETWORKS HUMAN RIGHTS REPORTS AND ACTIONS STATUS

Category	2022		2023		2024	
	CJ CGV	CJ OliveNetworks	CJ CGV	CJ OliveNetworks	CJ CGV	CJ OliveNetworks
Total Number of Human Rights Reports Received	7	5	5	1	3	9
Number of Valid Human Rights Reports Addressed and Resolved	4	5	4	1	3	9
Human Rights Report Resolution Rate	100%	100%	100%	100%	100%	100%

1) Includes CGV China, Vietnam, Indonesia, Türkiye, and CJ 4DPLEX

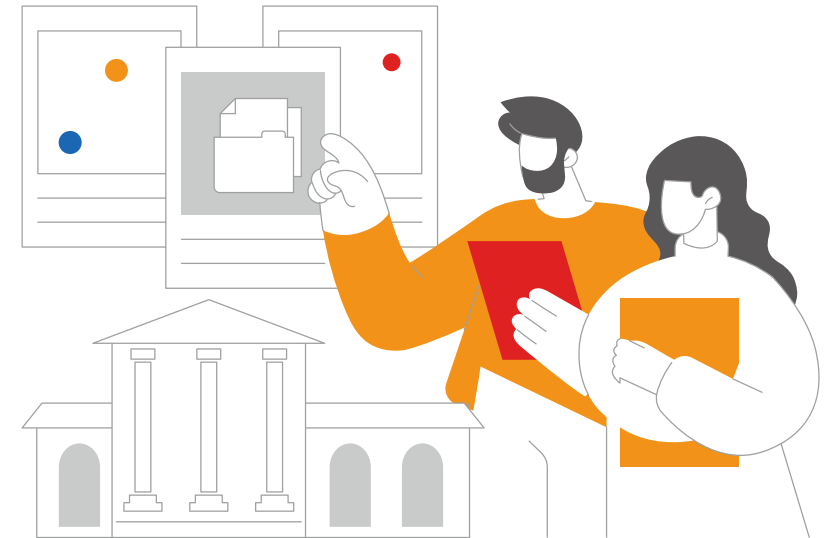
PEOPLE

COMMITMENT TO HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS MANAGEMENT TRAINING

CJ OliveNetworks is fostering a shared understanding of human rights management and preventing human rights violations within the organization. In 2024, training was conducted online in December and recorded a completion rate of 86%. The training covered ① the concept and importance of human rights management, ② key cases in the IT industry, and ③ response procedures in the event of human rights violations. Through this training organizational awareness of human rights has improved, and employees now understand the procedures to seek support in cases of violations. This has contributed to the establishment of a preventive system against human rights risks and to the cultivation of a healthier organizational culture.

I CJ OLIVENETWORKS HUMAN RIGHTS MANAGEMENT TRAINING CONTENT



PEOPLE

COMMITMENT TO HUMAN RIGHTS MANAGEMENT

INITIATIVES TO SUPPORT SOCIALLY VULNERABLE GROUPS

IMPROVING SERVICE ACCESSIBILITY FOR SOCIALLY VULNERABLE GROUPS

In compliance with the “Enforcement Decree of the Act on the Prohibition of Discrimination against Persons with Disabilities,” which came into effect in July 2024, CJ CGV is currently collaborating with CJ OliveNetworks to prepare the introduction of barrier-free kiosks within theaters. Development and testing are underway, with the goal of implementation by the fourth quarter of 2025. In the advertising business segment, CJ CGV is also working on repositioning advertising spaces to enhance customer accessibility and convenience, with development testing currently underway and implementation planned by the fourth quarter of 2025. These improvements will be applied to the newly established CGV Paju Unjeong Starfield Village, scheduled to open in November 2025, and will be subsequently expanded to major sites nationwide to contribute to improved accessibility and convenience for socially vulnerable groups.

CJ OliveNetworks contributes to building a digitally inclusive society by enhancing the accessibility of various digital platforms. In our AI services as well, CJ OliveNetworks respects all forms of diversity, including gender, race, religion, region, and ethnicity, and strives to prevent any form of social discrimination, bias, or prejudice. Through this, CJ OliveNetworks ensures accessibility for vulnerable and marginalized groups who may be easily excluded in an intelligent information society, providing experiences and opportunities that are easily accessible to everyone.

✓ CJ Group Web/App Accessibility Diagnosis and Consulting (Conducted Annually from March to December)

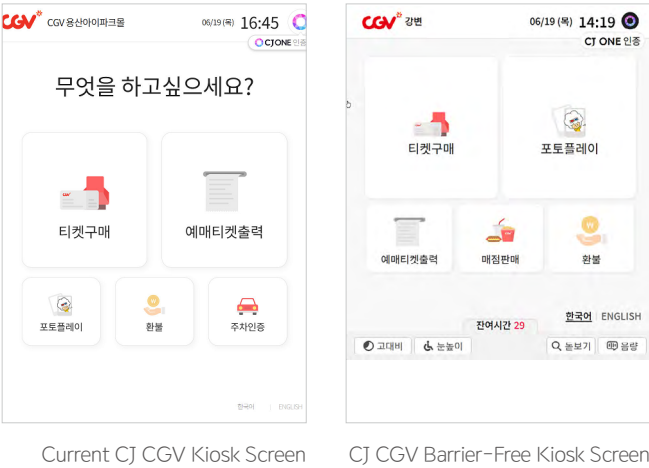
We assess the accessibility of the various websites and mobile applications provided by CJ Group and propose improvement measures. We ensure that they are designed, developed, and operated in compliance with relevant standards, such as the Web Content Accessibility Guidelines (WCAG¹⁾). Through regular assessments and consulting, we manage CJ Group’s digital platforms to maintain a high level of accessibility.

1) Web Content Accessibility Guidelines (WCAG): an international standard designed to make web content more accessible and usable, both for people with and without disabilities

✓ CJ CGV Barrier-Free Kiosk Consulting and Implementation Project

CJ CGV is enhancing kiosk accessibility to enable all users, including persons with disabilities and seniors, to use services such as movie ticket booking and issuance without discrimination. Specifically, the company has optimized the kiosk screen layout, input methods, and information presentation, while adding assistive features such as voice guidance and Braille stickers.

I CJ CGV BARRIER-FREE KIOSK



PEOPLE

SOCIAL CONTRIBUTION

SOCIAL CONTRIBUTION DECISION-MAKING EXECUTION SYSTEM

CJ CGV operates a Social Contribution Committee to ensure the 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 for donation amount.

I COMPOSITION AND ROLE OF SOCIAL CONTRIBUTION COMMITTEE

- **COMPOSITION:** Committee Chairman (CEO), Chief Business Innovation Officer, Chief Business Support Officer, Chief of Media Platform Business Division, Director of Strategic Support, Compliance Manager
- **ROLE:** Review the appropriateness of donations and decide on the scale of donations

SOCIAL CONTRIBUTION STRATEGY

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

VISION

Culture for All, Creating a Better Tomorrow

MISSION

Expand Cultural Enjoyment Rights for the Underprivileged & Support the Growth of Future Generations

SOCIAL CONTRIBUTION PERFORMANCE MANAGEMENT

Every year, CJ CGV manages quantitative goals and outcomes related to community participation and development. The company manages key indicators such as social contribution expenses, number of volunteers, and total volunteer hours, and discloses its annual performance and targets for the following year to clearly demonstrate its long-term commitment to community engagement. Taking current business conditions into account, CJ CGV plans to maintain the scale of its social contribution activities over the next three years, while focusing on enhancing the quality and substance of these initiatives as its short- to mid-term goal.

I CJ CGV SOCIAL CONTRIBUTION PERFORMANCE AND IMPLEMENTATION PLAN¹⁾

Social Contribution Implementation Plan	Unit	Performance (2024)	Plan (2025)	Plan (2026)	Plan (2027)
Community Investment and Donation Amount	KRW million	221	221	221	221
Employee Volunteer Participation Hours	Hour	852	852	852	852
Number of Employee Volunteers	Person	146	146	146	146

1) Limited to CGV Korea

PEOPLE

SOCIAL CONTRIBUTION

CJ CGV SOCIAL CONTRIBUTION PROGRAMS

“JIPSITONG” FOREST CREATION VOLUNTEER ACTIVITY

In 2023 and 2024, CJ CGV participated in volunteer activities as part of “Jipsitong,” a remote forest creation program. “Jipsitong” is a community-based green initiative in which participants germinate and nurture acorn seeds at a location of their choice and later contribute the seedlings to actual forests. A total of 130 CJ CGV employees took part, carefully growing acorn seedlings in their homes or offices for over 100 days. The 130 acorn saplings cultivated by employees were donated to Noeul Park in Sangam-dong, Mapo-gu, Seoul. These saplings will continue to grow in the park’s nursery for an additional two to three years before being planted as part of the “Forest Where Animals Are Happy” project.

VOLUNTEER ACTIVITIES BY COMMUNITY VOLUNTEER GROUP “YONGSAN DRAGONS”

Since 2018, CJ CGV has been part of “Yongsan Dragons,” a public-private-academic collaborative volunteer group based in Yongsan. Each year, the group engages in a variety of activities, from urban green space creation to job mentoring for young job seekers and delivery of gift packages to local children. In April 2024, to mark Arbor Day, CJ CGV helped create an urban garden in the plaza in front of HDC Yongsan I’Park Mall (Yongsan Station), where its headquarters are located. Approximately 3,150 saplings were planted to restore damaged green areas and provide a new community rest space. In October 2024, in collaboration with the nonprofit organization Ongi, employees from Yongsan Dragons member companies gathered to write heartfelt replies to letters from citizens sharing their personal concerns.

BOM WITH YOU

Since 2017, CJ CGV has operated “Exciting Film School,” an educational donation program for teenagers. This flagship social contribution initiative supports young people in exploring various career paths and social issues through film, and its impact has been recognized with two Minister of Education Awards. In 2024, the program was expanded into an educational donation program that not only multiplex cinemas like CJ CGV can participate, but also independent art cinemas and small community theaters can participate with support from the Korean Film Council.

The expanded program is now offered under the name “Bom With You”, providing teenagers with opportunities to watch films in theaters and engage in educational activities based on the content. “Bom With You” helps students deepen their understanding of the artistic, literary, and educational messages within films, and encourages career exploration by examining the various professions and social issues portrayed on screen. In 2024 alone, CJ CGV held more than 160 “Bom With You” special lectures at theaters nationwide, reaching approximately 22,000 teenagers.

| FOREST CREATION “JIPSITONG”



| YONGSAN DRAGONS



| BOM WITH YOU



PEOPLE

SOCIAL CONTRIBUTION

CJ CGV SOCIAL CONTRIBUTION PROGRAMS

ONGIBOX

In December 2021, CJ CGV entered into a partnership with the nonprofit organization “Ongi” and installed the first “Ongibox” in theaters. The “Ongibox” is a non-profit initiative by “Ongi,” in which 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 with ages ranging from their 20s to their 70s. As of April 2025, CJ CGV has installed and is operating Ongiboxes in 24 theaters.¹⁾ In 2024 alone, a total of 8,303 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.

1) CGV Yongsan I’Park Mall, Wangsimni, Yeongdeungpo, Yeouido, Yeonnam, Gangbyeon, Seomyeon, Jeonju Hyoja, Daegu, Daejeon, Ulsan Samsan, Incheon, Jeju, Shinsegae Gyeonggi, Starfield City Wirye, Ilsan, Ansan, Sopung, Gwanggyo, Gwangju Sangmu, Pangyo, Chuncheon, Dongtan, and Sungshin Women’s University.

SOCIAL VALUE OF CJ CGV X ONGIBOX

INSTALLATION OF EMOTIONAL MANAGEMENT INFRASTRUCTURE IN CGV (ONGIBOX)

Performance of Installation and Operation

Approximately KRW **22** million



MENTAL WELL-BEING ENHANCEMENT THROUGH RESPONSE LETTERS

Economic Activity Re-Engagement Effect

Approximately KRW **131** million



Early Detection and Prevention of High-Risk Cases

Approximately KRW **30** million

Suicide Prevention Effect

Approximately KRW **101** million

	Unit	2022	2023	2024
Investment Budget	KRW million	21	23	34
Social Value	KRW million	182	474	480
Social Value Multiplier	Times	8.48	21.07	13.98

PEOPLE

SOCIAL CONTRIBUTION

CJ OLIVENETWORKS SOCIAL CONTRIBUTION PROGRAMS

CJ SW CREATIVITY CAMP

Since 2015, CJ OliveNetworks has been running “CJ SW Creativity Camp,” a talent-donation social contribution program that draws on the IT expertise of its employees. The program is designed to help children and youth to easily and enjoyably engage with software while developing their creativity and logical thinking skills. “CJ SW Creativity Camp” uses specialized educational tools such as 「Lego Spike Prime」 and NEO Think-Car and is delivered based on a proprietary curriculum developed by CJ OliveNetworks. Providing more than just a one-time education, the program lays out a step-by-step learning process that supports students’ continuous growth.

I SUMMARY OF CJ SW CREATIVITY CAMP OPERATIONS IN 2024

Number of Operations	Number of Volunteers	Number of Student Participants
136	803	3,144
Detailed Program	Visiting AI·SW Creativity Camp, Girls can do IT, SW School Attack	
Cumulative Number of Participating Students	Cumulative Number of Participating Instructors	Number of In-house Developed Courses
14,725	4,617 (University students, employee volunteer group, etc.)	39
Awards	· Selected as an Outstanding Company for Youth-Friendly Social Contribution (October 2024) - At the Youth Leap Membership Conference hosted by the Ministry of Employment and Labour · Awarded the Prime Minister’s Commendation for ICT Service at the Science and ICT Day Ceremony (April 22, 2025)	

“SW SCHOOL ATTACK” WITH EMPLOYEE VOLUNTEER GROUP

CJ OliveNetworks runs “SW School Attack,” a social contribution educational program leveraging the IT expertise of its employees to support children and youth from digitally marginalized backgrounds. The program features a hands-on curriculum that includes lessons on the principles of autonomous driving, coding practice, and team projects, with the goal of helping to bridge the digital divide. From June to September 2024, a total of 119 children from six schools in the Seoul metropolitan area participated, with 27 employees volunteering as instructors.

“GIRLS CAN DO IT” IN PARTNERSHIP WITH CJ-UNESCO GIRLS’ EDUCATION CAMPAIGN

CJ OliveNetworks also operates “Girls Can Do IT,” a digital education program for girls from rural areas and low-income families, in collaboration with the CJ-UNESCO Girls’ Education Campaign. Aimed at closing the educational gap and expanding opportunities to explore IT careers, the program combines online and offline activities. In December 2024, an overnight offline hackathon was held for five teams of middle school girls from across the country, and one-day course was offered to 80 elementary school girls at Community Child Center. A total of 98 girls, including 18 hackathon participants, took part in “Girls Can Do IT.”

I SW SCHOOL ATTACK



I GIRLS CAN DO IT



PEOPLE

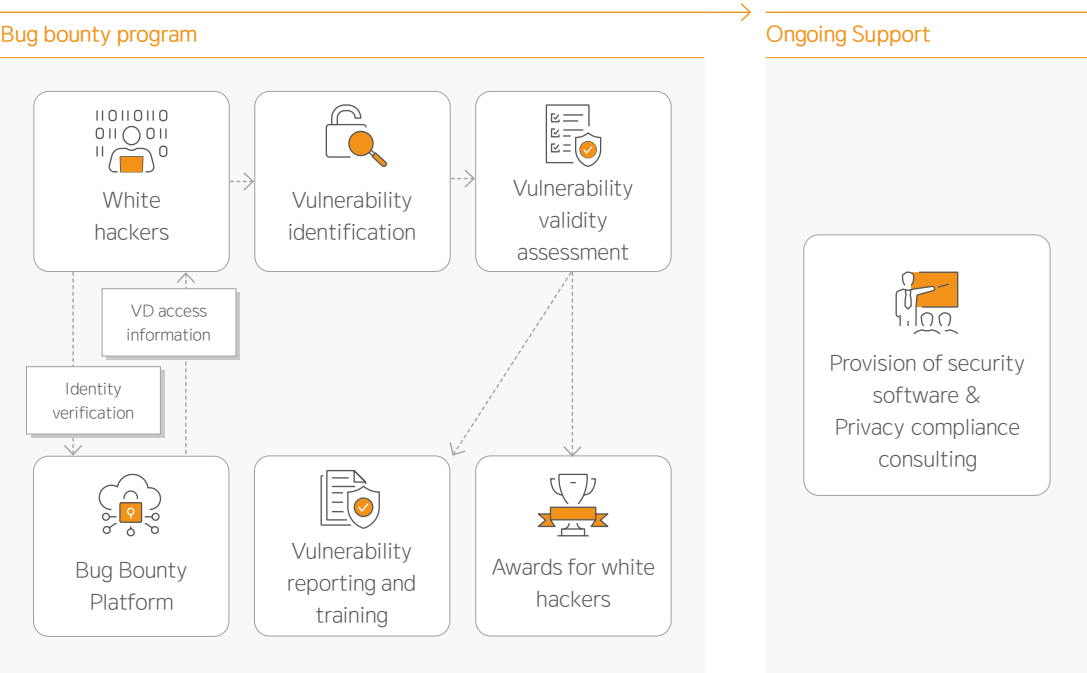
SOCIAL CONTRIBUTION

CJ OLIVENETWORKS SOCIAL CONTRIBUTION PROGRAMS

“WHITE HAT TOGETHER” CYBERSECURITY CAPACITY-BUILDING PROGRAM FOR SMES AND MID-SIZED COMPANIES

CJ OliveNetworks operates the “White Hat Together” program to strengthen the cybersecurity capabilities of small and medium-sized enterprises (SMEs) and mid-sized companies, contributing to a safer digital environment. This program brings together the private sector, government, and academia in a Collective Impact approach as part of the company’s ESG management efforts. Since 2020, the program has provided free, customized security consulting, including mock hacking, personal information compliance audits, and security training to approximately 100 SMEs and mid-sized companies. Season 3 of White Hat Together, co-organized for the third consecutive year with KISA, FindTheGap, and other partners, held its results-sharing event in November 2024. Each year, about 500 to 600 white hat hackers participate in the program, who together have identified more than 1,000 security vulnerabilities. Based on their reports, CJ OliveNetworks’ security experts develop tailored vulnerability remediation guides and provided consulting to participating companies, helping them address potential security risks and build a healthier cybersecurity ecosystem for SMEs and mid-sized companies.

I CJ OLIVENETWORKS “WHITE HAT TOGETHER” PROCESS



I CJ OLIVENETWORKS “WHITE HAT TOGETHER” OPERATION RESULTS (AS OF THE END OF 2024)

Participating White Hat Hackers	Number of Reported Vulnerabilities	Participating Companies
1,332 persons	2,947 cases (757 cases valid)	Approximately 100 companies

I CJ OLIVENETWORKS’ “WHITE HAT TOGETHER” PARTNERS

Organizer/Host	Korea Internet & Security Agency (KISA), CJ OliveNetworks, FindTheGap, Korea Education and Research Information Service
Support	Ministry of Science and ICT, Korea Institute of Information Security & Cryptology (KIISC)

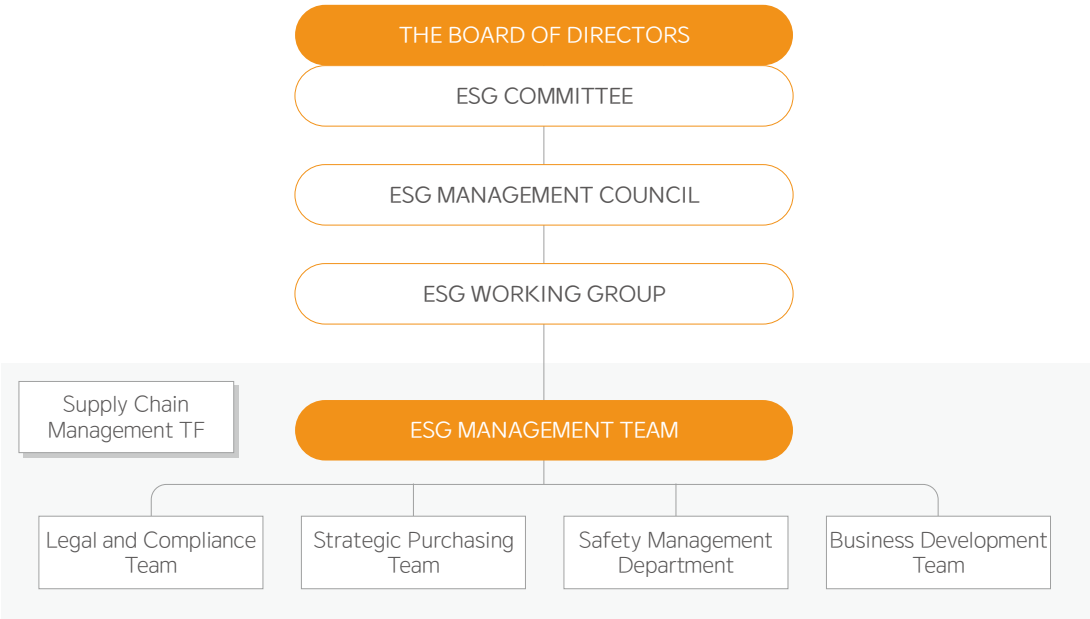
PEOPLE

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

SUPPLY CHAIN MANAGEMENT DECISION-MAKING EXECUTION SYSTEM

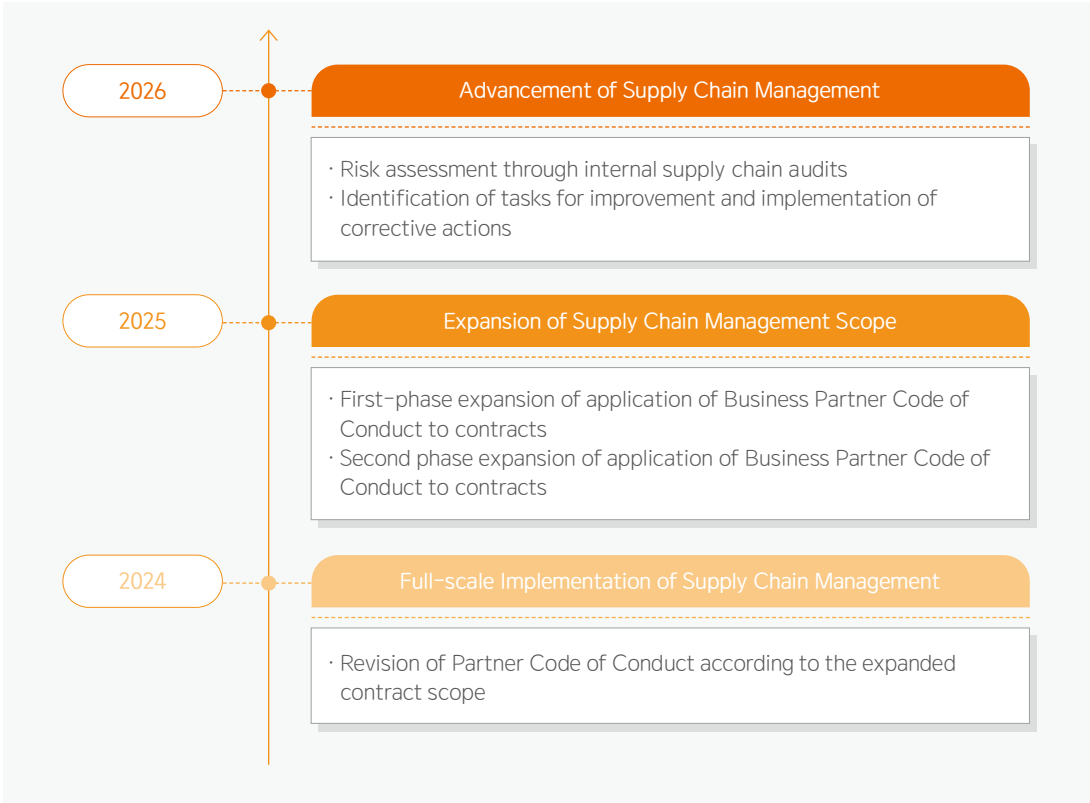
CJ CGV operates a Supply Chain Management Task Force (TF) within the ESG Working Group to establish and maintain a supply chain management system. This initiative aims to support co-prosperity with partner companies and promote sustainable management. The TF ensures that partners conduct their operations legally and ethically while engaging in sustainable activities. Led by the ESG Management Team, the Supply Chain Management TF consists of the Legal and Compliance Team, the Strategic Purchasing Team, the Safety Management Department, and the Business Development Team.

I CJ CGV'S SUPPLY CHAIN MANAGEMENT DECISION-MAKING EXECUTION SYSTEM



SUPPLY CHAIN MANAGEMENT ROAD MAP

CJ CGV is reinforcing mid-to long-term supply chain management step by step based on the road map established in 2022.



PEOPLE

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

AMENDMENT OF CJ CGV PARTNER CODE OF CONDUCT

CJ CGV first established its Partner Code of Conduct in 2022 and later revised it in March 2024 to expand its scope of application. The Partner Code of Conduct sets out clear standards that partner companies must comply with, covering areas such as ethical management, human rights and labour, occupational safety, and environmental protection. Since the Partner Code of Conduct was introduced in 2022, the Strategic Purchasing Team has required all newly contracted domestic partners to sign a pledge to abide by the Partner Code of Conduct as part of their purchase agreements. In addition, standard purchase agreements, including the pledge, have been re-executed with 70 key existing partners. CJ CGV confirms its partners’ commitment to compliance through the Partner Code of Conduct. In 2024 this practice expanded beyond the Strategic Purchasing Team to include other departments such as the Business Development Team, resulting in a total of 151 new or renewed contracts. Beyond the domestic supply chain, CJ CGV has established and strengthened its global supply chain management system by enacting the group-wide CJ Global Supply Chain Ethics Policy in February 2025. Through this policy, CJ CGV communicates clear and consistent expectations to its business partners, demands compliance with ethical, safety, and legal requirements, enhances supply chain transparency, and enforces responsible practices. This approach helps mitigate supply chain risks and fosters long-term partnerships and trust with business partners. CGV China and CGV Vietnam also include the Partner Code of Conduct in contracts where necessary.

I CJ CGV PARTNER CODE OF CONDUCT

Ethical Management	Human Rights and Labour	Safety Management	Environmental Protection
· Anti-corruption · Fair trade · Information disclosure · Protection of intellectual property · Personal information protection · Compliance with global sanctions and regulation law	· Voluntary labour · Protection of child and minor workers · Compliance with working hours · Wages and benefits · Humanitarian treatment · Prohibition of discrimination	· Industrial safety · Emergency preparedness · Management of industrial accidents and diseases · Strengthening workplace safety · Conducting safety and health education	· Compliance with environmental regulations · Reporting of environmental permits · Prevention of environmental pollution · Reduction of energy consumption and greenhouse gas emission

AMENDMENT OF CJ OLIVENETWORKS PARTNER CODE OF CONDUCT

CJ OliveNetworks recognizes that its partners are a fundamental source of corporate competitiveness and is committed to fostering a successful co-growth ecosystem through fair and transparent supply chain management. To ensure that both its employees and those of its partners conduct business according to high ethical standards and engage in fair and sustainable practices, the company has established the CJ OliveNetworks Partner Code of Conduct (hereinafter referred to as the “Code of Conduct”). As of the end of 2024, CJ OliveNetworks has achieved a 100% commitment rate to the Code across all 577 of its partners.

I CODE OF CONDUCT FOR CJ OLIVENETWORKS’ PARTNERS

Compliance with Business Ethics	· Adherence to Ethical Management and Prohibition of Improper Gains · Information Disclosure · Information Security	· Protection of Whistleblowers and Prohibition of Retaliation · Compliance with Global Regulations and Laws Regarding Sanctions
Respect for Workers’ Human Rights	· Prohibition of Forced Labour · Prohibition of Child Labour and Management of Young Workers · Prohibition of Excessive Overtime	· Wages and Benefits · Humane Treatment · Non-Discrimination · Freedom of Association
Workplace Safety and Health	· Occupational Safety · Emergency Preparation	· Prevention of Occupational Incidents and Illness · Safety and Health Training
Environmental Protection	· Compliance with Environmental Laws (Permits and Reporting) · Pollution Prevention and Resource/Energy Saving · Waste/Wastewater Management	
Management System	· Management’s Commitment for Compliance and Accountability · Audits, Assessments, and Improvements · Risk Assessment and Management · Establishment of Improvement Goals	· Training and Communication · Employee Feedback, Improvement, Grievance Handling · Responsibility of Partner Companies

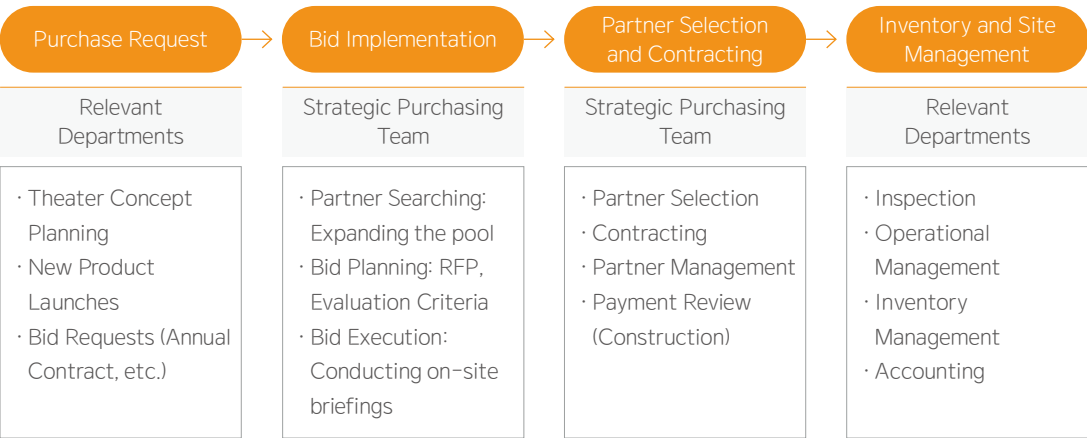
PEOPLE

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

PURCHASING PROCESS

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. In addition, 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.

I CJ CGV'S PURCHASING PROCESS



TRAINING RELATED TO SUPPLY CHAIN

New purchasing managers at CJ CGV must undergo CJ Group's Basic Purchasing Training, which covers partner company selection and management according to purchasing guidelines, fair trade, foreign purchasing, negotiation and cost reduction strategies. Through this, they learn the importance of complying with the purchasing process and the key principles in each step, ensuring smooth collaboration with partner companies.

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 task requests and set up break rooms to improve working conditions. To maintain theater cleanliness and minimize VOC (Voice of Customer) issues, the educational documents for each provider are regularly updated. 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. During the renovation of the CGV Yongsan lobby, the construction schedule was revised to allow for an extended period, ensuring the work could be completed without any safety incidents. This adjustment was made due to concerns being raised during the on-site briefing session that the main tasks of removing columns and finishes within the lobby space required overnight high-altitude work and would be difficult to complete the work within the original timeframe. In 2024, all valid partner company grievances were fully addressed.

For cleaning service providers, a handover process will be established starting with contracts signed in 2025 to minimize operational disruptions during provider changes and to help new partner companies adapt quickly to the site. For construction and installation partners, an online site briefing will be introduced from 2025 to support their smooth participation, and the budget threshold that limits the number of participating partner companies in bidding has been partially lowered to encourage broader participation.

PEOPLE

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

CJ CGV PARTNER SUPPORT PROGRAMS

CJ CGV engages in various support activities to achieve practical and mutual growth with its partner companies. The Screening Technology Team holds irregular meetings with partners to discuss job-related improvements, equipment issues, and accidents. The team also actively discusses job-specific content such as RMA (Return Merchandise Authorization) processes and discusses the introduction of new equipment and field tests. These sessions help to 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 our mutual trust with partner companies.

CJ 4DPLEX PARTNER SUPPORT PROGRAMS

In 2024, CJ 4DPLEX conducted biannual quality inspections and guidance sessions for its key component partners. The purpose of these inspections is to enhance partners’ quality and cost competitiveness while managing an optimal pool of partners under the current purchasing framework. Through regular evaluations, the company aims to maintain high standards, prompt corrective action for inadequate systems, and foster a robust, systematic production environment. This year’s inspections targeted 13 partners producing critical parts in-house: 10 companies in the 4DX division, including SMARTMOTION, and 3 companies in the SCREENX division, including Optimal. Following assessments, improvement requests and deadlines are issued, with follow-up reassessments conducted. Companies rated with a grade of D are subject to a review of their continued partnership eligibility. If a company shows no willingness to improve, alternative partners are identified, and orders are restricted while they are excluded from bidding for new products. These inspections were carried out by an assessment task force comprised of the Purchasing, Quality, Production, and Product teams.

CJ OLIVENETWORKS PARTNER SUPPORT PROGRAMS

CJ OliveNetworks strives to earn the trust of its stakeholders by establishing and implementing fundamental programs that promote mutual growth and foster sustainable partnerships with its partner companies. To lead the way in creating a more beneficial business ecosystem, CJ OliveNetworks provides a range of partner support initiatives, including financial assistance and activities that encourage open, horizontal communication.

FINANCIAL SUPPORT

CJ OliveNetworks operates a mutual growth fund of KRW 10 billion to support its partner companies with low-interest loans, helping to ensure their business stability and ease their financial burden. In addition, subcontract payments that were previously issued as promissory notes are now paid in cash, and partners are exempted from providing surety bonds for advance payments and contract performance guarantees.

PEOPLE

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

CJ OLIVENETWORKS PARTNER SUPPORT PROGRAMS

EXPANDING COMMUNICATION

CJ OliveNetworks hosts Partner's Day, a regular meeting with partners, to foster collaborative growth and strengthen open communication and cooperation. Executives and employees from both CJ OliveNetworks and partner companies attend these sessions to share the company's key business directions, introduce mutual growth support programs, and actively listen to partners' VOC, etc. broadening communication efforts. In addition, to support partners in securing sales channels, CJ OliveNetworks operates an open proposal system. With this platform, new companies wishing to do business with CJ OliveNetworks, as well as existing partners, can submit business proposals at any time, further strengthening collaborative ties.

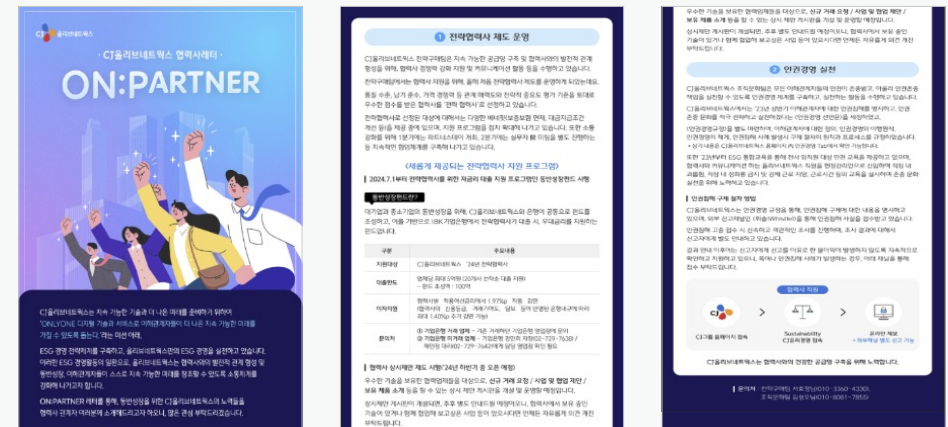
| OLIVENETWORKS PARTNER'S DAY MEETING



LETTERS TO STRATEGIC PARTNERS

In 2024, CJ OliveNetworks sent letters to the CEOs and HR managers of 22 strategic partner companies. The 2024 letters outlined the strategic partner program and the support initiatives available to them, providing detailed information on capacity-building and business support measures offered through the program. In addition, the letters shared CJ OliveNetworks' human rights management practices and guidelines, detailing procedures for addressing grievances and reporting any human rights violations. CJ OliveNetworks will continue to issue this letter to strategic partners annually, as a way of reinforcing our long-term partnerships.

I CJ OLIVENETWORKS 2024 LETTERS TO STRATEGIC PARTNERS



PEOPLE

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

PARTNER ESG MANAGEMENT CHANNELS

CJ CGV engages in direct communication with a wide range of partner companies. The purchasing department provides guidance on key collaboration considerations, ESG management, and operational procedures while carrying out monitoring. Areas for improvement are identified and addressed each year. In addition, the Corporate Audit Team collects information on partners from each department before major holidays (Lunar New Year and Chuseok) to send letters from the CEO, promoting the company’s commitment to integrity and reminding employees to remain vigilant against bribery and unethical conduct.

I CJ CGV'S PARTNER ESG MANAGEMENT CHANNELS BY DEPARTMENT

Relevant Department	Details
Strategic Purchasing Team	- Enforces penalty regulations under Construction Guidelines Article 13. Penalties include exclusion from bidding, implementing a “three strikes” rule, suspending transactions(penalty details are provided in the bidding RFP) - Applies the Partner Code of Conduct to trading companies and explains it during bid meetings
Space Design Team	Partner Safety Risk Management: Manages safety risks during site briefings by modifying construction schedules when potential safety risks are identified through discussions with partners
Operation Support Team	Support for Cleaning Service Providers: Establishes work processes (request processes and roles & responsibilities) and regularly updates educational materials to ensure theater cleanliness and minimize VOCs.
Cinema Tech Team	- Regularly discusses equipment issues and improvements, including RMA (Return Merchandise Authorization) processes - New equipment introduction and field testing: Demonstrate and field test equipment to review performance and durability to select bidding
F&B Business Team	Verifies HACCP certification for PB products (finished snacks, etc.)
Safety Management Department	- Provides safety and health training to managers of outsourced theaters, and applies the same safety and health management guidelines - Delivers Safety Guard training to contracted theater staff - Ensures new contract companies adhere to the Partner Code of Conduct
Information Security Center	Supervises customer information management of contracted partners, enforces security agreements, and ensures compliance through required security pledges
Corporate Audit Team	- Operates external grievance reception channels - Sends letters from the CEO to partners before major holidays to communicate CJ CGV’s commitment to integrity
CJ 4DPLEX	- 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

CJ 4DPLEX operates various ESG management channels to ensure the sustainable growth of its partners and to establish a fair-trading order. To secure fairness in the partner selection process, CJ 4DPLEX established the “Bidding Operations Regulation” in 2023, which governs the selection of partners and contract management. This regulation enhances the expertise, transparency, and consistency of bidding operations, laying the foundation for a systematic partner management system. It also ensures that fair trading practices are maintained throughout the contract execution stage.

In addition, CJ 4DPLEX conducts regular evaluations of partners in areas such as development, purchasing, and quality, and applies differentiated incentives and penalties according to the evaluation grade. Through this approach, CJ 4DPLEX continuously implements motivation policies to strengthen partners’ capabilities and upholds a fair and consistent partner management policy based on the principle of clear rewards and accountability. To support partners’ stable business operations and strengthen their liquidity, CJ 4DPLEX makes all contract payments in cash and provides low-interest loans to partners who have entered into shared growth cooperation agreements. This is facilitated through documented evidence of electronic promissory note loans (electronic bill financing).

I CJ 4DPLEX PARTNER INCENTIVES AND PENALTIES ACCORDING TO REGULAR EVALUATION GRADE

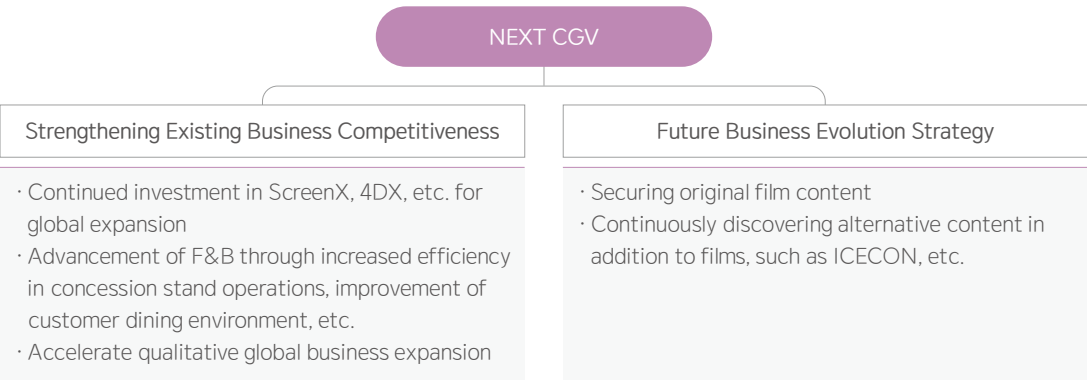
Grade	Incentives & Penalties		
	Development Policy	Participation in New Project	Exemption from Regular Assessment
Green	A	Priority selection (additional points awarded)	Partners receiving an “A” grade for two consecutive years (evaluation replaced with internal document review)
	B	Continued transactions and expansion	Priority selection -
Yellow	C	Limited development participation (reassessment required)	Continued transactions -
Red	D	Termination of transactions/ subject to transfer	Partner selection not allowed -

CULTURE & SPACE

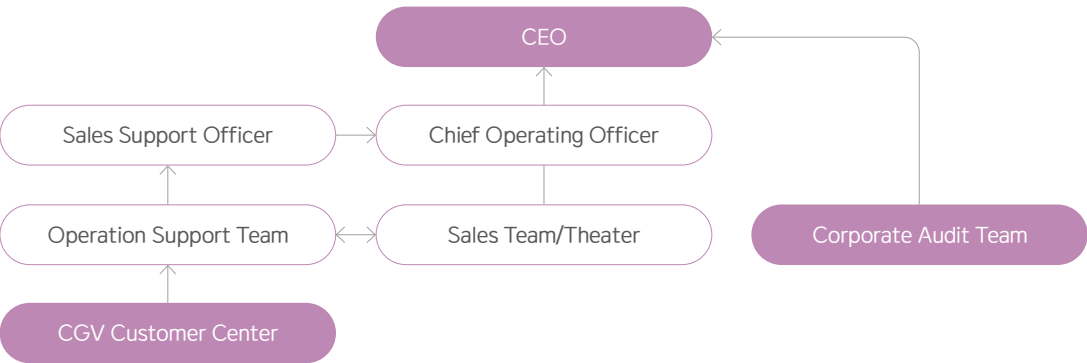
CUSTOMER SATISFACTION

CUSTOMER SATISFACTION STRATEGIC GOAL

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



CUSTOMER SATISFACTION DECISION-MAKING EXECUTION SYSTEM CHART



CUSTOMER SATISFACTION DECISION-MAKING EXECUTION SYSTEM

For CJ CGV, customer satisfaction is more than an operational indicator and is at the very core of our business strategy. By quickly identifying customer needs and concerns, and then translating them into prompt and structured decision-making, CJ CGV continually enhances the customer experience. Customer feedback is collected through the CGV Customer Center, analysed by the Operation Support Team, and channelled through the Sales Support Officer for application in the form of service improvements and on-site operations. This process is overseen by the Domestic Business Director and shared with sales teams and theaters for immediate implementation to increase customer satisfaction. CJ CGV actively incorporates customer expectations to deliver greater viewing experiences and convenience, which in turn drives customer loyalty and repeat visits. Key customer-related issues are reported directly to the CEO and integrated into the company’s strategic direction. In addition, the Corporate Audit Team evaluates the appropriateness and effectiveness of customer responses to ensure ongoing improvements in service quality, ultimately providing customers with meaningful value and differentiated experiences.

VOC MANAGEMENT

CJ CGV operates various channels to identify customer inquiries and points of dissatisfaction, such as the customer board on its website, its customer center, and chat services. Internally, a VOC management system has been established to promptly share VOC types with relevant departments. In regular VOC meetings led by the CEO, the company reviews customer feedback and implements follow-up actions. In addition, CJ CGV enhances its service competitiveness by recognizing outstanding employees for exemplary customer service. Excellent improvement cases are shared across all locations to create positive synergies and consistently manage service quality between brands.

CULTURE & SPACE

CUSTOMER SATISFACTION

EXPANDING CUSTOMER ACCESSIBILITY

ACTIVITIES TO IMPROVE ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Since 2011, CJ CGV has been screening barrier-free films, featuring Korean subtitles and audio descriptions, for audiences with hearing and visual impairments. In 2019, CJ CGV launched ‘Gachibom’, a joint barrier-free film screening brand, in collaboration with the Korean Film Council, the Korea Association of the Deaf, the Korea Blind Union, and other multiplex operators, to provide broader access to the latest films in more theaters. CJ CGV began offering screenings with ‘Korean Subtitles CC’ in 2023, which display dialogue, narrator identification, and sound cues, by expanding partnerships to include major film distributors. In 2024, the company hosted pilot screenings using simultaneous viewing equipment that allowed audiences with and without disabilities to watch films together in the same theater space. Looking ahead to 2025, CJ CGV plans to further improve accessibility by installing unmanned rental stations at major sites, allowing customers with hearing or visual impairments to borrow wireless earphones, smart devices, and VR glasses for simultaneous viewing.

Number of Gachibom Viewers in 2024

4,931 persons

Cumulative Number of Gachibom Viewers as of End of 2024

Approximately 250,000 persons

Number of Viewers of Korean Captioned CC Screenings in 2024

13,531 persons

Number of Viewers of Sign Language Films in 2024

2,489 persons

UNIVERSAL SIGN DESIGN GUIDELINES

CJ CGV has developed the ‘CGV Universal Sign Design Guidelines’ based on the principle that all customers deserve equal access to services. Currently being implemented at CGV Goduk Gangil, Paju Unjeong, Pyeongtaek, and Centum City, the guidelines incorporate universal design principles into signage design to enhance accessibility and ease of use for all individuals—regardless of gender, age, nationality, body size, or disability—to ensure that anyone can comfortably navigate screening environments and facilities.



Implementation of Universal Design for Exit Route

EFFORTS TO ENHANCE ACCESSIBILITY FOR DIGITALLY VULNERABLE GROUPS

CJ CGV is committed to improving movie accessibility for digitally vulnerable groups (DVGs) by maintaining a minimum number of staffed service counters and installing dedicated ticket booths for disabled customers. Working in collaboration with the Credit Card Social Contribution Foundation, in 2024 CJ CGV created ‘How to Use Kiosk’ in the form of YouTube Shorts to improve accessibility to self-service kiosks for DVGs. In 2025, CJ CGV collaborated with the Credit Card Social Contribution Foundation to enhance cinema accessibility for DVGs by producing a series of infographics, which were shared via the Foundation’s official social media channels.



PROVISION OF NURSING ROOMS IN NEW THEATERS

CJ CGV installs nursing rooms (rest areas for nursing mothers) in the lobby space when opening new theaters. CJ CGV introduced the nursing room at CGV Godeok Gangil, opened in April 2025, and is planning to install it at CGV Paju Unjeong following its opening. 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.

Theater Kiosk Guide Card News

CULTURE & SPACE

CUSTOMER SATISFACTION

CREATING A HEALTHY CONTENT CULTURE

COMPLIANCE WITH CONTENT RATING REGULATIONS

CJ CGV ensures the public appropriateness and ethical standards of films shown in its theaters and protects minors from harmful media by strictly adhering to content rating classifications. For all films, trailers, and performance videos to be screened in domestic theaters, CJ CGV verifies the rating classification issued by the Korea Media Rating Board (KMRB).

When a screening request is received from a content distributor, CJ CGV checks both the content and the official rating certificate issued by the KMRB. It also reconfirms whether the film rating has been registered in the integrated database of the Korean Film Council. All content screened at CJ CGV undergoes this verification process to ensure it is not harmful to minors. In addition to compliance within Korea, all overseas CJ CGV entities also faithfully adhere to local content screening regulations and rating systems.



PUBLIC SERVICE ADVERTISEMENT BROADCAST

CJ CGV allocates a certain portion of its advertising media to beneficial public service content. Legal requirements for broadcasting public service ads vary by media type, and CJ CGV ensures that it complies with these statutory obligations.

PROMOTING ESG CONTENT THROUGH ADVERTISING MEDIA

In 2024, CJ CGV utilized its advertising platforms in high-traffic areas to communicate public interest messages and raise awareness. These included a youth crime prevention campaign (sexual crimes, gambling, drug use, theft, etc.) via the Gangnam-daero Media Pole, a low birthrate awareness campaign (Presidential Committee on Ageing Society and Population Policy) displayed on the EZ tower billboard in Gangnam-daero, and the Ministry of Environment's 'Climate Response Dam' campaign showcased on the N Building digital billboard in Euljiro.

| DELIVERING PUBLIC SERVICE MESSAGES THROUGH ADVERTISING MEDIA



CULTURE & SPACE

CUSTOMER SATISFACTION

CREATING A HEALTHY CONTENT CULTURE

COLLABORATION IN GLOBAL PUBLIC ART PROJECTS

Continuing its partnership with the global art platform CIRCA¹⁾ into 2024, CJ CGV worked alongside major outdoor media networks in key international cities to promote public art initiatives aimed at cultivating a healthier content culture. Each month, works by a variety of global artists were presented, including a major year-end collaboration with world-renowned artist Olafur Eliasson that ran from October to December 2024. The global public project, Lifeworld, was simultaneously screened across prominent locations such as KPOP LIVE Media in Samseong Station, London’s Piccadilly Lights, Berlin’s Kurfürstendamm, and New York’s Times Square. Through this initiative, Eliasson sought to provide new perspectives and artistic experiences via large-scale urban screens. By participating in this project, CJ CGV contributed to enhancing the public value of urban media and promoting greater content diversity.

1) CIRCA(The Cultural Institute of Radical Contemporary Art): A global public art project launched in October 2020 by British artist and curator Josef O’Connor

COMPLIANCE WITH MEDIA ADVERTISING AND MARKETING ETHICS

CJ CGV adheres to advertising review regulations and operates an internal review process to prevent exaggerated claims or false advertising. Theater broadcasts of alcohol advertisements are restricted to films rated as unsuitable for minors, while outdoor advertising of alcohol is limited to late-night hours in compliance with outdoor advertising laws. In addition, CJ CGV is improving the operating system to ensure that alcohol ads or promotions for age-restricted films on social media are only shown to users of appropriate age groups. 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).

APPROVAL OF CUSTOMIZED ADVERTISING

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

INTELLECTUAL PROPERTY AND MEDIA PROPERTY RIGHTS PROTECTION

CJ CGV strives to protect intellectual property and media copyrights. For LED.Art business, a ‘Content Deletion/ Destruction Confirmation’ procedure is carried out during contract termination with business partners to prevent misuse of content. This is verified through site inspections after the contract’s termination. In addition, during the copyright usage contract phase with artists, CJ CGV provides guidelines for copyright registration, making a multifaceted effort to protect media copyrights.

GOVERNANCE

GOVERNANCE

BOARD OF DIRECTORS

The Board of Directors of CJ CGV represents the interests of shareholders and our diverse stakeholders, and oversees and resolves key management issues to ensure the company’s sustainable growth. The Board is committed to maintaining a transparent and sound governance structure that upholds shareholder value and rights, and endeavours to implement a system of effective checks and balances. To enhance its expertise and independence, the Board organizes and operates committees aligned with its purpose. CJ CGV maintains a pool of board member candidates and appoints directors based on internal criteria (expertise in relevant fields, professional experience, diversity of composition). In 2022, Director Choi Jin-Hee was newly appointed to further strengthen the Board’s diversity. To ensure balanced and efficient decision-making, the Board delegates certain decision-making powers to specialized committees, facilitating in-depth discussions and resolutions on major agenda items. The Board Regulations stipulate that the Chair of the Board shall be elected by a resolution of the Board from among its members. As of April 2025, the Chair of the Board is CEO Jung Jong-Min, who, with his extensive experience and managerial acumen, fosters effective communication and collaboration between the Board and the management team.

I CURRENT COMPOSITION OF THE BOARD OF DIRECTORS OF CJ CGV

(● Chairman, ○ Director)

Category	Name	Responsibility /Area of Expertise	Gender	Initial Appointment Date	Term Expiration Date	Audit Committee	Independent Director Candidate Recommendation Committee	Internal Transactions Committee	Compensation Committee	ESG Committee	Others
Executive Directors	Jung Jong-Min	CEO (Chairman of the Board)	Male	2025.03.25	Date of Shareholders Meeting in March 2028				○	○	Current) CJ CGV CEO Former) CJ CGV Türkiye Country Manager
	Lee Myeong-Hyeong	Head of Media Platform Business	Male	2023.03.28	Date of Shareholders Meeting in March 2026					○	Current) Head of Media Platform Business Former) Head of CJ Powercast Advertising/ Business Unit and Media Business
	Lee Dong-Hyun	Chief Business Innovation Officer	Male	2024.03.26	Date of Shareholders Meeting in March 2027					○	Current) CJ CGV Chief Business Innovation Officer Former) Head of CJ Group HR Support Office
Independent Directors	Lee Chang-Yang	Business Strategy	Male	2024.03.26	Date of Shareholders Meeting in March 2027	○	●	○	○	●	Current) Professor at KAIST College of Business Former) Minister of Trade, Industry and Energy
	Wang Sang-Han	Legal and Compliance	Male	2024.03.26	Date of Shareholders Meeting in March 2027	○	○	●	○	○	Current) Professor at Sogang Law School Former) Dean of Sogang Law School
	Park Suk-Hyun	Accounting/ Finance/ Taxation	Male	2025.03.25	Date of Shareholders Meeting in March 2028	●	○	○	○	○	Current) Advisor of Bae, Kim & Lee LLC Former) Chairman of Shinwon Tax Corporation
	Choi Jin-Hee	Marketing	Female	2022.03.29	Date of Shareholders Meeting in March 2028	○	○	○	●	○	Current) Marketing Professor at Korea University Business School

As of April 4, 2025

GOVERNANCE

GOVERNANCE

BOARD OF DIRECTORS

BOARD EXPERTISE

The Board of Directors at CJ CGV serves as the company’s highest decision-making body, with the authority to resolve key business matters such as the appointment of the CEO. As of the end of April 2025, the board comprises seven directors: three executive directors and four independent directors. CJ CGV intends to maintain a majority of independent directors.

I CJ CGV BOARD SKILL MATRIX

Directors	Name	Business Strategy	Accounting/ Finance/Taxation	Legal and Compliance	Advertising	Marketing
Executive Director	Jung Jong-Min	●				●
	Lee Myeong-Hyeong				●	
	Lee Dong-Hyun	●				
Independent Direct	Lee Chang-Yang	●				
	Wang Sang-Han			●		
	Park Suk-Hyun		●			
	Choi Jin-Hee					●

As of April 4, 2025

EVALUATION OF INDEPENDENT DIRECTORS

When the term of office of an independent director expires, CJ CGV deliberates on whether to reappoint the independent director through the Independent Director Candidate Recommendation Committee. In this process, a comprehensive and fair evaluation is conducted, taking into account each director’s attendance at Board and committee meetings, independence, expertise, and overall contributions. If it is deemed necessary to introduce individual evaluations for independent 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.

STRENGTHENING THE BOARD’S CAPABILITIES

To support the capability-building of independent directors and enhance their understanding of the company's business environment, CJ CGV conducted a total of seven education sessions in 2024. The training covered a wide range of key topics, including significant audit matters and accounting issues, global industry trends and the status of overseas subsidiaries, as well as significant compliance lists and response measures. It was conducted through collaboration between external expert organizations and key internal departments.

I STATUS OF CJ CGV INDEPENDENT DIRECTORS EDUCATION IN 2024

Session	Date	Key Education Topic	Target Trainees	Training Department
1	2024.02.07	Explanation of accounting issues related to significant audit matters	4 Independent Directors	Finance Team
2	2024.05.13	Explanation of accounting issues related to significant audit matters		Finance Team
3	2024.05.31	Investment and business status in Türkiye		Finance Team
4	2024.08.07	Explanation of accounting issues related to significant audit matters		Finance Team
5	2024.09.11	CJ CGV key compliance risks and response status	3 Independent Directors	Legal and Compliance Team
6	2024.11.06	Explanation of accounting issues related to significant audit matters	4 Independent Directors	Finance Team
7	2024.12.26	Explanation of the consolidated internal control over financial reporting and roles of Audit Committee		KPMG Samjong Accounting Corp.

GOVERNANCE

GOVERNANCE

BOARD OF DIRECTORS

DIRECTOR COMPENSATION

CJ CGV divides director compensation into salaries and bonuses. Bonuses are calculated after comprehensively considering both quantitative indicators (sales, operating profit, etc.) and non-quantitative indicators (contribution, roles and responsibilities) in accordance with the executive principle approved by the Board. The compensation limit for all registered directors including executive directors is approved by the shareholders' meeting. Within this limit, the final amounts are determined following a review by the Compensation Committee. In addition, KPIs based on sustainability performance are set for relevant C-level executives to internalize ESG management.

I CJ CGV BOARD COMPENSATION STATUS

Category	Number of Directors	Total Compensation	Average Compensation per Person
Executive Director	3 persons	KRW 1,399 million	KRW 467 million
Independent Director	4 persons	KRW 279 million	KRW 70 million

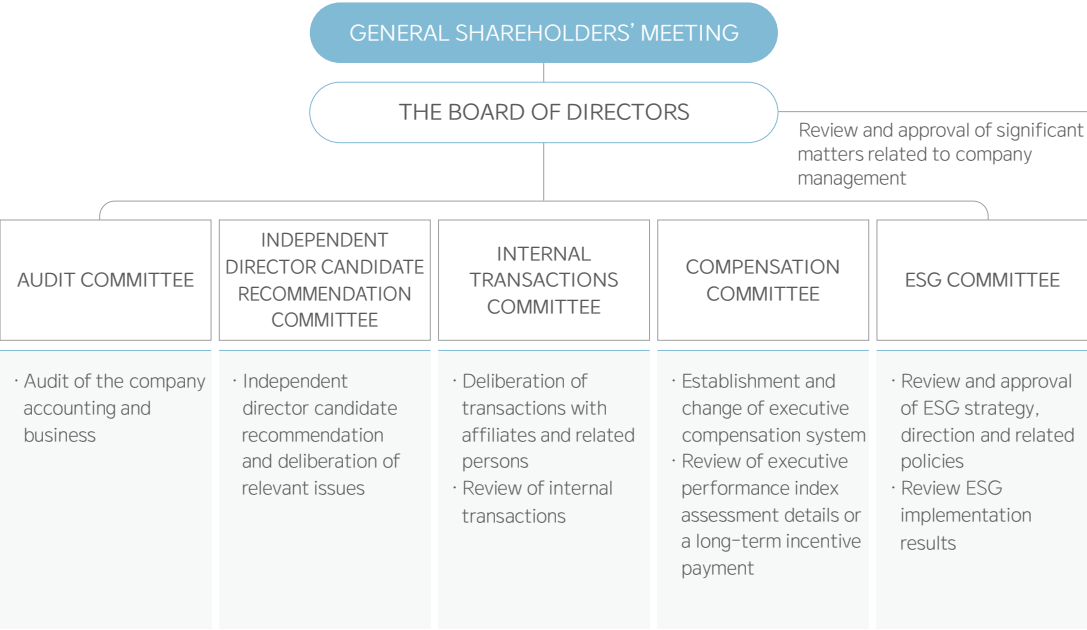
Based on December 31, 2024

APPOINTMENT AND MANAGEMENT OF DIRECTORS AND INDEPENDENT DIRECTOR CANDIDATES

To ensure the independence and transparency of independent directors, CJ CGV has been operating the Independent Director Candidate Recommendation Committee since 2019. To appoint independent directors who can make balanced and rational decisions and provide professional management supervision, CJ CGV screens individuals with expertise in various fields such as diplomacy, media, finance and accounting, and marketing. Candidates must not be disqualified under any of the relevant laws and are recommended to the General Shareholders' Meeting following deliberation by the Committee.

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, the Compensation Committee, the Independent Director Candidate Recommendation Committee, the Internal Transactions Committee, and the ESG Committee. To ensure their independence and objectivity, all committees must have a majority of independent directors. Notably, the Audit Committee, the Independent Director Candidate Recommendation Committee, and the Internal Transactions Committee are composed entirely of independent directors, which is particularly important given their supervisory and oversight roles.



GOVERNANCE

GOVERNANCE

BOARD OF DIRECTORS

CJ CGV BOARD ROLES AND RESPONSIBILITIES IN SUSTAINABLE MANAGEMENT

Recognizing the importance and necessity of ESG management, CJ CGV established the ESG Committee in November 2021 to gather various opinions. The committee consists of all board members, with an independent director serving as the chair to ensure its 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.

I CJ CGV KEY ESG RESOLUTIONS AND REPORTS IN 2024

Date ESG Committee convened	Session Number of Board Meetings	Description
2024.03.11	2 nd	· Approval of 2024 ESG material issues · Approval of 2024 key ESG initiatives
2024.06.25	7 th	· Publication of 2023 Sustainability Report · Report on 2024 environmental management performance
2024.12.13	13 th	· Report on 2024 ESG achievements

STATUS OF SHARE OWNERSHIP

As of December 31, 2024, the largest shareholder of CJ CGV is CJ Corporation, holding 84,281,313 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, 2024, the total number of shares issued is 165,580,153 common shares. There have been no acquisitions or disposals of treasury shares, nor any issuance of preferred shares.

I SHARE OWNERSHIP STRUCTURE

Shareholder	Number of Shares Owned	Ownership Percentage
CJ Corporation	84,281,313	50.90%
Employee Stock Ownership Association	6,631,081	4.00%
National Pension Service	4,934,662	2.98%
Others	69,733,097	42.12%
Total	165,580,153	100.00%

As of December 31, 2024

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 shareholders’ meeting, the company’s IR website, and public disclosures of business reports. The 26th Annual General Meeting of Shareholders was held at the company’s headquarters on March 25, 2025. The results of the annual general meeting can be verified through the electronic disclosure.

GOVERNANCE

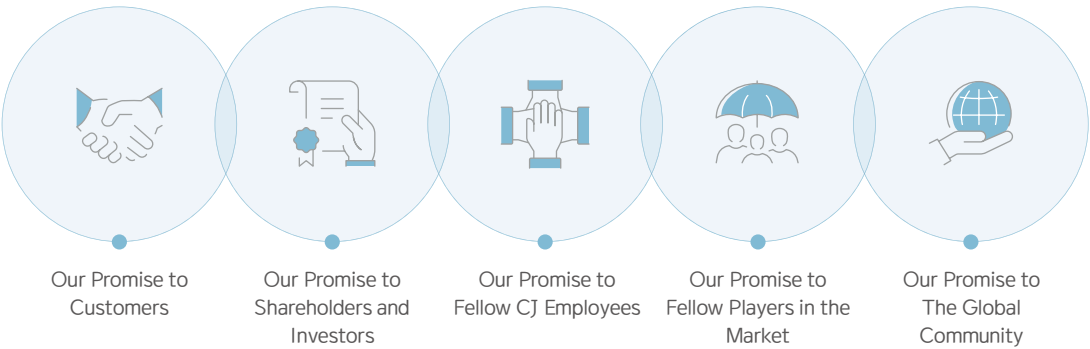
COMPLIANCE AND BUSINESS ETHICS

COMPLIANCE AND BUSINESS ETHICS POLICY, “CJ CODE OF BUSINESS CONDUCT”

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

To put this commitment into practice, CJ CGV established and has been operating a group-wide global anti-corruption policy since October 2020, with the approval of the CEO. This policy provides clear and practical guidelines to prevent bribery and other forms of corruption, setting out minimum standards to ensure compliance with anti-corruption laws in each country. In addition, to protect employees from exposure to corruption risks during the course of their duties, CJ CGV has distributed the “Improper Solicitation and Graft Act Compliance Guide” summarizing its key provisions, thereby reinforcing our preventive measures.

I CJ CODE OF BUSINESS CONDUCT

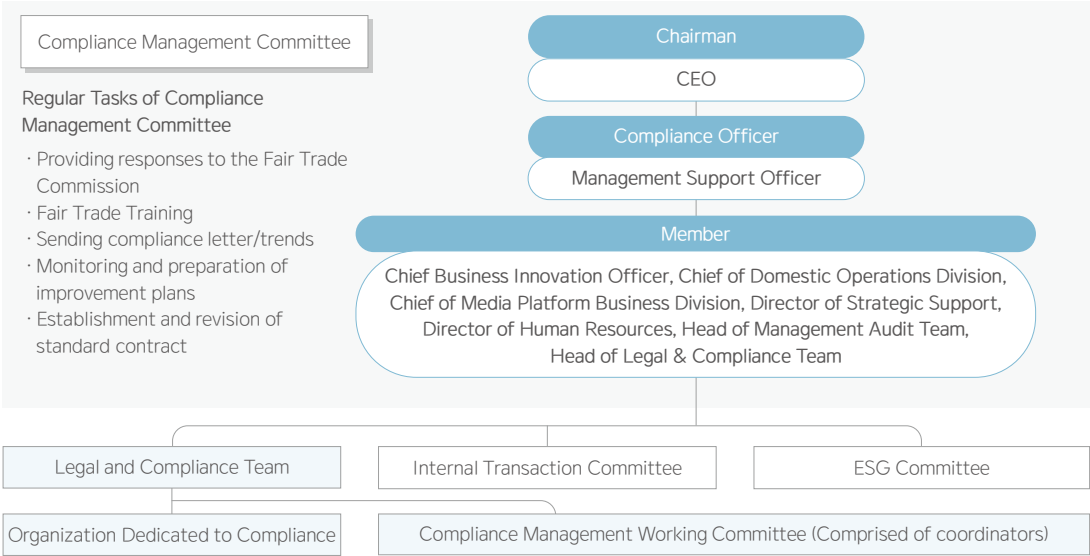


COMPLIANCE AND ETHICAL MANAGEMENT SYSTEM

To uphold ethical and responsible management, CJ CGV has established a Compliance Management Committee under the Board of Directors, chaired by the CEO, to deliberate on company-wide compliance and key fair trade matters. Senior executives, including major division heads and team leaders, participate as committee members. The Compliance Management Committee strengthens the foundation for ethical decision-making through risk prevention, policy improvements, and employee training, and reports annually to senior management on all compliance activities to ensure transparency and accountability in decision-making.

CJ CGV systematically operates its compliance framework through an implementation body led by a Compliance Officer, comprised of the Legal & Compliance Team and coordinators from each department. Compliance coordinators identify and monitor risks, receive reports on compliance issues, and support training programs to ensure the effective management of the compliance system.

I CJ CGV COMPLIANCE AND ETHICAL MANAGEMENT EXECUTION SYSTEM



GOVERNANCE

COMPLIANCE AND BUSINESS ETHICS

STRENGTHENING COMPLIANCE AND BUSINESS ETHICS EDUCATION FOR EMPLOYEES

CJ CGV provides extensive and diverse training programs on compliance and fair trade for all executives and employees, including the top management. Based on the “CJ Code of Business Conduct,” the company regularly conducts mandatory training sessions to ensure that integrity and compliance are core elements embedded into its corporate culture. In addition, tailored training programs are offered to address the specific characteristics and duties of each department. In response to the growing importance of information security and fair trade, CJ CGV delivers practical training focused on real-world applications, incorporating actual violation cases and best practices. In 2024, the company further strengthened training for leaders to promote a workplace culture that is grounded in an ethical mindset.

I CJ CGV 2024 BUSINESS ETHICS, FAIR TRADE, COMPLIANCE TRAINING STATUS¹⁾

Topic	Target Trainee	Participants (persons)	Completion Rate (%)
Compliance Training for New Employees	New employees	70	100
Training on Criteria for Providing Personal Information to Investigative Agencies	On-site and Sales Team	644	100
Understanding of E-Commerce Act	Headquarters employees	379	98
1 st Coordinator Training (Overview of the Fair Trade Act)	Headquarters coordinators	— ²⁾	—
Introduction to the Fair Trade Act	All employees	1,012	93
2 nd Coordinator Training (Understanding Subcontract Transactions and the Subcontracting Act System)	Headquarters coordinators	— ²⁾	—
Compliance Training for Executives (Prevention of Unfair Collusion)	Compliance Management Committee (Executives)	— ²⁾	—
IP (Trademark and Copyright) Training Seminar	Relevant headquarters departments	— ²⁾	—
Compliance Training for Independent Directors (Key Compliance Risks and Response Measures)	Independent Director	— ²⁾	—
Mandatory Group Compliance Training (Understanding the Fair Trade Act, Labeling and Advertising Act, Liquor Tax Act/Liquor License Act, and the Renewed Legal Information System Guide)	All employees	1,004	94

1) Focused on CGV Korea
2) Completion rate unavailable due to training being conducted offline

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 proactive measures taken to uphold CJ’s value of honesty, and to 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. In addition, quiz events are conducted to encourage employee participation.

I CJ CGV 2024 MONTHLY HONESTY LETTER TOPIC³⁾

Month	Topic
January	Employee conduct during 2024 Lunar New Year holidays
February	Information leakage
March	Guidelines for the use of company expenses
April	Welfare regulations
May	Workplace bullying
June	Workplace sexual harassment
July	Corruption related to partner companies
August	Employee conduct during 2024 Chuseok holidays
September	Value of integrity
October	Prevention of workplace misconduct
November	Attendance compliance
December	Employee conduct during 2025 Lunar New Year holidays

3) Focused on CGV Korea

I CJ CGV JANUARY HONESTY LETTER

1월 JANUARY

정직 LETTER

업력사의 명절선물은 마음만 받고 정중히 사양합니다!
작은 선물도 뇌물이 될 수 있습니다.
임직원은 금액에 상관없이 업력업체의 선물을 받지 않아야 합니다.

명절 관련 부정

얼마 전 오 준영의 기업 대출 담당 직원 8명이 고객 컨설턴트로부터 '대출 시 부당 특혜를 준 대가'로 명절마다 '떡갈' 명목으로 3천만원 상당의 상품권을 제공받은 사실이 감사에 적발되었습니다. 그로 인해 해당 은행과 컨설턴트 모두 검찰의 고강도 압수수색을 받게 되었는데요, 소속 임직원들의 부정 사실이 알려지자 해당 은행의 내부통제 기능 부실에 대한 부정적인 여론이 형성되었고, 은행에서는 뒤늦게 '윤리경영부'를 신설하는 등 사태 수습에 나섰지만 '소 잃고 외양간 고친다'는 등의 부정적 여론을 뒤집기에는 역부족인 모습을 보이고 있습니다.

! 임직원 행동 수칙

- 임직원은 높은 윤리적 가치관을 가져야 하며, 사회로부터 지탄받을 수 있는 **불** 도덕적이고 **불** 윤리적인 행위를 하지 않습니다.
※ 업력사에서부터의 금품 수수는 공정한 거래구조 지해 및 고가 구매의 원인이 되며 정경사유에 해당
- 임직원은 업무 관련 이해관계자로부터 금전, (명절) 선물 등 금품은 물론 술 잔대 등의 향응을 제공받지 않습니다. (금약 과소 무관)
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GOVERNANCE

COMPLIANCE AND BUSINESS ETHICS

STRENGTHENING COMPLIANCE AND BUSINESS ETHICS EDUCATION FOR EMPLOYEES

COMPLIANCE LETTER

CJ CGV sends a regular message from the CEO declaring the company’s commitment to compliance management to all employees. In 2024, CJ CGV has reinforced its commitment to a culture of compliance by emphasizing messages such as “Voluntary and Proactive Compliance” and “Adherence to Fair Trade and Ethical Management,” encouraging all employees to recognize once again the importance of corporate ethics and compliance and to put these principles into practice. The CEO’s compliance message is also communicated to partner companies, urging them to adhere to the “CGV Partner Code of Conduct” and the “Special Agreement on Ethical Practice,” and encouraging their alignment with CJ CGV’s commitment to compliance and its proactive implementation. In addition, CJ CGV distributes compliance letters throughout the year to keep employees updated on the latest compliance trends as well as internal regulations and systems. In 2024, three compliance letters were issued, covering topics such as “Establishment of the Legal Basis for the Fair Trade Self-Compliance Program,” the “CGV Compliance Coordinators,” and the “Comprehensive Revision of Corporate Seal Management Regulations and Procedures for Electronic Seal Approval Requests” to raise employee awareness of compliance and guide adherence to related work processes.

HOLIDAY SEASON ETHICAL MANAGEMENT GUIDE FOR EMPLOYEES

CJ CGV operates a Holiday Gift Return Center to promote commitment to integrity among its partners and heighten employees’ awareness of anti-bribery practices. 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, clearly outlining the principle that any gifts offered by stakeholders in connection with business activities must not be accepted, under any circumstances. If gifts are unavoidably delivered, employees are instructed to use the Holiday Gift Return Center to have the items promptly returned to the sender via courier service, thereby supporting the cultivation of a culture of integrity throughout the organization.

STRENGTHENING COMPLIANCE OF OVERSEAS SUBSIDIARIES

Since 2023, CJ CGV has strengthened compliance across its global subsidiaries by managing compliance activities at local entities overseas. CJ CGV’s subsidiaries in the United States, China, Vietnam, Indonesia, and Türkiye have institutionalized the CJ Group’s code of conduct, “CJ Code of Business Conduct,” along with the group’s compliance policies. These overseas subsidiaries uphold the same standards as the Korean headquarters by implementing CEO-led compliance commitment declarations and providing compliance education to promote ethical management and regulatory adherence. In 2024, over 92% of CGV Vietnam’s entire workforce participated in code of conduct training, and the CEO signed compliance pledges twice. Furthermore, the importance of internal regulations compliance was communicated to all employees three times over the course of the year. In 2025, CJ CGV will continue to actively promote compliance initiatives, including company-wide awareness of the Code of Conduct, the CEO’s declaration of commitment to compliance, and the quarterly publication of compliance news.

I CGV VIETNAM ETHICAL MANAGEMENT ACTIVITIES AND PERFORMANCE

Activity	Key Performance
Code of Ethics Training	· A total of 534 employees participated in Code of Ethics training twice during the year (92% of total employees) · First session (June 2024): Anti-Bribery Training · Second session (September 2024): Fair Trade Training
CEO Compliance Pledge Issuance	· CEO’s compliance pledge issued twice in 2024
Encouragement to Comply with Internal Regulations	· Notifications were sent to employees 3 times a year · Prohibition of receiving monetary items from suppliers/partners · Any gifts received indirectly (e.g., via parcel delivery) must be reported to the Internal Control Team

GOVERNANCE

COMPLIANCE AND BUSINESS ETHICS

ENHANCING FAIR TRADE COMPLIANCE AND ETHICAL MANAGEMENT

OPERATION OF THE FAIR TRADE COMPLIANCE PROGRAM AND COMPLIANCE OFFICER SYSTEM

To strengthen its internal compliance framework, CJ CGV introduced the Fair Trade Compliance Program (CP) in July 2018 and established detailed operational regulations. The program is run by a dedicated organization within the Legal and Compliance Team, which carries out various activities to prevent risks related to fair trade and to enhance compliance awareness among employees. In accordance with Article 542-13 of the Commercial Act (Compliance Guidelines and Compliance Officers), CJ CGV has established fundamental procedures and standards that employees must follow in the course of their duties, ensuring a systematic compliance control process. A qualified Compliance Officer is appointed under this framework to ensure that compliance controls are appropriate and effective. The status of implementation and future plans are reported to the Board of Directors each year.

STRENGTHENING ETHICAL MANAGEMENT FOR PARTNERS

In response to increasing social and legal demands, as well as higher ethical standards, CJ CGV established its Partner Code of Conduct in 2022. This Code of Conduct encourages not only CJ CGV employees but also partner companies and their employees to actively participate in sustainable business practices. To prevent corrupt practices such as bribery, solicitation, entertainment, and cost shifting during key contracts, CJ CGV has entered into a “Special Agreement on Ethical Practice” with its partners. Partner company employees are also required to pledge their commitment to ethical conduct, reinforcing the practice of ethical management. Through these efforts, CJ CGV faithfully upholds its commitments to its partners and continues to foster a fair and healthy business environment and a culture of mutual growth and collaboration.

KEY COMPLIANCE POLICIES AND ACTIVITIES AT CJ OLIVENETWORKS

CJ OliveNetworks aims to enhance its business competitiveness by fulfilling its corporate social responsibilities and securing trust both internally and externally through ethical management. To this end, the company has established and implemented a Code of Ethics and compliance policies, which clearly define its standards for ethical conduct and provide a systematic framework to ensure that all employees adhere to them. CJ OliveNetworks holds a Compliance Management Committee every year, with the full participation of management, to review the implementation status of compliance practices and to address key issues. On July 18, 2024, the Committee was convened to discuss major compliance matters. In addition, regular training on ethical and compliance management is provided to employees to embed a culture of ethics within the organization. In October 2024, compliance training lasting approximately 50 minutes was conducted for a total of 1,446 employees. Looking ahead to 2025, CJ OliveNetworks plans to ensure that all employees continue to receive regular compliance training and remains committed to strengthening its effective ethical management system. Furthermore, to establish a fair trade culture and build trusted partnerships, CJ OliveNetworks has faithfully adopted and implemented the “Four Key Practices for Fair Subcontracting,” as established and revised by the Fair Trade Commission, demonstrating its commitment to fair trade practices and ethical business conduct.

I CJ OLIVENETWORKS’ FOUR KEY PRACTICES FOR FAIR SUBCONTRACTING

Partner Selection and Operation Guidelines	Guidelines for Desirable Contract Conclusion for Win-win Cooperation Between Large and Small Businesses
We enhance transparency and fairness in the process of selecting and operating partners.	We establish a reasonable and fair trade environment by presenting the contents that must be observed when concluding contracts between large and small businesses.
Guidelines for Desirable Document Issuance and Preservation in Subcontracting Transactions	Guidelines for Installation and Operation of an Internal Review Committee for Subcontract Transactions
We specifically present compliance matters related to the issuance and preservation of documents during the conclusion of subcontracts and transactions.	We establish order in subcontracting transactions by pre-examining the fairness and legality of subcontracting transactions over a certain size.

GOVERNANCE

COMPLIANCE AND BUSINESS ETHICS

TECHNOLOGY ETHICS AND AI ETHICS

ESTABLISHMENT OF TECHNOLOGY ETHICS CHARTER

As an IT-specialized company, CJ OliveNetworks not only complies with corporate compliance standards but also recognizes its social responsibility and duties related to all the technologies and services it develops. To embody this commitment, CJ OliveNetworks established the “Technology Ethics Charter” in 2023. This charter is founded on the four shared principles of public interest, accountability, controllability, and transparency, which must be upheld by three key stakeholders: developers, providers, and users.

I CJ OLIVENETWORKS TECHNOLOGY ETHICS CHARTER

Publicness When developing technologies and services, we develop them to help as many people as possible, and strive to ensure that the value created by the technologies we develop benefits everyone.	Accountability We clarify responsibility in the event of an accident resulting from the technology and services we have developed and faithfully fulfill our social obligations to share safety-related information and protect user rights.
Controllability For all technologies and services we develop, we prepare in advance measures against human controllability and malfunction and ensure the user’s discretion as much as possible.	Transparency We strive to reflect the opinions of society members in decision-making processes such as technology development and service planning and disclose and share expected risks and related information in accordance with the company’s personal information processing principles.

 [CJ OliveNetworks Technology Ethics Charter](#)

AI ETHICS PRINCIPLES

CJ OliveNetworks adheres to the AI Ethics Principles proclaimed by CJ Group in 2021 in the development and provision of AI technologies.

I CJ OLIVENETWORKS AI ETHICS PRINCIPLES

AI should be for health, happiness, and convenience We develop and use human-centered AI to help people.	AI without discrimination or bias We respect diversity and pursue technologies that bring people around the world together.
Explainable AI We build a transparent and trustworthy relationship by honestly explaining our AI technology to provide users a choice.	Providing AI with data sovereignty and privacy We ensure a safe and secure process to protect users’ privacy and conduct continuous quality management to use data under the principles of information security.
Knowledge sharing for the advance of the AI industry We endeavor to move our company as well as the AI industry forward, and actively participate in the process.	

 [CJ OliveNetworks AI Ethics Principles](#)

GOVERNANCE

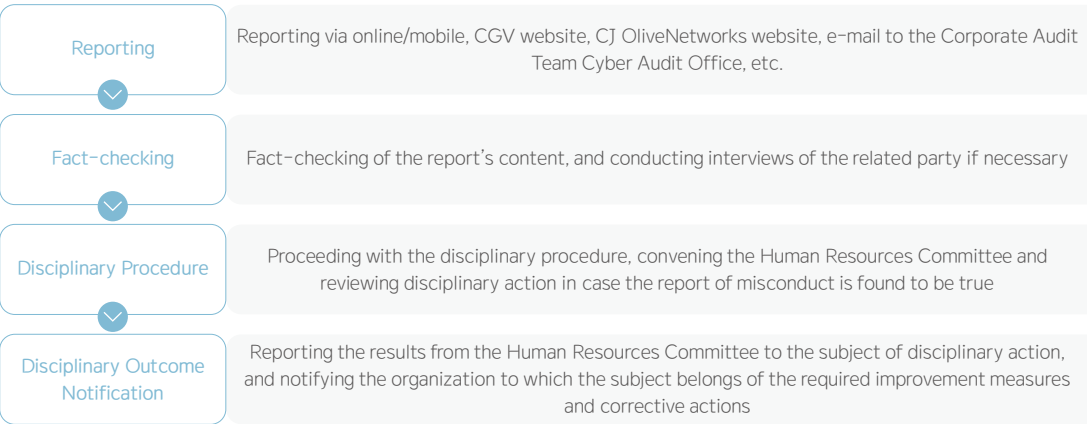
COMPLIANCE AND BUSINESS ETHICS

ETHICS AND COMPLIANCE REPORTING SYSTEM

OPERATION OF MISCONDUCT REPORTING AND MANAGEMENT SYSTEM

CJ CGV and CJ OliveNetworks operate a ethics and compliance reporting system to prevent risks arising from misconduct and to ensure appropriate actions are taken in cases 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.” Reports received are handled by the Corporate Audit Team, which reports directly to the CEO; the team conducts fact-finding investigations and interviews with relevant parties. If misconduct is confirmed, disciplinary procedures are carried out through the Human Resources Committee. Even if a report does not constitute misconduct, it is forwarded to the relevant department for fact-checking and any necessary measures, and the outcome is documented in the whistleblowing management system. Through this systematic approach, CJ CGV and CJ OliveNetworks reinforces internal controls and consistently upholds a robust foundation for ethical management.

I MISCONDUCT REPORTING AND MANAGEMENT SYSTEM



[Whistleblower Guidelines](#)

I CJ CGV¹⁾ AND CJ OLIVENETWORKS²⁾ ETHICS AND COMPLIANCE REPORTING SYSTEM STATUS³⁾

Category	2022		2023		2024	
	CJ CGV	CJ Olive Networks	CJ CGV	CJ Olive Networks	CJ CGV	CJ Olive Networks
Corruption	5	2	10	1	3	8
Partner Grievances and Unfair Transactions	4	5	3	2	7	0
Organizational Culture Disruption	11	4	8	2	16	17
Safe Management	0	0	0	0	2	0
Other	0	2	0	0	0	0
Total	20	13	21	5	28	25

1) Includes CJ CGV Korea, China, Indonesia, Vietnam, and CJ 4DPLEX
2) Includes CJ OliveNetworks Korea, China, Vietnam, and Dlware
3) Due to changes in CJ Group’s standard for calculating common management indicators, data from 2022 to 2023 has been revised (Previously, only internal reports through the CJ Online Reporting System (internal channel) were counted but since the inclusion of K-Whistle(external channel) the number of reports has increased).

I CJ CGV AND CJ OLIVENETWORKS 2024 ETHICS/COMPLIANCE MANAGEMENT VALID REPORTS⁴⁾ HANDLING STATUS

Category		Number of Valid Reports	Content	Action
CJ CGV	Partner Grievances and Unfair Transactions	2	· Providing undue favour in partner selection · Poor management of site event prizes	Appropriate actions have been taken after investigation and fact-checking
	Organizational Culture Disruption	15	· False attendance by HQ/site employees · Undermining organizational culture among employees	
CJ Olive Networks	Unfair Transactions and Illegal Actions	8	· Providing undue favour in partner selection · Dual employment by employees	Appropriate actions have been taken after investigation and fact-checking
	Organizational Culture Disruption	17	· Negligence of duties/false attendance by employees · Undermining organizational culture among employees	

4) Valid Reports: Once reports that require no further investigation, are unrelated to the company, or contain false information or groundless defamation or slander against others are excluded, valid reports are those for which the Corporate Audit Team or relevant departments have verified the facts, completed appropriate actions, and provided feedback and notification to the whistleblower.

GOVERNANCE

COMPLIANCE AND BUSINESS ETHICS

COMPLIANCE RISK MONITORING

REGULAR INTERNAL AUDITS

The Corporate Audit Teams of CJ CGV and CJ OliveNetworks, as dedicated internal audit departments, conduct regular audits by assessing domestic and international management and business issues. They also carry out ad hoc audits based on online/offline reports and notable incidents. In addition, preventive measures including integrity value education are implemented to foster a culture of autonomous improvement within the organization.

DEPARTMENT-LED COMPLIANCE RISK IDENTIFICATION AND MONITORING SYSTEM

To systematically manage risks related to compliance and corporate ethics, CJ CGV and CJ OliveNetworks regularly update the risk status of each department and verify the effectiveness of control activities based on the “Fair Trade Compliance Program Monitoring Guidelines.”

In 2024, CJ CGV and CJ OliveNetworks transitioned from an Excel-based risk management approach to implementing a group-level Compliance Portal System, establishing an integrated framework for enterprise-wide risk management. Through this system, all departments at CJ CGV and CJ OliveNetworks have adopted a structure that enables the direct identification and assessment of risks within their respective operational areas, and risk monitoring activities were conducted targeting on-site departments. Furthermore, the dedicated compliance team of CJ CGV performed various risk monitoring activities including revisions to corporate seal management regulations and process improvements, establishment of subcontracting status surveys and disclosure processes, and inspections related to the Electronic Financial Transactions Act. As a result, by 2024, all departments had completed risk identification and evaluation and had a 100% completion rate for establishing control activities and reviewing activity goals.

COMPLIANCE AND BUSINESS ETHICAL MANAGEMENT GOALS

CJ CGV and CJ OliveNetworks aim to maintain zero cases of illegal activities, including anti-competitive conduct and violations of anti-monopoly rules. Through rigorous compliance oversight, efforts have been made to prevent illegal acts, resulting in zero cases of illegal activities for CJ CGV and CJ OliveNetworks in 2024 based on closed cases. In the past three years (since 2022), CJ CGV has had no instances of legal violations or corrective orders, and we will continue to strive for business operations free of illegal activities in 2025.

I CJ CGV AND CJ OLIVENETWORKS COMPLIANCE AND ETHICAL MANAGEMENT PERFORMANCE COMPARED TO GOAL¹⁾

Category / Year		2023	2024	2025
Number of Illegal Activities ²⁾	Goal	0	0	0
	Performance	0	0	-

1) Based on December 31, 2024
2) Calculated based on cases confirmed to have resulted in illegal activities after investigation and closure

GOVERNANCE

RISK MANAGEMENT

COMPANY-WIDE RISK MANAGEMENT SYSTEM

CJ CGV operates a risk management system that is overseen by the CEO. To continuously manage and promptly respond to both financial and non-financial risks inherent in overall business operations, risks are identified by task and domain. These risks are then systematically classified by their management area and type for organized oversight. To understand the impact of each risk, risk level assessments are conducted. Additionally, residual risks are evaluated, and ongoing monitoring is performed to verify the adequacy of response measures. Among these, the significant risks will be reported to the Board of Directors or Board Committees as necessary.

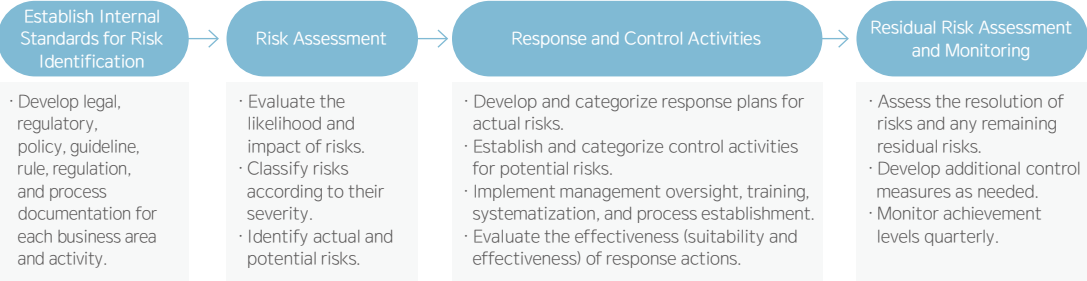
I CJ CGV RISK MANAGEMENT GOVERNANCE



I 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 Accounting Management Team	Liquidity / Credit Rating / Financial Loss / Internal Accounting Management	Actual / Potential	●	●	●	●
	ESG Management Team	Climate Change Response / Environmental Impact Management	Actual / Potential		●		
Non-Financial Risk	Safety Management Department & F&B Business Team	Occupational Safety and Health / Food Safety	Actual / Potential	●	●	●	●
	HR Innovation Team	Human Rights	Potential		●		●
	Information Security 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	●	●		●

I CJ CGV'S RISK MANAGEMENT PROCESS



APPENDIX

- 110 GRI INDEX
- 114 SASB INDEX
- 119 TCFD INDEX
- 120 UN SDGS
- 121 THIRD-PARTY ASSURANCE STATEMENT
- 124 GHG EMISSIONS VERIFICATION STATEMENT
- 131 AFFILIATIONS WITH DOMESTIC AND OVERSEAS ASSOCIATIONS AND INITIATIVES



GRI INDEX

I	STATEMENT OF USE	CJ CGV has prepared the “2024 Sustainability Report” covering ESG performance from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards 2021.
I	GRI 1 VERSION USED	GRI 1: Foundation 2021
I	APPLICABLE GRI SECTOR STANDARDS	As of the publication date of the report on June 27, 2025, 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 26~29 of this report.

Category	NO.	Disclosure	Reporting Page	Response
The organization and its reporting practices	2-1	Organizational details	p. 6, 8	
	2-2	Entities included in the organization’s sustainability reporting	p. 2, 6, 8	
	2-3	Reporting period, frequency and contact point	p. 2	
	2-4	Restatements of information	p. 2	
	2-5	External assurance	p. 2, 121	
Activities and workers	2-6	Activities, value chain and other business relationships	p. 7, 13	
	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	p. 17, 97-100	
	2-10	Nomination and selection of the highest governance body	p. 97-100	
	2-11	Chair of the highest governance body	p. 97	
	2-12	Role of the highest governance body in overseeing the management of impacts	p. 17, 26, 100	
	2-13	Delegation of responsibility for managing impacts	p. 17, 26, 37, 47, 59, 99, 100	
	2-14	Role of the highest governance body in sustainability reporting	p. 17, 100	
	2-15	Conflicts of interest	-	Confidentiality constraints

Category	NO.	Disclosure	Reporting Page	Response
Governance	2-16	Communication of critical concerns	p. 17, 21, 100	
	2-17	Collective knowledge of the highest governance body	p. 98	
	2-18	Evaluation of the performance of the highest governance body	-	Confidentiality constraints
	2-19	Remuneration policies	p. 98-99	
	2-20	Process to determine remuneration	p. 99	
	2-21	Annual total compensation ratio	Refer to business report p. 358(직원 평균 보수) and p. 360(대표이사 보수), ratio undisclosed due to confidentiality constraints	
Strategy, policies and practices	2-22	Statement on sustainable development strategy	p. 5	
	2-23	Policy commitments	p. 16, 123	
	2-24	Embedding policy commitments	p. 26, 37, 39, 47, 59-64	
	2-25	Processes to remediate negative impacts	p. 17, 102, 106-107	
	2-26	Mechanisms for seeking advice and raising concerns	p. 102-103, 106-107	
	2-27	Compliance with laws and regulations	p. 107	
	2-28	Membership associations	p. 123	
	2-29	Approach to stakeholder engagement	p. 18, 21	
	2-30	Collective bargaining agreements	ESG Fact Book > Social Performance > Human Rights	

GRI INDEX

Category	NO.	Disclosure	Reporting Page	Response
Material topic	3-1	Procedure for determining material topics	p. 21-23	
	3-2	List of material topics	p. 22	
[Material topic] Climate change response				
	3-3	Management of material topics	p. 22-24, 25-35	
Energy	302-1	Energy consumption within the organization	p. 35, ESG Fact Book > Environmental Performance > 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	p. 31-32, 35	
	302-5	Reductions in energy requirements of products and services	-	Information unavailable
Emissions	305-1	Direct (Scope 1) GHG emissions	p. 35, ESG Fact Book > Environmental Performance > Greenhouse Gas	
	305-2	Energy indirect (Scope 2) GHG emissions	p. 35, ESG Fact Book > Environmental Performance > Greenhouse Gas	
	305-3	Other indirect (Scope 3) GHG emissions	-	Information unavailable
	305-4	GHG emissions intensity	ESG Fact Book > Environmental Performance > Greenhouse Gas	
	305-5	Reduction of GHG emissions	p. 35, ESG Fact Book > Environmental Performance > Greenhouse Gas	
	305-6	Emissions of ozone-depleting substances (ODS)	-	Not applicable
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	-	Not applicable

Category	NO.	Disclosure	Reporting Page	Response
[Material topic] Health and safety				
	3-3	Management of material topics	p. 22-24, 36-45	
Occupational health and safety	403-1	Occupational health and safety management system	p. 37-45	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 39-40, 44-45	
	403-3	Occupational health services	-	Not applicable
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 37	
	403-5	Worker training on occupational health and safety	p. 39-40	
	403-6	Promotion of worker health	p. 43	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 45	
	403-8	Workers covered by an occupational health and safety management system	p. 39-41	
	403-9	Work-related injuries	ESG Fact Book > Social Performance > Safety and Health	
	403-10	Work-related ill health	ESG Fact Book > Social Performance > Safety and Health	

GRI INDEX

Category	NO.	Disclosure	Reporting Page	Response
[Material topic] Employee experience and corporate culture innovation				
3-3		Management of material topics	p. 22-24, 46-57	
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	p. 52-53	
	401-3	Parental leave	ESG Fact Book) Social Performance) Parental Leave and Maternity Leave	
	404-1	Average hours of training per year per employee	ESG Fact Book) Social Performance) Employee Training	
Training and education	404-2	Programs for upgrading employee skills and transition assistance programs	p. 48-50	
	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		
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	
[Material topic] Information security and privacy protection				
3-3		Management of material topics	p. 22-24, 58-66	
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Fact Book) Social Performance) Information Security and Privacy * No cases of customer privacy breaches	

Category	NO.	Disclosure	Reporting Page	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	p. 27-29	
	201-3	Defined benefit plan obligations and other retirement plans	ESG Fact Book) Financial Performance	
	201-4	Financial assistance received from government		
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)	
Procurement practices	204-1	Proportion of spending on local suppliers	ESG Fact Book) Financial Performance	
Anti-corruption	205-1	Operations assessed for risks related to corruption	p. 107	
	205-2	Communication and training about anti-corruption policies and procedures	p. 102, ESG Fact Book) Governance Performance) Compliance and Business Ethics	
	205-3	Confirmed incidents of corruption and actions taken	p. 106, ESG Fact Book) Governance Performance) Compliance and Business Ethics	
Anti-competitive behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	p. 107	
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

GRI INDEX

Category	NO.	Disclosure	Reporting Page	Response
Materials	301-1	Materials used by weight or volume	-	Not applicable
	301-2	Recycled input materials used	-	Not applicable
	301-3	Reclaimed products and their packaging materials	-	Not applicable
Water and effluents	303-1	Interactions with water as a shared resource	-	Information unavailable
	303-2	Management of water discharge-related impacts	-	Information unavailable
	303-3	Water withdrawal	ESG Factbook > Environmental Performance > Water	
	303-4	Water discharge		
	303-5	Water consumption		
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	p. 75	
	304-3	Habitats protected or restored	p. 83	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	Not applicable
Waste	306-1	Waste generation and significant waste-related impacts	p. 71-74	
	306-2	Management of significant waste-related impacts	p. 71-74	
	306-3	Waste generated	ESG Factbook > Environmental Performance > Waste	
	306-4	Waste diverted from disposal		
	306-5	Waste directed to disposal		
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
Labour / 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

Category	NO.	Disclosure	Reporting Page	Response
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	-	Information unavailable
Child labour	408-1	Operations and suppliers at significant risk for incidents of child labour	-	Not applicable
Forced or compulsory labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	-	Not applicable
Security practices	410-1	Security personnel trained in human rights policies or procedures	-	Not applicable
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	p. 82-86	
	413-2	Operations with significant actual and potential negative impacts on local communities	-	Not applicable
Supplier social assessment	414-1	New suppliers that were screened using social criteria	p. 88, ESG Fact Book > Social Performance > Supply Chain Management	
	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 > Social Performance > Compliance and Business Ethics	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
Marketing and labelling	417-1	Requirements for product and service information and labelling	 CCJ CGV Website Terms and Conditions	
	417-2	Incidents of non-compliance concerning product and service information and labelling	ESG Fact Book > Social Performance > Compliance and Business Ethics	
	417-3	Incidents of non-compliance concerning marketing communications		

SASB INDEX

With the incorporation of CJ OliveNetworks in 2024, CJ CGV reports on the disclosure topics required by five industry standards according to the SASB (Sustainability Accounting Standards Board) industry classification. In this report, a new indicator for the Software & IT Services has been added following the inclusion of CJ OliveNetworks.

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) - (2) 0%
	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	-

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 behavioural 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	0.4%
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 ¹⁾

1) Due to the nature of the industry and job characteristics, (2) there is no distinction for professional positions

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.)
	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.
Journalistic Integrity & Sponsorship Identification	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 905,349
	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 (2) - (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	· 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.

SASB INDEX

FOOD & BEVERAGE 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, (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) 0 %
	FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	(1) 0 Cases, (2) 0 ton
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

FOOD & BEVERAGE SECTOR: PROCESSED FOODS

Sustainability Disclosure Topics & Accounting Metrics

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

SASB INDEX

TECHNOLOGY & COMMUNICATION SECTOR: SOFTWARE & IT SERVICES

Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Metrics	Note
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	ESG Fact Book > Environmental Performance > Energy
	TC-SI-130a.2	(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
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	p. 32
Data Privacy & Freedom of Expression	TC-SI-220a.1 ¹⁾	Description of policies and practices relating to behavioural advertising and user privacy	p. 62
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	0 cases
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	0 cases
	TC-SI-220a.4 ²⁾	(1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure	(1) 17 cases, (2) 17 persons, (3) 100%
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not applicable
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	(1) 0 cases, (2) 0%, (3) 0 persons
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	0 cases
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	(1) Foreign nationals – Number of persons: 8 (2) Located offshore – Number of persons: 5 Total number of persons: 13, Percentage: 0.87% (13/1,484)
	TC-SI-330a.2	Employee engagement as a percentage	p. 57
	TC-SI-330a.3 ³⁾	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	(1) 1 %, (2) 66 %, (3) 100 %
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Not applicable
Managing System Risks from Technology Disruption	TC-SI-550a.1 ⁴⁾	Number of (1) performance issues and (2) service disruptions: (3) total customer downtime	(1) 0 cases, (2) 0 cases, (3) 0 cases
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Quality process

1) Privacy Protection Guidelines have been established to ensure compliance when sending advertising information for commercial purposes. This includes obtaining prior consent from recipients and stipulating the mandatory inclusion of specific elements in the message, such as the label “(Advertisement)”, the sender’s name and contact information, and instructions on how to opt out

2) Prepared based on “CJONE,” CJ OliveNetworks’ most representative external customer service

3) There are employees of Chinese, Canadian, American, and Mongolian nationality at CJ OliveNetworks; however, in terms of race/ethnicity, they are all classified as “Asian,” so the representation rate is measured at 100%

4) Prepared based on “CJONE,” CJ OliveNetworks’ most representative external customer service

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	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.	p. 26
Strategy	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.	p. 27-32
Risk Management	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.	p. 33-34
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process. 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.	p. 35

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 2024	Reporting Page	SDGs Goals	Major Activities 2024	Reporting Page
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages · Obtained international certification for the Occupational Health and Safety Management System (ISO45001) · 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	p. 37-45	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns · 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	p. 75-76
 4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all · 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.	p. 47-57, 82-86	 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts · 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. 26-35, 68-76
 5 GENDER EQUALITY	Achieve gender equality and empower all women and girls · Established an organizational culture based on Diversity, Equity, and Inclusion (DE&I), operated employee capacity development programs, and cultivated female leaders, among other initiatives	p. 51	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels · 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. 101-107
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all · 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	p. 37-45, 47-57	 17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development · Participation as a member in the United Nations Global Compact (UNGC) and the Business and Biodiversity Platform (BBP), among others	p. 131
 10 REDUCED INEQUALITIES	Reduce inequality within and among countries · 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	p. 81-82, 94			

THIRD-PARTY ASSURANCE STATEMENT

DNV Business Assurance Korea, Ltd. (‘DNV’, ‘we’, or ‘us’) has been commissioned by CJ CGV Co., Ltd. (hereafter referred to as ‘CJ CGV’ or ‘the Company’) to undertake an independent limited assurance on the CJ CGV 2024 Sustainability Report (hereafter referred as ‘the Report’) for the calendar year ending 31 December 2024. The intended users of this assurance statement are the management and stakeholders of CJ CGV.

STANDARD OF ASSURANCE

This assurance engagement has been carried out in Type 2 limited assurance in accordance with AccountAbility’s AA1000 Assurance Standard v3 and DNV’s VeriSustain protocol V6.0, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 – ‘Assurance Engagements other than Audits and Reviews of Historical Financial Information’ (revised), issued by the International Auditing and Assurance Standards Board. DNV has reviewed the Report’s adherence to the four principles of AA1000 AccountAbility Principles Standard (2018) and the accuracy, completeness, and neutrality principles of VeriSustain. In addition, DNV has reviewed the ‘reliability of specified sustainability performance information’ as described in ‘Scope of Assurance’. DNV’s Verisustain protocol requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited or/and reasonable assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on CJ CGV website for the current reporting period.

SCOPE OF ASSURANCE

We have carried out an independent limited assurance on the Report and an independent verification for selected performance indicators for the year ending 31 December 2024, which include the following:

- We have reviewed the GRI Topic Disclosures relevant to the Material Topics which have been identified as material through the materiality assessment undertaken by CJ CGV.

- Regarding the reliability of specific sustainability performance information, we reviewed the quality and reliability of the following GRI Topic Standards disclosures: Energy (GRI 302-1), Emissions (GRI 305-1, 305-2, 305-4), Occupational Health and Safety (GRI 403-1, 403-9), Training and Education (GRI 404-1), and Customer Privacy (GRI 418-1).

OPINION, OBSERVATIONS AND RECOMMENDATION

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not adhere to the four principles of AA1000APS(2018) and the accuracy, completeness, and neutrality principles of VeriSustain described below. In terms of the reliability of specified sustainability performance information, nothing has come to our attention to suggest that the data have not been properly collated from information reported at the operational level, nor that the assumptions used were inappropriate. Furthermore, nothing has come to our attention to cause us to believe that CJ CGV’s Report has not been prepared, in all material respects, in accordance with the GRI Standards.

Without affecting our assurance opinion, we provide the following observations against the principles of AA1000APS(2018) and VeriSustain applicable to the relevant information described in the ‘Scope of Assurance’:

INCLUSIVITY: STAKEHOLDER PARTICIPATION AND OPINION

CJ CGV recognizes customers, employees, shareholders and investors, partner companies, media, and communities as its key stakeholders. The company identifies key interests for each stakeholder group and discloses relevant communication channels and engagement activities. In particular, CJ CGV practices responsible communication by transparently disclosing sustainability performance and responses to key issues, including those of its subsidiaries, thereby ensuring comprehensive information sharing with all stakeholders.

MATERIALITY: IDENTIFYING AND REPORTING ON MATERIAL SUSTAINABILITY TOPICS

CJ CGV conducted this year’s materiality assessment including CJ Olive Networks, which was newly integrated in June 2024. To better reflect financial relevance, revenue-based weightings were applied for each company. As part of the double materiality assessment, interviews were conducted with relevant departments across both companies to identify key ESG issues. The results were finalized through review by the Board of Directors and the management council.

The four key material issues identified were: Employee Experience and Corporate Culture Innovation, Health and Safety, Information Security and Privacy Protection, and Climate Change Response. These issues have been linked to strategic initiatives and are continuously monitored, with progress regularly reported to the Board, ensuring a structured approach to ESG implementation.

THIRD-PARTY ASSURANCE STATEMENT

RESPONSIVENESS: TRANSPARENT RESPONSE TO CRITICAL SUSTAINABILITY TOPICS AND RELATED IMPACT

CJ CGV addresses key ESG issues, including climate change, through a multi-layered governance structure involving the Board of Directors, executive leadership, and operational teams. The ESG Committee under the Board serves as the top decision-making body, reviewing and approving strategies and policies. The ESG Management Council, chaired by the CEO, leads strategic discussions for implementation. The ESG Working Group, composed of 29 departments, holds quarterly meetings and collaborates as needed to ensure execution and reflect the ESG Committee’s directives. This structure enhances responsiveness and accountability in ESG management and supports consistent, effective oversight across the organization.

IMPACT: MONITORING, MEASURING AND ACCOUNTING FOR THE IMPACT OF ORGANIZATIONAL ACTIVITIES ON THE ORGANIZATION AND ITS STAKEHOLDERS

CJ CGV conducted an IRO (Impact, Risk & Opportunity) assessment to analyze the four key material issues, categorizing both environmental/social and financial impacts into positive/negative and opportunity/risk factors. ‘Information Security and Privacy Protection’ and ‘Health and Safety’ were identified as having particularly high impact, reflecting the company’s customer-facing business and the operational nature of cinema venues. This indicates a strong alignment between material issues and business characteristics. CJ CGV also discloses governance, strategy, risk management, and KPIs for each issue, demonstrating a strategic approach. By reporting both environmental/social and financial impacts across the value chain, the company shows a high level of transparency. Continued communication of future targets and performance is recommended to further enhance accountability.

RELIABILITY: ACCURACY AND COMPARABILITY OF INFORMATION PRESENTED IN THE REPORT AND THE QUALITY OF UNDERLYING DATA MANAGEMENT SYSTEMS

The data collection and processing procedures, supporting documents, and records were verified through sampling techniques. Based on the results, no intentional errors or misstatements were found in the sustainability performance information described in the Report. CJ CGV is able to explain the source and meaning of its sustainability performance using reliable methods and data, and any errors or unclear expressions identified during the verification process were corrected prior to the publication of the Report.

COMPLETENESS: HOW MUCH OF ALL THE INFORMATION THAT HAS BEEN IDENTIFIED AS MATERIAL TO THE ORGANIZATION AND ITS STAKEHOLDERS IS REPORTED

CJ CGV reports on the Company’s key non-financial disclosures based on its performance related to material topics during the reporting period of 2024 using appropriate GRI Topic Standard disclosures, for the identified boundaries of operations.

NEUTRALITY: EXTENT TO WHICH A REPORT PROVIDES A BALANCED ACCOUNT OF AND ORGANIZATION’S PERFORMANCE, DELIVERED IN A NEUTRAL TONE

CJ CGV discloses the Company’s performance, challenges, and stakeholder concerns during the reporting period in a neutral, consistent, and balanced manner.

OUR COMPETENCE, INDEPENDENCE AND QUALITY CONTROL

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. We have no other contract with CJ CGV. Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences.

LIMITATIONS

DNV’s assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitations of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The engagement excludes the sustainability management, performance, and reporting practices of the Company’s suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement.

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period.

THIRD-PARTY ASSURANCE STATEMENT

Any data outside this period is not considered within the scope of assurance.
DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

RESPONSIBILITIES OF THE DIRECTORS OF CJ CGV AND OF THE ASSURANCE PROVIDERS

The Company’s management has sole responsibility for the integrity of the Report and this responsibility includes designing, implementing, and maintaining internal controls over collection, analysis, aggregation and preparation of data, fair presentation of the information and ensuring that data is free from material misstatement.

DNV’s responsibility is to plan and perform the work to obtain assurance about whether the relevant information described in the ‘Scope of Assurance’ has been prepared in accordance with the reporting requirements and to report to CJ CGV in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

Our statement represents our independent opinion and is intended to inform the management and stakeholders of CJ CGV. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

BASIS OF OUR OPINION

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of CJ CGV. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company’s business and its key stakeholders. Our limited assurance procedures included, but were not limited to, the following activities:

- Peer and media review to identify relevant sustainability issues for CJ CGV during the reporting period.
- Review of the disclosures according to reporting requirements with a focus on the process and the result of materiality assessment, Topic Standards Disclosures, and relevant management processes.
- Understanding and evaluation of the key systems, processes, and controls for consolidating, managing, and reporting the information and KPIs included in the Report.
- Review of documentary evidence supporting adherence to the reporting principles and requirements.
- Conduct interviews with representatives from the ESG team and relevant departments with overall responsibility for monitoring, data consolidation, and reporting of sustainability-related information.
- On-site visit at the CJ CGV Head Office in Seoul, Republic of Korea to review the processes and systems for preparing site-level sustainability data and implementation of the sustainability strategy, and to carry out a sample-based assessment of site-specific data disclosures.

For and on behalf of DNV Business Assurance Korea Ltd.
Seoul, Republic of Korea
9 July 2025

Kim, So
Hyun

Digitally signed
by Kim, So Hyun
Date: 2025.07.09
10:33:57 +09'00'

So Hyun Kim Lead Verifier

Jang,
Yu Lee

Digitally signed
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Date: 2025.07.09
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Chang Rok

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Date: 2025.07.09
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Chang Rok Yun Reviewer



GHG EMISSIONS VERIFICATION STATEMENT

CJ CGV | DOMESTIC SITES

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas (hereinafter “GHG”) emission (Scope 1, 2) of CJ CGV (hereinafter “the Company”) in 2024.

VERIFICATION SCOPE

Verification of all places of business and emission facilities under the control of the company.

VERIFICATION STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational Guidelines for Reporting and Certification of Emissions in the GHG Emission Trading Scheme
- Verification Guidelines for GHG Emissions Trading Scheme Operation
- Guidelines for GHG Target Management Scheme Operation

VERIFICATION PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

VERIFICATION LIMITATIONS

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

VERIFICATION OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results
- According to KMR’s approach, nothing was found that would lead to a finding that CJ CGV failed to disclose data and information that was accurate and reliable in all material respects.

I GHG EMISSIONS & ENERGY CONSUMPTION

GHG Emissions		Direct emission (Scope1)	Indirect emission (Scope2)	Total (tCO ₂ eq)
2024		7,465.635	62,101.52	69,504
Energy Consumption	Fuel	Electricity	Steam	Total (TJ)
2024	146.671	1,267.053	42.208	1,397

※ Note : There is a difference in the total amount of emissions and emissions by greenhouse gas and by workplace. (Total emissions are cut to a decimal point for each workplace unit and emissions are summed up for each workplace unit.)

VERIFICATION RESULTS

We confirm through verification that the emissions from major emission facilities have been calculated and reported without omission.

- ※ The abovementioned company is responsible for preparing verification data in accordance with the “Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)”, and KMR’s responsibility is limited to the party in the verification contract according to the agreed contract terms. and is not responsible for other decisions, including investment decisions based on this verification statement.
- ※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.

May 28, 2025
KMR CEO Eun Ju, Hwang



E J Hwang

GHG EMISSIONS VERIFICATION STATEMENT

CJ CGV | OVERSEAS SITES

Domestic business sites: not applicable
Overseas business sites: China, Vietnam, Indonesia, Türkiye
KMR has verified the greenhouse gas emissions of CJ CGV for Scope 1 and 2 in 2022, 2023, and 2024.

VERIFICATION SCOPE

Verification of overseas places of business and emission facilities under the control of CJ CGV

VERIFICATION STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for emission reporting and certification of the Greenhouse Gas emissions trading scheme (Ministry of Environment, 2024-155)
- WRI/WBCSD GHG Protocol (2013)

VERIFICATION PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/ views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

VERIFICATION LIMITATIONS

The verification team verified the related reports, information and data presented by the audited institution by sampling or complete enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

VERIFICATION OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results
- According to KMR's approach, nothing was found that would lead to a finding that CJ CGV failed to disclose data and information that was accurate and reliable in all material respects.

I GHG EMISSIONS & ENERGY CONSUMPTION

No.	Site	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)			
		Direct emission (Scope1)	Indirect emission (Scope2)	Total	Fuel	Electricity	Steam	Total
1	China	28.863	43,770.849	43,800	0.424	265.951	0	266
2	Vietnam	25.876	15,100.287	15,126	0.377	106.417	0	107
3	Indonesia	57.140	36,006.009	36,063	0.839	163.617	0	164
4	Türkiye	1,578.835	13,739.679	15,319	29.981	116.965	0	147
Total		1,690.714	108,616.824	110,308	31.621	652.950	0	685

※ Note : There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

VERIFICATION RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

May 21, 2025

KOREA MANAGEMENT REGISTRAR (주)한국경영인중원



GHG EMISSIONS VERIFICATION STATEMENT

CJ 4DPLEX CO., LTD.

VERIFICATION GOAL

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as ‘verification’) conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

VERIFICATION SCOPE

Korean Standards Association conducted limited assurance verification of CJ 4DPLEX Co., Ltd.’s Scope1, Scope2 GHG statement.

- Reporting Target : Domestic and Overseas Business Sites
 - Domestic Site : Headquarters, Gasan Branch, Ochang Plant
 - Overseas Site : U.S corporation, China corporation
- Boundary : Scope1(Direct emissions), Scope2(Indirect emissions)
 - Scope1 : Stationary combustion, Mobile combustion
 - Scope2 : Externally purchased power
- Year : January 1, 2024 to December 31, 2024

VERIFICATION CRITERIA

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
 - KS I ISO 14064-1:2018
 - Verification Guidelines for the Operation of the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2025-64)
 - 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines
 - WRI (World Resources Institute) Greenhouse Gas Protocol

LEVEL OF ASSURANCE VERIFICATION AND RESPONSIBILITY

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company’s GHG emissions.

- On-site inspection : Visit to CJ 4DPLEX Co., Ltd. headquarters
 - Method of confirmation
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data
- CJ 4DPLEX Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

VERIFICATION LIMIT

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

GHG EMISSIONS VERIFICATION STATEMENT

CJ 4DPLEX CO., LTD.

VERIFICATION CONCLUSION

No errors or false facts were found in CJ 4DPLEX Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

I APPENDIX 1. GHG EMISSIONS OF DOMESTIC SITES (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
Headquarters	7.753	93.243	100	2
Gasan branch	5.023	335.202	340	7
Ochang Plant	6.542	237.275	243	5
Total	19.318	665.720	683	14

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

I APPENDIX 2. GHG EMISSIONS OF OVERSEAS SITES (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
U.S	-	24.149	24	0.244
China	-	25.696	25	0.156
Total	-	49.845	49	0.400

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

May 26, 2025

KOREAN STANDARDS ASSOCIATION

GHG EMISSIONS VERIFICATION STATEMENT

CJ OLIVENETWORKS CO., LTD.

VERIFICATION GOAL

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as ‘verification’) conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization’s management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

VERIFICATION SCOPE

Korean Standards Association conducted limited assurance verification of CJ OliveNetworks Co., Ltd.’s Scope1, Scope2 GHG statement.

- Reporting Target : Head Office, KDB Life Insurance, Bundang Vision World, Songdo IDC, Songdo AniOcean Building, CJ AI Center, HJ Heavy Industries Building, Vietnam Corporation
- Boundary : Scope1(Direct emissions), Scope2(Indirect emissions)
 - Scope1 : Stationary combustion, Mobile combustion
 - Scope2 : Externally purchased power and heat(steam)
- Year : January 1, 2022 to December 31, 2024

VERIFICATION CRITERIA

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
 - KS I ISO 14064-1:2018
 - Verification Guidelines for the Operation of the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2025-64)
 - 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines
 - WRI (World Resources Institute) Greenhouse Gas Protocol

LEVEL OF ASSURANCE VERIFICATION AND RESPONSIBILITY

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company’s GHG emissions.

- On-site inspection : Visit to Head Office and Songdo IDC
- Method of confirmation
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data

CJ OliveNetworks Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

VERIFICATION LIMIT

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

GHG EMISSIONS VERIFICATION STATEMENT

CJ OLIVENETWORKS CO., LTD.

VERIFICATION CONCLUSION

No errors or false facts were found in CJ OliveNetworks Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

I APPENDIX 1. GHG EMISSIONS OF DOMESTIC SITES IN 2024 (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
Head Office	101.083	543.567	644	13
KDB Life Insurance	23.650	44.648	68	1
Bundang Vision World	2.229	2,215.161	2,217	46
Songdo IDC	20.089	10,785.593	10,805	225
Songdo AniOcean Building	-	27.877	27	0.754
CJ AI Center	-	73.408	73	1
HJ Heavy Industries Buildings*	24.107	91.567	115	2
Total	171.158	13,781.821	13,949	288

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

* HJ Heavy Industries Building (formerly Dlware)

I APPENDIX 2. GHG EMISSIONS OF OVERSEAS SITES IN 2024 (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
Vietnam	11.606	15.075	26	0.273

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

APPENDIX 3. GHG EMISSIONS OF DOMESTIC SITES IN 2023 (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
Songdo AniOcean Building	-	18.049	18	0.479
CJ AI Center	-	77.762	77	1
HJ Heavy Industries Buildings*	26.476	93.329	119	2
Total	26.476	189.140	214	3

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

* HJ Heavy Industries Building (formerly Dlware)

I APPENDIX 4. GHG EMISSIONS OF OVERSEAS SITES IN 2023 (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
Vietnam	10.025	15.498	25	0.256

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

GHG EMISSIONS VERIFICATION STATEMENT

CJ OLIVENETWORKS CO., LTD.

I APPENDIX 5. GHG EMISSIONS OF DOMESTIC SITES IN 2022 (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
HJ Heavy Industries Buildings*	31.037	93.916	124	2

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)
* HJ Heavy Industries Building (formerly DIware)

I APPENDIX 6. GHG EMISSIONS OF OVERSEAS SITES IN 2022 (SCOPE1, SCOPE2)

Division	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope1	Scope2	Total	
Vietnam	11.495	13.235	24	0.262

※ Note : There is a difference between GHG emissions and total emissions and workplace emissions (combining workplace level cut-off emissions by company level)

AFFILIATIONS WITH DOMESTIC AND 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
CGV Korea	UNGC, Korean Theater 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
CJ 4DPLEX	-
CJ OliveNetworks	Korea IT Service Industry Association (ITSA), Korea AI · Software Industry Association (KOSA), The Federation of Korean Information Industries (FKII), Korea Information Industry Cooperative, Consortium of CERT (CONCERT), Korea Council of Chief Information Security Officers (CISOKOREA), Korea Information & Communication Contractors Association (KICA), Korea Electrical Contractors Association (KECA)

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, labour, 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.

UNGC 10 PRINCIPLES	REPORTING PAGE
HUMAN RIGHTS	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	81
Principle 2: make sure that they are not complicit in human rights abuses	81-85
LABOR	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	58-59
Principle 4: The elimination of all forms of forced and compulsory labour;	81-84, 92
Principle 5: The effective abolition of child labour; and	81-84, 92
Principle 6: The elimination of discrimination in respect of employment and occupation	55, 81-84, 92-93
ENVIRONMENT	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	31-39
Principle 8: undertake initiatives to promote greater environmental responsibility; and	30
Principle 9: encourage the development and diffusion of environmentally friendly technologies	35-36, 77-78
ANTI-CORRUPTION	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	102-107

