



CJ DE&I POLICY

CJ is committed to fostering diversity and nurturing mutual respect among individuals and groups, aligning with our core values of "Priority to Human Resources" and "Respect". **We aim to create an environment where diverse talents are enthusiastic about participating, working, and growing together.** In every facet of our business, CJ adheres to the following principles to ensure that the culture of respect extends to all stakeholders, including employees, customers, suppliers, and local communities.

Acquisition & Development of Diverse Talent (Diversity)

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

Fair Opportunities for Growth & Evaluation System (Equity)

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

Inclusive & Respectful Corporate Culture (Inclusion)

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

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