

# CJ ENM Entertainment Division Code of Ethics and Conduct

## Chapter 1 General Provisions

### Article 1 (Purpose)

CJ ENM Co., Ltd (hereinafter, the “Company”) has established this Code of Ethics and Conduct (hereinafter, this “Code”) to stipulate and pledge to practice the standards for ethical decision-making and behavior among all Company officers and employees with the aim to make valuable contributions to customers, Company officers and employees, shareholders, the nation, and society based on the Company’s founding philosophy of contributing to the national economy, valuing talent, and pursuing rational management.

### Article 2 (Scope of Application)

This Code shall apply to all officers and employees working at the Entertainment Division of the Company and its subsidiaries.

### Article 3 (Compliance with Laws, Regulations, and Company Rules)

When performing work-related tasks, officers and employees must comply with applicable laws and regulations (including the Improper Solicitation and Graft Act) and the Company rules.

### Article 4 (Definitions)

- (1) “Receiving money or any item of value” refers to an act of receiving monetary or material benefits such as cash, checks, gift certificates, vouchers, securities or items, or a debt repayment, a guarantee, a loan interest payment by proxy or the giving of movable or real property for free or at a low price.
- (2) “Receiving entertainment or hospitality” refers to an act of receiving entertainment by way of a sexual favor, drink, food, sports (such as golf or screen golf), performances or domestic or overseas tourism.
- (3) “Receiving convenience” refers to an act of receiving support, such as transportation, accommodations, tour guide or support for an event, other than money or any item of value, entertainment or hospitality.
- (4) “Speculative games” refers to acts such as playing mahjong, the Korean card game *hwatu*, and cards, betting on golf, gambling at a casino for Korean citizens, etc. and “Illegal Gambling” refers to a case of legal violation such as illegal sports gambling or unlawful casino gaming.
- (5) “Stakeholders” refers to all natural persons, legal entities, and other organizations inside

and outside the Company whose rights or interests may be directly or indirectly affected by the discharge of their duties, including officers and employees, customers, and suppliers.

(6) “Reporters” refers to customers and suppliers with a stake in the Company and all officers and employees who discover the receipt of money or any item of value and a violation of this Code.

(7) “Suppliers” refers to all companies that provide a variety of products and services to the Company.

(8) “Host country” refers to the country in which the Company’s overseas resident employees work.

(9) “Undisclosed significant information” refers to information that may have a significant impact on investors’ investment decisions under the Financial Investment Services and Capital Markets Act and the provisions of the relevant disclosures, prior to public disclosure to unspecified persons.

#### **Article 4-2 (Code of Ethics and Conduct by Position)**

Detailed provisions subdivided by positions of officers and employees may be added to this Code, and carry the same effect as this Code.

### **Chapter 2 Company**

#### **Article 5 (Fair Treatment of Officers and Employees)**

(1) The Company shall respect its officers and employees, and shall conduct a fair evaluation of their ability and performance and remunerate them for their work.

(2) The Company shall operate a system and policy to foster its officers and employees into top-class talents as well as create an optimal work environment, and shall utilize such system, policy, and environment to provide full support to officers and employees.

(3) When employing and promoting officers and employees, the Company shall ensure their fair treatment without discriminating against them on the grounds of gender, family relations, academic background, age, and region of origin.

(4) Officers and employees shall be responsible for ensuring their own personal hygiene, and the Company shall endeavor to the best of its ability to ensure their health through relevant codes and benefits.

(5) Officers and employees shall be responsible for ensuring their own personal safety, and shall abide by all safety-related laws, regulations, and standards. The Company shall endeavor to the best of its ability to prevent and manage disasters and risks through codes, facilities, and education to protect officers and employees from disasters and risks.

## **Article 6 (Responsibilities and Obligations to the Company's Shareholders)**

- (1) The Company shall realize sound profits by enhancing its business performance based on effective management.
- (2) The Company shall respect its shareholders' right to know, accept their justifiable requests and proposals, and endeavor to reflect such requests and proposals in its management.
- (3) The Company shall disclose its business information transparently in accordance with applicable laws and regulations in order to maintain a relationship of mutual trust with its shareholders, and shall adhere to relevant laws and regulations when dealing with and reporting accounting materials, etc.
- (4) The Company shall conduct transactions with its subsidiaries and customers in a fair and transparent manner.
- (5) Officers and employees shall not sell or purchase securities using the Company's internal undisclosed significant information that may have an impact on investors' decisions, nor provide such information to others.
- (6) Officers and employees shall not pursue their private interests or those of their acquaintances by taking advantage of the Company's internal information.

## **Article 7 (Responsibilities to the Nation and Society)**

- (1) The Company shall contribute to the development of the nation and society by growing into a sound company through its reasonable and responsible management and by creating social wealth.
- (2) The Company shall provide full support for its officers and employees' participation in social activities, and contribute to the cultural and economic development of local communities.
- (3) Officers and employees shall not become inappropriately involved in politics nor make illegal political donations, and the Company shall not allow its officers and employees to engage in any political activities in the workplace.
- (4) Officers and employees shall recognize the importance of environmental issues and abide by relevant laws and regulations to preserve a clean environment, and shall endeavor to protect nature and prevent environmental pollution when performing their duties.

## **Chapter 3 Compliance with Basic Ethics**

### **Article 8 (Compliance with the Improper Solicitation and Graft Act)**

- (1) Officers and Employees of the Company constitute "public officials, etc." under the Improper Solicitation and Graft Act, and when receiving, or giving to "public officials, etc.", food and drink, gifts or congratulatory or condolence money for the smooth performance of their duties, social courtesy, formality or assistance, officers and employees shall be fully aware

of the guideline of the Improper Solicitation and Graft Act, and shall not exceed the maximum values permitted for all items.

(2) Notwithstanding adjustments in the maximum values for food and drink (KRW 30,000), gifts (KRW 50,000; or KRW 100,000 in the case of agricultural and livestock products (including flowers)), and congratulatory or condolence money (KRW 50,000; or KRW 100,000 in the case of congratulatory money in addition to a wreath), officers and employees shall not give or receive any money or item of value to or from suppliers in which the Company has a direct interest (such as contracts, evaluations, and permit/license).

(3) Even when giving an external lecture with no remuneration, officers and employees of the Company shall submit a request for approval to the Company and obtain such approval therefrom in accordance with the Company's internal rules, and this shall apply to any case where a public official or an officer or employee of a public service-related organization is invited to provide a lecture at the Company.

#### **Article 9 (Observance of Work Discipline)**

(1) Officers and employees shall conduct themselves with pride and self-respect, and shall always maintain an honest and diligent attitude.

(2) Officers and employees shall focus on their work and maintain a diligent attitude, and thus, shall not engage in any private stock transaction, online game or sports gambling nor visit any indoor golf center, spa facility, sauna or billiard parlor for personal purposes during working hours.

(3) Officers and employees shall retain high ethical values and shall not carry out any immoral or unethical act that may be socially condemned in connection with their private life and work-related duties, to ensure their personal dignity and the Company's reputation.

(4) Officers and employees shall share the management policy and vision of the Company, and shall endeavor to the best of their ability to faithfully fulfill their respective duties so as to achieve such policy and vision.

(5) Officers and employees shall clearly recognize their authority and responsibilities, and shall perform their tasks in an appropriate manner and abide by work-related laws and regulations.

(6) Officers and employees shall not form a faction related to family relations, regional or school affiliation, nor form a private group within the Company.

(7) Officers and employees shall not conduct property transactions related to securities, real property, and other assets, using undisclosed information of the Company, nor perform unfair transactions including investments, nor help others to make property transactions or investments by providing such information to others, nor pursue their private interests by taking advantage of their position.

(8) Officers and employees shall not illegally use the signatures, IDs, and passwords of their superiors, subordinates, and coworkers, nor handle business affairs improperly, nor pursue their private interests through the forgery of private documents.

## **Article 10 (Intra-organizational Relationship between Superiors and Subordinates)**

- (1) Superiors shall not exert any pressure on the person in charge in relation to the selection of suppliers, and shall follow the Company's objective standards and procedures for recommending suppliers.
- (2) Superiors shall not give unreasonable instructions nor be negligent in work-related duties, and subordinates shall be obligated to inform the Company of any inappropriate act committed by a superior, and may be subject to disciplinary action in cases where the Company sustains any loss due to the subordinate's failure to report the said act.
- (3) Superiors shall not coerce subordinates to treat a meal for their promotion, nor demand money or any item of value or entertainment using the excuse of their salary or performance evaluation, nor forcibly mobilize subordinates for a personal purpose.
- (4) Officers and employees shall not engage in money lending and borrowing and joint and mutual guarantees with each other, and in particular, money transactions between superiors and subordinates shall be strictly prohibited.
- (5) Officers and employees shall not engage in inappropriate solicitation for favors related to their duties, nor give or receive any type of economic benefit such as money or any item of value or entertainment in exchange for such solicitation.
- (6) Officers and employees shall not exchange congratulatory wreaths or flowerpots with respect to their promotion or appointment.
- (7) Subordinates shall not provide parting gifts of cash to superiors who go on a business trip or transfer to another department in breach of applicable laws and regulations and the Company rules.
- (8) Money or gifts shall not be exchanged among officers and employees in breach of applicable laws and regulations and the Company rules.

## **Article 11 (Obligation to Protect Customers)**

- (1) Officers and employees shall supply high-quality content and endeavor to the best of their ability to satisfy customers.
- (2) Officers and employees shall abide by all laws and regulations on consumer protection, as well as the preceding provision.
- (3) Officers and employees shall not divulge customers' personal information outside the Company, nor use such information for any purpose other than those agreed upon by the customers.
- (4) Officers and employees shall obtain prior consent when exposing any non-celebrity's likeness, voice, name, etc. in a broadcast.

### **Article 12 (Mutual Cooperation)**

- (1) Officers and employees shall not discriminate against the related parties of suppliers without a justifiable reason, and shall treat them in a kind and polite manner.
- (2) Officers and employees shall ensure fairness when dealing with suppliers by exercising caution against inappropriate procedures and unilateral decisions.
- (3) Officers and employees shall not conduct any unethical act such as exploiting difficulties faced by a supplier or profiteering.
- (4) Officers and employees shall equally provide information necessary for transactions to all suppliers, and shall not provide any supplier-related information obtained in the process of relevant transactions to other suppliers, nor obtain personal profits by taking unfair advantage of such information.

### **Article 13 (Global Compliance with this Code)**

- (1) Officers and employees working overseas must comply with applicable laws and regulations in Korea and the Company rules when performing their duties, and shall not commit any act that damages the reputation of their nation and the Company, by observing the laws and regulations of their host country.
- (2) Officers and employees working overseas shall respect the culture of their host country and the customs of the local population, and shall not disparage such culture and customs.
- (3) Officers and employees working overseas shall stand at the forefront of leading the local culture with a sense of pride as a Korean.
- (4) Officers and employees working overseas shall not have an inappropriate relationship with any local woman, nor engage in any sex-buying activities.

## **Chapter 4 Prohibition of Illicit Acts**

### **Article 14 (Prohibition of Embezzlement, Breach of Trust, and Misappropriation)**

- (1) Officers and employees shall not embezzle, appropriate, misappropriate or illegally obtain the assets of the Company and its customers.
- (2) Officers and employees shall not use the Company's assets and content, which are intended for business activities including production, sales, and marketing, for any personal purpose.

### **Article 15 (Prohibition of Receiving Entertainment and Convenience)**

- (1) Officers and employees shall not receive money or any item of value, entertainment or hospitality from stakeholders.

(2) Officers and employees shall not pass any costs onto stakeholders, including corporate dinner costs, donations for in-house events, and meal expenses.

(3) Officers and employees shall not receive any convenience such as transportation or accommodations from stakeholders on personal business or a business trip.

(4) Officers and employees shall not engage in any speculative gaming or gambling with stakeholders. However, in the case of a speculative game, if they must participate in such game for an unavoidable reason, they shall inform the Company and their manager of such participation in advance.

(5) Officers, employees, and stakeholders shall not engage in money lending and borrowing and joint and mutual guarantees with each other, and officers and employees shall not request stakeholders to stand surety for a loan under their name or that of their relative, nor accept any proposal for such guarantee.

(6) Officers and employees shall not demand payment or repayment of a credit card, a credit purchase, and a loan under their name or that of their relatives from any stakeholder, nor accept such proposals.

(7) Officers and employees shall not make or mediate the following types of transactions with any stakeholders: renting (as a landlord or a tenant) or selling an apartment, a house or various equipment.

(8) Officers and employees shall not acquire, be furnished nor be given any stakeholder's stake or property as a gift directly or indirectly. Moreover, officers and employees themselves and their relatives are prohibited from making any joint investment in real property and assets (including condominiums, golf membership, health club membership, and golf clubs) with any stakeholder without the Company's prior approval.

(9) Officers and employees shall not use the Company's assets and equipment for their private use so as to pursue their private interests, and they also shall not provide any stakeholder with the Company's human resources and equipment, nor allow any stakeholder to use such resources and equipment, without the Company's approval.

(10) Officers and employees shall not demand future guarantees such as hiring, employment mediation, and contracts, nor accept such proposals.

#### **Article 16 (Prohibition of Illegal Gambling)**

Officers and employees shall not engage in any illegal sports gambling or speculative games contrary to law.

#### **Article 17 (Prohibition of Sexual Harassment and Extramarital Affairs in and out of the Workplace)**

(1) Officers and employees shall not make sexual comments to other officers, employees or outsiders in regard to work, nor commit acts that violate any of the following subparagraphs that incur sexual humiliation or personal offense by abusing their superiority at work, nor

discriminate against the other party in terms of hiring, job assignment, and transactions based on their refusal to accept the sexual remarks or demand.

1. Do not make physical contact or touch specific body parts.
2. Do not assess others' personal appearance, ask private questions or make sexual jokes, which are also considered as "sexual harassment." Do not make sexist remarks or obscene jokes.
3. Do not coerce others into a gender-stereotyped role such as serving liquor at the table at a company dinner.
4. Do not post or show obscene materials (including photos, paintings, and books).
5. Do not engage in any other behaviors that could cause sexual humiliation in violation of social norms.

(2) Officers and employees shall not undermine public order and good customs in and out of the workplace with immoral acts such as infidelity in and out of the workplace.

#### **Article 18 (Prohibition of Drunk Driving)**

(1) Officers and employees shall immediately report to the Company when their driver's license is suspended or cancelled due to drunk driving.

(2) Officers and employees shall not drive with their cancelled or suspended license while engaging in work-related duties for the Company including business activities, commuting, and business trips.

#### **Article 19 (Prohibition of Multiple Employment and Side Businesses)**

(1) Upon joining the Company, officers and employees must comply with the principle of good faith and therefore shall not run another business trading with the Company, nor engage in business with the Company under the name of a third party such as relatives or acquaintances without the Company's approval.

(2) Officers and employees shall not take on other employment or be hired as an officer or an employee for any stakeholder while working for the Company.

#### **Article 20 (Prohibition of Power Tripping)**

(1) Officers and employees shall not give inappropriate work instructions (such as instructions that violate processes and standards or force subordinates to work for superiors' private purposes, or borrowing money from subordinates) in exploitation of superior position (abuse of authority over personnel affairs), nor use inappropriate language or behavior (such as habitual verbal violence and defamation).

(2) Officers and employees shall not take a discriminatory attitude, nor use discriminatory



language against contract or part-time employees in exploitation of contractual relations.

(3) Officers and employees shall not make inappropriate demands and remarks to suppliers in exploitation of business relations.

#### **Article 21 (Prohibition of Other Illegal Activities)**

(1) Officers and employees shall not film or photograph the bodies of others illegally with a camera or any other similar device, and the resulting materials shall not be distributed, sold, rented, provided, exhibited, or screened in public.

(2) Any and all information and resources acquired in the process of filming or photographing shall remain confidential, and therefore, shall not be used for any purpose other than the original purpose of filming or photographing, nor be divulged or leaked to any third parties.

### **Chapter 5 Guideline for Business Processes**

#### **Article 22 (Business Process in Compliance with Principles)**

(1) Officers and employees shall endeavor to the best of their ability to perform their tasks in the workplace, and shall establish procedures and standards to carry out such tasks in a transparent manner.

(2) Officers and employees shall not inflict any loss to the Company with high-priced purchases, false quotations, sole-source bidding, price fixing, illicit favors, etc.

#### **Article 23 (Expense Handling)**

(1) Officers and employees shall use the Company's budget in accordance with the intended purpose, and in the case of a budget shortage due to expenditure exceeding the budget, a supplementary budget must be executed with prior approval. Unjustified expenses shall not be incurred under any circumstances.

(2) Officers and employees shall not execute expenses without evidence or with fake evidence.

(3) Officers and employees shall only use the registered personal account to be reimbursed expenses. Other than this, the personal account shall not be used for any purpose related to the company's business. Also, such personal account number shall not be given to suppliers.

#### **Article 24 (Report for External Lecture, etc.)**

(1) When participating in a seminar, a public hearing, a symposium, etc. to give a lecture, speech, an assessment or consultation, officers and employees shall submit a request for approval for such participation to the Company and their department head, and obtain their approval.

(2) Officers and employees shall not personally obtain profits made from such activities in

Paragraph (1) including lecture fees, and shall report to the Company and handle the matter in accordance with the Company rules.

#### **Article 25 (Information Security)**

(1) Officers and employees shall not access unauthorized information or facilities without the Company's prior approval, nor leak the Company's internal information, nor use such information to add to their private wealth.

(2) Officers and employees shall not reveal confidential information related to the Company to third parties or competitors during their employment and even after leaving the Company.

(3) Officers and employees shall not independently exchange information with competitors without the Company's prior approval.

(4) Officers and employees shall not provide or leak programs developed by themselves or similar programs without the Company's prior approval.

(5) In addition to the above provisions, officers and employees shall observe all laws and regulations related to personal information protection.

#### **Article 26 (Relationship with Suppliers)**

(1) When engaging in discussions with suppliers on business affairs, officers and employees shall proceed with such discussions in an open and customary workplace to ensure a fair and transparent process.

(2) Officers and employees shall not make a request for an undue economic advantage in exploitation of the Company's superior position in the course of conducting subcontracting transactions with suppliers, nor conduct any form of wrongful act including demanding unfair payments, interfering in management affairs, and taking retaliatory measures, nor pass their costs onto suppliers without prior consultation.

(3) In addition to Paragraph (2), officers and employees shall not violate applicable laws and regulations including the Fair Transactions in Subcontracting Act and the Monopoly Regulations and Fair Trade Act, nor conduct any activities subject to penalty for a legal violation by the Fair Trade Committee, etc.

(4) Officers and employees shall select and register suppliers according to objective and fair standards and procedures.

(5) When conducting transactions with suppliers, officers and employees shall give top priority to the interests of the Company and refrain from causing any loss to the Company by colluding with or giving favors to another company, etc., and shall not consider their private interests.

(6) Officers and employees shall not register as a supplier a company in which they have a stake without prior approval, nor conclude contracts using their position and duties, nor exercise favoritism in conducting transactions.

(7) Officers and employees shall not make any solicitation to suppliers regarding personnel affairs, including the employment, promotion, and assignment of their relatives and acquaintances.

(8) Officers and employees shall not notify suppliers of their congratulatory or condolatory events directly and indirectly, and in cases where suppliers are aware of such events for a reason not attributable to the officers and employees, they shall take all necessary measures not to receive congratulatory or condolence money or gifts.

## **Chapter 6. Observance of this Code and Disciplinary Action**

### **Article 27 (Obligation and Responsibility to Observe this Code)**

(1) Officers and employees shall comply with this Code, and shall be held responsible for any violations thereof.

(2) Leaders shall be responsible for encouraging, managing, and supervising team members to comply with this Code.

### **Article 28 (Disciplinary Action)**

(1) Any violation of this Code shall be referred to the personnel committee for deliberation and disciplinary measures in accordance with standards of rewards and punishment.

### **Article 29 (Investigation of Violation)**

(1) The Corporate Audit General Counsel shall promptly launch an investigation into any reported violation of this Code.

(2) Officers and employees shall cooperate with the Corporate Audit General Counsel in any investigation into a violation of this Code.

(3) Upon identifying an issue that needs to be rectified as the result of an investigation, the Corporate Audit General Counsel shall take appropriate measures to resolve the issue and prevent its recurrence.

### **Article 30 (Obligation and Methods of Reporting)**

(1) Officers and employees shall promptly report to the Corporate Audit General Counsel upon discovering their own or others' violation of this Code.

1. E-mail : CJ ENM Cyber Audit Office [cjauditor@cj.net](mailto:cjauditor@cj.net)(Anonymous/Real-name)  
CJ Hotline : <https://ethics.cj.net/whistles/regist>(Anonymous/Real-name/K-whistle)
2. Telephone: +82-2-371-8717

3. Address: Corporate Audit General Counsel, CJ E&M Center, 66, Sangamsan-ro, Mapo-gu, Seoul, Korea

(2) When officers and employees report violations of this Code, the Company shall take all possible measures to protect the reporter.

(3) When officers and employees report others' violation of this Code, the identity of the reporter shall be kept strictly confidential. No disadvantage related to the report shall be imposed on the reporter.

However, if the reporter and related witnesses made false statements for the purpose of slandering the reported person, they may suffer disadvantages.

**[Code of Ethics and Conduct by Position]**

**Exhibit 1. Code of Ethics and Conduct for Broadcast Production (Enacted on February 1, 2020)**

**Addendum <February 1, 2020>**

1. This "CJ ENM E&M Division Code of Ethics and Conduct" shall enter into force on February 1, 2020.

**Addendum <January 4, 2021>**

1. This "CJ ENM Entertainment Division Code of Ethics and Conduct" shall enter into force on January 4, 2021.



## **CJ ENM Entertainment Division Code of Ethics and Conduct for Broadcast Production**

### **Chapter 1 General Provisions**

#### **Article 1 (Public Responsibility)**

We shall not distort the truth and shall assume public responsibility for broadcasting with respect to broadcast production.

#### **Article 2 (Respect for Human Rights)**

We shall respect human dignity, values, and personality rights including the right to privacy with respect to broadcast production, and shall endeavor to realize human cultural diversity.

#### **Article 3 (Principle of Legal Compliance)**

We shall abide by applicable laws and regulations including the Broadcasting Act, the Monopoly Regulation and Fair Trade Act, the Personal Information Protection Act, and the Enforcement Decrees thereof, and shall practice the principle of legal compliance, with respect to broadcast production.

#### **Article 4 (Social Cohesion)**

We shall provide beneficial information to society through broadcasting, pursue the harmonious and balanced development of the nation and local communities, and strive to create the atmosphere of social cohesion.

#### **Article 5 (Sense of Responsibility)**

We shall maintain a sense of pride as a broadcaster and recognize our responsibility and professional ethics, and shall not demean ourselves or commit any illegal act.

### **Chapter 2 Specific Provisions**

#### **Article 6 (Broadcasting Ethics)**

(1) We shall not distort the facts related to broadcast content or collected information, and

shall place the top priority on fairness and transparency with respect to broadcast production.

- (2) We shall endeavor to the best of our ability to ascertain the facts necessary to ensure fairness and transparency, and shall endeavor to reflect a variety of opinions and positions.
- (3) We shall not broadcast subjective personal opinions that have no clear grounds or verification without first checking the relevant facts.

#### **Article 7 (Production Ethics)**

- (1) In the event that we use any non-celebrity's likeness, voice or name, we shall in principle acquire the prior consent of such person, and shall not produce any broadcast in a manner that infringes upon privacy.
- (2) We shall not encourage the distortion of gender roles, sexual discrimination, sexual harassment, etc., nor use one's physical appearance or disability for comedic purposes, nor discriminate against people based on their outward appearance or physical handicap.
- (3) We shall not encourage discrimination on the basis of race, nationality, gender, occupation or place of origin.
- (4) We shall not trespass in an individual's residence or private land to produce broadcasts.
- (5) We shall reject production methods that invade the privacy of criminal victims and suspects.
- (6) We shall reflect a variety of opinions and positions to avoid bias toward a particular faction, party or ideology.
- (7) We shall endeavor to help children and adolescents to build a sound character in terms of their personality and refinement.
- (8) Expressions related to sexuality shall be produced in a way that does not cause disdain or repugnance among viewers.
- (9) Content dealing with social minorities shall not infringe their human rights.
- (10) Crimes shall not be embellished, encouraged or justified.
- (11) Content that undermines social order, good customs, and public interest shall not be broadcast, and human life shall not be taken lightly nor shall suicide be portrayed in an approving light.
- (12) Broadcast content about pending legal cases and other content that could affect ongoing law enforcement investigations shall be dealt with in a cautious manner.
- (13) In principle, the standard language with graceful and refined mode of speech shall be used for broadcasting and the expressions used shall easily make sense to viewers.
- (14) Broadcast content where rankings are decided by viewers' votes shall ensure the fairness and transparency of the program through appropriate processes in and out of the Company.

- (15) When the broadcast content proves to be based on false information or infringes on others' dignity and rights, the content shall be promptly redressed according to the process determined by laws and regulations related to press arbitration.

#### **Article 8 (Work Ethics)**

- (1) Officers and employees shall faithfully observe the "CJ ENM Entertainment Division Code of Ethics and Conduct."
- (2) Officers and employees shall not produce broadcasts to cause benefit or loss to a certain person or group, nor conduct any activities to violate laws and regulations or the Company rules out of private interests.
- (3) Officers and employees shall not violate laws and regulations by accepting bribery, solicitation, entertainment or gifts from stakeholders related to broadcast production.
- (4) Officers and employees shall spend the budget assigned to a production in accordance with the procedures and methods as authorized by the Company's corporate approval process, and remaining budgets, props, and equipment acquired for the production shall be processed in accordance with the Company's procedures.
- (5) Officers and employees shall not provide inappropriate disadvantages to stakeholders related to broadcasts, nor demand the provision of any benefit from such persons in exploitation of their superior position or duties.
- (6) Officers and employees shall use information acquired with respect to broadcast production solely for the said purpose, and manage personal information according to procedures defined by laws, regulations, and the Company rules.
- (7) Officers and employees shall not make or take part in any investment in real estate or stock, and shall not provide the information with others, using undisclosed information acquired over the course of broadcast production.

#### **Addendum <February 1, 2020>**

1. This "CJ ENM E&M Division Code of Ethics and Conduct for Broadcast Production" shall enter into force on February 1, 2020.

#### **Addendum <January 4, 2021>**

1. This "CJ ENM Entertainment Division Code of Ethics and Conduct for Broadcast Production" shall enter into force on January 4, 2021.





