

2022 ESG REPORT

: Taking ESG Steps Together

About This Report

CJ ENM releases 2022 ESG Report, following our 2021 ESG Report under the theme, 'The Beginning of the Good Impact' published last year. Under the theme of 'Taking ESG Steps Together' the report presents the endeavors and achievements we have made for sustainable development, and emphasizes our key ESG activities, centered around the strategic directions based on our ESG philosophy and three core areas of Planet, People, and Business. Going forward, the Annual ESG Report will serve as a channel through which we communicate with our stakeholders in a more transparent and active manner to share progress on sustainable development.

Principles

This report is prepared with reference to the Comprehensive Option of the GRI(Global Reporting Initiative) Standards, the international guidelines for reporting sustainability management, as well as the newly revised 2021 GRI Standards, and reflects the recommendations of the TCFD(Task Force on Climate-Related Financial Disclosures) and the Ten Principles of the UN Global Compact. Financial data complies with the standards of the K-IFRS(Korean International Financial Reporting Standards) for consolidated financial statement, while maintaining consistency with the SASB(Sustainability Accounting Standards Board) to fully cover key issues arising from the nature of the industry.

Report Assurance

Quantitative and qualitative indicators in this report are subject to the third-party assurance. The report has been certificated by the KMR(Korea Management Registrar) to verify compliance with the four principles of Inclusivity, Materiality, Responsiveness, and Impact, set out in AA1000AP(2018), and also to assess GRI indicators in terms of credibility and quality. The third-party assurance reports are available on pages 156-157.

Period and Scope

This report provides details of our ESG activities and performance at both the headquarters and domestic business sites, from the first quarter of 2022(January) to the third quarter of 2022(September). It contains data for the latest three years on quantitative performance so the readers can look at yearly trends. Starting from this year's report, we have expanded the scope of information disclosure by disclosing data by division and business site, and strengthened communication with stakeholders through transparent information disclosure.

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CEO MESSAGE



Dear our stakeholders,
I am Yoon, Sang Hyun, CEO of CJ ENM.
It is a great pleasure to share our ESG Report in
an effort to make a more valuable world.

2022 was a year of uncertain changes and unprecedentedly fierce competition due to concerns about the prolonged COVID-19 pandemic and slowdown in the economy. Despite the challenging environment, CJ ENM did not settle for the present and strived for growth toward a sustainable future based on its unrivaled competitiveness.

The Commerce Division implemented ‘One Platform Strategy’ into its business that encompasses television and mobile. The Entertainment Division elevated the status of K-content by expanding its global influence.

In addition to business growth in 2022, we laid the foundations for ESG management, which is directly related to corporate survival, and took the lead in establishing an ESG management system to create a healthy industrial ecosystem.

CJ ENM is implementing an eco-friendly business strategy, protecting human rights, and strengthening ethical management.

Acutely aware of the various social issues that the world is facing, such as climate change, human rights protection, and supply chain management, CJ ENM has taken the most fundamental and realistic steps that we can realize for the sustainable development of mankind, nature, and our industry.

We obtained ISO14001 certification, the international standard for environmental management, and laid the foundation for carbon reduction in the entire business process, through measures ranging from improving the broadcasting production infrastructure, such as introducing a media wall for the first time in the industry, to using eco-friendly packaging, and supporting supply partners.

In addition, CJ ENM is cultivating natural and industrial ecosystem where the human rights of various stakeholders - employees, consumers, partners, and creators - are all respected. Also, with these endeavors, our content and brand can be created based on fair and just.

CJ ENM is creating a virtuous cycle ecosystem of industry for everyone with ESG culture.

The Commerce Division announced ESG philosophy ‘YESGO’ as an affirmation of our will to pursue mutual growth with partners, and the Entertainment Division organized the ‘ECP INITIATIVE’ for the development of the natural environment and industrial ecosystem.

As a leading company in the industry and a corporate citizen in the global society, CJ ENM will take responsibility for creating an ecosystem for a sustainable industry and disclose the process of promoting ESG virtuous cycle activities transparently to stakeholders.

I would like to ask for your continued interest and support for CJ ENM’s sincere will to pursue challenges and innovations toward a sustainable future.

Thank you.

CJ ENM CEO Yoon, Sang Hyun

CJ ENM PROFILE

CJ ENM Philosophy

As a global leading lifestyle creator, CJ ENM embarked on a journey in search of true identity, discovering and sharing feelings with people beyond borders, under the mission of inspiring more vitality to the everyday lives of people around the world. We will take bold strides forward to evolve as a company to make people’s life more exciting and beautiful and to enable sustainable future by creating more valuable world with captivating ‘content and brand’ experiences.



Company Overview

Company Name CJ ENM Co., Ltd.	Number of Employees (As of 3Q 2022) 3,480 KRW	Total Assets (As of 3Q 2022) 9,903.3 billion
Address Head Office 870-13 Gwacheon-daero, Seocho-gu, Seoul, Korea Sangam Office 66, Sangamsan-ro, Mapo-gu, Seoul, Korea	Revenue (3Q 2022 YTD) 3,328.3 billion KRW	Operating Income (3Q 2022 YTD) 130.8 billion KRW
Established on December 16 th , 1994		

Business Divisions

CJ ENM consists of the Entertainment Division, which leads cultural trends through content, and the Commerce Division, which inspires pleasure in the living and daily lives of people around the world.

Entertainment Division

Since 1995, CJ ENM has continued its magnificent growth based on true originality. Growing together with creators and the content industry, CJ ENM has reached the milestone of becoming the leading global entertainment company in Korea. CJ ENM will advance with the goal of inspiring greater pleasure among people around the world.

Commerce Division

CJ ENM has grown in line with the rapidly evolving shopping trends and consumer needs. Through CJ ONSTYLE, meaning ‘awakening(ON) all lifestyles(STYLE)’, we create an optimal lifestyle, provide reasonable taste consumption opportunities, and bring exciting changes to daily life.

Business Division

ENTERTAINMENT DIVISION : CONTENT

CJ ENM creates a untold original identity, through scripted series, non-scripted show, film, concert, musical performance and animation all that based on a empathy for everyone. Our original content offers moments of bonding, love, laughter, comfort, happiness and catharsis to global viewers.

Scripted Series· Non-scripted Shows



CJ ENM is Korea's largest content provider. It is loved by viewers all over the world and draws deep sympathy with the original contents based on novel material.

Films



CJ ENM is a global film production and distribution studio that has won four Oscars. Being recognized at the world's leading film festivals, CJ ENM is raising the status of Korean films in the global industry.

Top Rated Scripted Series



Twenty Five Twenty One



Our Blues



Little Women

Top Rated Non-scripted Shows



Earth Arcade



Unexpected Business2



Europe Outside Your Tent

Top Rated Films



Broker



Decision to Leave



Confidential Assignment 2 : International

Top Rated Music Content



Queendom2



Show Me the Money11



INI

Global Music Events

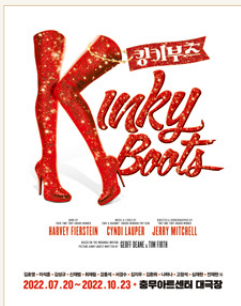


KCON



MAMA AWARDS

Top Rated Musicals·Animations·Digital Originals



Kinky Boots



Shinbi's Haunted House Ghost Ball Z



BE ORIGINAL

Music



Through music, CJ ENM unifies the world as one beyond language, generation, and race. With stereotype-breaking novelty and growth through competition and binding together, CJ ENM leads K-Pop trends and presents content beloved by global audience.

Musical·Animation·Digital



As the official member of the Broadway League, CJ ENM continues to consolidate its position as the leading global musical production company. Besides digital content, CJ ENM produces content for kids creating additional business opportunities for merchandising, exhibitions and further expanding business globally.

Business Division

ENTERTAINMENT DIVISION : PLATFORM

CJ ENM is a content powerhouse, offering pleasure beyond borders. We provide a wide selection of services, including TV and digital channels, as well as streaming content(OTT), allowing viewers to enjoy the best content wherever they are using which-ever means they choose.

Television·Digital Channels

CJ ENM is No.1 in Korea in the number of tele-vision channels owned, and offers channels in such genres as drama, sports, film, and ani-mation. CJ ENM also operates digital channels that deal with up-to-date themes including the humanities, current affairs, and reality shows.

TVING

TVING, one of the top OTTs in Korea, offers its services in a way that allows viewers to watch its captivating content anytime and anywhere. TVING offers a wide pool of con-tent including its originals, as well as the most popular and the latest content of films, over-seas drama series, and sports.

Scripted Series·Non-scripted Shows



Films



Music·Sports



Kids



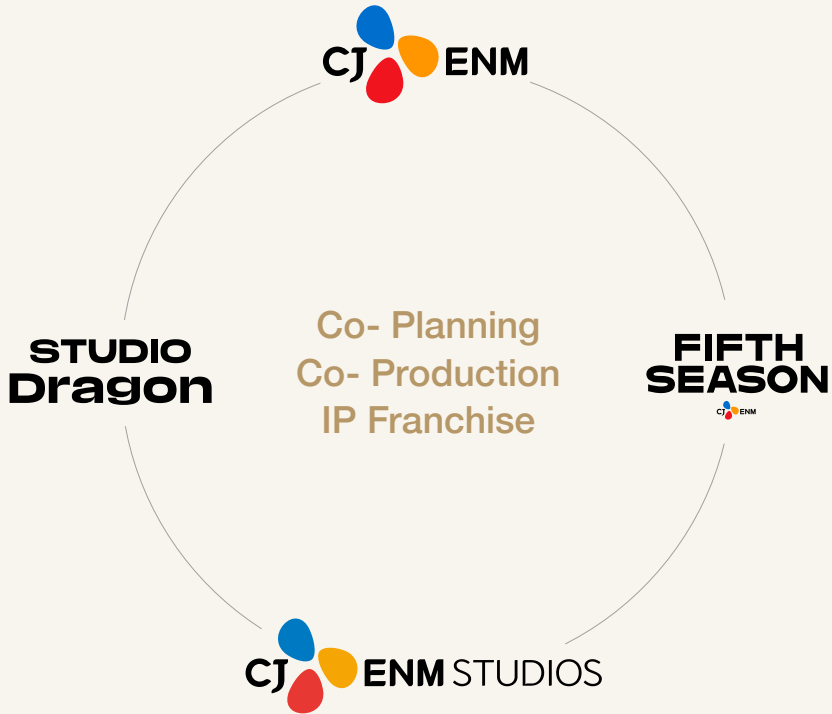
Digital Studio



Top Rated TVING Originals



Multi-studio Production Structure



STUDIO DRAGON

2022 Representative IP
<Hometown Cha-Cha-Cha>,
<Twenty Five Twenty One>,
<Our Blues>,
<Alchemy of Souls>,
<Under the Queen's Umbrella>
etc

CJ ENM STUDIOS

Production studio
Bon Factory, JK Film,
BLAAD Studio, M Makers,
Moho Film, Yong Film,
Comics Family, Egg Is Coming

FIFTH SEASON

2022 Representative IP
<Severance>,
<See>,<Tokyo Vice>,
<The Lost Daughter>,
<Ambulance>,<etc.

Business Division

ENTERTAINMENT DIVISION : STUDIO

CJ ENM strives to reinforce the key produc-tion capabilities to expand the diversity and production of content. We continue to secure world-class Intellectual Properties(IP) by consolidating multi-studio structure through joint project of content production, IP franchise, and collaboration with global partners, while joining with other studios to expand our foothold in the content industry.

Multi-studio Structure

STUDIO DRAGON is Korea's top drama stu-dios with an overwhelming global competitive edge leading Korean TV shows, K-drama, and spreading joy and fun around the world. As a premium storyteller group, the studio holds global premium IPs across the entire content production process from planning to produc-tion.

CJ ENM STUDIOS is a content production studio that plans, develops and creates OTT content under multiple genres. With studios of the respective specialized genres under its stewardship, the studio generates synergy, as well as closely leverages IPs among them, generating outstanding production capability and a more colorful and professional portfolio of content.

FIFTH SEASON is a global studio based in Los Angeles, USA. Having set up global bases worldwide including Europe and Latin America, the studio is equipped with its own production system, which has allowed it to participate in the whole process of planning, producing, and distributing a wide variety of successful content that continues to receive rave reviews globally.

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Business Division

COMMERCE DIVISION : CJ ONSTYLE

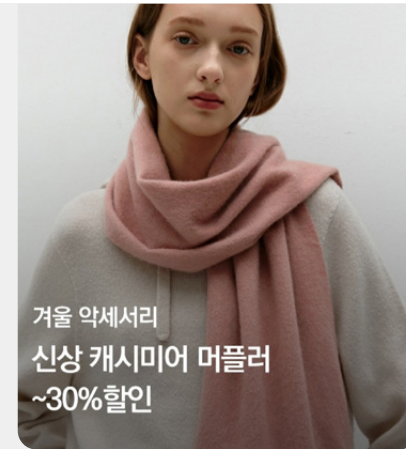
CJ ONSTYLE provides diverse shopping experiences by breaking the boundaries between television and digital channels with taking a step forward from a single-channel platform. Consumers can enjoy commerce content anytime and anywhere. CJ ONSTYLE suggests lifestyles tailored to the consumers' tastes based on live commerce optimized to the mobile landscape.

Television Commerce

As the top television home shopping operator, CJ ENM leads the live video shopping culture. CJ ONSTYLE, the live broadcasting channel, produces commerce content that promotes interaction with consumers, going beyond product sales. Since 2015, CJ ENM is also engaging in T-commerce(a commerce via digital television) business through CJ ONSTYLE+.



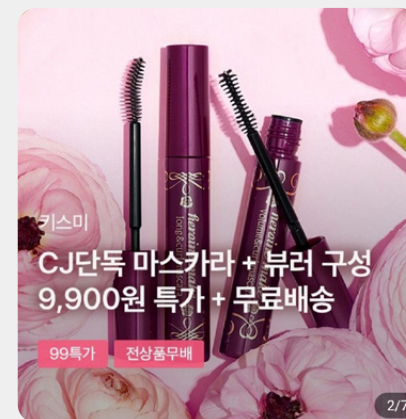
Television Home Shopping



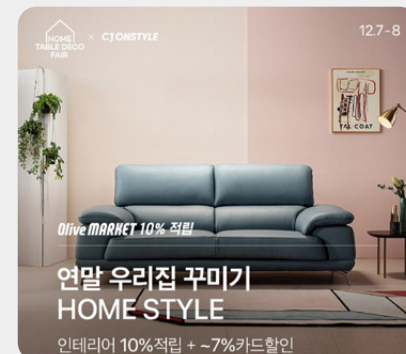
CelebShop

Mobile Commerce

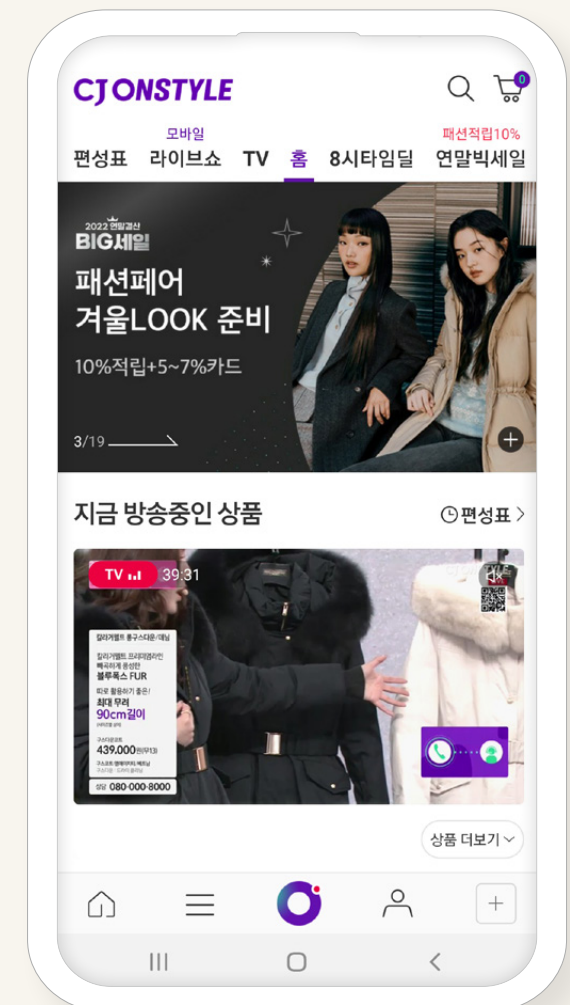
As a mobile shopping platform, CJ ONSTYLE curates and provides optimal products to offer a perfect fit tailored to consumers' preferences. Specializing in three shopping categories including CelebShop(fashion), Olive MARKET(living), and THE BEAUTY(beauty), CJ ENM provides a lively shopping experience through mobile live commerce(a commerce combining communication and shopping) streamed since 2017.



THE BEAUTY



Olive MARKET



Mobile Homepage

Business Division

COMMERCE DIVISION : ONLYONE BRAND

CJ ENM holds the largest number of exclusive brands in the industry. From Private Brands(PB) to exclusive Licensed Brands(LB) of globally renowned designers, brands are the foundation of our unrivaled product competitiveness. A variety of ONLYONE BRAND products encompassing fashion, premium food and kitchenware bring diverse experiences to our consumers in their everyday living.

Fashion & Apparel



THE AtG

‘THE AtG’, one of our key fashion brands, pursues trendy style and also comfortable to wear. The brand is beloved by our consumers as it proposes various styles from casual to workwear while maintaining high quality, practicality and reasonable prices.



CelebShop edition

‘CelebShop edition’ boasts a selection of products both practical and premium with the most essential items every season. Its collaboration with global brand-name companies and designer labels, in particular, is receiving great response.



BASQUIAT BROOKLYN

‘BASQUIATE BROOKLYN’ is a high-end golf wear, label, which reflects the originality of pop artist Jean-Michel Basquiat’s works. The brand re-interprets the artist’s bold colors and unique artworks, and proposes styling that stands out on the golf course.



g studio

‘g studio’, a premium fashion brand beloved by a lot of celebrities, was conceived in collaboration with Korea’s top designer, ‘Gee Chun-hee.’ The most feminine silhouette, expressed through high-end textiles and design, brings exquisite light to everyday living.



COLMAR

‘COLMAR’, an Italian high-end brand with a history of 100 years, is expanding from its conventional sportswear to lifestyle, offering Originals as well as golf wear.



Eddie Bauer

‘Eddie Bauer’, an American outdoor clothing company headquartered in Seattle, Washington boasts a history of 100 years, proposing a sensuous lifestyle outdoor edition by reinterpreting the brand DNA in a modern way.

Living & Beauty



odense

‘odense’ is a kitchen and dining ware brand that was created based on Korea’s expertise in ceramic craft. Having won the world’s top 3 design awards, it offers not only a variety of tableware but also a wide selection of cookware and lightings for the dining space, delivering a special dining experience.



taylor scents

‘taylor scents’, a high-end home fragrance brand, leads the home fragrance market, offering diffusers, room sprays, hand creams, and many others. Along with the flagship products, the various collaboration products such as diffusers offer a new standard that instills sense and sensibility into space.



@sential

‘@sential’ focuses on designing more delicate space for a better life, as well as highlights the intrinsic value of product itself. Based on the belief that one product could change the atmosphere at home, it continues to manufacture products of reasonable prices.



O Daily Nature

‘O Daily Nature’ is a nature-based food brand that handpicks flavors and nutrients closest to nature. Its flagship products include snacks and meal replacement items that the whole family can enjoy easily.



Wake Me

As manifested in the brand concept, ‘Wake my own beauty,’ ‘Wake Me’ is a personalized beauty brand that helps express individuals’ unique beauty. More product categories will be available in the future, including a skincare products.

CJ ENM HISTORY

1994

1995

2000

2006

2007

2009

2010

2011

2012

2013

2014

1995

2006

2007

2009

2011

2012

2013

2014

2015

2016

2018

2019

2020

2021

2022

Invested in DreamWorks SKG

Launched Korea's first Television home shopping channel

Acquired 'ISO27001', a certification for Information Security Management

Launched 'CJ OVOP(One Village One Product)'

Acquired 'CCM(Consumer Centered Management)' certification

Company and channel renamed as 'CJ O Shopping'

Established 'CJ E&M'

'Sign language customer service' launched for the first time in the industry

Established the foundation for raising competency and entering into global market

The Globally co-produced musical <Kinky Boots> won 6 awards at the 67th Tony Awards

<Snowpiercer> became the first movie in Korea to achieve pre-sales in 167 countries

More achievements in the Korean and overseas

Two films, <The Admiral: Roaring Currents> and <Ode to My Father>, hit historic box office records in Korea

tvN <Grandpas over Flowers> format exported to major U.S. broadcast network, NBC

Musical <Kinky Boots> received Best Musical Theater Album at the 56th Grammy Awards

Became the official member of 'Broadway League' for the first time as a Korean company

Expansion of digital short-form and digital advertising

Continued to create global sensations based on content planning and production capabilities

Musical <Kinky Boots> made its debut in West End production in the UK

The Chinese remake of the hit film <Miss Granny>, landed the highest rank in box office within its genre; its Vietnamese remake broke the top rank in box office record

T-commerce channel 'CJ O Shopping PLUS' launched

Drama business divided and 'STUDIO DRAGON' established

To discover and train new creators, a CSV program <O'PEN> started

CCM award acquired for 10 consecutive years

Merger of CJ E&M and CJ O Shopping, renamed as 'CJ ENM'

A business agreement signed with the Ministry of Environment for reducing packaging materials for distribution

Received the first place in TV home shopping and online shopping mall sectors in the National Customer Satisfaction Index(NCSI)

Received Presidential commendation for excellent company from CCM

K-content leading the world beyond Asia

Film <PARASITE> won four Academy Awards

Musical <Moulin Rouge!> received America's big three theater awards

The U.S. remake of Mnet content <I Can See Your Voice> was aired on FOX

CJ ENM OTT 'TVING' separated as an independent entity

A business contract signed for 'providing support in finding sales channels for SMEs and small business owners' as a win-win effort in collaboration with the Ministry of SMEs and Startups and the Korea Foundation for Cooperation of Large & Small Business, Rural Affairs

Recognized as an excellent company for 'Eco-friendly Technology Promotion 2020' by the Ministry of Environment

Received the 'Hall of Fame Fair Trade Commission Chair Citation' for CCM

2021

2022

The ESG Committee founded

CJ ONSTYLE, a curated live shopping platform, was launched

Received a commendation for contribution to job creation in Korea

TVING original content produced, and the number of subscribers increased

<Moulin Rouge!>, the co-produced musical, won 10 awards including the Best Musical at Tony Awards

Acquired 'ISO37301', a certification for compliance management system, for the first time among content providers

Received the Prime Minister's citation for fire safety management

Acquired 'FIFTH SEASON', a U.S. production studio

Two films <Broker> and <Decision to Leave> awarded at the 75th Cannes Film Festival

'CJ ENM STUDIOS' established

Musical <Moulin Rouge!> won a Laurence Olivier Award(UK)

CJ ONSTYLE ESG philosophy 'YESGO' announced

Musical <MJ the Musical> received 4 awards at the 75th Tony Awards

Signed an agreement on ESG support project with Korea Commission for Corporate Partnership, the first of its kind in the industry

Drama <Severance> received an award at the 74th Primetime Emmy Awards

TVING introduced closed captioning service

Acquired 'ISO14001', a certification for an environmental management system, for the first time in the industry

ESG INITIATIVE for the content industry, 'ECP(Eco-Balanced Content Production)' organized

CJ ONSTYLE

STUDIO Dragon

CJ ENM

FIFTH SEASON

CJ ENM STUDIOS

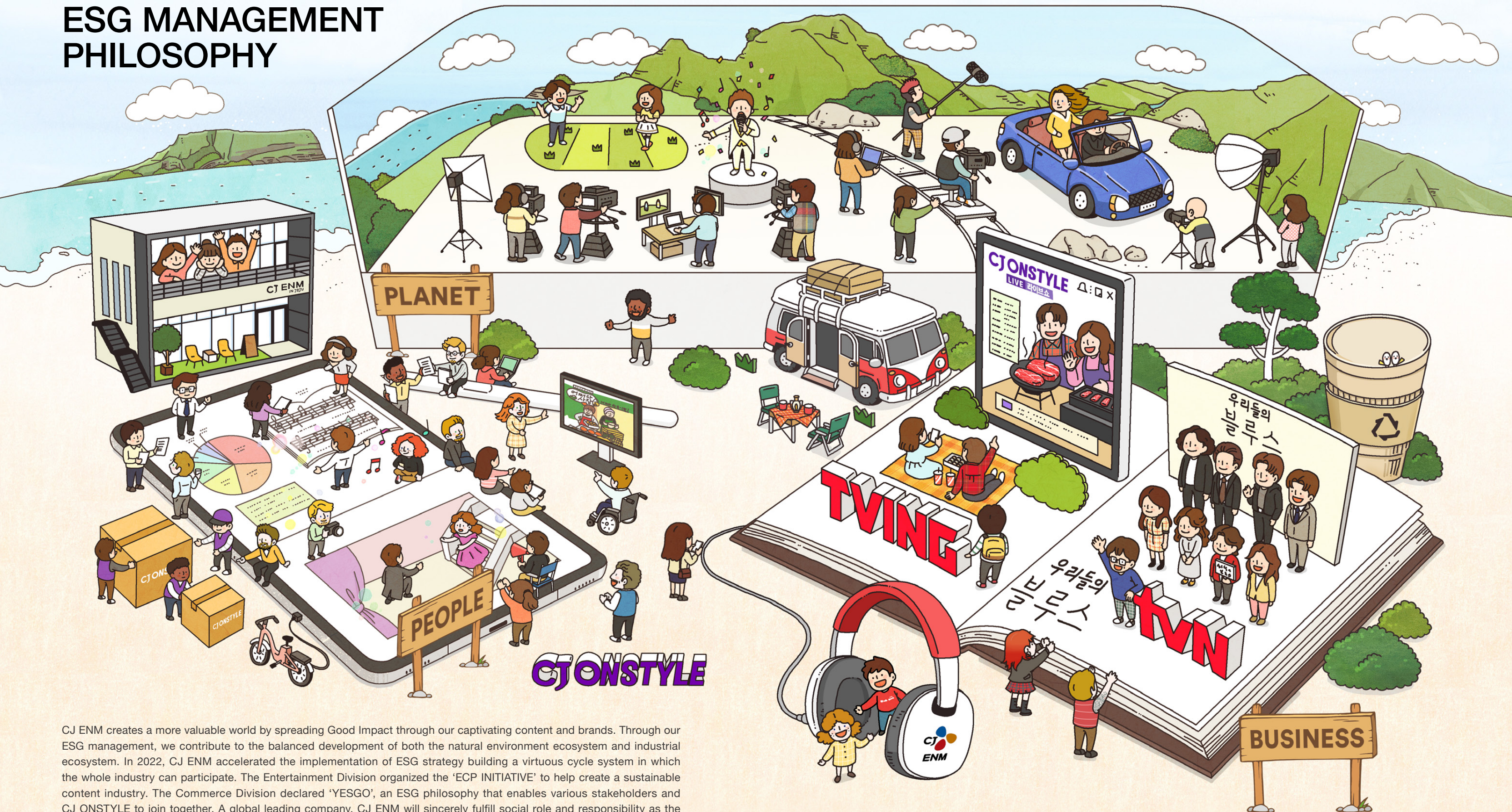
YESGO

ECP

ESG FOUNDATIONS

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ESG MANAGEMENT PHILOSOPHY



CJ ENM creates a more valuable world by spreading Good Impact through our captivating content and brands. Through our ESG management, we contribute to the balanced development of both the natural environment ecosystem and industrial ecosystem. In 2022, CJ ENM accelerated the implementation of ESG strategy building a virtuous cycle system in which the whole industry can participate. The Entertainment Division organized the 'ECP INITIATIVE' to help create a sustainable content industry. The Commerce Division declared 'YESGO', an ESG philosophy that enables various stakeholders and CJ ONSTYLE to join together. A global leading company, CJ ENM will sincerely fulfill social role and responsibility as the NO.1 lifestyle creator for the sustainable growth and development of the industry.

ESG MANAGEMENT STRATEGY

ESG Placement

CJ ENM strives to bring positive changes to the environment and the industrial ecosystem based on ESG management.

To create more values in the world through a captivating ‘content and brand’ experience, CJ ENM implements systematic ESG management based on the roadmap. We comply with global standards and guidelines, thereby going in hand with local and global communities as a responsible corporate citizen.

ESG Mission

We create a more valuable world with our captivating ‘content and brand’ experiences.

ECP (Eco-Balanced Content Production)

Content planning → Content production → Content distribution

ECV (Eco-Balanced Commerce Value-Chain)

Product planning → Sourcing-Production → Sales-Distribution

ESG Pillars

PLANET

Earth, Water, Air and Nature



- We make a commitment to conserve natural environment
- We put elbow grease into minimizing carbon footprints
- We strive to reduce wastes

PEOPLE

A Culture of Diversity, Equity and Inclusion



- We respect the dignity of all members of the ecosystem
- We understand and respect diversity of lifestyles and thoughts
- We support a healthy ecosystem where all can grow together

BUSINESS

Bring Out the Best with Stories that Connect One to the World



- We create a Good Impact and deliver excitement through our content and brands
- We create sharing value with stories connecting individuals and the world

Goal

2030

Expanding infrastructure and investment in development for eco-friendly management

Building a virtuous cycle of the industrial ecosystem through establishment a comprehensive ESG system

Expanding Good Impact of content and commerce categories

2050

Achieving Net Zero

Building a sustainable industrial ecosystem with partners and local communities

Spreading Good Impact of content and commerce to global expansion

Foundations

Advance operation of the ESG Committee-ESG Executive Consultation Group

Compliance management

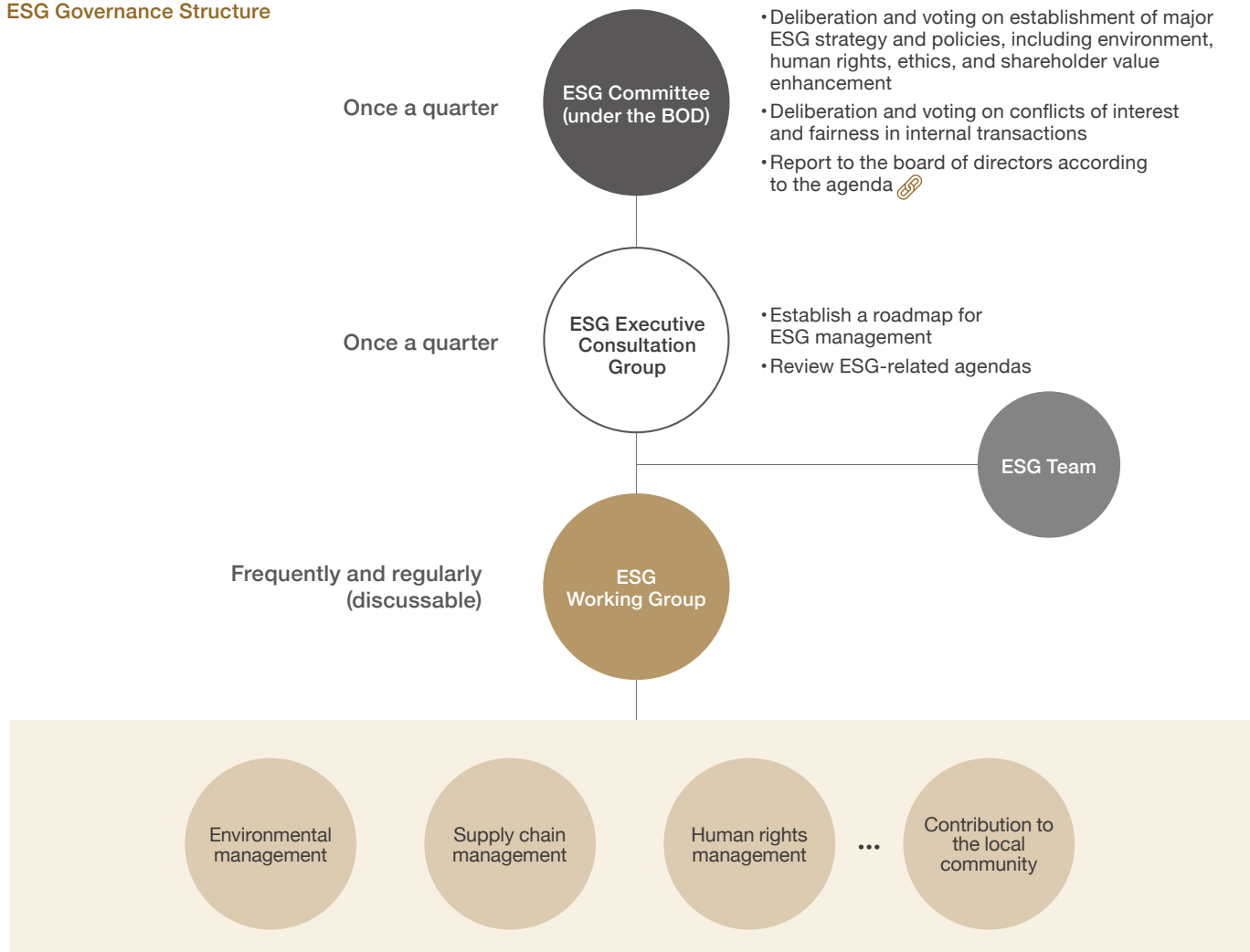
Strengthen ESG communication with stakeholders

ESG Governance

Aiming to grow into a sustainable corporation, CJ ENM established a system dedicated to ESG management. The structure promotes strategic and systematic ESG management, allowing the company to continuously and preemptively manage ESG risks in an integrated manner. The ESG Committee, a top decision-making organization under the Board of Directors(BOD), regularly reviews major ESG agendas including non-financial factors(e.g., environment, human rights, ethics and data security & privacy) that affect corporate value and sustainability, while playing a pivotal role in setting mid-to long-term ESG management directions and forming decisions. The ESG Executive Consultation Group establishes and performs mid-to long-term ESG management plans, while reporting major issues

to the ESG Committee. The ESG Working Group, which consists of the ESG team and the department in charge, is operated in each field to implement ESG strategies and promote ESG activities related to the business. A total of eight agendas were proposed in 2022 through five committees, including the establishment of the ESG plan for 2022(draft); the establishment of an implementation system for human rights management(draft); the publication of ESG Reports(draft); the announcement of ECP INITIATIVE and YESGO philosophy(draft); and large-scale internal transactions. CJ ENM will ensure that ESG management is carried out through responding to issues in a timely manner and strengthen the company-wide integrated risk system. [🔗](#)

ESG Governance Structure



ECP INITIATIVE

The ECP Standard is an open consultative group to sustainable future of the content industry.

At CJ ENM we are dedicated to creating captivating content. In our long journey to find the true originality beyond the barriers of age, generation, and language, CJ ENM is answering the question of ‘sustainable content’ and the industry that allows our stories to remain in viewers’ hearts for a long time.

In order to accelerate the creation of a sustainable content industry, we must minimize negative impacts on nature to recapture an environment where nature and people coexist. We must also ensure that all creators and staff members who participate in the production process are treated with respect.

The ECP(Eco-Balanced Content Production) Initiative is an open consultative group that creates principles, standards, and common commitments for the members involved in production in order to strengthen the sustainability of the content industry.

CJ ENM, along with the Korea Creative Content Agency(KOCCA), organized the ECP Initiative so that ESG can be practiced from the beginning to the end of the content production process. The ECP Standard is categorized into the natural environment ecosystem sector and industrial ecosystem sector, and a total of 12 standards have been selected by reflecting major ESG agendas including global initiatives, UN SDGs, and UNGC 10 Principles as well as opinions from actual site of content production.

“Through the establishment of ECP(Eco-Balanced Content Production), we will continue to foster a virtuous circle system where the entire industry can participate and lead the sustainable future together.”

CJ ENM expects The ECP 12 standards to serve as a guideline for implementing sustainability for internal and external stakeholders and the content industry, as well as provide a compass that presents sustainable growth and direction for the future.



ECP 12 STANDARDS AND GUIDELINES

Natural Environment Ecosystem			Content Industry Ecosystem		
• Forest protection	• Water Security	• Animal Welfare	• Workplace Safety	• Workplace Wellbeing	• Diversity
• Energy Efficiency	• Carbon Footprint	• Recycle & Upcycle	• Creator Rights	• IP & Copyright	• Fair Trading

ECP Initiative

Content can not be created by the efforts of one person alone. Even a single episode of content can be created only when people with various stories, thoughts and concerns come together. Recognizing this, CJ ENM organized the effort to establish a virtuous circle system in which the entire content industry can participate and move forward together in the right direction. We will share opinions, take meaningful steps together, and create sustainable big changes in the content industry.

We organized the initiative in the content industry for the very first with representative K-content producers who had similar opinions regarding this purpose and goal. The ECP Initiative is an open consultative group with 23 companies and organizations including the KOCCA joining together currently.

Looking Ahead

In line with the rapidly evolving and changing nature of the content industry and global ESG trends, CJ ENM is set to implement the ECP Standard Application Plan and continue to make a progress on it regularly with sincerity. We also plan to develop a detailed guide to help the ECP 12 Standards be applied systematically in the content production field, and introduce a carbon footprint calculation to measure carbon emissions in the content production process. Furthermore, CJ ENM will continue to invest in and study content production based on ECP 12 Standards, taking the lead in promoting ESG values through content and lead the sustainable content industry.

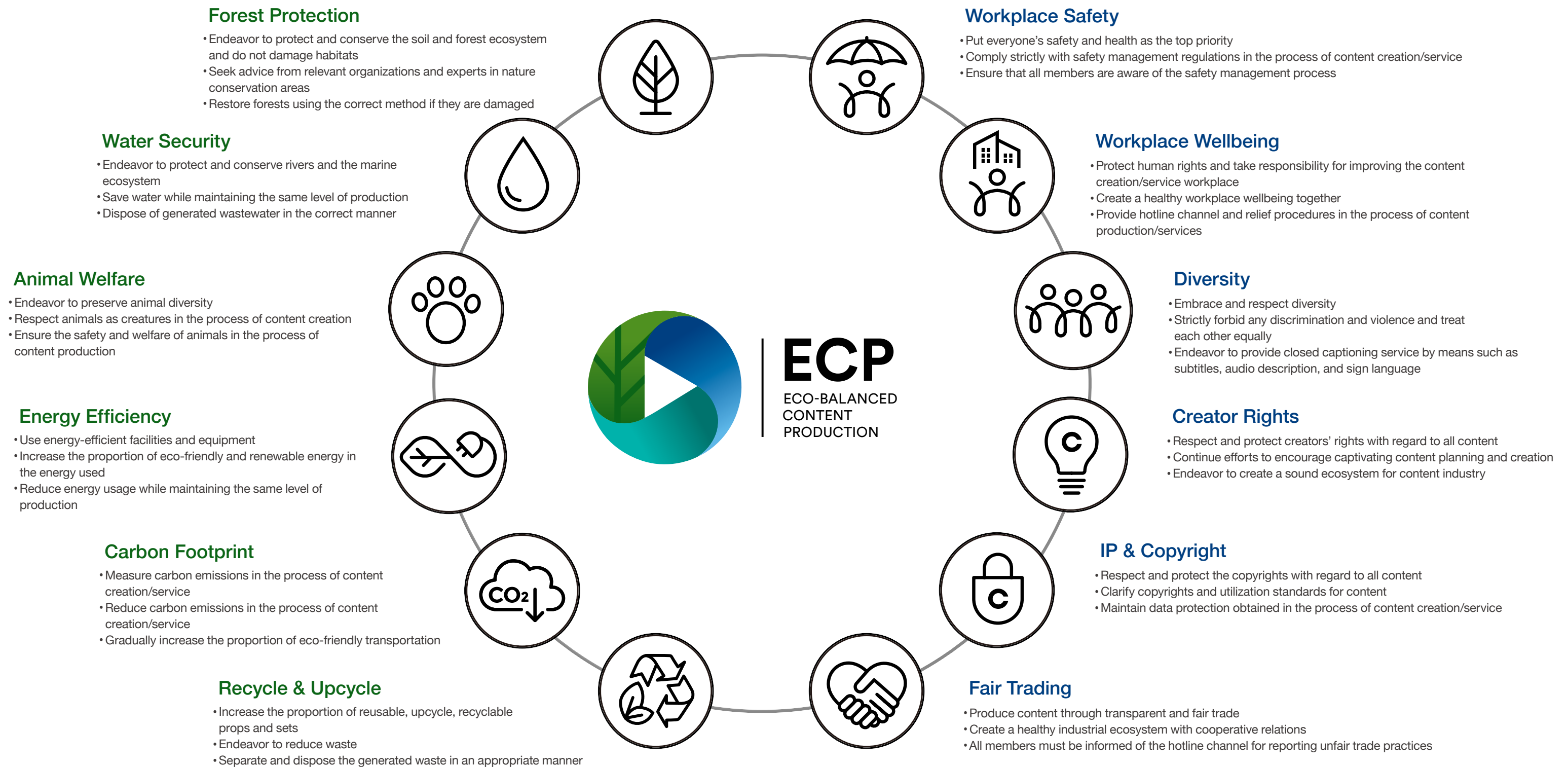


ECP
ECO-BALANCED
CONTENT
PRODUCTION

Partners in the ECP Initiative(As of December 2022)

CJ ENM, Korea Creative Content Agency, Korea Drama Production Association, Korea Broadcasting Image Production Association, Group Eight, KimJongHak Production, Red Pictures, Media HWA, Samhwa Networks, Story TV, STUDIO DRAGON, Spathi Film, CRmedia, AITHER, Apollopictures, Urbanworks, Astory, Interz, GnG production, Pan Entertainment, Pdhouse, CJ ENM STUDIOS, IMTV

ECP 12 STANDARDS AND GUIDELINES



YESGO, FUTURE TOGETHER

YESGO is CJ ENM's committment for a future lifestyle and sustainable ecosystem.

ESG Philosophy 'YESGO'

In 2022, CJ ENM Commerce Division announced YESGO philosophy to pursue ESG management in collaboration with the society("Y"OU) and CJ "O"NSTYLE, encompassing partners, consumers, the environment, employees, and local communities. The future lifestyle with YESGO starts with expanding value consumption that considers the environment and society along with consumer values. As value consumption is enabled by a healthy and sustainable ecosystem, CJ ENM is preparing the future with our partners by establishing a system to support their ESG efforts and advancing shared growth programs.

In addition, we are channeling great efforts to develop eco-friendly packaging materials to reduce plastic use and circulate resources, and are expanding investment to increase its usage. We are committed to create a new culture for the environmental(E), society(S), and corporate governance(G) as a companion and a Dream Keeper for the next generation and community members.

“We will work to create a virtuous cycle of ESG consumption that ultimately leads to increased consumer satisfaction by actively supporting the mutual growth of our partners”



Future leaders of the sustainable business ecosystem

Consumers, partners, environment, employees, society

Future lifestyle connecting you and CJ ONSTYLE

Value consumption, win-win ecosystem, eco-friendly packaging, sustainable work culture, Dream Keeper for youths

Platform for the future of dreams

Commerce platform and everyday life

YESGO, Together with Partners



Accomplishing mutual growth with partners is a priority task to create a sustainable business ecosystem. The Commerce Division held CJ ONSTYLE PARTNERS CLUB 2022 and promised KRW 10 billion in financial support to partners to help them overcome the difficulties caused by the prolonged pandemic and economic recession. We also set up an integrated ESG support project for SME partners that face challenges in introducing ESG management on their own. Working with the Korea Commission for Corporate Partnership and the Korean Standards Association, we developed ESG Management Index customized for SME partners for the first time in the TV home shopping industry. This index provides an integrated program for introducing an ESG management system over a period of 6 months from professional ESG training to diagnosis and consulting. Partners participating in the Integrated ESG Support Project expressed their commitment to practicing ESG management by joining the Pledge of Ethical Management Execution for Partners.

CJ ONSTYLE

will continue to support partners.

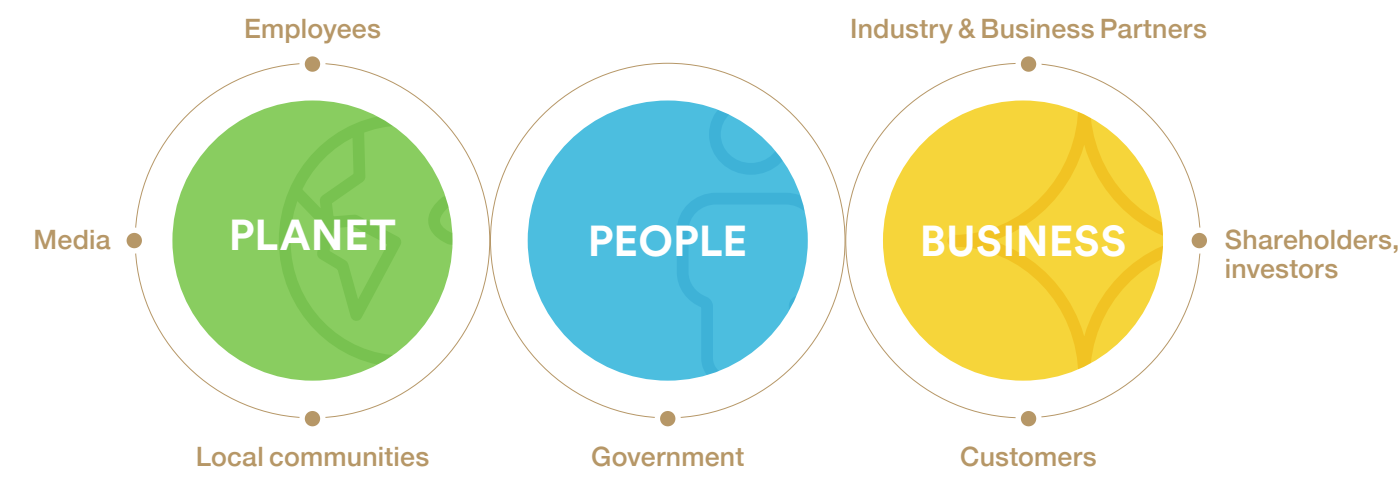
Moreover, we are planning to expand shared growth programs such as providing R&D support to improve productivity, a win-win fund of KRW 60 billion for low-interest loans, and various projects for domestic and international market support.



STAKEHOLDER ENGAGEMENT

Communication Channels

CJ ENM recognizes that engagement with internal and external stakeholders is crucial in proceeding ESG management. To maintain strong relationships with our stakeholders, CJ ENM identifies key stakeholder groups and operates multiple communication channels.



Stakeholder Group	Engagements	Frequency	Issues Covered(Interest)
Customers	Corporate website and SNS	Frequently	<ul style="list-style-type: none">• Enhancement of customer service and satisfaction• Protection of customer privacy & data security• Interaction with customers to reflect their opinion• Improvement of content and product quality• Protection of viewer' rights and remedies for infringement
	Customer survey	Frequently	
	Customer Center	Frequently	
	Viewers' Committee's regular meeting	Once a month(Commerce Division) Once every other month(Entertainment Division)	
	Viewers' Committee's report on the viewers' opinion	Once a month(Commerce Division) Once every other month(Entertainment Division)	
	Audience evaluation program	Once a week	
Shareholders and investors	Corporate website	Frequently	<ul style="list-style-type: none">• Securing future growth engines• Transparent disclosures of performance including financial performance• Dividend payout ratio• Sound governance, ESG issues
	Annual shareholders meeting	Once a year	
	Non-Deal Roadshow	Frequently	
	Securities Conference	Frequently	
	Earnings release conference call	Quarterly	
	Regular reports and disclosures	Regular reports – Quarterly, Key disclosures – Frequently	
	Wire phone	Investor-only wired channel connects directly to IR team	
	Company tour	Frequently	

Stakeholder Group	Engagements	Frequency	Issues Covered(Interest)
Relevant agency Business Partners (Partners)	Contact Us	Frequently	<ul style="list-style-type: none">• Shared growth• Launching products of partner companies• Cooperation and communication with partners• Supportproject in terms of training and infrastructure• Protection of human rights, ethical management and fair-trade
	Cyber Audit Office	Frequently	
	Hotline	Frequently	
	Partner system	Frequently	
	SME Story	Frequently	
	Conference on sales channel by region	Half-yearly by region	
	Shared growth meeting	Half-yearly	
Local communities	Corporate website and SNS	Frequently	<ul style="list-style-type: none">• Social contribution• Vitalization of the local economy• Corporate social responsibility• Protecting environment• Creating shared value
	Employee volunteering	Frequently	
	CJ Donors Camp	Frequently	
	CJ Nanum Foundation	Frequently	
	Cultural Foundation	Frequently	
	Community Chest of Korea	Frequently	
Government and Media	Corporate website	Frequently	<ul style="list-style-type: none">• Engagement in key policies• Compliance with laws and regulations• Creating of economic value• New contents and products• Anti-corruption and compliance
	Press release	Frequently	
	Meeting	Frequently	
	Conference	Frequently	
	Business report & audit report	Frequently	
	ESG Report	Twice a year	
Employees	Employee survey	Frequently	<ul style="list-style-type: none">• Horizontal corporate culture• Human rights policy and safe working environment• Work-life balance• Talent development and self-improvement• Equal opportunities and fair performance evaluation
	Corporate portal	Frequently	
	Internal broadcast	Frequently	
	Labor-Management Council	Quarterly, frequent meetings	
	Cyber Audit Office	Frequently	
	Online report	Frequently	

2022 ESG HIGHLIGHTS

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PEOPLE	A Culture of Diversity, Equity, and Inclusion		44
BUSINESS	Bring Out the Best with Stories that Connect One to the World		54

EXECUTIVE SUMMARY

PLANET

Earth, Water, Air, and Nature

Conserving the earth, water, air, and healthy nature is our responsibility to future generations. CJ ENM strives to minimize negative impact on the environment and practice ESG working with all concerned, leveraging the strength of our content and commerce to create a sustainable environment where nature and people coexist. Together, we are working towards the goal of achieving Net Zero by 2050.

Commitments

1. We make a commitment to conserve natural environment
2. We put elbow grease into minimizing carbon footprints
3. We strive to reduce wastes



Key Achievements

90%

Reduction of Energy Consumption at XR Studio

61%

Reduction of Waste at XR Studio

77.7 tons

Accumulated Plastic Reduction with 3Free & 3R Policy

<Earth Cleaners>

The Second Story of <Let's Read: Environmental>

PEOPLE

A Culture of Diversity, Equity, and Inclusion

CJ ENM continuously challenges to unlock creativity in a culture of diversity, equity, and inclusion. Driven by passionate talents, CJ ENM respects the dignity of all members and the diversity of lifestyles while offering flexibility. We create a healthy business ecosystem where our employees, business partners, and every stakeholder can grow together.

Commitments

4. We respect the dignity of all members of the ecosystem
5. We understand and respect diversity of lifestyles and thoughts
6. We support a healthy ecosystem where all can grow together



Key Achievements

4

Satellite Offices for CJ Work ON

92%

Satisfaction with the Self-Driven Culture

273

Accumulated <O'PEN> Storytellers and Composers

333

Accumulated <CJ OVOP>, <CJ OCOP> Enterprises and Products

BUSINESS

Bring Out the Best with Stories that Connect One to the World

CJ ENM creates a "Good Impact" through our content and commerce. We strive to have a positive influences on society beyond excitement through our business based on the ESG philosophy, making the world a more valuable place.

Commitments

7. We create a Good Impact and deliver excitement through our content and commerce
8. We create sharing value with stories connecting individuals and the world



Key Achievements

G.I.C. Index

Measurement of Content's Good Impact on Viewers

100%

Recycling Rate of odense Reusable Cup

1,200 Episodes

With TVING Closed Captioning Service

1,177

Number of Employee Volunteers for ESG

PLANET



PLANET

Environmental-friendly Studio

CJ ENM Studio Center : VP Stage

CJ ENM Studio Center is the largest studio complex equipped with the greatest number of shooting sets and the first one-stop production system in Korea. Located in Paju, Gyeonggi-do, CJ ENM Studio Center supports various filming scenes on indoor and outdoor sets as well as a multi-lane road for car scenes. From the designing stage of the production complex, we considered energy efficiency and maximized energy savings by installing LED lighting in each facility and applying an automatic lighting control system. Since its completion of construction in April 2022, CJ ENM Studio Center has been operating three charging stations for electric vehicles(2 general chargers and 1 fast charger) as part of our efforts to mitigate the environmental impact of fossil fuels. We also preserve green areas in and around CJ ENM Studio Center and conduct biodiversity conservation activities by setting up shelters for animals. In addition, we built a nature walking trail for nearby residents,

demonstrating our commitment to working with the local community. CJ ENM Studio Center opened the Virtual Production Stage(VP Stage) in March 2022. The VP Stage is equipped with the world's first LED Media Wall covering 360 degrees of walls and ceiling with micro-LED lighting. With advanced technologies of real-time rendering solutions and camera tracking system, the VP Stage enables the creation of vivid content that transcends time and space. The LED Media Wall also helps minimize waste by reducing the need for repetitive installation and removal of shooting sets and cut or even take out special effects for water, fire, smoke, etc. By replacing location filming with virtual production, and thereby minimizing physical transports that generate large amounts of greenhouse gas during the production process, we can contribute to reducing greenhouse gas(GHG) emissions.



CJ ONSTYLE Tech & Art Center : XR Studio

In 2022, CJ ONSTYLE established two LED Media Wall studios with new digital technologies at the Tech & Art Center of CJ ENM Commerce Division HQ. With the LED Media Wall studios, we are able to go beyond virtual reality(VR) and use extended reality(XR) technology in TV home shopping shows.

The LED Media Wall with a smooth-curved surface and the XR realistic content based on Unreal Engine provide customers with a live, non-face-to-face shopping experience without having to set up or remove the sets necessary for stage production. The XR Studio not only improves the broadcasting quality but also reduces waste effectively, lowering the use of wood and other consumable broadcast sets and cutting down energy consumption by switching to LED lighting. We will continue to implement eco-friendly management by creating a broadcasting environment that minimizes negative impacts on the environment.

Performance of XR Studio(Compared to 3Q 2021)

Down by 61%	Down by 61%	Down by 90%
Set production costs	Amount of waste generated	Energy consumption



Eco-friendly Packaging

3Free & 3R Policies

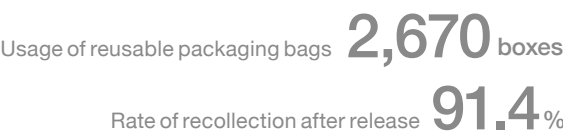
CJ ENM has signed a voluntary agreement with the Ministry of Environment to reduce the use of delivery packaging. We also introduced the “3Free Policy”(packaging with no vinyl(plastic), non-woven fabric, and Styrofoam) and “3R Policy”(Reduce, Redesign, Re-use) for the first time in the TV home shopping industry to expand

the use of eco-friendly packaging materials. We develop and use technologies based on our eco-friendly policy and the possibility of supplying packaging materials, thereby contributing to resource circulation by reusing packaging and preventing excessive waste.

Performance of 3Free & 3R Policies(Compared to 3Q 2021)



Performance of ‘The Multi-use Eco-friendly Packaging Pilot Project’ (Compared to 3Q 2021)

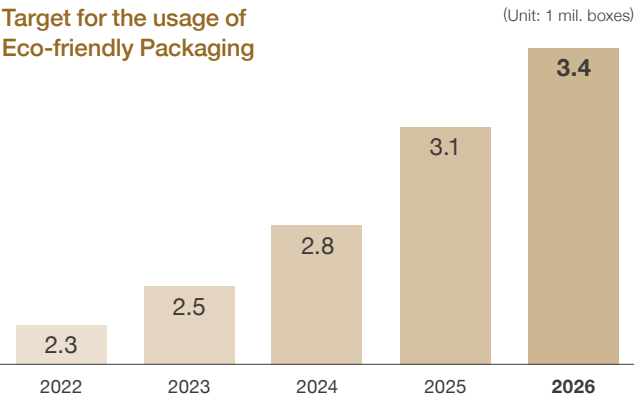


All Eco Packaging

CJ ENM is deeply passionate about social issues that place value on environmental protection. We encourage appropriate waste separation and lead eco-friendly activities to reduce environmentally harmful packaging disposal. In addition, we have developed and patented adhesive-free “eco-tapeless boxes,” which do not use plastic tapes that are difficult to recycle, as well as the “paper hanger boxes.” Our “Plastic Tape Out” declaration to replace all plastic tapes with paper tapes in 2022 was another initiative for eco-friendly packaging. Furthermore, we provided customers and suppliers with guidelines for appropriate packaging and waste separation through the “Eco Packaging Together” campaign. We encouraged 9,000 partners to prevent waste from excessive packaging, and provided paper tapes worth KRW 100 million to 30 partners in 2022. To fulfill the agreement signed with the Ministry of Environment for

promoting proper waste separation of delivery packaging materials, we have sent guidelines for order placement, delivery, and separate waste disposal of delivered products. By joining the Ministry of Environment’s ‘The Multi-use Eco-friendly Packaging Pilot Project’¹⁾ in 2022, we took the initiative in developing a system for the widespread adoption of reusable packaging bags and improving people’s awareness of packaging practices.

Target for the usage of Eco-friendly Packaging



1) ‘The Multi-use Eco-friendly Packaging Pilot Project’ promotes the packaging and delivery of products using reusable packaging materials, and the packaging materials are collected and reused. The process goes ; Order placement - Pack with reusable packaging materials - Deliver - Customer notification - Recollect packaging materials - Wash - Re-use

Five Stages of Eco-friendly Packaging Activities

	1	2	3	4	5
	Adoption of eco-friendly paper materials (Since October 2017)	Adoption of cold storage packaging (Since January 2019)	Adoption of eco tapeless boxes (Since April 2019)	Adoption of reusable boxes / Evaluation of availability assessment (Since November 2019)	Diversification of ESG eco-friendly activities (Since April 2020)
Stage					
Development-Adoption	<ul style="list-style-type: none">• Adhesive tapeless boxes• Customized boxes based on product types• Paper tapes• Paper hanger boxes• Paper buffer• Easy open function for general delivery boxes	<ul style="list-style-type: none">• Eco-friendly paper cold storage boxes• Eco-friendly water ice packs	<ul style="list-style-type: none">• 100% paper boxes	<ul style="list-style-type: none">• PE recycled containers	<ul style="list-style-type: none">• Delivery boxes with handles• Easy to open function• Eco Packaging Together campaign• Green Delivery, Save the Earth campaign and best cases report
Effects	<ul style="list-style-type: none">• Less use of OPP tapes• Removal of resource waste elements arising from overpackaging• Better convenience for the separation of waste• Reduced use of non-woven fabrics• Better convenience for opening products and separation of waste• Reduced use of plastic and vinyl	<ul style="list-style-type: none">• Reduced use of Styrofoam and ice packs• Better convenience for separation of waste	<ul style="list-style-type: none">• No use of tapes and adhesives• Better convenience for opening products and separation of waste	<ul style="list-style-type: none">• Enhanced reusability, recyclability• Reduction of single-use packaging materials• Award for promotion of eco-friendly consumption by Ministry of Environment	<ul style="list-style-type: none">• Making more convenient for couriers to deliver- Better convenience in opening products- Easy separation of tape waste- Responsible packaging guidelines (Eco-friendly packaging and packaging space ratio, etc.)• Award in the Good Packaging Contest by Ministry of Environment• Encouraging partner companies to join the initiative and expanding responsible packaging• Providing paper tapes as support for partner companies

Performance of Eco-friendly Packaging usage

Before & After		Achievements	
 General delivery boxes	 Adhesive tapeless boxes ²⁾	Amount of Usage	Effects
		457,000 boxes	Length of unused OPP tapes: approximately 457 km reduction of plastic use: 22,855 m ²
 General delivery boxes	 Eco tapeless Box ³⁾	Amount of Usage	Effects
		824,000 boxes	Length of unused OPP tapes: approximately 824 km reduction of plastic use: 41,193 m ²
 OPP tape	 Paper tape	Amount of Usage	Effects
		6,763,000 tapes	Length of unused OPP tapes: approximately 8,116 km reduction of plastic use: 405,780 m ²
 Clothes packaging (non-woven fabric)	 Paper hanger boxes	Amount of Usage	Effects
		232,000 boxes ⁴⁾	Use of non-woven fabrics reduced by 3.5 tons
 Airwrap styrofoam buffer	 Paper buffer	Amount of Usage	Effects
		2,870,000 units	Length of unused airwrap: 1,507 km reduced amount: 753,501 m ² 30,140 rolls

1) Cumulative Period: from October 2017 to July 2022
2) 100% paper box that can be assembled without any adhesives
3) Box with adhesive coating instead of OPP tape
4) Only for hanger boxes developed by CJ ONSTYLE

Stories Inspiring Environmental Action

The Second Story of ‘Let’s Read, Environmental’ : <Earth Cleaners>



In December 2022, <Earth Cleaners> was presented as the second story of the series ‘Let’s Read, Environmental’ that combines ESG with humanities. At the infotainment environmental conference ‘Let’s Read, Environmental’, held for the first time in 2021, about 50 domestic and foreign celebrities took part to share an in-depth study of the environment from an academic perspective for about 7 hours so that viewers of various generations can easily understand and sympathize with environmental issues in everyday life.

In <Earth Cleaners>, which was aired on tvN STORY in 2022 with the slogan, ‘Environment is a matter of everyday life’, we highlighted special environmental stories created by small actions around the world to protect the environment and enhance sustainability. For the first time in Korean entertainment, we featured the founder of the Plogging¹⁾ to talk about the earth and the environment. Also, we shared and introduced eco-friendly cultures from different countries, including Sweden, Canada, Vietnam, England, and Antarctica. In this way, <Earth Cleaners> spread environmental culture in daily life. In addition, many celebrities participated in environmental protection activities together with viewers so that a culture of environmental practice could take root in Korea. Celebrities Gangnam, comedian Kim Won-hoon, and singer, Rocket Punch participated in plogging with about 150 students and adults, and Julian Quintart, a Belgian entertainer, opened a ‘vegan burger booth’ to serve homemade vegan burgers. As the second story of ‘Let’s Read, Environmental’, <Earth Cleaners> was also aired through the YouTube channel of ‘Sapiens Studio’, a digital insight platform, with various environmental lectures with experts in each field. By introducing CJ ENM’s delightful and meaningful stories, we generated awareness and inspired people to act, spreading ESG values through content.

1) Plogging: The activity of picking up trash while jogging.



PEOPLE



PEOPLE

Employee

Workplace & Culture

CJ ENM strives to design workplace where talented people want to join, work, and grow together.

We reorganized the human resources management system to transform the corporate structure to be more autonomous and horizontal and to encourage young talents to develop their capabilities and strengths through ‘offering various opportunities, fair competition, and exceptional compensation with growth’. In order to induce a self-driven working culture, we opened a base office in Jeju Island to change the way we work. We also created a more horizontal culture by removing job titles. To provide an array of opportunities and encourage the pursuit of challenge, we operate programs such as Creative Hub and Series A, which were developed to commercialize new ideas from employees.

Self-Driven Workplace

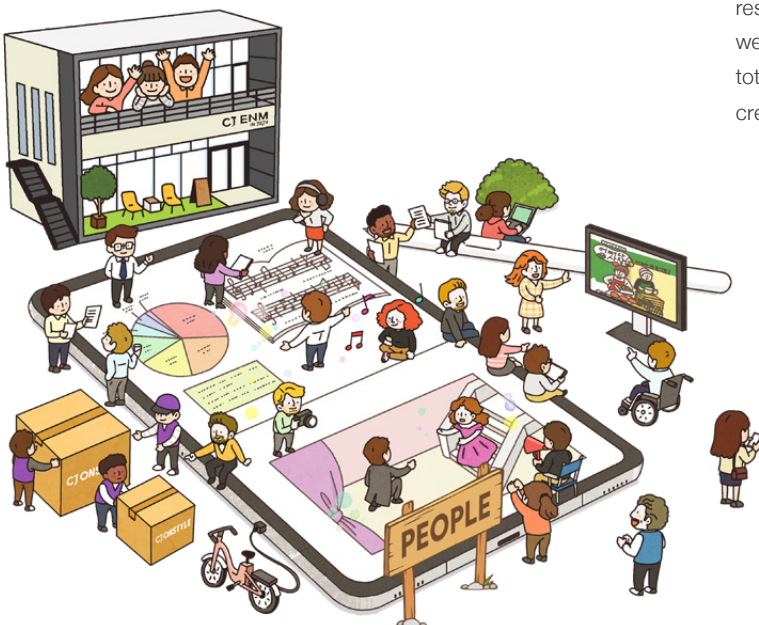
CJ ENM has reformed the way of working to allow all employees to be part of the self-driven working culture. We introduced “CJ Work ON,” a new remote working system that allows employees to select their working location so that they can work anywhere, without being present in the office. Moreover, our four satellite offices(Twin City Namsan, Ilsan Bitmaru, Dongdaemun Cheil-Jedang Center, and Yongsan CGV) support all workers to choose their own preferred working space. In particular, those in the Entertainment Division can work in Jeju Island office for two weeks

and have a refreshing experience as the company provides the expenses necessary for living and working in Jeju Island. This program had a pilot run in October 2021 and was officially launched in 2022. More than 100 employees have participated in the program over the past 12 months and were highly satisfied with the enhanced working efficiency and opportunity to develop new networks. We will continue to improve our operating methods to provide more opportunities for our employees.

“While working in Jeju Island Office, I was able to form a network with peers in different departments. I could also maximize my operation efficiency by enjoying life in Jeju Island after office hours.”

Employee who worked in Jeju Island Office in August 2022

In addition, CJ ENM renewed BI+ (Break for an Invention Plus) program by allowing employees to be away from the office for 4 hours every two weeks for self-improvement. The frequency was adjusted from two weeks to every week and the program was fixed to be implemented every Friday afternoon to encourage active participation of employees. Employees are responding enthusiastically to BI+ program for the self-improvement time, which increased by 208 hours per year. There were feedbacks that their quality of life has improved as they get to have time and space to catch up with trends and think creatively. According to the internal survey, 92% responded that the program improved work engagement and they were satisfied with the self-driven working environment. Among the total respondents, 95% said that the program helped to promote creativity and innovation.



Horizontal Culture

CJ introduced a culture of addressing colleagues with 'nim', a Korean title that comes after one's name to show respect, and this horizontal culture of communication has now taken root. The Entertainment Division eliminated the job titles to provide various opportunities and the conditions for fair competition. Those under the management level are simply separated into team leader and member so that they can express their opinions freely and communicate with each other in a more horizontal way. The competent employees can quickly develop their careers as star creators or executive managers. In 2022, CJ ENM held events to promote harmony among employees. To celebrate the 4th anniversary of the integrated corporation, the Commerce Division hosted the 'ON-Lympic' to boost communication that had been affected adversely by the COVID-19 pandemic and enhance organizational vitality by strengthening unity. The Entertainment Division hosted 'I Can See the Voice of ENM Superstar', a blind singing audition for employees. A total of 33 participants applied to take part in the event, and the five final winners selected through the voting of all employees, <I Can See Your Voice> producer, and people from the music industry. They were given the opportunity to record their music just like professional singers.

Innovative Culture

CJ ENM has established a culture of respecting the ideas of trend leading employees, and encouraging the spirit of seeking challenge by offering opportunities. The Commerce Division has an idea proposal program called “Creative Hub” for employees to let them demonstrate creativity, exchange opinions with peers, and develop collective intelligence. In addition, “Paradigm Shift Insight,” a newsletter that shares in-house success stories, is published to encourage employees to develop their insights. At the end of the year, we hold “Challenge Awards” to recognize the results and achievements of the year and establish a culture of creativity and challenge. The Entertainment Division runs “Series A” to commercialize employees’ ideas. We provide employees whose business ideas are selected through contests with an external independent office, business funds of KRW 200 million, legal advice, data privacy, and other necessary support to embody the business. In 2022, five business ideas were selected : a co-creation platform for stories; open platform for casting live performance; collective creation system; production studio for audio content; content marketplace.

Partner

<O’PEN>, CSV Program with Storyteller and Music composer

O’PEN is CSV(Creating Shared Value) program that provides “Open” opportunities to create content for those who dream of becoming a storyteller(“Pen”). To discover and develop the next generation of creators, O’PEN supports from content planning, development, production to business matching in cooperation with our subsidiaries - STUDIO DRAGON and WAKEONE.

Starting with drama and film categories in 2017, CJ ENM broadened the scope of O’PEN supporting program to music(composition) in 2018, short-form digital content in 2020, and series in 2022. So far, CJ ENM has nurtured over 200 scriptwriters and 73 songwriters through this program In 2022, a total of 39 new writers(27 in series & drama and 12 in film) were selected for the 6th O’PEN STORY storyteller, and 15 new composers were selected for the 4th O’PEN MUSIC composer.

“For the sustainable growth of K-content industry, it is necessary to discover good writers and support their development as they are the starting point of the content”
O’PEN Program Manager Namgung, Jong

O’PEN STORY – Drama & Film

O’PEN STORY presents new opportunities to those who dream of becoming drama or film script writers. Those who are selected for the O’PEN program are provided with many perks as well as diverse forms of education. The benefits include funding for content creation, mentoring from top-notch directors and writers, special lectures and seminars, workshops, field trips, coverage, and in-depth interviews to help them reach a high level of completion. Furthermore, the selected writers are allowed to use the O’PEN STORY Center, a cradle of creation where imagination turns into real stories, and interact with experts from various fields. O’PEN STORY Center has personal and shared spaces for writing, meeting rooms, and lounges that are necessary for writers to develop creative stories in a stable setting. During the process of 10-month training, drama writers develop drama series and film script writers modify and create new film scenarios. Among the chosen scripts, those that can be adapted into videos are produced by STUDIO DRAGON and aired on tvN’s drama project “O’PENing.” After the training, we invite domestic and overseas investors, distributors, and production companies to match O’PEN storytellers with appropriate business partners.

Follow-up Support with Agencies

CJ ENM assists new creators who completed O’PEN curriculum in their journey toward becoming full-time writers. We find new opportunities for talend creators through business matching and develop, commercialize their content systematically.

2022 O’PEN Recruiting Post



Key Achievements of O’PEN STORY in 2022



- 1. tvN <O’PENing 2022>
- 2. tvN <Poong, the Joseon Psychiatrist>
- 3. tvN <Under the Queen’s Umbrella>

2nd O’PEN STORY	Kim, Bo Gyeom	KBS <Crazy Love>
	Im, Chang Se	Disney+ <Shadow Detective>
	Choi, Sung Joon	Netflix <Money Heist: Korea>
3rd O’PEN STORY	Park, Ba Ra	tvN <Under the Queen’s Umbrella>
	Park, Pa Ran	TV Chosun <Becoming Witch>
4nd O’PEN STORY	Lee, Bom	tvN <Poong, the Joseon Psychiatrist>

O’PEN MUSIC - Composition

O’PEN MUSIC offers opportunities to aspiring composers. The selected creators of O’PEN MUSIC are provided with various ben-efits such as financial support, space for content development, and mentoring from the industry’s leading composers. They can also join well-structured programs including special lectures and practice sessions for composition, lyric writing, mixing, recording, and production. In addition, O’PEN hosts the Song Camp through which participants can actively communicate with various music experts. Moreover, they are given chances to take part in drama OST production, artist album, or broadcasting soundtracks, which help them continue their pursuit of different aspects of music and overcome the unstable environment of creation and the high entry barrier as rookies.

“K-Pop’s advancement starts with new composers, and we need them to introduce good music to the public continuously for the next 10 or 20 years.”
Choi, Beck Ho, O’PEN MUSIC Chief Mentor

Key Achievements of O’PEN MUSIC in 2022



- 1. Song, Soo Woo – ‘Love Me or Hate Me’
- 2. Kep1er – ‘Le VOYA9E’
- 3. Choi, Beck Ho – Album <Moment>

1st O’PEN MUSIC	Lee, Geun	Kep1er-‘Downtown’
	Choi, Eun Hye	
	Park, Je Hong	
	Noh, Ji Young	
2st O’PEN MUSIC	Park, Ji Hoon	Choi, Beck Ho – Album <Moment>
	Jang, Jae Hyuk	
	Moon, Jung Wook	
	Park, Ju Hyun	
3rd O’PEN MUSIC	Park, Ju Hyun	Song, Soo Woo – ‘Love Me or Hate Me’
	Yoon, Min Soo	
3rd O’PEN MUSIC		Kep1er – ‘Le VOYA9E’

O’PEN MUSIC Chief Mentor Choi, Beck Ho and <Romance is Back>

O’PEN MUSIC not only finds and nurtures talented new musicians but also supports a wide range of musical activities to secure the diversity of genres and help expand the base of Korea’s music industry. We give O’PEN composers chances to collaborate with legendary musicians so that they can learn from the experience and know-how of industry experts and further communicate with the general public. Recently, O’PEN MUSIC launched <Romance is Back> together with the legendary singer Choi, Beck Ho, who is the Chief Mentor of O’PEN MUSIC, a digital album demonstrating a musical exchange that broke down the barriers between different generations.

SPECIAL

Where Imagination Starts : O’PEN STORY Center

The O’PEN STORY Center is an open creation space for O’PEN writers. O’PEN STORY Center provides various educational pro-grams for writers, such as mentoring services by experts, special lectures, seminars, and workshops to help them polish their writing skills. In addition, they can use the writer’s room and other amen-ities without time constraints to fully concentrate on their work.



Leading the Future of K-Pop : O’PEN MUSIC Center (WAKEONE)

O’PEN MUSIC Center is a creative space where various training pro-grams are provided for new composers taking part in O’PEN MUSIC. The programs include special lectures and seminars related to music production(composition), recording, etc. The Center is equipped with a lounge for interaction with other musicians, a studio for guiding vocal and session recording, and a large music studio that can be shared.



SPECIAL MINI-INTERVIEW

Chief Mentor of O’PEN MUSIC
Choi, Beck Ho

Choi, Beck Ho is a veteran Korean singer and songwriter debuted in 1977. He became famous after releasing debut song “Lost in My Heart,” and has created a number of hits such as “Young Il-man Friend”(1979) and “About Romance”(1994). Celebrating the 45th anniversary of his debut this year, Choi is currently making considerable efforts to create a healthy music industry by supporting O’PEN MUSIC as a Chief Mentor.

How did you meet O’PEN MUSIC?

I first met young O’PEN composers since 2018 as a Chief Mentor of 1st O’PEN MUSIC program. The new musicians discovered by CJ ENM were highly talented. So, I thought if I could continue to exchange ideas and form a network they would surely be able to stand on their own feet with “music” in a short period of time. Many programs for seniors are disappearing nowadays. I thought it would be nice to start a program on YouTube, which can be easily accessed by anyone, to newly introduce the songs of senior musicians and let more people listen to them. The digital album <Choi, Beck Ho’s Romance is Back> started from the idea that it would be great if new composers of O’PEN MUSIC interpret and record the original songs of senior musicians.

What was the most memorable experience working with O’PEN MUSIC?

Recently released my new album <Moment> with young O’PEN musicians whom I thought had excellent composing skills when I first met them in 2018. I’ve been in singing for over 40 years, but this album was a big challenge because it had songs in new genres. The work was not easy or familiar to me, but the process of releasing this album was unforgettable.

What does O’PEN MUSIC mean to the Korean music industry?

K-Pop still has high entry barriers for rookies, and performers have a higher threshold. However, the transformation of K-pop starts with the new composers, and we need them to introduce good music to the public continuously for the next 10 or 20 years. Many want fruits, but there are very few who sow the seeds. In that sense, O’PEN MUSIC is really meaningful in the efforts it has put into the development of K-pop industry for the past five years. I hope this program will continue for more than 10 years ahead and offer good opportunities for many new composers.

Is there anything that you want to accomplish with O’PEN MUSIC?

First of all, I hope the newly released album gets good responses and proves to be of help to the new composers I worked with. As of now, there aren’t enough occasions for musicians aged 50 or more to work in the K-Pop industry. As a singer getting old together with them, I’m thinking of creating opportunities for them to interact more with young composers. I hope O’PEN will also offer great support in this regard.

Please share your words of encouragement for young composers.

When you get older, romance becomes good memory. You don’t realize that youth itself is romance. You may have difficulties and challenges right now, but your youth is already a strength in itself. I hope you enjoy your youth right this moment.

1st O’PEN MUSIC
Choi, Eun Hye “HEN”

She is a composer and singer-songwriter of 1st O’PEN MUSIC. She has participated in various music projects by composing and writing lyrics for a number of hit songs including “Wavingly wav-ingly” in movie <Kim Jiyoung, Born 1982> OST, “Into My Heart” in tvN <Boyfriend> OST, and “I Hope You’re Happy” in tvN <Home-town Cha-Cha-Cha> OST.

What made you apply for O’PEN MUSIC?

While engaging in many projects, you get new inspirations. I wanted to meet people in the same field, and introduce my music to more people. Having those thoughts, I’ve got the information about O’PEN MUSIC and applied for the program.

“O’PEN MUSIC is
my good and reliable friend
who is always by my side.”

What does O’PEN MUSIC mean for rookie composers?

Most newbies do their work with only limited number of people. As I was able to meet new musicians and people from the business side, I had opportunities to come up with different ideas and view my music from a more objective perspective. O’PEN MUSIC is my good and reliable friend who is always by my side.

What activities of O’PEN MUSIC were most helpful to you?

Throughout O’PEN MUSIC program, the point that I could introduce my music to more people was very helpful. This program allowed me to have more opportunities to join various projects with my songs and meet new people and peers with whom I could work.

4th O’PEN MUSIC
Jung, Na Young

“O’PEN MUSIC is like a big tree for lonely new musicians.
We can seek shade in the hot sun, suffer less damage from rainstorms, get some rest under the tree’s shadow, and meet good friends within the friendly fence of O’PEN.”

What made you apply for O’PEN MUSIC?

I was told by my friends that the programs of O’PEN MUSIC were really good. I applied for O’PEN MUSIC as it offered opportunities to meet great musicians, develop my skills with various training programs, and introduce my songs to the people in the industry while exchanging ideas with experts.

What does O’PEN MUSIC mean for rookie composers?

O’PEN MUSIC is like a big tree for lonely musicians. We can seek shade in hot sun, suffer less damage from rainstorms, get some rest under the tree’s shadow, and meet good friends within the friendly fence of O’PEN. I had to go through challenging competitions before joining O’PEN MUSIC. But after that, my colleagues and I felt a sense of partnership rather than rivalry, and thought we would be able to make advancements together.

What kind of music do you want to create through O’PEN MUSIC?

I hope to make music that can heal and give comfort to people. I still feel a need for improvement, but I met many good people and will continue to work on new songs. Moreover, by creating songs that many people love, I want to become financially more stable!



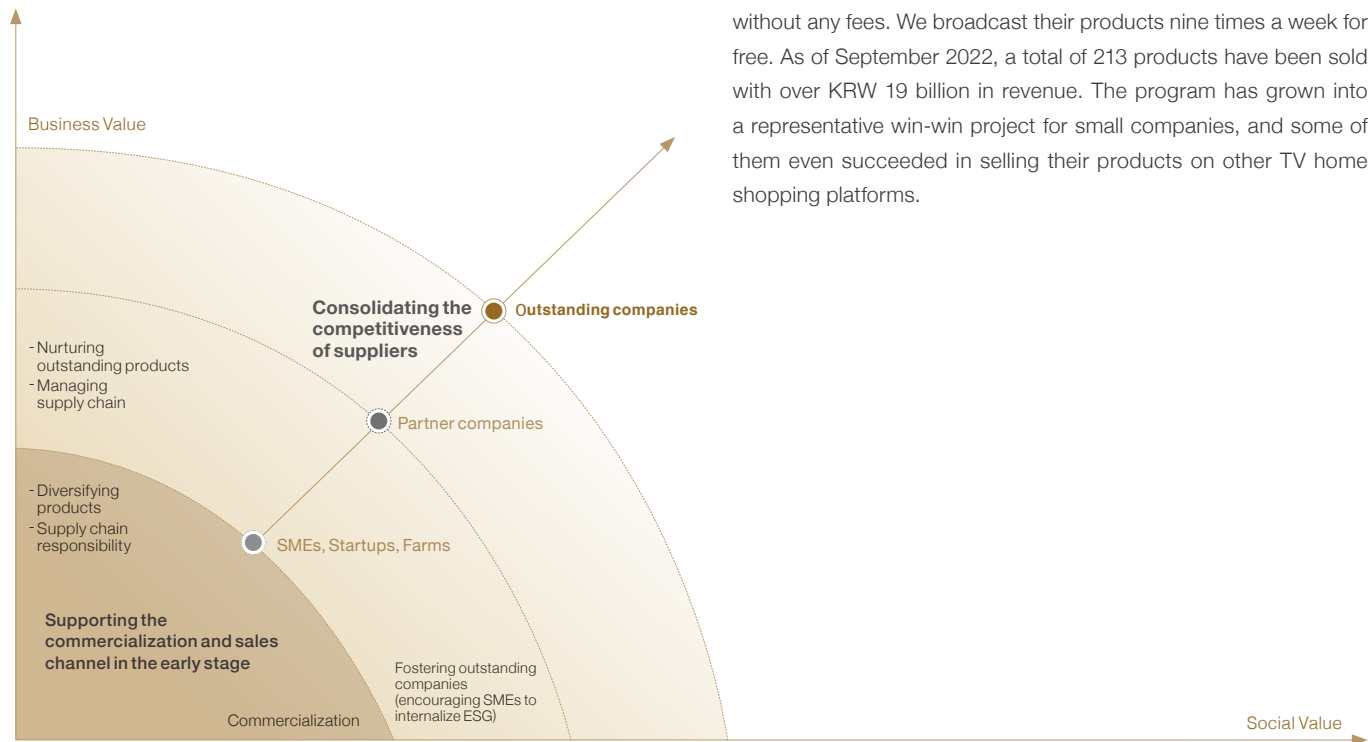
Partner

Support Programs for SMEs

With the aim to nurture small- and medium-sized enterprises(SMEs) which are the cornerstone of the industry, CJ ENM continuously helps them find ways to enter the market.

CJ ENM Commerce Division allocates more than half of its broadcasting slots to promoting SME products, and constantly increases direct purchases to foster SME businesses and alleviate their inventory burden. Our specialized projects for early-stage companies also support them to settle down in the business ecosystem through commercialization and expansion of sales channels. As ESG can only be implemented when all stakeholders join hands together, the Commerce Division announced mutual growth plans to strengthen the partner’s business and ESG capabilities in June 2022 and declared ‘YESGO’ initiative. YESGO means pursuing ESG management with the society(“Y”OU) and CJ “O”NSTYLE. With the initiative, CJ ENM is committed to expanding the portfolio for partner companies and helping to create a sustainable business ecosystem.

System to Build the CJ ENM Win-Win Ecosystem



CJ OVOP(One Village One Product) : support for rural business

CJ OVOP is the first free broadcasting program for rural businesses. It has aired a total of 120 products and recorded KRW 51.4 billion in revenue over 16 years since its commencement in 2007. Through CJ OVOP, we partnered with Korea Venture Agriculture College to discover outstanding agricultural, fisheries, livestock products and provide consulting and professional know-how concerning product development, market entry, quality inspection, planning and production of broadcasting content, and sales strategy. The products of the selected companies are featured 30 minutes a day on broadcasting programs five times a week for free, and companies also have opportunities to enter into the CJ ONSTYLE online mall, which helps create stable sales channels.

CJ OCOP(One Company One Product) : support for SMEs

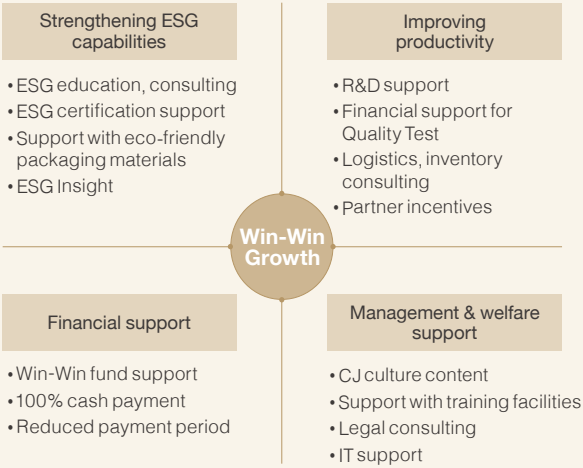
More than 203 SMEs and small business owners have joined CJ OCOP since 2012 in cooperation with the Small & Medium Business Distribution Center. It is a program to support SMEs and small business owners who have a difficult time finding sales channels despite their excellent products, giving them opportunities to launch their products on the CJ ONSTYLE TV channel and online malls without any fees. We broadcast their products nine times a week for free. As of September 2022, a total of 213 products have been sold with over KRW 19 billion in revenue. The program has grown into a representative win-win project for small companies, and some of them even succeeded in selling their products on other TV home shopping platforms.

SPECIAL

‘YESGO for Partner’: support for partner’s Biz & ESG

CJ ENM has integrated our business partner support projects into the “Bisang: Shared Growth” system since 2019 and implemented 10 supporting programs for products and infrastructure. After declaring YESGO initiative in 2022, we introduced ESG related programs for partner companies to reinforce their ESG capabilities through training and consulting. In addition, we are also sponsoring eco-friendly packaging materials and offering ESG evaluation and incentives to foster more sustainable commerce industry.

‘YESGO for Partner’ Program



Support for SMEs Sales Channel through K-Wave

Since 2014, CJ ENM has offered export consulting and promotional events for SMEs through the global K-culture festival <KCON> as part of its collaboration with the Korea Foundation for Cooperation of Large & Small Businesses and Rural Affairs. The sales channel support for SMEs, which was suspended due to COVID-19, has been resumed in 2022 - <KCON 2022 LA> and <KCON 2022 JAPAN> - three years after the onset of the pandemic. With the program, SMEs can communicate and check the response of their products directly with local fans visiting <KCON> and create opportunities to meet local buyers, setting the stage for entering the global market. In 2022, 84 SMEs joined the program and had 1:1 export consultation with local vendors and buyers. SMEs selling beauty, household goods, food, fashion, and other consumer goods held brand promotion and sales events for visitors, achieving KRW 270 million in total sales and KRW 53.46 billion in total contract amount.



BUSINESS



BUSINESS

Management Approach

Good Impact of Content and Commerce

CJ ENM creates a Good Impact and delivers excitement through our content and brand

2022 Achievement

- Developed the Good Impact of Content Index(G.I.C. Index)
- Launched and provided support value consumption and SME products
- Offered closed caption services for everybody
- Provided socially vulnerable people with chances to enjoy content

Our Approach

Content and brand bring joy to people and create a lasting impact on members of society, regardless of age, generation, or language. Based on originality, CJ ENM constantly develops new content viewers can enjoy and sympathize with. In addition, we generate social values through content and make various efforts to spread a consumption culture with good values.

Value Creation

- Expand diversity and inclusion through content creating a good impact
- Create social values through good impact of content and commerce
- Secure sustainability of the value chain through the spread of value consumption

Bring Out The Best with Stories

Content is powerful. Stories can connect viewers with the world and create one globe of people beyond the barriers of age, generation, language, and culture.

CJ ENM discovers different aspects of our society by using various methods to deliver the true stories of ordinary people, the issues that need social attention, and minority cultures. We interact with the world and people through our captivating stories.

Amid constantly changing environment, we deliver the “Good Impact of Content” with our mission as a global total entertainment company. We connect our stories with the world through “sympathy” to create new synergy across fields and boundaries, “originality” to make a difference with an unbiased perspective, and “commitment” to understand the meaning and impact of our work and act with a sense of duty.



Good Impact of Content

Content touches and moves people deeply, makes them happy, and invokes sympathy. It also creates positive changes in actions as well as thoughts through that experience. Stories can heal the wounds of the marginalized, give opportunities to think about prejudice and discrimination, and convey good values even to those on the other side of the world.

The Primary Impact

- The intention of content planning meet the social value criteria
- Viewer engagement(feeling of sympathy, touching, positivity, etc.)

The Secondary Impact

- Changes in viewers' awareness and behavior made by content
- Social impact(raising awareness, system overhaul, etc.)

The Good Impact of Content Index(G.I.C. Index)

With the growing demand for corporate social responsibility and value creation, awareness on the impact of content on our society is also expanding. In order to measure the value of content, CJ ENM made the Good Impact of Content Index, which measures the degree of influence content has on viewers. We thought it would be necessary to analyze the level of attention and issues based on the content's value, apart from the viewing rate and the CPI(Content Power Index) powered by RACOI. Accordingly, the G.I.C. Index was made to role as the standard to measure the degree of impact content has on viewers, beyond the scale of production and planning intention. In 2022, we conducted pilot tests on several TV shows with both quantitative and qualitative analyses on the degree of impact. We also studied the correlation of the impact with the four elements of content(topic, materials, episodes, and characters). We expect that CJ ENM's G.I.C. Index can be used as a another value index for measuring content value and that the Index will serve as the stepping stone to connect stories, viewers, content creators, and the world by offering insights for content planning.

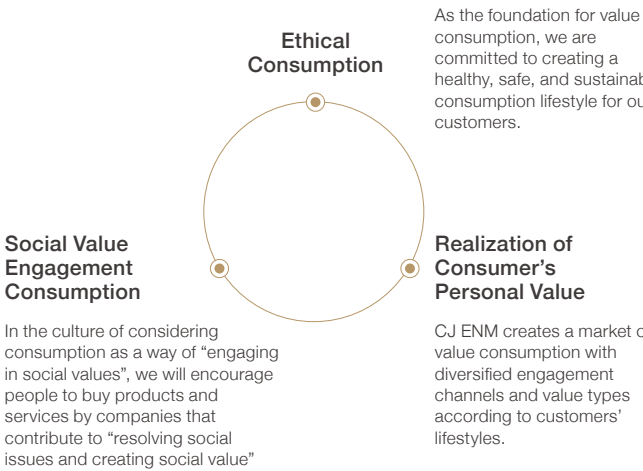
Values Cherished by Customers

Consumers nowadays prioritize corporate ethics and social responsibility and check whether companies implement environmental management, animal welfare, and fair trade. They make consumption decisions based on philosophy and values, rather than just checking price and quality. As “value” has become very important and essential in customers' lifestyle and the culture of “Environmental, Society, and Governance(ESG)” has spread across the globe, “value consumption” is no longer an option but an essential element with regard to future lifestyle. CJ ENM is putting utmost efforts to expand this market for value consumption. The Commerce Division sends a “Trend Letter” to our employees with various news about value consumption and consumer lifestyles so that they can get latest information about trend changes in our society. Going forward, we will continue to develop a collaborative system with related departments and conduct research about the society and consumers to expand the culture of value consumption. Moreover, CJ ENM will further exert ourselves to analyze future lifestyles, values, and social issues preemptively, while introducing diverse social values in a multifarious and balanced manner to expand our unrivalled value consumption market.

Leading the Value Consumption Culture

To lead the value consumption culture and expand the related market, CJ ENM established a roadmap for promoting value consumption and classified it into three types of ethical consumption, social value engagement, and personal value realization. We make efforts to build a consumption environment and a virtuous cycle suitable for each type.

Expanding Value Consumption by Consumption Type



SPECIAL

Stories of Ordinary People <Our Blues>



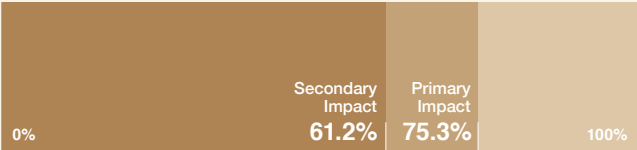
“The drama aims to cheer people at the beginning, peak, or end of life.”

<Our Blues> is an omnibus drama depicting various life stories of 14 characters who were born and live in the beautiful island of Jeju. The purpose of the drama is to convey the idea that “our life is valuable and each person needs to be happy.” The drama showed the stories of a female diver with a disabled twin sister, neurodiversity*, premarital teenage pregnancy, and a lonely father who sent other family members overseas and struggled to cover all financial expenses by himself, unearthing discrimination and prejudice that we have ignored and comforting viewers by capturing the diversity of members of our society with a warm perspective. In particular, the characters with developmental disability and hearing impairment were actually played by actresses with those symptoms, changing the public’s perception on disability and raising the issue of “cripping up,” which means the practice of a non-disabled actor taking on the role of a disabled character.

Primary Impact Factor



G.I.C. Index



1) Neurodiversity is the range of differences in individual brain function.

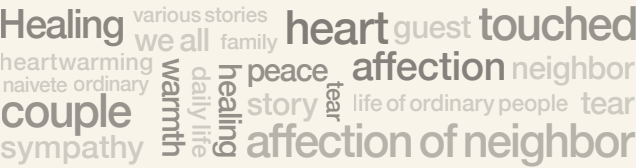
With Local Community <Unexpected Business2>



“When we’re in severe difficulties or feel a great lack of something, we get help from people around us. But as things get better, there’s something we miss out on, and it’s the expression of gratitude. I heard thank you so many times, and it felt really good.”

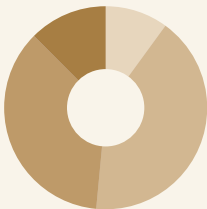
<Unexpected Business 2> is a reality show in which two Korean actors are shown running a supermarket in Gongsan-myeon, Naju, Jeollanam-do where the town people frequently come and go to buy everything including grocery and daily necessity. Looking into the lives of people in the rural village amid the reduced face-to-face contact caused by COVID-19, the sincere and warm-hearted stories of the small town people generated great sensation and received positive responses from viewers. The show won the Best Picture Award of Program Provider(PP) at the ‘2022 Cable TV Broadcasting Awards’.

Primary Impact Factor



Keyword Analysis

Topic	10%
Material	41%
Episodes	37%
Characters	12%



Content with Cultural Diversity <Under the Queen’s Umbrella>



“Someday there will be a time when you don’t have to hide, even if you live differently. No matter how you look, you’re my child.”

<Under the Queen's Umbrella> is a drama about a queen struggling to foster her troublemaker sons into proper princes of the royal family. Despite its background of a fictional period within the Joseon dynasty, the story generated a sensation by depicting conventional social practices, gender issues, female identity, and the value of family love. In particular, the second episode covered the issue of sexual diversity with cross-dressing(the act of wearing clothes generally perceived to be worn by the opposite gender). It impressed many viewers by not just setting the character as a sexual minority but also by telling the story of a mother embracing her son's true identity.

Stories of Gender Diversity <XX+XY>



“I still don’t know which choice I’m going to make. I’ll make a choice one day, but one thing that never changes is that I’m Jungjae.”

<XX+XY> is a 4-episode drama about a high school student born with the XXXY double gender, showing the path of finding one’s sexual identity and future direction. The story of growing up with thoughts about one’s identity as a social minority has drawn enthusiastic responses from viewers, conveying the value of gender diversity and sexual orientation.

Shed Light on Stunt Performers <Super Action>



<Super Action> is the first stunt performer survival program to discover the best stunt crew in Korea. In K-content, which is loved worldwide, stunt performers assist the actors and actresses, but they are always hidden from the camera angle. <Super Action> featured them as the main characters and presented spectacular real-life action performances by stunt performers along with the best stunt crews, with the intention of showing their charm and capabilities that captivated the global action market beyond Korea. The passion and sincerity of the stunt performers who improved the level of completion of the work became an opportunity to change the perception regarding an unfamiliar job by shedding light on the efforts made by those who are invisible behind the flashy action scenes.

SPECIAL

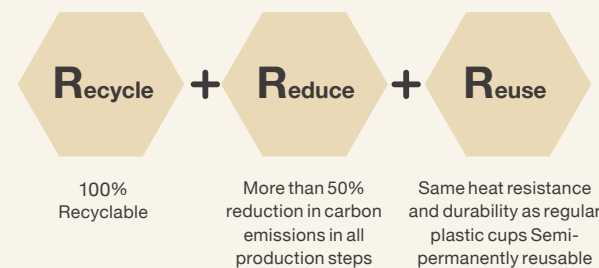
100% Recyclable odense ‘Reusable Cup’



Biomass Based Product

CJ ENM has launched odense ‘Reusable Cup’ made of sugar cane Bio PE with 50% - 85% biomass as its raw material to lead and reinforce the eco-friendly consumption culture. This Reusable Cup starts from separating sugar from sugarcane and fermenting the remaining waste molasses by adding micro-organisms. This process reduces carbon emissions by more than 50% in all production steps, contributing to slow down

global warming and to Carbon Neutral goals. Through crystallization of sugar water and several steps of squeezing, fermenting, and neutralizing molasses, the cup has the same heat resistance and durability as regular plastic cups, and can be reused almost permanently. We also use Earth Pack made of sugarcane for its packaging, protecting the earth from the beginning to the end of the process with no need to cut any trees.



“Bio Plastic is a concept of adding raw materials such as corn to the product, but the odense ‘Reusable Cup’ is environmentally certified for the entire production process as it turns sugarcane into plastic material itself.”

Expansion of Eco-Friendly Consumption Ames Electric Scooter ‘LEO’



Safety First & Universal Design

CJ ENM's cup lid is compatible with cups of all sizes, including the odense ‘Reusable Cup’. Not only did it obtain the eco-label certification of the Ministry of Environment, but it also received the BPA Free certification, which means zero emission of endocrine disruptors. The cup lid is designed for hygienic uses with a 7.5-degree slope and a drainage on the rim so that the drink naturally flows to the inlet if it overflows. The sleeve of odense ‘Reusable Cup’ enhances the portability of the cup as it helps the user hold hot or cold drinks more safely and easily. The sleeve is also made with an elastic band, so it can be used for cups and tumblers of all sizes, just like the cup lid.

One Step toward New Consumption Culture

odense Reusable Cup is steadily sold online and offline, especially on online channel, gaining immense popularity among young people especially in 20s and 30s who are interested in eco-friendly products. CJ ENM is taking steps to promote value consumption in accordance with the growing interest in eco-friendly products.

CJ ENM is leading the eco-friendly consumption culture by launching Ames electric scooter LEO, reflecting the growing interest in electric vehicles. Electric scooters are an eco-friendly alternative to motorcycles that generate more greenhouse gas emissions than four-wheeled cars. Drivers of LEO can change chargers at a charging station and use the central control with the GPS-installed application for checking station location and the remaining battery. As electric vehicles come with the risks of fire due to overloading or overcharging, we offer a pre-warning app feature and an automatic shut-off function to prevent accidents. LEO was one of the products developed by CJ ENM's startup development program, ‘Challenge! Startup’ in 2022, and CJ ENM created broadcasting opportunities and supported sales channels for LEO. CJ ENM is introducing various eco-friendly products such as these to promote the expansion of eco-friendly consumption.



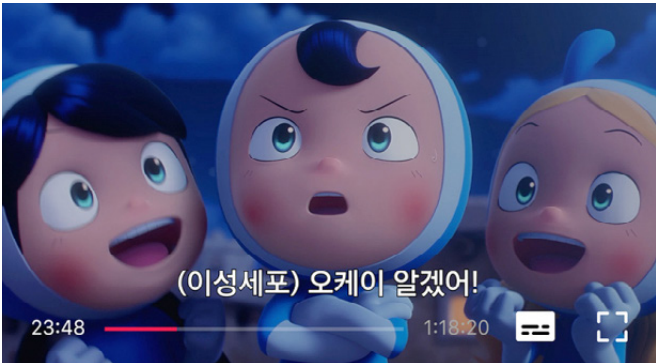
Content for Everyone

Closed Captioning Services

CJ ENM provides a closed captioning service to enhance convenience for the disabled and the digitally vulnerable, and to meet the needs of viewers who want to enjoy content with closed captions. In addition to extending the Korean subtitle service, TVING introduced the closed captioning service to more than 1,200 episodes in 2022, including the popular TVING originals including <Yumi's Cells>, latest movies, entertainment, and overseas series. The closed captioning service is intended for viewers who can't hear the audio, and includes the dialogue as well as any other relevant information such as speakers' IDs, music, sound effects, and other non-speech elements. It is also possible to change the size and font of the closed captions for the viewers' convenience. CJ ENM will continue its efforts to enhance viewers' satisfaction by gradually improving the service with offering various language choices.

Moreover, CJ ONSTYLE under the Commerce Division provides "sign language customer service" for the hearing impaired and "mobile same benefit service" for the visually impaired. The sign language service aims to provide smooth services to consum-

ers with hearing impairment for product inquiries, orders, delivery, exchanges, returns, and after-sales services through PC video calls. To enhance shopping convenience for visually-disabled consumers who have difficulties using mobile devices, CJ ONSTYLE provides the same benefits as mobile app orders with price-off coupons, points, and credit card discounts when they order through our professional customer care assistants.



Bridging the Gap of Cultural Experience

CJ Towol Theater – Free Seat Program¹⁾

For the children and young students who cannot have sufficient cultural experiences, CJ ENM runs a Free Seat Program, offering them the opportunity to enjoy all the performances played in CJ Towol Theater free of charge. In addition, CJ Doner's Camp, a sharing and donating platform, offers opportunities for children to experience and enjoy various cultural events and grow their dreams without any limit through culture. For the past 10 years, a total of 12,156 children from 1,207 institutions were able to have a meaningful experience through the Free Seat Program.

1) CJ ENM provided free tickets for the Free Seat Program of CJ Towol Theater

“Children can see as much as they know and grow as much as they have experienced. Giving a chance to participate in this cultural opportunity is like offering fine food for children so they can grow and become decent adults in our society. Children who watched movies and musicals while growing up can develop cultural sense and learn more to build their dreams and enrich their lives. I believe our children also improved themselves through today's program.”

A person who participated in CJ Doner's Camp

Content Support for Juvenile Correction

Since 2015, CJ ENM has allowed youth detention centers, which hold minors for secure custody and rehabilitation under the juvenile court system, to use our content without cost. The content is utilized to correcting attitudes, improving interpersonal relationships, and providing education for personal growth through strengthening human rights protection and creating a stable environment at the detention centers.



SPECIAL



tvN STORY <My Library Reader>

tvN STORY unscripted show <My Library Reader> is a cultural entertainment program that offers insights and valuable lessons about humanity and life from the books that are difficult to read by alone. In the show, famous Korean scholars read and provide explanations about various humanity books, and in 2022 a book about the show was published. To ensure that everyone can enjoy the story without barriers, CJ ENM's employees including production staff joined the volunteering activity of <Read Together>, a project of turning book into e-book for the visually impaired. In addition, CJ ENM donated some of the profits from the book to 'ITLO Open Library', a library for the Disabled.

ESG DISCLOSURE

SUSTAINABLE GROWTH	66
ENVIRONMENTAL	74
SOCIAL	80
GOVERNANCE	107

SUSTAINABLE GROWTH

Management Approach

Securing Future Growth Engine

CJ ENM is growing into a strong sustainable company amidst fast-changing consumption trends and market environment.

2022 Achievement

- Strengthened the competitiveness of content production with the multi-studio structure
- Expanded global market through production and distribution of well-made content
- Expanded product portfolio by strengthening the core brands
- Realized the strategy to move on from Television/Mobile to One-Platform Commerce

Our Approach

CJ ENM's Commerce Division is promoting a One-Platform Commerce Strategy to offer diversified product portfolios and 'Live Shopping Tailored to Taste'. The Entertainment Division is focusing on strengthening the market competitiveness. We are poised to make bold strides forward as a major global studio offering well-made content.

Value Creation

- Expand global influence by securing markedly differentiated capacities
- Lead the culture industry with competitiveness in terms of content and commerce
- Create opportunities in new business investment for future growth

Leap forward as a major global content company

Strategy

Multi-studio Structure for World Class IP

CJ ENM is focusing on developing future growth engines and investing in sustainable values in order to secure global competitiveness and dominate the world market preemptively. In 2022, amidst borderless competition in the content market, CJ ENM established a production company, CJ ENM STUDIOS, in line with the international standing of and demand for K-content, and fully set up our multi-studio structure led by CJ ENM STUDIOS, FIFTH SEASON, and STUDIO DRAGON. CJ ENM STUDIOS have both quantitative and qualitative capacities to produce multiple genres of content targeting overseas and domestic OTT by utilizing multiple studios each specializing in specific genres. A major global studio, FIFTH SEASON announced a fresh start in 2022 with brand-new name of company. FIFTH SEASON originated from the concept of the late summer season of harvest and celebration as the most abundant fifth season of the year. The name signifies our commitment to create rich and fresh contents. Some noteworthy productions of FIFTH SEASON include TV series, <Severance> that won two Emmy awards in 2022, <Lost Daughter> nominated for the Golden Lion award at Venice Film Festival as well as three categories of the Academy Awards, and <Just Mercy>, a film that won the National Board of Review

Awards. It has global hubs in Europe and South America and has established its own production system that covers all stages of content production from content planning and production to distribution, which enables the production of more than 30 films and TV series every year. In 2023, FIFTH SEASON plans to unroll projects worth USD 1 bn. Furthermore, in July 2022, the premium story-teller group STUDIO DRAGON proclaimed its brand slogan, 'Universal Emotions, Original Stories', conveying its dedication to discover and create unique stories that the entire world can empathize with and enjoy as one. STUDIO DRAGON signed an exclusive supplier contract with 'Amazon Prime', Amazon's OTT, as the first Korean content provider. It continues to broaden partnerships with various overseas and domestic platform companies, including 'Disney+', as a leader in expanding the K-content frontiers.

“CJ ENM is unraveling innovative future growth drivers and accelerating business capacity with focus on our Group's four major growth engines, C.P.W.S.”

Culture
Platform
Wellness
Sustainability

Content Competitiveness through Platforms

TVING is reinforcing platform competitiveness in collaboration with various companies holding multiple IP(Intellectual Property)s. In February 2022, it secured outside investment of KRW 250 bn, followed by creating a robust content library through M&A of seezn, KT's OTT, and partnership with LG U+. Furthermore, in June, for the first time in Asia, TVING partnered with the global media group Paramount, and launched 'Paramount Plus Brand Cinema' in TVING to exclusively offer a library of approximately 400 series and content owned by 'Paramount+', Paramount's OTT.

TVING also concentrates on producing original contents. It is strengthening its production competitiveness through the release of multiple original series recognized for their high quality starting with its very first <High School Mystery Club>, followed by <Work Later, Drink Now>, <Yumi's Cells>, followed by <Yonder> and <Bargain> in 2022. Further, TVING is broadening its content spectrum and enhancing service technology by live-streaming concerts and various sporting events such as soccer, UFC, boxing, tennis, etc. CJ ENM offers scripted series, unscripted shows, and sports through tvN, tvN DRAMA, tvN SHOW, tvN STORY, and tvN SPORTS, and focuses on expanding its channel group and content line-up further by leveraging the brand power of tvN, the No.1 K-content channel.

Following the 2021 launch of tvN STORY, a life story channel that middle-aged watchers can identify with and enjoy, we gained domestic and overseas sports broadcasting license and built a broadcasting system in 2022 as part of our efforts to enlarge investment for content. The sports channel tvN SPORTS broadcasts not only soccer and tennis tournaments but various other sports games such as boxing, swimming, and other professional sports, delivering unscripted entertainment across all generations and nationalities.

Investing in Content Technologies

CJ ENM is leading changes in content industry and quickly adapting to changes in the digital content market. Through cooperation with a range of leading companies of cutting-edge digital technology, such as 'Hyperreal', a US-based metaverse entertainment company, and 'AmazeVR' holding real world VR technology, CJ ENM expects to develop IP expandability and raise added value to strengthen new growth engines for the future.



Reinforcing Global Influence

Expanding to the Global Market with K-Content

For more than 25 years since CJ ENM entered the content business through joint investment with Dream-Works of Hollywood in 1995, we have been leading the development of Korean film industry through production, investment and distribution of over 300 Korean films. Based on our active exchange with the global market including the US market, we have been able to set our next goal to establish ourselves as a 'global total entertainment company' by focusing on co-production of local films as well as remake and localization of Korean films.

Through such efforts, 12 well-made films, for which CJ ENM participated in production, investment or distribution, were invited to Cannes Film Festival, which is a record for Korean film distribution. In 2020, <Parasite> became the first Korean film to win the 72th Cannes Film Festival. In 2022, <Decision to Leave>(directed by Park Chan Wook, starring Park Hae Il and Tang Wei) and <Broker>(directed by Hirokazu Koreeda , starring Song Kang Ho, Gang Dong Won, Lee Ji Eun[IU]) won awards for the Best Director and Best Actor, respectively, at the 75th Cannes Film Festival.

The growing significance of CJ ENM in the global industry is the result of our endeavors to ensure inclusivity with diverse contents. <Decision to Leave>, a crime and romance film, with a trendy mise-en-scene, attracted public attention with Park Chan Wook directing and Chinese actor Tang Wei starring in the movie. <Broker> that tells the story of a 'baby box', where parents who cannot raise their babies leave them, and people who meet there, was filmed by Japanese master director, Hirokazu Koreeda, in Korea with Korean actors. Such examples of multinational production signify that K-content is expanding beyond language and cultural barriers, opening a new era of transnational films.

CJ ENM plans to continue launching various global projects covering more than 15 productions currently under plan, development, or production jointly with major global studios and production companies. CJ ENM also concentrates on expanding the market by distributing our contents to global OTTs. Following the launch of the 'K-content by CJ ENM' brand library in 'Pluto TV', Paramount's global OTT in December 2021, we opened the 'CJ ENM Picks' brand library in 'Peacock', the OTT of a global media and entertainment company, 'NBC Universal' in 2022. CJ ENM will continue to expand opportunities to service well-made K-contents for all areas of the world.

75th Cannes Film Festival Award-Winning Films(2022)



<Broker> - Best Actor



<Decision to Leave> - Best Director

CJ ENM is broadening its global impact by winning the international awards.

<PARASITE>

Academy Awards 2020

<Moulin Rouge!>

Tony Awards 2021

<Broker>

Cannes Film Festival 2022

<Decision to Leave>

Cannes Film Festival 2022

<Severance>

Emmy Awards 2022

KCON, the World's No. 1 K-Culture Festival

Since the first launch in 2012, KCON is celebrating its 10th anniversary in 2022. KCON is a K-culture festival that converges K-Pop concerts that have crowd gathering power with the Korean Lifestyle Convention that offers first-hand experience in Korean fashion, beauty and food.

KCON endeavored to introduce Korean culture to other parts of the world by attracting 1.15 million(cumulative) audiences to watch performances of approximately 4,700 artists in 10 cities across different regions of the world, starting with US, North America, the Middle East, Europe, Oceania, and so forth. What started with approximately 10,000 audiences in the first year grew 29-fold by gathering 291,000 audiences in 2019(last offline concert before COVID-19).

During days of COVID-19, the concerts evolved into a hybrid festival that could accommodate both online and offline audiences: for two years since 2020, five 'KCON:TACTs' were held bringing 22.45 million audiences online and leading the expansion of K-culture. <KCON 2022> was the first offline KCON after two years of COVID-19, and was received with explosive response by K-Pop fans worldwide. <KCON 2022> brought about extensive changes reflecting the new cultural consumption pattern.

The programs at different locations adopted each unique characteristics to the regions to attract the Z generation, and based on technology and know-how accumulated through experiences of hosting past online and offline festivals, a new post-COVID festival model was introduced with special stages presented for all to enjoy as one, unbound by time or space.

“What made the producers’ hearts beat was that people with different faces, ages and backgrounds came together as one and enjoyed K-Pop and K-culture together.”

Oh Gwang Seok PD

In May 2022, <KCON 2022 Premier> took place in three cities worldwide, where Seoul in Korea, Tokyo in Japan, and Chicago in USA, in the span of three weeks and gathered a total of 50,000 audiences, marked a glorious return of the world's largest K-culture festival. The festival continued on to <KCON 2022 LA> in August and <KCON 2022 SAUDI ARABIA> in September, and ended with <KCON 2022 JAPAN> in October, attracting a total of 30.15 million to enjoy K-culture.



Hosted KCON in

10 cities across the world

Line-up of

4,700 artists of KCON

1.15 million

audiences around the world

A curated live shopping platform for consumers

Strategy

One-Platform Commerce Strategy

CJ ONSTYLE - TV

Starting with Korea's first-ever Television Home Shopping broadcasting in 1995, CJ ONSTYLE has grown to become Korea's No.1 Television Home Shopping company, and leads the non face-to-face video shopping culture. The CJ ONSTYLE television live channel lowers the entry barrier for products, thereby allowing competitive products to reach consumers, by efficiently operating channels with its representative live shopping platform and through diversification of broadcast formats. Furthermore, the T-commerce channel, 'CJ ONSTYLE+', which shows pre-recorded contents via VOD service, acts as a stepping stone for the growth of small and medium companies that have difficulty entering live home shopping channels. CJ ONSTYLE will continue to serve as a window for delivering a wider range of products through E-commerce by leveraging diversified formats.

CJ ONSTYLE - Mobile

CJ ONSTYLE is also a mobile shopping platform that curates products according consumers' tastes. Since the first streaming of mobile live commerce in 2017, which was also the first in the industry, it continues to provide a more vivid shopping experience to consumers.

As a platform based on multi-live commerce, which is not limited to mere purchase on mobile upon watching the products on the television live channel, CJ ONSTYLE's mobile platform aims to create a virtuous cycle that offers fun and convenient experience for all shopping done on mobile.

We are accelerating the utilization of mobile in the fashion industry by focusing on expanding mobile-only products of large brands while strengthening collaboration with beauty brands that are popular in SNS for our beauty business which is highly preferred by women consumers in 35-54 age. We are also operating the 'CJ ONSTYLE Live Show,' a one-of-a-kind live commerce channel hosted by professional salespersons such as trusted show hosts and influencers, and plan to develop popular commerce programs as our own IP.

In 2022, CJ ONSTYLE signed a partnership agreement with Google to stream live commerce of CJ ONSTYLE through YouTube in real time. We expect to expand our audience base to all ages through YouTube that covers not only the MZ generation(Millennium generation+Z generation) that shapes the consumption culture, but all other generations.

With differentiated and creative commerce content, and optimized products and brand promotion, CJ ONSTYLE is all poised to become a platform where brands can grow by realizing the One-Platform Strategy, interconnecting television, mobile, and YouTube channel.

“CJ ONSTYLE leads the Video Live Shopping culture.”

Expanding the Business Portfolio

CJ ENM is reinforcing its value chain capacity with focus on core categories of commerce such as fashion and living. Beginning with the direct and indirect investment of KRW 17 bn in strong venture capitals related to fashion and health functional food from June 2022, we are strengthening our business portfolio ranging from fashion and health functional foods to living, beauty and tech by participating as a major investor in the premium living platform, 'COLLECTION. B' and a housing supply brand 'Saengong' in February and March 2022 respectively.

Further, June 2022, we are strategically investing in 'MUSTIT', a leader of the luxury brand online market in order to expand our market base through new customers and to enhance market dominance in our core category, fashion. Furthermore, October 2022, in order to further develop our appeal as a One-platform channel connecting TV and mobile, we participated as a major investor in Series A of 'Boosters' for an Aggregator that specializes in selecting and promoting strong small and medium brands. Through investment in 'Boosters', we plan to introduce new and high-profitability products of our brands through television home shopping and live mobile shopping, and support marketing for CJ ONSTYLE partners, while preparing a joint-investment cooperative system to identify and promote new brands.

CJ ENM will continue to increase investments to heighten the value of our One-Platform channel and secure future growth engines.

Securing the Brand Portfolio

In 2022, CJ ENM's Commerce Division joined the 'KRW 1 tr Club' for the first time in fashion industry. This was accomplished by developing our own brand that boasts the strengths of cost-effectiveness, practicality, quality material and design through collaboration with fashion giants, which was first of its kind in the existing home-shopping ecosystem led by online fashion consumption by women. By acquiring licenses of top global designers' brands such as Karl Lagerfeld(Karl Lagerfeld Paris) of Europe, Vera Wang(VW Vera Wang) of the US, and Gee Chun Hee(G Studio) of Asia, we are popularizing high-end fashion to strengthen brand competitiveness.

In addition, the high-end premium golf wear brand 'BASQUIAT BROOKLYN' and the street casual brand 'Jean-Michel Basquiat', targeting the MZ generation were launched, completing the line up of three Basquiat brands with the Basquiat IP: golf casual 'Basquiat Golf', premium golf wear 'BASQUIAT BROOKLYN', and street brand 'Jean-Michel Basquiat'. We also expanded luxury men's clothing brand 'Brooks Brothers' license business for sales at offline stores in 2022. CJ ENM is presenting these brands online and offline, not only through television home shopping, but also at department stores and vertical platforms* for fashion, in line with brand diversification that expands our target groups.

1) Vertical platform: A service platform that targets customer groups with specific topics of interest.

“In 2022, CJ ENM joined ‘KRW 1 tr Club’ for the first time in fashion industry.”



ONLYONE Brands – Fashion & Apparel



Unique details that conform to the basics, today's styling coupled with ease, diversity and 'trendiness'

'THE AtG' is a representative fashion brand of CJ ENM launched in September 2011. THE AtG presents stylish everyday wear with trendy items to make the plainness of today a little more stylish. THE AtG has led the growth of Commerce Division providing a wide range of women's clothing ranging from cost-effective pants to high-end coats In 2020, it proved its popularity by selling over KRW 200 bn for the first time among ONLY-ONE fashion brands.



Brand presenting the most essential items and styles for each season

'CelebShop edition' is one of the the most loved fashion total brands of CJ ENM. This contemporary brand for women suggests various styles with the most trendy and essential items for every season in pursuit of the concept of 'practical chic'. 'CelebShop edition' has broadened the scope of product lineups, giving customers diverse options ranging from premium to practical clothing so that they enjoy their shopping according to their tastes. Furthermore, it will present fashion brands exclusive for mobile in collaboration with global high-end fabric and apparel manufacturers, designers and brands.



Luxury sports lifestyle wear brand with skills and know-how accumulated over 100 years

'COLMAR', a high-end padding brand with 100 years of tradition, boasts a global lead standing in sports lifestyle clothing with excellent quality and innovative design. COLMAR started building its sports heritage alongside the history of ski. COLMAR, with its slogan, 'sports in style', continues its research exploring styles and materials, creating a strong brand value.

ONLYONE Brands – Living & Beauty

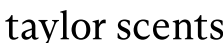


Easy Solutions for Lifestyle in Dinette

'odense' is a dining kitchenware brand which is rooted in the professionalism of Korea's ceramic craft. This brand puts the spotlight on the very moment when consumer put food on the plate for those their love and vice versa. The brand 'odense' is inspired by the nature of odense, the hometown of Hans Christian Andersen, a Danish author of children's books. Unique colors and materials characterize this brand. The brand's carefully crafted products with a sophisticated and modern design give you a sense of depth, making your daily lives more special. odense became the first award-winning tableware brand in Korea receiving a 'Red Dot Design Award' in 2014, one of the world's top three design awards. In order to grow further, 'ods'(odense design studio) opened in 2020 to enhance its design skills while expanding product lineups to furniture and lighting in addition to tableware and cookware. odense will continue its efforts to bring joy to your plate.



“CJ ENM cultivates the largest number of own brands in the fashion, living, and beauty industry in Korea”



A new standards for interior with scent, premium fragrance brand, taylor scents

'taylor scents', a lifestyle fragrance brand, offers lifestyles that can be enjoyed with a special sense by putting differentiated scents in dedicated designs. It gives value anywhere as a special objet by using high-quality French spices, handmade containers, and subsidiary materials. taylor scents is leading a new fragrance market, by winning great responses from consumers with the 'Objet Diffuser', our flagship product, the first Korean 2L 'Large Diffuser' displayed in premium hotels, and 'Naturalism Diffuser' certified by Ecocert.



A customized cosmetic brand, Wake Me, keeps pace with the hyper-personalization trend.

As the meaning of its brand name, 'wake my own beauty' suggests, 'Wake Me', is a customized beauty brand that helps individuals to manifest their own beauty. As its first product in line with the hyper-personalization trend, it launched 'My Shampoo'. Through the digital tailored-beauty system of 1:1 online consultation, creation of recipe, and immediate preparation of the prescription, an individually-customized shampoo that suits the individual's hair characteristics and personal preferences is provided from 14,494 types available. Starting with 'My Shampoo', Wake Me plans to expand its service category to skin care products.



A living brand proposing a lifestyle essential for the consumer's daily routine and space.

At '@sential', we think about the utility of daily items. Since our launch in 2019 at CJ ONSTYLE's Living PB, we have been concentrating on the essence of our daily life to style our lives better. With the belief that a single product can start changing a room, and then the entire living space to suit the person inhabiting it, we have been creating products that are reasonable in all aspects. After the first launch, we took our first step with beddings, followed by mattresses, toppers, modular furniture, sofas, curtains and other living products for total home styling.



A natural food brand that sticks with flavors from nature and nutritious foods to easily take care of your health

'O Daily Nature' is a food brand that highlights flavors from nature as well as nutrition. This brand sticks to the principles of nature in terms of selecting ingredients and recipes for food while proposing the right knowledge and standards for healthy diets with sincerity so that our customers can build their healthy dietary habit with just one meal a day. It has a broad range of product lineups ranging from 'Premium Maple Nut', a snack for everyone, to 'Oat meal shake', a perfect meal replacement. Healthy and credible food product provider, O Daily Nature is your small habit to take care of the health of you and your family. And this is the value that this brand delivers to consumer.

“We are strengthening our unrivaled product competitiveness through exclusive products and ONLYONE brands.”

Sharing Consensus of Employees

Employee and Partner Education

CJ ENM provides regular environment-related education to all employees and suppliers in order to share information regarding our environmental management system, policy, roadmap and environmental management plan.

Furthermore, in September 2022, we held a training session to raise awareness regarding the importance of environment and climate change, covering topics including Carbon Neutrality and circular economy. We are committed to encouraging employee and supplier participation and promoting eco-friendliness, and we regularly hold training sessions to raise awareness about these issues.

Training for Business Site Managers

CJ ENM provided training for facility managers at all business sites to establish an environmental impact/energy consumption monitoring system at all sites. We are optimizing the environmental management system through providing special training on environmental topics for managers to increase our capacity to manage environmental issues.

Encouragement for Voluntary Participation in Environmental Management

CJ ENM is promoting various campaigns for employees and granting volunteer credits for participants as a way to encourage voluntary participation in environmental management. We also encourage their voluntary participation in reduction activities by assigning easy daily conservation activities such as 'using tumbler', 'plogging', and 'emptying mail boxes' as '365 daily volunteer activities'.

85%
Rate of employees
completing
environment-related
training

2022 Environmental Impact Reduction Activities

Activity	Details	Effects
Efficient operation of studios	<ul style="list-style-type: none"> • Operation of virtual studios using VR and XR technologies • Replacement of old studio lights with LED • Installation of vacuum hot water boiler at CJ ENM Studio Center 	<ul style="list-style-type: none"> • Raised energy efficiency • Reduced energy consumption • Built a content production set waste reduction
Eco-friendly packaging and packaging material	<ul style="list-style-type: none"> • Replacement of all vinyl tapes with paper tapes upon proclaiming 'Vinyl Take Out' • Paper tape support for partners • Guidelines on packaging to prevent excess packaging and separating wastes 	<ul style="list-style-type: none"> • Reduced use of plastic • Extended eco-packaging to partners • Raised the eco-friendly brand image
Partners' participation	<ul style="list-style-type: none"> • Incorporation of <Environment Protection> in behavior rules for partner companies • Mandatory pledge on partner company behavior rules when signing contract • Revision of partner selection guidelines • Evaluation of eco-friendly products and services when selecting partners 	<ul style="list-style-type: none"> • Supported partners' environmental management • Guaranteed eco-friendliness of partners
Encouraging employees' volunteer activities	<ul style="list-style-type: none"> • Operation of campaigns that employees can participate in their everyday lives, including emptying mailboxes, and using tumblers • Operation of plogging volunteer activity 	<ul style="list-style-type: none"> • Raised employees' interest in environmental management • Reduced other indirect carbon emissions
Eco-friendly Infrastructure	<ul style="list-style-type: none"> • Operation of electric car charging stations in CJ ENM Center and CJ ENM Studio Center (4 general stations, 39 tag-type chargers) • Operation of 2 bike parking areas (lot of approx. 38.5㎡) 	<ul style="list-style-type: none"> • Reduced greenhouse gas emissions through the use of electric cars • Reduced the emission of air pollutants by minimizing use of cars
Employee commute support	<ul style="list-style-type: none"> • Operation of 6 commuting routes(5 for the CJ ENM Center, 1 for Head Office building) • Operation of a circulating commuter transportation around subway stations near office buildings 	<ul style="list-style-type: none"> • Reduced the emission of air pollutants by minimizing employees' use of cars

Risk Management

Identifying Risks and Opportunities

CJ ENM supports the Paris Climate Agreement to maintain average global temperature rise below 2°C and is committed to its role and responsibility as a corporate citizen by voluntarily responding to climate change through eco-friendly management.

Climate change is directly and indirectly affecting companies' business activities. For this reason, investors and stakeholders are now demanding that companies release information on corporate response to climate change.

CJ ENM proclaimed '2050 Achieving Net Zero' in 2021, and has been continuing its endeavors to respond to climate change through on-going discussions in four areas: Governance, Strategy, Risk Management, and Metrics and Targets. Meanwhile, CJ ENM is preparing for the Taskforce on Climate-related Financial Disclosures(TCFD) to participate in responding to climate change.

Internal TCFD Workshop

In October 2022, CJ ENM held training and workshops on the TCFD for the Environmental/Climate Change Management Working Group in the Entertainment and Commerce Division, as well as related department staff and external consultants. Through this workshop, we were able to identify and classify the risks that CJ ENM faces in the area of climate change, and we also reviewed the scenarios necessary for analyzing the impacts and factors to be considered for the TCFD. As a result of this workshop, we were able to improve our internal understanding and lay the foundations for conducting financial impact analysis based on the TCFD climate scenario.

Conducted
TCFD
Workshop

2022 Results of Analyzing Risks and Opportunities

	Physical Risks	Transition Risks
Risk Factors	<ul style="list-style-type: none"> Floods, heavy rains, heat waves, and other extreme weather increase chances of suspending set shooting, increasing production cost due to extended shooting period, and negative impact on sales due to interruption in service and product delivery Flooding of business site basement due to heavy rain may suspend live streaming/broadcasting and have a negative impact on corporate sustainability Extreme climate conditions and temperatures may increase costs of building maintenance and repair Long-lasting abnormal climate conditions may impact availability of water resources 	<ul style="list-style-type: none"> Demand and number of customers may drop in case of discovery of negative impact of brand or service on the environment or failure to respond to the demand for change in the business model Growing need to strengthen eco-friendly brand portfolio and produce eco-friendly content Increase in production costs due to change in cost of procurement and waste processing of sets and other props necessary in producing contents Increased possibility of law suits filed by non-governmental organizations and nearby residents, followed by negative brand evaluation if the production site is not managed appropriately after the production Corporate reputation may deteriorate if the company does not comply with disclosing environment-related information, or fails to execute activities to mitigate climate change
Opportunity Factors	<ul style="list-style-type: none"> Earn financial incentives for energy efficiency projects supported by the government/public institution Reduce capital cost by expanding of the green credit market(for the purpose of building eco-friendly content producing sites, etc.) Increase the development of goods/products as customers show more preference/interest in eco-friendly consumption Improve the corporate image by participating in eco-friendly initiatives upon investors' request and strengthening the disclosure of ESG information 	

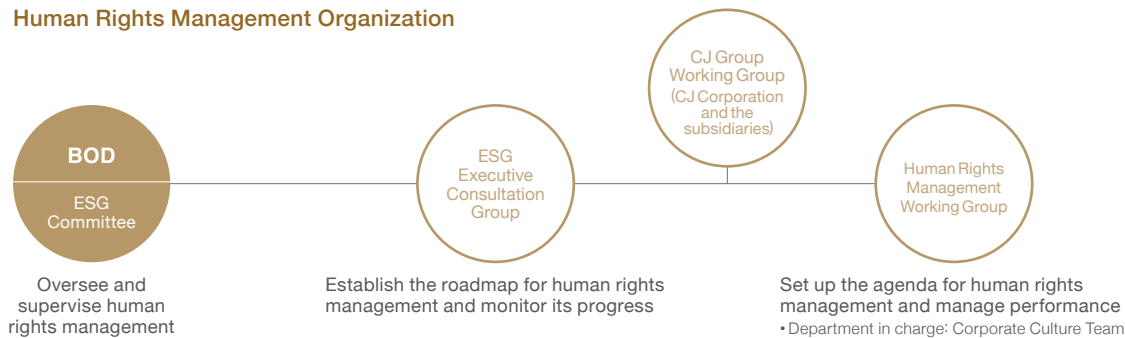
Governance

ESG Committee

CJ ENM's human rights management is operated in parallel with ESG governance so that it is aligned with the direction of ESG management. The ESG Committee, which is under the BOD, reviews human rights strategies and key agenda, while the ESG Executive Consultation Group, under the supervision of the CEO,

establishes a mid-to-long-term human rights strategy. The ESG Working Group and the department in charge of human rights management then ensure the implementation of the strategy. In addition, the CJ Group and subsidiaries communicate quarterly through CJ Group's Human Rights Management Working Group.

Human Rights Management Organization




Activities

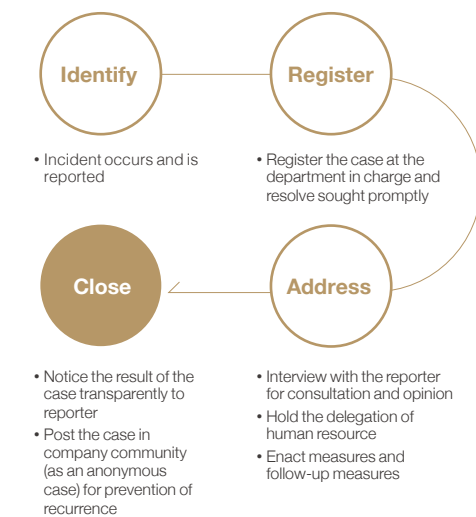
Human Rights Grievances

CJ ENM provides open-channels for consulting and reporting human rights complaints. When a human rights grievance case occurs, the relevant departments including the audit team and the human resources delegation, work to resolve the issue and strictly follow internal procedures to settle the case. To ensure fair resolution, we may bring in external experts to participate in human resources delegation meetings when needed. To prevent future incidents, we post notice about past cases on the internal website only for employees without revealing names. During the investigations on damage caused by violations, we prioritize the confidentiality of the reporter. We also take steps to protect the reporter from any disadvantages or discrimination for making a report. This includes

Human Rights Grievance Channels

Classification	Details
Grievance Reporting Box	Actual grievance reporting boxes are installed on each floor of business sites
Person in charge of sexual harassment cases in workplace	HR person in charge
Delegation of grievance	<p>Online anonymous grievance counselling channel via Intranet</p> <p>Counseling to resolve the employee's grievance and discuss measures for improvement</p> <p>Planning of activities to promote a fair organizational culture</p> <p>Planning of systems by receiving members' opinions</p>
CJ Group-wide reporting system	Group's online reporting channel (anonymity guaranteed) 

Human Rights Grievance Handling Process



Metrics and Targets

Goal Achieved: **100%** completion rate in annual human rights training

Human Rights Education

CJ ENM provides human rights training to ensure that our personnel are always aware of the importance of human rights. Our regular courses provided annually to all employees, including contracted workers, cover improved awareness of disability, which is mandatory education required by law, preventing workplace harassment and preventing sexual harassment. For the Entertainment Division, we have added a workshop for broadcast production job groups on developing gender sensitivity and preventing discrimination and disparagement. For the Commerce Division, we conducted training related to the mandatory audio description service for the visually impaired, as required by the Disability Discrimination Act.

After the human rights training, CJ ENM conducted a survey in April 2022 to assess the effectiveness of the

training. According to the survey results, we received a high score with an average of over 4 points out of a possible 5 points for satisfaction.

Employee Training on Human Rights

Classification	Period	Number of employees targeted	Number of employees who completed the training	Completion rate
Training on improving awareness regarding the disabled	2022.4~Present	3,274	2,949	90%
Training on preventing workplace harassment	2022.9~10	1,176 ^①	1,176 ^①	100%

1) Commerce Division only

Goal of Achieved
100%
of completion rate
in annual Human
Rights training

Risk Management

Human Rights Impact Assessment and Index Management

The Entertainment Division established a process to assess human rights impact on the corporate operating system, production sites and partners in 2022 to prevent violations and mitigate risks. The investigation of human rights impact identified potential risks related to human rights and led to developing a

Human Rights Impact Index for managing potential risks. CJ ENM will use this index to evaluate human rights impact so as to establish a procedure for helping the victim, and make improvements on any negative impacts through measures such as rescue and recovery.

**Established
a Human
Rights Im-
pact Assess-
ment Process**

Roadmap for Human Rights Impact Assessment



Investigation on Human Rights Management Status

- Investigated human rights management status by interviewing employees with an external specialist agency to diagnose the level of awareness and system
- Analyzed the value chain and human rights management environment of CJ ENM by interviewing internal and external stakeholders

Development of Human Rights Impact Assessment Index and Execution of Assessment

- Developed an assessment index to manage risks by identifying potential human rights risks in management and business
- Developed 200+ indicators composed of 3 parts: 'management' for company operation, 'business' for content production, and 'partner' for partners' human rights status

Human Rights Risk Management

- Enact human rights impact assessment and activities to mitigate the identified risks
- Prepare rescue procedures for workplace sexual harassment and bullying
- Communicate with stakeholders and provide training to enhance awareness of human rights

Securing Human Resources

Strategy and Activities

Diversity & Inclusion in Workplace

CJ ENM strives to create an organizational culture reflecting the corporate value of D&I (Diversity & Inclusion), where anyone can seek growth to become a leader amidst fair competition as long as they have the ability and determination, and employees can commit to self-directed work. Starting from the hiring process, we do not discriminate against any particular gender, age, region, or experience, but leave the opportunity open for everyone. We have built a culture where talents can improve work efficiency and compete freely through an organizational system that respects the autonomy and responsibility of employees, and embraces the coexistence of work-life and work-family.

Employment Status

Classification	Unit	2020	2021	2022 3Q	
Total number of employees	person	3,403	3,366	3,480	
By age	Under 30	person	934	880	854
		%	27.4	26.1	24.5
	30 to under 50	person	2,392	2,388	2,509
		%	70.3	70.9	72.1
	50 and above	person	77	98	117
		%	2.3	2.9	3.4
By employment type	Permanent	person	3,387	3,344	3,455
		%	99.5	99.3	99.3
	Temporary	person	16	22	25
		%	0.5	0.7	0.7

Work & Life Balance

CJ ENM had adopted a flexible working system even before COVID-19, for creating a dynamic and flexible working environment and greater commitment to work. As of 2022, 100% of our employees are following the flexible working system, proving its effectiveness. In 2022, we also rolled out selective working hour system for our employees to help them attain work-life balance more effectively.

Flexible Work Systems

Classification	Details
Staggered working hours	System allowing employees to coordinate their working hours according to their lifestyle
Flexible working hours	System allowing employees to operate their working hours within the given period according to their situations
Discretionary working hours	System for employees of the production departments following the Labor Standard Act
PC-OFF system	System that regulates working hours by disabling PC use after the working hours set by each employee
Selective working hour system	System where employees select their own working hours up to 40 hours/week and the working hours are settled afterwards

Diversity of Employment Status

Classification	Unit	2020	2021	2022 3Q
The disabled	person	49	33	21
	%	1.44 ¹⁾	1.65 ¹⁾	0.60
National veterans	person	28	26	25
	%	0.82	0.77 ¹⁾	0.72
Foreigners	person	28	30	29
	%	0.82	0.89	0.83

1) Revision made following figures that were mis-represented for the years 2020 and 2021

Female Employment Status

Classification	Unit	2020	2021	2022 3Q
Total	person	1,839 ⁽³⁾	1,943	2,070
	% ⁽¹⁾	54.0 ⁽³⁾	57.7	59.5
Managerial position	person	662	749	789
	% ⁽¹⁾	42.9	45.7	47.7
Executive position	person	7	7	7
	% ⁽¹⁾	13.7	15.6	13.2
Sales department	person	579	634	663
	% ⁽¹⁾	54.3	59.1	62.1
Newly hired	person	115	352	292
	% ⁽¹⁾	29.9	71.0	72.0

1) Each % is against the total number of people in each category
2) The data has been corrected

Furthermore, we adopted refresh systems specialized for each division to support an environment to increase work engagement by guaranteeing concentrated rest periods for employees. For the Commerce Division, a company-wide rest calendar, 'Shillendar(Korean for 'We will rest'), is in operation to encourage employees to use planned refresh vacations. We also offer welfare systems that benefit our employees' families as well to ensure quality in work & life balance.

Welfare Systems

Classification	Details
Life & Convenience	Discounts on CJ affiliates' products, support for social insurance including industrial accident compensation and offering funeral grants, etc.
Leisure & Cultural life	Support for accommodation and overseas travel, TVING subscription and CGV tickets
Health check-up	Annual health examination by age group, support for employees' medical fee, support for disabled children, etc.
Others	Interest-free or low-interest rate of Housing loans, tuition fees for children, opportunities to develop creativity, etc.

47.7%
of female employees
in managerial position

13.2%
of female employees
in executive position

Care for Employees

Employee Communication Program

CJ ENM holds a labor-management meeting every quarter to provide a window of communication so that the members' voices reach the management directly. We also operate a hotline to promote communication with the employees and to incorporate various opinions. By availing online and offline channels to listen to the members of our company, we have been able to develop a healthy organizational culture. The Entertainment Division offers a stage for discussion between employees and leaders in a talk show format through the internal broadcast program 'ENTalk'.

Employee Counseling Program

CJ ENM provides EAP psychological counseling service to employees to handle grievances, raise their commitment to work and support our employees' quality of life. The EAP service supports total counseling on family, personal, and work matters and also provides counseling to family members of the employees. The program guarantees the confidentiality of the counseling details. As of September 2022, more than 500 psychological counselings with employees have been conducted, with 74% seeking counseling on individual and family topics and 26% focusing on job-related topics. The Entertainment Division also started running an internal consultation service from 2022 and expanded the grievance consulting window.

Evaluation and Compensation

Fair HR Evaluation

CJ ENM operates a fair and objective evaluation program that enables prompt addressing of HR-related business strategies and goals that shift in line with the fast-changing management environment. It facilitates higher performance output through strict management of goals and mutual feedback. Operating year-round, the performance management system supports its talents to perform at their highest capacities and attain goals. The 360-degree feedback system provides objective feedback on employees' strengths and weaknesses based on self-evaluation and responses from their colleagues, leaders, and relevant departments. In 2022, the 360-degree feedback report was provided to the employees with expanded and optimized information to aid in their self-development. In 2023, we will identify improvement points in the system by analyzing the extent to which the system aids in developing employees' careers and the way they work.

Rational Performance-based Compensation System

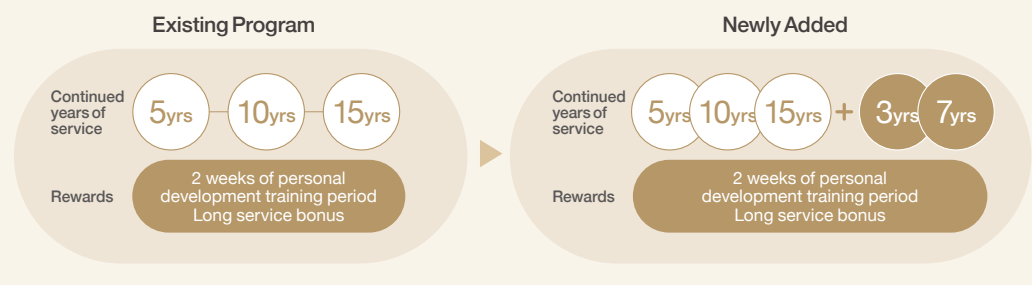
CJ ENM revised its role-based HR system to operate a rational compensation system based on performance and ability. Individual evaluation of year-round performance at the end of the year yields inputs on evaluation rating, organizational performance, and individual contribution, all of which are considered as deciding factors for base salary and incentives. Organizational performance incorporates the percentage of attaining annual management goals, and in the case of outstanding performance, regardless of job group, a generous and timely compensation is granted in acknowledgement of such accomplishment.

More than **500**
psychological
counseling with
employees

Employee Retention Program

CJ ENM is operating a Creative Week system where employees who achieve 5, 10, or 15 years of continued service are given a 2-week training period for personal development and long service bonus. In 2022, the system was expanded to cover employees who completed 3 and 7 years of continued service, in order to strengthen the culture of taking refresh breaks and enhance work commitment among employees. The Entertainment Division newly adopted the stock compensation system(RSU, Restricted Stock Unit) to lay the foundations for mutual growth of the company and employees and sharing of performance.

Creative Week



Special Training for Safety Managers

In the first half of 2022, CJ ENM completed job training for 6 safety and health general managers, 58 managing supervisors, and 7 safety/health managers, through an external training agency, to adhere to the legal obligation and enhance their expertise and capacity on safety and health management.

CPR Training

Starting in June 2022, CJ ENM is providing its employees and partners with regular, monthly CPR training that can help save lives of colleagues and people around us in case of an emergency.

MOU with Korea Occupational Safety and Health Agency

Ever since CJ ENM signed a MOU with Korea Occupational Safety and Health Agency(KOSHA) in 2016, we have been broadcasting safety-related videos in the Sangam Building media board and promoting safety in the content production sector every year. From July to September in 2022, we launched <World-changing Webtoon Contest>, together with KOSHA and Seoul Business Agency, to spread a culture of safety and raise social interest in industrial disasters that have become a serious social issue under the topic of industrial safety and health. A total of 35 webtoons were submitted in the contest, out of which the final six were selected for their outstanding work: ▲Safe Point ▲God of Industrial Accidents ▲Life Screening ▲K's Right Hand ▲Welcome Home Dad and ▲Traces of Summer



Safety and Health Activity Award

The Safety and Health Activity Award was held during the Industrial Safety and Health Week in July 2022, and we won the 'Grand Prize' of the 'Minister of Labor Award' for the first time in the broadcasting industry. This award confirmed the outstanding safety management system implemented by CJ ENM and served as an opportunity to publicize the environment of globally-recognized K-content production sites and the importance of safety and health.

100%
Safety training
completion rate

Support
Suppliers
for establishing safety
and health system

Management of Partners' Safety and Health

CJ ENM supports our partners in broadcast and content production areas in establishing safety and health systems to raise the level of safety and health and prevent industrial disasters caused to their employees. We support training on how to draw a safety welfare plan and conduct risk evaluation, while providing protection gears. Furthermore, we are listening to the opinions of not only our employees but also the workers of our suppliers through regular meetings of the Safety and Health Consultation Body and safety meetings at production sites.

Safety and Health Welfare System

Company-Affiliated Clinic and Health Studio

CJ ENM operates dispensaries and affiliated clinics inside the company for all employees and partners' employees to use. Nurses are stationed at dispensaries to provide emergency care and general treatment, and medical administrative services such as guiding to and making appointments to primary and secondary affiliated hospitals, and consulting on health check results and health. Qualified doctors at affiliated clinics inside the company provide medical treatment, medical prescriptions, and injection treatments for acute and chronic diseases of employees. The clinics also maintain continuity of treatment through the treatment cooperation system with external higher-level medical institutions as needed. They also provide various medical services including nutrient IV as needed, vaccine shots, and medical consultation for better health of the workers.

Medical Insurance and Medical Cost Support

CJ ENM prepares for various accidents that can occur at production sites by supporting our production staff, including our own employees and partners' workers, with accident insurance at no cost. This is separate from the company-wide group accident insurance, as it simplifies the process of claiming insurance payment and actively supports post management of accident risks. The insurance payment ranges from general coverage to insurance proportionate to the actual expenses. Furthermore, as per the Industrial Accident Compensation Insurance Act, we ensure that prompt and sufficient compensation is made for all accidents and diseases occurring at the work site and disasters during commute. CJ ENM also supports partial medical costs to lower the anxiety related to health and burden of medical costs during employment as a way to help employees concentrate on work.

Employee Medical Expense Support

Classification	Details
Disable Child Fundholding	Partial fundholding for disabled children's education & medical expenses
Cardiac Fundholding	Employee themselves or child's congenital heart defects
Acyesis Fundholding	Fundholding for artificial insemination-external fertilization expenses for legally married couple(exceeding amount from Public Corp. charges within company bylaws)

Creating a Pleasant Working Environment

CJ ENM provides various programs to create a pleasant and healthy working environment. We offer an environment where employees can exercise in the company fitness facility under the instruction of professional PT staff. We also support our employees who need rest with sleeping rooms and health keeper service that provides massage programs free of charge.

Risk Management

Conducting Safety Risk Assessment

CJ ENM has established a safety and health system to check the safety status and prevent risks effectively. For the Commerce Division, 63 risk tasks were identified and nine were improved to mitigate high risk factors in 2022, as a result of safety inspection mandated in Article 36 of the Occupational Safety and Health Act. In the Entertainment Division, we conducted the mandatory checks for securing safety and health, jointly with a professional safety and health agency(Korea Industrial Safety Association), and completed improvements for 13 risk items. In 2022, we were able to prevent the safety and health risks by conducting 377 advanced safety checks at production sites of all sectors, including CJ ENM-owned studios, series, broadcasting venues and concerts.

377
prevention cases of
safety and health risks

Safety and Health Management System



Data Security & Privacy

Strategy

Privacy Policy

The collection of personal information is limited to minimal mandatory information only, and we manage the process strictly to ensure that any information outside the agreed range is not received or used. We also discard personal information as soon as the purposes of their collection and usage have been fulfilled, or the usage period ends, to make sure personal data are processed safely. Our service website discloses privacy information processing policy for better awareness of consumers, and we leave a window open through which consumers can request to suspend, change or delete the processing data, ensuring the data owners' right to decide on their data usage. In addition, in the case where personal information is collected or processed through a third party, we are required to notify the data owner of the data provider, processing purpose, and that the subject has the right to suspend processing within three months of receipt of such data. Furthermore, when receiving data from a third party without legal grounds, we notify the data owner of the company from which we receive the data, data type, and the reason, and gain consent before use within the consented range.

Data Security Policy

CJ ENM has established a sound data security policy to protect important information safely and take effective measures against external attacks. We operate an employee information security system for safe work operation by employees and have implemented the system protection policy for system safety. To address the fast-changing environment in the most adequate manner, we inspect our information security policy at least once a year to make revisions, and update the security guidelines regularly.

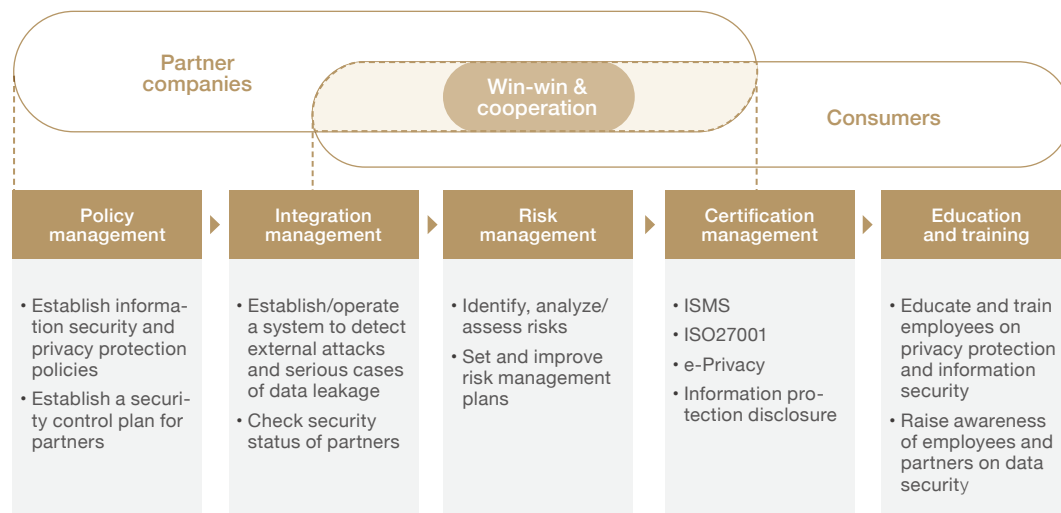
Partners' Security Management Policy

CJ ENM partners are required to sign an information protection agreement before operation, and must install information protection programs when working inside our office buildings. We are also providing our partners with the user guide for compliance when using the systems we provide.

**At least
once a year**

Inspecting the data security policy

Data Security System

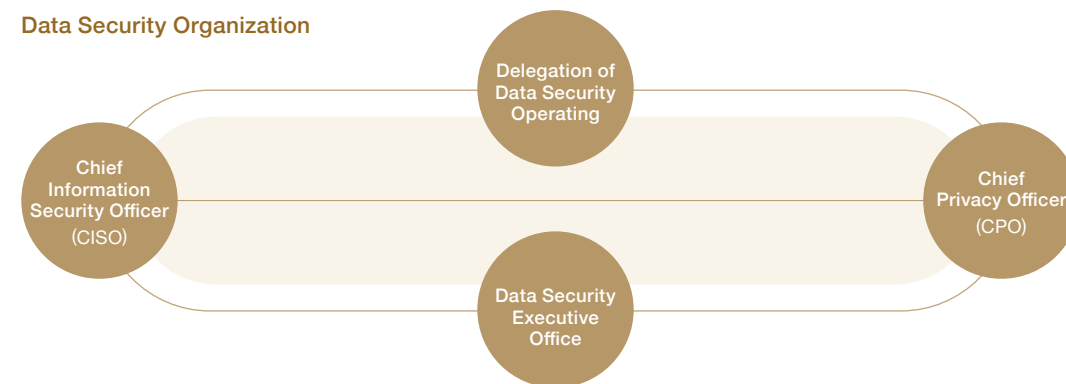


Governance

Delegation of Data Security Operating

CJ ENM implements comprehensive control and supervision over company-wide data protection activities by assigning a Chief Information Security Officer(CISO) and Chief Privacy Officer(CPO) directly under the CEO, in order to fulfill our information security and privacy protection responsibilities. We also operate the Delegation of Data Security Operating that performs deliberations and makes decisions on key issues and agenda, and the Data Security Executive Office, a Working Group. The CISO and the department in charge develop policies for data protection and operate the management system. Through close cooperation among organizations, we identify security risks, conduct improvement activities based on analysis, manage information security systemically, and take prompt and structured measures against any rising issues.

Data Security Organization



Metrics and Targets

Management Goals for Data Security

The goal of CJ ENM's information protection policies is to protect the company's information assets in order to secure corporate competitiveness and control data protection risks.

Implementation Plan

CJ ENM aims to establish a safer and more efficient system through continuous improvements to the system for detecting external attacks and data leakages. The Entertainment Division plans to obtain the international standard certification on privacy protection management system (ISO27701) and reinforce the Operation Technology (OT) security system for protecting important assets in the studio and content production environment, among many activities conducted for industrial security. The Commerce Division is preparing to switch infrastructure, optimize advanced response by learning the pattern of external attacks, and enhance employees' endpoint security, while implementing our company's own secure coding¹⁾ diagnosis system, currently under system development, to raise the robustness of the security function.

1) Secure coding: Programming activity during website development for safe protection of the system against external and internal attacks on security weak spots

The KPI target for 2022 was ‘zero’ leakage of information, and CJ ENM has been maintaining zero cases of data leakage since its founding. To reinforce competitiveness in information security and secure lawful compliance, we set and manage detailed targets at the working-organization level.

**Operating
Data Security
Executive
Office**

0

Number of cases of
data leakage in 2022

Activities

Information and Privacy Protection Certification

CJ ENM maintains the qualifications necessary for information and privacy protection certification through preventive measures with advanced risk diagnosis, security level assessment, and various data protection activities.

International Certification of the Information
Security Management System(ISO27001)

'MWAVE' in the Entertainment Division and 'CJ ONSTYLE' and 'SHOP+' in the Commerce Division acquired ISO27001 certification, the international standard for information security management system, and have notched up the level of information security accordingly.

Information Security Management System (ISMS) Certification

Starting with 'CJ ONSTYLE' service of the Commerce Division in 2013, we have been obtaining, annually renewing, and maintaining qualification for certification of the company website-and content website in the case of the Entertainment Division-with management systems built to suit ISMS.

Outstanding Privacy Protection Website (e-Privacy)

The Commerce Division obtained the 'e-Privacy' certification, a private certification for greater transparency in information security investment and human resources operation, in 2007, for the first time, and has been maintaining the certification since.

Certifications and Rate of Adoption

Classification	Unit	2020	2021	2022 3Q
Information Security Certification and percentage of adoption	%	100	100	100
International Standard Certification and percentage of adoption	%	12.5	25.6	33.3

Data Security Education

CJ ENM puts great efforts into creating a safe security environment through employee and partner training, assessment, audits, and inspection. We provide information security training at least once a year to ensure all employees, including regular and irregular workers across all business sites, would develop awareness regarding the importance of data security. In 2022, an hour-long data security training was offered with 3,133 trainees completing the training.

Risk Management

Data Security Diagnosis

CJ ENM performs CJ Group's information security inspection, and internal and independent external audits twice a year, through which improvement points are identified and then complemented through improvement plans. Every year, we set, review and revise detailed plans for data protection operations based on the mid-to-long-term data security roadmap, and disclose details of human resources operation and investment status for such execution through information security announcements. Furthermore, we conduct security inspections on the status of privacy management by our partners every year, while providing guidance to strengthen the protection measures such as access control, authorization management and encryption, in order to safely protect important information of our consumers and company. The Commerce Division ensures privacy protection by requiring the partners that handle consumers information to use the system provided by the Commerce Division for operations. Furthermore, for workers dispatched to work in the company building, support is provided to ensure the use of CJ ENM security program and compliance with pertinent guidelines.

Risk Prevention

CJ ENM searches for improvement points to prevent risks and takes preemptive action against accidents through inspection, assessment and training. We operate security control 24/7 to this end, and switch security equipment and optimize the security control system year round to be prepared for attacks with newest technology. Together with security companies, CJ ENM assesses weak points in technical aspects, checks accident response processes, and updates emergency contacts. We also joined the Concert Security Power User Group to identify the trends of intrusion accidents and prepare for threats. In case of an accident, we follow the company rule to form a TF to analyze, notify, and report the matter promptly, followed by recording follow-up status and establishing measures to prevent recurrence as per the manual.

Mock Hacking and Drill

CJ ENM conducts mock hacking inspections at least twice a year on the web/app service server and network in operation. This helps to identify problems and weaknesses in system composition and potential risks in advance, and to resolve problems and make improvements for full preparedness against actual attacks, and ultimately, enable safe service operation. The Commerce Division conducts random virtual Advanced Persistent Threat(APT) and DDoS attacks once every half year as a drill to develop the method of detecting and reporting attacks and taking initial responses. This is a way of reviewing our capacity to address the recognized situation and the process of reporting system, and making improvement measures for any insufficiencies.

100%
Rate of Korean
information security
website certification

81.6%
Rate of data security training completion

Twice in Every year

Data security diagnosis & internal and independent external audits

Customer Satisfaction Management

Strategy

Strategic Direction

In line with the 'CJ Code of Business Conduct', CJ ENM realizes customer satisfaction management through responsible corporate activities to delight our consumers and audiences. We make efforts to deliver only accurate information with no false or exaggerated advertising on our products, services, and contents, for truthful sales and delivery of correct information to our customers. For the protection of our consumers, audiences, and service users' rights, we comply with accurate labeling requirements in our contents and products, while constantly monitoring adherence to the regulations of each relevant countries on contents

Governance

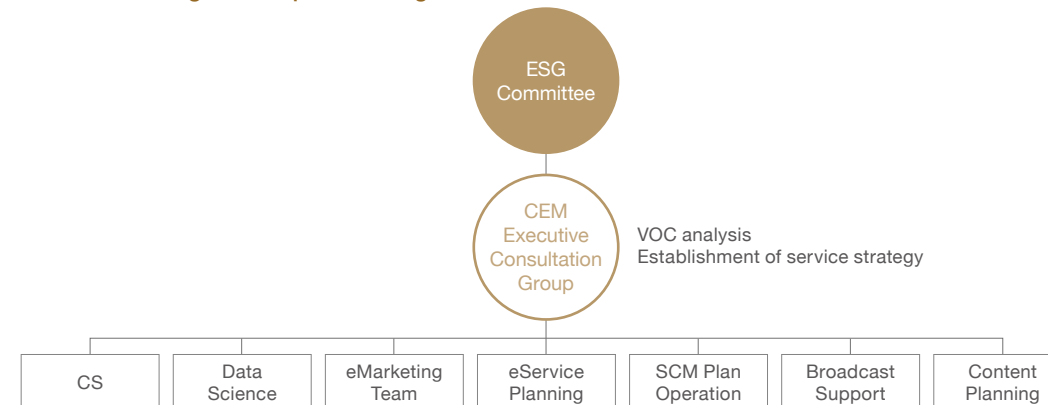
Operating CEM (Customer Experience Management)

CJ ENM established a Consumer-Centric Management (CCM) system including a company-wide Customer Experience Management (CEM)¹⁾ Executive Consultation Group for the management of customer satisfaction, and operates an audience committee to prevent infringement on customer rights. The CEM consultation body of the Commerce Division is composed mostly of working-level departments related to customer service, to collect and analyze data for each stage of shopping experienced by customers, and enable us to identify improvement points in service and provide differentiated services.

We also established the Viewers' Committee in each Division for regular operation, to protect audience rights and benefits, and improve the quality of broadcasting. Although the Entertainment Division is not required to set up an audience committee, we voluntarily

 Entertainment Division and Commerce Division for
Viewers' Committee

Customer Management Operation Organization



for child and juvenile protection. In addition, we collect customer VOCs through various channels, including the Sign Language Customer Service Center, and Customer Service Robot, and resolve any damage to customers, foremostly, through a compensation processing body before following up on the status and result. We prevent inappropriate or violent language in customer entries on our websites through monitoring. CJ ENM discloses the code of conduct for users and induces responsibility on the part of customers who write product reviews and Q&A.

 Code of Conduct for users

established the committee to listen to the audience's opinions in a more fair manner. The audience committee, consisted of audiences representing each different group, communicates audience opinions on program improvements such as program scheduling in a transparent manner, and CJ ENM makes efforts to reflect the feedback in its contents. As issues regarding broadcasting become more and more diverse, the audience committee also adds new perspectives. In particular, the issue of stricter review on juvenile protection and advertising regulations is being discussed and monitored more stringently. We disclose activities, contents, and performances for the protection of audience rights and benefits on the website of each Division.

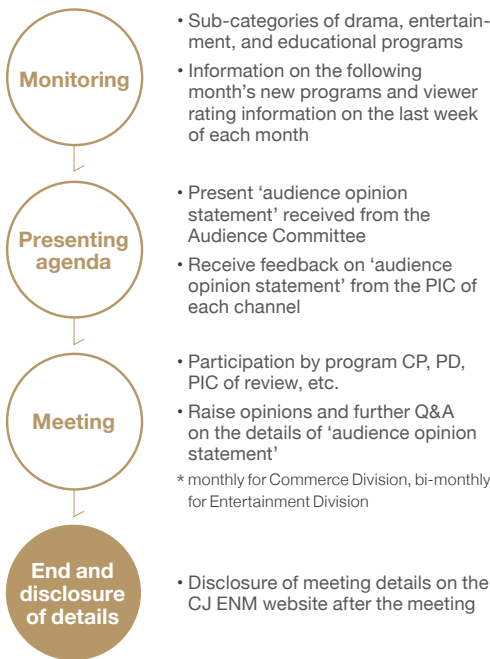
1) CEM(Customer Experience Management): The process of managing customer experience related to goods or services systemically

141cases
of the Viewers' Committee
opinion/correction request

Rules for the Selection of Viewers' Committee

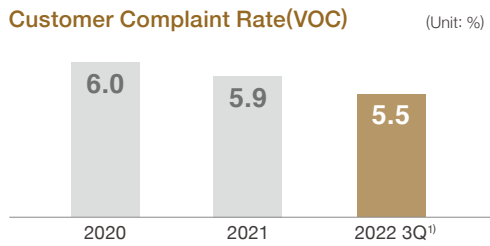
Qual-ification	Persons who can represent each audience group are appointed upon recommendation by organizations designated by Korea Communications Commission
Role	<div><ul style="list-style-type: none">Demand corrections on self-reviewed regulations and broadcast program contentsConduct operations related to protecting audience rights and benefits, and resolving infringements</div>

Viewers' Committee Operation Process



Metrics and Targets

CJ ENM manages annual customer VOC targets. As a result of on-going company-wide efforts to improve customer complaints, our annual VOC rate is decreasing steadily.



1) Annual target

Activities

Consumer-Centric Management(CCM) Certification

In 2007, CJ ENM earned the Consumer-Centric Management(CCM) certification for the first time in the TV home shopping industry. We have continued to maintain the certification for 15 years by making continuous improvements and promoting customer satisfaction management. Furthermore, we signed an agreement with Korea Consumer Agency and the Organization of Consumer Affairs Professionals in Business to promote the CCM certification system and provide supporting activities in order to spread the consumer-centric management culture. Since July 2022, we have been participating in the 'Consultative Body for Consumer Complaint Resolution' hosted by Korea Consumer Agency to make active efforts in resolving consumer complaints. In addition, CJ ENM takes part in various PR activities such as printing the CCM logo on product packaging, and providing financial incentives such as supporting up to 70% of the settlement amount as upfront payment to partners that maintain the certification.

100%
2022 VOC resolved

15 years
of Consumer-Centric Management(CCM) certification



Launch of Product Information Notification Service

For effective VOC management, CJ ENM has launched a service for notifying customers with product information for products that have a high rate of repeated questions. We were able to improve customer satisfaction by proactively notifying the customers who purchase a product of relevant production information at the time of receiving the product.

Period	Number of Orders (monthly)	Product Information Notification Service	
		Number of cases (monthly)	VOC rate (monthly)
Before launch (2021.1~9)	936,810	5,482	0.6%
After launch (2022.1~9)	872,096	3,248	0.4%
Improvement Effect	-7.0%	-41.0%	-36.0%

Improvement in the TV Voucher Cancellation/Refund Process

CJ ENM improved the complicated process of cancelling/refunding live broadcast vouchers (hotel voucher), which had to go through the steps of both the customer center and product provider confirmation. The complicated steps were converted into a system process, allowing customers to cancel and obtain refund on their own. This not only raised work efficiency, but resolved customer inconvenience at the same time.

Risk Management

Customer Experience Survey and Experience Group Satisfaction Survey

CJ ENM conducts customer experience surveys every month, and satisfaction surveys by each step of the experience regularly to share the results with the CEM Executive Consultation Group. Members of the CEM Executive Consultation Group monitor the satisfaction regarding each step of experience and analyze the collected customer opinions to develop insights into service improvement. Especially in 2022, we developed a satisfaction survey tool to collect customer experience data and analyze VOC for each step of the shopping experience.

Audience Information Program

CJ ENM listens to audiences' and specialists' voices through the audience evaluation program, 'OpenTV CJ ONSTYLE', and makes efforts to reflect the feedback in our programs. We will further develop the program to listen to the voices of the audience and enable direct participation through more diverse channels.

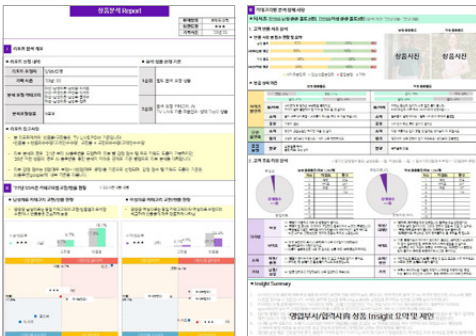
Content Improvement Reflecting the Viewer's Opinions

CJ ENM Viewers' Committee strives continually to strengthen monitoring to protect consumers and improve contents in consideration of social impact through various activities. In 2022, the Viewers' Committee raised an issue with the food that was provided to children in a scene of an aired program. The issue was communicated to the program producers for a discussion on content improvement measures such as preventing similar issues from arising again and making efforts to create an environment where healthier food is provided to children.

Analysis of Customer Feedback

The Commerce Division analyzes the VOC(reason for refund, review), and provides 'Product Analysis VOC Reports' on the brands and products being sold on CJ ONSTYLE for enhanced shopping satisfaction. The 'Production Analysis VOC Report' is shared with partners and the sales department for use in product planning, sourcing, and sales, and ultimately to improve inconveniences experienced by customers. A total of 19 reports were issued by September 2022.

Product Analysis VOC Report

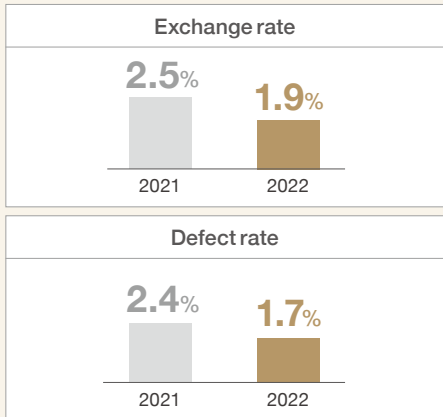


Product Improvement for Consumer Safety

'odense' is the Commerce Division's representative ONLYONE product brand selling various kitchenware and ceramics. Due to the characteristic of its products, there were VOCs regarding damage. Accordingly, in 2022, we established strength standards through quality improvement of the odense tableware. This helped us to reinforce management of the bending strength and thermal expansion coefficient, and prevent drop in strength. Furthermore, we reinforced internal management by adding a strength condition in the odense tableware quality agreement from our partners.

odense Quality Improvement

More than 10% improvement in exchange and quality defect rate against the previous year after establishing standards for the bending strength of tableware



Developed a satisfaction survey tool in each step of the shopping experience

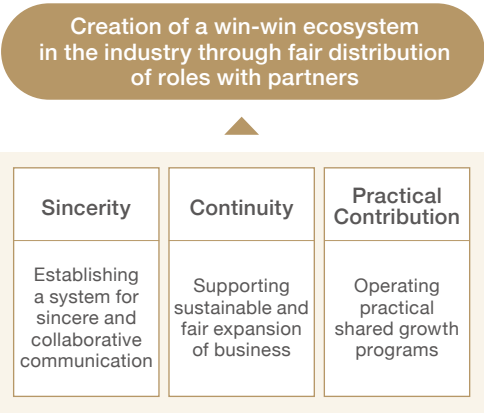
10%
odense Quality Improvement

Supply-Chain Responsibility

Strategy

Shared Growth Philosophy

CJ ENM strives to create a healthy industry ecosystem based on three implementation principles of ‘sincerity’, ‘continuity’, and ‘practical contribution’. Their goal is to coexist with partners, ensure fair trade, and expand a culture of shared growth.



In 2022, the Commerce Division established a detailed plan to pursue growth together with partners by announcing ‘YESGO’. ‘YESGO’ for Partner promises ESG management support to strengthen the competitiveness of our partners through financial support, assistance in improving production capacity, and welfare support.

Supply Chain Management Policy

CJ ENM encourages and supports our partners in their efforts to comply with laws and pursue social responsibilities in the areas of safety, health, environment, and ethics, to create a sustainable shared-growth ecosystem in the industry. As of 3Q 2022, we have a total of 117,322 partnerships with individuals and companies, and we manage our supply chain to prevent legal and ethical risks related to partners, and promote win-win cooperation with them.

Supply Chain Management

Classification	Unit	2020	2021	2022 3Q
Partner companies	ea	104,329	111,945	117,322
Newly registered partner companies	ea	8,062	7,638	5,398

We require our partners to abide by the ‘Code of Conduct for Partners/Ethical Management Execution Form for Partners’ and the ‘Pledge of Compliance’ in order to pursue social values collectively and prevent potential risks in the supply chain. To support sustainable management of the supply chain, we also provide an ESG fair trade checklist for our partners to use for self-assessment of their autonomous ESG management activities.

Code of Conduct for Partners/Ethical Management Execution Form for Partners and Pledge of Compliance

Items	Details
Ethical Management	Anti-corruption, financial transparency, fair trade, information disclosure, intellectual property rights and confidentiality, protection of privacy, compliance with global regulations and sanction laws
Human Rights and Labor	Voluntary labor and prohibition of forced labor, prevention of child and adolescent labors, compliance with legally mandated working hours, wages and welfare, humane treatment, prohibition of discrimination
Health and Safety	Establishment of a safe working environment, preparedness for emergency situations, prevention of occupational accidents and diseases, minimization of physically demanding work, safety and health training and communication channels
Environmental Protection	Compliance with environmental laws, environmental license and reports, pollution prevention, energy consumption and greenhouse emissions, preservation of natural resources and biodiversity

100%

Goal for Suppliers' Pledge to the Code of Conduct

Governance

Mutual Growth Executive Office

The Mutual Growth Executive Office implements a transparent order of trade and win-win partnerships by planning and operating the ‘Fair Trade Win-win Program’ for small, medium, and large companies. The Office contributes to spreading a culture of shared-growth and building a virtuous structure of win-win cooperation by implementing collaborative work in each area of policy, finance, and business.

Organization Chart for Shared Growth Operations



Activities

Shared Growth System

Signing of the Supplier ESG Support Project

CJ ENM signed the ‘2022 Agreement on Supplier ESG Support Project’ with Korea Commission for Corporate Partnership in July 2022, for the first time in the home shopping industry. With a contribution of KRW 100 mn, we are providing practical support to SMEs to strengthen their ESG capacities and embed ESG management throughout their business models and operation processes, in collaboration with the Korea Commission for Corporate Partnership and an external consulting company.



Creating a Win-Win Ecosystem – O’PEN

O’PEN is a program for finding and fostering new creators by supporting all stages of the contents business comprehensively from finding new creators, planning and developing contents, to producing, scheduling, and business matching. It is an exemplary cultural and social contribution business with an underlying message that a content company can strive to create a win-win ecosystem. The program provides new creators with opportunities to debut and supplies the industry with fresh talent, creating a virtuous structure as a whole. In order to cultivate a diverse pool of creators, it started with the drama and film sector in 2017, followed by music(composers) in 2018, and short form in 2020, and then expanded the support to the series sector in 2022. As of 3Q 2022, a total of 200 storytellers and 73 music composers have been supported in their debuts, further contributing to a healthy ecosystem.

The First Company in the industry that signed the Supplier ESG Support Business Agreement

Activities

Startup Support – Challenge! Startup

'Challenge! Startup' which began in 2019 is a win-win program that supports startups in the manufacturing industry. We contribute to maximizing the market success rate of new startup products by supporting the entire business process- from identifying startups with innovative ideas and technology to developing new products and finding a market - together with Seoul Business Agency's 'Seoul Startup Hub'. In 2022, we selected 10 products to support, including PD-function Design Multi-tab, Welle PLUG5, a character timer with no time display, Minee Friends, and a children's smart toy, LED Rubik Cube, etc. These products are currently in the process of development and sales preparation.

Benefits

- Opportunity to air with CJ ONSTYLE and launch agreement
(Television home shopping and live commerce)
- Total of KRW 200 mn support to the final 10 companies selected
- KRW 20 mn additional support to the first five companies launching a new product under the 'One Company One Product' program(As of 2022)

Partner Support – R&D

The Commerce Division is operating a system as a part of the 'Innovative Partnership Project', run jointly with the SML Enterprise Agriculture and Fisheries Cooperation Foundation and the Korea Productivity Center since 2019, to support R&D costs for 10 SME partners who were selected for their excellence. We donate KRW 300 mn every year and support partners' new product development or quality development of existing products. We also support partners' ESG management by reviewing the ESG elements of the product as a criteria. Having provided R&D consulting to a total of 40 products as of 2022, we continue to help develop our partners' growth potential.

Partner Support – Market Expansion

CJ ENM started the 'CJ OVOP(One Village One Product)' program in 2007. Although it is still in its early stages, the program aims to support agricultural companies by assisting high-potential small farms and SMEs to establish themselves securely in the commercial ecosystem. Meanwhile, the 'CJ OCOP(One Company One Product)' program has been providing outstanding SMEs found across the country with access to home shopping sales since 2012, as the selected SMEs are not charged for air time. This opportunity is also given to the final company selected in 'Challenge! Startup' program, which is an innovative technology startup development program. More than 330 great products have been broadcasted at no charge, totaling 2,365 hours of airtime and a value of KRW 70.4 bn. Some companies have even been able to extend their sales to other television home shopping channels. Through such programs, CJ ENM supports the enhancement of product competitiveness and pioneering of sales routes for each value chain, along with approximately 100 employee volunteers who are willing to share their expertise. From 2017 to 2018, we supported the production of videos on shared-growth stories that introduced the success stories of outstanding SMEs to the public. Moreover, starting in 2020, we have been supporting PR activities for small and small-to-medium businesses that have grown alongside CJ ENM by publicizing their win-win stories from the 'Valuable Story' campaign through printed advertisement, news articles and social media. CJ ENM will continue to expand our support targets and remain a strong partner in growth.

Achievements of the One Village One Product Program

Classification	Unit	2020	2021	2022 3Q
Number of products	ea	31	42	27
Revenues	KRW thousand	3,737,446	2,295,015	1,545,268

Achievement of the One Company One Product Program

Classification	Unit	2020	2021	2022 3Q
Number of products	ea	61	78	57
Revenues	KRW thousand	2,726,546	2,871,243	1,576,400

26 companies
in total supported through
the Challenge! Startup

13 products
in total launched through
the Challenge! Startup

Partner Support – Technology

The Commerce Division conducts a program to support the quality certification of goods supplied by our SME partners through a certification agency under a Memorandum of Understanding(MOU) agreement. Beginning with the MOU on cosmetics and food in 2017, the Division expanded coverage to include the inspection and assessment costs, in order to facilitate on-site inspection and technical manufacturing, and provide management training for SME manufacturers through the agency.

Technology Support

Classification	Unit	2020	2021	2022 3Q
NSF Support Cost	KRW thousand	123,000	104,000	70,000
Korea Advanced Food Research Institute Support Cost	KRW thousand	21,000	15,000	6,000

Partner Support – Financial

CJ ENM offers the Shared Growth Cooperative Loan, a partner win-win fund managed by the IBK (Industrial Bank of Korea), for stable management of partners. The partner win-win fund started in 2012 and currently has a credit limit of KRW 2 bn, maintaining a balance of KRW 60 bn. As of 2022, an average of 40 partner companies have used the fund annually. In particular, we supported eight companies that were affected by COVID-19 with operation funds of approximately KRW 5.2 bn through emergency approval. Additionally, CJ ENM operates the 'Network Loan' program with IBK to provide loans to partners at a lower interest rate. For partners under the shared-growth agreement, payables are settled every 15 days.

Win-Win Fund for Partners

Classification	Unit	2020	2021	2022 3Q
Amount of fund	KRW thousand	60,000,000	60,000,000	60,000,000
Number of companies using the fund	Ea	58	51	40
Actual expenses	KRW thousand	26,600,000	22,800,000	25,870,000

Partner Support – Training

CJ ENM provides various partner trainings catered to each industry. The Entertainment Division conducts training twice a year for partners of each business department to support ESG management and talent development of suppliers. It also provides general training on safety, ethics and ESG to newly registered and existing suppliers in accordance with the 'Supplier Trade Management Regulation'. The trainings are provided by relevant departments based on their topics. The Commerce Division trains its partners on the sales process through CJ ONSTYLE and also provides training on ethical management, safety, and practical knowledge to enhance management understanding.

Partner Training

Classification	Unit	2021	2022 3Q
Number of partners ¹⁾	ea	112	111
Training hours ¹⁾	Hour	168	250

1) No training was offered in 2020 due to COVID 19

In addition, we assist with certification costs and technical support for product quality with an accredited certification institute. Starting in 2022, we will be providing training and consulting through our ESG comprehensive support business to companies under an agreement. We support SME partners with the cost of obtaining ESG-related certifications such as ISO14001, greenhouse gas inventory, and CCM, as well as with insights by holding practical learning workshops upon request.

Partner Training

Classification	Details
Safety Training	<ul style="list-style-type: none"> • Status of safety accidents, safety regulations, issues and other safety management training in general • Mandatory safety training for subcontractors • Safety training for each operation by means such as providing a safety manual appropriate for the nature of work(studio and logistics center)
Ethics Training	<ul style="list-style-type: none"> • Training on win-win, anti-graft, prevention of sexual harassment, and other topics related to ethical awareness • Ethical management practice training on Ethics Management Practice Pledge, fair trade and anti-graft
ESG Training	<ul style="list-style-type: none"> • ESG training to strengthen commitment on topics such as the importance of ESG in environment, social responsibility, and ESG trend

251hours
Cumulative partner
training hours

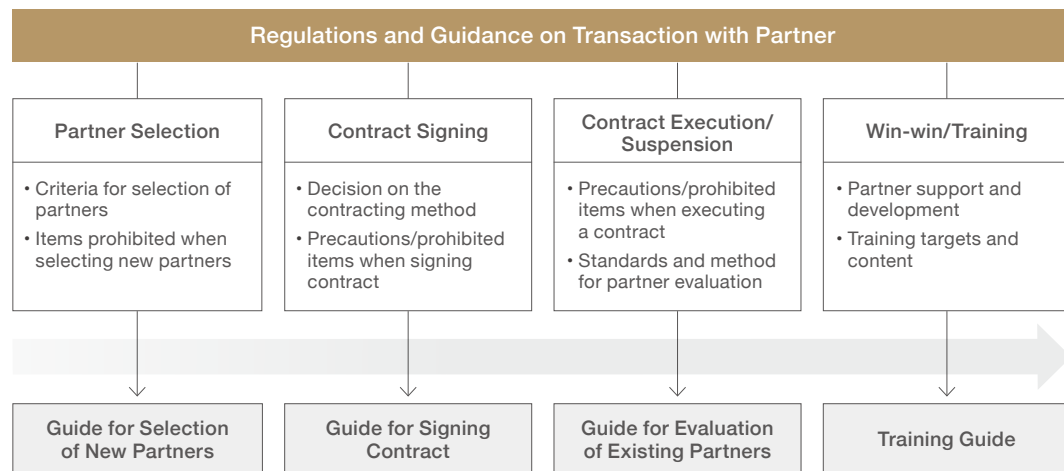
KRW **60** bn
Financial support
to partners

Sustainable Supply Chain Management

CJ ENM has established the 'Supplier Trade Management Regulation' to define the trade mechanism, roles, and requirements for ethical trade. We also set up a guideline based on these regulations to ensure compliance in four areas of operation - selecting suppliers, signing agreements, execution/suspension agreements, and win-win/training - in consideration of the characteristics of each Division and Department. Specifically, the Entertainment Division reviews suppliers' eco-friendliness such as whether they provide eco-friendly products and services, and participate in environment protection activities, when selecting partners.

Partner's ESG management level, including awareness of safety, human rights, ethics, and the environment, is reviewed before beginning the internal approval process for selection and registration of suppliers. Registered partners go through regular evaluation and monitoring once a year and payment and other incentives are decided depending on the evaluation results. Suppliers that fall below a certain level are provided additional support to encourage compliance with the Code of Conduct. Beginning in 2023, we plan to add human rights impact evaluation to reinforce respect for human rights among suppliers' employees.

Regulations and Guidance on Transaction with Partner



Risk Management

Integrated Reporting System

CJ ENM operates an integrated reporting system that offers a channel to receive and resolve grievance issues experienced by suppliers. Grievance can be reported anonymously or under real name by anyone. According to the resolution process, the whistleblower will be protected, prohibited from experiencing disadvantage, and eligible for bonus policies. The received details are processed independently by the relevant department in charge, which makes efforts to ensure prompt resolution for suppliers. CJ ENM maintains strict control over information security as per the Group's Reporting Policy.

Questioning is strictly prohibited as it may reveal the identity of the whistleblower. Furthermore, under the principle of prohibition of disadvantage to whistleblowers, they are protected against any discrimination and disadvantage, and all data is encrypted for security control. In particular, we assign a minimum number of investigators for the protection of the informant and maintaining of privacy, and actively enforce separation measures to prevent secondary damage. From January to September of 2022, there were a total of five concerns reported by suppliers, all of which were resolved.

100%
Reported partners
grievance issues resolved

Community Impact

Strategy

Social Contribution Philosophy

CJ ENM implements education support and nurturing projects reflecting our unique business characteristics and the philosophy that 'a company should become a dream keeper for the young'.

Social Contribution Area



2022 Key Achievements

Annual Plan for Social Contribution

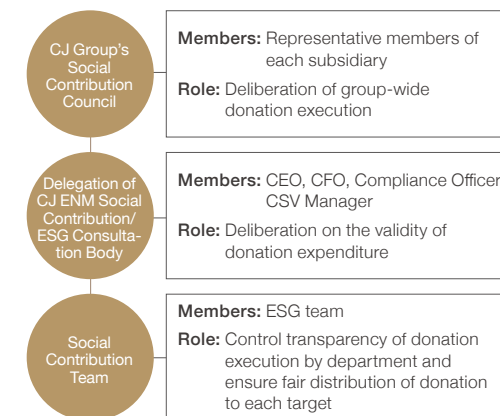
Jan-May	<ul style="list-style-type: none"> • Contact sharing of rice cake soup and new year greetings message • Creating an e-book for the blind • On: Words • Tortoise marathon(virtual)
Jun-Aug	<ul style="list-style-type: none"> • Hands-on kit(3 types) • Creating an e-book for the blind • Pictures of memory • One Meal food drive • Sharing Hearts and Go(Chuseok gifts, letters)
Sep-Nov	<ul style="list-style-type: none"> • Making gifts for Elders' Chuseok Celebration • Movie talk for better sensitivity toward the blind • Hands-on volunteering for upcycling Hetbahn containers
Dec	<ul style="list-style-type: none"> • Special gift volunteering • Encouraging message as keepers of cultural dreams • Holiday gifts and greeting messages • Raising a forest from seeds for happy animals • Making Kimchi for neighbors
365 everyday volunteers	<ul style="list-style-type: none"> • Using tumblers, recycling Hetbahn containers, deleting emails, blood drive, blood drive volunteers, no food waste, label-free recycling, plogging in the neighborhood/travel destinations

Governance

Delegation of Social Contribution

CJ ENM operates a social contribution organization in collaboration with the Group's Social Contribution Council for systemically-managed and sincere social contribution efforts. The social contribution organization divides the donation deliberation steps by size and target, and also strictly monitors the donation process for transparency.

Social Contribution Organization Operation System



More than
KRW 5 bn a year
Local community
contribution goal

Metrics and Targets

CJ ENM actively rolls out social contribution activities with the aim to induce all employees to participate in a volunteer activity every year. As a corporate citizen of the local community, CJ ENM will continue to communicate with society in the interests of sustainable development.

We encourage all employees to participate in volunteer activities **once a year**

Volunteer Hours

Classification	Unit	2020 ¹⁾	2021	2022 3Q
Volunteer hours per employee	hour	2.4	4.0 ²⁾	1.1
Number of volunteer activities	count	2,441	2,919	1,177
Total volunteer hours	hour	8,137.0	13,475.0	3,875.0

1) 2020 shows a temporary drop in hours due to COVID-19

2) The data has been corrected

1.1 hours
Volunteer hours
per employee

Activities

Sharing of Quality Education and Culture

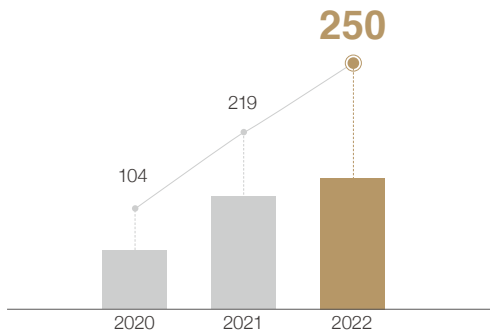
Activities	<ul style="list-style-type: none">• CJ Doner's Camp 'Youth Cultural Club'• Dream On-Air• 'Girls' Education' Campaign• Donation of CJ Towol Theater Seats• ON Hwa• Under the Queen's Umbrella Fund Raising Campaign• Sign-language Consulting Service
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'Youth Cultural Clubs' for Young Dreamers

CJ ENM provides young people with the opportunity for cultural creativity of different levels through our representative social contribution business, 'Youth Cultural Clubs'. Young people in the 'Youth Cultural Clubs' can gain cultural creativity education that helps develop the creativity needed in the future society, and build teamwork and character through nine months of club activities. As a keeper of youthful cultural dreams, CJ ENM supports the growth and spirit of seeking challenge among youths who love culture.

Participating Clubs

(Unit: clubs)



Mentors in 2022

Mentors consisted of 111 college student volunteers majoring in the pertinent field, 6 leading industry specialists of each area as master mentors, 6 field specialist mentors, and 42 employee mentors.

'Girls' Education' Campaign with UNESCO

'Girls' Education' is a global campaign aimed at helping girls in developing nations gain access to education and pave the way for a better life as positive members of society. CJ ENM contributes to raising awareness of girls' education and spreading consensus among hal-lyu fans around the world, through cultural platforms such as MAMA and KCON.



tvN <Under the Queen's Umbrella> Fundraising Campaign

In October 2022, tvN's Chosun Dynasty royal education story, 'Under the Queen's Umbrella', CJ Donor's Camp, and CJ ONE joined hands for fundraising to support youths stepping into the world for the first time. The fund raised through the campaign, symbolized by 'Umbrella' that provides protection from rain, was used to help young people who must leave child shelters upon turning 18 to start their independent lives.



Global and local community campaign for culture sharing

'Dream On-Air' for Future Broadcasters

CJ ENM takes on the role as a counselor for youth in their pursuit of the future path by introducing the value of job and work, the right attitude to hold for growth, and the reality of the changing world. We sponsor youths who are dreaming to work in the broadcast industry, and provide them training with the 'Dream On-Air' program. The Dream On-Air program of Asia Exchange Association provides six special lectures by broadcasting specialists to 40 youths around the nation in the four-month period. In 2022, CJ ENM's broadcast review trainer, professional shopping host of TV/mobile live commerce, video editor, stage producer, PD, and writers participated in the program to represent the diversifying broadcasting trends.



The Greatest Warmth in the World, 'ON Hwa'

'ON Hwa' is a content production volunteer activity organized by CJ ENM, in collaboration with the local community and college student volunteers. It produces and operates campaigns to improve the perception toward the elderly. It also introduces local mom and pop stores and products through SNS to tell heart-warming stories. To raise the quality of contents, our employees utilize their video producing expertise and act as mentors for college student volunteers. From July to November in 2022, videos, webtoons and storybooks created with student volunteers were showcased at a small year-end exhibition, which served as a window to communicate with the residents of the local community.

Enhancement of Welfare in Local Communities

Activities	<ul style="list-style-type: none">• Social welfare community chest drive and donation of goods• Production of e-books for the blind• Gift-making for the elders• Hands-on kit making• Business and academic cooperation campaign• Volunteering with Kimchi making, etc.
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Sharing with the Local Community

CJ ENM fulfills its responsibility to the local community through the Local Community Welfare Center by donating goods and providing support for disaster recoveries. In 2022, we delivered hope to the society through activities such as donating holiday foods, making kimchi, holding goods bazaar, and sending employees' letters, in cooperation with the Community Welfare Center. Additionally, we donated goods and funds to aid in recovery from disasters such as forest fire and heavy rain in the Gyeongbuk and Gangwon regions, and the long-lasting impact of COVID-19.



Special lecture by broadcasting specialist for

40 youths

Activities

Public Interest of Broadcast Contents

Activities	<ul style="list-style-type: none"> • Fundraising program • Donation of profits from text voting • Movie Talk for better sensitivity toward the disabled
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Fundraising Program

As a broadcasting company with great influence, CJ ENM is actively participating in activities for the public good through broadcast programs. <Please Order Love> aired on CJ ONSTYLE is a fundraising program where viewers can commit to monthly sponsorship with just a phone call. The program has been running for 19 years since 2004, and celebrated its 200th episode in 2022. The cumulative funds raised through the program amounted to KRW 6 bn, which were used to support disadvantaged individuals, including single mothers, children from low-income families.

Fundraising Performance

Classification	Unit	2020	2021	2022 3Q
Amount	KRW thousand	224,508	145,198	123,969
Number of donations	case	99,746	45,411	54,285

Donation of Profits from Text Voting

CJ ENM signed a business agreement with Mapo Cultural Foundation to create a win-win cultural ecosystem and contribute to the Korean music market. Based on the agreement, CJ ENM donated the profits from text voting for 2022 Mnet shows - <M Countdown>, <Street Dance Girls Fighter> - to support cultural projects and creative activities of indie and senior musicians.

'Movie Talk' for Better Sensitivity towards the Disabled

In 2022, tvN <Our Blues> shed new light on the disabled community. In an effort to raise awareness regarding the disabled, CJ ENM opened a 'Movie Talk' event for employees and general viewers. The event featured a speech therapist with a disabled family member, Korea's first social entrepreneur to run a basketball team of players with mental retardation, O'PEN storyteller, PD and more. After watching content about overcoming challenges faced by a person with development disability, the participants engaged in a conversation about the reality of disability. Surveys conducted before and after the program showed that awareness and sensitivity towards disability improved, as participants gained a better understanding of what disability is and reduced prejudice. CJ ENM will continue to highlight diverse aspects of society and produce responsible content.

KRW 6 bn
Cumulative amount of
funds raised

Biodiversity Conservation

Activities	<ul style="list-style-type: none"> • Raising a Forest from Seeds for Happy Animals • Volunteering for abandoned dogs • Plogging • Mural painting
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Raising a Forest from Seeds for Happy Animals

CJ ENM conducted a volunteer activity for preserving biodiversity of the local community, in December 2022, by making plant pots out of broken trees, planting seeds in them to grow them indoors for 100 days at homes or offices of our employees, and then returning them to the park. Throughout this project, we only used recycled goods to protect the environment. The plants raised with care will return to nature in the spring of 2023 through our tree-planting volunteer project, 'Forest for Happy Animals'.

GOVERNANCE

Management Approach

Strengthening Ethical Management

All employees and partners are required to practice ethical management with sincerity and create a corporate culture of fairness and honesty.

2022 Achievement

- Operating a compliance management system(ISO37301)
- Proceeding activities to internalize ethical culture, such as operation of a grievance system, company newsletter, and so on
- Providing ethics training to strengthen ethical culture for employees, suppliers
- Fair trading based on company ethical standards when trading with partners

Our Approach

CJ ENM strives to mature into the global No.1 lifestyle creator trusted by stakeholders based on fairness and honesty. By establishing a compliance system, we are strengthening ethical management and promoting a culture of ethical compliance. We establish policies that serve as work principles and standards, such as operating a grievance system for all stakeholders, and have implemented ethical management.


Value Creation

- Internalizing ethical values throughout the industrial ecosystem by establishing fair trade practices
- Enhancing corporate credibility through transparent disclosure of information

Policy

CJ Code of Business Conduct

The 'CJ Code of Business Conduct' is a promise to all stakeholders, including consumers, shareholders, investors, employees, partners, and communities, with the aim to practice CJ's management philosophy concretely. The 'CJ Code of Business Conduct' and the 'Sub-regulations under the Code of Conduct' present guidelines for specific work directions to executives and employees.

In addition, we put in place the sub-regulations under the Code of Business Conduct and specific guidelines in terms of their work direction with encouraging voluntary participation of employees and strengthening ethical management. In 2022, to strengthen fairness and transparency and practice sustainable management, we additionally have established the guidelines: the Commerce Division implemented 'Compliance Guidelines for Signing and Revision of Broadcasting Terms and Conditions Agreement' and 'Promotion of Compliance Guidelines in Accordance with Guidelines for Reviewing Promotional Expenses'; and the Entertainment Division implemented 'Guidelines for the Prevention of Infringement of Portrait Rights' and 'Guidelines for Guaranteeing Human Rights of Youth Popular Culture Artists'. In particular, we strive to establish an ethical culture by managing company regulations systematically and improving accessibility based on the operation of a unified company regulation management system. 

Sub-Regulations under the Code of Business Conduct

Classification	Description
Exemplary Guidelines for Fair Transaction	Guidelines containing statutory interpretation and examples in the area of fair trade legislation
Global Privacy Policy	Standard policy applied to all employees around the world to handle consumer information in a safe manner
Global Economic Sanctions Policy	Economic sanctions compliance policies implemented by each country or international organizations
Global Fair Competition Policy	Antitrust and competition policies in all countries in which we operate
Global Anti-Corruption Policy	Policies for the prevention of corruption and related legal policies in all countries and regions
Guidelines for Compliance with Improper Solicitation and Graft Laws	Guidelines to ensuring compliance with anti-graft laws, such as the prohibition of improper solicitation and bribery
Supplier Code of Conduct and Supplier Transaction Management Regulations	Regulations and guidelines for mutual growth with partners and prevention of legal and ethical risks related to suppliers
Supplier Transaction Guidelines	
Compliance Guidelines for Signing and Revision of Broadcasting Terms and Conditions Agreement	Instructions for signing a broadcasting conditions agreement and compliance guidelines according to the revision of internal operating standards
Promotion Compliance Guidelines in Accordance with Guidelines for Reviewing Advertising Expenses	Guidelines for compliance procedures when conducting promotions with partners
Guidelines for the Prevention of Infringement of Portrait Rights	Compliance guidelines to preventing infringement of personal rights such as portrait rights while producing content
Guidelines for Guaranteeing the Human Rights of Youth Pop Culture Artists	Guidelines for promoting the human rights of children and youth pop culture artists

“All employees endeavor to comply with the ‘CJ Code of Business Conduct’ and the ‘Sub-Regulation under the Code of Conduct’ regardless of place, role, and position to become a company that is respected and loved.”

Metrics and Targets

Executive Goals

CJ ENM assigns goals for compliance activities to all executives, including the CEO, and sets Key Performance Indicators(KPIs) to clarify the responsibilities of the management and secure effectiveness of execution.

Competency evaluations are conducted every year based on measurable detailed goals, and in particular, the CEO is evaluated against the following items.

Goals of Management Activities for Ethical Management

- The CEO's declaration of commitment to compliance management
- Activities such as training for expanding ethical culture
- Regular risk monitoring
- Risk evaluation, etc.

In addition, CJ ENM is creating a continuous and sincere ethical culture that is unique to achieve a 100% ethics training completion rate and providing ethical management training at least once a year to all employees.

Compliance Management System Process



Activities

Compliance Management System

The Entertainment Division obtained a compliance management system(ISO37301) certification in 2021. The certification covers the entire contents sectors, including TV shows, digital originals, movies, musicals, concerts, television channels, and so on. The Entertainment Division is reinforcing its compliance management system by reviewing and implementing company-wide obligations, risks, goals, and improving plans identified in advance through an annual review by an internal auditor composed of employees and a post-examination by LRQA, an external certification organization.

In 2022, CJ ENM confirmed that no issues were identified during the internal audit in July and the follow-up audit in September, and renewed the ISO37301 certification. Actions were taken on 6 cases derived as recommendations for improvement, and we will continue to practice high-level ethical management that is ahead of the times.

Goal to complete

100%
of ethics training

Renewal of

ISO37301
certification



Governance

Delegation of Compliance Management

CJ ENM has built a compliance organizational system to embed the DNA of ethical management permeating through every corner of our business operations. The delegation of compliance management, which is composed of executive managers including the CEO, performs deliberations and decides on major policies related to ethics and compliance, as well as plans agenda items such as corporate legal risk prevention activities. A total of 112 compliance coordinators, composed of team leaders, are in charge of improving work processes related to compliance and establishing an ethical culture. In addition, we strive to improve fairness, rationality, and efficiency in CJ ENM's business activities and eliminate unethical and irrational elements by establishing an organization dedicated to an audit department under the direct supervision of the CEO. The corporate audit department conducts diagnoses when ethics-related issues arise, and the results of the diagnosis are reported to the delegation of human resource, which is composed of the CEO and key executives and used for taking decisions on disciplinary action.

Compliance Coordinator

Classification	Unit	2020	2021	2022 3Q
Number of compliance coordinators	Persons	81	119	119

112
Number of compliance coordinators



Ethics/Compliance Organizational Structure



- Reviewing the compliance management system (ISO37301) at least once a year
- Discussing and carrying resolutions about corresponding direction and policy dealing with company-wide ethical risks
- Deliberation and resolutions on ethical management

- Composed of the CEO and key executives
- Deliberation on major agendas related to ethical management/compliance(Implementation plan, policy, report, and evaluation of compliance control standard inspection results of the previous year, etc.)
- Supervision of ethical issues such as fair trade and anti-corruption
- Discussion on the impact of domestic and foreign regulatory environments on CJ ENM's business, and response to process improvement and risk prevention measures, etc.
- Rewarding for excellent compliance coordinators who contributed greatly to the prevention of risk(once a year)

Compliance Education

CJ ENM disseminates the management's commitment in order to enforce ethical management to executives and employees continuously, and conducts differentiated ethics and compliance training by job function and position. Ethics training is segmented and operated for not only regular full-time employees but also contract workers, including fixed-term and part-time workers, and partners. In 2022, we conducted training on the Code of Ethics for all employees, and produced and distributed training on compliance issues in the course of carrying out business with partners in the form of a digital cartoon to enhance employees' understanding. For newcomers, the training programs handling understanding compliance and guidance related to the Act on Fair Labeling and Adver-

tising were provided. In addition, ethics and compliance training necessary for doing work, such as training on intellectual property, anti-graft law, and large-scale distribution business law, was provided for television production and sales-related jobs, and compliance management system certification and internal auditor training were provided to newly selected compliance coordinators and legal officers. In particular, starting in 2022, ethics training was expanded from once a year to twice a year for our partners. CJ ENM sends the compliance newsletters once a month for the Entertainment Division and once a quarter for the Commerce Division to continuously inform stakeholders on policies, and legislative trends for spreading its ethics policies.

1.0 hours
Hours of training
provided per employee

84.1%
Percentage of
employees
receiving training

Ethics Training in 2022

Time	Program	Participated by	Number of trainees	Number of completion	Rate of completion
April	Intellectual property training for merchandiser and producer	Full-time workers	350	340	97.1%
June	Training internal audit curriculum targeting the compliance coordinators and legal/compliance team members	Full-time workers	39	39	100%
	Training on the Anti-graft Act	Full-time/contract/partners	1,077	1,077	100%
July	'Understanding Compliance' training for new employees	Full-time workers	37	37	100%
August	Training on the Code of Ethics in the form of a webtoon for executives and employees of the Entertainment Division	Full-time/contract	2,223	1,853	83%
September	Training related to business partners	Full-time/contract	2,211	1,833	83%
	Training on the Large-scale Distribution Business Act for merchandiser	Full-time workers	287	283	98.6%

Ethical Management Slogan
'Compliance Completes Work'

It is truly meaningful when employees themselves take the lead in expanding a culture of compliance. In 2022, CJ ENM held an in-house contest to propose a slogan conveying the purpose and meaning of compliance management pursued by CJ ENM to raise awareness regarding compliance management. As a result, 'Compliance Completes Work' was finally selected, which means that we need to have the mindset that compliance is the beginning and the end of completing work.



Participated in the 2022 BIS SUMMIT

CJ ENM participated in the '2022 Business Integrity Society(BIS) SUMMIT' hosted by UN Global Compact (UNGC) and the Korea Socially Responsible Investment Forum to create a fair and transparent society and an anti-corruption environment based on ESG. As a global anti-corruption joint project, BIS leads various activities, such as giving the directions,to enhance corporate transparency and improve policies, with efforts to make an anti-corruption society since 2019.

Risk Management

Grievance System

In order to practice ethical management properly, we have to take responsibility for actively raising issues and solving even small questions or concerns promptly. CJ ENM operates a grievance system(anonymous/real name/external platform, CJ Group Hotline System) accessible to all stakeholders. When violations of ethical management are found, such as corrupt and unfair practices, anonymous or named reporting is possible through the system. When receiving a report, we abide by the internal regulations strictly to investigate the report, and maintain security during the resolution process. CJ ENM complies strictly with security and excludes the act of interrogation that may reveal the identity of the whistleblower, prohibits any disadvantageous measures against whistleblowers to prevent any discrimination or disadvantage related to reporting, and manages all data in an encrypted format. In addition, to protect whistleblowers, we are making every effort to maintain confidentiality, such as minimizing the number of people in charge of investigation, and implementing separation measures actively to prevent additional or secondary damage.

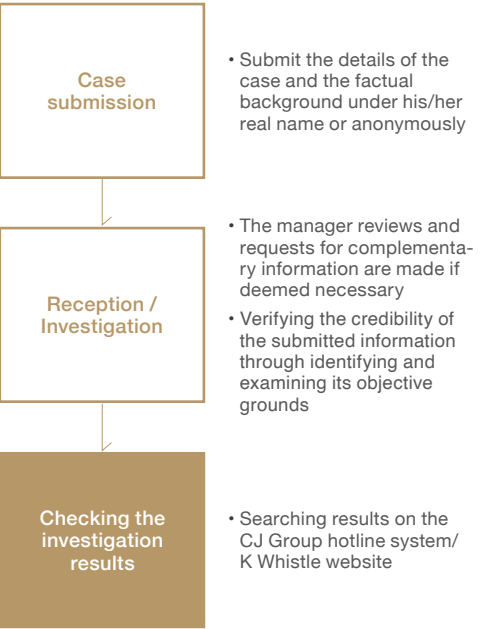
Type of Report



The whistleblower is informed regarding the process and results, and if the investigation reveals any violation of ethical management, the employee concerned will be subject to severe disciplinary action. Depending on the seriousness of the violation, the disciplinary actions such as warning, salary reduction, dismissal, suspension from the job, and recommended resignation are taken. From January to September 2022, a total of 35 ethical issues are reported, and appropriate disciplinary actions were taken for all 35 reports(100%).

100%
of reported ethical
concerns resolved

CJ Group Hotline System Process



Comprehensive Risk Management

Strategy

Risk Management

CJ ENM classifies risks across corporate activities into two areas, and manages risks systematically by dividing them into nine detailed categories. We review business impacts for each risk category, and establish and implement policies and plans to respond to relevant regulations and laws. To strengthen comprehensive risk management, we identify and classify possible risks for each organization, establish risk control plans for each type to clarify the R&R, and manage company-wide risks systematically and comprehensively.

Governance

Risk Management Process

We establish and operate a comprehensive risk management system to predict risks in advance and respond effectively. The CEO is in charge of risk management. The dedicated organizations including the legal/compliance team, Corporate audit team, finance team, information security team, and safety management team, conduct investigations and analysis related to each risk. In addition, company-wide risk agendas related to management activities that pursue the company's sustainable survival and growth are discussed and decided upon by the BOD or the ESG Committee under the BOD.

“Comprehensive risk management is an essential system for the growth and development of a sustainable company.”

CJ ENM's Risk Management Areas and Factors

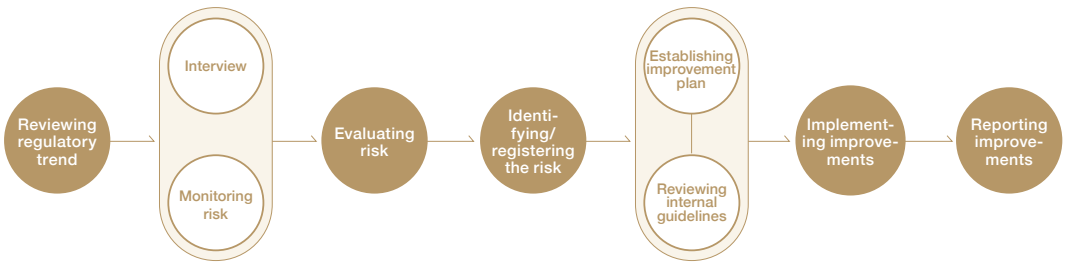
Classification	Risk Items	Definition & Business Impacts
Finance	Financial risk	• Financial losses, such as losses due to changes in foreign exchange rates and capital impairment, can be caused by financial market crises in areas such as bonds, funds, and foreign exchange
	Investment risk	• Possibility of loss if investment performance is less than expected
	Legal risk	• Financial loss(cost of lawsuits, fines, etc.), and loss of corporate trust can occur due to the violation of laws and regulations
	Ethical risk	• Includes elements related to anti-corruption, including unfair trade and competition, and elements related to compliance, including the prohibition of solicitation, adherence to the Code of Ethics, internal reporting, and the protection of whistleblowers
Business	Safety/disaster risk	• Increase in response costs and damage to the corporate image can occur due to non-compliance with safety laws
	Human rights risk	• Loss of life and production capacity for executives and partner companies' employees can occur due to disasters and safety accidents
	Information security risk	• Increase in legal disputes and litigation costs can occur due to the leakage of consumers' personal information and a decrease in consumer trust
	Climate change/environmental risk	• Short-term and long-term physical damages, such as damages to workplaces and rising operating costs, can occur due to intensifying climate change
	Supply chain risk	• Disruptions in the distribution of products/services due to instability of the supply chain, etc. • Review of risks associated with the sustainability of the supply chain

Activities

Risk Identification and Assessment

To advance the comprehensive risk management system, CJ ENM identifies and assesses risks that may occur at the company-wide level every year. We improve and inspect risk factors based on these, and report the review to the BOD once a year.

Risk assessment is operated on a 5-point scale based on the likelihood and potential impact of each risk. The results are classified into high, medium, low, and accepted. Depending on the degree of risk, we establish control methods for each risk.



Corporate Governance

Board of Directors

Roles and Responsibilities

Through responsible management under the Corporate Governance Charter, CJ ENM operates the BOD, the highest decision-making body, to achieve a transparent and advanced governance and reflect shareholders' opinions in management. The BOD carries out practical deliberations on important matters related to the company from an objective and professional perspective based on its expertise and rich and also diverse experience, and monitors the management's execution of duties. We aim to reinvent ourselves as a company that practices ethical management and compliance faithfully through the professional BOD and creates sustainable values.

Composition

As of September 2022, CJ ENM's BOD consists of a total of 7 members: 3 inside directors and 4 independent directors. The chairman of the BOD is selected by the Board in accordance with the Articles of Incorporation. There are four committees under the BOD: the Audit Committee, the Remuneration Committee, the Independent Director Nominating Committee, and the ESG Committee. All members of the BOD are covered by liability insurance, and the composition and regulations of the BOD and the Articles of Incorporation are disclosed transparently on our website.

Board of Directors
composed of

7 directors

BOD Composition(As of September 2022)

Position	Name	Gender	Term	Educational Background	Career	Responsibilities
Inside Directors	KANG, HO SUNG	Male	2021.3~2024.3	• B.A. Law, Seoul National University	• COO, CJ ENM Entertainment Division • COO, Legal Affairs Executive, CJ Corp. • Partner attorney, Law firm Lee & Ko • Adjunct Professor, Law School of Ewha Woman's University	• CEO • Chairman of the BOD • Chairman of the Remuneration Committee
	YOON, SANG HYUN	Male	2022.3~2025.3	• B.A. Business, Korea University	• Head of Management Support Office, CJ Logistics • Head of Management Strategy Office 1, CJ Corp. • M&A manager, CJ CheilJedang	• CEO
	YI, SEUNG HWA	Male	2021.3~2024.3	• M.B.A., University of Michigan • M.A. Engineering, KAIST • B.A. Mechanical Engineering, Yonsei University	• Business Planning Executive, CJ Corp • Business Planning Executive, CJ CheilJedang • Business Planning Executive, CJ Freshway · CGV • BAIN&COMPANY Manager	• Member of the Remuneration Committee
Independent directors	RHO, JUN HY-ONG	Male	2018.3~2024.3 (Reappointed, 2021.3)	• International Studies, American University • M.A. Law, Seoul National University • B.A. Law, Seoul National University	• Advisor, Kim& Chang Law Firm • President of Seoul National University of Science and Technology • Minister of Information and Communication, Republic of Korea • Vice-minister of Information and Communication, Republic of Korea	• Member of the Audit Committee • Member of the Remuneration Committee • Chairman of the Independent Director Nominating Committee
	CHOI, JOONG KYUNG	Male	2020.3~2023.3	• Ph.D. Economics, University of Hawaii • M.A. Business, Seoul University • B.A. Business, Seoul University	• President of the Korea Certified Public Accountants Association • Chair-professor of Korea University Graduate School of Public Administration • Minister of Knowledge Economy, Republic of Korea	• Chairman of the Audit Committee • Member of the Remuneration Committee • Member of the Independent Director Nominating Committee • Member of the ESG Committee
	HAN, SANG DAE	Male	2020.3~2023.3	• M.A. Law, Southern Methodist University • M.A. Law, Korea University • B.A. Law, Korea University	• Legal Representative, HAN, SANG DAE Law Firm • Chief Prosecutor of Seoul Central District Public Prosecutors Office • Prosecutor General of the Supreme Public Prosecutor's Office	• Member of the Audit Committee • Member of the Remuneration Committee • Member of the Independent Director Nominating Committee • Member of the ESG Committee
	MIN, YOUNG	Female	2021.3~2024.3	• Ph.D. Journalism, University of Texas at Austin • M.A. Communication, Seoul National University • B.A. Earth Science Education, Seoul National University	• Professor of Media & Communication School, Korea University • Research Fellow of Humanities & Social Sciences, National Research Foundation of Korea • Press Arbitrator, Press Arbitration Commission • Advisory Committee, Journalists Association of Korea	• Member of the Audit Committee • Member of the Remuneration Committee • Member of the Independent Director Nominating Committee • Chairman of the ESG Committee

BOD Expertise-Independence-Diversity

CJ ENM's BOD is composed of experts from various fields such as law, accounting and finance, and media & commerce industry. The proportion of female directors on the board is 14.3%. To strengthen the expertise of independent directors, CJ ENM regularly conducts training programs related to various topics including ESG.

Diversity and Expertise of the BOD

Classification	Unit	2020	2021	2022 3Q
Percentage of female directors	%	14.3	14.3	14.3
Directors with industry experience(percentage)	person(%)	6(85.7)	5(71.4)	5(71.4)
Financial experts (percentage)	person(%)	1(14.2)	1(14.2)	2(28.6)

Independence of the BOD

Classification	Unit	2020	2021	2022 3Q
Percentage of independent directors	%	57.1	57.1	57.1
Allowed number of other positions	ea	2	2	2

Remuneration Payment for Directors

Directors' remuneration is divided into salary and bonus. In the determination of bonuses, both metrics (revenue, operating income, etc.) and non-metrics(contribution to the company's growth, and roles and responsibilities) are comprehensively taken into account. Moreover, non-financial performances including compliance goals are considered according to executive rules approved by the BOD. The limit of remuneration for registered directors, including inside directors, is determined at the general shareholders' meeting, and the final decision is made after approval by the Remuneration Committee under the BOD. In addition, we operate long-term incentives that are operated every three years in accordance with executive rules, and pay compensation based on mid- to long-term performance. As for long-term incentives, partial stock compensation is enabled according to an agreement.

Directors' Remuneration¹⁾

	Classification	Unit	2022.1~ 3Q Cumulative
Registered directors ²⁾	Total remuneration	KRW thousand	1,380,000
	Average remuneration per capita	KRW thousand	345,000
Independent directors ³⁾	Total remuneration	KRW thousand	-
	Average remuneration per capita	KRW thousand	-
Members of the Audit Committee	Total remuneration	KRW thousand	227,000
	Average remuneration per capita	KRW thousand	57,000

1) Registered directors: 4 members, Audit Committee members: 5(including retired directors)
2) Excluding independent directors and audit committee members
3) Excluding audit committee members

14.3%
Female directors

BOD Skills Matrix

Classification	KANG, HO SUNG	YOON, SANG HYUN	YI, SEUNG HWA	RHO, JUN HYONG	CHOI, JOONG KYUNG	HAN, SANG DAE	MIN, YOUNG
Overall Management	●	●	●			●	
Business Management	●	●					
Accounting·Finance				●	●		
Legal and Compliance	●			●		●	
Risk Management	●	●		●	●	●	●
IT Security				●			
Industry Experience	●	●	●				●

BOD Status

	Classification	Unit	2020	2021	2022 3Q
Number of board meetings convened			number	13	12
Number of agendas reported and voted on			number	33	39
Opinions by agenda	Pros		22(100)	30(100)	22(100)
	Cons		0(0.0)	0(0.0)	0(0.0)
	Revision	case(%)	0(0.0)	0(0.0)	0(0.0)
	Abstention		0(0.0)	0(0.0)	0(0.0)
BOD attendance rate			%	94.3 ¹⁾	94.0

1) Revision made following figures that were mis-represented

BOD Activities(As of 3Q 2022)

No	Date	Agenda	Result	Total number of directors (attendance)
1	Feb. 10, 2022	Approval of the 28th financial statements and business report	Approved	7(6)
		Approval of a proposal to introduce stock compensation program	Approved	
		Report on the operation of the Internal Accounting Control System	Reported	
2	Feb. 17, 2022	Signing of an important contract for attracting TVING financial investors	Approved	7(6)
3	Mar. 14, 2022	Convocation of the 28th regular general shareholders' meeting of shareholders	Approved	7(6)
		Extension of loan for CJ Live City	Approved	
		Approval of the safety and health plan for 2022	Approved	
		Report on the results of the shareholders' meeting for the past three years	Reported	
		Report on the evaluation of the Internal Accounting Control System's operations	Reported	
		Report on compliance control standard inspection results	Reported	
4	Mar. 21, 2022	Signing of a Memorandum of Understanding with KT Co., Ltd.	Approved	7(6)
5	Mar. 24, 2022	Withdrawal of the physical division plan and establishment of a new studio	Approved	7(6)
6	Mar. 29, 2022	Appointment of CEO	Approved	7(7)
		Appointment of committee members within the Board of Directors	Approved	
		Approval of large-scale internal transactions in the second quarter	Approved	
		Resolution on compliance matters for insurance agency operation	Approved	
7	May. 10, 2022	Revision of regulations of the ESG Committee	Approved	7(6)
		Approval of donations	Approved	
		Closure of the insurance agency branch	Approved	
		Report on business performance for the first quarter of 2022	Reported	
		Report on the establishment of Studio Dragon Japan	Reported	
8	June. 22, 2022	Approval of large-scale internal transactions in the third quarter	Approved	7(7)
		Approval of payment guarantee for borrowing from Endeavor Content, LLC	Approved	
9	July. 14, 2022	Acquisition of stake in KT Studio Genie Co., Ltd.	Approved	7(7)
		Change of executive rules	Approved	
		Report on matters related to subsidiary mergers	Reported	
10	Aug. 4, 2022	Approval of transactions with stakeholders	Approved	7(7)
		Report on the second quarter of 2022 business performance	Reported	
11	Sep. 14, 2022	Approval of large-scale internal transactions in the fourth quarter	Approved	7(7)
		Approval of transactions with stakeholders	Approved	
		'Report on 2022 review of the Compliance Management System	Reported	

92.2%
Board attendance rate

Committees of the BOD

Audit Committee

The Audit Committee is an independent body composed of all independent directors, including the chairperson. The committee takes charge of auditing all ledgers and the relevant documents in accordance with the pertinent laws and the articles of the association while reviewing and consolidating financial statements. The committee takes necessary measures such as comparison, due diligence, attendance, inquiry or other activities where deemed necessary. In addition, the committee is informed to review the internal accounting control system for reliable disclosure of accounting information.

The Audit Committee Office, which is a support organization of the Audit Committee, consists of a total of 6 members. The office checks the soundness of internal control objectively for the company's financial reporting, operation, and legal compliance, and reports the results to the committee.

Audit Committee Organizational Chart



Audit Committee Activities

Classification	Unit	2020	2021	2022 3Q
Percentage of independent directors	%	100	100	100
Financial experts (percentage)	person(%)	2(50.0)	2(50.0)	2(50.0)
Industry experts (percentage)	person(%)	2(50.0)	2(50.0)	2(50.0)
Number of meetings convened	number	6	3	4
Number of reports and resolutions	case	12	6	5

Remuneration Committee

The Remuneration Committee is responsible for deciding and deliberating CJ ENM's compensation policy for executive members with its appropriateness and fairness taken into account. With all of the directors involved, the committee is in charge of developing remuneration policies for the executive members and reviewing the limit on remuneration payable to directors.

Remuneration Committee Activities

Classification	Unit	2020	2021	2022 3Q
Percentage of independent directors	%	57.1	57.1	57.1
Number of meetings convened	number	1	2	1
Number of reports and resolutions	case	1	3	1

Independent Director Nominating Committee

The Independent Director Nominating Committee, an independent body, consists of all independent directors including the chairperson in accordance with related laws including the Commercial Act and the Enforcement Decree of the Commercial Act, which require that the majority of the Committee be composed of independent directors. The committee considers candidates' career experiences and areas of expertise to make balanced decisions as well as to better supervise business operations. After that, the committee evaluates candidates who don't have a reason for disqualification regarding the Commercial Act and the Enforcement Decree of the Act, and then nominates final candidates to general shareholders' meetings.

Independent Director Nominating Committee Activities

Classification	Unit	2020	2021	2022 3Q
Percentage of independent directors	%	100	100	100
Number of meetings convened	number	2	2	0
Number of reports and resolutions	case	2	2	0

ESG Committee

The ESG Committee is responsible for reacting to a rapidly-changing business environment by closely reviewing medium and long-term plans for sustainable management. The committee reviews non-financial risk factors such as conflicts of interest and fairness in internal transactions, response to climate change, human rights management, as well as major policies to enhance corporate value and shareholder value through the promotion of ESG, and sets the overall strategic direction for ESG management. It consists of two inside directors and three independent directors. In the five meetings held in 2022, a total of eight reports and agendas were passed.

5 cases
Number of reports
and resolutions of
the Audit Committee

1 cases
Number of reports
and resolutions of
the Remuneration
Committee

8 cases
Number of reports
and resolutions of
the ESG Committee

Shareholder Value

Shareholder Protection

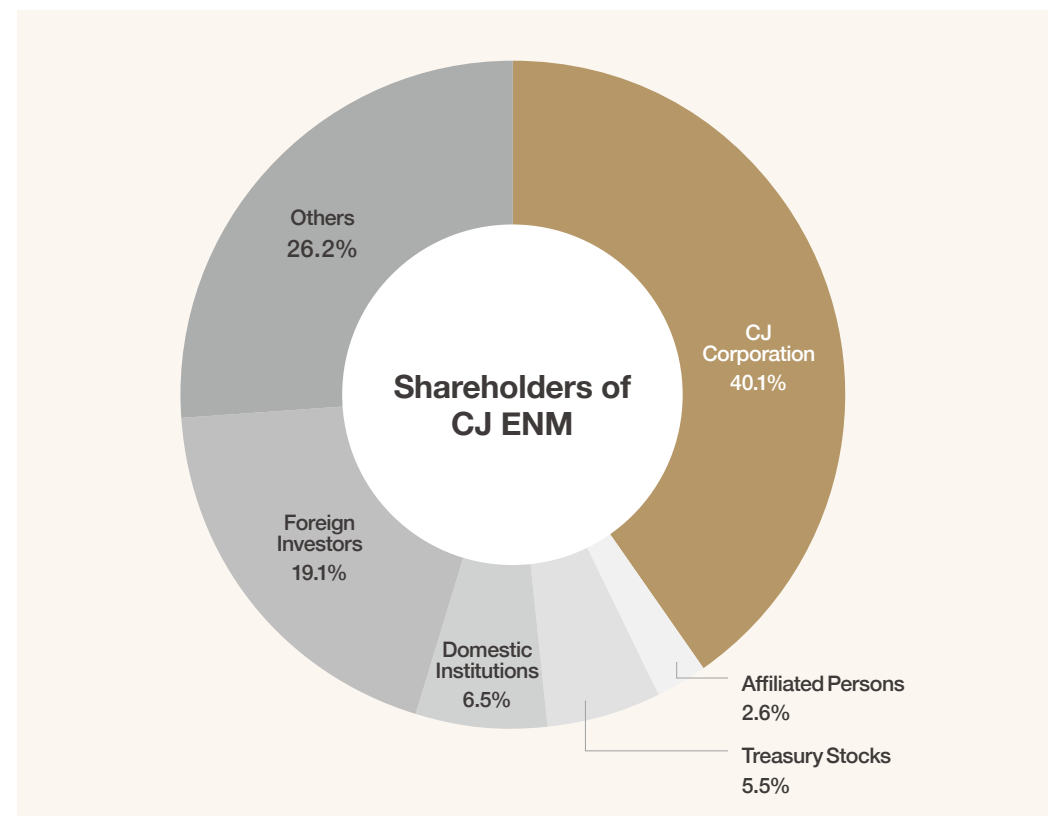
CJ ENM does its best to protect shareholders' rights and resolve information asymmetry. Through the ESG Committee, we review whether there is any adverse effect on shareholders' rights and encourage shareholders to exercise their voting rights. To hold the general shareholders' meeting, we inform the date, agenda, and place of the meeting at least 14 days before the meeting. We have adopted one voting right per share in accordance with Article 369 of the Commercial Act, and an electronic voting system under Article 368-4. In addition, we are resolving information asymmetry through active and fair IR initiatives such as electronic disclosures, website announcements, disclosures in English, monthly IR packs, and IR policy announcements.

Dividend Policy

Furthermore, we are committed to a friendly shareholder return policy. In order to increase the predictability of shareholder dividends, we disclose annual cash dividend plans. Dividend total and dividend propensity are determined by reflecting the stability of free cash flow and profit rate, and we maintain a residual dividend policy that returns remaining resources to shareholders, focusing on investment activities for business growth. In 2022, we aim for a dividend payout ratio of 20% or higher. CJ ENM always listens to the opinions of our shareholders, and continues our efforts to enhance shareholder value.

Over **20%**
dividend payout
ratio in 2022

Stock Distribution Status(As of 3Q 2022)



Shareholders	Common Shares(Share)	Ownership(%)
CJ Corporation	8,787,427	40
Affiliated Persons	577,247	2
Treasury Stocks	1,199,535	5
Domestic Institutions ¹⁾	1,414,547	6
Foreign Investors ¹⁾	4,187,784	19
Others	5,762,614	26

1) Number of shares owned by domestic institutions and foreign investors is estimated as of 3Q 2022.

Key Dividend Indicators

Classification	Unit	2019	2020	2021
Par value per share	KRW	5,000	5,000	5,000
Net income	KRW	104,247,156,874	56,926,322,621	193,450,175,738
Earnings per share	KRW	4,754	2,596	8,822
Total cash dividends	KRW	27,487,500,600	33,167,390,400	43,532,199,900
Ratio of cash dividend payout	%	26.4	58.3	22.5
Cash dividend yield	%	0.9	1.2	1.5
Cash dividend per share	KRW	1,400	1,600	2,100

1) Based on Consolidated Financial Statements

Status of Issued Stocks(As of 2021.12.31)

Classification	Unit	Common stocks	Remarks
Total number of shares available for issue	share	50,000,000	–
Total number of issued stocks	share	21,929,154	–
Number of treasury stocks	share	1,199,535	Stock appraisal rights, issuance of treasury stocks, etc.
Number of outstanding shares	share	20,729,619	–

21,929,154

Total number of shares issued and outstanding

APPENDIX

ESG PERFORMANCE

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MATERIALITY ASSESSMENT

Materiality Assessment Process

Prior to releasing our 2022 ESG report, CJ ENM conducted a materiality assessment to identify material topics that would help focus CJ ENM's priorities for sustainable ESG management. Major issues in the business environment and industry were identified, and international guidelines related to sustainability management(GRI Standards) and standards for global ESG disclosure/evaluation initiatives were reviewed to form an ESG issue pool. The impact of these issues was then determined through a survey of stakeholders and expert groups, media analysis, and business strategy linkage analysis.

STEP 1.
Identify impacts

The ESG issue pool refers to the entire list of issues organized to select key reporting topics. After deriving a pool of 400 issues by analyzing the key points, management environment, industry characteristics, and business performance required by global ESG standards and disclosure/evaluation initiatives(GRI, DJSI, SASB, MSCI, etc.), merging overlapping elements, the final pool of 19 issues was formed by reflecting CJ ENM's business goal and characteristics of each entertainment and commerce businesses.

STEP 2.
Assess the significance of the impacts

Impact materiality assessment methodology

Collect opinions from stakeholders

Reflecting the tendency of opinions of each group of stakeholders on various ESG issues

•Survey conducted on consumers, employees, investors, partners, related organizations, media, and local communities(480 people)

Global Initiatives/ Peer Industry Analysis

Reflecting consensus reached in the capital market regarding ESG disclosure and evaluation

•Analysis of disclosure recommendations and evaluation items of global initiatives GRI Standards, TCFD, SASB, ISO26000, UNGC, UN SDGs, KCGS, MSCI, ISS, and Sustainvest

•Analysis of key ESG topics of 10 companies in the same industry(5 companies in the entertainment sector, 5 companies in the commerce sector) and affiliates(3 companies)

Media Analysis

Reflecting interest in each ESG issue spread through various media

•Analysis of economic, social, and environmental issues among a total of 1,620 articles within the reporting period(January 1,2022 - September 30,2022)

Reflecting ESG expert opinions

Reflecting ESG-related discussions in the industry and academia

•Conducted a survey of external ESG experts and internal ESG managers(10 people)

- reviewed the scope, scale, correctability, and possibility of impact

CJ ENM ESG management status analysis

Reflecting corporate concerns and major issues in the process of implementing ESG management

•Review of key management meetings, ESG committee agendas, ESG initiatives, etc.

STEP 3.
Select most significant impacts for reporting

Based on the results of the materiality test, 8 issues that have a significant impact on the economy, environment and society are selected as core reporting topics out of a total of 19 issues, and all issues are included in the ESG report after final review by the ESG Committee, the highest decision-making body. In addition, the materiality assessment process, results, and report contents were verified through third-party verification.

Materiality Assessment Results

As a result of the assessment, we identified 8 topics as most relevant for CJ ENM: Respecting and protecting human rights, resource circulation, strengthening ethical management, securing future growth engine, safety and health, Good Impact of content and commerce, organizational culture innovation, and carbon footprint reduction. ESG-related issues such as competitiveness within the industry and business activities for consumers, respect for human rights, and ethical management were selected as key reporting topics, reaffirming CJ ENM's social responsibility to internal and external stakeholders. Consistently, CJ ENM 2022 ESG Report reflects activities and achievements related to the selected 8 key reporting topics.

Area	2022 Key Report Topics (Materiality Topic)	GRI Standard 2021	Activities	Impact	Impact and importance by stakeholder					Page
					Cus-tomers	Em- ployees	Inves- tors	Suppli- ers	Others ¹⁾	
Environ- mental	Carbon Footprint Reduction	302-1~5 305-1~7	Establishment of greenhouse gas emission and energy reduction targets, climate change response activities, etc.	+ -	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	74-79
	Resource Circulation	303-1~5 306-1~5	Environment-friendly production sites, use of eco-friendly raw materials, correct waste management, etc.	+ -	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	74-79
Social	Respecting and Protecting Human Rights	2-23	Establishment of human rights management system, human rights impact assessment, measures to prevent human rights violations, and spread of a culture of respect for human rights, etc.	-	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	80-83
	Safety and Health	403-1~10	Prevention of safety accidents, establishment of safety management system at production sites, promotion of physical and mental health, etc.	-	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	80, 88-91
	Organizational Culture Innovation	401-1~3, 402-1 404-1~3, 405-1~2 406-1, 407-1	Autonomous/horizontal organizational culture, innovation in working methods, welfare benefits, etc.	-	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	46-47, 80, 84-87
	Good Impact of Content and Commerce	203-1~2	Provision of products and services that promote good influence and value consumption, coexistence with SMEs, etc.	+	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	48-63
Gover- nance	Strengthening Ethical Management	205-1~3 206-1	Establishment of anti-corruption and fair trade management system, spread of ethical culture, establishment of integrated reporting system, etc.	+ -	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	107-111, 149
Eco- nomic	Securing Future Growth Engine	201-1~4 202-1~2	Strengthening content and product competitiveness, pioneering global markets, discovering new businesses for competency development and innovation, etc.	+ -	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	66-73

1) Others: Related organizations, media, local community, etc.

High Impact

Medium Impact

Low Impact

MAJOR AWARDS AND CERTIFICATION

Awards

Name of Awards	Awarded by	Date
Won the '2022 Minister of Culture, Sports and Tourism Award' – Contribution to the development of film, TV & multimedia industry(Presidential Commendation, Prime Minister Award)	Ministry of Culture, Sports and Tourism	Dec. 2022
Awarded in 2 categories at 'Korea Cable TV Awards'-Program Provider •(Variety-Entertainment Category) <Unexpected Business> •(Special Category) 'Studio Sapiens'	Korea Cable TV Association	Nov. 2022
Ranked the No.1 in the 2022 National Customer Satisfaction Index(NCSI) / No.1 in the 2022 Korean Consumer Protection Index(KCPI)(CJ ONSTYLE)	Korea Productivity Center	Nov. 2022
Received Appreciation Award 'People's Hero' for Flood damage restoration	Seocho City Office	Sep. 2022
<Severance>- Awarded Outstanding Main Title Design and Outstanding Music Composition for a series at the '74th Emmy Awards'	The National Academy of Television Arts & Sciences	Sep. 2022
Awarded '2022 K-ESG Managment Grand Prize'	The Dong-a Ilbo	July. 2022
Awarded the Excellence Award for spreading the Korean Wave and Production Competence at the 'Korea Communications Commission Broadcasting Awards' •(Excellence Award: Spreading the Korean Wave) tvN <Hometown Cha-Cha-Cha> •(Special Award: Excellence in Production Competency Award) ONSTYLE channel	Korea Communications Commission	June. 2022
Selected as one of 2022 Korea's 100 ESG champions	Korea Management Registrar	June. 2022
<MJ>- Awarded Best Performance By An Actor In A Leading Role, Best Lighting Design, Best Sound Design, and Best Choreography at the '75th Tony Awards'	American Theatre Wing	June. 2022
Awarded in 2 categories at the '76th Festival de Cannes' •(Best Director) <Decision to Leave> •(Best Actor) <Broker>	Festival de Cannes	May. 2022
Won the main prize in the User Interface category at the 'International Forum Award 2022'(CJ ONSTYLE)	International Forum Design	Apr. 2022
Won an excellence prize in the 'Korea IR Grand Awards'	Korea IR Council, Korea Exchange	Oct. 2021
Awarded in 4 categories at 'Korea Cable TV Broadcasting Association Cable TV Broadcasting Awards' •(Grand prize in the drama category) <The uncanny counter> •(Grand Prize in Culture and Arts Education) <Monthly Connect> •(Grand prize in the children's category) <SinB Apartment Ghost Ball Double X> •(Grand prize in the VOD sector) <Crash landing on you>	Korea Cable TV Broadcasting Association	Oct. 2021
Received the grand prize and excellence award(social and cultural development) at the 'Korea Communications Commission Broadcasting Awards' •(Grand prize) <Crash landing on you> •(Excellence award) <You Quiz on the Block>	Korea Communications Commission	Sep. 2021
tvN D <Swipe to disarm> – Awarded 'Digital Advertising – Campaign' Winner	Korea Digital Enterprise Association	Jan. 2021
Received CCM Fair Trade Commissioner Citation(Hall of Fame)	Fair Trade Commission	Dec. 2020
'Grand Prize in 2020 Korea Content'– Awarded for contribution to the development of the broadcasting and video industry(Presidential Commendation)	Ministry of Culture, Sports and Tourism	Dec. 2020
Received an excellent company citation for enhancing the elderly welfare	Gwacheon city	Dec. 2020
Received a plaque of appreciation for an excellent company making donations	Seocho-gu office	Dec. 2020
Selected as the 'voluntary win-win cooperative company'	Small and Medium Venture Business Department	Dec. 2020
Won the Minister of Environment prize for eco-friendly technology promotion and consumption facilitation in 2020	Minister of Environment	Nov. 2020
<You Quiz on the Block> – Awarded 'Good Program of the Month'	Korea Communications Standards Com-mission	Nov. 2020
<Hotel Del Luna> – Received the Excellence Award(spreading the Korean Wave) at the 'Korea Communications Commission Broadcasting Awards'	Korea Communications Commission	Sep. 2020
Won Consumer Rights Protection Sector at the 'Korea Consumer Culture Award'	Korea Consumer Culture Association	Sep. 2020
Selected as an excellent cyber crisis response simulation training company(selected as one of the top 5 excellent companie) – Commerce Division	Ministry of Science and ICT · Korea Internet & Security Agency	June. 2022
<PARASITE> – Won Best Picture, Best Director, Best Screenplay, and Best International Feature Film at the '92nd Academy Awards'	Academy of Motion Picture Arts and Sciences	Feb. 2020
<PARASITE> – Won Best Original Screenplay and Best Foreign Language Film at the '73rd British Academy Film Awards'	British Academy of Film and Television Arts	Feb. 2020
<Shinbi's Haunted House> – Received the Grand Prize at the 'Korea Toy Awards'(Minister of Trade, Industry and Energy Award)	Korea Toy Association	Feb. 2020

GLOBAL INITIATIVES AND MEMBERSHIP

UN Global Compact



United Nations
Global Compact

The UN Global Compact(UNGC) is the world’s largest voluntary corporate citizenship initiative for businesses to align their operations and activities with the ten principles in human rights, labor, environment and anti-corruption. CJ ENM, as the leading entertainment company in South Korea, has been supporting UNGC implementation and awareness raising throughout our business model. CJ ENM will continue to take strategic actions to create prosperous and thriving society.

10 Principles of the UN Global Compact

Classification	Principles	
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses
Labor Standards	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor
	Principle 5	Businesses should uphold the effective abolition of child labor
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery

Membership of Associations



Korea MCN
Association



Korea Cable TV
Broadcasting
Association



Korea Broadcasting
Channel Promotion
Association



Korea Online
Shopping
Association



Digital
Innovation
Policy Forum



Korea TV
Home Shopping
Association

Certification

Information Protection Management System (ISMS-P) Commerce Division 2020.5.2~2023.5.26 Entertainment Division 2022.5.4~2024.5.3	Privacy Information Protection (e-PRIVACY)	International Information Security Management System (ISO27001) Commerce Division 2020.10.22~2024.10.21 Entertainment Division 2022.3.23~2024.3.2	Compliance Management System (ISO37301)	Business Continuity Management System (ISO22301)
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ACTIVITIES RELATED TO UN SDGs

SDGs Stakeholder Mapping

Stakeholder	SDGs																
	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Shareholders/Investors			●					●	●							●	●
Consumers	●	●	●		●		●		●		●	●	●	●	●		
Partners	●	●	●	●	●			●	●		●					●	
Employees			●	●	●			●	●		●	●				●	
Local community/NGO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Government/Media/In-ternational organization	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

Activities in 2022

Category	Response Activities
<div>1 NO POVERTY</div>	<div>1 NO POVERTY</div> <div><div>•Support of goods and donations in connection with local welfare centers, and national disaster relief activities</div><div>•Sharing activities such as gifting kits for the elderly and delivering messages of support</div></div>
<div>2 ZERO HUNGER</div>	<div>2 ZERO HUNGER</div> <div><div>•Employees' sharing activities and volunteer activities to contribute to the health of the vulnerable, such as sharing holiday food and making kimchi</div></div>
<div>3 GOOD HEALTH AND WELL-BEING</div>	<div>3 GOOD HEALTH AND WELL-BEING</div> <div><div>•Conducting regular safety and health education for employees in accordance with the Industrial Safety and Health Act, such as fire evacuation drills and regular safety and health education</div><div>•Providing psychological counseling program(EAP) through an external professional company for employees and their families</div><div>•Operation of an in-house affiliated clinic with a resident specialist for health management for employees and a health studio that provides medical services</div></div>
<div>4 QUALITY EDUCATION</div>	<div>4 QUALITY EDUCATION</div> <div><div>•Discovering new creators and providing comprehensive support for the entire process, from content planning/development, production/organization, and business matching <O'PEN></div><div>•Announcement of 'YESGO for the Partner', which supports ESG training and capacity building to strengthen partners' Biz & ESG competitiveness</div><div>•Youth culture and career support programs <Youth Culture Club>, <Dream on Air>, <Girls' Education></div><div>•Youth informatization education support program, campaign to send electronic newspapers to elementary, middle and high schools</div></div>
<div>5 GENDER EQUALITY</div>	<div>5 GENDER EQUALITY</div> <div><div>•Recruitment and remuneration policy without discrimination based on gender</div><div>•Maintaining a certain percentage of female directors in the board of directors to secure diversity</div><div>•Acquisition and maintenance of family-friendly company certification given to companies with exemplary family-friendly systems such as childbirth and childrearing support and flexible work system</div></div>

Category	Response Activities
<div>6 CLEAN WATER AND SANITATION</div>	<div>6 CLEAN WATER AND SANITATION</div> <div><div>•Minimizing water use and expanding reuse for clean and safe water</div></div>
<div>7 AFFORDABLE AND CLEAN ENERGY</div>	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div><div>•Establishing eco-friendly infrastructure to enhance energy efficiency by supporting commuter buses and installing electric vehicle chargers</div><div>•Established 'CJ ENM Studio Center', 'VP Stage', and 'XR Studio' that reflect energy-saving factors such as LED and lighting automatic control system from the design stage</div></div>
<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div><div>•Recruiting and developing high-quality talents that can be fostered as future growth engines and the best talent in the industry</div><div>•'YESGO for the Partner', a partner support project that supports various systems such as R&D, incentives, and win-win funds</div><div>•Establishing regular performance management and compensation system to create the best performance and achieve individual growth goals through objective evaluation and recognition</div><div>•<CJ OCOP(One Company One Product)>, a win-win project to discover excellent SMEs and small business owners and support market development</div></div>
<div>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</div>	<div>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</div> <div><div>•Expanding infrastructure and development investment for eco-friendly management and establishing ESG management strategy system for sustainable management</div><div>•Securing IP competitiveness through a multi-studio structure and expanding global market influence of K-content</div><div>•Expanding portfolio by strengthening core commerce categories and promoting of One-Platform Commerce Strategy</div></div>
<div>10 REDUCED INEQUALITIES</div>	<div>10 REDUCED INEQUALITIES</div> <div><div>•Providing 'sign language counseling service' for the visually impaired for the first time in TV home shopping and online shopping malls</div><div>•Providing opportunities for cultural enjoyment to the underprivileged and producing and screening of barrier-free content to improve the viewing environment for the visually and hearing impaired</div><div>•Seat sharing program for underprivileged children and adolescents to experience cultural performances <CJ Towol Theater Free Seat Program></div></div>
<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div><div>•<CJ OVOP(One Village One Product)>, a win-win project that discovers excellent agricultural, fishery and livestock products and supports the development of markets for rural companies</div><div>•Providing SME export consultation and market development support in connection with KCON</div></div>
<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div><div>•Periodically publishing ESG Report to strengthen sustainable management</div><div>•Introducing eco-friendly packaging materials such as 'Adhesive Tapeless Box' and 'Eco Tapeless Box', launched odense 'Reusable Cup' using biomass, and AIMS Electric Scooter <LEO></div><div>•Developing the Good Impact of Content Index(G.I.C. Index) and producing content with positive influence</div><div>•Operating our own ombudsman program to create an environment where viewers can freely monitor and actively participate in CJ ENM TV shows</div><div>•Conducting public interest activities using proceeds from fundraising broadcasts and text voting, and <Movie Talk> to improve awareness of people with disabilities</div></div>
<div>13 CLIMATE ACTION</div>	<div>13 CLIMATE ACTION</div> <div><div>•Promoting the industry's first step-by-step introduction of 3Free packaging materials that do not use vinyl(plastic), non-woven fabric, or Styrofoam, and establishing a 3R(Reduce, Redesign, Reuse) policy</div><div>•Signed a 'Voluntary Agreement for Reduction of Transportation Packaging Materials' with the Ministry of Environment to work towards the realization of a resource recycling society, and attaching a separate discharge guide</div><div>•Working towards establishing a system to spread reusable packaging materials and improve awareness by participating in the 'multi-use eco-friendly packaging pilot project' hosted by the Ministry of Environment</div><div>•<Eco Packaging Together>, a campaign to share optimal packaging standards and packaging guides with suppliers to prevent resource waste</div><div>•Offered the <Let's Read, Environmental> series, the first environment conference held to spread environmental culture in everyday life</div></div>
<div>15 LIFE ON LAND</div>	<div>15 LIFE ON LAND</div> <div><div>•'CJ ENM Studio Center' Preservation of nearby natural green areas and protection of wild animals by installing animal shelters</div><div>•Carrying out various environmental protection activities with employees, such as protecting the Seoul Forest ecosystem, volunteering for stray dogs, planting trees, and painting murals</div></div>
<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div><div>•Operating the compliance management system(ISO37301) through the establishment of a systematic compliance management system</div><div>•Composing the board of directors professionally and operating independently</div></div>
<div>17 PARTNERSHIPS FOR THE GOALS</div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div><div>•Joining global initiatives and domestic and international associations, including the United Nations Global Compact(UNGC), to achieve the Sustainable Development Goals</div></div>

TAX POLICY

Tax Management Tax Policy

CJ ENM maintains a transparent relationship with tax authorities by complying with tax laws and related laws and faithfully reporting and paying taxes based on ‘honesty’, one of CJ’s principles of business conduct.

In accordance with the OECD’s BEPS(Base Erosion and Profit Shifting) implementation plan, we conclude international transactions between the headquarters and subsidiaries, the related parties, at the normal price, and comply with each country’s tax laws and tax treaties.

Based on this, we submit an international transaction information integrated report to the tax authorities when the amount of transactions with overseas affiliates exceeds a certain standard set by law.

We prohibit the use of tax havens for the purpose of tax avoidance and the transfer of transactions to countries with low effective tax rates, and ensure tax transparency by monitoring all transaction activities through an internal accounting control system.

Tax Risk Management

CJ ENM reviews and complies with laws and systems such as accounting standards(K-IFRS), tax laws, and fair trade laws, and operates a separate finance team, an organization in charge of tax, to identify tax risks in advance.

In addition, we receive advice from external tax experts on a regular basis, and for tax issues of high importance, such as important mergers and acquisitions and structural changes, we conduct business by obtaining an authoritative interpretation through prior inquiry to the tax authorities.

We also include tax-related control items within our internal accounting control system, and check the control procedures and reporting system regularly.

FINANCIAL STATEMENTS

Consolidated Balance Sheet

Classification	Unit	2020	2021	2022 3Q
Asset				
Current assets	KRW thousand	1,750,295,062	2,658,344,877	2,619,319,896
Cash and cash equivalents	KRW thousand	269,742,356	1,287,375,694	735,304,363
Short-term financial instruments	KRW thousand	441,193,821	198,093,330	300,206,069
Trade receivable	KRW thousand	727,278,216	800,184,075	1,011,035,848
Advance payments	KRW thousand	74,473,607	119,945,103	251,871,182
Inventories	KRW thousand	58,602,426	85,414,660	100,055,201
Current available-for-sale financial assets	KRW thousand	38,024,181	5,723,325	4,008,212
Current tax assets	KRW thousand	12,992,519	1,629,783	2,501,577
Other current financial assets	KRW thousand	79,611,290	112,359,955	142,805,736
Other current assets	KRW thousand	48,376,645	47,618,953	71,531,706
Assets held-for-sale	KRW thousand	2,078,911	2,086,529	20,071
Assets held-for-sale	KRW thousand	2,078,911	2,086,529	20,071
Non-current assets	KRW thousand	4,527,543,484	5,280,193,412	7,283,982,509
Long-term trade receivable	KRW thousand	26,568,086	13,702,029	72,857,003
Long-term advance payments	KRW thousand	270,283,595	290,158,400	672,999,367
Available-for-sale financial assets	KRW thousand	540,018,427	618,712,079	519,822,689
Investments in associates and joint ventures	KRW thousand	1,564,533,908	1,830,895,650	1,916,853,088
Tangible Assets	KRW thousand	984,359,464	1,120,946,142	1,242,310,616
Intangible Assets	KRW thousand	1,072,075,322	1,321,883,483	2,592,595,559
Other non-current financial assets	KRW thousand	31,529,010	40,850,704	159,021,952
Other non-current assets	KRW thousand	7,951,061	14,410,450	25,260,519
Deferred tax assets	KRW thousand	30,224,611	28,634,476	82,261,716
Total Assets	KRW thousand	6,279,917,457	7,940,624,819	9,903,322,475

The following data have been written in accordance with Korean International Financial Reporting Standards(K-IFRS).

Classification	Unit	2020	2021	2022 3Q
Liabilities				
Current liabilities	KRW thousand	1,551,789,952	2,322,867,570	3,441,727,676
Trade payable	KRW thousand	228,485,063	250,735,576	285,132,565
Account payable	KRW thousand	252,092,174	306,799,613	325,367,644
Current contract liabilities	KRW thousand	51,638,204	124,634,987	361,173,291
Short-term borrowings	KRW thousand	424,963,138	954,100,201	1,594,138,228
Current long-term borrowings	KRW thousand	41,720,070	519,960	108,950,030
Current portion of bonds	KRW thousand	69,976,275	149,963,827	189,846,350
Current tax liabilities	KRW thousand	6,519,495	46,726,503	28,230,336
Provisions for current liabilities	KRW thousand	201,890	120,396	0
Other current financial liabilities	KRW thousand	312,115,381	325,856,109	366,463,855
Other current liabilities	KRW thousand	164,078,263	163,410,398	182,425,377
Liabilities held-for-sale	KRW thousand	-	-	-
Liabilities held-for-sale	KRW thousand	-	-	-
Non-current liabilities	KRW thousand	942,948,861	1,414,451,453	2,098,467,139
Long-term borrowings	KRW thousand	122,039,930	262,943,230	500,699,264
Bond	KRW thousand	431,871,039	699,216,135	729,443,719
Net defined benefit liabilities	KRW thousand	19,411,564	15,241,808	40,032,667
Deferred tax liabilities	KRW thousand	254,832,566	293,909,205	258,380,980
Non current contract liabilities	KRW thousand	6,583,836	4,331,616	5,583,678
Other non-current financial liabilities	KRW thousand	100,807,894	99,338,771	488,571,133
Other non-current liabilities	KRW thousand	4,971,906	35,594,785	71,980,821
Provisions for non-current liabilities	KRW thousand	2,430,128	3,875,903	3,774,877
Total Liabilities	KRW thousand	2,494,738,814	3,737,319,023	5,540,194,814
Equity				
Controlling invest equity	KRW thousand	3,437,314,990	3,777,350,417	3,670,079,802
Capital stock	KRW thousand	110,577,370	110,577,370	110,577,370
Paid-in capital in excess of par value	KRW thousand	101,147,442	101,147,442	101,147,442
Retained earnings	KRW thousand	1,161,951,416	1,333,797,443	1,217,356,462
Other components of equity	KRW thousand	2,063,638,763	2,231,828,163	2,240,998,528
Non-controlling interest	KRW thousand	347,863,653	425,955,378	693,047,859
Total stockholders' equity	KRW thousand	3,785,178,643	4,203,305,796	4,363,127,660
Total liabilities and stockholders' equity	KRW thousand	6,279,917,457	7,940,624,819	9,903,322,474

Consolidated Income Statements

Classification	Unit	2020	2021	2022 3Q
Revenue	KRW thousand	3,391,184,003	3,552,396,542	3,328,284,326
Cost of goods sold	KRW thousand	1,907,373,034	1,917,690,334	2,043,681,924
Gross profit	KRW thousand	1,483,810,969	1,634,706,209	1,284,602,402
Selling and administrative expenses	KRW thousand	1,210,626,243	1,332,,51,286	1,154,546,455
Impairment for allowance	KRW thousand	1,116,861	5,678,817	(706,523)
Operating income	KRW thousand	272,067,865	296,876,105	130,762,470
Financial income	KRW thousand	34,878,163	50,961,193	88,342,703
Financial cost	KRW thousand	65,978,161	49,576,919	108,499,755
Gain valuation using equity method of accounting	KRW thousand	80,637,427	68,092,920	(90,789,949)
Other non-operating income	KRW thousand	7,417,873	18,749,349	15,139,064
Other non-operating expenses	KRW thousand	180,982,130	89,584,877	97,422,321
Other reversal allowance doubtful accounts (Other amortization expenses)	KRW thousand	(5,360,368)	346,238	(3,514,970)
Profit before income taxes	KRW thousand	142,680,668	295,864,008	(65,982,758)
Income taxes	KRW thousand	77,051,162	68,301,560	13,027,810
Continuing Operations Income	KRW thousand	65,629,507	227,562,449	(79,010,567)
Profit from discontinued operations	KRW thousand	-	-	-
Net income	KRW thousand	65,629,507	227,562,449	(79,010,567)
Other comprehensive revenue	KRW thousand	134,598,689	150,057,581	119,928,117
Items that will not be reclassified to profit or loss	KRW thousand	151,675,126	126,017,419	(232,043,776)
Actuarial gain/loss on defined benefit liability (Other comprehensive income, net of tax)	KRW thousand	4,672,438	(2,047,937)	(146,883)
Other comprehensive revenue on equity instruments designated at fair value through profit or loss	KRW thousand	10,975,749	101,758,860	(182,566,927)
Gain on Valuation of Investment stock using the Equity Method	KRW thousand	136,026,939	26,306,497	(49,329,966)
Items that will be reclassified to profit or loss	KRW thousand	(17,076,437)	24,040,161	351,971,893
Gain(loss) on overseas business transaction	KRW thousand	(1,116,398)	(9,567,491)	229,598,658
Gain on Valuation of Investment stock using the Equity Method	KRW thousand	(15,960,040)	33,607,652	122,373,234
Total comprehensive income	KRW thousand	200,228,195	377,620,029	40,917,550
Net income				
Total comprehensive income attributable to controlling interests	KRW thousand	56,926,323	193,450,176	(72,030,913)
Total comprehensive income attributable to non-controlling interests	KRW thousand	8,703,184	34,112,273	(6,979,654)
Earnings per share				
Basic earnings per share	KRW	2,870	9,332	(3,475)
Diluted earnings per share	KRW	2,870	9,332	(3,475)

ENVIRONMENTAL DATA

Climate Change Response

Greenhous Gas Emissions

Classification		Unit	2020	2021	2022 3Q
Total amount of GHGs emissions (Scope1&2)	Total	tCO ₂ eq	10,820	12,745	10,937
	Head Office Building	tCO ₂ eq	3,487	3,537	2,829
	Sangam Office Building	tCO ₂ eq	6,575	6,903	5,353
	Ilsan Studio	tCO ₂ eq	575	610	558
	Gayang Studio	tCO ₂ eq	183	186	-
	CJ ENM Studio Center	tCO ₂ eq	-	1,509	2,153
	Yeoju Studio	tCO ₂ eq	-	-	43
Direct GHG emissions (Scope1)	Total	tCO ₂ eq	865	898	696
	Head Office Building	tCO ₂ eq	551	543	449
	Sangam Office Building	tCO ₂ eq	314	271	157
	Ilsan Studio	tCO ₂ eq	0	0	0
	Gayang Studio	tCO ₂ eq	0	0	-
	CJ ENM Studio Center	tCO ₂ eq	-	84	90
	Yeoju Studio	tCO ₂ eq	-	-	0
Indirect GHG emissions (Scope2)	Total	tCO ₂ eq	9,955	11,847	10,241
	Head Office Building	tCO ₂ eq	2,936	2,994	2,380
	Sangam Office Building	tCO ₂ eq	6,261	6,632	5,196
	Ilsan Studio	tCO ₂ eq	575	610	558
	Gayang Studio	tCO ₂ eq	183	186	-
	CJ ENM Studio Center	tCO ₂ eq	-	1,425	2,064
	Yeoju Studio	tCO ₂ eq	-	-	43
Other GHG emissions (Scope 3) ¹⁾	Total	tCO ₂ eq	40 ²⁾	54	39
	Head Office Building	tCO ₂ eq	21	21	15
	Sangam Office Building	tCO ₂ eq	19	33	24
	Ilsan Studio	tCO ₂ eq	0	0	0
	Gayang Studio	tCO ₂ eq	0	0	-
	CJ ENM Studio Center	tCO ₂ eq	-	0	0
	Yeoju Studio	tCO ₂ eq	-	-	0
GHG emission intensity(Scope1&2) ³⁾		tCO ₂ eq/ KRW 100 million	0.319	0.359	0.329
Emission reduction percentage		%	-3.6	-12.5	8.4 ³⁾

1) Emissions from employee commuter services
2) The data has been corrected
3) Decreased due to sales increase(in KRW) against 2021

Energy Consumption

Classification			Unit	2020	2021	2022 3Q	
Total energy consumption ^{1), 2)}		Total	TJ MWh ²⁾	237 31,400	270 35,098	232 29,976	
		Head Office Building	TJ MWh	71 9,143	73 9,295	58 7,465	
		Sangam Office Building	TJ MWh	150 20,524	149 20,380	117 16,096	
		Ilsan Studio	TJ MWh	12 1,341	13 1,459	12 1,338	
		Gayang Studio	TJ MWh	4 392	4 407	- -	
		CJ ENM Studio Center	TJ MWh	31 44	31 3,557	44 4,982	
		Yeoju Studio	TJ MWh	- -	- -	1 95	
	Consumption within organization	Direct energy	Gasoline	Total	kL	150	151
Head Office Building				kL	51	49	46
Sangam Office Building				kL	99	102	50
Diesel			Total	kL	8	8	10
			Head Office Building	kL	5	5	9
			Sangam Office Building	kL	3	3	1
City gas(LNG)			Total	1,000Nm³	232	252	209
			Head Office Building	1,000Nm³	193	184	148
			Sangam Office Building	1,000Nm³	39	31	20
		CJ ENM Studio Center	1,000Nm³	Managed since 2021	38	41	
Indirect energy ¹⁾		Electricity	Total	TJ MWh	199 20,697	229 23,877	198 20,644
			Head Office Building	TJ MWh	60 6,298	62 6,516	50 5,179
			Sangam Office Building	TJ MWh	122 12,812	121 12,580	93 9,709
	Ilsan Studio		TJ MWh	11 1,195	12 1,275	11 1,167	
	Gayang Studio		TJ MWh	4 392	4 408	- -	
	CJ ENM Studio Center		TJ MWh	- -	30 3,102	43 4,494	
	Yeoju Studio		TJ MWh	- -	- -	1 95	
	Others(dis- trict heating/ cooling, cold/ hot water)		Total	TJ(Gcal)	23(5,563)	24(5,827)	21(5,030)
Sangam Office Building		TJ(Gcal)	22(5,415)	23(5,667)	20(4,883)		
Ilsan Studio		TJ(Gcal)	1(126)	1(160)	1(147)		
Consumption outside organization	Direct energy	Diesel	Total	kL	20	20	15
			Head Office Building	kL	8	8	6
			Sangam Office Building	kL	12	12	9
Renewable energy consumption(percentage)			TJ(%)	0(0.0)	0(0.0)	0(0.0)	
Energy consumption per unit			TJ/ KRW100 million	0.01	0.01	0.01	

1) Disclosed in single unit of TJ or in units TJ and MWh together, considering global disclosure requirements
2) Decreased compared to reported data in 2021 due to separate reporting of consumption outside organization

Mitigating Environmental Impact

Air and Water Pollutants Emissions

Classification		Unit	2020	2021	2022 3Q	
Air pollutants	NOx concentrations	Total	ppm	48.0	84.0	80.2
		Head Office Building	ppm	48.0	44.0	44.0
		CJ ENM Studio Center	ppm	0.0	40.0	36.2
	Fine dust(PM10) concentrations	Total	μg/m³	29.9	29.3	3.9
		CJ ENM Studio Center	μg/m³	29.9	29.3	3.9
Water pollutants	BOD(Biochemical Oxygen Demand) concentrations ¹⁾	Total	mg/L	1.3	1.8	0.7
		Sangam Office Building	mg/L	1.3	1.8	0.7

1) BOD emission: Below standard 5

Water Resources Management

Classification		Unit	2020	2021	2022 3Q
Total water consumption¹)	Total	m³	82,504	87,657	55,092
	Head Office Building	m³	Managed since 2022		23,045
	Sangam Office Building	m³			23,263
	Ilсан Studio	m³			2,440
	CJ ENM Studio Center	m³			6,344
Total water discharged	Total	m³	82,504	87,657	55,092
	Head Office Building	m³	Managed since 2022		23,045
	Sangam Office Building	m³			23,263
	Ilсан Studio	m³			2,440
	CJ ENM Studio Center	m³			6,344
Water recycled	Total	m³	6,189	7,173	8,418
	Sangam Office Building	m³	6,189	7,173	8,418
Water recycling percentage	Total	%	7.5	8.2	15.3
	Sangam Office Building	%	7.5	8.2	15.3
Water consumption in high baseline water stressed regions(percentage)	Total	m³(%)	Managed since 2022		55,092(100)
	Head Office Building	m³(%)			23,045(100)
	Sangam Office Building	m³(%)			23,263(100)
	Ilсан Studio	m³(%)			2,440(100)
	CJ ENM Studio Center	m³(%)			6,344(100)
Water consumption per unit		m³/ KRW 100 million	2.433	2.468	1.655

1) Water discharged are equal to total consumption(no consumption during product/service manufacturing due to the nature of the business, no evaporation or wastewater discharge)

Waste Generation and Disposal Volumes

Classification		Unit	2020	2021	2022 3Q	
Total waste generated	Total	ton	116	202	174	
	Head Office Building	ton	-	98	98	
	Sangam Office Building	ton	116	104	76	
Waste type	Designated waste	Total	ton	0	0	
		Head Office Building	ton	-	0	
		Sangam Office Building	ton	0	0	
	General waste	Total	ton	116	202	174
		Head Office Building	ton	-	98	98
		Sangam Office Building	ton	116	104	76
Waste disposal	Incineration	Total	ton	30	13	10
		Head Office Building	ton	-	0	0
		Sangam Office Building	ton	30	13	10
	Landfill	Total	ton	6	5	4
		Head Office Building	ton	-	0	0
		Sangam Office Building	ton	6	5	4
	Recycling	Total	ton	81	185	161
		Head Office Building	ton	-	98	98
		Sangam Office Building	ton	81	87	63
Waste recycling percentage	Total	%	69.4	91.5	92.2	
	Head Office Building	%	-	100	100	
	Sangam Office Building	%	69.4	83.5	83.0	
Waste generated per unit		ton/ KRW 100 million	0.003	0.006	0.005	

Environmental Compliance

Environmental Law Violations Status

Classification		Unit	2020	2021	2022 3Q
Environmental law violations	Number of violations	case	0	0	0
	Fines	KRW thousand	0	0	0
	Penalties	KRW thousand	0	0	0

SOCIAL DATA

Employees

Employment Status

Classification		Unit	2020	2021	2022 3Q
Total number of employees	Total	person	3,403	3,366	3,480
	Entertainment Div.	person	2,292	2,279	2,329
	Commerce Div.	person	1,111	1,087	1,151
Age	Under 30(percentage)	Total	934(27.4)	880(26.1)	854(24.5)
		Entertainment Div.	655(28.6)	634(27.8)	595(25.5)
		Commerce Div.	279(25.1)	246(22.6)	259(22.5)
	30 to under 50(percentage)	Total	2,392(70.3)	2,388(70.9)	2,509(72.1)
		Entertainment Div.	1,586(69.2)	1,582(69.4)	1,667(71.6)
		Commerce Div.	806(72.5)	806(74.1)	842(73.2)
	50 and over(percentage)	Total	77(2.3)	98(2.9)	117(3.4)
		Entertainment Div.	51(2.2)	63(2.8)	67(2.9)
		Commerce Div.	26(2.3)	35(3.2)	50(4.3)
Employment type	Full-time(percentage)	Total	3,387(99.5)	3,344(99.3)	3,455(99.3)
		Entertainment Div.	2,287(99.8)	2,266(99.4)	2,315(99.4)
		Commerce Div.	1,100(99.0)	1,078(99.2)	1,140(99.0)
	Temporary(percentage)	Total	16(0.5)	22(0.7)	25(0.7)
		Entertainment Div.	5(0.2)	13(0.6)	14(0.6)
		Commerce Div.	11(1.0)	9(0.8)	11(1.0)

Diverse Workforce

Diversity of Employment Status

Classification		Unit	2020	2021	2022 3Q
The disabled	Total number of people with disabilities(percentage) ^{1),2)}		person(%)	49(1.4)	33(1.7)
National veterans	Total number of national veteran (percentage) ¹⁾	Total	person(%)	28(0.8)	26(0.8 ³⁾)
		Entertainment Div.	person(%)	12(0.5)	11(0.5)
		Commerce Div.	person(%)	16(1.4)	15(1.4)
Foreigners	Total number of foreigners(percentage) ¹⁾	Total	person(%)	28(0.8)	30(0.9)
		Entertainment Div.	person(%)	25(1.1)	26(1.1)
		Commerce Div.	person(%)	3(0.3)	4(0.4)
Country	US	Total number of employees from US(percentage)	Total	person(%)	15(0.4)
			Entertainment Div.	person(%)	13(0.6)
			Commerce Div.	person(%)	2(0.2)
	Canada	Total number of employees from Canada(percentage)	Total	person(%)	4(0.1)
			Entertainment Div.	person(%)	4(0.2)
			Commerce Div.	person(%)	0(0.0)
	Japan	Total number of employees from Japan(percentage)	Total	person(%)	1(0.0)
			Entertainment Div.	person(%)	1(0.0)
			Commerce Div.	person(%)	0(0.0)
	China	Total number of employees from China(percentage)	Total	person(%)	7(0.2)
			Entertainment Div.	person(%)	6(0.3)
			Commerce Div.	person(%)	1(0.1)
	New Zealand	Total number of employees from New Zealand (percentage)	Total	person(%)	1(0.0)
			Entertainment Div.	person(%)	1(0.0)
			Commerce Div.	person(%)	0(0.0)

1) Each percentage is against total number of people in each category
2) Percentage of employees with disabilities is the standard value of Disability Employment Levy report
3) The data has been corrected

Female Employment Status

Classification		Unit	2020	2021	2022 3Q
Gender balance	Total(percentage) ^{1), 5)}	Total	person(%)1,839(54.0) ²⁾	1,943(57.7)	2,070(59.5)
		Entertainment Div.	person(%)1,266(55.2)	1,316(57.7)	1,394(59.9)
		Commerce Div.	person(%)573(51.6)	627(57.7)	676(58.7)
	Managerial position(percentage) ⁵⁾	Total	person(%)662(42.9)	749(45.7)	789(47.7)
		Entertainment Div.	person(%)438(43.9)	489(46.6)	500(49.4)
		Commerce Div.	person(%)224(41.4)	260(44.1)	289(45.1)
	Executive position(percentage) ⁵⁾	Total	person(%)7(13.7)	7(15.6)	7(13.2)
		Entertainment Div.	person(%)4(10.8)	4(12.1)	4(10.3)
		Commerce Div.	person(%)3(21.4)	3(25.0)	3(21.4)
	Sales-generating departments (percentage) ^{3), 5)}	Total	person(%)579(54.3)	634(59.1)	663(62.1)
		Entertainment Div.	person(%)340(46.4)	337(50.4)	395(55.5)
		Commerce Div.	person(%)239(71.3)	297(73.5)	268(75.5)
	Newly hired(percentage) ^{4), 5)}	Total	person(%)115(29.9)	352(71.0)	292(70.5)
		Entertainment Div.	person(%)63(24.2)	228(69.9)	176(71.8)
		Commerce Div.	person(%)52(41.6)	124(72.9)	116(68.6)

1) Total number of employees in this indicator: Both full-time and temporary female employees
2) The data has been corrected
3) Sales-generating departments: departments directly related to sales such as Content production, Sales, Commercial sales
4) Newly hired female employees: Both newly hired full-time and temporary female employees(including even when the one left the company)
5) Each percentage is against total number of people in each category

Recruitment and Retention

Recruitment and Retention

Classification		Unit	2020	2021	2022 3Q
Recruitment	Newly hired	Total	person385	496	414
		Entertainment Div.	person260	326	245
		Commerce Div.	person125	170	169
	Entry-level employee	Total	person189	237	143
		Entertainment Div.	person137	176	69
		Commerce Div.	person52	61	74
	Experienced employee	Total	person196	259	271
		Entertainment Div.	person123	150	176
		Commerce Div.	person73	109	95
	Leavers(percentage)	Total	person(%)389(10.6 ¹⁾)	453(13.3 ¹⁾)	285(8.5)
		Entertainment Div.	person(%)264(10.5)	324(14.1)	181(7.9)
		Commerce Div.	person(%)125(10.8)	129(11.6)	104(9.6)
Turnover	Voluntary leavers(percentage)	Total	person(%)316(8.6)	343(10.1)	260(7.7)
		Entertainment Div.	person(%)207(8.2)	258(11.3)	170(7.5)
		Commerce Div.	person(%)109(9.4)	85(7.7)	90(8.3)
	Involuntary leavers(percentage)	Total	person(%)73(2.0)	110(3.2)	25(0.7)
		Entertainment Div.	person(%)57(2.3)	66(2.9)	11(0.5)
		Commerce Div.	person(%)16(1.4)	44(4.0)	14(1.3)
	Retention	Average tenures of employees	Company-wide	year6.4	5.6
		Average tenures of male employees	Company-wide	year7.2	6.4
		Average tenures of female employees	Company-wide	year5.7	5.0

1) The data has been corrected in calculation method for turnover rate(leavers/total employees) in 2021

Remuneration

Remuneration

Classification		Unit	2020	2021	2022 3Q	
Employee median salary	Employee	Total	KRW thousand	69,737	79,260	53,059
		Entertainment Div.	KRW thousand	62,472	79,260	53,490
		Commerce Div.	KRW thousand	63,760	69,266	48,886
	Male	Total	KRW thousand	84,856	101,930	65,433
		Entertainment Div.	KRW thousand	74,236	101,930	67,188
		Commerce Div.	KRW thousand	74,596	78,796	59,135
	Female	Total	KRW thousand	57,996	62,658	44,630
		Entertainment Div.	KRW thousand	52,867	62,658	44,307
		Commerce Div.	KRW thousand	54,862	61,315	41,913
Equal salary for male and female employee	Equal salary in general position ¹⁾	Total	%	78.0	74.0	81.3
		Entertainment Div.	%	75.6	69.4	74.5
		Commerce Div.	%	83.3	87.3	88.1
	Equal salary in support position ²⁾	Total	%	99.0	91.0	94.6
		Entertainment Div.	%	98.5	90.0	83.7
		Commerce Div.	%	114.2	96.3	105.5

1) General position: Support position and executives excluded
2) Support position: Support position for content operation, broadcasting production, broadcasting professionals and sales/staff position

Talent Development and Training

Training Hours and Cost per Capita

Classification			Unit	2020 ¹⁾	2021 ¹⁾	2022 3Q	
Training hours per employee	Total employee	Total	hour	37.2	24.6	17.7	
		Entertainment Div.	hour	39.3	18.4	13.2	
		Commerce Div.	hour	32.8	37.5	26.8	
	By job position	General	Total	hour	Managed since 2022	18.9	
			Entertainment Div.	hour		14.2	
			Commerce Div.	hour		27.8	
		Support	Total	hour	Managed since 2022	6.6	
			Entertainment Div.	hour		5.6	
			Commerce Div.	hour		10.5	
	Training hours/ cost per employee ²⁾	Total employee	Total	KRW thousand	1,055	810	187
			Entertainment Div.	KRW thousand	Managed since 2021	415	144
			Commerce Div.	KRW thousand		2,118	275
By job position		General	Total	KRW thousand	Managed since 2022	204	
			Entertainment Div.	KRW thousand		158	
			Commerce Div.	KRW thousand		290	
		Support	Total	KRW thousand	Managed since 2022	29	
			Entertainment Div.	KRW thousand		28	
			Commerce Div.	KRW thousand		32	

1) Hours and cost of training declined in 2020 and 2021 since it was difficult to provide offline programs owing to the COVID-19
2) Total number of employees in this indicator includes unregistered executives, but excludes registered executives

Work & Life Balance

Welfare Cost

Classification		Unit	2020	2021	2022 3Q
Welfare cost	Total	KRW thousand	47,918,156	48,027,051	52,667,644
	Entertainment Div.	KRW thousand	33,037,535	33,963,283	39,406,163
	Commerce Div.	KRW thousand	14,880,621	14,063,768	13,261,481
Ratio of welfare cost to revenue		%	1.4	1.4	1.6

Flexible Work System

Classification		Unit	2020	2021	2022 3Q
Participation rate	Total	%	100	100	100
	Entertainment Div.	%	100	100	100
	Commerce Div.	%	100	100	100

Parental Leave Status

Classification			Unit	2020	2021	2022 3Q
Employees on parental leave	Male	Total	person	12	10	10
		Entertainment Div.	person	6	5	4
		Commerce Div.	person	6	5	6
	Female	Total	person	58	60	53
		Entertainment Div.	person	36	41	33
		Commerce Div.	person	22	19	20
Employees returning to work after parental leave	Male	Total	person	7	10	7
		Entertainment Div.	person	3	7	3
		Commerce Div.	person	4	3	4
	Female	Total	person	57	48	45
		Entertainment Div.	person	30	30	31
		Commerce Div.	person	27	18	14
Employees working more than 12 months after returning to work after parental leave	Male(percentage)	Total	person(%)	5(83.3)	5(71.4)	5(50.0)
		Entertainment Div.	person(%)	3(100.0)	2(66.7)	3(42.9)
		Commerce Div.	person(%)	2(66.7)	3(75.0)	2(66.7)
	Female(percentage)	Total	person(%)	49(86.0)	50(87.7)	28(58.3)
		Entertainment Div.	person(%)	29(93.5)	28(93.3)	17(56.7)
		Commerce Div.	person(%)	20(76.9)	22(81.5)	11(61.1)

Performance Evaluation

Performance Appraisal Application Rate

Classification		Unit	2020	2021	2022 3Q
Employees subject to competency development evaluation (performance-generating type)	Total	%	90.1	91.0	91.1
	Entertainment Div.	%	85.3	86.7	86.7
	Commerce Div.	%	100	100	100

Human Rights

Reports and Settlement Related to Human Rights Issues

Classification		Unit	2020	2021	2022 3Q
Reports related to human rights issues	Total	case	5	4	3
	Entertainment Div.	case	4	3	2
	Commerce Div.	case	1	1	1
Reports addressed related to human rights issue	Total	case	5	4	3
	Entertainment Div.	case	4	3	2
	Commerce Div.	case	1	1	1

Human Rights Regulation Breach

Classification		Unit	2020	2021	2022 3Q	
Violation of human rights regulations	Number of violations	Total	case	0	0	0
		Entertainment Div.	case	0	0	0
		Commerce Div.	case	0	0	0
	Fines	Total	KRW thousand	0	0	0
		Entertainment Div.	KRW thousand	0	0	0
		Commerce Div.	KRW thousand	0	0	0
	Penalties	Total	KRW thousand	0	0	0
		Entertainment Div.	KRW thousand	0	0	0
		Commerce Div.	KRW thousand	0	0	0

Human Rights Training

Classification		Unit	2020	2021	2022 3Q
Human rights training hours per employee	Total	hour	3	3	1
	Entertainment Div.	hour	3	3	1
	Commerce Div.	hour	3	3	2
Hours of human rights training	Total	hour	10,105	9,160	4,222
	Entertainment Div.	hour	6,710	5,763	1,974
	Commerce Div.	hour	3,395	3,397	2,248

Safety and Health

Industrial Accident Rate of Employees

Classification		Unit	2020	2021	2022 3Q
Total work hours	Total	hour	8,060,672	7,620,464	7,543,760
		person	2,292	2,279	2,329
	Entertainment Div.	hour	3,403	3,101	3,481
		person	3,013,032	2,880,144	2,695,680
	Commerce Div.	hour	5,047,640	4,740,320	4,848,080
		person	1,111	1,062	1,152
Lost Time Injury(LTI)	Total	case	1 ⁴⁾	0	0
	Entertainment Div.	case	1 ⁴⁾	0	0
	Commerce Div.	case	0	0	0
Lost Time Injury Frequency Rate(LTIFR) ¹⁾	Total	-	0.12 ⁴⁾	0.00	0.00
	Entertainment Div.	-	0.20 ⁴⁾	0.00	0.00
	Commerce Div.	-	0.00	0.00	0.00
Industrial Accident rate	Total	%	0.03 ⁴⁾	0.00	0.00
	Entertainment Div.	%	0.04 ⁴⁾	0.00	0.00
	Commerce Div.	%	0.00	0.00	0.00
Number of occupation-related illness	Total	case	0	0	0
	Entertainment Div.	case	0	0	0
	Commerce Div.	case	0	0	0
Occupational Illness Frequency Rate(OIFR) ²⁾	Total	-	0	0	0
	Entertainment Div.	-	0	0	0
	Commerce Div.	-	0	0	0
Severity rate of injury ³⁾	Total	-	0.9 ⁴⁾	0.0	0.0
	Entertainment Div.	-	1.5 ⁴⁾	0.0	0.0
	Commerce Div.	-	0.0	0.0	0.0
Absence rate	Total	%	0.7 ⁴⁾	0.0	0.0
	Entertainment Div.	%	1.2 ⁴⁾	0.0	0.0
	Commerce Div.	%	0.0	0.0	0.0

1) Number of lost time injuries x 1,000,000/Total work hours
2) Number of occupation-related illness x 1,000,000/Total work hours
3) (Days lost in a year due to accidents/Number of man-hours worked(including employees, contract workers and sub-contract workers) x 1,000
4) Data revised by including one case of industrial accident in 2020(recognized in July 2022)

Violation of Safety-Related Laws

Classification		Unit	2020	2021	2022 3Q
Number of critical accidents	Total	case	0	0	0
	Entertainment Div.	case	0	0	0
	Commerce Div.	case	0	0	0
Violation of safety-related laws	Number of violations	Total	case	0	0
		Entertainment Div.	case	0	0
		Commerce Div.	case	0	0
	Fines	Total	KRW thousand	0	0
		Entertainment Div.	KRW thousand	0	0
		Commerce Div.	KRW thousand	0	0
	Penalties	Total	KRW thousand	0	0
		Entertainment Div.	KRW thousand	0	0
		Commerce Div.	KRW thousand	0	0

Industrial Safety and Health Training Hours

Classification		Unit	2020	2021	2022 3Q
Training hours per employee	Total	hour	24	24	18
	Entertainment Div.	hour	24	24	18
	Commerce Div.	hour	24	24	18

Supply Chain Responsibility

Supply Chain Management

Classification		Unit	2020	2021	2022 3Q
Partner companies	Total	ea	104,329	111,945	117,322
	Entertainment Div.	ea	69,743	75,544	79,706
	Commerce Div.	ea	34,586	36,401	37,616
Newly registered partner companies	Total	ea	8,062	7,638	5,398
	Entertainment Div.	ea	6,150	5,823	4,183
	Commerce Div.	ea	1,912	1,815	1,215

Win-Win Fund for Partners

Classification		Unit	2020	2021	2022 3Q
Amount of fund		KRW thousand	60,000,000	60,000,000	60,000,000
Number of companies using fund		ea	58	51	40
Actual expense		KRW thousand	26,600,000	22,800,000	25,870,000

Achievements of the One Village One Product Program

Classification		Unit	2020	2021	2022 3Q
Number of products		ea	31	42	27
Revenue		KRW thousand	3,737,446	2,295,015	1,545,268

Achievement of the One Company One Product Program

Classification		Unit	2020	2021	2022 3Q
Number of products		ea	61	78	57
Revenue		KRW thousand	2,726,546	2,871,243	1,576,400

Customer Satisfaction Management

Customer Complaint Rate(VOC)

Classification		Unit	2020	2021	2022 3Q	
VOC ratio of customer inconvenience and dissatisfaction	Total	%	6.0	5.9	5.5 ¹⁾	
	Entertainment Div.	%	-	-		
	Commerce Div.	%	6.0	5.9	5.5 ¹⁾	
Number of VOC	Total number of VOC	Total	case	16,230	12,961	2,032,044 ²⁾
		Entertainment Div.	case	16,230	12,961	8,750 ²⁾
		Commerce Div.	case	0	0	2,023,294 ²⁾
	Total number of VOC resolved	Total	case	16,230	12,961	2,032,044 ²⁾
		Entertainment Div.	case	16,230	12,961	8,750 ²⁾
		Commerce Div.	case	0	0	2,023,294 ²⁾
Key improvements in delivery experience	Delivery rate within 24 hours	Total	%	46.4	47.0	48.3
		Commerce Div.	%	46.4	47.0	48.3
	VOC ratio regarding delivery schedule	Total	%	1.2	1.1	1.1
		Commerce Div.	%	1.2	1.1	1.1

1) Based on total cases of sales
2) Including simple feedback

Data Security & Privacy

Data Leakage

Classification		Unit	2020	2021	2022 3Q
Total number of data leakage cases	Total	case	0	0	0
	Entertainment Div.	case	0	0	0
	Commerce Div.	case	0	0	0
Number of data leakage cases related to consumer information	Total	case	0	0	0
	Entertainment Div.	case	0	0	0
	Commerce Div.	case	0	0	0
Percentage involving personally identifiable information(PII) ¹⁾	Total	%	0.0	0.0	0.0
	Entertainment Div.	%	0.0	0.0	0.0
	Commerce Div.	%	0.0	0.0	0.0
Number of users affected due to data leakage	Total	person	0	0	0
	Entertainment Div.	person	0	0	0
	Commerce Div.	person	0	0	0
Amount of penalty for violating laws related to data leakage	Total	KRW thousand	0	0	0
	Entertainment Div.	KRW thousand	0	0	0
	Commerce Div.	KRW thousand	0	0	0

1) Percentage involving PII: Data leakage cases regarding PII / total number of data leakages X 100

Certification and Adoption Rate

Classification		Unit	2020	2021	2022 3Q
Percentage of Information Security Certification and Adoption(such as ISMS)	Total	%	100	100	100
	Entertainment Div.	%	100	100	100
	Commerce Div.	%	100	100	100
Percentage of International Standard Certification and Adoption(such as ISO)	Total	%	12.5	25.0	33.3
	Entertainment Div.	%	16.6	28.6	40.0
	Commerce Div.	%	0.0	0.0	0.0

Community Impact

Fundraising Performance(Commerce Division)

Classification	Unit	2020	2021	2022 3Q
Amount	KRW thousand	224,508	145,198	123,969
Number of donations	case	99,746	45,411	54,285

Broadcasting Hours of Public Interest

Classification			Unit	2020	2021	2022 3Q
Ombudsman program	Target	TV	hour	18.0	45.0	18.0
		TCOM	hour	18.0	51.0	20.0
	Result	TV	hour	19.0	45.0	14.0
		TCOM	hour	22.0	51.0	11.0
Audience information program	Target	TV	hour	18.0	45.0	18.0
		TCOM	hour	18.0	51.0	20.0
	Result	TV	hour	19.0	45.0	14.0
		TCOM	hour	22.0	51.0	11.0

Volunteer Hours

Classification		Unit	2020 ¹⁾	2021	2022 3Q
Volunteer hours per employee	Total	hour	2.4	4.0 ²⁾	1.1
	Entertainment Div.	hour	1.9	1.8	0.6
	Commerce Div.	hour	3.5	8.6	2.1
Number of total volunteer activities	Total	case	2,441	2,919	1,177
	Entertainment Div.	case	1,126	1,069	441
	Commerce Div.	case	1,315	1,850	736
Total volunteer hours	Total	hour	8,137.0	13,475.0	3,875.0
	Entertainment Div.	hour	4,289.0	4,096.0	1,501.0
	Commerce Div.	hour	3,848.0	9,379.0	2,374.0

1) 2020 shows temporary drop in hours due to COVID-19
2) The data has been corrected

Donation to Local Communities

Classification	Unit	2020	2021	2022 3Q
Total amount of donation to local communities	KRW thousand	6,310,000	5,171,000	5,513,000
Ratio of donation to revenue	%	1.9	1.5	1.7

GOVERNANCE DATA

BOD

Diversity and Expertise of the BOD

Classification	Unit	2020	2021	2022 3Q
Percentage of female directors	%	14.3	14.3	14.3
Directors with industry experience(percentage)	person(%)	6(85.7)	5(71.4)	5(71.4)
Financial experts(percentage)	person(%)	1(14.2)	1(14.2)	2(28.6)

Independence of the BOD

Classification	Unit	2020	2021	2022 3Q
Percentage of independent directors	%	57.1	57.1	57.1
Allowed number of other positions	number	2	2	2

BOD Status

Classification	Unit	2020	2021	2022 3Q
Number of board meetings convened	number	13	12	11
Number of agendas reported and voted on	number	33	39	31
Opinions by agenda	Pros	case(%)	22(100.0)	30(100.0)
	Cons	case(%)	0(0.0)	0(0.0)
	Revision	case(%)	0(0.0)	0(0.0)
	Abstention	case(%)	0(0.0)	0(0.0)
ESG-related agenda	case	- ¹⁾	4	3
BOD attendance rate	%	94.3 ²⁾	94.0	92.2

1) Changed the notation of N/A to '-' throughout the report
2) The data has been corrected into the actual board attendance rate

The Committees of BOD Activities

Classification	Unit	2020	2021	2022 3Q
Audit Committee	Percentage of independent directors	%	100	100
	Financial experts(percentage)	person(%)	2(50.0)	2(50.0)
	Industry experts(percentage)	person(%)	2(50.0)	2(50.0)
	Number of meetings convened	number	6	3
	Number of reports and resolutions	case	12	6
Remuneration Committee	Percentage of independent directors	%	57.1	57.1
	Number of meetings convened	number	1	2
	Number of reports and resolutions	case	1	3
Independent Director Nominating Committee	Percentage of independent directors	%	100	100
	Number of meetings convened	number	2	2
	Number of reports and resolutions	case	2	2

Directors' Remuneration¹⁾

Classification	Unit	2020	2021	2022 3Q(Cumulative)
Registered directors ²⁾	Total remuneration	KRW thousand	2,259,000	2,986,000
	Average remuneration per capita	KRW thousand	753,000	747,000
Independent directors ³⁾	Total remuneration	KRW thousand	-	-
	Average remuneration per capita	KRW thousand	-	-
Members of the Audit Committee	Total remuneration	KRW thousand	272,000	302,000
	Average remuneration per capita	KRW thousand	54,000	60,000

1) Registered directors: 4 members, Audit Committee members: 5(including retired directors)
2) Excluding independent directors and Audit Committee members
3) Excluding Audit Committee members

Ethical Management

Violation of Laws

Classification	Unit	2020	2021	2022 3Q
Non-financial penalties related to anti-corruption	Total	case	0	0
	Entertainment Div.	case	0	0
	Commerce Div.	case	0	0
Fines and settlements related to antitrust and anti-competition laws	Total	KRW thousand	0	0
	Entertainment Div.	KRW thousand	0	0
	Commerce Div.	KRW thousand	0	0

Compliance Coordinator

Classification	Unit	2020	2021	2022 3Q
Number of compliance coordinators	Total	person	81	119
	Entertainment Div.	person	43	39
	Commerce Div.	person	76	73

Ethics Training

Classification	Unit	2020	2021	2022 3Q
Hours of training provided per employee	Total	hour	1.3	1.3
	Entertainment Div.	hour	1.0	1.0
	Commerce	hour	2.0	2.0
Percentage of employees receiving training	Total	%	95.0	93.0
	Entertainment Div.	%	93.5	91.2
	Commerce Div.	%	98.7	98.0

GRI INDEX

GRI Standard 2021	Notes	
GRI 1: Foundation 2021	Statement of use	CJ ENM has reported in accordance with the GRI Standards for the period 1 January 2022 – 30 September 2022.
	GRI 1 used	GRI 1: Foundation 2021.
	Applicable GRI sector standards	Not currently available. (As of the reporting date(December 2022), GRI sector standards for the media and communication sector in which CJ ENM is involved have not been released.)

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	2-25	Processes to remediate negative impacts	112
	2-26	Mechanisms for seeking advice and raising concerns	82
	2-27	Compliance with laws and regulations	133, 141, 143, 146, 149
	2-28	Membership associations	123
	2-29	Approach to stakeholder engagement	30-31
	2-30	Collective bargaining agreements	123

GRI Standard 2021		Disclosure	Page
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	120
	3-2	List of material topics	121
Reduction of carbon footprint			
GRI 3: Material Topics 2021	3-3	Management of material topics	74
GRI 302: Energy 2016	302-1	Energy consumption within the organization	76, 131
	302-2	Energy consumption outside of the organization	76, 131
	302-3	Energy intensity	76, 131
	302-4	Reduction of energy consumption	76, 131
	302-5	Reductions in energy requirements of products and services	76, 131
GRI 305: Emissions 2016	305-1	Direct(Scope 1) GHG emissions	76, 130
	305-2	Energy indirect(Scope 2) GHG emissions	76, 130
	305-3	Other indirect(Scope 3) GHG emissions	76, 130
	305-4	GHG emissions intensity	76, 130
	305-5	Reduction of GHG emissions	76, 130
	305-6	Emissions of ozone-depleting substances(ODS)	76, 130
	305-7	Nitrogen oxides(NOx), sulfur oxides(SOx), and other significant air emissions	77, 132
Resource circulation			
GRI 3: Material Topics 2021	3-3	Management of material topics	74
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	77
	303-2	Management of water discharge-related impacts	77
	303-3	Water withdrawal	77, 132
	303-4	Water discharge	77, 132
	303-5	Water consumption	77, 132
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	77
	306-2	Management of significant waste-related impacts	77, 133
	306-3	Waste generated	77, 133
	306-4	Waste diverted from disposal	77
	306-5	Waste directed to disposal	77, 132
Respect and Protection of Human Rights			
GRI 3: Material Topics 2021	3-3	Management of material topics	80

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Safety and health			
GRI 3: Material Topics 2021	3-3	Management of material topics	80
	403-1	Occupational health and safety management system	88-89
	403-2	Hazard identification, risk assessment, and incident investigation	91
	403-3	Occupational health services	90-91
	403-4	Worker participation, consultation, and communication on occupational health and safety	88-91
	403-5	Worker training on occupational health and safety	89-90
	403-6	Promotion of worker health	89-91
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	89-91
	403-8	Workers covered by an occupational health and safety management system	89-91
	403-9	Work-related injuries	89, 142
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	89, 142
Organizational culture innovation			
GRI 3: Material Topics 2021	3-3	Management of material topics	80
	401-1	New employee hires and employee turnover	86, 137
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	85, 139
GRI 401: Employment 2016	401-3	Parental leave	140
	402-1	Minimum notice periods regarding operational changes	82
GRI 402: Labor/Management Relations 2016	404-1	Average hours of training per year per employee	86, 139
	404-2	Programs for upgrading employee skills and transition assistance programs	86-87
	404-3	Percentage of employees receiving regular performance and career development reviews	140
GRI 404: Training and Education 2016	405-1	Diversity of governance bodies and employees	84, 135, 148
	405-2	Ratio of basic salary and remuneration of women to men	138
GRI 405: Diversity and Equal Opportunity 2016	406-1	Incidents of discrimination and corrective actions taken	82, 141
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	82, 141
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	98-102
Expansion of good influence of content and brand			
GRI 3: Material Topics 2021	3-3	Management of material topics	56
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	56-63
	203-2	Significant indirect economic impacts	56-63
Strengthening ethical management			
GRI 3: Material Topics 2021	3-3	Management of material topics	107
	205-1	Operations assessed for risks related to corruption	108-111
	205-2	Communication and training about anti-corruption policies and procedures	107-111
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	149
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	149

GRI Standard 2021		Disclosure	Page
Securing future growth engines as a leading company			
GRI 3: Material Topics 2021	3-3	Management of material topics	66
	201-1	Direct economic value generated and distributed	66-73
	201-2	Financial implications and other risks and opportunities due to climate change	79
	201-3	Defined benefit plan obligations and other retirement plans	We will update when the financial report for year 2022 published.
	201-4	Financial assistance received from government	We did not receive financial assistance from the governments of any countries with operations during the reporting period.
GRI 201: Economic Performance 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We comply with the local minimum wage laws of the country or regions where are business operations are located.
	202-2	Proportion of senior management hired from the local community	99.7%
GRI Standard 2016			
GRI 300 Environmental Performance			
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Given the nature of our business, we do not have a significant negative impact on biodiversity, and do not carry out relevant activities to this topic.
	304-2	Significant impacts of activities, products and services on biodiversity	
	304-3	Habitats protected or restored	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	98, 102
	308-2	Negative environmental impacts in the supply chain and actions taken	98, 102
GRI 400 Social Performance			
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	98-102
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	98-102
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	We plan to provide human rights training to our employees and business partners in 2023.
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	No relevant incidents have been reported during the reporting period.
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	103-106
	413-2	Operations with significant actual and potential negative impacts on local communities	103-106
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	98, 102
	414-2	Negative social impacts in the supply chain and actions taken	98, 102
GRI 415: Public Policy	415-1	Political contributions	We comply with the Political Funds Act and do not provide any political or lobbying funds.
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	95-97
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	95-97
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	146

TCFD INDEX

Classification	Framework	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	75, 112, 116
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	75, 112, 116
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	79, We are reporting the climate-related risks and opportunities.
	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.	-
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	112
	b) Describe the organization's processes for managing climate-related risks.	112
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	112
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.	We are monitoring and managing greenhouse gas emissions to assess climate-related risks and opportunities.
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas(GHG) emissions and the related risks.	74, 130-132
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	74-79

SASB INDEX

According to the SASB Standards, our business requires to consult three industry standards: Internet & Media Services, Media & Entertainment, and Professional & Commercial Services. We provide a distinct table for each of the three industry standards, each containing those disclosure topics required in the form of TC-IM, CG-EC and SV-ME and reported throughout this report.

Accounting Metrics				
Topic	Code	Metric	Unit of Measure	CJ ENM Response
Data Privacy & Advertising Standards	TC-IM-220a.1 CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	-	-
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	KRW thousand	0
Data Security		(1) Number of data breaches	case	0
	TC-IM-230a.1 CG-EC-230a.2	(2) Percentage involving personally identifiable information(PII)	%	0.0
		(3) Number of users affected	case	0
	TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	-	-
	CG-EC-230a.1	Description of approach to identifying and addressing data security risks	-	-
Intellectual Property Protection & Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti competitive behavior regulations	KRW thousand	0
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property(IP) protection	-	-
Hardware Infrastructure Energy & Water Management	TC-IM-130a.1 CG-EC-130a.1	(1) Total energy consumed,	TJ	232
		(3) Percentage renewable	%	0.0
	TC-IM-130a.2 CG-EC-130a.2	(1) Total water withdrawn	m³	55,092
		(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	m³(%)	55,092(100)
	TC-IM-130a.3 CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	-	-
	TC-IM-330a.1	Percentage of employees that are foreign nationals	%	0.8
	TC-IM-330a.2 CG-EC-330a.1	Employee engagement as a percentage	%	83.9
	CG-EC-330a.2	(1) Voluntary turnover rate for all employees	%	7.7
Employee Recruitment, Inclusion & Performance		(2) Involuntary turnover rate for all employees	%	0.7
	CG-EC-330a.4	Percentage of technical employees who are H1B visa holders	%	Not applicable(H1B visa is only applicable to U.S. companies)
		Percentage of gender and racial/ethnic group representation for (1) management	%	The number of technical staff is addressed below(the percentage of gender and racial/ethnic group representation for (3) all other employees)
Employee Recruitment, Inclusion & Performance & Media Pluralism	TC-IM-330a.3 CG-EC-330a.3 SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (2) technical staff	%	The number of technical staff is addressed below(the percentage of gender and racial/ethnic group representation for (3) all other employees)
		Percentage of gender and racial/ethnic group representation for (3) all other employees	%	Female employees 59.5 Foreign employees 0.8 (including technical staff)
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	-	Not applicable(This topic is only applicable to companies involved in journalistic media)
	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	KRW thousand	0
	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 and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	-	Not applicable(This topic is only applicable to companies involved in journalistic media)

INDEPENDENT ASSURANCE STATEMENT

To readers of CJ ENM 2022 ESG Report

Introduction

Korea Management Registrar(KMR) was commissioned by CJ ENM to conduct an independent assurance of its 2022 ESG Report(the “Report”). The data and its presentation in the Report is the sole responsibility of the management of CJ ENM. KMR’s responsibility is to perform an assurance engagement as agreed upon in our agreement with CJ ENM and issue an assurance statement.

Scope and Standards

CJ ENM described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR’s assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP(2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative(GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process

■ GRI Sustainability Reporting Standards	
■ Universal standards	
■ Topic specific standards	
• GRI 201: Economic Performance	• GRI 403: Occupational Health and Safety
• GRI 305: Emissions	• GRI 404: Training and Education
• GRI 306: Effluents and Waste	• GRI 406: Non-discrimination
• GRI 401: Employment	• GRI 412: Human Rights Assessment: GRI Standards 2016

As for the reporting boundary, the engagement excludes the data and information of CJ ENM’ partners, suppliers and any third parties.

KMR’s Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

■ reviewed the overall Report;
■ reviewed materiality assessment methodology and the assessment report;
■ evaluated sustainability strategies, performance data management system, and processes
■ interviewed people in charge of preparing the Report;
■ reviewed the reliability of the Report’s performance data and conducted data sampling;
■ assessed the reliability of information using independent external sources such as Financial Supervisory Service’s DART and public databases.

Limitations and Recommendations

KMR’s assurance engagement is based on the assumption that the data and information provided by CJ ENM to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System(NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with CJ ENM on the revision of the Report. We reviewed the Report’s final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards 2021. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP(2018) principles.

Inclusivity	CJ ENM has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.
Materiality	CJ ENM has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.
Responsiveness	CJ ENM prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of CJ ENM actions.
Impact	CJ ENM identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP(2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with CJ ENM and did not provide any services to CJ ENM that could compromise the independence of our work.

December 2022 Seoul, Korea

