

## CJ ENM Human Rights Management Declaration

CJ ENM's ('company', 'we', 'our') ESG management mission is 'To create a more valuable world with our captivating content and brand experiences.' CJ ENM strives to create entertainment and media content and brands with a positive impact on society as we believe that original and exciting content and products for value-driven consumption can positively influence people's perceptions and behaviors, as well as society as a whole. We believe that such content and brands are created in an environment where human rights of all, including our various stakeholders such as employees, business partners, creators, customers, and local communities, are protected and respected.

CJ ENM respects and supports the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We have put in place measures that comply with applicable laws and regulations related to human rights and labor in each country and region where we operate.

### **CJ ENM considers human rights impacts across the value chain.**

CJ ENM respects universally recognized human rights in business processes, from planning to distribution of entertainment and media content and products to customers. Our human rights policy applies to all members of the company.

In addition, CJ ENM's human rights policy is comprehensively applied to all business operations and investment activities, which include, without limitation, interactions with customers experiencing CJ ENM's content, brands and services; business partners across the full range of business relationships of CJ ENM; and CJ ENM's engagement with local communities.

### **[Human Rights regarding Employees]**

- CJ ENM respects the dignity of all employees and prohibits forced labor and illegal child labor in all locations where we operate.
- We strive to comply with all local laws and regulations concerning labor conditions, including, but not limited to, work hours and sick leave, and to provide wages that allow workers to meet their basic needs.
- We strictly prohibit discrimination in employment, position, wages and compensation, and welfare benefits based on race, age, gender, gender identity, national origin, ethnicity, disability, marital status, pregnancy status, religion, political beliefs, and other protected categories pursuant to applicable laws and regulations.
- We provide our employees with opportunities for professional development through training and education based on their abilities and qualifications. We evaluate our employees fairly based on their capabilities and performance.
- We strive to maintain a safe and healthy work environment for our employees. We regularly inspect health and safety conditions of our workplaces and provide health and safety training to employees to ensure a safe working environment for all members.

- We encourage members to freely exchange opinions within, and to, the company.
- We guarantee employees' freedom and right to join a union or participate in collective bargaining as permitted under the applicable labor laws and regulations, and prohibit unfair treatment and/or discrimination on the grounds of collective bargaining or union membership or formation.
- We strictly prohibit and seek to prevent any and all forms of sexual and/or workplace harassment.

#### [Human Rights regarding Business Partners]

- CJ ENM recognizes its suppliers as partners for mutual growth and seeks to establish a fair, transparent, and responsible supply chain.
- We have put in place measures to ensure that our suppliers are not treated unfairly by maintaining transparency and fairness in the contracting process.
- We will continue to proactively monitor and mitigate risks associated with potential human rights violations with our business partners in the entire process of content production and distribution of products and services to customers.
- To ensure a safe content creation environment, we conduct regular inspections and provide safety training to relevant personnel.
- We do not exchange or demand inappropriate benefits from or to our business partners' executives or employees, whether directly or indirectly. We strictly prohibit any and all forms of sexual harassment, workplace harassment, bribery, and abuse of status under any circumstances.
- CJ ENM will strive to ensure that our business partners implement a commensurate level of human rights protection that is aligned with our human rights policies and standards.

#### [Human Rights regarding Customers]

- CJ ENM plans, produces, and provides content, products, and services that consider human dignity and diversity. We seek to provide Barrier-Free service where differently abled persons can enjoy CJ ENM's content and purchase products more comfortably.
- We strive to make entertainment and media content, products, and services that exceed customer expectations and needs by producing them through ethical and principled processes.
- We strive to respond promptly and accurately to all customer requests and operate an Audience Committee to protect and address any perceived infractions of viewer's rights and interests.
- We have implemented various measures for protecting customer's personal information collected in the course of our business interactions. We continually improve our protective measures to ensure customer privacy.

#### [Human Rights regarding Local Community]

- CJ ENM respects the diversity and culture of the regions where we operate.
- We protect local residents' property and seek to actively communicate with local communities by addressing environmental concerns in areas where we maintain business sites.

- We promote shared growth with our local communities and participate in various activities to fulfill our social responsibilities as a responsible corporate citizen.

**CJ ENM is working to prevent human rights violations.**

One of our core values is to protect and respect human rights. We take active measures to reflect these values in the daily lives of our employees, business partners, and customers.

CJ ENM continually monitors for possible human rights risks and operates a human rights management system that includes: (i) analyzing and assessing human rights risks; (ii) conducting human rights due diligence; (iii) handling grievances; (iv) remediating; and (v) engaging in education and promotion to raise human rights awareness.

**CJ ENM operates grievance-reporting channels that allow for stakeholders such as employees to provide direct opinions.**

Employees and stakeholders can use the channels if they have suggestions or concerns about human rights.

Executives, employees, and other stakeholders can communicate their opinions and concerns regarding human rights issues under their real names or anonymously through the Labor-Management Committee, online group reporting (CJ Group Integrated Reporting System), CJ ENM's Cyber Audit Office, K-Whistle, and/or the human rights team.

CJ ENM strives to protect the informant's anonymity and the confidentiality of the report's content, as permitted by applicable laws and regulations. CJ ENM confirms that no retaliation of any sort will result from the report. We make every effort to take prompt action on the informant's report and to provide the results of the review and action to the informant upon completion, pursuant to applicable laws and regulations.

CJ ENM is fully committed to applying stricter standards of national or regional laws in the event of any conflict with these guidelines and strives not to be involved in or aid any human rights violations.

March 28, 2023

CEO, CJ ENM

Koo Chang Gun Yoon Sang Hyun