

CJ CHEILJEDANG  
SUSTAINABILITY REPORT 2024



TO NATURE

# ABOUT THIS REPORT

## REPORT OVERVIEW

CJ CheilJedang Corporation annually publishes a Sustainability Report to transparently disclose its sustainability management strategies, performance, and future plans, and to engage with stakeholders. Moving forward, CJ CheilJedang will continue to share the progress and outcomes of its sustainability management efforts through this report.

## REPORTING STANDARDS

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. It also references the sustainability-related financial disclosure standards issued by the International Sustainability Standards Board (ISSB) under the International Financial Reporting Standards (IFRS) Foundation, including IFRS S1 ‘General Requirements for Disclosure of Sustainability-related Financial Information’ and IFRS S2 ‘Climate-related Disclosures’. In addition, guidelines from the Korea Sustainability Standards Board (KSSB) were consulted in the preparation of this report. Furthermore, this report includes our initiatives to contribute to the achievement of the UN Sustainable Development Goals (SDGs) and disclosures based on the Sustainability Accounting Standards Board (SASB) standards. The report also reflects the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) regarding climate-related financial disclosures.

## REPORTING PERIOD AND SCOPE

This report covers CJ CheilJedang’s economic, environmental, and social performance from January 1, 2024, to December 31, 2024. To enhance stakeholders’ understanding, some data includes information up to the first half of 2025. Financial information has been prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). Environmental and social data cover the Food business unit, BIO business unit, and CJ Feed&Care, encompassing 43 domestic and overseas manufacturing and distribution sites. CJ Logistics, a subsidiary that operates the logistics business under an independent management system, is excluded from the scope of this report. Where the reporting scope differs for specific items, it is individually noted through footnotes or additional explanations.

## THIRD-PARTY ASSURANCE

This report has been verified by DNV Business Assurance Korea, an independent assurance agency, to ensure the accuracy and reliability of the disclosed information. Details of the verification process and the assurance statement can be found on pages 125–126. The third-party verification statement for greenhouse gas emissions (Scope 1, 2, and 3) is available on our website.

## REPORT LIMITATIONS AND RESPONSIBILITY FOR PREPARATION

CJ CheilJedang’s Sustainability Report may contain forward-looking statements regarding future initiatives, in addition to information about its current and past activities. While we believe the expectations reflected in these statements are reasonable, we do not guarantee their accuracy. Terms such as “plan,” “pursue,” “expect,” “intend,” “target,” “strategy,” and “estimate” are used to express these forward-looking statements, which are intended to outline CJ CheilJedang’s future business strategies, environmental goals, and external ESG (Environmental, Social, and Governance) policies. Accordingly, this report is intended solely to help readers understand CJ CheilJedang’s approaches, strategies, initiatives, and operating context in key ESG areas. Any other use of this report was not intended at the time of its preparation. Furthermore, the information presented is accurate as of the publication date and may be subject to change due to subsequent market developments or other factors. The methods used for compiling numerical data reflect the best available practices as of the reporting date and may differ from those used in previous reporting periods. Except in cases of clear error or legal or regulatory obligation, CJ CheilJedang assumes no obligation to update the statements contained in this report based on new information, future developments, or other outcomes.

## INTERACTIVE PDF

This report is published as an interactive PDF, incorporating features such as internal navigation to relevant sections within the report and direct links to external webpages.

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## CONTACT

For additional inquiries or information regarding the report, please contact us using the details below.

### CJ CHEILJEDANG

|               |                                                                           |
|---------------|---------------------------------------------------------------------------|
| Address       | CJ CheilJedang Center,<br>330 Dongho-ro, Jung-gu,<br>Seoul(Ssanglim-dong) |
| Phone         | 02-6740-1114                                                              |
| Email         | sustainability@cj.net                                                     |
| Date of Issue | June 2025                                                                 |

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# CEO MESSAGE



## DEAR VALUED STAKEHOLDERS OF CJ CHEILJEDANG,

Thank you for your continued trust and support for CJ CheilJedang's growth and development. Despite uncertainties in the global economy and a challenging business environment, CJ CheilJedang continues to strengthen profitability by focusing on global business expansion and unrivaled competitiveness, while maintaining a solid foundation in our core businesses. In addition, we are committed to strengthening future growth drivers as we advance toward our goal of becoming a leading global lifestyle company.

CJ CheilJedang has adopted the "Nature-to-Nature" virtuous cycle as the core framework for sustainability management, striving to create environmental and social value throughout the entire value chain, from raw materials to production, consumption, and disposal. Through a systematic ESG strategy and clear roadmap, we are building a solid foundation for sustainable growth and developing an ecosystem that fosters coexistence with future generations.

In 2025, in anticipation of the mandatory sustainability disclosure requirements both domestically and internationally, we have proactively begun preparations to establish a comprehensive global ESG disclosure system. We are strengthening accountability at the business site level for managing information, to ensure the foundation for consolidated disclosures and to align our processes with global sustainability disclosure frameworks.

This Sustainability Report proactively addresses the three core topics outlined in the sustainability disclosure standards issued by the Korean Sustainability Standards Board (KSSB):

- In "Response to Climate Change," we have identified climate-related risks and opportunities and analyzed their financial impacts on our business over the short-, medium-, and long-term. Based on this analysis, we continuously review our strategic priorities and enhance CJ CheilJedang's climate resilience through proactive adaptation measures, such as achieving our net-zero target by 2050 and developing low-carbon products and innovative cultivars.
- In "Fostering a Circular Economy," we outline strategies and management processes aimed at achieving our three core sustainable packaging goals and eliminating landfill waste from our manufacturing sites.
- In "Sustainable Supply Chain Management," we have implemented a comprehensive risk monitoring platform and expanded our due diligence scope to proactively identify and mitigate potential risks across our global supply chain.

Moving forward, CJ CheilJedang will remain attentive to feedback from diverse stakeholders, including shareholders, customers, employees, partners, and local communities, while closely monitoring the impacts of global environmental, social, and economic developments on our business. We will progressively refine our roadmap for transparent sustainability disclosures, reinforcing our commitment to socially responsible management as a global lifestyle company.

We sincerely appreciate your unwavering trust and encouragement, and we kindly ask for your continued support and valuable advice as we move forward on this journey of challenge and innovation.

Thank you.

CEO of CJ CheilJedang Sin-Ho Kang

# COMPANY PROFILE

## ABOUT US

CJ CheilJedang was established in 1953 with the production of sugar, an essential basic food material for daily life. Over the past 70 years, we have led the advancement of South Korea’s food industry while expanding our business into the BIO sector. We are committed to developing products that meet the diverse needs of consumers and strives to deliver new value to everyday life through these products, reaching more people across a broader world. Moving forward, we will not remain complacent as the No.1 food company in South Korea but will instead further reinforce our global business as a key driver of future growth, with the ambition of becoming a leading global food and bio company.

| Company Overview                                       |                                                      |                       |                    |                  |                              |
|--------------------------------------------------------|------------------------------------------------------|-----------------------|--------------------|------------------|------------------------------|
| As of December 31, 2024 (Excluding Logistics Business) |                                                      |                       |                    |                  |                              |
| Company Name                                           | CJ CheilJedang Corporation                           | Date of Establishment | November 5, 1953   | CEOs             | Kyung-Shik Sohn, Sin-Ho Kang |
| Headquarters Address                                   | CJ CheilJedang Center, 330 Dongho-ro, Jung-gu, Seoul | Revenue               | KRW 17.87 trillion | Operating Profit | KRW 1.03 trillion            |
|                                                        |                                                      | Total Assets          | KRW 21.71 trillion |                  |                              |

## CJ Management Philosophy

MISSION

Contributing to the global community by providing the best value with our ONLYONE products and services

VISION

Global lifestyle company inspiring a new life of health, happiness, and convenience

CORE VALUES

TALENT  
EXCEPTIONAL  
TALENT  
STRONG &  
ADAPTIVE  
CULTURE

ONLYONE  
FIRST  
BEST  
DIFFERENT

SHARED  
GROWTH  
BUILDING  
ECOSYSTEMS  
SHARED VALUE

PRINCIPLES

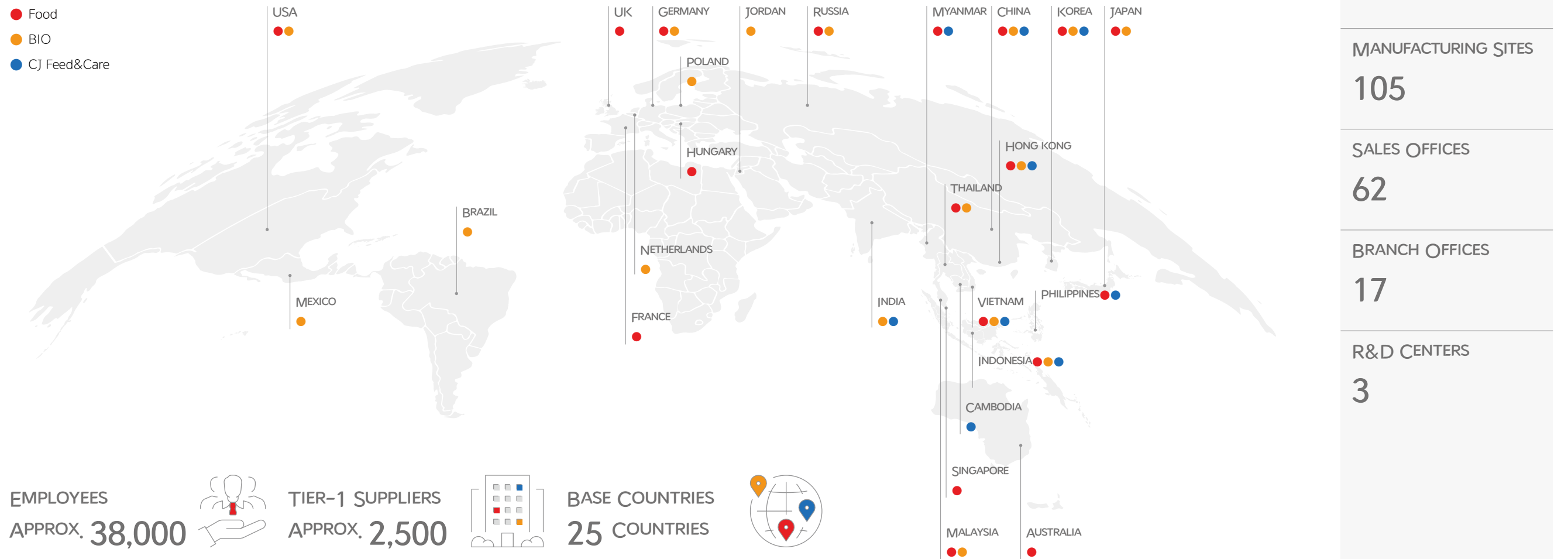
INTRGRITY | PASSION | CREATIVITY | RESPECT

| Business Units                                         |                           |                             |                                |
|--------------------------------------------------------|---------------------------|-----------------------------|--------------------------------|
| As of December 31, 2024 (Excluding Logistics Business) |                           |                             |                                |
| FOOD                                                   |                           |                             |                                |
| Revenue                                                | KRW 11.35 TRILLION        | Operating Profit            | KRW 620.1 BILLION              |
| Main Business                                          | <div>Processed Food</div> | <div>Food Ingredients</div> |                                |
| BIO                                                    |                           |                             |                                |
| Revenue                                                | KRW 4.21 TRILLION         | Operating Profit            | KRW 337.6 BILLION              |
| Main Business                                          | <div>Green BIO</div>      | <div>White BIO</div>        | <div>Human BIO (Red BIO)</div> |
| CJ FEED&CARE                                           |                           |                             |                                |
| Revenue                                                | KRW 2.31 TRILLION         | Operating Profit            | KRW 74.6 BILLION               |
| Main Business                                          | <div>Feed</div>           | <div>Livestock</div>        |                                |

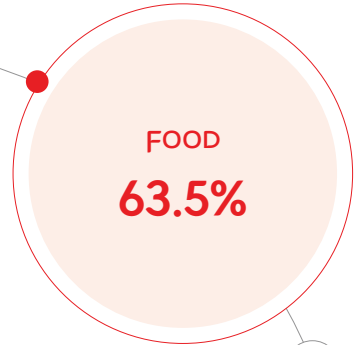
## OUR BUSINESS

## GLOBAL NETWORK OVERVIEW

CJ CheilJedang, headquartered in Korea, has established production and sales networks in major countries around the world, including the United States, China, France, and Australia. We will continue to strengthen our position as a global company committed to sustainable growth.

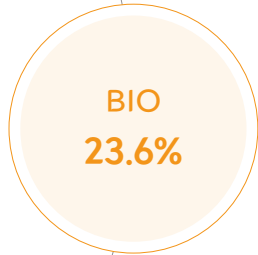


# OUR BUSINESS



## SALES BREAKDOWN BY BUSINESS UNIT

(Excluding Logistics  
Business)



Introduction to CJ CheilJedang's Business

## FOOD

CJ CheilJedang's Food Business Unit is leading the globalization of 'K-Food.' By promoting high-quality Korean cuisine worldwide and launching innovative products that blend local flavors with Korean tastes, we aim to become a "Global Top 5" food company by 2030.

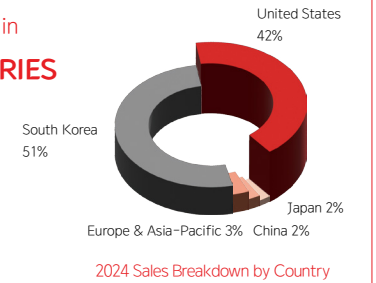
### Major Products by Region and Year-over-Year Revenue Growth

As of December 31, 2024



### bibigo Dumplings & Red Baron Pizza MARKET SHARE IN NORTH AMERICA NO.1

Products are sold in  
66 COUNTRIES



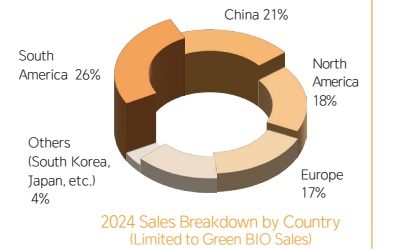
## BIO

The BIO Business Unit supplies the world's only complete portfolio of eight key feed amino acids and premium protein sources, positioning itself as a global solution provider in the field of Taste & Nutrition. With these capabilities, we are expanding into new areas such as White BIO (bio-based marine biodegradable materials) and Human BIO (Red BIO), contributing to a more sustainable environment.



### Tryptophan, Nucleic Acid, etc. GLOBAL MARKET SHARE NO.1

Overseas Sales  
97%



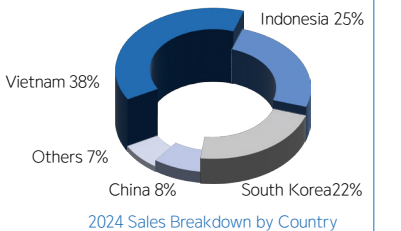
## CJ FEED&CARE

CJ Feed&Care focuses on providing high-quality animal feed optimized for growth and reproduction in key markets including Korea and Southeast Asia. Through the integration of pig and poultry farming and the continued expansion of the downstream value chain, we are evolving into a global feed and livestock company.



### Livestock Pig Farming VIETNAM MARKET SHARE NO. 2

Overseas Sales  
78%



# OUR APPROACH TO SUSTAINABILITY

009

SUSTAINABILITY MANAGEMENT SYSTEM

011

EXTERNAL RECOGNITIONS &amp; MEMBERSHIPS

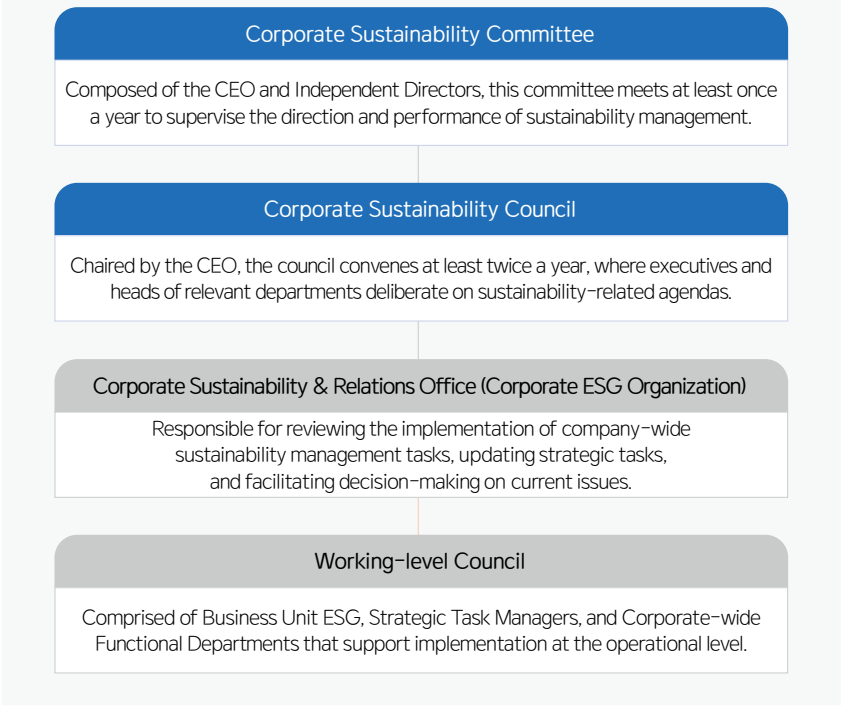
012

DOUBLE MATERIALITY ASSESSMENT

# SUSTAINABILITY MANAGEMENT SYSTEM

## SUSTAINABILITY MANAGEMENT GOVERNANCE

CJ CheilJedang has established a Sustainability Management governance system to proactively manage ESG risks through timely decision-making and to implement sustainability initiatives continuously and interactively. The Corporate Sustainability Committee under the Board of Directors serves as the highest governance body overseeing all aspects of sustainability management, with the authority to establish strategies and supervise their implementation. The Corporate Sustainability Council, chaired by the CEO, leads the decision-making and execution of key sustainability-related agendas. The Corporate Sustainability & Relations Department, in collaboration with the three business units, implements the sustainability management strategy and identifies key agenda items to be submitted to the Corporate Sustainability Council.



## SUSTAINABILITY MANAGEMENT STRATEGY

CJ CheilJedang pursues eight strategic tasks aligned with its core values of “Sustainable Environment” and “Wellness and Safety” to achieve the sustainability goal of establishing the “Nature-to-Nature” virtuous cycle.

|                   |                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                      |                                                                                       |                                                                                                                                |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Goal              | CJ CHEILJEDANG AIMS TO BUILD A VIRTUOUS CYCLE OF “NATURE TO NATURE” BY CREATING CORE VALUES OF “SUSTAINABLE ENVIRONMENT” AND “HEALTH AND SAFETY” THROUGHOUT THE ENTIRE PROCESS—FROM RAW MATERIAL PROCUREMENT TO PRODUCTION, CONSUMPTION, AND DISPOSAL—RETURNING RESOURCES FROM NATURE TO THE CONSUMER’S TABLE AND BACK TO NATURE. |                                                                                                                                                      |                                                                                       |                                                                                                                                |
| Core Values       | SUSTAINABLE ENVIRONMENT                                                                                                                                                                                                                                                                                                           |                                                                                                                                                      | WELLNESS AND SAFETY                                                                   |                                                                                                                                |
| 8 Strategic Tasks |                                                                                                                                                                                                                                                | <b>  Response to Climate Change  </b><br>Achieve net zero by 2050 and respond to climate change risks                                                |    | <b>  Sustainable Supply Chain  </b><br>Proactively manage and eliminate environmental and social risks in the supply chain     |
|                   |                                                                                                                                                                                                                                               | <b>  Sustainable Packaging  </b><br>Develop reusable, recyclable, and compostable packaging materials and reduce waste                               |   | <b>  Human Rights  </b><br>Proactively manage human rights risks                                                               |
|                   |                                                                                                                                                                                                                                              | <b>  Eco-friendly Material Solutions  </b><br>Identify future growth drivers through the development of eco-friendly materials and product solutions |  | <b>  Respect for DE&amp;I  </b><br>Foster a respectful culture of diversity, equity, and inclusion                             |
|                   |                                                                                                                                                                                                                                              | <b>  Sustainable Raw Materials Sourcing  </b><br>Expand raw material sourcing with enhanced traceability and transparency                            |  | <b>  Enhancement of Health and Nutrition  </b><br>Establish CJCJ Nutrition Policy and expand health-oriented product portfolio |

# SUSTAINABILITY MANAGEMENT SYSTEM

## SUSTAINABILITY PURPOSE AND PERFORMANCE

CJ CheilJedang applies sustainability management across the entire product lifecycle, spanning raw material sourcing, production, consumption, and disposal. This serves as a strategic foundation that supports tangible business performance.

### Sustainable Supply Chain Management

- Identified risks across all Tier-1 suppliers by introducing an ESG risk monitoring platform for the global supply chain
- Selected as an Honorary Excellent Company in the Win-Win Growth Index

### Development of Climate-Adaptive Raw Material Cultivars

- Developed heat-tolerant napa cabbage, heat-resistant rice, and land-based seaweed farming technology

### Sustainable Raw Materials Management

- Ensured 100% domestic use of RSPO-certified<sup>1)</sup> palm oil, expanded the procurement of SSAP-certified<sup>2)</sup> soybeans, and purchased raw materials with sustainability certifications such as ISCC+
- Strengthened traceability by securing supplier information and purchase records for raw sugar

### Zero Waste to Landfill

- Obtained Zero Waste to Landfill (ZWTL) certification
- Expanded by-product recycling (e.g., feed conversion, certified circular resources)

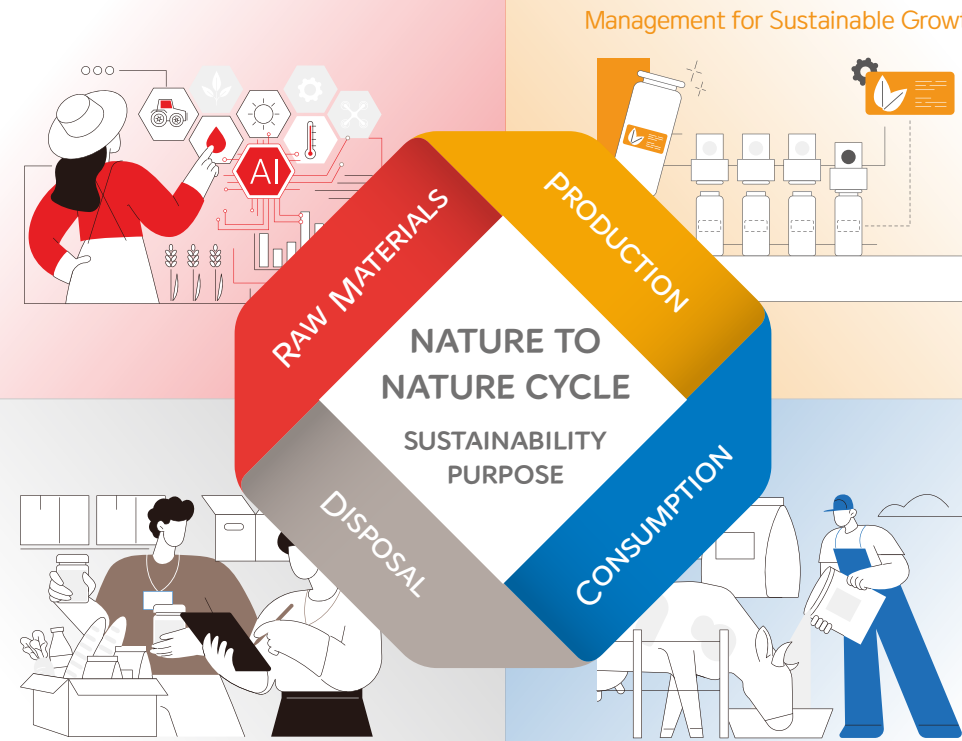
### Food Donation Linked to Partner Organizations

- Reduced food waste at the distribution and sales stages and supported meal access for vulnerable groups

### Snack Using By-products – “Basak Chip”

- Launched “Excyle Basak Chip” made with imperfect rice discarded during the Hetbahn manufacturing process

### Minimize Supply Chain Risks and Secure Sustainable Raw Materials



### Implement Strategies to Reduce Waste and Food Loss

### Promote Net Zero Strategy and Enhance Human Resource Management for Sustainable Growth

### Transition to Low-Carbon Energy

- Transitioned to eco-friendly alternative fuels such as biomass
- Installed photovoltaic system at domestic sites (Jincheon, Incheon 1, Busan)

### Energy Efficiency Improvement at Business Sites

- Reduced energy consumption through replacement with latest high-efficiency equipment (Jincheon Plant)
- Monitored energy performance through internal management systems

### Organizational Culture Innovation and Implementation of Human Rights Management

- Built an organizational culture that respects employee growth and autonomy, resulting in four government certifications and awards<sup>3)</sup> in 2024
- Have conducted human rights due diligence and have implemented a process for mitigating human rights risks since 2021

### Development of Environmentally Friendly Products

- (Food) Developed low-carbon plant-based meat and dairy alternatives
- (BIO) Developed low-carbon feed-grade amino acids and microbial fertilizers
- (CJ Feed&Care) Developed species-specific low-nitrogen animal feed

### Enhancement of Health and Nutrition

- Launched health-oriented products such as “Hetbahn Rice Plan” and “Alive”
- Improved nutritional value by reducing 100 tons of sodium, 802 tons of saturated fat, and 35 tons of sugar over four years

### Promotion of Sustainable Packaging

- Expanded the use of recyclable and renewable materials
- Reduced virgin plastic usage by improving packaging materials and specifications
- Removed or minimized problematic materials<sup>4)</sup>

1) Roundtable on Sustainable Palm Oil  
2) Soy Sustainability Assurance Protocol

3) Received four government certifications and awards in 2024: Ministry of Gender Equality and Family's "Family-Friendly Excellent Enterprise Ministerial Commendation", Ministry of Employment and Labor Supervised "Republic of Korea Top Job Company", "Republic of Korea Work-Life Balance Excellent Company", and "Excellent Labor-Management Culture Company"

4) Packaging materials classified by the company as environmentally harmful or difficult to recycle

# EXTERNAL RECOGNITIONS & MEMBERSHIPS

External ESG Ratings



Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA

**INCLUDED IN THE ASIA PACIFIC INDEX**  
for 10 consecutive years  
**RANKED TOP 10%**  
for 3 Consecutive Years



**AA** Rating  
for 3 consecutive ye ars



**INCLUDED IN THE FTSE4GOOD INDEX**  
for 7 consecutive years



**A** Rating  
For 8 consecutive years



Climate Change/Water Security

**B** Rating



**MEDIUM RISK**

External Awards



Korea Management Registrar

Korea Management Certification Institute  
Global Standard Management Award  
**ESG MANAGEMENT AWARD**  
for 6 consecutive years  
(Inducted into the Hall of Fame 2024)



KOREAN  
STANDARDS  
ASSOCIATION

Korea Standards Association Sustainability  
Conference  
**RANKED 1ST IN  
COMPREHENSIVE FOOD SECTOR**  
for 3 consecutive years



Ministry of  
Employment and Labor

Ministry of Employment and Labor  
**TOP JOB COMPANY**  
in Korea for 3 consecutive years



Korea Commission for Corporate Partnership

Win-Win Growth Index  
**BEST HONOR COMPANY  
TOP GRADE**  
for 3 consecutive year

Global Initiatives



**UN GLOBAL COMPACT**

- Selected as a Lead Group for three consecutive years
- Declared support for the UNGC Women’s Empowerment Principles (WEPs)
- Participated in the Target Gender Equality Accelerator (TGE)
- Participated in the Climate Ambition Accelerator (CAA)
- Signed the UN pledge to eliminate child labor



**Task Force on  
Climate-Related Financial Disclosures**

- Participated in TCFD Supporters
- Participated in TCFD Alliance



**The Consumer Goods Forum (CGF)  
Plastic Waste Coalition(PWCOA)<sup>1)</sup>**

- Joined the CGF PWCOA

1) A global initiative launched in 2020 that aims to address plastic issues and accelerate the transition to a circular economy



**Business and Biodiversity Platform**

- Joined the BNBP (Biz N Biodiversity Platform)

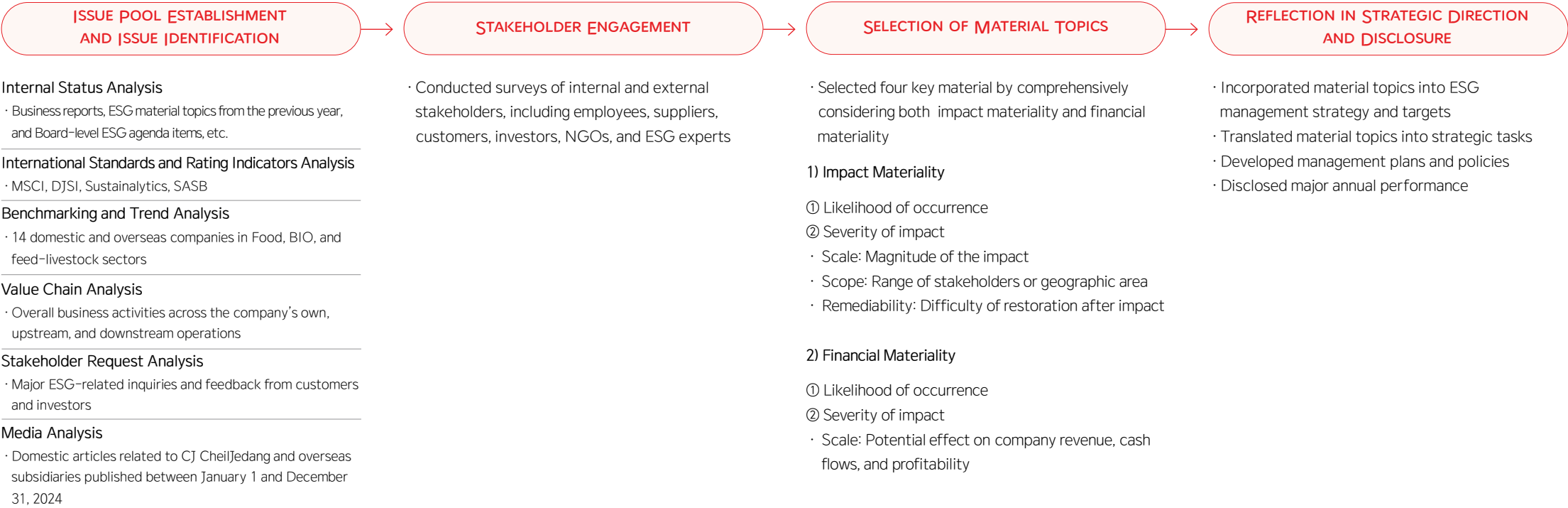
# DOUBLE MATERIALITY ASSESSMENT

## DOUBLE MATERIALITY ASSESSMENT PROCESS

CJ CheilJedang conducts an annual materiality assessment to identify key sustainability issues by comprehensively considering both impact materiality and financial materiality. These issues are systematically managed in connection with the ESG strategy. In 2024, CJ CheilJedang proactively responded to the upcoming mandatory EU sustainability disclosure requirements by adopting the materiality assessment process and issue pool based on the European Sustainability Reporting Standards (ESRS)<sup>1)</sup>. The assessment was conducted separately for each business unit, including the Food and BIO Business Units and CJ Feed&Care, and reflected the unique ESG risk characteristics of each sector. The assessment process incorporated a broad range of external data, including stakeholder feedback from headquarters and overseas sites, media analysis, and review of national regulations. Based on both financial and impact materiality, four key material topics were selected. These issues were reviewed and approved by the Corporate Sustainability Committee under the Board of Directors.

Additionally, we integrate the materiality assessment process and its results into the company-wide risk management process. Among the identified risks, those with higher priority are closely monitored and addressed through a structured response system to strengthen risk management capabilities. Furthermore, we regularly review assessment outcomes to evaluate the effectiveness of risk management strategies and apply improvements accordingly.

Double Materiality Assessment Process



1) European Sustainability Reporting Standards (ESRS)

# DOUBLE MATERIALITY ASSESSMENT

## DOUBLE MATERIALITY ASSESSMENT RESULTS

In the 2025 materiality assessment, “Response to Climate Change,” “Fostering a Circular Economy,” “Sustainable Supply Chain Management,” and “Human Resource Management” were identified as the key material topics for 2024. “Response to Climate Change,” “Circular Economy,” and “Sustainable Supply Chain Management” had ranked first, second, and fourth respectively in the previous year, and were again identified as key material topics this year. The importance of “Human Resource Management” increased compared to the previous year, driven by growing societal expectations for improving quality of life and productivity, along with heightened internal demand from employees. To focus management efforts on core issues, the number of material topics was reduced from ten in the last year to four in 2024. The previously selected material issue of “Raw Material Sourcing” has been integrated into “Sustainable Supply Chain Management”. Other sustainability issues, such as “Health and Safety,” “Food Safety and Quality,” “Human Rights,” “Respect for Diversity, Equality & Inclusion,” and “Health and Nutrition,” while not designated as key material topics this year, remain important topics and continue to be managed internally.

Double Materiality Assessment Results



| Topic                               | Impact Materiality |                                                                                                                                                                                                                                                                                                                                                                  |                   | Financial Materiality |                                                                                                                                                                                                                                                                                                                |                 | Reporting Page |
|-------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|
|                                     | Business Unit      | Key Impact                                                                                                                                                                                                                                                                                                                                                       | Characteristics   | Business Unit         | Key Impact                                                                                                                                                                                                                                                                                                     | Characteristics |                |
| Response to Climate Change          | All                | · Greenhouse gas emissions have exacerbated the negative effects of climate change, including abnormal weather, altered precipitation patterns (heavy rain, drought), sea level rise, soil degradation, water scarcity, increased pests and diseases, and biodiversity loss                                                                                      | Negative / Actual | All                   | · Physical damages to business sites and facilities are increasing due to climate change<br>· Abnormal temperatures and water scarcity are reducing crop yields and increasing procurement costs<br>· Strengthened greenhouse gas emission regulations are driving up corporate operating and investment costs | Risk            | p.15~36        |
| Fostering a Circular Economy        | All                | · A large volume of greenhouse gases is emitted during the production of packaging raw materials, and high energy consumption during recycling adversely impacts the establishment of a circular economy<br>· Processed plastic products and packaging materials have low recycling rates and contribute to marine and soil pollution due to microplastic issues | Negative / Actual | Food / BIO            | · R&D expenses are incurred for developing eco-friendly product packaging, including research costs, current development expenses, and capitalized development expenditures                                                                                                                                    | Risk            | p.37~51        |
|                                     |                    |                                                                                                                                                                                                                                                                                                                                                                  |                   | All                   | · Product cost increases arise from changes in packaging materials                                                                                                                                                                                                                                             | Risk            |                |
| Sustainable Supply Chain Management | Food               | · ESG evaluation and management of suppliers reduce supplier-related ESG risks and improve the sustainability of the industrial ecosystem<br>· Supporting mutual growth with suppliers helps build inter-company trust and enhances the management stability of SMEs                                                                                             | Positive / Actual | Food                  | · ESG management of the supply chain and support for mutual growth result in additional costs<br>· If ESG issues occur within the supply chain, the company may face reputational damage and a decline in sales                                                                                                | Risk            | p.52~59        |
| Human Resources Management          | All                | · Providing appropriate training and a quality work environment improves employee productivity and satisfaction                                                                                                                                                                                                                                                  | Positive / Actual | All                   | · Operating employee welfare and family-friendly programs improves employee health and quality of life, enhances productivity, and reduces turnover, thereby lowering training and other loss-related costs                                                                                                    | Opportunity     | p.60~65        |

# MATERIAL TOPICS

015

RESPONSE TO CLIMATE CHANGE

037

FOSTERING A CIRCULAR ECONOMY

052

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

060

HUMAN RESOURCES MANAGEMENT

# RESPONSE TO CLIMATE CHANGE

## GOVERNANCE

### 1. CLIMATE-RELATED MANAGEMENT AND OVERSIGHT ROLE OF THE GOVERNANCE BODY

#### 1) MANAGEMENT AND OVERSIGHT RESPONSIBILITIES OF THE GOVERNANCE BODY

The Corporate Sustainability Committee under the Board of Directors at CJ CheilJedang serves as the highest decision-making body overseeing the company’s overall sustainability management, including climate-related matters. The Committee holds authority over the establishment and oversight of climate-related strategies. Its responsibilities include reviewing greenhouse gas (GHG) emissions reduction targets and strategies, monitoring progress toward achieving climate-related goals, deliberating on identification and management of climate-related risks and opportunities, and approving the establishment or revision of relevant climate policies.

The Committee’s roles and responsibilities regarding climate change response are clearly stipulated in Article 3 (Duties, Authority, and Functions) of the “Sustainability Committee Charter” and the “Environmental Policy” disclosed on CJ CheilJedang’s official website.

|                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CJ CHEILJEDANG ENVIRONMENTAL POLICY            | [Environmental Management Promotion Organization]<br>In CJ CheilJedang, the Corporate Sustainability Committee under the BOD conducts final deliberation, resolution and decision-making for company-wide implementation of environmental management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| CORPORATE SUSTAINABILITY COMMITTEE REGULATIONS | Article 3 (Duties, Authority, and Functions)<br>① The committee promotes sustainable management by strategically and systematically advancing initiatives related to Environmental (E), Social (S), and Governance (G) factors.<br>② The Committee identifies and reviews a broad range of topics and emerging issues across the domains of Environmental (E), Social (S), and Governance (G). It is responsible for overseeing the alignment of these issues with the company’s sustainability management strategy and direction, and for the ongoing review and approval of related performance outcomes and improvement measures.<br>Article 9 (Agenda Items)<br>The agenda items for the committee are as follows.<br>① Fundamental directions and plans for sustainable management strategy<br>② Sustainable management performance and implementation activities<br>③ Other ESG-related matters deemed necessary by the Board of Directors or the committee |

The key climate-related agenda items deliberated and resolved by the Corporate Sustainability Committee during the reporting period are as follows.

| Date              | Agenda                                                      | Details                                                                                                                          | Results  |
|-------------------|-------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|----------|
| May 13, 2024      | Approval of 2024 ESG Initiatives                            | Advancement of Net-Zero Implementation                                                                                           | Approved |
| September 9, 2024 | Report on the Publication of the 2023 Sustainability Report | Reporting on the results of the physical risk analysis based on climate scenarios, and three-year GHG emissions data and targets | Reported |

#### 2) COMPETENCIES OF THE GOVERNANCE BODY

Our Corporate Governance Charter stipulates that the Board of Directors should be composed of competent individuals with diverse backgrounds and expertise, enabling them to make substantial contributions to corporate management and proactively respond to an evolving business environment through diverse perspectives and experience.

Accordingly, CJ CheilJedang plans to review the competency and expertise criteria of the decision-making body, as well as develop capacity-building plans to effectively address ESG matters, including those related to climate change. In addition, we are continuously implementing initiatives to enhance the awareness and understanding of key climate-related and sustainability issues among members of the decision-making body. In 2024, we hosted a training session featuring external experts, focusing on the interconnection between climate change and natural capital, and their implications for corporate operations. Through this initiative, the decision-making body has strengthened its ability to holistically understand interconnected sustainability topics, such as climate change and biodiversity, and to oversee and respond to climate-related risks and opportunities from a comprehensive perspective.

| Date              | Training Organizer                                 | Participants                                                                                               | Key Training Topics                                                                                                                                       |
|-------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| November 11, 2024 | CJ CheilJedang Corporate ESG Management Department | Four members of the Sustainability Committee (Jong-Chang Kim, Yong-Deok Kim, Tae-Yoon Kim, Jung-Hwan Yoon) | · Interconnection between climate change and natural capital, and its implications for business<br>· Biodiversity and natural capital-related disclosures |

#### 3) REPORTING SYSTEM TO THE GOVERNANCE BODY

The Corporate Sustainability Committee receives biannual updates from the Corporate ESG Officer on the company’s response to climate-related risks and opportunities. To ensure that committee members can make well-informed and rational decisions on climate-related matters, all relevant briefing materials are distributed at least seven days in advance of each committee meeting.

# RESPONSE TO CLIMATE CHANGE

## GOVERNANCE

### 1. CLIMATE-RELATED MANAGEMENT AND OVERSIGHT RESPONSIBILITIES OF THE GOVERNANCE BODY

#### 4) CONSIDERATION OF CLIMATE-RELATED RISKS AND OPPORTUNITIES IN MAJOR DECISION-MAKING

In accordance with Article 8 (Agenda Items) of the Board of Directors Regulations, the Corporate Sustainability Committee conducts a comprehensive review of climate-related factors when deliberating on key matters related to company management. During the deliberation process, the Committee evaluates both the likelihood and magnitude of impact of climate-related risks, while also considering interactions with other risks and opportunities, including relevant trade-offs. Decisions are made from a holistic perspective to ensure a balanced and strategic response.

| Board of Directors Regulations      | Scope of Application                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Article 8 (Matters to be Submitted) | <div><div>· Transfer of the entire business or a significant portion thereof, as well as the acquisition of the entire business or a material portion of another company that may have a substantial impact on the company's operations</div><div>· Execution of a material contract amounting to 2.5% or more of the total revenue</div><div>· Acquisition or disposal of assets equivalent to 2.5% or more of the total assets</div><div>· Investment in or disposal of equity in another entity amounting to 2.5% or more of the company's total equity</div></div> |

#### 5) MANAGEMENT AND OVERSIGHT OF TARGET SETTING WITH PROGRESS MONITORING

Following the approval of the 2050 Net-Zero target, the Corporate Sustainability Committee has received regular updates on the implementation status of key initiatives, based on both quantitative and qualitative indicators. To further drive progress toward climate-related goals, climate performance indicators have been incorporated into the performance evaluation and compensation frameworks for key executives in relevant departments. In 2024, we applied a Life Cycle Assessment (LCA) framework aligned with international standards to expand the development of low-carbon products and promote the reduction of green house gas emissions. Accordingly, obtaining LCA certification was included as a key performance indicator (KPI) for the Business Planning Officer of the BIO Business Unit and reflected in performance evaluations.

### 2. ROLE OF MANAGEMENT

#### 1) MANAGEMENT AND OVERSIGHT ROLES DELEGATED TO MANAGEMENT

The Corporate Sustainability Committee has delegated the responsibility for implementing the climate-related strategy to the Corporate Sustainability Council to effectively oversee the risks and opportunities associated with climate change. The Corporate Sustainability Council, composed of the CEO, key executives, and the Corporate ESG Officer, oversees the climate change response activities of the company and its consolidated subsidiaries. The Council holds regular meetings at least twice a year, to review the implementation status of major climate-related agenda items, and lead decision-making and execution to build company-wide consensus and set strategic direction. Progress on key initiatives and outcomes of strategic direction discussions are reported to the Corporate Sustainability Committee and tabled as agenda items. At its first meeting following each Council session, the Committee receives a comprehensive report, reviews executive-level decisions and climate actions, and monitors the appropriateness and progress of implementation efforts.

#### 2) CONTROLS AND PROCEDURES

CJ CheilJedang has established and operates a climate risk control framework to systematically manage the risks and opportunities associated with climate change. Each department identifies, assesses, and manages climate-related risks from multiple perspectives based on its unique role and expertise. Executive leadership receives regular reports on risk assessment results and mitigation measures, enabling comprehensive management and oversight of climate-related risks and opportunities.

Production units within each business unit actively manage risks on the ground using climate-related data monitoring systems, while the Corporate ESG Management Department conducts at least one formal assessment of climate risks and opportunities each year. This assessment combines both quantitative and qualitative criteria to analyze the characteristics and potential impacts of risks. The results are reported to management and shared with relevant departments through structured procedures that ensure data quality control.

Climate-Related data is processed in accordance with internal control procedures to ensure its reliability and accuracy. Production units monitor data via internal system and ensure its quality through procedures such as third-party verification, department head approval, reporting to executive leadership, and review by the Corporate ESG Management Department. Additionally, climate-related investments and strategic decisions are made in accordance with the company's delegated authority policy. To account for the financial impacts of climate change, we apply an internal carbon pricing system to major investment decisions. Investment proposals reflecting internal carbon pricing are subject to approval by the business unit leadership and are subsequently monitored at the corporate level to assess their validity and implementation status.

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 1. CLIMATE-RELATED RISKS AND OPPORTUNITIES

#### 1) IDENTIFICATION OF RISKS AND OPPORTUNITIES

CJ CheilJedang identified key risks and opportunities that are expected to have a material financial impact across its three business units within the consolidated entities. These include acute and chronic physical risks, transition risks related to policy and regulation, technology, market, and reputation, as well as opportunities such as improvements in resource efficiency. Physical risks were identified using S&P Global's Climonomics Tool for our major manufacturing sites and key raw materials. Transition risks and opportunities were identified through a structured survey targeting employees responsible for climate-related initiatives, gathering their insights and perspectives.

In the process of identifying climate-related risks and opportunities, the BIO Business Unit was recognized as a key area of focus due to its energy-intensive processes, which contribute significantly to our total greenhouse gas emissions. In addition, we referred to the Industry-based Guidance<sup>1)</sup> on Implementing IFRS S2, particularly the industry-specific disclosure topics, and comprehensively reviewed their applicability. We define the time horizons for the potential climate-related risks and opportunities in alignment with global climate goals, including the Paris Agreement's 1.5 °C pathway, the 2030 Nationally Determined Contributions (NDCs)<sup>2)</sup>, and the 2050 Carbon Neutrality commitment. These are categorized into short-term (within 1 year), medium-term (within 5 years), and long-term (beyond 5 years). In contrast, the horizons for strategic planning and decision-making are defined as short-term (within 1 year), medium-term (within 3 years), and long-term (beyond 3 years), based on industry-specific factors such as changes in consumer preferences, health trends, and the pace of technological advancement. Although the strategic planning horizons are set relatively shorter than the timeframes used for assessing climate impacts, this dual-track approach enables the company to monitor progress toward long-term goals in a phased manner and respond proactively. This strategic structure supports the effective and practical management of climate-related risks and opportunities.

| Physical Risks |                                                  |                                                                                                                                             |            |          |           |
|----------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|-----------|
| Type           | Factor                                           | Description                                                                                                                                 | Short-term | Mid-term | Long-term |
| Acute          | Heavy Rainfall, Flooding, Fluvial Flooding, etc. | Property damage to buildings, vehicles, and crops due to torrential rain and river flooding                                                 | ●          | ●        | ●         |
|                | Abnormal Temperatures                            | Decline in employee productivity and reduced raw material yields caused by global average temperatures rise or increased climate volatility | ●          | ●        | ●         |
| Chronic        | Water Stress                                     | Disruptions in business operations and raw material procurement due to water scarcity                                                       |            | ●        | ●         |

| Transition Risks      |                                                              |                                                                                                                                                                                                                                 |            |          |           |
|-----------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|-----------|
| Type                  | Factor                                                       | Description                                                                                                                                                                                                                     | Short-term | Mid-term | Long-term |
| Policy and Regulation | Strengthening of Greenhouse Gas Emission Regulations         | Reduction in the Free-allocation under the Korea Emissions Trading System (K-ETS) decrease and rising carbon prices driven by the government's carbon neutrality policies                                                       |            | ●        | ●         |
|                       | Compliance and Litigation Risks                              | Increased likelihood of legal sanctions or lawsuits due to non-compliance with climate-related disclosure requirements or the provision of inaccurate information                                                               | ●          | ●        | ●         |
| Market                | Customer Demand for Reduced Environmental Impact             | Growing pressure to shift technologies and production processes in response to customer demands for eco-friendly products and operations: Failure to meet expectations may lead to reduced transactions and reputational damage | ●          | ●        | ●         |
|                       | Raw Material Procurement Risks                               | Rising purchasing costs due to intensified competition for sustainable raw materials and low-carbon fuels                                                                                                                       | ●          | ●        | ●         |
| Opportunities         |                                                              |                                                                                                                                                                                                                                 |            |          |           |
| Resource Efficiency   | Enhanced Efficiency in Production and Distribution Processes | Improved productivity through optimized energy and resource usage, process efficiency, and the development of an efficient logistics system                                                                                     | ●          | ●        | ●         |
| Energy Sources        | Use of Low-emission Energy Sources                           | Enhanced regulatory response capabilities by improving energy self-sufficiency through the adoption of renewable energy and reducing greenhouse gas emissions                                                                   | ●          | ●        | ●         |
|                       | Sale of Emission Allowances                                  | Sale of surplus emission allowances secured through greenhouse gas reduction activities                                                                                                                                         | ●          | ●        | ●         |
| Market                | Enhanced Brand Value and Credibility                         | Building a positive corporate image through proactive communication and disclosure related to climate change response                                                                                                           |            | ●        | ●         |
| Products and Services | Developing New Products through R&D and Innovation           | Gaining new competitive advantages and capturing market leadership through research and innovation                                                                                                                              | ●          | ●        | ●         |
| Resilience            | Enhancing Climate Resilience across the Value Chain          | Ensuring business continuity by diversifying the supply chains and securing stable sourcing of raw materials in preparation for climate-related risks                                                                           | ●          | ●        | ●         |

※ Impact Time Horizons

| Category    | Criteria                                                                                                             | Time Frame |
|-------------|----------------------------------------------------------------------------------------------------------------------|------------|
| Short-term  | Climate-related risks or opportunities are reasonably expected to materialize within 1 year                          | 2025       |
| Medium-term | Climate-related risks or opportunities are reasonably expected to materialize in more than 1 year but within 5 years | 2026-2029  |
| Long-term   | Climate-related risks or opportunities are reasonably expected to materialize beyond 5 years                         | 2030-2050  |

1) Refer to IFRS Sustainability Disclosure Standard (2023), Industry-based Guidance on implementing Climate-Related Disclosures: Processed Foods, Chemicals

2) Nationally Determined Contributions (NDCs)

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 2. BUSINESS MODEL AND VALUE CHAIN

#### 1) CURRENT AND ANTICIPATED IMPACTS ON THE BUSINESS MODEL AND VALUE CHAIN

CJ CheilJedang conducted a comprehensive analysis of climate change impacts across the entire value chain—including upstream and downstream activities—for its three business units. The results revealed a high level of similarity in both the structure of the value Chain and the types of impacts identified across the business units. Accordingly, to minimize redundancy and ensure analytical consistency, this report presents a consolidated summary of climate-related risks and opportunities across all business units.

| Physical Risks |                                               |                              |                                                                                                 |         |             |
|----------------|-----------------------------------------------|------------------------------|-------------------------------------------------------------------------------------------------|---------|-------------|
| Type           | Factor                                        | Value Chain                  | Current and Anticipated Impact                                                                  | Current | Anticipated |
| Acute          | Heavy Rainfall and Flooding, Fluvial Flooding | Production and Manufacturing | Revenue loss caused by the temporary suspension of production facility operations               |         | ●           |
|                |                                               |                              | Increased recovery costs due to structural damage to equipment and buildings caused by flooding |         | ●           |
| Chronic        | Abnormal Temperatures                         | Raw Material Sourcing        | Reduced crop yields and increased procurement costs due to abnormal temperatures                | ●       | ●           |
|                |                                               | Production and Manufacturing | Increased labor costs due to reduced work efficiency and labor productivity of employees        |         | ●           |
|                |                                               |                              | Higher operating costs due to increased use of cooling systems, including air conditioners      | ●       | ●           |
|                | Water stress                                  | Raw Material Sourcing        | Decreased crop yields and rising procurement costs for crops grown in water-stressed regions    | ●       | ●           |
|                |                                               | Production and Manufacturing | Increased water utility costs due to worsening water scarcity                                   |         | ●           |
|                |                                               |                              |                                                                                                 |         |             |

| Physical Risks        |                                                      |                              |                                                                                                                                             |         |             |
|-----------------------|------------------------------------------------------|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                  | Factor                                               | Value Chain                  | Current and Anticipated Impact                                                                                                              | Current | Anticipated |
| Policy and Regulation | Strengthening of Greenhouse Gas Emission Regulations | Research and Development     | Increased research and development costs due to eco-design aimed at minimizing environmental impact across the product life cycle           | ●       | ●           |
|                       |                                                      | Raw Material Sourcing        | Increased procurement costs due to expanded sourcing of sustainable raw materials and low-carbon agricultural products                      | ●       | ●           |
|                       |                                                      |                              | Higher operational costs resulting from supporting suppliers in reducing Scope 3 greenhouse gas emissions                                   |         | ●           |
|                       |                                                      | Production and Manufacturing | Increased costs due to investment in high-efficiency equipment, process optimization, and the implementation of energy management systems   | ●       | ●           |
|                       |                                                      |                              |                                                                                                                                             |         |             |
|                       |                                                      | Logistics                    | Increased costs due to energy efficiency investments in refrigeration and freezing equipment at logistics centers                           |         | ●           |
|                       | Compliance and Litigation Risks                      | Marketing and Sales          | Increased costs due to transition to eco-friendly transportation, such as electric vehicles                                                 |         | ●           |
|                       |                                                      |                              | Increased sales and management costs due to expanding marketing strategies to build an eco-friendly brand image                             | ●       | ●           |
|                       |                                                      | Production and Manufacturing | Risk of regulatory penalties or fines for non-compliance with emissions reduction obligations or violations of the emissions trading scheme |         | ●           |
|                       |                                                      | Marketing and Sales          | Increased litigation risk if sustainable product marketing is perceived as greenwashing                                                     | ●       | ●           |

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 2. BUSINESS MODEL AND VALUE CHAIN

#### 1) CURRENT AND ANTICIPATED IMPACTS ON THE BUSINESS MODEL AND VALUE CHAIN

| Transition Risks |                                                  |                              |                                                                                                                                                      |         |             |
|------------------|--------------------------------------------------|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type             | Factor                                           | Value Chain                  | Current and Anticipated Impact                                                                                                                       | Current | Anticipated |
| Market           | Customer Demand for Reduced Environmental Impact | Research and Development     | Increased research and development costs for product development and design to meet customer demand for sustainable raw materials and certifications | ●       | ●           |
|                  |                                                  |                              | Loss of market competitiveness if customer requirements for product development are not met                                                          |         | ●           |
|                  |                                                  | Raw Material Sourcing        | Increased procurement costs when using sustainable raw materials compared to traditional sourcing practices                                          | ●       | ●           |
|                  |                                                  | Marketing and Sales          | Uncertainty regarding customer acceptance of price premiums for low-carbon packaging and eco-friendly certified products                             | ●       | ●           |
|                  |                                                  |                              | Increased costs from obtaining eco-friendly certifications and labeling                                                                              | ●       | ●           |
|                  | Raw Material Procurement Risks                   | Research and Development     | Increased research and development costs to secure a supply of sustainable raw materials                                                             | ●       | ●           |
|                  |                                                  | Raw Material Sourcing        | Increased prices and supply instability due to higher demand for eco-friendly raw materials and low-carbon fuels                                     | ●       | ●           |
|                  |                                                  | Production and Manufacturing | Increased production costs due to incorporation of sustainable raw materials                                                                         | ●       | ●           |
|                  |                                                  |                              | Risk of logistics disruptions and delivery delays due to extreme weather events                                                                      | ●       | ●           |
|                  |                                                  | Logistics                    | Increased logistics costs due to supply chain diversification and restructuring                                                                      |         | ●           |
|                  | Marketing and Sales                              |                              | Increased product prices from use of sustainable raw materials leading to reduced consumer demand                                                    | ●       | ●           |

| Opportunities       |                                                              |                              |                                                                                                                                                                          |         |             |
|---------------------|--------------------------------------------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                | Factor                                                       | Value Chain                  | Current and Anticipated Impact                                                                                                                                           | Current | Anticipated |
| Resource Efficiency |                                                              | Raw Material Sourcing        | Reduction in raw material costs due to the expansion of resource recycling and reuse, including food by-products                                                         | ●       | ●           |
|                     |                                                              |                              | Reduced inventory management costs through optimized procurement scheduling                                                                                              | ●       | ●           |
|                     | Enhanced Efficiency in Production and Distribution Processes | Production and Manufacturing | Optimization of equipment operations through replacement of inefficient facilities and expansion of automated processes                                                  | ●       | ●           |
|                     |                                                              |                              | Improved efficiency and reduced energy costs for energy-intensive processes (e.g., heat treatment, cooling, drying) through energy optimization systems                  | ●       | ●           |
|                     |                                                              | Logistics                    | Reduction in logistics costs through the optimization of logistics routes and hubs, resulting in shorter travel distances and times, as well as reduced fuel consumption | ●       | ●           |
|                     |                                                              |                              | Expanded market share by building a sustainable brand image based on eco-friendly production and efficiency achievements                                                 | ●       | ●           |
| Energy Sources      |                                                              | Production and Manufacturing | Reduction in energy costs through in-house production and use of renewable energy sources like solar power and biomass                                                   | ●       | ●           |
|                     |                                                              |                              | Mitigation of regulatory risks, including emissions trading schemes, through the reduction of greenhouse gas emissions (Scope 2)                                         |         | ●           |
|                     |                                                              | Logistics                    | Energy cost reduction through the operation of photovoltaic facilities at logistics centers and warehouse                                                                |         | ●           |
|                     |                                                              |                              | Mitigation of greenhouse gas-related regulatory risks through the reduction of greenhouse gas emissions (Scope 3)                                                        |         | ●           |
|                     |                                                              | Marketing and Sales          | Enhanced market competitiveness by meeting customers' demands for renewable energy use                                                                                   |         | ●           |
|                     | Sale of Emission Allowances                                  | Support Activities           | Revenue generation from the sale of surplus emission allowances                                                                                                          | ●       |             |
|                     |                                                              |                              |                                                                                                                                                                          |         |             |

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 2. BUSINESS MODEL AND VALUE CHAIN

#### 1) CURRENT AND ANTICIPATED IMPACTS ON THE BUSINESS MODEL AND VALUE CHAIN

| Opportunities         |                                                     |                              |                                                                                                                                                                                       |         |             |
|-----------------------|-----------------------------------------------------|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                  | Factor                                              | Value Chain                  | Current and Anticipated Impact                                                                                                                                                        | Current | Anticipated |
| Market                | Enhancing Brand Value and Credibility               | Marketing and Sales          | Improvement in trust and maintenance of long-term relationships with various stakeholders including shareholders, customers, and partners                                             | ●       | ●           |
|                       |                                                     |                              | Attraction of consumers who prioritize environmental values and increase in customer loyalty                                                                                          | ●       | ●           |
|                       |                                                     | Supporting Activities        | Increased potential for inclusion in institutional investors' ESG investment portfolios                                                                                               |         | ●           |
|                       |                                                     |                              | Increased potential for benefiting from government's eco-friendly incentive policies                                                                                                  |         | ●           |
| Products and Services | Developing New Products through R&D and Innovation  | Research and Development     | Securing technological competitive advantage through increased investment in research and development of sustainable products that align with environmentally-focused consumer trends | ●       | ●           |
|                       |                                                     |                              | Enhancement of intangible asset value through acquiring sustainable product patents and expanding the intellectual property portfolio                                                 | ●       | ●           |
|                       |                                                     | Marketing and Sales          | Targeting new markets with high recognition of sustainable consumption and increasing global revenue                                                                                  | ●       | ●           |
|                       |                                                     |                              | Enhanced corporate image and long-term brand value through differentiated marketing focused on sustainable products                                                                   | ●       | ●           |
|                       |                                                     |                              |                                                                                                                                                                                       |         |             |
|                       |                                                     |                              |                                                                                                                                                                                       |         |             |
| Resilience            | Enhancing Climate Resilience across the Value Chain | Research and Development     | Strengthening product competitiveness and raw material development in response to climate change                                                                                      | ●       | ●           |
|                       |                                                     | Raw material Sourcing        | Reduction in procurement delays and price volatility through securing diverse sources                                                                                                 | ●       | ●           |
|                       |                                                     | Production and Manufacturing | Increased productivity by minimizing fluctuations in raw material availability                                                                                                        | ●       | ●           |
|                       |                                                     | Marketing and Sales          | Improved product price competitiveness and customer satisfaction by reducing cost volatility                                                                                          |         | ●           |
|                       |                                                     | Supporting Activities        | Increased investor trust and corporate value through stable financial performance and business continuity, based on sustainable supply chains                                         |         | ●           |
|                       |                                                     |                              |                                                                                                                                                                                       |         |             |

#### 2) IMPACTS CONCENTRATED ON SPECIFIC BUSINESS MODELS AND VALUE CHAIN

The areas most impacted by climate-related risks and opportunities within CJ CheilJedang's three business units and across its value chain are outlined as follows.

| Category        | Type                  | Factor                                               | Business Unit and Value Chain | Concentrated Impact                                                                                                                                                                                                                                                |
|-----------------|-----------------------|------------------------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Risk   | Chronic               | Extreme Temperature, Water Stress                    | Three business units          | High dependency on key raw materials such as raw sugar, wheat, soybeans, and corn makes the business vulnerable to crop instability caused by climate change, potentially leading to increased cost and decreased profitability, resulting in financial impacts    |
| Transition Risk | Policy and Regulation | Strengthening of Greenhouse Gas Emission Regulations | Food Business Unit            | Currently generating revenue through the sale of surplus emission allowances under the Korea Emissions Trading Scheme (K-ETS), but costs are expected to arise from the purchase of emission allowances in Phase 4 of K-ETS (2026–2030)                            |
| Opportunity     | Products and Services | Developing New Products through R&D and Innovation   | Three business units          | By increasing R&D investments, we aim to strengthen market competitiveness by developing raw materials, products, and technologies suited to addressing climate change, including microbial fertilizers, nitrogen-reducing feed, and methane-reducing technologies |

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Current and Anticipated Changes to the Business Model

The industry in which CJ CheilJedang operates is closely linked to agriculture, which is heavily dependent on the natural environment. The vulnerabilities of agriculture due to climate change may affect the business model. Accordingly, to strengthen climate change response capabilities and ensure the sustainability of the business, we have developed a climate change transition plan within its existing business model and is carrying out both direct and indirect actions to respond to related risks and opportunities.

##### Direct and Indirect Mitigation and Adaptation Activities for Climate Change Response

| Category              |                                                    | Activity                                                                                                                                                                        | Current | Expected |
|-----------------------|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------|
| Mitigation Activities | Transition to Renewable Energy                     | Transition to low-carbon fuels such as biomass (e.g., rice husk pellets, palm husk)                                                                                             | ●       | ●        |
|                       |                                                    | Expansion of photovoltaic facility installation                                                                                                                                 | ●       | ●        |
|                       |                                                    | Purchase of Renewable Energy Certificates (REC) <sup>1)</sup>                                                                                                                   | ●       | ●        |
|                       | Development of Low-Carbon Products                 | Development of microbial fertilizers, nitrogen-reducing feed, and methane-reduction technologies                                                                                | ●       | ●        |
|                       |                                                    | Improvement of energy efficiency at business sites                                                                                                                              | ●       | ●        |
|                       | Conducting Life Cycle Assessment (LCA)             | Transition to high-efficiency energy equipment                                                                                                                                  | ●       | ●        |
|                       |                                                    | Introduction of Energy Management System                                                                                                                                        | ●       | ●        |
| Adaptation Activities | Implementation of Internal Carbon Pricing System   | Establishment of Life Cycle Assessment (LCA) system for BIO Business Unit                                                                                                       | ●       | ●        |
|                       |                                                    | Incorporation of internal carbon pricing into major investment decisions                                                                                                        | ●       | ●        |
|                       |                                                    | Operation of Global Market Intelligence (MI) Room                                                                                                                               | ●       | ●        |
|                       | Development of Climate-Resilient Raw Materials     | Management of grain price volatility using international meteorological data and AI-based predictive systems                                                                    | ●       | ●        |
|                       |                                                    | Development of climate-resilient crop varieties and ensuring raw material supply stability                                                                                      | ●       | ●        |
|                       | Preparation for Physical Damage from Climate Risks | Establishment of disaster prevention facilities                                                                                                                                 | ●       | ●        |
|                       |                                                    | Rapid reporting and response through a swift risk-sharing system for safety and environmental risks in the event of natural disasters such as typhoons, earthquakes, and floods | ●       | ●        |
|                       | Participation in Public Policy                     | Participation and collaboration in public policies such as Industry Technology Research Associations and Food Industry ESG Committees, in alignment with government policies    | ●       | ●        |
|                       |                                                    |                                                                                                                                                                                 |         |          |

##### Transition to Renewable Energy

CJ CheilJedang is continuously promoting the transition to clean energy by adopting renewable energy sources. In 2024, the Food Business Unit newly installed photovoltaic facilities with capacities of 1.2MWp, 1.6MWp, and 0.3MWp at the Jincheon, Incheon 1, and Busan plants, respectively. As of now, photovoltaic facilities are in operation at ten domestic sites, and additional installations are planned at the Ansan Plant in 2025.

The BIO Business Unit signed long-term Renewable Energy Certificate (REC) purchase agreements with Indonesia's state-owned electricity provider PLN to reduce greenhouse gas (GHG) emissions at the Jombang and Pasuruan sites. As of 2024, these initiatives have achieved a total GHG reduction effect of 500,284 tCO<sub>2</sub>eq. Additionally, since 2022, the Vung Tau site in Vietnam has fully replaced coal fuel with rice husk pellets (RHP), a sustainable biomass energy source. In 2024 alone, the use of 5,169 tons of RHP resulted in a coal substitution reduction effect of 10,682 tCO<sub>2</sub>eq. Photovoltaic facilities have also been in operation at the Vung Tau (Vietnam) and Kerteh (Malaysia) sites since 2022.

CJ Feed&Care has been actively expanding the adoption of photovoltaic facilities as well. Following the installation of photovoltaic facilities at two sites in Vietnam (Dong Nai and Binh Dinh) in 2023, the company launched solar operations at two additional Vietnamese sites (Ha Nam and Hung Yen) and four sites in Indonesia (Serang, Jombang, Lampung, and Semarang) in 2024. Further expansions have been implemented in 2025 at the Long An and Vinh Long sites in Vietnam and the Bukidnon site in the Philippines. In parallel, the business unit continues to drive GHG reductions through fuel conversion. As of 2024, fuel conversion to biomass (e.g., wood waste, palm shells) at eight sites in Vietnam and Indonesia has resulted in a coal substitution reduction effect of approximately 32,517 tCO<sub>2</sub>eq.

##### Low-Carbon Product Development

To reduce GHG emissions during the product-use phase, the BIO Business Unit has developed low-emission feed-grade amino acids and microbial fertilizers that can replace or supplement chemical nitrogen fertilizers. Additionally, CJ Feed&Care launched "Amino MAX," the first nitrogen-reducing feed in Korea's feed industry. This environmentally improved feed minimizes residual nitrogen and reduces emissions of nitrous oxide, a greenhouse gas generated during manure processing. It is being promoted as a core strategy for achieving carbon neutrality in the domestic and global livestock sectors.

1) Renewable Energy Certificate

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Energy Management and Efficiency Improvement at Manufacturing Sites

The Food Business Unit is driving the transition to high-efficiency equipment to improve energy efficiency within its operations. In 2024, the Jincheon Plant replaced outdated refrigeration units and unit coolers with the latest equipment to optimize energy efficiency and reduce electricity consumption. Additionally, Incheon Plant 1 is piloting the Factory Energy Management System (FEMS), analyzing collected data to identify opportunities for further energy efficiency improvements.

The BIO Business Unit has introduced the internal system, BMP (BIO Manufacturing Portal), across all global business sites to strengthen energy management systems and monitor energy performance in an integrated manner. CJ Feed&Care is also effectively managing greenhouse gas emissions and energy usage by monitoring monthly consumption through FEED POP (Plant Optimization Platform) and Feed-PIMS (Plant Index Management System). Notably, Feed-PIMS is being applied and operational at all Feed&Care business sites.

##### Implementation of Life Cycle Assessment (LCA)

In 2024, as part of strengthening sustainability management to achieve carbon reduction, the BIO Business Unit established a Life Cycle Assessment (LCA) framework for 41 products manufactured across seven manufacturing sites in five countries. The assessment process underwent third-party validation by the global certification body DNV.

This initiative marks the first case in Korea's food and Green BIO industry where LCA verification was conducted at the site level, rather than for individual products. The evaluation quantitatively measured environmental impacts such as climate change and resource depletion across the cradle-to-gate stages of each product. The verified products included next-generation seasoning ingredients produced through natural fermentation processes and feed-grade amino acids. Notably, the assessment of feed-grade amino acids followed the EU LCA guidelines, ensuring the credibility of the carbon emissions data.

Additionally, we developed 'BIOFEED', a program that enables integrated management of feed formulation and carbon footprint, to support our customers in achieving their carbon reduction targets. Moving forward, we will continue to expand the development of low-carbon products and advance our greenhouse gas (GHG) reduction initiatives based on internationally standardized LCA methodologies.

##### Operation of Internal Carbon Pricing System

CJ CheilJedang operates an internal carbon pricing system company-wide to establish practical measures for reducing carbon emissions.

※ For further information, please refer to "Response to Climate Change – Metrics and Targets – 1. Climate-Related Indicators – 6) Internal Carbon Pricing." 

##### Operation of Global Market Intelligence (MI) Room

In response to the increasing frequency of extreme weather events, CJ CheilJedang has recognized the growing importance of climate-related risk management and established a Global Market Intelligence (MI) Room in 2019. The yields of major raw materials such as raw sugar, wheat, soybeans, and corn are highly susceptible to weather conditions, and associated price fluctuations can have a significant impact on business profitability.

To mitigate these risks, the MI Room conduct real-time monitoring of crop conditions in major producing regions using global meteorological data provided by institutions such as ECMWF<sup>1)</sup> and NOAA<sup>2)</sup>, along with key indicators such as El Niño and La Niña. In addition, we conducts AI-based risk management based on a database of extreme weather events and more than 30 years of global meteorological data.

Moreover, we have secured dedicated meteorological personnel and established a system for regularly reporting weather trends in key sourcing regions and sharing this information internally, thereby strengthening on-the-ground response capabilities. Looking ahead, we plan to expand the scope of its analysis to localized areas by incorporating data from the Korea Meteorological Administration.

##### Climate-Resilient Raw Material Development

To proactively address supply instability of raw materials caused by climate change, the Food Business Unit is developing climate-resilient crop cultivars. These efforts are aimed at transforming climate risks into opportunities while enhancing supply stability and cost competitiveness.

※ For further information on the outcomes of these initiatives, refer to: "Response to Climate Change – CJ CheilJedang's Research and Development for Climate Change Response." 

1) European Centre for Medium-Range Weather Forecasts (ECMWF)  
2) National Oceanic and Atmospheric Administration (NOAA)

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Physical Risk Management

CJ CheilJedang operates a Rapid Sharing System for Safety and Environment Risks to manage physical risks related to climate change. In the event of natural disasters such as typhoons and heavy rainfall, the system enables the prompt reporting of information and implementation of response measures.

The Food Business Unit carries out preventive activities and facility upgrades each summer to reduce storm and flood-related damage. We are continuously investing in risk mitigation, including the installation of flood barriers and reinforcement of water channels and drainage systems. In 2024, a total of 192 risk factors, such as localized downpours and strong winds, were identified in advance. Approximately KRW 330 million was invested in improvement measures, achieving zero flood incidents across all domestic business sites during the period.

In addition, we implement systematic seasonal risk prevention and management activities throughout the year based on three themes: thaw season (February–March), storm and flood season (June–October), and winter fire prevention (November–February).

CJ Feed&Care is enhancing its climate resilience at the Shenyang site in China through the adoption of the Sponge City concept to respond to urban flooding and water scarcity caused by climate change. The Sponge City approach, a type of nature-based infrastructure, contributes to flood risk reduction and water resource management by enabling the absorption, storage, and purification of rainwater. We are exploring opportunities to expand the application of the best practices secured through this project to strengthen climate change adaptation and promote urban sustainability.

##### Participation in Public Policy

In 2021, CJ CheilJedang declared its commitment to achieving "2050 Net-Zero & Zero Waste" in alignment with the Paris Agreement, supporting the Korean government's carbon neutrality goals and the Nationally Determined Contribution (NDC). We continue to engage in external activities through participation in domestic associations and public policy initiatives.

Participation in ESG-related associations and decisions on membership or withdrawal are carried out through joint reviews by relevant internal departments and the ESG team. In 2024, CJ CheilJedang participated in the Ministry of Environment's "Circular Economy Regulatory Sandbox" pilot project, joining forces with Incheon Metropolitan City, Incheon National University, and various domestic and international enterprises. The project demonstrated biogas conversion using biodegradable plastics.

Additionally, through collaboration with the Ministry of Agriculture, Food and Rural Affairs and the Ministry of Food and Drug Safety, CJ CheilJedang helped establish the "ESG Joint Council for the Food Industry Supply Chain" under the Korea Food Industry Association, supporting greater ESG engagement among food suppliers.

##### Climate Transition Plan

In 2021, CJ CheilJedang established a climate transition plan with the goal of achieving Net Zero by 2050 and reducing GHG emissions by 25 percent by 2030 compared to 2020 levels. During the target-setting process, assumptions were made for major manufacturing sites across each business unit regarding energy usage patterns, the feasibility of introducing biomass boiler technology, and trends in the REC trading market. The plan comprehensively considered a range of implementation measures, including the adoption of energy-efficient equipment, conversion to biomass fuels, increased use of renewable electricity, and REC purchase agreements. We also monitor its GHG emissions annually to continuously assess the likelihood of achieving its targets.

| Category                                                 | Key Assumptions and Dependencies                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Energy Efficiency Improvement                            | <ul style="list-style-type: none"><li>· Analysis of energy consumption patterns by business unit</li><li>· Introduction of high-efficiency process equipment</li></ul>                                                                                                                                                                           |
| Transition to Renewable Electricity                      | <ul style="list-style-type: none"><li>· Analysis of electricity consumption</li><li>· Government policies related to renewable energy</li><li>· Installation of photovoltaic facilities at business sites and power purchase agreements for renewable energy</li></ul>                                                                           |
| Biomass<br>(Co-firing, boilers, steam outsourcing, etc.) | <ul style="list-style-type: none"><li>· Co-firing ratio of alternative fuels such as biomass in existing boilers</li><li>· Feasibility of boiler system modification for the use of biomass fuel</li><li>· Procurement price of biomass fuel</li><li>· Stability of biomass supply (fulfillment rate of supply contracts by suppliers)</li></ul> |

##### Plan for Achieving Climate-Related Targets

To achieve our 2050 Net-Zero target, we are replacing conventional fossil fuels such as coal and LNG by using biomass fuels including wood pellets and agricultural residues in dedicated steam boilers and combined heat and power (CHP) boilers at business sites.

In addition, we are advancing the transition to renewable energy by installing photovoltaic facilities on unused land within business sites for on-site consumption, and by directly purchasing electricity from external solar power producers, thereby converting electricity previously sourced from the grid to renewable energy.

Furthermore, we are also promoting process optimization through the development of high-efficiency fermentation strains.

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 2) RESOURCE PROCUREMENT PLAN

CJ CheilJedang plans to fund its climate-related transition initiatives, including the conversion to biomass fuel and the installation of renewable energy facilities, using internally retained earnings that have already been secured. However, considering the potential increase in related costs, including biomass, Renewable Energy Certificates (REC), and Power Purchase Agreements (PPA)<sup>1)</sup>, additional financial burdens may arise in the future. Accordingly, we will explore various financing options as needed, in addition to utilizing its internal reserves.

#### 3) PROGRESS OF PREVIOUS DISCLOSURE PLAN

The implementation status of our response plans for climate-related risks and opportunities, as disclosed in the previous Sustainability Report, is as follows based on the end of the reporting period.

##### Expansion of photovoltaic Facilities

|                          |                                                                                                                                                                                                                                                                                          |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Previous Disclosure Plan | CJ Feed&Care plans to expand the adoption of photovoltaic facilities at seven sites in Vietnam, four sites in Indonesia, and one site in the Philippines, based on the cumulative total as of 2024.                                                                                      |
| Implementation Status    | In 2024, photovoltaic facilities were additionally installed at two sites in Vietnam (Hung Yen, Ha Nam) and four sites in Indonesia (Serang, Jombang, Lampung, and Semarang). (In 2025, additional installations are completed at two sites in Vietnam and one site in the Philippines.) |

##### Scope 3 Emissions Calculation

|                          |                                                                                                                                                                                                 |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Previous Disclosure Plan | To enhance the accuracy of emissions calculation and expand the reporting scope by Scope 3 category, we aimed to improve activity data and calculation methodologies.                           |
| Implementation Status    | In 2024, the scope of calculation was expanded by increasing the number of items to which emission factors are applied. In addition, the data collection system for each category was improved. |

### 4. FINANCIAL IMPACTS

#### 1) FINANCIAL IMPACTS BY RISK AND OPPORTUNITY FACTORS

This report contains financial information that includes forward-looking statements based on assumptions made by the company. These statements are prepared based on judgments, estimates, assumptions, and expectations as of the date of the report’s preparation, and reflect the qualitative assumptions disclosed within the report.

These statements involve known and unknown material risks and uncertainties, and actual outcomes may differ significantly from the projections. Furthermore, since the report is based on current facts and circumstances, the disclosed information may change due to future events or developments.

However, we assume no legal obligation to revise any forward-looking statements after the date of this report or to reflect the occurrence of unanticipated events or changes in circumstances. CJ CheilJedang shall not be held liable for any costs, losses, or damages arising from changes to this report or related information caused by unexpected events.

While we believe that this report has been prepared based on reasonable expectations, there is no assurance that such expectations will be realized. This report should not be construed as legal evidence for any investment decisions or outcomes.

CJ CheilJedang has defined climate-related activities that could have a material impact on our financial position and performance, as outlined below, and has analyzed the financial impact pathways associated with each activity.

| Physical Risks |                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Type           | Factor                                           | Financial Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Acute          | Heavy Rainfall, Flooding, Fluvial Flooding, etc. | Flooding caused by localized downpours and river overflow may damage facilities and delay operations, resulting in increased recovery costs and potential business site shutdown losses.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Chronic        | Abnormal Temperatures, Water Stress              | Rising cooling demand driven by abnormal temperatures is increasing both electricity costs and facility operating expenses. In addition, working in high-temperature environments may reduce labor productivity, resulting in additional labor-related costs. Continued water scarcity could disrupt production processes, while increased procurement costs for alternative water sources may further raise overall operational expenses.<br>Climate change is exacerbating risks in the procurement of agricultural raw materials due to increased supply instability. Under the SSP5-8.5 scenario, in the 2040s, production of soybeans, corn, and wheat is projected to decline significantly compared to the 2020s due to the effects of abnormal temperatures, water shortages, and droughts. This is expected to lead to higher purchasing costs for key raw materials. |

1) Power Purchase Agreement (PPA)

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 4. FINANCIAL IMPACTS

#### 1) FINANCIAL IMPACTS BY RISK AND OPPORTUNITY FACTORS

| Transition Risks        |                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Type                    | Factor                                                             | Financial Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Policies and Regulation | Strengthening of Greenhouse Gas Emission Regulations <sup>1)</sup> | CJ CheilJedang is subject to the Korea Emissions Trading Scheme (K-ETS). Following the upward revision of the Nationally Determined Contribution (NDC), an increase in the proportion of paid allocation and a rise in emission allowance prices are anticipated. If the reduction target is not met, we estimate that the cost of purchasing additional allowances could range from KRW 21 billion to KRW 38.9 billion in the short- to mid-term, and from KRW 945.3 billion to KRW 2.6 trillion in the short- to long-term. These estimates are based on assumptions under the current uncertainty, as the 4th Phase Plan of K-ETS has not yet been finalized. The projections may vary depending on future changes in allocation ratios, market prices of allowances, and regulatory conditions. Once further policy details are confirmed, we plan to refine its analysis accordingly. |
|                         | Compliance and Litigation Risks                                    | The Food Business Unit is required to comply with K-ETS regulations, while the BIO Business Unit is subject to China's environmental laws (air regulations). Failure to comply may result in legal actions such as fines or penalties.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Market                  | Customer Demand for Reduced Environmental Impact                   | To meet client demands for reducing environmental impact, the BIO Business Unit completed product LCAs and third-party verification in 2024, and plans to expand the scope of LCA application moving forward. In addition, across all business units, R&D activities are being carried out on an ongoing basis to incorporate customers' climate-related requirements, with associated expenditures incurred on a regular basis.                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                         | Raw Material Procurement <sup>2)</sup> Risks                       | A sharp increase in demand for sustainable raw materials and low-carbon fuels is likely to cause a rise in raw material costs, thereby increasing cost of goods sold. Supply instability can also lead to higher inventory management costs and elevate the risk of production interruptions. In addition, price volatility reduces the predictability of raw material procurement costs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

1) The analysis covers domestic business sites of the Food Business Unit and CJ Feed&Care, excluding overseas sites under the BIO Business Unit, which are not subject to the Korea Emissions Trading Scheme (K-ETS). Annual Business As Usual (BAU) emissions for each business unit were calculated by reflecting the growth rate by industry, and a progressively increasing paid allocation ratio was applied in line with expected government policy. In addition, the projected annual costs of purchasing emission allowance were calculated based on carbon prices under the International Energy Agency (IEA) scenarios—the Stated Policies Scenario (STEPS) and the Net Zero Emissions (NZE) scenario—with carbon prices assumed at KRW 121,394/ton and KRW 340,995/ton, respectively, for 2050.

2) For CJ CheilJedang's key raw materials including raw sugar, wheat, soybeans, and corn, we analyzed the major production regions and the purchase proportions by region. By reflecting the projected average annual losses for each production region calculated using the S&P Climanomics Tool, we derived the final projected average annual loss rate (%) for each raw material.

| Opportunities         |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Type                  | Factor                                                       | Financial Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Resource Efficiency   | Enhanced Efficiency in Production and Distribution Processes | We reduce energy consumption and increase resource efficiency by replacing outdated equipment with high-efficiency systems and developing technologies, such as automated liquid fertilizer circulation systems, manure treatment, and composting, to improve operation efficiency across production and distribution value chains. These improvements contribute to reduced energy consumption, enhanced resource utilization, and ultimately lead to reduced operating costs and financial gains. |
| Energy Source         | Use of Low-emission Energy Sources <sup>3)</sup>             | Through initiatives such as the installation of photovoltaic facilities and Power Purchase Agreements (PPA) for renewable electricity, we expect to achieve long-term reductions in power and fossil fuel purchasing costs. With proactive investment and operation of low-carbon energy sources, the Food Business Unit is projected to generate up to KRW 9.6 billion in financial benefits by 2050.                                                                                              |
|                       | Sale of Emission Allowances                                  | The sale of surplus allowances secured through greenhouse gas reduction efforts may result in non-operating income. Currently, during Phase 3 of the Korea Emissions Trading System (K-ETS), we are generating revenue through allowance sales. However, from Phase 4, changes in the allocation method and stricter regulations may limit such revenue potential, thereby presenting a potential financial risk.                                                                                   |
| Market                | Enhanced Brand Value and Credibility                         | We are promoting company-wide ESG management, and as part of its strategy, have expanded the application of sustainable packaging, Life Cycle Assessment (LCA) of products, and the operation of energy management systems across all business units. These efforts not only minimize environmental impact but also contribute to the enhancement of brand value.                                                                                                                                   |
| Products and Services | Developing New Products through R&D and Innovation           | Each business unit is continuously expanding R&D efforts to respond to environmental changes driven by climate change. The BIO Business Unit has developed microbial-based fertilizers to reduce the environmental impact of chemical fertilizer usage. Meanwhile, CJ Feed&Care has developed and introduced environmentally improved feed such as nitrogen-reducing formulations, aiming to both reduce GHG emissions and enhance profitability.                                                   |
| Resilience            | Enhancing Climate Resilience across the Value Chain          | In response to climate change, the marine sector is upgrading land-based seaweed cultivation technology to cope with rising ocean temperatures. In the agriculture sector, we are working to secure stable raw material supply and reduce production costs by introducing heat-tolerant napa cabbage and new rice varieties that can grow stably under rapidly changing climate conditions.                                                                                                         |

3) In the Food Business Unit, investments are underway to support the transition to renewable energy, including the installation of photovoltaic facilities and the signing of Power Purchase Agreements (PPA) for renewable electricity. This analysis was conducted based on currently established plans and excludes any future plans that have not yet been finalized. The financial benefits were calculated by projecting long-term trends in domestic electricity and renewable energy prices and estimating the cost savings from future electricity purchases.



# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 4. FINANCIAL IMPACTS

#### 1) FINANCIAL IMPACTS BY RISK AND OPPORTUNITY FACTORS

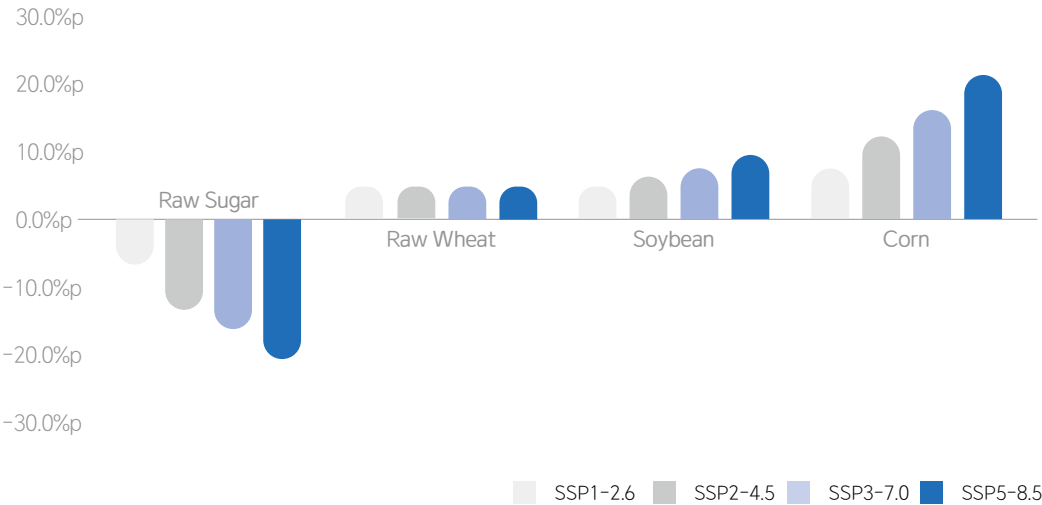
##### Detailed Analysis of Physical Risks on Raw Materials

Given our industry characteristics, we analyzed the financial impacts of climate-related physical risks in major production regions for our four key raw materials —raw sugar, wheat, soybeans, and corn— which we are highly dependent on. The primary physical risks projected to affect these raw materials over the short, medium, and long term include temperature extremes, water stress, and drought.

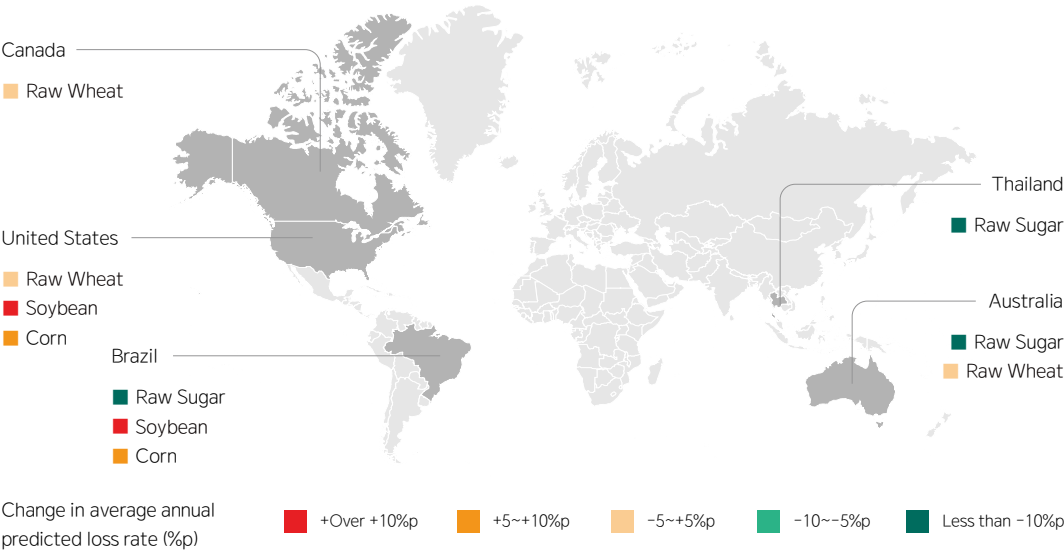
Under the SSP5-8.5 scenario, the modeled average annual losses (MAAL) driven by declining crop yields are expected to rise substantially in the 2040s relative to the 2020s, with the highest increase projected for soybeans, followed by corn and wheat. In contrast, procurement costs for raw sugar are anticipated to decrease, as elevated temperatures are likely to enhance crop productivity.

For wheat, MAAL is projected to increase most significantly in the United States, Australia, and Canada, primarily due to reduced yields and rising procurement costs associated with temperature extremes and water shortages. Loss rates for soybeans and corn are expected to rise in the United States and Brazil. Soybeans are predominantly affected by temperature extremes, whereas both temperature extremes and drought are considered key contributing factors to the projected cost increases for corn over the medium to long term.

Change in Modeled Average Annual Loss (MAAL, %) in the 2040s compared to the 2020s (%p)



Change in Modeled Average Annual Loss (MAAL, %) in the 2040s compared to the 2020s (based on SSP5-8.5)



# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 5. IMPLICATIONS OF CLIMATE RESILIENCE ASSESSMENT

#### 1) CLIMATE RESILIENCE ASSESSMENT

##### Physical Risk Response

CJ CheilJedang has identified temperature extremes, water stress, and pluvial flooding as key physical climate risks and has designated them as critical vulnerability factors. To minimize disruptions in production and operations in advance, we operate the Rapid Sharing System for Safety and Environment Risks and continues to invest annually in facility reinforcement and infrastructure improvement to respond to natural disasters. In addition, to address risks related to raw material supply and price fluctuations caused by abnormal weather events, an AI-based prediction system is utilized to conduct real-time monitoring of climate risks and crop conditions in major sourcing regions. Through this response system, we are enhancing our resilience to physical risks and continuously strengthening its climate adaptation capabilities.

##### Transition Risk Response

To manage the financial impact of rising costs from the emissions trading scheme, CJ CheilJedang conducted a scenario analysis using IEA’s STEPS and NZE scenarios, which projected a gradual increase in carbon credit purchase costs in line with emission increases. Accordingly, we are implementing a phased strategy that includes the installation of photovoltaic systems, signing of PPA contracts, utilization of biomass fuels, and introduction of high-efficiency equipment to reduce GHG emissions and transition to renewable energy. Through these efforts, we aim to mitigate the financial impact of rising carbon credit costs and plan to further expand the use of renewable energy and the adoption of low-carbon, high-efficiency facilities. This approach will enable us to respond effectively to the climate crisis and strengthen our resilience.

#### 2) UNCERTAINTIES OF THE SCENARIOS

There is inherent uncertainty in the financial impact analysis of climate change. For physical risks, the analysis was conducted based on the Shared Socioeconomic Pathways (SSP) scenarios published by the IPCC, which incorporate projections of future socio-economic conditions, including population growth, economic development, technological advancement, and policy changes. However, these projections are accompanied by intrinsic uncertainties. Additionally, climate models simplify the earth’s complex climate systems, and this simplification introduces uncertainties arising from the model structure and input variables.

For transition risks and opportunities, the carbon price forecasts used in the analysis based on IEA scenarios reflect the volatility in policy direction and market conditions by country, and thus the resulting forecasts carry a certain level of uncertainty. Furthermore, GHG reduction targets may be subject to adjustments depending on changes in policy environments, technological development, and societal expectations, leading to additional variability in long-term goal-setting. Given the complexity and variability of climate change, there is a possibility that a gap may arise between modeled results and actual financial impacts, which further increases the overall uncertainty of the model.

Our Business As Usual (BAU) emissions forecasts were calculated based on industry growth rates, but actual emissions may deviate due to external environmental changes, market trends, and policy transitions. Moreover, solar power generation and electricity usage through PPA contracts are influenced by a range of factors including weather conditions, facility efficiency, contract terms, and power demand fluctuations, making it difficult to forecast generation and consumption volumes with complete accuracy. Accordingly, long-term projections for renewable energy generation or PPA-based electricity usage are also subject to a certain level of forecasting error.

# RESPONSE TO CLIMATE CHANGE

## STRATEGY

### 5. IMPLICATIONS OF CLIMATE RESILIENCE ASSESSMENT

#### 3) APPROPRIATENESS OF SCENARIO SELECTION AND SCOPE OF ANALYSIS

| Physical Risks            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate-Related Scenarios | <div><div>• SSP1-2.6: Assumes a sustainable and environmentally friendly economic growth pathway where fossil fuel use is minimized through the rapid development of renewable energy technologies.</div><div>• SSP2-4.5: Assumes a middle-of-the-road pathway with moderate progress in climate change mitigation and socio-economic progress development.</div><div>• SSP3-7.0: Assumes a socially vulnerable to climate change, due to weak mitigation policies and delayed technological development.</div><div>• SSP5-8.5: Assumes rapid industrial and technological advancement centered on fossil fuels and indiscriminate urban expansion.</div></div> |
| Scenario Source           | IPCC Sixth Assessment Report (2021)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Rationale for Selection   | The SSP scenarios provide a range of future pathways by integrating radiative forcing projections through 2100 with a broad set of socio-economic variables including national policies, demographic trends, energy consumption patterns, and technological advancements. These scenarios offer a robust framework for evaluating a company's climate resilience and adaptive capacity under a wide spectrum of potential climate futures.                                                                                                                                                                                                                      |
| Time horizon              | 2020 to 2059, analyzed in ten-year intervals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Business unit             | Analysis covers three business units across two headquarters and 29 manufacturing sites located in the Republic of Korea, Indonesia, China, Malaysia, Brazil, the United States, and Vietnam.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Transition Risks          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Climate-Related Scenarios | <div><div>• NZE (Net Zero Emissions): A scenario that assumes a pathway to achieve net-zero carbon emissions in the global energy sector by 2050</div><div>• STEPS (Stated Policies Scenario): A scenario based on currently implemented policies and officially announced government measures, assuming that these policies will be fully realized over time</div></div>                                                                                                                                                                                                                                                                                       |
| Scenario Source           | IEA World Energy Outlook                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Rationale for Selection   | The International Energy Agency (IEA) publishes its annual World Energy Outlook, offering highly credible global energy market forecasts and insights. It is suitable for assessing both current conditions and future trends, as its scenarios account for today's uncertainties as well as sensitivities related to renewable energy, electric vehicles, and LNG—along with the projected impacts of heatwaves, efficiency policies, and artificial intelligence on power demand and supply.                                                                                                                                                                  |
| Time horizon              | Analyzed by short-term (2025), mid-term (2026–2029), and long-term (2030–2050) periods.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Business unit             | Three business units (Food Business Unit, BIO Business Unit, CJ Feed&Care)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

#### 4) KEY ASSUMPTIONS USED IN THE ANALYSIS

| Factors                                                            | Details                                                                                                                                                                                                 |
|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate-related policy in jurisdictions where the company operates | Korea Emissions Trading Scheme (K-ETS)                                                                                                                                                                  |
| Macroeconomic trends                                               | Average cumulative exchange rate for Q4 2024: KRW 1,363.98/USD                                                                                                                                          |
| Country- or region-specific variables                              | Carbon prices in IEA scenarios (STEPS and NZE), electricity prices by country, raw material sourcing ratio                                                                                              |
| Energy consumption and mix                                         | Usage and unit cost of renewable energy —such as self-generation (e.g.solar power) and PPAs                                                                                                             |
| Technology development                                             | Research and development expenditures for climate change response                                                                                                                                       |
| Assumption in physical risk analysis for sites                     | Changes in the value of tangible assets are not considered                                                                                                                                              |
| Assumption in physical risk analysis for raw materials             | Assuming a failure to secure alternative markets due to insufficient climate change adaptation efforts, and that raw material production regions and purchasing costs remain unchanged from the present |

#### 5) CONDUCTING CLIMATE SCENARIO ANALYSIS

During the reporting period, CJ CheilJedang conducted a climate scenario analysis. To understand the potential impact of climate-related uncertainties on our business model and strategies, and to reflect the latest changes in climate policies and market dynamics, we perform regular assessments of our climate resilience on an annual basis.

# RESPONSE TO CLIMATE CHANGE

## RISK MANAGEMENT

### 1. RISK AND OPPORTUNITY MANAGEMENT PROCESS FOR CLIMATE CHANGE RESPONSE

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

##### Input Variables and Parameters

| Input Variables and Parameters | Data Sources                                                                                                     |
|--------------------------------|------------------------------------------------------------------------------------------------------------------|
| Physical Asset Type            | S&P Climanomics® Asset Type                                                                                      |
| Physical Asset Value           | Book value of property, plant, and equipment in consolidated financial statements                                |
| Energy Consumption             | Statements pursuant to guidelines for reporting and verification of emissions under the Emissions Trading Scheme |
| Greenhouse Gas Emissions       | Statements pursuant to guidelines for reporting and verification of emissions under the Emissions Trading Scheme |
| Greenhouse Gas Emission Factor | Guidelines for reporting and verification of emissions under the Emissions Trading Scheme, IEA, etc.             |
| Carbon Credit Price            | Ministry of Environment, IEA scenario analysis data                                                              |

##### Identification of Risks and Opportunities

For the assessment of physical risks, CJ CheilJedang applies four Shared Socioeconomic Pathway (SSP) scenarios—SSP1–2.6, SSP2–4.5, SSP3–7.0, and SSP5–8.5—using the S&P Climanomics Tool, based on the IPCC Sixth Assessment Report. These scenarios are used to estimate the physical loss impacts from climate change in 10-year increments from 2020 through 2059.

For the analysis of transition risks, we utilize the International Energy Agency's STEPS (Stated Policies Scenario) and NZE (Net Zero Emissions by 2050) scenarios. We identify transition risk factors related to greenhouse gas emissions by comprehensively considering global carbon price forecasts, trends in renewable energy price fluctuations, and other relevant factors.

##### Assessment of Risks and Opportunities

We classify physical risks, transition risks, and opportunity factors into short-term (within 1 year), mid-term (over 1 year to 5 years), and long-term (over 5 years) based on the expected time of impact on business operations. Each factor is prioritized by quantitatively assessing its likelihood and severity, specifically in terms of its potential financial impact.

- **Likelihood:** The likelihood that climate-related risks or opportunities may materialize and affect the company is assessed using a combination of quantitative probabilities and qualitative evaluations. A five-tier scale is applied, ranging from a 0–10% probability, where the issue is expected to occur only under very limited conditions, to a 90–100% probability, where the issue is almost certain to occur or already underway.
- **Severity:** The severity is evaluated based on the degree of impact on business site and business unit operations and the extent to which it may be reflected in financial statements. It is classified on a five-tier scale, from negligible or minimal impact to a very severe level, where the issue could critically affect the majority of business site operations and pose significant risks to overall company operations.

##### Prioritization of Risks and Opportunities

We recognize the significant impact of climate change on both the sustainability of its business and financial soundness. Accordingly, climate-related risks are systematically incorporated into the company-wide risk management framework. The Corporate ESG Management Department identifies and assesses risks and opportunities arising from climate change and sets priorities for response based on the level of financial impact.

These risk and opportunity factors are reviewed in an integrated manner alongside other sustainability management issues. The Corporate Sustainability Council comprehensively evaluates the influence of each issue across the business, adjusts priorities accordingly, and finalizes materiality by benchmarking against other core risks such as financial and regulatory compliance. Through this process, climate-related matters were determined to have relatively higher priority compared to other sustainability issues.

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##### Monitoring of Risks and Opportunities

CJ CheilJedang operates an integrated company-wide management system to systematically monitor climate-related risks. Environmental teams at each site use monitoring systems to track and manage site-specific risks, maintaining a framework that allows for the rapid identification of and immediate response to risk factors based on each site's unique characteristics. The Corporate ESG Management Department conducts an annual assessment of climate-related risks and opportunities from a company-wide perspective. This assessment incorporates both quantitative and qualitative criteria to analyze the nature and potential impacts of each identified risk. The results from departmental risk assessments are regularly reported to senior management and shared among relevant departments to support the development of coordinated, company-wide response strategies. Through this system, we ensure ongoing monitoring of changes in climate-related risks and implements structured response measures accordingly.

##### Changes in the Risk and Opportunity Management Process Compared to the Previous Year

We have redefined the anticipated timeframes for the impacts of climate-related risks and opportunities. The previous classification of short-term (within 3 years), medium-term (3 to 7 years), and long-term (beyond 7 years) has been revised to short-term (within 1 year), medium-term (more than 1 year and up to 5 years), and long-term (beyond 5 years). This adjustment reflects a long-term perspective aligned with global climate goals and the timeframe requirements presented in disclosure standards such as ESRS and KSSB. To more accurately identify the impacts of climate-related risks and opportunities on our business model and value chain, we have adopted a survey-based analytical approach. By incorporating insights from employees with a deep understanding of our organizational structure and operational environment, we aim to identify our unique risk exposure and opportunity drivers, and to establish an on-site evaluation framework that captures the actual impacts of each factor on our core business areas and operational processes.

#### 2) INTEGRATION WITH ENTERPRISE RISK MANAGEMENT SYSTEM

CJ CheilJedang ensures that the Chief Risk Officer (CRO) performs a check-and-balance function over company-wide risk and opportunity management, including non-financial risks. We integrate climate risk management into its overall enterprise risk management framework. The CRO monitors climate-related risks through the risk management unit and reports significant risks and their mitigation status to the CEO. In doing so, climate risks are not addressed as standalone issues but are managed holistically within the enterprise risk management framework, considering their interdependencies with other business risks from an integrated perspective.

※ For further information on the enterprise risk management framework, please refer to the "Governance – Risk Management" 

## METRICS AND TARGETS

### 1. CLIMATE-RELATED METRICS

#### 1) GREENHOUSE GAS EMISSIONS

| Absolute Total Greenhouse Gas Emissions                                |       |
|------------------------------------------------------------------------|-------|
| (Unit: Thousand tCO <sub>2</sub> eq)                                   |       |
| Category                                                               | 2024  |
| Direct and Indirect Greenhouse Gas Emissions (Scope 1+2) <sup>1)</sup> | 3,111 |
| Scope 1                                                                | 1,492 |
| Scope 2 (Location-based) <sup>2)</sup>                                 | 1,619 |
| Other Indirect Greenhouse Gas Emissions (Scope 3)                      | 7,575 |
| Category 1 (Purchased Goods and Services)                              | 5,991 |
| Category 3 (Fuel- and Energy-Related Activities)                       | 902   |
| Category 4 (Upstream Transportation and Distribution)                  | 331   |
| Category 5 (Waste Generated in Operations)                             | 21    |
| Category 9 (Downstream Transportation and Distribution)                | 278   |
| Category 12 (End-of-Life Treatment of Sold Products)                   | 52    |

##### Approach to GHG Emissions Measurement

We apply the operational control approach to measure greenhouse gas (GHG) emissions and conduct measurements in accordance with international standards and guidelines issued by the Ministry of Environment.

| Category                                                 | Data Sources                                                                                                                                                                                                                                |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Direct and Indirect Greenhouse Gas Emissions (Scope 1+2) | · ISO 14064-1 (2018)<br>· IPCC Guidelines for National Greenhouse Gas Inventories (2006)<br>· Guidelines for Reporting and Verification of Emissions under the Emissions Trading Scheme (Ministry of Environment Notification No. 2023-221) |
| Other Indirect Greenhouse Gas Emissions (Scope 3)        | · ISO 14064-1 (2018)<br>· Corporate Value Chain (Scope 3) Accounting and Reporting Standard                                                                                                                                                 |

1) Companies that completed third-party verification of greenhouse gas emissions (Scope 1,2: 27 companies, Scope 3: 8 companies)  
2) Emissions were recalculated using a location-based method, and may differ from the figures reported in the ESG Fact Sheet

# RESPONSE TO CLIMATE CHANGE

## METRICS AND TARGETS

### 1. CLIMATE-RELATED METRICS

#### 1) GREENHOUSE GAS EMISSIONS

| Input Variables |                                                         |                                                                                                                                                                                                                                                    |
|-----------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Category        |                                                         | Input Variables                                                                                                                                                                                                                                    |
| Scope 1         | Stationary Combustion                                   | · Activity Data: Fuel consumption<br>· Emission Factor: GHG-specific emission factors from IEA and IPCC                                                                                                                                            |
|                 | / Mobile Combustion                                     |                                                                                                                                                                                                                                                    |
| Scope 2         | Electricity / Steam                                     | · Activity Data: Electricity or thermal (steam) consumption<br>· Emission Factor: Article 15 of the Guidelines for Reporting and Verification of Emissions under the Emissions Trading Scheme, based on IEA and IPCC                               |
| Scope 3         | Category 1 (Purchased Goods and Services)               | · Calculation Methodology: Average-data method<br>· Activity Data: Annual purchase volume of products<br>· Emission Factor: Cradle-to-Gate emission factors for each purchased product                                                             |
|                 | Category 3 (Fuel- and Energy-Related Activities)        | · Calculation Methodology: Average-data method<br>· Activity Data: Fuel, electricity, and thermal (steam) consumption<br>· Emission Factor: Upstream emission factors for fuel, electricity, and steam; transmission and distribution loss factors |
|                 | Category 4 (Upstream Transportation and Distribution)   | · Calculation Methodology: Distance-based method<br>· Activity Data: Annual purchase volume of products, transportation distance, and transport mode<br>· Emission Factor: Emission factors by mode of transport                                   |
|                 | Category 5 (Waste Generated in Operations)              | · Calculation Methodology: Waste-type-based method<br>· Activity Data: Waste type, volume, and treatment method at business sites<br>· Emission Factor: Emission factors based on waste type and treatment method                                  |
|                 | Category 9 (Downstream Transportation and Distribution) | · Calculation Methodology: Distance-based method<br>· Activity Data: Annual weight of products sold, transportation distance, and transport mode<br>· Emission Factor: Emission factors by mode of transport                                       |
|                 | Category 12 (End-of-Life Treatment of Sold Products)    | · Calculation Methodology: Waste-based method<br>· Activity Data: Outbound volume of packaging materials for sold products<br>· Emission Factor: Emission factors by disposal method                                                               |

#### 2) ASSETS OR BUSINESS ACTIVITIES VULNERABLE TO TRANSITION RISKS

CJ CheilJedang’s domestic business sites under the Food Business Unit are subject to the Emissions Trading Scheme (ETS). Given the nature of the food manufacturing industry, GHG emissions arise from various processes including raw material processing, thermal treatment, drying, and the operation of cold-chain logistics such as freezing and refrigeration. In light of the government’s potential tightening of GHG reduction targets and the strengthening of related regulations, there is a growing likelihood of increased energy costs and rising financial burdens associated with carbon emissions. In response, we continue to invest in facility upgrades to improve energy efficiency and optimize processes in order to reduce GHG emissions. Over the mid- to long-term, we aim to achieve our GHG reduction targets by expanding the use of renewable energy and enhancing our capabilities to respond to evolving regulations, including the Emissions Trading Scheme.

#### 3) ASSETS OR BUSINESS ACTIVITIES VULNERABLE TO PHYSICAL RISKS

Under the SSP5-8.5 scenario, Jombang site under the BIO Business Unit and the Jombang and Semarang sites of CJ Feed&Care, all located in Indonesia, have been identified as the most vulnerable to water stress in the 2040s. These sites are projected to experience an approximate Modeled Average Annual Loss (MAAL) of 4.6% due to the risk of water scarcity. Water shortages may necessitate changes to existing processes or require additional investments to secure alternative water resources. Furthermore, any production delays caused by water stress could lead to delivery delays and increased customer response costs.

#### 4) ASSETS OR BUSINESS ACTIVITIES ALIGNED WITH CLIMATE-RELATED OPPORTUNITIES

We perceive climate change not simply as a risk, but as a future growth opportunity. Accordingly, we are expanding R&D investments across all business units to develop climate solutions and secure core technologies that support the transition to a sustainable business model. Each business unit is developing sustainable products and solutions, including climate-resilient raw materials, microbial fertilizers, methane-reducing technologies for ruminants, and nitrogen-reducing feed. These initiatives strengthen our competitiveness in responding to the anticipated tightening of global environmental regulations and the increasing demand for low-carbon products. Such technological capabilities are expected to lay the foundation for new revenue streams and market expansion, thereby enhancing the potential to generate financial returns.

# RESPONSE TO CLIMATE CHANGE

## METRICS AND TARGETS

### 1. CLIMATE-RELATED METRICS

#### 5) CAPITAL ALLOCATION IN PREPARATION FOR CLIMATE-RELATED RISKS OR OPPORTUNITIES

CJ CheilJedang undertakes capital investments to address climate-related risks and opportunities, including the installation of photovoltaic facilities, improvements in the energy efficiency of production operations, and initiatives aimed at reducing greenhouse gas (GHG) emissions. Although these efforts entail short-term capital expenditures, they are expected to generate long-term benefits by reducing energy costs, enhancing operational efficiency, and lowering compliance costs associated with climate-related regulations.

#### 6) INTERNAL CARBON PRICING

To incorporate the financial implications of climate change into investment decision-making, we apply an internal carbon pricing. Internal carbon pricing is factored into both the review and execution stages of investment projects across business units, quantifying potential carbon-related costs and incorporating them into assessments of investment profitability and risk. Investments subject to internal carbon pricing require approval from the relevant business unit’s executive leadership and are monitored at the enterprise level to ensure implementation.

The carbon prices are primarily determined by referencing the price trends in the Emissions Trading System (ETS) of the relevant investment country. The prices are applied across various investment decisions, including the construction of new plants, capacity expansions, and high-efficiency facility upgrades. By accounting for carbon costs in advance, the internal carbon pricing leads the adoption of low-carbon technologies and energy-efficient infrastructure and serves as a key investment guideline to achieve our medium- to long-term climate goals, including 25% GHG emissions reduction by 2030 and the realization of 2050 Net-Zero.

#### 7) CLIMATE-LINKED COMPENSATION

To drive progress toward our climate change mitigation goals, we incorporate climate-related indicators into the performance evaluation and compensation systems of key executives in relevant departments. In 2024, the BIO Business Unit integrated the achievement of Life Cycle Assessment (LCA) certification as a key performance indicator (KPI) for its Strategic Planning division. This initiative aims to expand the development of low-carbon products and reduce GHG emissions across the supply chain, in alignment with global standards for life cycle assessment. We have allocated 10% of the KPI weight for the BIO Business executives to the LCA indicator.

#### 8) INDUSTRY-BASED METRICS

CJ CheilJedang has referred to the sustainability disclosure topics and accounting metrics for the Processed Foods and Chemicals sectors outlined in the Industry-based Guidance on Implementing IFRS S2.

| Topic                                  | Accounting Metric                                                                                                              | 2024   | Unit                         |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|--------|------------------------------|
| Energy Management <sup>1)</sup>        | Total energy consumption                                                                                                       | 51,965 | TJ                           |
|                                        | Percentage of electricity from the grid                                                                                        | 46.7   | %                            |
|                                        | Percentage of renewable energy used                                                                                            | 20.6   | %                            |
|                                        | Total self-generated energy <sup>2)</sup>                                                                                      | 39,394 | GJ                           |
| Greenhouse Gas Emissions <sup>3)</sup> | Global Scope 1 emissions                                                                                                       | 1,492  | Thousand tCO <sub>2</sub> eq |
|                                        | Proportion of Scope 1 emissions subject to emissions-limiting regulations <sup>4)</sup>                                        | 13.2   | %                            |
|                                        | Discussion of short- and long-term strategies, reduction targets, and performance analysis for Scope 1 emissions <sup>3)</sup> | -      | N/A                          |

1) IFRS S2 Processed Food and Chemical Industry Sustainability Disclosure Topics and Metrics (FB-PF-130a.1, RT-CH-130a.1)  
2) IFRS S2 Chemical Industry Sustainability Disclosure Topics and Metrics (RT-CH-130a.1)  
3) IFRS S2 Chemical Industry Sustainability Disclosure Topics and Metrics (RT-CH-110a.1)  
4) The domestic operations under the Food Business Unit are subject to the Emissions Trading Scheme (ETS) pursuant to the Act on the Allocation and Trading of Greenhouse Gas Emissions Permits.

※ For further information on this qualitative indicator, please refer to “Response to Climate Change – Strategy – 3. Strategy and Decision-Making – 1) Response Strategies for Risks and Opportunities – Direct and Indirect Mitigation and Adaptation Activities for Climate Change.” ➡

# RESPONSE TO CLIMATE CHANGE

## METRICS AND TARGETS

### 2. CLIMATE-RELATED TARGETS

#### 1) CLIMATE TARGETS

In 2021, CJ CheilJedang established a 2050 Net-Zero target across all consolidated business operations as part of its efforts to mitigate climate change. This target is based on absolute emission reduction, with a mid-term target to reduce GHG emissions by 25% by 2030 compared to the base year. The target includes both Scope 1 (direct emissions) and Scope 2 (indirect emissions from electricity consumption), which are used as key management indicators. In setting these reduction targets, we aligned its ambition with the Paris Agreement's 1.5 ° C global warming limit, as well as the Korean government's target to reduce national GHG emissions by 40% by 2030 compared to 2018 levels. By referencing the latest global accords and national commitments, we have ensured that the direction and level of our targets are consistent with global climate objectives.

| Target               | Category         | Base Year | Interim Year                        | Final Year     |
|----------------------|------------------|-----------|-------------------------------------|----------------|
|                      | Year             | 2020      | 2030                                | 2050           |
| 2050 Net-Zero Target | Reduction Target | -         | 25% Reduction Compared to Base Year | 100% Reduction |

#### 2) TARGET SETTING AND MONITORING PROGRESS

In setting our climate targets, we considered Business-as-Usual (BAU) emissions projections, potential for GHG reduction, and feasible mitigation measures in a comprehensive manner. We monitor progress toward our targets using Scope 1 and Scope 2 GHG emissions as key indicators, enabling us to quantitatively assess the performance of our reduction efforts. The establishment and review of these targets follow our internal governance processes, including review and approval by relevant departments. This internal procedure ensures the appropriateness and feasibility of the targets. Although we have not conducted external verification, we regularly assess the validity and effectiveness of the targets through internal monitoring and evaluations.

#### 3) PERFORMANCE ANALYSIS AGAINST TARGETS

CJ CheilJedang achieved our 2030 target of reducing greenhouse gas emissions by 25% from 2020 levels ahead of schedule. We reduced our GHG emissions from 3.967 million tCO<sub>2</sub>eq in the 2020 base year to 2.427 million tCO<sub>2</sub>eq in 2024, achieving a 38.8% reduction. This result exceeds the original target by 13.8 percentage points. The reduction was driven by the introduction of high-efficiency equipment, the expansion of Renewable Energy Certificate (REC) purchases, and a partial decrease in production volume. In particular, the closure of the coal-fired power plant at the Liaocheng site in China under the BIO Business Unit in 2023 made a significant contribution to the overall emissions reduction.

#### 4) INFORMATION ON TARGETS

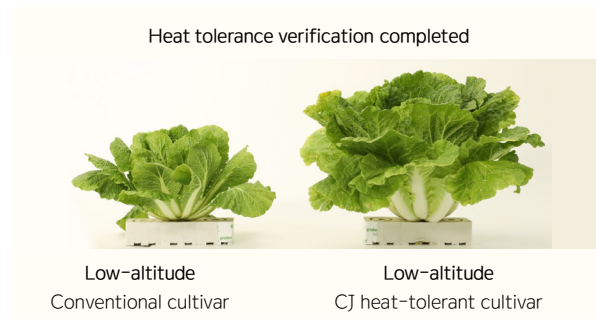
Since 2021, we have managed our GHG reduction target for Scope 1 and Scope 2 emissions based on absolute emissions, which include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. The target does not apply a decarbonization pathway by business unit, nor does it incorporate the planned use of carbon credits to achieve net GHG emissions goals. Following the establishment of the 2050 Net-Zero target, the scope of application was adjusted in line with changes in business structure. While maintaining the original ambition of a 25% reduction compared to the base year, the target boundary was revised to include 19 legal entities. Accordingly, the base year emissions were updated from 4.013 million tCO<sub>2</sub>eq to 3.967 million tCO<sub>2</sub>eq to reflect the updated site coverage.

# RESPONSE TO CLIMATE CHANGE

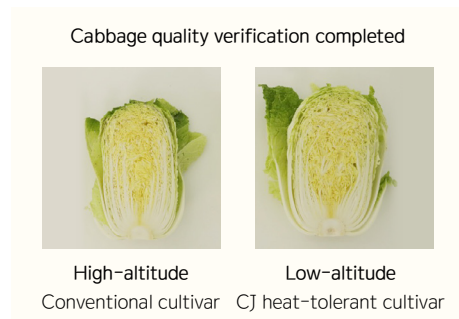
## CJ CHEILJEDANG'S RESEARCH AND DEVELOPMENT FOR CLIMATE CHANGE RESPONSE

### Food Business Unit DEVELOPMENT OF HEAT-TOLERANT NAPA CABBAGE CULTIVAR

CJ CheilJedang initiated research in 2018 to proactively address the impacts of climate change, including rising temperatures in highland regions and unstable napa cabbage supply during the summer season. As a result, we successfully developed Korea's first heat-tolerant napa cabbage cultivar suitable for cultivation in low-altitude areas during the summer. The developed cultivar exhibits stable heading<sup>1)</sup> even under high temperatures exceeding 25 °C, a notable improvement over conventional cultivars that form heads only below 18 °C. It also features light green leaves ideal for kimchi production, high yield, and robust root development, making it resilient to climate stressors such as heatwaves, heavy rain, and temporary droughts. These characteristics enable napa cabbage cultivation beyond the geographical limitations of highland farming in summer, supporting a stable supply chain for raw materials even under evolving climate conditions by maintaining both price and quality competitiveness. In 2024, we validated the field performance of the new cultivar and successfully tested its application in kimchi products. Moving forward, we aim to expand the cultivation area and production volume to gradually replace conventional summer napa cabbage supply.



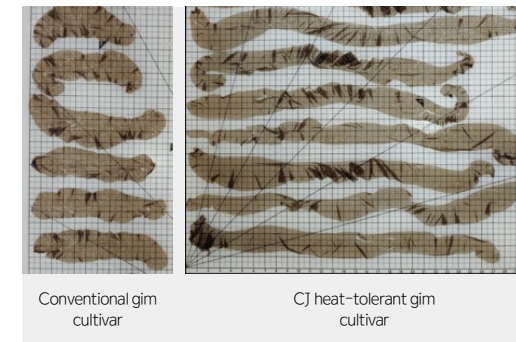
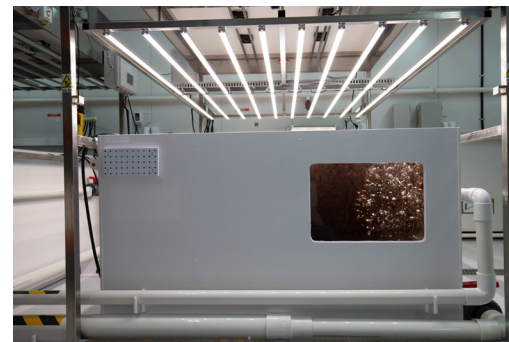
\* Comparison of cultivation results in low-altitude regions during summer



\* Quality equal to or higher than conventional cultivar cultivated in highland regions

### Food Business Unit DEVELOPMENT OF LAND-BASED GIM CULTIVATION TECHNOLOGY

CJ CheilJedang has been developing comprehensive solution to address the deteriorating marine aquaculture environment caused by rising seawater temperatures due to climate change. Since 2018, this initiative has included heat-tolerant gim cultivar optimized for land-based cultivation, as well as related cultivation and processing technologies. The land-based gim cultivar developed by CJ CheilJedang is capable of stable growth in high-temperature conditions, achieving higher yields than conventional gim cultivar under the same conditions. In contrast, conventional cultivars are less heat-tolerant and require energy-intensive cooling processes in land-based systems. We have also built a year-round production system tailored to land-based cultivation, enabling continuous gim cultivation regardless of seasonality. This approach allows for precise control over water temperature and quality, reducing the risk of disease and contamination, and ensuring continuous production even during the summer off-season of traditional marine farming. We are currently focusing on scaling up cultivation operations and enhancing technical advancement, with a target of full commercialization through continuous research and development.



Comparison of growth under identical high-temperature conditions

## SPECIAL CASE

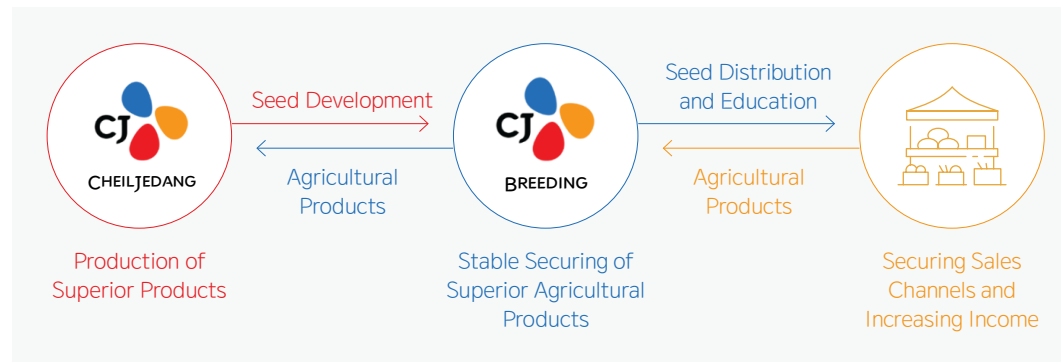
1) The formation of cabbage leaves into a compact, rounded head

# RESPONSE TO CLIMATE CHANGE

## CJ CHEILJEDANG'S RESEARCH AND DEVELOPMENT FOR CLIMATE CHANGE RESPONSE

### Food Business Unit DEVELOPMENT OF NEW RICE CULTIVAR 'DONGHAENG'

CJ CheilJedang has developed a new rice cultivar named 'Donghaeng', specifically for processing purposes, to ensure both quality and stability from the raw material stage. Donghaeng offers higher yields compared to conventional cultivars and demonstrates stable growth under rapidly changing climate conditions. It is also designed for ease of cultivation with resistance to major crop diseases. This cultivar is a proprietary resource, with CJ CheilJedang holding the plant cultivar protection rights and patents, and is produced through contract farming. As part of its shared growth program with farming communities, CJ CheilJedang manages seed development and supply, while CJ Breeding distributes seeds to contract farms and provides training aimed at enhancing productivity. Through this model, farming partners are guaranteed a stable sales channel, and CJ CheilJedang secures a reliable supply of high-quality raw materials, establishing a mutually beneficial structure. In 2025, CJ CheilJedang plans to produce approximately 10,000 tons of Donghaeng rice through contract farming in cooperation with the Seondo NACF (National Agricultural Cooperative Federation) and the Asan Agricultural Technology Center in Chungcheongnam-do. This initiative is expected to strengthen both price competitiveness and product quality differentiation, while securing a stable supply of rice for raw material use over the long term.



### BIO Business Unit DEVELOPMENT OF MICROBIAL FERTILIZERS

CJ CheilJedang has developed microbial fertilizers that can replace or supplement chemical nitrogen fertilizers by leveraging the BIO Business Unit's core competencies in non-GM strain development and precision fermentation technology. Microbial fertilizers emit relatively fewer greenhouse gases during production, and by reducing the use of chemical fertilizers, they help lower GHG emissions, as well as mitigate soil and water pollution caused by nitrogen fertilizers. We have completed the development of a Bradyrhizobium strain product that forms root nodules in soybeans, enabling plants to absorb nitrogen from the atmosphere. Research conducted by Wonkwang University in Korea confirmed that this product can reduce chemical nitrogen fertilizer usage by approximately 25 to 50% compared to conventional treatments. We have also successfully developed an Azospirillum strain product that supplies nitrogen to various crops such as soybeans, corn, and sugarcane, and promotes plant growth by providing plant growth hormones. According to tests by Juliagro, a certified testing agency in Brazil, our microbial fertilizer demonstrated higher soybean yields compared to both chemical fertilizers and competitor products. Going forward, we plan to prioritize commercialization of these microbial fertilizers in countries with high demand, and subsequently expand into the domestic market to support the broader adoption of low-carbon agriculture.



Comparison of root nodule formation in soybeans



Microbial Fertilizer Product Label

# FOSTERING A CIRCULAR ECONOMY

## GOVERNANCE

### 1. CIRCULAR ECONOMY-RELATED MANAGEMENT AND OVERSIGHT ROLE OF THE GOVERNANCE BODY

#### 1) MANAGEMENT AND OVERSIGHT RESPONSIBILITIES OF THE GOVERNANCE BODY

The Corporate Sustainability Committee under CJ CheilJedang’s Board of Directors serves as the highest decision-making body for circular economy<sup>1)</sup> matters. It holds the authority to formulate strategies for promoting the circular economy and overseeing their implementation. The Committee deliberates and resolves key issues, including identifying circular economy-related risks and opportunities and developing corresponding response strategies. The key circular economy agenda items reviewed and approved by the Committee during the reporting period are as follows:

| Date             | Agenda                                    | Details                                                                                                                                                                      | Results  |
|------------------|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| May 13, 2024     | Approval of ESG Policy Revision           | Revision of Sustainable Packaging Policy<br>· Incorporation of global ESG disclosure standards and external requirements related to sustainable packaging                    | Approved |
| December 9, 2024 | Approval of Sustainable Packaging Targets | Establishment of Mid- to Long-term Sustainable Packaging Targets<br>· Setting sustainable packaging goals based on the 'Sustainable Packaging Direction' established in 2023 | Approved |

※ For further information on the responsibilities and roles of the Sustainability Committee regarding circular economy issues, please refer to “Response to Climate Change – Governance – 1. Role of Governance Body in Climate-Related Oversight – 1) Governance Body’s Responsibilities for Oversight.” ➡

#### 2) COMPETENCIES OF THE GOVERNANCE BODY

To ensure that the governance body can make well-informed, reasonable decisions on circular economy matters, CJ CheilJedang provides prior briefing materials. Since the establishment of the Sustainable Packaging Policy in 2018, the Corporate Sustainability Committee has, over the past two years of policy revisions, been provided with information on the global regulatory landscape and outlook for the circular economy, leading industry practices, and the expectations of environmental NGOs, consumers, and investors, thereby enhancing the Committee’s expertise.

※ For further information on the competencies of the decision-making body in overseeing risks and opportunities related to the circular economy, please refer to “Response to Climate Change – Governance – 1. Climate-Related Management and Oversight Role of the Governance Body – 2) Competencies of the Governance Body.” ➡

#### 3) REPORTING SYSTEM TO THE GOVERNANCE BODY

The Corporate Sustainability Committee receives updates on the status of responses to circular economy-related risks and opportunities from the Corporate ESG Officer at least twice a year. Briefing materials related to circular economy agenda items are provided at least seven days prior to each meeting, ensuring that board members have sufficient information to support rational decision-making.

#### 4) CONSIDERATION OF CIRCULAR ECONOMY-RELATED RISKS AND OPPORTUNITIES IN MAJOR DECISION-MAKING

The Corporate Sustainability Committee comprehensively considers circular economy-related factors in reviewing major management issues, in accordance with Article 8 (Agenda Items) of the Regulations of the Board of Directors.

When reviewing matters related to mergers and acquisitions (M&A), the decision-making body evaluates the target entity’s circular economy implementation status in accordance with CJ CheilJedang’s Environmental Policy. In the area of waste management, the review includes key legal and managerial issues such as compliance with classification and storage standards, appropriateness of the outsourced treatment of designated waste, potential excess of storage capacity, and the risk of illegal disposal. Through this process, we assess alignment with our environmental management policy and relevant regulations, identify areas for improvement, and establish corrective action plans to proactively manage environmental risks.

※ For further information on how the decision-making body considers risks and opportunities related to the circular economy, please refer to “Response to Climate Change – Governance – 1. Climate-Related Management and Oversight Role of the Governance Body – 4) Consideration of Climate-Related Risks and Opportunities in Major Decision-Making.” ➡

1) CJ CheilJedang defines its strategy for achieving both environmental sustainability and economic value as a “circular economy,” which centers on the efficient use of packaging and other materials and the minimization of waste.

# FOSTERING A CIRCULAR ECONOMY

## GOVERNANCE

### 1. CIRCULAR ECONOMY-RELATED MANAGEMENT AND OVERSIGHT ROLE OF THE GOVERNANCE BODY

#### 5) MANAGEMENT AND OVERSIGHT OF TARGET SETTING WITH PROGRESS MONITORING

The Corporate Sustainability Committee manages and supervises the progress of circular economy goals, including setting targets and reviewing implementation status. In May 2023, the Committee approved the “Sustainable Packaging Policy” and the corresponding implementation plan for 2024. Subsequently, in December 2024, it granted final approval for the sustainable packaging targets and future plans aligned with the “Sustainable Packaging Roadmap.” To accelerate the establishment and implementation of a resource circulation system, circular economy performance indicators have been incorporated into the incentive structure for senior executives, including heads of R&D and Manufacturing Division. In 2024, KPIs such as achieving Zero Waste to Landfill (ZWTL) certification were established and integrated into performance evaluations and compensation.

## 2. ROLE OF MANAGEMENT

### 1) MANAGEMENT AND OVERSIGHT ROLES DELEGATED TO MANAGEMENT

The Corporate Sustainability Committee has delegated the responsibility for implementing the circular economy sustainability management strategy to the Corporate Sustainability Council to effectively oversee the management of risks and opportunities associated with the circular economy.

※ For further information on the roles and responsibilities of the Corporate Sustainability Council in managing circular economy-related risks and opportunities, please refer to “Response to Climate Change – Governance – 2. Role of Management – 1) Management and Oversight Roles Delegated to Management.” ➡

### 2) CONTROLS AND PROCEDURES

CJ CheilJedang has established and operates a “Circular Economy Risk Control Framework” to systematically manage risks and opportunities associated with the circular economy. Relevant departments identify, assess, and manage risks from various perspectives based on their distinct roles and expertise, while the management team receives regular reports on the results of risk assessments and mitigation measures to comprehensively oversee circular economy-related risks and opportunities.

The dedicated Global Packaging Department monitors the use of virgin plastic<sup>1)</sup> and raw materials by packaging material type through the company’s internal data management system. The EHS (Environment, Health, and Safety) Team, responsible for waste, analyzes waste generation volumes and recycling rates by site to identify related risks and opportunities, reporting the findings to the heads of each business unit.

Circular economy-related data is processed under internal control procedures to ensure its reliability and accuracy. The EHS teams at each site monitor and manage the data in real time and verify its objectivity through methods such as scale installation and third-party measurement. Most data is based on government reporting requirements, approved by department heads, and shared with the Corporate ESG Management Department, which supports, monitors, and manages related activities.

The Corporate ESG Management Department receives and reviews data related to the company’s three core packaging strategies and progress towards zero waste to landfill at least once annually to assess the implementation status. In addition, the team continuously monitors relevant legislation, and identified risks and opportunities are reported to senior management through the Corporate ESG Officer.

1) Virgin plastic refers to plastic resin that is produced directly from petrochemical feedstocks and has not undergone any prior use or recycling process.

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 1. CIRCULAR ECONOMY-RELATED RISKS AND OPPORTUNITIES

#### 1) IDENTIFICATION OF RISKS AND OPPORTUNITIES

CJ CheilJedang has identified circular economy-related risks and opportunities that are reasonably expected to affect the corporate outlook across its three business units. This identification process follows the company’s circular economy risk management framework, which includes a comprehensive analysis of each business unit’s value chain structure and characteristics. The analysis considered the impact of ESG issues across all stages of the value chain, including sourcing, production, and distribution. In this process, we referred to the sustainability disclosure topics specified by the Sustainability Accounting Standards Board (SASB) for the Processed Foods and Chemicals sectors. Furthermore, the expected time horizons for circular economy-related risks and opportunities were aligned with the definitions provided by the European Sustainability Reporting Standards (ESRS) and the Korea Sustainability Standards Board (KSSB), and are classified into short-term (within 1 year), medium-term (within 5 years), and long-term (beyond 5 years).

※ For further information on the approach used to align strategic planning horizons with the expected timeframes for circular economy-related risks and opportunities, please refer to “Response to Climate Change – Strategy – 1. Climate-Related Risks and Opportunities – 1) Identification of risks and opportunities.” 

| Circular Economy-Related Risks |                                                             |                                                                                                                                                                     |            |          |           |
|--------------------------------|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|-----------|
| Type                           | Factor                                                      | Description                                                                                                                                                         | Short-term | Mid-term | Long-term |
| Policy and Regulation          | Cost burden from tightened regulations                      | Increased costs due to strengthened environmental regulations across countries (e.g., Resource Circulation Act, Waste Management Act, Plastic Tax, packaging rules) | ●          | ●        | ●         |
|                                |                                                             | Higher costs due to increased Extended Producer Responsibility (EPR) fees and stricter mandatory recycling rates                                                    | ●          | ●        | ●         |
|                                |                                                             | Increased operational complexity due to differences in national waste policies                                                                                      | ●          | ●        | ●         |
|                                |                                                             | Limited composting of biodegradable plastics due to absence of domestic industrial/home composting facilities                                                       | ●          | ●        | ●         |
| Market                         | Volatility in raw material prices                           | Increased price volatility of fossil-fuel-based packaging feedstocks                                                                                                |            | ●        | ●         |
|                                |                                                             | Increased product costs due to use of recycled or recyclable feedstocks                                                                                             |            | ●        | ●         |
| Stakeholder                    | Increasing Expectations for Corporate Social Responsibility | Increased corporate responsibility for packaging recyclability and labeling                                                                                         | ●          | ●        | ●         |
|                                |                                                             | Potential damage to local communities from improper waste management                                                                                                | ●          | ●        | ●         |

| Circular Economy-Related Opportunities |                                                     |                                                                                   |            |          |           |
|----------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------|------------|----------|-----------|
| Type                                   | Factor                                              | Description                                                                       | Short-term | Mid-term | Long-term |
| Market                                 | Expansion of business based on the circular economy | New business opportunities through adoption of sustainable packaging technologies |            | ●        | ●         |
|                                        |                                                     | Value creation through resource recovery and upcycling of waste materials         | ●          | ●        | ●         |
|                                        |                                                     | Increased revenue through expansion into the biodegradable plastic sector         |            | ●        | ●         |
|                                        | Enhancement of brand value                          | Improvement in corporate value by establishing a sustainable management image     | ●          | ●        | ●         |
|                                        |                                                     | Increased consumer trust and brand loyalty                                        | ●          | ●        | ●         |
| Resource Efficiency                    | Operational efficiency and cost reduction           | Cost savings through reduced waste disposal by optimizing raw material usage      | ●          | ●        | ●         |
|                                        |                                                     | Reduced material usage and logistics costs through packaging lightweighting       |            | ●        | ●         |

#### ※ Impact Time Horizons

| Category   | Criteria                                                                                                                      | Time Frame   |
|------------|-------------------------------------------------------------------------------------------------------------------------------|--------------|
| Short-term | Circular economy-related risks or opportunities are reasonably expected to materialize within 1 year                          | 2025         |
| Mid-term   | Circular economy-related risks or opportunities are reasonably expected to materialize in more than 1 year but within 5 years | 2026 to 2029 |
| Long-term  | Circular economy-related risks or opportunities are reasonably expected to materialize beyond 5 years                         | 2030 to 2050 |

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 2. BUSINESS MODEL AND VALUE CHAIN

#### 1) CURRENT AND ANTICIPATED IMPACTS ON THE BUSINESS MODEL AND VALUE CHAIN

CJ CheilJedang conducted an analysis of the potential impacts of circular economy-related risks and opportunities across the value chains of its three business units. The analysis revealed that while the magnitude of impact may vary by business unit, the types and nature of impacts associated with the transition to a circular economy were largely similar. Accordingly, to ensure consistency and avoid redundancy, this report provides an integrated summary of the identified risks and opportunities across the three business units.

| Circular Economy-Related Risks |                                                             |                              |                                                                                                                                                                                                  |         |             |
|--------------------------------|-------------------------------------------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                           | Factor                                                      | Value Chain                  | Current and Anticipated Impact                                                                                                                                                                   | Current | Anticipated |
| Policy and Regulation          | Cost burden from tightened regulations                      | Research and Development     | Burden of process changes throughout the entire cycle—from raw material procurement, product manufacturing, to disposal—due to strengthened packaging and waste regulations in various countries | ●       | ●           |
|                                |                                                             |                              | Increased need to remove/minimize Problematic Materials by region                                                                                                                                | ●       | ●           |
|                                |                                                             |                              | EPR tightening drives up costs for packaging redesign and new packaging development to improve ease of recyclability                                                                             | ●       | ●           |
|                                |                                                             | Production and Manufacturing | Investment in new systems or facilities, plus higher operating costs to comply with waste policies                                                                                               | ●       | ●           |
| Market                         | Volatility in raw material prices                           | Production and Manufacturing | Higher production costs from increased use of recyclable/reusable/compostable packaging materials                                                                                                | ●       | ●           |
|                                |                                                             |                              | Need to secure stable supply chains and reasonable prices for eco-friendly raw materials                                                                                                         |         | ●           |
| Stakeholder Relation           | Increasing Expectations for Corporate Social Responsibility | Production and Manufacturing | Ongoing costs to improve packaging post-consumer recyclability                                                                                                                                   | ●       | ●           |
|                                |                                                             | Marketing and Sales          | Costs for consumer awareness campaigns promoting sustainable packaging and recycling                                                                                                             |         | ●           |
|                                |                                                             | Waste Disposal               | Environmental/ecosystem/community damage from improper waste disposal (e.g. odor, soil contamination)                                                                                            | ●       | ●           |

| Circular Economy-Related Opportunities |                                                     |                              |                                                                                                            |         |             |
|----------------------------------------|-----------------------------------------------------|------------------------------|------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                                   | Factor                                              | Value Chain                  | Current and Anticipated Impact                                                                             | Current | Anticipated |
| Market                                 | Expansion of business based on the circular economy | Research and Development     | Expansion of product portfolio through proprietary sustainable packaging technology                        |         | ●           |
|                                        |                                                     |                              | Commercialization of by-products through food upcycling following Waste Circulation Resource Accreditation | ●       | ●           |
|                                        |                                                     |                              | Revenue growth through increased production and sales of biodegradable materials (PHA)                     |         | ●           |
|                                        |                                                     |                              |                                                                                                            |         |             |
| Resource Efficiency                    | Operational efficiency and cost reduction           | Production and Manufacturing | Optimizing production efficiency and reducing waste treatment costs by minimizing raw material loss        | ●       | ●           |
|                                        |                                                     |                              | Reduced raw material procurement, logistics, and operational costs through packaging lightweighting        |         | ●           |
| Market                                 | Enhancement of brand value                          | Marketing and Sales          | Improved trust and loyalty for the brand and products through positive corporate image                     | ●       | ●           |
|                                        |                                                     |                              | Contribution to profitability through increased sales of sustainable products                              |         | ●           |

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 2. BUSINESS MODEL AND VALUE CHAIN

#### 2) IMPACTS CONCENTRATED ON SPECIFIC BUSINESS MODELS AND VALUE CHAINS

CJ CheilJedang has identified areas within its three major business units and their respective value chains where the impact of circular economy-related risks and opportunities is most concentrated.

| Category              | Factor                                 | Business Unit and Value Chain                  | Concentrated Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------|----------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy and Regulation | Cost burden from tightened regulations | Food Business Unit                             | Due to the nature of its operations, the Food Business Unit heavily relies on packaging materials, particularly multi-layer and single-use packaging. As a result, it is highly exposed to regulatory risks stemming from strengthened packaging regulations and plastic taxes, and increased burden from rising EPR (Extended Producer Responsibility) fees. In addition, the complexity of complying with differing packaging policies by country increases regulatory risk. |
|                       |                                        | BIO Business Unit Production and Manufacturing | Large-scale fermentation processes used to produce feed-grade amino acids, enzymes, and proteins generate waste such as spent broth and sludge due to microbial degradation. If waste volumes continue to grow, this may elevate environmental impact and regulatory compliance costs. To mitigate this, the unit is required to invest in additional waste treatment facilities and monitoring systems, resulting in increased capital and operating expenditures.            |

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

CJ CheilJedang addresses circular economy issues by promoting resource efficiency and fostering a circular economy system through two strategic focus areas: “Sustainable Packaging” and “Zero Waste.” Each focus area is managed based on potential risks and opportunities identified within its scope. In the “Sustainable Packaging” domain, we mitigate potential packaging-related risks and create new opportunities through three strategic goals designed to minimize environmental impact, along with a set of defined execution tasks that drive sustainable innovation. In the “Zero Waste” domain, we contribute to circularity by implementing phased strategies aimed at achieving zero landfill waste and reducing food loss and waste across our operations. Our sustainable packaging strategy is driven by the following key execution tasks.

#### Sustainable Packaging Strategy

| Three Major Targets of Sustainable Packaging                        | Action Tasks                                                                                       |
|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Design the Packaging to be Circular ready                           | Use recyclable, reusable, and compostable plastic packaging materials                              |
| Reduce the use of Virgin Plastics                                   | Optimize packaging to reduce virgin plastic consumption and increase the use of recycled materials |
| Eliminate and Minimize Problematic or Unnecessary Plastic Packaging | Identify and remove or minimize the use of Problematic Materials                                   |

In addition, CJ CheilJedang conducts research and development activities across the entire packaging life cycle, spanning material sourcing, design, usage, and disposal, based on the CJ CheilJedang Sustainable Packaging Policy. In 2024, research related to sustainable packaging accounted for 50.4% of the total packaging R&D budget.

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Sustainable Packaging Strategy

###### Design for Packaging Circularity

CJ CheilJedang implements design for packaging circularity by using packaging materials that are recyclable, reusable, and compostable. Post-use plastic is recycled into PIR(Post-Industrial Recycled)<sup>1)</sup> and PCR(Post-Consumer Recycled)<sup>2)</sup> materials, which are then reapplied in packaging. We also source and applies renewable materials, such as bio-circular materials derived from agricultural and industrial by-products, as well as bio-based materials made from grains and sugarcane.

To address the growing concern over microplastics, CJ CheilJedang developed packaging using the biodegradable material PHA (Polyhydroxyalkanoate). In 2023, we launched a compostable coating suitable for microwave cooking, incorporating PHA. This innovation, now in commercial use across selected products, is recognized as a technology that can help mitigate the ecological impact of microplastics.

The following table summarizes our 2024 performance in using recycled and renewable materials for packaging.

| Category           | Material Description                                  | Application Target                 | Applied Amount <sup>4)</sup><br>(ton) |
|--------------------|-------------------------------------------------------|------------------------------------|---------------------------------------|
| Recycled Material  | PIR (Post-Industrial Recycled) material               | Hetbahn containers, gift set trays | 3,165                                 |
| Renewable Material | Bio-circular material certified by ISCC <sup>3)</sup> | Gourmet Sobaba Chicken             | 53                                    |
| Total              |                                                       |                                    | 3,218                                 |

Additionally, to expand the use of recyclable packaging materials, we manage the packaging recyclability grades of approximately 4,000 products in accordance with the domestic “Packaging Material Recyclability Rating Evaluation Standards.” Since 2021, the proportion of packaging rated “normal” has shown an upward trend, reaching 96.1% in 2024.

###### Virgin Plastic Usage Reduction

CJ CheilJedang reduces virgin plastic usage by eliminating unnecessary packaging and by modifying material specifications such as thickness and size. By minimizing the use of petroleum-based plastics, we are taking a proactive approach to addressing resource depletion. In 2024, a total of 137.8 tons<sup>5)</sup> of plastic packaging was reduced. For example, with the launch of the bibigo Cup Tteokbokki in August 2024, the plastic cap was replaced with a lidding film, eliminating both the cap and the shrink film. To enhance durability during distribution, a robust coating was applied to the lidding film to prevent packaging damage and ensure product quality.

###### Removal and Minimization of Unnecessary Plastic Packaging Materials that Impact the Environment

To reduce the environmental harm caused by plastic and proactively respond to global regulations, CJ CheilJedang designated environmentally harmful or hard-to-recycle materials as “Problematic Materials” in 2023. Following this, feasibility assessments were completed across key global sites, including South Korea, the United States, Vietnam, China, the EU, and Japan. In 2024, we assessed the current status of packaging materials and initiated discussions on improvement plans. Going forward, we plan to establish region- and material-specific roadmaps to systematically phase out and minimize the use of Problematic Materials.

| Materials Fully Replaced                                                                                                                                                                                                                             | Materials Scheduled for Future Replacement                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Oxo-degradable additives [All plastic packaging]</li><li>• Colored PET [Plastic bottles<sup>6)</sup>]</li><li>• Toluene, benzene [Ink solvents]</li><li>• PVC (Polyvinyl chloride) [Shrink labels]</li></ul> | <ul style="list-style-type: none"><li>• PET-G (Glycol-modified PET resin) [Containers, trays]</li><li>• Colored glass bottles [Glass bottles<sup>7)</sup>]</li><li>• PVDC (Polyvinylidene chloride) [Casing film, plastic or paper coating]</li><li>• PFAS (Perfluorooctane sulfonic acid) [Paper coating]</li><li>• EPS (Expanded polystyrene)<sup>8)</sup></li><li>• PS (Polystyrene)</li></ul> |

- 1) Post Industrial Recycled:  
Material processed from plastic discarded during packaging production
- 2) Post Consumer Recycled:  
Recycled material collected and reprocessed from plastic discarded after consumer use
- 3) International Sustainability & Carbon Certification:  
International certification system for sustainability and low-carbon products by the European Union (EU)
- 4) Calculated based on 2024 production performance
- 5) Calculated based on 2024 production plan volume
- 6) Applicable only to beverages as of 2022; expansion to cup product categories planned.
- 7) Excludes brown and green bottles.
- 8) Excludes regions with established EPS recycling infrastructure (e.g., South Korea).

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Waste Reduction Strategy at Manufacturing Sites

###### Waste Management at Manufacturing sites

CJ CheilJedang conducts systematic waste management based on its “Environmental Policy.” At domestic sites, we comply with legal procedures and processes in accordance with the “Wastes Control Act,” and manage and record waste generation and emissions through the integrated waste management system operated by the Ministry of Environment. Additionally, we have established the CJ Environment, Health, and Safety System to comprehensively manage water, air, and waste. Through this system, we collect data such as waste emissions by type, disposal companies, and disposal methods. The collected data is monitored annually as a key indicator and is used for analysis and the development of future strategies. In 2024, waste-related investment at domestic sites of the Food Business Unit amounted to KRW 435 million. To realize the Zero Waste goal, we have established and are managing waste reduction targets.

※ For further information on waste reduction targets, please refer to “Circular Economy – Metrics and Targets – 1. Circular Economy Metrics and Targets – 2) Analysis of Circular Economy Targets and Performance.” 

###### Expansion of Waste Recycling

CJ CheilJedang operates recycling programs, identifies waste reuse vendors, and optimizes production processes to minimize waste generation. At our Busan plant (Food Business Unit), we enhanced the waste management system by increasing the proportion of Hetbahn production waste diverted to recycling facilities, rather than incineration plants. As a result, we recycled 13.6 kt of manufacturing waste, improving the plant’s recycling rate from 84.4 % in 2023 to 86.5 % in 2024.In Brazil, at the Piracicaba facility, we collaborated with recycling companies to implement suitable recycling methods—such as composting and ceramic raw material recovery—tailored to each waste type including synthetic resin, ash, and activated carbon. This initiative led to a marked reduction in the landfill rate, from 20.5 % in 2023 to 2.9 % in 2024, while the recycling (composting) rate increased significantly from 50.2 % to 74.7 %.

We optimize the operation of wastewater treatment facility to control both wastewater sludge volume and moisture content. Based on product and facility conditions at our domestic and overseas sites, we execute process improvements, such as enhancing sludge physical properties and changing treatment vendors, to increase operational efficiency and achieve unit-cost savings. Since 2022, CJ CheilJedang’s sites have obtained Zero Waste to Landfill Verification<sup>1)</sup> from accredited third-party institutions, maintaining compliance by monitoring expiration dates and renewing certifications. In 2024, the Incheon3, Incheon2, and JincheonBC plants successfully achieved landfill-zero status through improved waste recycling rates. All three sites exceeded the target certification level, achieving a Gold grade or higher from independent accredited agencies.

| Site             | Recycling Rate                  | ZWTL Rating2 <sup>2)</sup> |             | Year Acquired |
|------------------|---------------------------------|----------------------------|-------------|---------------|
|                  |                                 | Target                     | Performance |               |
| Incheon 1        | 99.5% or higher                 | Gold                       | Platinum    | 2023          |
| Incheon 3        |                                 | Silver                     | Platinum    | 2024          |
| Incheon 2        | 95% or higher ~ less than 99.5% | Silver                     | Gold        | 2024          |
| Jincheon BC      |                                 | Silver                     | Gold        | 2024          |
| Icheon (Seafood) |                                 | Gold                       |             | 2023          |
| Incheon Frozen   |                                 | Gold                       |             | 2023          |
| Gongju           |                                 | Gold                       |             | 2022          |
| Jincheon         | Less than 90%                   | Ungraded                   |             | 2022          |
| Wonji            |                                 | Ungraded                   |             | 2022          |

1) Zero Landfill Verification by UL (Underwriters Laboratories) (UL SOLUTIONS 2799A)

2) As of 2024

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Waste Reduction Strategy at Manufacturing Sites

###### Resource Recovery of Waste

In the BIO Business Unit, by-products from production, such as microbial biomass (dead microorganisms) and liquid by-products, are converted into reusable resources. In 2024, a total of 1,027 kt of by-products were upcycled across seven sites in five countries.

Meanwhile, in the Food Business Unit, CJ CheilJedang applies the domestic circular resource accreditation system to convert by-products, such as rice bran and bean curd residue, into recognized circular resources. These accredited materials, acknowledged by the Minister of Environment as economically valuable and highly useful, are exempt from waste-related regulations. This approach enables us to reduce waste management costs while enhancing the resource circulation rate.

##### By-product Resource Recovery Status (Unit: tons)

| Category                          | Sites                         | Treatment Method                                       | Volume |
|-----------------------------------|-------------------------------|--------------------------------------------------------|--------|
| Rice Bran (Rice Husk)             | Jincheon BC, Busan            | Sold to recyclers & used as animal feed                | 5,284  |
| Soybean curd residue (by-product) | Jincheon                      | Sold to recyclers & used as animal feed                | 3,158  |
| Waste Paper                       | Jincheon BC, Jincheon, Gongju | Manufactured into pulp and paper products              | 2,558  |
|                                   | Nonsan                        | Processed into raw materials                           | 1,378  |
| PP Scrap                          | Base Paper (Asan, Jincheon)   | Sold to recyclers & manufactured into recycled pellets | 1,052  |
| Broken rice (chaff)               | Jincheon BC                   | Sold to recyclers & used as animal feed                | 394    |
| Bran flour (wheat mill waste)     | Yeongdeungpo, Yangsan         | Sold to recyclers & used as animal feed                | 385    |
| Plastic (PE/LLD/CPP)              | Base Paper (Asan)             | Sold to recyclers & manufactured into recycled pellets | 112    |
| Soybean Hulls                     | Gongju                        | Sold to farmers & used as animal feed                  | 48     |
| Total                             |                               |                                                        | 14,369 |

##### By-product Recycling Status (Unit: thousand tons)

|                  | Category             | Indonesia | Malaysia | China | Brazil | United States | Total   |
|------------------|----------------------|-----------|----------|-------|--------|---------------|---------|
| Recovered Volume | Microbial Biomass    | 17.5      | 11       | 21.5  | 10.2   | 3.8           | 64.0    |
|                  | Fermented Fertilizer | -         | -        | 8.2   | 62.2   | -             | 70.4    |
|                  | Liquid Fertilizer    | 518.4     | 92.8     | 160.4 | -      | 84.6          | 856.2   |
|                  | Others <sup>1)</sup> | 4.2       | 30.4     | 2.7   | -      | -             | 37.3    |
|                  | Total                | 540.2     | 134.2    | 192.8 | 72.4   | 88.4          | 1,027.9 |

##### Employee Waste Reduction Training

CJ CheilJedang delivered waste reduction training to employees via its internal education platform, CJ Campus, through the “Understanding Waste Processes” curriculum. In 2024, the Malaysia Cultivating site conducted ISO 14001 (Environmental Management System) training focused on hazardous materials management over four sessions. The training covered identification of hazardous versus non-hazardous substances and management guidelines based on their characteristics. Learning outcomes were evaluated through a quiz following the training. In May 2024, we implemented a “Designated Waste” management awareness activity using a Sudoku challenge to raise awareness of employees’ waste management practices. Additionally, CJ CheilJedang supported ISO 14001 auditor training for environmental safety teams at its business sites.

##### Waste Issue Management

As the waste generator, CJ CheilJedang recognizes that such social responsibility also lies with us, particularly in cases where contracted waste handlers violate regulations, such as through illegal stockpiling. To proactively prevent these issues, we apply our monitoring guidelines for waste handling partners. These guidelines require an evaluation of prospective vendors, covering both short- and long-term suitability, prior to contract signing. During the contract period, we conduct monitoring activities at least twice a year. If any issues arise, we promptly share inspection results and follow up to ensure timely corrective action.

1) Others:  
Solid byproduct,  
AMS (Ammonium Sulfate)

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Food Loss and Waste Reduction Strategy

Food loss and waste exacerbate food security issues while wasting diverse resources such as energy, water, and labor. They are also a major contributor to greenhouse gas emissions. CJ CheilJedang has committed to reducing food loss and waste by 50% by 2030, compared to 2020. To achieve this goal, we monitor monthly fluctuations and trends in food waste by product using the Smart SCM system. We analyze leading indicators throughout the value chain, including product aging, returns, recalls, and inventory changes at disposal centers. Through this process, we proactively prevent waste, enhance efficiency at each stage, and identify opportunities for recycling, ultimately reducing total food waste from generation through transportation to final disposal.

##### Value Chain Food Loss and Waste Reduction Process

CJ CheilJedang operates a dual strategy combining food upcycling and demand forecasting to reduce food loss and waste generated during the manufacturing process. We conduct thorough analyses of processes across the entire value chain and continuously pursue improvement measures to minimize losses during production, distribution, and consumption. Unavoidable food waste generated during manufacturing is repurposed into new products such as snacks or alternative flours, while losses occurring during production are tracked to enhance operational efficiency. At the distribution, sales, and consumption stages, inventory levels are managed through demand forecasting, and consumer awareness campaigns are conducted to improve understanding of use-by dates<sup>1)</sup>. These efforts help reduce food loss and waste resulting from products nearing the end of shelf life, while also contributing to increased consumer awareness. Additionally, we operate two disposal centers in Suwon and Gyeongsan. To minimize environmental impact from food disposal, returned products and packaging materials are entrusted to recycling companies, thereby reducing total food loss and waste.

| Category           | Procurement                                                                                                                                                                                             | Production                                                                                                                                                                                         | Distribution                                                                                                                                                | Sales                                                                                                                                                                                        | Consumption          |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Causes             | Raw Material Procurement                                                                                                                                                                                | Domestic Production                                                                                                                                                                                | Product Distribution                                                                                                                                        | Retail Sales and Damage                                                                                                                                                                      | Consumer Consumption |
| Reduction Strategy | Procurement Optimization <ul style="list-style-type: none"><li>Quality inspection of raw materials</li><li>Reduction of transportation distance through contract farming</li></ul>                      | Inventory Optimization <ul style="list-style-type: none"><li>Post-production aging management by storage location</li><li>Stepwise monitoring and sales promotion based on date labeling</li></ul> |                                                                                                                                                             | Food Donation and Consumer Awareness Enhancement <ul style="list-style-type: none"><li>Waste reduction through donation of surplus products</li><li>Consumer Awareness Improvement</li></ul> |                      |
|                    | Enhanced Demand Forecasting <ul style="list-style-type: none"><li>Sales forecasting and optimal inventory control</li><li>Management of changes related to product discontinuation or renewal</li></ul> | Food Upcycling <ul style="list-style-type: none"><li>Development of new products utilizing by-products</li></ul>                                                                                   | Reinforced Returns Management <ul style="list-style-type: none"><li>Strengthened management of strategic products excluding new or seasonal items</li></ul> |                                                                                                                                                                                              |                      |

##### Upcycled Snack Using By-products: EXCYCLE Basak Chips

Launched in 2022, “EXCYCLE Basak Chips” are made with imperfect rice that could not be used during the production of Hetbahn. The product is currently sold in major global markets including the United States, Malaysia, Hong Kong, and Australia, with plans for further international expansion.

##### Supporting the Upcycled Food Industry Through Startup Investment and Collaboration

The food upcycling startup “Re:Harvest,” in which CJ CheilJedang has invested, developed an alternative flour using CJ CheilJedang’s milling by-products. This flour is used as an ingredient in two types of sliced bread offered by CJ Foodville’s bakery brand, “Tous Les Jours.” Additionally, “SNE Company,” which operates a trading platform for imperfect agricultural, marine, and livestock products, was selected as part of the third cohort of the “Frontier Labs” startup incubation program. CJ CheilJedang continues to support market access and promote consumer value through such initiatives.

1) The date by which the product can be safely consumed if stored according to the instructions on the label

# FOSTERING A CIRCULAR ECONOMY

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 2) PROGRESS OF PREVIOUS DISCLOSURE PLAN

The following table outlines the status of CJ CheilJedang’s implementation of its previously disclosed action plans related to circular economy risks and opportunities, as reported in the previous Sustainability Report. The progress is based on the status as of the end of the reporting period.

##### Application of Recycled Material

|                           |                                                                                                                                                                               |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Previously Disclosed Plan | Apply recycled materials to packaging required for use                                                                                                                        |
| Implementation Status     | Applied PIR (Post-Industrial Recycled) resin in the packaging of “Hetbahn” instant rice and PCR (Post-Consumer Recycled) resin in the body of “Beksul Dipping Salt” packaging |

##### Application of Biodegradable Material

|                            |                                                                                                                                     |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Previously Disclosure Plan | Expand the use of biodegradable material PHA (Polyhydroxyalkanoate)                                                                 |
| Implementation Status      | Utilized biodegradable materials PHA and implemented compostable coating technology in the packaging of “Hetbahn Cupbahn” products. |

##### Improvement of Recyclability

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Previously Disclosed Plan | Continuously improve recycling ease rating from ‘Average’ to ‘Excellent/Best’                                                                                                                                                                                                                                                                                                                                                        |
| Implementation Status     | CJ CheilJedang manages packaging recyclability ratings for approximately 4,000 products in accordance with the Packaging Material Recyclability Rating Standard. In 2024, 96.1% of packaging used at its domestic sites was rated “Normal” or above. For example, the body and label of Beksul Whole Sesame Oil, which was previously rated as “Difficult” to recycle, were improved and subsequently upgraded to a “Normal” rating. |

##### Expansion of Packaging Research and Development

|                           |                                                                                                        |
|---------------------------|--------------------------------------------------------------------------------------------------------|
| Previously Disclosed Plan | Expand R&D investment and technological development to minimize environmental impacts from packaging.  |
| Implementation Status     | In 2024, 50.4% of the total packaging R&D expenditure was allocated to sustainable packaging research. |

### 3) TRADE-OFFS BETWEEN RISKS AND OPPORTUNITIES

In the development of sustainable packaging, the trade-off between environmental performance and existing quality standards has emerged as a key issue. Excessive lightweighting may increase the risk of packaging damage, potentially compromising product stability during logistics and distribution, and hindering the delivery of high-quality products to consumers. To resolve this trade-off, CJ CheilJedang is conducting research and development on materials with improved barrier properties and strength. We are focusing on packaging R&D that satisfies both environmental sustainability and functionality by enhancing packaging structures and materials.

# FOSTERING A CIRCULAR ECONOMY

## RISK MANAGEMENT

### 1. RISK AND OPPORTUNITY MANAGEMENT PROCESS FOR CIRCULAR ECONOMY

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

##### Input Variables and Parameters

| Sustainable Packaging                                                                             |                                                                                                        |
|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Input Variables and Parameters                                                                    | Data Sources                                                                                           |
| Packaging material specifications and usage volume (glass, metal, paper, plastic, etc.)           | Internal packaging data management system (CJ TPMS – Total Packaging Management System) and ERP system |
| Virgin plastic usage volume                                                                       |                                                                                                        |
| Problematic Material usage volume                                                                 |                                                                                                        |
| GHG emissions by packaging material type (including transport distance, energy consumption, etc.) | Internal LCA data management system (COMPASS Tool)                                                     |
| Regional regulations and policies                                                                 | Analysis of packaging regulations by country                                                           |
| Waste Management                                                                                  |                                                                                                        |
| Input Variables and Parameters                                                                    | Data Sources                                                                                           |
| Waste generation volume by business site                                                          | Internal environmental impact data management system (CJ EHS – Environment Health Safety)              |
| Recycling rates by business site                                                                  |                                                                                                        |
| Circular resource generation volume                                                               |                                                                                                        |
| Waste treatment cost by waste disposal vendor                                                     | Government-operated waste management platforms (e.g., Allbaro) and licensed vendor documentation       |
| Operational and legal compliance status of waste disposal vendors                                 |                                                                                                        |
| Status of Disposal and Storage Facilities of waste disposal vendors                               | Biannual on-site inspections                                                                           |

##### Identification of Risks and Opportunities

To identify packaging-related risks and opportunities, CJ CheilJedang utilizes TPMS, its internal packaging data management system, and the COMPASS tool, which enables packaging sustainability assessments from a life cycle assessment (LCA) perspective. These tools allow the company to track and manage key packaging variables from the early stages of product launch preparation. In 2024, relevant business units in major regions assessed the applicability of local regulations, identified region-specific packaging risks, and reviewed the current status of packaging use. In Korea, CJ CheilJedang identifies related risks by analyzing EPR contribution cost trends based on packaging shipment volumes by product category.

For waste, CJ CheilJedang analyzes relevant data such as waste generation volumes, treatment cost, and recycling rate through the CJ EHS system to identify potential risks and opportunities. We also assess regulatory risks arising from changes in national laws such as the “Waste Management Act” and the “Framework Act on Resource Circulation,” while identifying operational risks within business sites, including increased waste generation, non-compliance with waste separation and discharge guidelines, and violations of storage standards. In addition, CJ CheilJedang conducts on-site inspections of landfill and incineration vendors at least twice a year as a contractual obligation prior to engagement, enabling early detection of risks such as unauthorized waste storage and legal non-compliance. If issues are identified, additional special inspections are carried out to manage the situation proactively.

##### Assessment of Risks and Opportunities

CJ CheilJedang evaluates the severity of risks by comparing its status with regulatory requirements for each identified circular economy-related risk and opportunity. To do this, we compile relevant data, analyze year-over-year changes, and calculate unit metrics based on production volume. This assessment is conducted at least once annually.

For waste, future treatment costs are estimated by considering treatment unit prices, storage capacity, and transportation frequency. Potential impacts on operations, such as fines, penalties, or business suspension due to non-compliance with applicable regulations, are also evaluated to assess their direct business impact.

# FOSTERING A CIRCULAR ECONOMY

## RISK MANAGEMENT

### 1. RISK AND OPPORTUNITY MANAGEMENT PROCESS FOR CIRCULAR ECONOMY

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

##### Prioritization of Risks and Opportunities

CJ CheilJedang determines the priority of circular economy-related initiatives by analyzing trends in international and domestic circular economy initiatives, peer companies, and NGOs. We actively engage with global packaging initiatives such as 4Evergreen, CGF PWCOA<sup>1)</sup>, and SPC<sup>2)</sup>, and incorporates insights from these discussions into its decision-making criteria. To advance sustainable packaging, CJ CheilJedang mapped the status of packaging materials by region in 2024 in response to Problematic material requirements. Taking into account the anticipated timing of future regulatory requirements, we identified and prioritized regions that require immediate action for the elimination or minimization of Problematic material.

##### Monitoring of Risks and Opportunities

CJ CheilJedang utilizes systems such as TPMS and CJ EHS to continuously monitor for significant data fluctuations and track the implementation status of improvement tasks. If any monitoring item is reasonably expected to have a material impact on the company’s future strategy, it is reported to the Corporate Sustainability Committee or the Board of Directors, depending on the significance of the matter, thereby ensuring a decision-making system that enables timely response. In particular, the Food Safety and Environment Team in Korea conducts internal environmental compliance assessments at domestic sites at least once a year. These assessments involve checking regulatory compliance using a detailed checklist and managing the implementation status of improvement tasks based on the results.

##### Changes in Risk and Opportunity Management Processes Compared to the Previous Year

There were no changes to CJ CheilJedang’s circular economy risk and opportunity management process compared to the previous year.

#### 2) INTEGRATION WITH ENTERPRISE RISK MANAGEMENT SYSTEM

CJ CheilJedang integrates the circular economy risk management process into the company-wide risk management framework by assigning the Chief Risk Officer (CRO) to perform a check –and– balance function over both financial and non–financial risks and opportunities across the business.

※ For further information, please refer to “Response to Climate Change – Risk Management – 1. Risk and Opportunity Management Process for Climate Change Response – 2) Integration with Enterprise Risk Management System.” ➡

- 1) The Consumer Goods Forum, Plastic Waste Coalition of Action under The Consumer Goods Forum
- 2) Sustainable Packaging Coalition

# FOSTERING A CIRCULAR ECONOMY

## METRICS AND TARGETS

### 1. CIRCULAR ECONOMY-RELATED METRICS AND TARGETS

#### 1. CIRCULAR ECONOMY-RELATED METRICS

CJ CheilJedang manages key performance indicators in each circular economy domain to identify relevant risks and opportunities and assess overall performance.

| Category                                     | Management Metric                            | Unit  | 2022    | 2023    | 2024    |
|----------------------------------------------|----------------------------------------------|-------|---------|---------|---------|
| Packaging Lifecycle Management <sup>1)</sup> | Total packaging material usage               | Tons  | 143,569 | 129,504 | 147,688 |
|                                              | Renewable material usage rate                | %     | 47.1    | 47.9    | 54.6    |
|                                              | Recycled material usage rate                 | %     | 48.3    | 50.2    | 56.9    |
| Site Waste Management                        | Total waste recycling rate                   | %     | 73.3    | 76.4    | 72.8    |
|                                              | Number of sites attaining ZWTL certification | Sites | 3       | 6       | 9       |
| Hazardous Waste Management <sup>2)</sup>     | Total designated waste emissions             | Tons  | 74,905  | 58,574  | 35,469  |
|                                              | Designated waste recycling rate              | %     | 3.9     | 7.2     | 7.1     |
| Food Loss Management                         | Food loss and waste volume                   | Tons  | 4,093   | 3,593   | 3,963   |

1) Sustainability Accounting Standards (SASB) Disclosure Topics and Metrics for Processed Food Industry (FB-PF-410a.1)  
2) Sustainability Accounting Standards (SASB) Disclosure Topics and Metrics for Chemical Industry (RT-CH-150a.1)

#### 2) CIRCULAR ECONOMY TARGETS AND PERFORMANCE ANALYSIS

CJ CheilJedang has established and manages mid-to-long-term targets for key indicators related to the circular economy. We also use an ESG quantitative indicator management and analysis tool to track actual performance against set targets and analyze trends and fluctuations.

| Targets                                                        | Monitoring Indicator                                          | Base Year | Target Year |
|----------------------------------------------------------------|---------------------------------------------------------------|-----------|-------------|
| Achieve Zero Waste to Landfill                                 | Status of ZWTL (Zero Waste to Landfill) certification by site | 2020      | 2030        |
| Achieve 95% Recycling Rate (Food Business Unit Sites in Korea) | Waste recycling volume by site                                | -         | 2025        |
| Reduce Food Loss and Waste by 50%                              | Food Loss and Waste volume                                    | 2020      | 2030        |

Among CJ CheilJedang’s circular economy targets, the goals for achieving Zero Waste to Landfill (ZWL) and improving the waste recycling rate have either met or exceeded expectations overall. The target to achieve ZWL certification at all production sites by 2030 remains in progress. As of 2024, 9 out of 15 domestic sites have obtained the certification, meeting an achievement rate of 60%. With respect to the waste recycling rate target for domestic production sites under the Food Business Unit, the interim 2024 goal was set at 93.5%. The actual recycling rate reached 95%, exceeding the target by 1.5 percentage points and achieving the final 2025 goal of 95% or higher one year ahead of schedule.

\* Reporting Scope:  
Same as ESG Fact Sheet

# FOSTERING A CIRCULAR ECONOMY

## ENHANCING THE SUSTAINABILITY OF HETBAHN CONTAINERS

### Reducing Container Thickness

Since the launch of Hetbahn in 1996, CJ CheilJedang has continuously reduced plastic usage by decrementing container thickness. The container wall thickness has been reduced from 1.1 mm at launch to 0.6 mm to date.

### Application of Recycled and Renewable Materials

To minimize the environmental impact of plastic containers, CJ CheilJedang incorporates recycled materials and bio-based materials into its packaging production. Specifically, we apply PIR (Post-Industrial Recycled) materials and Bio-Circular PP (Bio-Circular Polypropylene) to its containers. Its subsidiary, Wonji, has completed the safety verification of PIR materials in accordance with global regulations. Scrap<sup>1)</sup> generated during the Hetbahn container production process is collected, processed, and reused as raw material in production, with the proportion of PIR recycled content continuously increasing. Since 2023, CJ CheilJedang has been producing a version of Hetbahn with 25% certified Bio-Circular material, in compliance with ISCC PLUS certification. The container's carbon reduction performance has been verified through LCA certification issued by the Korean Society for Life Cycle Assessment.



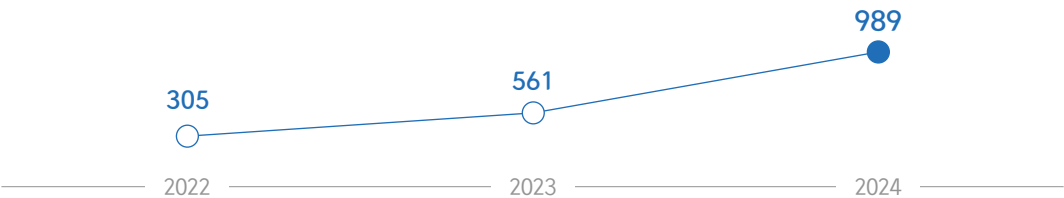
## HETBAHN CONTAINER COLLECTION AND UPCYCLING

### Strengthening the Container Recovery Platform

CJ CheilJedang operates a Hetbahn container recovery and upcycling system to communicate that Hetbahn containers are recyclable. Since the establishment of the system in 2022, annual recovery volumes have shown steady growth. We are expanding the recovery infrastructure in collaboration with multiple partner organizations.

#### CONTAINER RECOVERY PERFORMANCE

(Unit: Thousand units)



1) Offcuts generated during material processing

#### IN-HOUSE EMPLOYEE COLLECTION

(Unit: Thousand units)

| Year | Collection Volume | Year-over-Year Growth Rate |
|------|-------------------|----------------------------|
| 2022 | 46                | -                          |
| 2023 | 87                | 89.1%                      |
| 2024 | 110               | 26.4%                      |



CJ 제일제당



CJ 프레시웨이

# FOSTERING A CIRCULAR ECONOMY

## STRENGTHENING UPCYCLING INFRASTRUCTURE AND ACHIEVEMENTS

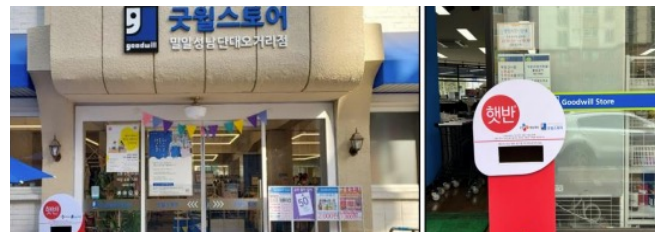
### Expansion of Offline Collection Bins

CJ CheilJedang is expanding its network of offline collection bins in collaboration with the Seoul Youth Center, an organization supporting the dietary needs of vulnerable youth, and the Goodwill Store, a public-interest foundation that creates employment opportunities for people with disabilities. In particular, the Goodwill Store plans to expand its number of retail locations to 100 by 2035, which is expected to facilitate collection bin installation and increase overall recovery volume.



Operation Period January 2023 – Ongoing

Operating Stores 7 locations (Yongsan, Eunpyeong, Dongdaemun, Nowon, Gangseo, Gangbuk, Seongdong)



Operation Period April 2024 – Ongoing

Operating Stores 29 offline stores in Korea

## UPCYCLING ACHIEVEMENTS

### Local Community Engagement

CJ CheilJedang produced 700 gardening kits incorporating upcycled Hetbahn containers and distributed them to the community over a seven-month period starting in April 2024. We conducted educational sessions on the plastic recycling process for 350 children at Gocheok Elementary School and six local after-school centers, resulting in the recycling of approximately 9,800 discarded Hetbahn containers.

Along with CJ ENM and CJ Freshway, we also participated in a volunteer activity with local children as part of the Hetbahn container collection campaign. A total of 79 employees from the three companies joined to help children experience the value of resource circularity.



Open Local Children's Center



Gocheok Elementary School

### Saegabeochi Project

On Earth Day, April 22, 2024, CJ CheilJedang collaborated with Kakao Makers on the "Saegabeochi Project" to encourage greater consumer participation in recycling Hetbahn containers. Out of 24,134 applicants, 3,670 participants successfully returned approximately 120,000 Hetbahn containers.

The collected containers were upcycled into "Chunsik Table Clocks", which feature Chunsik's signature rice grain detail around the mouth to illustrate the Hetbahn collaboration. We produced 5,000 units, currently available for purchase. All proceeds from sales are donated to the "Happy Alliance" to support children at risk of food insecurity.



# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## GOVERNANCE

### 1. SUPPLY CHAIN-RELATED MANAGEMENT AND OVERSIGHT ROLE OF THE GOVERNANCE BODY

#### 1) MANAGEMENT AND OVERSIGHT RESPONSIBILITIES OF THE GOVERNANCE BODY

The Corporate Sustainability Committee under the Board of Directors of CJ CheilJedang serves as the highest decision-making body for sustainable supply chain matters. The Committee is authorized to establish strategies for managing supply chain sustainability and to supervise their implementation. It deliberates and resolves key issues such as the identification of risks and opportunities related to supply chain, as well as the development of appropriate response strategies.

| Date           | Agenda                                                          | Details                                                                                                                        | Results  |
|----------------|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------|
| March 28, 2023 | Approval of 2023 ESG Initiatives                                | Strengthening Sustainable Supply Chain Management: Roadmap, 2023 Initiatives, Action Plan                                      | Approved |
| July 14, 2023  | Approval of 2023 Materiality Assessment & Sustainability Report | Highlighted topic under "People and Community": Establishment of sustainable SCM processes and supplier ESG assessment results | Approved |
| May 13, 2024   | Approval of 2024 ESG Initiatives                                | (Priority Strategic Tasks)<br>2024 Implementation Plan for Sustainable Supply Chain                                            | Approved |

※ For further information on the roles and responsibilities of the Committee regarding supply chain sustainability, refer to: "Response to Climate Change – Governance – 1. Governance Body’s Oversight Role – 1) Responsibilities and Supervisory Authority." ➡

#### 2) COMPETENCIES OF THE GOVERNANCE BODY

CJ CheilJedang conducts training to develop the capabilities of the Governance body regarding supply chain sustainability management issues. In 2023, training was conducted on the key provisions and response strategies related to the EU’s Corporate Sustainability Due Diligence Directive (CSDDD), reflecting the latest regulatory trends in supply chain due diligence.

※ For further information on the capabilities of the governance body in overseeing supply chain risks and opportunities, refer to: "Response to Climate Change – Governance – 2) Competency of the Governance Body." ➡

| Date               | Training Organizer   | Participants                                                                                    | Key Training Topics                             |
|--------------------|----------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------|
| September 11, 2023 | Kim & Chang Law Firm | Three Corporate Sustainability Committee Members (Jong-Chang Kim, Tae-Yoon Kim, Jung-Hwan Yoon) | Key issues and response strategies for EU CSDDD |

#### 3) REPORTING SYSTEM TO THE GOVERNANCE BODY

The Corporate Sustainability Committee receives reports at least twice a year from the Corporate ESG Officer on major issues and response progress concerning the supply chain. Prior to committee meetings, relevant report materials are provided at least seven days in advance to ensure that directors can make informed and reasonable decisions on supply chain-related agenda items.

#### 4) CONSIDERATION OF SUPPLY CHAIN-RELATED RISKS AND OPPORTUNITIES IN MAJOR DECISION-MAKING

In accordance with Article 8 (Agenda Items) of the Board of Directors' regulations, the Corporate Sustainability Committee comprehensively reviews potential supply chain-related risks and opportunities when deliberating on critical management issues.

※ For further information on how supply chain-related risks and opportunities are reviewed in decision-making, refer to: "Response to Climate Change – Governance – 1. Governance Body’s Oversight Role – 4) Consideration of Risks and Opportunities in Decision-Making." ➡

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## GOVERNANCE

### 1. SUPPLY CHAIN-RELATED MANAGEMENT AND OVERSIGHT ROLE OF THE GOVERNANCE BODY

#### 5) MANAGEMENT AND OVERSIGHT OF TARGET SETTING WITH PROGRESS MONITORING

The Corporate Sustainability Committee approves targets related to addressing supply chain risks and opportunities and regularly monitors the progress toward their achievement. Key strategic priorities approved by the Committee include the establishment of supply chain due diligence standards and policies, mitigation of high-risk human rights issues within the supply chain, institutionalization of sustainable supply chain management processes, and phased implementation of due diligence obligations.

To support these priorities, the Committee approved targets and plans such as the advancement of the supply chain due diligence system and the establishment of a monitoring process for risk mitigation activities.

Accordingly, CJ CheilJedang has set KPIs for relevant executives, including those in Global Operations, to reflect their performance and compensation in 2024. These KPIs include the development and implementation of a common assessment platform for supplier risk diagnostics within the food industry.

### 2. ROLE OF MANAGEMENT

#### 1) MANAGEMENT AND OVERSIGHT ROLES DELEGATED TO MANAGEMENT

The Corporate Sustainability Committee has delegated the responsibility for implementing the circular economy sustainability management strategy to the Corporate Sustainability Council to effectively oversee the risks and opportunities associated with supply chain.

※ For further information on the roles and responsibilities of the Corporate Sustainability Council regarding sustainable supply chain management issues, refer to “Response to Climate Change – Governance – 2. Role of Management – 1) Management and Oversight Roles Delegated to Management.” ➡

#### 2) CONTROLS AND PROCEDURES

CJ CheilJedang has established and operates a company-wide supply chain ESG risk control framework to manage ESG-related risks and opportunities that within its supply chain. This framework is designed with reference to the EU's Corporate Sustainability Due Diligence Directive (CSDDD). Each department identifies and assesses ESG risks across the supply chain from multiple perspectives based on their unique roles and expertise, then manages these risks accordingly.

The Corporate ESG Management Department collaborates with the purchasing departments and each business unit to identify and evaluate ESG risks during contract and transaction processes, based on the Code of Conduct for Suppliers and our supply chain management regulations. In addition, we strengthen the analysis of supply chain-level ESG risks through partnerships with external expert organizations. Risk identification and assessment are conducted using both quantitative and qualitative criteria to ensure a detailed analysis of the characteristics and potential impact of risks. Assessment results are reported as needed to the supply chain working council, which consists of key executives, and implementation progress and task plans are submitted biannually to the Corporate Sustainability Council. Through this comprehensive internal control process, CJ CheilJedang rigorously identifies ESG risks that may arise within the supply chain and manages them effectively.

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## STRATEGY

### 1. SUPPLY CHAIN-RELATED RISKS AND OPPORTUNITIES

#### 1) IDENTIFICATION OF RISKS AND OPPORTUNITIES

CJ CheilJedang has identified supply chain-related risks and opportunities that are reasonably expected to impact the corporate outlook across its three business units. Risks and opportunities were identified following our sustainable supply chain risk management process. This assessment comprehensively considered the potential impact of ESG issues across all stages of the value chain, including sourcing, production, and distribution. We also referred to the sustainability disclosure topics outlined by the Sustainability Accounting Standards Board (SASB) for the processed foods and chemicals industries to guide our risk identification process. In terms of time horizons, we have adopted the same classification as used in the European Sustainability Reporting Standards (ESRS) and the Korea Sustainability Standards Board (KSSB) for the expected timeframes of risk or opportunity occurrence. To ensure systematic management of supply chain ESG risks and opportunities, CJ CheilJedang categorizes and addresses risks by geography, industry, and product type, and develops corresponding response strategies accordingly.

※ For further information on how we align the planning horizon for strategic decision-making with the anticipated timeframes for supply chain risks and opportunities, please refer to “Response to Climate Change – Strategy – 1. Climate-Related Risks and Opportunities – 1) Identification of Risks and Opportunities.” →

| Supply Chain-Related Risks |                    |                                                         |                                                                                                                                                                           |            |          |           |
|----------------------------|--------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|-----------|
| Type                       | Category           | Factor                                                  | Description                                                                                                                                                               | Short-term | Mid-term | Long-term |
| Country-specific           | Asia               | Violation of human rights and labor                     | Risks associated with using raw materials from regions with high risks of human rights violations such as forced labor and compliance with global labor regulations       | ●          | ●        | ●         |
|                            | Europe             | Strengthening of supply chain due diligence regulations | Strengthening of national due diligence regulations and verification of supply chains according to EU requirements                                                        |            | ●        | ●         |
|                            | Global             | Challenges in securing supply chain transparency        | Difficulty in supply chain management due to the complexity of global supply chains, and limitations in identifying potential risks                                       | ●          | ●        | ●         |
| Sector-specific            | Food               | Seasonal variability in working hours                   | Due to their strong seasonality, agricultural and fisheries sectors often experience concentrated work periods, which may result in temporary increases in overtime labor | ●          | ●        | ●         |
|                            | All Business units | Raw material procurement issues                         | Instability in supply due to geographic challenges, transportation disruptions, and regulatory changes                                                                    | ●          | ●        | ●         |

| Supply Chain-Related Risks         |                                  |                                             |                                                                                                                                                                         |            |          |           |
|------------------------------------|----------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|-----------|
| Type                               | Category                         | Factor                                      | Description                                                                                                                                                             | Short-term | Mid-term | Long-term |
| Product & commodity-specific       | Soybean                          | Biodiversity loss                           | Risk of violating the EU Deforestation Regulation due to deforestation during cultivation                                                                               | ●          | ●        | ●         |
|                                    | Raw sugar, Soybeans, Wheat, Corn | Climate change                              | Rising raw material prices due to natural disasters                                                                                                                     |            | ●        | ●         |
|                                    | Palm oil                         | Biodiversity loss                           | Biodiversity loss due to indiscriminate harvesting practices                                                                                                            | ●          | ●        | ●         |
|                                    | Salt, Seaweed                    | Violation of human rights and labor rights  | Reputational and regulatory risks associated with labor rights violations in domestic aquaculture industry                                                              | ●          | ●        | ●         |
| Supply Chain-Related Opportunities |                                  |                                             |                                                                                                                                                                         |            |          |           |
| Country-specific                   | Europe                           | Protection of human rights and labor rights | Ensuring higher labor and human rights standards by establishing a due diligence framework in response to regulations such as the EU CSDDD                              |            | ●        | ●         |
| Sector-specific                    | Food                             | Protection of human rights and labor rights | Growing consumer preference for eco-friendly and ethically sourced products                                                                                             | ●          | ●        | ●         |
| Product & commodity-specific       | Soybeans                         | Sustainable certification                   | Securing customer loyalty among ethically conscious consumers through the procurement of soybeans certified under the U.S. Soy Sustainability Assurance Protocol (SSAP) | ●          | ●        | ●         |
|                                    | Palm oil                         | Sustainable certification                   | Building consumer trust by procuring the RSPO <sup>1)</sup> -certified palm oil                                                                                         | ●          | ●        | ●         |

※ Impact Time Horizons

| Category   | Criteria                                                                                                                  | Time Frame      |
|------------|---------------------------------------------------------------------------------------------------------------------------|-----------------|
| Short-term | Supply Chain-Related risks or opportunities are reasonably expected to materialize within 1 year                          | 2025            |
| Mid-term   | Supply Chain-Related risks or opportunities are reasonably expected to materialize in more than 1 year but within 5 years | 2026–2029       |
| Long-term  | Supply Chain-Related risks or opportunities are reasonably expected to materialize beyond 5 years                         | 2030 and beyond |

1) Roundtable on Sustainable Palm Oil

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## STRATEGY

### 2. BUSINESS MODEL AND VALUE CHAIN

#### 1) CURRENT AND ANTICIPATED IMPACTS ON THE BUSINESS MODEL AND VALUE CHAIN

CJ CheilJedang has analyzed the impacts arising from supply-chain related risks and opportunities across the entire value chain of our three business units. The analysis showed consistent types and natures of impacts across these units. To minimize redundancy and maintain analytical coherence, this report presents a consolidated summary of the supply-chain risks and opportunities by business units and value-chain stages.

| Supply Chain-Related Risks |                    |                                           |                                                                                                                                       |         |             |
|----------------------------|--------------------|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                       | Category           | Factor                                    | Current and Anticipated Impact                                                                                                        | Current | Anticipated |
| Country-specific           | Asia               | Human rights and labor                    | Production disruption and revenue loss due to supply chain suspension in regions with high human rights risks                         |         | ●           |
|                            |                    |                                           | Export restrictions due to strengthened human rights regulations such as UFLPA and the EU CSDDD                                       |         | ●           |
|                            |                    |                                           | Cost of replacing high-risk suppliers and establishing alternative supply chains                                                      |         | ●           |
|                            | Europe             | Strengthening of due diligence regulation | Initial investments required for building an ESG due diligence system across the supply chain (e.g., staffing and system development) | ●       | ●           |
|                            |                    |                                           | Risk of suspended deliveries to global customers and potential for further sanctions                                                  |         | ●           |
|                            |                    |                                           |                                                                                                                                       |         |             |
|                            | Global             | Transparency and traceability             | Increased complexity in supplier selection and evaluation processes                                                                   |         | ●           |
|                            |                    |                                           | Higher risk of regulatory violations due to inaccurate or unclear country of origin labeling                                          |         | ●           |
|                            |                    |                                           |                                                                                                                                       |         |             |
| Sector-specific            | Food               | Seasonal fluctuation in working hours     | Possibility of temporary overtime work                                                                                                | ●       | ●           |
|                            | All business units | Raw material sourcing                     | Heightened volatility in raw material prices due to climate change and geopolitical risks                                             | ●       | ●           |
|                            |                    |                                           | Cost of reorganizing supply chains to reduce dependency on specific regions                                                           |         | ●           |
| By Product                 | Soybeans           | Biodiversity loss                         | Additional costs related to EUDR compliance                                                                                           |         | ●           |
|                            |                    |                                           | Increased production costs due to sustainability certifications                                                                       | ●       | ●           |

| Supply Chain-Related Risks         |                                  |                                   |                                                                                                                               |         |             |
|------------------------------------|----------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------|---------|-------------|
| Type                               | Category                         | Factor                            | Current and Anticipated Impact                                                                                                | Current | Anticipated |
| Product & commodity-specific       | Raw sugar, Soybeans, Wheat, Corn | Climate change                    | Increased risk management costs such as hedging due to rising price volatility driven by climate change                       | ●       | ●           |
|                                    | Palm oil                         | Biodiversity loss                 | Additional due diligence costs associated with compliance with the EU Deforestation Regulation (EUDR)                         |         | ●           |
|                                    |                                  |                                   | Increased production costs due to obtaining sustainability certifications                                                     | ●       | ●           |
|                                    | Salt, Seaweed                    | Human rights and labor situations | Production disruption and cost increases due to termination of business relationships with suppliers over human rights issues | ●       | ●           |
| Supply Chain-Related Opportunities |                                  |                                   |                                                                                                                               |         |             |
| Country-specific                   | Europe                           | Human rights and labor protection | Protecting the safety and rights of workers by preventing or mitigating human rights and labor issues through due diligence   | ●       | ●           |
| Sector-specific                    | Food                             | Human rights and labor protection | Preventing compliance risks and enhancing global credibility through proactive response to global regulations                 | ●       | ●           |
|                                    |                                  |                                   | Securing a competitive advantage in ESG-sensitive markets such as the EU and the U.S.                                         | ●       | ●           |
| Product & commodity-specific       | Soybeans, Palm oil               | Sustainable certification         | Creating new markets by developing human rights- and environmentally-friendly products                                        | ●       | ●           |
|                                    |                                  |                                   | Improving profitability by expanding into high-value-added markets and enhancing brand competitiveness                        |         | ●           |

#### 2) IMPACTS CONCENTRATED ON SPECIFIC BUSINESS MODELS AND VALUE CHAIN

The following table outlines the areas across CJ CheilJedang’s three business units and value chain where supply chain-related risks and opportunities are most concentrated.

| Type            | Factor                                         | Business Unit and Value Chain                          | Concentrated Impact                                                                                                                                                                                                                                                                                                                             |
|-----------------|------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sector-specific | Seasonal characteristics of food raw materials | Procurement of raw materials in the food business unit | Agriculture and fisheries are closely linked to the natural environment due to the nature of their production methods. The timing of planting and harvesting, as well as weather conditions, often lead to seasonally concentrated labor, increasing the potential for excessive working hours due to seasonal fluctuations in labor intensity. |

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Dissemination of Supply Chain Sustainability

CJ CheilJedang applies CJ Group’s Global Supply Chain Ethics Policy as its internal standard for supply chain ESG management. In alignment with this, we have implemented a Code of Conduct for Suppliers that encompasses four key areas: human rights, ethics, safety, and the environment. This Code is embedded in our standard contract terms, requiring supplier signatures upon new engagements or renewals. To enhance enforceability and global reach, we plan to integrate compliance clauses across all supplier agreements. We actively provide ESG training for our employees to strengthen competencies in supply chain due diligence and responsible procurement. In 2024, external experts were invited to deliver sessions on supply chain sustainability, the use of ESG risk monitoring platforms (EiQ), and emerging global supply chain issues.

##### Selection of Key Suppliers

We classify partners considering their strategic importance and ESG risks, selecting those with high strategic importance as key suppliers for focused management. For key suppliers with potential high ESG risks, in-depth evaluations such as self-assessment and on-site audit are conducted to identify potential risks early and encourage voluntary improvements. If improvement measures are not implemented or risk mitigation is unlikely, business relationships may be terminated. For high-risk suppliers, further in-depth evaluations are planned to gain a more detailed understanding of risks.

| Screening Criteria for Key Suppliers |                                                                                                                                                                                             | Key Supplier Management Status in 2024             |                   |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------|
| Category                             | Key Supplier Screening Criteria                                                                                                                                                             | Category                                           | 2024              |
| Strategic Importance                 | · Share of procurement volume<br>· Irreplaceability<br>· Supply of essential raw and subsidiary materials                                                                                   | Tier-1 suppliers                                   | 2,502             |
|                                      |                                                                                                                                                                                             | Tier-1 key suppliers                               | 337               |
|                                      |                                                                                                                                                                                             | Amount Procured from Key Suppliers                 | KRW 4.87 trillion |
| ESG Status                           | · ESG indicators (human rights, ethics, safety, environment)<br>· Country-, Sector-, and product-specific ESG risks<br>· ESG-related legal violations, litigation, and social controversies | Total Amount Procured                              | KRW 4.26 trillion |
|                                      |                                                                                                                                                                                             | Key Supplier Procurement Rate of Total Procurement | 87.4%             |
|                                      |                                                                                                                                                                                             |                                                    |                   |

##### Supply Chain Due Diligence and Continuous Improvement

We operate a structured ESG risk management process for our supply chain. In 2024, we carried out comprehensive evaluations—including self-assessments, industry-specific diagnostics, and consulting—targeting key suppliers. Participating in a joint ESG supply chain project led by the Korea Food Industry Association, we completed ESG diagnostics tailored to the food industry. Nine suppliers participated in SAQs<sup>1)</sup>, and one underwent an on-site assessment, which included consulting support and the development of detailed improvement plans based on the supplier’s current practices and level of commitment.

We also partnered with ESG rating agencies including eCredible and NICE D&B to deliver ESG training and conduct evaluations for 18 domestic SME suppliers. Based on the assessment results, we presented short-term and long-term improvement plans and supported the development of customized ESG roadmaps for each supplier. Incentives were provided to five suppliers that demonstrated strong performance. Out of the 27 suppliers that completed the self-assessment and on-site evaluation, 12 were identified as needing improvement. All of them agreed to the proposed improvement plans and are currently in the process of implementation.

To quantitatively assess ESG risks among suppliers, we utilize the EiQ platform to identify and manage risks across human rights, ethics, safety, and environment. In 2025, we will conduct additional SAQs and on-site evaluations for high-risk suppliers to further strengthen our ESG management capabilities.

-  Global Supply Chain Ethics Policy
-  Code of Conduct for Suppliers
- 1) Self-Assessment Questionnaire

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## STRATEGY

### 3. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Support for Suppliers ESG Management

CJ CheilJedang operates diverse support programs to reinforce sustainable supply chain management, covering financing, technology, quality and hygiene, employment stability, and ESG practices.

| Category                     | Details                                                                                                                                  | 2024 Performance                                        |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| Training                     | Conducted basic theoretical training on costs, quality, general management, food safety, environment, and laws                           | 657 people                                              |
| Financial Support            | Established a low-interest win-win fund (approximately 1–1.5% below the base rate) and provided low-interest loans                       | KRW 56 billion                                          |
| Technical Support            | Transferred our proprietary technologies to partner companies to support new product launches and renewals                               | 39 companies<br>(328 cases)                             |
| Quality and Hygiene Support  | Enhanced partner production environments through on-site pest control, facility cleaning, HACCP implementation and renewal               | 35 companies<br>(408 cases)                             |
| Employment Stability         | Introduced the Naeil Chaeum Deduction as the first private company, contributing to employment stability and reducing the wage gap       | 30 companies<br>(100 people)                            |
| Support Productivity Support | Diagnosed suppliers' manufacturing operations and identified urgent areas for improvement to enhance productivity, quality, and delivery | 20 companies                                            |
| Management Support           | Provided education and consulting to strengthen ESG management systems and build consensus on shared ESG goals                           | 20 companies (education) /<br>18 companies (consulting) |

##### Supplier Grievance Management

We operate a Voice of Collaboration (VOC) system to collect and address grievances and suggestions from suppliers. In 2024, no VOC submissions were received through the Shared Growth Portal, and all five dispute resolution requests were fully resolved.

##### Sustainable Raw Material Management

To manage risks, CJ CheilJedang has established the Sustainable Raw Material Sourcing Policy and the Sustainable Palm Oil Policy, and articulated the Principles Against Deforestation within our Biodiversity Policy to address deforestation-related risks. In response to the EU Deforestation Regulation (EUDR) that took effect in June 2023, we reviewed the scope of affected raw materials and evaluated compliance measures such as managing mandatory data fields and due diligence statements. We expanded SSAP certification for U.S. soybeans and obtained ISCC+ certification for soybean oil, while achieving 100% RSPO certification for all palm oil used domestically. We also continued certification for organic rice and sugar as well as cage-free eggs. To strengthen traceability, we integrated origin manufacturers' information and purchase records into required transaction documentation, securing data from 35 manufacturers of key raw sugar.

#### 2) PROGRESS OF PREVIOUS DISCLOSURE PLAN

The implementation status of the response plans for supply chain-related risks and opportunities disclosed in the previous Sustainability Report is outlined below as of the end of the reporting period.

##### Monitoring of Supply Chain Improvement Tasks

|                          |                                                                                                                                                                                  |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Previous Disclosure Plan | Quarterly monitoring was conducted on 122 improvement tasks derived from the 2023 ESG supply chain assessments.                                                                  |
| Implementation Status    | The scope of monitoring was expanded to cover all suppliers through the adoption of the ESG risk monitoring platform (EIQ), enabling continuous oversight of supply chain risks. |

-  Sustainable Raw Material Sourcing Policy
-  Sustainable Palm Oil Policy<sup>1)</sup>
-  Principles Against Deforestation

1) The Sustainable Palm Oil Policy reflects a revised version of the palm oil section previously included in the overarching Sustainable Raw Material Sourcing Policy.

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## RISK MANAGEMENT

### 1. RISK AND OPPORTUNITY MANAGEMENT PROCESS FOR SUPPLY CHAIN

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

CJ CheilJedang operates a management process focusing on supplier ESG risks to ensure a sustainable supply chain. This process is built upon CJ Global Supply Chain Ethics Policy, and uses a structured ESG evaluation system for suppliers, while raw material procurement risks are managed separately by each business unit’s procurement teams.

##### Input Variables and Parameters

| Input Variables and Parameters                            | Data Sources                       |
|-----------------------------------------------------------|------------------------------------|
| Number of Key Suppliers                                   | Our Supply Chain Management System |
| Amount Procured from Key Suppliers                        |                                    |
| Suppliers’ Country and Regional Information               |                                    |
| Products manufactured by suppliers                        |                                    |
| Suppliers’ On-site Evaluation Results – Grade             | Our On-site Evaluation Results     |
| Suppliers’ On-site Evaluation Results – Improvement Tasks |                                    |

##### Identification of Risks and Opportunities

We establish annual evaluation protocols based on supplier management criteria and tiering standards:

- **Evaluation methodology:** We assess suppliers using questionnaires derived from the Code of Conduct for Suppliers, and conduct either Self-Assessment Questionnaires (SAQs) or on-site evaluations according to annual selection criteria.
- **Evaluation metrics:** We establish KPIs to consistently evaluate and track suppliers’ ESG performance through quantitative monitoring. We have developed CJ CheilJedang’s own ESG risk evaluation metrics tailored to our supply chain, which reflect not only relevant laws and regulations but also international standards such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the RBA Code of Conduct.

Subsequently, supply chain ESG risks are identified using a multifaceted set of risk identification tools, such as Pre-assessment, Self-Assessment (SAQ), and On-site evaluation.

- Pre-assessment: From 2024, we utilize the supply chain ESG risk monitoring platform (EiQ) to identify and monitor ESG risks of all first-tier suppliers. We comprehensively analyze various information sources including government publications, research institute reports, business reports, and media to understand and manage risks by country, industry, and product, and to identify high-risk suppliers
- Self-Assessment (SAQ): Conduct self-assessments to pre-identify potential risks and verify supporting documents and evidence.
- On-site Audit: High-risk suppliers undergo on-site evaluations to identify actual risks and derive targeted corrective actions.

##### Assessment of Risks and Opportunities

Risk and opportunity levels are calculated for each ESG area—human rights, ethics, safety, and the environment—based on criteria such as country, industry, and product. Both the likelihood of occurrence and severity of impact are comprehensively considered. Particularly in risk assessment, suppliers are classified according to predefined grading standards. Separate evaluations are conducted for suppliers classified as high-risk or identified as having areas requiring urgent improvement.

##### Prioritization of Risks and Opportunities

Based on assessment results, the impact of each factor on the business is analyzed both quantitatively and qualitatively to prioritize supply chain response measures. These results are reviewed through the Corporate Sustainability Council and benchmarked against other material sustainability topics to determine priorities. The prioritization of sustainability-related risks and opportunities is determined by considering the scale of financial impact, likelihood of occurrence, and duration of impact, while also reflecting legal and regulatory risks, corporate reputation, and stakeholder expectations. Prioritization is based on business impact and external risk exposure, and major risks and opportunities are reported to senior management and the Corporate Sustainability Council for the development of response plans. Through this structured framework, ESG risks and opportunities across the supply chain are managed as high-priority, company-wide issues and are designated as core management subjects alongside climate change within our sustainability strategy.

# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

## RISK MANAGEMENT

### 1. RISK AND OPPORTUNITY MANAGEMENT PROCESS FOR SUPPLY CHAIN

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

##### Monitoring of Risks and Opportunities

CJ CheilJedang operates a structured ESG risk management process focused on supplier ESG risks, leveraging our global group-level Supply-Chain Ethics Policy as the foundation. Our corporate and business unit ESG/procurement department actively use the supply-chain ESG risk monitoring platform (EIQ) to track and manage identified risks. In addition, we conduct a company-wide annual supply-chain ESG risk assessment, ensuring systematic identification and evaluation of supplier risks. Assessment outputs are reported to senior management and shared across relevant departments to enable a coordinated, enterprise-wide response. This approach allows us to track changes in supply chain risks and opportunities and formulate mitigation strategies.

##### Changes in Risk and Opportunity Management Process Compared to Previous Year

There are no changes in our supply chain risk and opportunity management process compared to the previous year.

#### 2) INTEGRATION WITH ENTERPRISE RISK MANAGEMENT SYSTEM

We integrate the supply chain risk management process within the enterprise risk management framework, overseen by the Chief Risk Officer (CRO). The CRO performs check-and-balance duties covering both financial and non-financial risks and opportunities, ensuring company-wide accountability and consistency.

※ For further information, please refer to “Response to Climate Change – Risk Management – 1. Risk and Opportunity Management Process for Climate Change Response – 2) Integration with Enterprise Risk Management System.” 

## METRICS AND TARGETS

### 1. SUPPLY CHAIN-RELATED METRICS AND TARGETS

#### 1) SUPPLY CHAIN-RELATED METRICS

To quantify our performance on identified supply-chain risks and opportunities, CJ CheilJedang actively tracks key metrics aligned with sustainable supply chain objectives.

| Category                             | Management Metric                                         | Unit | 2022 | 2023 | 2024 |
|--------------------------------------|-----------------------------------------------------------|------|------|------|------|
| Supply Chain ESG Risk Management     | Code of Conduct Compliance Signature Rate <sup>1)</sup>   | %    | 91.1 | 89.2 | 87.7 |
| Sustainable Raw Material Procurement | RSPO Certified Palm Oil Domestic Usage Rate <sup>2)</sup> | %    | 100  | 100  | 100  |

#### 2) SUPPLY CHAIN-RELATED TARGETS & PERFORMANCE ANALYSIS

We establish and manage mid- to long-term goals for key supply chain-related indicators. Additionally, we utilize ESG quantitative data management and analysis tools to compare performance against set targets and analyze performance trends and volatility.

| Targets                                                                        | Key Management Metrics                      |
|--------------------------------------------------------------------------------|---------------------------------------------|
| Achieve 100% Signing Rate for Tier 1 Supplier on Code of Conduct for Suppliers | Code of Conduct Compliance Signature Rate   |
| Maintain 100% RSPO Certified Palm Oil Domestic Usage Rate                      | RSPO Certified Palm Oil Domestic Usage Rate |

CJ CheilJedang aims to expand the requirement for signing the Supplier Code of Conduct to its global supply chain and plans to incorporate the compliance clause into all purchasing contracts. In parallel, the domestic usage rate of RSPO certified palm oil has consistently remained at 100% from 2022 to 2024, thereby achieving the annual target of full certification each year.

1) Decline due to expanded data scope  
2) Sustainability Accounting Standards (SASB Standard) as official sustainability disclosure topics and indicators for the Food Products industry (FB-PF-430a.1)

# HUMAN RESOURCES MANAGEMENT

## GOVERNANCE

### 1. HUMAN RESOURCES-RELATED MANAGEMENT AND OVERSIGHT ROLE OF THE GOVERNANCE BODY

#### 1) MANAGEMENT AND OVERSIGHT RESPONSIBILITIES OF THE GOVERNANCE BODY

The Corporate Sustainability Committee under the Board of Directors of CJ CheilJedang reviews and approves key HR-related policy agendas from an ESG perspective. In 2022, the committee approved the company’s Diversity, Equity, and Inclusion (DE&I) policy. In addition, a company-wide HR Council, chaired by the Chief Human Resources Officer (CHRO) and attended by the CEO, convenes biweekly to review major HR issues and discuss strategic direction. The CHRO provides ongoing updates to the CEO on key human resource issues and policy directions.

To ensure a talent-centric approach to organizational management, CJ CheilJedang has established a close collaboration framework between the Corporate HR Office and HR teams across each business unit, including Food and BIO Business Units. The Corporate HR Office leads mid- to long-term initiatives, including the revamp of HR systems, the establishment of strategic directions, and innovation in corporate culture. Meanwhile, each business unit’s HR team is responsible for functions such as HR planning, workforce operations, talent acquisition, talent development, and organizational culture, tailored to the unique characteristics of the respective business.

“Talent First,” one of CJ Group’s founding philosophies<sup>1)</sup>, reflects our belief that talent is the most critical value in business. This philosophy aligns with the company’s direction in corporate culture transformation, which focuses on fostering a work environment that respects and encourages employee growth and autonomy.

| Organizational Culture Innovation Direction | Goal                                                                                                          |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| A dynamically evolving organization         | An organization that evolves dynamically with top talent                                                      |
| End-to-end execution                        | An organization that achieves end-to-end execution with optimal working methods                               |
| Mission-driven commitment to goals          | An organization that delivers ONLYONE-level performance through mission-driven commitment to goal achievement |

## STRATEGY

### 1. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

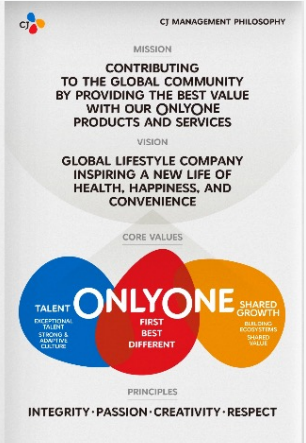
| Management Strategy                                                                                                                  | Key Initiatives                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Secure top talent aligned with the business strategy and advance the system for selecting, developing, and rewarding key talents     | <ul style="list-style-type: none"><li>· Securing top talent at the executive level</li><li>· Enhancing leadership development systems with a globally integrated approach</li><li>· Accelerating global mobility by disseminating the CJ &amp; Me growth vision</li><li>· Supporting career development in global businesses</li></ul>                                                                                                                        |
| Establish a framework for organizational culture innovation to drive tangible business performance                                   | <ul style="list-style-type: none"><li>· Enhancing systems for selecting and developing leaders</li><li>· Introducing a new pre-leadership development program within CJ CheilJedang to cultivate CJ-style leaders</li><li>· Building a leader support system based on agile culture for work, organization, and talent management</li><li>· Applying culture innovation practices centered on employee experience throughout the employee lifecycle</li></ul> |
| Enhance internal and external credibility through DE&I internalization and the establishment of an advanced labor-management culture | <ul style="list-style-type: none"><li>· Establishing a DE&amp;I roadmap at the group level and communicating it to employees</li><li>· Selected as the Best Job Creator for three consecutive years and as a company with excellent labor-management culture</li></ul>                                                                                                                                                                                        |

#### Talent Acquisition

CJ CheilJedang operates a range of recruitment channels such as regular open recruitment, on-demand hiring, global recruitment, and internships to attract top talent. All job opportunities are posted through the CJ Group recruitment website.

To ensure the selection of candidates suitable for each role, job postings include detailed job descriptions and qualification requirements. Additionally, we utilize the CJ CFT (Culture Fit Test), a talent verification tool that reflects CJ’s unique values, to identify individuals who align with our core values and demonstrate high performance.

1) Chairman’s Management Directive and CJ Management Philosophy



# HUMAN RESOURCES MANAGEMENT

## STRATEGY

### 1. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Working System

In accordance with CJ CheilJedang’s Declaration of Human Rights published on our website, We have established working hour and workplace management policies that comply with regional legal requirements and International Labour Organization (ILO) standards across all business sites. We adhere to daily and weekly maximum working hour limits and ensure appropriate rest and a well-balanced work environment for employees. These policies include adherence to daily and weekly maximum working hours and aim to ensure a balanced and healthy work environment for all employees.

To implement these policies, we operate various programs such as a flexible work system and automatic PC shutdown after working hours to manage daily and weekly working hours. In addition, we provide various programs to support work-life balance, including hub offices and an annual leave encouragement system for office staff.

| Category             | Description                                                                                                                                                                      |
|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Flexible Work System | Employees are allowed to choose their working hours and locations through remote work, flexible working hours, and staggered commuting, enabling them to work more autonomously. |
| Overtime Restriction | PCs automatically shut down after regular working hours. Compensation is provided for any overtime work.                                                                         |
| Hub Offices          | Employees can autonomously choose their workspace by utilizing hub offices (CJ Work ON).                                                                                         |

##### Talent Development

CJ CheilJedang offers a range of talent development programs to support employee growth, including leadership, job-specific training, and global competency programs. These initiatives help enhance the professional expertise of employees, particularly in key functional departments.

The onboarding program is provided to all employees, including contract workers. In addition, we measure the effectiveness of the training programs by assessing their tangible outcomes.

| Category          | Program                                                 | Content                                                                                                                                                           | Outcome                                                                                                                                                                 |
|-------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Onboarding        | Introductory training for new and experienced employees | Onboarding programs for new and experienced employees, including mentoring for new hires                                                                          | 116 new employees and 70 experienced employees completed the course                                                                                                     |
| Leadership        | Pre-leadership                                          | Pre-leadership development program to cultivate future leaders capable of delivering ONLYONE-level performance                                                    | 45 employees completed the Leadership Role Course<br>44 employees completed the Management Philosophy Workshop<br>38 employees completed the Coaching Leadership Course |
| Job Expertise     | Department-specific training                            | Department-specific job training programs, including marketing (142 teams) and the BIO AN Division (13 teams), aimed at enhancing job understanding and expertise | 1,528 employees in the Food and BIO Business Units completed the training +                                                                                             |
| Global Competence | Global leadership                                       | Global leadership programs for overseas assignees and returnees, along with training to disseminate global organizational culture                                 | 28 employees were dispatched, and 26 returned to their original duty stations                                                                                           |
|                   | Global mobility                                         | Internal job postings that offer global employees the opportunity to apply and relocate                                                                           | 3 employees applied and successfully relocated                                                                                                                          |
|                   | Language course                                         | Language learning through an online platform, CJ Campus and phone-based foreign language courses                                                                  | Average of 473 employees per month                                                                                                                                      |
| Digital           | Manufacturing DX training                               | Smart factory expert training conducted in collaboration with external professional institutions                                                                  | 95 employees completed the program and 37 employees acquired relevant certifications                                                                                    |

##### Evaluation of Training Effectiveness

| Category                   | 2024 Progress                                                                                                                                                                                                                                                                                                              | Evaluation Method                                                                                 | Training Effectiveness                                                                                                |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| Quality Assurance Training | (Food) Enhanced professional capabilities through the Food Safety and Quality Academy, operating 41 training courses across 8 categories (218 employees completed), FSSC/ISO 22000 auditor certification training (12 employees completed)<br>(BIO) FSSC 22000 lead auditor certification training (3 employees completed) | Number of Internal auditors certified to meet external safety and quality certification standards | In 2024, 12 employees certified in Food Business Unit, 3 employees in BIO Business Unit obtained audit certifications |

 Declaration of Human Rights

# HUMAN RESOURCES MANAGEMENT

## STRATEGY

### 1. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Performance Evaluation and Compensation

CJ CheilJedang operates a self-driven performance management system, PMDS+ (Performance Management & Development System), to drive both individual growth and organizational performance. At the beginning of the year, employees establish individual performance and competency development goals aligned with team and organizational KPIs. These goals are supported through continuous feedback and progress reviews conducted throughout the year. In particular, multi-dimensional feedback from colleagues based on real collaboration is incorporated into the evaluation to balance strengths and areas for improvement. Calibration sessions led by organizational leaders further enhance the fairness and consistency of evaluations.

We operate a fair compensation system based on position and grade, and apply the same wage standards regardless of gender. Entry-level salaries are determined consistently according to job category and function. Annual salary adjustments are made at the beginning of the year, reflecting internal and external business environments and individual performance evaluations.

We also analyze living wages to ensure that all employees across the company receive wages that support an adequate standard of living. For domestic operations, the 2024 living wage benchmark was based on the official amount announced by the Seoul Metropolitan Government. As of the end of 2024, no employees at the lowest salary level received wages below the living wage.

Globally, in regions such as the U.S., China, Japan, Vietnam, and Indonesia, we monitor compliance with local minimum wage regulations and provide guidance to prevent related issues in advance.

We implement a compensation policy that reflects industry characteristics and market value. By expanding the authority of team leaders in salary adjustments and strengthening rewards for outstanding talent and performance, we promote a culture of excellence. In addition, we operate exceptional reward programs and award systems to recognize both organizational and individual achievements.

##### Organizational Culture

Since 2005, CJ CheilJedang has conducted regular company-wide culture assessment (CJ Voice ON) to evaluate employees’ understanding of the company’s vision and management philosophy, as well as overall organizational satisfaction. The results of the survey are transparently shared with all employees. Identified areas for improvement are converted into strategic initiatives for cultural innovation and systematically implemented. Through these efforts, we strive to continuously improve employee satisfaction and foster motivation.

| Assessment Area                   |                                                                                                        | Assessment Items                                               |
|-----------------------------------|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| Organizational Culture Assessment | Organizational Engagement                                                                              | Organizational Engagement                                      |
|                                   | Understanding and Implementation of the 24–26 Mid-term Vision                                          | Employee Readiness                                             |
|                                   |                                                                                                        | Implementation Level                                           |
|                                   | Understanding and Implementation of CJ’s Management Philosophy and the Chairman’s Management Directive | Group Mission, Vision, and the Chairman’s Management Directive |
|                                   |                                                                                                        | Core Values                                                    |
|                                   |                                                                                                        | Action Principles                                              |
|                                   | Execution Infrastructure                                                                               | Organizational Structure and Processes                         |
|                                   |                                                                                                        | Ways of Working                                                |
|                                   |                                                                                                        | HR System                                                      |
|                                   |                                                                                                        | Leadership Commitment and Execution for Change                 |
|                                   | Areas for Improvement                                                                                  | Awareness of Organizational Culture and Areas for Improvement  |

# HUMAN RESOURCES MANAGEMENT

## STRATEGY

### 1. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Employee Benefits

CJ CheilJedang offers a wide range of employee benefits programs to support the well-being of its employees.

| Category                  | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Family-Friendly Programs  | Employee Support Programs Across the Life Cycle <ul style="list-style-type: none"><li>· Reduced Working Hours During Pregnancy: Paid support is provided throughout the entire pregnancy period (effective in 2025)</li><li>· “Mom First Care Box”: A gift package is provided to pregnant employees as part of the company’s maternity care program</li><li>· Parental Support Programs: Parental leave of up to two years, including one year of statutory leave; reduced working hours for childcare up to two years (expanded from the second half of 2025)</li><li>· Paid Childcare Leave: Includes paid leave for children’s school entry, child adoption, and reduced working hours for newborn care, school-entry care, and emergency childcare</li><li>· Child Education Support: Tuition assistance is provided for employees’ children</li><li>· School Entry Gift Set: Provided to employees for their children starting school</li><li>· On-site Childcare Center / Breastfeeding Facilities: Operation of daycare center and nursing rooms</li></ul> |
|                           | Expanded Maternity Protection for Male Employees <ul style="list-style-type: none"><li>· Fetal Check-up Leave for Spouses: Paid leave provided for spouses to accompany fetal check-up appointments</li><li>· Paternity Leave: Extended beyond statutory requirements, with up to 30 days for multiple births</li><li>· Infertility Leave for Male Employees: Leave for male employees undergoing infertility treatment</li><li>· Miscarriage Leave for Spouses: Up to three days of paid leave is provided in the event of a spouse’s miscarriage.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Welfare Benefits Programs | Medical Support <ul style="list-style-type: none"><li>· Health check-up support for employees and their families</li><li>· Infertility Treatment Support</li><li>· Support for Childcare for employees raising children with disabilities</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                           | Housing Support <ul style="list-style-type: none"><li>· Housing Loan Support</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                           | Psychological Counseling Services <ul style="list-style-type: none"><li>· Operation of Café La Mer, a professional counseling service that helps employees manage work-related stress, family and marital relationships, and parenting</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                           | Others <ul style="list-style-type: none"><li>· Includes travel support, Creative Week (paid leave granted after 3, 5, 7, and 10 years of service), and gifts for childbirth celebrations.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

##### Related Certifications and Awards

| Category                          | Content                                                                                                                                                                                                                                                                                                       |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Certifications and Awards in 2024 | <ul style="list-style-type: none"><li>· Awarded the Minister of Gender Equality and Family’s Commendation for Family-Friendly Excellent Companies and Institutions</li><li>· Selected as “Korea’s Best Job Creator and Excellent Work-Life Balance Company” by the Ministry of Employment and Labor</li></ul> |

##### DE&I Respect Culture

CJ CheilJedang is committed to ensuring fair and equal opportunities for all employees by operating a Diversity, Equity, and Inclusion (DE&I) policy that enables individuals from diverse backgrounds and perspectives to collaborate and drive innovation and creativity. This policy is aligned with our Human Rights Management Declaration and adheres to the International Labour Organization (ILO) guidelines.

Under this policy, we prohibit all forms of discrimination in every aspect of HR management—including recruitment, promotion, job placement, compensation, benefits, and training—based on individual characteristics such as race, skin color, religion, nationality, place of origin, gender, sexual orientation, age, or disability status.

We recognize that diversity and inclusion are essential to organizational innovation and competitiveness. Going forward, we will continue to uphold policies that strictly prohibit all forms of discrimination and ensure equal opportunities for all employees.

In addition, we operate various systems and programs to ensure the fair recruitment and structured development of individuals with diverse backgrounds and competencies.

| Category                     | Content                                                                                                                                                                                                                        |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inclusive Talent Acquisition | <ul style="list-style-type: none"><li>· Operates the café (I Got Everything) by directly hiring baristas with severe disabilities</li></ul>                                                                                    |
| Training Support             | <ul style="list-style-type: none"><li>· Operates a Buddy Program to support the organizational adaptation and network-building of experienced hires</li><li>· Operates an onboarding program for returning employees</li></ul> |
| Work Environment Improvement | <ul style="list-style-type: none"><li>· Installed additional bollards and CCTV to ensure safe mobility for employees with disabilities</li></ul>                                                                               |

 Diversity, Equity, and Inclusion (DE&I) Policy

# HUMAN RESOURCES MANAGEMENT

## STRATEGY

### 1. STRATEGY AND DECISION-MAKING

#### 1) ESTABLISHMENT OF RESPONSE STRATEGIES FOR RISKS AND OPPORTUNITIES

##### Labor-Management Partnership

CJ CheilJedang operates “THE Open Council,” a labor-management consultative body aimed at promoting employee welfare, improving working conditions, and facilitating the company’s sustainable growth. Since 2022, the council has been expanded into a company-wide organization, ensuring that the outcomes of discussions and resolutions are applied consistently to all employees.

All staff-level employees participate in electing their representatives through a voting process. Currently, 138 employee representatives are active across various business sites, systematically gathering feedback and concerns from their peers. The lead representative is democratically elected among employee council members, and quarterly meetings are held between employee and management representatives.

During these meetings, key agenda items such as improving working environments and enhancing employee benefits are discussed, while also exploring solutions to increase productivity, employee engagement, organizational vitality, and communication. The implementation rate of resolutions proposed by the Open Council is monitored annually, and the council serves as an effective communication channel to incorporate employee feedback and drive field-based improvements.

| Category                                    | 2024 Progress                             |
|---------------------------------------------|-------------------------------------------|
| Number of Labor–Management Council Meetings | Quarterly meetings held: 4 times per year |
| Number of Agenda Items Raised               | 36 items                                  |
| Adoption Rate of Proposed Items             | 86%                                       |
| Coverage of Applied Items Among Employees   | 100% of employees                         |

#### Related Certifications and Awards

| Category                      | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2024 Certification and Awards | <ul style="list-style-type: none"><li>· Selected as a “2024 Excellent Labor–Management Culture Company” by the Ministry of Employment and Labor</li><li>· Key Reasons for Selection:<ul style="list-style-type: none"><li>– Established a cooperative and trust-based labor–management relationship with the newly formed labor union (established in March 2022)</li><li>– Operated “THE Open Council” to address 94 employee grievances in 2023</li><li>– Enhanced internal communication and job satisfaction through CEO town halls and leadership roundtable meetings</li><li>– Executed 570 improvement initiatives through on-site “Improvement Task Forces” at each manufacturing plant, contributing to strengthened manufacturing competitiveness</li><li>– Actively supported local communities through donations, environmental cleanups, and product-sharing events during holidays at each manufacturing site</li></ul></li></ul> |

## RISK MANAGEMENT

### 1. RISK AND OPPORTUNITY MANAGEMENT PROCESS FOR HUMAN RESOURCES

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

Risks and opportunities related to human resources may arise in areas such as organizational culture, labor-management relations, and human rights. Accordingly, relevant departments, including HR, education, and labor, manage these risks from multiple perspectives. In the Food and BIO Business Units, HR departments, related to HR planning and evaluation, HR operations, and organizational culture implement risk management activities.

The progress and results of risk management activities are reported to the heads of each business unit at least once a year.

| Grievance Handling Process                   | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Report Submission                            | <ul style="list-style-type: none"><li>· Reports must include supporting evidence and factual details</li><li>· Reports can be made anonymously or under the reporter’s name</li></ul>                                                                                                                                                                                                                                                                                                                                           |
| Review and Investigation by Assigned Officer | <ul style="list-style-type: none"><li>· Report Handling by Assigned Officer: The designated officer logs and processes the submitted report</li><li>· Review of Submitted Content: The content is reviewed and, if necessary, additional information is requested</li><li>· Investigation : Investigations are conducted in order of receipt, with timelines varying depending on the subject and scope</li><li>· Completion : The investigation is completed once the facts are verified based on objective evidence</li></ul> |
| Result Confirmation                          | <ul style="list-style-type: none"><li>· Investigation results can be accessed via the company website or the K-Whistle platform</li></ul>                                                                                                                                                                                                                                                                                                                                                                                       |

# HUMAN RESOURCES MANAGEMENT

## RISK MANAGEMENT

### 1. HUMAN RESOURCES RISK AND OPPORTUNITY MANAGEMENT PROCESS

#### 1) RISK AND OPPORTUNITY MANAGEMENT PROCEDURES AND FRAMEWORK

##### Identification of Risks and Opportunities

CJ CheilJedang regularly gathers employee insights on human-resources risks through organizational culture surveys, which include multiple-choice and open-ended questions as well as team discussions. In addition, we collect ongoing feedback from employees via an online grievance handling system.

##### Assessment of Risks and Opportunities

For human-resources risks related to human rights, the dedicated department evaluates the severity and significance of risks based on relevant policies and internal guidelines. Other types of risks are addressed through thorough communication with employees during organizational culture workshops to assess their gravity and importance.

##### Monitoring of Risks and Opportunities

To monitor human-resources risks, CJ CheilJedang conducts an annual organizational culture survey, “CJ Voice ON,” featuring questions on employee engagement, work practices, and HR systems. Furthermore, we hold quarterly “Open Councils,” where dedicated teams monitor agendas proposed and resolutions passed.

## METRICS AND TARGETS

### 1. HUMAN RESOURCES-RELATED METRICS AND TARGETS

#### 1) HUMAN RESOURCES-RELATED METRICS

To identify HR-related risks and opportunities and measure performance, CJ CheilJedang manages key metrics across HR management areas:

| Category                            | Management Metric                                               | Unit          | 2022 | 2023 | 2024 |
|-------------------------------------|-----------------------------------------------------------------|---------------|------|------|------|
| Employee Training (Korean Entities) | Training hours per employee                                     | Hour          | 33.3 | 36.5 | 32.9 |
|                                     | Training cost per employee                                      | KRW 1 million | 1.07 | 1.09 | 1.04 |
| Culture & Working Conditions        | Organizational Assessment Score <sup>1)</sup> (Composite Score) | Point         | -    | -    | 68.9 |
| Performance & Rewards System        | Average Salary per Employee <sup>2)</sup>                       | KRW 1 million | 76   | 75   | 82   |

1) From 2024, the indicator was revised to the composite score from the Organizational Culture Survey. For 2022 and 2023, employee engagement scores were used

2) Based on separate financial statements of CJ CheilJedang

## GENERAL TOPICS

# ENVIRONMENTAL

067 ENVIRONMENTAL MANAGEMENT

068 BIODIVERSITY

073 WATER RESOURCES

075 POLLUTANTS

# ENVIRONMENTAL MANAGEMENT

## ENVIRONMENTAL MANAGEMENT SYSTEM

### GOVERNANCE

#### Management and Oversight Responsibilities of the Governance Body

The Corporate Sustainability Committee under the Board of Directors at CJ CheilJedang serves as the highest decision-making body for environmental management. The Committee holds the authority to establish environmental management strategies and oversee their implementation. It deliberates on and resolves key environmental issues, including Respond to Climate Change and Fostering a Circular Economy.

The Committee also receives updates on the status of environmental management initiatives at least twice a year through the Corporate Sustainability Council, which is composed of the CEO and key executives.

To enable informed and reasonable decision-making by the directors, meeting materials are provided at least seven days in advance of each Committee and Council meeting.

※ For further information on the responsibilities and roles of the Corporate Sustainability Committee regarding environmental management, please refer to the section titled “Response to Climate Change – 1. Climate-Related Management and Oversight Role of the Governance Body – 1) Management and Oversight Responsibilities of the Governance Body.” ➔

The key environmental management agenda items deliberated and resolved by the Corporate Sustainability Committee during the reporting period are as follows.

| Date             | Agenda                                                | Details                                                                                                                                                             | Results  |
|------------------|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| May 13, 2024     | Approval of ESG Policy Revision                       | · Revision of Sustainable Packaging Policy<br>· Reflection of global ESG disclosure standards and external requirements related to sustainable packaging            | Approved |
| May 13, 2024     | Approval of 2024 ESG Initiatives                      | · Advancement of Net-Zero Implementation                                                                                                                            | Approved |
| December 9, 2024 | Approval of Sustainable Packaging Improvement Targets | · Establishment of mid- to long-term packaging improvement targets<br>· Development of targets based on the “Sustainable Packaging Strategic Direction” set in 2023 | Approved |

#### Management and Oversight Roles Delegated to Management

The management of each business unit is responsible for implementing environmental policies and managing performance. A reporting system is in place whereby key environmental issues are escalated to the CEO.

The Corporate Sustainability Council, chaired by the CEO, plays a key role in executing environmental management, overseeing environmental performance, and identifying strategic initiatives. Meanwhile, the Corporate Sustainability Committee is responsible for making major decisions.

The responsibilities and authorities of management related to environmental management are clearly defined in CJ CheilJedang’s “Environmental Policy,” which is publicly available on the company website.

#### Execution Organization

CJ CheilJedang promotes environmental management through a company-wide ESG structure and dedicated working groups. The Environmental Strategy Team within the Corporate ESG organization supports both the Corporate Sustainability Committee and the Corporate Sustainability Council.

To ensure the effective implementation of company-wide ESG strategies and policies, the working groups regularly monitor progress and identify improvement measures aimed at achieving the company’s environmental management goals.

| Execution Organization    |                                         | Key Responsibilities                                                                                                                                                                                                                                                        |
|---------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company-wide Organization | · Corporate ESG Management Department   | · Establish and enhance company-wide ESG strategies and policies<br>· Identify and monitor key environmental laws and regulations<br>· Set company-wide climate change targets, report on implementation progress, and manage early identification of climate-related risks |
|                           | · ESG departments at each business unit | · Develop and refine business unit-level implementation strategies based on company-wide ESG policies                                                                                                                                                                       |
| Working Group             | · Environment-related departments       | · Establish and manage environmental targets at each business site                                                                                                                                                                                                          |

### MANAGEMENT POLICY

CJ CheilJedang has established a comprehensive management system to minimize environmental impact across all areas of its operations, guided by its Environmental Policy as the foundation of environmental management. This policy is aligned with the company’s long-term goals of achieving Net-Zero and Zero Waste by 2050, and it serves as an overarching management principle to minimize environmental impact throughout the production and sales of products and services.

The policy is developed and revised through the deliberation and approval of the Corporate Sustainability Committee, the company’s highest decision-making body on environmental management matters.

## ENVIRONMENTAL MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

CJ CheilJedang provides various environmental training programs for its employees, including Environmental Manager Training, Environmental Technician Training, and ISO 14001 Auditor Training. In 2024, we delivered a total of 276 hours of environmental training.

Additionally, to raise awareness of energy conservation among employees, we conduct regular energy-saving campaigns. These initiatives include encouraging the use of PC power-saving modes and maintaining appropriate indoor temperatures for heating and cooling.

※ For further information on environmental management activities, please refer to the relevant sections on “Response to Climate Change,” “Fostering a Circular Economy,” “Biodiversity,” “Water Resources,” and “Pollutants.”

 Environmental Policy

# BIODIVERSITY

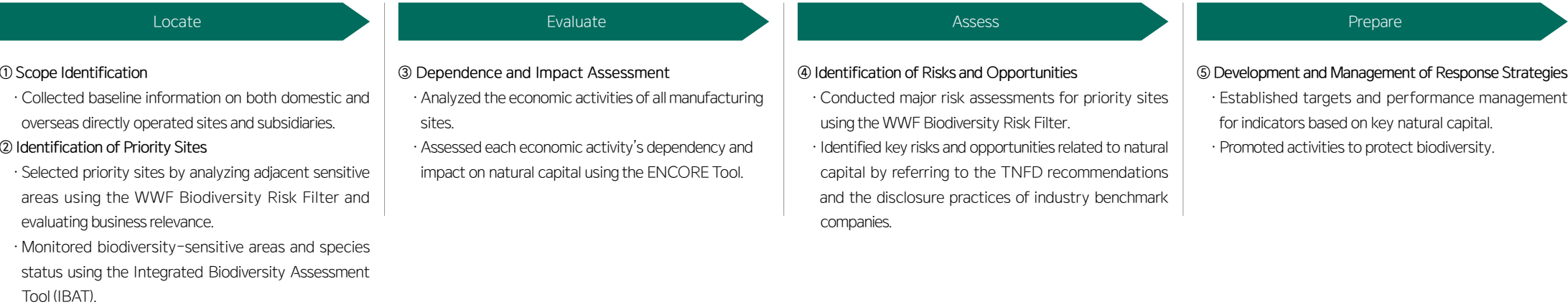
## BIODIVERSITY MANAGEMENT STRATEGY

CJ CheilJedang operates in an industry with a high level of dependence on natural capital, and a significant portion of the economic value generated across both its direct operations and supply chain is rooted in the natural environment. In response, we launched its first pilot project aligned with the LEAP (Locate, Evaluate, Assess, Prepare) approach, as recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), as a step toward becoming Nature Positive. Through an analysis of the company’s dependencies and impacts on natural capital, it was confirmed that various environmental elements—such as water resource management, waste discharge, and air pollutant emissions—interact closely with the ecosystem. Based on these findings, we assessed biodiversity-related risks and opportunities and established corresponding response strategies and a risk management process. This report includes information aligned with the four core disclosure pillars proposed by the TNFD—Governance, Strategy, Risk and Opportunity Management, and Metrics and Targets. It aims to serve both as a roadmap for developing nature-related risk response strategies and as a guidepost for realizing a Nature Positive future through cooperation with external stakeholders.

### Biodiversity Assessment Based on the LEAP Approach

We have adopted the LEAP (Locate, Evaluate, Assess, Prepare) approach, as recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), to assess our dependencies and impacts on biodiversity as well as associated risks and opportunities across our business sites and surrounding areas.

- **Locate:** Using the WWF Biodiversity Risk Filter, we identified priority sites requiring sensitivity analysis by comprehensively considering factors such as physical risk exposure and business relevance.
- **Evaluate:** An assessment was conducted across all business sites to evaluate their dependence and impact on ecosystem services.
- **Assess:** We analyzed how the identified risks and opportunities may affect its business and reviewed current risk mitigation activities already in place.
- **Prepare:** In line with the LEAP methodology, biodiversity-related risks have been integrated into our enterprise-wide risk management system alongside climate-related risks. Relevant indicators and targets are being systematically managed.



-  Biodiversity Policy
-  Declaration of Human Rights

# BIODIVERSITY

## Key Biodiversity Areas and Protected Areas Near Business Sites

CJ CheilJedang identified seven business sites, including subsidiaries, that are exposed to high physical risks related to biodiversity and are of high business significance, and conducted sensitive location assessments in accordance with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). As a result, a total of four Key Biodiversity Areas (KBAs) and eight Protected Areas (PAs) were identified within a 5km radius for domestic sites and a 25km radius for overseas sites. In addition to these seven sites, nine other sites were also found to be located within 25km of a KBA.

## Endangered Species Near Business Sites

We utilized the International Biodiversity Assessment Tool (IBAT) and the IUCN Red List website to assess threatened species classified as "Vulnerable" or higher in the vicinity of its seven priority business sites. The assessment covered mammals, fish, amphibians, plants, and both freshwater and marine species. As a result, a total of 133 species were classified as "Vulnerable", among which two species, the Chinese paddlefish (*Psephurus gladius*) and the Western wild boar (*Sus scrofa davidi*), were identified as "Extinct".

Incheon Plant 2

EX 1

CR 3

EN 31

VU 35

\* KBA: Yeongjongdo Island

PA: Songdo Tidal Flat, Incheon Urban Natural Park Area

Jincheon Blossom Campus

EN 9

VU 16

Feed & Care Gunsan Plant

EX 1

CR 6

EN 32

VU 37

\* KBA: Mangyeong River Estuary, Geum River Mouth, Yubudo Island

PA: Sanbuk-dong Fossil Site, Seocheon Tidal Flat, Sinan Tidal Flat



# BIODIVERSITY



## BIODIVERSITY MANAGEMENT STRATEGY

CJ CheilJedang has adopted the LEAP approach to assess its dependencies and impacts on natural capital. The evaluation revealed a high dependency on water resources and significant ecological impacts related to water use, waste generation, and pollutant emissions. In response, we have initiated risk management activities to minimize negative impacts on natural capital, incorporating the characteristics of our business model and the findings of the assessment into our strategy.

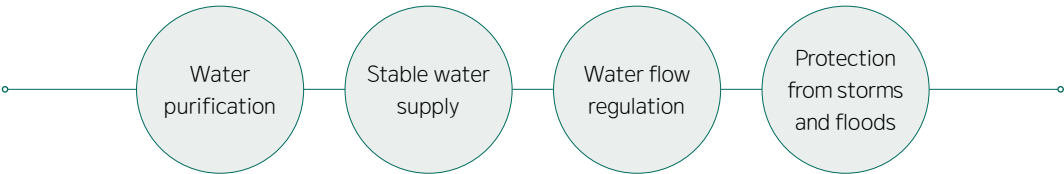
### Dependence and Impact Assessment

We conducted a dependency and impact assessment on ecosystem services for its directly operated business activities using ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure), a tool recommended by TNFD. We categorized its 69 global business sites into 17 economic activity types and quantitatively evaluated their dependency and impact on ecosystem services using a five-point scale.

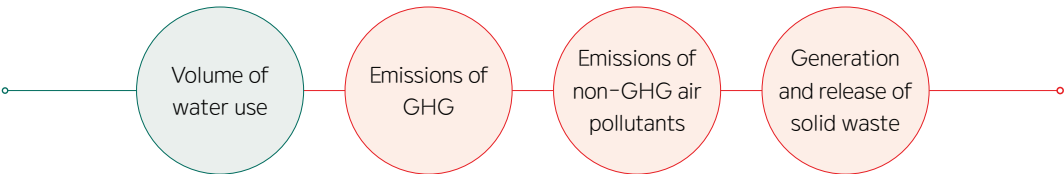
The assessment revealed a high dependency on ecosystem services related to water, such as water purification, stable water supply, and regulation of water resources, floods, and storms. In terms of environmental impact, the most significant factors were water usage, greenhouse gas emissions, air pollutant emissions, and generation of solid waste, in that order.

※ For further information on greenhouse gas emissions, please refer to “Response to Climate Change – Metrics and Targets – 1. Climate-Related Metrics – 1) Greenhouse Gas Emissions” ➔

### Ecosystem Services on Which CJ CheilJedang's Business Depends



### Ecosystem Services Impacted by CJ CheilJedang's Business



### Physical Biodiversity Risk Assessment Across All Business Sites

We conducted a biodiversity risk assessment for 69 domestic and international business sites, including subsidiaries and surrounding areas, using the WWF Biodiversity Risk Filter and the Integrated Biodiversity Assessment Tool (IBAT). Through this analysis, we identified Key Biodiversity Areas (KBAs) and confirmed that a total of 47 sites and adjacent areas fall under the “High” or above category of physical biodiversity risk.

Based on these results, We are formulating site-specific biodiversity risk management strategies that reflect the geographic characteristics of each location and is committed to continuously enhancing its response to biodiversity-related risks.

### Number of Business Sites by Country Classified as “High” or Above in Physical Biodiversity Risk According to the WWF Biodiversity Risk Filter

| South Korea | Vietnam | China | Indonesia | Japan | Philippines | Malaysia | Total |
|-------------|---------|-------|-----------|-------|-------------|----------|-------|
| 21          | 11      | 6     | 3         | 3     | 2           | 1        | 47    |

### Biodiversity Risk Assessment

| Category                                 | Number of Sites | Area(m <sup>2</sup> ) |
|------------------------------------------|-----------------|-----------------------|
| Total Sites Identified                   | 69              | 6,693,117             |
| Sites Assessed for Biodiversity Impact   | 69              | 6,693,117             |
| Sites with Response Strategies Developed | 47              | 4,189,522             |
| Monitoring and Reporting                 | 47              | 4,189,522             |

※ Area data reflects only manufacturing sites.

# BIODIVERSITY



## BIODIVERSITY MANAGEMENT STRATEGY

CJ CheilJedang identifies and manages risks and opportunities related to water resources, waste, and pollutants. In particular, reflecting the characteristics of the food industry, which is highly sensitive to changes in ecosystem services, we monitor both physical risks caused by ecosystem degradation and transition risks arising from associated policy and market shifts. To address these risks and capture potential opportunities, we carry out a range of activities grounded in the AR3T (Avoid, Reduce, Restore, Regenerate, Transform) framework, a biodiversity action framework proposed by the Science Based Targets Network (SBTN).

| Category      |                 |            |                                        | Key Natural Capital Topic                                                                                                                                                                                         | Drivers of Change                                                                                                                                                                                                 | Business Impact                                                                                                                                                                                                                      | Response Activities                                                                                                                                                  |                                       | Report Page |
|---------------|-----------------|------------|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-------------|
| Risk          | Physical        | Acute      | Short-term                             | Water Resources                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>· Deterioration of water quality near business sites</li><li>· Water contamination in operational areas caused by natural disasters such as floods and landslides</li></ul> | <ul style="list-style-type: none"><li>· Increased operational costs due to the treatment of water resources used at business sites</li><li>· Higher capital expenditures for infrastructure and rising insurance premiums</li></ul>  | <ul style="list-style-type: none"><li>· Established an integrated environmental monitoring system to enable 24-hour tracking of water pollution indicators</li></ul> | <div>Avoid</div>                      | p. 74       |
|               |                 | Chronic    | Long-term                              | Water Resources                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>· Decreased water availability due to water stress and depletion risks</li></ul>                                                                                            | <ul style="list-style-type: none"><li>· Growing restrictions on water usage at operating facilities, even in industries with relatively low water dependency, due to progressing desertification</li></ul>                           | <ul style="list-style-type: none"><li>· Conducted water stress index analyses and expanded water recycling systems</li></ul>                                         | <div>Reduce</div>                     | p. 73       |
|               |                 | Chronic    | Mid-term                               | Disposal Pollutants                                                                                                                                                                                               | <ul style="list-style-type: none"><li>· Environmental pollution caused by the accumulation of pollutants and the emission of waste</li></ul>                                                                      | <ul style="list-style-type: none"><li>· Increased capital expenditures for water purification, desalination, and soil remediation technologies</li></ul>                                                                             | <ul style="list-style-type: none"><li>· Developed biodegradable materials, PHA (Polyhydroxyalkanoate) for sustainable applications</li></ul>                         | <div>Transform</div>                  | p. 42       |
|               |                 |            |                                        |                                                                                                                                                                                                                   |                                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>· Rising crop prices and production costs driven by water and soil contamination, leading to disease outbreaks and pest proliferation</li></ul>                                                | <ul style="list-style-type: none"><li>· Introduced products that help reduce environmental impact, such as microbial fertilizers</li></ul>                           | <div>Avoid</div> <div>Transform</div> | p. 36       |
|               | Transition      | Regulation | Mid-term                               | Water Resources                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>· Stricter regulatory provisions under the Water Environment Conservation Act</li></ul>                                                                                     | <ul style="list-style-type: none"><li>· Increased costs for managing hazardous substances in water and monitoring leakage</li><li>· Higher operational expenses for managing water quality</li></ul>                                 | <ul style="list-style-type: none"><li>· Applied the MBR (Membrane Bio-Reactor) process at wastewater treatment facilities</li></ul>                                  | <div>Avoid</div> <div>Reduce</div>    | p. 74       |
|               |                 | Reputation | Mid-term                               | Disposal Pollutants                                                                                                                                                                                               | <ul style="list-style-type: none"><li>· Ecosystem damage caused by plastic leakage and eutrophication</li></ul>                                                                                                   | <ul style="list-style-type: none"><li>· Reputational damage and deterioration of brand image among external stakeholders</li></ul>                                                                                                   | <ul style="list-style-type: none"><li>· Expanded the scope of Zero Waste to Landfill certification</li></ul>                                                         | <div>Reduce</div>                     | p. 43       |
| Opportunities | Market/Resource | Long-term  | Disposal Pollutants                    | <ul style="list-style-type: none"><li>· Rising consumer demand for environmentally friendly products</li><li>· Increased costs associated with food waste management</li></ul>                                    | <ul style="list-style-type: none"><li>· Increased revenue through the development and sale of eco-friendly products</li><li>· Reduced costs associated with food waste treatment</li></ul>                        | <ul style="list-style-type: none"><li>· Developed products utilizing food by-products, such as “Basak Chip” made from food residues</li></ul>                                                                                        | <div>Transform</div>                                                                                                                                                 | p. 45                                 |             |
|               | Market          | Long-term  | Water Resources<br>Disposal Pollutants | <ul style="list-style-type: none"><li>· Strategic shift toward being positioned as a company that effectively manages natural capital, including water resources, pollutants, and sustainable packaging</li></ul> | <ul style="list-style-type: none"><li>· Enhanced consumer brand loyalty</li></ul>                                                                                                                                 | <ul style="list-style-type: none"><li>· Implemented a recovery and recycling program for Hetbahn containers (collection bins, digital platforms, etc.)</li><li>· Applied biodegradable materials, PHA in product packaging</li></ul> | <div>Reduce</div> <div>Transform</div>                                                                                                                               | p. 50                                 |             |

# BIODIVERSITY



## RISK AND OPPORTUNITY MANAGEMENT, METRICS AND TARGETS

CJ CheilJedang integrates biodiversity-related risks and opportunities, along with climate change, into its enterprise-wide risk management process. Based on the TNFD disclosure guidelines, changes in domestic and international regulations, industry trends, and relevant research findings, the company identifies a pool of potential risks and opportunities. These risks and opportunities are then prioritized at the enterprise level by evaluating their degree of interaction with natural capital, business materiality, and impact on operations.

| Process                                                                 | Details                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Identification of Risks and Opportunities Based on the LEAP Approach | <ul style="list-style-type: none"><li>· Reflected TNFD disclosure guidelines, regulatory drafts, and industry trends</li><li>· Conducted regular monitoring of biodiversity management indicators and strategic performance</li><li>· Reported progress to the Corporate Sustainability Committee</li><li>· Developed plans to expand the scope of indicator management</li></ul> |
| 2. Prioritization of Risks and Opportunities                            | <ul style="list-style-type: none"><li>· Applied criteria including the degree of interaction with natural capital, business materiality, and impact on business operations</li></ul>                                                                                                                                                                                              |
| 3. Development of Response Strategies                                   | <ul style="list-style-type: none"><li>· Reviewed the company’s current biodiversity response status</li><li>· Established management measures at both the enterprise level and individual business site level</li><li>· Allocated resources to support ongoing activities and newly developed strategies</li></ul>                                                                |
| 4. Monitoring and Reporting                                             | <ul style="list-style-type: none"><li>· Continued monitoring of biodiversity-related indicators and strategic outcomes</li><li>· Planned future expansion of indicator coverage</li></ul>                                                                                                                                                                                         |

| Related Natural Capital |                     | Risks/Opportunities                                                                                    | Key Management Metrics                                                                                                                                                                                 | Report Page          |
|-------------------------|---------------------|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Water Resources         | Water Supply        | Decline in water availability due to water stress and depletion risks                                  | <ul style="list-style-type: none"><li>· Water withdrawal, consumption, and discharge volumes</li><li>· Volume of water consumed in water-stressed areas</li></ul>                                      | p. 73, 103           |
|                         | Waste               | Environmental degradation caused by the accumulation of pollutants and waste                           | <ul style="list-style-type: none"><li>· Volume of general and designated waste</li><li>· Usage of plastic packaging materials</li><li>· Number of sites certified for Zero Waste to Landfill</li></ul> | p. 43, 104, 105, 107 |
| Waste Disposal          | Food Loss and Waste | Increased demand for eco-friendly food and rising costs associated with food loss and waste management | <ul style="list-style-type: none"><li>· Ratio of food loss and waste to total food production</li><li>· Number of sites certified as Circular Resource Operators</li></ul>                             | p. 44, 107           |

# WATER RESOURCES

## WATER RESOURCE MANAGEMENT STRATEGY

### MANAGEMENT TARGETS

CJ CheilJedang manages annual water usage and water intensity data by site with the aim of achieving a 10–20% reduction in water intensity by 2030 compared to 2020, aligning with our 2050 Net Zero and Zero Waste declarations. To meet this target, CJ CheilJedang is implementing comprehensive water resource management initiatives, including the reduction of water withdrawal volume, the expansion of reclaimed water and water recycling systems, and the establishment of a water resource measurement and management system across domestic and international business sites.

| Mid-to-Long Term Target                                                                                                          | 2025 Plan                             | Indicator                                           |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------|
| Reduce water withdrawal intensity by 10–20% by 2030 (compared to 2020: 20% in 'High' water stress areas, 10% in all other areas) | Review roadmap to achieve 2030 target | Water withdrawal intensity (ton/ton-product output) |

### MANAGEMENT ACTIVITIES

#### Water Risk Assessment

CJ CheilJedang conducts systematic assessments of water-related risks across its domestic and international operations using the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) and the Water Risk Filter developed by the World Wildlife Fund (WWF). These tools allow for a multi-dimensional analysis of physical risks such as water scarcity, water pollution, and flooding, enabling the identification of high-risk regions through detailed, location-specific evaluations. The assessment is based on a framework that considers both the company’s reliance and impact on water resources, analyzing potential risks related to water availability, quality, quantity, and regulatory factors at each site.

In 2024, CJ CheilJedang assessed water risks at 62 manufacturing sites globally. As a result, 24 sites were classified under “High” or “Extremely High” water stress categories. Sites identified as “Extremely High” were located in China (4 sites), Vietnam (3 sites), the Philippines (1 site), and Indonesia (1 site).

These results are used to establish site-specific water risk mitigation strategies and contribute to improving the overall efficiency of the company’s water resource management.

### Water Stress Status of High-Risk Sites

| Category       |    | Business Site           | Baseline               | 2030 Optimistic Scenario | Water Consumption <sup>1)</sup> |
|----------------|----|-------------------------|------------------------|--------------------------|---------------------------------|
| Food           | 1  | Jincheon                | Medium – High (20–40%) | High (40–80%)            | 281,423                         |
|                | 2  | Jincheon <sup>2)</sup>  | Medium – High (20–40%) | High (40–80%)            | ~276,033                        |
|                | 3  | Jincheon BC             | Medium – High (20–40%) | High (40–80%)            | 287,231                         |
|                | 4  | Nonsan                  | Medium – High (20–40%) | High (40–80%)            | 84,831                          |
|                | 5  | Gongju                  | Medium – High (20–40%) | High (40–80%)            | 15,826                          |
|                | 6  | Nonsan3                 | Medium – High (20–40%) | High (40–80%)            | 835                             |
|                | 7  | Wonji (Jincheon)        | Medium – High (20–40%) | High (40–80%)            | 1,489                           |
|                | 8  | Jinan                   | Low–Medium (10–20%)    | High (40–80%)            | 11,941                          |
|                | 9  | Gimpo                   | Low–Medium (10–20%)    | High (40–80%)            | 0                               |
|                | 10 | Beijing                 | Extremely High (≥80%)  | Extremely High (≥80%)    | 15,913                          |
|                | 11 | Qingdao                 | Extremely High (≥80%)  | Extremely High (≥80%)    | 39,704                          |
|                | 12 | Kizuna (FV)             | High (40–80%)          | Extremely High (≥80%)    | 14,020                          |
|                | 13 | Kizuna (CT)             | High (40–80%)          | Extremely High (≥80%)    | 54,342                          |
|                | 14 | Liaocheng               | High (40–80%)          | Extremely High (≥80%)    | 19,938                          |
|                | 15 | Germany                 | Low–Medium (10–20%)    | High (40–80%)            | 16,948                          |
| BIO            | 16 | Pasuruan                | Low (<10%)             | High (40–80%)            | 2,296,733                       |
|                | 17 | Shenyang                | High (40–80%)          | High (40–80%)            | 510,807                         |
|                | 18 | Liaocheng <sup>3)</sup> | High (40–80%)          | Extremely High (≥80%)    | ~420,216                        |
| CJ Feed & Care | 19 | Gunsan                  | High (40–80%)          | High (40–80%)            | 20,183                          |
|                | 20 | Long An                 | High (40–80%)          | Extremely High (≥80%)    | 27,967                          |
|                | 21 | Bulacan                 | High (40–80%)          | Extremely High (≥80%)    | 24,254                          |
|                | 22 | Serang                  | High (40–80%)          | High (40–80%)            | 49,696                          |
|                | 23 | Semarang                | Extremely High (≥80%)  | Extremely High (≥80%)    | 54,408                          |
|                | 24 | Shenyang                | High (40–80%)          | High (40–80%)            | 0                               |

- 1) As of 2024 (Unit: ton)
- 2) A portion of the wastewater from the Jincheon Plant is transferred to and treated at a shared prevention facility with the Jincheon Plant 3, and is therefore accounted for as intake water
- 3) A significant volume of recycled water is utilized through Reverse Osmosis (RO) treatment and is accordingly accounted for as intake water

# WATER RESOURCES

## WATER RESOURCE MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Supply Chain Water Risk Management

CJ CheilJedang began subscribing to the EiQ supply chain ESG risk monitoring platform in the second half of 2024 to identify ESG risks across its suppliers. This allows us to monitor water-related risks not only at its own business sites but also across its supply chain. Supplier sites are assessed using the same criteria as internal sites, including classification of water stress level, regulatory compliance, and media disclosures.

In addition, considering the nature of our business, agricultural products sourced from water-stressed regions have been included in the monitoring scope. We regularly track the proportion of such products in our total usage of raw materials. In the long term, CJ CheilJedang plans to work with internal departments and suppliers to establish targeted risk mitigation measures.

#### Water Impact Assessment with Local Stakeholders

For domestic sites, CJ CheilJedang conducts Environmental Impact Assessments in accordance with regulatory requirements prior to project implementation. These assessments cover six environmental categories: air, water resources, land, socioeconomics, natural ecosystems, and community well-being.

Through Environmental Impact Review Committees, we share project details and assessment outcomes with stakeholders including civic groups and local residents to ensure transparency and secure necessary approvals.

#### Water Efficiency Management

To reduce water consumption at business sites, CJ CheilJedang is developing water efficiency strategies aligned with the Water Efficiency Management System (WEMS)<sup>1)</sup> based on ISO 46001, and is utilizing water sustainability tools provided by the Global Environmental Management Initiative (GEMI)<sup>2)</sup>. The company is transitioning from one-off risk analysis to the development of a comprehensive and sustainable water strategy.

| Process                                       | Details                                                                                                                                    |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Assessment of Water Use, Impacts, and Sources | Understand the connection to water by analyzing water use, business activities, and product impacts on water                               |
| Business Risk Assessment                      | Support the identification, characterization, and prioritization of potential business risks                                               |
| Business Opportunity Assessment               | Develop various opportunities to address the identified water-related risks                                                                |
| Strategic Direction and Goal Setting          | Establish the business case and overall direction for pursuing a water sustainability strategy based on identified risks and opportunities |
| Strategy Development and Implementation       | Develop a water management strategy tailored to the company’s needs and circumstances                                                      |

#### Wastewater Quality Improvement Initiatives

The BIO Business Division has implemented the Membrane Bio-Reactor (MBR) process at its Piracicaba site in Brazil to establish a foundation for treated effluent reuse. The MBR method enhances conventional biological wastewater treatment by incorporating a membrane to improve effluent quality. This process was first introduced at the Jombang site in Indonesia in 2022 and has since been expanded to the Pasuruan site.

#### Water Efficiency Awareness Training

CJ CheilJedang regularly conducts training for water resource management personnel across its operations. These sessions focus on identifying site-specific water risks and discussing actionable strategies discussing ways to improve water efficiency at the site level.

#### Water Recycling Performance at the Fort Dodge Site, BIO Business Division

The Fort Dodge site in the United States draws approximately 4.5 million liters of water daily from a city located about 14.5 kilometers away, making the reduction of water consumption a core priority. Through a review of production processes, the site identified the potential to recycle condensate generated during the purification stage. As a result, a series of pilot tests (30 liters) and seed tank experiments were conducted in 2023 and 2024. In September 2024, connectors were installed in preparation for piping installation, laying the groundwork for further infrastructure investment. This initiative is expected to reduce both water consumption and wastewater generation, while also delivering economic benefits such as lower water procurement and wastewater treatment costs.

CASE

- 1) Water Efficiency Management System
- 2) Global Environmental Management Initiative

# POLLUTANTS

## POLLUTANT MANAGEMENT STRATEGY

### MANAGEMENT SYSTEM

CJ CheilJedang manages pollutants generated from its business activities in accordance with internal Environmental Management Regulations, which are established based on applicable legal requirements. To prevent and progressively reduce environmental risks associated with pollutants, we operate the CJ EHS (Environment Health Safety) System, which enables integrated management of water quality, air emissions, and odor at 15 domestic food business sites and 3 subsidiaries.

In addition, a real-time environmental monitoring system is in place to support immediate response capabilities in the event of incidents or emergencies. CJ CheilJedang also conducts biannual operational and compliance audits at 21 domestic manufacturing sites, including its subsidiaries. The operational audit evaluates 102 items across three categories: operations management, facility management, and system operation. The compliance audit is based on the requirements of ISO 37301 (Compliance Management System) and verifies compliance with six environmental laws at each site, assessing a total of 107 legal and emission-related criteria. In the event of any non-conformities, improvement items are communicated to the relevant departments, and a corrective action plan is established. This plan includes a target completion date, responsible personnel, and if necessary, associated investment costs to ensure effective implementation.

| Category  | Applicable Law                            | Number of Items by Law |
|-----------|-------------------------------------------|------------------------|
| Water     | Water Environment Conservation Act        | 26                     |
| Air       | Clean Air Conservation Act                | 33                     |
| Waste     | Wastes Control Act                        | 33                     |
| Chemicals | Chemical Substances Control Act           | 33                     |
| Others    | Noise and Vibration Control Act           | 26                     |
|           | Persistent Organic Pollutants Control Act | 7                      |

### MANAGEMENT ACTIVITIES

#### Water Pollutant Management

CJ CheilJedang applies stricter pollutant control standards that go beyond legal requirements to protect the environment. Pollutant management criteria are tailored to the characteristics of each site, and more rigorous water quality controls are implemented to minimize environmental impacts.

| Domestic Site Classification                                | Management Indicators                                    | Management Targets                                                                                              |
|-------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Direct Discharge Sites                                      | BOD <sup>1)</sup> , TOC <sup>2)</sup> , SS <sup>3)</sup> | Less than 80% of the effluent quality standards                                                                 |
| Sites Discharging to Public Sewage Treatment Facilities     |                                                          | Less than 80% of the legally permitted discharge limits                                                         |
| Sites Discharging to Public Wastewater Treatment Facilities |                                                          | Below the criteria set by public wastewater treatment facilities and environmental impact assessment agreements |

#### Air Pollutant Management

CJ CheilJedang enforces stricter air pollutant control standards that exceed legal requirements to ensure environmental protection. Dust and sulfur oxides are managed at levels below 80% of the legally permitted emission limits, and nitrogen oxides are maintained in full compliance with applicable regulatory standards.

| Domestic Site Classification | Management Indicators | Management Targets                                     |
|------------------------------|-----------------------|--------------------------------------------------------|
| All Sites                    | Dust, Sulfur Oxides   | Less than 80% of the legally permitted emission limits |
|                              | Nitrogen Oxides       | Compliance with the legally permitted emission limits  |

#### Soil Contamination Management

Although CJ CheilJedang is not currently subject to legal obligations regarding soil contaminant management, the BIO Business Division has proactively established and implemented Soil Contamination Management Guidelines in preparation for potential leakage of hazardous substances. These guidelines include pre-checks to identify whether the facility handles soil or persistent organic pollutants, and outline response protocols for different operational scenarios, including equipment installation or modification, construction activities, pilot operations, and stable operations.

#### Odor Management

CJ CheilJedang has established odor management standards to ensure that emissions from facilities such as food manufacturing plants and wastewater treatment units remain below legally permitted thresholds. This approach is aimed at minimizing their impact on surrounding communities.

In particular, the Food Business Division operates a selection process for optimal odor control systems by evaluating construction performance and odor reduction technologies through Odor Technology Committee reviews and vendor presentations.

- 1) Biochemical Oxygen Demand (BOD)
- 2) Total Organic Carbon (TOC)
- 3) Suspended Solids (SS)

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# HUMAN RIGHTS

## HUMAN RIGHTS MANAGEMENT SYSTEM

### MANAGEMENT POLICY

CJ CheilJedang clearly defines the principle of respecting human rights for key stakeholders, including employees, partners, customers, and local communities, through the Declaration of Human Rights approved by the Corporate Sustainability Committee under the Board of Directors. The declaration outlines the company’s policies to mitigate human rights impacts, including human rights due diligence, risk assessments, grievance mechanisms, and monitoring of human rights impacts.

### Respect for Workers and Compliance with Labor Laws

CJ CheilJedang guarantees the dignity and respect of workers and complies with labor laws in all regions where its business sites are located, including the Labor Standards Act of Korea. This commitment applies equally to all internal and external individuals affiliated with the company, including employees, supply chain workers, and other business partners.

- ① Guarantee wages sufficient to maintain a healthy life level in the region where the business site is located.
- ② Comply with maximum working hours, holidays, and other working conditions in accordance with local laws where the business site is located. Prohibit excessive working hours to ensure workers can have adequate rest and work-life balance, and guarantee at least one day off every seven days as required by law.
- ③ All workers shall not be discriminated against based on gender, race, skin color, ethnicity, or nationality; they shall be fairly evaluated based on capability and performance and receive wages accordingly.
- ④ When overtime occurs, workers shall be paid overtime wages higher than regular hourly wages, in accordance with local laws, to ensure appropriate compensation.
- ⑤ In the event of dismissal, advance notice must be provided, regardless of reason or scale, in accordance with local laws.

### MANAGEMENT TARGETS

We have established and are implementing a mid- to long-term roadmap to minimize human rights risks that may arise in all business activities.

| Category                                               |          | 2025 Plan and Goal                                                                                   | 2030 Plan and Goal                                                          |
|--------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Establishment of Global Human Rights Management System | Domestic | Improvement of human rights risk assessment and management system                                    | Establishment of a global human rights management system                    |
|                                                        | Overseas | Conduct human rights risk assessments and implement improvement actions at key overseas subsidiaries | Conduct human rights risk assessment for all domestic and overseas entities |

## HUMAN RIGHTS MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Human Rights Due Diligence

Since 2021, we have conducted human rights due diligence on major business sites and supply chains within each business unit to prevent and promptly detect human rights violations.

| Process Stage                                         | Detailed Procedures by Stage                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Planning                                              | Establish human rights due diligence plans and define their scope <sup>1)</sup><br>· Assessment Targets: Major self-operated business sites, supply chains, and other identified stakeholders <sup>2)</sup><br>· Assessment Methods: On-site interviews or human rights impact assessment tools                                               |
| Risk Identification and Assessment                    | Conduct self-assessments by relevant departments and evaluations by the due diligence department on actual and potential human rights risks<br>· Evaluation Items <sup>3)</sup> : Employment discrimination, harassment/sexual harassment, forced labor, child labor, humane treatment, freedom of association, protection of local residents |
| Establishment and Implementation of Response Measures | Develop and implement mitigation plans for identified human rights risks<br>1) Set priorities based on severity, likelihood, and scope of impact of the identified risks<br>2) Develop mitigation and action plans tailored to each risk<br>3) Execute mitigation measures in accordance with established plans                               |
| Monitoring and Effectiveness Evaluation               | Review the effectiveness of the implemented measures and report findings to management                                                                                                                                                                                                                                                        |
| Stakeholder Communication                             | Disclose the results of human rights due diligence and corresponding response measures                                                                                                                                                                                                                                                        |

#### Human Rights Management in Solar Salt Supply Chain

Since 2010, CJ CheilJedang has produced solar salt products through the “Sinuido Sea Salt Corporation.” We continuously monitor our supply chain to prevent transactions with producers who violate employment, food safety, or environmental regulations. To prevent human rights violations, we also provide regular human rights training to producers within the supply chain.

CASE

#### Declaration of Human Rights

- 1) Employees (including contract workers), women, children and adolescents, third-party employees, and members of the local community
- 2) Including vulnerable stakeholders such as contract employees, women, and local residents
- 3) Areas of Human Rights Management

# HUMAN RIGHTS

## HUMAN RIGHTS MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Human Rights Risk Mitigation Process

CJ CheilJedang systematically identifies risks that could potentially have a significant impact on human rights management to proactively prevent human rights risks. In 2023, using resources such as the International Finance Corporation’s GMSxh tool and the U.S. Department of Labor’s List of Goods Produced by Child Labor or Forced Labor, we identified raw materials with high potential risks and integrated these findings into our supply chain management system.

Additionally, to mitigate human rights risks associated with palm oil production, we purchase only RSPO–certified palm oil for domestic use, ensuring procurement of raw materials with relevant sustainability certifications.

In 2024, we inspected potential labor and human rights issues at four domestic manufacturing sites that operate under production outsourcing and at three independent corporations. Interviews were conducted with stakeholders who may be vulnerable to human rights risks in key areas. Some identified risk factors were assessed as manageable through internal improvement activities, and improvement plans tailored to each site’s situation were established.

| Mitigation Process                                  | Process Details                                           | 2024 Mitigation Activities                                                                                                                                                     | Target Sites and Employees          |
|-----------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| 1. Risk Diagnosis                                   | Human Rights Due Diligence                                | · Assessed the level of human rights risk management and identified potential labor and human rights issues through human rights due diligence                                 | 7 Business Sites<br>2,130 Employees |
| 2. Establishment and Implementation of Action Plans | System Improvement                                        | · Reviewed measures to provide multilingual employment contracts for foreign workers.                                                                                          |                                     |
|                                                     | Training Program                                          | · Conducted training on maternity protection for new leaders (team leads and supervisors)                                                                                      |                                     |
|                                                     | Establishment of Operating System                         | · Refined grievance handling process, including plans to improve the grievance system<br>· Conducted training for grievance committee members and Open Council representatives |                                     |
| 3. Effectiveness Evaluation                         | Monitoring and Evaluation of Human Rights Risk Indicators | · Plan to reassess human rights risks following mitigation measures and evaluate effectiveness through monitoring of relevant indicators                                       |                                     |

#### Grievance Handling System

CJ CheilJedang operates an Online Reporting System accessible to both internal and external stakeholders to identify and respond to various human rights issues that undermine organizational culture, including sexual harassment and workplace bullying. The system ensures anonymity and strict confidentiality for whistleblowers and enforces a whistleblower protection policy that prohibits any form of retaliation. In addition to the internal system, grievance reports can also be submitted through K-Whistle<sup>1)</sup>, an external third-party platform. Reporting procedures are also included in employee training sessions to ensure awareness and accessibility.

#### Prevention of Workplace Bullying and Sexual Harassment

CJ CheilJedang trains specialized personnel and continuously revises its response manual to prevent workplace bullying and sexual harassment. Theoretical training is provided to those in charge of HR and corporate culture, and individuals who pass competency tests are certified to perform related duties as specialists. In the event of an incident, immediate follow-up actions are taken according to the response manual. After separating and protecting the reporter and victim, processes such as counseling and investigation are conducted. Psychological counseling is provided to victims as needed, while appropriate disciplinary measures are applied to perpetrators in accordance with internal regulations, along with the establishment of measures to prevent recurrence.

#### Employee Training

CJ CheilJedang provides annual legal training to all employees on workplace bullying prevention, sexual harassment prevention, and disability awareness. In addition, separate training sessions are conducted for managers focusing on the protection of workers’ human rights and labor law compliance.

1) An anonymous reporting system based on DB encryption technology, operated by the Korea Business Ethics Institute, a specialized third-party organization handling whistleblower reports.

# HEALTH AND SAFETY

## HEALTH AND SAFETY SYSTEM

### GOVERNANCE

CJ CheilJedang operates our health and safety governance through the Corporate EHS Office, which serves as the company-wide organization overseeing health and safety, along with the designated health and safety management officer. Each year, the Corporate EHS Office reports a company-wide health and safety plan to the Board of Directors. The Board deliberates and resolves key matters related to the establishment and operation of the health and safety management system and reviews its effectiveness. In addition, the Industrial Health and Safety Committee, which convenes quarterly and includes both executives and employee representatives, monitors and evaluates health and safety action plans and key outcomes.

### MANAGEMENT POLICY

#### Health and Safety Policy

CJ CheilJedang has established a Safety and Health Policy as the foundation for operating its health and safety management system. The establishment and revision of this policy are approved by the designated health and safety management officer.

#### Guidelines for Evaluation and Management of Health and Safety Personnel

To enhance the execution capability of the health and safety management system at business sites, we have established internal management guidelines reflecting relevant laws and the operational characteristics of each site. As part of this effort, we conduct evaluations at least twice a year to assess whether Health and Safety Management Officers and other responsible personnel are fulfilling their obligations in accordance with the Serious Accident Punishment Act and other applicable regulations. Improvement tasks derived from the evaluation results are incorporated into improvement plans, and follow-up measures are implemented. The Corporate EHS Office continuously monitors the status of improvement plan implementation and progress toward goals.

#### Global Health and Safety Management Regulations

CJ CheilJedang operates Global Health and Safety Management Regulations (Global Action-10), which incorporate domestic health and safety laws as well as international standards and country-specific regulations. Based on Global Smart Audit results (internal evaluations), hazardous factors are analyzed by region. Key health and safety management domains that are essential across all global sites are identified and standards are established accordingly. In addition, we regularly monitor compliance status by item through Safety Smart Meetings (SSM), its recurring conference system with each country's business sites.

## HEALTH AND SAFETY STRATEGY

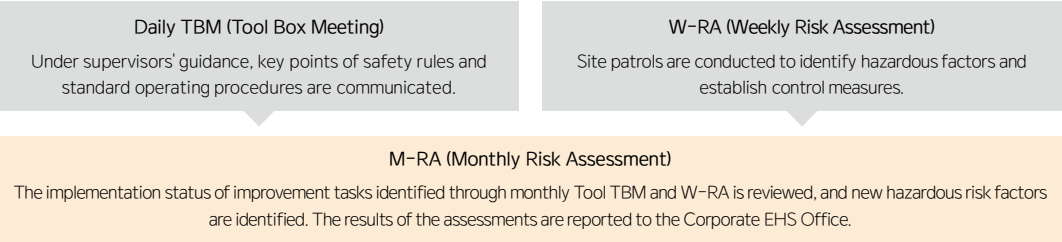
### MANAGEMENT ACTIVITIES

CJ CheilJedang conducts internal inspections at least once every half-year across 62 sites, including manufacturing and R&D sites, sales offices, and food service locations in South Korea. These inspections aim to assess the establishment and implementation of the health and safety management system. The inspections focus on verifying compliance with obligations under the Serious Accident Punishment Act and the Occupational Health and Safety Act, identifying areas for improvement, and implementing necessary corrective measures. In addition, site-specific external inspections are conducted to proactively prevent damage from natural disasters such as typhoons and heavy rainfall.

#### Risk Assessment

Each business site operates a real-time inspection system based on on-site risk assessments to ensure ongoing, site-centric health and safety risk management activities.

#### Company-wide Risk Assessment Process



Beyond on-site risk assessments, we manage health and safety risks through various types of evaluations including preliminary risk assessments during design phases to identify risks in advance, unannounced site audits to embed safety management, and regular risk assessments conducted at least once annually. 

#### Joint Inspections with Suppliers

To proactively manage major hazards that may occur at contracted sites, CJ CheilJedang conducts monthly joint health and safety inspections with resident partner companies. These inspections verify compliance with health and safety measures under the Occupational Health and Safety Act. To prevent serious accidents, the inspections focus on three major accident types<sup>1)</sup> and the eight key risk factors<sup>2)</sup>.

 Safety&Health Policy

- 1) Falls, entrapments, and collisions
- 2) Scaffolds, roofs, ladders, aerial work platforms, safety devices, LOTO (Lockout/Tagout), simultaneous operations, and collision prevention systems

# HEALTH AND SAFET

## HEALTH AND SAFETY STRATEGY

### MANAGEMENT ACTIVITIES

#### PSM (Process Safety Management) System

CJ CheilJedang classifies business sites equipped with facilities that could experience hazardous chemical leaks, fires, or explosions as PSM (Process Safety Management) designated sites and manages them through a structured system. These sites conduct annual internal audits to verify that key elements such as risk assessments, safe operation plans, and emergency response plans are properly implemented according to established procedures. If any deficiencies are identified during the internal audit, immediate corrective actions are taken. The internal audits are conducted by a team of in-house experts, and external consulting agencies are engaged as needed to provide support.

Jincheon Blossom Campus Rated Highest P Grade in PSM Evaluation

In the 2024 PSM (Process Safety Management) evaluation conducted by the Ministry of Employment and Labor, CJ CheilJedang’s Jincheon Blossom Campus (BC) was awarded the highest P (Progressive) grade, ranking in the top 5% among approximately 2,000 sites nationwide. This recognition affirms that Jincheon BC has established one of the most advanced safety management systems in the food industry. To achieve zero industrial accidents, Jincheon BC plant has implemented a Fool Proof safety system incorporating iris recognition and AI-powered intelligent CCTV to prevent accidents caused by human error. The site has also advanced its risk assessment framework and strengthened regular safety training. Moving forward, CJ CheilJedang aims to standardize the PSM system and expand best practices to other PSM-designated manufacturing sites in Korea by further reinforcing collaboration mechanisms.

CASE

#### Health and Safety Training

CJ CheilJedang provides regular health and safety education to employees, new hires, and supervisors. Office workers complete at least six hours of legally mandated health and safety training every six months, while non-office workers complete at least twelve hours in the same period. Supervisors receive at least sixteen hours annually. Additionally, specialized training is offered to health and safety personnel to enhance their job competencies as needed.

#### Emergency Evacuation Drills

CJ CheilJedang conducts emergency evacuation drills at least once a year for office employees at the CJ CheilJedang Center to prevent casualties during emergencies such as fires or earthquakes. The drills are conducted based on various scenarios, including fires on above-ground floors, underground parking lots, and electric vehicle charging stations. These simulations help employees strengthen their emergency response capabilities by ensuring they can evacuate quickly to designated safety zones through proper escape routes. Following each drill, areas for improvement are identified and incorporated into future training plans.

#### Accident Response System Based on the Right to Stop Work

In accordance with Article 52 of the Occupational Health and Safety Act, CJ CheilJedang operates the Stop & Care system, which is based on employees' right to stop work, to promptly respond to fatal accidents and protect employees. When an incident occurs, all operations are immediately halted. A thorough investigation is conducted to determine the cause, and safety inspections are performed on relevant equipment. In addition, professional psychological counseling and recovery programs are offered to help affected employees and their colleagues recover from trauma and return to work. +

#### Safety Culture Evaluation

CJ CheilJedang conducts systematic assessments of safety culture levels targeting responsible persons, managers, and members using a proprietary evaluation index called the Safety Survey Index (SSI). This assessment quantitatively measures and classifies safety culture into four grades: S, A, B, and C. In 2024, the survey was conducted at 14 domestic sites, with an average score of 4.3 out of 5.

#### Certification of Health and Safety Management Systems

CJ CheilJedang holds certifications for the Health and Safety Management System (ISO 45001, KOSHA-MS). As of 2024, 11 of 13 domestic manufacturing sites and 5 of 10 domestic subsidiary manufacturing sites have obtained and maintain this certification. Internal audits are conducted annually to identify and address system deficiencies, while regular external audits ensure the effectiveness and validity of the systems.

#### Employee and Supplier Health Management Programs

CJ CheilJedang operates various health management programs to create a healthy working environment for employees and partner company members at business sites. Employees undergo regular health check-ups and special health examinations for those exposed to physical and chemical hazards to prevent occupational diseases and industrial accidents. Partners receive basic health services such as health consultations, provision of first-aid medicines, and physical therapy support, and are encouraged to participate in health promotion programs. Welfare facilities such as gyms and rest areas within business sites are also accessible to partner company members to foster a healthy work environment.

# FOOD SAFETY AND QUALITY

## FOOD SAFETY AND QUALITY MANAGEMENT SYSTEM

### GOVERNANCE

CJ CheilJedang operates safety and quality management systems for each business unit. The Food business unit designates the Chief Financial Officer (CFO) as the highest authority responsible for food safety and quality. Dedicated food safety and quality teams established across six major global regions and local business sites report food safety and quality issues to the CFO based on internal management regulations. This reporting system enables the top management to oversee the food safety and quality status of global business sites. In the BIO Business Unit, the management framework has been reorganized, transferring responsibilities from the Manufacturing Division to the Corporate Support Office to reinforce checks and balances in operations.

### MANAGEMENT POLICY

CJ CheilJedang establishes and operates quality management policies based on the quality philosophy of each business unit.

- Food Safety Philosophy of the Food Business Unit +
- Quality Management Policy of the BIO Business Unit +

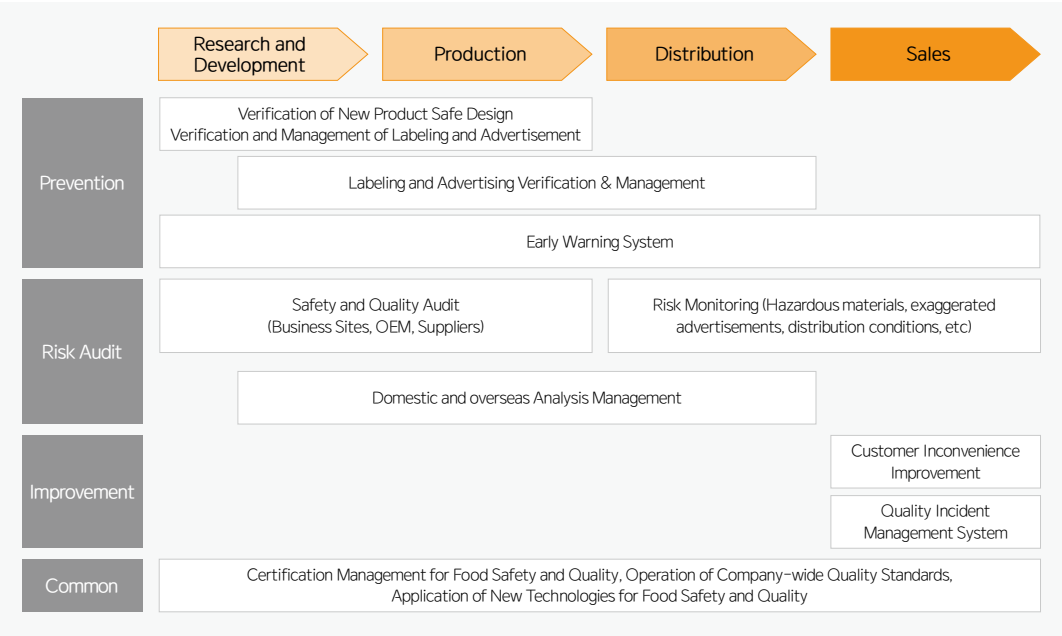
## FOOD SAFETY AND QUALITY MANAGEMENT STRATEGY

### MANAGEMENT SYSTEM

#### Global Quality Management System

CJ CheilJedang proactively prevents and manages potential food safety and quality risks throughout the entire value chain, from research and development to production, distribution, and sales. We have established our own CJ Global Quality Management System(CJ Global QMS) which is more stringent than HACCP (Hazard Analysis and Critical Control Point) and GFSI (Global Food Safety Initiative) standards. Based on this system, we aim to build a consistent safety and quality management framework across all countries globally.

#### Global Quality Management Process (CJ Global QMS)



# FOOD SAFETY AND QUALITY

## FOOD SAFETY AND QUALITY MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Proactive Prevention and Monitoring of Quality and Safety Risks

CJ CheilJedang operates the CJ EWS (CJ Early Warning System), a proactive prevention system, to identify and respond to safety and quality risks in advance. We continuously monitor safety and quality issues such as changes in domestic and international food-related policies, amendments to laws and regulations, and information on hazardous materials to detect risks early. For issues with high impact requiring prompt action, we issue EWS Alarm documents to promote joint responses by relevant departments. Preventive actions are documented in the system to standardize response protocols, and implementation records are regularly reviewed to ensure swift response and prevent recurrence in similar cases. Additionally, to enhance the safety and quality standards and strengthen the capabilities of quality organizations at global food manufacturing sites, we conduct Global Food Safety and Quality Risk Audit. These audits evaluate six areas: quality management systems, food safety, process control, facility management, hygiene practices, and storage and identification management. Based on audit results, we provided necessary improvement programs. Furthermore, to ensure product safety, we conduct traceability verification activities at least once a year to assess the effectiveness of recall programs at each business site. This enables rapid and effective responses in actual emergency situations.

#### GMO Agricultural Products Risk Management

To manage risks associated with the use of approved genetically modified organisms (GMOs), CJ CheilJedang monitors emerging hazards and conducts regular analyses of raw materials and products. For all raw materials used, regardless of whether they are domestically produced or imported, we verify GMO safety documentation based on evaluations by the Ministry of Food and Drug Safety, including distribution certificates, government certificates, manufacturer certificates, and test reports. Additionally, to proactively manage potential risks, we have designated and manage analytical methods for unapproved ingredients that are not yet introduced in the domestic market.

#### Food Safety and Quality Training

Through the Food Safety and Quality Academy, CJ CheilJedang systematically develops specialists in food safety and quality. The program is conducted annually and includes 41 training courses categorized into eight specialized competencies by levels. In 2024, a total of 218 employees completed the training to enhance their food safety and quality expertise. 

#### GFSI Certification

To ensure the safety of its food products, CJ CheilJedang has implemented GFSI food safety system certification across its global sites. In 2024, 89.5% of our manufacturing sites worldwide(among 47 out of 53 facilities), including those in Korea, the United States, and China, and the others were GFSI certified. Within the BIO Business Unit, all four manufacturing sites producing food-related raw materials obtained BRCGS<sup>1)</sup> certification, and one of these sites additionally acquired FSSC 22000<sup>2)</sup> certification.

#### VOC-linked Product Quality & Safety Improvement System

To enhance product safety and quality, we collect and incorporate customer feedback. We receive VOC (Voice of Customer) 24/7 through various channels including phone calls, text messages, website, and sign language consultations. In 2024, we received a total of 105,021 VOC submissions. Each submission is analyzed and translated into concrete improvement initiatives, achieving a 91.0% completion rate. In addition, semiannual customer satisfaction surveys are conducted, with a 2024 satisfaction score of 93.6 out of 100.

#### VOC-Linked Product Safety and Quality Improvement Cases

| Customer Inconveniences                                                           | Improvements                                                                             |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Ring tab breakage due to misaligned pulling direction                             | Redesigned tab structure to prevent breakage                                             |
| Product misidentification caused by identical label colors across different items | Improved readability by differentiating font colors to clearly distinguish product usage |
| Safety concerns due to sharp edges on packaging opening area                      | Improved perforation line structure to ensure safer handling                             |

#### Consumer-Centered Management (CCM) Certification

The Food Business Unit of CJ CheilJedang has maintained the Consumer-Centered Management (CCM) certification, which is evaluated by the Korea Consumer Agency and certified by the Korea Fair Trade Commission. Initially acquired in 2015, the certification has been renewed every two years and is remains valid to date.

- 1) Brand Reputation through Compliance Global Standards Food Safety
- 2) Food Safety System Certification 22000 (Food Safety Certification System)

# HEALTH AND NUTRITION

## HEALTH AND NUTRITION MANAGEMENT SYSTEM

### GOVERNANCE

CJ CheilJedang aims to realize sustainable business based on consumer trust. Under the leadership of the CEO, key departments such as Marketing, Food R&D, and Communication collaborate to establish and implement a company-wide nutrition policy. In particular, the dedicated Human Nutrition Department within the Food R&D center is responsible for strengthening the execution of our nutrition policy and reinforcing the nutrition research for the development of healthier products.

Additionally, CJ CheilJedang operates the Global Nutrition Committee, which brings together regional and country-level teams to share global regulatory and policy trends in nutrition and discuss directions for expanding country-specific nutrition strategies. Through this collaborative structure, we proactively identify risks and opportunities related to health and nutrition and develop response strategies aligned with our business needs. These strategies and policy directions are approved through CEO reporting and are then concretized into execution plans, leading to practical activities in each organizational unit.

### MANAGEMENT POLICY

CJ CheilJedang has established and operates a company-wide CJCJ Nutrition Policy based on its mid- to long-term strategy to promote consumer health and nutrition. This policy is designed by reflecting business strategies, nutrition-related laws and regulations, and consumer expectations of each region and country. Based on this, we are systematically developing country-specific nutrition strategies.

The CJCJ Nutrition Policy is based on three key strategic directions: enhancing the product nutritional value, improving corporate equity, and improving societal impact. Priority countries for policy implementation are selected through a comprehensive review of the regulatory environment and business strategies, and mid- to long-term nutrition strategies are currently being implemented, focusing on businesses in Korea and the US.

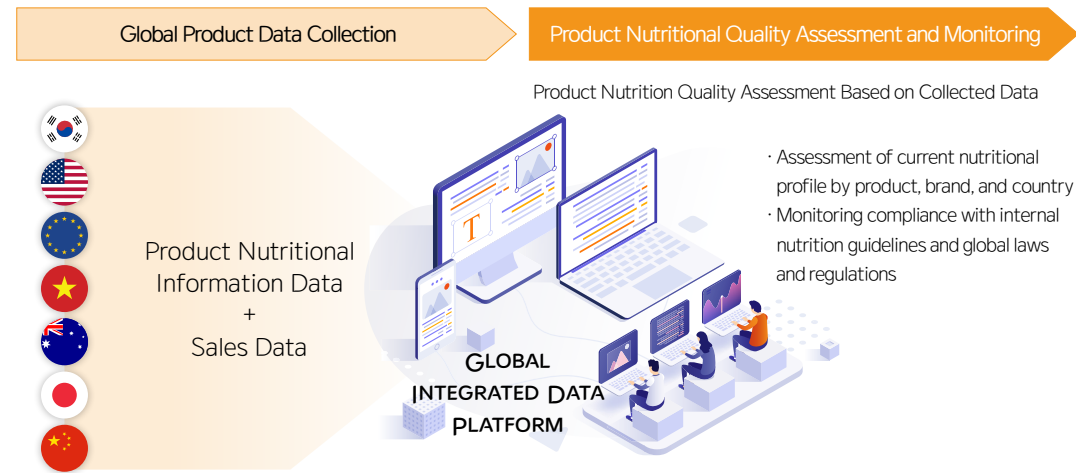
Moving forward, we plan to continuously expand the CJCJ Nutrition Policy to ensure CJ's nutrition philosophy is reflected in products across all major markets.

## HEALTH AND NUTRITION MANAGEMENT STRATEGY

### MANAGEMENT SYSTEM

CJ CheilJedang recognizes our corporate social responsibility to enhance global consumer health and nutrition. In line with this commitment, we have established a system to integrate and manage nutritional information of products by country and to evaluate the nutritional quality of all our products, in order to respond to nutrition-related regulations and ESG requirements across each region. Through the establishment of the Global Product Nutrition Information System, we regularly collect and analyze nutritional data and sales data for our products. Based on this data, we periodically monitor the compliance with internal and external nutrition guidelines by brand and category. To enhance the nutritional quality of all our products, we comprehensively consider nutrition-related regulations and consumer demands. Our efforts include setting mid- to long-term nutrition goals by region based on nutritional data, developing new products based on nutritional quality, and identifying areas for improvement.

Currently, the system prioritizes integrating nutritional information for products in across Korean and US businesses, where sales are concentrated. We plan to sequentially expand this integration to include Europe and the Asia-Pacific region.



Nutrition Regulations by Major Countries



# HEALTH AND NUTRITION

## HEALTH AND NUTRITION MANAGEMENT STRATEGY

### MANAGEMENT STRATEGY

| Key Strategies                    | Key Tasks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enhance Product Nutritional Value | <ul style="list-style-type: none"><li>· Expand Health &amp; Wellness portfolio<ul style="list-style-type: none"><li>– Improve compliance with internal nutrition guidelines and major Nutrient Profiling Models</li></ul></li><li>· Gradually reduce nutrients-to-limit<ul style="list-style-type: none"><li>– Reduce sodium, sugar, and saturated fat</li></ul></li><li>· Incorporate more positive nutrients/raw ingredients<ul style="list-style-type: none"><li>– Enhance dietary fiber, protein, whole grains, and vegetables</li></ul></li></ul>                                                                                                                          |
| Improve Corporate Equity          | <ul style="list-style-type: none"><li>· Strengthen nutritional information disclosure<ul style="list-style-type: none"><li>– Expand voluntary nutrition labeling beyond legal requirements</li></ul></li><li>· Engage in responsible marketing<ul style="list-style-type: none"><li>– Provide appropriate portion sizes and comply with regulations on marketing to children</li></ul></li><li>· Ensure transparent disclosure of corporate nutrition strategies<ul style="list-style-type: none"><li>– Strengthen external communication related to health and nutrition enhancement activities</li></ul></li></ul>                                                            |
| Improve Societal Impact           | <ul style="list-style-type: none"><li>· Contribute to solving global consumers’ nutrition issues<ul style="list-style-type: none"><li>– Participate in key health and nutrition-related initiatives</li></ul></li><li>· Strengthen consumer communication to enhance health and nutrition<ul style="list-style-type: none"><li>– Promote nutrition education and campaigns in connection with local communities</li></ul></li><li>· Implement proactive research and development to enhance consumer health<ul style="list-style-type: none"><li>– Strengthen research on personalized nutrition design that reflects the needs of various target consumers</li></ul></li></ul> |

### Enhance Product Nutritional Value

CJ CheilJedang is continuously working to improve the nutritional quality of its products by aligning efforts with business strategies across multiple countries. In our business in Korea, under a mid- to long-term roadmap for nutritional quality improvement, we have been systematically reducing the content of sodium, saturated fat, and sugar, which are considered nutrients-to-limit due to concerns over excessive intake by consumers. As a result, from 2021 to 2024, we achieved cumulative reductions in sales volume of 100 tons of sodium, 802 tons of saturated fat, and 35 tons of sugar. In addition, to achieve a balance between taste and nutrition, we are strengthening R&D related to flavor modulation. In the UK business, we are identifying products with high in fat, sugar or salt (HFSS) as a priority, followed by phased reformulation efforts. In the US business, as a part of an ongoing ingredient simplification initiative in the U.S., our affiliate, CJ Schwan’s, regularly reviews consumer perceptions of commonly used ingredients in the food industry. Products are often reformulated in a proactive response to changing consumer health and nutrition perceptions. This ongoing work has led to the elimination of artificial (certified) dyes, high-fructose corn syrup and artificial flavors in the vast majority of foods we offer in the U.S. market.

### Improve Corporate Equity

CJ CheilJedang strives to enhance its corporate value through sustainable business operations, while establishing leadership as a food company that prioritizes consumer health and nutrition. To this end, we are strengthening the nutritional information disclosure and expanding portion and product size designs that help prevent overconsumption, thereby practicing transparent and responsible marketing. For example, in the Australia business, we have voluntarily adopted the Health Star Rating system, which displays the nutritional quality of products on a scale from 0.5 to 5 stars. This rating is labeled on the front of the product packaging to help consumers make healthier choices more easily.

### Expansion of Health Star Rating (HSR) Labeling

As part of our efforts to enhance the transparency of nutritional information for global products, we are expanding the adoption of the Health Star Rating (HSR) system in our Australia business. In 2024, we increased the HSR labeling rate for our dumpling product category to over 50 percent. Moving forward, we plan to expand HSR adoption to additional product categories.



CASE

### Improve Social Impact

CJ CheilJedang is committed to contributing to the promotion of global consumer health and the resolution of nutrition issues through active communication and knowledge-sharing activities with stakeholders both domestically and internationally. In October 2024, we hosted an independent session at the International Conference of the Korean Nutrition Society under the theme “Global Food and Nutrition Policies for a Healthy Life.” This session provided a platform to share global nutrition policy trends and industry-academia perspectives on ultra-processed foods. Additionally, in June 2024, we co-hosted Scientists’ Night in Chicago with the Korean Nutrition Society. This event aimed to strengthen networks between academia and industry and to facilitate discussion on the latest research trends. Going forward, CJ CheilJedang will continue to expand its collaborative network with global nutrition experts and proactively reflect the latest nutrition-related regulations and science to practice a responsible nutrition policy for consumer health.

# HEALTH AND NUTRITION

## CONTRIBUTING TO CONSUMER-CENTERED HEALTH AND NUTRITION ENHANCEMENT

CJ CheilJedang considers supporting consumers' healthy lives as one of its core values and continuously develops products that reflect evolving dietary patterns and needs of consumers around the world. In particular, we take a comprehensive approach that includes reducing sodium and sugar, fortifying protein and dietary fiber, and using wholesome ingredients such as whole grains. Through this approach, we design a wide range of products that help consumers easily make balanced dietary choices in their daily lives. Through these efforts, CJ CheilJedang strives to make a meaningful contribution to consumer-centered health and nutrition enhancement as a global food company.

### Hetbahn Rice Plan

In the Korean market, CJ CheilJedang launched Hetbahn Rice Plan for consumers who are mindful of meal management or seek to make healthier choices even with a single meal. The product was developed based on consultation with Professor Hee-won Jung of the Division of Geriatrics and on his concept of a slow-aging diet. The recipe features a well-balanced blend of various whole grains, including lentils, farro, brown rice, and oats, with an emphasis on increasing protein and dietary fiber content. This product offers a healthier way to enjoy rice as an everyday staple.



### Providing Wholesome Foods to U.S. Schools

Our U.S. affiliate, CJ Schwan's, currently offers more than 70 items that meet or exceed the Healthy Hunger-Free Kids Act and the USDA-established school meal regulations for K-12 schools. Our offerings in U.S. schools include a variety of pizzas, hand-held sandwiches, Asian-style stir fry meals, dumplings, egg rolls and breakfast items. Our school foods contain 0 grams of trans fats per serving and no partially hydrogenated oils. There are no artificial flavors or artificial (certified) food dyes and no high fructose corn syrup or crystalline fructose. Our main entrees contain key nutrients such as protein, dietary fiber, calcium, potassium, and iron. With our deep culinary and nutrition experience, we have served as leaders in providing innovative solutions to schools. Our ongoing work in whole grains has resulted in a 51% whole grain pizza crust that students enjoy, and we've reduced sodium levels in our school pizzas.



### ALTIVE Plant-Based Balanced Nutrition Drink

CJ CheilJedang developed the ALTIVE Plant-Based Balanced Nutrition Drink, a beverage-type product designed for convenient nutrient intake anytime, anywhere. This plant-based drink is formulated to meet the legal standards for balanced nutritional formula foods in Korea and contains a variety of nutrients, including protein, dietary fiber, vitamins, and minerals. Available in roasted grain and black sesame flavors, the product is designed to be both enjoyable and easy to consume. It features a low-sugar formulation, making it suitable for regular daily intake without dietary burden.



## PACKAGING DESIGN FOR APPROPRIATE CONSUMPTION

CJ CheilJedang is continuously improving product packaging specifications to promote health and nutrition, reflecting changes in demographic structures and evolving consumer needs. To this end, we regularly review appropriate serving sizes and adjust packaging and product formats based on consumption purposes and usage environments, including the development of smaller and larger size options.

For example, in addition to the standard 210g product, the Hetbahn brand offers a smaller serving size of 130g and the Hetbahn Large Bowl (300g) to meet various consumer needs through a variety of serving sizes. Similarly, the Spam brand, which originally offered 200g and 340g products, has expanded to include more convenient and portion-conscious options such as Spam Single (80g) and Round Spam, a bite-sized version that eliminates the need to remove the product from a can.

Moving forward, CJ CheilJedang will continue to foster a healthy consumption environment by innovating consumer-centered packaging designs that encourage appropriate intake.

# INFORMATION SECURITY

## INFORMATION SECURITY MANAGEMENT SYSTEM

### GOVERNANCE

CJ CheilJedang operates a dedicated information protection team under the leadership of the CEO, by establishing the Information Security Committee and the Information Security Taskforce. These bodies are overseen by the Chief Information Security Officer (CISO), who also serves as the Chief Privacy Officer (CPO). The CISO/CPO is a professional with extensive experience in information security, responsible for managing the establishment, administration, and operation of the company’s information security management system, as well as for the prevention of information leakage incidents and the protection of critical technological assets.

### MANAGEMENT POLICY

CJ CheilJedang has established a personal information management system and accountability structure through its Information Protection Declaration. We also systematically manage personal information based on the CJ Global Personal Information Protection Policy.

#### A. Information Protection Declaration

This declaration applies to all employees of CJ CheilJedang, including its subsidiaries and affiliates, as well as third parties and visitors who are contractually associated with the company. It aims to protect all technical and managerial including personnel, facilities, documents, IT systems, and communications, as well as all related information assets critical to CJ CheilJedang’s operations.

#### B. Responsibilities of Employees and External Stakeholders in Information Protection

All employees, including those within the information security organization, are responsible for rigorously performing key activities under the company’s information security management system, which includes management, operation, and approval functions. They must also contribute to strengthening the company’s information security posture through continuous training and awareness-building to respond to potential threats. New hires, third-party contractors, and external personnel are required to sign a written pledge committing to compliance with information security regulations upon joining. Additionally, all employees must agree to the Information Security Pledge once a year and are obligated to protect the company’s information assets to the best of their abilities.

#### C. Ensuring Data Integrity and Compliance with Security Standards

Information asset managers are required to classify assets according to the level of confidentiality, integrity, and availability, and implement appropriate control procedures to maintain security. They must also continuously evaluate compliance with all procedures, review security performance and problems, and assess the sufficiency and effectiveness of guidelines, to enhance the overall security posture and operational stability.

#### D. Monitoring and Response to Information Security Threats

IT operations managers are responsible for managing information assets and must regularly inspect whether appropriate security measures are applied to all systems, devices, and transmission routes where information is stored or transmitted. In the event of a security incident, employees or external personnel must immediately report the matter to the company-wide Information Security Manager. In the case of a disaster affecting information assets, the response must follow the Business Continuity Plan (BCP) to prevent further damage.

#### E. Security Inspections and Audits

The information security organization establishes an annual audit plan and conducts regular or ad-hoc security audits as needed. When there are significant changes to information systems, a security review is conducted to ensure that robust security measures are applied.

#### F. Embedding Security Training

The company-wide Information Security Manager provides training and educational materials to all employees and external personnel to ensure the protection of critical information assets.

#### G. Compliance with Information Protection Policies

In cases where employees of the company, its subsidiaries, or affiliates violate internal information protection policies resulting in financial loss or reputational damage to the company, disciplinary actions may be taken in accordance with company regulations.

 [CJ Global Privacy Policy](#)

# INFORMATION SECURITY

## INFORMATION SECURITY STRATEGY

### MANAGEMENT ACTIVITIES

#### Security Inspection Process

CJ CheilJedang conducts security inspections twice a year in accordance with its security inspection process to manage risks, targeting both domestic and overseas business sites in the first and second halves of the year.



#### Information Security Incident Response Process

CJ CheilJedang has established a response process to ensure business continuity in the event of information security incidents or other disruptions.

| Process Step                           | Detailed Procedure                                                                                                                                                                                                                                 |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Incident Notification and Receipt   | <ul style="list-style-type: none"><li>Immediately share the incident with the on-site security officer upon recognition</li><li>The on-site security officer and department head report the incident to the Information Security Manager</li></ul> |
| 2. Incident Reporting                  | <ul style="list-style-type: none"><li>The Information Security Manager reports the incident details to the CISO and senior management</li></ul>                                                                                                    |
| 3. Formation of Incident Response Team | <ul style="list-style-type: none"><li>Under the leadership of the CISO, form a response team including relevant departments such as IT, Legal, and Public Relations</li></ul>                                                                      |
| 4. Incident Analysis and Resolution    | <ul style="list-style-type: none"><li>Analyze the cause and impact of the incident</li><li>Implement measures to prevent further damage and restore systems</li></ul>                                                                              |
| 5. Documentation and Result Reporting  | <ul style="list-style-type: none"><li>Document the entire response process and results</li><li>Report to relevant authorities and management if necessary</li></ul>                                                                                |
| 6. Post-Incident Management            | <ul style="list-style-type: none"><li>Develop preventive measures to avoid recurrence</li><li>Document the measures and provide training for relevant personnel</li></ul>                                                                          |

In 2023 and 2024, there were no complaints raised by customers or external organizations regarding violations of personal information protection, and no cases of customer data breaches, thefts, or losses occurred.

#### Personal Information Processor Management System

CJ CheilJedang ensures that all personal information processors handling personal data under its contracts are made fully aware of their information security responsibilities from the contracting stage. The agreements include provisions for personal data protection, and by signing the Personal Information Entrustment Agreement, sub-processors are required to comply with data protection regulations. For any processor performing personal data processing for more than six months, CJ CheilJedang implements either an annual on-site inspection or a self-assessment to proactively manage security risks in advance.

#### Information Security Certification

CJ CheilJedang conducts annual internal and external audits in accordance with ISMS-P (Personal Data Protection Certification) and ISO 27001/27701 to assess its information security posture. Through external professional consultants, we undertake scenario-based vulnerability assessments for IT systems and personal data management systems. Additionally, we perform annual internal audits to renew certifications. In 2024, we conducted internal audits and vulnerability analyses over a total period of eight weeks, covering the entire management system.

#### Information Security Training

All employees are required to complete mandatory annual information security training. To strengthen employees' ability to respond to malicious emails, we conduct at least three simulated attack exercises each year. We also produce and distribute information security newsletters to employees regularly, and overseas subsidiaries display security awareness posters. Furthermore, we run a monthly information security campaign on the company intranet, informing employees of incident response procedures and reporting methods. Issues received through relevant departments are handled and reported based on severity.

# SOCIAL CONTRIBUTION

## SOCIAL CONTRIBUTION SYSTEM

### IMPLEMENTATION POLICY

CJ CheilJedang carries out a variety of social contribution activities based on its founding philosophy of “Business Patriotism,” which emphasizes contributing to the nation and its people through business, and the CEO’s philosophy of sharing. Through the “CJ Code of Business Conduct,” we have formalized our social contribution policy, pledging our commitment to creating shared value with local communities. We engage business-linked social contribution initiatives that aim to generate core values in health and safety and a sustainable environment.

## SOCIAL CONTRIBUTION ACTIVITIES

As a responsible food company, CJ CheilJedang continues to expand its donation initiatives aimed at preventing food insecurity and promoting the circular use of food resources.

### Food Bank Product Donations

Since 1998, CJ CheilJedang has donated approximately KRW 256 billion worth of food through its “Food Bank” donation program, which supports underprivileged groups vulnerable to food insecurity. This represents the largest food bank donation volume in Korea and ranks CJ CheilJedang among the global Top 10 corporate donors<sup>1)</sup> to food banks. Through the Hope Food Pack program, we also provide food packages valued at approximately KRW 200 million annually to around 2,000 children at local community centers who are at risk of skipping meals. In 2024, CJ CheilJedang jointly conducted a campaign with partner Mijeong Co., Ltd., a collaborator under the shared growth brand “Joyful Companion”, presenting a co-prosperity-driven social contribution model.

### Food Donations to Goodwill Store, Milal Welfare Foundation

CJ CheilJedang supports the economic independence of employees with disabilities through its collaboration with the Goodwill Store operated by the Milal Welfare Foundation. In 2024 alone, we donated food products worth approximately KRW 5.4 billion, which enabled around 308 employees with disabilities at Goodwill Stores nationwide to receive monthly wages. In addition, Goodwill Store contributes 1 percent of the revenue from donated CJ CheilJedang products to the United Nations World Food Programme (WFP), thereby supporting global efforts to address hunger. Since the launch of our food donation initiative to Goodwill Store in 2019, this program has also helped improve public awareness around “use-by” versus “best-before” dates, while enhancing recognition of CJ CheilJedang’s commitment to sharing. The total cumulative value of our donations through this program has reached approximately KRW 28 billion.

We are also engaged in a variety of additional social contribution initiatives.

### CJ CheilJedang Sharing Refrigerator Program

The CJ CheilJedang Sharing Refrigerator program provides food support to youth and promotes food security and nutrition improvement through targeted food policy initiatives. Since its launch in 2021, the program has continuously supplied refrigerated and frozen foods, including Hetbahn, to 11 Seoul Youth Centers. In 2024 alone, the program delivered food packages to 12,386 young individuals. Additionally, it supports at-risk youth through nutritional education, dietary self-assessment, and community activities such as cooking classes and social dining, helping to rebuild social connections.

### CJ-KOICA Post-Project Support for Agriculture Value-Chain in Ninh Thuan, Vietnam

In partnership with the Korea International Cooperation Agency (KOICA), CJ CheilJedang conducted a 40-month-long project beginning in 2014 to strengthen the agricultural value chain in rural Vietnam. Since the project’s completion, we have continued supporting the region through local sourcing efforts by CJ Foods Vietnam. In November 2024, we launched a post-project support program focused on red pepper cultivation and chili powder production, aiming to increase agricultural income and build local in low-income rural communities. Over the next two years, we plan to provide a range of support to improve residents’ quality of life by increasing farmers’ income and strengthening the community’s self-governance capabilities.

### CJ-UNESCO Partnership for Girls’ Education

CJ CheilJedang has been actively involved in the CJ-UNESCO partnership for girls’ education, which was formed in 2014 to improve the educational environment for girls in developing countries and raise awareness of its importance. Through this partnership, CJ CheilJedang and UNESCO have carried out initiatives in Nepal, Guatemala, Mozambique, and other countries to expand access to education and raise awareness about gender equality in education. Since 2019, we have been operating the “We Are ABLE”:Girls’ Education Project” in Vietnam in collaboration with students, teachers, local communities, and government agencies to expand educational opportunities for ethnic minority girls and increase women’s employment prospects. The second phase of the project, launched in 2023, will continue through 2025. The project provides parents, teachers, and community members a variety of educational programs, career exploration opportunities, and employment support, helping girls enroll in and complete secondary education. By equipping them with knowledge, skills, and confidence, the project empowers girls to shape their own futures and become agents of change in their communities.

-  CJ Code of Business Conduct
-  CJ CheilJedang’s Social Contribution

### Food Donation Achievements

Cumulative Foodbank Donations  
(1998–Present)

APPROXIMATELY  
**KRW 256 BILLION**

Cumulative Goodwill Store Donations  
(2019–Present)

APPROXIMATELY  
**KRW 28 BILLION**

1) Based on GFN  
(Global FoodBanking Network)  
2023 Report

GENERAL TOPICS

# GOVERNANCE

- 090 — CORPORATE GOVERNANCE
- 093 — ETHICS AND COMPLIANCE MANAGEMENT
- 096 — RISK MANAGEMENT

# CORPORATE GOVERNANCE

## BOARD OF DIRECTORS

### ROLE OF THE BOARD OF DIRECTORS

CJ CheilJedang aims to enhance management efficiency and synergy by establishing a transparent and rational corporate governance structure that prioritizes the interests of the public and stakeholders, including shareholders. The Board of Directors serves as the highest decision-making body, representing the interests of shareholders and stakeholders, and deliberates and resolves matters stipulated by applicable laws and the Articles of Association, as well as other critical issues related to the company's operations, with the ultimate goal of achieving sustainable growth. The Board is also structured with a majority of independent directors, to establish a governance system centered on independent directors, thereby effectively performing the function of checks and balances on the management.

### COMPOSITION AND APPOINTMENT OF THE BOARD OF DIRECTORS

As of June 2025, the Board of Directors of CJ CheilJedang is composed of a total of seven members, including three executive directors and four independent directors. The Board has set a target ratio of more than 51% for independent directors, in compliance with Article 542(8) of the Commercial Act (Appointment of Independent Directors) and Article 21 of the Company's Articles of Association (Appointment of Directors). In the appointment process, the candidates' experience, expertise, and capabilities are comprehensively evaluated. In accordance with the Articles of Association and Board Regulations, the chairperson of the Board is appointed by a resolution of the Board from among its members, and currently, CEO Kyung-Shik Sohn, who has been recognized for his managerial skills and experience, concurrently serves as the chairperson of the Board.

All directors are appointed by a resolution of the General Meeting of Shareholders in accordance with Article 382 of the Commercial Act (Appointment of Directors, Relationship with Company, and Independent Directors). executive directors are selected from candidates recommended by the Board, while independent directors are selected from candidates recommended by the Independent Director Candidate Recommendation Committee. The Committee is composed entirely of independent directors to ensure independence, and it recommends independent director candidates through a fair process. As of June 2025, the average tenure of the seven Board members is 3.77 years.

#### Competency Evaluation Indicators, Board Skills Matrix<sup>1)</sup>

| Category              | Name                          | Role                                                                  | Field of Expertise                | Board Skills & Experience |                       |       |     |                                    |                       | Gender | Year Appointed | Committee                                             |
|-----------------------|-------------------------------|-----------------------------------------------------------------------|-----------------------------------|---------------------------|-----------------------|-------|-----|------------------------------------|-----------------------|--------|----------------|-------------------------------------------------------|
|                       |                               |                                                                       |                                   | Global Business           | Leadership/Management | Legal | R&D | Finance/Accounting/Risk Management | Administration/Policy |        |                |                                                       |
| Internal Directors    | Kyung-Shik Sohn (Chairperson) | CEO and Chairman, CJ CheilJedang                                      | Management                        | ●                         | ●                     |       |     |                                    |                       | Male   | 2007.09        | -                                                     |
|                       | Sin-Ho Kang                   | CEO and Vice Chairman, CJ CheilJedang                                 | Management                        | ●                         | ●                     |       |     |                                    |                       | Male   | 2024.03        | Corporate Sustainability Committee                    |
|                       | Hyung-Joon Lee                | Chief of Staff, CJ CheilJedang                                        | Management                        | ●                         | ●                     |       |     |                                    |                       | Male   | 2025.03        | -                                                     |
| Independent Directors | Yong-Deok Kim                 | Attorney, Kim & Chang                                                 | Legal Advisory                    |                           |                       | ●     |     |                                    |                       | Male   | 2024.03        | Committees under the Board of Directors <sup>2)</sup> |
|                       | Hwang-Keun Chung              | Former Management Director, Agricultural Cooperative                  | Policy Advisory                   |                           |                       |       |     |                                    | ●                     | Male   | 2025.03        | Committees under the Board of Directors <sup>2)</sup> |
|                       | Jung-Hwan Yoon                | Professor, Department of Internal Medicine, Seoul National University | BIO and Life Sciences             |                           |                       |       | ●   |                                    |                       | Male   | 2020.03        | Committees under the Board of Directors <sup>2)</sup> |
|                       | Hae-Young Kim                 | Partner, EY                                                           | Accounting and Financial Advisory |                           |                       |       |     | ●                                  |                       | Female | 2025.03        | Committees under the Board of Directors <sup>2)</sup> |

 Corporate Governance Report

1) As of June 2025  
2) Audit Committee, Independent Director Recommendation Committee, Related Party Transactions Committee, Compensation Committee, Corporate Sustainability Committee

# CORPORATE GOVERNANCE

## BOARD OF DIRECTORS

### COMMITTEES UNDER THE BOARD OF DIRECTORS

CJ CheilJedang has established five specialized committees under the Board of Directors: the Audit Committee, the Independent Director Candidate Recommendation Committee, the Related Party Transactions Committee, the Compensation Committee, and the Corporate Sustainability Committee to strengthen the independence, transparency, and fairness of the corporate governance structure. Detailed information on the activities of each committee is available on page 417 of the Annual Report published in March 2025.

In particular, the Board committees are operated primarily by independent directors, and independent meetings composed solely of independent directors are held to implement an advanced governance system that ensures checks and balances between the Board and the management.

| Committee under the Board of Directors                  | Key Roles                                                                                                                                                                                                                                                                                                         | Operational Results        |                                    |                     |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------|---------------------|
|                                                         |                                                                                                                                                                                                                                                                                                                   | Number of Meetings (times) | Number of Agenda Discussed (cases) | Attendance Rate (%) |
| Audit Committee                                         | Audit of corporate accounting and business affairs<br>· Survey of corporate affairs and properties<br>· State opinions on agenda items and documents to be submitted by directors to the General Meeting of Shareholders<br>· Appoint, replace, and dismiss external auditors                                     | 7                          | 14                                 | 100                 |
| Independent Director Candidate Recommendation Committee | Recommendation of independent director candidates<br>· Identify and recommend candidates who meet the qualifications for independent directors under relevant laws, the company's Articles of Association, and Board Regulations                                                                                  | 1                          | 1                                  | 100                 |
| Related Party Transactions Committee                    | Enhancing transparency in transactions with affiliates and related parties<br>· Deliberate on trade with affiliates and parties in special relations that is subject to board approval under the Fair Trade Act and the Commercial Act                                                                            | 5                          | 8                                  | 100                 |
| Compensation Committee                                  | Ensure fairness in the evaluation of performance indicators for executive compensation policies and long-term incentive payments<br>· Establish and change the reward system for executives<br>· Decide on matters related to the evaluation of executive performance indicators for long-term incentive payments | 2                          | 3                                  | 93                  |
| Corporate Sustainability Committee                      | Establish a sustainable management system<br>· Decide on the sustainability management strategy and activities thereunder<br>· Decide on matters related to the environmental, social, and governance (ESG) aspects                                                                                               | 3                          | 5                                  | 100                 |

### INDEPENDENCE OF THE BOARD OF DIRECTORS

CJ CheilJedang ensures compliance with the requirements of the Korean Commercial Act and other relevant regulations in determining the independence of independent director candidates. To appoint independent directors who can perform their duties in an objective and unbiased manner, we verify their qualifications and have relevant teams such as finance and legal redundantly check for disqualifications under applicable laws and employment restrictions for former public officials.

As of the end of June 2025, none of the independent directors of CJ CheilJedang had any material interest in the company or its subsidiaries. In addition, under Article 34 of the Enforcement Decree of the Commercial Act, CJ CheilJedang's independent directors may concurrently serve as a director or an auditor of one additional company, and our internal policy ensures compliance with these legal limits.

### EXPERTISE AND DIVERSITY OF THE BOARD OF DIRECTORS

CJ CheilJedang considers the experience and specialized knowledge of independent directors in various fields to enable them to objectively monitor, advise, and provide checks and balances on company management. The independent directors are composed of experts in law, policy and administration, medicine, and accounting and finance, each offering review opinions within their area of expertise to support rational decision-making by the management.

To enhance the expertise of the Board, we provide training programs for independent directors and support expert consultations when necessary. In addition, to encourage diverse perspectives in board discussions and decision-making, we respect diversity in nationality, gender, place of origin, religion, race, and cultural background when appointing directors.

| Training Date     | Training Organizer                                 | Key Topics                                           |
|-------------------|----------------------------------------------------|------------------------------------------------------|
| September 9, 2024 | CJ CheilJedang Legal Office                        | Status of CJ CheilJedang's Compliance Control System |
| November 11, 2024 | CJ CheilJedang Corporate ESG Management Department | Status of Biodiversity Protection                    |
| December 5, 2024  | Samil PwC                                          | Disclosure of 2024 Anti-Fraud Financial Controls     |

# CORPORATE GOVERNANCE

## BOARD OF DIRECTORS

### BOARD ACTIVITIES

The Board of Directors is regularly convened once a month in principle, and extraordinary board meetings may be held from time to time in accordance with relevant regulations. In 2024, CJ CheilJedang held a total of nine board meetings, during which 32 agenda items were deliberated and resolved, including reports on the operation status of the internal accounting control system and the compliance monitoring results of internal control standards.

All directors are required to attend at least 75 percent of board meetings, and the attendance rate of board members in 2024 was 93.8 percent. The board meetings are convened by the Chairperson in accordance with the Articles of Association and Board Regulations, and each director is notified of the meeting’s time, place, and agenda at least seven days in advance.

Board resolutions are passed with the majority attendance of directors and the approval of a majority of those present, unless otherwise stipulated by law. In accordance with Article 28 of the Articles of Association and Article 7 of the Board Regulations, directors with a special interest in an agenda item are restricted from voting to prevent potential conflicts of interest. In addition, the attendance records of individual directors, their voting positions on each agenda item, and major activities are disclosed transparently through the company’s website, the Corporate Governance Report, and the Annual Business Report.

### BOARD EVALUATION AND COMPENSATION

CJ CheilJedang conducts evaluations of independent directors based on comprehensive considerations of their attendance rates at board and committee meetings, independence, expertise, and contributions. The results of these evaluations are reflected in recommendations for reappointment.

Directors’ remuneration is paid within the limits approved by the General Meeting of Shareholders in accordance with Article 388 of the Commercial Act and Article 31 of the Articles of Association. The remuneration for independent directors is determined based on industry remuneration levels and the responsibilities of the role, with all four independent directors receiving the same amount in fixed salary form, without additional stock options or bonuses.

Compensation for key executives, including the CEO, is divided into a base salary and performance bonuses in accordance with management regulations approved by the Board of Directors. The base salary is determined by considering the annual salary adjustment rate based on the previous year’s KPI assessment rating, the level of responsibility, and contribution to the Company. Performance bonuses consist of short-term incentives tied to annual revenue, operating income target achievement rates, and KPI assessment ratings, as well as long-term incentives linked to med- to long-term business performance over a three-year period.

## SHAREHOLDER RIGHTS

### SHAREHOLDER RIGHTS PROTECTION

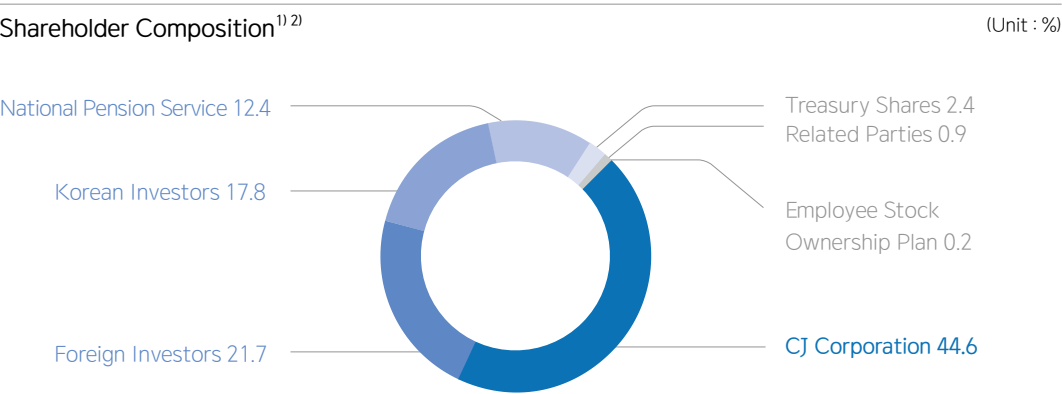
CJ CheilJedang consistently implements an electronic voting system and proxy voting options to protect shareholder rights and enhance convenience. To encourage shareholder participation, the General Meeting of Shareholders is scheduled on non-concurrent dates to avoid overlap with other companies’ meetings. We ensure that shareholders can present their views on management matters by strictly adhering to disclosure requirements, and by promptly posting IR materials and key announcements on the official website.

Furthermore, to build trust with shareholders and enhance management transparency, CJ CheilJedang provides shareholders with transparent and accurate information through various communication channels, including analyst meetings and investor briefings.

### SHAREHOLDER RETURN POLICY

In February 2025, CJ CheilJedang announced a three-year dividend policy to enhance predictability for investors and increase shareholder value. Under this policy, we aim to pay out at least 25 percent of net income (excluding one-time extraordinary gains and losses) based on separate financial statements for the fiscal years 2024 to 2026, and to provide quarterly dividends equivalent to approximately 75 percent of the annual dividend amount.

Although the profitability environment remained challenging in 2024, CJ CheilJedang maintained its shareholder return policy by distributing KRW 96.2 billion in total annual dividends, thereby continuing its commitment to stable dividends and reinforcing shareholder value as a top priority.



1) CJ CheilJedang does not issue "golden shares" that grant veto rights over significant resolutions at the General Meeting of Shareholders regardless of the number of shares held.

2) As of December 31, 2024, based on common stock

# ETHICS AND COMPLIANCE MANAGEMENT

## ETHICS AND COMPLIANCE MANAGEMENT SYSTEM

### GOVERNANCE

CJ CheilJedang operates a Compliance Management Committee under the Representative Director to review the company’s overall compliance management activities and provide advisory input and make resolutions on policy direction. The Committee is composed of the Representative Director, Compliance Officer, and key management executives. Through the Corporate Compliance Team, we enhance employees’ adherence to corporate ethics and legal requirements and proactively prevents potential management risks. The Compliance Officer and the dedicated compliance organization conduct assessments to ensure compliance with the Compliance Control Standards and all relevant regulations, and when a violation occurs, they report the matter to the Board of Directors, establish recurrence prevention measures, and operate a structured risk response framework. In addition, they regularly monitor reporting to management and the execution of corrective measures.

We also incorporate compliance performance, incident response, and legal violation records into the KPI evaluation criteria for the Representative Director and all executives. These criteria include quantitative and qualitative performance indicators, thereby reinforcing ethical and compliance-based accountability in executive management. Furthermore, the Representative Director communicates the company’s commitment to an ethical and compliance-driven culture to all employees by regularly issuing CEO Messages that reinforce the importance of ethical and lawful business practices.⊕

### MANAGEMENT POLICIES

CJ CheilJedang has established various policies related to ethical and compliance management, including the Code of Conduct for employees, as well as policies on anti-corruption, prevention of unfair competition, and fair trade. All policies are transparently disclosed and made publicly available through online links.

| Policy                                                  | Contents                                                     | Link                                                                                  |
|---------------------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------------|
| CJ Code of Business Conduct                             | Reinforcement of ethical behavior                            |  |
| CJ Global Anti-Corruption Policy                        | Prevention of bribery and political contributions            |  |
| CJ Global Fair Competition Policy                       | Prevention of unfair competition                             |  |
| CJ Global Privacy Policy                                | Protection of personal information                           |  |
| CJ Global Economic Sanctions Compliance Policy          | Prevention of risks related to economic sanctions violations |  |
| CJ Global Supply Chain Ethics Policy                    | Preemptive risk prevention and mutual cooperation            |  |
| CJ Fair Trade Best Practice Guidelines                  | Prevention of unfair trade practices                         |  |
| CJ Improper Solicitation and Graft Act Compliance Guide | Prevention of corrupt solicitation                           |  |

## ETHICS AND COMPLIANCE MANAGEMENT STRATEGY

### COMPLIANCE MANAGEMENT ACTIVITIES

CJ CheilJedang is building a company-wide compliance risk management system and fostering a culture of compliance through various compliance-related systems and initiatives. We also annually renew its ISO 37301 certification for compliance management systems and obtains re-certification every three years, thereby maintaining a compliance framework that aligns with international standards.

| Compliance System                              | Contents                                                                                                                            |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Key Risk Monitoring and Improvement Activities | Monitoring of risks in four major compliance obligation areas                                                                       |
| Compliance Risk Monitoring Process             | Proactive management of ethical and compliance risks through collaboration between business units and the Corporate Compliance Team |
| Operation of Compliance Portal                 | Systematic management of legal risks through the establishment of a compliance portal                                               |
| Operation and Training of CPCO System          | Core personnel in each department are designated as compliance risk managers, and compliance training was provided to all employees |

We conduct focused risk monitoring activities centered on our four major compliance obligation areas to strengthen our proactive risk management and regulatory compliance system. The major activities carried out in 2024 are as follows.

| Four Areas              | Category                                                                   | Contents                                                                                                                                                                                                                                                                                  |
|-------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fair Trade              | Strengthening Execution of Digital Business Compliance                     | · Conducted monthly compliance checks on regulatory requirements, including the Agency Transactions Act, as a supplier to distributors<br>· Provided proactive training and developed guidelines to prevent unfair practices as a vendor to large online retailers                        |
| Environmental Safety    | Establishment of Environmental Management Processes at Manufacturing Sites | · Established a new process at the Busan Plant to manage environmental impacts beyond legal requirements                                                                                                                                                                                  |
| Food Safety and Quality | Development of FSQ (Food Safety and Quality) Compliance Framework          | · Assessed the adequacy of the FSQ (Food Safety and Quality) management system<br>· Identified operational vulnerabilities and established response protocols for potential issues<br>· Monitored the implementation and continuity of improvement actions through Internal Audit and FSQ |
| Occupational Safety     | Establishment of Industrial Safety Management System at Vietnam Plant      | · Carried out on-site inspections based on Vietnam’s Industrial Safety Law<br>· Implemented improvement actions and conducted related training                                                                                                                                            |

### Top 10 Compliance Obligation Areas

Fair Trade

Environmental Safety

Food Safety and Quality

Occupational Safety

Anti-Corruption

Personal Information

Resource Preservation

Property Rights Protection

Labor Rights

Consumer Protection

# ETHICS AND COMPLIANCE MANAGEMENT

## ETHICS AND COMPLIANCE MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Compliance Risk Monitoring Process

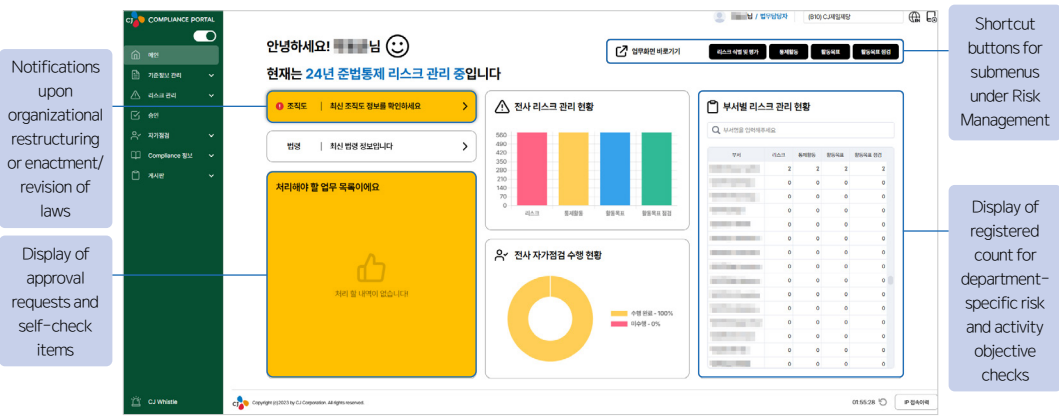
CJ CheilJedang proactively prevents violations such as corruption, unfair trade practices, and unfair competition by operating a compliance risk monitoring process. Through this system, each relevant department identifies potential risk factors and assesses their severity. Based on the results, specific preventive and control measures are established. If any anomalies are detected during daily operations, immediate corrective actions are taken.

|                    |                                          |                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                        |
|--------------------|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| April              | Identification of Compliance Obligations | <ul style="list-style-type: none"><li>Categorized into 10 key obligation areas based on relevant laws and regulations applicable to each department's business activities</li><li>Identification of legal risks based on department JD, core responsibilities, and stakeholders</li></ul>                                             | <ul style="list-style-type: none"><li>Corporate Compliance Team provides support for preliminary risk identification</li><li>82 operational departments company-wide identify risks directly</li></ul> |
| May ~June          | Risk Assessment                          | <ul style="list-style-type: none"><li>Each CP obligation is assessed in three levels: high, medium, and low</li><li>Risk level is evaluated based on severity of penalties and likelihood of violation (business frequency, historical cases)</li></ul>                                                                               | <ul style="list-style-type: none"><li>Final approval of risk identification results by the Corporate Compliance Team</li></ul>                                                                         |
| July ~August       | Establishment of Control Activities      | <ul style="list-style-type: none"><li>Five types of control activities established to reduce risk levels</li><li>Types of control activities: internalization, process-based control, policy-based control, computerized systems, monitoring</li></ul>                                                                                | <ul style="list-style-type: none"><li>Operational departments develop control activity plans, and the Corporate Compliance Team reviews execution</li></ul>                                            |
| September ~October | Compliance Check                         | <ul style="list-style-type: none"><li>Compliance with each legal obligation and execution of control activities are reviewed</li><li>Evaluated and scored based on implementation and adequacy</li><li>Detailed descriptions required to enable evidence-based verification</li></ul>                                                 | <ul style="list-style-type: none"><li>Corporate Compliance Team inspects execution of control activities by operational departments</li></ul>                                                          |
| October            | Establishment of Improvement Tasks       | <ul style="list-style-type: none"><li>Final residual risk assessment and establishment of additional control measures to supplement existing controls</li><li>Define activity objectives for new or improved control activities</li><li>Upon achieving objectives, include in the next control cycle for ongoing management</li></ul> | <ul style="list-style-type: none"><li>Corporate Compliance Team manages improvement tasks</li><li>Operational departments execute assigned tasks</li></ul>                                             |
| November ~December | KPI Implementation                       | <ul style="list-style-type: none"><li>Reflected in executives' KPIs</li></ul>                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"><li>Individual KPIs assigned to CPCOs</li></ul>                                                                                                                      |

#### Operation of Compliance Portal

To systematically manage legal risks that may arise during business operations, CJ CheilJedang has established and is currently operating an integrated compliance portal based on the processes and operational experience of the existing Compliance Management System 2.0. The system structure has been simplified to significantly improve accessibility and usability for business departments. Additionally, the portal is updated in real-time to reflect changes such as legal amendments or organizational restructuring, thereby providing the most up-to-date compliance information.

#### Compliance Portal Dashboard



#### Operation of CPCO

To promote on-site compliance implementation and establish an effective compliance issue management system, CJ CheilJedang operates the CPCO program by appointing core personnel from business and staff departments as Compliance Coordinators. This approach enhances the organization's capabilities in identifying, managing, and monitoring risks at the field level. In 2024, a total of 55 CPCOs were appointed, leading risk management activities based on business operations through regular training and meetings, voluntary improvement initiatives, and system-based monitoring. Additionally, CJ CheilJedang operates a reward system for compliance implementation performance. Compliance performance is also reflected in the year-end individual performance evaluation using the PMDS+ system, thereby reinforcing employees' compliance awareness and promoting a culture of compliance across the organization.

# ETHICS AND COMPLIANCE MANAGEMENT

## ETHICS AND COMPLIANCE MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Ethics and Compliance Training

CJ CheilJedang promotes a culture of ethical and compliance management by delivering company-wide messages from the CEO and key executives at least twice a year, declaring their commitment to compliance management and emphasizing its importance. In addition, all employees receive regular training, and customized training programs tailored to different organizations and topics to internalize ethics and compliance management.

In particular, we conduct regular training sessions for all employees on fair trade and fair competition, aiming to enhance their understanding of relevant regulations and strengthen compliance awareness.

| Category                          | Course Title                                                       | Target Participants                                                         |
|-----------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Board of Directors Training       | Directors' Fiduciary Duties and Compliance (September)             | Independent Directors                                                       |
| Executive Training                | Information Exchange Practices (June)                              | Executives                                                                  |
|                                   | Global Cartel (September)                                          |                                                                             |
| Team Leader Training              | Large-scale Distribution Business Act Team Leader Training (June)  | Team Leaders                                                                |
| General Training                  | Generative AI and Legal Issues (April)                             | All Employees                                                               |
|                                   | CJ CheilJedang Regulatory Environment (June)                       |                                                                             |
|                                   | Everything About Contract Termination with Partners (August)       |                                                                             |
|                                   | Prohibition Guidelines on Collusive Information Exchange (October) |                                                                             |
|                                   | CJ Code of Conduct Training                                        |                                                                             |
| Promotion Training                | Employee Stock Trading Training                                    | Promoted Employees                                                          |
|                                   | Contract Management Process for Promotees (May)                    |                                                                             |
| Department-Specific Case Training | Fair Trade Training (March, April, July)                           | Digital Business Office                                                     |
|                                   | Inside Trading Prevention Training (October)                       | Growth Transformation Office in Food Business Unit, Venture Investment Team |

#### Whistleblowing Channels

CJ CheilJedang operates whistleblowing channels through its internal website and external institutions, allowing reports of misconduct, organizational culture issues, product quality or service improvement needs, unfair trade practices, and violations of safety management that do not align with the company's management philosophy.

Employees, partners, customers, and all other external stakeholders may submit reports not only via the internal system but also through the external channel, K-Whistle. The reporting system is available 24/7 year-round, and all data is encrypted for secure management. Notably, K-Whistle is operated by a third-party organization, the Korea Business Ethics Institute, ensuring an independent reporting system.

All reports are handled independently under the supervision of the responsible department. The system allows anonymous reporting, and strict confidentiality is maintained. We enforce a whistleblower protection policy that prohibits any form of retaliation or disadvantage against the reporter.

#### Global Compliance Management

As CJ CheilJedang continues to expand its global business, the company has further strengthened its overseas compliance management and response. In 2024, to establish a cooperative compliance framework between overseas subsidiaries and the headquarters, compliance personnel were designated at each overseas subsidiary. Awareness was enhanced by disseminating the CJ Code of Business Conduct and the global compliance policies.

### Establishment of Compliance Management System at CJ Foods Japan

To support the continued growth of its global business and effectively respond to international standards, CJ CheilJedang has established a compliance management system for CJ Foods Japan. With the planned completion of the Chiba Plant in 2025 and the expansion of the business into new countries and markets, the need for enhanced compliance management at CJ Foods Japan has become apparent.

Accordingly, we have set a consistent compliance management direction for overseas subsidiaries and expanded the Compliance Management System currently operated in Korea to international operations. In particular, we are building an effective management system centered on five key tasks (management commitment, assignment of execution personnel, training, risk monitoring, and internal regulation management). By introducing the Compliance PDCA Cycle, We are reinforcing its capacity to respond to risks in the global business environment.

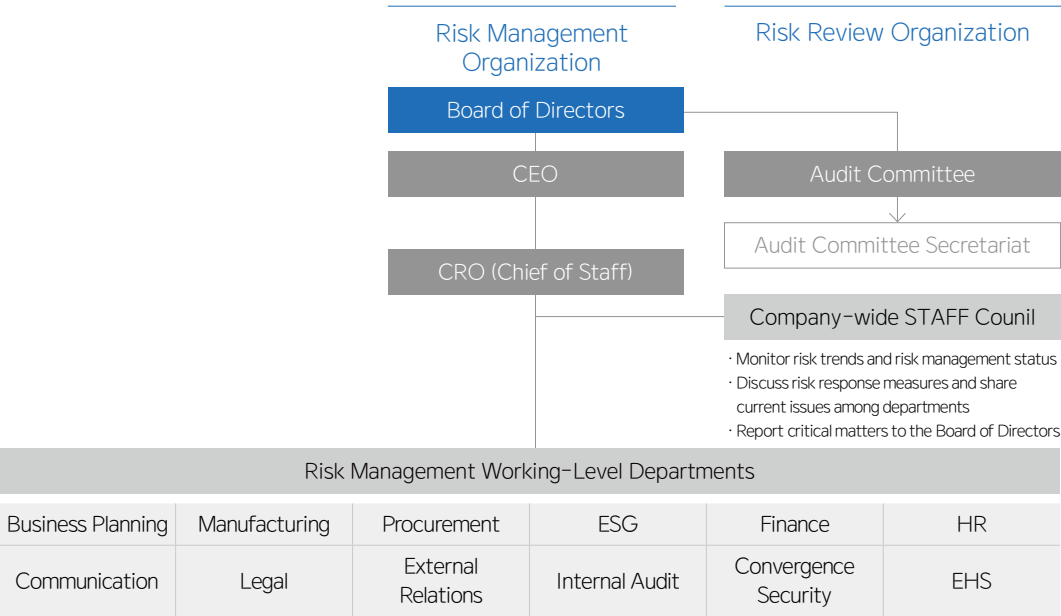
CASE

# RISK MANAGEMENT

## RISK MANAGEMENT SYSTEM

### GOVERNANCE

CJ CheilJedang has designated the Chief of Staff as the Chief Risk Officer (CRO), who is responsible for overseeing the company-wide risk management activities based on a check-and-balance function that covers both financial and non-financial aspects. The CRO continuously monitors risk management activities across the entire business operation and reviews internal and external risk factors to develop appropriate response measures. All major company-wide risk-related matters are reported to the CEO and the Board of Directors through the CRO. In addition, we ensure the appropriateness of decision-making by implementing a prior review system that requires agreement with the CRO in advance for investments, expenses, and purchases above a certain threshold. Through weekly or monthly reporting systems by each business unit, current risk issues are regularly shared with the CRO, reinforcing the CRO’s oversight function over comprehensive risk management.



· Identification and assessment of risks at the business operation stage, implementation of preventive actions, and planning and execution of countermeasures

## RISK MANAGEMENT STRATEGY

### RISK MANAGEMENT PROCESS

CJ CheilJedang operates a company-wide risk management process to systematically manage both financial and non-financial risks. This process includes the steps of identifying, evaluating, responding to, and monitoring risks. We identify potential risks that may arise during business operations in advance and derive key risks by considering their likelihood and impact. Based on this, we develop and implement response strategies for each risk. The effectiveness of these strategies is regularly monitored and reported to the Board of Directors and senior management.

| Category                              | Details                                                                                                                                                                                                                                                                                                             |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Risk Identification                | <ul style="list-style-type: none"><li>· Ongoing risk identification and prompt reporting through company-wide management meetings</li><li>· The Chief of Staff performs a check-and-balance role by monitoring and adjusting risks</li><li>· ESG strategic initiatives are reviewed at least twice a year</li></ul> |
| 2. Risk Assessment and Prioritization | <ul style="list-style-type: none"><li>· Assess residual risk after mitigation by control levels, and prioritize based on calculated scores</li></ul>                                                                                                                                                                |
| 3. Response Strategy Development      | <ul style="list-style-type: none"><li>· Establish and internalize improvement tasks to eliminate or mitigate identified risks</li></ul>                                                                                                                                                                             |
| 4. Monitoring and Reporting           | <ul style="list-style-type: none"><li>· Regular reporting to the Board of Directors, executives and CEO</li><li>· Continuous monitoring of improvement tasks</li></ul>                                                                                                                                              |

# RISK MANAGEMENT

## RISK MANAGEMENT STRATEGY

### MANAGEMENT ACTIVITIES

#### Risk Assessment and Mitigation Measures

CJ CheilJedang identifies and evaluates financial and non-financial risks related to the company’s sustainability, and actively promotes activities to prevent risk occurrence and mitigate potential impacts. For risks related to climate change response, circular economy, and sustainable supply chain management, please refer to the corresponding thematic sections. In addition, we identify and respond to to emerging risks expected to have a significant impact over the next three years or more.

| Type                 | Identification & Assessment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Compliance           | <ul style="list-style-type: none"><li>· Identification of legal and regulatory risks related to the food and BIO industries</li><li>· Assessment of risk levels for each compliance obligation after identification</li></ul>                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"><li>· Five types of control activities are established to reduce risk levels</li><li>· Implementation status is checked through compliance monitoring, and additional control measures are developed if needed</li><li>· Regulatory and organizational changes are updated in real time via the Compliance Portal</li></ul>                                                                                 |
| Financial            | <ul style="list-style-type: none"><li>· Market risks—including foreign exchange, price, and interest rate risks—along with credit and liquidity risks, are continuously monitored by the responsible departments</li><li>· Simulations are conducted to analyze impact and assess severity of key risk scenarios</li></ul>                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"><li>· Market risk management and transaction confirmation functions are separated to ensure segregation of duties</li><li>· Hedging strategies are implemented through interest rate swaps and derivative transactions to manage price volatility risks</li></ul>                                                                                                                                           |
| Internal Transaction | <ul style="list-style-type: none"><li>· Internal transactions and risks of omissions or misstatements in key accounts are identified and assessed through risk and design assessment reports under the Internal Control over Financial Reporting<ul style="list-style-type: none"><li>– Review of materiality thresholds to establish quantitative criteria</li><li>– Identification of significant accounts and disclosure items</li><li>– Identification of related management assertions</li><li>– Identification of significant business processes</li></ul></li></ul> | <ul style="list-style-type: none"><li>· Change management controls are conducted to identify environmental changes that may affect internal transactions</li><li>· Document and media security guidelines are established to prevent manipulation or falsification of financial data</li><li>· Operational practices are reviewed and corrective actions are taken based on the Internal Control over Financial Reporting framework</li></ul> |

#### [Economic/Social Emerging Risk] Increasing Supply Chain Instability Due to Aging Rural Production Workforce

As the aging of the rural production workforce intensifies, there is a possibility of productivity decline within the next 5 to 10 years. Given CJ CheilJedang’s high reliance on grain raw materials such as soybeans and corn, this situation may pose risks such as rising raw material prices and quality degradation. As a result, potential shortages of raw materials, price increases, and quality instability may lead to decreased sales. In addition, logistics delays may lower customer

satisfaction, incurring additional costs to manage these impacts. Furthermore, difficulties in securing key raw materials may hinder new product development and entry into new markets, ultimately affecting the long-term sustainability of the business.

To address this risk, we are pursuing supply chain diversification and enhancing business sustainability through portfolio diversification.

#### [Technological/Social Emerging Risk] Communication Risks Related to Product Information Due to Advancements in Information Processing Technologies

As AI and related digital technologies advance, end-to-end traceability of products has become possible, and the speed at which issues spread through social media has increased significantly. In this environment, transparent communication is becoming a critical factor in brand risk management. Regulatory pressure is also intensifying, with legislation such as the EU Packaging and Packaging Waste Regulation and the Green Claims Directive increasing legal risks related to inaccurate product information. In response, we expect increased investment in IoT technologies to support value chain traceability, as well as higher management costs to ensure transparency across the supply chain. Additional expenses are also expected to arise from differentiated marketing and communication strategies targeting consumers. To mitigate these risks, CJ CheilJedang is expanding the scope of supply chain ESG risk management to ensure traceability, and enhancing its supply chain ESG management capabilities by applying company-wide ESG guidelines that comply with both domestic and international environmental regulations.

#### Risk Management Training

To internalize the importance of risk management across the organization, CJ CheilJedang incorporates risk identification, management, and mitigation activities into KPIs, and provides risk-related training for employees.

| Target                             | Topics                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                        |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Independent Directors              | <ul style="list-style-type: none"><li>· CJ CheilJedang Compliance System Overview (September 2024)</li><li>· 2024 Disclosure on Fund Misconduct Control (December 2024)</li></ul>                                                                                                                   |                                                                                                                                                                                                                                                        |
| Employees (Manufacturing Division) | <ul style="list-style-type: none"><li>· Understanding of CJ Global Food Safety Management System (FSSC 22000)</li><li>· Understanding of Environmental Legal Risks</li><li>· Safety Management of Hazardous Chemicals</li><li>· Understanding of Electrical Safety (Electric Shock, Fire)</li></ul> | <ul style="list-style-type: none"><li>· Occupational Health and Safety Management (Supervisor’s Role)</li><li>· Food Safety and Quality Mindset</li><li>· Control of Foreign Materials (Internal/External)</li><li>· On-site Risk Management</li></ul> |

# RISK MANAGEMENT

## RISK MANAGEMENT STRATEGY

### TAX RISK MANAGEMENT

#### Governance

CJ CheilJedang manages tax-related matters under the oversight of the Chief Financial Officer (CFO), who possesses a deep understanding of tax regulations and strong strategic judgment. When a tax issue arises, relevant domestic and international tax regulations are thoroughly reviewed and monitored. If a risk is identified, a specialized tax team conducts an additional review and reports the findings to the CFO.

#### Tax Policy

CJ CheilJedang has established and operates the CJ CheilJedang Tax Policy for each country and business site to comply with and manage the varying tax laws and systems across jurisdictions. Under this policy, we strictly comply with applicable tax laws in all regions where its business operates. Originally established in 2017, the policy is regularly reviewed. In 2023, we implemented its fourth revision to clarify compliance standards in response to the expansion of international transactions. The revised policy was approved by the Board of Directors in May 2024.

#### Tax Payments and Effective Tax Rate Overview

| Category            |                       | Unit            | 2022   | 2023  | 2024  |
|---------------------|-----------------------|-----------------|--------|-------|-------|
| Including Logistics | Pre-tax Income        | KRW 100 million | 12,455 | 7,320 | 6,105 |
|                     | Corporate Tax Expense | KRW 100 million | 4,428  | 1,725 | 2,487 |
|                     | Effective Tax Rate    | %               | 35.55  | 23.57 | 40.74 |
|                     | Income Tax Paid       | KRW 100 million | 3,688  | 2,327 | 1,973 |
|                     | Income Tax Paid rate  | %               | 29.61  | 31.78 | 32.32 |
| Excluding Logistics | Pre-tax Income        | KRW 100 million | 9,840  | 4,322 | 2,482 |
|                     | Corporate Tax Expense | KRW 100 million | 3,770  | 852   | 1,572 |
|                     | Effective Tax Rate    | %               | 38.31  | 19.71 | 63.34 |
|                     | Income Tax Paid       | KRW 100 million | 2,915  | 1,688 | 1,086 |
|                     | Income Tax Paid rate  | %               | 29.62  | 39.06 | 43.77 |

#### Amount of Tax Paid by Country in 2024 (Excluding the Logistics Business)<sup>1)</sup>

| Region    | Unit            | Revenue <sup>2)</sup> |                               |         | Tangible Assets | Profi (Loss) Before Tax <sup>4)</sup> | Income Tax Paid <sup>5)</sup> | Income Tax Expenses <sup>6)</sup> |
|-----------|-----------------|-----------------------|-------------------------------|---------|-----------------|---------------------------------------|-------------------------------|-----------------------------------|
|           |                 | Excl. Related Parties | Related Parties <sup>3)</sup> | Total   |                 |                                       |                               |                                   |
| Korea     | KRW 100 million | 73,112                | 21,257                        | 94,369  | 49,464          | -1,892                                | 192                           | 440                               |
| USA       | KRW 100 million | 54,236                | 3,575                         | 57,810  | 36,119          | 3,208                                 | 214                           | 940                               |
| China     | KRW 100 million | 12,224                | 5,992                         | 18,216  | 9,492           | 1,225                                 | 459                           | 431                               |
| Indonesia | KRW 100 million | 7,014                 | 9,620                         | 16,633  | 17,582          | -487                                  | 0                             | -11                               |
| Vietnam   | KRW 100 million | 11,594                | 2,176                         | 13,770  | 10,281          | 258                                   | 7                             | -66                               |
| Germany   | KRW 100 million | 6,996                 | 36                            | 7,033   | 1,369           | 207                                   | 46                            | 72                                |
| Malaysia  | KRW 100 million | 1,565                 | 2,423                         | 3,988   | 3,765           | -2,468                                | 11                            | -8                                |
| Others    | KRW 100 million | 19,026                | 2,475                         | 21,500  | 11,155          | -38                                   | 157                           | 125                               |
| Total     | KRW 100 million | 185,765               | 47,554                        | 233,319 | 139,228         | 12                                    | 1,086                         | 1,923                             |

- 1) The table above is based on the separate financial statements
- 2) Combined revenues of subsidiaries subject to consolidation (excluding CJ Logistics)
- 3) Combined revenues from related parties of subsidiaries subject to consolidation (excluding CJ Logistics)
- 4) Combined profit (loss) before tax of subsidiaries subject to consolidation (excluding CJ Logistics)
- 5) Combined Income Tax Paid by subsidiaries subject to consolidation (excluding CJ Logistics); this Income Tax Paid is based on the previous year's income tax expenses
- 6) Total income tax expenses of subsidiaries subject to consolidation (excluding CJ Logistics)

※ As per the 2023 CBCR (Country-by-Country Reporting) standards, the number of employees by country is as follows: South Korea: 11,924 USA: 9,195 China: 5,951 Indonesia: 4,698 Vietnam: 7,901 Germany: 238 Malaysia: 481 Other: 2,356

 CJ CheilJedang Tax Policy

# ESG FACT SHEET

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# ESG FACT SHEET

The ESG Fact Sheet discloses environmental, social, and governance data for 43 business entities. In line with the expansion of the reporting scope compared to the previous period, three years of data have been recompiled and disclosed. The scope of data collection varies by indicator, and footnotes are included to highlight important considerations from the compilation process and to support understanding of the data.

| Category                                                                                           |                           | Entities                                                                                      |                                    |                                        |                                      |
|----------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------------------------------------------------------------------|------------------------------------|----------------------------------------|--------------------------------------|
| Total<br>(43 entities)                                                                             | Domestic<br>(10 entities) | CJ CheilJedang<br>(standalone)                                                                | CJ CheilJedang <sup>1)</sup>       |                                        |                                      |
|                                                                                                    |                           | Manufacturing<br>(6 entities)                                                                 | CJ Seafood                         |                                        |                                      |
|                                                                                                    |                           |                                                                                               | Food                               | Wonji                                  |                                      |
|                                                                                                    |                           |                                                                                               |                                    | Samhae                                 |                                      |
|                                                                                                    |                           |                                                                                               |                                    | CJ Wellcare                            |                                      |
|                                                                                                    |                           | CJ Feed&Care                                                                                  | CJ Feed&Care <sup>1)</sup>         |                                        |                                      |
|                                                                                                    |                           | Non-manufacturing<br>(e.g., sales offices, R&D centers,<br>regional headquarters: 4 entities) | Food                               | CJ Breeding                            |                                      |
|                                                                                                    |                           |                                                                                               |                                    | CJ MD1                                 |                                      |
|                                                                                                    |                           |                                                                                               | BIO                                | CJ Bioscience                          |                                      |
|                                                                                                    |                           |                                                                                               | CJ Feed&Care                       | Dondon Farm                            |                                      |
|                                                                                                    | Overseas<br>(33 entities) | Manufacturing<br>(21 entities)                                                                | Food                               | CJ QINGDAO FOODS CO., LTD.             | CJ (BEIJING) FOOD CO., LTD.          |
|                                                                                                    |                           |                                                                                               |                                    | CJ FOODS VIETNAM CO., LTD.             | CJ (LIAOCHENG) FOOD CO., LTD.        |
|                                                                                                    |                           |                                                                                               |                                    | CJ DCH GUANGDONG FROZEN FOOD CO., LTD. | CJ CAU TRE FOODS JOINT STOCK COMPANY |
|                                                                                                    |                           |                                                                                               |                                    | CJ MAINFROST FOODS GMBH.               | GYOZA KEIKAKU CO., LTD.              |
|                                                                                                    |                           |                                                                                               |                                    | CJ NUTRACON PTY. LTD.                  | CJ RAVIOLLO RUS                      |
|                                                                                                    |                           |                                                                                               | BIO                                | PT CHEILJEDANG INDONESIA               | CJ BIO MALAYSIA SDN. BHD.            |
|                                                                                                    |                           |                                                                                               |                                    | CJ BIO AMERICA INC.                    | CJ (SHENYANG) BIOTECH CO., LTD.      |
| CJ FEED INGREDIENT VIETNAM CO., LTD.                                                               |                           |                                                                                               |                                    | CJ LIAOCHENG BIOTECH CO., LTD.         |                                      |
| CJ DO BRAZIL IND. COM. PROD. ALIM. LTDA.                                                           |                           |                                                                                               |                                    |                                        |                                      |
| CJ VINA AGRI CO., LTD.                                                                             |                           |                                                                                               |                                    | CJ PHILIPPINES, INC.                   |                                      |
| Non-manufacturing<br>(e.g., sales offices, R&D centers,<br>and regional headquarters: 12 entities) |                           | CJ Feed&Care                                                                                  | PT CJ FEED AND CARE INDONESIA      | CJ SHENYANG FEED CO., LTD              |                                      |
|                                                                                                    |                           |                                                                                               | Food                               | CJ FOODS JAPAN CORPORATION             | CJ CHINA CONSULTING, LTD.            |
|                                                                                                    |                           | BIO                                                                                           | CJ INTERNATIONAL TRADING CO., LTD. | CJ EUROPE GMBH.                        |                                      |
|                                                                                                    |                           |                                                                                               | CJ BIO APAC, LTD.                  | CJ BIO RUS,                            |                                      |
|                                                                                                    |                           |                                                                                               | CJ BIOMATERIALS, INC.              | CJ CHEILJEDANG MEXICO, S.A. DE C.V.    |                                      |
|                                                                                                    |                           |                                                                                               | CJ BIO INDIA PRIVATE LTD.          | PT CHEIL JEDANG BIO INDONESIA          |                                      |
|                                                                                                    |                           |                                                                                               | CJ AMERICA INC.                    | CJ CHINA, LTD.                         |                                      |

1) Headquarters, domestic manufacturing sites, R&D centers, sales offices, and logistics centers

# ENVIRONMENTAL

## GREENHOUSE GAS – SCOPE 1,2

Data Coverage: Entities with Third-Party GHG Emission Verification<sup>1)</sup>

| Category                            | Unit                               | 2022 |       |              |       | 2023 |       |              |       | 2024 |       |              |       |
|-------------------------------------|------------------------------------|------|-------|--------------|-------|------|-------|--------------|-------|------|-------|--------------|-------|
|                                     |                                    | Food | BIO   | CJ Feed&Care | Total | Food | BIO   | CJ Feed&Care | Total | Food | BIO   | CJ Feed&Care | Total |
| Total GHG emissions (Scope 1+2)     | Thousand tCO <sub>2</sub> eq       | 521  | 3,558 | 155          | 4,234 | 495  | 2,775 | 118          | 3,388 | 505  | 1,981 | 120          | 2,606 |
| Domestic                            | Thousand tCO <sub>2</sub> eq       | 457  | 0     | 28           | 484   | 439  | 0     | 28           | 467   | 448  | 0     | 29           | 477   |
| Overseas                            | Thousand tCO <sub>2</sub> eq       | 64   | 3,558 | 128          | 3,750 | 56   | 2,775 | 90           | 2,920 | 57   | 1,981 | 91           | 2,129 |
| Direct emissions (Scope 1)          | Thousand tCO <sub>2</sub> eq       | 232  | 2,553 | 68           | 2,854 | 217  | 1,973 | 45           | 2,235 | 220  | 1,236 | 36           | 1,492 |
| Domestic                            | Thousand tCO <sub>2</sub> eq       | 214  | 0     | 4            | 218   | 203  | 0     | 4            | 206   | 205  | 0     | 3            | 208   |
| Overseas                            | Thousand tCO <sub>2</sub> eq       | 18   | 2,553 | 65           | 2,636 | 14   | 1,973 | 42           | 2,029 | 15   | 1,236 | 33           | 1,284 |
| Indirect emissions (Scope 2)        | Thousand tCO <sub>2</sub> eq       | 289  | 1,005 | 87           | 1,381 | 278  | 802   | 73           | 1,153 | 285  | 745   | 84           | 1,114 |
| Domestic                            | Thousand tCO <sub>2</sub> eq       | 243  | 0     | 24           | 267   | 237  | 0     | 25           | 261   | 243  | 0     | 26           | 269   |
| Overseas                            | Thousand tCO <sub>2</sub> eq       | 46   | 1,005 | 63           | 1,114 | 42   | 802   | 48           | 892   | 42   | 745   | 58           | 845   |
| GHG emissions intensity (Scope 1+2) | tCO <sub>2</sub> eq/Ton of product | 0.19 | 4.15  | 0.05         | 0.65  | 0.19 | 3.81  | 0.04         | 0.57  | 0.18 | 2.96  | 0.05         | 0.45  |
| Domestic                            | tCO <sub>2</sub> eq/Ton of product | 0.19 | –     | 0.02         | 0.13  | 0.19 | –     | 0.02         | 0.13  | 0.18 | –     | 0.03         | 0.13  |
| Overseas                            | tCO <sub>2</sub> eq/Ton of product | 0.25 | 4.15  | 0.08         | 1.39  | 0.23 | 3.81  | 0.06         | 1.23  | 0.23 | 2.96  | 0.07         | 0.95  |

## GREENHOUSE GAS – SCOPE 3

Data Coverage : Entities with Third-Party GHG Emission Verification<sup>1)</sup>

| Category                           |                                                   | Unit                         | 2022  | 2023  | 2024  |
|------------------------------------|---------------------------------------------------|------------------------------|-------|-------|-------|
| Other indirect emissions (Scope 3) |                                                   | Thousand tCO <sub>2</sub> eq | 8,572 | 7,646 | 7,575 |
| Upstream                           | Cat. 1 Purchased goods and services               | Thousand tCO <sub>2</sub> eq | 6,745 | 5,747 | 5,991 |
|                                    | Cat. 3 Fuel-and energy-related activities         | Thousand tCO <sub>2</sub> eq | 1,147 | 1,110 | 902   |
|                                    | Cat. 4 Upstream transportation and distribution   | Thousand tCO <sub>2</sub> eq | 362   | 291   | 331   |
|                                    | Cat. 5 Waste generated in operations              | Thousand tCO <sub>2</sub> eq | 34    | 27    | 21    |
| Downstream                         | Cat. 9 Downstream transportation and distribution | Thousand tCO <sub>2</sub> eq | 228   | 420   | 278   |
|                                    | Cat. 12 End-of-life treatment of sold products    | Thousand tCO <sub>2</sub> eq | 57    | 51    | 52    |

Greenhouse Gas – Scope 1, 2  
1) Total of 27 entities (14 in Food, 8 in BIO, and 5 in CJ Feed&Care)

Greenhouse Gas – Scope 3  
1) Total of 8 entities (1 in Food, 7 in BIO)

# ENVIRONMENTAL

## ENERGY

Data Coverage: Entities with Third-Party GHG Emission Verification<sup>1)</sup>

| Category                                    | Unit              | 2022   |        |              |        | 2023   |        |              |        | 2024   |        |              |        |
|---------------------------------------------|-------------------|--------|--------|--------------|--------|--------|--------|--------------|--------|--------|--------|--------------|--------|
|                                             |                   | Food   | BIO    | CJ Feed&Care | Total  | Food   | BIO    | CJ Feed&Care | Total  | Food   | BIO    | CJ Feed&Care | Total  |
| Total energy consumption                    | TJ                | 11,721 | 51,849 | 2,846        | 66,416 | 11,138 | 45,736 | 2,337        | 59,211 | 11,322 | 39,097 | 1,546        | 51,965 |
| Domestic                                    | TJ                | 10,505 | 0      | 498          | 11,003 | 10,089 | 0      | 497          | 10,587 | 10,256 | 0      | 501          | 10,757 |
| Overseas                                    | TJ                | 1,216  | 51,849 | 2,348        | 55,413 | 1,049  | 45,736 | 1,840        | 48,625 | 1,066  | 39,097 | 1,046        | 41,208 |
| Non-renewable energy consumption            | TJ                | 10,506 | 48,099 | 2,457        | 61,062 | 9,961  | 39,053 | 1,950        | 50,964 | 10,174 | 29,926 | 1,179        | 41,280 |
| Domestic                                    | TJ                | 9,308  | 0      | 498          | 9,806  | 8,915  | 0      | 497          | 9,413  | 9,113  | 0      | 501          | 9,614  |
| Fuel                                        | TJ                | 4,216  | 0      | 70           | 4,286  | 3,950  | 0      | 69           | 4,019  | 4,015  | 0      | 63           | 4,078  |
| Electricity                                 | TJ                | 4,999  | 0      | 350          | 5,349  | 4,871  | 0      | 349          | 5,221  | 4,994  | 0      | 354          | 5,348  |
| Steam                                       | TJ                | 93     | 0      | 78           | 171    | 94     | 0      | 79           | 173    | 104    | 0      | 84           | 188    |
| Overseas                                    | TJ                | 1,198  | 48,099 | 1,959        | 51,256 | 1,046  | 39,053 | 1,452        | 41,551 | 1,061  | 29,926 | 679          | 31,666 |
| Fuel                                        | TJ                | 341    | 30,931 | 692          | 31,964 | 268    | 23,726 | 440          | 24,433 | 279    | 15,456 | 347          | 16,082 |
| Electricity                                 | TJ                | 857    | 15,888 | 1,261        | 18,007 | 778    | 13,859 | 1,005        | 15,642 | 782    | 11,730 | 326          | 12,839 |
| Steam                                       | TJ                | 0      | 1,280  | 6            | 1,286  | 0      | 1,469  | 7            | 1,476  | 0      | 2,739  | 6            | 2,745  |
| Renewable energy consumption                | TJ                | 1,215  | 3,750  | 389          | 5,354  | 1,177  | 6,683  | 387          | 8,248  | 1,147  | 9,171  | 367          | 10,685 |
| Domestic                                    | TJ                | 1,197  | 0      | 0            | 1,197  | 1,174  | 0      | 0            | 1,174  | 1,143  | 0      | 0            | 1,143  |
| Fuel                                        | TJ                | 0      | 0      | 0            | 0      | 0      | 0      | 0            | 0      | 0      | 0      | 0            | 0      |
| Purchased electricity                       | TJ                | 0      | 0      | 0            | 0      | 0      | 0      | 0            | 0      | 2      | 0      | 0            | 2      |
| Purchased steam <sup>2)</sup>               | TJ                | 1,187  | 0      | 0            | 1,187  | 1,129  | 0      | 0            | 1,129  | 1,106  | 0      | 0            | 1,106  |
| Self-generated electricity                  | TJ                | 10     | -      | 0            | 10     | 45     | -      | 0            | 45     | 35     | -      | 0            | 35     |
| Overseas                                    | TJ                | 18     | 3,750  | 389          | 4,157  | 3      | 6,683  | 387          | 7,074  | 4      | 9,171  | 367          | 9,542  |
| Fuel                                        | TJ                | 17     | 1,785  | 389          | 2,190  | 0      | 2,521  | 369          | 2,890  | 0      | 3,091  | 347          | 3,438  |
| Purchased electricity                       | TJ                | 0      | 1,966  | 0            | 1,966  | 0      | 4,162  | 18           | 4,180  | 0      | 6,080  | 20           | 6,100  |
| Purchased steam                             | TJ                | 0      | 0      | 0            | 0      | 0      | 0      | 0            | 0      | 0      | 0      | 0            | 0      |
| Self-generated electricity                  | TJ                | 1      | 0      | 0            | 1      | 3      | 0      | 0            | 3      | 4      | 0      | 0            | 4      |
| Self-generated renewable energy consumption | TJ                | 12     | 0      | 0            | 12     | 48     | 0      | 0            | 48     | 39     | 0      | 0            | 39     |
| Ratio of renewable energy consumption       | %                 | 10.4   | 7.2    | 13.7         | 8.1    | 10.6   | 14.6   | 16.6         | 13.9   | 10.1   | 23.5   | 23.7         | 20.6   |
| Energy consumption intensity                | TJ/Ton of product | 0.0043 | 0.0605 | 0.0010       | 0.0102 | 0.0043 | 0.0629 | 0.0009       | 0.0100 | 0.0041 | 0.0584 | 0.0006       | 0.0089 |
| Domestic                                    | TJ/Ton of product | 0.0043 | -      | 0.0004       | 0.0029 | 0.0043 | -      | 0.0004       | 0.0030 | 0.0041 | -      | 0.0005       | 0.0030 |
| Overseas                                    | TJ/Ton of product | 0.0047 | 0.0605 | 0.0015       | 0.0205 | 0.0043 | 0.0629 | 0.0013       | 0.0205 | 0.0043 | 0.0584 | 0.0008       | 0.0185 |

Energy

1) Total of 27 entities (14 in Food, 8 in BIO, and 5 in CJ Feed&Care)

2) In Korea, waste incineration energy is classified as renewable energy in accordance with the Reporting and Certification Guidelines of Emissions Trading Scheme

※ Data for 2022–2023 has been restated due to revisions in the calculation methodology and corrections of aggregation errors

# ENVIRONMENTAL

## WATER RESOURCES

| Data Coverage: Domestic and Overseas Manufacturing Entities |                                       |                     |        |        |        |
|-------------------------------------------------------------|---------------------------------------|---------------------|--------|--------|--------|
| Category                                                    |                                       | Unit                | 2022   | 2023   | 2024   |
| Withdrawal                                                  | Total water withdrawal                | Thousand tons       | 50,871 | 50,458 | 50,594 |
|                                                             |                                       | Domestic            | 6,813  | 6,417  | 6,845  |
|                                                             |                                       | Overseas            | 44,059 | 44,042 | 43,749 |
|                                                             | Water withdrawal                      | Tap water           | 21,349 | 20,397 | 20,088 |
|                                                             |                                       | Domestic            | 6,788  | 6,411  | 6,841  |
|                                                             |                                       | Overseas            | 14,561 | 13,986 | 13,246 |
|                                                             |                                       | Groundwater         | 8,766  | 7,744  | 6,525  |
|                                                             |                                       | Domestic            | 25     | 6      | 3      |
|                                                             |                                       | Overseas            | 8,741  | 7,738  | 6,522  |
|                                                             |                                       | Others              | 20,756 | 22,318 | 23,981 |
|                                                             |                                       | Domestic            | 0      | 0      | 0      |
|                                                             |                                       | Overseas            | 20,756 | 22,318 | 23,981 |
|                                                             | Water withdrawal intensity            | Tons/Ton of product | 7.8    | 8.5    | 8.6    |
|                                                             |                                       | Domestic            | 1.8    | 1.8    | 1.9    |
|                                                             |                                       | Overseas            | 16.3   | 18.6   | 19.6   |
| Discharge                                                   | Total water discharge                 | Thousand tons       | 36,171 | 37,129 | 36,707 |
|                                                             |                                       | Domestic            | 556    | 812    | 781    |
|                                                             |                                       | Overseas            | 35,615 | 36,317 | 35,927 |
|                                                             | Water discharge intensity             | Tons/Ton of product | 6      | 6      | 6      |
|                                                             |                                       | Domestic            | 0.1    | 0.2    | 0.2    |
|                                                             |                                       | Overseas            | 13.2   | 15.3   | 16.1   |
| Consumption                                                 | Total water consumption <sup>1)</sup> | Thousand tons       | 14,700 | 13,329 | 13,886 |
|                                                             |                                       | Domestic            | 6,256  | 5,604  | 6,064  |
|                                                             |                                       | Overseas            | 8,444  | 7,725  | 7,822  |
| Recycled/<br>Reused                                         | Total recycled and reused water       | Thousand tons       | 7,371  | 7,697  | 7,174  |
|                                                             |                                       | Domestic            | 460    | 715    | 677    |
|                                                             |                                       | Overseas            | 6,911  | 6,982  | 6,497  |
|                                                             | Water recycling rate <sup>2)</sup>    | %                   | 0.13   | 0.13   | 0.12   |
|                                                             |                                       | Domestic            | 0.06   | 0.10   | 0.09   |
|                                                             |                                       | Overseas            | 0.14   | 0.14   | 0.13   |

## WATER RESOURCES – 2024 CJ CHEILJEDANG (STANDALONE) BUSINESS SITES

| Data Coverage: CJ CheilJedang (standalone) |      |                  |                |                 |                               |                                       |
|--------------------------------------------|------|------------------|----------------|-----------------|-------------------------------|---------------------------------------|
| Category                                   | Unit | Water Withdrawal | Water Recycled | Water Discharge | Total Water Use <sup>1)</sup> | Total Water Consumption <sup>2)</sup> |
| Incheon Plant 1                            | Tons | 556,378          | 280,708        | 173,351         | 837,086                       | 383,027                               |
| Incheon Plant 2                            | Tons | 425,912          | 0              | 223,945         | 425,912                       | 201,967                               |
| Incheon Plant 3                            | Tons | 44,435           | 0              | 32,061          | 44,435                        | 12,374                                |
| Yeongdeungpo Plant                         | Tons | 44,422           | 0              | 0               | 44,422                        | 44,422                                |
| Yangsan Plant                              | Tons | 34,882           | 0              | 0               | 34,882                        | 34,882                                |
| Busan Plant                                | Tons | 1,437,983        | 0              | 1,089,542       | 1,437,983                     | 348,441                               |
| Jincheon Plant                             | Tons | 890,390          | 0              | 608,967         | 890,390                       | 281,423                               |
| Jincheon Plant 3                           | Tons | 94               | 0              | 276,127         | 94                            | -276,033 <sup>3)</sup>                |
| Nonsan Plant                               | Tons | 267,971          | 0              | 183,140         | 267,971                       | 84,831                                |
| Nonsan Plant 3                             | Tons | 835              | 0              | 0               | 835                           | 835                                   |
| Gongju Plant                               | Tons | 89,606           | 0              | 73,780          | 89,606                        | 15,826                                |
| Incheon Freezing Plant                     | Tons | 294,342          | 38,420         | 287,697         | 332,762                       | 6,645                                 |
| Namwon Plant                               | Tons | 162,474          | 0              | 120,159         | 162,474                       | 42,315                                |
| Jincheon Blossom Campus                    | Tons | 1,484,012        | 0              | 1,196,781       | 1,484,012                     | 287,231                               |
| Ansan Plant                                | Tons | 861,526          | 358,229        | 772,286         | 1,219,755                     | 89,240                                |

### Water Resources

- 1) Total water consumption = Water withdrawal – Water discharge
- 2) Water recycling rate = Recycled or Reused water / (Recycled or Reused water + Water withdrawal)

※ Data for 2022–2023 has been revised due to changes in the calculation methodology and corrections of aggregation errors

### Water Resources – 2024 CJ CheilJedang (standalone) Business Sites

- 1) Total Water Use = Water withdrawal + Water recycled
- 2) Total water consumption = Water withdrawal – Water discharge
- 3) A portion of the discharge from the Jincheon Plant was treated through a shared wastewater treatment facility with the Jincheon Plant 3

# ENVIRONMENTAL

## WASTE

| Data Coverage: Domestic and Overseas Manufacturing Entities |                                        |      |         |                       |         |
|-------------------------------------------------------------|----------------------------------------|------|---------|-----------------------|---------|
| Category                                                    |                                        | Unit | 2022    | 2023                  | 2024    |
| Total waste generated                                       |                                        | Tons | 357,647 | 338,532               | 270,089 |
| General waste                                               | Domestic                               | Tons | 72,668  | 70,592                | 69,600  |
|                                                             | Overseas                               | Tons | 284,979 | 267,940               | 200,489 |
|                                                             | Total general waste generated          |      | Tons    | 282,742               | 279,958 |
|                                                             | Domestic                               | Tons | 72,389  | 70,317                | 69,338  |
|                                                             | Overseas                               | Tons | 210,353 | 209,641               | 165,282 |
|                                                             | Recycling                              | Tons | 259,355 | 254,305               | 194,113 |
|                                                             |                                        |      |         |                       |         |
|                                                             | Domestic <sup>1)</sup>                 | Tons | 71,962  | 69,824                | 64,789  |
|                                                             | Overseas                               | Tons | 187,393 | 184,480 <sup>2)</sup> | 129,324 |
|                                                             | Incineration (with energy recovery)    |      | Tons    | 4,146                 | 4,082   |
|                                                             | Overseas                               | Tons | 3,934   | 4,146                 | 4,082   |
|                                                             | Incineration (without energy recovery) |      | Tons    | 930                   | 5,938   |
|                                                             | Domestic                               | Tons | 401     | 445                   | 4,512   |
|                                                             | Overseas                               | Tons | 594     | 484                   | 1,426   |
|                                                             | Landfilling                            |      | Tons    | 5,618                 | 12,568  |
|                                                             | Domestic                               | Tons | 26      | 48                    | 37      |
|                                                             | Overseas                               | Tons | 6,567   | 5,570                 | 12,531  |
|                                                             | Others                                 |      | Tons    | 14,960                | 17,918  |
|                                                             | Domestic                               | Tons | 0       | 0                     | 0       |
|                                                             | Overseas                               | Tons | 11,866  | 14,960                | 17,918  |

Waste

1) Under domestic waste management regulations “Incineration (with energy recovery)” is classified as “recycling”

2) Data has been revised to correct previous identified aggregation errors

# ENVIRONMENTAL

## WASTE

Data Coverage: Domestic and Overseas Manufacturing Entities

| Category                                |                                        | Unit                | 2022   | 2023   | 2024   |
|-----------------------------------------|----------------------------------------|---------------------|--------|--------|--------|
| Designated waste                        | Total designated waste generated       | Tons                | 74,905 | 58,574 | 35,469 |
|                                         | Domestic                               | Tons                | 280    | 275    | 262    |
|                                         | Overseas                               | Tons                | 74,625 | 58,299 | 35,207 |
|                                         | Recycling                              | Tons                | 2,938  | 4,262  | 2,511  |
|                                         | Domestic                               | Tons                | 275    | 262    | 217    |
|                                         | Overseas                               | Tons                | 2,663  | 3,999  | 2,294  |
|                                         | Incineration (with energy recovery)    | Tons                | 8      | 17     | 26     |
|                                         | Overseas                               | Tons                | 8      | 17     | 26     |
|                                         | Incineration (without energy recovery) | Tons                | 480    | 509    | 257    |
|                                         | Domestic                               | Tons                | 1      | 5      | 40     |
|                                         | Overseas                               | Tons                | 479    | 504    | 217    |
|                                         | Landfilling                            | Tons                | 3,087  | 1,627  | 1,137  |
|                                         | Domestic                               | Tons                | 3      | 8      | 5      |
|                                         | Overseas                               | Tons                | 3,084  | 1,619  | 1,132  |
|                                         | Other disposal operations              | Tons                | 68,392 | 52,159 | 31,539 |
|                                         | Domestic                               | Tons                | 0      | 0      | 0      |
|                                         | Overseas                               | Tons                | 68,392 | 52,159 | 31,539 |
| Waste generation intensity              |                                        | Tons                | 0.05   | 0.06   | 0.05   |
| Waste recycling rate                    | Domestic                               | Tons/Ton of product | 0.02   | 0.02   | 0.02   |
|                                         | Overseas                               | Tons/Ton of product | 0.11   | 0.11   | 0.09   |
|                                         |                                        | Tons/Ton of product | 73.3   | 76.4   | 72.8   |
| Percentage of recycled general waste    |                                        | %                   | 91.7   | 90.8   | 82.7   |
| Percentage of recycled designated waste |                                        | %                   | 3.9    | 7.3    | 7.1    |

# ENVIRONMENTAL

## POLLUTANTS

| Data Coverage: Domestic and Overseas Manufacturing Entities |                                 |      |       |       |       |
|-------------------------------------------------------------|---------------------------------|------|-------|-------|-------|
| Category                                                    |                                 | Unit | 2022  | 2023  | 2024  |
| Water pollutant emissions                                   | Biochemical Oxygen Demand (BOD) | Tons | 1,869 | 2,363 | 2,711 |
|                                                             | Domestic                        | Tons | 577   | 714   | 880   |
|                                                             | Overseas                        | Tons | 1,291 | 1,649 | 1,830 |
|                                                             | Chemical Oxygen Demand (COD)    | Tons | 2,590 | 2,522 | 2,780 |
|                                                             | Overseas                        | Tons | 2,590 | 2,522 | 2,780 |
|                                                             | Total Organic Carbon (TOC)      | Tons | 362   | 439   | 625   |
|                                                             | Domestic <sup>1)</sup>          | Tons | 362   | 439   | 625   |
|                                                             | Suspended Solids (SS)           | Tons | 905   | 1,000 | 1,176 |
|                                                             | Domestic                        | Tons | 214   | 195   | 275   |
|                                                             | Overseas                        | Tons | 692   | 805   | 902   |
| Air pollutant emissions                                     | Nitrogen Oxides (NOx)           | Tons | 768   | 627   | 797   |
|                                                             | Domestic                        | Tons | 80    | 83    | 67    |
|                                                             | Overseas                        | Tons | 688   | 544   | 730   |
|                                                             | Sulfur Oxides (SOx)             | Tons | 1,279 | 1,151 | 768   |
|                                                             | Domestic                        | Tons | 5     | 7     | 2     |
|                                                             | Overseas                        | Tons | 1,274 | 1,144 | 766   |
|                                                             | Particulate Matter (PM)         | Tons | 500   | 574   | 455   |
|                                                             | Domestic                        | Tons | 35    | 27    | 26    |
|                                                             | Overseas                        | Tons | 465   | 547   | 430   |

## ENVIRONMENTAL MANAGEMENT

| Data Coverage: CJ CheilJedang (standalone)  |                                                                            |               |         |         |         |
|---------------------------------------------|----------------------------------------------------------------------------|---------------|---------|---------|---------|
| Category                                    |                                                                            | Unit          | 2022    | 2023    | 2024    |
| Purchases with environmental certifications | Purchases of raw materials with environmental certifications <sup>1)</sup> | KRW 1 million | 75,125  | 71,566  | 69,382  |
|                                             | Purchases of equipment/consumables with environmental certifications       | KRW 1 million | 44      | 24      | 36      |
| Environmental investments                   | Infrastructure investments                                                 | KRW 1 million | 4,539   | 3,406   | 11,301  |
|                                             | Number of environmentally certified products <sup>2)</sup>                 | Items         | 5       | 5       | 5       |
|                                             | Total sales of environmentally certified products <sup>2)</sup>            | KRW 1 million | 141,448 | 153,224 | 143,738 |

## ENVIRONMENTAL CERTIFICATIONS AND REGULATIONS

| Data Coverage: Domestic and Overseas Manufacturing Entities          |                                                                |               |      |      |      |
|----------------------------------------------------------------------|----------------------------------------------------------------|---------------|------|------|------|
| Category                                                             |                                                                | Unit          | 2022 | 2023 | 2024 |
| Number of sites with environmental certifications                    | Number of ISO 14001 -certified sites                           | Sites         | 6    | 6    | 8    |
|                                                                      | Number of sites certified/audited/verified by third parties    | Sites         | 16   | 21   | 22   |
|                                                                      | Number of sites certified/audited/verified by internal experts | Sites         | 22   | 33   | 33   |
| Violations of environment-related laws and regulations <sup>1)</sup> | Number of violations                                           | Cases         | 1    | 0    | 0    |
|                                                                      | Environmental violation fines                                  | KRW 1 million | 48   | 0    | 0    |
|                                                                      | Environmental liabilities                                      | KRW 1 million | 0    | 0    | 0    |

**Pollutants**

1) Previously reported data was converted in accordance with the revised indicators for measuring organic substances under the Korean Water Environment Conservation Act (effective from 2022)

**Environmental Management**

1) Includes certifications for organic agricultural products, organic processed foods, and Good Recycled (GR) certification

2) Includes products certified with Environmental Product Declaration (EPD)

**Environmental Certifications and Regulations**

1) Includes cases exceeding USD 10,000

# ENVIRONMENTAL

## FOOD PACKAGING

Data Coverage: CJ CheilJedang (standalone), Domestic and Overseas Food Manufacturing Entities

| Category                      | Unit | 2022    | 2023    | 2024    |
|-------------------------------|------|---------|---------|---------|
| Total packaging material used | Tons | 143,569 | 129,504 | 147,688 |
| Plastic                       | Tons | 40,836  | 38,547  | 39,062  |
| Metal cans                    | Tons | 16,294  | 12,766  | 11,880  |
| Glass bottles                 | Tons | 9,109   | 8,178   | 8,820   |
| Paper <sup>1)</sup>           | Tons | 77,330  | 70,013  | 87,925  |

Data Coverage: CJ CheilJedang (standalone), Domestic and Overseas Food Manufacturing Entities

|                                            |      |        |        |        |
|--------------------------------------------|------|--------|--------|--------|
| Renewable raw materials used               | Tons | 61,280 | 55,644 | 72,183 |
| Plastic                                    | Tons | 26     | 38     | 53     |
| Paper <sup>2)</sup>                        | Tons | 61,255 | 55,606 | 72,130 |
| Others                                     | Tons | 0      | 0      | 0      |
| Percentage of renewable raw materials used | %    | 47.1   | 47.9   | 54.6   |
| Recycled raw materials used                | Tons | 62,810 | 58,374 | 75,295 |
| Plastic                                    | Tons | 1,555  | 2,768  | 3,165  |
| Paper <sup>2)</sup>                        | Tons | 61,255 | 55,606 | 72,130 |
| Percentage of recycled raw materials used  | &    | 48.3   | 50.2   | 56.9   |

## FOOD LOSS AND WASTE

Data Coverage: Three Domestic Food Manufacturing Entities<sup>1)</sup>

| Category                                                 | Unit | 2022  | 2023  | 2024  |
|----------------------------------------------------------|------|-------|-------|-------|
| Total food loss and waste generated                      | Tons | 6,368 | 6,777 | 7,799 |
| Amount donated before disposal                           | Tons | 2,275 | 3,184 | 3,836 |
| Amount disposed                                          | Tons | 4,093 | 3,593 | 3,963 |
| Percentage of food loss and waste disposal <sup>2)</sup> | %    | 0.26  | 0.29  | 0.31  |

### Food Packaging

- 1) Includes tertiary packaging (e.g., outer boxes for distribution and transportation purposes)
- 2) Paper materials are counted both as renewable and recycled materials

### Food Loss and Waste

- 1) CJ CheilJedang (standalone), CJ Seafood, and Samhae
- 2) Percentage of food loss and waste disposal = Amount of food loss disposed / Domestic food production volume

SOCIAL

EMPLOYEES

| Data Coverage: Domestic and Overseas Entities |                                                                  |         |        |        |        |        |        |        |        |        |        |
|-----------------------------------------------|------------------------------------------------------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Category                                      |                                                                  | Unit    | 2022   |        |        | 2023   |        |        | 2024   |        |        |
|                                               |                                                                  |         | Male   | Female | Total  | Male   | Female | Total  | Male   | Female | Total  |
| Total number of employees                     |                                                                  | Persons | 18,461 | 10,180 | 28,641 | 18,054 | 9,778  | 27,832 | 17,725 | 9,472  | 27,197 |
| By employment type                            | Non-fixed-term employees                                         | Persons | 13,365 | 6,765  | 20,130 | 13,371 | 6,691  | 20,062 | 13,333 | 6,595  | 19,928 |
|                                               | Fixed-term employees (excluding daily workers) <sup>1)</sup>     | Persons | 4,981  | 3,379  | 8,360  | 4,537  | 3,049  | 7,586  | 4,268  | 2,846  | 7,114  |
|                                               | Executives (registered and non-registered)                       | Persons | 115    | 36     | 151    | 146    | 38     | 184    | 124    | 31     | 155    |
|                                               |                                                                  |         |        |        |        |        |        |        |        |        |        |
| By age group                                  | Under 30 years old                                               | Persons | 5,730  | 2,803  | 8,533  | 4,769  | 2,437  | 7,206  | 4,578  | 2,379  | 6,957  |
|                                               | 30 to 50 years old                                               | Persons | 11,279 | 5,523  | 16,802 | 11,793 | 5,526  | 17,319 | 11,671 | 5,302  | 16,973 |
|                                               | Over 50 years old                                                | Persons | 1,452  | 1,854  | 3,306  | 1,492  | 1,815  | 3,307  | 1,476  | 1,791  | 3,267  |
| By job level                                  | Executives (excluding independent directors and auditors)        | Persons | 116    | 36     | 152    | 147    | 38     | 185    | 127    | 31     | 158    |
|                                               | Senior managers                                                  | Persons | 1,331  | 396    | 1,727  | 1,384  | 393    | 1,777  | 1,338  | 414    | 1,752  |
|                                               | Junior managers                                                  | Persons | 2,011  | 844    | 2,855  | 2,131  | 946    | 3,077  | 2,148  | 965    | 3,113  |
|                                               | Staff                                                            | Persons | 15,003 | 8,904  | 23,907 | 14,392 | 8,401  | 22,793 | 14,112 | 8,062  | 22,174 |
| Data Coverage: Domestic Entities              |                                                                  |         |        |        |        |        |        |        |        |        |        |
| By function                                   | Total number of employees                                        | Persons | 7,165  | 5,053  | 12,218 | 7,119  | 4,973  | 12,092 | 6,947  | 4,750  | 11,697 |
|                                               | Revenue-generating departments                                   | Persons | 5,084  | 3,675  | 8,759  | 5,102  | 3,579  | 8,681  | 4,928  | 3,301  | 8,229  |
|                                               | Non-business departments                                         | Persons | 1,540  | 896    | 2,436  | 1,348  | 852    | 2,200  | 1,432  | 932    | 2,364  |
|                                               | STEM (Science, Technology, Engineering, Mathematics) departments | Persons | 541    | 482    | 1,023  | 669    | 542    | 1,211  | 587    | 517    | 1,104  |

EMPLOYEES – 2024 CJ CHEILJEDANG (STANDALONE) BY NATIONALITY

| Data Coverage: CJ CheilJedang (standalone) |         |       |     |       |        |         |        |        |                      |       |
|--------------------------------------------|---------|-------|-----|-------|--------|---------|--------|--------|----------------------|-------|
| Category                                   | Unit    | Korea | USA | China | Taiwan | Vietnam | Russia | France | Others <sup>1)</sup> | Total |
| By nationality                             | Persons | 8,322 | 20  | 13    | 11     | 6       | 4      | 2      | 13                   | 8,391 |

Employees  
1) Excludes dispatched employees

※ As of 2024, CJ CheilJedang (standalone) employs 2,277 subcontracted workers

Employees – 2024 CJ CheilJedang (standalone) by Nationality

1) Includes 13 countries such as Japan, Singapore, Thailand, Indonesia, Malaysia, New Zealand, and Mexico

# SOCIAL

## EMPLOYEE DIVERSITY

|                                                            |                                |                                                                  | Data Coverage: Domestic and Overseas Entities |      |      |      |
|------------------------------------------------------------|--------------------------------|------------------------------------------------------------------|-----------------------------------------------|------|------|------|
| Category                                                   |                                |                                                                  | Unit                                          | 2022 | 2023 | 2024 |
| Female employees                                           | Percentage of female employees |                                                                  | %                                             | 36   | 35   | 35   |
|                                                            | By job level                   | Percentage of female executives                                  | %                                             | 24   | 21   | 20   |
|                                                            |                                | Percentage of female senior managers <sup>1)</sup>               | %                                             | 23   | 22   | 24   |
|                                                            |                                | Percentage of female junior managers                             | %                                             | 30   | 31   | 31   |
|                                                            |                                | Percentage of female staff                                       | %                                             | 37   | 37   | 36   |
| Data Coverage: Domestic Entities                           |                                |                                                                  |                                               |      |      |      |
| Female employees                                           | By function                    | Percentage of female employees in revenue-generating departments | %                                             | 42   | 41   | 40   |
|                                                            |                                | Percentage of female employees in non-business departments       | %                                             | 37   | 39   | 39   |
|                                                            |                                | Percentage of female employees in STEM departments               | %                                             | 47   | 45   | 47   |
| Data Coverage: Domestic Entities                           |                                |                                                                  |                                               |      |      |      |
| Number of employees with disabilities                      |                                |                                                                  | Persons                                       | 155  | 156  | 155  |
| Data Coverage: CJ CheilJedang (standalone)                 |                                |                                                                  |                                               |      |      |      |
| Ratio of the basic salary and remuneration of women to men |                                |                                                                  | %                                             | 86.3 | 87.2 | 85.7 |

## TALENT RECRUITMENT

| Data Coverage: Domestic and Overseas Entities |                               |         |         |       |       |
|-----------------------------------------------|-------------------------------|---------|---------|-------|-------|
| Category                                      |                               | Unit    | 2022    | 2023  | 2024  |
| Total number of new hires                     |                               | Persons | 5,216   | 3,182 | 3,062 |
| By gender                                     | Male                          | Persons | 3,308   | 1,966 | 1,919 |
|                                               | Female                        | Persons | 1,908   | 1,216 | 1,143 |
| By age group                                  | Under 30 years old            |         | Persons | 2,724 | 1,646 |
|                                               | 30 to 50 years old            |         | Persons | 2,322 | 1,358 |
|                                               | Over 50 years old             |         | Persons | 170   | 178   |
| By employment type                            | Non-fixed-term employees      |         | Persons | 2,302 | 1,320 |
|                                               | Fixed-term employees          |         | Persons | 2,914 | 1,862 |
| Internal hiring <sup>1)</sup>                 | Percentage of internal hiring |         | %       | 75    | 80    |

## EMPLOYEE TRAINING

| Data Coverage: Domestic Entities |                                |                    |       |         |         |         |
|----------------------------------|--------------------------------|--------------------|-------|---------|---------|---------|
| Category                         |                                |                    | Unit  | 2022    | 2023    | 2024    |
| Training and development         | Total training and development |                    | Hours | 406,642 | 441,624 | 385,232 |
|                                  | By gender                      | Male               | Hours | 213,984 | 217,312 | 171,736 |
|                                  |                                | Female             | Hours | 192,658 | 224,311 | 213,496 |
|                                  | By age group                   | Under 30 years old | Hours | 134,866 | 163,588 | 106,529 |
|                                  |                                | 30 to 50 years old | Hours | 224,171 | 218,251 | 198,077 |
|                                  |                                | Over 50 years old  | Hours | 47,604  | 59,785  | 80,625  |
| Training hours per employee      |                                | Hours              | 33.3  | 36.5    | 32.9    |         |
| Training cost per employee       |                                | KRW 1 million      | 1.1   | 1.1     | 1.0     |         |

## TURNOVER AND RESIGNATION<sup>1)</sup>

|                              |                                             |                    |   | Data Coverage: Domestic and Overseas Entities |      |      |      |
|------------------------------|---------------------------------------------|--------------------|---|-----------------------------------------------|------|------|------|
| Category                     |                                             |                    |   | Unit                                          | 2022 | 2023 | 2024 |
| Total employee turnover rate |                                             |                    |   | %                                             | 16   | 16   | 16   |
| Category                     | By gender                                   | Male               | % | 62                                            | 57   | 62   |      |
|                              |                                             | Female             | % | 38                                            | 43   | 38   |      |
|                              | By age group                                | Under 30 years old | % | 43                                            | 40   | 37   |      |
|                              |                                             | 30 to 50 years old | % | 45                                            | 46   | 51   |      |
|                              |                                             | Over 50 years old  | % | 12                                            | 13   | 12   |      |
|                              | Total voluntary turnover rate <sup>2)</sup> |                    |   | %                                             | 14   | 14   | 13   |
| Category                     | By gender                                   | Male               | % | 63                                            | 59   | 63   |      |
|                              |                                             | Female             | % | 37                                            | 41   | 37   |      |
|                              | By age group                                | Under 30 years old | % | 46                                            | 45   | 43   |      |
|                              |                                             | 30 to 50 years old | % | 46                                            | 48   | 50   |      |
|                              |                                             | Over 50 years old  | % | 7                                             | 7    | 7    |      |

### Employee Diversity

1) Refers to individuals who, although not formally authorized to evaluate organizational performance, effectively perform managerial functions

### Talent Recruitment

1) Includes internal transfers within CJ CheilJedang (standalone) and transfers between CJ Group affiliates. Data coverage is limited to CJ CheilJedang (standalone)

### Turnover and Resignation

1) Includes fixed-term employees and transfers to affiliates  
2) Refers to voluntary resignations excluding retirements, dismissals, deaths, or mergers

SOCIAL

PERFORMANCE EVALUATION

| Data Coverage: Domestic Entities                                               |      |      |      |      |
|--------------------------------------------------------------------------------|------|------|------|------|
| Category                                                                       | Unit | 2022 | 2023 | 2024 |
| Percentage of employees who received MBO (Management by Objectives) evaluation | %    | 88   | 88   | 90   |
| Percentage of employees who received multi-rater evaluation                    | %    | 66   | 70   | 72   |
| Percentage of employees who received relative evaluation                       | %    | 79   | 82   | 83   |

COMPENSATION

| Data Coverage: CJ CheilJedang (standalone)                                                                     |                 |       |       |       |
|----------------------------------------------------------------------------------------------------------------|-----------------|-------|-------|-------|
| Category                                                                                                       | Unit            | 2022  | 2023  | 2024  |
| Employee salary and benefits                                                                                   | KRW 100 million | 5,232 | 4,819 | 5,296 |
| Average total compensation of all employees                                                                    | KRW 1 million   | 74    | 74    | 81    |
| Total compensation of highest-paid employee                                                                    | KRW 1 million   | 7,114 | 5,330 | 8,171 |
| Compensation growth rate of average employee                                                                   | %               | 2     | 0     | 9     |
| Compensation growth rate of highest-paid employee                                                              | %               | -33   | -25   | 53    |
| Ratio of highest-paid individual's compensation to average employee compensation                               | Times           | 96    | 72    | 101   |
| Ratio of growth rate of highest-paid individual's compensation to growth rate of average employee compensation | Times           | -22   | 557   | 6     |

PARENTAL LEAVE

| Data Coverage: Domestic Entities |                                                                                                      |         |      |        |       |      |        |       |      |        |       |
|----------------------------------|------------------------------------------------------------------------------------------------------|---------|------|--------|-------|------|--------|-------|------|--------|-------|
| Category                         |                                                                                                      | Unit    | 2022 |        |       | 2023 |        |       | 2024 |        |       |
|                                  |                                                                                                      |         | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Usage                            | Number of employees who took parental leave <sup>1)</sup>                                            | Persons | 33   | 144    | 177   | 52   | 127    | 179   | 72   | 197    | 269   |
|                                  | Number of employees who returned from parental leave                                                 | Persons | 25   | 131    | 156   | 30   | 143    | 173   | 65   | 132    | 197   |
|                                  | Number of employees eligible to return from parental leave                                           | Persons | 27   | 156    | 183   | 36   | 147    | 183   | 74   | 143    | 217   |
| Return                           | Number of employees who remained employed for more than one year after returning from parental leave | Persons | 22   | 93     | 115   | 20   | 112    | 132   | 23   | 129    | 152   |
|                                  | Return-to-work rate after parental leave <sup>2)</sup>                                               | %       | 93   | 84     | 85    | 83   | 97     | 95    | 88   | 92     | 91    |
|                                  | Retention rate after parental leave <sup>3)</sup>                                                    | %       | 100  | 89     | 91    | 80   | 85     | 85    | 77   | 90     | 88    |

HUMAN RIGHTS

| Data Coverage: CJ CheilJedang (standalone) |                                      |      |      |      |
|--------------------------------------------|--------------------------------------|------|------|------|
| Category                                   | Unit                                 | 2022 | 2023 | 2024 |
| Reports on human rights-related issues     | Number of reports                    | 20   | 12   | 32   |
|                                            | Number of valid and resolved reports | 17   | 10   | 32   |

HEALTH AND SAFETY

| Data Coverage: Domestic and Overseas Entities <sup>1)</sup>     |                               |                                                       |                              |      |      |      |
|-----------------------------------------------------------------|-------------------------------|-------------------------------------------------------|------------------------------|------|------|------|
| Category                                                        | Issue                         | Indicator                                             | Unit                         | 2022 | 2023 | 2024 |
| Employees                                                       | Occupational accidents        | Lost Time Injury Frequency Rate (LTIFR) <sup>2)</sup> | Cases / Million hours worked | 0.79 | 1.12 | 1.28 |
|                                                                 |                               | Number of lost time injuries <sup>3)</sup>            | Cases                        | 46   | 63   | 70   |
|                                                                 |                               | Number of fatalities                                  | Cases                        | 0    | 0    | 0    |
|                                                                 | Serious accidents             | Number of serious accidents <sup>4)</sup>             | Cases                        | 0    | 0    | 0    |
| Partners (Suppliers)                                            | Occupational accidents        | Lost Time Injury Frequency Rate (LTIFR) <sup>2)</sup> | Cases / Million hours worked | 0.23 | 0.73 | 1.22 |
|                                                                 |                               | Number of lost time injuries <sup>3)</sup>            | Cases                        | 6    | 17   | 27   |
|                                                                 |                               | Number of fatalities                                  | Cases                        | 0    | 1    | 0    |
|                                                                 | Serious accidents             | Number of serious accidents <sup>4)</sup>             | Cases                        | 0    | 0    | 0    |
| Occupational health and safety management systems <sup>5)</sup> | Number of certified sites     |                                                       | Sites                        | 20   | 20   | 21   |
|                                                                 | Number of sites <sup>6)</sup> |                                                       | Sites                        | 61   | 61   | 61   |
|                                                                 | Percentage of certified sites |                                                       | %                            | 33   | 33   | 34   |

**Compensation**

1) CJ CheilJedang (standalone) specifies wage calculation methods, payment procedures, and payment dates for employees in its Rules of Employment, which also define wage and welfare benefit systems.

**Parental Leave**

1) Introduced the Parental Leave Plus program, which provides an additional one year of leave beyond the statutory parental leave, and expanded the eligible child age range starting in. 2024

2) Return-to-work rate after parental leave = (Number of employees who returned / Number of employees who took leave in the previous year) × 100

3) Retention rate after parental leave = (Number of employees who remained employed for more than one year after returning from parental leave / Number of employees who returned in the previous year) × 100

**Health and Safety**

1) Data covers 29 entities including CJ CheilJedang (standalone)

2) Lost Time Injury Frequency Rate (LTIFR): (Number of lost time injuries × 1,000,000) / Total number of hours worked

3) Includes cases of work-related fatalities or injuries/illnesses requiring at least 3 days of absence

4) Number of serious accidents as defined by the Korean Occupational Safety and Health Act

5) ISO 45001 and KOSHA MS certifications

6) Number of manufacturing sites within the data coverage

# SOCIAL

## COMMUNITY

| Data Coverage: CJ CheilJedang (standalone)           |                                              |                 |        |        |        |
|------------------------------------------------------|----------------------------------------------|-----------------|--------|--------|--------|
| Category                                             |                                              | Unit            | 2022   | 2023   | 2024   |
| Donations <sup>1)</sup>                              |                                              | KRW 100 million | 133    | 191    | 165    |
| Volunteer activities                                 | Hours of participation                       | Hours           | 19,932 | 30,070 | 27,198 |
|                                                      | Number of participants                       | Persons         | 4,446  | 4,127  | 3,495  |
|                                                      | Hours of participation per employee          | Hours/Persons   | 4      | 7      | 8      |
|                                                      | Volunteer participation rate                 | %               | 52     | 48     | 42     |
|                                                      | Number of beneficiaries                      | Persons         | 37,450 | 36,095 | 47,271 |
| Donations and other contributions                    | Lobbying interest group <sup>2)</sup>        | KRW 1 million   | 0      | 0      | 0      |
|                                                      | Political campaigns                          | KRW 1 million   | 0      | 0      | 0      |
|                                                      | Industry associations                        | KRW 1 million   | 1,802  | 1,145  | 1,204  |
| Details of expenditures to key industry associations | The Federation of Korean Industries          | KRW 1 million   | 305    | 440    | 440    |
|                                                      | The Korea Flour Mills Industrial Association | KRW 1 million   | 236    | 211    | 222    |
|                                                      | The Korea Soybean Processing Association     | KRW 1 million   | 259    | 258    | 268    |
|                                                      | Korea Chamber of commerce and Industry       | KRW 1 million   | 103    | 157    | 157    |
|                                                      | Korea Enterprises Federation                 | KRW 1 million   | 80     | 80     | 85     |

## CUSTOMER SATISFACTION

| Data Coverage: CJ CheilJedang (standalone) |                                        |             |        |        |        |        |
|--------------------------------------------|----------------------------------------|-------------|--------|--------|--------|--------|
| Category                                   |                                        |             | Unit   | 2022   | 2023   | 2024   |
| Customer satisfaction                      | Customer satisfaction score            |             | Points | 93.9   | 93.1   | 93.6   |
|                                            | Status of VOC submissions              | Inquiries   | Cases  | 74,662 | 61,557 | 59,597 |
|                                            |                                        | Complaints  | Cases  | 36,618 | 39,917 | 44,721 |
|                                            |                                        | Suggestions | Cases  | 411    | 501    | 612    |
|                                            |                                        | Compliments | Cases  | 47     | 47     | 91     |
|                                            | VOC improvement action completion rate |             | %      | 84     | 79     | 91     |

## PURCHASE VOLUME OF SUSTAINABLE RAW MATERIALS

| Data Coverage: CJ CheilJedang (standalone) |       |            |
|--------------------------------------------|-------|------------|
| Category                                   | Unit  | 2024       |
| Raw wheat (ISCC+) <sup>1)</sup>            | Tons  | 167,212    |
| Sugar (Organic)                            | Tons  | 125        |
| Soybean (SSAP) <sup>2)</sup>               | Tons  | 231,482    |
| Palm oil (RSPO) <sup>3)</sup>              | Tons  | 3,897      |
| Rice (Organic)                             | Tons  | 127        |
| Animal welfare certified eggs              | Packs | 24,708,150 |
| Wild-caught seafood (MSC) <sup>4)</sup>    | Tons  | 359        |

**Community**

1) CJ CheilJedang adheres to the principle of making donations solely for charitable purposes, without pursuing any improper business or personal interests. All donations follow the company’s ethical policies, including the Code of Ethics (including “CJ Code of Business Conduct”), and undergo an approval process based on the donation amount

2) CJ CheilJedang strictly complies with Article 31 (Restrictions on Donations) of the Political Funds Act, which prohibits corporate donations to political parties or organizations. We do not provide political funds, election campaign contributions, or lobbying funds to specific parties or organizations that could directly influence policy-making. CJ CheilJedang also does not join or participate in associations that act against the goals of the Paris Agreement.

**Purchase Volume of Sustainable Raw Materials**

1) ISCC+: International Sustainability and Carbon Certification

2) SSAP: Soy Sustainability Assurance Protocol

3) RSPO: Roundtable on Sustainable Palm Oil

4) MSC: Marine Stewardship Council

# GOVERNANCE

## BOARD OF DIRECTORS AND AUDIT BODIES

|                                  |                                     |                                                            |                        | Data Coverage: CJ CheilJedang (standalone) |               |        |       |
|----------------------------------|-------------------------------------|------------------------------------------------------------|------------------------|--------------------------------------------|---------------|--------|-------|
| Category                         |                                     |                                                            |                        | Unit                                       | 2022          | 2023   | 2024  |
| Composition                      | Board composition                   | Total number of board members                              |                        | Persons                                    | 7             | 6      | 6     |
|                                  |                                     | Executive directors                                        | Male                   | Persons                                    | 2             | 2      | 2     |
|                                  |                                     |                                                            | Female                 | Persons                                    | 1             | 1      | 0     |
|                                  |                                     | Independent directors                                      | Male                   | Persons                                    | 4             | 3      | 3     |
|                                  |                                     |                                                            | Female                 | Persons                                    | 0             | 0      | 1     |
|                                  | Percentage of independent directors | Board of Directors                                         |                        | %                                          | 57            | 67     | 67    |
|                                  |                                     | Audit Committee                                            |                        | %                                          | 100           | 100    | 100   |
|                                  | Operation                           | Number of meetings held                                    | Board of Directors     |                                            | Times         | 10     | 12    |
| Audit Committee                  |                                     |                                                            | Times                  | 8                                          | 7             | 7      |       |
| Number of agenda items submitted |                                     | Agenda items submitted                                     |                        | Items                                      | 29            | 36     | 32    |
|                                  |                                     | Opposition or amendments proposed by independent directors |                        | Items                                      | 0             | 0      | 0     |
| Attendance rate                  |                                     | Board of Directors                                         | Executive directors    | %                                          | 97            | 100    | 100   |
|                                  |                                     |                                                            | Independent directors  | %                                          | 98            | 98     | 100   |
|                                  |                                     | Related Party Transactions Committee                       | Independent directors  | %                                          | 100           | 100    | 100   |
|                                  |                                     |                                                            | Compensation Committee | Independent directors                      | %             | 100    | 100   |
|                                  |                                     | Audit Committee                                            | Independent directors  | %                                          | 97            | 100    | 100   |
| Compensation                     |                                     | Compensation                                               | Executive directors    |                                            | KRW 1 million | 10,583 | 5,301 |
|                                  | Independent directors               |                                                            | KRW 1 million          | 302                                        | 271           | 323    |       |
|                                  | External auditor                    | Ratio of non-audit fees to audit fees                      |                        | %                                          | 0             | 11     | 36    |

## SHAREHOLDERS

| Data Coverage: CJ CheilJedang (standalone) |                                                                            |      |      |      |      |
|--------------------------------------------|----------------------------------------------------------------------------|------|------|------|------|
| Category                                   |                                                                            | Unit | 2022 | 2023 | 2024 |
| Ownership ratio                            | Largest shareholder and related parties                                    | %    | 45.5 | 45.5 | 45.5 |
|                                            | Registered directors excluding the largest shareholder and their relatives | %    | 0    | 0    | 0    |
| Cash dividend payout ratio <sup>1)</sup>   |                                                                            | %    | 32.3 | 25.7 | -    |

## ETHICS AND COMPLIANCE MANAGEMENT

| Data Coverage: CJ CheilJedang (standalone)         |                                      |         |        |        |        |
|----------------------------------------------------|--------------------------------------|---------|--------|--------|--------|
| Category                                           |                                      | Unit    | 2022   | 2023   | 2024   |
| Number of legal or regulatory violations           | Fair competition                     | Cases   | 0      | 0      | 0      |
|                                                    | Anti-corruption                      | Cases   | 0      | 0      | 0      |
|                                                    | Marketing and labeling <sup>1)</sup> | Cases   | 0      | 0      | 0      |
|                                                    | Information security                 | Cases   | 0      | 0      | 0      |
|                                                    | Total number of violations           | Cases   | 0      | 0      | 0      |
| Reports on ethical management issues <sup>2)</sup> | Number of reports                    | Cases   | 61     | 64     | 99     |
|                                                    | Number of valid and resolved reports | Cases   | 46     | 59     | 97     |
| Ethics and compliance training                     | Total training hours                 | Hours   | 23,759 | 24,595 | 24,049 |
|                                                    | Number of participants completed     | Persons | 8,785  | 8,949  | 8,851  |

Shareholders

1) The cash dividend payout ratio for 2024 was omitted due to a negative value

Ethics and Compliance Management

1) One case previously reported under “Marketing and Labeling” violations has been corrected to zero due to the change in data coverage to CJ CheilJedang (standalone)

2) The number of reports increased in 2024 due to the promotion of reporting channels to encourage whistleblowing

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INDEPENDENT ASSURANCE REPORT

# STAKEHOLDER ENGAGEMENT AND COMMUNICATION

CJ CheilJedang actively communicates with all stakeholders, including customers, shareholders, investors, employees, and business partners. The company has established various communication channels to listen to stakeholders’ voices and transparently disclose the impact of its business activities on society.

| Category                 | Key Interests                                                                                                                                                                                                                                 | Communication & Participation                                                                                                                                                                               | Additional Channels                                                                                                                                                    | Activities                                                                                                                                                                                                                                                                                                      |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customer                 | <ul style="list-style-type: none"><li>· Developing products that meet customer needs</li><li>· Improving product and service quality</li><li>· Transparent and smooth communication</li><li>· Improving product and service quality</li></ul> | <ul style="list-style-type: none"><li>· CJ CheilJedang official website</li><li>· CJ CheilJedang social media</li><li>· Customer happiness center</li><li>· Customer satisfaction survey</li></ul>          |                                                                                                                                                                        | <ul style="list-style-type: none"><li>· Improving products and services based on Voice of Customer (VOC)</li><li>· Operating various customer feedback channels (phone, SMS, sign language, etc.)</li><li>· Establishing and operating global customer satisfaction systems</li></ul>                           |
| Shareholders & Investors | <ul style="list-style-type: none"><li>· Transparent disclosure</li><li>· Economic performance including share price</li></ul>                                                                                                                 | <ul style="list-style-type: none"><li>· General shareholders’ meeting</li><li>· Disclosure of governance reports</li><li>· Publication of sustainability report</li></ul>                                   |                                                                                                                                                                        | <ul style="list-style-type: none"><li>· Quarterly and annual IR activities</li><li>· Shareholders’ meeting held (March 2024)</li></ul>                                                                                                                                                                          |
| Employees                | <ul style="list-style-type: none"><li>· Securing and nurturing talent</li><li>· Fair performance evaluation</li><li>· Diversity and inclusion</li><li>· Work-life balance</li><li>· Organizational culture and labor relations</li></ul>      | <ul style="list-style-type: none"><li>· Recruitment fair</li><li>· Self-directed performance management system (PMDS+)</li><li>· Multi-dimensional feedback</li><li>· Channel CJ, Channel Blossom</li></ul> | <ul style="list-style-type: none"><li>· CJ Voice ON</li><li>· Intranet anonymous discussion board</li><li>· Online reporting</li><li>· Open council meetings</li></ul> | <ul style="list-style-type: none"><li>· Operating CJ CFT (Culture Fit Test)</li><li>· Pilot implementation of career conversion programs</li><li>· Operating employee suggestion system</li><li>· Operating family-friendly and welfare programs</li><li>· Operating satellite offices (“CJ Work ON”)</li></ul> |
| Supply Chain             | <ul style="list-style-type: none"><li>· Shared growth</li><li>· Support for industrial ecosystem</li><li>· Fair partner selection and transactions</li><li>· Strengthened communication</li></ul>                                             | <ul style="list-style-type: none"><li>· CJ Shared Growth Portal</li><li>· CJ Partners Club</li><li>· Food Safety Coexistence Foundation</li><li>· Supplier meetings</li><li>· Win-win VOC</li></ul>         |                                                                                                                                                                        | <ul style="list-style-type: none"><li>· Operating mutual growth programs for training, funding, and technical support</li><li>· Handling unfair trade practices and grievances</li><li>· Collecting supplier code of conduct and assessing supply chain ESG risks</li></ul>                                     |
| Academia & Experts       | <ul style="list-style-type: none"><li>· Industry-academia collaboration</li><li>· Technology development</li></ul>                                                                                                                            | <ul style="list-style-type: none"><li>· Academic and membership activities</li><li>· Joint research with external institutions</li></ul>                                                                    |                                                                                                                                                                        | <ul style="list-style-type: none"><li>· Operating external advisory committee for health and nutrition in collaboration with the Korean Nutrition Society</li></ul>                                                                                                                                             |
| Local Communities        | <ul style="list-style-type: none"><li>· Social contributions</li><li>· Community development</li><li>· Community environmental protection</li></ul>                                                                                           | <ul style="list-style-type: none"><li>· Community Chest of Korea</li><li>· Korea Social Welfare Council (Food Bank Project)</li><li>· Milal Welfare Foundation</li><li>· Seoul Youth Center</li></ul>       | <ul style="list-style-type: none"><li>· WFP Korea Office</li><li>· CJ Welfare Foundation</li><li>· CJ Cultural Foundation</li><li>· CJ Donors Camp</li></ul>           | <ul style="list-style-type: none"><li>· Youth food support project: CJ CheilJedang Sharing Refrigerator</li><li>· HOPE Food Pack program for at-risk children</li></ul>                                                                                                                                         |
| Media                    | <ul style="list-style-type: none"><li>· Transparent and timely information disclosure</li></ul>                                                                                                                                               | <ul style="list-style-type: none"><li>· Press releases</li><li>· CJ CheilJedang website</li><li>· CJ CheilJedang social media</li></ul>                                                                     |                                                                                                                                                                        | <ul style="list-style-type: none"><li>· Timely information disclosure via website and social media</li></ul>                                                                                                                                                                                                    |

# BUSINESS SITES BY REGION

| Name of Subsidiary                    | Region      | Industry                                                      |
|---------------------------------------|-------------|---------------------------------------------------------------|
| CJ Feed&Care                          | South Korea | Feed manufacturing & sales                                    |
| CJ MD1 CO., LTD.                      | South Korea | Business support service                                      |
| CJ BioScience Corp                    | South Korea | Biotechnology R&D                                             |
| CJ Wellcare Co., Ltd.                 | South Korea | Food manufacturing & sales                                    |
| SAM HAE COMMERCIAL CO., LTD.          | South Korea | Food manufacturing                                            |
| CJ Seafood Co., Ltd.                  | South Korea | Food manufacturing                                            |
| DONDONFARM CO., LTD.                  | South Korea | Hog farming                                                   |
| WON JI CO., LTD.                      | South Korea | Printing                                                      |
| CJ BREEDING CO., LTD.                 | South Korea | Crop cultivation                                              |
| COFEED. CO., LTD.                     | South Korea | Holding business                                              |
| SparkLabs FrontierLabs No.1 Fund      | South Korea | Start-up investment                                           |
| BIO HEALTHCARE FUND                   | South Korea | Start-up investment                                           |
| FrontierLabs Fund II                  | South Korea | Start-up investment                                           |
| TP NextGen Fund                       | South Korea | Start-up investment                                           |
| GLOBAL INNOVATIVE GROWTH FUND         | South Korea | Start-up investment                                           |
| GLOBAL INNOVATIVE GROWTH FUND II      | South Korea | Start-up investment                                           |
| CJ INNOVATION FUND                    | South Korea | Start-up investment                                           |
| Sinuido Sea Salt Corporation          | South Korea | Wholesale & retail business, sea salt and e-commerce business |
| CJ BIO MALAYSIA SDN. BHD.             | Malaysia    | Methionine manufacturing & sales                              |
| CJ FOODS MALAYSIA SDN. BHD.           | Malaysia    | Food sales & distribution                                     |
| CJ FEED MYANMAR CO., LTD.             | Myanmar     | Feed manufacturing & sales                                    |
| CJ FOODS MYANMAR CO., LTD.            | Myanmar     | Food manufacturing                                            |
| CJ VIETNAM COMPANY LIMITED            | Vietnam     | Real estate business                                          |
| CJ FEED INGREDIENT VIETNAM CO., LTD.  | Vietnam     | Feed ingredients manufacturing & sales                        |
| CJ VINA AGRI CO., LTD.                | Vietnam     | Feed manufacturing & sales                                    |
| LOC TAN INVESTMENT COMPANY LIMITED    | Vietnam     | Food manufacturing & sales                                    |
| CJ FOODS VIETNAM CO., LTD.            | Vietnam     | Food manufacturing                                            |
| CJ CAU TRE FOODS JOINT STOCK COMPANY  | Vietnam     | Food manufacturing                                            |
| CJ SE ASIA PTE. LTD.                  | Singapore   | Merchanting Trade                                             |
| CJ BIO INDIA PRIVATE LIMITED          | India       | Feed manufacturing & sales                                    |
| PT CHEILJEDANG INDONESIA              | Indonesia   | Lysine manufacturing & sales                                  |
| PT CJ FEED MEDAN                      | Indonesia   | Feed manufacturing & sales                                    |
| PT CJ FEED AND CARE INDONESIA         | Indonesia   | Feed manufacturing & sales                                    |
| PT CJ CHEILJEDANG FEED KALIMANTAN     | Indonesia   | Feed manufacturing & sales                                    |
| PT CHEILJEDANG BIOMATERIALS INDONESIA | Indonesia   | Biotechnology R&D and manufacturing                           |
| PT CJ CHEILJEDANG LESTARI             | Indonesia   | Food manufacturing                                            |
| PT CJ FOOD LESTARI                    | Indonesia   | Food manufacturing                                            |

| Name of Subsidiary                       | Region      | Industry                                    |
|------------------------------------------|-------------|---------------------------------------------|
| PT CHEIL JEDANG BIO INDONESIA            | Indonesia   | Food & feed additive distribution           |
| PT AGROBIS PANCA EKATAMA                 | Indonesia   | Livestock Farming                           |
| PT SUPER UNGGAS JAYA                     | Indonesia   | Livestock Farming                           |
| CJ BIO RUS                               | Russia      | BIO Distribution                            |
| CJ RAVIOLLO RUS                          | Russia      | Food Manufacturing                          |
| GYOZA KEIKAKU CO., LTD.                  | Japan       | Food Manufacturing & Sales                  |
| CJ FOODS AGRI JAPAN,LTD                  | Japan       | Food Manufacturing & Sales                  |
| CJ FOODS JAPAN CORPORATION               | Japan       | Food Sales & Distribution                   |
| CJ DCH GUANGDONG FROZEN FOOD CO., LTD.   | China       | Frozen/Refrigerated Food Production & Sales |
| CJ LIAOCHENG BIOTECH CO., LTD.           | China       | Lysine Manufacturing & Sales                |
| CJ (SHENYANG) BIOTECH CO., LTD.          | China       | Lysine Manufacturing & Sales                |
| CJ SHENYANG FEED CO., LTD.               | China       | Feed Manufacturing & Sales                  |
| CJ TIANJIN FEED CO., LTD.                | China       | Feed Manufacturing & Sales                  |
| CJ HARBIN FEED CO., LTD.                 | China       | Feed Manufacturing & Sales                  |
| CJ QINGDAO FEED CO., LTD.                | China       | Feed Manufacturing & Sales                  |
| CJ NANJING FEED CO., LTD.                | China       | Feed Manufacturing & Sales                  |
| CJ (CHANGCHUN) FEED CO., LTD.            | China       | Feed Manufacturing & Sales                  |
| CJ (LIAOCHENG) FEED CO., LTD.            | China       | Feed Manufacturing & Sales                  |
| COFEED FEEDMILL (CHANGCHUN) CO., LTD.    | China       | Feed Manufacturing & Sales                  |
| COFEED FEEDMILL (TIANJIN) CO., LTD.      | China       | Feed Manufacturing & Sales                  |
| COFEED FEEDMILL (IQIHAER) CO., LTD.      | China       | Feed Manufacturing & Sales                  |
| CJ LIAOCHENG FOOD. CO., LTD.             | China       | Food Manufacturing                          |
| CJ QINGDAO FOODS CO., LTD.               | China       | Meat Processing                             |
| CJ (BEIJING) FOOD CO., LTD.              | China       | Beverage & Food Manufacturing               |
| CJ INTERNATIONAL TRADING CO., LTD.       | China       | Merchanting Trade                           |
| CJ CHINA CONSULTING, LTD.                | China       | Consulting                                  |
| CJ YOUTELL (HUNAN) BIOTECH CO., LTD.     | China       | Enzyme R&D and Manufacturing                |
| CJ YOUTELL (SHANDONG) BIOTECH CO., LTD.  | China       | Enzyme R&D and Manufacturing                |
| S.C.F-PNH CO., LTD.                      | Cambodia    | Real Estate Management                      |
| CJ CHEILJEDANG FEED (CAMBODIA) CO., LTD. | Cambodia    | Feed Manufacturing & Sales                  |
| CJ BIO APAC., LTD.                       | Thailand    | Distribution of Food and Feed Additives     |
| CJ PHILIPPINES, INC.                     | Philippines | Feed Manufacturing & Sales                  |
| CJ FOODS PHILIPPINES CORP.               | Philippines | Food Sales & Distribution                   |
| CJ NUTRACON PTY. LTD.                    | Australia   | Food Manufacturing                          |
| CJ CHINA, LTD.                           | Hong Kong   | Trading Business                            |
| CJ GLOBAL HOLDINGS LTD.                  | Hong Kong   | Holding Business                            |
| CJ FOODS ASIA HOLDINGS LIMITED           | Hong Kong   | Holding Business                            |

| Name of Subsidiary                       | Region      | Industry                                |
|------------------------------------------|-------------|-----------------------------------------|
| BATAVIA BIOSCIENCES B.V.                 | Netherlands | Biotechnology R&D and Manufacturing     |
| BATAVIA BIOMANUFACTURING B.V.            | Netherlands | Biotechnology R&D and Manufacturing     |
| CJ EUROPE GMBH.                          | Germany     | Trading Business                        |
| CJ MAINFROST FOODS GMBH                  | Germany     | Food Manufacturing                      |
| CJ CHEILJEDANG MEXICO, S.A. DE C.V.      | Mexico      | Food Sales and Distribution             |
| SCHWAN'S SHARED SERVICES, LLC            | U.S.A.      | Management Services                     |
| CJ BIO AMERICA INC.                      | U.S.A.      | Lysine Manufacturing and Sales          |
| CJ AMERICA INC.                          | U.S.A.      | Trading Business                        |
| SMEDLEY STREET, LLC                      | U.S.A.      | Real Estate Management                  |
| BATAVIA HOLDINGS, INC.                   | U.S.A.      | Biotechnology R&D and Manufacturing     |
| BATAVIA BIOSCIENCES INC.                 | U.S.A.      | Biotechnology R&D and Manufacturing     |
| EZBIOME, INC.                            | U.S.A.      | Biotechnology R&D                       |
| TWIN MARQUIS LLC                         | U.S.A.      | Food Manufacturing                      |
| CJ FOODS MANUFACTURING LLC               | U.S.A.      | Food Manufacturing                      |
| CJ TMI MANUFACTURING AMERICA LLC         | U.S.A.      | Food Manufacturing                      |
| CJ FOODS MANUFACTURING BEAUMONT LLC      | U.S.A.      | Food Manufacturing                      |
| KAHIKI FOODS, INC.                       | U.S.A.      | Food Manufacturing                      |
| SFC GLOBAL SUPPLY CHAIN, INC.            | U.S.A.      | Food Manufacturing                      |
| DRAYTON FOODS, LLC                       | U.S.A.      | Food Manufacturing                      |
| Schwan's Cosmos Food, LLC                | U.S.A.      | Food Manufacturing                      |
| SCHWAN'S CONSUMER BRANDS, INC.           | U.S.A.      | Food Sales and Distribution             |
| SCHWAN'S FOOD SERVICE, INC.              | U.S.A.      | Food Sales and Distribution             |
| SCHWAN'S COMPANY                         | U.S.A.      | Food Sales and Distribution             |
| CJ BIOMATERIALS, INC                     | U.S.A.      | R&D Business                            |
| BIBIGO INTERNATIONAL LLC                 | U.S.A.      | Food Service Business                   |
| SCHWAN'S CULINARY INITIATIVES, LLC       | U.S.A.      | Food Service Business                   |
| SCHWAN'S IP, LLC                         | U.S.A.      | Intellectual Property Management        |
| CJ FOODS AMERICA HOLDINGS CORP.          | U.S.A.      | Holding Company                         |
| CJ FOODS USA INC.                        | U.S.A.      | Holding Company                         |
| CJ DO BRAZIL IND. COM. PROD. ALIM. LTDA. | Brazil      | Lysine Manufacturing and Sales          |
| CJ LATAM PARTICIPACOES LTD               | Brazil      | Logistics Business                      |
| CJ SELECTA S.A.                          | Brazil      | Feed Ingredient Manufacturing and Sales |
| CJ FOODS SALES UK, LTD                   | U.K.        | Food Sales and Distribution             |
| CJ FOODS FRANCE SAS                      | France      | Food Sales and Distribution             |
| CJ FOODS HUNGARY KFT.                    | Hungary     | Food Manufacturing                      |

# GRI STANDARDS INDEX

|                                   |                                                                                                                            |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Item                              | Content                                                                                                                    |
| Statement                         | CJ CheilJedang has reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024. |
| GRI 1 Used                        | GRI 1: Foundation 2021                                                                                                     |
| Applicable GRI Sector Standard(s) | N/A                                                                                                                        |

| Category                                     | Indicator |                                                                             | Reporting Page                    | Remarks |
|----------------------------------------------|-----------|-----------------------------------------------------------------------------|-----------------------------------|---------|
| GRI 2: General Disclosures 2021              |           |                                                                             |                                   |         |
| The organization and its reporting practices | 2-1       | Organizational details                                                      | 2, 5-7, 115                       |         |
|                                              | 2-2       | Entities included in the organization’s sustainability reporting            | 2                                 |         |
|                                              | 2-3       | Reporting period, frequency and contact point                               | 2                                 |         |
|                                              | 2-4       | Restatements of information                                                 | 2, 65, 100-111                    |         |
|                                              | 2-5       | External assurance                                                          | 125-126                           |         |
| Activities and workers                       | 2-6       | Activities, value chain and other business relationships                    | 7, 52-59                          |         |
|                                              | 2-7       | Employees                                                                   | 108                               |         |
|                                              | 2-8       | Workers who are not employees                                               | 108                               |         |
| Governance                                   | 2-9       | Governance structure and composition                                        | 90-92                             |         |
|                                              | 2-10      | Nomination and selection of the highest governance body                     | 90-92                             |         |
|                                              | 2-11      | Chair of the highest governance body                                        | 90                                |         |
|                                              | 2-12      | Role of the highest governance body in overseeing the management of impacts | 9, 15-16, 37-38, 52-53, 60, 90-91 |         |
|                                              | 2-13      | Delegation of responsibility for managing impacts                           | 16, 38, 53, 60                    |         |
|                                              | 2-14      | Role of the highest governance body in sustainability reporting             | 9, 12                             |         |
|                                              | 2-15      | Conflicts of interest                                                       | 91-92                             |         |
|                                              | 2-16      | Communication of critical concerns                                          | 9                                 |         |
|                                              | 2-17      | Collective knowledge of the highest governance body                         | 91                                |         |
|                                              | 2-18      | Evaluation of the performance of the highest governance body                | 92                                |         |
|                                              | 2-19      | Remuneration policies                                                       | 16, 38, 53, 92                    |         |
|                                              | 2-20      | Process to determine remuneration                                           | 91-92                             |         |
| Strategy, policies and practices             | 2-21      | Annual total compensation ratio                                             | 110                               |         |
|                                              | 2-22      | Statement on sustainable development strategy                               | 4, 10                             |         |
|                                              | 2-23      | Policy commitments                                                          | 56-57, 63, 67-68, 79, 88          |         |
|                                              | 2-24      | Embedding policy commitments                                                | 23-25, 41-46, 56-57, 79-80, 93-95 |         |
|                                              | 2-25      | Processes to remediate negative impacts                                     | 57, 64-65, 78, 82                 |         |
|                                              | 2-26      | Mechanisms for seeking advice and raising concerns                          | 57, 64-65, 78, 82                 |         |
|                                              | 2-27      | Compliance with laws and regulations                                        | 106, 112                          |         |
|                                              | 2-28      | Membership associations                                                     | 111                               |         |
| Stakeholder engagement                       | 2-29      | Approach to stakeholder engagement                                          | 12-13, 114                        |         |
|                                              | 2-30      | Collective bargaining agreements                                            | 64                                |         |

# GRI STANDARDS INDEX

| Category                           | Indicator |                                                                                 | Reporting Page | Remarks |
|------------------------------------|-----------|---------------------------------------------------------------------------------|----------------|---------|
| Material Topics                    |           |                                                                                 |                |         |
| GRI 3: Material Topics 2021        | 3-1       | Process to determine material topics                                            | 12-13          |         |
|                                    | 3-2       | List of material topics                                                         | 13             |         |
| Response to Climate Change         |           |                                                                                 |                |         |
| GRI 3: Material Topics 2021        | 3-3       | Management of material topics                                                   | 13, 15-36      |         |
| GRI 201: Economic Performance 2016 | 201-2     | Financial implications and other risks and opportunities due to climate change  | 21-31          |         |
| GRI 302: Energy 2016               | 302-1     | Energy consumption within the organization                                      | 102            |         |
|                                    | 302-3     | Energy intensity                                                                | 102            |         |
| GRI 303: Water and Effluents 2018  | 303-1     | Interactions with water as a shared resource                                    | 73-74          |         |
|                                    | 303-2     | Management of water discharge-related impacts                                   | 74-75          |         |
|                                    | 303-5     | Water consumption                                                               | 73, 103        |         |
| GRI 305: Emissions 2016            | 305-1     | Direct (Scope 1) GHG emissions                                                  | 31, 101        |         |
|                                    | 305-2     | Energy indirect (Scope 2) GHG emissions                                         | 31, 101        |         |
|                                    | 305-3     | Other indirect (Scope 3) GHG emissions                                          | 31, 101        |         |
|                                    | 305-4     | GHG emissions intensity                                                         | 101            |         |
|                                    | 305-7     | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 106            |         |
| Fostering a Circular Economy       |           |                                                                                 |                |         |
| GRI 3: Material Topics 2021        | 3-3       | Management of material topics                                                   | 13, 37-51      |         |
| GRI 301: Materials 2016            | 301-1     | Materials used by weight or volume                                              | 42,107,111     |         |
|                                    | 301-2     | Recycled input materials used                                                   | 42             |         |
| GRI 306: Waste 2020                | 306-3     | Waste generated                                                                 | 49, 104-105    |         |
|                                    | 306-4     | Waste diverted from disposal                                                    | 104-105        |         |
|                                    | 306-5     | Waste directed to disposal                                                      | 104-105        |         |

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| Category                                        | Indicator |                                                                                                               | Reporting Page | Remarks |
|-------------------------------------------------|-----------|---------------------------------------------------------------------------------------------------------------|----------------|---------|
| Sustainable Supply Chain Management             |           |                                                                                                               |                |         |
| GRI 3: Material Topics 2021                     | 3-3       | Management of material topics                                                                                 | 13, 52-59      |         |
| GRI 301: Materials 2016                         | 301-1     | Materials used by weight or volume                                                                            | 42, 106, 111   |         |
| GRI 308: Supplier Environmental Assessment 2016 | 308-2     | Negative environmental impacts in the supply chain and actions taken                                          | 54-59          |         |
| GRI 403: Occupational Health and Safety 2018    | 403-7     | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 79             |         |
| GRI 414: Supplier Social Assessment 2016        | 414-2     | Negative social impacts in the supply chain and actions taken                                                 | 54-59          |         |
| Human Resources Management                      |           |                                                                                                               |                |         |
| GRI 3: Material Topics 2021                     | 3-3       | Management of material topics                                                                                 | 13, 60-65      |         |
| GRI 202: Market Presence 2016                   | 202-1     | Ratios of standard entry level wage by gender compared to local minimum wage                                  | 62             |         |
| GRI 401: Employment 2016                        | 401-1     | New employee hires and employee turnover                                                                      | 109            |         |
|                                                 | 401-3     | Parental leave                                                                                                | 110            |         |
| GRI 403: Occupational Health and Safety 2018    | 403-6     | Promotion of worker health                                                                                    | 63             |         |
| GRI 404: Training and Education 2016            | 404-1     | Average hours of training per year per employee                                                               | 65, 109        |         |
|                                                 | 404-2     | Programs for upgrading employee skills and transition assistance programs                                     | 61             |         |

# GRI STANDARDS INDEX

| Category                           | Indicator                                                                                                                                 | Reporting Page | Remarks |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------|
| GRI 201: Economic Performance 2016 |                                                                                                                                           |                |         |
| 201-1                              | Direct economic value generated and distributed                                                                                           | 5, 7           |         |
| GRI 205: Anti-corruption 2016      |                                                                                                                                           |                |         |
| 205-2                              | Communication and training about anti-corruption policies and procedures                                                                  | 93-95          |         |
| GRI 207: Tax 2019                  |                                                                                                                                           |                |         |
| 207-1                              | Approach to tax                                                                                                                           | 98             |         |
| 207-2                              | Tax governance, control, and risk management                                                                                              | 98             |         |
| 207-3                              | Stakeholder engagement and management of concerns related to tax                                                                          | 98             |         |
| 207-4                              | Country-by-country reporting (list of subsidiaries that pay tax by country)                                                               | 98             |         |
| GRI 301: Materials 2016            |                                                                                                                                           |                |         |
| 301-2                              | Recycled input materials used                                                                                                             | 42, 107        |         |
| GRI 303: Water and Effluents 2018  |                                                                                                                                           |                |         |
| 303-3                              | Water withdrawal                                                                                                                          | 103            |         |
| 303-4                              | Water discharge                                                                                                                           | 103            |         |
| GRI 304: Biodiversity 2023         |                                                                                                                                           |                |         |
| 304-1                              | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 69             |         |
| 304-2                              | Significant impacts of activities, products, and services on biodiversity                                                                 | 69-71          |         |
| 304-3                              | Habitats protected or restored                                                                                                            | 69             |         |
| 304-4                              | IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | 69             |         |

# GRI STANDARDS INDEX

| Category                                      | Indicator                                                                                          | Reporting Page | Remarks |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------|----------------|---------|
| GRI 401: Employment 2016                      |                                                                                                    |                |         |
| 401-2                                         | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 63             |         |
| GRI 403: Occupational Health and Safety 2016  |                                                                                                    |                |         |
| 403-1                                         | Occupational health and safety management system                                                   | 79-80          |         |
| 403-2                                         | Hazard identification, risk assessment, and incident investigation                                 | 79-80          |         |
| 403-3                                         | Occupational health services                                                                       | 79             |         |
| 403-4                                         | Worker participation, consultation, and communication on occupational health and safety            | 79-80          |         |
| 403-5                                         | Worker training on occupational health and safety                                                  | 80             |         |
| 403-8                                         | Workers covered by an occupational health and safety management system                             | 106            |         |
| 403-9                                         | Work-related injuries                                                                              | 110            |         |
| 403-10                                        | Work-related ill health                                                                            | 110            |         |
| GRI 405: Diversity and Equal Opportunity 2016 |                                                                                                    |                |         |
| 405-1                                         | Diversity of governance bodies and employees                                                       | 108            |         |
| GRI 416: Customer Health and Safety 2016      |                                                                                                    |                |         |
| 416-1                                         | Assessment of the health and safety impacts of product and service categories                      | 82, 121        |         |
| GRI 417: Marketing and Labeling 2016          |                                                                                                    |                |         |
| 417-1                                         | Requirements for product and service information and labeling                                      | 83             |         |
| 417-2                                         | Incidents of non-compliance concerning product and service information and labeling                | 112            |         |
| 417-3                                         | Incidents of non-compliance concerning marketing communications                                    | 112            |         |
| GRI 418: Customer Privacy 2016                |                                                                                                    |                |         |
| 418-1                                         | Substantiated complaints concerning breaches of customer privacy and losses of customer data       | 87             |         |

# SASB INDEX

## MULTIPLE SECTORS

| TOPIC             | CODE                        | METRIC                                                                                                                                   | Report Content | Remarks |
|-------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------|
| Energy Management | FB-PF-130a.1 / RT-CH-130a.1 | (1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable, (4) Total self-generated energy                    | p. 33, 102     |         |
| Water Management  | FB-PF-140a.1 / RT-CH-140a.1 | (1) Total water withdrawn, (2) Total water consumed, (3) Percentage of each in regions with High or Extremely High Baseline Water Stress | p. 103         |         |
|                   | FB-PF-140a.2 / RT-CH-140a.2 | Number of incidents of non-compliance associated with water quality permits, standards, and regulations                                  | p. 103         |         |
|                   | FB-PF-140a.3 / RT-CH-140a.3 | Description of water management risks and discussion of strategies and practices to mitigate those risks                                 | p. 73, 74      |         |

## PROCESSED FOODS

| TOPIC                                                     | CODE                    | METRIC                                                                                                                                                                          | Report Content                                                                                | Remarks |
|-----------------------------------------------------------|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------|
| Food Safety                                               | FB-PF-250a.1            | Number of recalls issued and total amount of food recalled                                                                                                                      | (1) 4% (2) 100%                                                                               |         |
|                                                           | FB-PF-250a.2            | Percentage of food ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program         | Not disclosed                                                                                 |         |
|                                                           | FB-PF-250a.3            | Total number of notices of food safety violations received, percentage corrected                                                                                                | (1) 5 (2) 100%                                                                                |         |
|                                                           | FB-PF-250a.4            | (1) Number of food recalls issued<br>(2) Total amount of food recalled                                                                                                          | (1) 4<br>(2) 1.1 tons(Korea only)                                                             |         |
| Health & Nutrition                                        | FB-PF-260a.1            | Revenue from products labeled and/or marketed to promote health and nutrition attributes                                                                                        | Not measurable                                                                                |         |
|                                                           | FB-PF-260a.2            | Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers                                            | p. 83, 84                                                                                     |         |
| Product Labeling & Marketing                              | FB-PF-270a.1            | Percentage of advertising impressions made on children, percentage promoting products that meet dietary guidelines                                                              | Not measurable                                                                                |         |
|                                                           | FB-PF-270a.2            | (1) Revenue from products labeled as containing genetically modified organisms (GMOs)<br>(2) Revenue from products labeled as non-GMO                                           | (1) Not disclosed<br>(2) Not applicable                                                       |         |
|                                                           | FB-PF-270a.3            | Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes                                                                               | p. 112                                                                                        |         |
|                                                           | FB-PF-270a.4            | Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices                                                            | Not disclosed                                                                                 |         |
| Packaging Life-cycle Management                           | FB-PF-410a.1            | (1) Total weight of packaging, (2) Percentage made from recycled and/or renewable materials, (3) Percentage that is recyclable, compostable, and/or biodegradable               | p. 107                                                                                        |         |
|                                                           | FB-PF-410a.2            | Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle                                                                               | p. 39–46                                                                                      |         |
| Environmental & Social Impacts of Ingredient Supply Chain | FB-PF-430a.1            | Percentage of ingredients sourced from Tier 1 suppliers certified to third-party environmental and/or social standards                                                          | p. 111                                                                                        |         |
|                                                           | FB-PF-430a.2            | Results of supplier environmental and social responsibility audits: (a) Major non-conformance rate, (b) Minor non-conformance rate, (1) Correction rate, (2) Certification rate | p. 56                                                                                         |         |
| Ingredient Sourcing                                       | FB-PF-440a.1            | Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress                                                                           | Not disclosed                                                                                 |         |
|                                                           | FB-PF-440a.2            | Discussion of sourcing risks associated with environmental and social considerations and how they are managed                                                                   | p. 54                                                                                         |         |
| Activity Metrics                                          | FB-PF-000.A FB-PF-000.B | (1) Total amount of products sold: 5,851,896 tons (in 2024), (2) Number of production facilities                                                                                | (1) Total product output in 2024: 5,851,896 tons<br>(2) Number of production facilities: p. 6 |         |

# SASB INDEX

## CHEMICALS

| TOPIC                                                 | CODE         | METRIC                                                                                                                                                           | Report Content                                                                                                              | Remarks                                  |
|-------------------------------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| Greenhouse Gas Emissions                              | RT-CH-110a.1 | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations                                                                          | (1) Measured Scope 1 emissions: 1,492 thousand tCO <sub>2</sub> eq<br>(2) Percentage subject to emission regulations: 13.2% |                                          |
|                                                       | RT-CH-110a.2 | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance                    | p. 33                                                                                                                       |                                          |
| Air Quality                                           | RT-CH-120a.1 | Air emissions for the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) VOCs, and (4) HAPs                                                | p. 106                                                                                                                      |                                          |
| Hazardous Waste Management                            | RT-CH-150a.1 | Amount of hazardous waste generated, percentage recycled                                                                                                         | p. 105                                                                                                                      |                                          |
| Community Relations                                   | RT-CH-210a.1 | Discussion of engagement processes to manage risks and opportunities associated with community interests                                                         | p. 88                                                                                                                       |                                          |
| Workforce Health & Safety                             | RT-CH-320a.p | (1) Total recordable incident rate (TRIR) and (2) fatality rate for direct employees and contract employees                                                      | p. 110                                                                                                                      |                                          |
|                                                       | RT-CH-320a.2 | Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks                             | p. 79                                                                                                                       |                                          |
| Product Design for Use-phase Efficiency)              | RT-CH-410a.1 | Revenue from products designed for use-phase resource efficiency                                                                                                 | Not disclosed                                                                                                               |                                          |
| Safety & Environmental Stewardship of Chemicals       | RT-CH-410b.1 | (1) Percentage of products that contain substances of concern(2) Percentage of revenue from products designed with green chemistry principles                    | Not applicable                                                                                                              |                                          |
|                                                       | RT-CH-410b.2 | Discussion of strategy to: (1) manage chemicals of concern, and (2) develop alternatives with reduced human and/or environmental impact                          | p. 79–80                                                                                                                    |                                          |
| Genetically Modified Organisms                        | RT-CH-410c.1 | Percentage of products by revenue that contain genetically modified organisms (GMOs)                                                                             | Not measured                                                                                                                |                                          |
| Management of the Legal & Regulatory Environment      | RT-CH-530a.1 | Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry | p. 27                                                                                                                       |                                          |
| Operational Safety, Emergency Preparedness & Response | RT-CH-540a.1 | Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)                             | Not applicable                                                                                                              |                                          |
|                                                       | RT-CH-540a.2 | Number of transport incidents                                                                                                                                    | Not applicable                                                                                                              |                                          |
| Activity Metrics                                      | RT-CH-000.A  | Production by reportable segment                                                                                                                                 |                                                                                                                             | Refer to the 2024 Annual Business Report |

# ISSB & TCFD INDEX

| Disclosures Standard                            | Pillar              | Metrics                                                                                                                          | Response to Climate Change   | TCFD Index                          |                            |
|-------------------------------------------------|---------------------|----------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------------------|----------------------------|
| Climate-Related Disclosures (S2)                | Governance          | The board’s oversight of climate-related risks and opportunities                                                                 | p. 15-16                     | Governance – A                      |                            |
|                                                 |                     | Management’s role in assessing and managing climate-related risks and opportunities                                              | p. 16                        | Governance – B                      |                            |
|                                                 | Strategy            | Climate-Related risks and opportunities                                                                                          | p. 17                        | Strategy – A                        |                            |
|                                                 |                     | The effects of climate-related risks and opportunities on the entity’s business model and value chain                            | p. 18-20                     | Strategy – B                        |                            |
|                                                 |                     | The effects of climate-related risks and opportunities on the entity’s financial position, financial performance, and cash flows | p. 24-27                     | Strategy – B                        |                            |
|                                                 |                     | Climate resilience – results of the analysis of climate resilience and the methods used, including scenario analysis             | p. 28-29                     | Strategy – C                        |                            |
|                                                 | Risk Management     | Processes for identifying, assessing, and prioritizing climate-related risks and opportunities                                   | p. 30-31                     | Risk Management – A,B,C             |                            |
|                                                 | Metrics and Targets | GHG emissions – Scope 1 and Scope 2                                                                                              | p. 31                        | Metrics and Targets – B             |                            |
|                                                 |                     | GHG emissions – Scope 3                                                                                                          | p. 31                        | Metrics and Targets – B             |                            |
|                                                 |                     | GHG emissions – measurement methodology                                                                                          | p. 32                        |                                     |                            |
|                                                 |                     | Climate-Related assets and business activities                                                                                   | p. 32                        |                                     |                            |
|                                                 |                     | Capital deployment                                                                                                               | p. 33                        |                                     |                            |
|                                                 |                     | Internal carbon pricing                                                                                                          | p. 33                        |                                     |                            |
|                                                 |                     | Climate-Related remuneration                                                                                                     | p. 33                        |                                     |                            |
|                                                 |                     | Climate-Related targets                                                                                                          | p. 34                        | Metrics and Targets – A,C           |                            |
| Disclosures Standard                            | Pillar              | Metrics                                                                                                                          | Fostering a Circular Economy | Sustainable Supply Chain Management | Human Resources Management |
| General sustainability-related disclosures (S1) | Governance          | The governance body that oversees sustainability-related risks and opportunities                                                 | p. 37-38                     | p. 52                               | p. 60                      |
|                                                 |                     | Management that manages sustainability-related risks and opportunities                                                           | p. 38                        | p. 53                               | -                          |
|                                                 | Strategy            | Material sustainability-related risks and opportunities                                                                          | p. 39                        | p. 54                               | -                          |
|                                                 |                     | The effect of sustainability-related risks and opportunities on the business model and value chain                               | p. 40                        | p. 55                               | -                          |
|                                                 |                     | Strategy and decision-making in response to sustainability-related risks and opportunities                                       | p. 41-46                     | p. 56                               | p. 60-64                   |
|                                                 |                     | Financial effects of sustainability-related risks and opportunities                                                              | -                            | -                                   | -                          |
|                                                 |                     | Resilience                                                                                                                       | -                            | -                                   | -                          |
|                                                 | Risk Management     | Process to identify, assess, and prioritize sustainability-related risks and opportunities                                       | p. 47-48                     | p. 58-59                            | p. 64-64                   |
|                                                 | Metrics and Targets | Metrics related to sustainability-related risks and opportunities                                                                | p. 49                        | p. 59                               | p. 65                      |
|                                                 |                     | Targets related to sustainability-related risks and opportunities                                                                | p. 49                        | p. 59                               | p. 65                      |

# UNGC & UN SDGS INDEX

## IMPLEMENTATION STATUS OF THE UNGC TEN PRINCIPLES

| Category        | UNGC Principles                                                                                                                       | Section in Report                                               |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Human Rights    | Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights; and                     | Human Rights                                                    |
|                 | Principle 2. make sure that they are not complicit in human rights abuses.                                                            | Human Rights                                                    |
| Labour          | Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; | Human Resource Management                                       |
|                 | Principle 4. the elimination of all forms of forced and compulsory labour;                                                            | Human Rights, Sustainable Supply Chain Management               |
|                 | Principle 5. the effective abolition of child labour; and                                                                             | Human Rights, Sustainable Supply Chain Management               |
|                 | Principle 6. the elimination of discrimination in respect of employment and occupation.                                               | Human Rights, Human Resource Management                         |
| Environment     | Principle 7. Businesses should support a precautionary approach to environmental challenges;                                          | Sustainable Supply Chain Management, Response to Climate Change |
|                 | Principle 8. undertake initiatives to promote greater environmental responsibility; and                                               | Response to Climate Change                                      |
|                 | Principle 9. encourage the development and diffusion of environmentally friendly technologies.                                        | Fostering a Circular Economy                                    |
| Anti-Corruption | Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.                            | Ethics and Compliance Management                                |

| Objectives                                                                            | Section in Report                             |
|---------------------------------------------------------------------------------------|-----------------------------------------------|
|    | Health and Nutrition                          |
|    | Health and Nutrition                          |
|    | Food Safety and Quality, Health and Nutrition |
|   | Human Resource Management                     |
|  | Response to Climate Change                    |
|  | Human Resource Management, Human Rights       |
|  | Sustainable Supply Chain Management           |

| Objectives                                                                            | Section in Report                                                 |
|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|
|    | Sustainable Supply Chain Management                               |
|    | Fostering a Circular Economy                                      |
|    | Fostering a Circular Economy, Sustainable Supply Chain Management |
|   | Response to Climate Change                                        |
|  | Water Resources, Biodiversity                                     |
|  | Biodiversity                                                      |
|  | Human Rights                                                      |

# INDEPENDENT ASSURANCE STATEMENT

[PRJN-946152-2025-AST-KORI]

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

## STANDARDS OF ASSURANCE

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

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

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

## SCOPE OF ASSURANCE

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

- We have reviewed the GRI Topic Disclosures relevant to the Material Topics which have been identified as material through the materiality assessment undertaken by CJ Cheiljedang.
- Regarding the reliability of the specified sustainability performance information, we reviewed the quality and reliability of the following GRI Topic Standards disclosures: Energy (302-1, 302-3), Water and Effluents (303-5), Emissions (305-1~305-3), Waste (306-3~306-5), Supplier Assessment (308-2, 414-2), Occupational Health and Safety (403-9~403-10), as well as the Food Waste developed by CJ Cheiljedang.

## OPINION, OBSERVATIONS AND RECOMMENDATIONS

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not adhere to the four principles of AA1000 APS and the accuracy, completeness, and neutrality principles of VeriSustain described below. In terms of the reliability of specified sustainability performance information, nothing has come to our attention to suggest that the data have not been properly collated from information reported at the operational level, nor that the assumptions used were inappropriate. Furthermore, nothing has come to our attention to cause us to believe that CJ Cheiljedang’s Report has not been prepared, in all material respects, in accordance with the GRI Standards.

Without affecting our assurance opinion, we provide the following observations against the principles of AA1000 APS and VeriSustain applicable to the relevant information described in the ‘Scope of Assurance’:

### Inclusivity: Stakeholder participation and opinion

CJ Cheiljedang identifies customers, shareholders (or investors), employees, supply chain, academia (or experts), local communities, and media as key stakeholders, and reports relevant communication channels and key interests for each stakeholder. The opinions collected from the stakeholders are reflected in the Company’s operation and the Report discloses major communication channels with the stakeholders such as satisfaction survey, shareholder’s meeting, open council meetings, supplier meetings, and the Company SNS.

### Materiality: Identifying and reporting on material sustainability topics

CJ CheilJedang conducted a double materiality assessment to identify the issues that need to be managed carefully from a financial perspective and a social and environmental impact perspective. Through the analysis of internal status, international standards and evaluation indicators, benchmarking of other companies, analysis of stakeholder requests, and media research, the Company derived a total of ‘four key issues’ as material topics and disclosed their social, environmental, and financial impacts.

### Responsiveness: Transparent response to critical sustainability topics and related impacts

CJ CheilJedang identifies key ESG issues at the Sustainability Management Committee under the Board of Directors and regularly reviews its sustainability management strategy and direction. In addition, the Sustainability Management Council is convened at least once every six months under the supervision of the CEO, and it is reported that all the sustainability related activities are supported by the ESG policy personnel and the working council.

### Impact: Monitoring, measuring and accounting for the impact of organizational activities on the organization and its stakeholders

CJ CheilJedang establishes and monitors strategies and goals for dealing with material issues, and reports on their management and progress. It is DNV’s recommendation that the Company reports on how the eight sustainability strategies map to the Company’s material issues this year, and furthermore sets medium- to long-term goals for supply chain management (one of material issues) in order to report in more detail on the Company’s performance and progress against the goals of this issue.

# INDEPENDENT ASSURANCE STATEMENT

**Reliability:** Accuracy and comparability of information presented in the report and the quality of underlying data management systems

The data collection and processing procedures, supporting documents, and records were verified through sampling techniques. Based on the results, no intentional errors or misstatements were found in the sustainability performance information described in the Report.

CJ Cheiljedang is able to explain the source and meaning of its sustainability performance using reliable methods and data, and any errors or unclear expressions identified during the verification process were corrected prior to the publication of the Report.

**Completeness:** How much of all the information that has been identified as material to the organization and its stakeholders is reported

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

**Neutrality:** Extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone

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

## OUR COMPETENCE, INDEPENDENCE AND QUALITY CONTROL

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. We have no other contract with CJ Cheiljedang.

Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences.

## LIMITATIONS

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

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

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures

and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

## RESPONSIBILITIES OF THE DIRECTORS OF CJ CHEILJEDANG AND OF THE ASSURANCE PROVIDERS

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

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

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

## BASIS OF OUR OPINION

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

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

For and on behalf of DNV Business Assurance Korea Ltd.  
Seoul, Republic of Korea  
20 June 2025

Chang Rok Yun  
Lead Verifier

Digitally signed  
by Yun, Chang  
Rok  
Date: 2025.06.23  
10:02:04 +09'00'

Sang Yeon Park  
Verifier

Digitally signed  
by Park, Sang  
Yeon  
Date: 2025.06.20  
19:15:43 +09'00'

So Hyun Kim  
Reviewer

Digitally signed  
by Kim, So Hyun  
Date: 2025.06.23  
10:34:21 +09'00'

