

**CJ CHEILJEDANG  
DIVERSITY, EQUITY AND INCLUSION  
POLICY**





Looking forward to the next 100 years, CJ CheilJedang intends to lay the foundation for future innovative growth by securing top talent and unparalleled capabilities to become a sustainable company. We have never forgotten the importance of human resources as reflected in our founding philosophy of “Valuing Talent” and in our pursuit of the best human resources. To ensure that all employees can unleash their full potential and become the best talent, we are creating a corporate culture that encourages creativity and a challenging spirit.

CJ CheilJedang provides diverse opportunities to its members based on the principle of action of honesty, passion, creativity and respect, and create a culture of respecting 'Diversity, Equity, and Inclusion' where those who are ready to work can grow further. The future that CJ CheilJedang dreams of is to create a society where daily life is healthy and enjoyable by spreading a culture of respect in the lives of all stakeholders, including members of CJ CheilJedang, customers, partners, and local communities.

#### **[A Culture of Respect that values Communication]**

CJ CheilJedang was the first Korean conglomerate to introduce ‘Nim(polite suffix after the name of a person) Culture’ for all members to freely communicate under the principle of ‘respect’. We built a culture of understanding and consideration for each other by listening to the diverse opinions of our co-workers and thinking from the other person’s point of view based on the ‘Nim Culture’. In addition, CJ CheilJedang operates various online and offline communication channels for each business site, such as meetings by position and job and bulletin boards where employees can freely express their suggestions and grievances. CJ CheilJedang will continue to build various communication channels to form a horizontal organizational culture.

#### **[Support for Work-Family Balance]**

CJ CheilJedang is creating a company where all members and their families are happy. The company is implementing a variety of child-rearing support programs to help employees immerse themselves in their work and create the best results. We support work-life balance through a range of family-friendly programs which are more than what is guaranteed by law. CJ CheilJedang does not discriminate based on whether an employee is a mother or father in supporting work-family balance.

#### **[HR System for Diverse Opportunities and Fair Competition]**

CJ CheilJedang does not discriminate against any individual characteristics based on race, color, religion, country and region of origin, gender, sexual orientation, age, disability, etc., in all cases related to work including recruitment, promotion, placement, salary, welfare, and education. In addition, regardless of seniority, such as age, years of working, position, etc., we have established a fair personnel system based on the capabilities and the performance of individuals and building recognition appropriate for them. In addition, CJ CheilJedang is creating a work



environment in which employees can immerse themselves in their work independently without time and space restrictions through work method innovation. To support this, we have introduced a flexible working system and a full-time telecommuting system, and are building an efficient communication and work environment through online collaboration. In addition, by improving the employee compensation policy, we are operating a market value-oriented customized compensation policy that reflects the characteristics of each industry, and building a culture of active challenge and innovation through differentiated compensation according to the capabilities and performance of employees and an exceptional compensation program for outstanding performance. Furthermore, we will continue to innovate by gradually spreading a fair and transparent HR system based on fair granting of opportunities and strict management of processes.

#### **[Cultivation of Future Talent]**

CJ CheilJedang seeks to establish a self-directed growth model in which members actively participate. Accordingly, by expanding open opportunities, we have established a system where employees with a will for career development can build a self-initiated career path independently. In addition, we operate a variety of training programs to foster top talents with competencies that help actual business performance, from new employees to the management, and actively develop and operate necessary programs according to the level and needs of employees. Believing that human resources are the key to making everything possible, we will create an environment in which our members, the leaders of the company, can grow into top talent.

[Attachment. Document Summary]

Category	Description
Version	1.0
Date of initial establishment	Sep, 2022
Date of latest revision	Sep, 2022
Management Organization	Culture Innovation Dept
Managed by / Reviewed and approved by	Culture Innovation Dept manager / Corporate Sustainability Committee under the Board of Directors of CJ CheilJedang
Revised contents	Diversity, equity, and inclusion policy establishment
Contact	<a href="mailto:sustainability@cj.net">sustainability@cj.net</a>
Policy Reference No.	20220819-00000299