

# DREAM WITH DRAGON

3rd Sustainability Report from Studio Dragon Corporation | ESG FACTBOOK





# ABOUT THIS REPORT

## Report Overview

This report is the ESG FACTBOOK for the third Sustainability Report published by Studio Dragon Corporation (hereinafter referred to as 'Studio Dragon'). Studio Dragon utilizes this report to systematically present quantitative data and key performance indicators related to its sustainability management achievements.

## Reporting Scope

This report presents quantitative ESG data from Studio Dragon's headquarters and includes selected information from its major subsidiaries: Hwa&dam Pictures, Inc, Culture Depot Co., Ltd., and GT'st Co., Ltd. Financial information is prepared based on separate financial statements, with consolidated financial statement data indicated separately.

## Reporting Period and Base Date

The reporting period for this report is from January 1, 2024 to December 31, 2024, coinciding with the fiscal year of 2024. For quantitative data, data from the most recent three years (2022–2024) are provided, with the base date for all information being December 31 of each year. Any exceptions to these reporting periods or reference dates are explicitly noted in footnotes.

## Third-Party Assurance

The compliance of this report with reporting standards, as well as the quality and reliability of its sustainability performance information, have been verified by DNV Business Assurance Korea, an independent assurance body, according to AA1000.

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# ESG DATA SHEET

## Economic

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks
Annual Total Compensation Ratio							
2-21	Annual Total Compensation Ratio	Ratio of annual total compensation of the highest-paid individual to the median annual total compensation of all employees (excluding the highest-paid individual)	%	903	491	387	Refer to 9th Business Report - VIII. Executive and Employee Matters - 2.Executive Compensation
		Ratio of the annual salary increase of the highest-paid individual to the median annual total salary increase of all employees	%	785	0	0	
Economic Performance							
201-1	Direct Economic Value Generated and Distributed	Generated direct economic value (separate basis)	Sales	KRW 100 million	6,199	7,136	5,317
			Operating profit	KRW 100 million	558	608	398
			Net income	KRW 100 million	427	480	345
		Distributed economic value (separate basis)	Selling, general and administrative expenses	KRW 100 million	236	215	237
			Interest expenses	KRW 100 million	48	85	43
			Employee salaries	KRW 100 million	260	220	244
			Corporate Tax	KRW 100 million	58	72	52
			Donations	KRW 100 million	0.8	6.4	4.4
		Retained economic value (separate basis)	Total assets	KRW 100 million	10,580	10,723	8,993
			Total liabilities	KRW 100 million	4,223	3,703	1,735
			Total equity	KRW 100 million	6,357	7,020	7,258
201-4	Financial Assistance Received from Government	Tax relief and tax credits	KRW 100 million	174	145	50	Reflects corporate tax adjustments for 2024
		Subsidies	KRW 100 million	0	0	0	Includes subsidies from central and local governments (excluding those from private institutions or associations)
		Investment grants, R&D grants, and other relevant types of grant	KRW 100 million	0	0	0	
		Awards	KRW 100 million	0	0	0	
		Royalty holidays	KRW 100 million	0	0	0	
		Financial assistance from Export Credit Agencies (ECAs)	KRW 100 million	0	0	0	
		Financial incentives	KRW 100 million	0	0	0	
		Other financial benefits received or receivable from any government for any operation	KRW 100 million	0	0	0	



# ESG DATA SHEET

## Economic

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks	
Market Presence								
202-1	Ratio of Minimum Wage by Gender at Key Business Sites	Male	%	157	149	146	The minimum annual salary at year-end ÷ 12 ÷ legal minimum wage for the year	
		Female	%	139	133	143		
202-2	Proportion of Senior Management at Key Business Sites Hired from the Local Community	-	%	75	100	100	* (Number of senior managers of Korean nationality ÷ Number of senior managers employed in Korea) x 100 * Scope of senior managers: 2022: Registered executives (2 co-CEOs), non-registered executives (1 advisor), registered executives (1 other non-executive director) 2023: Registered executives (1 CEO), non-registered executives (1 management leader), registered executives (1 other non-executive director) 2024: Registered executives (2 including CEO), non-registered executives (1 management leader), registered executives (1 other non-executive director)	
Procurement Practices								
204-1	Procurement Budget Allocation to Suppliers in Key Business Sites	-	%	100	100	100	All major operations and supply chains are located domestically	
Anti-Corruption								
205-1	Operations Assessed for Risks Related to Corruption	-	Number	1	1	1	Regular audits completed at Studio Dragon headquarters	
			%	100	100	100		
205-2	Communication and Training about Anti-Corruption Policies and Procedures <sup>1)</sup>	Number and percentage of decision-makers who received anti-corruption policy and procedure information	Decision-makers	Person	3	3	3	Scope of decision-makers: full-time executives - 2022: Registered executives (2 co-CEOs), non-registered executives (1 advisor) - 2023: Registered executives (1 CEO), non-registered executives (1 management leader), - 2024: Registered executives (2 including CEO), non-registered executives (1 management leader)
			%	100	100	75		
			Employees	Person	181	177	167	
				%	100	100	96	
		Total number and percentage of individuals trained in anticorruption	Decision-makers	Person	1	2	2	
			%	33	67	50		
			Employees	Person	143	149	103	
				%	79	89	59	
205-3	Confirmed Incidents of Corruption and Actions Taken	Total number of confirmed corruption cases		Case	5	0	-	2024 data not disclosed due to confidentiality considerations
		Total number of cases resulting in employee dismissals or penalties		Case	0	0	-	
		Total number of cases where contracts with partners were terminated or not renewed due to corruption		Case	0	0	-	
		Total number of public legal cases related to corruption against the organization or employees and their outcome		Case	0	0	-	

1) Currently not managing employee categories and geographical distribution data that are distinct from decision-making body and employees.



# ESG DATA SHEET

## Economic

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks	
Anti-Competitive Behavior								
206-1	Number of Legal Actions Pending or Completed Regarding Anti-Competitive Behavior and Violations of Anti-Trust and Monopoly Legislation in which the Organization has Been Identified as a Participant	-	Case	0	0	0	Legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	
Tax								
207-4	Country-by-country Reporting (Tax)	Revenues from third-party sales	KRW 100 million	2,957 <sup>1)</sup>	3,308 <sup>1)</sup>	2,707	Refer to 9th Business Report - III. Financial Matters - 4. Financial Statements	
		Revenues from intra-group transactions with other tax jurisdictions	KRW 100 million	32	25 <sup>2)</sup>	15		
		Pre-tax income/loss	KRW 100 million	486	553	293		
		Tangible assets excluding cash and cash equivalents	Acquisition Cost	KRW 100 million	72	92		101
			Depreciation total	KRW 100 million	25	37		51
			Book Value	KRW 100 million	47	55		51
		Corporate income tax paid in cash	KRW 100 million	14	57	24		
		Corporate income tax accrued on profit and loss	KRW 100 million	58	72	-52		
		Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax	Tax credits for film content and other tax credits					

1) Correction due to an error in the data (0) from the previous year's report

2) Correction due to an error in the data (41) from the previous year's report



# ESG DATA SHEET

## Environment

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks
Energy Consumption							
302-1	Energy Consumption within the Organization	Energy consumption	Non-renewable fuel consumed	TJ	9.55	8.43	7.76
			Renewable fuel consumed	TJ	0	0	0
		Energy source	Electricity	TJ	7.84	6.94	6.25
			Mobile combustion	TJ	0.31	0.27	0.28
			Heat/steam	TJ	1.39	1.23	1.23
			Total energy consumption	TJ	9.55	8.43	7.76
302-2	Energy Consumption Outside of the Organization	-	TJ	0	0	0	
302-3	Energy Intensity	-	TJ/ KRW 100 million	0.0015	0.0012	0.0015	Total energy consumption / annual revenue (adjusted for separate basis)
Water and Effluents							
303-3	Water Withdrawal	Total water withdrawal	ton(m <sup>3</sup> )	3,389.21	3,295.68	3,366.00	Public water (tap water)
303-4	Water Discharge <sup>1), 2)</sup>	Total water discharge	ton(m <sup>3</sup> )	3,389.21	3,295.68	3,366.00	
303-5	Water Consumption	Total water consumption	ton(m <sup>3</sup> )	3,389.21	3,295.68	3,366.00	
Greenhouse Gas (GHG) Emissions							
305-1	Direct GHG Emissions (Scope 1)	Total direct greenhouse gas emissions	tCO <sub>2</sub> eq	20.78	17.86	18.78	Direct GHG Emissions (Scope 1) =Σ (stationary combustion, mobile combustion, process emissions, fugitive emissions, and waste treatment)
305-2	Energy Indirect GHG Emissions (Scope 2)	Location-based total energy indirect greenhouse gas emissions	tCO <sub>2</sub> eq	460.32	405.13	372.74	Indirect GHG Emissions (Scope 2) =Σ (purchased electricity and heat (e.g., hot water, steam))
305-3	Other Indirect GHG Emissions (Scope 3)	Total other indirect greenhouse gas emissions	tCO <sub>2</sub> eq	144.57	168.06	148.58	
305-4	GHG Emissions Intensity	-	tCO <sub>2</sub> eq/ KRW 100 million	0.078	0.059	0.074	Total GHG emissions / annual revenue (adjusted for separate basis)
305-6	Ozone-Depleting Substances (ODS) Emissions	-	ton	N/A	N/A	N/A	
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	-	ton	N/A	N/A	N/A	
Waste							
306-3	Waste Generated	Total waste generated	ton	14.36	13.46	13.92	General waste
Supply Chain							
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	Number of suppliers assessed for environmental impacts	Number	1	1	0	BSHS (Environmental Cleaning Company)

1) Connected by sewer to nearby treatment facility in Sangam  
2) Not a manufacturing site, therefore all water withdrawn is discharged



# ESG DATA SHEET

## Social

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks
Employment							
2-7	Employees	Total number	Person	181	177	174	Total Employees = Permanent Employees + Fixed-term Employees + Executives (excluding Independent Directors)
		Gender	Male	72	72	75	
			Female	109	105	99	
		Age group	Under 30	45	34	20	
			30 to 50	131	138	147	
			Over 50	5	5	7	
		Nationality	Korean	180	177	173	
			Other	1	0	1	
		Permanent employees (full-time, indefinite contract)	Gender	Male	69	70	
			Female	108	104	99	
			Nationality	Korean	177	174	
			Other	0	0	1	
		Fixed-term employees (executives, short-term contracts)	Gender	Male	3	2	
			Female	1	1	0	
			Nationality	Korean	3	3	
			Other	1	0	0	
		Full-time employees	Gender	Male	72	72	
			Female	109	105	99	
			Nationality	Korean	180	177	
			Other	1	0	1	
	Subsidiary Employees <sup>2)</sup>	Hwa&dam Pictures, Inc	Person	-	-	10	Total Number of Subsidiary Employees as of Fiscal Year-End (Excluding Non-Disclosing Entities)
		Culture Depot Co., Ltd.	Person	-	-	2	
		KPJ Co., Ltd.	Person	-	-	1	

1) Compiled based on Studio Dragon's headquarters and head-count

2) Data collection started in 2024



# ESG DATA SHEET

## Social

GRI No.	Indicator		Detailed Indicator		Unit	2022	2023	2024	Remarks
2-8	Workers Who Are Not Employees <sup>1)</sup>	Total number of workers who are not employees and whose work is controlled by the organization	Total Number		Person	30	19	15	
			Type	Dispatch workers	Person	26	16	12	Dispatch
				Executive drivers	Person	2	1	1	Contract
				Cleaning services	Person	2	2	2	Contract
401-1	Number and Rate of New Employee Hires	Total Number	Total Number		Person	35	18	22	
			Gender	Male	Person	11	10	10	
					%	31	56	45	
			Gender	Female	Person	24	8	12	
					%	69	44	55	
			Age group	Under 30	Person	10	2	0	
					%	29	11	0	
				30 to 50	Person	25	16	21	
					%	71	89	95	
				Over 50	Person	0	0	1	
					%	0	0	5	
			Nationality	Korean	Person	35	18	21	
					%	100	100	95	
				Other	Person	0	0	1	
					%	0	0	5	
	Number and Rate of Employee Turnover	Total Number	Gender	Male	Person	11	10	1	
					%	6	6	1	
			Gender	Female	Person	10	12	5	
					%	6	7	3	
			Age group	Under 30	Person	4	1	0	
					%	2	1	0	
				30 to 50	Person	16	21	6	
					%	9	12	3	
				Over 50	Person	1	0	0	
					%	1	0	0	
			Nationality	Korean	Person	21	21	6	
					%	12	12	3	
				Other	Person	0	1	0	
					%	0	1	0	

1) Compiled based on Studio Dragon's headquarters and head-count





# ESG DATA SHEET

## Social

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks
401-3	Parental Leave	Number of employees eligible for parental leave	Male	Person	24	20	17
			Female	Person	15	15	9
		Number of employees who took parental leave	Male	Person	0	0	0
			Female	Person	1	1	2
		Number of employees who returned after parental leave	Male	Person	0	0	0
			Female	Person	1	0	1
		Number of employees who returned after parental leave in the previous year	Male	Person	0	0	0
			Female	Person	2	0	0
		Number of employees who returned after parental leave and worked for more than 12 months in the current year	Male	Person	0	0	0
			Female	Person	2	0	0
		Return rate of employees who used parental leave	Male	%	0	0	0
			Female	%	100	0	100
		Retention rate of employees who used parental leave	Male	%	0	0	0
			Female	%	100	0	0
2-30	Collective Bargaining Agreement	Rate of membership in Labor Management Council	%	100	100	92	Employees covered by the collective bargaining agreement, whether regular or non-regular, are equally subject to its terms.



# ESG DATA SHEET

## Social

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks
Occupational Health and Safety							
403-8	Workers Covered by an Occupational Health and Safety Management System	Number and percentage of employees covered by the occupational health and safety management system	Person	181	177	174	
			%	100	100	100	
		Number and percentage of employees covered by the occupational health and safety management system that has been internally audited	Person	181	177	174	
			%	100	100	100	
		Number and percentage of employees covered by the occupational health and safety management system that has been audited or certified by an external party <sup>1)</sup>	Person	N/A	N/A	174	
			%	N/A	N/A	100	
		Number and percentage of fatalities	Case	0	0	0	
			%	0	0	0	
403-9	Work-Related Injuries (Employees)	Number and percentage of severe injuries	Case	0	0	0	
			%	0	0	0	
		Number and percentage of recordable work-related injuries	Case	0	0	0	
			%	0	0	0	
		Total working hours	Hour	375,408	367,066	362,894	Total working hours = total number of employees × 4.345 weeks × 40 hours × 12 months
		Number and percentage of fatalities	Case	0	0	0	
			%	0	0	0	
	Work-Related Injuries (Non-Employee Workers) <sup>2)</sup>	Number and percentage of severe injuries	Case	0	0	0	
			%	0	0	0	
		Number and percentage of recordable work-related injuries	Case	0	0	0	
			%	0	0	0	
		Main types of work-related injuries	-	N/A	N/A	N/A	
		Total working hours <sup>3)</sup>	Hour	N/A	N/A	N/A	
403-10	Work-Related Ill Health (Employees)	Number of fatalities	Case	0	0	0	
		Number of recordable work-related ill health	Case	0	0	0	
	Work-Related Ill Health (Non-Employee Workers)	Number of fatalities	Case	0	0	0	
		Number of recordable work-related ill health	Case	0	0	0	

1) Acquired ISO 45001 (International Occupational Health and Safety Management System) certification in 2024

2) From 2023, work-related injury data for non-employee workers is collected only at the headquarters

3) Non-employee worker working hours data is not managed



# ESG DATA SHEET

## Social

GRI No.	Indicator	Detailed Indicator		Unit	2022	2023	2024	Remarks	
Training and Education									
404-1	Average Hours of Training per Year per Employee	Total training hours provided to employees		Hour	2,411	2,124	2,698		
		Gender	Male	Hour	937	850	1,425		
			Female	Hour	1,474	1,274	1,273		
		Average training hours per employee		Hour/Person	13.32	12.00	15.51	Per capita training hours = total training hours / total number of employees	
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Total number and percentage		Person	169	170	164	Employees on advisory contracts and full-time consultants are excluded from performance evaluations.	
				%	93	96	94	MBO evaluation rate = Number of employees evaluated with MBO / Total number of employees (Through PMDS+ and KPI evaluations)	
		Gender	Male	Person	61	63	68		
			Female	Person	108	107	96		
Diversity and Equal Opportunity									
405-1	Diversity of Governance Bodies and Employees	Decision-Makers	Gender	Male	Person	3	2	4	
				Female	Person	1	1	0	
			Age Group	Under 30	Person	0	0	0	
				30 to 50	Person	3	2	1	
				Over 50	Person	1	1	3	
		Employees	Employees under diversity category		Person	111	106	101	
			Gender and age group	Female, Under 30	Person	39	31	17	
				Female, 30 to 50	Person	70	74	80	
				Female, Over 50	Person	0	0	2	
			Other	Disability	Person	1	1	1	
				Nationality	Person	1	0	1	
405-2	Ratio of Basic Salary and Remuneration of Women to Men	Ratio of basic salary and remuneration of women to men		%	56	74	82		
Non-discrimination									
406-1	Incidents of Discrimination	-		Case	0	0	0	Legal actions, complaints, and cases of non-compliance identified through formal procedures established by the organization or registered with relevant authorities.	



# ESG DATA SHEET

## Social

GRI No.	Indicator	Detailed Indicator	Unit	2022	2023	2024	Remarks
Indigenous Rights							
411-1	Incidents of Violations Involving Rights of Indigenous People	-	Case	0	0	0	Incidents include legal actions or complaints filed against the organization and cases of legal non-compliance self-identified by the organization.
Local Communities							
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	-	%	0	0	0	
Supplier Social Assessment							
414-1	New Suppliers That Were Screened Using Social Criteria <sup>1)</sup>	Percentage of suppliers assessed for safety compliance when selecting new suppliers	%	0	0	0	*Safety compliance assessment (safety management plan evaluation) conducted for new drama production suppliers. *No evaluation of the suppliers' work plans prior to selection.
		Number of suppliers assessed for safety compliance when selecting new suppliers	Number	0	0	0	
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	Number of suppliers identified as having significant actual/potential negative social impacts	Number	0	0	0	
		Percentage of suppliers identified as having significant actual/potential negative social impacts and agreed on the need for improvement as a result of the assessment	%	0	0	0	
		Percentage of suppliers identified as having significant actual/potential negative social impacts and terminated as a result of the assessment	%	0	0	0	

1) No screening was conducted (0 case) as no new suppliers were engaged.



# ESG DATA SHEET

## Governance

GRI No.	Indicator	Detailed Indicator		Unit	2022	2023	2024	Remarks
Marketing and Labeling								
417-2	Incidents of Non-compliance Concerning Product and Service Information and Labeling	Non-compliance incidents	Total number of non-compliance incidents	Case	0	0	0	No incidents of violations related to marketing and labeling regulations as of 2024
			Incidents resulting in fines or penalties	Case				
			Incidents resulting in warnings	Case				
			Incidents of non-compliance with voluntary codes	Case				
417-3	Incidents of Non-compliance Concerning Marketing Communications	Non-compliance incidents	Total number of non-compliance incidents	Case	0	0	0	
			Incidents resulting in fines or penalties	Case				
			Incidents resulting in warnings	Case				
			Incidents of non-compliance with voluntary codes	Case				
Legal and Regulatory Compliance								
2-27	Compliance with Laws and Regulations	Total number of significant non-compliance incidents during reporting period	Total	Case	0	0	0	
			Incidents resulting in fines	Case	0	0	0	
			Incidents resulting in non-monetary sanctions	Case	0	0	0	
		Number of incidents of non-compliance resulting in fines and total fines paid during reporting period	Total number of incidents resulting in fines	Case	0	0	0	
			Total amount of fines paid	KRW	0	0	0	
			Number of non-compliance incidents and corresponding fines in current reporting period	Case, KRW	0,0	0,0	0,0	
			Number of non-compliance incidents and corresponding fines in previous reporting period	Case, KRW	0,0	0,0	0,0	

# CJ GROUP ESG COMMON INDICATORS (ENVIRONMENT)

## Greenhouse Gas

Indicator	Unit	2022	2023	2024
Total Direct and Energy Indirect GHG Emissions (Scope 1+2)	tCO <sub>2</sub> eq	481.10	422.99	391.52
Direct GHG Emissions (Scope 1)	tCO <sub>2</sub> eq	20.78	17.86	18.78
Energy Indirect GHG Emissions (Scope 2)	tCO <sub>2</sub> eq	460.32	405.13	372.74
GHS Emission Intensity (Scope 1+2)	tCO <sub>2</sub> eq/KRW 100 million	0.078	0.059	0.074
Other Indirect GHG Emissions (Scope 3) <sup>1)</sup>	tCO <sub>2</sub> eq	144.57	168.06	148.58

## Energy

Indicator	Unit	2022	2023	2024
Total Energy Consumption	TJ	9.55	8.43	7.76
Non-Renewable Energy Consumption	TJ	9.55	8.43	7.76
Non-Renewable Fuel-Based Energy	TJ	0.31	0.27	0.28
Purchased Non-Renewable Energy	TJ	9.24	8.16	7.48
Renewable Energy Consumption	TJ	0	0	0
Renewable Fuel-Based Energy	TJ	0	0	0
Purchased Renewable Energy	TJ	0	0	0
Self-Generated Renewable Energy	TJ	0	0	0
Energy Intensity	TJ/KRW 100 million	0.0015	0.0012	0.0015
Total Electricity Consumption	TJ	7.84	6.94	6.25
Purchased Non-Renewable Electricity	TJ	7.84	6.94	6.25
Purchased Renewable Electricity	TJ	0	0	0
Self-Generated Renewable Electricity	TJ	0	0	0
Purchased Electricity Consumption	TJ	7.84	6.94	6.25
Renewable Electricity Consumption	TJ	0	0	0

1) Scope 3 emissions (limited to employee commuting and business trips)



# CJ GROUP ESG COMMON INDICATORS (ENVIRONMENT)

## Water Resources

Indicator		Unit	2022	2023	2024
Total Water Withdrawal		ton(m³)	3,389.21	3,295.68	3,366.00
	Domestic Water Usage	ton(m³)	0	0	0
	Industrial Water Usage	ton(m³)	0	0	0
	Recycled Water Usage	ton(m³)	0	0	0
	Municipal Water Usage	ton(m³)	3,389.21	3,295.68	3,366.00
	Surface Water Usage	ton(m³)	0	0	0
	Groundwater Usage	ton(m³)	0	0	0
	Seawater Usage	ton(m³)	0	0	0
	Rainwater Usage	ton(m³)	0	0	0
Total Water Usage <sup>1)</sup>		ton(m³)	4,127.89	3,908.74	3,870.00
Water Discharged		ton(m³)	3,389.21	3,295.68	3,366.00
Total Water Consumption		ton(m³)	3,389.21	3,295.68	3,366.00
Water Recycled		ton(m³)	738.68	613.06	504.00
Water Recycling Rate <sup>2)</sup>		%	22	19	15
Water Recycling Ratio <sup>3)</sup>		%	18	16	13
Water Stress Area	Total Volume of Water Withdrawal in Water Stress Areas	ton(m³)	0	0	0
	Water Withdrawal Ratio in Water Stress Areas	%	0	0	0
	Total Water Consumption in Water Stress Areas	ton(m³)	0	0	0
	Water Consumption Ratio in Water Stress Areas	%	0	0	0

1) Total Water Usage = Total Water Consumption + Water Recycled

2) Water Recycling Rate = Water Recycled / Total Water Withdrawal

3) Water Recycling Ratio = Water Recycled / Total Water Withdrawal



# CJ GROUP ESG COMMON INDICATORS (ENVIRONMENT)

## Pollutants

Indicator		Unit	2022	2023	2024
Water Pollutant Emissions	Biochemical Oxygen Demand (BOD)	ton(m <sup>3</sup> )	N/A	N/A	N/A
	Chemical Oxygen Demand (COD)	ton(m <sup>3</sup> )	N/A	N/A	N/A
	Total Organic Carbon (TOC)	ton(m <sup>3</sup> )	N/A	N/A	N/A
	Suspended Solids (SS)	ton(m <sup>3</sup> )	N/A	N/A	N/A
	Total Nitrogen (T-N)	ton(m <sup>3</sup> )	N/A	N/A	N/A
	Total Phosphorus (T-P)	ton(m <sup>3</sup> )	N/A	N/A	N/A
Air Pollutant Emissions	Sulfur Oxides (SOx)	ton	N/A	N/A	N/A
	Particulate Matter	ton	N/A	N/A	N/A
	Carbon Monoxide (CO)	ton	N/A	N/A	N/A
	Heavy Metals	ton	N/A	N/A	N/A
	Ammonia (NH <sub>3</sub> )	ton	N/A	N/A	N/A
	Volatile Organic Compounds (VOCs)	ton	N/A	N/A	N/A
	Persistent Organic Pollutants (POPs)	ton	N/A	N/A	N/A





# CJ GROUP ESG COMMON INDICATORS (ENVIRONMENT)

## Waste

Indicator	Unit	2022	2023	2024
Total Waste Generated	ton	14.36	13.46	13.92
General Waste	ton	14.36	13.46	13.92
Hazardous Waste	ton	0	0	0
Total Waste Treated	ton	14.36	13.46	13.92
General Waste	ton	14.36	13.46	13.92
Recycled	ton	N/A	N/A	N/A <sup>1)</sup>
Incinerated (Energy Recovery)	ton	N/A	N/A	N/A
Incinerated (Without Energy Recovery)	ton	N/A	N/A	N/A
Landfilled	ton	N/A	N/A	N/A
Other	ton	14.36	13.46	13.92
Hazardous Waste	ton	N/A	N/A	N/A
Recycled	ton	N/A	N/A	N/A
Incinerated (Energy Recovery)	ton	N/A	N/A	N/A
Incinerated (Without Energy Recovery)	ton	N/A	N/A	N/A
Landfilled	ton	N/A	N/A	N/A
Other	ton	N/A	N/A	N/A
Waste Intensity	ton/KRW 100 million	0.0023	0.0019	0.0026

## Environmental Management

Indicator	Unit	2022	2023	2024
Green Procurement	KRW million	5.75	8.02	8.38
Certified Green Raw Material Procurement Amount	KRW million	N/A	N/A	N/A
Certified Green Supplies/Consumables Procurement Amount	KRW million	5.75	8.02	8.38
Environmental Regulation Violations	Case	0	0	0
Cost of Investing in Eco-friendly Infrastructure	KRW million	0	0	0
Environmental Management Training	Person	159	8 <sup>2)</sup>	9 <sup>2)</sup>

1) Although not officially recorded like recycling, Studio Dragon is making efforts to reuse waste materials, such as reusing set constructions (Sustainability report 24p) and props (Sustainability report 26p)

2) For the responsible personnel of the audit collaboration department and the ESG part.



# CJ GROUP ESG COMMON INDICATORS (ENVIRONMENT)

## Packaging

Indicator	Unit	2022	2023	2024
Total Packaging Material Usage	ton	N/A	N/A	N/A
The Weight of Paper Used	ton	N/A	N/A	N/A
The Weight of Plastics Used	ton	N/A	N/A	N/A
The Weight of Metals Used	ton	N/A	N/A	N/A
The Weight of Glass Used	ton	N/A	N/A	N/A
The Weight of Other Materials	ton	N/A	N/A	N/A
Renewable Materials Usage	ton	N/A	N/A	N/A
Paper Produced from Renewable Materials	ton	N/A	N/A	N/A
Plastic Produced from Renewable Materials	ton	N/A	N/A	N/A
Metal Produced from Renewable Materials	ton	N/A	N/A	N/A
Glass Produced from Renewable Materials	ton	N/A	N/A	N/A
Other Renewable Materials Usage	ton	N/A	N/A	N/A
Recycled Raw Materials Usage in Packaging	ton	N/A	N/A	N/A
Recycled Paper Usage in Packaging	ton	N/A	N/A	N/A
Recycled Plastic Usage in Packaging	ton	N/A	N/A	N/A
Recycled Metal Usage in Packaging	ton	N/A	N/A	N/A
Recycled Glass Usage in Packaging	ton	N/A	N/A	N/A
Other Recycled Materials Usage in Packaging	ton	N/A	N/A	N/A
Total Recycled Raw Materials Usage in Packaging	ton	N/A	N/A	N/A
Total Packaging Materials Usage	ton	N/A	N/A	N/A



# CJ GROUP ESG COMMON INDICATORS (SOCIAL)

## Workforce Status

Indicator		Unit	2022	2023	2024
Total Employees <sup>1)</sup>		Person	181	177	174
	Permanent Employees	Person	177	174	169
	Contract Employees <sup>2)</sup>	Person	4	3	1
	Executives (Registered + Unregistered)	Person	4(3 Male, 1 Female)	3(2 Male, 1 Female)	4(4 Male)
	Local Hires (Permanent + Temporary)	Person	0	0	0
Employee Composition by Gender	Male	Person	72	72	75
	Female	Person	109	105	99
Employee Composition by Age	Under 30	Person	45	34	20
	30 to 50	Person	131	138	147
	Over 50	Person	5	5	7

1) Compiled based on Studio Dragon's headquarters and head-count  
2) The number of contract employees in 2024 does not include executives

## Promoting Diversity, Equity, and Inclusion (DEI)

Indicator		Unit	2022	2023	2024
Number of Social Minority Members	Employees with Disabilities	Person	1	1	1
	Total Number of Social Minority Members	Person	1	1	1
Female-to-Male Wage Ratio	Average Wage of Male Employees	100 KRW million	168	117	131
	Average Wage of Female Employees	100 KRW million	94	87	108
	Gender Wage Gap <sup>1)</sup>	%	56	74	82

1) Gender Wage Gap = 100 - {(Average Wage of Male Employees - Average Wage of Female Employees) / Average Wage of Male Employees × 100} (Based on the business report disclosure criteria)



# CJ GROUP ESG COMMON INDICATORS (SOCIAL)

## Promoting Diversity, Equity, and Inclusion (DEI)

Indicator			Unit	2022	2023	2024
Employees Using Parental Leave	Number of employees eligible for parental leave		Person	39	35	26
		Male	Person	24	20	17
		Female	Person	15	15	9
	Number of employees who took parental leave		Person	1	1	2
		Male	Person	0	0	0
		Female	Person	1	1	2
Parental Leave Return Rate <sup>1)</sup>	Number of employees returned after parental leave	Male	Person	0	0	0
		Female	Person	1	0	1
	Number of employees expected to return after parental leave	Male	Person	0	0	0
		Female	Person	1	0	1
	Parental Leave Return Rate		%	100	0	100
Retention Rate after Returning from Parental Leave <sup>2)</sup> (12 months or more)	Number of employees who worked for more than 12 months after returning from parental leave in the previous year	Male	Person	0	0	0
		Female	Person	2	0	0
	Number of employees who returned from parental leave in the previous year	Male	Person	0	0	0
		Female	Person	2	0	0
	Retention Rate after Returning from Parental Leave		%	100	0	0
Female Managers <sup>3)</sup> Ratio	Number of Female Managers		Person	15	9	9
	Total Number of Managers		Person	32	28	26
	Female Manager Ratio		%	47	32	35
Female Executives Ratio	Number of Female Executives		Person	1	1	0
	Total Number of Executives <sup>4)</sup>		Person	4	3	4
	Female Executives Ratio		%	25	33	0

1) Parental leave return rate = [(Number of male employees who returned after parental leave + Number of female employees who returned after parental leave) / (Number of male employees expected to return + Number of female employees expected to return)] × 100

2) Parental leave retention rate = [(Number of male employees who remained employed for more than 12 months after returning from parental leave in the previous year + Number of female employees who remained employed for more than 12 months after returning from parental leave in the previous year) ÷ (Total number of employees who returned after parental leave in the previous year)] × 100

3) Definition of Managers: Individuals holding a position of 'Team Leader' or higher (authorized for 1st and 2nd round evaluations in the PMDS+ internal performance management system)

4) Executives: 2022: Registered executives (2 co-CEOs), non-registered executives (1 advisor), registered executives (1 other non-executive director)/ 2023: Registered executives (1 CEO), non-registered executives (1 management leader), registered executives (1 other non-executive director) / 2024: Registered executives (2 including CEO), non-registered executives (1 management leader), registered executives (1 other non-executive director)



# CJ GROUP ESG COMMON INDICATORS (SOCIAL)

## Promoting Diversity, Equity, and Inclusion (DEI)

Indicator		Unit	2022	2023	2024
STEM Department Female Employees Ratio	Female Employees in STEM Department	Person	No STEM department	No STEM department	No STEM department
	Total STEM Department Employees	Person	No STEM department	No STEM department	No STEM department
	Female Employee Ratio in STEM Department	%	No STEM department	No STEM department	No STEM department
Percentage of Employees Who Received Regular Performance Evaluations	Employees Received MBO Evaluation	Person	169	170	164
	Employees Received 360-Degree Evaluation	Person	165	164	160
	Employees Received Relative Evaluation	Person	N/A	0	0
	Total Employees	Person	181	177	174
	MBO Evaluation Ratio	%	93	96	94
	360-Degree Evaluation Ratio	%	91	93	92
	Relative Evaluation Ratio	%	N/A	0	0
	Regular Performance Evaluation Ratio	%	93	96	94

## Talent Acquisition and Development

Indicator		Unit	2022	2023	2024
Total New Hires		Person	35	18	22
	Permanent New Hires	Person	35	18	21
	Temporary New Hires	Person	0	0	1
New Hires by Age Group	Under 30	Person	10	2	0
	30 to 50	Person	25	16	21
	Over 50	Person	0	0	1
New Hires by Gender	Male	Person	11	10	10
	Female	Person	24	8	12



# CJ GROUP ESG COMMON INDICATORS (SOCIAL)

## Talent Acquisition and Development

Indicator		Unit	2022	2023	2024
Turnover Rate	Total Employees	Person	181	177	174
	Employee Turnover (Voluntary)	Person	21	22	20
	Voluntary Turnover Rate <sup>1)</sup>	%	12	12	11
	Employee Turnover (Involuntary)	Person	0	0	5
	Involuntary Turnover Rate	%	0	0	3
Employee Engagement <sup>2)</sup>	Employee Engagement Rate	Number of Engaged Employees / Number of Respondents	0.9	0.6	0.69
Training Hours per Employee	Total Training Hours	Hour	2,411	2,124	2,698
	Total Employees	Person	181	177	174
	Training Hours per Employee	Hour/Person	13.32	12.00	15.51
Training Costs per Employee	CJ CAMPUS Data Training Costs (*Including internal company training, not compiled in CAMPUS)	KRW 10 thousand	21,474	22,510	4,681
	Total Employees	Person	181	177	174
	Training Costs per Employee	KRW 10 thousand / Person	119	127	27

1) Voluntary Turnover: Refers to employees leaving the organization based on their own decision, unrelated to the organization's actions (e.g., leaving for another job, starting a business, etc., excluding retirement or termination).

- Voluntary Turnover Rate = (Number of Voluntary Turnovers / Total Employees) × 100

2) Employee Engagement: Employee job satisfaction and engagement levels are assessed annually through surveys.

- Up to 2022, the metric was calculated based on the number of employees who responded that they were 'engaged' in their work.

- From 2023 onwards, the engagement rate is calculated as: (Number of employees who responded they are 'engaged' in their work) / (Number of survey respondents)



# CJ GROUP ESG COMMON INDICATORS (SOCIAL)

## Human Rights

Indicator		Unit	2022	2023	2024
Total Number of Reported Cases Against Human Rights <sup>1)</sup>	Number of Reported Cases Against Human Rights	Case	2	1 <sup>2)</sup>	1
Number of Valid and Resolved Cases Against Human Rights <sup>1)</sup>	Number of Valid and Resolved Cases Against Human Rights	Case	2	1 <sup>2)</sup>	1

1) This includes valid human rights reports (external abuse, sexual harassment, workplace harassment, safety accidents) through the internal reporting system (CJ Online Reporting).

2) Correction due to an error in the data (0 case) from the previous year's report

## Safety and Health

Indicator		Unit	2022	2023	2024
Employee Industrial Accident Rate	Number of Injured Employees	Person	0	0	0
	Total Number of Employees	Person	181	177	174
	Industrial Accident Rate	%	0	0	0
Employee Fatalities	Number of Fatal Accidents	Case	0	0	0
Employee Lost Time Injury Frequency Rate (LTIFR)	Number of Lost Time Injuries	Case	0	0	0
	Total Working Hours	Hour	375,408	367,066	362,894
	Employee Lost Time Injury Frequency Rate (LTIFR)	Case / million hour	0	0	0
Number of Serious Accidents		Case	0	0	0



# CJ GROUP ESG COMMON INDICATORS (SOCIAL)

## Supply Chain Management

Indicator		Unit	2022	2023	2024
Coexistence Fund Amount		KRW 100 million	N/A	N/A	N/A
Supplier Code of Conduct Compliance <sup>1)</sup>	Number of Annual Contracts with Suppliers	Number	N/A	130 <sup>2)</sup>	196
	Number of Suppliers with Code of Conduct Compliance Contracts	Number	0	0	-
	Supplier Code of Conduct Compliance Contract Rate	%	0	0	-

1) Applied from the second half of 2024; the number and proportion of suppliers in 2024 have not been compiled.

2) Correction due to an error in the data (Not Applicable) from the previous year's report

## Social Contribution

Indicator		Unit	2022	2023	2024
Social Contribution Costs: Donations		KRW 100 million	0.8	6.4	4.4
Volunteer Activities	Participation Hours	Hour	20	65	164
	Number of Participants	Person	5	9	35





# CJ GROUP ESG COMMON INDICATORS (GOVERNANCE)

## Shareholders

Indicator		Unit	2022	2023	2024
Ownership Stake of Major Shareholders and Related Parties <sup>1)</sup>	Number of Shares Held by Major Shareholders and Related Parties	Shares	16,404,975	16,403,495	16,403,495
	Number of Issued Common Shares	Shares	30,058,498	30,058,498	30,058,498
	Ownership Stake of Major Shareholders and Related Parties	%	54.58	54.57	54.57
Ownership Stake of Registered Executives Excluding Largest Shareholder and His/Her Family Members <sup>1)</sup>	Number of Shares Held by Registered Executives Excluding Major Shareholders and Related Parties	Shares	0	0	0
	Number of Issued Common Shares	Shares	30,058,498	30,058,498	30,058,498
	Ownership Stake of Registered Executives Excluding Largest Shareholder and His/Her Family Members	%	0	0	0
Cash Dividend Payout Ratio		%	0	0	0

1) Based on the end of December of each year

## BOD and Audit Committee

Indicator		Unit	2022	2023	2024
Composition of the BOD <sup>1)</sup>	Total Number of BOD Members	Person	4	3	4
	Number of Independent Directors	Person	1	1	1
	Number of Female Directors	Person	1	1	0
Ratio of Independent Directors <sup>1)</sup>		%	25	33	25
Number of BOD Meetings		Meeting	9	13	11
Number of Agenda Items	Number of Agenda Items Submitted to the BOD	Item	23	32	43
	Number of Independent Directors' Oppositions/Amendments	Item	0	0	0
Attendance Rate of BOD Members	Internal Directors	%	100	100	100
	Independent Directors	%	100	100	100
	Independent Director Nominating Committee Directors	%	0	100	100
	Sustainability Management Committee Directors	%	100	100	100
	Compensation Committee Directors	%	N/A	N/A	N/A
	Audit Committee Directors	%	N/A	N/A	N/A

1) Based on the end of December of each year



# CJ GROUP ESG COMMON INDICATORS (GOVERNANCE)

## BOD and Audit Committee

Indicator		Unit	2022	2023	2024
Total Compensation <sup>1)</sup>	Internal Directors	KRW million	2,224.74	1,255.66	958.56
	Independent Directors	KRW million	24	51	60
Number of Audit Committee Meetings		Meeting	N/A	N/A	N/A
Percentage of Independent Directors on the Audit Committee	Number of Audit Committee Members	Person	N/A	N/A	N/A
	Number of Independent Directors on the Audit Committee	Person	N/A	N/A	N/A
	Percentage of Independent Directors on the Audit Committee	%	N/A	N/A	N/A
Ratio of Non-Audit Service Fees to Audit Service Fees <sup>2)</sup>	Non-Audit Service Fees	KRW million	0	0	0
	Audit Service Fees	KRW million	399	415	415
	Ratio of Non-Audit Service Fees to Audit Service Fees	%	0	0	0

1) Paid according to the CJ Group and our compensation policy and compensation limits- Average compensation per executive: Refer to 'VIII. Matters Related to Executives and Employees - 2. Compensation of Executives' in the business report

2) External auditor compensation ratio: Refer to 'V. Auditor's Opinion' in the business report

## Ethics / Compliance Management

Indicator		Unit	2022	2023	2024
Ethics Management Training	Training Hours	Hour	256	298	471
	Number of Trainees	Person	143	166	174
Number of Reported Cases Against Ethics Management	Total Number of Reported Cases	Case	4	2	0
	Number of Valid and Resolved Cases	Case	3	1	0
Legal Violations	Marketing and Labeling Regulations	Case	0	0	0
	Personal Data Protection Regulations	Case	0	0	0
	Fair Competition Regulations	Case	0	0	0
	Anti-Corruption Regulations	Case	0	0	0

**STUDIO**  
**Dragon**