



OUR KEY Stakeholders

CJ's continued growth and ability to deliver value in the long term is dependent on our relationships with a broad group of stakeholders. We define our stakeholders as any individual or entity who has an impact on our business, or who can be impacted by our activities. Given this interdependence, we recognise the importance of strong, meaningful relationships with all of them.

Continuous dialogue, trust and transparency enable us to stay attuned to their changing needs and expectations. We therefore regularly engage with them formally and informally, so we can gain deeper insights into the value they are seeking, and respond accordingly.

Our Board and management team adopt an inclusive approach in decision-making: they consider and balance the interests of all stakeholder groups, which then determine the Group's direction and priorities.

Below, we outline our key stakeholder groups and why we engage with them.

 <p>Our employees, management team, executive team and Board members</p>	<p>Our teams, their skills and experiences are key to our success. We believe that strong employer-employee relationships promote a high level of engagement, result in exceptional customer service and drive the delivery of our mission. We strive to be a top employer by placing our team's wellbeing at the centre of our priorities.</p>
 <p>Shareholders and debt providers</p>	<p>Our providers of capital are crucial to the diversification of our revenue sources and sustainability of our business. Maintaining transparent dialogue with them gives them a complete picture of our business and helps them make informed investment decisions.</p>
 <p>Our clients</p>	<p>Customers are the users of our products, services and solutions. As a result, our value propositions are informed by their evolving needs and expectations. We engage frequently with them to stay informed on the relevance of our offerings and use their insights to continuously improve and build our competitive advantage.</p>
 <p>Business partners and suppliers</p>	<p>Our partners and suppliers provide the goods and services required for us to carry out our activities. Positive relationships with them are grounded in shared codes of behaviour and ethics, enabling us to develop strong value propositions for clients.</p>
 <p>Registered NGOs, our communities and society at large</p>	<p>It is within our communities that we find our talents, clients, partners and business opportunities. We can only thrive when they do. In line with our values, we are committed to strengthening and empowering our communities, while preserving the natural resources we all depend on.</p>
 <p>The government, regulatory bodies and authorities</p>	<p>Various regulations, policies and legislations have a significant influence on our operations. We communicate regularly with these bodies so we can together find solutions to major economic, environmental and social challenges, and create an environment conducive to growth, innovation and inclusiveness.</p>