



2024 SUSTAINABILITY REPORT

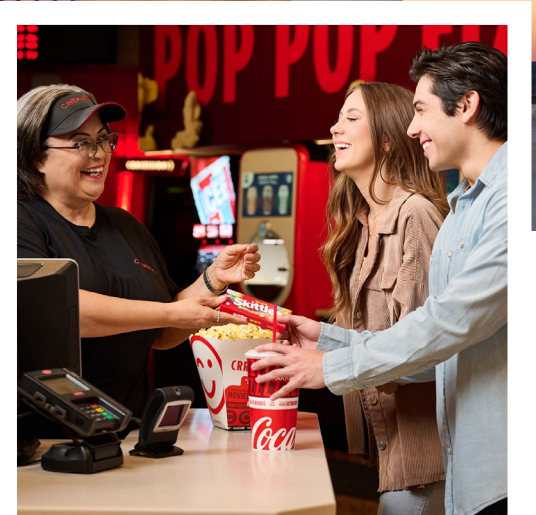
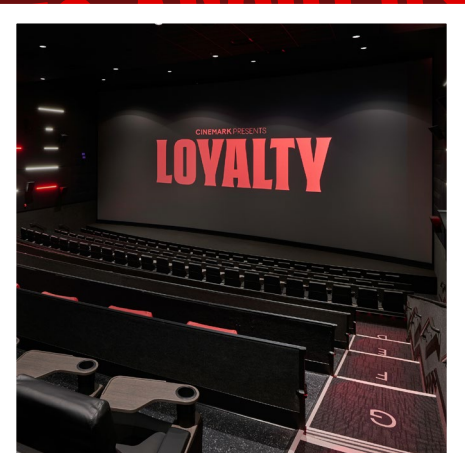


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Based in Plano, Texas, Cinemark makes every day cinematic for moviegoers across approximately 500 theaters, operating in 42 states in the U.S. (304 theaters; 4,255 screens) and 13 South and Central American countries (193 theaters; 1,398 screens). Cinemark employs over 29,000 employees in its theaters, restaurants, tech support center, regional offices, and corporate headquarters.

We differentiate our theaters through ongoing investments in amenities and technology that deliver a larger-than-life cinematic entertainment experience. Cinemark offers guests superior sight and sound technology, including Cinemark XD, the world's No. 1 exhibitor-branded premium large format and Barco laser projection; upscale amenities such as expanded food and beverage offerings, Luxury Lounger recliners, and D-BOX motion seats; top-notch guest service; and industry-leading loyalty programs such as Cinemark Movie Club. These guest-focused amenities create an immersive environment for a shared, entertaining escape, underscoring there is no place more cinematic than Cinemark.

- **Our circuit is the third largest in the U.S. with 304 theaters and 4,255 screens in 42 states.**
- **We are one of the most geographically diverse circuits in Latin America with 193 theaters and 1,398 screens in 13 countries.**
- **We ranked either #1 or #2 in box office revenues in over 80% of our top 25 markets.**
- **We have a presence in 15 of the top 20 metropolitan cities in Latin America.**
- **We entertain more than 200 million guests on average per year.**
- **We have more than 40 years of operating experience.**
- **We are recognized as a "Top 30 Workplace" in DFW by *Dallas Morning News* and a "Work Wellbeing 100" company by *Indeed*; employee engagement scores increased 4 percentage points in 2024 to an all-time high.**

CINEMARK AT A GLANCE

Guided by our Cinemark Values, we are committed to creating a workplace where everyone is included and respected, and where we support each other in reaching our full potential. We take pride in the fact that many of our employees—including executive management, international general managers, and field employees—have significant tenure with the Company.

WE STRIVE TO:

Act with honesty, integrity, respect, and care for each other, our guests, communities, and partners; provide an enjoyable and safe environment for our employees and guests; embrace innovation and excel in all we do; and empower our people to make decisions and take responsibility.

CINEMARK VALUES

DO THE RIGHT THING

PASSION FOR PEOPLE

SAFETY

STRIVE FOR EXCELLENCE

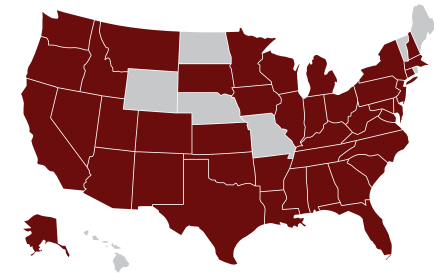
STAY PRUDENT

U.S. OPERATIONS

- More than 40 years of domestic operating experience
- 3rd largest exhibitor with 304 theaters and 4,255 auditoriums across 42 states
- #1 or #2 in annual box office revenues in over 80% of our top 25 markets
- Highest attendance per screen among leading exhibitors
- Surpassed North American industry box office growth for 14 of the past 16 years

304
theaters

4,255
auditoriums



INTERNATIONAL OPERATIONS

- First modern theaters in Latin America
- More than 30 years of international operating experience
- 13 countries with 193 theaters and 1,398 auditoriums
- 20%–40% market share in key countries
- Presence in 15 of top 20 metropolitan cities in the region

193
theaters

1,398
auditoriums



LETTER FROM OUR CEO

“We bring people together every day of the year for shared, cinematic experiences, fostering a sense of community and belonging that is unique to movie theaters.”

Dear Shareholders,

We are pleased to present Cinemark’s 2024 Sustainability Report. Our aim is to pursue sustainable practices and principles with the intent of strengthening organizational performance—from daily operations and supply chain management to employee engagement and corporate governance. Our balanced and disciplined approach consistently pursues what is in the long-term best interests of our Company and our key stakeholders, including customers, employees, vendor partners, and shareholders. Following our inaugural report in 2022, we look forward to sharing insights regarding how advancements in environmental responsibility, corporate governance, and social impact are benefiting our Company.

Cinemark’s purpose is to enrich lives, build community, and transport people to amazing new worlds. With this purpose in mind, we bring people together every day of the year for shared, cinematic experiences, fostering a sense of community and belonging that is unique to movie theaters. During 2024 alone, we entertained more than 200 million guests across our global footprint and achieved numerous significant accomplishments that bolstered our business performance. Notably, we extended our track record of surpassing the North American industry benchmark for 14 of the past 16 years and delivered \$3 billion in total revenue. We produced \$590 million of Adjusted EBITDA with a solid 19.4% Adjusted EBITDA margin that was flat year-over-year despite a 4% decline in attendance. We also generated strong free cash flow of \$315 million that allowed us to further strengthen our balance sheet. Given the remarkable achievements of our team and the confidence we have in the future prosperity and resilience of Cinemark, we reinstated our annual dividend, marking another major milestone in our recovery from the pandemic.

To highlight a few of our achievements specific to sustainability, we enhanced our Sustainability Committee with cross-functional leaders and experts from relevant disciplines to ensure we adopt a comprehensive and thoughtful approach to our sustainability initiatives. We also made further progress in reducing our environmental impact by implementing various initiatives focused on enhancing energy efficiency and resource management. Additionally, we further enhanced our employee engagement, achieving all-time high survey scores that increased by four percentage points in 2024. We were also recognized as a Top 30 DFW Workplace by *Dallas Morning News* and a Work Wellbeing 100 by Indeed. These achievements reflect our ongoing commitment to fostering a supportive and inclusive workplace environment to deliver solid operating results. Lastly, we expanded our philanthropic impact raising record high charity proceeds through our annual Charity Classic, volunteering approximately 2,400 hours in our communities through Cinemark-sponsored events, and serving 34,000 meals to families of North Texas.

In closing, I’d like to reinforce our confidence in the strength of Cinemark and the advantaged position we maintain driven by the significant advancements we have made over the past several years to position our Company for success. We remain highly encouraged about the future based on the current state of our Company, the many opportunities that are directly within our control to drive incremental value creation, and further anticipated industry recovery ahead. Furthermore, we maintain our commitment to sustainability to help achieve our business objectives while positively contributing to the environment and society.

Sincerely,

Sean Gamble

President and Chief Executive Officer

We welcome you to our Sustainability Report, amid a year shaped by meaningful progress that has influenced our mission to entertain moviegoers with immersive sight and sound technology that cannot be replicated at home. At the heart of our mission is a commitment to integrate corporate responsibility into our operations and help drive our Company forward.

CAN YOU DISCUSS THE RECENT PROGRESS MADE?

In our previous report, we outlined Cinemark's values and the foundational steps to formalize our sustainability program. Since then, we have further transformed those values into practice, continuing to channel our decades of experience into delivering meaningful progress detailed in this latest Report.

Looking back, it is clear that our team members live the Cinemark values and that those values guide the way we do business every day.

Our culture is centered around an environment that is welcoming and makes employees feel comfortable expressing their ideas. The ongoing enhancement of corporate responsibility helped us thrive.

In 2024, Cinemark:

- Intensified its efforts to reduce our environmental footprint, aligning broader strategy to enhance renewable energy usage and implement environmentally conscious solutions throughout our operations and facility management.
- Focused on supporting communities by deepening our partnerships with organizations such as Variety - The Children's Charity of Texas, the Dallas Holocaust and Human Rights Museum, the Will Rogers Motion Picture Pioneers Foundation, and the North Texas Food Bank.

These collaborations have enabled us to make meaningful contributions to child advocacy, human rights, disaster relief, and food security.

- Invested in employee growth, including the launch of new leadership development programs and comprehensive training offerings. These initiatives have been instrumental in fostering a culture of continuous learning and professional development. In addition, we reinforced our inclusion efforts by launching our LEAD committee (Leadership Engagement, Advancing Development), an employee led resource group. The LEAD committee organizes cultural heritage events, guest speaker sessions, and networking opportunities, enriching workplace culture.
- Strengthened our governance framework to ensure accountability and transparency. The Sustainability Committee, with representation from various functional areas, guides and monitors our corporate social responsibility and environmental sustainability initiatives. Our Board of Directors continues to oversee our sustainability efforts, ensuring that our strategies align with stakeholder expectations and industry best practices.

As you read about our progress, we hope you share our enthusiasm for Cinemark's future. With a solid foundation and a clear path forward, we're poised for a successful 2025 and beyond.

HOW ARE YOU ENHANCING CURRENT REPORTING?

Perhaps our greatest milestone this year has been the incorporation of the TCFD Standard. Cinemark initiated a more formal climate risk management process to better understand and address the potential impacts of climate change on our operations. This process began with identifying the most appropriate framework of risks and opportunities, serving as the foundation for our analysis. To ensure a thorough evaluation, we engaged subject matter experts across the Company gathering diverse perspectives to prioritize the most significant climate-related risks and opportunities.

This Report, once again, details our progress against these three tenets of (1) environmental responsibility, (2) social impact, and (3) culture of governance. It primarily covers data and metrics related to the 2024 fiscal year from January 1 to December 31, 2024, and was prepared in reference to the Sustainability Accounting Standards Board (SASB) Standard and the Task Force on Climate-related Financial Disclosures (TCFD) framework.

COMMITTEE Q&A

CINEMARK™

WHAT ARE SOME NEW CORPORATE INITIATIVES THAT HELP ALIGN CORPORATE RESPONSIBILITY WITH THE BROADER BUSINESS STRATEGY?

Our corporate sustainability approach is closely tied to our mission and values: a strategic program clearly focused on a positive social and environmental impact within an effective governance framework. One of our most significant accomplishments is to continuously enhance and support a culture where our mission and values guide our business practices. Our Company has strengthened key engagement initiatives, as well as given back to the community through local and national charities.

Cinemark is committed to employee growth, community engagement, innovation, and positive workplace atmosphere. We've invested in professional development, supported local causes and events, and fostered a culture of innovation and enjoyment. Cinemark was recognized as a "Top 30 Workplace" in Dallas-Fort Worth (DFW)

by *Dallas Morning News* and a "Work Wellbeing 100" company by Indeed. In addition, employee engagement scores increased four percentage points to an all-time high.

WHAT DOES THE FUTURE LOOK LIKE?

Cinemark's sense of purpose for bringing communities and people together will continue to be a focal point. Everyday, thousands of Cinemark team members help to make a positive difference in people's lives, and we're proud to have that privilege.

We recognize that our position as one of the largest and most influential theatrical exhibition companies in the world comes with tremendous responsibility to our stakeholders. The opportunity to shape a more sustainable world has never been more promising. Our ability to integrate sustainable business practices into our operations is a pillar to delivering long-term value. We are very proud of what Cinemark and our team members have achieved this year!

"As we reflect on our progress, we invite you to share in our excitement for Cinemark's future. With a robust foundation and a clear vision, we are ready to embrace a successful 2025 and beyond, driving sustainability and innovation forward."

- Sustainability Committee



REPORT OVERVIEW

Cinemark's commitment to sustainability principles is more than just a business imperative—it is a collective responsibility. We advance corporate responsibility principles through three key pillars: environmental responsibility, social impact, and a culture of governance. These are integral to our long-term growth strategy and value creation for our stakeholders. Our Sustainability Committee—comprised of cross-functional team members from Legal, Finance, Investor Relations, Sourcing, Energy and Sustainability, and Human Resources—shapes Cinemark's sustainability strategy and monitors sustainability progress.

As part of the reporting process, we implemented consistent rigorous data collection methodologies to ensure transparent and accountable reporting, compliant with the Sustainability Accounting Standards Board (SASB). This year, we included our first set of data points under the Task Force on Climate-Related Financial Disclosures (TCFD) framework, considering interviews conducted across Cinemark, to evaluate the impact, exposure, and likelihood of environmental hazards. Furthermore, our SASB and TCFD disclosures reflect industry best practices and our organizational values. While we recognize ongoing work remains, we are confident that our advancements in these critical areas will yield long-term benefits for all Cinemark stakeholders. Our 2024 Sustainability Report builds on the foundation set by our previous report, adopting a priority-based approach. It encompasses data for fiscal year 2024, and in certain cases 2023, and is informed by materiality assessment. These assessments involved stakeholder engagement and a review of pertinent topics with subject matter experts.

This Report contains forward-looking statements, including our commitments, targets, and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. All forward-looking statements are based on management's current assumptions, estimates, and projections. This Sustainability Report generally covers Cinemark's operations for fiscal 2024. Our previous report is also available on our website. Cinemark has not obtained external assurance for this Report, but its contents have been subject to an internal quality review. Given the inherent uncertainty in predicting and modeling future conditions, caution should be exercised when interpreting the information provided in this Report.

AWARDS AND RECOGNITIONS





CINEMARK™

ENVIRONMENTAL RESPONSIBILITY

Our efforts to drive long-term value through sustainability include a commitment to help protect the planet and mitigate environmental risk. We strive to reduce the environmental impact of our operations, understand our footprint across our value chain, and engage our stakeholders in sustainable practices.

ENVIRONMENTAL INITIATIVES

ENVIRONMENTAL RESPONSIBILITY

SOCIAL IMPACT

CULTURE OF GOVERNANCE

ANNEX

CINEMARK™



As part of our thoughtful approach to sustainability, Cinemark is committed to responsible environmental practices that include conservation of natural resources, pollution prevention, and waste reduction. We foster environmental responsibility with our employees and other partners by encouraging them to reduce consumption while applying an ethical approach to disposal efforts. As environmental concerns become more prevalent, we recognize the value in complying with increased regulations and applicable environmental standards.

Cinemark is committed to environmental sustainability in our communities, including reducing our footprint through energy efficiency measures and reducing waste through co-mingled recycling programs. Highlights of our efforts and accomplishments include:

- Encouraging environmentally friendly workplace practices by supporting recycling and separation of waste throughout our facilities where feasible
- Achieving 62% renewable electricity in the U.S. in 2023 and 2024 (determined by the EPA Green Power Partnership)
- Providing over 125 electric vehicle (EV) fast-charging stations for guests and employees, supporting our U.S. communities in living more sustainable lives
- Engaging in strategic partnerships with energy professionals, manufacturers, and service providers to stay on top of upcoming opportunities in the communities in which we operate or plan to build theaters
- Focusing on the replacement of xenon lamp projectors with energy-efficient laser models across our theaters, resulting in a significant reduction in energy consumption and lamp replacement
- Initiating collection and assessment of business location climate risk data related to wildfire, drought, flood, and rising sea levels
- Diverting approximately 2.8 tons of waste to recycling last year



ENVIRONMENTAL INITIATIVES

ENVIRONMENTAL RESPONSIBILITY

SOCIAL IMPACT

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CINEMARK™



We are committed to creating a sustainable future and operating with environmental responsibility. Notably, Cinemark's energy management system (EMS) guides our efforts to accelerate facility improvements related to climate, waste, water reduction, and sustainable procurement. We invest in sustainable building materials and resilient theater designs. Currently Cinemark has four LEED certified locations. We also consider material longevity and waste reduction during renovations. For example, using carpet tiles, which can more easily be replaced in smaller sections as needed, layering new material on existing theater roofs rather than discarding the older material, use of reflective material on rooftops, and replacing seat covers instead of the entire seats.

Our HVAC systems are also closely monitored. When HVAC replacements are needed, we work with partners to bank and recycle materials. To help limit the amount of water needed for irrigation, Cinemark uses landscape designers and engineers at new locations and at locations needing refreshment to determine the best landscaping for the theater's climate. Cinemark also performs site selection due diligence and evaluates location-specific environmental considerations—such as seismic, flood plains, and wind—in building designs to create resilient and reliable theaters for our customers.

Cinemark's global sourcing team undertakes identifying and managing risks and opportunities associated with our supply chain. We require that vendors provide only products that comply with applicable laws, including those related to environmental protection, and we will not knowingly purchase products made in violation of established environmental requirements.

“Our dedication to sustainability and environmental responsibility is evident through our actions and initiatives to drive facility improvements in climate, waste, water reduction, and sustainable procurement.”

Art Justice

VP Energy & Purchasing

COMPLIANCE

ENVIRONMENTAL RESPONSIBILITY

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CINEMARK™



Cinemark complies with all applicable legal and regulatory requirements to control and reduce emissions and energy usage in our operations. We are committed to making appropriate investments in systems and technology to help ensure compliance and exceed these requirements when possible. Some examples of our efforts include:

- Completed installation of variable frequency drives in all eligible HVAC units to reduce power consumption
- Installed LED lighting in parking lots to increase energy efficiency and reduce hazardous waste while increasing light quality and longevity
- LEED certified in four theaters; incorporating key findings and best practices from LEED-certified buildings into our operational footprint
- Utilize energy management systems to control lighting schedules, power consumption, and water management to increase efficiency and reduce waste

As we work to reduce our own emissions, Cinemark is also capitalizing on sustainability opportunities within our supply chain. Our supply chain is integral to our role in environmental stewardship. We actively pursue opportunities to recycle and recover materials that might otherwise end up in landfills, aligning with our sustainability strategies. We partner with suppliers who share our core values, implementing a proactive approach to supplier onboarding and ongoing assessments to manage potential risks. We expect our suppliers to have due diligence measures in place to reasonably ensure that their products align with our values.



ENERGY MANAGEMENT

ENVIRONMENTAL RESPONSIBILITY

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ANNEX

CINEMARK™



Cinemark's management team assesses and manages climate-related risks and opportunities, ensuring that our sustainability strategy is integrated into our operations. This collaborative approach, supported by the Sustainability Committee, operationalizes initiatives that address climate-related issues throughout Cinemark. For the first time, this report incorporates the TCFD Standard.

We recognize the importance of renewable energy and have been working to increase our use of renewable power. Renewable energy presents opportunities for Cinemark over the short-, medium-, and long-term. Our renewable energy efforts include the annual purchase of energy from 40 megawatts of wind generation from Trent Mesa Wind Farm (2021–2027). We also purchase energy through supply contracts in deregulated markets, earning Renewable Energy Credits (RECs) of upwards of 60 million kilowatt-hours in run-rate credits per year.

Cinemark currently has six locations with battery storage to reduce energy demand during peak periods. Expanding our renewable energy projects may stabilize our energy usage, decrease operational disruptions, and reduce impact on fluctuating energy costs. Currently, our energy team participates in industry organizations and events, and is in contact with utilities providers, to monitor opportunities for solar and wind procurement. Cinemark currently has nearly 130 rooftop solar locations.

In addition, the Sustainability Committee is responsible for producing Cinemark's Sustainability Report, reflecting our commitment to transparency and accountability. Cinemark will work to engage with suppliers throughout our global value chain to evaluate and manage our impact—to the best of our individual and collective abilities—to conserve resources and promote practices in line with our values. The financial investments required to develop and operationalize our sustainability program are integrated into our broader financial planning activities, ensuring alignment with our long-term growth objectives.



OUR RENEWABLE ENERGY EFFORTS

Our renewable energy efforts include the annual purchase of 40 megawatts through Trent Mesa Wind Farm (2021–2027), an increase of 10 megawatts from prior levels (2018–2019). We also purchase energy supply contracts, including contracts in deregulated markets, earning Renewable Energy Credits (RECs) of upwards of 60 million kilowatt-hours in run-rate credits per year. In addition, Cinemark currently has six locations with battery storage, totaling 1.5 megawatts of capacity, to reduce power during peak periods.



CINEMARK™

SOCIAL IMPACT

At Cinemark, investing in local communities to create positive social and economic outcomes is at the heart of our culture.

COMPANY FOUNDATIONS

ENVIRONMENTAL RESPONSIBILITY

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CULTURE OF GOVERNANCE

ANNEX

CINEMARK™



Our Company foundations, which include our purpose, mission, vision, and values, serve as the cornerstone of our decision-making process and actions. These foundational elements are integral to our culture and guide us in every endeavor we undertake. We take immense pride in consistently upholding these principles across all facets of our operations, ensuring that we remain steadfast in our commitment to what is best for the long-term interests of all our key stakeholders, including our employees, customers, vendor partners, investors, and the communities we serve.

Our values play a crucial role in guiding our approach to sustainability. They ensure that we cultivate a business model that is not only profitable but also sustainable and responsible. By adhering to these values, we strive to make a positive impact on the world, contributing to the well-being of our planet and society. We are dedicated to implementing practices that promote environmental stewardship, social responsibility, and economic viability, thereby ensuring that our business operations benefit current and future generations.

OUR PURPOSE

Our reason for being

We enrich lives, build community, and transport people to amazing new worlds.

OUR MISSION

How we deliver our purpose

We create unforgettable, larger-than-life, immersive experiences that can't be found at home or anywhere else.

OUR VISION

What we aim to achieve

To deliver unmatched entertainment and service that consistently delights guests and keeps them coming back for more.

OUR VALUES

How we do everything

DO THE RIGHT THING

We act with honesty and integrity.

PASSION FOR PEOPLE

We respect and care for each other, our guests, communities, and partners, promoting a positive and inviting environment for all.

STRIVE FOR EXCELLENCE

We continuously challenge the status quo, embrace innovation, and aim to excel in all we do.

SAFETY FIRST

We provide clean and safe environments for our employees and guests.

OWN IT

We empower our people to own their roles and take accountability, because every detail matters.

STAY PRUDENT

We maintain an unwavering commitment to operational discipline and profitable growth.

CULTURE OF INCLUSION

ENVIRONMENTAL RESPONSIBILITY

SOCIAL IMPACT

CULTURE OF GOVERNANCE

ANNEX

CINEMARK™



Our passion for people creates a respectful environment that encourages everyone to be themselves. This is reflected in who we are as a Company, our workplace culture, and the experience we provide for our guests. We believe our most important asset is our team members. We continually strive to use our knowledge, talents, and resources to improve the quality of life of our communities, customers, and workforce. By developing our culture with a focus on improving social impact, we will continue to drive innovation in our Company and our industry.

We strive to foster a culture in which all of our nearly 30,000 global team members are treated respectfully, and positive attitudes, strong work ethic, and individual authenticity are valued. Simply stated, we view inclusion as promoting a culture whereby we treat others in a manner consistent with how we want to be treated.

Our commitment to inclusion starts with our goal of attracting, developing, and retaining a workforce that embraces differences in background, knowledge, skills, and experience. We provide equal employment opportunities without discriminating on the basis of gender, sexual orientation, age, family status, ethnic origin, nationality, disability, religious belief, or any other legally protected

characteristics. We believe a representative workforce fosters innovation and cultivates an environment of unique and broad perspectives. When our team reflects the diverse backgrounds of our guests, we can all achieve our full potential.

We uphold the Americans with Disabilities (ADA) standards and adhere to policies and guideline requirements for fair and reasonable accommodations and treatment of all employees. Reasonable accommodations include adaptive equipment, allowances for on-site service animals, flexible work arrangements, special parking assignments, and a number of other inclusive services. In addition, we uphold ADA standards for our guests, providing access and enjoyment by providing fair and reasonable accommodations.

We encourage our team members to build deeper relationships based on mutual respect, dignity, and understanding. Our Company has non-discrimination and anti-harassment policies as outlined in our team member handbook, which drive a workplace and workforce that upholds the highest ethical and moral standards. We maintain strong and confidential reporting processes and procedures that support an open and honest environment in an effort to ensure that the highest principles of integrity are maintained. Employees have access to a 24-hour anonymous incident reporting system available via web or phone to address serious workplace issues. Violations of these policies can result in disciplinary action, up to and including termination.

EMPLOYEE ENGAGEMENT

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ANNEX

CINEMARK™



WE FOSTER COMMUNITIES

Our LEAD Committee is foundational for promoting engagement at Cinemark by focusing on our Company's values and principles to strengthen our culture and support the communities in which we live and serve. Three focus areas of the committee include:

CULTURAL
HERITAGE
MONTHS



COMMUNITY
VOLUNTEERISM



TEAM MEMBER
DEVELOPMENT &
ENGAGEMENT

Our commitment to engagement is reflected in the wide range of events we host throughout the year. These events not only celebrate our diverse community but also provide opportunities for employees to connect, learn, and grow together. We focus on creating an engaged culture through our varied education workshops, which include topics like team building, effective communication, understanding biases, and unleashing potential. In addition, Cinemark's LEAD (Leading Engagement, Advancing Development) Committee fosters inclusion and builds awareness among all employees, which helps with recruiting and retaining a cross-cultural workforce.

Examples of engagement opportunities include:

- Quarterly Town Hall meetings to share insights on the Company's performance, entertainment landscape, strategies, and initiatives, and respond to employee concerns through question-and-answer sessions
- Bi-annual meetings for all field employees to foster a culture of transparency and collaboration
- Annual General Manager Convention that incorporates multiple engagement and team building opportunities, as well as significant learning and development
- Advance movie screenings with themed celebrations
- Company milestone celebrations, such as our 40th anniversary
- Holiday events, including Halloween contests, holiday cheers, and family events, such as trunk-or-treat
- Celebrations for national days of the year, such as National Popcorn Day and National Pet Day
- Cultural celebrations, such as Black History and Women's History months
- Friendly competitions, such as Oscars ballots, trivia, and an office scavenger hunt
- Additionally, multiple departments have their own engagement committees that host a variety of events and activities throughout the year

Domestic employees are encouraged to provide feedback through periodic employee engagement surveys to track our progress. Our 2024 survey scores achieved an all-time-high result, increasing four percentage points from the prior survey. As a result of invested engagement, we were also named among *Dallas Morning News*' "Top 30 Workplace" and Indeed's "Work Wellbeing 100" in the Dallas-Fort Worth metro area.

HEALTH AND SAFETY

ENVIRONMENTAL RESPONSIBILITY

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ANNEX

CINEMARK™



There is nothing more important than the safety of our employees. Safety is a hallmark of our culture and a reflection of our focus. To maintain a safe working environment, we leverage health and safety committees that review and address our work-related risks. Our consistent dedication to a safe workplace for all helps us attract, retain, and protect our team members and guests. We strive to achieve a zero-injury workplace and build a culture where safety comes first. Our proactive safety culture is fundamental to every operation, ensuring that all employees, movie-goers, contractors, visitors, and partners experience high standards of safety. In 2024, Cinemark team members strived to reduce job-related injuries in a variety of ways, including:

- Enhancing safe technologies, training programs, and risk management practices
- Applying robust escalation procedures to guide team members on how to address incidents
- Providing management with resources, infrastructure, reporting, controls, and a working environment to ensure employee safety
- Focusing on compliance with legal and regulatory requirements related to occupational health and safety

Our health & safety program is specifically designed to reduce accidents and illnesses, including reportable accidents and illnesses, lost work time, and costs associated with such events. Our commitment to health and safety extends through initial quality assurance and persists until the product's end-of-life safe disposal. We require that products meet mandatory safety standards, and we frequently require our employees and suppliers to exceed regulatory requirements.



BENEFITS

ENVIRONMENTAL RESPONSIBILITY

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ANNEX

CINEMARK™



Benefits are a key component in providing an engaging and rewarding experience for our people. Ensuring high levels of team member engagement requires significant attention to topics such as growth and development, rewards and recognition, and the evolving needs of the workforce of the future.

We invest in our people with these underlying goals in mind and continually evolve our benefits to remain competitive and to meet the expectations of our workforce to include:



Medical and dental benefits



Mental health and well-being resources



401(k) retirement savings program with generous match



Reimbursement for weight loss/fitness programs



Paid parental leave



Disability coverage



Company-provided life insurance benefits



Free movies and discounts on concessions

We also prioritize and invest in our team members' career development through multiple training programs and initiatives that include:

- An on-demand e-learning platform for skills development
- LEAN and Six-Sigma training for employees
- Team General Manager (GM) career progression development plan for our theater management staff
- Leadership development and skill building courses throughout the year
- Coaching and mentoring programs
- Sponsoring English classes for international team members
- A University of North Texas tuition reimbursement program provides financial support to employees for undergraduate courses and certifications

We are committed to fairness in compensation and regularly review our compensation model to ensure fair pay practices across our business. We are also committed to creating and sustaining an atmosphere of collaboration and innovation that encourages and rewards team and individual successes, including standards for goal setting, performance evaluations, and succession planning.



CSR FOCUS AREAS



CHILD ADVOCACY



HUMAN RIGHTS



DISASTER RELIEF/
FOOD SCARCITY

We are committed to having a positive impact on the communities where we operate by being good neighbors and good corporate citizens, as a large part of our success is interdependent with the prosperity of the communities we serve. We believe that investing in local communities is essential to fostering mutual growth and well-being.

In recognition and gratitude for our moviegoing communities, we strongly encourage team members to give back to the community and host periodic service days for team members. Through Cinemark Cares, we support local and national charitable organizations through monetary and in-kind donations, as well as employee volunteer services.

We are a proud long-term partner of several charities. In 2024, Cinemark celebrated a milestone as we hosted our 33rd Annual Charity Classic Golf Tournament and Gala benefiting four of Cinemark’s most beloved charity partners. It was a banner event, raising more money than ever before through the generous donations and sponsorships from valued vendors, suppliers, partners, and colleagues. This annual Cinemark event demonstrates how much Cinemark Cares and lives out its values of “Passion for People” and “Do the Right Thing.”

We further expanded our philanthropic impact by volunteering approximately 2,400 service hours to benefit charitable causes and provided more than 34,000 meals for communities in North Texas.

Cinemark is dedicated to fostering self-sufficient and thriving communities through various regional and local initiatives, alongside strategic partnerships. Our employees are empowered to make a difference by contributing their time and expertise to community efforts. Cinemark aims to be a model corporate citizen, focusing on Corporate Social Responsibility (CSR) areas that include charity fundraising, educational sponsorship, and community development.

Cinemark has established three key CSR focus areas that are important to our guests and employees, as they directly impact our industry, our local communities, and surrounding populations. These areas include child advocacy, human rights, and disaster relief/food scarcity with our key charity partners.

KEY CHARITY PARTNERS





CINEMARK™

CULTURE OF GOVERNANCE

Governance is the foundation of sustainability. Cinemark's commitment to strong governance policies and practices is rooted in our Values. We operate our business with the highest standards of ethics and integrity and strive to provide accountability and transparency through active engagement with all our stakeholders.

GOVERNANCE AT A GLANCE

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CINEMARK™



Cinemark is governed by an eleven-person Board. This Board is responsible for the oversight of the management of our Company for the long-term benefit of our stakeholders. Its members set the tone for Cinemark and operate under a set of published *Corporate Governance Guidelines*, which are based on best practices that meet or exceed the NYSE's and SEC's existing standards. We feature an independent, experienced, and diverse Board with expertise in a broad set of areas relevant to our business. Our *Code of Business Conduct and Ethics (Code)* requires all our directors, officers, and employees to conduct business in an ethical manner and in compliance with all applicable laws, rules, and regulations. The Board is also focused on and devotes substantial attention to matters of sustainability.

Cinemark has a unified focus on our sustainability goals to protect our environment, invest in our people and communities, and strive for transparency at all levels of the organization. We have a strong structure to ensure continuous improvement toward achieving our goals and programs to benefit all our stakeholders. The Board has designated the Sustainability Committee with responsibility for oversight of Cinemark's policies and practices on environmental responsibility, social impact, and our culture of governance. The following documents represent key corporate governance framework and are available on our website [Governance Documents: Cinemark Holdings, Inc. \(CNK\)](#)

[Audit Committee Charter](#)

[Compensation Committee Charter](#)

[Nominating and Corporate Governance Committee Charter](#)

[Strategic Planning Committee Charter](#)

[Corporate Governance Guidelines](#)

[Code of Business Conduct and Ethics](#)

[Sustainability Committee Charter](#)

BOARD MEMBER	AUDIT	COMPENSATION	NOMINATING/ CORPORATE GOVERNANCE	STRATEGIC PLANNING
Carlos Sepulveda ⁽¹⁾	●	●		●
Darcy Antonellis	●	●		CHAIR
Benjamin Chereskin		●		●
Sean Gamble (CEO)				
Nancy Loewe ⁽¹⁾	CHAIR		●	
Kevin Mitchell				●
Steven Rosenberg	●		CHAIR	
Enrique Senior				●
Ray Syufy				●
Nina Vaca		CHAIR	●	
Mark Zoradi ⁽²⁾	●			●

(1) Financial Expert

(2) Member of Audit Committee effective 1/1/2025

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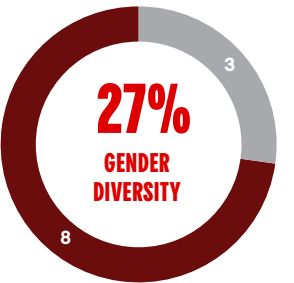
CINEMARK™



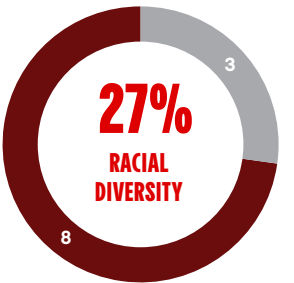
The Board has responsibility for enterprise risk management oversight, although certain categories of risk may be allocated to particular committees of the Board, with the committee then reporting back to the full Board. The primary categories of risk on which the Board continually focuses include competitive, economic, operational, financial (accounting, credit, liquidity, and tax), cybersecurity, legal, compliance, regulatory, compensation, and reputational risks. Furthermore, the Board may from time to time establish additional committees for unique areas of risk.

- The Audit Committee oversees risks related to financial reporting, internal controls, technology and cybersecurity, ethics, and compliance.
- The Compensation Committee oversees risks related to compensation policies, practices, incentive plans, and talent retention.
- The Governance Committee oversees risks associated with governance structures, policies and processes, sustainability, and succession planning.
- The Strategic Planning Committee oversees and advises on risks related to strategic options and industry developments.

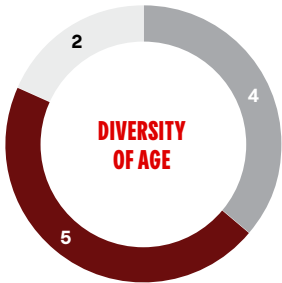
Members of the Board collectively possess the knowledge, skills, and unique perspectives needed to successfully guide our Company toward continued sustainable growth. They possess broad-based business knowledge, outstanding achievement in their professional careers, a commitment to ethical values, and executive leadership, and meet the Company’s articulated director qualifications, including independence, accountability, integrity, sound judgment in areas relevant to the Company’s businesses, and diversity of background. In addition, our directors have demonstrated experience and expertise in a number of different substantive areas relevant to the Company, such as theater and retail operations; e-commerce; marketing and brand management; strategic planning; real estate; risk management; legal, compliance, and regulatory matters; mergers and acquisitions; and financial acumen. Our Board reflects a diversity of experience in varying operations and industries, as well as background, gender, race, and age. The following summarizes certain aspects of the Board’s current composition:



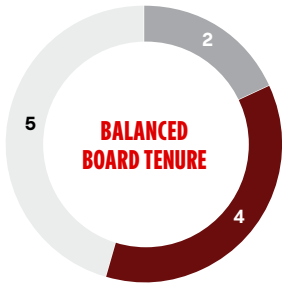
WOMEN DIRECTORS
MEN DIRECTORS



MINORITY DIRECTORS
NON-MINORITY DIRECTORS



45-59 YEARS
60-70 YEARS
>70 YEARS



0-6 YEARS
7-12 YEARS
>12 YEARS

As of 2025 Proxy Statement

GOVERNANCE AT A GLANCE

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Management is charged with identifying material risks in a timely manner, implementing strategies that are responsive to the Company's risk profile and specific material risk exposure, evaluating and managing risk with respect to business decision-making, and promptly communicating relevant risk-related information to the Board or appropriate committee to enable them to conduct appropriate risk management oversight. Our Board leadership structure promotes effective independent oversight and is comprised of directors with the diverse skills and expertise necessary to drive value for Cinemark stockholders, offering a strategic balance between independent, engaged oversight and extensive industry and operational expertise.

We have a separate Chairman and CEO, with a Chairman who:

- Provides leadership to the Board by chairing meetings, organizing directors, and facilitating deliberations of the Board
- Provides significant input on strategic initiatives, including evaluating new diversification and growth opportunities
- Acts as liaison between non-management directors and management
- Calls and chairs executive sessions of non-management directors and independent directors
- Consults with CEO to approve schedules, agendas, and information for Board meetings

SKILLS/EXPERIENCE MATRIX

EXPERIENCE	Antonellis	Chereskin	Gamble	Loewe	Mitchell	Rosenberg	Sepulveda	Senior	Syufy	Vaca	Zoradi
Financial Literacy	•	•	•	•		•	•	•		•	•
Financial Management/ Corporate Finance	•	•	•	•	•	•	•	•	•	•	•
Accounting and Financial Oversight	•		•	•		•	•				
Corporate Governance	•	•		•		•	•			•	
CEO Experience	•		•		•		•		•	•	•
Non-CEO Executive Experience		•		•		•		•			
Industry Knowledge	•		•		•			•	•		•
Mergers and Acquisitions		•	•	•	•	•		•			
Other Public Company Board Service	•	•				•	•	•		•	•
Risk Management	•	•	•	•	•	•	•	•	•	•	•
Strategic Vision and Planning	•	•	•	•	•	•	•	•	•	•	•
Information Technology and Cybersecurity	•	•		•		•				•	

GOVERNANCE AT A GLANCE

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Annual Board and committee evaluations are facilitated by a third party (NASDAQ) and overseen by the Nominating and Corporate Governance Committee in consideration of many factors—including diversity of experience; educational and professional background; age, wisdom, integrity, skills, experience, and expertise; and a willingness to devote adequate time to Board duties—in evaluating the suitability of individual Board members.

OUR GOVERNANCE HIGHLIGHTS

- Majority of directors are independent by SEC and NYSE standards, including the Chairman of the Board
- Robust oversight of risk and risk management
- Annual Board and committee evaluations and assessments
- Regular executive sessions of independent directors required by Governance Guidelines
- Diverse Board with varying backgrounds and expertise

COMPENSATION PRINCIPLES

- Competitive, market-driven base salary
- Formula-driven, quantitative performance targets for a significant portion of total compensation, including varying metrics to drive short-term and long-term performance
- Capped incentive opportunities

- Clawback policy
- Robust stock ownership guidelines align executive and director interests with those of stockholders
- Non-employee directors: 5x annual cash retainer; CEO: 5x annual base salary; All EVPs: 2x annual base salary
- Executive officers and directors are unconditionally prohibited from engaging in short selling, put, call, or other derivative transactions or hedging or other monetization transactions in our common stock
- Double-trigger in employment agreements for change-in-control

SUSTAINABILITY COMMITTEE

Our Board ultimately oversees the management of sustainability-related matters. Much of this work is done through the Board's committees. In particular, the Governance Committee provides oversight of Cinemark's practices on sustainability matters. Reporting into this Committee is Cinemark's Sustainability Committee, which monitors informed sustainability strategies and works to ensure enterprise-wide alignment. This group also oversees the preparation and review of this Report.

SHAREHOLDER ENGAGEMENT

We value the input and insights of our stockholders and are committed to continued engagement with our investors. As part of our proactive stockholder engagement program to ensure management

and the Board understand and consider the issues that matter the most to our stockholders, we offered meetings to our top institutional investors in each of the past five years, representing over 70% of our institutional stockholder base. During 2024, we met with all that accepted our request, totaling nearly 44% of the total shares outstanding held by institutional stockholders. Our interactions cover a broad range of governance and business topics, including strategy and execution, risk oversight, sustainability, culture/human capital, and sustainability. As a result of the incremental disclosures incorporated in last year's proxy statement, we had a strong Say-On-Pay (95% in favor) vote.



RISK MANAGEMENT

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The Board has ultimate authority and responsibility for overseeing Cinemark's risk management arising out of its operations and business strategy. This includes overseeing the Company's enterprise-wide risk management framework, which establishes the Company's overall risk management strategy and enables senior management to understand, manage, and report on the risks faced by the Company.

Cinemark seeks to implement and maintain practices that are ethical and reasonable. We believe that ethical and humane employee, customer, and vendor treatment is a top priority. Guided by our executive leadership team, we balance a drive for financial results with adherence to ethical professionalism. Cinemark has adopted and maintains a *Code of Business Conduct and Ethics* that is posted on our website. The policies referred to therein apply to all Directors and employees of the Company. This Code covers all areas of professional conduct as well as compliance with all laws, rules, and regulations applicable to our business.

Our Board believes that a blend of director perspectives adds value to oversight and decision making. As part of our Board refreshment, new directors have joined our Board as independent directors as others have retired or not stood for reelection. We further enhanced our executive succession planning framework that was shared with the Board, which includes ongoing board governance oversight. We proactively interact with our shareholders and other interested parties throughout

the year in a variety of forums. We provide every employee with a reliable and confidential method to report such issues as harassment, security violations, unfair labor practices, discrimination, threatening behavior, vandalism, workplace violence, substance abuse, theft, fraud, embezzlement, ethical violations, waste of time and/or resources, compliance and regulation violations, environmental damage, corporate scandal, or any other workplace issues in a safe and convenient manner. This service is available 24 hours a day, 7 days a week (ir.cinemark.com/corporate-governance/anonymous-reporting), and employees are able to make reports anonymously. Our Audit Committee reviews these reports quarterly. We also uphold a strict anti-retaliation policy for reports made in good faith.

We believe that strong corporate governance and effective management of enterprise risk and social supply chain are crucial for the long-term success of our business and stakeholders. Management regularly monitors and manages supply chain risks, while adhering to a business code of conduct for vendor selection. Vendors must comply with local laws and ethical business practices, which we assess through audits, contracts, and terms and conditions on purchase orders. We seek long-term relationships with partners based on mutual trust, respect, and cooperation. We continue to evolve our supplier selection process to ensure fairness and impartiality in our decisions, while avoiding conflicts of interest. Our evaluation criteria include, but are not limited

to, ethical labor practices, community engagement, and sustainability initiatives. While we don't have full control over our supply chain or our suppliers, we strive to collaborate with like-minded partners who share our values.

The Board is also heavily engaged, through the Audit Committee, in the oversight of cybersecurity incident detection and response, including the related disclosure and notification requirements. Our management team continually monitors emerging threats and vulnerabilities and seeks to minimize the risks associated with these ever-evolving, increasingly sophisticated cybersecurity threats.



DATA SECURITY

ENVIRONMENTAL RESPONSIBILITY

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As a Company that generates a high volume of transactions reliant on networks and information systems, we face operational risks related to cybersecurity; for this reason, we invest in a multi-layered cybersecurity program. The evolution of cyber threats and attack vectors is occurring faster and with greater frequency than in the past. We closely monitor and track the general cyber threat landscape to proactively identify emerging risks.

The primary goal of our data security program is to maintain cybersecurity defenses that utilize best-in-class solutions. We use examination guidelines, frameworks, and privacy laws to guide us in consistently meeting legal and regulatory requirements. We are committed to safeguarding data, raising security awareness related to cybersecurity risks, adhering to applicable state and federal privacy regulations, and applying sound data management practices. This commitment to data security starts at the top with oversight by the Board and the Audit Committee. The Audit Committee receives semi-annual reports from our Information Technology management team. These reports focus on information security and cybersecurity topics.

Our cybersecurity infrastructure is further enhanced through relationships with vendors that provide state-of-the-art systems and support. All corporate devices in the Cinemark network are monitored 24/7 by remote infrastructure management system agents that block and shut down unauthorized attempts to access data. Our IT team consistently monitors our systems through a combination of tools and technologies to help protect our stakeholders' data. Cinemark's employees are responsible for complying with our data security standards and complete mandatory monthly training to understand the behaviors and technical requirements necessary to keep information secure. We also provide ongoing education to teach employees to recognize and report suspicious activity.

We also rely on third-party service providers to execute certain business processes, maintain information systems and infrastructure, and evaluate our defenses. We periodically conduct external information security assessments to stay informed of emerging information security risks. Additionally, we maintain a supplier validation process that involves approval by our cybersecurity group for significant suppliers that will have access to our databases or technology. Our penetration testing continues to evolve to address potential new threats and has bolstered our ability to protect against vulnerabilities. Our data security and privacy practices are designed to support privacy rights and are based on industry standards.

In 2024, as in prior years, we did not experience a material compromise to any of our data systems and did not incur any material expenses resulting from information security breaches, related penalties, or settlements. The Company is committed to disclosing and providing appropriate notices regarding any such data breach in compliance with relevant laws and regulations.

“We have built a strong culture of data security. Cybersecurity is a shared responsibility. Our Cinemark team members are our first line of defense and are diligent in how they handle data and correspondence.”

Doug Fay

Chief Technology Officer



CINEMARK™

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This annex expands transparency through key quantitative data compiled in accordance with the SASB and TCFD frameworks, along with additional details on our workforce, revenues, sales, stakeholders, locations, and certification. Report data covers all global operations unless otherwise noted. In developing our Report, we have compiled metrics organized by key sustainability themes incorporated within our tables and throughout our organization. Cinemark member companies best classify into the Sustainability Accounting Standards Board classifications for Leisure Facilities, Hotels & Lodging, Restaurants, and Professional & Commercial Services. Our reporting reflects that classification. All data included in the following SASB and TCFD tables reflects calendar year 2024.



SUSTAINABILITY DEVELOPMENT GOALS (SDGS)

The Sustainable Development Goals (SDGs) adopted by UN member states in 2015, are a series of interlinked goals aimed at creating a fairer, more just world through sustainable economic and environmental practices by 2030. These ambitious goals require collaboration across government, business, and civil society. We support the SDGs and have linked our priority areas to them, focusing on the goals most aligned with our business where we can make the most positive impact globally.

SUSTAINABLE DEVELOPMENT GOALS

Cinemark supports the SDGs and has prioritized several goals that most align with our business and which we believe we can make a positive impact.



GOOD HEALTH AND WELL-BEING

Providing equitable access of health services for all and end preventable deaths



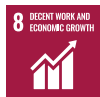
GENDER EQUALITY

Achieve gender equality and empower all women and girls



CLEAN WATER AND SANITATION

Safe drinking water and sanitation are human rights and fundamental to human health and well-being



DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all



REDUCE INEQUALITIES

Reducing all forms of inequality within and among countries



RESPONSIBLE CONSUMPTION AND PRODUCTION

Encourages more sustainable consumption and production patterns through various measures



CLIMATE CHANGE




Take urgent action to combat climate change and its impacts



LIFE ON LAND

Seeks to protect, restore, and promote the conservation and sustainable use of terrestrial, inland-water, and mountain ecosystems



SASB TOPIC	SASB METRIC	SASB CODE	CATEGORY	UNIT OF MEASURE	DATA AND NARRATIVE RESPONSE*
LEISURE FACILITIES					
Energy Management 	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	SV-LF-130a.1	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 1.99 M GJ for 2023; 1.96 M GJ for 2024 (2) 1.69 M GJ, 85% grid electricity for 2023; 1.69 M GJ, 86% grid electricity for 2024 (3) 0.7 M GJ, 38% renewable energy for 2023 and 2024
Customer Safety 	(1) Fatality rate and (2) injury rate for customers	SV-LF-250a.1	Quantitative	Rate	At Cinemark, we proudly serve millions of guests each year and are dedicated to providing a safe and enjoyable experience for both our customers and employees. We are pleased to report that guest claims requiring Company action are minimal. While we currently do not disclose specific metrics related to guest claims, we are committed to transparency and may consider including this information in future reports. Our priority remains the safety and satisfaction of everyone who visits our theaters.
	(1) Percentage of facilities inspected for safety, (2) percentage of facilities that failed inspection	SV-LF-250a.2	Quantitative	Percentage (%)	
Workforce Safety 	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) permanent employees and (b) seasonal employees	SV-LF-320a.1	Quantitative	Rate	At Cinemark, we employ nearly 30,000 global employees and are dedicated to providing a safe and enjoyable experience for both our customers and employees. We are pleased to report that employee claims requiring Company action are minimal. While we currently do not disclose specific metrics related to employee claims, we are committed to transparency and may consider including this information in future reports. Our priority remains the safety and satisfaction of everyone who visits our theaters, including employees.
Activity Metrics	Attendance	SV-LF-000.A	Quantitative	Number	During 2024, we served 201.1 million customers globally with 122.9 million of those within the U.S.
	Number of customer-days	SV-LF-000.B	Quantitative	Number	In 2024, the average visit time per customer was 115 minutes.* The number of customer days for 2024 in the United States were 9.81 million and 16.1 million globally.

*Data is for 2024 unless otherwise noted.



SASB TOPIC	SASB METRIC	SASB CODE	CATEGORY	UNIT OF MEASURE	DATA AND NARRATIVE RESPONSE**
HOTELS & LODGING					
Water Management 	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	SV-HL-140a.1	Quantitative	Thousand cubic meters (m³), Percentage (%)	<p>[1] 324,000 K Gal (1,226 K m³) for 2023 and 314,000 K Gal (1,189 K m³) for 2024 (U.S. only, international data not readily available)</p> <p>[2] Currently, we do not disclose water consumption. We may consider disclosing this metric in future reporting. As a theatrical exhibition operator, we do not have high water consumption associated with dishwashing, laundry, or showers required of full-service restaurants and hotels. That said, we remain focused on conservation tactics, such as desert landscaping, to further reduce our usage.</p>
	(1) Voluntary and (2) involuntary turnover rate for facility employees	SV-HL-310a.1	Quantitative	Rate	Our turnover rate for all hourly theater employees is 80.5%. Our turnover rate includes full-time and part-time employees. Cinemark's turnover rates are influenced by the nature of its workforce, which includes a significant number of theater staff, often hired in response to seasonal demand fluctuations due to the timing and success of movie releases. Additionally, theater staff tends to seek more flexible roles and hours.
	(1) Average hourly wage and (2) percentage of facility employees earning minimum wage, by region	SV-HL-310a.3	Quantitative	Reporting currency, Percentage (%)	<p>(1) Average hourly wage is \$14.66</p> <p>(2) All of our employees earn at least minimum wage. In 2024, 1,899 employees earned a minimum wage out of a total of 18,780 employees, or 10%. Employees earning a minimum wage include bartenders and servers.</p>
	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	Discussion and Analysis	n/a	<p>We will not tolerate any discrimination or harassment of any kind. Examples include, but are not limited to, derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances. As stated in Cinemark's Policy Against Workplace Harassment, engaging in workplace harassment is unacceptable conduct which will not be tolerated. Any employee found to have engaged in workplace harassment will be subject to disciplinary action up to and including termination. Managers and supervisors who know or should have known of workplace harassment and fail to report such behavior will also be subject to disciplinary action. All Cinemark employees acknowledge Cinemark's Policy Against Workplace Harassment during onboarding and on an annual basis.</p> <p>Cinemark provides Preventing Harassment & Discrimination training tailored for both supervisors and non-supervisors in all U.S. operations, including state-specific requirements for California, Connecticut, Delaware, Illinois, and New York. This training is assigned to all new hires, with completion required within 30 days. The training is reassigned every two years, except in Illinois and New York, where retraining occurs annually. In addition to our required training, our new general manager development program, Ignite, emphasizes identifying and preventing harassment. We also offer compliance courses to employees, including Accommodating Disabilities and Managing Bias.</p>

*The average runtime of the 2024 wide release films, not factoring in time for advertising, trailers, or concession purchases.

**Data is for 2024 unless otherwise noted.



SASB TOPIC	SASB METRIC	SASB CODE	CATEGORY	UNIT OF MEASURE	DATA AND NARRATIVE RESPONSE*
RESTAURANTS					
Food & Packaging Waste Management 	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	FB-RN-150a.1	Quantitative	Metric tons (t), Percentage (%)	<p>(1) 25,708 metric tons</p> <p>(2) Currently, we do not disclose food waste. We may consider disclosing this metric in future reporting.</p> <p>(3) 9.8% Diverted from landfills</p>
Food Safety 	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	FB-RN-250a.1	Quantitative	Percentage (%)	Cinemark is committed to providing a safe, professional, and positive environment for everyone that enjoys our theaters. This includes taking the necessary steps to ensure food safety and prevent foodborne illnesses with the vast majority of our theaters inspected by food and safety oversight with minimal critical violations. Employees are continually trained on food safety, preparation, and handling, and maintaining the quality of our concession product offerings. Many employees are also certified in food safety protocols and serving alcoholic beverages.
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-RN-250a.2	Quantitative	Number, Metric tons (t)	Cinemark is committed to providing a safe, professional, and positive environment for everyone that enjoys our theaters. This includes taking the necessary steps to ensure food safety. The vast majority of our concessions sold are sourced through third parties, and we handle very few fresh ingredients. Nevertheless, we have protocols in place with our third-party providers, as well as internally, for any recalls that may arise, which have been minimal historically.
	Number of confirmed foodborne disease outbreaks, percentage resulting in public health authority investigation	FB-RN-250a.3	Quantitative	Number, Percentage (%)	Cinemark is committed to providing a safe, professional, and positive environment for everyone that enjoys our theaters. This includes taking the necessary steps to prevent foodborne illnesses, which have been successful to-date.
Labor Practices 	Total amount of monetary losses as a result of legal proceedings associated with (1) labour law violations and (2) employment discrimination	FB-RN-310a.3	Quantitative	Reporting currency	Cinemark is committed to providing a safe, professional, and positive work environment. We follow all applicable labor laws and do not tolerate discrimination or harassment in any form. We actively engage with our employees through regular town halls and employee surveys, ensuring their voices are heard. Our various initiatives aim to create a welcoming environment for all, and employees have access to an anonymous reporting hotline to voice concerns. More information on our legal proceedings can be found under Legal Proceedings in our 10-K.

*Data is for 2024 unless otherwise noted.



SASB TOPIC	SASB METRIC	SASB CODE	CATEGORY	UNIT OF MEASURE	DATA AND NARRATIVE RESPONSE*
PROFESSIONAL & COMMERCIAL SERVICES					
Workforce Diversity & Engagement 	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	SV-PS-330a.1	Quantitative	Percentage (%)	<p>Cinemark believes that our team members' ideas and perspectives lead to increased creativity, idea generation, and better decision making, which drives superior business performance. This in turn enriches the lives of our employees, families, guests, and communities.</p> <p>Our goal at Cinemark is to foster an environment where everyone contributes to making a lasting and sustainable positive impact. Along with the support of our employee-based volunteer committee, LEAD (Leading Engagement, Advancing Development), we will achieve this goal through awareness, engagement, developing team members, and retaining talent. Of the nine members of our executive leadership team, two are female and three are racially diverse. Cinemark also has three women on our Board and three of our Board committees are chaired by women.</p>
	Employee engagement as a percentage	SV-PS-330a.3	Quantitative	Percentage (%)	<p>Cinemark is dedicated to promoting an engaged and productive workforce and regularly collects feedback from employees about their overall engagement experience. During 2024, Cinemark's Service Center (CSC) had 94% participation from team members with an engagement score of 73%. Our Theater Operations team had 55% participation with an above-industry-average engagement score of 81%.</p> <p>We utilize anonymous surveys via third-party applications biannually, as well as conduct ongoing internal feedback sessions to gain the pulse of the team. The survey responses and feedback help guide our leadership team to focus on key initiatives that improve our employee experience, as well as strengthen and grow our culture. Within our teams, we have dedicated engagement champions who support our leaders to drive engagement plans and provide real-time employee feedback.</p>
Activity Metrics	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	Quantitative	Number	<p>(1) 9,299 full-time employees and 19,908 part-time employees globally (3,941 full-time employees and 14,839 part-time U.S. employees, and 5,358 full-time employees and 5,069 part-time international employees).</p>

*Data is for 2024 unless otherwise noted.



TCFD ELEMENT	DISCLOSURE	2024 RESPONSE
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	<p>Cinemark has established a robust framework to address Environmental, Social, and Governance matters, with oversight responsibilities distributed across multiple committees. The Governance Committee ensures that sustainability-related risks and opportunities are managed effectively through regular updates and oversight from these committees.</p> <p>The Sustainability Committee meets periodically to reinforce Cinemark's commitment to sustainability, corporate social responsibility, and related public policy matters. Reporting directly to the Governance Committee, the Sustainability Committee provides strategic guidance and oversight on sustainability initiatives, ensuring alignment with Cinemark's values and objectives.</p> <p>The Governance Committee, appointed by the Board, oversees the Sustainability Committee and guides Cinemark's approach to corporate social responsibility and public interest issues that significantly impact investors and other key stakeholders. This Committee also monitors environmental, health, and safety matters critical to Cinemark's operations.</p> <p>The Audit Committee supervises Cinemark's internal audit function and risk management processes. Its responsibilities include reviewing and discussing risk mitigation efforts for material risks identified by management and ensuring that risk management processes are aligned with Cinemark's strategic goals.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The Sustainability Committee is a cross-functional management committee selected based on their expertise in relevant disciplines. Membership includes representatives from key functional areas such as Legal, Finance, Investor Relations, Sourcing, Energy and Sustainability, and Human Resources. The Sustainability Committee meets periodically to coordinate on initiatives and define next steps, ensuring alignment with Cinemark's sustainability objectives.</p>
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	<p>We have identified both physical and transitional climate-related risks and opportunities over the short-, medium-, and long-term. Please see Risk and Opportunity tables on pgs. 35 & 36 for more details.</p>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Please see Risk and Opportunity tables on pgs. 35 & 36 for more details.</p>
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>We have not yet conducted a formal climate-related risk assessment and scenario analysis. We plan to in the future.</p>



TCFD-STRATEGY	RISKS			
Risk Drivers	Natural Disasters	Weather Pattern Changes	Energy Cost Fluctuations	Environmental Regulatory Requirements
Type	Physical - Acute	Physical - Chronic	Transition - Market	Transition - Policy and Legal
Timeframe	Short-term	Long-term	Medium-term	Medium-term
Impacts	<p>Cinemark’s operations could potentially be impacted by adverse weather conditions arising from short-term weather patterns including catastrophic natural disasters such as hurricanes, tornadoes, floods, droughts, wildfires, and earthquakes. These events could lead to temporary closures of theaters, disruptions to supply chain, and increased costs related to property repairs and insurance premiums. Additionally, such events may result in reduced attendance, impairments to impacted assets, and other financial losses, which could negatively affect our operations and overall profitability.</p>	<p>Chronic changes in weather patterns could lead to increased maintenance and operational costs, disruptions to theater locations or supply chain, and reduced attendance due to changes in customer behavior. Long-term climate risks may affect the value of certain assets, especially those in locations that are more vulnerable to climate change. The Company may be unable to obtain sufficient insurance coverage for these assets and/or deteriorating conditions in surrounding areas may result in the decline of its market value, which could adversely affect financial performance.</p>	<p>Fluctuations in energy costs may adversely impact our ability to provide services effectively by increasing our operating expenses. Higher energy costs could result in reduced profitability and may require adjustments to pricing or operational strategies to mitigate their effect on financial performance.</p>	<p>Cinemark may experience environmental regulatory changes or increased reporting obligations as a result of new legislation related to climate change. These obligations may require an increase in Company resources for Cinemark to be in compliance and could require incremental spend and resources. If Cinemark was found to be liable or not in compliance with environmental regulations, the Company could incur fines and/or experience damage to its reputation. In addition, regulatory efforts to combat climate change could result in future increases in the cost of raw materials, taxes, transportation, and utilities for vendors and for the business, which would result in higher operating costs for the Company.</p>



TCFD-STRATEGY	OPPORTUNITIES			
Opportunity Drivers	Renewable Energy Use	Theater Resiliency	Sustainable Theater Design	Material Replacement and Retrofitting
Type	Energy Source	Resilience	Resource Efficiency	Resource Efficiency
Timeframe	Short-, Medium-, and Long-term	Medium- and Long-term	Medium-term	Medium-term
Impacts	Expanding our renewable energy projects may stabilize our energy expenses, decrease operational disruptions, and reduce reliance on fluctuating energy costs. Cinemark may also experience tax or financial incentives as the result of increased renewable energy use. Currently, our energy team is involved in industry organizations and events, and in contact with utilities providers, to monitor opportunities for solar and wind procurement. Cinemark currently has approximately 130 rooftop solar locations.	Infrastructure designed and fitted to withstand extreme short-term weather events and long-term changes in weather patterns could reduce energy demands and prevent operational disruptions, providing cost savings and minimizing downtime. Cinemark also performs site selection due diligence and works to ensure location-specific considerations, such as seismic, floodplain, and wind are implemented in building designs to create resilient and reliable theaters for our customers.	Sustainable design, such as LEED certified buildings, and retrofitting old HVAC and lighting systems could result in increased efficiency, reducing both costs and our operational footprint. Currently Cinemark has four LEED-certified locations. To help limit the amount of water needed for irrigation, Cinemark uses landscape designers and engineers at new locations and at locations needing refreshment to determine the best landscaping for the theater's climate.	We consider material longevity and waste reduction during renovations. For example, using carpet tiles, which can more easily be replaced in sections as needed, placing new reflective material on theater roofs rather than discarding the older material, and replacing seat covers instead of the entire seats. We completed an LED conversion project in our parking lots, which increases efficiency and decreases the number of replacement bulbs. Our HVAC systems are also monitored and the filters replaced more frequently to increase efficiency. When HVAC system replacements and maintenance are needed, we work with partners to recycle materials, including banking and recycling freon.



TCFD ELEMENT	DISCLOSURE	2024 RESPONSE
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>Cinemark performs a periodic enterprise risk assessment to identify and assess external and internal risks that may impact the Company's operations or ability to achieve its short and long-term strategic objectives. The risk assessment process considers information gathered from subject matter experts across the Company's various functional areas.</p> <p>The Audit Committee supervises Cinemark's internal audit function and risk management processes. Its responsibilities include reviewing and discussing risk mitigation efforts for material risks identified by management and ensuring that risk management processes are aligned with Cinemark's strategic goals.</p>
	b) Describe the organization's processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>We currently do not have a formal GHG emissions inventory, however, we have estimated our Scope 1 and Scope 2 emissions for 2023 and 2024. Our Scope 1 emissions data represents natural gas, which is only used in our U.S. locations. Our Scope 2 emissions include electricity and chilled water, which are applicable to our U.S. and international locations. For 2023, our Scope 1 emissions were approximately 15,011 metric tons CO₂e and our Scope 2 emissions were approximately 99,051 metric tons CO₂e. For 2024, our Scope 1 emissions were approximately 13,592 metric tons CO₂e and our Scope 2 emissions were approximately 100,448 metric tons CO₂e.*</p>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

Scope 1:

Total consumption of natural gas was multiplied by emissions factors from the U.S. EPA.

Scope 2, Purchased Electricity and Chilled Water:

In 2023, Cinemark sourced 216,706 MWh of RECs, representing 46% of our total electricity consumption. Electricity consumption not covered by RECs was then multiplied by the U.S. EPA eGRID's electricity grid national average emissions factor to calculate metric tons CO₂e. Total consumption of chilled water was multiplied by emissions factors from the U.S. EPA.

In 2024, Cinemark sourced 210,722 MWh of RECs, representing 45% of our total electricity consumption. Electricity consumption not covered by RECs was then multiplied by the U.S. EPA eGRID's electricity grid national average emissions factor to calculate metric tons CO₂e. Total consumption of chilled water was multiplied by emissions factors from the U.S. EPA.

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