

JYP Entertainment
ESG Report 2021

Leader of change



About this Report

Overview

Through this report, JYP Entertainment will disclose how we manage the environmental, social, and governance aspects of sustainability to various stakeholders in a transparent manner, and demonstrate continued progress of our ESG initiatives.

Reporting period and scope

For quantitative performance, we disclose three-year data (from 2019 to 2021) for trend analysis, and material managerial topics may include years before 2021 or the first half of 2022.

Reporting principles

This report has been compiled using global sustainability reporting standards, including the Core Option of the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) framework for the “Internet & Media Services” and “Media & Entertainment” industries. The financial data in this report has been prepared according to the Korean International Financial Reporting Standards (K-IFRS).

Independent Assurance

This report of JYP Entertainment has been assured by Korea Management Registrar (KMR), an independent assurance service provider, to ensure the integrity of the reporting process as well as the accuracy and credibility of its contents.

For further information about this report, please contact

JYP Entertainment ESG Committee at esg@jype.com

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Founder/Chairman Message

From J.Y. Park

Hello, I very much appreciate the opportunity to share with you what we do here at JYP entertainment for the people, the planet and the society.

The first thing I would like to share is that 'we do really care'. Sincerity has been the front and center of our business from the very beginning. Not many companies put a slogan tied to their company name. But this was our company identity from the start.

It was because we exactly knew what we wanted to pursue as a group. 'Becoming the leader of change'. That's why during our 25-year journey, we made sure not only our achievements are respected, but also how we achieved them by meeting all legal obligations and moral expectations.

Through this report, we hope to share our true dream and passion so you can join us.

From 박재영

안녕하세요, 이렇게 JYP엔터테인먼트에서 25년 열정을 가진 지구를 위해서, 사회를 위해서, 사람들을 위해서 해 왔고, 해 나갈 일들을 소개해드릴 기회를 얻게 된 걸 기쁘게 생각합니다.

제일 먼저 드리고 싶은 말씀은 이 모든 일들이 우리 가슴 깊은 곳의 진심에서 나왔다는 것입니다. 회사 크기 안에 소극권을 넣어 놓은 엔터테인먼트 회사는 많지 않습니다. 하지만 회사를 처음 시작한 순간부터 우리 회사의 크기에는 메시지가 들어 있었습니다.

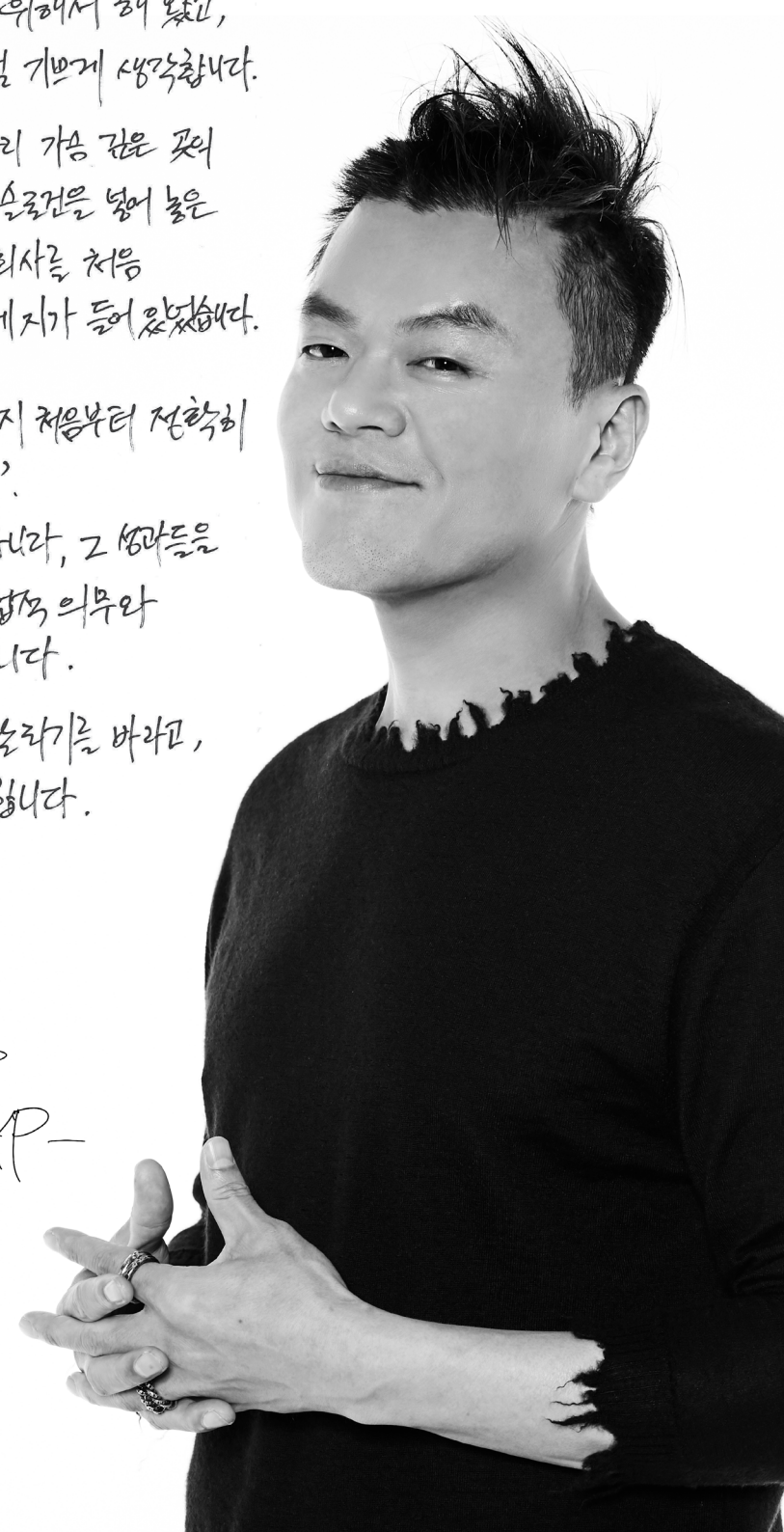
그 이유는 우리가 회사로서 무엇을 추구하고 싶은지 처음부터 정확하게 알고 있었기 때문입니다. '변화를 선도하는 리더'.

그래서 우리 지난 25년 간 우리의 성과들 뿐 아니라, 그 성과들을 이루어낸 과정들도 존중 받을 수 있도록 모든 법적 의무와 사회적 책임을 지키려고 최선을 다해 왔습니다.

이 보고서를 통해 우리의 진심, 열정, 꿈이 전달하기를 바라고, 또 여러분들이 함께해 주실 수 있기를 바랍니다.

Founder of JYP Entertainment
J.Y. Park


- JYP -



CEO Message



K-pop fans around the world,
 Various stakeholders who have been with JYP on our journey,
 I am pleased to share with you our inaugural Environmental, Social,
 and Governance (ESG) Report – Leader of Change.

In 2021, JYP Entertainment recorded the highest annual album sales in its history despite the COVID-19 pandemic, with the combined total sales exceeding six million copies. We also successfully dropped the debut single for Xdinary Heroes, a band group with strong performances, in December 2021 and NMIXX, a girl group flaunting various charms, in February 2022. Backed by these achievements, sales in 2021 grew 34 percent year-on-year to a record high of KRW 193.8 billion, and operating profit rose by 31 percent to KRW 57.9 billion during the same period.

JYP Entertainment established JYP Three Sixty, a subsidiary to immerse into the IP/platform businesses, and in 2022, the company set up a North American arm called JYP USA in a bid to expand to the North American and global markets by establishing its presence in the US, which dominates the global pop music scene.

We have made improvement in terms of the independence of the Board of Directors (BOD) and gender equality policies through enabling the audit committee to serve as a check and balance on management and appointing new female directors.

Additionally, JYP Entertainment established the Compensation Committee and ESG Committee within the BOD so as to ensure that the executive compensation programs are appropriate and commensurate with performance results and that ESG framework is implemented and ESG management is incorporated into our business operations.

JYP Entertainment has built its business on the philosophy of “Integrity, Sincerity, Humility, and Love” for the past 25 years since its founding, and is proud to publish this inaugural ESG report, the first deliverable of the company’s ESG management. Through this report, we intend to transparently disclose the company’s management to our stakeholders, take the initiative in preserving the environment, promote partnerships for shared growth, and fulfill our role as a responsible corporate citizen.

Guided by our vision of “Leader in Entertainment,” we will continue our journey of bringing joy to the people of the world and making it a better place with our music. We ask for your continued support and encouragement.

Thank you.

JYP Entertainment CEO Jimmy Jeong

ESG Highlights 2021 2022

Creating ESG Vision and publishing inaugural ESG report



We have created the ESG vision “Leader of Change” for a sustainable future. The ESG Vision encompasses JYP Entertainment’s determination to build a place where people who enjoy our music can unleash their dreams and realize their full potential together. It also represents our commitment to spread positive impacts to all our stakeholders, communities and even across the planet, which is the source and sustenance of our lives. In August 2022, it is based on this determination and commitment that we publish our first ever ESG report that highlights our ESG management approach and performances.

1st in entertainment industry to join RE100 ¹⁾



To mitigate climate change, JYP Entertainment has become the first Korean entertainment company to sign up for RE100. This means all albums recorded at the HQ in 2021 were made using 100 percent renewable energy. In 2021, we powered 100% of our electricity demand (1,393MWh) with solar PV energy, which reduced 640tCO₂eq of greenhouse gas emissions and brought us a step closer to Net Zero.

¹⁾ Korean RE100 Certification from Korea Energy Agency

Bernard’s ECOFriends series



We produced Bernard’s ECOFriends as part of our environmental program and released it on JYP Entertainment’s official YouTube channel. The series has eco-friendly contents where Bernard Park, a JYP artist, introduces green farming methods or does beach clean-up to raise environmental awareness. A total of 14 films were produced in seven months from May to December 2021.

Employee suggestion program “CHANGE”



JYP Entertainment embraces a horizontal organizational culture. Employees address each other without honorific expressions for job titles, and flexible workplace strategies allow employees to work wherever and whenever they are most productive. In 2022, we rolled out the employee suggestion program called “CHANGE”, to give everyone a simple way to voice their opinions regardless of their job title or function. Various ideas and suggestions from the employees are reviewed and incorporated into the company’s policies and systems, thereby creating a better organizational culture at JYP Entertainment.

Employee Assistance Program



JYP Entertainment operates Employee Assistance Program to promote mental well-being and stress management and offers professional psychological counseling sessions for all members of the company – employees, artists, and trainees. We have extended the program to provide online sessions since the end of 2021, as well as face-to-face ones. Online counseling does not have space and time limitations and is particularly convenient for remote employees who work outside the office environment. Many other employees also utilize the online counseling program as it is less burdensome than in-person counseling.

Support for partners for shared growth



We have laid out the JYP Partner Fair Cooperation Guideline to advocate the value of fair trade and shared growth. The guideline is the code of conduct that all partners of JYP Entertainment must follow, and guides us to practice transparent and ethical management with our partners. In addition, we operate communication channels for partners to freely present their ideas and make suggestions, and have built a partner support system to foster shared growth in a sustainable manner.

Training system for personality and talent development



JYP Entertainment discovers global talent through casting calls and auditions, and trains them to become all-round artists with good personality and character. The systematic curriculum includes not only courses to improve musical capabilities such as vocal, rap, dance, and composition, but also humanities forum and gender equality education. We also provide support in various areas, such as health checkups, strength training and exercise, organic diet, and psychological counseling.

Expanding EDM social contribution projects overseas



JYP Entertainment earmarks three percent of its operating profit from the previous year for social contribution projects. The EDM medical treatment project is our flagship CSR program, in which we provide medical treatment costs for children from lower income families. In 2020 and 2021, we donated KRW 450 million in total and supported 41 children. Taking a step further, in 2021, we signed a memorandum of understanding (MOU) with international NGO World Vision and donated KRW 300 million, expanding the reach of the EDM program overseas. JYP JAPAN also participated in the project and supported 313 overseas children in Mongolia, the Philippines, Bangladesh, and Vietnam.

Increasing ratio of female directors to 25%, independent directors to 50%

We have bolstered the diversity of the board of directors (BOD) by appointing a female independent director in 2022 and thereby raising the ratio of female directors in the BOD to 25 percent. The independence of the BOD has also been improved with independent directors now accounting for 50 percent of the BOD.

Audit, ESG, and Compensation Committees under BOD



JYP Entertainment aims to be a respected and trusted company that values integrity, sincerity, humility and love. As a leader in the Korean entertainment industry, we are passionate about discovering and supporting best talent and expanding the global reach of K-Pop.

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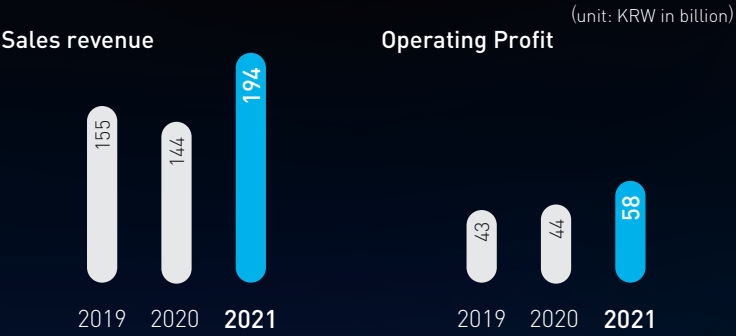
JYP, Leader in Entertainment

Founded in 1996, JYP Entertainment has grown into a leader in the Korean entertainment business. Starting with the Chinese subsidiary in 2008, we established subsidiaries in Japan and the US in 2010 and 2022, respectively, spearheading the global expansion of K-Pop beyond Korea. The 2021 sales revenue of JYP Entertainment reached a record high of KRW 193.8 billion, despite the COVID-19 pandemic.

Company Snapshot

- JYP Entertainment Corp.
- Founded: April 25, 1996
- Address: 205, Gangdong-daero, Gangdong-gu, Seoul
- CEO: Jimmy Jeong

Key Financials



Milestones

- 1996 • Company incorporated
- 2001 • Re-named to JYP Entertainment
- 2002 • Head office moved to newly built JYP Center in Cheongdam
- 2008 • Established JYP Entertainment China
- 2010 • Established JYP Entertainment Japan Inc.
- 2017 • Established JYP Entertainment Hong Kong Limited
- 2018 • Moved to a new building in Gangdong
- 2020 • Acquired shares of JYP Publishing Co., Ltd., Established JYP Publishing USA
- 2021 • Established JYP Three Sixty
- 2022 • Established JYP USA

JYP Entertainment Korea
Seoul

JYP Entertainment China
Hong Kong

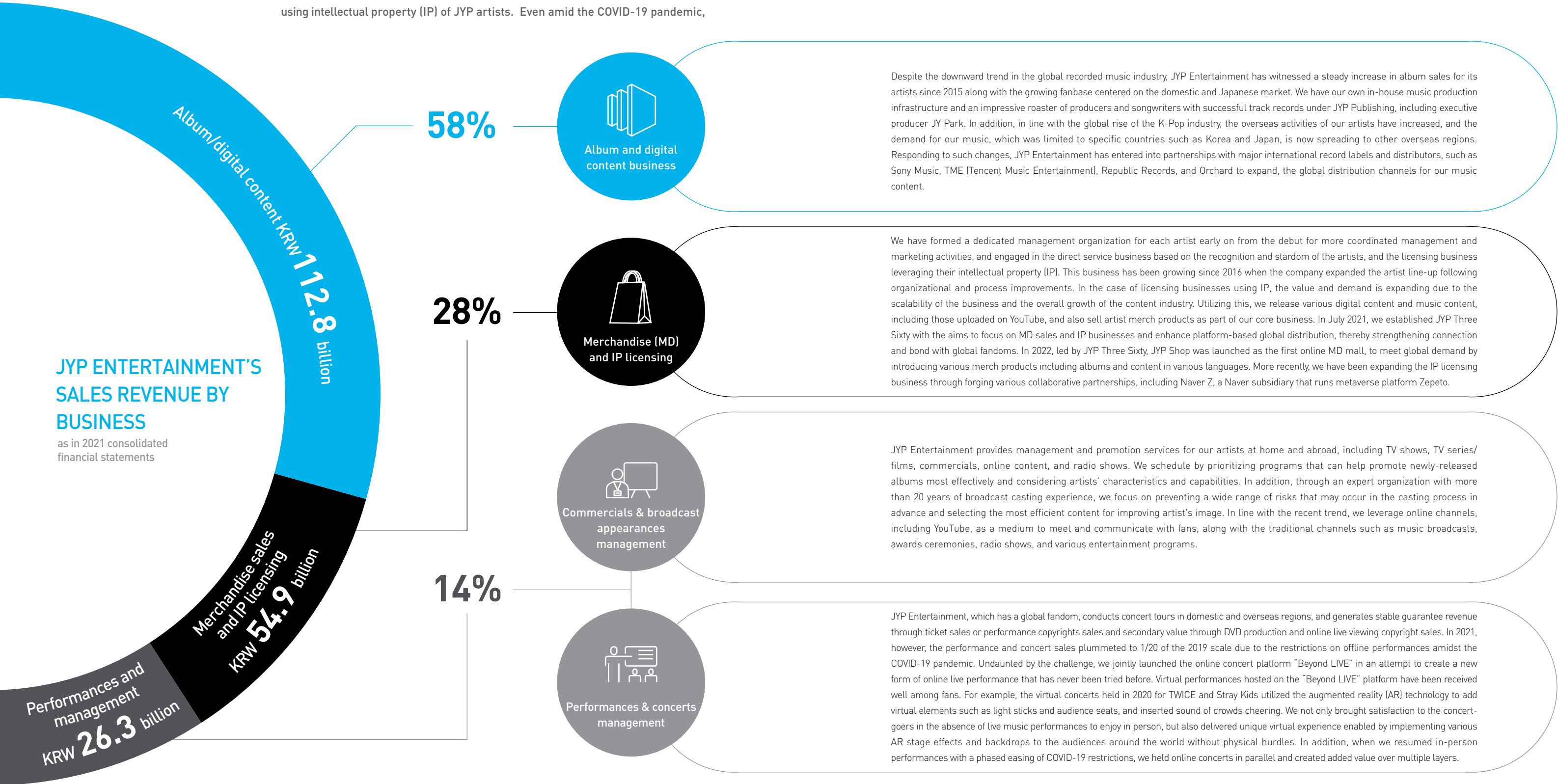
JYP Entertainment Japan
Tokyo

JYP Entertainment USA
Los Angeles

JYP Business

At JYP Entertainment, we leverage our unrivaled talent discovery & training system and music & performance production as our core competencies and operate in three primary businesses: Album/digital content, performances & concerts, and licensing using intellectual property (IP) of JYP artists. Even amid the COVID-19 pandemic,

we have ventured to launch a new channel for online live performances, while continuing to expand our business through forging cooperative partnerships, as artists perform overseas more frequently with K-Pop's recent global rise.

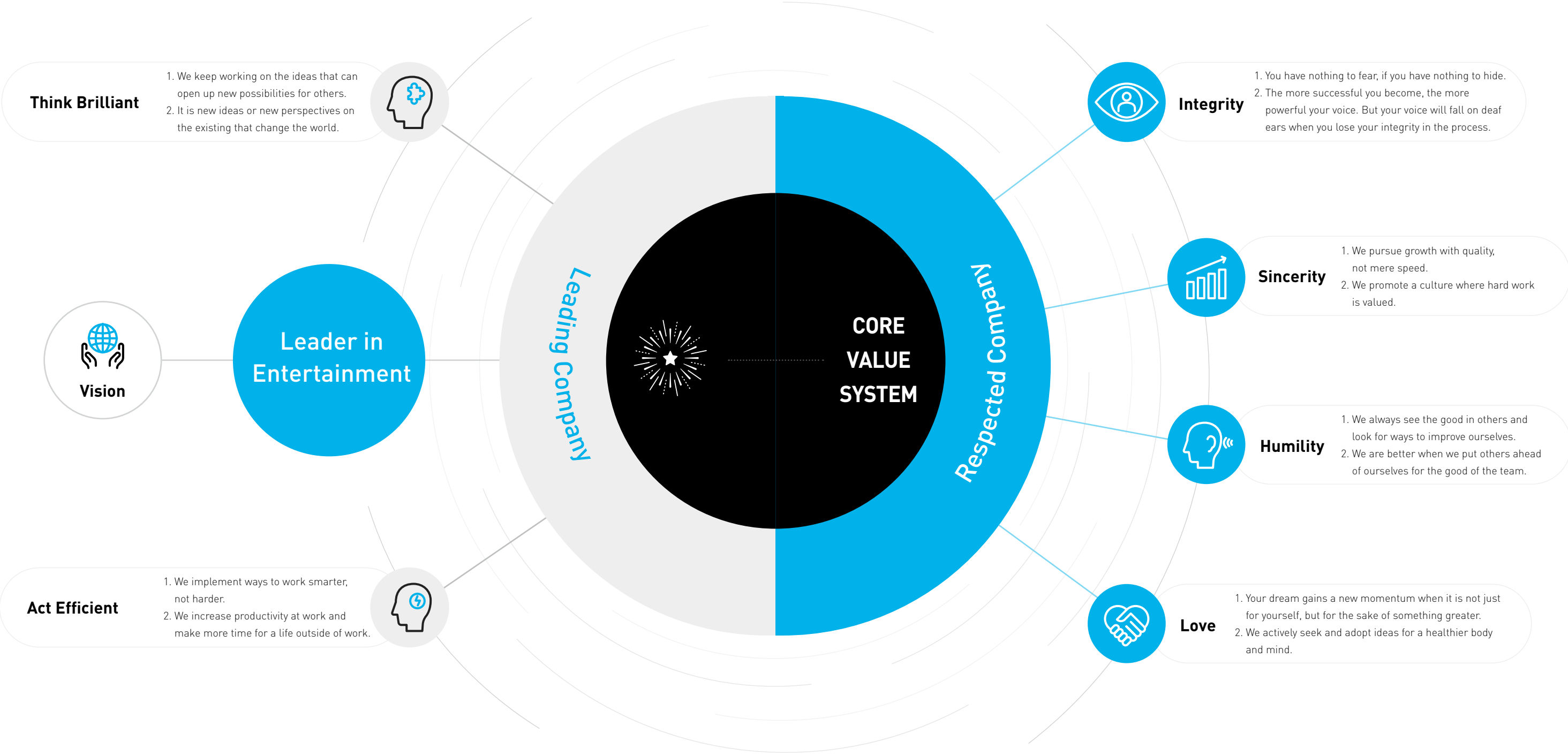


Leader's Code

JYP Entertainment has spearheaded the effort to expand the scope and reach of K-Pop by discovering and promoting some of the iconic artists in the global music scene. Going forward, we will continue to reinvent ourselves and live up to our vision, "Leader in Entertainment."

To this end, JYP conforms to the internal management philosophy of "Leader's Code," which serves as the basic standards of behavior for all JYP members to follow and represents our commitment to everyone who loves JYP's music.

Based on the Leader's Code, we endeavor to become a respected company that upholds integrity, sincerity, humility and love and that ushers in a better world through thinking brilliantly and taking actions efficiently. JYP fully complies with laws, ethical standards, and social codes of conduct. We are committed to fulfilling our responsibilities and obligations as a member of the entertainment industry and taking the lead in spreading positive impacts in our society.



JYP's core competencies include the unique and differentiated system for discovering and training new artists as well as unparalleled music and performance production. We create performances tapping into our wide pool of experts, flexible production structures, and the best production infrastructure.

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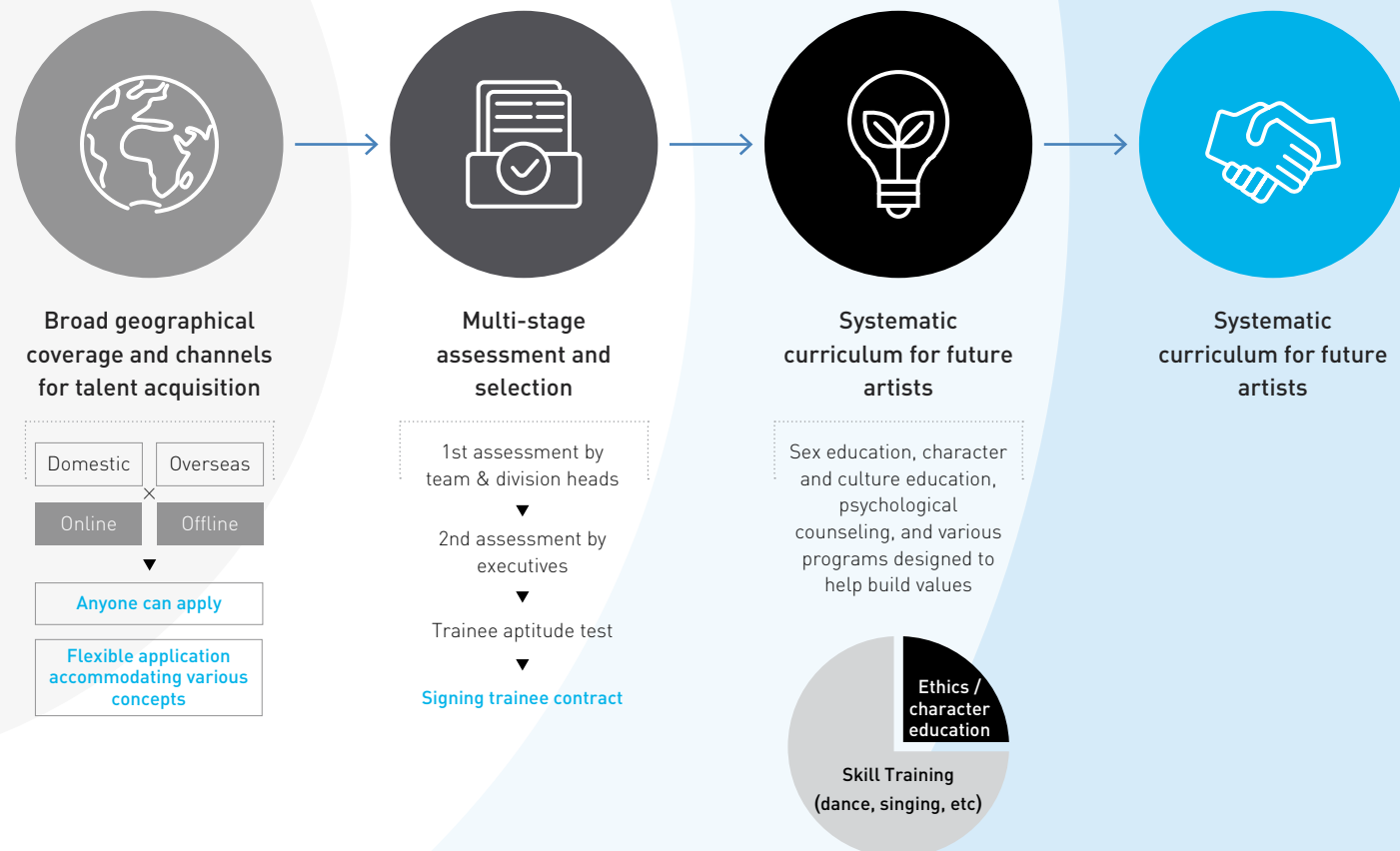
Artist Incubation

‘Talent discovery and development system designed to fostering artists with good personality’

At JYP Entertainment, we have long been implementing and constantly improving differentiated criteria for selecting artists and trainees. Our systematic approach to training helps artists develop competence, and nurture good personality and positive attitude.

About JYP casting calls / auditions

1. A differentiated trainee selection program to find talent with the qualities and personality that JYP looks for.
2. A dedicated online audition webpage (audition.jype.com) is open to everyone regardless of age, gender or nationality.
3. JYP’s official audition with long tradition and proven track record that attracts more talent.



Casting / Audition

JYP Entertainment is actively looking for rising talent through various casting activities and auditions. Based on the annual business plan, we carry out official annual audition, special auditions, and monthly auditions to find talented people from around the world. Furthermore, we welcome year-round applications through our online audition website and SNS channels for online casting calls.

Differentiated trainee selection criteria

As part of our trainee selection process, we conduct several steps to see if applicants have the qualities we look for. We meet with each applicant for a separate aptitude Q&A session, and seek to better understand the emotional state of trainees through a personality test program that reflects experts’ opinions. This multi-faceted assessment process forms the very foundation of JYP’s unrivaled artist incubation system, and also plays a key role in signing potential artists with the qualities and personality the company pursues early on from the audition stage.

In-house platform for auditions

In 2010, JYP Entertainment rolled out its own online audition webpage (audition.jype.com), and has since been operating the platform so anyone can submit their application anytime, anywhere, regardless of age, gender, or nationality. Even in the face of the COVID-19 pandemic, we continued on with auditions in line with the non-face-to-face trend. We plan and conduct auditions more creatively and freely on the online platform, meeting hundreds of applicants with various talents every day.

Official annual audition program with tradition and history

JYP Entertainment has grown into a total entertainment company that boasts long history and tradition in the Korean pop music and moves the global K-Pop culture. At the center of the tradition lies JYP’s official annual audition program, which began in 2007 and has since discovered so many artists including Wooyoung (2PM), Baek Yerin, Jay B and Jinyoung (GOT7), Nayeon and Jeongyeon (TWICE), Seungmin (Stray Kids), and Jungsu (Xdinary Heroes). Our official

annual audition is Korea’s one and only audition program that creates a virtuous cycle, in which the audition produces many artists, and that in turn attracts more aspiring talent who wants to become next breakout stars.

Training

JYP Entertainment’s training system that turns raw talent selected through casting calls and auditions into artists is our growth engine and core competitive edge. The well-thought-out curriculum helps trainees improve their vocal and performance skills and also learn about horizontal communication and competition in good faith, serving as a “steppingstone” to grow into all-round artists.

Promoting physical & mental health

Health checkups are provided to all trainees every two years. We also support growth and nutrition programs for trainees with delayed growth. Furthermore, healthy and nutritious meals (JYP BOB) with organic ingredients are offered for free at the in-house restaurant to all trainees who are still growing. We aim to create a positive training environment through the periodic individual counseling sessions, surveys using Google Forms, anonymous communication channel (JYP_TALK), and counseling with professional psychological counselors.



JYP_Talk – Communication channel for JYP trainees

Promoting horizontal culture & two-way communication

JYP Entertainment respects and promotes human rights of trainees and aims for a horizontal culture where two-way communication between trainers and trainees is encouraged, instead of instructions

Training system for personality and talent development



1 Training

- Skill training program: vocal, rap, dance lessons from expert trainers
- Culture program: Monthly cultural series covering broad social and economic issues. Year-round cultural events including films, musicals and concerts
- Personality development: periodic gender equality education and sexual violence prevention education to help form proper gender values, participation in JYP CSR programs



2 Support

- Dedicated practice spaces built for trainees to be fully immersed in training without space constraints
- Accommodation support for trainees from abroad or distant regions (Resident staff from the training team to act as guardian for underage trainees)
- Trainer-Trainee Program (e.g., one-on-one monitoring and coaching, individual schedule management)



3 Assessment

- Multi-faceted monthly assessment that looks at musical competence and general attitude, customized lessons for improvement areas identified from assessment
- Stage performance in front of audience at a concert hall. Evaluation of trainees' stage presence and potential

and commands being transmitted unilaterally through a vertical hierarchy. To this end, We have in place the “Trainer-Trainee Program” that matches every trainee to a trainer for closer engagement so that there are no trainees left out.

Good faith competition driving artists' growth

At JYP Entertainment, all trainees are evaluated through competence/attitude assessments every month, JYP PARTY (club performance) three times a year, and JYP SHOWCASE (stage performance) twice a year. This is part of JYP's continued effort to provide a fair environment for trainees to compete in good faith and grow into competent artists with good personality.

Support in the run-up to debut

Once decision is made to debut a group, the company forms a project group by finalizing the line-up and then focuses on forging teamwork among the members as well as honing skills of each member. Through collaboration with the Artist Division, the project group goes through the customized training phase where each member fine-tunes vocal, dance, choreography, and self-written rap skills, depending on their position in the group, and receives feedback for further practice. Additionally, we conduct in-depth individual interviews at least three times with the finalized trainees to encourage and guide them to carry responsibility for their words and actions since debut is to reveal oneself in front of a large number of people.

Supporting artists after debut

JYP Entertainment provides a wide range of supports for artists so that they unleash their full potential and pursue their dreams. After making a debut, artists can utilize JYP's systematic support to grow in various fields, and continue to foster the values of Leader's Code through periodic in-depth interviews.

Well-thought-out management services

Signed artists are assigned to one of the labels and have full access to systematic support and management services. There are full-time support staff who periodically communicate with label leader and members and keep track of artists' competency building status as well as physical and mental well-being, so as to help artists stay

healthy, active and motivated.

We do our utmost to enhance well-being and quality of life of artists in various ways, providing accommodations, coordinating schedules, and supporting counseling sessions and vacations.

Support for artists' growth

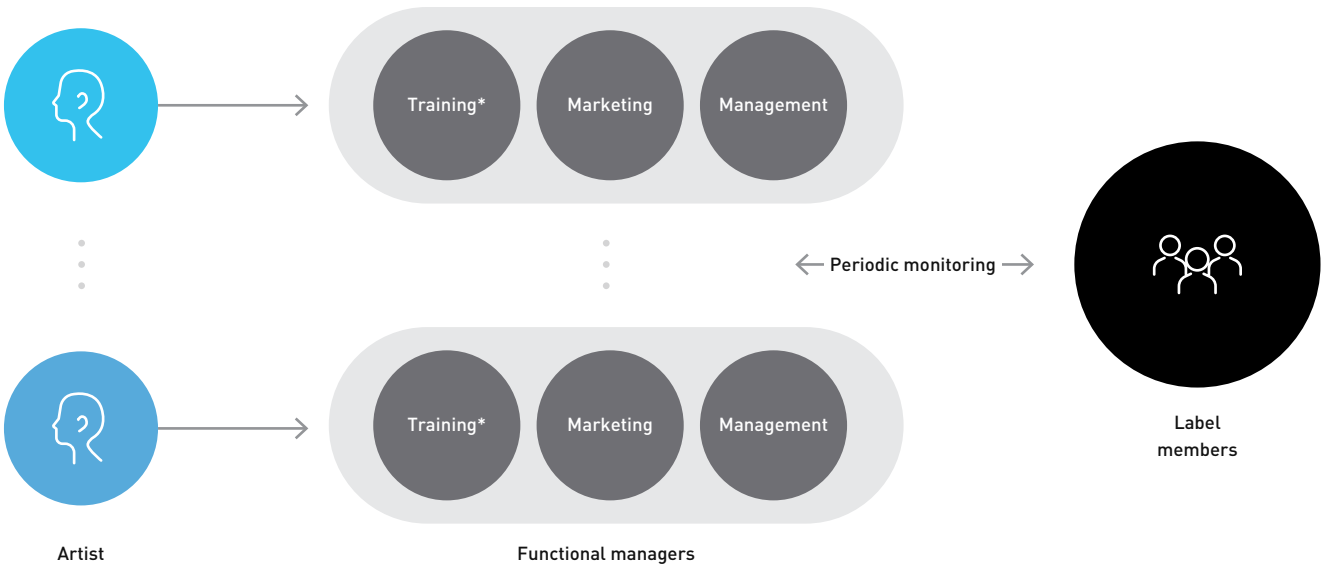
Each artist sets the direction of his desired long-term growth and constantly discusses this with the label members. The label then considers the direction the artist wants to explore and individuality of the artist, and provides various training programs accordingly so that the artist can play up strengths and improve areas of weaknesses, broadening his musical spectrum as artist. In particular, as artists' influence in our society and global fandoms are growing, more focus is being placed on character qualities of individual artists as public figures. Recognizing this, JYP Entertainment offers

training programs covering various fields such as foreign languages, society, and culture, along with vocal and performance trainings. Our proactive and horizontal competency development process is instrumental in fostering well-rounded artists.

Cultivating personality and ethical values based on Leader's Code

We hold in-depth interviews with every artist two to three times a year. This serves as an opportunity to remind artists of the ethical values in Leader's Code and to motivate them to go one step further. Artists meet with Executive Producer J.Y. Park for the first in-dept interview right after their debut and discuss their ambitions and plans. Subsequent periodic interviews are heart-to-heart talks over what they have felt and learned and what challenges they have had serving as an opportunity for artists to mull over and reflect upon their personal development.

Support for signed artists



*For training, subject matter experts are assigned for each subfield.

Music & Performance Production

‘Start with your heart, Finish with your brain’

"Start with your heart, Finish with your brain" is a phrase that encapsulates how we go about creating something. It is when inspiration touches the heart that artists start working on a project. But they strive to create something that will be loved and remembered for a long period of time by thoroughly analyzing them and improving the degree of perfection to the details. JYP Entertainment brings to life unparalleled performance by leveraging its team of talented songwriters and choreographers, flexible creative structure, and top-tier production infrastructure.

Music Production

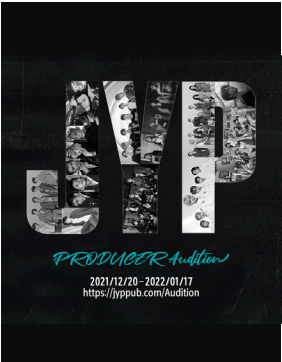
With the aim to become the “Leader in Entertainment,” JYP Entertainment works relentlessly to make the music we pursue, and at the center of our effort lies the Music Production System, which is based on JYP 2.0. JYP Entertainment’s unique Music Production System consists of a flexible creative structure, global producing, and creative infrastructure that allows to create music as best as we can.

Flexible creative structure

Currently, JYP Entertainment operates five independent artist labels, each of which has autonomy over its respective artists, planning and producing all music and content independently. This flexible structure is proven to be instrumental in delivering diverse content more promptly and engaging better with fandom. In addition, each label makes original and creative content through close cooperation with JYP Publishing.

JYP Publishing positions itself as a creative leader in the music content industry in Korea by sharing accumulated producing data and know-how with its songwriters to create something new. JYP Publishing’s experienced producers team up with their counterpart in each label and make groundbreaking music and content. The company also takes the lead in protecting intellectual property rights for their creations.

JYP Publishing fostering talented songwriters



JYP Publishing is a music publisher under the JYP Entertainment banner, which was founded by producer J.Y. Park in 2008. Since 2012, JYP Publishing has hosted a public audition for new songwriters every year, providing opportunities to debut as an official songwriter through fair competition regardless of experience. Winners who make it through the final round are provided with personalized training and support to grow their career as a songwriter. Songwriters housed at JYP Publishing develop their skills and professional attitude through mentoring and collaborating with other songwriters as well as conducting research on current trends in music.

Songwriters under JYP Publishing can work with a sense of belonging as they can utilize the data owned by the company or exchange quality information amongst themselves. JYP Publishing ensures its members also gain additional benefit as copyright owners by releasing creative works and signing licensing agreements. For JYP Entertainment, having such a thriving creative community that deeply understands JYP’s direction and suggests musical trends is so critical for content production, which is the bedrock of the entertainment industry.

Global producing

JYP Entertainment has applied “Globalization by Localization” strategy to bring in overseas talent and produce original music that appeals to local audiences. Through this system, BOY STORY successfully debuted in China and NiZiU in Japan. We continuously expand our musical spectrum through overseas projects to train and launch local K-POP artists who have cultural familiarity and popular appeal.

Best music production facilities

We provide an optimal environment for music production to improve the quality of the content itself, as well as the diversity of content and the efficiency of production. Equipped with 9 vocal rooms, 16 production rooms, and 11 recording studios, our in-house facilities provide all the workspaces necessary for the creative process, so that artists and producers can immerse themselves into their projects to develop their skills or interact with others and to create the best results.

Performance Production

JYP Entertainment has resident choreographers who have accumulated over 10 years of choreography creation know-how and stage experience, and a separate performance creation team called Performance Directing LAB. To create an optimal performance, choreographers closely participate in the entire album production process from the training of the artists.

Creative work by in-house choreographers

At JYP Entertainment, resident choreographers are deployed to the Performance Directing Lab to create unique JYP choreography styles and help artists practice the style of dance they choreograph. Resident choreographers merge many years of choreographic experience and stage experience with JYP’s directions to develop unique performances. Choreographers also identify artists’ preferences and needs from practicing together before their debut and come up with dance pieces that highlight their strengths. During the creative choreographic process, we closely communicate with the artists and Artist Division to make sure the choreography fits in with everything else, such as the general concept of the album, costume, and artists’ style.

Storytelling through performance

One of the focuses we emphasize for our projects is that the choreography should be able to convey the story and message of the song, and that the album and performance should tell the story consistently. Choreographers hold several meetings with the Artist Division and decide on a keyword that matches well with the artist and album. We then make sure the keyword runs through the music, choreography, music video, and costumes, and the storyline of the lyrics is also echoed with choreography. We aim to create effective choreography by aligning key movement elements to the lyrics, as was the case with the J.Y. Park’s “swimming dance,” TWICE’s “TT dance,” and ITZY’s “shoulder dance”.

Creating organic choreography

Resident choreographers not only create dance works, but then direct the performances of JYP artists. As we do not rely on external directors for one-off event, all performances JYP puts together are interconnected to form a greater worldview. Our goal is to shape the stories artists want to convey into an organic choreography on stage.



JYP Artists



J.Y. PARK

J.Y. Park(Park Jin-young)

Debut 1994, 09

A talented producer who has discovered many of the most acclaimed K-Pop artists and helped them realize their dreams. He is still active as one of the most iconic artists in Korea.

Discography

- ▶ 1994, studio album <Blue City>
- ▶ 2001, studio album <Game>
- ▶ 2007, studio album <Back To Stage>
- ▶ 2009, EP <Sad Freedom>
- ▶ 2013, EP <Halftime>
- ▶ 2015, single <24/34>
- ▶ 2020, single <When We Disco>

Awards

- ▶ Best Artist of the Year at 1997 KBS Music Awards
- ▶ Songwriter of the Year / Composer of the Year / Producer of the Year at 2000 SBS Music Awards
- ▶ Best Asian Composer at 2009 'Mnet Asian Music Awards (MAMA)
- ▶ Best Male Solo / Best Producer at 2015 MAMA
- ▶ Digital Bonsang at 2016 Golden Disc Awards, Male Artist of Netizen's Choice at 2016 Korean Music Awards

Other activities

- ▶ 'Nizi Project' an audition program aired in Japan in 2020
- ▶ 'LOUD' an SBS audition program in 2021



2PM

Debut 2008, 09

Member JUN. K, NICHKHUN, Ok Taecyeon, Jang Wooyoung, Lee Junho and Hwang Chansung

A “steady selling” boy group that has been loved for 14 years since their debut for their masculine performances, strong beats, and solid skills

Discography

- ▶ 2008, single <Hottest Time Of The Day>
- ▶ 2009, studio album <1:59PM : Heartbeat>, single <2:00PM Time For Change : Again & Again>
- ▶ 2011, studio album <Hands Up>
- ▶ 2013, studio album <GROWN>
- ▶ 2014, studio album <Go Crazy!>
- ▶ 2015, studio album <NO.5>
- ▶ 2016, studio album <GENTLEMEN'S GAME>
- ▶ 2021, studio album <MUST>

Awards

- ▶ Best New Artist at 2008 Asia Song Festival
- ▶ Best Male Group and Artist of the Year at 2009 Mnet Asian Music Awards, Song of the Year at 2009 KBS Music Festival, Disk Bonsang Award at 2009 Golden Disc Awards
- ▶ Best Male Group and Best Dance Performance at 2010 Mnet Asian Music Awards
- ▶ New Artist of the Year at 2012 Japan Gold Disc Award
- ▶ Global Star Award at 2014 SBS Awards Festival

Other activities

- ▶ 3.33 million views for 2PM <MUST> Trailer : The Hottest Origin
- ▶ 1.04 million views for 2PM <MUST> Visual Film

JYP Entertainment's artists are loved by fans for their outstanding performance and charms and are active in the Korean and global music scene. Recently, the company has been focusing on scouting and nurturing local talents from around the world, including China, Japan and the US, and has been making strides in the global music market.



BERNARD Park

Bernard Park

Debut 2014, 10

Bernard Park, with the release of a new digital single “Bad Influence” in November 2021, showed a stunning transformation from his signature warm and melodic voice to an intense and seductive sound. He is a musician who continually pushes his own musical envelope and his future albums are much anticipated.

Discography

- ▶ 2014, EP <l'm...>
- ▶ 2015, single <Sing The Road>
- ▶ 2016, single <With You >
- ▶ 2017, single <Blame>
- ▶ 2018, single <Still...>
- ▶ 2021, single <Bad Influence>

Awards

- ▶ Winner of SBS's survival audition program “K-Pop Star 3”

Other activities

- ▶ “Love Earth-Bernard's ECOFriends” series on YouTube channel as part of JYP's EDM social contribution project



DAY6

DAY6

Debut 2015, 09

Member Sungjin, Young K, Wonpil and Dowoon

JYP's first male band, comprised of four members who showcase extraordinary musical talent. They have participated in the composition and and lyrics of all songs, starting with the debut album.

Discography

- ▶ 2015, EP <The Day>
- ▶ 2016, EP <DAYDREAM>
- ▶ 2017, <Every DAY6 Project>, Studio album <SUNRISE>, Studio album <MOONRISE>
- ▶ 2019, studio album <The Book of Us : Entropy>
- ▶ 2021, Young K'S EP <Eternal>
- ▶ 2022, Wonpil's studio album <Pilmography>

Awards

- ▶ Band Music Award at 2018 MGA (MBC PlusXGenie Music Awards)
- ▶ Best Band Performance at 2019 MGMA (M2XGenie Music Awards)
- ▶ Best Band Performance at 2020 Mnet Asian Music Awards

Milestones

- ▶ 57 Performances in 50 cities for “Youth” and “Gravity” world tours in 2018-2020
- ▶ Accumulated album sales reaching 1 million copies in 2022

Other activities

- ▶ Honorary ambassadors for the Korea Youth Work Agency in 2018
- ▶ Honorary ambassadors for 2019 Organic Day campaign

JYP Artists



TWICE
Debut 2015, 10
Member Nayeon, Jeongyeon, Momo, Sana, Jihyo, Mina, Dahyun, Chaeyoung, and Tzuyu

TWICE rose to fame right after making debut with their title song “Like OOH-AHH” landing on various charts. Their new releases have since topped the charts making them one of the most popular K-Pop girl groups.

Discography

- ▶ 2015, EP <THE STORY BEGINS>
- ▶ 2017, studio album <twicetagram>, studio album reissue <Merry & Happy>
- ▶ 2020, studio album <Eyes wide open>
- ▶ 2021, global single <The Feels>, studio album <Formula of Love: O+T=<3>

Awards

- ▶ Best Mew Female Artist at 2015 Mnet Asian Music Awards
- ▶ Album of the Year / Best Female Group at 2016 Mnet Asian Music Awards
- ▶ Digital Daesang at 2017 Golden Disc Awards
- ▶ Digital Bonsang at 2018 Golden Disc Awards, Song of the Year at 2018 Mnet Asian Music Awards
- ▶ Ditigal Bonsang at 2019 Golden Disc Awards
- ▶ Album Bonsang at 2020 Golden Disc Awards
- ▶ Best Female Group at 2021 Mnet Asian Music Awards, Album Bonsang at 2021 Golden Disc Awards

Milestones

- ▶ 2022 studio album “Formula of Love: O+T<3” ranked 3rd on the Billboard Top 200



Stray Kids
Debut 2018, 03
Member Bang Chan, Lee Know, Changbin, Hyunjin, Han, Felix, Seungmin, and I.N

Producing team 3Racha, which includes Bang Chan, Changbin and Han, has been involved in the producing and writing lyrics and music for all songs. The group displays its musical identity and messages through its colorful and original songs.

Discography

- ▶ 2018, EP <I am NOT : District 9>, EP <I am YOU : I am YOU>
- ▶ 2019, EP <Cle1 : MIROH - ‘MIROH’>
- ▶ 2020, studio album <Go Live >, studio album reissue <In Life >
- ▶ 2021, studio album <NOEASY >
- ▶ 2022, EP <ODDINARY : MANIAC>

Awards

- ▶ Best New Male Artist at 2018 Mnet Asian Music Awards, Rookie of the Year at 2018 Asia Artist Awards
- ▶ New Artist of the Year at 2019 Gaon Chart Music Awards, Best New Artist at 2019 Golden Disc Awards
- ▶ World Rookie of the Year at 2020 Gaon Chart Music Awards, Main Award at 2020 Seoul Music Awards, Best Performance Award at 2020 Golden Disc Awards
- ▶ Artist of the Year at 2021 The Fact Music Awards, Performance of the Year at 2021 Asia Artist Awards, Worldwide Fans’ Choice Top 10 at 2021 Mnet Asian Music Awards, Album Bonsang at 2021 Golden Disc Awards

Milestones

- ▶ 2021 album sales reached 2.28 million (JYP’s first million-seller album).
- ▶ 2022 EP ‘ODDINARY’ landed at No. 1 on Billboard 200 chart.



ITZY
Debut 2019, 02
Member Yeji, Lia, Ryujin, Chaeryeong, and Yuna

ITZY is a trending girl group with strong performance that recorded 34 million views on YouTube within 48 hours for the music video of their debut song “Dalla Dalla”. In addition to powerful performances and strong vocal and rap skills on stage, members also showcase lovely charms off stage, making it impossible for fans not to fall in love with ITZY.

Discography

- ▶ 2019, single <IT’z Different>, EP <IT’z ICY>
- ▶ 2020, EP <IT’z ME>, EP <Not Shy>
- ▶ 2021, EP <GUESS WHO>, studio album <CRAZY IN LOVE>
- ▶ 2022, EP <CHECKMATE>

Awards

- ▶ Female Rookie Idol of the Year at 2019 Brand of the Year Awards, Best New Artist – Female at 2019 Melon Music Awards, Best New Female Artist at 2019 Mnet Asian Music Awards
- ▶ Rookie of the Year Award / Digital Bonsang at 2020 Golden Disc Awards, Hot Issue Award / Choice Award at 2020 Asia Artist Awards
- ▶ Digital Bonsang at 2021 Golden Disc Awards, World K-Pop Rookie at 2021 Gaon Chart Music Awards, Best Musician Award at 2021 Asia Artist Awards
- ▶ Best 3 New Artist Award at 2022 Japan Golden Disc Awards

Milestones

- ▶ In 2021, <CRAZY IN LOVE> ranked 11th on Billboard 200 “LOCO” peaked on Billboard’s Top Selling Album chart



XDINARY HEROES
Debut 2021, 12
Member Gunil, Jungsu, Gaon, O.de, Jun Han, Jooyeon

“Xdinary Heroes” is short for “Extraordinary Heroes”. With the motto of “Anyone can become a hero”, the band wants to become hidden heroes in the midst of the ordinary who gather to show off their extraordinary talents. This global band group has not only already made it onto the Billboard’s World Digital Song Sales chart with its debut single just eight days after debut, but gathered much anticipation for the synergy its six distinctive members create

Discography

- ▶ 2021, single <Happy Death Day>

Milestones

- ▶ Debut single “Happy Death Day” landed the Billboard World Digital Songs Chart at No. 12 just eight days after its debut.

JYP Artists



NMIXX
Debut 2022, 02
Member Lily, Haewon, Sullyoon, Jinni, Bae, Jiwoo and Kyujin

The girl group's debut album "AD MARE" recorded the highest debut album sales by a K-Pop girl group with 227,399 copies sold in a week. The name, NMIXX, combines the letter "N"— for now, new, next, or an unknown variable — and "mix," which symbolizes harmony and diversity. It is about being the ideal mix for the new world. As its name suggests, NMIXX is emerging as a new icon in the K-Pop scene.

Discography
 ▶ 2022, single <AD MARE>

Awards
 ▶ Hanteo Chart's silver certification plaque for albums achieving over 200,000 initial sales

Milestones
 ▶ Highest record in debut album sales by a K-Pop girl group (227,399 copies) in 2022, Ranked no. 1 on Weekly / no. 3 on Monthly Gaon Chart
 ▶ Second most viewed K-Pop girl group debut music video in the first 24 hours (approx.. 19 million views), YouTube Trending Worldwide no. 1 (M/V), Ranked "Billboard Global 200"

Other activities
 ▶ In 2022, studio dance performance video for "O.O" exceeded 16 million views, "O.O" and "KILL THIS LOVE" live cover on it's Live exceeded 2 million views it's Live



BOY STORY : JYP CHINA
Debut 2018, 09
Member Hanyu, Zihao, Xinlong, Zeyu, Ming Rui, and Shuyang

JYP's first Chinese male idol group that harmoniously combines strong dance hip hop music, lyrics conveying positive message and energetic performances. The group is emerging as one of the most popular male idol groups in China, differentiating itself from existing idol groups.

Discography
 ▶ 2018, EP <Enough>
 ▶ 2019, single <Oh My Gosh>, single <Too Busy (Feat.Jackson Wang)>
 ▶ 2020, EP <I=U=WE : Prologue>
 ▶ 2021, single <I=U=WE : I' ID>, single <I=U=WE : U' Be Urself>

Awards
 ▶ Rising Star of QQ Music at 2019 TME Music Awards
 ▶ Best International Idol at 2020 PAK2020 (Brazil)
 ▶ Most Expressive Hip-Hop Group at 2020 QQ Music Boom Boom Awards

Milestones
 ▶ Debut showcase tour was held in 2018 for the first time for an idol group in China
 ▶ Three online concerts were held in 2020 for the first time for an idol group in China. The accumulated number of visitors reached 5.54 million.
 ▶ QQ Music Digital Paid Album Single Chart TOP7 in 2020



YAOCHEN : JYP CHINA
Debut 2019, 06

In 2019, he participated in the Tencent Video youth group training program "Creation Camp 2019, " and finally joined the group R1SE. His first solo single "NEVERMIND" released in December 2020 remained No. 1 on China's largest sound source site QQ Music for 16 consecutive days, making him a rising star in the Chinese pop culture.

Discography
 ▶ 2020, single <不屑 · NEVERMIND>
 ▶ 2021, EP <不必回答>, EP <[!EM] 夜闹 · YEAH,NOW>, single <醒 · LITHOPS>

Awards
 ▶ In 2019, TME Awards, Fresh Asia Awards, GQ Magazine Awards, Group of the Year (R1SE) by COSMO Magazine Awards
 ▶ In 2021, New Powerful Artist of the Year at TME Awards, Media's Favorite Artist of the Year at QQ Music Fusion Hip hop Awards, Attractive Male artist of the year (solo) by OK! Magazine Awards



NiziU : JYP JAPAN
Debut 2020, 06
Member Mako, Rio, Maya, Riku, Ayaka, Mayuka, Rima, Miihi, and Nina

A nine-member female idol group is made up of Japanese girls who debuted through the audition program "Nizi Project" jointly curated by JYP Entertainment and Sony Music Japan. It is the first female Japanese artist to be ranked first in three Oricon digital rankings at the same time, and the first Japanese girl group to achieve 100 million streaming on Oricon.

Discography
 ▶ 2020, EP <Make you happy>, single <Step and a step>
 ▶ 2021, single <Take a picture/Poppin 'Shakin'>, studio album <U>
 ▶ 2022, single <Clap Clap>

Awards
 ▶ Best Dance Video at 2020 MTV Video Music Awards Japan, Special Achievement Award at 2020 Japan Record Awards, Idol Category Award at 2020 Yahoo! Japan Search Awards
 ▶ Best 5 New Artist / Best 5 Songs by Download / Best 5 Songs by Streaming at 2021 Japan Gold Disc Award, Excellent Work Award at 2021 Japan Record Awards

Milestones
 ▶ Ranked No. 1 on Billboard Japan Hot 100, Apple Music Global, and Line Music weekly chart/album download ranking



JYP Entertainment's ESG Vision “Leader of Change” embodies our commitment to bringing new changes to the entertainment industry and ushering in a world where everyone can dream together and realize their dreams.

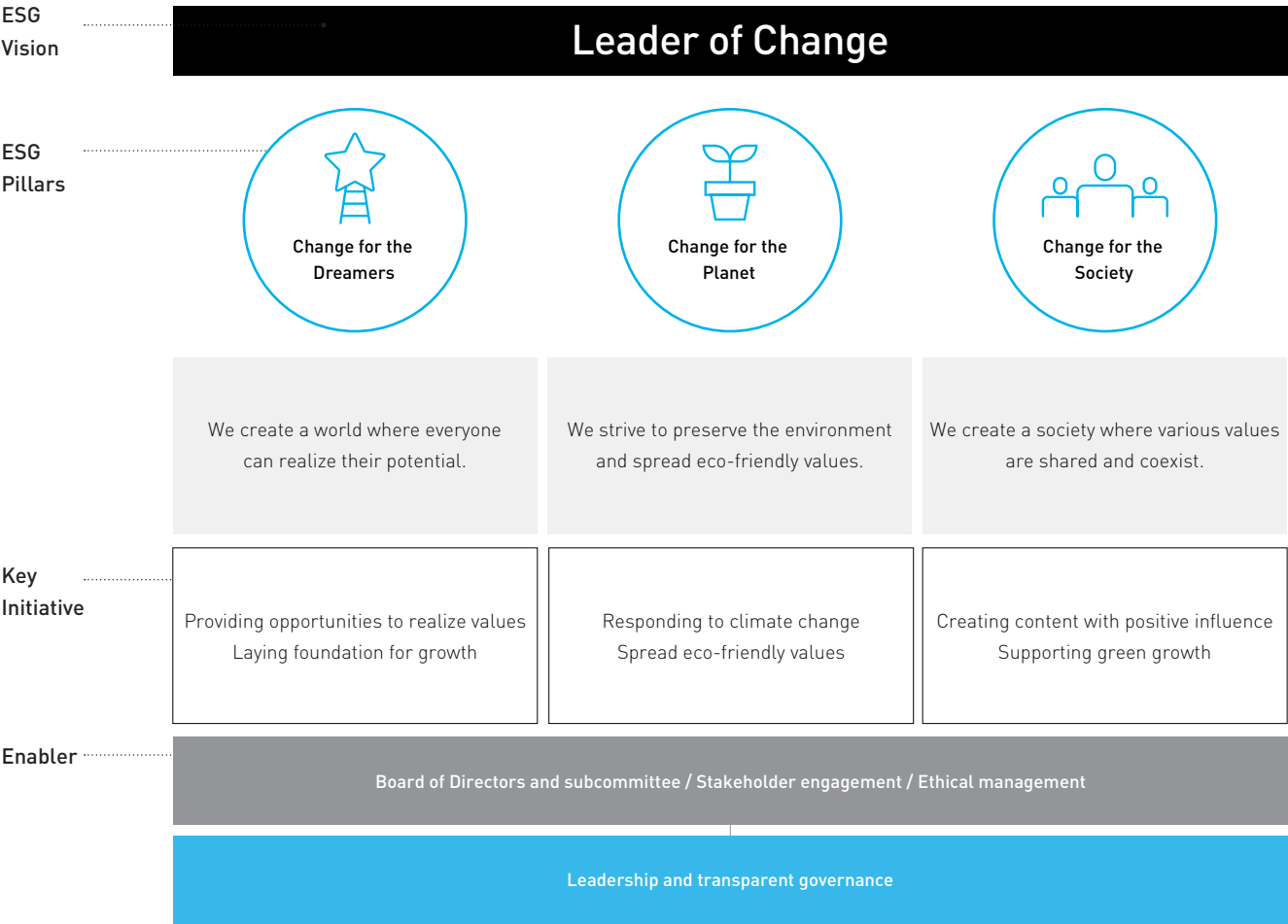
03 ESG FRAMEWORK

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ESG Vision : “Leader of Change”

JYP Entertainment’s ESG vision sets the direction we are heading so that we can motivate our members and practice ESG management. It also represents our commitment as a leader of change in the entertainment industry to creating a place where we make music together and empower those who enjoy our music to realize their dreams. Our vision is not just a slogan, but a promise to spread a positive impact through active participation and action to all stakeholders and communities that enjoy our music and participate in creating it, and even across the planet on which we live. JYP Entertainment will systematically fulfill its promise based on a fair and transparent governance structure and leadership commitment.

JYP Entertainment’s ESG Vision Framework



ESG Pillar 1 Change for the Dreamers



We champion the idea of opportunity that everyone can fly as high as they dream.

JYP Entertainment aims to provide everyone who is motivated by our music with the opportunity to unleash their potential, thereby laying the foundation for new growth for our society as a whole. We believe everyone deserves the chance to achieve their dreams, and should not give up on them because of challenges or physical constraints. That is why we continue to expand our EDM social contribution activities and explore various ways for fans and the public can join in our effort. We also support talented people who aspire to change the world for the better with their music by creating a place they can expand their capabilities and make their dreams come true.

We lay the groundwork for free and creative growth.

JYP Entertainment is for those who dream. And we cherish our culture where everyone can dream and fulfill their dreams, and where people with diverse backgrounds can freely share their thoughts and develop their talents. We empower employees through fair evaluation and compensation, and provide trainees with systematic support so they can reach their dreams as artists. And our care program ensures they maintain physical and mental well-being along the way.

ESG Pillar 2 Change for the Planet



We actively manage the challenges of climate change through environmentally-conscious management.

In order to protect the Earth, which is our home and the “dreaming planet,” we are committed to tackling climate change, starting with small but solid actions. We continue to manage the energy and power consumption of our headquarters, and plan to implement energy efficiency and energy reduction measures. In addition, we take part in the global effort toward carbon neutrality through the use of renewable energy.

We take the lead in promoting environmental value.

At JYP Entertainment, we do our best to communicate our environmental commitment and value not only to our stakeholders, but also to various communities around the world. We practice our commitment to environmental protection at the in-house restaurant and café, implement a variety of campaigns that convey our environmental value to the local community and people around the world who consume JYP’s music and content, and actively participate in the global environmental network so that environmental sustainability gains traction and keeps moving.

ESG Pillar 3 Change for the Society



We aim to create good content that sparks communication and connection and brings joy and positive changes into our society.

JYP Entertainment strives to make the world a better place for all by creating and sharing good content. As part of this effort, starting 2022, we hold “SONGS THAT CARE” audition, in which we produce music that conveys much needed values in our society, such as coexistence and sharing. Additionally, we endeavor to build a platform that anyone can use anytime, anywhere to access our content and connect, while actively listening to fans and the public through online communication channels. We also strictly manage personal information used for communication and ensure people enjoy our creations safely and securely.

We live our values of coexistence and sharing.

We are fair in sharing values with our partners and support their growth. So many creative partners from various fields make concerted efforts until one piece of music is ready to be released to the public. We give partners collaboration opportunities in a transparent and objective manner, and create shared values with them through continuous training, support, and exchange of ideas. We invest in early-stage start-ups and support them in settling within the JYP ecosystem and growing into potential business partners.

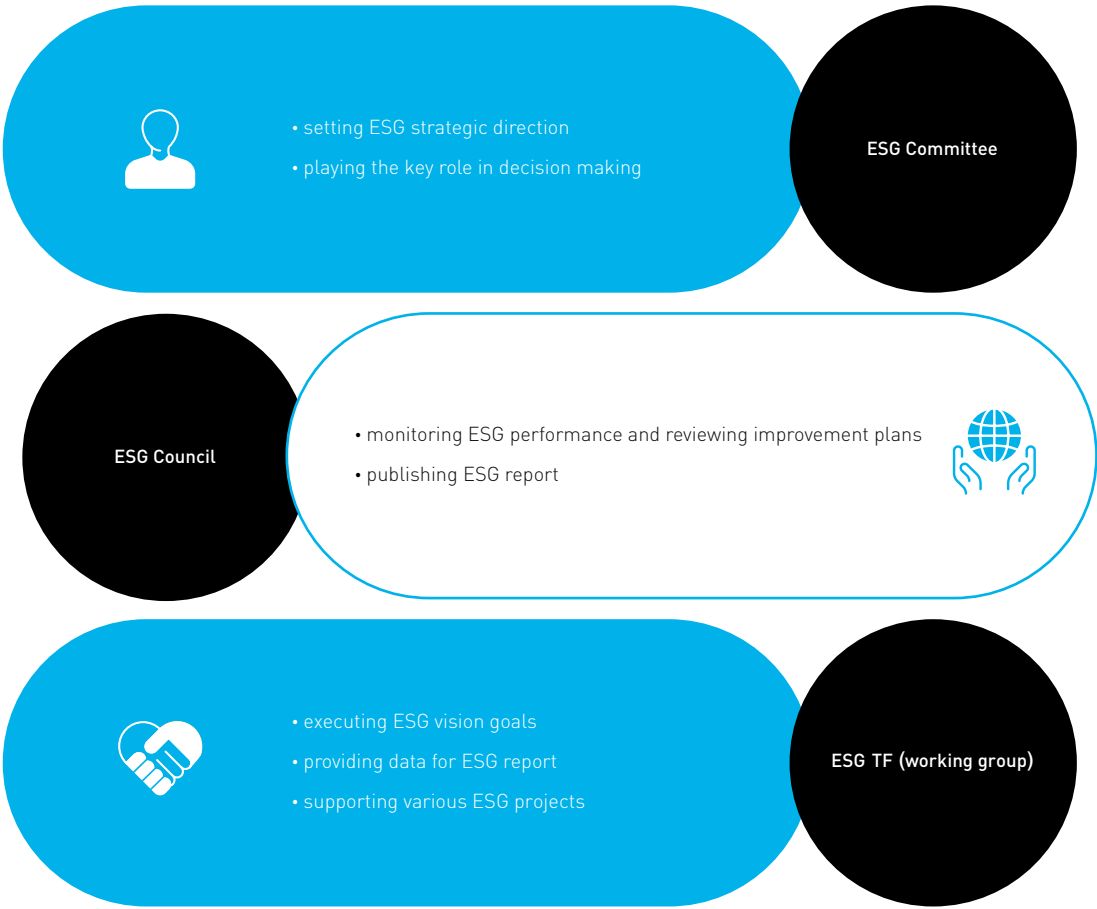
ESG Management System

ESG Organization

In 2022, with the goal to take a systematic approach to realizing the ESG Vision “Leader of Change,” JYP Entertainment established the ESG Committee within the Board as a consultative body to discuss and decide on the overall direction of the company’s environmental and social responsibility activities.

The ESG Committee plays a pivotal role in setting the direction of our medium- to long-term ESG strategy and making key decisions. The ESG Council is responsible for establishing/monitoring ESG management plans based on the medium- to long-term ESG direction, minimizing associated risks, and seeking out new business opportunities. And the ESG Taskforce (working group), which consists of functional representatives, closely communicates with the ESG Council depending on the agenda and executes ESG strategies linked to each function, thereby ensuring the ESG goals are attained.

ESG Organizational Structure



ESG Committee

The committee aims for transparent ESG management. To this end, three outside directors were appointed as members to enhance the committee’s independence, and their appointment is based on the extensive industry experience that they bring to our company to improve the expertise and competence of our creative business operations.

as of June 2022

Independent directors			
Name	Kyungmee Moon	Taeyong Gong	Wan Park
Title	ESG committee chairperson	ESG committee member	ESG committee member
Career	• Pax Economic TV Strategic planning director • CEO of Block Monster Lab • Current CEO of Starintech	• Attorney at Lee & Ko • Partner attorney at Law firm law firm Yeagun • Current partner attorney at law firm Minsan	• CPA at accounting firm Hanyoung • CPA at accounting firm Samjeong • Currently CPA at Samhwa accounting corp. • Current managing director at Cell Bio Human Tech



We are seeking ways to minimize the environmental impact of our business operations and promote environmental values. We grow and prosper with our artists, employees, and partners, and create social value through social contribution activities.

04 JYP ESG FACTS

40	Environmental
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Environmental

Key Initiatives



Environmental management system

Strategy and system to implement environmentally friendly management

- Direction for environmental management
- Environmental management organization



Response to climate change

Minimizing environmental impact of business activities

- Energy conservation
- Transition to renewable energy



Promotion of environmental value

Utilizing content for environmental awareness activities

- Activities to reduce environmental footprint
- Participating in global environmental network "1% for the Planet"
- Bernard's ECOFriends project
- Environmental campaign "Love Earth Challenge"

Background

The international community is paying more attention to environmental issues nowadays in line with the growing awareness of the need to transition to an environmentally sustainable society to cope with climate change. A lot of environmental regulations are being established or reinforced as human sustainability is under threat, as evidenced by mounting signs: ozone layer depletion, environmental pollution, and resource depletion to name a few. In light of the current challenges, companies are called on to adopt a new paradigm of corporate management to fulfill their growing environmental responsibility. The entertainment industry is no exception in this respect. In addition to the demand for carbon neutrality, there is a growing voice in our industry advocating active participation of stakeholders who create and consume our music in environmental impact reduction efforts.

Direction

JYP Entertainment has established the environmental management system to set and manage environmental impact reduction goals. We are actively reducing our carbon footprint by shifting to renewable energy and continuously managing our environmental impact with the aim of achieving Net Zero for JYP Entertainment's entire creative ecosystem. Furthermore, we drive climate change awareness of the public by launching environmental campaigns featuring JYP artists for K-Pop fans around the world and for a sustainable future.

Environmental management system

Recognizing the seriousness of environmental pollution and climate change, JYP Entertainment strives to incorporate environmental impact to all management activities and start working on what we can do to protect the environment. In this regard, we have set environmental management objectives aimed at minimizing environmental impacts and continue to carry out eco-friendly activities accordingly.

Direction for environmental management

We take a two-pronged approach to environmental management: responding to climate change and promoting environmental value. With regard to climate change response, our goal is to minimize our footprint across the board by conserving energy and switching to renewable energy sources. In the future, we will further accelerate our effort by proactively managing greenhouse gas (GHG) emissions and seeking verification.

As for environmental value promotion, JYP is working to cut back on waste and use eco-friendly ingredients at its in-house restaurant and cafe. Externally, we look to increase environmental awareness in our society in general, through participating in global environmental networks, producing environmental content featuring JYP artists, and hosting campaigns in which fans and artists participate.

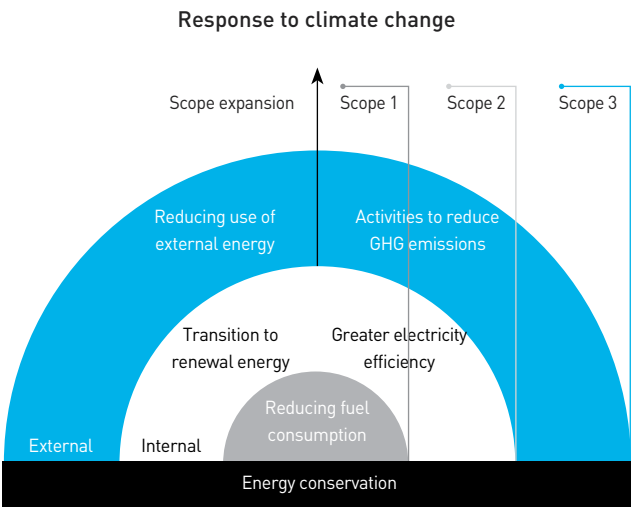
Environmental management organization

JYP Entertainment has established a taskforce for environmental management under the ESG Council in order to enable a systematic and swift response to environmental issues. The environmental management taskforce sets energy conservation objectives every year, and continuously monitors the progress. Moreover, the organization is accountable for planning and executing a variety of programs to promote environmental values through close cooperation with the Artist Division.

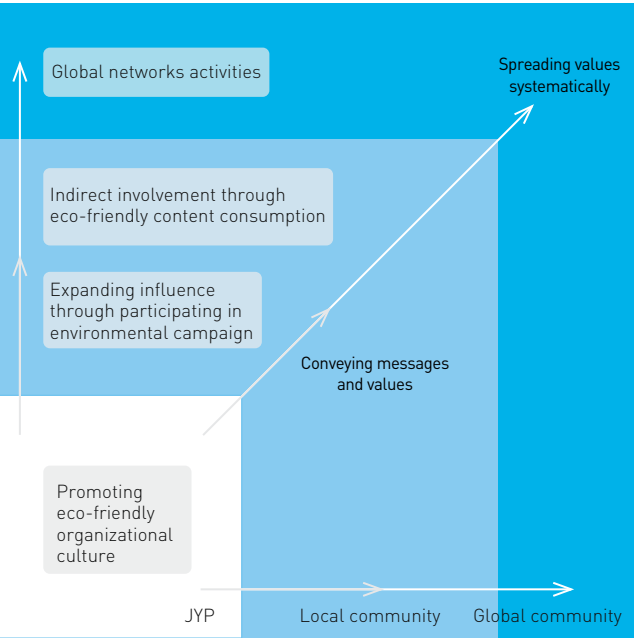
Environmental management organization structure



JYP Entertainment's environmental management direction



Promoting environmental value



Response to climate change

JYP Entertainment makes efforts to use renewable energy and reduce greenhouse gas (GHG) emissions while managing in-house energy consumption, in order to protect the environment and preserve the planet for our future generations to fully realize their dream.

Energy conservation

We manage and monitor the annual energy consumption, and actively implement measures to conserve energy. As part of such effort, in July 2020, we installed energy-efficient hot water boilers to reduce city gas consumption. This energy efficiency measure resulted in a 14% reduction of city gas usage from 698GJ in 2020 to 600GJ in 2021.

Energy consumption status				
Classification	Unit	2019	2020	2021
LNG	GJ	934	698	600
Electricity	Korea	12,413	11,933	13,373
	Japan	307	182	230
	China	634	586	624
	Total	13,354	12,701	14,227

About RE100

RE100 is an acronym for “Renewable Electricity 100%”, and is a voluntary campaign in which an enterprise commits to 100% renewable electricity either through purchase or in-house production. Renewable energy here refers to energy generated from PV, wind, hydroelectric power, geothermal energy, and any other natural source that can be used as alternative to fossil fuels. Launched in 2014 by the Climate Group and the Carbon Disclosure Project (CDP), RE100 brings together over 370 global companies including Google, Apple, and Nike. Among domestic companies are SK, Amorepacific, KB Financial Group, and K-water.

Transition to renewable energy

To cope with the climate crisis, over 370 global companies are voluntarily participating in the green initiative of RE100 to source 100 percent of their power from renewable energy, and the Korean government is also actively promoting RE100 with the goal of achieving carbon neutrality by 2050. As a member of the global initiative, in 2021, JYP Entertainment powered 100% of our electricity demand (1,393MWh) with solar PV energy. In other words, this means all albums recorded at the HQ in 2021 were made using 100 percent renewable energy. The conservation can be translated into a 640tCO2eq reduction of GHG emissions, and brings us a step closer to Net Zero.

To achieve this, JYP Entertainment purchased renewable energy certificates (REC) under agreements with domestic solar power plants, becoming the first Korean entertainment company to fulfill RE100.

Renewable energy replacement
1,393 MWh

GHG reduction
640tCO₂eq

Promotion of environmental value

Activities to reduce environmental footprint

The environmental conservation is a global issue that calls for global action and global solidarity. JYP Entertainment implements a wide range of programs within the organization and outside of it to reduce its environmental footprint.

Environmentally-friendly albums and merchandise

JYP Entertainment is serious about reducing the environmental impact of its content. We are working on various digital-only albums to replace physical CDs to reduce waste associated with physical album purchases. Fans purchasing albums in the future will only receive physical photo cards while being granted to access to all other included material such as songs, behind-the-scene content and lyrics through a digital code, and for this purpose, related technologies such as QR and NFC are being reviewed. We are also considering eco-friendly production options for photo cards.

In parallel, we will redesign album packaging to minimize packaging materials and adopt FSC-certified paper, soy ink and eco-friendly coating materials in order to address the pollution problem posed by album packaging.

We are looking to phase in eco-friendly merchandise as well. We will actively utilize green materials such as biodegradable plastic made from nature and upcycling products using discarded waste, and expand the reusable products that can be reused several times, such as clothes, eco-bags and tumblers using natural materials. To this end, we will also work hard to create social value by reviewing cooperation with social enterprises and social ventures in various ways.

As such, JYP Entertainment is creating a K-pop culture where the entertainment industry and the environment can continue to co-exist through creating content that promotes environmental value.

Operating eco-friendly cafe JYP-Soulcup

JYP-Soulcup is our in-house café and an eco-friendly complex cultural space, driven by its motto “Love You More, Love Earth”. Through the cafe, we aim to practice sustainability-led behavior in every aspect of the business, from purchasing raw materials to operation.

JYP-Soulcup uses eco-friendly ingredients and materials wherever possible to minimize its impact on the environment. By increasing the proportion of organic and pesticide-free raw materials up to 80%, we reduced the environmental impact of the material purchasing process. We also use eco-friendly materials in our manufacturing and packaging stages to reduce our carbon footprint and plastic waste. Disposable plastic (PP) was replaced with eco-friendly plastic (PLA), and regular paper cups were replaced with paper cups made of sugar cane and bamboo pulp.

Meanwhile, we encourage the use of reusable containers rather than disposable cups as a way to reduce waste. We aim to increase the proportion of tumbler use by 20% through customer discounts and campaigns, and reduce 12,000 disposable cups per year through active use of multi-use containers.

Operating 'JYP BOB', on-site restaurant with minimal environmental impact

JYP BOB is a cafeteria for JYP employees and artists, and we participate in environmental impact reduction activities by providing an eco-friendly diet and minimizing food waste.

We use eco-friendly ingredients that are organic, pesticide-free, and antibiotic-free, and choose eco-friendly products wherever possible to minimize the impact on the environment. Also, utensils and cutlery that emit environmental hormones are not used.

In a bid to reduce food waste, we operate a reservation system, small-amount staggered cooking, and buffet line setup. We also encourage employees to join our efforts through self-dispensing, allowing them to take only as much food as needed. Unavoidable food waste is collected by recycling companies for composting, and a food disposal performance report is submitted every year. We make sure waste cooking oil is also treated in an eco-friendly manner through a service provider.

확인서번호 : 제 2022181069 호

RE100

재생에너지 사용 확인서(법인기준)

- 법인명 : 주식회사 제이와이퍼펙트엔터테인먼트
- 법인 소재지 : (05407) 서울특별시 강동구 강동대로 205
- 대표자명 : 정복
- 사용내용
 - 사용수단 : 인증서(REC) 구매
 - 사용량 : 1,394.603 (MWh)
 - 생산기간 : [불입 1] 참조
 - 사용연도 : -
 - 대상현원 : [불입 1] 참조
 - 인증서 유효기간 : [불입 1] 참조

위와 같이 재생에너지를 사용(구매)하였음을 확인합니다.

2022년 05월 26일

한국에너지공단 신·재생에너지센터 소장 (인)

법인 1. 재생에너지 사용 확인서 상세내역

1/3

* JYP Entertainment’s electricity consumption for 2021 was 1,393MWh, and REC purchased from the Korea Energy Agency was 1,394MWh.

Promotion of environmental value

Participating in the global environmental network 1% for the Planet

1% for the Planet is a global environmental network of businesses, non-profits, and individuals who work together for a healthy planet. JYP Entertainment has been a member since 2020 and working in solidarity with domestic and foreign environmental organizations to solve environmental problems. By donating 1% of the sales of the in-house café JYP-Soulcup to Our Sea of East Asia Network (OCEAN), we strive to protect the marine environment. Donation was used to publish “Impacts of Marine Litter on Biodiversity II> and distribute it to 29 government agencies, including Korea Maritime Environment Management Corporation, National Institute of Fisheries Science, and Korea Maritime Institute, and we posted the publication in the PDF format on our website to raise awareness of marine litter.

About One Percent for the Planet

Founded in 2002 by Yvon Chouinard, the founder of Patagonia, and Craig Mathews, the founder of Blue Ribbon Flies, 1% Percent for the Planet is a global network of responsible businesses tackling our planet's most pressing environmental issues. Only when the environmental problems are addressed at the regional level can they be addressed at the country level, and then, at the global level. 1% for the Planet member companies donate 1% of their annual sales to local grassroots environmental organizations. As a member of 1% for the Planet, JYP Entertainment donated 1% of JYP-Soulcup sales to Our Sea of East Asia Network (OCEAN) to promote the importance of protecting the global environment.



Bernard's ECOFriends Episodes

	Title	Subject	Description	Partnered with
Ep. 1	Bernard Becomes a Farmer	Farming	Trying eco-friendly farming methods and learning about how we get along with nature	Silsangsa alternative middle school
Ep. 2	Bernard, Keeper of the Coastal Forests	Forest	Raising awareness of coastal forest and joining preservation efforts	Forest For Life
Ep. 3	Bernard, Urban Beekeeper	Animal	Finding ways to create a healthy city and co-exist with nature	Urban Bees Seoul
Ep. 4	Bernard Protects the Sea	Sea	Collecting marine waste and protecting the sea, in connection with “2021 Love Earth Challenge”	Our Sea of East Asia Network (OCEAN), Korea Maritime Environment Management Corporation
Ep. 5	Bernard Preserves Native Seeds	Farmer	Safeguarding and spreading native seeds that are disappearing	Hansallim
Ep. 6	Bernard Protects Otters	Animal	Engaging in activities for coexistence with otters in cities	Seoul Otter Network
Ep. 7	Bernard Becomes an ECOFriend	Environment	Proposing a zero waste life	Zero Waste Shop

Artist’s Environmental Project : “Bernard’s ECOFriends”

JYP Entertainment practices environmental protection and promotes our activities to share our values with everyone to build a healthier place to live. As part of such effort, we produced Bernard’s ECOFriends, which sheds light on the activities of those who strive to protect the Earth.

Bernard’s ECOFriends is a project where JYP artist Bernard Park introduces what we can do to save the planet and conveys the value. For seven months from May to December 2021, we selected different environmental themes every month, including eco-friendly farming methods, urban beekeeping, beach cleanup, and native seeds, and produced a total of 14 films, one artist experience episode and a song cover each per theme. Other JYP artists and environmental activists joined as guests to help raise awareness of the importance of activities and encourage the participation of fans and the public.

The videos were released on JYP Entertainment’s official YouTube channel and shared with people interested in the environment and all users of JYP Entertainment’s music content.

Through such content that combines music and nature, we exerted a positive influence on those who were interested in environmental issues but did not know where to start.

Environmental campaign “Love Earth Challenge”

Since 2020, JYP Entertainment has been organizing Love Earth Challenge, an environmental campaign to revive the earth for life so that everyone can lead a healthy life and pursue their dream. The challenge also commemorates the International Coastal Cleanup Day every year by proposing specific initiatives to protect the marine environment, which has become the final destination for waste. JYP artists and fans participate in the SNS campaign to raise marine environmental awareness and take actions to protect the earth.

In 2020, we encouraged the use of tumblers, which can be easily practiced in daily life, by holding the TUMBLER FOR EARTH challenge on SNS, and JYP artists and 840 fans participated in the challenge. In addition, in 2021, we organized the CLEAN SWELL campaign, in which 1,100 artists and fans picked up garbage and properly separated it for the purpose of reducing the amount of garbage being discharged into the sea. In order to bring about a more substantial change, JYP matched the number of posts in the campaign and the number of views for the episode 4 of Bernard’s ECOFriends, Bernard protects the sea, with KRW 30 million in donation to Our Sea of East Asia Network (OCEAN). This donation was used to clean up 21 beaches and the Han River in Seoul, collecting a total of 4,731 kg of garbage. Going forward, all employees and artists of JYP Entertainment will sincerely participate in environmental protection activities, contributing to keeping our planet healthy.



Social

Key Initiatives



Employees

Building a pleasant workplace for all

- Talent recruitment and development program
- Employee diversity and human rights management
- Appraisal and compensation system
- Organizational programs and culture to promote work-life balance
- Safe work environment



Partners

Pursuing shared growth with partners

- Shared growth system for partners
- Partner selection and operation
- Partner support program and performance



Users

User protection and support

- Personal information protection and information security
- User accessibility improvement
- Expansion of digital communication channel



Local community

Activities for realizing an inclusive society

- EDM social contribution program
- Local community donations
- Social contents production

Background

In tandem with the recent global rise of K-Pop culture, there has been a growing demand for entertainment companies to demonstrate social interest and responsibility. The evolution of the entertainment industry through convergence with other industries has expanded the scope of stakeholders and, therefore, raised the importance of ESG management across the creative process. As a member of the society, we also have the responsibility to address various social issues, while realizing shared growth.

Direction

JYP Entertainment cheers for everyone working to realize their dreams, and has in place a system to support them. We endeavor to strengthen the competitiveness of our employees and partners that are part of our creative ecosystem, cultivate an environment where we can grow together, and establish a fair and transparent creative ecosystem. In addition, we actively engage in social contribution activities and contribute to bringing a positive change to society through producing good contents. And we keep the information security system up to date so that everyone can enjoy our contents in a safe environment.

Employees

Talent recruitment

JYP Entertainment believes people are the most valuable asset for a company, and does its best to recruit and develop talented people. People are our core growth engine and play a vital role in making the company a leader in the entertainment business.

At JYP Entertainment, key senior management participates in the hiring process to recruit talented people who have good personality as well as practical skillsets, and a personality test is given to assess candidates from various angles. Furthermore, we adopt a blind recruitment process for creative positions to focus more on individuals' creativity and ensure fairness.

More staff come on board as the company grows, and we plan to increase recruitment in 2022. In contrast, employee turnover rate declined and was nine percent as of the first half of 2022. We expect the average tenure to gradually increase accordingly.



Talent recruitment and retention

		2019	2020	2021
Recruitment	No. of new hires	51	61	78
	Fresh graduate hires	37	35	42
	Experienced hires	14	26	36
Turnover ¹⁾	Total no. of retirees	49	42	41
	Voluntary turnover	49	42	41
	Turnover rate	21%	17%	15%
Tenure ²⁾	Average tenure	4 yrs. 2 mos	4 yrs. 7 mos	4 yrs. 4 mos
	Male average	4 yrs. 6 mos	5 yrs. 3 mos	5 yrs. 5 mos
	Female average	3 yrs. 11 mos	4 yrs. 1 mos	3 yrs. 7 mos

1) The ratio refers to the number of employees who retired during the fiscal year to the number of employees at the end of the fiscal year.
 2) Average tenure differs by gender largely because of higher proportion of women among new hires.
 3) For 2022 1H, 35 people newly joined the company and turnover rate was 9%.

Employees

Talent development and training

JYP Entertainment fosters an environment where employees drive their own professional development with passion. When individual employees determine the goals and methods of their growth, we empower them by providing appropriate resources.

We offer a learning platform that includes more than 6,000 learning courses, including job skills, foreign languages, and cultural competence, so that employees can drive their own learning in desired fields at their own pace. Plus, we support employees' development through conferences, external training and book purchase allowances.

Going forward, we plan to establish a leadership development program from a mid- to long-term perspective by defining the leadership skillsets and values required of each position and providing a wide range of training opportunities to support employees.

Training participants & expenses

Classification	Unit	2019	2020	2021
Total training expenses	KRW in ten thousand	3,000	3,389	4,739
No. of employees participated in training per	Person	125	135	176
Average training cost per participant	KRW in ten thousand	24	25	27

Courses in the talent nurturing program

Classification	Channel	Category	Training provided
Company-wide general training	Offline	New hire onboarding training	Induction training for new joiners (both graduates and experienced), onboarding mentoring by existing staff
		Job competency training	Training to improve job related skills
Job competency training by division	Online	Upskilling training	Training as needed for each position (e.g., foreign languages and OA)
		Competency training for Creative Division	Training as needed for each position (e.g., history, art and music)

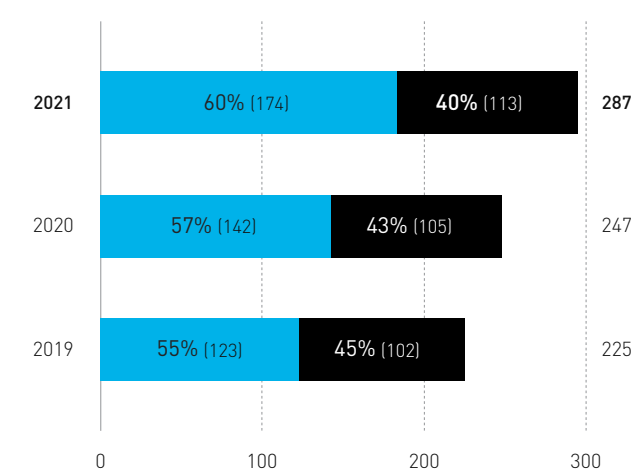
Employee diversity

JYP Entertainment is a company where talented people are gathered to blossom, achieve their dreams, and grow with the company. As of the first half of 2022, we have a total of 295 employees, of which 96 percent, or 285 employees, work on a full-time basis. We look out for people with both creativity and good personality, and work hard to cultivate a culture that respects all employees as talent. We are creating an environment where talented people with diverse backgrounds and experiences can make creative music and content with flexible thinking.

JYP Entertainment has endeavored to build a workplace where female talent can grow. As of the first half of 2022, about 62 percent of the workforce was female. In addition, a female executive director was appointed in 2021 to strengthen the leadership of female talent, and 75 percent of the newly appointed team heads in 2022 were female, raising the ratio of female managers to 42 percent as of the first half of 2022. Going forward, we will continue to implement work-life balance policies such as parental leaves and encourage female employees to grow their career into leadership positions.

As for employee diversity, we actively expand the recruitment of national meritorious persons and foreign nationals. As of the first half of 2022, there were six national meritorious persons and six foreign nationals on our payroll, accounting for 4% of the workforce. We also hire talent on a full-time basis wherever possible, and only two employees (part-time workers), or one percent of the workforce, were non-regular workers during the same period.

Employment status by gender



Employment status

Classification			Unit	2019	2020	2021
Employment status ¹⁾	Total		Person	225	247	287
	By gender	male	Person (%)	102(45%)	105(43%)	113(40%)
		Female	Person (%)	123(55%)	142(57%)	174(60%)
	By age	Under 30		120(53%)	126(50%)	147(51%)
		30-50	Person (%)	100(45%)	116(48%)	134(47%)
		50 or above		5(2%)	5(2%)	6(2%)
	By contract type	Executive		6(3%)	5(2%)	7(2%)
		Full-time	Person (%)	219(97%)	238(96%)	274(96%)
		Part-time ²⁾		-	4(2%)	6(2%)
	New hires		Person	51	61	78
Female employee status ³⁾	No. of female employees		Person (%)	123(55%)	142(57%)	174(60%)
	Female executives		Person (%)	-	-	1(14%)
	Female senior managers		Person (%)	3(43%)	3(43%)	3(43%)
	Female junior managers		Person (%)	8(44%)	8(44%)	8(44%)
	Female in revenue-generating functions		Person (%)	71(63%)	84(68%)	109(69%)
	Female new hires		Person (%)	40(80%)	50(82%)	62(79%)
No. of employees on parental leave	Gender	male	Person	-	-	-
		Female	Person	1	1	2
No. of employees returning to work after parental leave	Gender	male	Person	-	-	-
		Female	Person	1	1	1
No. of employees working for more than one year after parental leave	Gender	male	Person (%)	-	-	-
		Female	Person (%)	1 (100%)	1 (100%)	1 (100%)
Employment by diversity ⁴⁾	No. of employees with disabilities		Person (%)	1 (0.4%)	1 (0.3%)	-
	No. of national meritorious employees		Person (%)	4 (1.5%)	5 (1.7%)	6 (2.3%)
	No. of foreign employees		Person (%)	4 (1.5%)	4 (1.4%)	5 (1.9%)

1) Signed artists excluded from employment status data
2) Part-time employees: a part-timer at in-house café "JYP-Soulcup" and a foreign national with one-year visa
3) Female ratio of the workforce

4) Overseas Korean with foreign nationality included in foreign employees
5) As of 2022 1H (June 30), 295 employees, 183 female employees (62%), 2 female executives (25%), 4 on parental leave (3 female, 1 male)

Employees

Human rights management

Operating human rights protection channel

JYP Entertainment operates a human rights grievance handling channel in order to prevent workplace harassment, including sexual harassment, and protect the human rights of all employees. The company clearly states in the work rule what constitutes misconduct in the course of employment, and when a concern arises, the responsible team efficiently addresses the issue in accordance with internal regulations and transparently shares the result with the informant.

Human rights complaints handling process



Human rights complaints are handled by the Grievance Committee and Human Resources Committee, which operate independently to ensure adequate protection of informants. When a report is received through the grievance handling channel, the two committees review and investigate the case privately and agree on a solution. Based on this, we consult with the informant and determine on the final solution. The company takes the protection of victims very seriously in this process. We make every effort to protect the informant and maintain confidentiality through the entire process, and ensure victims are not subject to disadvantages or discrimination even after the case is closed.

Human rights education

At JYP Entertainment, company-wide statutory training is conducted every year on sexual harassment prevention, workplace harassment prevention, disability awareness, personal information protection, and ethical management. We consistently emphasize the importance of such training to raise the awareness of human rights among the employees, and we will continue to implement human rights education programs in a systematic way.

Compliance with human rights law

Our continuous effort to conform to the Code of Conduct and protect human rights has resulted in zero violation of human rights law in the past three years (2019 to 2021). We will continue to conduct our business with respect for employees.

Human rights complaint reporting channel

Channel	Content
JYP Singo	- Employee grievance reporting channel operated by JYP Entertainment (singo@jype.com) - Reporting channel for sexual harassment or other workplace harassment cases - Reported cases are handled with anonymity

Human rights education status

Classification	Unit	2019	2020	2021
No. of participants ¹⁾	Person	216	231	271
No. of training hours per employee	Hour	4	4	12
Total training hours	Hour	864	924	3,252

1) Independent directors and part-time workers are excluded

2) Starting 2021, ethical management training (8 hours) was offered

Appraisal and compensation system

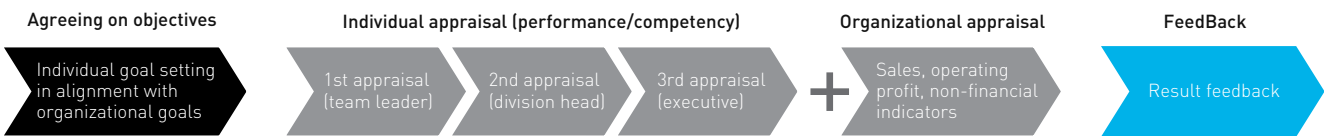
JYP Entertainment seeks sustainable growth of individual employees and the company by ensuring fair appraisal based on Management By Objectives (MBO). We ensure Leader’s Code is embedded in our HR appraisal system and provide employees equal opportunities for promotion, compensation, and benefits.

We foster talent in line with the company’s vision by incorporating the six core values in the Leader’s Code into the employee assessment category. We implemented the MBO HR program in 2012 to assess individual contributions and performances together with the company’s growth objectives, and we have since assisted employees in achieving best performance and personal growth goals. A multi-faceted leadership assessment is conducted as well in order to address improvement gaps based on employee feedback on leaders, and to complement the top-down HR-driven process with the voices of employees. Moreover, we enhance the fairness and transparency of the appraisal system through the Performance Management Committee, which delivers objective appraisals for each organization by carefully looking at the level of performance, environmental difficulty, and stretch goal

setting. The Committee also plays a role in assisting the company in responding to the rapidly changing business landscape by coordinating and adjusting business strategies and goals in a timely manner in alignment with company-wide objectives. The committee members engage in in-depth examination and discussion to enhance the fairness of the appraisal results while striving to promote a culture of communication and engagement across the organization.

At JYP Entertainment, individual employees and the company set the objectives together and compensation is decided by comprehensively considering contributions and performances. By doing so, we ensure fair appraisal and compensation for individual efforts and competencies, without discrimination based on job level, placement, or gender. We are continuously improving compensation to meet employee expectations and motivate performance. Guided by the value of “One JYP Entertainment”, we earmark a certain portion of the company’s profits and share it with all employees under the company-wide profit sharing plan. This incentive system not only motivates employees to work better, but also is conducive to promoting an environment in which individual employees grow together with the company.

Appraisal process



Appraisal category incorporating Leader’s Code

Classification	Core value	Competency	Appraisal criteria
Respected Company	Integrity	Integrity	We abide by the company regulations and social norms even when no one is watching.
	Sincerity	Sincerity	We give our best and try to minimize mistakes even if there is no visible delivery in the short term.
		Mutual respect	We respect hard-working colleagues as they are regardless of their performance or capability.
	Humility	Teamwork	We actively cooperate on the matter decided through agreement even when it is inconsistent with own ideas.
	Love	Positive thinking	We never lose trust that we can do it, even in the face of poor performance or mistakes.
Leading Company	Think Brilliant	Creativity	When faced with a challenge, we come up with ideas to address the issue.
		Execution	We apply new ideas to our work even when trials and errors are likely to happen.
	Act Efficient	Work control	We prioritize tasks based on importance.
		Work improvement	We streamline work processes that are within our control.
		Efficient communication	We give clear work instructions and request cooperation from relevant teams and people in consideration of the nature of the tasks.

Employees

Promoting work-life balance

JYP Entertainment promotes a balanced life for its employees and operates flexible work arrangements and mental well-being programs, taking into account the characteristics of the entertainment industry.

Flexible work arrangements

Taking into consideration the characteristics of the entertainment industry where people work with high levels of autonomy and creativity, we introduced flexible work arrangements. Employees can voluntarily set core work hours depending on the intensity and duties of their work, and fix their own work schedule on a monthly basis. The core time-based flexible work hours, which was implemented before the COVID-19 pandemic, contribute to improving work efficiency and work-life balance.

Mental well-being programs

JYP Entertainment has in place a mental-wellbeing program to promote mental well-being and health of employees. The program consists of face-to-face counseling and online counseling programs with a professional psychologist. The face-to-face counseling is one-on-one sessions, and allows for convenient counseling through video conference or in a separate space.

JYP mental well-being program

Category	Unit	2019	2020	2021
Face-to-face counseling	session	77	19	18

* Mental well-being online counseling introduced at the end of 2021

Starting at the end of 2021, we began offering online counseling service for remote employees who work out of the office a lot. The online counseling is favored by many employees as it makes it easier for them to consult with experts without space and time limitations. In the first half of 2022, 72 online counseling sessions were conducted, and accordingly, face-to-face sessions decreased.

Benefit programs

JYP Entertainment operates a wide range of benefit programs to ensure employees lead an abundant and stable life. The in-house restaurant “JYP BOB,” in particular, provides lunch and dinner on organic diet on weekdays. This not only promotes the health and productivity of employees and healthy growth of trainees, but also plays an important role in improving employee satisfaction.

Benefits cost per employee

Classification	Unit	2019	2020	2021
Benefits cost per employee	KRW in ten thousand	285	184	330

* Reduction in benefit expenses in 2020 due to a decrease in in-house cafeteria users and restrictions on club activities during the COVID-19 pandemic.
* Benefit point system introduced from 2021.

Benefit package

Classification	Benefit programs	Details
Work & life	Free meals at in-house restaurant	Free lunch/dinner
	In-house cafe points	Benefit points redeemable at in-house cafe
	Vouchers for holidays/founding anniversary	Vouchers redeemable at the affiliated online mall
	Congratulations & condolences support	Congratulatory/condolence expenses (flower arrangements, etc.) and bereavement leaves Funeral service agency support (parents, children)
	Congratulations on returning to work from parental leave	Gifts for those who return to work from parental leave
Leisure & cultural activities	Education and book purchase support	Allowances for self-development training and book purchases
	In-house clubs	Allowances for club activities
	Vacation support	Annual summer vacation allowances
	Vacation condo discounts	Discounted vacation rentals
Health	Comprehensive health checkup support	Comprehensive health checkup for employees and their spouse at affiliated medical facilities
Others	Support for tenured employees	6-year tenure: sabbatical leave (1 mo) 10-year tenure: gold souvenir and appreciation plaque 20-year tenure: long-service leave, bounty, and plaque

Hearty & healthy food, just like home-cooked meals

Purpose of JYP BOB

JYP BOB is an in-house cafeteria serving lunch and dinner on weekdays. Under the slogan “You are what you eat,” the restaurant provides all organic meals with the aim of improving employees’ health and work productivity, as well as promoting healthy development and positive eating habits of trainees. The restaurant has been operating since July 2, 2018 when the company moved to the current JYP Center in Gangdong, Seoul.

Principles of JYP BOB

- **We serve organic, sustainable food.**
We mainly use eco-friendly ingredients, including domestic organically grown produce. We’re proud to serve a healthy meal even at higher costs than other restaurants.
- **We consider health in every step of food preparation.**
Our cooking or eating utensils are made with stainless, ceramics, glass, tritan, and silicon, and do not produce environmental hormones. We also use eco-friendly grade 1 dish soaps.
- **Safety and hygiene are our top priorities.**
Industrial safety & hygiene education is offered to JYP BOB workers every month, and kitchen hygiene education is also conducted regularly. Furthermore, a third-party hygiene check is performed twice a year in our effort to provide clean and safe food.



You Are What You Eat!



Horizontal organizational culture

Adopting mutually respectful honorific expression

JYP Entertainment embraces a horizontal organizational culture for employees to communicate freely based on mutual respect, and encourages employees to address each other with the honorific suffix “nim” regardless of job titles instead of honorific titles. This enables employees to communicate horizontally and respect each other without feeling bound by the vertical hierarchy of age or position.

Flexible seating

We have flexible seating arrangements to let members work collaboratively and engage in conversation easily. The flexible seating option allows employees to choose where they want to work, stimulating impromptu encounters and inspiring creativity along the way. In addition, our office zoning gives everyone a functional space, such as focus zone, collaboration space, rest area, and phone booth.

Employees

Employee suggestion program “CHANGE”

“In the creative industry, Success doesn't come from how many hours you put in. Scintillating ideas are the key.” – J.Y. Park, 2018, Macquarie Emerging Industries Summit. This describes the nature of the entertainment industry quite well.

In 2022, JYP Entertainment introduced the employee suggestion program called “CHANGE” and established the CHANGE Committee for successful implementation of the new system. Through the CHANGE program, everyone, regardless of their job title or function, can propose opinions that help develop the company or create a happy workplace. When a constructive idea is selected, a taskforce formed under the CHANGE Committee drives its adoption by gathering opinions from each team and developing a detailed execution plan. Diverse ideas and suggestions from employees are incorporated into JYP’s work process, programs, and policies, helping to build a better company.



Safe work environment

JYP Entertainment strives to ensure people enjoy our music in a safe environment. To this end, in 2022, we newly formed the safety and health organization and implemented a relevant management system in response to the Industrial Safety and Health Act and Serious Accidents Punishment Act.

Occupational safety and Health

JYP Entertainment conducts risk assessment through a third party company to identify potential risk factors in the workplace, prevent industrial accidents, and ensure a safe environment for our employees. Emergency safety supplies, including fire evacuation masks, are also available to prevent evacuation delays or casualties in the event of a fire.

Additionally, we raise safety awareness through providing statutory training in accordance with the Occupational Safety and Health Act, including generic safety and health training and job-specific training for health and safety managers.

Safety accidents

Classification	Unit	2019	2020	2021
No. of employees applying the occupational safety and health management system	Person	248	269	309
Injury rate	%	0.4	0	0.32
No. of safety incidents	Person	1	0	1
No. of occupational illness	Case	0	0	0

* Partner employees are included in the number of employees applying occupational safety and health management system

Occupational safety and health training

Classification	Unit	2019	2020	2021
No. of training participants	Person	215	222	253

* Occupational safety and health training is conducted on a quarterly basis by incorporating new hires / retirees.

Operating Occupational Safety and Health Committee

JYP Entertainment operates the Occupational Safety and Health Committee as a safety communication channel for a safe working environment. In accordance with the Industrial Safety and Health Act, it convenes on a quarterly basis to deliver and resolve safety and health related matters.

Through operating the Committee, we discuss and address all safety matters, including legal requirements, risk factors in the workplace, and contagious disease prevention, and make continuous efforts to maintain a safe work environment.

Employee health management

JYP Entertainment inspects the physical condition of the workplace for hazard recognition in order to reduce the risk of employees developing a musculoskeletal disorder and promote their health.

In addition, we partner with a personal training facility and dental-clinic and provide comprehensive medical checkups and flu vaccinations to help employees maintain their health.

Ensuring safety for events and performances

For a safe and pleasant event, JYP Entertainment makes sure that everyone on site, including artists and performers, audiences, and staff members, complies with legal safety standards. We carry out continuous and meticulous safety checks from before the onset of the event until after the event finishes.

Safety management process

Before event	During event	After event
• Develop a disaster response plan • Complete safety training for all event organizers • Conduct stage facility safety inspections • Conduct safety training for workers and staff • Develop an emergency evacuation plan and conduct a drill	• Conduct safety monitoring for facilities • Manage emergency exits for audience	• Ensure safe removal and disposal

Establishing safety culture

We plan to maintain a safe environment by conducting safety inspections and improvement activities based on safety standards, and by promptly mitigating gaps in each area through continuous evaluation. We will develop emergency response manuals for different crisis situations, such as fire, collapse, and natural disaster, and perform drills in a consistent manner, so as to improve our organizational emergency preparedness. We will also accelerate our effort to foster a safety culture through employee engagement activities, including safety bulletin board as a communication channel and safety campaigns.

Partners

A number of creative partners from various fields work together to make and release a piece of music. JYP Entertainment see our partners not just as collaborators, but equal allies sharing growth. We will continue to provide partners with fair and transparent business opportunities as well as a variety of support programs, while driving a mutually beneficial culture.

Shared growth system for partners

JYP Entertainment aspires to build a system for partners who drive the creative process to grow and thrive. In a bid to ensure fairness and transparency in our relationships with partners, we have set partner selection and management standards, and published a comprehensive guideline that governs all areas from contract signing to follow-up after closing. In addition, we keep our partner communication channels open for new business proposals or other collaboration opportunities.

Partner selection and management

Partner selection

In pursuit of fair transactions and shared growth with our business partners, JYP Entertainment has established partner selection and management guidelines by referencing Korea Fair Trade Commis-

sion’s Guideline for Selecting and Managing Business Partners, while ensuring transparency and fairness in our partner engagement to provide opportunities for cooperation and promote mutually beneficial relationships.

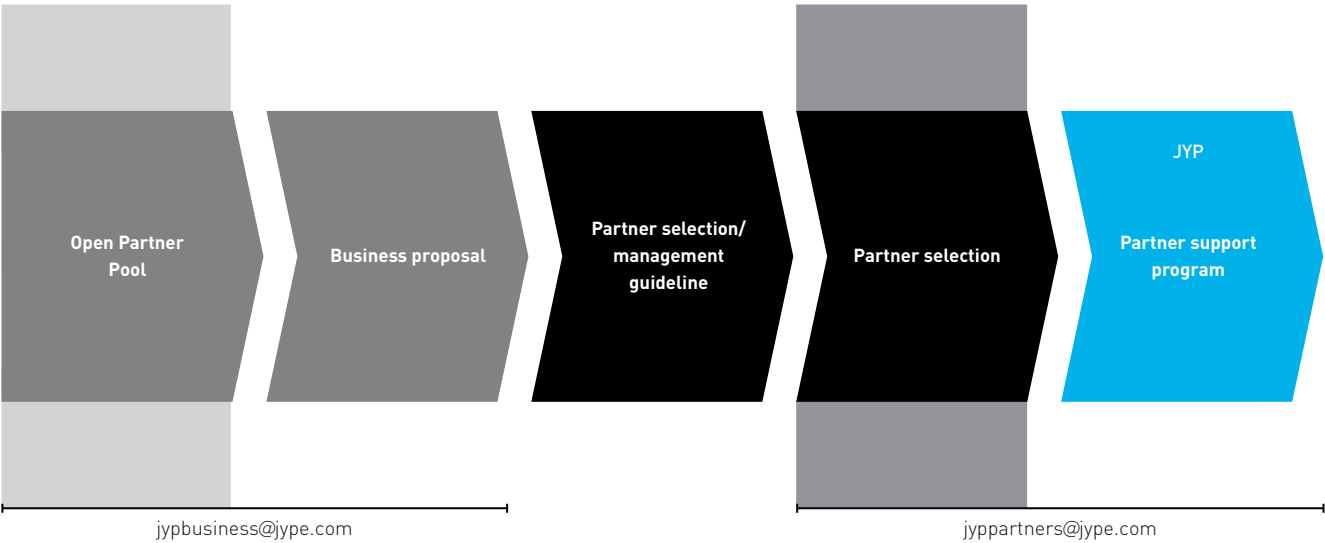
Code of Conduct for partners

JYP Entertainment has enacted the JYP Fair Cooperation Guide for Partners, which defines the underlying principles of mutual trust, fair trade, and shared growth. The guide is JYP Entertainment’s commitment to fulfilling our responsibilities for fair trading and ethical management based on mutual trust with partners. The guide also serves as a code of conduct for all partners and the foundation for us to practice transparent and ethical management together.

JYP Fair Cooperation Guide for Partners

Ethics pledge	Code of conduct for partners	Fair trade guidelines
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Systemic approach to shared growth with partners



Partner engagement

JYP Entertainment keeps communication channels open for partners to freely reach out to us with business proposals and ideas. Partner companies can create collaboration opportunities or connect with JYP Entertainment by using accounts linked to our official webpage. We operate the Open Partner Pool (jypbusiness@jype.com) to receive business proposals and creative ideas from potential partners. For registered partners, we have a separate channel (jyppartners@jype.com), where they can put forth new suggestions or ideas for improvement.

Partner status

Classification		Unit	2019	2020	2021
Partners*	Total number of partners	Partners	1,011	1,386	1,923
	New partners	Partners	459	375	537
Procurement	Total procurement expenses	KRW in hundred million	495	389	532

* Total number of registered partners, including those for single transactions

Partner support program and performance

Partner training

JYP Entertainment plans to provide partners with training designed to strengthen their competitiveness, which in turn will contribute to the growth of the creative ecosystem in the long term. We will provide training on ethics, human rights protection, and safety as per our internal training curriculum, and gradually expand the partner training program going forward.

Partner training curriculum

Classification	Training content
Ethics and human rights protection training	• Ethics and human rights related subjects, such as prohibition of solicitation and discrimination
Safety training	• Major safety accidents and issues in the entertainment industry • JYP Entertainment’s safety guide training

Initial-stage startup investment

JYP Entertainment invests in early-stage companies and small and medium venture businesses through investment associations as a limited partner. Through various innovative investments in the ecosystem, we provide startups with funding for a stable financial position while seeking to create new business opportunities.

The investment associations JYP Entertainment is part of focus on emerging companies and ventures within three years of business, and through investing in those with excellent technology, the associations support their growth and seek strategic ways for mutually beneficial partnerships. Currently, we have investment agreements worth KRW 13 billion through two investment associations, and the total investment made through the two associations is KRW 40.5 billion. As of the end of 2021, we have supported a total of 24 businesses, and we plan to expand our investment in initial-stage startups.

Initial startup investments

Classification	Unit	2020	2021
Accumulated amount of investment	KRW in hundred million	205	405
No. of businesses invested	Company	9	20

- 1) JYP Entertainment invests in L&S No. 10 Early Stage Ⅲ Investment Association (KRW 20.5 billion) and Smart L&S-JYP Investment Association (KRW 20 billion)
2) The data includes duplicate companies due to subsequent investments

Synergy creation through start-up investment

JYP Entertainment works as a mentor company through its investment of KRW 10 billion in Smart L&S-JYP Investment Association (operating KRW 20 billion in total) through L&S Venture Capital.

Smart L&S-JYP Investment Association invests in Humart Company, which operates mental health platform Trost, and directly and indirectly supports business operations. JYP also utilizes Trost as its online psychological counseling service as part of the employee mental well-being program.

Trost.

Users

Personal information protection and information security

JYP Entertainment uses its best efforts to protect personal information and securely manage sensitive information. We have implemented an information security system and taken various measures to protect personal information acquired through our business operations as per our privacy protection policy. We will maintain a high level of security so that users can consume JYP Entertainment's contents in a safe environment protected from the threat of data breaches.

Information security system

We maintain 24/7 monitoring of the servers in operation through an information security service provider. Ongoing efforts are made as well to replace security programs or upgrade security control systems. In addition, we control external intrusion utilizing intrusion prevention system, and do our best to be equipped with all possible technological instruments to ensure system security.

In 2022, we plan to roll out the highest level of security program (Microsoft Defender based on CIS/NIST control) to phase in an advanced information security system.

Privacy policy

JYP Entertainment has established and implemented an internal management plan for the safe handling of collected personal information. We are committed to complying with the Privacy Protection Act, the Promotion of the Use of Information and Communication Networks and Protection of Information Act, and all other relevant laws and regulations. The compliance status as well as the implementation of personal information protection measures is checked by the relevant team and IT personnel, who also take corrective ac-

tions immediately for any issues identified. The company plans to further strengthen privacy protection by setting up a dedicated personal information protection organization.

We aim to improve company-wide information security awareness through providing employees with information protection training. Over the past three years, a total of 749 employees have received statutory personal information protection training, either online or on-site. Furthermore, we are the only entertainment agency in Korea that conducts cyber threat simulation training for employees jointly with the Korea Internet & Security Agency (KISA) every year. For employees who handle personal information as part of their job, we provide regular in-house training or external training to help them acquire new security technologies and understand the privacy data protection duty, and in so doing, minimize administrative risk of personal data leakage.

Personal information protection measures

We take all the technological, administrative, and physical measures necessary to ensure the safety of handling personal information, and are responding with detailed plans. In addition, in case of complaints related to personal information, we designate and operate a department that handles them.

Personal information protection status

At JYP Entertainment, there has been no incident or damage due to information leakage in the past three years. There have not been any data breach cases involving user information or any fines incurred due to violation of information protection laws as well. We will spare no effort in maintaining a high level of information protection through raising security awareness across the organization and strengthening the server security level.

Personal information protection and information security

Classification	Unit	2019	2020	2021
No. of personal information breaches	Case	0	0	0
Data breaches involving personally identifiable information (PII)	%	0	0	0
No. of users affected by personal information breach	Person	0	0	0
Financial loss incurred due to personal information protection and related legal procedures	KRW	0	0	0

Improving user accessibility

JYP Entertainment is committed to nurturing an environment where users can freely consume our content transcending physical and geographical limitations.

We are focusing on improving the experience for music fans with disabilities who often have difficulty in booking a concert or accessing venue and facilities. For those with limited mobility, accessible tickets are reserved through telephone booking lines, separately from general reservations. We provide two seats for wheelchair users and their companions, and train on-site personnel to support as needed so that they can enjoy the performance to the full. Going forward, we will continue to work to make more accessible and inclusive events by considering various aspects and ensure people with disabilities can enjoy the performances without any inconvenience.

As our stage expands worldwide, we have improved accessibility for overseas users by lowering language barriers. Nowadays our content is consumed not just by domestic fans, but fans across the world – from Japan and China to Southeast Asia, North America, Latin America and Europe. Acknowledging this, we have added Japanese and Chinese language options as well as Korean and English on our company website, and JYP official YouTube channel supports Spanish and various Asian languages including Vietnamese, Thai, and Hindi, making our content more accessible for a wider global audience. In the future, we will further promote accessibility of overseas users through expanding virtual concerts on the Beyond LIVE, an online live performance platform we introduced in 2020.

Expanding digital communication channels

JYP Entertainment believes listening to fans is about connecting with them. We leverage various digital channels to facilitate

communication between artists and fans. Artists frequently communicate with their fans by gong live on YouTube, Instagram and other SNS platforms, or using artist-to-fan engagement platforms such as Bubble and V LIVE. Fans can subscribe to the channel of their favorite artists, message them or leave comments. Through this experience, fans can feel a deep sense of connection with the artists beyond boundaries.

For communication with Generation Z, we actively utilize the metaverse platform Zepeto. In the virtual space within the platform, fans meet with JYP artists in a new form of experiential communication, such as taking pictures or practicing choreography together. We also operate JYP Fan's, the official fan community, and use it as an official communication channel with fans. Users may request tickets for TV shows here and get a chance to sit in the audience and see artists in person. As such, various digital channels serve as a reliable means of communication and maximizes user satisfaction.

At the company level, we receive various opinions and feedback from fans through JYP Entertainment's official communication email (fan@jype.com), and a marketing manager who is dedicated to communicating with fans is assigned for each artist.

Fan marketing managers constantly monitor domestic and overseas K-Pop markets to gain insights, deliver updates on artists in the fastest and most efficient way, and establish fan engagement strategies tailored to the evolving trend to facilitate communication between fans and artists.

The company defines the communication network for each artist so that various opinions of users are collected and appropriate pre-emptive actions are taken as needed by fan marketing managers. They also monitor each artist's channel at all times and coordinate communication with fans for TV shows or performances. We strive to better understand what fans want through conducting surveys on fan meetings and surveys.

[ITZY _ LIVE] “Cooking show,” on-trend theme for fan engagement

ITZY hosted a special live cooking show with fans on its official YouTube channel for about three months. Every Sunday at 6 p.m., starting with the youngest member Yuna, the five members took turns to make the menu recommended by fans, while communicating with them. After the live broadcast finished, an event was held in which fans uploaded their own cooking of ITZY's recipe, and ITZY “liked” the one that has the most resemblance to their dish. Through the cooking show, ITZY not only was able to connect closely with the users of the content, but also created special content for its fandom MIDZY.



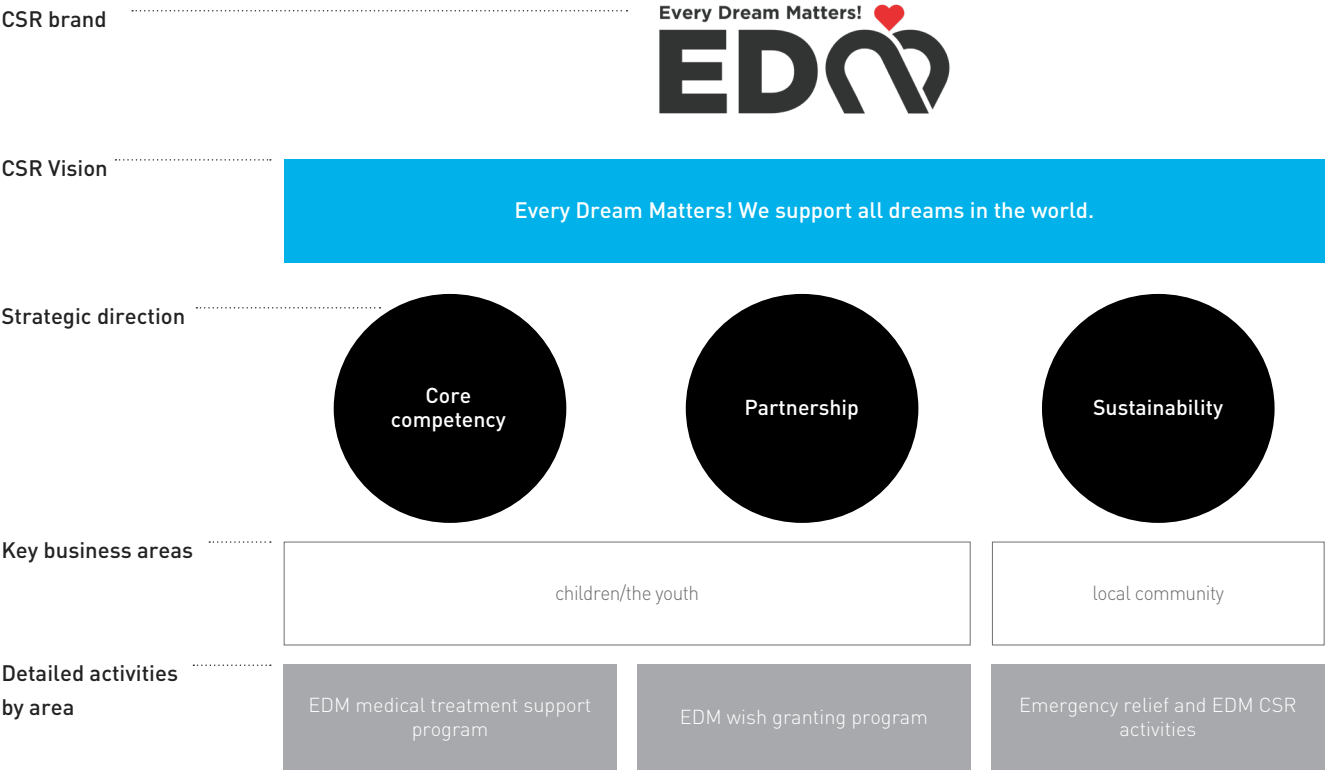
Local communities

At JYP Entertainment, we commit ourselves to upholding the vision “Every Dream Matters!”. Through our EDM social contribution activities, we usher in a world where everyone can dream.

Our CSR programs for children and the youth include EDM medical treatment support program and EDM wish granting program, and we engage in various other activities to create a sustainable society, such as employee volunteer activities and local community donations. Since 2020, we have produced EDM DAY video on our EDM social contribution programs at the year-end and posted it on JYP Entertainment’s official YouTube channel to share the results with fans and the public. In the future, we will continue to work toward our goal, which is to continue to expand the number of recipient children and countries and champion more children’s dreams.



JYP Entertainment’s social contribution system



EDM social contribution activities

EDM medical treatment support program

As the flagship project of our CSR activities, EDM medical treatment support program saves precious lives around the world by providing much needed medical expenses to children whose family lives in poverty and cannot afford surgery.

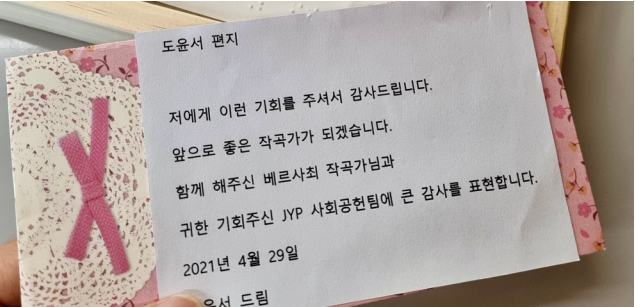
Under the memorandum of understanding (MOU) signed with Samsung Medical Center in August 2020, JYP Entertainment has covered treatment costs for low-income children in Korea, by paying for surgery, orphan drugs, medical devices and treatment (chemotherapy, transplantation, rehabilitation, etc.) for children who suffer from a childhood cancer or rare incurable disease. In 2020 and 2021, our donation totaled KRW 450 million, which benefited 41 children.

Building upon the work, we have expanded the reach of our program worldwide and supported the treatment of children who need our help. In 2021, we signed an MOU with World Vision to start caring for the lives of overseas patients.

Joined also by JYP Japan, our overseas medical treatment support program has saved the lives of 313 overseas children in Mongolia, the Philippines, Bangladesh, and Vietnam.

EDM medical treatment support program

Classification	Item	Unit	2020	2021	Total
Domestic	Treatment expense support	KRW in thousand	200,000	250,000	450,000
	Recipient children	Person	15	26	41
Overseas	Treatment expense support	KRW in thousand	-	300,000	300,000
	Treatment expense support by JYP Japan	JPY in thousand	-	12,000	12,000
	Recipient children	Person	-	313	313



Thank you note from a child who received EDM treatment support in Korea



Local communities

EDM wish granting program

The EDM wish granting program is an emotional support program targeting children aged 3-18 years with an incurable disease at home and abroad. Through the program, we instill them with the power to overcome their disease and the courage to dream by granting them a wish. We signed an MOU with Make a Wish Korea in 2019, and for the period from 2019 to 2021, we donated a total of KRW 790 million to support the dreams of 181 children with incurable diseases.

Through our program, we grant life-changing wishes to children in five categories: “To meet,” “To have,” “To do,” “To go,” and “To become”. In our effort to grant “To meet” wishes despite the COVID-19 situation, we held an “Online Wish Day” in 2021 for domestic and overseas children who wanted to meet with JYP artists. Through the video calls, artists delivered warm support for the children’s fight against critical illness, and children gained unforgettable memory and renewed strength. Wonpil (DAY6), TWICE, Stray Kids, and ITZY participated in this activity to grant the wishes of 11 children with intractable illness.

The EDM wish granting program carries even more special meaning in that fans can also participate together. When they use the JYP Fan’s EDM debit card from Shinhan Card, a share of their purchases is automatically donated to EDM social contribution activities. The money collected is then donated in the name of JYP artists and fandom and is used for wish granting for children with incurable diseases.

In addition, domestic and overseas fans can donate directly on our JYP_EDM website, where we operate the “Donation for Children” fundraising with stories of children fighting serious illness and the “EDM Anniversary Donation” fundraising for celebrating meaningful days. As such, JYP Entertainment engages in a wide range of activities on various platforms to spread its “positive influence” with fans.



JYP Fan’s EDM debit card



Momo of Twice thanking a child for gift on Wish Day (2021)



Stray Kids granting wish of a child with incurable disease (2021)



J.Y. Park and a child with incurable disease (2019)

CSR activities engaging JYP members

All members of JYP Entertainment support children’s dream. The company plans and conducts hands-on volunteer activities such as making EDM wish bears (2019), making EDM wish bracelets (2020), and making EDM Healthy Kit (2021), and operates those activities through the participation of employees, trainees, and artists. The volunteer activities are divided into face-to-face and non-face-to-face and JYP Entertainment members can freely sign up for the activities they prefer. In addition, we take part in the environment cleanup activities as part of the ongoing environmental protection effort. JYP Entertainment shares the latest updates on its CSR activities through the company bulletin board and digital signage, encouraging active communication across the board.



EDM Healthy Kit (2021)



EDM Wish Bracelet (2020)

EDM wish granting program status

Classification	Unit	2019	2020	2021	Total
JYP Entertainment donation		324,500	300,000	170,000	794,500
JYP Fan’s EDM debit card donation	KRW in thousand	-	21,164	13,737	34,901
EDM website donation		1,912	17,552	11,077	30,541
Total		326,412	338,716	194,814	859,942
EDM wish granting activity volunteer	Person	161	209	171	541
Recipient children		50	60	71	181

Local communities

Local community donation

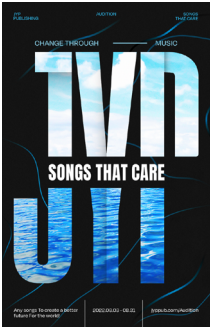
JYP Entertainment is passionate about building a sustainable community. During the height of COVID-19, we provided KRW 500 million in donation to support medical supplies such as protective gowns and masks as well as hygiene products to prevent infection among the vulnerable groups. Additionally, we donated KRW 300 million in 2021 when a wildfire occurred in Gyeongbuk and Gangwon regions to support the reconstruction projects and emotional well-being of the victims who lost their homes overnight. JYP artists strive to give back to our community and reach out to support in times of crisis.

Local community donation by JYP Entertainment (unit: KRW)		
Year	Description	Donated amount
2020	COVID-19 prevention project	500,000,000
2022	Wildfire restoration project in Gangwon and Gyeongbuk regions	300,000,000

Creating social content

JYP Entertainment makes music for people. Since our music is meant for mass consumption, we are also well aware of the influence we may have in our society. That is why we endeavor to create content together with the public that conveys a message of hope for a better world.

Starting 2022, we hold the “SONGS THAT CARE” audition every year. Contestants can write and compose a song about various social values, including global environment, co-existence, and sharing. The song that gets selected from the final evaluation will be recorded and released by JYP artists. Through the audition, we spread positive influence in our society through music, as well as discovering emerging composers and songwriters.



'SONGS THAT CARE' audition poster

Local community donation by JYP artists (unit: KRW)			
Year	Description	Donor (group)	Donated amount
2019	Wildfire restoration project in Gangwon region	Hwang Chansung (2PM)	100,000,000
		JUN. K (2PM)	50,000,000
		Jang Wooyoung (2PM)	50,000,000
		Lee Junho (2PM)	30,000,000
2020	COVID-19 prevention project	Hwang Chansung (2PM)	50,000,000
		Lee Junho (2PM)	30,000,000
		Nayeon (TWICE)	50,000,000
		Dahyun (TWICE)	50,000,000
		Tzuyu (TWICE)	50,000,000
2022	Wildfire restoration project in Gangwon and Gyeongbuk regions	Ryujin (ITZY)	50,000,000

Governance

Key Initiatives



Board of Directors and Committees

Establishing fair and transparent governance structure

- Composition and operation of Board of Directors
- BOD Committees



Shareholder-friendly management

Enhancing shareholder value through protecting shareholder rights

- Stock and capital structure
- Protection of shareholder rights



Ethical management

Establishing ethical standards for members to observe

- Ethics guideline
- Ethical management system
- Ethics training

Background

Ensuring a transparent and sound governance structure is a critical aspect of corporate management to ensure sustainable growth and build trusting relationships with stakeholders. As more focus is placed on transparency in corporate governance, companies are faced with a growing demand from government agencies and investment facilities. In today's business landscape, businesses need to improve their governance structure continuously so as to promote shareholder value and take a balanced approach to shareholder rights protection.

*This section of the report reflects changes up to the first half of 2022 when the report was prepared for publication.

Direction

JYP Entertainment has restructured its governance structure, which becomes the foundation of corporate development. We have formed a competent, independent and diverse Board of Directors (BOD) and established the ESG Committee with the aim of realizing responsibility management supported by a rational decision making process, establishing a system for ethical management, and reinforcing trust with various stakeholders.

Composition of BOD and Committees

Composition and operation of BOD

BOD Composition

As of the first half of 2022, the BOD consists of eight directors, with four executive directors and four independent directors. The board is operated in accordance with the internal guidelines on the BOD operations, so as to ensure its expertise, diversity, and independence. The Audit Committee was established in 2021, followed by the Compensation Committee and ESG Committee in 2022 to ensure the sound management of the BOD.

BOD composition (as of 2022 1H)							
	Classification	Name	Gender	Completion of tenure	Employment history	Expertise	Position
1	Executive director	Wook Jeong	Male	2023.03.26	• Current CEO of JYP Entertainment	Management and strategic functions	CEO & BOD Chairperson
2	Executive director	Sangbong Byun	Male	2023.03.26	• Accounting team at Dongsuh Foods • Business support team head at Enet Current vice • president of JYP Entertainment	Management and finance functions	CFO
3	Executive director	Jinyoung Park	Male	2023.03.26	• Founder of JYP Entertainment Corp. • Won Prime Minister’s Citation in 2006 (for contribution to cultural content export)	Management and cre- ative functions	CCO
4	Executive director	Jiyoung Lee	Female	2024.03.28	• Casting manager at SM Entertainment • Adjunct professor of Entertainment Management, Seoul Arts College • Current Head of Talent Development Division/ Artist Division 4	Artist discovery and support, production, management	
5	Independent director	Wan Park	Male	2024.03.28	• Accountant at Hanyoung Accounting • Accountant at Samjung Accounting • Current accountant at Samhwa Accounting • Current managing director at Cell Bio Human Tech	Accounting and finance	Audit Committee Chairperson, ESG Committee member Compensation Committee member
6	Independent director	Taeyong Gong	Male	2024.03.28	• Attorney at Lee & Ko • Attorney at law office Shinwoo • Partner attorney at law firm Yeagun • Current partner attorney at law firm Minsan	Law	Compensation Committee Chairperson, Audit Committee member, ESG Committee member
7	Independent director	Hyungge-un Yoon	Male	2024.03.28	• CPA at Daesung Accounting • Director at Mirae Partners • Partner at Chungmu Management Accounting Office • Current advisor at T-money	Accounting and finance	Audit Committee member, Compensation Committee member
8	Independent director	Kyung-mee Moon	Female	2025.03.28	• Head of Communication at Lutronic • Strategic planning director at Pax Economic TV • CEO of Block Monster Lab • Current CEO of Starintech	Blockchain and investment	ESG Committee chairperson

Expertise and diversity of BOD

JYP Entertainment’s executive directors are professionals with multiple years of experience in the entertainment industry. Independent directors consist of experts from various fields, such as accounting, finance, law, and investment. Tapping into its rich experience and knowledge, the BOD deliberates and resolves on its agenda, and efficiently monitors management’s activities and performance. In March 2022, a new female independent director was appointed, raising the ratio of female directors in the Board to 25 percent. We will accelerate our efforts to increase the expertise and diversity of the BOD.

Independence of BOD

We ensure that BOD members (excluding Audit Committee members) are independent of the company’s largest or major shareholders. We continuously increased the ratio of independent directors, and brought it up to 50 percent with new independent director appointment in 2022, further enhancing the independence of the BOD. The director appointment process requires the company to disclose the personal information of the candidate prior to the shareholders’ meeting as well as whether the candidate has any shareholder recommendation.

Diversity and independence of BOD

Classification		Unit	2019	2020	2021	2022
BOD composition	Total	Person	4	4	7	8
	By type	Executive director	Person	3	3	4
		Independent director Ratio	Person %	1 25%	1 25%	3 43%
	By gender	Male	Person	4	4	6
		Female	Person	0	0	1
						2

Operation of BOD

The BOD deliberates and decides on important management matters in accordance with the Board Operation Guideline, which is constantly reviewed and updated. A resolution of the BOD is made when a majority of the directors are in attendance and by a majority vote of the directors in attendance. In 2021, the BOD convened 10 times to endorse important matters such as establishing subsidiaries and granting stock options.

BOD meetings in 2021

No.	Date	Agenda	Approved (Y/N)
1	2021.03.09	Decision on cash dividend (KRW 154 per share)	Y
2	2021.03.11	Resolution on the convocation of the 26th (Year 2020) Annual General Meeting of Shareholders	Y
3	2021.03.12	Report on the operation of internal accounting management system for 2020 and resolution on the closing of the financial year	Y
4	2021.05.25	Acquisition of existing common shares of another corporation [Dear U Co. Ltd.]	Y
5	2021.06.04	Acquisition of existing common shares of another corporation [Dear U Co. Ltd.]	Y
6	2021.06.24	Joint operation of NFT platform business through business cooperation with Dunamu	Y
7	2021.07.20	Establishment of JYP Three Sixty Corp.	Y
8	2021.10.14	Granting of stock options	Y
9	2021.11.17	Acquisition of additional shares to maintain current stake of another corporation (Naver Z Corp.)	Y
10	2021.12.31	Payment of the 27th (Year 2021) incentives (performance bonus)	Y

Compensation for directors

The compensation limit of directors is determined by a resolution of the general shareholders’ meeting in line with the internal regulation on executive compensation. The CEO’s compensation is paid in a transparent and objective manner in accordance with the regulation. Wages for directors are determined by considering individual duties, position, leadership, and expertise, and incentives are paid within the executive compensation limit endorsed by the general shareholders’ meeting.

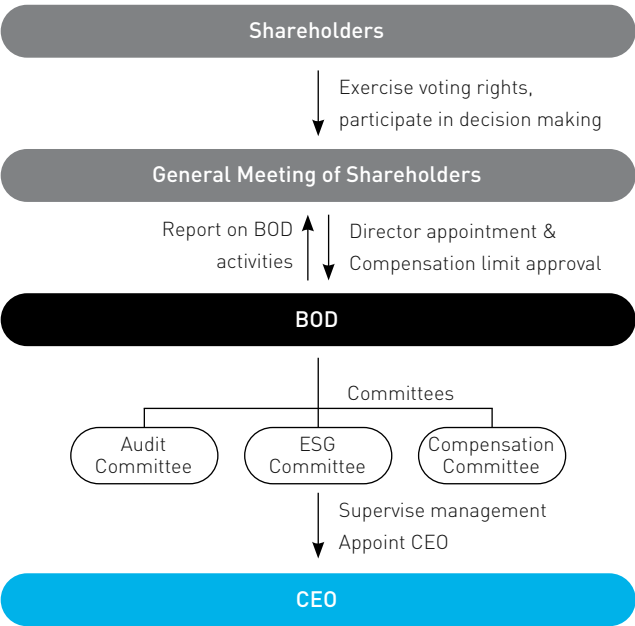
Director compensations (as of 2021)

(unit: KRW in thousand)

	No. of directors	Total compensation paid	Average compensation per person
Total	7	2,100,335	269,936
Registered directors (excluding independent directors and Audit Committee members)	4	2,013,341	503,335
Independent directs (excluding Audit Committee members)	-	3,000	-
Audit Committee members	3	80,994	26,998

Composition of BOD and Committees

BOD composition and decision making process



Composition and operation of BOD Committees

The Board of Directors and its subcommittees strive to improve corporate value and maximize shareholder profits. We established the Audit Committee within the BOD for transparent management of the Board, and the Committee consists only of independent directors to ensure its independent decision making. In 2022, we newly established the Compensation Committee and the ESG Committee to strengthen the soundness and sustainability of corporate management.

Audit Committee

The Audit Committee is comprised of all independent directors for its independence, and includes accounting and financial experts in accordance with the relevant provisions of the Commercial Law. The composition, operation and authority, and responsibilities of the Committee are specified in the Audit Committee regulation, which also becomes the guidelines for audit activities. The Audit Committee receives reports from the accounting control manager and is responsible for reviewing the operation status of the internal accounting management system, which is designed to prepare and disclose accounting information in a credible and reliable manner.

Compensation Committee

The Compensation Committee evaluates the management performance and sets the level of compensation for executives accordingly. Going forward, we will establish a balanced and reasonable compensation system and continuously improve it based on mid to long-term profitability and risk projections, ensuring appropriate levels and types of incentives to executives.

ESG Committee

The ESG Committee aims to actively respond to the evolving business landscape and pursue sustainable management. The ESG Committee, which comprises all of independent directors, plays a critical role in decision-making related to ESG activities, such as setting ESG strategic direction and establishing a management roadmap. We have also in place the ESG Council and ESG Taskforce. The ESG Council manages the performance and indicators of ESG projects executed by the Taskforce organization, and reviews and reports various ESG-related agenda to the Committee. The ESG Taskforce sets and executes the ESG visions in alignment with the strategic direction set by the Committee, and drives various ESG activities accordingly.

Compliance Officer

A listed company is required to appoint a compliance officer who meets certain qualifications to ensure the company’s business activities fall within legal regulations and internal policies. JYP Entertainment appointed the compliance officer for the first time in 2022. The compliance officer prevents and manages legal risks of the company and ensures business activities are carried out legally and efficiently.

Compliance Officer

Name	Gender	Completion of tenure	Employment history
Dong-wook Kim	Male	2025.06	• In-house attorney at JYP Entertainment • Vice Chairman of the Special Committee for In-House Lawyers, Korean Bar Association • Member of the Planning Committee, Seoul District Bar Association

Shareholder-oriented management

Stock and capital structure

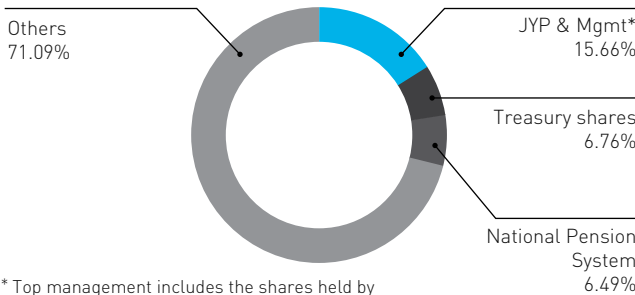
JYP Entertainment adopts the “one-share, one-vote” principle. As of December 31 2021, a total of 35,497,492 common shares were issued, and the number of treasury shares that do not carry voting power by the Commercial Law was 2,399,433.

Protecting shareholder rights

We encourage shareholders to exercise their rights at the general shareholders’ meeting by sharing significant information in advance wherever we can. In 2020, we introduced an electronic voting system in accordance with relevant law to allow shareholders to cast their vote even when they do not physically attend the shareholders’ meeting, enhancing the convenience of shareholders. JYP Entertainment considers the electronic voting system an alternative means that can further strengthen the company’s competitiveness by promoting shareholder participation and reducing social cost. Going forward, we will continue to promote electric voting to ensure participation rights of more shareholders.

In addition to the electronic voting system, we became the first in the industry to pay cash dividends as part of our shareholder return policy. We have been implementing the dividend policy since 2018 by comprehensively taking into consideration corporate growth, profit levels, and fund management to improve corporate value and shareholder return together. Furthermore, we transparently disclose stock information, financial statements, disclosures, internal information control regulation, and ethics guideline through IR section of our company website.

Major shareholder status



* Top management includes the shares held by JY Park, CEO and vice president.

Ethical management

Ethics Guideline

JYP Entertainment endeavors to become a trusted company that fulfills its responsibilities and duties as a member of the entertainment industry by complying with laws, ethical standards, and social norms. To that end, we have developed the Ethics Guideline for fair and transparent corporate management, and defined core values and standards of conduct that must be adhered to by all members as a whole to become a respectable company in our society. The Ethics Guideline was revised as of December 1 2021, and its five chapters contain general provisions, fair performance of duty, property and information protection, fan engagement, and self-reporting and reporting.

Ethical management system

Our ethical management system is implemented mainly by HR/General Affairs, Legal, and Accounting that are affiliated with the Management Support Office of the Business Support Division. The system facilitates ethical management and compliance management and promotes compliance value across the organization. In 2022, we plan to further strengthen the ethical management system by facilitating communication between the newly-appointed Compliance Officer and relevant teams.

Ethics training

We conduct ethics management training for all employees as well as new hires. Organized by HR/General Affairs and conducted online once a year, the ethics training aims to promote awareness on the importance of ethical management and its practice, as well as help build an ethical mindset. In 2021, 271 employees received the ethics training and they spent an average of eight hours each doing it. There were no reports of ethics violation received through the hotline.

Contents of Ethics Guideline

- Chapter 1: General provisions (purpose, definition of terms)
- Chapter 2: Fair performance of duty (money and goods, hospitality, conflict of interest)
- Chapter 3: Property and information protection (property protection, information protection)
- Chapter 4: Fan engagement
- Chapter 5: Self reporting and reporting (process, informant protection)

Ethics violation report

Classification	2019	2020	2021
case	0	0	0

05 APPENDIX

Financial Statements

27th from Jan 1 2021 to Dec 31 2021
26th from Jan 1 2020 to Dec 31 2020
25th from Jan 1 2019 to Dec 31 2019

Consolidated Statements of Comprehensive Income

(unit: KRW)

	25 th	26 th	27 th
Revenue	155,435,844,908	144,399,021,991	193,899,561,773
Cost of sales	79,358,997,387	67,501,513,665	89,745,860,121
Gross profit	76,076,847,521	76,897,508,326	104,153,701,652
Selling and administrative expenses	32,618,322,776	32,761,025,511	46,249,940,539
Operating income	43,458,524,745	44,136,482,815	57,903,761,113
Other income	782,124,219	36,342,548	609,074,468
Other expenses	538,971,227	2,064,335,003	3,167,628,460
Financial income	2,688,629,308	2,895,098,655	18,482,931,348
Financial cost	3,308,438,626	6,924,089,637	2,600,977,793
Gains (losses) from investments in associates	[64,777,938]	[91,676,050]	14,685,257,283
Profit before income taxes	43,017,090,481	37,987,823,328	85,912,417,959
Income tax expenses	11,796,752,828	8,351,425,095	18,411,687,983
Profit for the year	31,220,337,653	29,636,398,233	67,500,729,976
Profit attributable to:			
Controlling interests	31,302,235,018	29,533,856,172	67,460,902,491
Non-controlling interests	[81,897,365]	102,542,061	39,827,485
Other comprehensive income	675,016,958	[622,469,747]	1,845,141,829
Items that are or may be reclassified to profit or loss (other comprehensive income after tax)	[164,583,831]	[379,967,192]	1,664,304,641
Gains and Losses on Financial Assets at fair value through other comprehensive income	[48,893]	[116,503,188]	180,434,719
Foreign currency translation difference for foreign operations	[164,534,938]	[263,464,004]	1,483,869,922
Items that will not be reclassified to profit or loss (other comprehensive income after tax)	839,600,789	[242,502,555]	180,837,188
Gains and Losses on Financial Assets at fair value through other comprehensive income	839,600,789	[242,502,555]	213,729,164
Share of profit (loss) of associates accounted for using equity method (other comprehensive income after tax)			[32,891,976]
Total comprehensive income	31,895,354,611	29,013,928,486	69,345,871,805
Profit attributable to:			
Controlling interests	31,933,015,673	28,886,552,729	68,893,899,634
Non-controlling interests	[37,661,062]	127,375,757	451,972,171
Earnings per share			
Basic earnings per share (unit: KRW)	947	892	2,038
Diluted earnings per share (unit: KRW)	947	892	2,037

Financial Statements

27th as of December 31, 2021
26th as of December 31, 2020
25th as of December 31, 2019

Consolidated Statement of Financial Position

	25 th	26 th	27 th
Assets			
Total current assets	116,257,542,821	126,952,970,508	159,186,900,028
Cash and cash equivalents	38,658,746,138	34,542,244,171	49,138,232,915
Financial assets (current) at fair value through profit or loss (current)	1,157,800,000	5,101,974,076	5,675,597,350
Other current financial assets	58,634,873,976	63,983,800,000	51,878,745,542
Trade and other receivables	14,319,304,388	19,457,512,337	46,946,321,942
Inventories	690,988,886	448,282,082	1,433,494,363
Other current assets	2,795,686,353	3,417,179,145	4,106,281,094
Current tax assets	143,080	1,978,697	8,226,822
Total non-current assets	91,582,136,418	96,996,732,158	158,231,406,055
Financial assets (non-current) at fair value through profit or loss (current)	12,364,578,220	11,773,641,107	34,910,724,585
Financial assets at fair value through other comprehensive income	3,292,772,852	2,965,596,800	2,909,699,380
Other non-current assets	6,481,582,576	6,387,766,611	8,808,688,517
Investment in associates		1,906,330,880	42,570,591,708
Investment property	131,273,495		
Property, plant and equipment	38,782,757,897	40,547,332,973	38,286,277,286
Intangible assets	29,043,036,790	30,828,082,474	29,545,607,468
Other non-current assets		6,679,101	2,140,349
Deferred tax assets	1,486,134,588	2,581,302,212	1,197,676,762
Total assets	207,839,679,239	223,949,702,666	317,418,306,083
Liabilities			
Total current liabilities	43,149,749,830	33,334,303,727	58,331,683,486
Trade and other payables	9,974,233,606	11,049,475,413	14,514,656,591
Other current financial liabilities	1,174,296,672	1,462,994,210	2,392,309,254
Advance received	14,084,695,495	7,365,481,404	16,931,443,246
Other current liabilities	9,300,166,951	9,283,877,109	15,814,007,089
Income taxes payable	8,616,357,106	4,172,475,591	8,679,267,306

	25 th	26 th	27 th
Total non-current liabilities	2,339,985,312	4,368,063,466	8,437,233,761
Financial liabilities at fair value through profit or loss	114,491,500		
Other non-current financial liabilities	1,237,938,411	3,180,175,973	1,767,291,595
Provisions		60,757,442	61,913,876
Other non-current liabilities	987,555,401	1,127,130,051	4,735,861,713
Deferred tax liabilities			1,872,166,577
Total liabilities	45,489,735,142	37,702,367,193	66,768,917,247
Total shareholders' equity			
Equity attributable to owners	158,901,752,320	182,671,767,939	246,621,849,131
Capital stock	17,942,201,500	17,943,451,500	17,943,451,500
Capital surplus	76,901,977,199	76,955,682,199	76,955,682,199
Capital adjustment	(12,012,398,634)	(12,054,078,634)	(11,900,795,990)
Accumulated other comprehensive income	561,980,151	(85,323,292)	1,347,673,851
Retained earnings	75,507,992,104	99,912,036,166	162,275,837,571
Non-controlling interests	3,448,191,777	3,575,567,534	4,027,539,705
Total stockholders' equity	162,349,944,097	186,247,335,473	250,649,388,836
Total liabilities and equity	207,839,679,239	223,949,702,666	317,418,306,083

GRI Index

Topic	Disclosure		Pages	Note
Organization Profile	GRI 102-1	Name of the organization	12	
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	GRI 102-3	Location of headquarters	12	
	GRI 102-4	Location of operations	12 - 13	
	GRI 102-5	Ownership and legal form	12 - 13	
	GRI 102-6	Markets served	12 - 15	
	GRI 102-7	Scale of the organization	12 - 13	
	GRI 102-8	Information on employees and other workers	47 - 55	
	GRI 102-9	Supply chain	14 - 17	
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Strategy	GRI 102-14	Statement from senior decision-maker	4 - 7	
Ethics and Integrity	GRI 102-16	Values, principles, standards, and norms of behavior	16 - 17	
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Governance	GRI 102-18	Governance structure	65 - 69	
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	GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	68 - 69	
	GRI 102-22	Composition of the highest governance body and its committees	66 - 68	
	GRI 102-23	Chair of the highest governance body	66 - 68	
	GRI 102-24	Nominating and selecting the highest governance body	66 - 68	
	GRI 102-25	Conflicts of interest	68 - 69	
	GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	65 - 68	
	GRI 102-27	Collective knowledge of highest governance body	65 - 68	
	GRI 102-28	Evaluating the highest governance body's performance	65 - 68	
	GRI 102-32	Highest governance body's role in sustainability reporting	65 - 68	
	GRI 102-33	Communicating critical concerns	65 - 68	
	GRI 102-35	Remuneration policies	67	
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Stakeholder Engagement	GRI 102-43	Approach to stakeholder engagement	69	
Reporting Practice	GRI 102-47	Key topics and concerns raised	76 - 79	
	GRI 102-50	Reporting period	2	
	GRI 102-51	Date of most recent report	2	
	GRI 102-52	Reporting cycle	2	
	GRI 102-53	Contact point for questions regarding the report	2	
	GRI 102-54	Claims of reporting in accordance with the GRI Standards	2	
	GRI 102-55	GRI CONTENT INDEX	74 - 75	
	GRI 102-56	External assurance	82 - 83	

Topic	Disclosure		Pages	Note
Management Approach	GRI 103-1	xplanation of the material topic and its Boundary	76 - 78	
	GRI 103-2	The management approach and its components	76 - 78	
	GRI 103-3	Evaluation of the management approach	76 - 78	
Economic Performance	GRI 201-1	Direct economic value generated and distributed	12 - 13	
Indirect Economic Impacts	GRI 203-1	Infrastructure investments and services supported	56 - 59	
	GRI 203-2	Significant indirect economic impacts	56 - 59	
Anti-Competitive Behavior	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	
Energy	GRI 302-1	Energy consumption within the organization	42	
	GRI 302-4	Reduction of energy consumption	42	
Water and Effluents	GRI 303-3	Water withdrawal	-	Water withdrawn in 2021: 6,026m3m³
Emissions	GRI 305-5	Reduction of GHG emissions	42	
Waste	GRI 306-3	Waste generated	-	Waste generated in 2021: 161 tons in total (65 tons of general waste, 21 tons of food waste, 75 tons of recycling)
Employment	GRI 401-1	New employee hires and employee turnover	47	
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	51 - 53	
	GRI 401-3	Parental leave	49	
Industrial safety and health	GRI 403-1	Occupational health and safety management system	54 - 55	
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	54 - 55	
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	54 - 55	
	GRI 403-5	Worker training on occupational health and safety	54 - 55	
	GRI 403-6	Promotion of worker health	52 - 54	
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54 -55	
	GRI 403-8	Workers covered by an occupational health and safety management system	54	
	GRI 404-1	Average hours of training per year per employee	48	
Training and Education	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	48	
Diversity and Equal Opportunity	GRI 405-1	Diversity of governance bodies and employees	66	
Non-discrimination	GRI 406-1	Incidents of discrimination and corrective actions taken	50	
Human Rights and Assessment	GRI 412-2	Employee training on human rights policies or procedures	50	
Local Communities	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	60 - 64	
Customer Privacy	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	No violation or breach occurred for the reporting period

Materiality Assessment

JYP Entertainment conduct a materiality test to identify and prioritize major sustainability topics based on the Core Option of the GRI Sustainability Reporting Standards and other international ESG evaluation standards. We are committed to regularly conducting sustainability materiality assessments, and sharing the results with stakeholders through this report.

Assessment process

We have identified topics of materials importance by reviewing each issue for business impact and stakeholders’ interest.

Step 1. Issue pool creation

We created a pool of 28 issues through analyzing global sustainability standards (i.e., GRI Standards, SASB, and TCFD), ESG indexes (MSCI ESG ratings, KCGS), sustainability issues handled by domestic/overseas peer groups, and media research results.

Step 2. Materiality evaluation of the sustainability issues

We analyzed the 28 issues in the pool on the two criteria as below:

- Business impact: Evaluating the impact each issue may have on JYP Entertainment’s reputation, sales and strategy
 - Internal data and disclosures/press release screening
 - Research on ESG awareness of employees and impact of each issue (Jan to Feb 2022)
- Stakeholder interest: Evaluating the importance of each issue through media research analysis and internal/external stakeholder survey (employees, users, investors, partners, and local communities)
 - External stakeholder survey (May 2022)
 - Media exposure analysis for the period of June 2021 to May 2022

Step 3. Focus issue selection & validation

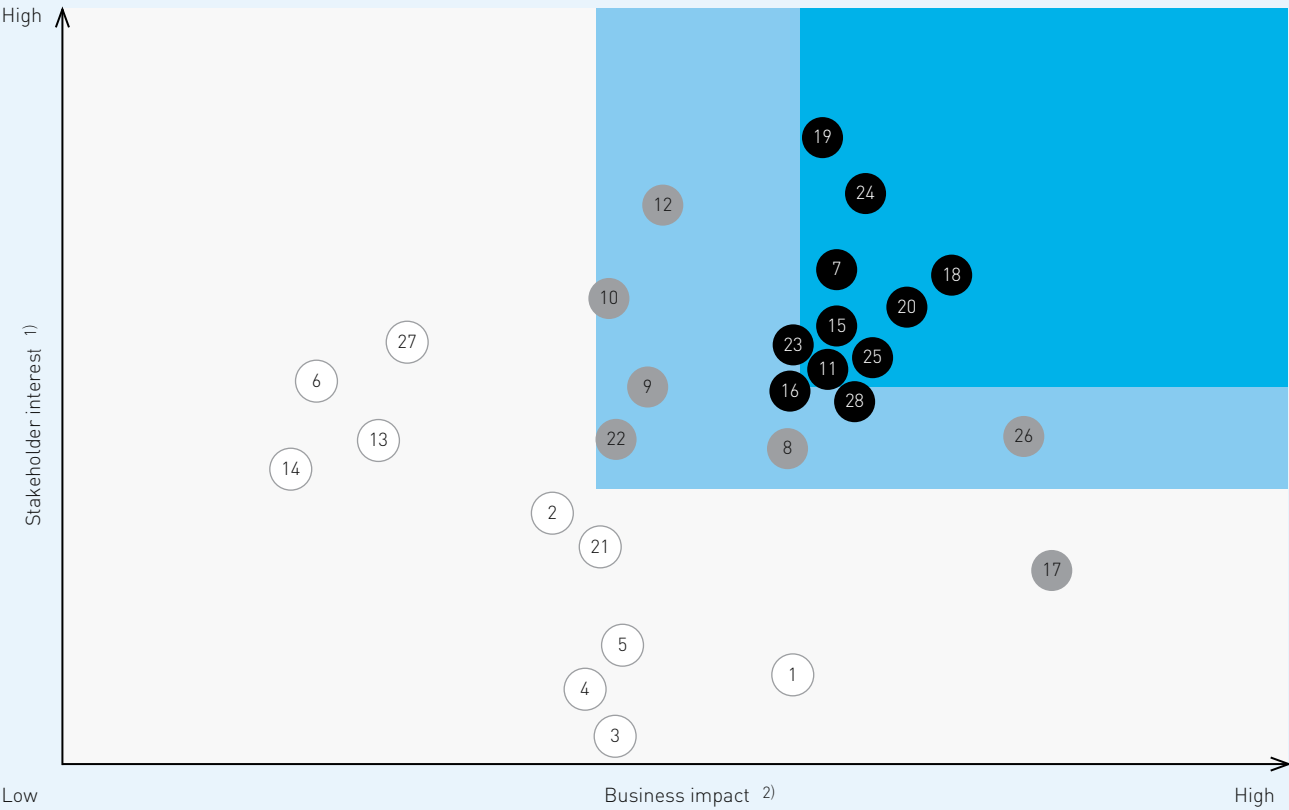
We selected 11 focus issues based on business impact and stakeholder interest, and reviewed these sustainability issues for their validity through the ESG Taskforce.

Assessment results

A total of 11 sustainability issues were selected as a result of the assessment. Stakeholders were aware of the global expansion of the Korean entertainment industry, and chose “stable development of artists” and “communication with fans” as the key factors directly linked to JYP Entertainment’s sustainability.

Given the significant influence partners have on the business, stakeholders highlighted the importance of supplier network management capability in terms of stability. The results of the materiality assessment confirmed the ESG direction and social responsibility required of us, and we reflected in this report our key initiatives and response strategies for each of the highly material issues.

Materiality assessment matrix



1) Stakeholders’ perceived importance and interest
2) Impact each issue has on the company’s business

1	Reducing energy consumption and carbon footprint
2	Implementing environmental campaigns
3	Strengthening environmental policy and norms
4	Expanding use of renewable energy
5	Complying with environment/initiatives
6	Promoting resource circulation
7	Promoting community welfare
8	Establishing sustainable cooperation system with partners
9	Establishing information security system
10	Implementing information protection security
11	Disclosing ESG data and improving transparency
12	Evaluating governance and ensuring fairness in compensation
13	Incorporating ethical management/code of conduct
14	Complying with laws and regulations

15	Promoting shareholder value and improving communication
16	Ensuring human rights of employees
17	Supporting competency development programs for employees
18	Fostering artists with competency and good personality
19	Ensuring work-life balance
20	Providing partner growth support and training
21	Co-production and marketing programs with partners
22	Establishing partners’ ethics policy
23	Promoting fair trade practice for partners
24	Improving organizational culture
25	Producing social content
26	Discovering sustainable creators
27	Reinforcing occupational health and safety
28	Improving content accessibility for the socially marginalized

SASB Index

The Sustainability Accounting Standards Boards (SASB) provides industry-specific sustainability accounting standards that guide the disclosure of financially material sustainability information to investors. SASB standards use the Sustainable Industry Classification System (SICS) to group companies into 77 industries across 11 thematic sectors, and JYP Entertainment falls into Internet media & Service and Media & Entertainment industries under the Service category. The company transparently discloses relevant information to stakeholders in alignment with SASB Standards.

Topic	SASB Code	Accounting Metric	Pages	Summary of reporting
Environmental Footprint of Hardware Infrastructure	TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	42	In 2021, the company (including overseas operations) used 1,482MWh of electricity, of which 94% (1,393MWh) was replaced with renewable energy.
	TC-IM130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	-	Total water withdrawal for 2021 was 6,026m³.
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	58	We comply with data privacy laws and regulations, and have established an internal management system and policy.
	TC-IM-220a.2	Number of users whose information is used for secondary purposes	-	There was no such case, and JYP Entertainment use user’s personal information only for the purposes user has consented to.
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	58	There was no such case, and no monetary losses incurred.
Data Security	TC-IM-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	58	No data security breaches have occurred in the past three years.
	TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	58	We have administrative, technological, and physical measures in place for personal information protection.
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	49	Foreign nationals accounted for 1.9 percent of the total workforce (as of 2021).
Intellectual Property Protection & Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	-	There was no such case, and no monetary losses incurred. For details, please see XI.3. Matters Relating to Sanctions, 2021 JYP Entertainment Business Report.
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	24	JYP Entertainment systematically protects intellectual property for creative works through its subsidiary (JYP Publishing)
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	49	The ratio of female employees is on the rise, and accounted for 60 percent as of 2021. For details, please see IV.2.(1) Employees of this report.
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	59	We improve user accessibility without physical and geographical restrictions, through disabled audience support, multilingual support, and virtual concerts.

Materiality	Issue	Business impact	Perceived importance						
			Users	Partners	Local communities	Investors and shareholders	Government	Members	Media
Tier1	Fostering artists with competency and good personality		0	0	0	0	0	0	
Tier1	Improving organizational culture		0	0	0	0	0	0	0
Tier1	Ensuring work-life balance		0	0	0	0	0	0	0
Tier1	Promoting community welfare		0	0	0	0	0	0	
Tier1	Promoting shareholder value and improving communication			0	0	0	0		0
Tier1	Ensuring human rights of employees			0				0	0
Tier1	Producing social content		0		0	0	0		0
Tier1	Disclosing ESG data and improving transparency					0		0	0
Tier1	Providing partner growth support and training		0	0	0	0	0	0	
Tier1	Promoting fair trade practice for partners		0	0	0	0		0	
Tier1	Improving content accessibility for the socially marginalized			0	0		0		0
Tier2	Discovering sustainable creators		0		0	0	0		
Tier2	Establishing sustainable cooperation system with partners		0	0				0	
Tier2	Implementing information protection security		0	0	0	0	0		0
Tier2	Establishing partners’ ethics policy		0		0	0	0		
Tier2	Evaluating governance and ensuring fairness in compensation		0	0	0	0	0	0	
Tier2	Establishing information security system		0	0	0	0	0		
Tier3	Supporting competency development programs for employees			0				0	
Tier3	Expanding use of renewable energy								0
Tier3	Complying with environment/initiatives								0
Tier3	Implementing environmental campaigns								0
Tier3	Strengthening environmental policy and norms								
Tier3	Promoting resource circulation		0		0		0		0
Tier3	Incorporating ethical management/code of conduct		0	0	0	0	0		
Tier3	Complying with laws and regulations		0	0	0	0	0		
Tier3	Reinforcing occupational health and safety		0	0	0	0	0		
Tier3	Co-production and marketing programs with partners							0	
Tier3	Reducing energy consumption and carbon footprint								0

UN SDGs

Goals	Indicators	2021 Activities	Pages
3 GOOD HEALTH AND WELL-BEING 	(3,4) Noncommunicable diseases and mental health: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	• Medical treatment support for domestic children under EDM social contribution program – Recipient children: 26 – Donation: KRW 250 million	IV.2,(2) Local communities
	(3,b) Support the research and development of vaccines and medicines for the communicable and non communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, in accordance with the Doha Declaration on the TRIPS Agreement and Public Health, which affirms the right of developing countries to use to the full the provisions in the Agreement on Trade-Related Aspects of Intellectual Property Rights regarding flexibilities to protect public health, and, in particular, provide access to medicines for all.	• Recipient children: 313 – Recipient children: 313 – Donation: KRW 300 million by JYP Entertainment, JPY 12 million by JYP Japan – Recipient countries: Mongolia, the Philippines, Bangladesh, Vietnam	IV.2,(2) Local communities
4 QUALITY EDUCATION 	(4,4) By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. Access: Equitable access to TVET needs to be expanded while quality is ensured.	• Implementation of the unique artist training system “Artist Incubation”	II.1 Artist Incubation
	(5,4) Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate.	• Provision of childbirth leave, miscarriage/stillbirth leave, and parental leave for employees or their spouse	IV.2,(1) Employees
5 GENDER EQUALITY 	(5,5) Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	• Female employees account for over 60% of the workforce • Female employees account for 44% of leadership role • Appointment of female executive director in the Board	IV.2,(1) Employees IV.3,(1) Composition of BOD and Committees
7 AFFORDABLE AND CLEAN ENERGY 	(7,2) By 2030, increase substantially the share of renewable energy in the global energy mix.	• Implementation of RE100 through replacing all power used at the HQ in Korea with solar energy	IV.1,(2) Climate change response
	(7,3) By 2030, double the global rate of improvement in energy efficiency.	• Installation of energy efficient hot water boilers to reduce city gas consumption by 35.7% for three years	IV.1,(2) Climate change response
8 DECENT WORK AND ECONOMIC GROWTH 	(8,3) Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	• Adoption of JYP Fair Cooperation Guide for Partners for shared growth with partners • Investment in 24 early-stage startups through investment associations	IV.2,(3) Partners
	(8,5) By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	• Ensuring gender pay equity • Expanding recruitment of national meritorious persons and foreign nationals (Currently, 6 national meritorious persons and 5 foreign nationals in the workforce)	IV.2,(1) Employees
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	(12,5) By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	• Using eco-friendly cups at in-house cafe to reduce environmental impact • Introducing in-house restaurant booking system to forecast demand and minimize food waste	III.1, ESG Vision: ‘Leader of Change’ IV.1,(3) Promotion of environmental value
	(12,6) Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	• Publishing 2021 JYP Entertainment ESG Report	–
13 CLIMATE ACTION 	(13,3) Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	• Managing Energy consumption status • Establishing environmental management system and organization • Producing Bernard’s ECOFriends	IV.1,(1) Environmental management system IV.1,(2) Climate change response IV.1,(3) Promotion of environmental value
14 LIFE BELOW WATER 	(14,1) By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.	• Organizing environmental awareness campaign Love Earth Challenge	IV.1,(3) Promotion of environmental value
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	(16,5) Substantially reduce corruption and bribery in all their forms.	• Developing Internal ethics guidelines for fairness and transparency • Completing mandatory 12-hour training on human rights protection for all employees (total training hours: 3,252)	IV.2,(1) Employees IV.3,(3) Ethical management
	(16,10) Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.	• Providing multilingual content and leveraging digital platforms • Establishing personal information protection and information security system	IV.2,(4) Users
17 PARTNERSHIPS FOR THE GOALS 	(17,17) Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	• Signing MOU with Samsung Medical Center for medical treatment support for domestic children • Signing MOU with World Vision for medical treatment support for overseas children • Signing MOU with Make-A-Wish Korea for CSR programs targeting children with incurable disease • Joining global environmental network ‘1% for the Planet’ • Participating in marine environmental protection activities in collaboration with OCEAN (Our Sea of East Asia Network	IV.1,(2) Climate change response IV.2,(2) Local communities

Independent Assurance Statement

To readers of JYP Entertainment ESG Report 2021

Introduction

Korea Management Registrar (KMR) was commissioned by JYP Entertainment to conduct an independent assurance of its ESG Report 2021 (the “Report”). The data and its presentation in the Report is the sole responsibility of the management of JYP Entertainment. KMR’s responsibility is to perform an assurance engagement as agreed upon in our agreement with JYP Entertainment and issue an assurance statement.

Scope and Standards

JYP Entertainment described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR’s assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with the Core Options of the GRI standards was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process

- GRI Sustainability Reporting Standards
- Universal standards
- Topic specific standards
- Management approach of Topic Specific Standards
- GRI 412: Human Rights Assessment
- GRI 413: Local Communities

As for the reporting boundary, the engagement excludes the data and information of JYP Entertainment’ partners, suppliers and any third parties.

KMR’s Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report
- evaluated sustainability strategies, performance data management system, and processes
- interviewed people in charge of preparing the Report
- reviewed the reliability of the Report’s performance data and conducted data sampling
- assessed the reliability of information using independent external sources such as Financial Supervisory Service’s DART and public databases.

Limitations and Recommendations

KMR’s assurance engagement is based on the assumption that the data and information provided by JYP Entertainment to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with JYP Entertainment on the revision of the Report. We reviewed the Report’s final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the Core Option of the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

JYP Entertainment has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

JYP Entertainment has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

JYP Entertainment prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of JYP Entertainment actions.

Impact

JYP Entertainment identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with JYP Entertainment and did not provide any services to JYP Entertainment that could compromise the independence of our work.

July 2022 Seoul, Korea
CEO E. J. Hwang

